

City of Utica



Utica, New York

To The City Clerk of Utica

As provided by Section 12 of the Second Class Cities Laws, I hereby
certify that

Name: James R. Femia

Address: [REDACTED]

Telephone:

has this day been appointed to the position of Police Officer

in the department of Public Safety- Bureau Of Police

the term to commence June 12, 2015

the term to end N/A

filling unexpired term of (if applicable)

Signed

Mayor

Title of Official

PERFORMANCE EVALUATION REPORT

NAME (FIRST, LAST, MI) James Femia	ID # [REDACTED]	RANK PO	DIVISION/UNIT C-1
DUTY ASSIGNMENT (I.E. DESK, STREET PATROL, BOOKING) Street Patrol	PERIOD COVERED Annual	FROM 1/1/19	TO 12/31/19

PERFORMANCE LEVEL DEFINITIONS

OUTSTANDING = 5 VERY GOOD = 4 ACCEPTABLE = 3 NEEDS IMPROVEMENT = 2 UNSATISFACTORY = 1
 In making the evaluation of each category below, supervisors are to evaluate the employee's performance only for the past Twelve month period and compare that performance to guidelines established in section 6.15 C (1 through 18) of General Order # 02-47 Personnel Performance Evaluations.

1. DUTY PERFORMANCE (ALL EMPLOYEES)

4 PERSONAL APPEARANCE	4 COMMAND PRESENCE	4 REPORT WRITING ABILITY	2 INTERPERSONAL SKILLS (VERBAL)
3 RESPONSIVENESS TO SUPERVISION	5 ATTENDANCE	4 RELIABILITY	4 PERFORMANCE UNDER STRESS
4 PERFORMANCE	4 PUNCTUALITY	3 INVESTIGATIVE/PROBLEM SOLVING SKILLS	
4 JUDGMENT	2 CARE AND USE OF EQUIPMENT	3 KNOWLEDGE OF LAWS, POLICIES, ETC	

2. DAYS LOST DURING PERIOD COVERED BY THIS REPORT

SICK: INJURED ON-DUTY: INJURED OFF-DUTY: OTHER: TOTAL OCCURENCES: **0**

3. SUPERVISORY PERSONNEL ONLY

LEADERSHIP QUALITIES

EFFECTIVENESS OF DELEGATION

TRAINING/COACHING OF SUBORDINATES

EVALUATION OF SUBORDINATES

4. NARRATIVE SECTION (This section is to be used to record specific and personal characteristics of this employee which are not adequately covered in the rating sections above. Any factors rated as a 1 or a 5 in the above sections must be articulated in this section.)

- No sick days used. Reports to roll call on time and prepared.
- Passed all uniform / weapons inspections.
- He was involved in a motor vehicle accident where he was responding to high priority call and was utilizing his emergency lights and sirens, and had proceeded through a red traffic light and collided with another vehicle. It was determined that he failed to utilize due care while operating a patrol car.
- It was noted in his E-File that there was an external primary civilian complaint regarding his attitude, alleging that he was rude, discourteous and vulgar. This complaint was ultimately investigated and deemed sustained, as he was in fact rude, and discourteous toward the complainant. He was issued a written counseling memorandum.
- It was noted in his E-File that he was verbally counseled regarding Vehicle and Traffic and how it applies to subjects walking on a highway.
- He is able to multi-task and this has been demonstrated on calls as he can handle his calls and also is able to pay attention to the radio traffic. He will use good judgment and clear a not in progress call to assist with in progress calls that require additional police units.
- Reports are very well written, free of error and are often completed on time and thorough.
- Shows his dedication to further himself in his career by becoming a member of METRO SWAT and by requesting training opportunities that arise.

How can this employee best improve his/her performance? (Include setting Career /Performance Goals).

PO Femia needs to work on his communication skills and exercise more patience and tact when dealing with difficult and confrontational subjects. **PO Femia** also needs to be more cognizant with utilizing due care when operating his patrol car as he has been involved in a total of three accidents with department vehicles, and was faulted for causing each of the previous accidents with associated policy violations for failure to utilize due care while operating department vehicles. **PO Femia** does have strong leadership qualities and is knowledgable

(Goal settings Continue From Front)

as well as confident in his work performance. He should continue to put in for trainings to enhance his knowledge. If PO Femia can work on the above mentioned issues, I believe PO Femia would make a very good Field Training Officer as well as advance to other positions within the Utica Police Department such as Tac, CID and SIU.

5. OVERALL PERFORMANCE RATING: This overall rating is to be based on the following factors:

- A. The employee's performance in his/her present assignment during the evaluation period; AND
 B. Consideration of the general needs of the Department, comparing the capabilities and characteristics of this employee to all other employees of equal rank and pay grade known to the evaluator.

☐ OUTSTANDING ☐ VERY GOOD ☒ ACCEPTABLE ☐ NEEDS IMPROVEMENT ☐ UNSATISFACTORY

6. REVIEWING COMMANDING OFFICER: (Immediate Supervisor) Name:

Signature James Holtz / James Holtz Rank LT. Date 1/31/20
 Print/Signature

7. SUPERVISOR REVIEWING WITH EMPLOYEE: Name:

Signature Kerry Canale / Sgt. Kerry Canale Rank SGT. Date 1/31/20
 Print/Signature

8. EMPLOYEE'S COMMENTS: (Optional)

9. EMPLOYEE'S SIGNATURE: This signature does not necessarily indicate agreement with this report. It verifies that this report has been personally reviewed with me and that I have received a copy of this report. If I do not agree with this report, I have indicated this by writing "under protest" next to my signature. I have also indicated whether I "request appeal" or "waive appeal" on this report.

Signature [Signature] Rank Pt 2m Date 1/31/20
 Print/Signature

PERFORMANCE EVALUATION REPORT

NAME (FIRST, LAST, MI) James Femia		ID # [REDACTED]	RANK PO	DIVISION/UNIT C-1
DUTY ASSIGNMENT (I.E. DESK, STREET PATROL, BOOKING) Street Patrol		PERIOD COVERED Annual	FROM 1/1/18	TO 12/31/18

PERFORMANCE LEVEL DEFINITIONS
 EXCELLENT = 5 GOOD = 4 ACCEPTABLE = 3 NEEDS IMPROVEMENT = 2 UNSATISFACTORY = 1
 In making the evaluation of each category below, supervisors are to evaluate the employee's performance only for the past Twelve month period and compare that performance to guidelines established in section 6.15 C (1 through 18) of General Order # 02-47 Personnel Performance Evaluations.

1. DUTY PERFORMANCE (ALL EMPLOYEES)

4	GENERAL APPEARANCE	3	ASSIGNMENT TASKS	4	WORK QUALITY	4	KNOWLEDGE OF LAWS, POLICIES, ETC.
3	RESPONSIVENESS TO SUPERVISION	5	ATTENDANCE	4	RELIABILITY	4	REPORT WRITING ABILITY
4	INITIATIVE	4	PUNCTUALITY	4	INVESTIGATIVE/PROBLEM SOLVING SKILLS	2	INTERACTION WITH PUBLIC
3	JUDGMENT	1	CARE AND USE OF EQUIPMENT	3	INTERACTION WITH OTHER MEMBERS OF THE DEPARTMENT		
4	COMMAND PRESENCE	4	PERFORMANCE UNDER STRESS	3	COMMUNICATION SKILLS (VERBAL)		

2. SUPERVISORY PERSONNEL ONLY

LEADERSHIP QUALITIES	EFFECTIVENESS OF DELEGATION	TRAINING/COACHING OF SUBORDINATES	EVALUATION OF SUBORDINATES
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3. NARRATIVE SECTION (This section is to be used to record specific and personal characteristics of this employee which are not adequately covered in the rating sections above. Any factors rated as a 1 or a 5 in the above sections must be articulated in this section.)

- No sick days used. Reports to roll call on time and prepared.
- He works busy zones and is conscious of the radio traffic while handling his zone and often clears calls quickly to handle in progress calls.
- He was involved in a one car motor vehicle accident in which the primary contributing factor for the accident was due to his unreasonable and imprudent speed. The damage sustained to the patrol vehicle was estimated to be \$12,416.51.
- It was noted in his E-File that there was an external primary civilian complaint regarding his attitude, alleging that he was rude, condescending, and intimidating. This complaint was ultimately investigated and deemed unfounded, however it was noted that he could have exercised more patience and compassion with the subject who was involved in an accident.
- There is a report in his E-File regarding a Response to Resistance where he could have exercised more patience and tact with a defendant who did not speak very good English.. He has been talked to in regards to this issue and it is a work in progress.
- Reports are very well written, free of error and are often completed on time and thorough.
- It was documented in his Electronic File regarding an issue with how he speaks with senior officers. It was noted that his demeanor can be arrogant. This was addressed and he was receptive to the criticism and stated he would be more cognizant of his attitude.
- He received a compliment in his E-File regarding a missing persons investigation where the mother of the missing child was very appreciative of his efforts and left a thank you card and made cupcakes which were brought to the station.
- Shows his dedication to further himself in his career by becoming a member of METRO SWAT and by requesting training opportunities that arise.

How can this employee best improve his/her performance? (Include setting Career /Performance Goals).

PO Femia is a very productive and reliable officer and handles the stressors of a busy zone well. PO Femia needs to work on his verbal communication skills, especially when trying to deescalate volatile situations. PO Femia should continue to put in for trainings as they arise as they can benefit him in gaining knowledge that will assist him in his future endeavors.

(Continue on Back)

(Goal settings Continue From Front)

4. OVERALL PERFORMANCE RATING: This overall rating is to be based on the following factors:

- A. The employee's performance in his/her present assignment during the evaluation period; AND
B. Consideration of the general needs of the Department, comparing the capabilities and characteristics of this employee to all other employees of equal rank and pay grade known to the evaluator.

☐ EXCELLENT ☐ GOOD ☒ ACCEPTABLE ☐ NEEDS IMPROVEMENT ☐ UNSATISFACTORY

5. REVIEWING COMMANDING OFFICER: (Immediate Supervisor) Name:

Signature Lt. James Holt Jr. / James R. Holt Jr. Rank Lieutenant Date 1/15/19
Print / Signature

6. SUPERVISOR REVIEWING WITH EMPLOYEE: Name:

Signature Sgt. Kerry Carville / Sgt. Kerry Carville Rank Sergeant Date 1-15-19
Print / Signature

7. EMPLOYEE'S COMMENTS: (Optional)

8. EMPLOYEE'S SIGNATURE: This signature does not necessarily indicate agreement with this report. It verifies that this report has been personally reviewed with me and that I have received a copy of this report. If I do not agree with this report, I have indicated this by writing "under protest" next to my signature. I have also indicated whether I "request appeal" or "waive appeal" on this report.

Signature James Femia Rank PO Date 1-15-19
Print / Signature

PERFORMANCE EVALUATION REPORT

NAME (FIRST, LAST, MI) James Femia		ID # 2845	RANK PO	DIVISION/UNIT C-1
DUTY ASSIGNMENT (I.E. DESK, STREET PATROL, BOOKING) Street Patrol		PERIOD COVERED Annual	FROM 1/1/17	TO 12/31/17

PERFORMANCE LEVEL DEFINITIONS

EXCELLENT = 5 GOOD = 4 ACCEPTABLE = 3 NEEDS IMPROVEMENT = 2 UNSATISFACTORY = 1
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1. DUTY PERFORMANCE (ALL EMPLOYEES)

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3	RESPONSIVENESS TO SUPERVISION	5	ATTENDANCE	4	RELIABILITY	4	REPORT WRITING ABILITY
4	INITIATIVE	4	PUNCTUALITY	3	INVESTIGATIVE/PROBLEM SOLVING SKILLS	3	INTERACTION WITH PUBLIC
3	JUDGMENT	3	CARE AND USE OF EQUIPMENT	4	INTERACTION WITH OTHER MEMBERS OF THE DEPARTMENT		
4	COMMAND PRESENCE	4	PERFORMANCE UNDER STRESS	3	COMMUNICATION SKILLS (VERBAL)		

2. SUPERVISORY PERSONNEL ONLY

LEADERSHIP QUALITIES	EFFECTIVENESS OF DELEGATION	TRAINING/COACHING OF SUBORDINATES	EVALUATION OF SUBORDINATES
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3. NARRATIVE SECTION (This section is to be used to record specific and personal characteristics of this employee which are not adequately covered in the rating sections above. Any factors rated as a 1 or a 5 in the above sections must be articulated in this section.)

- Passed all uniform inspections.
- No sick days used. Reports to roll call on time and prepared.
- Takes the initiative on the street regarding enforcement tasks. He was in the top three performers for five out of the twelve months in regards to traffic stops, arrests, and parking tickets.
- Is a very thorough and precise Evidence Technician and has been utilized to process many crucial scenes.
- Has a medical background and it was noted in his E-File that he took it upon himself to perform CPR on a six year old trauma patient without hesitation. His actions in this situation were nothing less than heroic.
- There is a report in his E-File where he responded to a MVA hit and run and through his extensive follow up / investigation he located the suspect and suspect vehicle. Through this investigation he also worked with the DMV regarding possible misconduct within their department.
- Reports are well written, thorough, and timely. He possesses very good written and verbal communication skills.
- It was documented in his Electronic File regarding his failure to complete his vehicle inventory checklist in September. He received a counseling memorandum regarding this matter.
- Works a very busy zone and always steps up and handles his zone as well as adjoining zones. Can complete reports in a very timely manner and is aware and cognizant of pending calls and the whereabouts of other officers.
- Shows his dedication to further himself in his career by becoming a member of METRO SWAT and by requesting training opportunities that arise.

How can this employee best improve his/her performance? (Include setting Career /Performance Goals).

PO Femia needs to continue to take initiative on the streets and continue to handle the stressors of the busy zones. The traits that PO Femia displays could assist him when being considered for specialized units such as METRO, Warrants Division and C.I.D. PO Femia has expressed his interest in becoming a Field Training Officer and although he was not chosen to attend the school, I feel he should continue to put in for

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(Goal settings Continue From Front)

the school as he has the qualities (work ethic, knowledge, and motivation) that a successful FTO possesses. PO Femia should also continue to strive for increased proactivity.

4. OVERALL PERFORMANCE RATING: This overall rating is to be based on the following factors:

- A. The employee's performance in his/her present assignment during the evaluation period; AND
B. Consideration of the general needs of the Department, comparing the capabilities and characteristics of this employee to all other employees of equal rank and pay grade known to the evaluator.

☐ EXCELLENT ☐ GOOD ☒ ACCEPTABLE ☐ NEEDS IMPROVEMENT ☐ UNSATISFACTORY

5. REVIEWING COMMANDING OFFICER: (Immediate Supervisor) Name:

Signature Lt. James Holt Jr. James R. Holt Jr. Rank Lieutenant Date 1/25/18
Print / Signature

6. SUPERVISOR REVIEWING WITH EMPLOYEE: Name:

Signature Sgt. Kerry Carville Sgt. Kerry Carville Rank Sergeant Date 1-25-18
Print / Signature

7. EMPLOYEE'S COMMENTS: (Optional)

8. EMPLOYEE'S SIGNATURE: This signature does not necessarily indicate agreement with this report. It verifies that this report has been personally reviewed with me and that I have received a copy of this report. If I do not agree with this report, I have indicated this by writing "under protest" next to my signature. I have also indicated whether I "request appeal" or "waive appeal" on this report.

Signature James Femia James Femia Rank FTO Date 1-25-18
Print / Signature



CITY OF UTICA

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 ORISKANY STREET WEST

UTICA, NEW YORK 13502

ROBERT PALMIERI
Mayor

MARK WILLIAMS
Chief of Police

9/15/2020

PO James Femia
Platoon C / Squad 1
Uniformed Patrol Division

PO Femia,

On July 31st 2020 at approximately 2230 Hrs you were involved in a use of force incident involving [REDACTED] whom you were escorting into unit 13 in the sallyport area at UPD HQ. While escorting him into unit 13 using soft hand techniques [REDACTED] bit you on your right shoulder. Upon being bitten you called [REDACTED] a "Cocksucker." You also told him that when you see him on the street it's over.

A review of your police personnel file uncovered a counseling memo for the use of insolent language and violation of the below policy on a prior occasion in December of 2018. You told a citizen "Shut up and not to call the fucking police anymore."

As a result of the investigation it was determined that you have violated Department Procedural Manual Chapter 8, Article 1: Professional Standards of Conduct & Ethics 1.14 PERFORMANCE AND ATTENTION TO DUTY:

G. Cooperation, Coordination and Courtesy;

2. Employees should be courteous, respectful and professional at all times, toward citizens, members of the department and individuals representing other organizations, in all forms of communications in the performance of their duties.

3. Employees shall not use harsh, profane, insolent, or intentionally insulting language.

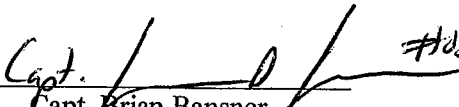
Command discipline is the resolution of disciplinary issues through the **mutual** consent of the accused member and the Chief of Police. This command discipline is in lieu of a formal disciplinary action through the process mandated by Article 5, Title B, Section 75 of the New York State Civil Service Law and the Collective Bargaining Agreement. You have accepted responsibility for your actions and have elected to accept the discipline stipulated in this letter. Command discipline was determined based on the totality of circumstances of this investigation. Several factors were considered including your truthfulness and admissions as well as previous related incidents.

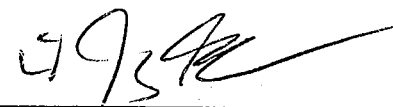
Last Revision Date 6/7/2016

DECLINED. We came to the following resolution.

- A) You accept the findings of the investigation.
- B) You accept responsibility for violating the Departmental Procedural Manual.
- C) You accept the forfeiture of (1) vacation days from your 2020 accrued Time Bank
- D) You accept and understand that in the future, this behavior or any other violation of Departmental Rules or Regulations of a similar nature will be subject to further progressive disciplinary action.

You are being furnished a copy of this letter. The original with acknowledgment, signed by you, will be placed in your personnel file.

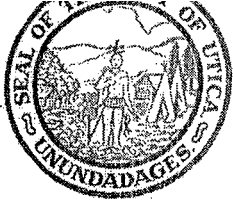
 #10395
Capt. Brian Bansner
Patrol Division Commander


Lt. Michael Murphy
B-Platoon Commander


PO James Femia

I acknowledge the content of this letter
and a copy of it has been provided to me.

N/A



CITY OF UTICA

DEPARTMENT OF PUBLIC SAFETY BUREAU OF POLICE

413 ORISKANY STREET WEST
UTICA, NEW YORK 13502

ROBERT PALMIERI
Mayor

MARK WILLIAMS
Chief of Police

1/15/2020

Officer J. Femia

C Platoon

Patrol Division

Officer J. Femia:

On May 24, 2019, you were assigned to C Platoon Car 45 / Zone 57 (sole occupant). While operating Car 45 with the patrol vehicle's emergency lights and siren activated, you passed a red light at the intersection of Eagle St. and Elm St. in the City of Utica. After passing the red light, Car 45 was struck by another vehicle operated by [REDACTED]. The accident caused property damage to both involved vehicles with Car 45 incurring a damage estimate totaling \$3,298. The ensuing accident investigation found that [REDACTED] was unlicensed. Furthermore, the accident investigation faulted [REDACTED] for causing the accident in that he failed to yield to an emergency vehicle. Sgt. Sabanovic handled the associated internal investigation regarding the officer involved motor vehicle accident to determine if departmental policy was violated. The ensuing internal investigation found that you failed to utilize "due care" while operating Car 45 in emergency mode subsequently violating several sections of departmental policy.

As a result of the investigation it was determined that you have violated Department Procedural Manual as follows:

Chapter 4, Article 1 – Patrol Operations

1.14 CARE OF EQUIPMENT:

A. Officers assigned a departmental vehicle shall abide by all policies, procedures, and rules relating to the care, inspection, and maintenance of such vehicle.

Chapter 8, Article 1 – Professional Standards of Conduct and Ethics

1.14 PERFORMANCE AND ATTENTION TO DUTY:

A. General Duties;

2. Employees shall perform their duties in a competent manner.

EE. Departmental Vehicles/Operation/Care/ Personal Use/MV Accident/Reporting;

2. Employees shall operate departmental vehicles in a careful and prudent manner, and shall obey all laws and departmental directives pertaining to such operation.

1.17 GENERAL RULES OF CONDUCT:

P. Departmental Property and Equipment;

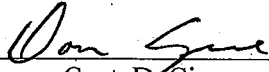
1. Employees shall be held responsible for the proper care and use of departmental property and equipment assigned to or used by them. When obtaining any equipment, and again upon its return, it is the employee's responsibility to inspect it. Employees shall utilize departmental equipment only for its intended purpose.

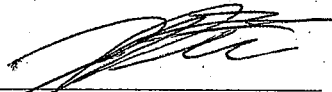
Last Revision Date 6/7/2016

On 1/15/2020, a Command Discipline hearing was commenced. You were offered PBA representation and you accepted/denied. Also present during this hearing was (declined PBA representation). We came to the following resolution.

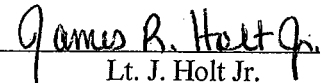
- A) You accept the findings of the investigation.
- B) You accept responsibility for violating the Departmental Procedural Manual.
- C) You accept this Letter of Reprimand.
- D) You also understand that in the future, this behavior or any other violation of Departmental Rules or Regulations of a similar nature will be subject to further disciplinary action.

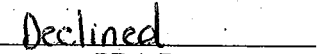
You are being furnished a copy of this letter. The original with acknowledgment, signed by you, will be placed in your personnel file.


Capt. D. Cinque


Officer J. Femia

I acknowledge the content of this letter
and a copy of it has been provided to me.


Lt. J. Holt Jr.


PBA Rep.

From: dmickle
Sent: Friday, December 28, 2018 7:12 AM
To: mwilliams; enoonan
Subject: FW: Officer involved property damage accident (Officer Femia Unit 57)1

This vehicle has substantial damage!

Captain David Mickle



UTICA POLICE DEPARTMENT
Administrative Division Commander
Phone: (315) 223-3402
Cell: (315) 534-1209
Fax: (315) 223-3409
dmickle@uticapd.com

****CONFIDENTIALITY NOTICE****

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From: dsabanovic
Sent: Thursday, December 27, 2018 9:49 PM
To: LogisticsandResourcesDistributionList <LogisticsandResourcesDistributionList@uticapd.com>; Professional Standards Distribution List <ProfessionalStandardsDistributionList@uticapd.com>; dcinque <dcinque@uticapd.com>; jholt <jholt@uticapd.com>
Cc: ckelly <ckelly@uticapd.com>
Subject: Officer involved property damage accident (Officer Femia Unit 57)

On December 27, 2018 Officer James Femia was assigned to car/zone 57. At approximately 2028 hours he was traveling westbound through the St. Agnes Cemetery, located at 601 Arthur Street. Officer Femia stated he was traveling at very low speed when his vehicle started sliding due to extremely icy pavement. Officer Femia applied his brakes, however he was unable to regain control of the vehicle. The vehicle slid forward, hitting the curb and the cemetery sign. the vehicle continued sliding and finally came to rest after it collided with the northeast corner of the cemetery mausoleum. Officer Femia did not sustain any injuries. The driver side airbag deployed. Unit 57 sustained damage to the front driver side bumper and fender. Photographs were secured of the vehicle and the scene. Lt. Holt was notified of the incident. I contacted St. Agnes Cemetery and left a voice mail with my contact information. Unit 55 Officer DeTraglia completed a Tracs accident report. No independent witnesses on scene. Car 57 was towed to hq by Midland Collision. It was taken out of service and parked at the fleet maintenance garage. The supervisor investigation is pending under RMS # 18-52563.

Respectfully,

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 06 DAY 12 YEAR 2020

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Femia, James R.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 77,179.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

A
P
P
O
I
N
T
M
E
N
T
S

☐ Permanent

☐ Provisional

☐ Temporary

☐ Substitute

☐ For Term of Office

☐ Permanent Promotion

☐ Provisional Promotion

☐ Non-Competitive Class

☐ Exempt Class

☐ Labor Class

From: To:

From: To:

From: To:

Return report of Certification

Attach application (MSD-330)

State length of employment

Give facts under Remarks

Give facts under Remarks

Return report of Certification

Attach nomination

Attach application (MSD-330)

Submit this form only

Attach application (MSD-330)

Submit signed resignation

Give effective date

Indicate date

Attach copy of proceedings

Give facts under Remarks

Give facts under Remarks

From: To:

From: To:

From: To:

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Submt form MSD-222

Indicate new saalry

Give facts under Remarks

Give facts under Remarks

CERTIFICATE
valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Appointing Officer

Title

Address

Chief of Police

Longevity inc. eff. 6/12/20

3.75% contract inc. eff. 4/1/20.

Longevity inc. eff. 6/12/19

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 04 DAY 01 YEAR 2020

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Femia, James R.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 69,941.

NAME AND TITLE OF LAST EMPLOYER IN POSITION:

☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

A
P
P
O
I
N
T
M
E
N
T
S

☐ Permanent

☐ Provisional

☐ Temporary

☐ Substitute

☐ For Term of Office

☐ Permanent Promotion

☐ Provisional Promotion

☐ Non-Competitive Class

☐ Exempt Class

☐ Labor Class

From: To:

From: To:

From: To:

Return report of Certification

Attach application (MSD-330)

State length of employment

Give facts under Remarks

Give facts under Remarks

Return report of Certification

Attach nomination

Attach application (MSD-330)

Submit this form only

Attach application (MSD-330)

Submit signed resignation

Give effective date

Indicate date

Attach copy of proceedings

Give facts under Remarks

Give facts under Remarks

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Give facts under Remarks

Give facts under Remarks

Remarks: (Continue on back if necessary)

3.75% contract inc. eff. 4/1/20.

