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: Joseph S. Aiello Jr.

Address:

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

Telephone:

NIA

filling unexpired term of (if applicable)

Signed

Mayor

Title of Official

PERFORMANCE EVALUATION REPORT

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	FIRST, LAST, MI)			ID#	RANK	DIVISION/UNIT
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3. SUPERVISORY PERSONNEL ONLY

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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.)

Officer Aiello has been employed at the Utica Police Department for four and a half years.

Appearance- 4- Officer Aiello regularly has a clean uniform and appearance.

Performance-4- Officer Aiello routinely is assigned to Car 53. He is proactive in his zone and is consistently a top performer for the month.

Attendance 1- Officer Aiello utilized 16 sick days during this evaluation period. This is an area that Officer Aiello continues to struggle with.

Punctuality- 1- Officer Aiello was the subject of supervisor investigations due to repeated instances of failing to be in roll call. This resulted in a letter of reprimand.

Officer Aiello was the subject of supervisor investigation relative to calling in sick and violating policy by not being home during his normal work hours. This resulted in command discipline with the forfieture of 1 Vacation day.

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

Officer Aiello can best improve by being more diligent with arriving to work on time and being prepared for roll call. Officer Aiello continues to request being assigned to Zone 53 and handles the zone efficiently. He needs to continue to be proactive and expand his knowledge of laws and how to apply them.

(Continue on Back)

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PERFORMANCE EVALUATION REPORT

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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.)

Officer Aiello has been employed at the Utica Police Department for three and a half years.

- 4- General Appearance- Officer Aiello regularly comes to work in a clean uniform and polished boots.
- 4-Initiative- Officer Aiello is proactive in his patrol duties and is repeatedly a top performer month to month.
- 4- Report Writing Ability- Officer Aiello prepares well written and thorough reports.
- 1- Attendance- Officer Aiello utilized 17 sick days during this evaluation period. This is an area that is unacceptable and Officer Aiello has been spoken to regarding his attendance.
- 1- Punctuality- Officer Aiello had several occassions where he had to be called by a supervisor because he overslept and failed to make it to roll call for his scheduled shift. This area is unacceptable and being monitored closely.

Officer Aiello was the subject of an investigation regarding a personnel complaint for use of tobacco while on a traffic stop. Officer Aiello was fully cooperative with the investigation and accepted a counseling memo for same.

Officer Aiello accepted a counseling memo regarding an incident stemming from in-service training where he was disruptive during the training. Officer Aiello was cooperative with the investigation and apologetic for his actions.

2018 Totals:

Arrests: 111

Closed cases; 115

Premise checks: 494

UTT's; 255

Parking Tickets; 232

How can this employee best improve his/her performance? Officer Aiello can improve his performance by continuing to be proactive in his patrol duties as well as broadening his knowledge and understanding of the laws and their application. Officer Aiello needs to improve on his attendance and punctuality. Officer Aiello is consistently a top monthly performer in A Platoon.
Additional Narrative Section
Officer Aiello continues to request a permanent assignment in Car/Zone 53. He handles his zone well and is always the first to assist other Officers whenever needed. Officer Aiello works well with other members of the Platoon. His goals could be to seek a position in the department outside of Patrol and further advance his career.
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 paygrade known to the evaluator.
EXCELLENT GOOD ACCEPTABLE NEEDS IMPROVEMENT UNSATISFACTORY
4. EVALUATING SUPERVISOR: (Immediate supervisor) Print Name Howard Broadt Signature Rank Lt to Date / 28/19
5. SUPERVISOR REVIEWING WITH EMPLOYEE: Print Name B. French Signature Rank Sgt Date 0//27/19
6. EMPLOYEE'S COMMENTS: (Optional)
7. 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 on this report. If the stage with this report to principle of this report to my signature. I have also indicated whether I "request to my signature and the stage of th

PERFORMANCE EVALUATION REPORT

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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.)

Officer Aiello has been employed at the Utica Police Department for two and a half years.

- 4- General Appearance- Officer Aiello regularly comes to work in a clean uniform and polished boots.
- 4-Initiative- Officere Aiello is proactive in his patrol duties and is repeatedly a top performer month to month.
- 4- Report Writing Ability- Officer Aiello prepares well written and thorough reports.
- 2- Attendance- Officer Aiello utilized 13 sick days during this evaluation period. This is an area that needs improvement.
- 2- Punctuality- Officer Aiello had several occassions where he had to be called by a supervisor because he overslept and failed to make it to roll call for his scheduled shift. This area needs improvement.

In May of 2017 Officer Aiello was verablely counseled regarding a DMV audit that he was flagged on for improper completion of requests on 3 occassions.

In June of 2017 Officer Aiello failed his firearm inspection for his duty handgun following the Department annual qualification. Officer Aiello cleaned his handgun and the weapon passed inspection.

2017 Totals:

Arrests; 149

Closed cases; 153

Premise checks; 597

UTT's; 423

Parking Tickets; 613

How can this employee best improve his/her performance? Officer Aiello can improve his performance by continuing to be proactive in his patrol duties as well as broadening his knowledge and understanding of the laws and their application. Officer Aiello needs to improve on his attendance and punctuality. An important area of improvement that is needed is his radio communications. Officer Aiello has to speak louder and more clearly when transmitting on the radio.

Additional	Norrativa	Section
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Officer Aiello continues to request a permanent assignment in Car/Zone 53. He handles his zone well and is always the first to assist other Officers whenever needed. Officer Aiello works well with other members of the Platoon. His judgment has improved significantly with more time on the job. He requires limited direct supervision and is more confident in his decision making skills. Officer Aiello expresses a desire to advance out of the Patrol Division and wishes to be in the Tactical Unit. With continued progress and street experience Officer Aiello would be a good fit for that Unit.

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 known to the evaluator.	of equal rank and paygrade
EXCELLENT GOOD ACCEPTABLE NEEDS IMPROVEMENT UNSATISFACTO	DRY
4. EVALUATING SUPERVISOR: (Immediate supervisor) Print Name M. D'Ambro Signature Rank Lt #1900 Date 01/	20/18
5. SUPERVISOR REVIEWING WITH EMPLOYEE: Print Name B. French Signatu Rank Sgt #3100 Date 01/21	0/18
6. EMPLOYEE'S COMMENTS: (Optional)	
7. EMPLOYEE'S SIGNATURE his signature does not necessarily indicate agreement with this report. It verifies that this report has been personally that I have received a copy of a report. If I do to the this report, I have indicated this by writing "under protest" next to my signature. I have whether I "request approximate the protection of the protectio	reviewed with me and ive also indicated
SIGNATURE DATE	120/18



CITI OF UTICA

DEPARTMENT OF PUBLIC SAFETY BUREAU OF POLICE

413 Oriskany Street West Utica, New York 13502

MARK WILLIAMS
Chief of Police

9/11/2020

ROBERT PALMIERI Mayor

PO Joseph Aiello
Platoon A / Squad 3

Uniformed Patrol Division

PO Aiello,

On July 1, 2020 you were dispatched to to speak with regarding a Missing Person Investigation. Ms. Watkins wanted to report her missing due to the fact that she had not seen him in over 13 hours, he was not in the location she last dropped him off at, and he was over 3 hours late for curfew. These factors require the responding officer (you) to conduct an in depth investigation and obtain pertinent information to complete a File 6 entry in E-Justice as well as give out a BOLO for the missing juvenile and complete an SIR in RMS. You did not take any of these required steps and you advised Ms. Watkins that you were not going to do a Missing Person Report and that her son was obviously with his friend probably walking around.

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

General Order 16-07
Chapter Four, Article Thirty Eight

38.12 MISSING PERSON REPORTING:

- A. Parents/guardians, relative or close associates, in the absence of a relative may report a person missing.
- B. Upon receiving a call for service for a missing person officer will:
- 1. Immediately initiate an investigation and gather the following information:
- a. All pertinent information regarding the person (i.e. name, address, date of birth, etc.).
- b. A detailed physical and clothing description.
- c. The location where the person was last seen and location(s) that they may have possibly been headed to.

3

- d. Name(s) and pertinent information of the person(s) who last saw the missing individual and name and pertinent information of the people the missing person may be with (if any).
- 2. Upon gathering the information in B1 above, immediately contact communications to have a BOLO broadcast to all cars either over the Mobile Data Terminal and/or over the air (radio). Officers may also broadcast their own BOLOs via the department's email server.

Last Revision Date 6/7/2016

4. Complete the incident in RMS being sure to copy and paste any eJustice entries or cancelations into RMS as a supplemental narrative.

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.

On 9/11/2020, a Command Discipline hearing was commenced. You were offered PBA representation and you accepted. Also present during this hearing was PBA President Chris Jennings. We came to the following resolution.

A) You accept the findings of the investigation.

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- B) You accept responsibility for violating the Departmental Procedural Manual.
- C) You accept the forfeiture of (1) Vacation Day from your 2021 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.

Capi nan J. Ba
Patr Divion Compander

I acknow ge the content of this letter and a fit has been provided to me.

POCh. mings, PBA President



ROBERT PALMIERI Mayor

DEPARTMENT OF PUBLIC SAFETY BUREAU OF POLICE

413 Oriskany Street West Utica, New York 13502

MARK WILLIAMS
Chief of Police

June 16, 2020

Officer Joseph Aiello
A Platoon, Squad 3
Patrol Division

Officer Joseph Aiello,

On Friday May 8th, 2020 an email complaint was received from a resident pertaining to overnight parking violations not being enforced by members of the Utica Police Department.