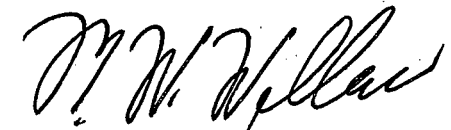
Appointing Officer

Title

Address

Longevity inc. eff. 6/12/19

3.75% contract inc. eff. 4/1/19



Chief of Police

CERTIFICATE
valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 12 DAY 10 YEAR 2019

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Femia, James R.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:

Police Department

TITLE OF POSITION:

Police Officer

SALARY:

\$ 67,413.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran

☐ Non-Veteran

☐ Disabled Veteran

☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☐ Permanent

☐ Provisional

☐ Temporary

☐ Substitute

☐ For Term of Office

☐ Permanent Promotion

☐ Provisional Promotion

☐ Non-Competitive Class

☐ Exempt Class

☐ Labor Class

From: To:

From: To:

From: To:

Return report of Certification

Attach application (MSD-330)

State length of employment

Give facts under Remarks

Give facts under Remarks

Return report of Certification

Attach nomination

Attach application (MSD-330)

Submit this form only

Attach application (MSD-330)

Submit signed resignation

Give effective date

Indicate date

Attach copy of proceedings

Give facts under Remarks

Give facts under Remarks

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Give facts under Remarks

Remarks: (Continue on back if necessary)

Address change eff. 12/10/19

Longevity inc. eff. 6/12/19

3.75% contract inc. eff. 4/1/19

Longevity inc. eff. 6/12/18

New Contract salary changes eff. 4/1/18

pp. 6/8/18

Appointing Officer

Title

Address

Chief of Police

CERTIFICATE

valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Report all personnel changes to this form.
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 06 DAY 12 YEAR 2019

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Femia, James R.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 67,413.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☐ Permanent

☐ Provisional

☐ Temporary

☐ Substitute

☐ For Term of Office

☐ Permanent Promotion

☐ Provisional Promotion

☐ Non-Competitive Class

☐ Exempt Class

☐ Labor Class

From: To:

From: To:

From: To:

Return report of Certification

Attach application (MSD-330)

State length of employment

Give facts under Remarks

Give facts under Remarks

Return report of Certification

Attach nomination

Attach application (MSD-330)

Submit this form only

Attach application (MSD-330)

Submit signed resignation

Give effective date

Indicate date

Attach copy of proceedings

Give facts under Remarks

Give facts under Remarks

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Give facts under Remarks

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☐ Military Leave of Absence

☐ Other Leave of Absence

☐ Transfer

☐ Demotion

☐ Suspension

☐ Reinstatement

☐ Change in Classification

☐ New Position

☒ Change in Salary

☐ Change in Name

☐ Other

6/12/19

Remarks: (Continue on back if necessary)

Longevity inc. eff. 6/12/19

3.75% contract inc. eff. 4/1/19


Longevity inc. eff. 6/12/18

New Contract salary changes eff. 4/1/18

Appointing Officer

Title

Address


Chief of Police

CERTIFICATE
valid until

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

(Date)

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 04 DAY 01 YEAR 2019

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Femia, James R.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 64,615.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☐ Permanent

☐ Provisional

☐ Temporary

☐ Substitute

☐ For Term of Office

☐ Permanent Promotion

☐ Provisional Promotion

☐ Non-Competitive Class

☐ Exempt Class

☐ Labor Class

From: To:

From: To:

From: To:

Return report of Certification

Attach application (MSD-330)

State length of employment

Give facts under Remarks

Give facts under Remarks

Return report of Certification

Attach nomination

Attach application (MSD-330)

Submit this form only

Attach application (MSD-330)

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☐ Resignation

☐ Retirement

☐ Deceased

☐ Removal

☐ Layoff (Lack of Work or Funds)

Submit signed resignation

Give effective date

Indicate date

Attach copy of proceedings

Give facts under Remarks

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☐ Military Leave of Absence

☐ Other Leave of Absence

☐ Transfer

☐ Demotion

☐ Suspension

☐ Reinstatement

☐ Change in Classification

☐ New Position

☒ Change in Salary

☐ Change in Name

☐ Other

From: To:

4/1/19

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Submit form MSD-222

Indicate new salary

Give facts under Remarks

Give facts under Remarks

Remarks: (Continue on back if necessary)

3.75% contract inc. eff. 4/1/19

Longevity inc. eff. 6/12/18


New Contract salary changes eff. 4/1/18

pp. 6/8/18

Appointing Officer

Title

Address


Chief of Police

CERTIFICATE
valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 06 DAY 12 YEAR 2018

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Femia, James R.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 62,279.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☐ Permanent

☐ Provisional

☐ Temporary

☐ Substitute

☐ For Term of Office

☐ Permanent Promotion

☐ Provisional Promotion

☐ Non-Competitive Class

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☐ Labor Class

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Return report of Certification

Attach application (MSD-330)

State length of employment

Give facts under Remarks

Give facts under Remarks

Return report of Certification

Attach nomination

Attach application (MSD-330)

Submit this form only

Attach application (MSD-330)

Submit signed resignation

Give effective date

Indicate date

Attach copy of proceedings

Give facts under Remarks

Give facts under Remarks

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Give facts under Remarks

Give facts under Remarks

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Submit form MSD-222

Indicate new salary

Give facts under Remarks

Give facts under Remarks

Remarks: (Continue on back if necessary)

Longevity inc. eff. 6/12/18

New Contract salary changes eff. 4/1/18
pp. 6/8/18

Change of address eff. 4/19/18

Appointing Officer

Title

Address

Mark Williams
Chief of Police

CERTIFICATE
valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 06 DAY 08 YEAR 2018

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Femia, James R.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 59,426.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☐ Permanent

☐ Provisional

☐ Temporary

☐ Substitute

☐ For Term of Office

☐ Permanent Promotion

☐ Provisional Promotion

☐ Non-Competitive Class

☐ Exempt Class

☐ Labor Class

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Return report of Certification

Attach application (MSD-330)

State length of employment

Give facts under Remarks

Give facts under Remarks

Return report of Certification

Attach nomination

Attach application (MSD-330)

Submit this form only

Attach application (MSD-330)

Submit signed resignation

Give effective date

Indicate date

Attach copy of proceedings

Give facts under Remarks

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☐ Military Leave of Absence

☐ Other Leave of Absence

☐ Transfer

☐ Demotion

☐ Suspension

☐ Reinstatement

☐ Change in Classification

☐ New Position

☒ Change in Salary

☐ Change in Name

☐ Other

4/1/18

Indicate new salary

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

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Give facts under Remarks

Remarks: (Continue on back if necessary)

New Contract salary changes eff. 4/1/18
pp. 6/8/18

Appointing Officer

Title

Address

Chief of Police

Change of address eff. 4/19/18

CERTIFICATE
valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 04 DAY 19 YEAR 2018

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Femia, James R.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 54,920.

NAME AND TITLE OF LAST EMPLOYER IN POSITION:

☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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- ☐ Permanent
☐ Provisional
☐ Temporary
☐ Substitute
☐ For Term of Office
☐ Permanent Promotion
☐ Provisional Promotion
☐ Non-Competitive Class
☐ Exempt Class
☐ Labor Class

From: To:
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Return report of Certification
Attach application (MSD-330)
State length of employment
Give facts under Remarks
Give facts under Remarks
Return report of Certification
Attach nomination
Attach application (MSD-330)
Submit this form only
Attach application (MSD-330)

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- ☐ Resignation
☐ Retirement
☐ Deceased
☐ Removal
☐ Layoff (Lack of Work or Funds)

Submit signed resignation
Give effective date
Indicate date
Attach copy of proceedings
Give facts under Remarks

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- ☐ Military Leave of Absence
☐ Other Leave of Absence
☐ Transfer
☐ Demotion
☐ Suspension
☐ Reinstatement
☐ Change in Classification
☐ New Position
☐ Change in Salary
☐ Change in Name
☒ Other

From: To:

Give facts under Remarks
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Give facts under Remarks
Submit form MSD-222
Indicate new salary
Give facts under Remarks
Give facts under Remarks

4/19/18


Remarks: (Continue on back if necessary)

Change of address eff. 4/19/18

Longevity inc. eff. 6/12/17.

Change of Address 11/13/15

Appointing Officer
Title
Address


Chief of Police

CERTIFICATE
valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 06 DAY 12 YEAR 2017

TO:

Utica Civil Service Commission

NAME OF EMPLOYEE:

Femia, James R.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:

Police Department

TITLE OF POSITION:

Police Officer

SALARY:

\$ 54,920.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran

☐ Non-Veteran

☐ Disabled Veteran

☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☐ Permanent

☐ Provisional

☐ Temporary

☐ Substitute

☐ For Term of Office

☐ Permanent Promotion

☐ Provisional Promotion

☐ Non-Competitive Class

☐ Exempt Class

☐ Labor Class

From: To:

From: To:

From: To:

Return report of Certification

Attach application (MSD-330)

State length of employment

Give facts under Remarks

Give facts under Remarks

Return report of Certification

Attach nomination

Attach application (MSD-330)

Submit this form only

Attach application (MSD-330)

Submit signed resignation

Give effective date

Indicate date

Attach copy of proceedings

Give facts under Remarks

Give facts under Remarks

From: To:

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Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Submit form MSD-222

Indicate new salary

Give facts under Remarks

Give facts under Remarks

CERTIFICATE

valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Appointing Officer

Title

Address

Chief of Police

Longevity inc. eff. 6/12/17.

Change of Address 11/13/15

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 06 DAY 10 YEAR 2016

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Femia, James R.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 51,258.

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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- ☐ Permanent
- ☐ Provisional
- ☐ Temporary
- ☐ Substitute
- ☐ For Term of Office
- ☐ Permanent Promotion
- ☐ Provisional Promotion
- ☐ Non-Competitive Class
- ☐ Exempt Class
- ☐ Labor Class

From: To:
From: To:
From: To:

Return report of Certification
Attach application (MSD-330)
State length of employment
Give facts under Remarks
Give facts under Remarks
Return report of Certification
Attach nomination
Attach application (MSD-330)
Submit this form only
Attach application (MSD-330)

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- ☐ Resignation
- ☐ Retirement
- ☐ Deceased
- ☐ Removal
- ☐ Layoff (Lack of Work or Funds)

Submit signed resignation
Give effective date
Indicate date
Attach copy of proceedings
Give facts under Remarks

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- ☐ Military Leave of Absence
- ☐ Other Leave of Absence
- ☐ Transfer
- ☐ Demotion
- ☐ Suspension
- ☐ Reinstatement
- ☐ Change in Classification
- ☐ New Position
- ☒ Change in Salary
- ☐ Change in Name
- ☐ Other

From: To:

06/12/16

Give facts under Remarks
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Submt form MSD-222
Indicate new saalry
Give facts under Remarks
Give facts under Remarks

Remarks: (Continue on back if necessary)

Longevity inc. eff. 6/12/16.

Change of Address 11/13/15

Appointing Officer
Title
Address

Chief of Police

CERTIFICATE
valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 11 DAY 13 YEAR 2015

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Femia, James R.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:

Police Department

TITLE OF POSITION:

Police Officer

SALARY:

\$ 42,317

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☐ Permanent

☐ Provisional

☐ Temporary

☐ Substitute

☐ For Term of Office

☐ Permanent Promotion

☐ Provisional Promotion

☐ Non-Competitive Class

☐ Exempt Class

☐ Labor Class

From: To:

From: To:

From: To:

Return report of Certification

Attach application (MSD-330)

State length of employment

Give facts under Remarks

Give facts under Remarks

Return report of Certification

Attach nomination

Attach application (MSD-330)

Submit this form only

Attach application (MSD-330)

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☐ Resignation

☐ Retirement

☐ Deceased

☐ Removal

☐ Layoff (Lack of Work or Funds)

Submit signed resignation

Give effective date

Indicate date

Attach copy of proceedings

Give facts under Remarks

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☐ Military Leave of Absence

☐ Other Leave of Absence

☐ Transfer

☐ Demotion

☐ Suspension

☐ Reinstatement

☐ Change in Classification

☐ New Position

☐ Change in Salary

☐ Change in Name

☒ Other

From: To:

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Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

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Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Submit form MSD-222

Indicate new salary

Give facts under Remarks

Give facts under Remarks

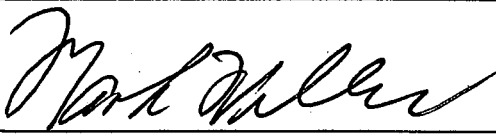
Remarks: (Continue on back if necessary)

Change of Address 11/13/15

Appointing Officer

Title

Address



Chief of Police

CERTIFICATE
valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

COPY

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 11 DAY 13 YEAR 2015

TO: Utica Civil Service Commission

NAME OF EMPLOYEE:
Femia, James R.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:

Police Department

TITLE OF POSITION:
Police OfficerSALARY:
\$ 42,317

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

Check Nature of Personnel ChangeDate EffectiveAction Necessary by Appointing Officer:A
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S☐ Permanent☐ Provisional☐ Temporary☐ Substitute☐ For Term of Office☐ Permanent Promotion☐ Provisional Promotion☐ Non-Competitive Class☐ Exempt Class☐ Labor Class

From: To:

Return report of Certification

Attach application (MSD-330)

State length of employment

Give facts under Remarks

Give facts under Remarks

Return report of Certification

Attach nomination

Attach application (MSD-330)

Submit this form only

Attach application (MSD-330)

Submit signed resignation

Give effective date

Indicate date

Attach copy of proceedings

Give facts under Remarks

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S☐ Resignation☐ Retirement☐ Deceased☐ Removal☐ Layoff (Lack of Work or Funds)O
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S☐ Military Leave of Absence☐ Other Leave of Absence☐ Transfer☐ Demotion☐ Suspension☐ Reinstatement☐ Change in Classification☐ New Position☐ Change in Salary☐ Change in Name☒ Other

From: To:

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Give facts under Remarks

Submit form MSD-222

Indicate new salary

Give facts under Remarks

11/13/15

Give facts under Remarks

Remarks: (Continue on back if necessary)

Change of Address 11/13/15

Appointing Officer

Title

Address

Chief of Police

CERTIFICATE
valid until

(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

Report all personnel changes to this form
Send ONE COPY prior to payroll affected by this change
SUPPLEMENTARY PAYROLL CERTIFICATION AND
REPORT OF PERSONNEL CHANGE

DATE

MONTH 09 DAY 23 YEAR 2015

TO:
Utica Civil Service Commission

NAME OF EMPLOYEE:
Femia, James R.

FROM: (Check only one)

☒ City ☐ County ☐ Town ☐ Village or District

ADDRESS:

DEPARTMENT:
Police Department

TITLE OF POSITION:
Police Officer

SALARY:
\$ 42,317

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

☐ Veteran ☐ Non-Veteran
☐ Disabled Veteran ☐ Exempt Volunteer Fireman

DATE OF BIRTH:

SOCIAL SECURITY NUMBER:

Check Nature of Personnel Change

Date Effective

Action Necessary by Appointing Officer:

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☒ Permanent
☐ Provisional
☐ Temporary
☐ Substitute
☐ For Term of Office
☐ Permanent Promotion
☐ Provisional Promotion
☐ Non-Competitive Class
☐ Exempt Class
☐ Labor Class

From: To:
From: To:
From: To:

Return report of Certification
Attach application (MSD-330)
State length of employment
Give facts under Remarks
Give facts under Remarks
Return report of Certification
Attach nomination
Attach application (MSD-330)
Submit this form only
Attach application (MSD-330)

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☐ Resignation
☐ Retirement
☐ Deceased
☐ Removal
☐ Layoff (Lack of Work or Funds)

Submit signed resignation
Give effective date
Indicate date
Attach copy of proceedings
Give facts under Remarks

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☐ Military Leave of Absence
☐ Other Leave of Absence
☐ Transfer
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☐ Reinstatement
☐ Change in Classification
☐ New Position
☒ Change in Salary
☐ Change in Name
☐ Other

From: To:

Give facts under Remarks
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Give facts under Remarks

Remarks: (Continue on back if necessary)

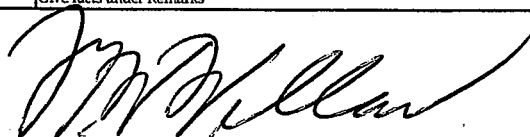
1% Contract increase effective 10/1/15

New Employee, Sworn in 6/12/15.

Appointing Officer

Title

Address


Chief of Police

CERTIFICATE
valid until


(Date)

This certifies that the above
employment is in accordance with
Law and Rules made in pursuance
to law. Subject to any limitation or
condition specified above.

By

Date

COPY

Report all personnel changes to this form Send ONE COPY prior to payroll affected by this change SUPPLEMENTARY PAYROLL CERTIFICATION AND REPORT OF PERSONNEL CHANGE		DATE	
TO: Utica Civil Service Commission		NAME OF EMPLOYEE: Femia, James R.	
FROM: (Check only one) <input checked="" type="checkbox"/> City <input type="checkbox"/> County <input type="checkbox"/> Town <input type="checkbox"/> Village or District		ADDRESS: [REDACTED]	
DEPARTMENT: Police Department		TITLE OF POSITION: Police Officer	SALARY: \$ 41,898
NAME AND TITLE OF LAST EMPLOYEE IN POSITION:		<input type="checkbox"/> Veteran <input type="checkbox"/> Non-Veteran <input type="checkbox"/> Disabled Veteran <input type="checkbox"/> Exempt Volunteer Fireman	
		DATE OF BIRTH:	SOCIAL SECURITY NUMBER: [REDACTED]
	<u>Check Nature of Personnel Change</u>	<u>Date Effective</u>	<u>Action Necessary by Appointing Officer:</u>
A P P O I N T M E N T S	<input checked="" type="checkbox"/> Permanent	6/12/15	Return report of Certification
	<input type="checkbox"/> Provisional		Attach application (MSD-330)
	<input type="checkbox"/> Temporary	From: To:	State length of employment
	<input type="checkbox"/> Substitute	From: To:	Give facts under Remarks
	<input type="checkbox"/> For Term of Office	From: To:	Give facts under Remarks
	<input type="checkbox"/> Permanent Promotion		Return report of Certification
	<input type="checkbox"/> Provisional Promotion		Attach nomination
	<input type="checkbox"/> Non-Competitive Class		Attach application (MSD-330)
	<input type="checkbox"/> Exempt Class		Submit this form only
	<input type="checkbox"/> Labor Class		Attach application (MSD-330)
T E R M I N A S	<input type="checkbox"/> Resignation		Submit signed resignation
	<input type="checkbox"/> Retirement		Give effective date
	<input type="checkbox"/> Deceased		Indicate date
	<input type="checkbox"/> Removal		Attach copy of proceedings
	<input type="checkbox"/> Layoff (Lack of Work or Funds)		Give facts under Remarks
O T H E R C H A N G E S	<input type="checkbox"/> Military Leave of Absence		Give facts under Remarks
	<input type="checkbox"/> Other Leave of Absence	From: To:	Give facts under Remarks
	<input type="checkbox"/> Transfer		Give facts under Remarks
	<input type="checkbox"/> Demotion		Give facts under Remarks
	<input type="checkbox"/> Suspension		Give facts under Remarks
	<input type="checkbox"/> Reinstatement		Give facts under Remarks
	<input type="checkbox"/> Change in Classification		Give facts under Remarks
	<input type="checkbox"/> New Position		Submit form MSD-222
	<input type="checkbox"/> Change in Salary		Indicate new salary
	<input type="checkbox"/> Change in Name		Give facts under Remarks
	<input type="checkbox"/> Other		Give facts under Remarks
	Remarks: (Continue on back if necessary)		
New Employee, Sworn in 6/12/15.			
		Appointing Officer Title Address	 Chief of Police
CERTIFICATE valid until	This certifies that the above employment is in accordance with Law and Rules made in pursuance to law. Subject to any limitation or condition specified above.		
(Date)	By		
	Date		



Undersheriff Joseph Lisi
Chief Deputy Jonathan Owens

Chief Deputy Lisa Zurek
Chief Deputy Derrick O'Meara

Sheriff Robert M. Maciol

**Law Enforcement Member Deputation
For The
Metro SWAT - UPD**

*Pursuant to the authority vested in me by Section 654 of the County Law, I hereby
Deputize: James Femia: Police Officer; Utica Police Department, to make arrests outside the
territorial limits of the City of Utica, in performance of his legal obligations as a police officer or
peace officer serving as a member and, or agent of, the Utica Police Department. This
deputation shall take effect on January 14, 2020 and shall expire January 13, 2021.*

I set my hand and seal this 14th day of January, 2020.

Robert M. Maciol
Oneida County Sheriff

Administrative Office
6065 Judd Road Oriskany, NY 13424
Voice (315) 736-8364
Fax (315) 765-2205

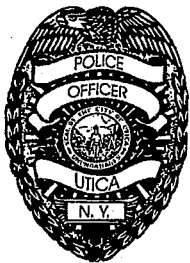
Law Enforcement Division
6065 Judd Road Oriskany, NY 13424
Voice (315) 736-0141
Fax (315) 736-7946

Correction Division
6075 Judd Road Oriskany, NY 13424
Voice (315) 768-7804
Fax (315) 765-2327

Civil Division
200 Elizabeth Street Utica, NY 13501
Voice (315) 798-5862
Fax (315) 798-6495

UTICA POLICE DEPARTMENT

Personnel Order



Issue date: 10/16/15	Subject: Assignment / Transfer Orders	P.O. 15-24
Issuing Authority Captain CS Kelly	Approved by: Chief M. Williams	

[REDACTED]

Will leave A Platoon Squad 3 on Monday October 19th, 2015. He will report to Captain Michael Zdanowicz on Tuesday October 20, 2015 at 1645hrs for a temporary training assignment in the Criminal Investigation Division.

[REDACTED]

Will leave B Platoon Squad 3 on Monday October 19th, 2015. He will report to Lieutenant Bryan Coromato Tuesday October 19, 2015 at 2345hrs for assignment in A Platoon Squad 3. (Employee is cleared for solo patrol)

[REDACTED]

Will leave A Platoon Squad 3 on Monday October 19th, 2015. He will report to Lieutenant Sean Dougherty on Tuesday October 20, 2015 at 0745hrs for assignment in B Platoon Squad 3.

Capt. CS Kelly #4441
Captain CS Kelly

UTICA POLICE DEPARTMENT

Personnel Order



Issue date: 08/10/15	Subject: Assignment / Transfer Orders	P.O. 15-18
Issuing Authority Captain C. Kelly	Approved by: Chief M. Williams	

[REDACTED]

Will leave A Platoon Squad 3 on Wednesday August 12, 2015 at 2359 hours. He will report to Lieutenant Sean Dougherty on Thursday August 13th at 0745 hours for assignment in B Platoon Squad 1.

[REDACTED]

Will leave C Platoon Squad 1 on Wednesday August 12, 2015 at 2359 hours. She will report to Lieutenant Bryan Coromato on Thursday August 13th at 2345 hours for assignment in A Platoon Squad 3.

[REDACTED]

Will leave the Criminal Investigations Division on Wednesday August 12, 2015 at 1600 hours. She will report to Lieutenant Don Cinque on Thursday August 13th at 1545hrs for assignment in C Platoon Squad 1.

[REDACTED]

Will leave the Criminal Investigations Division on Wednesday August 12, 2015 at 1700 hours. He will report to Lieutenant Sean Dougherty on Thursday August 13th at 0745 hours for assignment in B Platoon Squad 2

[REDACTED]

Will leave B Platoon Squad 1 on Friday September 4, 2015 at 1600 hours. She will report to Captain Mike Zdanowicz on Monday September 7th at 1645 hours for a temporary training assignment in the Criminal Investigations Division.

[REDACTED]

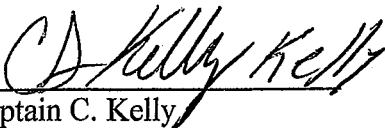
Will leave C Platoon Squad 1 on Wednesday August 12, 2015 at 1600 hours. He will report to Lieutenant Bryan Coromato on Thursday August 13th at 2345 hours for assignment in A Platoon Squad 1.

[REDACTED]

Will leave B Platoon Squad 3 on Wednesday August 12, 2015 at 1600 hours. He will report to Lieutenant Bryan Coromato on Friday August 14th at 2345 hours for assignment in A Platoon Squad 3.

Officer James Femia

Will leave A Platoon Squad 3 on Wednesday August 12, 2015 at 0800 hours. He will report to Lieutenant Sean Dougherty on Saturday August 15th at 0800 hours for assignment in B Platoon Squad 3.

A handwritten signature in cursive script, appearing to read "C. Kelly Kelly", written over a horizontal line.

Captain C. Kelly

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

1/6/2018

INTRA-AGENCY MEMORANDUM**SUBJECT:** IDC school**TO:** Chief of Police: Mark W. Williams

I am writing this narrative to show my interest in becoming a General Topics instructor. Becoming a General Topics instructor has been one of my many goals that I have for myself at the Utica Police Department. I was hired by the Utica Police Department June 15th, 2015 and have spent a majority of my time working on the 4-12 shift. Although I am not highly experienced as a Police Officer in my career, I have experienced numerous incidents by answering a variety of calls on the 4-12 shift. I believe that this has made me a better Police Officer. It goes without saying that training is the foundation and first step to becoming a well-rounded Police Officer, and I would like to be a part this process. Whether that means training new recruits, or training with experienced Police Officers within the Utica Police Department or outside agencies to become better in the law enforcement field.

I am also a new member of the METRO SWAT team, and as I gain time and experience I would like to be able to teach and train other members in any topic. Specifically, I would like to be able to teach other METRO SWAT members regarding medical care as I have experience in the medical field.

Another reason I would like to become a General Topics instructor is to become a certified Physical Fitness instructor. I believe that physical fitness is imperative in the law enforcement field and I pride myself in being physically fit. Being physically fit is imperative because an officer may need to physically fight a subject while effecting an arrest, or chase after a subject and take them into custody. Many officers throughout the country have passed due to heart problems caused by a lack of physical fitness. I would like to be a part in the Mohawk Valley Police Academy physical fitness program and help recruits become in better shape and improve their overall wellness.

I have also taken pride and been relied upon by my supervisors to process pertinent crime scenes in regards to Evidence Technician work. I believe that I could pass along valuable information and techniques to new Police Officers and recruits.

Thank you for your time and consideration.

Respectfully,



Ptlm. James R. Femia #2845

NAME: James R. Femia

RANK: Ptlm #2845

jwolf

From: mwilliams
Sent: Friday, June 24, 2016 9:35 AM
To: jwolf
Subject: FW: 2016-2017 Crash Management Training Series

Chief of Police Mark W. Williams



City of Utica Police Department

413 Oriskany Street West

Utica, New York 13502

Office Telephone: (315) 223-3400

E-mail address: mwilliams@uticapd.com

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From: jholt
Sent: Thursday, June 23, 2016 11:43 PM
To: mwilliams <mwilliams@uticapd.com>
Cc: dcinque <dcinque@uticapd.com>
Subject: FW: 2016-2017 Crash Management Training Series

Chief Williams,

PO Fitzgerald, PO Femia, and PO Hulser are assigned to C Platoon therefore they fall under my command. The following are the recommendations you have requested pursuant to each officer's candidacy for Accident Reconstruction Training:

- PO Fitzgerald is a young officer with approximately 2 years service. PO Fitzgerald has shown a proactive interest in VTL related law enforcement operations. PO Fitzgerald at times struggles with sound decision making as he has a tendency to make illogical choices that are not in line with SOPs, law, and/or logic. PO Fitzgerald's report writing skills can be classified as below average to average. PO Fitzgerald's availability is questionable as he tends to be away a few times a month on the weekends for military drill. I feel as though Accident Reconstruction duties would be a bit much for PO Fitzgerald at this time in his career.
- PO Femia is a very young officer with approximately 1 year service. PO Femia presents as very immature both personally and professionally. PO Femia's quality of work can be all around classified as shoddy/careless. My recommendation is that PO Femia needs to focus on improving his attitude, communication, and basic patrol officer skills before taking on any ancillary duties.
- PO Hulser is a very young officer with approximately 1 year service. PO Hulser is a trustworthy officer who seems to be competent with most patrol functions. PO Hulser's report writing skills are average. My familiarity with PO Hulser is still relatively adolescent therefore I cautiously feel as though PO Hulser would be a formidable candidate for Accident Reconstruction duties.

Respectfully submitted,
Lt. J. Holt Jr.

From: dcinque
Sent: Wednesday, June 22, 2016 3:29 PM
To: jholt; sdougherty
Subject: Fwd: 2016-2017 Crash Management Training Series

Pls read below and get the info the Chief has requested.

Respectfully,
Don Cinque

Begin forwarded message:

From: mwilliams <mwilliams@uticapd.com>
Date: June 22, 2016 at 10:42:05 EDT
To: dcinque <dcinque@uticapd.com>, ckelly <ckelly@uticapd.com>
Cc: enoonan <enoonan@uticapd.com>, "markwms@roadrunner.com" <markwms@roadrunner.com>
Subject: RE: 2016-2017 Crash Management Training Series

Please get the recommendations from their immediate supervisors on each one of candidates as; to the ability to do this type of work, what type of employee are they, the understanding that they will be on call and make themselves available to investigate serious and fatal accidents.

Chief of Police Mark W. Williams



City of Utica Police Department

413 Oriskany Street West

Utica, New York 13502

Office Telephone: (315) 223-3400

E-mail address: mwilliams@uticapd.com

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From: dcinque
Sent: Wednesday, June 22, 2016 9:55 AM
To: ckelly <ckelly@uticapd.com>
Cc: enoonan <enoonan@uticapd.com>; mwilliams <mwilliams@uticapd.com>
Subject: Re: 2016-2017 Crash Management Training Series

Sirs,

I received the following requests regarding this training

Giruzzi
Shepard
Sweet
Fitzgerald
Femia
Hulser

Thank you

Respectfully,
Don Cinque

On Jun 22, 2016, at 09:41, ckelly <ckelly@uticapd.com> wrote:

Sirs,

PO Michael Mahay from the Tactical Unit has expressed his interest in this training opportunity.

Training Opportunity,

Accident Reconstruction/Crash Management Training.

Please read the attached e-mail for further details regarding the requirements of Officers interested in this course.

If you are interested in becoming certified in crash management reconstruction, please forward your request to your Supervisor by June 20, 2016.

Supervisors, please forward your list of interested officers to your Division Commander by June 22, 2016.

Division Commanders, please forward your list of officers to DC Noonan and Chief Williams by June 23, 2016.

I will need an approved list to register by June 30, 2016.

Thank you,

*Sgt. James Laurey
Training Director Utica Police Department
Co-Director Mohawk Valley Police Academy
315-792-5646*

From: DCJS Office of Public Safety
[<mailto:DCJSNews@ny.gov>]

Sent: Friday, June 03, 2016 1:28 PM

To: jlaurey

Subject: 2016-2017 Crash Management Training Series

View this email in a [web browser](#).