On May 8th, 2020 upon receiving the complaint I completed the following:

- I checked On-Duty to see which officer on A-Platoon was assigned to Zone 53 and found that it was PO J. Aiello.
- I checked RMS and found that PO J. Aiello was only dispatched to (2) calls for service during his tour of duty on May 8th, 2020 between 0000-0800 hours.
- I checked RMS and found that PO J. Aiello did not issue any parking tickets during his tour of duty on May 8th, 2020 between 0000-0800 hours.
- I checked RMS and found that PO J. Aiello did not conduct any self-initiated premise checks during his tour of duty on May 8th, 2020 between 0000-0800 hours.
- I conducted a check of the Track Star AVLS for car 53 and found that on May 8th, 2020 between 0000-0800 the vehicle was parked at the following locations/times:
 - o 0000-0050 Rt 12 (Rt-12/Rt-5/Rt-8) 50 minutes
 - o 0126-0240 1460 Noyes St. total 1hour and 14 minutes
 - o 0249-0347 1466 Noyes St. total 0 hours and 58 minutes
 - o 0353-0741 1458 Noyes St. total 3 hours and 48 minutes
 - o TOTAL HOURS PARKED 6 HOURS AND 50 MINUTES

On May 11, 2020 I completed an audit of your following three shifts dating May 9^{th} , May 10^{th} and May 11^{th} and found the following:

May 9^{th} , 2020—PO J. Aiello called in sick at 2223 hours on Friday May 8^{th} for his shift commencing at 2345 hours (5/9/2020 0000-0800).

- I checked On-Duty and found that PO J. Aiello was assigned to Car/Zone 53.
- I checked RMS and found that PO J. Aiello was only dispatched to (4) calls for service during his tour of duty on May 10th, 2020 between 0000-0800 hours.
- I checked RMS and found that PO J. Aiello did not issue any parking tickets during his tour of duty on May 10th, 2020 between 0000-0800 hours.
- I checked RMS and found that PO J. Aiello did not conduct any self-initiated premise checks during his tour of duty on May 10th, 2020 between 0000-0800 hours.
- I conducted a check of the Track Star AVLS for car 53 and found that on May 10th, 2020 between 0000-0800 the vehicle was parked at the following location/times:
 - o 0002-0024 451 Pine St. total 22 minutes
 - o 0054-0152 2121 Whitesboro St. total 58 minutes
 - o 0249-0320 2121 Whitesboro St. total 31 minutes
 - o 0331-0448 2123 Whitesboro St. total 1 hour and 16 minutes
 - o 0450-0730 1466 Noyes St. total 2 hours and 39 minutes
 - O TOTAL HOURS PARKED 5 HOURS AND 46 MINUTES

May 11th, 2020

- I checked On-Duty and found that PO J. Aiello was assigned to Car/Zone 53.
- I checked RMS and found that PO J. Aiello was only dispatched to (1) call for service during his tour of duty on May 11th, 2020 between 0000-0800 hours.
- I checked RMS and found that PO J. Aiello did not issue any parking tickets during his tour of duty on May 11th, 2020 between 0000-0800 hours.
- I checked RMS and found that PO J. Aiello did not conduct any self-initiated premise checks during his tour of duty on May 11th, 2020 between 0000-0800 hours.
- I conducted a check of the Track Star AVLS for car 53 and found that on May 11th, 2020 between 0000-0800 the vehicle was parked at the following location/times:
 - o 0036-0133 1210 Parker St. total 57 minutes
 - o 0158-0505 1468 Noyes St. total 3 hours and 6 minutes
 - o 0520-0718 1460 Noyes St. total 1 hour and 57 minutes
 - TOTAL HOURS PARKED 6 HOURS

On May 15th, 2020 PO Aiello submitted an Intra-Agency Memorandum in which he admits to being parked at all of the above referenced locations/times and durations. PO Aiello cites the following reasons for not patrolling his assigned zone during these times:

- In regards to lack of parking tickets he was utilizing officer discretion during the COVID-19 pandemic and trying to show the public some leniency.
- In regards to lack of premise checks, he did monitor high crime areas and businesses in passing but did not document any checks in RMS.
- He admits to being parked at the times/locations and durations outlined previously in this investigation and gives various reasons.