<~WRD000.jpg>

2016-2017 Crash Management Training

The Office of Public Safety is pleased to announce the Motor Vehicle Crash Management courses for 2017. The **Basic, Intermediate, Advanced** and **Technical Crash Management** courses are del one-week courses Monday to Friday, 8:00 a.m. to 4:00 a.m. The Office of Public Safety is ann schedule for the fiscal year and only these specific courses will be offered during the year. Plea needs accordingly.

Basic: Albany County September 19-23, 2016, Suffolk County November 14-18, 2016, Monr 2017

Intermediate: Albany County October 24-28, 2016, Suffolk County December 5-9, 2016, Monr 2017

Advanced: Suffolk County January 9-13, 2017, Monroe County May 8-12, 2017

Technical: Suffolk County February 6-10, 2017, Monroe County June 5-9, 2017

The *Basic Crash Management* and *Intermediate Crash Management* courses train officers to p preserving and collecting the available data and physical evidence. Students are also trained i investigation calculations and scene diagramming.

The *Advanced Crash Management* and *Technical Crash Management* courses train accident i proficient in the analysis and interpretation of crash data. The training includes lecture and proj damage analysis, thrust diagramming, pre and post impact speed determinations, and time po

Officers must successfully complete each course with a grade of 70% to pass and a grade of 8 the next level. ***There is no cost for the classes. Personnel taking these courses will be cc math-oriented project work and should have proficiency in basic math and algebra. Stut drawing supplies and a calculator for the courses and should bring appropriate clothing projects.***

Due to the hands-on field exercises for all courses, registrations will be limited and you must re from DCJS in order to attend. Please return the attached registration form no later than two we course. Please complete the Course Registration form which is located on the DCJS Training (<http://calendar.dcjs.state.ny.us/ViewCal.html>) and submit it to DCJS by utilizing the "Submit by I on the form.

If you have any questions about the courses or registration, please contact Tim Adamczak, Sr. (Police) via e-mail at tim.adamczak@dcjs.ny.gov or by telephone at (518) 457-1245.

2016-17 Motor Vehicle Crash Management Training announcement.pdf

###

**This message was sent by NYS Division
of Criminal Justice Services criminal
justice e-mail directory DCJS Contact. If
you would like to update your information,
enroll another user or discontinue receiving
emails from DCJS Contact altogether,
please manage your preferences or
unsubscribe.**

This is a message from NYS Division of Criminal Justice
Services

Copyright © 2016 New York State. All rights reserved. |
[Our Privacy Policy](#)

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PROBATIONARY REPORT

To Appointing Officer:

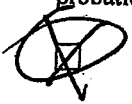
Please complete this form in triplicate:

- Forward original to the Civil Service Commission.
- Give one copy to the employee.
- Retain one copy for your files.

DATE THIS REPORT DUE:	The Civil Service Commission requires that this report be filed <u>two weeks</u> prior to the end of the probationary term. See date probationary term ends below.		
EMPLOYEE'S NAME:	<u>James Femia</u>	DATE OF APPOINTMENT:	<u>6/12/15</u>
SOCIAL SECURITY NUMBER:	[REDACTED]	DEPARTMENT OR AGENCY:	<u>Utica Police Dept.</u>
STATUS/TITLE OF POSITION:	<u>Police Officer</u>	JURISDICTIONAL CLASSIFICATION:	
ORIGINAL LENGTH OF THE PROBATIONARY TERM AS SHOWN ON THE GCCS-12(AorB): <u>1 year</u>			
NUMBER OF DAYS ABSENT DURING THE PROBATIONARY TERM:			
NUMBER OF DAYS PROBATIONARY TERM IS TO BE EXTENDED: <u>0</u>			
DATE PROBATIONARY TERM ENDS: <u>6/12/16</u>			
IF SATISFACTORY, DATE PERMANENT STATUS BEGINS: <u>6/13/16</u>			

CERTIFICATE OF APPOINTING OFFICER:

I hereby certify that the probationer has been observed and it has been found that the conduct, capacity, and fitness of the probationer is:



SATISFACTORY. Employee will be retained as a permanent employee.
Employee has served (Maximum) (Shortened) probationary period.
Minimum probationary period is usually eight weeks,
except in the case of trainee positions (12 weeks) and Police Officer (26 weeks).



UNSATISFACTORY. Employee will be discharged or returned to prior permanent position.

☐ Copy of letter to employee attached.

☐ Copy of letter to employee to be submitted.

Mark Williams

Authorized Signature

Mark Williams

Print Name

Chief of Police

Title

I have received a copy of this form.

Signature of Employee

Date

7/5/16

DEPARTMENT OF PUBLIC SAFETY**BUREAU OF POLICE**

413 Oriskany Street West

Utica, New York 13502

8/25/15**SUBJECT:** FTO Report: Recruit Officer James Femia**TO:** Chief of Police: Mark W. Williams

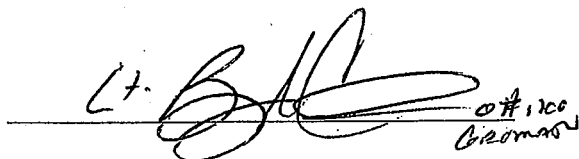
Recruit Officer James Femia is in his 11th week of the FTO program. He has completed his 9 week Sergeant ride along on August 24, 2015. After reviewing all FTO sheets and Sgt. ride along sheets Recruit Officer James Femia is progressing at an acceptable rate.

It has been noted that Recruit Officer Femia always shows good awareness for officer safety. He is able to complete reports and arrests with no help from his FTO's. He is able to complete these tasks on regular basis with no mistakes. Recruit Officer Femia is at an exceptable level when it comes to navigating the departments computer system. It appears that he will only progress positively as he gains more experience.

Recruit Officer Femia should continue to concentrate on improving his knowledge of the city streets and the patrol zones throughout the city. It has been noted that he has progressed positivly throughout his time on the FTO program, but can still use improvement. It appears that he will continue to improve in this area with time and experience.

At this time, based on his reviews from his FTO's and supervisor ride alongs Recruit Officer Femia is on schedule to be released from the the FTO program at the completion of his 12 weeks. He should continue his positive attitude and his willingness to learn.

NAME:



RANK:

Lt.

INDEMNITY/HOLDHARMLESS AGREEMENT

Parties

This Agreement is entered into by **James Femia**, herein after referred to as **RELEASOR/INDEMNITOR**, and the City of Utica, herein after referred to as **RELEASEE/INDEMNITEE**. As used in this Agreement, the term "Releasee/Indemnatee " is hereby defined as the City of Utica, its current, former, or retired officers, employees, elected officials, agents, successors, servants and assigns (in their individual, personal, official, representative, and any other capacities). The term "Releasor/Indemnitor" is hereby defined as James Femia, as well as his heirs, executors, administrators, and assigns.

Recitals

WHEREAS, Releasor/Indemnitor is presently employed with a municipal police department within New York State; and

WHEREAS, Releasor/Indemnitor now desires to accept employment with the Releasee/Indemnatee; and

WHEREAS, Releasor/Indemnitor is willing and desires to indemnify the Releasee/Indemnatee for any legal actions taken against Releasee/Indemnatee arising out of General Municipal Law § 72-c and/or other applicable law; and

WHEREAS, Releasee/Indemnatee makes an offer of employment only on a condition that this Agreement is duly executed;

NOW, THEREFORE, in consideration of the mutual promises and covenants set forth herein, by and between Releasor/Indemnitor and Releasee/Indemnatee, the parties agree as follows:

1. For consideration as described above Releasor/Indemnitor agrees to fully indemnify and defend, including reasonable attorney's fees by counsel of Releasee's/Indemnatee's choosing, Releasee/Indemnatee for any and all liabilities, charges, bills, fees, tolls, expenditures, costs, damages, and/or expenses incurred by Releasee/Indemnatee as a result of an action arising out of General Municipal Law § 72-c and/or other applicable law, filed against Releasee/Indemnatee;
2. For consideration as described above Releasor/Indemnitor agrees to waive, release, hold harmless and promises never to assert, any and all claims that he has or might have against any Releasee/Indemnatee or their predecessors, successors, the City's current, former, or retired officers, employees, elected officials, agents, successors and assigns (in their individual, personal, official, representative, and any other capacities), whatsoever, including without limitation those arising from or relating to any of the claims, allegations, or incidents that have or could have been asserted in a lawsuit whether known or unknown that arose prior to the date of this Agreement or *will arise out of his accepting of employment as contemplated by the parties*. Those claims being released

include, but are not limited to, ones arising out of *General Municipal Law § 72-c* and other federal, state and local statutory or common law, as well as any other claim that the Releasor/Indemnitor has or may have against any Releasee/Indemnitee.

3. Releasor/Indemnitor waives any rights he might otherwise have had under the New York State Civil Service Law, the New York State Civil Practice Law and Rules, the collective bargaining agreement, or any other provision of law, rule or regulation, with respect to his duty to indemnify, defend and hold harmless the Releasee/Indemnitee.
4. Releasor/Indemnitor hereby acknowledges, agrees, represents, warrants, and guarantees that:
 - a. he has read this Agreement and understands its meaning and effect;
 - b. he has knowingly and voluntarily entered into this Agreement of his own free will;
 - c. Releasee/Indemnitee may plead this Agreement as a complete defense to any claim that Releasor/Indemnitor may assert. If Releasor/Indemnitor violates this Agreement by instituting such a claim or charge or suing any Releasee/Indemnitee, then Releasor/Indemnitor agrees to pay all costs and expenses of defending against the claim, charge or suit incurred by said Releasee/Indemnitee, including reasonable attorney's fees;
 - d. Releasor/Indemnitor has not assigned or transferred to any other person or entity any claims which are released by this Agreement. Releasor/Indemnitor agrees to indemnify, and hold Releasee/Indemnitee harmless from and against any claim, including the payment of attorneys' fees and costs incurred, whether or not litigation is commenced, based on or in connection with or arising out of any such assignment or transfer.
5. The parties understand and agree that this Agreement and the consideration exchanged herein do not constitute and shall not be used or construed in any way as an admission of any sort on the part of any party.
6. The parties acknowledge that this Agreement sets forth the entire understanding of the parties with respect to the subject matter hereof. Further, this Agreement supersedes any and all other agreements, either oral or in writing, between or among the parties hereto with respect to the subject matter hereof. In addition, any modification of, or waiver of rights under, this Agreement shall be effective only if in writing and signed by the parties.
7. In entering into this Agreement, the parties represent that they have relied exclusively on their own (or their respective attorneys) judgment and analysis of the facts, and have not relied on any representations or conditions made by any opposing party.

IN WITNESS WHEREOF, the **RELEASOR/ INDEMNITOR** has hereunto set
RELEASOR'S/INDEMNITOR'S hand and seal on the day 16 of June, 2015.



James Femia

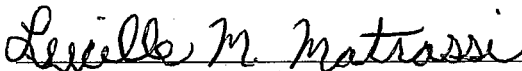
IN PRESENCE OF:

STATE OF NEW YORK)

ss:

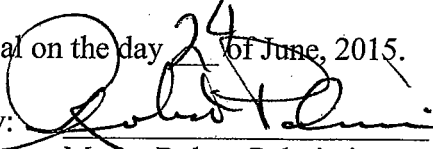
COUNTY OF ONEIDA)

On June 16, 2015 before me personally came **James Femia** and known and/or
proved to me to be the individual described in, and who duly executed the foregoing
INDEMNITY/HOLDHARMLESS AGREEMENT by setting their hand and
subscribing where indicated above.


NOTARY PUBLIC
Commission Expires: 06-25-2019

LUCILLE M. MATRASSI
Notary Public
No. 01MA6169673
County of Oneida, State of N. Y.
My Commission Expires 06-25-2019

IN WITNESS WHEREOF, the **RELEASEE/INDEMNITEE** has hereunto set
RELEASEE'S/INDEMNITEE'S hand and seal on the day 24 of June, 2015.

By: 
Its: Mayor Robert Palmieri

IN PRESENCE OF:

STATE OF NEW YORK)

ss:

COUNTY OF ONEIDA)

On June 24, 2015 before me personally came **Robert Palmieri** and known and/or
proved to me to be the individual described in, and who duly executed the foregoing
INDEMNITY/HOLDHARMLESS AGREEMENT by setting their hand and
subscribing where indicated above.

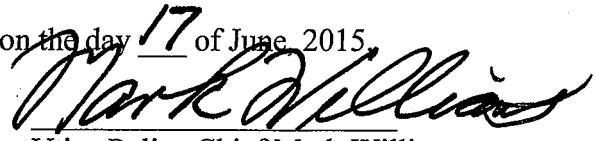

NOTARY PUBLIC
Commission Expires:

MERIMA SMAJIC
Notary Public in the State of New York
Qualified in Oneida County 02SM8298898
My Commission Expires Mar. 17, 20 18

IN WITNESS WHEREOF, the RELEASEE/INDEMNITEE has hereunto set

RELEASEE'S/INDEMNITEE'S hand and seal on the day 17 of June, 2015.

By:
Its:


Utica Police Chief Mark Williams

IN PRESENCE OF:

STATE OF NEW YORK

SS:

COUNTY OF ONEIDA

On June 17th, 2015 before me personally came **Mark Williams** and known and/or proved to me to be the individual described in, and who duly executed the foregoing **INDEMNITY/HOLDHARMLESS AGREEMENT** by setting their hand and subscribing where indicated above.

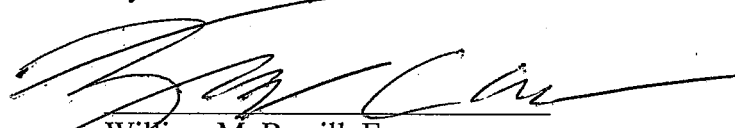

NOTARY PUBLIC
Commission Expires:

J. MEGHAN WOLF
Notary Public, State of New York
Qualified in Oneida County
Registration # 01W06314763
My Commission Expires 11/17/18

Dated: June 23 2015
Utica, New York

THE CITY OF UTICA APPROVED
AS TO FORM ONLY

By their attorneys:


William M. Borrill, Esq.
Utica Corporation Counsel
By: Zachary C. Oren, Esq.
Assistant Corporation Counsel
City of Utica Department of Law
1 Kennedy Plaza
Utica, NY 13502
(315) 792-0171



ROBERT M. PALMIERI
MAYOR

CITY OF UTICA

LAW Department
1 Kennedy Plaza, Utica, New York 13502
(315)792-0171 fax: (315)792-0175

WILLIAM M. BORRILL
CORPORATION COUNSEL

ASSISTANTS

CHARLES N. BROWN	JOAN K. HARRIS
JOHN P. ORILIO	ZACHARY C. OREN
ARMOND J. FESTINE	MERIMA SMAJIC
DAVID A. LONGERETTA	
LAURA R. CAMPION, <i>OF COUNSEL</i>	

MEMORANDUM

TO: MARK WILLIAMS, CHIEF
UTICA POLICE DEPARTMENT

FROM: ZACHARY C. OREN, ESQ.
ASSISTANT CORPORATION COUNSEL

DATE: JUNE 25, 2015

RE: JAMES FEMIA
INDEMNIFICATION AGREEMENT FOR GENERAL
MUNICIPAL LAW §72-c

Enclosed please find two (2) original Indemnity/Hold Harmless Agreements for James Femia concerning his agreement to indemnify the City of Utica for any claims made against it under General Municipal Law § 72-c.

Kindly retain one original for your records, serve the other original to Mr. Femia, generate an affidavit of service and kindly return said affidavit to this Office.

As always, I thank you for your cooperation and assistance in this matter. Please do not hesitate to contact me if you have any questions or concerns.

ZCO/cb
Enclosures

INDEMNITY/HOLDHARMLESS AGREEMENT

Parties

This Agreement is entered into by **James Femia**, herein after referred to as **RELEASOR/INDEMNITOR**, and the City of Utica, herein after referred to as **RELEASEE/INDEMNITEE**. As used in this Agreement, the term "Releasee/Indemnatee " is hereby defined as the City of Utica, its current, former, or retired officers, employees, elected officials, agents, successors, servants and assigns (in their individual, personal, official, representative; and any other capacities). The term "Releasor/Indemnitor" is hereby defined as James Femia, as well as his heirs, executors, administrators, and assigns.

Recitals

WHEREAS, Releasor/Indemnitor is presently employed with a municipal police department within New York State; and

WHEREAS, Releasor/Indemnitor now desires to accept employment with the Releasee/Indemnatee; and

WHEREAS, Releasor/Indemnitor is willing and desires to indemnify the Releasee/Indemnatee for any legal actions taken against Releasee/Indemnatee arising out of General Municipal Law § 72-c and/or other applicable law; and

WHEREAS, Releasee/Indemnatee makes an offer of employment only on a condition that this Agreement is duly executed;

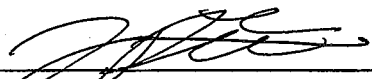
NOW, THEREFORE, in consideration of the mutual promises and covenants set forth herein, by and between Releasor/Indemnitor and Releasee/Indemnatee, the parties agree as follows:

1. For consideration as described above Releasor/Indemnitor agrees to fully indemnify and defend, including reasonable attorney's fees by counsel of Releasee's/Indemnatee's choosing, Releasee/Indemnatee for any and all liabilities, charges, bills, fees, tolls, expenditures, costs, damages, and/or expenses incurred by Releasee/Indemnatee as a result of an action arising out of General Municipal Law § 72-c and/or other applicable law, filed against Releasee/Indemnatee;
2. For consideration as described above Releasor/Indemnitor agrees to waive, release, hold harmless and promises never to assert, any and all claims that he has or might have against any Releasee/Indemnatee or their predecessors, successors, the City's current, former, or retired officers, employees, elected officials, agents, successors and assigns (in their individual, personal, official, representative, and any other capacities), whatsoever, including without limitation those arising from or relating to any of the claims, allegations, or incidents that have or could have been asserted in a lawsuit whether known or unknown that arose prior to the date of this Agreement or *will arise out of his accepting of employment as contemplated by the parties*. Those claims being released

include, but are not limited to, ones arising out of *General Municipal Law § 72-c* and other federal, state and local statutory or common law, as well as any other claim that the Releasor/Indemnitor has or may have against any Releasee/Indemnitee.

3. Releasor/Indemnitor waives any rights he might otherwise have had under the New York State Civil Service Law, the New York State Civil Practice Law and Rules, the collective bargaining agreement, or any other provision of law, rule or regulation, with respect to his duty to indemnify, defend and hold harmless the Releasee/Indemnitee.
4. Releasor/Indemnitor hereby acknowledges, agrees, represents, warrants, and guarantees that:
 - a. he has read this Agreement and understands its meaning and effect;
 - b. he has knowingly and voluntarily entered into this Agreement of his own free will;
 - c. Releasee/Indemnitee may plead this Agreement as a complete defense to any claim that Releasor/Indemnitor may assert. If Releasor/Indemnitor violates this Agreement by instituting such a claim or charge or suing any Releasee/Indemnitee, then Releasor/Indemnitor agrees to pay all costs and expenses of defending against the claim, charge or suit incurred by said Releasee/Indemnitee, including reasonable attorney's fees;
 - d. Releasor/Indemnitor has not assigned or transferred to any other person or entity any claims which are released by this Agreement. Releasor/Indemnitor agrees to indemnify, and hold Releasee/Indemnitee harmless from and against any claim, including the payment of attorneys' fees and costs incurred, whether or not litigation is commenced, based on or in connection with or arising out of any such assignment or transfer.
5. The parties understand and agree that this Agreement and the consideration exchanged herein do not constitute and shall not be used or construed in any way as an admission of any sort on the part of any party.
6. The parties acknowledge that this Agreement sets forth the entire understanding of the parties with respect to the subject matter hereof. Further, this Agreement supersedes any and all other agreements, either oral or in writing, between or among the parties hereto with respect to the subject matter hereof. In addition, any modification of, or waiver of rights under, this Agreement shall be effective only if in writing and signed by the parties.
7. In entering into this Agreement, the parties represent that they have relied exclusively on their own (or their respective attorneys) judgment and analysis of the facts, and have not relied on any representations or conditions made by any opposing party.

IN WITNESS WHEREOF, the **RELEASOR/ INDEMNITOR** has hereunto set
RELEASOR'S/INDEMNITOR'S hand and seal on the day 16 of June, 2015.



James Femia

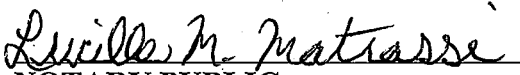
IN PRESENCE OF:

STATE OF NEW YORK)

SS:

COUNTY OF ONEIDA)

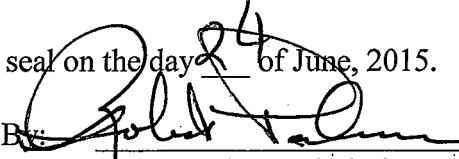
On June 16, 2015 before me personally came **James Femia** and known and/or proved to me to be the individual described in, and who duly executed the foregoing **INDEMNITY/HOLDHARMLESS AGREEMENT** by setting their hand and subscribing where indicated above.



NOTARY PUBLIC
Commission Expires: 06-25-2019

LUCILLE M. MATRASSI
Notary Public
No. 01MA6169673
County of Oneida, State of N. Y.
My Commission Expires 06-25-2019

IN WITNESS WHEREOF, the RELEASEE/INDEMNITEE has hereunto set
RELEASEE'S/INDEMNITEE'S hand and seal on the day 24 of June, 2015.

By: 
Its: Mayor Robert Palmieri

IN PRESENCE OF:

STATE OF NEW YORK)

ss:

COUNTY OF ONEIDA)

On June 24, 2015 before me personally came **Robert Palmieri** and known and/or
proved to me to be the individual described in, and who duly executed the foregoing
INDEMNITY/HOLDHARMLESS AGREEMENT by setting their hand and
subscribing where indicated above.


NOTARY PUBLIC
Commission Expires:

MERIMA SMAJIC
Notary Public in the State of New York
Qualified in Oneida County 02SM6298695
My Commission Expires Mar. 17, 20 16

IN WITNESS WHEREOF, the RELEASEE/INDEMNITEE has hereunto set

RELEASEE'S/INDEMNITEE'S hand and seal on the day 17 of June, 2015.

By:

Its: Mark Williams
Utica Police Chief Mark Williams

IN PRESENCE OF:

STATE OF NEW YORK

ss:

COUNTY OF ONEIDA

On June 17th, 2015 before me personally came **Mark Williams** and known and/or proved to me to be the individual described in, and who duly executed the foregoing **INDEMNITY/HOLDHARMLESS AGREEMENT** by setting their hand and subscribing where indicated above.

J. Meghan Wolf
NOTARY PUBLIC
Commission Expires:

J. MEGHAN WOLF
Notary Public, State of New York
Qualified in Oneida County
Registration # 01W06314783
My Commission Expires 12/7/18

Dated: June 23 2015
Utica, New York

THE CITY OF UTICA APPROVED
AS TO FORM ONLY

By their attorneys:

William M. Borrill, Esq.

Utica Corporation Counsel

By: Zachary C. Oren, Esq.

Assistant Corporation Counsel

City of Utica Department of Law

1 Kennedy Plaza

Utica, NY 13502

(315) 792-0171

FELT EVANS, LLP

ATTORNEYS AND COUNSELORS AT LAW

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EDWARD D. EARL
PATRICIA SHAFFER BOBROW
KENNETH L. BOBROW
ANTHONY G. HALLAK ▼
JUSTIN M. NACKLEY

4-6 NORTH PARK ROW
CLINTON, NEW YORK 13323
TELEPHONE (315) 853-4436
GENERAL FAX (315) 853-4511
REAL ESTATE FAX: (315) 853-7249
TOLL FREE: 1-866-FELTLAW

E. PORTER FELT
(1930-1997)
ANTHONY T. PANZONE
(1940-2000)

JAY G. WILLIAMS III
OF COUNSEL

▼ Also Member Of The CT. Bar

Website: <http://www.felt-evans.com>

December 18, 2015

Bradley Kowalczyk
Kowalczyk, Deery & Broadbent, LLP
185 Genesee Street, 12th Floor
Utica, New York 13501

RE: Town of Kirkland - Femia

Dear Brad:

In furtherance of our discussions we forward to your attention original General Release executed on behalf of the Town of Kirkland. Commensurate with delivery of this General Release I am releasing settlement proceeds to the Town of Kirkland.

Thank you for your courtesies throughout.

Sincerely,

FELT EVANS, LLP

By: _____

Anthony G. Hallak

AGH/smg
Enc.

cc: Robert Meelan, Town Supervisor

GENERAL RELEASE

TO ALL TO WHOM THIS RELEASE SHALL COME OR MAY CONCERN,

KNOW THAT THE TOWN OF KIRKLAND, by and through its Town Supervisor, Robert J. Meelan and its agents, employees, current, former, or retired officers, employees, elected officials, successors, servants and assigns (in their individual, personal, official, representative and any other capacities) and/or any other authorized personnel, as **RELEASOR**, in consideration for the sum of **twelve thousand United States dollars, (\$12,000.00)**, from **JAMES FEMIA**, receipt and sufficiency of is hereby acknowledged, forever releases from liability and discharges, as **RELEASEES JAMES FEMIA** and the **CITY OF UTICA**, and its agents, employees, current, former, or retired officers, employees, elected officials, successors, servants and assigns (in their individual, personal, official, representative and any other capacities) and/or any other authorized personnel (hereafter "**RELEASEES**") from the beginning of the world to the date that this **RELEASE** is signed.

The **RELEASOR** hereby acknowledges, represents, warrants, and guarantees to **RELEASEES** and/or their attorneys that the **RELEASOR** has no heirs, executors, administrators, successors and/or assigns from all actions, and that there are no causes of action, suits, debts, dues, sums of money, accounts reckonings, bonds, bills, specialties, covenants, contracts, controversies, agreements, promises, variances, trespasses, damages, judgments, extents, executions, loans, liens, claims and demands whatsoever, in law, admiralty or equity, which are or will be against the **RELEASEES'** and/or their attorneys, and agrees to indemnify and hold them harmless should said claim(s) arise.

The **RELEASOR** Robert J. Meelan hereby acknowledges, represents, warrants, and personally guarantees to **RELEASEES**, that **RELEASOR** Robert J. Meelan is of authority

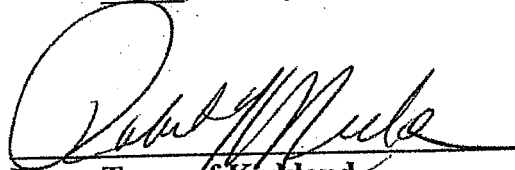
pursuant to New York Town Law § 65 and other applicable law to enter into this **RELEASE** and fully, voluntarily, of good mind and capacity, knowingly and willingly enters into this **RELEASE**.

The **RELEASOR**, **RELEASOR'S** heirs, executors, administrators, successors and/or assigns ever had, now have or hereafter can, shall or may, have for, upon, or by reason of any matter, cause or thing whatsoever from the beginning of the world to the day of this **RELEASE** hereby releases the **RELEASEES** from liability. More specifically, **RELEASOR** hereby releases from any and all liabilities, arising out of equity or local or state or federal or Constitutional law known and/or unknown, and any and all explicit or implicit claims arising from the alleged wrongdoing to **RELEASOR** including, not limited to, any claims arising out of General Municipal Law § 72-c against the **RELEASEES**.

RELEASOR acknowledges that this settlement is not an admission of liability, but the voluntary compromise of disputed claims.

This **RELEASE** may not be modified orally.

IN WITNESS WHEREOF, the **RELEASOR** has hereunto set **RELEASOR'S**
hand and seal on the day of 17 in the month of Dec., in the year of 2015.


By: **Town of Kirkland**
Robert J. Meelan
Its: **Town Supervisor**

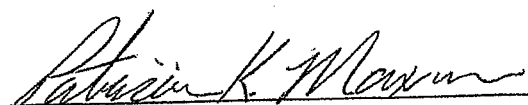
IN PRESENCE OF:

STATE OF NEW YORK

ss:

COUNTY OF ONEIDA

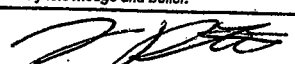
On the day of 17th in the month of Dec., in the year of 2015, before me
personally came **Robert J. Meelan** and known to me to be the individual described in,
and who duly executed the foregoing **RELEASE** by setting their hand and subscribing
where indicated above.


NOTARY PUBLIC
Commission Expires:

PATRICIA K. MAXAM #01H05044653
Notary Public, State of New York
Appointed in Oneida County
My Commission Expires June 5, 2019

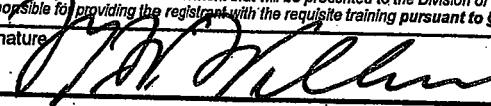
New York State Division of Criminal Justice Services
POLICE OFFICER REGISTRY ENTRY FORM - CERTIFICATION OF INITIAL EMPLOYMENT
 (Executive Law § 845)

SECTION I - REGISTRANT INFORMATION (To be completed by the registrant)

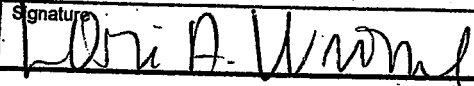
Were you previously a police officer in NYS? <input checked="" type="radio"/> Yes <input type="radio"/> No Police Officer as defined by NYS Criminal Procedure Law §1.20.	Last Name Femia	First Name James	MI R	Date of Birth [REDACTED]	Gender [REDACTED]	Social Security Number* [REDACTED]	
	Home Residence Mailing Address [REDACTED]		City, State, Zip [REDACTED]		County of Home Residence [REDACTED]		
	Home Residence Street Address (if Different) [REDACTED]		City, State, Zip [REDACTED]		City, State, Country of Birth (if other than U.S.) [REDACTED]		
	I am the person named above. I understand that the information in Section I is part of a written statement that will be presented to the Division of Criminal Justice Services for filing, and I certify that it is true to the best of my knowledge and belief.						
Signature 						Date 6/12/15	

*Pursuant to the New York State Personal Privacy Protection Law, DCJS is authorized to collect personal identifying information as part of a public safety agency record. Personal identifying information on this form shall not be revealed, released, transferred, disseminated or otherwise communicated orally, in writing, or by electronic means other than to the registrant. Disclosure of personal identifying information is voluntary. Refusal to provide personal identifying information shall not result in the denial of any right, benefit, or privilege.

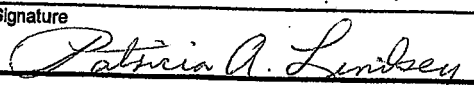
SECTION II - AGENCY INFORMATION (To be completed by the chief law enforcement officer)

Last Name Williams		First Name Mark		MI W	Title of Person Signing Section II Chief of Police	
Name of Law Enforcement Agency Utica Police Department					Telephone 315-223-3400	
Address 413 Oriskany Street W.				City, State, ZIP Utica, NY, 13502		
Type of Appointment Full-time <input checked="" type="checkbox"/> Part-time <input type="checkbox"/>	Background Check Conducted Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		Residency Verified Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		Fingerprints submitted to DCJS Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
I am the chief law enforcement officer responsible for appointing the person named in Section I as a police officer of the above named law enforcement agency. I understand that the information in Section II is part of a written statement that will be presented to the Division of Criminal Justice Services for filing, and I certify that it is true to the best of my knowledge and belief. I understand I am responsible for providing the registrant with the requisite training pursuant to §209-a of the General Municipal Law.						
Signature 						Date 6/12/10

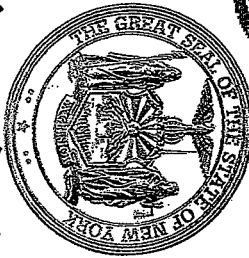
SECTION III - CIVIL SERVICE INFORMATION (To be completed by the civil service officer for all registrants Full or Part-time)

Last Name Wrobel		First Name Lori		MI A	Title of Person Signing Section III Executive Secretary	
Name of Civil Service or Personnel Agency City of Utica Civil Service					Telephone 315-792-0227	
Address 1 Kennedy Plaza				City, State, ZIP Utica, New York 13502		
Title and Civil Service Classification of the Registrant Police Officer - Competitive						
I am the civil service officer responsible for certifying the appointment of individuals appearing on the payroll of the law enforcement agency named in Section II. I understand that the information in Section III is part of a written statement that will be presented to the Division of Criminal Justice Services for filing, and I certify that it is true to the best of my knowledge and belief.						
Signature 						Date 06-23-15

SECTION IV - OATH OF OFFICE (To be completed by the registrar responsible for recording oaths of office)

Last Name Lindsey		First Name Patricia		MI	Title of Person Signing Section IV City Clerk	
Name of Recording Office City of Utica City Clerks Office					Telephone 315-792-0117	
Address 1 Kennedy Plaza				City, State, ZIP Utica, New York 13502		
Oath of Office Date	Oath of Office Title of the Registrant Police Officer					
I am the officer responsible for recording the oaths of office of individuals appointed as police officers of the law enforcement agency named in Section II. The person named in Section I has filed an oath of office as a police officer, pursuant to an appointment received from the person named in Section II. I understand that the information in Section IV is part of a written statement that will be presented to the Division of Criminal Justice Services for filing, and I certify that it is true to the best of my knowledge and belief.						
Signature 						Date 06-24-15

Ulrichs Union Ulrichs School



This is to Certify that

James R. Fenia

has completed the requirements for graduation as prescribed by the Board of Education and in testimony thereof is awarded this

Ulrichs Union

Given at Clinton, in the State of New York,

June 26, 2010.

President of Board of Education

Superintendent of Schools

Senior High School Principal

Mohawk Valley Community College

Under the Program of the
State University of New York

On the recommendation of the Faculty and by virtue of the authority
vested in them the Trustees of the College have conferred on

James R. Jemia

the degree of

Associate in Applied Science

Criminal Justice

and have granted this diploma as evidence thereof.

Given in the City of Africa in the State of New York, this month of December,
Two Thousand and One.

Elaine M. Stalos
Chairperson, Board of Trustees



Randall A. Wallingford
President



2013-2014 Pre-Employment Police Basic Training Program
acknowledges

James R. Jemira

for successful completion of Phase I

Gregg A. Deluca, Director
Police Basic Training Program

Christine W. Richardson, Director
Center for Career and Extended Learning

Dated: June 7, 2014

Mohawk Valley Community College

Under the Program of the
State University of New York

On the recommendation of the Faculty and by virtue of the authority
vested in them the Trustees of the College have conferred on

James R. Fenia

the degree of

**Associate in Applied Science
Fire Protection Technology**

and have granted this diploma as evidence thereof.

Given in the City of Utica in the State of New York, this month of August,
Two Thousand and Thirteen.

Clare M. Stalos
Chairperson, Board of Trustees



Randall A. Coulter
President

State of New York

Division of Criminal Justice Services

Municipal Police Training Council

Hereby Acknowledges and Declares that

James Femia

has successfully completed a course equivalent to the

Basic Course for Police Officers Course

which satisfies the minimum
criteria established by the
Municipal Police Training Council

Frankfort Village Police Department
Frankfort, New York

October 25, 2014 – February 1, 2015

Ronald G. Spike

Ronald G. Spike
Chairman
Municipal Police Training Council

Michael R. Wood

Michael R. Wood
Deputy Commissioner
Division of Criminal Justice Services

July 11, 2019

Fed. ID# 26-3108361

Don Cinque, Shannon Acquaviva, James Holy,
Chris Vomer, James Femia & Paul Paladino
413 Oriskany St W
Utica, NY 13502

Dear Participants,

On behalf of Feed Our Vets, thank you for your Support, and generous \$120.00 donation raised during your event! You are helping to feed veterans, their spouses and children, whose circumstances have left them on the battlefield of hunger. 88% of all monetary donations go directly to feeding our Veterans!

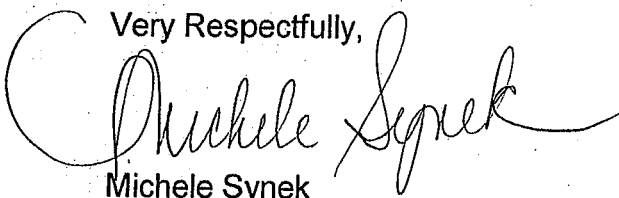
Our programs rely on the private support of individuals to serve Veterans in need. We could not carry on the critically important work of feeding hungry Veterans and their families without people like you, who recognize the service and sacrifice of our nation's military service members, current and former.

We invite you to see how your donation is being used at our pantry. Please call [REDACTED] to set up a visit.

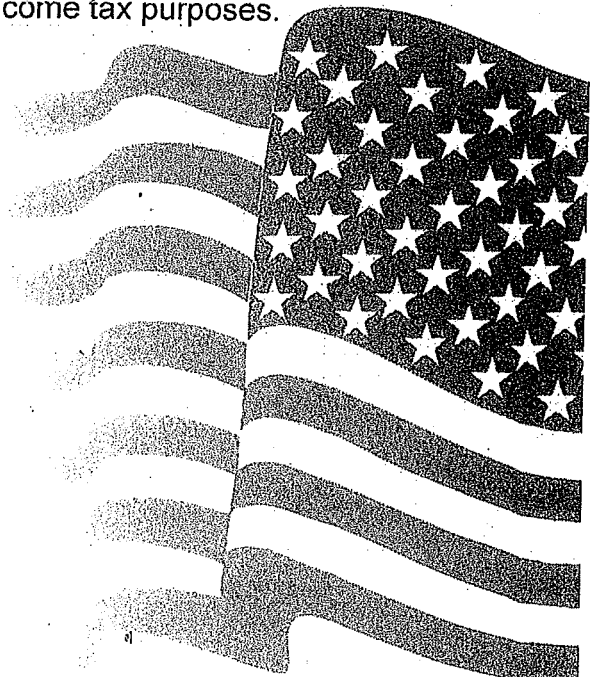
Thank you, again, for your generous support.

No goods or services were provided to you in return for your donation. Therefore, the full amount of your contribution is deductible for federal income tax purposes.

Very Respectfully,



Michele Synek
Co-Founder
Feed Our Vets



Feed Our Vets Logo and Name are a Registered Trademark of Feed Our Veterans



City of Rochester

Rochester Police Department
185 Exchange Boulevard, Suite 630
Rochester, New York 14614-2124
www.cityofrochester.gov/publicsafety/police/

Michael L. Ciminelli
Chief of Police

August 30, 2018

Chief Mark Williams
Utica Police Department
413 Oriskany St.-West
Utica, NY 13502

Dear Chief Williams,

I would like to thank you and your department for the assistance provided to members of the Rochester Police Department during the month of August 2018. The Rochester Police Department's Major Crimes Unit (MCU) and Special Investigations Section (SIS) were investigating a group who were involved in narcotics sales, and who were suspected in several violent crimes in the City of Rochester. During our investigation, [REDACTED] in Utica, NY was identified as a source for narcotics distribution, and it had relevance to our case. A search warrant was obtained for [REDACTED] and with the help of Lieutenant Brian Bansner, SWAT entry was arranged and additional resources were obtained.

On August 14, 2018, several investigators and supervisors from the Rochester Police Department met up with Utica PD and Metro SWAT personnel and the search warrant was served at [REDACTED]. Quantities of heroin, cocaine, marijuana and cash were recovered and the target, Clifford Billins was taken into custody. The cooperation and professionalism demonstrated by the members of your agency and the SWAT Team was exceptional and with their help, our case was significantly strengthened. I would like to extend my sincere thanks and gratitude to the Utica Police Department and the Metro SWAT Team; specifically the following individuals:

Special Investigations Unit

Lt. Brian Bansner
Sgt. Michael Murphy
Inv. David Desens
Inv. Paul Paladino
Inv. Joe Dare

Metro SWAT Team

Capt. Don Cinque
Lt. James Holt
Officer Sean Flanagan
Officer Tyler Mowers
Officer Chris Mower
Officer James Femia

Tactical Unit

Officer Castilla/K9 "Varick"

Respectfully,

Chief Michael L. Ciminelli
Rochester Police Department

xc: Captain John Koonmen



jmoran

From: mwilliams
Sent: Tuesday, August 14, 2018 7:59 AM
To: jfemia; mbalio
Cc: enoonan; dcinque; jholt; jmoran
Subject: Re: Thank You

Gentlemen,

I wanted to personally thank you for the respect and professionalism that you showed my sister when she was involved in a motor vehicle accident. My sister told me how compassionate and professional you both were at a time when she was shaken up over the ordeal. The exact words my sister used were, "They were fantastic".

Again, thank you.

Megan, Please place a copy of this email in each officers personnel file.

Chief of Police Mark W. Williams



City of Utica Police Department

413 Oriskany Street West

Utica, New York 13502

Office Telephone: (315) 223-3400

E-mail address: mwilliams@uticapd.com

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jwolf

From: mwilliams
Sent: Wednesday, August 09, 2017 10:54 AM
To: dcinque; jholt
Cc: enoonan; jfemia; jwolf
Subject: RE: PO Femia

Way to go Jimmy! We 're proud of you.

Megan,
Please place a copy of this email in Officer Femia's personnel file.

Chief of Police Mark W. Williams



City of Utica Police Department

413 Oriskany Street West

Utica, New York 13502

Office Telephone: (315) 223-3400

E-mail address: mwilliams@uticapd.com

CONFIDENTIALITY NOTICE: This electronic mail transmission may contain privileged and confidential information intended only for the individual or entity named above. Any dissemination, use, distribution, copying or disclosure of this communication by any other person or entity is strictly prohibited. Should you receive this transmission in error, please notify the sender by telephone or by return e-mail.

From: dcinque
Sent: Wednesday, August 09, 2017 10:50 AM
To: jholt <jholt@uticapd.com>
Cc: mwilliams <mwilliams@uticapd.com>; enoonan <enoonan@uticapd.com>; jfemia <jfemia@uticapd.com>
Subject: FW: PO Femia

Lt. Holt,

Please add this to PO Femias' e file as a job well done.

Respectfully,

Don Cinque
Patrol Division
METRO SWAT



From: ptaurisanofd
Sent: Wednesday, August 09, 2017 10:29 AM
To: dcinque <dcinque@uticapd.com>
Subject: PO Femia

Captain,

I would like to let you know if it has not been reported already that PO Femia assisted our members on a call that occurred 9/2/17. It was reported that upon arrival of our units PO Femia was in the process of doing high quality CPR on a 6 YO trauma patient and because of his efforts the patient had a pulse at the time care was taken over by our ALS units. I know the out come of the patient does not reflect his effort but without it I believe this patient would have even less of a chance for survival in not none at all. I believe should be recognized as having taken quick actions is what could be only described as a stressful situation that is not in his comfort zone. Regardless of the outcome I believe he did an excellent job thought you would like to know. Please forward this to whoever you think should see it.

Captain Philip A Taurisano
Director of EMS Operations
City of Utica Fire Department
1217 Park Ave
Utica NY 13501
P. 315-731-2028
[REDACTED]
F. 315-731-2029

Saint Mary of Mount Carmel/Blessed Sacrament Parish

A Catholic Faith Community serving the Greater Utica Area

August 4, 2015

Chief Mark Williams
Utica Police Department
413 Oriskany Street West
Utica, NY 13502

Dear Chief Williams,

I am writing this letter on behalf of the St. Mary of Mount Carmel / Blessed Sacrament Parish Festival committee.

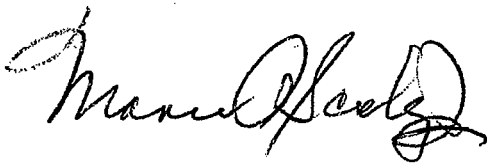
As the Financial Chairman of the festival, I handle all of the finances and banking for the festival and at the close of each of the festival nights, I am required to make several large late night deposits to our bank. Because of the number of deposits and the large sum of money, it has been our customary procedure to request a police escort to the bank each night. This year was no exception.

On Saturday, July 18, 2015, we were escorted by Officers Femia and Parrotta, and on Sunday, July 19, 2015, we were escorted by Office Castilla.

I would like to extended our appreciation to the Utica Police Department and your officers as they were very courteous and professional in their duty.

Please extend our thanks to these officers and you should be very proud of them.

Sincerely,



Mario Scalzo Jr.

2105 Mt. Carmel / Blessed Sacrament Festival Financial Chairman

BASIC LIFE SUPPORT

BLS Instructor



American
Heart
Association.

James Femia

has successfully completed the cognitive and
skills evaluations in accordance with the curriculum
of the American Heart Association
Basic Life Support Instructor Program.

Issue Date

2/12/2020

Training Center Alignment

Faxton-St. Lukes Healthcare EMS Education

Training Center ID

[REDACTED]

Training Center City, State

Utica, NY

Training Center Phone Number

[REDACTED]

Expiration Date

02/2022

Instructor ID









[REDACTED]

eCard Code

[REDACTED]

To view or verify authenticity, instructors and employers should go to www.heart.org/cpr/mycards.

© 2019 American Heart Association. All rights reserved. 15-3016 R9/19

BASIC LIFE SUPPORT		BASIC LIFE SUPPORT	
BLS Provider  American Heart Association. James Femia The above individual has successfully completed the cognitive and skills evaluations in accordance with the curriculum of the American Heart Association Basic Life Support (CPR and AED) Program. Issue Date Recommended Renewal Date  <small>To view or verify authenticity, students and employers should scan this QR code with their mobile device or go to www.heart.org/cpr/mycards.</small> 		Training Center Name Faxton-St. Lukes Healthcare EMS Education Training Center ID  TC Address  TC Phone  Instructor Name  Instructor ID  <small>© 2016 American Heart Association 15-3001 3/16</small>	

Directions

1. Cut along dotted lines
2. Fold both halves together
3. Use adhesive to combine halves

State of New York

Division of Criminal Justice Services

Municipal Police Training Council

Hereby Acknowledges and Declares that

James R Femia

has successfully completed the

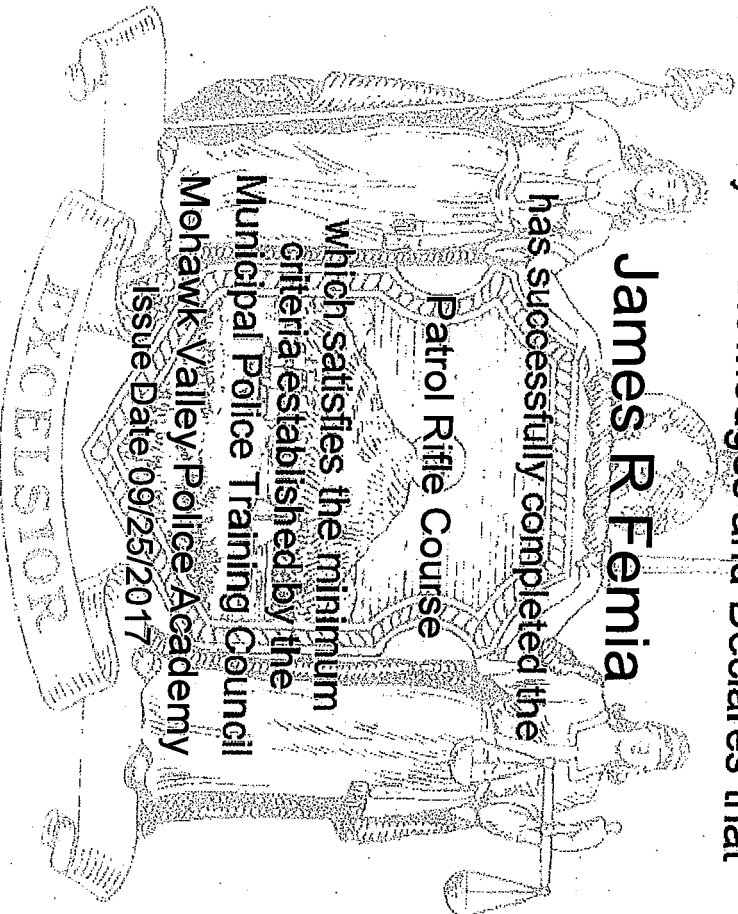
Patrol Rifle Course

which satisfies the minimum
criteria established by the

Municipal Police Training Council

Mohawk Valley Police Academy

Issue Date 09/25/2017



Ronald G. Spike

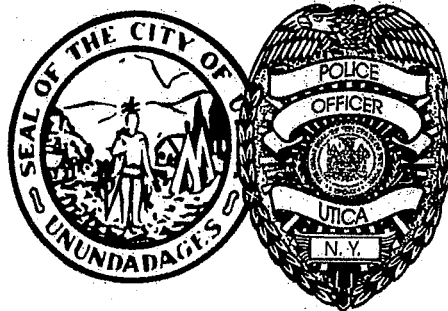
Ronald G. Spike
Chairman
Municipal Police Training Council

Michael R. Wood

Michael R. Wood
Deputy Commissioner
Division of Criminal Justice Services

Utica Police Department

UTICA, NEW YORK



Certificate of Commendation

HONORABLE SERVICE

Awarded to
OFFICER JAMES FEMIA

On August 2nd, 2017, Officer James Femia and Officer Michael Flo were dispatched to [REDACTED] regarding a motor vehicle accident involving a child on a bicycle. While the officers were in route, communications advised them that the child was struck by a vehicle and was not breathing.

Officers Femia and Flo arrived on scene, almost simultaneously, and observed a Dodge Durango in the driveway with a bicycle pinned underneath the rear passenger tire. Not far from the vehicle was the injured child. As the officers approached the chaotic scene, they observed a frenzied crowd of bystanders growing larger, screaming for help for the child. At that point, the officers learned the identity of the child.

Without hesitation, Officer Femia applied gloves and started to tend to the child. There was a large amount of blood. Officer Femia checked for a pulse but was unable to locate one. Officer Femia then immediately started to perform CPR on the child with the assistance of the child's mother. Officer Femia provided instructions regarding how to assist him with the CPR process. With the mother breathing into the child, Officer Femia started chest compressions.

While Officer Femia was performing CPR, the crowd around them started to encroach. It was at that time that Officer Flo started crowd control of approximately 50 or more people. Officer Flo continued to advise the crowd to give Officer Femia room to tend to the child. Soon after, a UFD ambulance arrived on scene and without hesitation, Officer Femia carried the child to the ambulance and paramedics for further medical attention.

Officer Femia's quick action to render medical treatment on scene was nothing less than heroic, and Officer Flo's assistance helped contain a chaotic and potentially hostile situation from escalating. These officers bring honor to the Utica Police Department for their heroic and steadfast actions.

Dated: May 24, 2018


Mark W. Williams, Chief of Police

State of New York

Division of Criminal Justice Services

Municipal Police Training Council

Hereby Acknowledges and Declares that

James R Femia

has successfully completed the

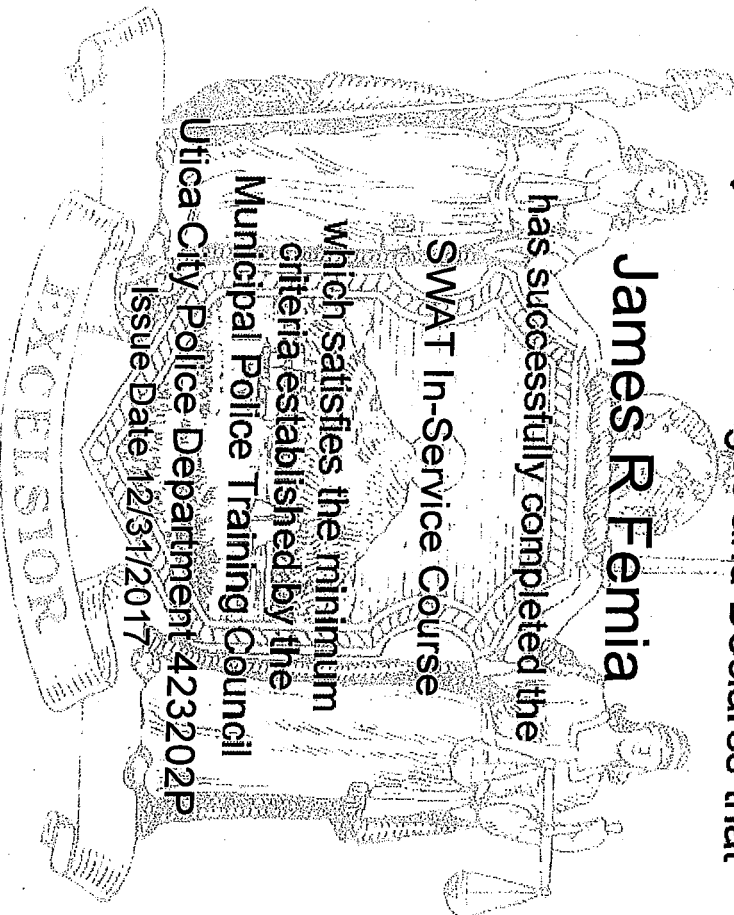
SWAT In-Service Course

which satisfies the minimum
criteria established by the

Municipal Police Training Council

Utica City Police Department 423202P

Issue Date 12/31/2017



Ronald G. Spike

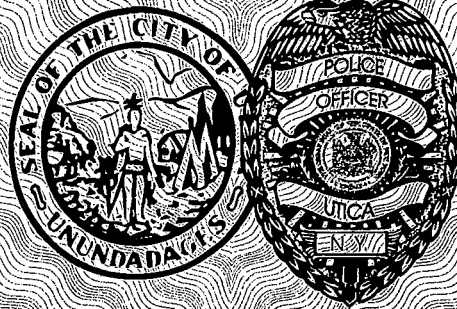
Ronald G. Spike
Chairman
Municipal Police Training Council

Michael R. Wood

Michael R. Wood
Deputy Commissioner
Division of Criminal Justice Services

Utica Police Department

UTICA, NEW YORK



Certificate of Commendation

HONORABLE SERVICE

Awarded to

**SERGEANT MARK FIELDS, INVESTIGATOR PETER
PALADINO, INVESTIGATOR TIMOTHY MOORE,
INVESTIGATOR CHARLES GOLDSTEIN, INVESTIGATOR
JOSEPH DARE, OFFICER ERIC SCORZAFAVA and OFFICER
JAMES FEMIA**

On February 2nd, 2016, Investigator Charles Goldstein, working under the GIVE Program, received information that an individual was in possession of an illegal handgun and was likely going to commit a shooting.

Investigator Goldstein contacted the METRO, Warrants and Patrol Units for assistance. He and Investigator Peter Paladino conducted surveillance of the location where the suspect was reported to be staying. Soon thereafter, they witnessed the male exit the location and enter into a vehicle. After conducting a tail of the vehicle, and upon obtaining the proper NYS VTL violations, a vehicle stop was initiated. As the investigators attempted to interview the suspect, he fled on foot but was ultimately apprehended with the assistance of Sergeant Mark Fields, Investigator Timothy Moore, Investigator Joseph Dare, Officer Eric Scorzafava and Officer James Femia. After a brief struggle on the ground, the officers located a loaded .380 caliber handgun in the suspect's waistband, as well as a quantity of narcotics on his person.

Due to Investigator Charles Goldstein's initiative and dedication, and the readiness of these officers to assist in this potentially dangerous situation, this violent individual was removed from the streets.