As a result of the investigation and based upon a preponderance of the evidence it has been determined that you have violated the following sections of the Utica Police Department Procedural Manual:

- A. Due to the fluid and everchanging nature of Police work it is impossible to outline every duty and responsibility a Patrol Officer may be expected to carry out. This list includes, but is not limited to the following:
- 1. Being responsible for the diligent and conscientious performance of the duties imposed upon them by law, by the rules, regulations and procedures of the department, and the lawful orders of their superior officers
- 4. Constantly and alertly patrolling their assigned zone/patrol area, giving particular attention to those locations most vulnerable to the commission of crime
- 5. Thoroughly acquainting themselves with their assigned area of patrol and do all in their power to prevent any breach of the peace or violation of law
- 7. Continually checking the security of the business places located in their zone/patrol area during and after business hours
- 8. Continually inspecting their assigned zone/patrol areas, carefully noting any condition requiring police attention and, in accordance with applicable procedures, taking whatever action is necessary in the situation
- 12. Carefully observing conditions which could lead to the development of crime or criminal opportunities, taking such preventive action as the condition may indicate, and reporting their observations, actions or recommendations to their supervisor as soon as practical
- 13. Enforcing the Vehicle and Traffic Law, giving particular attention to streets of heavy traffic, signalized intersections and traffic control signs. When appropriate, issue moving and parking tickets whenever a violation of law is noted
- 20. Frequent or conspicuous occurrence of crime in any zone/patrol area may be the subject of review of the performance of those patrol officers assigned thereto, with possible disciplinary action against any such patrol officers, as warranted

1.10 DEFINITIONS:

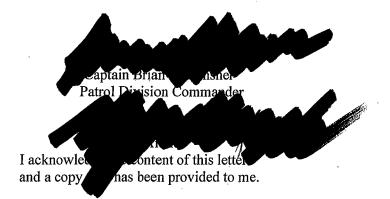
- C. Neglect of Duty- Failure to give suitable attention to the performance of duty. Failure to take appropriate action on the occasion of a crime, disorder, or other act or condition requiring police attention; failure to perform required duties.
- F. Nonfeasance- Failure to do what should have been done while in office.
- 1.14 PERFORMANCE AND ATTENTION TO DUTY:
- A. General Duties;
- 1. Members shall protect life and property, preserve the peace, prevent violations of the law, detect and arrest violators of the law and enforce those laws of the United States, The State of New York, and local laws and ordinances of the City of Utica over which the department has jurisdiction.
- 2. Employees shall perform their duties in a competent manner.
- I. Inspecting Area of Assignment;
- 1. Employees will inspect their area of assignment as soon as possible after beginning their tour of duty and as often as possible during their tour of duty, reporting any condition requiring police attention or the attention of any other city department or agency.
- V. Performance of Duties;
- 1. Employees shall not neglect their duty
- 4. Nonfeasance is prohibited
- W. Unsatisfactory Performance;
 - Unsatisfactory performance may be demonstrated by a lack of knowledge, unwillingness, inability, or failure to
 perform assigned tasks, or failure to take appropriate action. Employees shall maintain sufficient competency,
 both physically and mentally, to properly perform their duties and assume the responsibilities of their
 positions.
- 1.17 GENERAL RULES OF CONDUCT:
- A. Unbecoming Conduct;
- 1. Employees shall conduct themselves at all times, both on and off-duty, in such a manner as to reflect the highest standards of the law enforcement profession.
- 2. Employees shall so conduct themselves in both their private and public lives as to avoid bringing discredit upon the Department.
- 3. Employees shall not engage in conduct on or off duty, which adversely affects the efficiency of the Department, or engage in conduct that has the tendency to impair public respect for the employee and/or the Department and/or impair confidence in the operation of the Department.

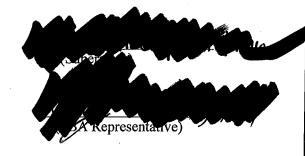
Command discipline is the resolution of disciplinary issues through the **mutual** consent of the accused member and the Chief of Police. This command discipline is in lieu of a formal disciplinary action through the process mandated by Article 5, Title B, Section 75 of the New York State Civil Service 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.

On June 16, 2020, a Command Discipline hearing was commenced. You were offered PBA representation and you **ACCEPTED**. Also present during this hearing was PBA President Christopher Jennings. We came to the following resolution.

- A) You accept the findings of the investigation.
- B) You accept responsibility for violating the Utica Police Departmental Procedural Manual.
- C) You accept the forfeiture of (4) four vacation days from your 2020 accrued Time Bank
- D) You accept and voluntarily agree that during the January 2021 Shift Bids you will bid either B Platoon /C Platoon as your first choice, B Platoon/C Platoon as your second choice and A Platoon as your third choice. If you voluntarily do this you will not receive a (2) two-day suspension from duty without pay.
- E) If you fail to comply with section (D) of this Command Discipline Agreement you will immediately be suspended from duty without pay for (2) two consecutive working days.
- F) 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.