Dated: May 26, 2016


Mark W. Williams, Chief of Police

State of New York
Division of Criminal Justice Services
Municipal Police Training Council

Hereby Acknowledges and Declares that

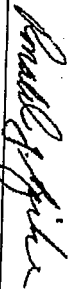
James R. Femia

has successfully completed the

Breath Analysis Operator Course

which satisfies the minimum
criteria established by the
Municipal Police Training Council

**Mohawk Valley Police Academy
Utica, New York
September 7-9, 2015**



Ronald G. Spike
Chairman
Municipal Police Training Council



Michael R. Wood
Deputy Commissioner
Division of Criminal Justice Services

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>				
			<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>	<u>Comments</u>
20160000000007	2015 December In-Service-Active Shooter	In Service	0.00	8.00			

Course ScheduleScheduleClass IDStart Date/TimeEnd Date/TimeCompanyCourse Location

12/01/2015 08:00 12/01/2015 16:00 ---
 12/03/2015 08:00 12/03/2015 16:00 ---
 12/07/2015 08:00 12/07/2015 16:00 ---
 12/07/2015 08:00 12/07/2015 16:00 ---
 12/09/2015 08:00 12/09/2015 16:00 ---
 12/11/2015 08:00 12/11/2015 16:00 ---
 12/11/2015 08:00 12/11/2015 16:00 ---
 12/17/2015 08:00 12/17/2015 16:00 ---
 12/17/2015 08:00 12/17/2015 16:00 ---
 12/17/2015 08:00 12/17/2015 16:00 ---

InstructorReserve DateCourse CategorySerial IDNotes

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>		
			<u>Credits</u>	<u>Hours</u>	<u>Comments</u>
2016000000004	2015 September Body worn camera	In Service	0.00	8.00	

Course Schedule

<u>Schedule</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
<u>Class ID</u>				
	09/04/2015 08:00	09/04/2015 16:00		---
	09/08/2015 08:00	09/08/2015 16:00		---
	09/14/2015 08:00	09/14/2015 16:00		---
	09/22/2015 08:00	09/22/2015 16:00		---
	09/24/2015 08:00	09/24/2015 16:00		---

Instructor

Reserve Date Course Category Serial ID Notes

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>			
			<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>
2016000000031	2016 Active Shooter In Service	In Service	0.00	8.00		
<u>Comments</u>						

Course Schedule

<u>Schedule</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
<u>Class ID</u>				
	04/05/2016 08:00	04/05/2016 16:00		---
	04/07/2016 08:00	04/07/2016 16:00		---
	04/11/2016 08:00	04/11/2016 16:00		---
	04/13/2016 08:00	04/13/2016 16:00		---
	04/15/2016 08:00	04/15/2016 16:00		---
	04/21/2016 08:00	04/21/2016 16:00		---

Instructor

Reserve Date Course Category Serial ID Notes

Training Course Summary

Course Information

Course NO	Title	Type	Prerequisites				Comments
			Credits	Hours	Course 1	Course 2	
2017000000004	2016 December Inservice	In Service	0.00	8.00			Active Shooter Training

Course Schedule

<u>Schedule</u>	<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
		12/05/2016 08:00	12/05/2016 16:00		
		12/05/2016 08:00	12/05/2016 16:00		
		12/07/2016 08:00	12/07/2016 16:00		
		12/07/2016 08:00	12/07/2016 16:00		
		12/09/2016 08:00	12/09/2016 16:00		
		12/09/2016 08:00	12/09/2016 16:00		
		12/15/2016 08:00	12/15/2016 16:00		
		12/19/2016 08:00	12/19/2016 16:00		

<u>Instructor</u>	<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Training Course Summary

Course Information

Course NO	Title	Type	Prerequisites		Comments
20160000000015	2016 January In Service Workplace Violence/Sexual	In Service	<u>Credits</u>	<u>Hours</u>	<u>Course 1</u> <u>Course 2</u>
			0.00	8.00	Domestic Violence-Legal Updates-JAU updates-Debour Doctrine-Work place violence /Sexual harassment

Course Schedule

Schedule

Class ID	Start Date/Time	End Date/Time	Company	Course Location
	01/06/2016 08:00	01/06/2016 16:00		
	01/06/2016 08:00	01/06/2016 16:00		
	01/06/2016 08:00	01/06/2016 16:00		
	01/08/2016 08:00	01/08/2016 16:00		
	01/08/2016 08:00	01/08/2016 16:00		
	01/08/2016 08:00	01/08/2016 16:00		
	01/08/2016 08:00	01/08/2016 16:00		
	01/14/2016 08:00	01/14/2016 16:00		
	01/14/2016 08:00	01/14/2016 16:00		
	01/14/2016 08:00	01/14/2016 16:00		
	01/14/2016 08:00	01/14/2016 16:00		
	01/18/2016 08:00	01/18/2016 16:00		
	01/18/2016 08:00	01/18/2016 16:00		
	01/18/2016 08:00	01/18/2016 16:00		
	01/18/2016 08:00	01/18/2016 16:00		
	01/22/2016 08:00	01/22/2016 16:00		
	01/22/2016 08:00	01/22/2016 16:00		
	01/22/2016 08:00	01/22/2016 16:00		
	01/28/2016 08:00	01/28/2016 16:00		
	01/28/2016 08:00	01/28/2016 16:00		
	01/28/2016 08:00	01/28/2016 16:00		

Training Course Summary

InstructorReserve DateCourse CategorySerial IDNotesCourse InformationCourse NO

2017000000005

Title

2016 October Inservice

Type

In Service

Credits

0.00

Hours

0.00

Prerequisites

Course 1Course 2CommentsUse of Force / Legal Updates /
Infectious Disease / Performance
Evaluation Training for SupervisorsCourse ScheduleScheduleClass IDStart Date/Time

10/04/2016 08:00

End Date/Time

10/04/2016 16:00

CompanyCourse Location

10/14/2016 08:00 10/14/2016 16:00
 10/18/2016 08:00 10/18/2016 16:00
 10/20/2016 08:00 10/20/2016 16:00
 10/24/2016 08:00 10/24/2016 16:00
 10/28/2016 08:00 10/28/2016 16:00

InstructorReserve DateCourse CategorySerial IDNotes

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Credits</u>	<u>Hours</u>	<u>Prerequisites</u>		<u>Comments</u>
20170000000003	2016 September Inservice-Deftac	In Service	0.00	8.00	<u>Course 1</u>	<u>Course 2</u>	Verbal Judo, DT, Leads On-Line, Probert Collection City Marhall Supervisor training

Course Schedule

<u>Schedule</u>	<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
		09/06/2016 08:00	09/06/2016 16:00		
		09/08/2016 08:00	09/08/2016 16:00		
		09/12/2016 08:00	09/12/2016 16:00		
		09/14/2016 08:00	09/14/2016 16:00		
		09/16/2016 08:00	09/16/2016 16:00		
		09/22/2016 08:00	09/22/2016 16:00		
<u>Instructor</u>			<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u> <u>Notes</u>

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>				
			<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>	<u>Comments</u>
2016000000030	2016 TASER InService	In Service	0.00	8.00			

Course Schedule

<u>Schedule</u>	<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
		02/05/2016 08:00	02/05/2016 16:00		---
		02/09/2016 08:00	02/09/2016 16:00		---
		02/15/2016 08:00	02/15/2016 16:00		---
		02/17/2016 08:00	02/17/2016 16:00		---
		02/19/2016 08:00	02/19/2016 16:00		---
		02/25/2016 08:00	02/25/2016 16:00		---

Instructor

<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>			<u>Comments</u>
			<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>
20180000000002	2017 December Inservice/Active Shooter	In Service	0.00	8.00		
						Training conducted at DHS by Inv Joe Amerosa

Course Schedule

<u>Schedule</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
<u>Class ID</u>				
	12/04/2017 08:00	12/04/2017 16:00		
	12/06/2017 08:00	12/06/2017 16:00		
	12/08/2017 08:00	12/08/2017 16:00		
	12/12/2017 08:00	12/12/2017 16:00		
	12/14/2017 08:00	12/14/2017 16:00		
	12/22/2017 08:00	12/22/2017 16:00		

<u>Instructor</u>	<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>			<u>Comments</u>
			<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>
2017000000043	2017 in-service Taser/Defensive Tactics	In Service	0.00	8.00		
						In-Service Instructors Sgt. S Berger, Inv Paladino, Inv Amerosa, Sgt. Wooden, Sgt. Laury

Course ScheduleSchedule

<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
	05/02/2017 08:00	05/02/2017 16:00		---
	05/08/2017 08:00	05/08/2017 16:00		---
	05/10/2017 08:00	05/10/2017 16:00		---
	05/16/2017 08:00	05/16/2017 16:00		---
	05/18/2017 08:00	05/18/2017 16:00		---
	05/22/2017 08:00	05/22/2017 16:00		---

Instructor

Reserve Date Course Category Serial ID Notes

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>			<u>Comments</u>
			<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>
2017000000007	2017 January In-Service	In Service	0.00	8.00		
Arrest Diversion/ DV/ NARCO/ Workplace Violence/Sexual Harassment/City Court Procedures						

Course Schedule

<u>Schedule</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
<u>Class ID</u>				
	01/20/2017 08:00	01/20/2017 16:00		
	01/24/2017 08:00	01/24/2017 16:00		
	01/26/2017 08:00	01/26/2017 16:00		
<u>Instructor</u>				
		<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>
				<u>Notes</u>

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>				<u>Comments</u>
			<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>	
20177000000087	2017 September in-service In Service Fall Firearms		0.00	8.00			in-service Night fire and tactical course.

Course Schedule

<u>Schedule</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
<u>Class ID</u>				
	09/07/2017 14:00	09/07/2017 22:00		
	09/11/2017 14:00	09/11/2017 22:00		
	09/13/2017 14:00	09/13/2017 22:00		
	09/15/2017 14:00	09/15/2017 22:00		
	09/21/2017 14:00	09/21/2017 16:00		
	09/29/2017 14:00	09/29/2017 22:00		

<u>Instructor</u>	<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>				<u>Comments</u>
			<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>	
2019000000005	2018 December Inservice	In Service	0.00	8.00			Active Shooter/ Inv Amerosa

Course Schedule

<u>Schedule</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
<u>Class ID</u>				
	12/03/2018 08:00	12/03/2018 16:00		
	12/07/2018 08:00	12/07/2018 16:00		
	12/11/2018 08:00	12/11/2018 16:00		
	12/17/2018 08:00	12/17/2018 16:00		
	12/19/2018 08:00	12/19/2018 16:00		
	12/21/2018 08:00	12/21/2018 16:00		

Instructor

Reserve Date Course Category Serial ID Notes

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Credits</u>	<u>Hours</u>	<u>Prerequisites</u>		<u>Comments</u>
2018000000009	2018 February In-Service	In Service	0.00	0.00	<u>Course 1</u>	<u>Course 2</u>	CPR/Cultural Diversity/Workplace Violence-Sexual Harassment

Course Schedule

<u>Schedule</u>	<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
		02/02/2018 08:00	02/02/2018 16:00		---
		02/06/2018 08:00	02/06/2018 16:00		---
		02/08/2018 08:00	02/08/2018 16:00		---
		02/12/2018 08:00	02/12/2018 16:00		---
		02/16/2018 08:00	02/16/2018 16:00		---
		02/22/2018 08:00	02/22/2018 16:00		---

Instructor

Reserve Date Course Category Serial ID Notes

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Credits</u>	<u>Hours</u>	<u>Prerequisites</u>		<u>Comments</u>
20190000000007	2019 Feb Inservice	In Service	0.00	8.00	<u>Course 1</u>	<u>Course 2</u>	Legal Updates/ Alcohol awareness/ EAP services

Course Schedule

<u>Schedule</u>	<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
		02/05/2019 08:00	02/05/2019 16:00		
		02/07/2019 08:00	02/07/2019 16:00		
		02/11/2019 08:00	02/11/2019 16:00		
		02/15/2019 08:00	02/15/2019 16:00		
		02/21/2019 08:00	02/21/2019 16:00		
		02/25/2019 08:00	02/25/2019 16:00		

Instructor

Reserve Date Course Category Serial ID Notes

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>
2019000000003	2019 January Inservice	In Service

Prerequisites

<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>
0.00	8.00		

Comments

Infectious Disease (Phil Taurisano
 UFD)/Use of Force (LT Holt)/ DV/Work
 place violence/Sexual Harassment
 (PO Jess Dodge)

Course ScheduleSchedule

<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
	01/08/2019 08:00	01/08/2019 16:00		
	01/10/2019 08:00	01/10/2019 16:00		
	01/14/2019 08:00	01/14/2019 16:00		
	01/16/2019 08:00	01/16/2019 16:00		
	01/18/2019 08:00	01/18/2019 16:00		
	01/24/2019 08:00	01/24/2019 16:00		

Instructor

<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Credits</u>	<u>Hours</u>	<u>Prerequisites</u>		<u>Comments</u>
2019000000031	2019 May Inservice Firearms	In Service	0.00	8.00	<u>Course 1</u>	<u>Course 2</u>	Lead Instructor Inv. Amerosa

Course Schedule

<u>Schedule</u>	<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
		05/06/2019 05:00	05/06/2019 13:00		
		05/08/2019 05:00	05/08/2019 13:00		
		05/10/2019 05:00	05/10/2019 13:00		
		05/16/2019 05:00	05/16/2019 13:00		
		05/20/2019 05:00	05/20/2019 13:00		
		05/24/2019 05:00	05/24/2019 13:00		

Instructor

Reserve Date Course Category Serial ID Notes

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>				<u>Comments</u>
			<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>	
20190000000050	2019 November inservice defensive Tac	In Service	0.00	8.00			Defensive tactics/ C/IT/Sexual

Course Schedule

<u>Schedule</u>	<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
		11/04/2019 08:00	11/04/2019 16:00		
		11/08/2019 08:00	11/08/2019 16:00		
		11/12/2019 08:00	11/12/2019 16:00		
		11/14/2019 08:00	11/14/2019 16:00		
		11/18/2019 08:00	11/18/2019 16:00		
		11/22/2019 08:00	11/22/2019 16:00		

Instructor

Reserve Date Course Category Serial ID Notes

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>		<u>Comments</u>
			<u>Credits</u>	<u>Hours</u>	
2019000000032	2019 Patrol Rifle Inservice	In Service	0.00	8.00	Inv Amerosa Lead Instructor

Course Schedule

<u>Schedule</u>	<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
		07/01/2019 08:00	07/01/2019 16:00		---
		07/09/2019 08:00	07/09/2019 16:00		---
		07/12/2019 08:00	07/12/2019 16:00		---
		07/16/2019 08:00	07/16/2019 16:00		---
		07/19/2019 08:00	07/19/2019 16:00		---
		07/23/2019 08:00	07/23/2019 16:00		---
		07/26/2019 08:00	07/26/2019 16:00		---
		07/30/2019 08:00	07/30/2019 16:00		---

Instructor

Reserve Date Course Category Serial ID Notes

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>			<u>Comments</u>
20200000000002	2020 February In-service	In Service	<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>
			0.00	8.00		
						CPR recert/ DV/ Workplace Violence/Sexual Harassment

Course Schedule

<u>Schedule</u>	<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
		02/04/2020 08:00	02/04/2020 16:00		
		02/10/2020 08:00	02/10/2020 16:00		
		02/12/2020 08:00	02/12/2020 16:00		
		02/20/2020 08:00	02/20/2020 16:00		
		02/24/2020 08:00	02/24/2020 16:00		
		02/26/2020 08:00	02/26/2020 16:00		

Instructor

Reserve Date Course Category Serial ID Notes

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>				<u>Comments</u>
			<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>	
2020000000001	2020 January inservice	In Service	0.00	8.00			Discovery/Bail reform/UOF

Course Schedule

<u>Schedule</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
<u>Class ID</u>				
	01/07/2020 08:00	01/07/2020 16:00		
	01/13/2020 08:00	01/13/2020 16:00		
	01/15/2020 08:00	01/15/2020 16:00		
	01/21/2020 08:00	01/21/2020 16:00		
	01/23/2020 08:00	01/23/2020 16:00		
	01/29/2020 08:00	01/29/2020 16:00		

Instructor

Reserve Date Course Category Serial ID Notes

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>			<u>Comments</u>
2019000000030	April 2019 Inservice	In Service	<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>
			0.00	0.00		
						Cultural Awareness training Refugee center/ DWI SFST refresher

Course Schedule

<u>Schedule</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
<u>Class ID</u>				
	04/02/2019 08:00	04/02/2019 16:00		---
	04/04/2019 08:00	04/04/2019 16:00		---
	04/08/2019 08:00	04/08/2019 16:00		---
	04/12/2019 08:00	04/12/2019 16:00		---
	04/18/2019 08:00	04/18/2019 16:00		---
	04/22/2019 08:00	04/22/2019 16:00		---

Instructor

Reserve Date Course Category Serial ID Notes

Training Course Summary

Course Information

Course NO	Title	Type	Prerequisites			Comments
			Credits	Hours	Course 1	Course 2
20170000000067	August 2017 Inservice	In Service	0.00	8.00		
						Legal Updates/Infectious disease/Supervisor training/CPTED/Pursuit Policy

Course Schedule

Schedule	Class ID	Start Date/Time	End Date/Time	Company	Course Location
		08/08/2017 08:00	08/08/2017 16:00		
		08/14/2017 08:00	08/14/2017 16:00		
		08/16/2017 08:00	08/16/2017 16:00		
		08/18/2017 08:00	08/18/2017 16:00		
		08/22/2017 08:00	08/22/2017 16:00		
		08/24/2017 08:00	08/24/2017 16:00		

Instructor

Reserve Date Course Category Serial ID Notes

Course Information

Course NO	Title	Type	Credits	Hours	Prerequisites		Comments
					Course 1	Course 2	
20190000000043	CPR train the trainer	Other Outside agency sponsored	0.00	4.00			

Course Schedule

Schedule	Class ID	Start Date/Time	End Date/Time	Company	Course Location
		10/29/2019 08:00	10/29/2019 12:00		

Instructor

Reserve Date Course Category Serial ID Notes

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>
20170000000021	Feb 2017 Inservice Blue Courage	In Service

<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>
0.00	8.00		

Comments
Blue Courage/Officer Wellness
Instructors: Capt Cinque and Sgt. Laurey

Course Schedule

<u>Schedule</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
<u>Class ID</u>				
	02/07/2017 08:00	03/07/2017 16:00		
	02/13/2017 08:00	02/13/2017 16:00		
	02/17/2017 08:00	02/17/2017 16:00		
	02/17/2017 08:00	02/17/2017 16:00		
	02/21/2017 08:00	02/21/2017 16:00		
	02/23/2017 08:00	02/23/2017 16:00		

Instructor

<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>	<u>Comments</u>
20180000000017	Fentanyl Training	State Sponsored Training	0.00	16.00			

Course Schedule

<u>Schedule</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
<u>Class ID</u>				
	03/15/2018 08:00	03/16/2018 16:00		

Instructor

<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Training Course Summary

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
20160000000053	Firearms 2016 in-service	In Service	0.00	8.00			

Course Schedule

Schedule	Class ID	Start Date/Time	End Date/Time	Company	Course Location
	Firearms	06/06/2016 08:00	06/06/2016 16:00		---
	Firearms	06/08/2016 08:00	06/08/2016 16:00		---
	Firearms	06/10/2016 08:00	06/10/2016 16:00		---
	Firearms	06/14/2016 08:00	06/14/2016 16:00		---
	Firearms	06/16/2016 08:00	06/16/2016 16:00		---
	Firearms	06/24/2016 08:00	06/24/2016 16:00		---

Instructor

Reserve Date Course Category Serial ID Notes

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>			<u>Comments</u>
			<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>
2017000000060	June 2017 Firearms w/ Use of Force Review	In Service	0.00	8.00		
						Inv Amerosa Lead Instructor- Oneida County Range

Course Schedule

<u>Schedule</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
<u>Class ID</u>				
	06/05/2017 08:00	06/05/2017 16:00		---
	06/07/2017 08:00	06/07/2017 16:00		---
	06/09/2017 08:00	06/09/2017 16:00		---
	06/15/2017 08:00	06/15/2017 16:00		---
	06/19/2017 08:00	06/19/2017 16:00		---
	06/23/2017 08:00	06/23/2017 16:00		---

Instructor

Reserve Date Course Category Serial ID Notes

Training Course Summary

Course Information

Course NO	Title	Type	Credits	Hours	Course 1	Course 2	Comments
2018000000045	JUNE 2018 Inservice	In Service	0.00	8.00			Infectious Disease, Barricaded Subject, Legal Updates, Raise the age

Course Schedule

Schedule	Class ID	Start Date/Time	End Date/Time	Company	Course Location
		06/04/2018 08:00	06/04/2018 16:00		
		06/12/2018 08:00	06/12/2018 16:00		
		06/14/2018 08:00	06/14/2018 16:00		
		06/18/2018 08:00	06/18/2018 16:00		
		06/22/2018 08:00	06/22/2018 16:00		

Instructor

Reserve Date Course Category Serial ID Notes

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>			
		<u>In Service</u>	<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>
2020000000026	June 2020 EVOC		0.00	8.00		
<u>Comments</u>						

Course Schedule

<u>Schedule</u>	<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
		06/03/2020 08:00	06/03/2020 16:00		
		06/09/2020 08:00	06/09/2020 16:00		
		06/11/2020 08:00	06/11/2020 16:00		
		06/17/2020 08:00	06/17/2020 16:00		
		06/19/2020 08:00	06/19/2020 16:00		
		06/23/2020 08:00	06/23/2020 16:00		
		06/25/2020 08:00	06/25/2020 16:00		

InstructorReserve DateCourse CategorySerial IDNotes

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Credits</u>	<u>Hours</u>	<u>Prerequisites</u>	<u>Course 1</u>	<u>Course 2</u>	<u>Comments</u>
2019000000029	June Inservice 2019	In Service	0.00	8.00				Narcan Refresher training/ Leads On-Line training/ Taserrecert

Course Schedule

<u>Schedule</u>	<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
		06/07/2019 08:00	06/07/2019 16:00		
		06/11/2019 08:00	06/11/2019 16:00		
		06/13/2019 08:00	06/13/2019 16:00		
		06/17/2019 08:00	06/17/2019 16:00		
		06/21/2019 08:00	06/21/2019 16:00		
		06/27/2019 08:00	06/27/2019 16:00		

<u>Instructor</u>	<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Credits</u>	<u>Hours</u>	<u>Prerequisites</u>	<u>Course 1</u>	<u>Course 2</u>	<u>Comments</u>
2017000000010	Meth and Fentanyl training	Other Outside agency sponsored	0.00	4.00				

Course Schedule

<u>Schedule</u>	<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
		01/17/2017 08:00	01/17/2017 12:00		
		01/18/2017 08:00	01/18/2017 12:00		

<u>Instructor</u>	<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>

Training Course Summary

Course Information

Course NO	Title	Type	Prerequisites				Comments
			Credits	Hours	Course 1	Course 2	
2016000000006	October 2015 in-service	In Service	0.00	8.00			Infectious disease-Dealing with difficult people-K9

Course Schedule

<u>Schedule</u>	<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
		10/08/2015 08:00	10/08/2015 16:00		
		10/28/2015 08:00	10/28/2015 16:00		
		10/30/2015 08:00	10/30/2015 16:00		

Instructor

Reserve Date Course Category Serial ID Notes

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>				
			<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>	<u>Comments</u>
20200000000019	Online defensive riving course	Other Outside agency sponsored	0.00	1.00			

Course Schedule

<u>Schedule</u>	<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
		04/15/2020 08:00	04/15/2020 16:00		

Instructor

Reserve Date Course Category Serial ID Notes

Training Course Summary

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>		
			<u>Credits</u>	<u>Hours</u>	<u>Course 1</u> <u>Course 2</u> <u>Comments</u>
2018000000039	Patrol Rifle June26-29	State Sponsored Certifications	0.00	32.00	Inv Amerosa lead instructor

Course Schedule

<u>Schedule</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
<u>Class ID</u>	06/26/2018 08:00	06/29/2018 08:00		

Instructor

<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Prerequisites</u>			
			<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u> <u>Comments</u>
2018000000047	ROHVA on-line training	Other Outside agency sponsored	0.00	2.00		

Course Schedule

<u>Schedule</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
<u>Class ID</u>	08/20/2018 08:00	08/20/2018 10:00		

Instructor

<u>Reserve Date</u>	<u>Course Category</u>	<u>Serial ID</u>	<u>Notes</u>
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Training Course Summary

Course Information

Course NO	Title	Type	Prerequisites			
			Credits	Hours	Course 1	Course 2
2016000000051	Riot Control & Civil Disturbance	In Service	0.00	0.00		

Course Schedule

Schedule	Class ID	Start Date/Time	End Date/Time	Company	Course Location
	Riot Control	05/03/2016 08:00	05/03/2016 16:00		---
	Riot Control	05/09/2016 08:00	05/09/2016 16:00		---
	Riot Control	05/11/2016 08:00	05/11/2016 16:00		---
	Riot Control	05/19/2016 08:00	05/19/2016 16:00		---
	Riot Control	05/27/2016 08:00	05/27/2016 16:00		---

Instructor	Reserve Date	Course Category	Serial ID	Notes
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Training Course Summary

Course Information

Course NO	Title	Type	Prerequisites				
			Credits	Hours	Course 1	Course 2	Comments
20170000000017	Terrorist Weapons and Tactics	State Sponsored Training	0.00	8.00			

Course Schedule

Schedule	Class ID	Start Date/Time	End Date/Time	Company	Course Location
		02/22/2017 08:00	02/22/2017 16:00		

Instructor

Reserve Date	Course Category	Serial ID	Notes
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Course Information

Course NO	Title	Type	Prerequisites				
			Credits	Hours	Course 1	Course 2	Comments
2018000000068	UTV Group training	In Service	0.00	8.00			

Course Schedule

Schedule	Class ID	Start Date/Time	End Date/Time	Company	Course Location
		11/12/2018 08:00	11/12/2018 16:00		
		11/20/2018 08:00	11/20/2018 16:00		

Instructor

Reserve Date	Course Category	Serial ID	Notes
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Utica Police Department

Professional Standards

Officer Disciplinary History

Police Officer James R Femia [2845/2015000000022]

Part I - Personal Information

Name: Police Officer James R Femia
: 2015000000022 Badge No: [REDACTED] Hire Dt: 06/12/2015

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Part II - Discipline History

EF2017-0069 E-File

UPD Policy and Procedure Violation: Sep 25, 2017: Counseling Memorandum - [Action/discipline completed]

Issued by Sgt. H. Brodt

Policy and Procedure Violation 09/01/2017 [General Rule Violation] - Patrol Operations Sep 25, 2017

MVA2017-0021 Case #: 17-51488 Vehicle accident

UPD Policy and Procedure Violation: Jan 1, 2018: Letter of Reprimand -
[Action/discipline completed]

No days

Policy and Procedure Violation 11/20/2017 [UPD Policy] - Patrol Operations Jan 1, 2018

Policy and Procedure Violation 11/20/2017 [UPD Policy] - Conduct atten to duty Jan 1, 2018

2018-0052 Case #: RMS 18-50978 External/Citizen

UPD Policy and Procedure Violation: Mar 28, 2019: Counseling Memorandum -
[Action/discipline completed]

recieved a Counseling Memo from Sgt. Sabanovic

Policy and Procedure Violation 03/28/2019 [UPD Policy] - Performance Mar 28, 2019

MVA2018-0013 Case #: RMS 18-52563 Vehicle accident

UPD Policy and Procedure Violation: Jan 28, 2019: Command DisciplineDays/hrs

suspended: 4 - [Action/discipline completed]

Command Discipline forfeiture 4 vacation days

MVA2019-0007 Case #: RMS 19-18488 Vehicle accident

UPD Policy and Procedure Violation: Jan 20, 2020: Letter of Reprimand -
[Action/discipline completed]

2019-0042 Case #: RMS 19-37011 Internal/Department

UPD Policy and Procedure Violation: Apr 16, 2020: Command Discipline -
[Action/discipline completed]

LOR

UOF2020-0117 Case #: RMS 20-28417 Use of force

Policy and Procedure Violation 09/15/2020 [UPD Policy] - Performance & Att Duty Sep 15,
2020

Related actions taken:

Sep 15, 2020 Command Discipline

Printed: Oct 02, 2020 07:40 By: [REDACTED]

Comprehensive Officer History

Police Officer James R Femia [2845/2015000000022]

: 2015000000022 Hire date: Jun 12, 2015

Current assignment(s):

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

E-File IA No: EF2017-0069 Received: Oct 02, 2017 02:36

Case No:

Classification/Sub-classification: UPD Policy and Procedure Violation(s) / Chapter 4 Article 1 Patrol Operations

Officers involved:

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022

Body worn camera: N/A

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-1

Unit: Uniformed Patrol Squad C-1

Shift: C Platoon

Rank/title: Police Officer

Age: [REDACTED] years of employment: 2 Years with unit:

Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Allegations:

General Rule Violation / Vehicle Inventory Checklist - Utica Police Policy and Procedure
Sep 25, 2017 Sustained

Actions taken:

UPD Policy and Procedure Violation: Sep 25, 2017 - Counseling Memorandum Days/hrs suspended/assessed:
- [Action/discipline completed]
Issued by Sgt. H. Brodt

Charges:

Policy and Procedure Violation 09/01/2017 [General Rule Violation] - Patrol Operations Sep 25, 2017

Hearings:

Field Level Counseling 09/01/2017

Summary:

On September 14th 2017, Captain Donald Cinque conducted a Vehicle Inventory Checklist audit for September 1st 2017. As a result of the audit, he found that you did not complete your Vehicle Inventory Checklist, in accordance with our agency's procedural manual. PO Femia received a counseling memo regarding this matter.