CITY OF UTICA

DEPARTMENT OF PUBLIC SAFETY BUREAU OF POLICE

413 Oriskany Street West Utica, New York 13502

MARK WILLIAMS
Chief of Police

3/30/2020

ROBERT PALMIERI Mayor

PO Joseph Aiello
Platoon A / Squad 3
Uniformed Patrol Division

PO Aiello,

On December 13th 2019 you assisted PO Kyle Fee with the arrest of incident your BWC footage was reviewed by the Oneida County District Attorney's Office in regards to their prosecution of In viewing the footage their were concerns brought up by the DA's office in regards to you're BWC being obstructed under your police issued jacket as well as inappropriate language that could be considered harsh or profane. These concerns were eventually brought to the attention of the Professional Standards division which prompted an internal investigation which was conducted by Sgt. French and reviewed by this writer, Lt. Brodt. It was determined that these concerns reflected poorly on the professionalism of the Utica Police Department.

As a result of the investigation it was determined that you have violated Department Procedural Manual Article 2 Sections 2.17 Sub D 1&2.

- D. Body-worn cameras shall be worn by uniformed officers in a manner that maximizes the camera's ability to capture video footage. The camera will be worn vertically in a manner consistent with the following recommendations:
- 1. The officer will mount the BWC on their outermost garments in a manner that provides a clear, unobstructed forward view from approximately chest height. When wearing a uniform tie, the BWC will be mounted in the same manner, over the tie.
- 2. The officer may mount the BWC on the three season jacket. Each jacket will be equipped with a loop in which the officer can affix the camera

Note: In addition to Sgt French's findings, I also noted an additional section of policy and procedure that was violated.

Chapter Eight Article One Professional Standards of Conduct and Ethics

- 1.17 General Rules of Conduct B. Courtesy;
- 1. Employees shall be courteous, civil and tactful toward any other employee or person in the performance of their duties when in private, in public, and during telephone, radio and electronic communications.

Last Revision Date 6/7/2016

reed, color, religion, national origin, sex, sexual preference or other personal characteristics.

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

On 3/30/2020, a Command Discipline hearing was commenced. You were offered PBA representation and you accepted/denied. Also present during this hearing was (Dec /ined). 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. You accept your verbal counseling regarding the use of harsh, profane, insolent or intentionally insulting language; you also accept that (2) vacation days be expunged from your on-duty time banks.
- 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.

Patrol Divion Commander

acknowledge content of this least and a copy of the select been provided to me.

Lt. H. ward Broom

(PBA Representative)



ROBERT PALMIERI Mayor

DEPARTMENT OF PUBLIC SAFETY BUREAU OF POLICE

413 Oriskany Street West Utica, New York 13502

MARK WILLIAMS
Chief of Police

12/30/2019

PO Joseph Aiello
Platoon A / Squad 3
Uniformed Patrol Division

PO Aiello,

Your 2018 electronic file shows that you were late for work on 6 separate documented occasions. On 11/23/2018 you were verbally counseled regarding being late for work and an additional e-file note was placed in your file making reference to this verbal counseling. On 01/10/2019 you were late for work again. While a progressive discipline investigation was underway for that instance of being late you were once again late for work on 01/26/2019. In both of these instances in January 2019 you were a no call/no show. On February 27th you were issued a counseling memo which you signed in regards to you being late on January 10th. You were late on January 26th 2019 and issued a LOR for that. In October 2019 you were late for work on October 8th, October 11th, October 14th, October 17th, and October 26th. You Have at this point been verbally counseled, issued a counseling memo and issued a Letter of Reprimand. Continuing with progressive discipline, one vacation day is now being sought to be deleted from your on-duty time banks.

As a result of the investigation it was determined that you have violated Department Procedural Manual Chapter Eight, Article One, Professional Standards of Conduct and Ethics.

- 1.14 PERFORMANCE AND ATTENTION TO DUTY:
- D. Reporting for Duty;
- 1. Employees shall report for duty on routine assignment, upon notification or call back.
- 2. Employees shall present themselves for duty at a time and place specified by established authority and in a manner established by current directives.
- E. Absence from Duty;
- 1. Employees shall not be absent from duty or place of duty assignment without permission from their supervisor in accordance with current directives.

Last Revision Date 6/7/2016

Also present during this hearing was (

Ne 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. You accept that 1 vacation day be deleted from your on-duty time banks.
- 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. Don Cinque
Patrol Divion Commander

I acknowled content of this letter and a copy of has been provided to me.

Lt. Howard Brodt

Declined. (PBA Representative)



DEPARTMENT OF PUBLIC SAFETY BUREAU OF POLICE

413 Oriskany Street West Utica, New York 13502

MARK WILLIAMS
Chief of Police

6/24/2019

ROBERT PALMIERI Mayor

(PO Joseph Aiello)
(Platoon A / Squad 3)
(Uniformed Patrol Division)

(PO Aiello:)

(On Sunday April 14th 2019 you had been granted the night off with "On-Call" status. Your normal shift commenced at 2345 Hrs on April 13th and ended at 0800 hours on April 14th. At approximately 2200 Hours on April 13th you contacted the squad commander's office and stated you would be using a sick day. The administration obtained video evidence from AJ's photography that you attended a wedding on the evening of April 13th. You completed/submitted a narrative relative to an investigation regarding this matter in which you stated that you were not at your residence for the duration of your normal scheduled work hours from April 13th at 2345 to April 14th at 0800 Hrs and that you were knowingly in violation of Utica Police Dept. policy and procedure

As a result of the investigation it was determined that you have violated Department Procedural Manual (Chapter 3/Article 10.12 /Section F Subsections 1&2)

F. While on medical leave (to include sick leave and injured off duty), no member of the Page $\bf 3$

Department shall leave his/her home during the eight (8.25) hour period that they would normally be on duty except under the following conditions:

- 1. For the purpose of reporting to or visiting the Police Physician or a personal physician for diagnosis, examination and/or treatment or to a facility specifically designated by his/her personal physician for therapy or other services connected with the member's illness/injury.
- 2. When an emergency exists, or the member wishes to leave his/her home or place of confinement for the purpose of attending religious services or voting in a governmental election, the member must contact his/her commanding officer. If the commanding officer is not available; the member shall contact the Duty Commander and request permission to leave his/her residence or place of confinement for a specific stated purpose, not to exceed eight hours. The person authorizing such absence shall report his action, in writing, to the Chief of Police, outlining the reasons for such authorization.

Also present during this hearing was (

). 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. You also accept that 2 days vacation be expunged/deleted/removed from your onduty time banks.
- 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.

(Capit Division Commander
(Patrol Division Commander

I acknowledge the content of this letter and a copy that been provided to me. Lt. Howard Brodt)

(PBA Representative:



DEPARTMENT OF PUBLIC SAFETY BUREAU OF POLICE

413 Oriskany Street West Utica, New York 13502

MARK WILLIAMS
Chief of Police

3/29/2019

ROBERT PALMIERI Mayor

PO Joseph Aiello
Platoon A / Squad 3
Uniformed Patrol Division

PO Aiello,

Your 2018 electronic file shows that you were late for work on 6 separate documented occasions. On 11/23/2018 you were verbally counseled regarding being late for work and an additional e-file note was placed in your file making reference to this verbal counseling. On 01/10/2019 you were late for work again. While a progressive discipline investigation was underway for that instance of being late you were once again late for work on 01/26/2019. In both of these instances in January 2019 you were a no call/no show. On February 27th you were issued a counseling memo which you signed in regards to you being late on January 10th. This letter of reprimand is a continuation of the progressive discipline which addresses your being late on January 26th. Further instances of being late for work will result in further progressive discipline.

As a result of the investigation it was determined that you have violated Department Procedural Manual Chapter Eight, Article One, Professional Standards of Conduct and Ethics.

- 1.14 PERFORMANCE AND ATTENTION TO DUTY:
- D. Reporting for Duty;
- 1.Employees shall report for duty on routine assignment, upon notification or call back.
- 2. Employees shall present themselves for duty at a time and place specified by established authority and in a manner established by current directives.
- E. Absence from Duty;
- 1. Employees shall not be absent from duty or place of duty assignment without permission from their supervisor in accordance with current directives.

Last Revision Date 6/7/2016

On 3/29/2019, a Command Discipline hearing was commenced. You were offered PBA representation and you accepted/denied. Also present during this hearing was (Decline 6). 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. Don Cinque
Patrol Divion Comunder

mowledge content of this letter

as been provided to me.

Lt. Howard Brodt

(PBA Representative)