When/where:

Date/time occurred: Sep 01 2017 16:00

Work: 413 Oriskany Precinct: Utica PD
County: Oneida

Linked files:

FW Written Counseling Memo issued to PO J Femia (htm)
J Femia (pdf)

Status/assignment information:

Status: Completed

Opened: 09/01/2017 Assigned: 09/01/2017 Due: 10/01/2017

Completed: 09/25/2017

Disposition: Sustained

Unit assigned: Patrol Division

Handled at field/unit level: Yes

Outside/file investigator: Brodt, Howard Lieutenant [2003000000004 / 0875]

Investigator assign: Un-assigned

Supervisor assign: Un-assigned

Source of information:

Organizational component(s):

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-1

Unit: Uniformed Partol Squad C-1

Shift: C Platoon

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Sgt Hiram Rios on Oct 03, 2017 at 11:31

Use of force **IA No: UOF2017-0140** **Received: Nov 06, 2017 14:06**

Case No: RMS 17-49373

Type of service being performed at time of incident: Dispatched Assignment

Reason for use-of-force: Aggressive Combatant

Officer assessment of citizen condition: None detected

Citizen was injured: No

Citizen was taken to hospital: No

Citizen was charged/arrested in relation to the incident: Yes Officer was injured: No

Officer was taken to hospital: No

Distance officer was from Involvedcitizen: 1 feet to 3 feet

Involved citizen: Large

Involved citizen Height: > 6'3"

Involved citizen:



Role: Arrested

Resistance(s):

Passive Resistance
Presence (none verb/body
Active Resistance

Injuries/conditions:

UOF-Citizen Injury N/A

Charges against citizen in relation to the incident:

NY State Penal Law
NY State Penal Law
NY State Penal Law
NY State Penal Law
NY State VTL

Linked address(s):

Home: [REDACTED]

Linked phone(s):

Cell: [REDACTED]

Officers involved:

Sergeant Joshua R Grande [3579/2004000000023]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2004000000023
Role: Supervisor On Scene
Body worn camera: Yes 3579 / Grande
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: A-2
Unit: Uniformed Partol Squad A-2
Shift: A Platoon
Rank/title: Sergeant
Age: [REDACTED] Years of employment: 13 Years with unit: 1
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Pointing of Handgun: Effective
Less-lethal/CED force-related
Accidental discharge:
Device was displayed only:
Arc display:
Citizen painted with laser:
Direct/drive stun contact:
of drive stuns: 0
Injury caused:
Location of injury:
Projectile/probe contact:
air cartridges used: 0
cycles through probes: 0
dart hits: 0
Total # darts fired: 0
Injury caused:
Darts penetrated subject's skin:

Subject wearing heavy clothing:
Location of projectile/probe contact:

Injuries/conditions:

UOF-Officer Injury / N/A

Police Officer Paul C Dewey [2342/2014000000012]

Officer current info:

Department: Criminal Investigation Division
Bureau: Criminal Investigations
Division: Criminal Investigations

Snapshot - Officer information at time of incident:

: 2014000000012
Role: Assisting Officer
Body worn camera: Yes 2342 / Dewey
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: Tactical
Unit: Tactical
Shift: Tactical
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 3 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Pointing of Handgun: Effective
Less-lethal/CED force-related
Accidental discharge:
Device was displayed only:
Arc display:
Citizen painted with laser:
Direct/drive stun contact:
of drive stuns: 0
Injury caused:
Location of injury:
Projectile/probe contact:
air cartridges used: 0
cycles through probes: 0
dart hits: 0
Total # darts fired: 0
Injury caused:
Darts penetrated subject's skin:
Subject wearing heavy clothing:
Location of projectile/probe contact:

Empty Hand Control: Effective

Presence of Authority: Effective

Injuries/conditions:

UOF-Officer Injury / N/A

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022
Role: Assisting Officer
Body worn camera: Yes 2845/ femia
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Police Officer
Age: 28 Years of employment: 2 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Empty Hand Control: Limited
Verbal Commands: Effective
Presence of Authority: NOT effective
Hard Hand Strikes: Effective

Injuries/conditions:

UOF-Officer Injury / N/A

Police Officer Tyler W Sheppard [7761/2014000000025]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2014000000025
Role: Assisting Officer
Body worn camera: Yes 7761 / Sheppard
Department: Tactical
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: Tactical
Unit: Tactical
Shift: Tactical
Rank/title: Police Officer

Age: [REDACTED] Years of employment: 3 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Verbal Commands: NOT effective

Presence of Authority: NOT effective

Empty Hand Control: Limited

Hard Hand Strikes: Limited

Injuries/conditions:

UOF-Officer Injury / N/A

Summary:

On November 4th 2017 at approximately 2345 hrs Car 25, PO Dewey and PO Sheppard attempted to stop a white in color four door vehicle incident to a report of shots fired in the area of [REDACTED]. Upon activating their emergency lights the vehicle failed to comply and fled the stop. The subsequent vehicle pursuit ended when the suspect [REDACTED] stopped his vehicle at Rutger St and Mohawk St. Based on the circumstances of the incident, Sgt Grande and PO Dewey approached with their service weapons drawn and pointed at [REDACTED]. The vehicle's door was then opened at which time Sgt Grande and PO Dewey utilized softhand/comealong techniques with a takedown in order to bring [REDACTED] to the ground to gain a position of advantage. Once on the ground [REDACTED] failed to comply with lawful orders to place his hands behind his back and to stop resisting, at which time PO Sheppard and PO Femia each administered hard hand strikes to [REDACTED]'s head (Sheppard) and back/torso (Femia). Once officers gained compliance, [REDACTED] was taken into custody without further escalation of force.

UOF packet placed into Sgt. J. Grande

When/where:

Date/time occurred: Nov 06 2017 23:45

Incident location: [REDACTED] Precinct: UPD Zone 55
County: Oneida

Linked files:

emial notification UOF [REDACTED] Pointed WeaponsSofthand ComealongTakedownHard
Hand Strikes RMS 17-49373 (htm)
FW Officer Letter UOF [REDACTED] RMS 17-49373 (htm)
CLOSED RE Response to Resistance - Keevin Houlder Closed Investigation RMS 17-49373
(htm)
Copy of Cover Sheet (pdf)
Copy of Inv narrativeSgt Grande (pdf)
Copy of review narrative Lt B Bansner (pdf)
Copy of UOF form PO J Femia (pdf)
Copy of UOF form PO P Dewey (pdf)
Copy og UOF form PO T Sheppard (pdf)
Copy of UOF form Sgt J Grande (pdf)

Status/assignment information:

Status: Completed Priority: Medium

Opened: 11/06/2017 Assigned: 11/06/2017 Due: 12/06/2017 Completed: 11/24/2017

Disposition: Within Policy

Unit assigned: Tactical

Handled at field/unit level: Yes

Outside/file investigator: Bansner, Brian D Captain [2008000000012 / 0399]

Investigator assign: Un-assigned

Supervisor assign: Un-assigned

Source of information: Email

Organizational component(s):

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: A-2

Unit: Uniformed Patrol Squad A-2

Shift: A Platoon

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Sgt Hiram Rios on Nov 07, 2017 at 05:43

Vehicle accident IA No: MVA2017-0021 Received: Nov 20, 2017 09:08

Case No: 17-51488

Officers involved:

Police Officer Michael L Flo Jr. [3026/2015000000024]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000024
Role: On-Duty MVA -Driver
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 2 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022
Role: Complaint against
Body worn camera: Worn-not activated
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Police Officer
Age: 25 Years of employment: 2 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Allegations:

Operations

Dept Vehicle/Opérations/Care/Personal Use/MV Accident Reporting - Chapter 4 Article 1 Partol

Jan 01, 2018 Sustained

General Rules of Conduct 1.17 - Chapter 8 Article 1 General Rules

Jan 01, 2018 Sustained

Actions taken:

UPD Policy and Procedure Violation: Jan 01, 2018 - Letter of Reprimand Days/hrs suspended/assessed:
- [Action/discipline completed]
No days

Charges:

Policy and Procedure Violation 11/20/2017 [UPD Policy] - Patrol Operations Jan 01, 2018

Policy and Procedure Violation 11/20/2017 [UPD Policy] - Conduct atten to duty Jan 01, 2018

Summary:

This evening, at approximately 1844 hours, Officer Flo (utilizing Car 46) and Officer Femia (utilizing Car 47) were completing an area check on Route 12 Northbound for a third party report of a vehicle that appeared to be "smashed up" in a median area that was poorly lit (RMS #17-51481). Officer Flo and Officer Femia were traveling northbound on Route 12, just south of the exit for Walmart in the passing lane (west most lane), with their emergency lights activated, checking the grass median to their left. PO Femia was traveling approximately 2-3 car lengths behind PO Flo when PO Flo started to slow down. At this time PO Femia was still looking towards the grass median area and did not see PO Flo slow down, resulting in him rear ending PO Flo. As a result of the collision Car 46 (operated by PO Flo) sustained a cracked rear bumper which is cracked in half horizontally and partially hanging, and Car 47 (operated by PO Femia) sustained a cracked front grill, scratches and a crack to the front bumper, and a crack (hole) in the front left headlight. No injuries were reported. The vehicles were not taken out of service. Fleet Maintenance was notified regarding the collision and damage sustained by the vehicles. A fact finding investigation was initiated.

When/where:

Date/time occurred: Nov 20 2017 18:44

Incident location: Rt 12 North Utica NY 13502 Precinct: UPD Zone 58
County: Oneida

Linked files:

email notification Damage to Car 47 (Zone 57) Car 46 (Zone 58) 17-46654 (htm)
Command Discipline for PO Femia re RMS 17-51488 (htm)
Copy of all emails (pdf)
Copy of Command Discipline (pdf)
Copy of cover sheet (pdf)
Copy of Estimate car 46 (pdf)
Copy of Estimate car 47 (pdf)
Copy of Inv narrative Lt Holt (pdf)
Intra memo PO J Femia (pdf)
Intra Memo PO M Flo (pdf)
Intra Memo PO R Kellog (pdf)
Intra Memo Sgt Wooden (pdf)

Status/assignment information:

Status: Completed Priority: Medium

Opened: 11/20/2017 Assigned: 11/20/2017 Due: 12/21/2017

Completed: 01/01/2018

Disposition: Sustained

Unit assigned: Patrol Division
Handled at field/unit level: Yes
Outside/file investigator: Wooden, Starr Rae Sergeant [2008000000028 / 8978]
Investigator assign: Un-assigned
Supervisor assign: Un-assigned
Source of information: Email

Organizational component(s):

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon

Vehicle accident specific:

Employee was at fault (yes/no): Yes
Time of accident: 1801 - 2400
Cause of accident: Driver inattention
Vehicle info: Ford 46 \$811
Vehicle ID: 46 and 47
Damage to departmental vehicle involved: 811
Damage to other vehicle(s) involved: 1995
Employee was injured (yes/no): No
Others were injured (yes/no): No

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Investigator Potasiewicz Peter Potasiewicz on Nov 21, 2017 at 14:11

Use of force **IA No: UOF2017-0148** **Received: Nov 25, 2017 16:12**

Case No: 17-52102

Type of service being performed at time of incident: MHL 9:41 ARREST

Reason for use-of-force: Mental Health Law Arrest

Officer assessment of citizen condition: Mentally unstable

Citizen was injured: No

Citizen was taken to hospital: Yes

Citizen was charged/arrested in relation to the incident: Yes

Officer was injured: No

Officer was taken to hospital: No

Distance officer was from Involved citizen: 1 foot to 3 feet

Involved citizen: Not reported

Involved citizen Height: Not reported

Involved citizen:

Tajmare Howard

Resistance(s):

Active Resistance
Passive Resistance
Presence (none verb/body)
Verbal Non-Compliance


Injuries/conditions:

UOF-Citizen Injury N/A

Charges against citizen in relation to the incident:

NY State MHL

Linked address(s):

Incident location: 


Officers involved:

Police Officer Kyle T Murphy [5909/2015000000013]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000013
Body worn camera: Yes
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Patrol Squad C-1
Shift: C Platoon
Rank/title: Police Officer
Age:  Years of employment: 2 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Empty Hand Control: Effective

Empty Hand Control: Effective

Presence of Authority: Effective

Verbal Commands: Effective

Injuries/conditions:

UOF-Officer Injury / N/A

Police Officer Patrick H West [8847/2009000000014]

Officer current info:

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2009000000014

Body worn camera: Yes

Department: Tactical

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-1

Unit: Uniformed Partol Squad C-1

Shift: C Platoon

Rank/title: Police Officer

Age: [REDACTED] Years of employment: 8 Years with unit:

Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Empty Hand Control: Effective

Presence of Authority: Effective

Verbal Commands: Effective

Injuries/conditions:

UOF-Officer Injury / N/A

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022
Body worn camera: Yes
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Police Officer
Age: 25 Years of employment: 2 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Empty Hand Control: Effective
Verbal Commands: Effective
Presence of Authority: Effective

Injuries/conditions:

UOF-Officer Injury / N/A

Police Officer Michael L Flo Jr. [3026/2015000000024]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000024
Body worn camera: Yes
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 2 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Empty Hand Control: Effective
Presence of Authority: Effective
Verbal Commands: Effective

Injuries/conditions:

UOF-Officer Injury / N/A

Summary:

Greetings,

This evening, at approximately 1612 hours, Car 52 (PO Murphy), Car 53 (PO Flo), Car 57 (PO Femia), and Car 59 (PO West) were dispatched to [REDACTED] regarding an Emotionally Disturbed Person Call where it was reported that the [REDACTED] in question had a knife and was threatening people on scene with it. Units arrived on scene, were briefed regarding the incident, and met with the male party, [REDACTED]. Upon interviewing [REDACTED] PO Murphy determined that he met the criteria for 9.41 MHL custody. When PO Murphy advised [REDACTED] that he was going to be taken to the hospital under 9.41 MHL custody, [REDACTED] immediately stated that he was not going to the hospital and attempted to leave the room where the officers were interviewing him. Due to [REDACTED] verbal non-compliance and his physical demeanor PO Murphy attempted to place him in handcuffs by grabbing [REDACTED] arm (soft/empty hand come along). At that point [REDACTED] actively resisted PO Murphy by pulling his arm out of PO Murphy's grasp and then attempting to run behind a bunk-bed. As [REDACTED] attempted to run away from PO Murphy he was then pinned up against a wall/window in order to gain a position of advantage. Once [REDACTED] was pinned against the wall/window PO West, PO Flo, and PO Femia assisted PO Murphy with a Soft Empty Hand takedown. After [REDACTED] was taken to the ground in a position of advantage he was handcuffed to the rear without any further incident. PO West then notified me regarding the Use of Force, I responded to the scene, was advised that there were no witnesses, and the following response to resistance investigation was initiated.

Officer Murphy, Officer West, Officer Femia, & Officer Flo ----November 25th, 2017 ----Time: 1612 hours---- RMS 17-52102 ---- (Response to Resistance)
 Defendant/Suspect: [REDACTED]
 Force Utilized: Soft / Empty Hand Come Along (PO Murphy) & Soft/Empty Hand Takedown (PO Murphy, PO West, PO Femia, & PO Flo)
 Photographs Taken of Defendant/Suspect: YES
 Photographs Taken of Scene: YES
 Officer Injured: NO
 Defendant Injured: NO
 Civilian Complaint: NO
 Video/Audio: YES: BWC - # 5909, 8847, 3026, 2845
 Charges: N/A - 9.41 MHL Custody
 Ancillary Issues: Pending (until closed)
 Investigating Supervisor: Sgt Wooden
 Use of Force Investigation reviewed by: Pending
 Investigative Findings: Pending

Respectfully,

Sgt. Wooden

When/where:

Date/time occurred: Nov 25 2017 16:12

Incident location: [REDACTED]

County: [REDACTED]

Linked files:

Closed Inv Lt Holt (htm)

Associated Case Nos:

17-52102 RMS Incident

Status/assignment information:

Status: Completed Priority: Low

Opened: 11/25/2017 Assigned: 11/27/2017 Due: 12/27/2017

Completed: 11/27/2017

Disposition: Within Policy

Unit assigned: Patrol Division

Handled at field/unit level: Yes

Outside/file investigator: Wooden, Starr Rae Sergeant [2008000000028 / 8978]

Investigator assign: Investigator Potasiewicz Peter Potasiewicz

Supervisor assign: Sgt Hiram Rios

Source of information: Email

Organizational component(s):

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-1

Unit: Uniformed Partol Squad C-1

Shift: C Platoon

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Investigator Potasiewicz Peter Potasiewicz on Nov 27, 2017 at 09:13

Use of force

IA No: UOF2017-0160 Received: Dec 08, 2017 23:53

Case No: RMS 17-54072

Type of service being performed at time of incident: Domestic Incident

Reason for use-of-force: Non compliant person

Officer assessment of citizen condition: Alcohol

Citizen was injured: No

Citizen was taken to hospital: Yes

Citizen was charged/arrested in relation to the incident: Yes Officer was injured: No

Officer was taken to hospital: Yes

Distance officer was from Involvedcitizen: 1 feet to 3 feet

Involved citizen: Large

Involved citizen Height: 5'7" to 5'9"

Involved citizen:

Lovenson Lewis Mcrae

Resistance(s):

Active Resistance
Aggressive-Fighting
Verbal Non-Compliance
Presence (none verb/body)

Injuries/conditions:

UOF-Subject injured prior

Charges against citizen in relation to the incident:

NY State Penal Law
NY State Penal Law

Linked address(s):

Home: [REDACTED]

Linked phone(s):

Home: [REDACTED]
Cell: [REDACTED]

Officers involved:

Police Officer Dennis P Basler [0501/2014000000010]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2014000000010
Role: Arresting
Body worn camera: Yes 0501 / Basler
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-3
Unit: Uniformed Partol Squad C-3
Shift: C Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 3 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Empty Hand Control: NOT effective

Take Down: Limited

Presence of Authority: NOT effective

Verbal Commands: NOT effective

Injuries/conditions:

UOF-Officer Injury / N/A

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022
Role: Arresting
Body worn camera: Yes 2845 / Femia
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 2 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Hard Hand Strikes: NOT effective

Take Down: Limited

Empty Hand Control: Limited

Verbal Commands: NOT effective

Presence of Authority: NOT effective

Injuries/conditions:

UOF-Officer Injury / N/A

Police Officer Ray L Kellogg Jr. [4438/2015000000017]

Officer current info:

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000017

Role: Assisting Officer

Body worn camera: Yes 4438 / Kellog

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: B-3

Unit: Uniformed Patrol Squad B-3

Shift: B Platoon

Rank/title: Police Officer

Age: [REDACTED] Years of employment: 2 Years with unit:

Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Take Down: Limited

Hard Hand Strikes: NOT effective

Verbal Commands: NOT effective

Presence of Authority: NOT effective

Injuries/conditions:

UOF-Officer Injury / N/A

Summary:

Around 2200 hours Officers Kellogg, Basler, and Femia responded to [REDACTED] a report of a domestic. Upon arrival on scene they were informed a [REDACTED] was involved

in a domestic with his sister [REDACTED]. During the domestic [REDACTED] began choking the family dog and the animal mauled his face and ear. Due to [REDACTED] belligerent behavior, family members managed to push him out of the back door. A short time later the officers arrived on scene and tried speaking with [REDACTED]. At that time [REDACTED] continued his belligerent behavior, would not listen to the officers' commands and eventually pushed Officer Femia. The officers advised [REDACTED] he was under arrest and tried to place him into handcuffs. [REDACTED] resisted arrest and was taken to the ground by all three officers. While on the ground [REDACTED] continued to fight with officers and would not provide his hands. Officer Femia and Kellogg were forced to utilize closed hand strikes to gain compliance. All three officers also utilized empty hand control during the incident. After the struggle with [REDACTED] the officers eventually were able to detain him. There were no injuries as a result of the response to resistance.

When/where:

Date/time occurred: Dec 08 2017 22:00

Incident location: [REDACTED] Precinct: UPD Zone 53
County: Oneida

Linked files:

email notification UOF 17-54072 [REDACTED]
closed Inv notification RMS 17-5407 [REDACTED]
Officer Letter RMS 17-54072 [REDACTED]

Status/assignment information:

Status: Completed

Opened: 12/08/2017 Assigned: 12/08/2017 Due: 01/07/2018

Completed: 12/15/2017

Disposition: Within Policy

Unit assigned: Patrol Division

Handled at field/unit level: Yes

Outside/file investigator: Perra, Benjamin L Sergeant [2008000000023 / 6587]

Investigator assign: Un-assigned

Supervisor assign: Un-assigned

Source of information:

Organizational component(s):

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-3

Unit: Uniformed Partol Squad C-3

Shift: C Platoon

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Sgt Hiram Rios on Dec 11, 2017 at 05:17

Use of force IA No: UOF2018-0001 Received: Jan 01, 2018 12:57

Case No: RMS 17-56888

Type of service being performed at time of incident: Domestic Incident

Reason for use-of-force: Aggressive Combatant

Officer assessment of citizen condition: N/A

Citizen was injured: No

Citizen was taken to hospital: No

Citizen was charged/arrested in relation to the incident: Yes Officer was injured: No

Officer was taken to hospital: No

Distance officer was from Involvedcitizen: 1 feet to 3 feet

Involved citizen: Small

Involved citizen Height: 5'4" to 5'6"

Involved citizen:



Role: Arrested

Resistance(s):

Active Resistance
Aggressive-Fighting
Verbal Non-Compliance

Injuries/conditions:

UOF-Citizen Injury N/A

Charges against citizen in relation to the incident:

NY State Penal Law

NY State Penal Law
NY State Penal Law

Linked address(s):

Home: [REDACTED] 01

Linked phone(s):

Home: [REDACTED]

Cell: (34 [REDACTED])

[REDACTED]

Role: Child

Officers involved:

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022

Role: Arresting

Body worn camera: Yes 2845 / Femia

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-1

Unit: Uniformed Partol Squad C-1

Shift: C Platoon

Rank/title: Police Officer

Age: [REDACTED] Years of employment: 2 Years with unit:

Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Empty Hand Control: Limited

Take Down: Effective

Verbal Commands: NOT effective

Presence of Authority: NOT effective

Injuries/conditions:

UOF-Officer Injury / N/A

Summary:

This evening, at approximately 2136 hours, Car 55 (Officer Femia) and Car 57 (Officer Vomer) responded to [REDACTED] for an abandoned 911 call. Upon arrival the officers entered [REDACTED] into the residence and observed a female, who they now know to be [REDACTED] yelling and swearing at a male, who they now know to be [REDACTED]. While the officers were attempting to de-escalate the incident that is when [REDACTED] threw an unknown item in the direction of [REDACTED]. Moments after that [REDACTED] picked up a full bottle of wine and again threw it in the direction of [REDACTED]. While this was occurring Officer Femia and Officer Vomer observed a small male child walking around in the kitchen area where [REDACTED] threw the full bottle of wine. At that point Officer Femia and Officer Vomer attempted to affect an arrest of [REDACTED] for Endangering the Welfare of Child. While attempting to place [REDACTED] in handcuffs she began actively resisting by pulling her arms away from the grasps Officer Femia and Officer Vomer. At that point Officer Femia and Officer Vomer executed a soft hand come along in order to gain control of [REDACTED]. While the officers were attempting to control [REDACTED] third party, who they now know to be [REDACTED] entered into the room, hit and kicked the officers, and attempted to pull [REDACTED] from their control. As a result of [REDACTED] harassing the officers and resisting arrest Officer Femia broke away from the empty hand control of [REDACTED] and utilized an empty/soft hand takedown of [REDACTED] in order to gain a position of advantage. [REDACTED] continued to resist Officer Vomer, so he too utilized a soft/empty hand takedown of [REDACTED] in order to gain a position of advantage. After [REDACTED] and [REDACTED] were taken to the ground both parties were then handcuffed to the rear without further incident. Once both [REDACTED] were secured in the rear of the officers patrol cars Officer Femia advised Communications that a supervisor was needed and I responded to the scene. The following Response to Resistance investigations were initiated.

When/where:

Date/time occurred: Dec 31 2017 21:36

Incident location: [REDACTED]

County: Oneida

Linked files:

email notification - [REDACTED]

(htm)

Status/assignment information:

Status: Initial Priority: Medium

Opened: 12/31/2017 Assigned: 12/31/2017 Due: 01/31/2018

Completed:

Disposition:

Unit assigned: Patrol Division

Handled at field/unit level: Yes

Outside/file investigator: Wooden, Starr Rae Sergeant [2008000000028 / 8978]

Investigator assign: Un-assigned

Supervisor assign: Un-assigned

Source of information: Email

Organizational component(s):

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Sgt Hiram Rios on Jan 02, 2018 at 06:07

Use of force IA No: UOF2018-0003 Received: Jan 01, 2018 12:57

Case No: RMS 17-56885

Type of service being performed at time of incident: Domestic Incident

Reason for use-of-force: Aggressive Combatant

Officer assessment of citizen condition: Alcohol

Citizen was injured: No

Citizen was taken to hospital: No

Citizen was charged/arrested in relation to the incident: Yes Officer was injured: No

Officer was taken to hospital: No

Distance officer was from Involvedcitizen: 1 feet to 3 feet

Involved citizen: Medium

Involved citizen Height: 5'0" to 5'3"

Involved citizen:

[REDACTED]

Role: Arrested

Resistance(s):

Active Resistance

Aggressive-Fighting
Verbal Non-Compliance

Injuries/conditions:

UOF-Citizen Injury N/A

Charges against citizen in relation to the incident:

NY State Penal Law
NY State Penal Law
NY State Penal Law

Linked address(s):

Home: 7 [REDACTED] NY 10501

Linked phone(s):

Home: (315) [REDACTED]
Cell: [REDACTED]

[REDACTED]

Role: Child

Resistance(s):

UOF-N/A

Injuries/conditions:

UOF-Citizen Injury N/A

[REDACTED]

Role: Arrested

Resistance(s):

Active Resistance
Aggressive-Fighting
Verbal Non-Compliance

Injuries/conditions:

UOF-Citizen Injury N/A

Charges against citizen in relation to the incident:

NY State Penal Law
NY State Penal Law

Linked address(s):

: 11 [REDACTED]
Home: [REDACTED] NY 10501

Linked phone(s):

Home: [REDACTED]

[REDACTED]

Role: Domestic Victim

Resistance(s):

UOF-N/A

Injuries/conditions:

UOF-Citizen Injury N/A

Linked address(s):

Home: [REDACTED]

Linked phone(s):

Home: [REDACTED]

Cell: [REDACTED]

Kapri Stubbs

Role: Child

Resistance(s):

UOF-N/A

Injuries/conditions:

UOF-Citizen Injury N/A

Officers involved:

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022

Role: Arresting

Body worn camera: Yes 2845 / Femia

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-1

Unit: Uniformed Partol Squad C-1

Shift: C Platoon

Rank/title: Police Officer

Age: [REDACTED] Years of employment: 2 Years with unit:

Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Empty Hand Control: Limited

Take Down: Effective

Verbal Commands: NOT effective

Presence of Authority: NOT effective

Injuries/conditions:

UOF-Officer Injury / N/A

Police Officer Christopher A Vomer [8709/2016000000011]

Officer current info:

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2016000000011

Role: Arresting

Body worn camera: Yes 8709/Vomer

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-1

Unit: Uniformed Patrol Squad C-1

Shift: C Platoon

Rank/title: Police Officer

Age: [REDACTED] Years of employment: 1 Years with unit:

Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Verbal Commands: NOT effective

Injuries/conditions:

UOF-Officer Injury / N/A

Witnesses:

Chante R Spearman

Linked address(s):

Home: [REDACTED] Union NY 13501 -

Linked phone(s):

Home: [REDACTED]

Cell: [REDACTED]

Outside/file investigator: Wooden, Starr Rae Sergeant [2008000000028 / 8978]
Investigator assign: Un-assigned
Supervisor assign: Un-assigned
Source of information: Email

Organizational component(s):

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Sgt Hiram Rios on Jan 04, 2018 at 16:39

Use of force **IA No: UOF2018-0012** **Received: Jan 23, 2018 23:44**

Case No: RMS 17-3144

Type of service being performed at time of incident: Arrest

Reason for use-of-force: Non compliant person

Officer assessment of citizen condition: None detected

Citizen was injured: Yes

Citizen was taken to hospital: Yes

Citizen was charged/arrested in relation to the incident: Yes

Officer was injured: No

Officer was taken to hospital: No

Distance officer was from Involvedcitizen: 1 feet to 3 feet

Involved citizen: Medium

Involved citizen Height: 5'10" to 6'0"

Involved citizen:

[REDACTED]

Role: Arrested

Resistance(s):

Active Resistance
Aggressive-Fighting
Passive Resistance
Verbal Non-Compliance

Injuries/conditions:

UOF-Citizen comp of pain

Charges against citizen in relation to the incident:

NY State Penal Law
NY State Penal Law

Linked address(s):

Home: 2 [REDACTED]

Linked phone(s):

Cell: [REDACTED]

[REDACTED]

Role: Domestic Victim

Resistance(s):

UOF-N/A

Charges against citizen in relation to the incident:

N/A

Linked address(s):

Home: [REDACTED]

Linked phone(s):

Home: [REDACTED]

Cell: [REDACTED]

Work: [REDACTED]

Officers involved:

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division

Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022
Role: Arresting
Body worn camera: Yes 2845 / Femia
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 2 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Take Down: Limited
Empty Hand Control: Limited
Verbal Commands: NOT effective
Presence of Authority: NOT effective

Injuries/conditions:

UOF-Officer Injury / N/A

Police Officer Derek K Schultz [7629/2014000000023]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2014000000023
Role: Assisting Officer
Body worn camera: Yes 7629 Schultz
Department: Patrol Division
Bureau: Criminal Investigations
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 3 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Taser Announcement : Effective

Less-lethal/CED force-related

Accidental discharge: No

Device was displayed only: Yes

Arc display: No

Citizen painted with laser: Yes

Direct/drive stun contact:

of drive stuns: 0

Injury caused: No

Location of injury:

Projectile/probe contact:

air cartridges used: 0

cycles through probes: 0

dart hits: 0

Total # darts fired: 0

Injury caused:

Darts penetrated subject's skin: No

Subject wearing heavy clothing: No

Location of projectile/probe contact:

Empty Hand Control: Limited

Verbal Commands: NOT effective

Presence of Authority: NOT effective

Injuries/conditions:

UOF-Officer Injury / N/A

Summary:

This evening Car 55 (Officer Femia and Officer Adis Gracanin) was dispatched to [REDACTED] regarding a domestic incident. After investigating the incident the officers obtained a signed domestic Harassment 2nd complaint from the victim [REDACTED] and had her advise the offender, [REDACTED] that he was under arrest. Upon [REDACTED] being advised that he was under arrest Officer Femia and Officer Gracanin attempted to take [REDACTED] into custody. Immediately [REDACTED] yelled that the officers were not going to arrest him. At that point Officer Femia grabbed [REDACTED] arm in attempt to gain a position of advantage and [REDACTED] began pulling away from Officer Femia's grasps in attempt to run away. Officer Femia continued to attempt to utilize an empty hand come along in order to take [REDACTED] into custody, but eventually [REDACTED] was able to break free from Officer Femia's grasps. Upon observing the struggle Officer Schultz exited his patrol vehicle, ran towards [REDACTED], un-holstered his department issued Taser (SN: 672209), turned on the Taser, pointed his Taser at (laser painted) [REDACTED], and advised [REDACTED] that the Taser would be deployed if he did not comply and get on the ground. At that point [REDACTED] immediately complied, went to his knees, and laid on the ground in the prone position. The officers then handcuffed [REDACTED] and took him into custody without any further incident. Once [REDACTED] was placed into the rear of Car 55 Officer Schultz notified me regarding the incident and I responded to the scene. The following Response to Resistance Investigation was initiated.