TO:	Report all personnel changes to this i Send ONE COPY prior to payroll affected by SUPPLEMENTARY PAYROLL CERTIFICA REPORT OF PERSONNEL CHANG	this change TION AND GE NAME OF EMPLOYEE:	MONTH 06 DAY 12 YEAR 2020
	Civil Service Commission	Aiello Jr., Jose	eph S.
FROM: (Check	·	ADDRESS:	
City DEPARTMENT			
	 Department	Police Officer	SALARY: \$ 77,179.
	TLE OF LAST EMPLOYEE IN POSITION:	Veteran Veteran	Non-Veteran
		Disabled Vet	 .
		DATE OF BIRTH:	SOCIAL SECURITY NUMBER:
	Check Nature of Personnel Change	<u>Date Effective</u>	Action Necessary by Appointing Officer:
	Permanent		Return report of Certification
	Provisional		Attach application (MSD-330)
A P	Temporary	From: To:	State length of employment
P	Substitute	From: To:	Give facts under Remarks
O I	For Term of Office	From: To:	Give facts under Remarks
N	Permanent Promotion		Return report of Certification
T M	Provisional Promotion		Attach nomination
E N	Non-Competitive Class	·	Attach application (MSD-330)
T	Exempt Class		Submit this form only
S	Labor Class		Attach application (MSD-330)
T E	Resignation		Submit signed resignation
RT	Retirement		Give effective date
MI	Deceased		Indicate date
I O N N	Removal .		Attach copy of proceedings
A S	Layoff (Lack of Work or Funds)		Give facts under Remarks
	Military Leave of Absence		Give facts under Remarks
	Other Leave of Absence	From: To:	Give facts under Remarks
0	Transfer		Give facts under Remarks
T H	Demotion		Give facts under Remarks
E	Suspension	·	Give facts under Remarks
R	Reinstatement		Give facts under Remarks
c L	Change in Classification		Give facts under Remarks
H A	New Position		Submt form MSD-222
N G	Change in Salary	6/12/20	Indicate new saalry
E	Change in Name		Give facts under Remarks
s	Other		Give facts under Remarks
ongevity 75% cc	on back if necessary) y inc. eff. 6/12/20 ontract inc. eff. 4/1/20. y inc. eff. 6/12/19	Appointing Officer Title Address	MM Meller Schief of Police
		B	
CERTIFIC	ATE This certifies that the above	•	
valid un	,	Ву	
	Law and Rules made in pursuance	•	
	to law. Subject to any limitation or		
(Date)	condition specified above.	Date	

			
	Report all personnel changes to this for Send ONE COPY prior to payroll affected by th SUPPLEMENTARY PAYROLL CERTIFICATT REPORT OF PERSONNEL CHANCE	nis change ON AND	DATE
70	REPORT OF PERSONNEL CHANGE		MONTH 04 DAY 01 YEAR 2020
Utica (Civil Service Commission	NAME OF EMPLOYEE: Aiello Jr., Jose	eph S.
FROM: (Chec		ADDRESS:	
X Cit	y County Town Village or District		
DEPARTMEN		TITLE OF POSITION:	SALARY:
	Department	Police Officer	s 69,941.0
NAME AND	TITLE OF LAST EMPLOYEE IN POSITION:	Veteran	☐ Non-Veteran
		DATE OF BIRTH:	teran Exempt Volunteer Fireman ISOCIAL SECURITY NUMBER:
		DATE OF BIRTH.	ISOCIALISECURITY NOMBER:
	Check Nature of Personnel Change	Date Effective	Action Necessary by Appointing Officer:
	Permanent		Return report of Certification
	Provisional		Attach application (MSD-330)
A P	Temporary	From: To:	State length of employment
P	Substitute	From: To:	Give facts under Remarks
O	For Term of Office	From: To:	Give facts under Remarks
N	Permanent Promotion		Return report of Certification
T M	Provisional Promotion		Attach nomination
E	Non-Competitive Class		Attach application (MSD-330)
N T	Exempt Class		Submit this form only
ŝ	Labor Class		Attach application (MSD-330)
т	Resignation		Submit signed resignation
E	Retirement		Give effective date
R T M I	Deceased	,	Indicate date
1 0	Removal		Attach copy of proceedings
N N A S	Layoff (Lack of Work or Funds)		Give facts under Remarks
···	Military Leave of Absence		Give facts under Remarks
	Other Leave of Absence	From: To:	Give facts under Remarks
0	Transfer	10.	Give facts under Remarks
T	Demotion Demotion		Give facts under Remarks
H E	Suspension		Give facts under Remarks
· R	Reinstatement		Give facts under Remarks
c	Change in Classification		Give facts under Remarks
Н	New Position		Submt form MSD-222
A N	Change in Salary	4/1/20	Indicate new saalry
G.	Change in Name		Give facts under Remarks
E S	Other		
	e on back if necessary)		Give facts under Remarks
	contract inc. eff. 4/1/20.		
•			Mars 2/27/1/2
ongevil	ty inc. eff. 6/12/19	Appointing Officer	and the state of t
		Title	Chief of Police
ongevit	y inc. eff. 6/12/18	Address	
0 - 111	,	f ·	
CERTIFI	ICATE This certifies that the above		
· valid ı	until employment is in accordance with	Ву	
	Law and Rules made in pursuance	·	
	to law. Subject to any limitation or		
(Date	e) condition specified above.	Date	