Investigative tasks:

Due dt Done dt Type

< N/A > Feb 20, 2018

Assigned To: Un-assigned

When/where:

Date/time occurred: Jan 23 2018 21:30

Incident location: [REDACTED]

County: Oneida

Linked files:

Email notification UOF Tasre Disp [REDACTED] S# 18-3144 (htm)
Udated email -injury notification - [REDACTED] a (DOB 7289) RMS# 18-3144 (htm)
DOC022018-02202018074912 (pdf)
Narrative of Lt Holt (pdf)
Narrative of Sgt Wooden (pdf)
Narrative of PO Femia (pdf)
Narrative of PO Schultz (pdf)
UOF Report (pdf)
UOF Report (pdf)
DOC022018-02202018075031 (pdf)
DOC022018-02202018075040 (pdf)

Status/assignment information:

Status: Completed Priority: Medium

Opened: 01/23/2018 Assigned: 01/23/2018 Due: 02/22/2018

Completed: 02/20/2018

Disposition: Within Policy

Unit assigned: Patrol Division

Handled at field/unit level: Yes

Outside/file investigator: Wooden, Starr Rae Sergeant [2008000000028 / 8978]

Investigator assign: Un-assigned

Supervisor assign: Un-assigned

Source of information: Email

Organizational component(s):

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-1

Unit: Uniformed Partol Squad C-1

Shift: C Platoon

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Sgt Hiram Rios on Jan 24, 2018 at 05:04

Use of force IA No: UOF2018-0091 Received: Jul 12, 2018 11:27

Case No: RMS 18-28515

Type of service being performed at time of incident: Citizen stop

Reason for use-of-force: Non compliant person

Officer assessment of citizen condition: N/A

Citizen was injured: No

Citizen was taken to hospital: No

Citizen was charged/arrested in relation to the incident: Yes Officer was injured: No

Officer was taken to hospital: No

Distance officer was from Involvedcitizen: 1 feet to 3 feet

Involved citizen: Medium

Involved citizen Height:

Involved citizen:



Resistance(s):

Active Resistance
Aggressive-Fighting
Presence (none verb/body
Verbal Non-Compliance

Injuries/conditions:

UOF-Citizen Injury N/A

Charges against citizen in relation to the incident:

NY State VTL
NY State Penal Law
NY State Penal Law

Linked address(s):

Home: [REDACTED]

Officers involved:

Sergeant Dzenan Sabanovic [7348/2006000000014]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2006000000014
Body worn camera: YES
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Sergeant
Age: [REDACTED] Years of employment: 12 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Verbal Commands: NOT effective

Empty Hand Control: Effective

Injuries/conditions:

UOF-Officer Injury / N/A

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022
Body worn camera: YES
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Police Officer

Age: [REDACTED] Years of employment: 3 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Empty Hand Control: Effective

Verbal Commands: NOT effective

Pressure Point: Effective

Presence of Authority: NOT effective

Injuries/conditions:

UOF-Officer Injury / N/A

Summary:

Sgt. Sabanovic was investigating a trespass complaint at [REDACTED] reported that the defendant [REDACTED] came onto her property and was making inappropriate comments to her. Sgt. Sabanovic located the defendant in the roadway in front of [REDACTED] As he was conducting his investigation the male attempted to leave the scene and further obstruct his investigation. As he was being detained he began to fight with the officers until he was taken into custody.

An interpreter was used to communicate with [REDACTED] at headquarters. Interpreter was familiar with the subject and reported that he has only been in the country for less than four months. No weapons used / No injuries / No complaint. Investigation continuing.

Lt. Fernald

When/where:

Date/time occurred: Jul 12 2018 18:00

Incident location: [REDACTED]
County: Oneida

Linked files:

Response to Resistance 18-21157 (htm)

Status/assignment information:

Status: Active Priority: Medium

Opened: 07/13/2018 Assigned: 07/13/2018 Due: 08/11/2018

Completed:

Disposition:

Unit assigned: Patrol Division

Handled at field/unit level: Yes
Outside/file investigator:
Investigator assign: Un-assigned
Supervisor assign: Un-assigned
Source of information: Email

Organizational component(s):

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: [REDACTED]

External/Citizen

IA No: 2018-0041

Received: Oct 10, 2018 18:00

Case No: RMS 18-4147

Classification/Sub-classification: Demeanor Complaint / Conduct

Involved citizen:

[REDACTED]

Role: Civilian Complaint made

Charges against citizen in relation to the incident:

N/A

Linked address(s):

Home: [REDACTED]

Linked phone(s):

Home:

Cell:

Officers involved:

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022

Role: Complaint against

Body worn camera: YES 2845/Femia

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-1

Unit: Uniformed Partol Squad C-1

Shift: C Platoon

Rank/title: Police Officer

Age: Years of employment: 3 Years with unit:

Off duty: Unk Off duty employed: Unk

Policy outcome: Not yet entered

Allegations:

Demeanor / Rude - Chapter 8 Article 1 General Rules

< Open allegation - no finding >

Summary:

was involved in an accident and alleges that PO Femia was rude, condescending and failed to properly investigate the accident. is confined to a wheel chair and was unable to file to report in person, it was taken over the phone.

When/where:

Date/time occurred: Oct 08 2018 16:50

Incident location:

County: Oneida

Linked files:

Copy of Civ Complaint (pdf)

email notification Civilian Complaint of R (msg)

email notification Civilian Complaint of (msg)

Investigative report (pdf)

DOC120318-12032018103218 (pdf)

Unfounded (docx)

Status/assignment information:

Status: Completed Priority: Medium

Opened: 10/09/2018 Assigned: 10/09/2018 Due: 11/09/2018 Completed:

Disposition: Unfounded

Unit assigned: Patrol Division

Handled at field/unit level: Yes

Outside/file investigator: Sabanovic, Dzenan Sergeant [2006000000014 / 7348]

Investigator assign: Un-assigned

Supervisor assign: Un-assigned

Source of information: Phone

Organizational component(s):

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-1

Unit: Uniformed Partol Squad C-1

Shift: C Platoon

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Sgt Hiram Rios on Oct 10, 2018 at 05:28

External/Citizen

IA No: 2018-0052

Received: Dec 14, 2018 23:38

Case No: RMS 18-50978

Classification/Sub-classification: Demeanor Complaint / Language

Involved citizen:

[REDACTED]
Linked address(s):

Home: [REDACTED]

Linked phone(s):

Cell: [REDACTED]

Officers involved:

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022

Body worn camera: YES

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-1

Unit: Uniformed Patrol Squad C-1

Shift: C Platoon

Rank/title: Police Officer

Age: [REDACTED] Years of employment: 3 Years with unit:

Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Allegations:

Attention to duty

< Open allegation - no finding >

Demeanor / Rude - Chapter 8 Article 1 Prof Standard of Conduct
Mar 28, 2019 Sustained

Actions taken:

UPD Policy and Procedure Violation: Mar 28, 2019 - Counseling Memorandum Days/hrs
suspended/assessed: - [Action/discipline completed]
received a Counseling Memo from Sgt. Sabanovic

Charges:

Policy and Procedure Violation 03/28/2019 [UPD Policy] - Performance Mar 28, 2019

Hearings:

Field Level Counseling 03/28/2019

Police Officer Christopher A Vomer [8709/201600000011]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 201600000011
Body worn camera: YES
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 2 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Summary:

Greetings,

On December 14, 2018 [REDACTED] came to hq and filed a formal complaint against Officer James Femia.

Source of complaint:

[REDACTED]
[REDACTED]
[REDACTED]

Location of incident:

[REDACTED]
[REDACTED]

Type of Incident:
Domestic dispute

[REDACTED] stated that on December 14, 2018 at approximately 2202 hours she called 911 because she got into an argument with her mother. [REDACTED] mother was refusing to let her leave or take her belongings. Two officers responded to [REDACTED] C. Vomer car 56 and J. Femia car 55 [REDACTED] stated the officer in car 55 was upset because she wanted to leave right away. The officer yelled at her telling her not to call the fuckng police again. The other officer did not make any rude remarks.

Investigation regarding this complaint was initiated under RMS 18-50978. The investigation is pending. I placed the original copy of the complaint under Professional Standards door.

Respectfully,

Sgt. D. Sabanovic

When/where:

Date/time occurred: Dec 14 2018 22:02

County: Oneida

Linked files:

Civilian Complaint against Officer James Femia (htm)
Complaint form (pdf)
Civilian Complaint Status email h rios (msg)
Written Counseling Memo issued to PO Femia (msg)
Letter of dispositon (pdf)
copy of mailing (pdf)
Cover page (pdf)
DOC041019-04102019085315 (pdf)
Email (pdf)
DOC041019-04102019085206 (pdf)
Narrative of PO C Vomer (pdf)
NArrative of PO Femia (pdf)
Narrative of Sgt Sabanovic (pdf)
Narrative of Lt Holt (pdf)
DOC041019-04102019085058 (pdf)
request for update 5-24-19 (msg)

Auto-linked incidents (Linked through common Case No)

RMS 18-50978: External/Citizen

Status/assignment information:

Status: Completed Priority: Medium

Opened: 12/14/2018 Assigned: 12/14/2018 Due: 01/13/2019

Completed: 03/28/2019

Disposition: Sustained

Unit assigned: Un-assigned

Handled at field/unit level: Yes

Outside/file investigator: Sabanovic, Dzenan Sergeant [2006000000014 / 7348]

Investigator assign: Un-assigned

Supervisor assign: Un-assigned

Source of information: Email

Organizational component(s):

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-1

Unit: Uniformed Partol Squad C-1

Shift: C Platoon

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Investigator Adam Howe on Dec 18, 2018 at 09:02

Vehicle accident IA No: MVA2018-0013 Received: Dec 27, 2018 09:49

Case No: RMS 18-52563

Officers involved:

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022
Body worn camera: No
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 3 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Allegations:

Care of Equipment Article 1.14 - Chapter 4 Article 3 Police Vehicle and Equipment
Mar 01, 2019 Sustained

Actions taken:

UPD Policy and Procedure Violation: Jan 28, 2019 - Command Discipline Days/hrs suspended/assessed:
4 - [Action/discipline completed]
Command Discipline forfeiture 4 vacation days

Summary:

On December 27, 2018 Officer James Femia was assigned to car/zone 57. At approximately 2028 hours he was traveling westbound through the St. Agnes Cemetery, located at 601 Arthur Street. Officer Femia stated he was traveling at very low speed when his vehicle started sliding due to extremely icy pavement. Officer Femia applied his brakes, however he was unable to regain control of the vehicle. The vehicle slid forward, hitting the curb and the cemetery sign. the vehicle continued sliding and finally came to rest after it collided with the northeast corner of the cemetery mausoleum. Officer Femia did not sustain any injuries. The driver side airbag deployed. Unit 57 sustained damage to the front driver side bumper and fender. Photographs were secured of the vehicle and the scene. Lt. Holt was notified of the incident. I contacted St. Agnes Cemetery and left a voice mail with my contact information. Unit 55 Officer DeTraglia completed a Tracs accident report. No independent witnesses on scene. Car 57 was towed to hq by Midland Collision. It was taken out of service and parked at the fleet maintenance garage. The supervisor investigation is pending under RMS # 18-52563.

Respectfully,

Sgt. Dzenan Sabanovic

When/where:

Date/time occurred: Dec 27 2018 20:28

Incident location: 601 Arthur Street Utica NY 13502 Precinct: UPD Zone 55
County: Oneida

Linked files:

Officer involved property damage accident (Officer Femia Unit 57) (htm)
Command Discipline for PO Femia re RMS 18-52563 (htm)
Crash Data Report (pdf)
DOC030119-03012019074316 (pdf)
MV104a (pdf)
Estimate (pdf)
Narrative of PO Femia (pdf)
Narrative of Sgt Sabanovic (pdf)
Narrative of Lt Holt (pdf)
Command Discipline (pdf)
DOC030119-03012019074204 (pdf)
Cover letter (pdf)

Status/assignment information:

Status: Completed

Opened: 12/28/2018 Assigned: 12/27/2018 Due: 01/26/2019

Completed: 03/01/2019

Disposition: Sustained

Unit assigned: Patrol Division
Handled at field/unit level: Yes
Outside/file investigator: Sabanovic, Dzenan Sergeant [2006000000014 / 7348]
Investigator assign: Un-assigned
Supervisor assign: Un-assigned
Source of information:

Organizational component(s):

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon

Vehicle accident specific:

Employee was at fault (yes/no): Yes
Time of accident: 1801 - 2400
Cause of accident: Driver inattention
Vehicle info:
Vehicle ID:
Damage to departmental vehicle involved: 12416.51
Damage to other vehicle(s) involved: 0
Employee was injured (yes/no): No
Others were injured (yes/no): No

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: [REDACTED] 28, 2018 at 08:46

Vehicle accident IA No: MVA2019-0007 Received: May 24, 2019 18:48

Case No: RMS 19-18488

Involved citizen:

[REDACTED]

Linked address(s):

Home: [REDACTED]

Linked phone(s):

Cell: [REDACTED]

Officers involved:

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022

Body worn camera: YES

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-1

Unit: Uniformed Patrol Squad C-1

Shift: C Platoon

Rank/title: Police Officer

Age: [REDACTED] Years of employment: 3 Years with unit:

Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Actions taken:

UPD Policy and Procedure Violation: Jan 20, 2020 - Letter of Reprimand Days/hrs suspended/assessed:
- [Action/discipline completed]

Summary:

On May 24, 2019 Officer James Femia was assigned to car 45 zone 57. At approximately [REDACTED] [REDACTED] was dispatched to [REDACTED] for a shots fired incident with possible victims. While traveling westbound on Eagle Street approaching Elm Street Officer Femia had his lights and siren activated. As Femia approached the intersection of Eagle St at Elm St he slowed down as he had the red light. He looked both ways and proceeded through the intersection. As he went through the intersection his patrol vehicle was struck by another vehicle, operated by [REDACTED] who had the green light and was traveling north on Elm Street.

[REDACTED] did not sustain any injuries. Officer Femia did not sustain any injuries. Unit 45 sustained damage to the front driver side bumper and fender. Photographs were secured. Lt. Holt was notified of the incident. Captain Cinque responded to my location.

Unit 59 Officer Comeskey completed Tracs accident report and ET work. Officer Femia drove car 45 to hq where it was taken out of service and parked at the fleet maintenance garage. The supervisor investigation is pending under RMS # 19-18488

Respectfully,

Sgt. Dzenan Sabanovic

When/where:

Date/time occurred: May 24 2019 18:48

Incident location: [REDACTED]
County: Oneida

Linked files:

Officer involved property damage accident (Officer Femia Car 45 Unit 57) (htm)
RE Officer Femia driving history (msg)
FW Command Discipline for PO Femia re RMS 19-18488 (htm)
Emails (pdf)
Estimate (pdf)
Mv104a (pdf)
DOC012220-01222020100830 (pdf)
Narrative of PO Femia (pdf)
DOC012220-01222020100806 (pdf)
DOC012220-01222020100755 (pdf)
DOC012220-01222020100746 (pdf)
DOC012220-01222020100739 (pdf)
email from DC Noonan re; Lt Holt Inv PO Femia Accident Investigation (msg)

Status/assignment information:

Status: Completed Priority: Medium

Opened: 05/24/2019 Assigned: 05/24/2019 Due: 06/23/2019 Completed:

Disposition: Not Within Policy

Unit assigned: Patrol Division

Handled at field/unit level: Yes

Outside/file investigator: Sabanovic, Dzenan Sergeant [2006000000014 / 7348]

Investigator assign: Un-assigned

Supervisor assign: Un-assigned

Source of information: Email

Organizational component(s):

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-1

Unit: Uniformed Partol Squad C-1

Shift: C Platoon

Vehicle accident specific:

Employee was at fault (yes/no): Yes

Time of accident: 1201 - 1800

Cause of accident: Fail to yield to Emergency vehicle

Vehicle info:
Vehicle ID:
Damage to departmental vehicle involved: 0
Damage to other vehicle(s) involved: 0
Employee was injured (yes/no): No
Others were injured (yes/no): No

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: [REDACTED]

Internal/Department

IA No: 2019-0042

Received: Sep 17, 2019 17:17

Case No: RMS 19-37011

Classification/Sub-classification: Off-Duty Incident / Conduct

Involved citizen:

[REDACTED]

Linked address(s):

Home: [REDACTED]

Officers involved:

Police Officer John P Detraglia [2337/2014000000008]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2014000000008
Body worn camera: N/A Off Duty Incident
Department: Patrol Division

Bureau: Criminal Investigations
Division: Special Investigative Unit
Squad: Tactical
Unit: Tactical
Shift: Tactical
Rank/title: Police Officer
Age: 30 Years of employment: 5 Years with unit:
Off duty: Yes Off duty employed: No

Policy outcome: Not yet entered

Sergeant Joshua R Grande [3579/2004000000023]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2004000000023
Body worn camera: No
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: Tactical
Unit: Tactical
Shift: Tactical
Rank/title: Sergeant
Age: [REDACTED] Years of employment: 15 Years with unit: 3
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Allegations:

General Rules - Responsibility of Command Officers and Supervisors - Chapter 8 Article 1.14:
Performance & Attention to Duty
Apr 10, 2020 Sustained

Actions taken:

UPD Policy and Procedure Violation: Apr 10, 2020 - Command Discipline Days/hrs suspended/assessed:
5 - [Action/discipline completed]
Sergeant Joshua Grande has been suspended from duty for a period of five (5) working days

Police Officer James V Giruzzi [3434/2014000000031]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2014000000031
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Squad: A-1
Unit: Uniformed Partol Squad A-1
Shift: A Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 5 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Allegations:

BWC - Failed activate - Chapter 4 Article 2 BWC
Apr 16, 2020 Sustained

Actions taken:

Apr 15, 2020 - Written Reprimand Days/hrs suspended/assessed: - [Action/discipline completed]
Apr 16, 2020 - Letter of Reprimand Days/hrs suspended/assessed: - [Action/discipline completed]
LOR

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Police Officer
Age: 27 Years of employment: 4 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Allegations:

BWC - Failed activate - Chapter 4 Article 2 BWC
Apr 16, 2020 Sustained

Actions taken:

UPD Policy and Procedure Violation: Apr 16, 2020 - Command Discipline Days/hrs suspended/assessed:
- [Action/discipline completed]
LOR

Hearings:

Administrative 04/16/2020

Officer witnesses:

Sergeant Christopher R Faniglula [2790/2005000000022]

Officer current info:

Department: Criminal Investigation Division
Bureau: Criminal Investigations
Division: Criminal Investigations

Snapshot - Officer information at time of incident:

Body worn camera: Yes

Police Officer Kyle T Murphy [5909/2015000000013]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

Body worn camera: N/A

Summary:

On 9/17/19 I, Sgt. H. Rios was made aware of a possible fight involving UPD Officer J. DeTraglia and OCS Deputy M. Ladd while at the Dick Smith's Bar & Tavern

Dick Smith's Tavern
dicksmithstavern.com
1312 Schuyler St, Utica, NY 13502 · ~5.1 mi
(315) 507-3295

On 9/17/19, DC Noonan provided the following information in an email (attached hereto in the links tab).

This may have occurred the night of the [REDACTED] stag party which according to Facebook was on 09/14. Maybe ask for video from Dick Smiths from 09/14-09/15?

On 9/17/19 PSU conducted a Trac Star AVLS on 1/15/19 between 0130 hrs and 02:59 hrs. Attached hereto in the links tab.

After receiving the above information/email, PSU attempted to make contact with the owner of Dick Smith's Bar & Grill Mr. Bob Seward [REDACTED]. There was no answer, so a message was left as to the reason why we were calling and asked for a call back, providing our contact number 315 223-3405.

On Friday, September 20, 2019, I Sgt. H. Rios Spoke to Lt. B. Bansner of the Utica Police Special Investigation Section. Lt. Bansner and I discussed the incident where UPD was informed of a fight at Dick Smith's between OCS Deputy M. Ladd and UPD Officer J. DeTraglia. It was determined that since Sgt. Grande failed to document his involvement in RMS (the possibility the he responded to the call) and the fact that he did not create an RMS entry to reflect any involvement, he would do it now.

On Friday, September, 20, 2019, I, Sgt. H. Rios responded to Dick Smiths's Bar and Grill in hopes of meeting up with the Owner Bobby Seward, this was an unannounced visit.

Upon arrival I saw a female who I am familiar with by the name of [REDACTED] While speaking to [REDACTED] she informed me that she was in the bar of the night of the fight/Dispute.

She also told me that she did not want to get involved, however, she let it slip that Sgt. Grande and PO Giruzzi.

On 9/29/19 I, Sgt. H. Rios was contacted by Lt. Bansner and informed that he had received a narrative from Sgt. Grande. I then responded to Lt. Bansner's office and was provided a copy of the narrative. I was also informed by Lt. Bansner that he found out that PO Femia also responded to Dick Smith's at the time of the incident.

After receiving the narrative and being informed that PO Femia was on scene (working), I then printed the Tracs report of PO Femia route between 0100 hrs and 0300 hrs. The report has been added hereto in the links tab.

On 9/27/19 Sgt. Rios was made aware of an RMS entry by PO J. Giruzzi, related to the incident under RMS 19-37011

On 9/30/19 Sgt. Rios was made aware of an RMS entry by PO J. Femia, related to incident under RMS 19-37-11

On 9/30/19 Sgt. Rios and Inv. Howe responded to McQuade and Bannigan located at 1300 Stark St. The visit was made in hopes of getting video footage from their outside camera's. Upon arrival we spoke to a male who identified himself as Keith. After speaking to Keith for a couple of minutes and informing him of what we were looking for, Keith provided us with footage taken from the cameras off of Schuyler Street.

On 9/30/19 Sgt. H. Rios informed Sgt. J. Grande via email of a scheduled Interview with the Office of Professional Standards to be held on 10/2/19 at 10:00 am.

On 9/30/19 PO J. DeTraglia was issued a Professional Standards Memo informing him that an Intra-Department Memo is/was being requested of him regarding his off-duty conduct while at the Dick Smith's Tavern. The Memo was to be completed by the end of his shift on 10/1/2019. A copy of the Memo has been attached hereto under the links tab of IAPRO

On 10/1/19 the Office of Professional Standards received an Intra Department Memo from PO J. DeTraglia as requested of him in my previous log dated 9/30/19. A copy of PO DeTraglia's response has been attached to this incident and under the Links Tab of IAPRO.

On 10/1/19 at approximately 2100 hrs, Sgt. Rios received a call from Chief Williams advising him that Sgt. Grande would like to speak to him prior to his scheduled interview on 10/2/19 at 10:00 am. Chief Williams then advised me that he had honored Sgt. Grande's request and a meeting was set up for 0815 am, on the 10/2/19.

October 2, 2019 >Sgt. Rios and Inv. A. Howe conducted a fact-finding interview with Sgt. Grande, in addition to the information contained in Sgt. Grande's narrative report dated September 29, 2019, Sgt. Grande was presented with a number of additional questions to assist in providing further clarification into his activities and observations related to this incident. Sgt. Grande was advised of the nature of this investigation and provided his Notice of Right to Union Representation. Sgt. Grande requested representation and was subsequently represented by a Union Official, President C. Jennings (See Notice of Right to Union Representation filed under folder A), provided to Sgt. Grande filed under Attachment #; also see BWC #SPR2), recording of Sgt. Grande's interview. (Filed under folder B -Attachment #) Interview with Sgt. Grande then commenced.

>Sgt. J. Grande was questioned / asked regarding any observations that he may have made regarding the altercation between OSCD M. Ladd and UPD Officer M DeTraglia.

On 10/16/19 Inv. Paul of the Oneida County Sheriffs Office responded to UPD to talk about his parallel investigation into the fight/dispute of Inv. Ladd of the Sheriffs Office.

On 10/18/19 Sgt. Rios issued PO J. Giruzzi with a Notice of Interview to be held on Monday, October 21, 2019 at 0900 hrs, to be held at the Utica Police Station (Conference Room).

On 10/18/19 Sgt. Rios issued PO J. Femia with a Notice of Interview to be held on Monday, October 21, 2019 at 0930 hrs, to be held at the Utica Police Station (Conference Room).

On 10/18/19 Sgt. Rios issued PO J. DeTraglia with a Notice of Interview to be held on Monday, October 21, 2019 at 1300 hrs to be held at the Utica Police Station (Conference Room).

On 10/18/19 Sgt. Rios issued Sgt. C. Faniglula with a Notice for a Intra Memo to be completed by Tuesday, October 22, 2019 no later than 1600 hrs.

When/where:

Date/time occurred: Sep 13 2019 01:48

Incident location: 1312 Schuyler Steet Utica NY 13502 Precinct: UPD Zone 53
County: Oneida

Linked files:

DeTraglia-Ladd Fight DC Noonan email (msg)
DeTraglia-Ladd Fight email DC (msg)
copy of Tracs Star Sgt Grande (pdf)
Intra Memo Sgt Grande (pdf)
Tracs report Femia (pdf)
Tracs report Giruzzi (pdf)
Tracs report Gracanin (pdf)
email to Lt Brodt - Holt RMS 19-37011 (msg)
Professional Standards Interview memo - Sgt J Grande (doc)
Notice of Interview J grande (msg)
PO J Detraglia Memo (doc)
Professional Standards request for narrative (msg)
narrative PO Femia (pdf)
narrative PO Giruzzi (pdf)
narrative Sgt Grande (pdf)
copy of narrative PO DeTraglia (pdf)
Sgt C Faniglula Intra Agency Memo Request (doc)
Interview Memo PO J Femia (doc)
Interview Memo PO J Giruzzi (doc)
Notice of Interview with the Office of Professional Standards (msg)
Notice of Interview with the Office of Professional Standards Giruzzi (msg)
Interview Memo PO J DeTraglia (doc)
Notice of Interview with the Office of Professional Standards PO J Detraglia (msg)
Phone call notice confirmation Grande 3-4-19 (MP3)
PO K Murphy Memo (doc)
Professional Standards request for narrative (msg)
PSU requested narrative PO K Murphy (pdf)
On-duty K Murphy (PNG)
dick smith referral info SLA (msg)
PO K Murphy PSU narrative (docx)
Copy of Sgt Grandes 1-17-19 Discipline (pdf)
PSU narrative completed Inv Narrative - DeTraglia (docx)
FW Grande Suspension (msg)
copy of Sgt Grande's suspection (pdf)
Command Discipline Grande (pdf)
LOR JG (pdf)
Command Discipline notification PO Giruzzi PSU Investigation RMS 19-37011 (msg)
Letter of Reprimand issued to PO Femia e re RMS 19-37011 (msg)

Status/assignment information:

Status: Completed Priority: High

Opened: 09/17/2018 Assigned: 09/17/2019 Due: 10/18/2019

Completed: 12/04/2019

Disposition: Sustained

Unit assigned: Professional Standards
Handled at field/unit level: No
Investigator assign: Sgt Hiram Rios
Supervisor assign: Chief of Police Mark Williams
Source of information: Email

Organizational component(s):

Department: Patrol Division
Bureau: Criminal Investigations
Division: Special Investigative Unit
Squad: Tactical
Unit: Tactical
Shift: Tactical

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Sgt Hiram Rios on Sep 18, 2019 at 12:16

Use of force IA No: UOF2020-0043 Received: Mar 23, 2020

Case No: RMS 20-9664

Type of service being performed at time of incident: Assisting Other Agency

Reason for use-of-force: Metro / Swat Raid

Officer assessment of citizen condition: Unknown

Citizen was injured: No

Citizen was taken to hospital: No

Citizen was charged/arrested in relation to the incident: Yes Officer was injured: No

Officer was taken to hospital: No

Distance officer was from Involvedcitizen: Not Reported

Involved citizen: Large

Involved citizen Height: 5'10" to 6'0"

Involved citizen:

[REDACTED]

Role: Arrested

Resistance(s):

UOF-N/A

Injuries/conditions:

UOF-Citizen Injury N/A

Charges against citizen in relation to the incident:

Charges from Outside Agency - OCSO

Linked address(s):

Home: [REDACTED]

Linked phone(s):

Cell: [REDACTED]

Officers involved:

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022

Role: Metro Operator

Body worn camera: N/A Metro/Swat

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-1

Unit: Uniformed Partol Squad C-1

Shift: C Platoon

Rank/title: Police Officer
Age: [REDACTED] Years of employment: 4 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Distraction Techniques: Effective

Injuries/conditions:

UOF-Officer Injury / N/A

Summary:

On Monday, 3/22/20 around 2200 hours, the Oneida County Sheriff's Office requested assistance from the METRO SWAT Team regarding a Burglary suspect who was barricaded and potentially armed inside an unattached garage at [REDACTED]. The METRO SWAT Team commanded by Capt. Cinque responded to the scene to assist. Shortly thereafter, the METRO SWAT Team devised a tactical operations plan to make entry into the garage, arrest the Burglary suspect who was later identified as [REDACTED], and clear the structure. On 3/23/20 around 0000 hours, while executing the tactical operations plan, PO Femia deployed a NFDD into the front window of the structure for the purpose of diverting the attention of the suspect so the entry team could gain a position of advantage to safely make entry into the structure, proceed with arresting the suspect, and clearing the structure of any remaining threats. Said tactical operations plan was executed without incident. The scene and the defendant were turned over to the Oneida County Sheriff's Office for further proceedings. No injuries. No video or audio. No witnesses. The Oneida County Sheriff's Office secured digital pictures of the scene and the defendant. The pending Response to Resistance Internal Investigation will be handled by Lt. Holt or Sgt. Faniglula and reviewed by Capt. Cinque.

When/where:

Date/time occurred: Mar 23 2020 22:05

Incident location: [REDACTED]

County: Oneida

Linked files:

METRO SWAT Response To Resistance Notification (msg)
mandated state report (PNG)
copy of cover (pdf)
Lt Holt narrative (pdf)
Officer Letter RMS 20-9664 (msg)

Status/assignment information:

Status: Completed Priority: Low

Opened: 03/23/2020 Assigned: 03/23/2020 Due: 04/22/2020

Completed: 04/27/2020

Disposition: Within Policy

Unit assigned: Metro Swat
Handled at field/unit level: Yes
Outside/file investigator: Holt Jr., James R Lieutenant [2007000000015 / 4016]
Investigator assign: Sgt Hiram Rios
Supervisor assign: Un-assigned
Source of information: Email

Organizational component(s):

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Sgt Hiram Rios on Mar 24, 2020 at 03:37

Use of force **IA No: UOF2020-0051** **Received: Apr 19, 2020 22:36**

Case No: RMS 20-12872

Type of service being performed at time of incident: Dispatched Assignment

Reason for use-of-force: Aggressive Combatant

Officer assessment of citizen condition: None detected

Citizen was injured: No

Citizen was taken to hospital: No

Citizen was charged/arrested in relation to the incident: Yes Officer was injured: No

Officer was taken to hospital: No

Distance officer was from Involvedcitizen: 1 feet to 3 feet

Involved citizen: Large

Involved citizen Height: 5'7" to 5'9"

Involved citizen:

[REDACTED]

Resistance(s):

Active Resistance
Agg-Threat to Life
Passive Resistance
Presence (none verb/body
Verbal Non-Compliance

Injuries/conditions:

UOF-Citizen Injury N/A

Charges against citizen in relation to the incident:

NY State Penal Law
NY State Penal Law

Linked address(s):

Home: [REDACTED]

Linked phone(s):

Home: [REDACTED]
Cell: [REDACTED]
Work: [REDACTED]

[REDACTED]

Role: Other Involvement

Resistance(s):

UOF-N/A

Injuries/conditions:

UOF-Citizen Injury N/A

Charges against citizen in relation to the incident:

N/A

Linked address(s):

Home: [REDACTED] 10540

Linked phone(s):

Home: [REDACTED]
Cell: [REDACTED]
Work: [REDACTED]

Officers involved:

Sergeant Dzenan Sabanovic [7348/2006000000014]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2006000000014
Role: Assisting Officer
Body worn camera: Yes
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Sergeant
Age: [REDACTED] Years of employment: 13 Years with unit: 2
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Take Down: Limited
Empty Hand Control: NOT effective
Presence of Authority: NOT effective
Verbal Commands: NOT effective

Injuries/conditions:

UOF-Officer Injury / N/A

Police Officer Peter A Caruso III . [1258/2005000000020]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2005000000020
Role: Assisting Officer
Body worn camera: Yes
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: B-3
Unit: Uniformed Patrol Squad B-3

Shift: B Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 14 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Empty Hand Control: Limited

Verbal Commands: NOT effective

Presence of Authority: NOT effective

Injuries/conditions:

UOF-Officer Injury / N/A

Police Officer Derek K Schultz [7629/2014000000023]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2014000000023
Role: Assisting Officer
Body worn camera: Yes
Department: Patrol Division
Bureau: Criminal Investigations
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 5 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Take Down: Limited

Empty Hand Control: NOT effective

Verbal Commands: NOT effective

Presence of Authority: NOT effective

Injuries/conditions:

UOF-Officer Injury / N/A

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division
 Bureau: Uniformed Patrol
 Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022
 Role: Assisting Officer
 Body worn camera: Yes
 Department: Patrol Division
 Bureau: Uniformed Patrol
 Division: Uniformed Patrol
 Squad: C-1
 Unit: Uniformed Partol Squad C-1
 Shift: C Platoon
 Rank/title: Police Officer
 Age: [REDACTED] Years of employment: 4 Years with unit:
 Off duty: No Off duty employed: No

Policy outcome: Not yet entered**Use(s) Of Force:**

Take Down: Limited

Empty Hand Control: Limited

Verbal Commands: NOT effective

Presence of Authority: NOT effective

Injuries/conditions:

UOF-Officer Injury / N/A

Summary:

On April 19, 2020 I, Sgt. Dzenan Sabanovic reported to the Utica Police Department for the 1545-0000 hour's shift. I was assigned to car 50 as a patrol supervisor.

At approximately 2022 hours several units responded to the area of [REDACTED] regarding disorderly parties. Approximately 20 minutes prior to this incident several units were dispatched to the same location for the same type of incident involving the same individuals. I responded to the area. Upon arrival other units were on scene. I observed three individuals standing in the rain arguing. I now know one of those individual to be [REDACTED] did not have a shirt on and he appeared to be intoxicated, belligerent and somewhat aggressive as I observed him clench his fists several times. [REDACTED] and the other two individual were advised several times to leave. The other two individual were somewhat reasonable and eventually left. [REDACTED] refused to leave the area after being told multiple times to do so. He made several threatening statements towards myself and other officers on scene. He went over to a vehicle, where his ride was waiting for him. He refused to get in the car and leave the scene. he continued yelling obscenities. I observed several residents in the area looking at [REDACTED] from inside their front door. Due to us going to the same location twice within 20 minutes and Mosher refusing to disperse the area and continued to cause a disturbance by yelling obscenities I decided that the only way to resolve the situation was to take [REDACTED] into custody for disorderly conduct. At this time Officer Schultz and I advised [REDACTED] he was under arrest and to place his hands behind his back. He immediately refused our verbal command by tensing up his arms. I grabbed a hold of [REDACTED] arm and attempted to put it behind his back. Several other officers came to assist us. [REDACTED] continued resisting and refused to place his hands behind his

back. I held on to [REDACTED] right arm and he was taken to the ground. Once on the ground [REDACTED] continued to resist by tucking his arms underneath his body. With the assistance of other Officers we were able to pull [REDACTED] arms from underneath him and place him in handcuffs.

Officer Femia secured photographs of the scene. Unit 13 responded to the scene and transported [REDACTED] HQ. While at HQ I spoke with [REDACTED] stated he was not injured and did not require medical attention. [REDACTED] apologized for being disrespectful to the police. He was charged with Disorderly Conduct and Resisting Arrest. He was released with an appearance ticket to [REDACTED]

I was not able to locate any independent witnesses on scene

Officer Femia secured pictures of the scene.

I interviewed [REDACTED] regarding the response to resistance. He stated he was not injured and did not require medical assistance.

Response to resistance was completed by Sgt. Sabanovic, Officer Caruso, Officer Schultz and Officer Femia.

I reviewed Officer Caruso's BWC1258, Officer Schultz's BWC7629 and Officer Femia's BWC2845.

When/where:

Date/time occurred: Apr 19 2020 20:21

Incident location: [REDACTED]

County: Oneida

Linked files:

email notification UOF [REDACTED] (msg)

Closed notification E-File Note Response to resistance investigation RMS 20-12872 Arrestee [REDACTED] is Con and Resisting Arrest (msg)

Officer Letter UOF RMS 20-12872 Arrestee [REDACTED] (msg)

Auto-linked incidents (Linked through common Case No)

RMS 20-12872: E-File

Status/assignment information:

Status: Completed Priority: Medium

Opened: 04/20/2020 Assigned: 04/19/2020 Due: 05/19/2020

Completed: 05/22/2020

Disposition: Within Policy/ Ancillary

Unit assigned: Patrol Division

Handled at field/unit level: Yes

Outside/file investigator: Sabanovic, Dzenan Sergeant [2006000000014 / 7348]

Investigator assign: Sgt Hiram Rios

Supervisor assign: Un-assigned

Source of information: Email

Organizational component(s):

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Sgt Hiram Rios on Apr 20, 2020 at 01:34

Use of force **IA No: UOF2020-0099** **Received: Jun 26, 2020 23:45**

Case No: RMS 20-22964

Type of service being performed at time of incident: Arrest

Reason for use-of-force: Aggressive Combatant

Officer assessment of citizen condition: N/A

Citizen was injured: No

Citizen was taken to hospital: No

Citizen was charged/arrested in relation to the incident: Yes Officer was injured: No

Officer was taken to hospital: No

Distance officer was from Involvedcitizen: 1 feet to 3 feet

Involved citizen: Medium

Involved citizen Height: 5'7" to 5'9"

Involved citizen:

[REDACTED]

Resistance(s):

Active Resistance /
Presence (none verb/body
Verbal Non-Compliance

Injuries/conditions:

UOF-Citizen Injury N/A

Charges against citizen in relation to the incident:

NY State Penal Law
NY State Penal Law
NY State Penal Law
NY State VTL
NY State VTL

Linked address(s):

Home: [REDACTED]
Home: [REDACTED]

Linked phone(s):

Cell: [REDACTED]
Cell: [REDACTED]

[REDACTED]
Role: Caller

Resistance(s):

UOF-N/A

Injuries/conditions:

UOF-Citizen Injury N/A
UOF-Citizen Injury N/A

Charges against citizen in relation to the incident:

N/A

Linked address(s):

Home: [REDACTED]

Linked phone(s):

Cell: [REDACTED]
Work: [REDACTED]

[REDACTED]
Role: Other Involvement

Resistance(s):

UOF-N/A

Charges against citizen in relation to the incident:

N/A

Linked address(s):

Home: [REDACTED]

Linked phone(s):

Work: [REDACTED]

Officers involved:

Sergeant Fred Bruzzese [0968/2000000000150]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2000000000150
Role: Assisting Officer
Body worn camera: YES
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-3
Unit: Uniformed Partol Squad C-3
Shift: Patrol
Rank/title: Sergeant
Age: Years of employment: 57 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Empty Hand Control: Limited

Verbal Commands: NOT effective

Presence of Authority: NOT effective

Injuries/conditions:

UOF-Officer Injury / N/A

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022
Role: Assisting Officer
Body worn camera: YES
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 5 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Come Along: Limited
Verbal Commands: NOT effective
Presence of Authority: NOT effective

Police Officer Michael L Flo Jr. [3026/2015000000024]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000024
Role: Assisting Officer
Body worn camera: YES
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 5 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Empty Hand Control: Limited
Verbal Commands: NOT effective
Presence of Authority: NOT effective

Injuries/conditions:

UOF-Officer Injury / N/A

Police Officer Zachary P Ambrose [0172/0172]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 0172
Role: Assisting Officer
Body worn camera: YES
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-3
Unit: Uniformed Partol Squad C-3
Shift: C Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 1 Years with unit: 1
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Empty Hand Control: Effective

Verbal Commands: NOT effective

Presence of Authority: NOT effective

Injuries/conditions:

UOF-Officer Injury / N/A

Summary:

On June 26, 2020 I, Officer Z. P. Ambrose, reported for duty to the Uniform Patrol Division of the Utica Police Department for the 1600-0000 hour shift, assigned to zone/car 55, utilizing BWC #SP7, per the Platoon Commander, Lt. Brodt.

At approximately 22:39 hours, I was dispatched to [REDACTED] for a Suspicious Activity Complaint.

Per communications the caller was calling from inside the store and stated there was a male that was on site that had robbed the convenience store on Albany Street last week. The caller also stated he believed the male had a gun on his possession. The caller then stated the male was leaving and was now in front of [REDACTED] the [REDACTED]

As I was responding I knew of a male named [REDACTED] who was a suspect involved in a Robbery that had occurred last week on Albany Street. Inv. Acquaviva had sent out a department wide e-mail regarding to utilize Officer Safety when dealing with [REDACTED] due to Inv. Acquaviva currently conducting an investigation where [REDACTED] was possibly involved in a larceny of a handgun.

Car 41, Sgt. Bruzzese, and I both arrived on scene at the same time. I then began talking to the caller [REDACTED] who pointed in a southern direction down the sidewalk down Oneida Street, towards a male I know to be as [REDACTED]

Sgt. Bruzzese exited his vehicle in front of [REDACTED] as I yelled to Sgt. Bruzzese, that [REDACTED] was on a bicycle. I then began running south on the sidewalk down Oneida Street as Sgt. Bruzzese was attempting to gain control of [REDACTED]. I then grabbed [REDACTED] right arm and guided him onto the hood of car 41, which was parked in front of [REDACTED] facing south. [REDACTED] did not willingly comply with our verbal commands on placing his hands behind his back and was flailing his arms preventing us from taking him into custody. Therefore I utilized a soft hand come along technique on [REDACTED] right arm to gain a position of advantage. With the assistance of car 59, Officer Flo and car 51, Officer Femia, I was able to place [REDACTED] into handcuffs. As units were searching [REDACTED] we located a black in color handgun inside his right cargo pant pocket.

Officer Flo secured the handgun and placed it into the rear of car 59 and began conducting Evidence Technician work. I then conducted a further search of [REDACTED] which yielded negative results for any further weapons. I then stood by with [REDACTED], until unit 13, Officer Lanza, arrived on scene to transport [REDACTED] to the station.

Car 80, Sgt. Armstrong, arrived on scene and I advised him the details regarding the incident. I was then later cleared from the scene by Sgt. Bruzzese and was advised to respond back to the station.

I then completed three (3) copies of a Supporting Deposition and provided them to CID.

Case closed by arrest.

Respectfully submitted,

Officer Z.P. Ambrose #0172
Patrol C-3

When/where:

Date/time occurred: Jun 26 2020 22:38

Incident location: [REDACTED]

County: Oneida

Linked files:

emial notificaiton UOF RMS 20-22964 [REDACTED] (msg)
FW Response to resistance involving Sgt Fred Bruzzese - PO Zachary Ambrose -- PO Michael Flo -
PO James Femia -- RMS 20-22964 [REDACTED] Soft Hand Techniques - Come Along (msg)
Close out email FW Response to resistance involving Sgt Fred Bruzzese - PO Zachary Ambrose --
PO Michael Flo - PO James Femia -- RMS 20-22964 [REDACTED] Soft Hand Techniques - Come
Along (msg)

Status/assignment information:

Status: Completed

Opened: 06/26/2020 Assigned: 06/26/2020 Due: 07/26/2020

Completed: 07/10/2020

Disposition: Within Policy

Unit assigned: Patrol Division
Handled at field/unit level: Yes

Outside/file investigator: Brodt, Howard Lieutenant [2003000000004 / 0875]

Investigator assign: Sgt Hiram Rios
Supervisor assign: Un-assigned
Source of information:

Organizational component(s):

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-3
Unit: Uniformed Partol Squad C-3
Shift: Patrol

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Sgt Hiram Rios on Jun 29, 2020 at 03:28

External/Citizen IA No: IA2020-0022 Received: Jun 29, 2020 03:00

Case No: 20-22478

Classification/Sub-classification: Precautionary Inv. / Conduct

Involved citizen:

[REDACTED]

Role: Civilian Complaint made

Linked address(s):

Home: [REDACTED] 1

Linked phone(s):

Home: [REDACTED]

Officers involved:

Police Officer Richard V Lange [4779/2016000000007]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2016000000007
Body worn camera: YES
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-2
Unit: Uniformed Partol Squad C-2
Shift: C Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 4 Years with unit: 2
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Allegations:

Demeanor / Rude - Chapter 8 Article 1 General Rules
Jun 29, 2020 Unfounded/False

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022
Body worn camera: YES
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 5 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Allegations:

Demeanor / Rude - Chapter 8 Article 1 General Rules
Jun 29, 2020 Unfounded/False

Summary:

On June 24th, 2020 I, Sgt. Kerry Carville, reported to the Utica Police Department from the

hours of 1545-0000 hours, I was assigned to the Utica Police Department Uniform Patrol Division, in the Squad Commander's Office.

At approximately 1700 hours Captain Bansner came to the office to inform me that he received notification that a citizen contacted the Mayors office in regards to a complaint involving two of our patrolman. I was advised to look into this allegation and that he would send me an E-mail with the details.

I received the below E-mail from Captain Bansner:

[REDACTED]

She called UPD last evening about 10 p.m. because strangers busted into her home and shoved her husband.

Officers Lenge and Semia - Badge #s: 4779 and 2845 responded and she is not happy with them! They only responded to her husband because he was the one injured and they ignored her concerns of her safety (apparently about getting the virus by these strangers) and told her to shut up and that if she didn't she would be arrested for misconduct.

She went on and on about her concerns for her infant, herself and you know "there is a virus out there".....

I said I would report this to you.

Thanks,

Stay healthy, safe and practice social distancing!

Tracey A. Mills
Administrative Assistant
City of Utica
Office of
Mayor Robert M. Palmieri
1 Kennedy Plaza
Utica, New York 13502

P (315) 792-0100
F (315) 734-9250
tamills@cityofutica.com <mailto:tamills@cityofutica.com>

I reviewed the BWC's of both PO Femia and PO Lange and responded to [REDACTED] residence and interviewed her. While On scene all the members from the 1st floor and 2nd floor were outside. Sgt. Caruso was also with me and we had our BWC's activated. The main focus of [REDACTED]'s complaints were in regards to COVID issues and our policy issues in regards to custodial arrests which were explained in detail. The allegation of the Officer telling her to "Shut Up" was unfounded. [REDACTED] was satisfied with the explanations and when asked if there was anything more I could do she stated feels better that we responded to listen to her. After reviewing the incident it appeared that an additional crime was committed last night, however was not charged. Officer Lange was sent back tonight to secure Criminal Trespass charges, which made all parties on scene very satisfied as they are seeking an Order of Protection. No formal Complaint was requested.

PO Lange and PO Femia were both advised regarding this complaint and we discussed better ways to handle / deal with incidents of this nature.

Respectfully Submitted,

When/where:

Date/time occurred:

Linked files:

Capt Bansner - 20-22478 FW Complaint - police misconduct (msg)
email to Sgt Carville from Capt Bansner Complaint - police misconduct (msg)
email from the Chief to Capt Bansner re Complaint - police misconduct (msg)

Status/assignment information:

Status: Completed

Opened: Assigned: Due: 07/29/2020 Completed: 06/29/2020

Disposition: Unfounded

Unit assigned: Patrol Division

Handled at field/unit level: Yes

Outside/file investigator: Carville, Kerry Sergeant [2002000000012 / 1262]

Investigator assign: Sgt Hiram Rios

Supervisor assign: Un-assigned

Source of information:

Organizational component(s):

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-2

Unit: Uniformed Partol Squad C-2

Shift: C Platoon

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Sgt Hiram Rios on Jun 29, 2020 at 02:57

Use of force

IA No: UOF2020-0117 Received: Jul 31, 2020 11:02

Case No: RMS 20-28417

Type of service being performed at time of incident: Arrest

Reason for use-of-force: Aggressive Combatant

Officer assessment of citizen condition: N/A

Citizen was injured: No

Citizen was taken to hospital: No

Citizen was charged/arrested in relation to the incident: Yes

Officer was injured: Yes

Officer was taken to hospital: No

Distance officer was from Involved citizen: 1 foot to 3 feet

Involved citizen: Large

Involved citizen Height: 6'1" to 6'3"

Involved citizen:

[REDACTED]

Role: Arrested

Resistance(s):

Passive Resistance

Presence (none verb/body

Verbal Non-Compliance

Injuries/conditions:

UOF-Citizen Injury N/A

Charges against citizen in relation to the incident:

NY State Penal Law

Linked address(s):

Home: [REDACTED]

Linked phone(s):

Home: (212) 724-2405

Cell: [REDACTED]

Work: [REDACTED]

Officers involved:

Police Officer Patrick J. Wuest [9011/9011]

Officer current info:

Department: Patrol Division

Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 9011
Role: Assisting Officer
Body worn camera: YES
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-3
Unit: Uniformed Partol Squad C-3
Shift: uniformed Patrol
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 1 Years with unit:
Off duty: Unk Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Verbal Commands: NOT effective
Empty Hand Control: Limited
Presence of Authority: NOT effective

Injuries/conditions:

UOF-Officer Injury / N/A

Police Officer Silas R Frye [3117/2015000000016]

Officer current info:

Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000016
Role: Assisting Officer
Body worn camera: YES
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-3
Unit: Uniformed Partol Squad C-3
Shift: C Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 5 Years with unit:
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Come Along: Limited

Verbal Commands: NOT effective

Presence of Authority: NOT effective

Injuries/conditions:

UOF-Officer Injury / N/A

Police Officer James R Femia [2845/2015000000022]

Officer current info:

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 2015000000022

Role: Assisting Officer

Body worn camera: YES

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-1

Unit: Uniformed Partol Squad C-1

Shift: C Platoon

Rank/title: Police Officer

Age: [REDACTED] Years of employment: 5 Years with unit:

Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Charges:

Policy and Procedure Violation 09/15/2020 [UPD Policy] - Performance & Att Duty Sep 15, 2020

Related actions taken:

Sep 15, 2020 Command Discipline

Use(s) Of Force:

Come Along: Limited

Verbal Commands: NOT effective

Presence of Authority: NOT effective

Injuries/conditions:

MVA-Minor Injruiy

Police Officer Brian E Comeskey [1612/1612]

Officer current info:

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Snapshot - Officer information at time of incident:

: 1612
Role: Assisting Officer
Body worn camera: YES
Department: Patrol Division
Bureau: Uniformed Patrol
Division: Uniformed Patrol
Squad: C-1
Unit: Uniformed Partol Squad C-1
Shift: C Platoon
Rank/title: Police Officer
Age: [REDACTED] Years of employment: 3 Years with unit: 2
Off duty: No Off duty employed: No

Policy outcome: Not yet entered

Use(s) Of Force:

Empty Hand Control: Limited

Come Along: Limited

Injuries/conditions:

Off-Comp of pain left elbow

Summary:

UOF Inv.

When/where:

Date/time occurred: Jul 31 2020 22:37

Incident location: 413 Oriskany Street W Utica NY 13502 Precinct: Utica PD
County: Oneida

Linked files:

email notification - UOF - RMS 20-28417 [REDACTED] (msg)
FW RTR Investigation notification RMS 20-28417 PO's Comeskey Wuest Frye Santana Femia
Subject James McLeod BM DOB 1311992 (msg)
copy of Command Discipline (pdf)
copy of notification (pdf)
injury exposure PO Comeskey (pdf)
injury exposure PO Femia (pdf)
Inta Memo Lt Brodt (pdf)
narrative Lt Holt (pdf)
narrative PO Comeskey (pdf)
narrative PO Femia (pdf)
narrative PO Frye (pdf)
narrative PO Santana (pdf)
narrative PO Wuest (pdf)
supervisor form (pdf)
Officer Letter - UOF RMS 20-28417 [REDACTED] (msg)

Status/assignment information:

Status: Completed Priority: Medium

Opened: 07/31/2020 Assigned: 07/31/2020 Due: 08/30/2020

Completed: 09/16/2020

Disposition: Within Policy/ Ancillary

Unit assigned: Patrol Division

Handled at field/unit level: Yes

Outside/file investigator: Brodt, Howard Lieutenant [2003000000004 / 0875]

Investigator assign: Sgt Hiram Rios

Supervisor assign: Un-assigned

Source of information: Email

Organizational component(s):

Department: Patrol Division

Bureau: Uniformed Patrol

Division: Uniformed Patrol

Squad: C-3

Unit: Uniformed Partol Squad C-3

Shift: uniformed Patrol

Critical incident related

Nature of crisis:

Behavior(s):

Technique(s) used:

Disposition(s)

Force/violence:

Entered by: Sgt Hiram Rios on Aug 03, 2020 at 03:27

Incident count: 19

Printed: Oct 02, 2020 07:41 By: [REDACTED]