1			
	Report all personnel changes to this Send ONE COPY prior to payroll affected b SUPPLEMENTARY PAYROLL CERTIFICA REPORT OF PERSONNEL CHAN	y this change ATION AND	MONTH 06 DAY 12 YEAR 2019
TO:		NAME OF EMPLOYEE:	MONTH UU DAY 12 YEAR 2019
	Civil Service Commission	Aiello Jr., Jos	eph S.
FROM: (Check o	only one)	ADDRESS:	
X City	County Town Village or District		
DEPARTMENT:		TITLE OF POSITION:	SALARY:
Police L	Department	Police Officer	s 67,413.
IAME AND TI	TLE OF LAST EMPLOYEE IN POSITION:	☐ Veteran	☐ Non-Veteran
-		Disabled Ve	
		DATE OF BIRTH:	SOCIAL SECURITY NUMBER:
	Check Nature of Personnel Change		
		<u>Date Effective</u>	Action Necessary by Appointing Officer:
			Return report of Certification
A			Attach application (MSD-330)
P	- rampormy	From: To:	State length of employment
P O	Substitute	From: To:	Give facts under Remarks
1	For Term of Office	From: To:	Give facts under Remarks
N T	Permanent Promotion		Return report of Certification
M	Provisional Promotion		Attach nomination
E N	Non-Competitive Class		Attach application (MSD-330)
T	Exempt Class		Submit this form only
S	Labor Class		Attach application (MSD-330)
T E	Resignation		Submit signed resignation
RT	Retirement	·	Give effective date
M I I O	Deceased		Indicate date
NN	Removal	<u> </u>	Attach copy of proceedings
AS	Layoff (Lack of Work or Funds)		Give facts under Remarks
1	Military Leave of Absence		Give facts under Remarks
	Other Leave of Absence	From: To:	Give facts under Remarks
0	Transfer		Give facts under Remarks
T H	Demotion Demotion		Give facts under Remarks
E	Suspension		Give facts under Remarks
R	Reinstatement		Give facts under Remarks
	Change in Classification		Give facts under Remarks
H A	New Position		Submt form MSD-222
Ν.	Change in Salary	6/12/19	Indicate new saalry
G [Change in Name		Give facts under Remarks
	Other Other		······································
ks: (Continue o	on back if necessary)		
ks: (Continue o	on back if necessary) / inc. eff. 6/12/19	Appointing Officer	Give facts under Remarks Millian
D 0 0	tine of CMOMO	Title	110110110
	v inc. eff. 6/12/18	Address	Chief of Police
ew Conf	tract salary changes eff. 4/1/18	+	
CERTIFICA	ATE This certifies that the above		
CERTIFICA valid unt	ert.	Bv	
		Ву	
	til employment is in accordance with	Ву	

	Report all personnel changes to this form Send ONE COPY prior to payroll affected by this cf SUPPLEMENTARY PAYROLL CERTIFICATION A REPORT OF PERSONNEL CHANGE		MONTH 04 DAY 01 YEAR 2019			
Utica	Civil Service Commission	NAME OF EMPLOYEE: Aiello Jr., Josep				
FROM: (Chec	y County Town Village or District	ADDRESS:				
Police	™. Department	Police Officer	SALARY: \$ 64,615.			
NAME AND	TITLE OF LAST EMPLOYEE IN POSITION:	Veteran	☐ Non-Veteran			
	<u> </u>	☐ Disabled Vetera				
	·	DATE OF BIRTH:	SOCIAL SECURITY NUMBER:			
	Check Nature of Personnel Change	Date Effective	Action Necessary by Appointing Officer:			
	Permanent		Return report of Certification			
	Provisional		Attach application (MSD-330)			
A P	Temporary	From: To:	State length of employment			
P	Substitute	From: To:	Give facts under Remarks			
0	For Term of Office	From: To:	Give facts under Remarks			
N	Permanent Promotion		Return report of Certification			
T M	Provisional Promotion		Attach nomination			
E	Non-Competitive Class		Attach application (MSD-330)			
N T	Exempt Class		Submit this form only			
s	Labor Class		Attach application (MSD-330)			
T .	Resignation		Submit signed resignation			
E R T	Retirement		Give effective date			
МI	☐ Deceased		Indicate date			
I O N N	Removal		Attach copy of proceedings			
A S	Layoff (Lack of Work or Funds)		Give facts under Remarks			
	Military Leave of Absence		Give facts under Remarks			
	Other Leave of Absence	From: To:	Give facts under Remarks			
0	Transfer		Give facts under Remarks			
T H	Demotion		Give facts under Remarks			
E	Suspension		Give facts under Remarks			
R	Reinstatement		Give facts under Remarks			
c	Change in Classification		Give facts under Remarks			
H A	New Position		Submt form MSD-222			
N	Change in Salary	4/1/19	Indicate new saalry			
. G E	Change in Name		Give facts under Remarks			
s	Other		Give facts under Remarks			
Longevi	ntract salary changes eff. 4/1/18	Appointing Officer Citle	Morf M. M. M. Chief of Police			
CERTIFI valid t	ICATE This certifies that the above until employment is in accordance with B Law and Rules made in pursuance to law. Subject to any limitation or	y late				

	Report all personnel changes to this form Send ONE COPY prior to payroll affected by this chan SUPPLEMENTARY PAYROLL CERTIFICATION AN REPORT OF PERSONNEL CHANGE	nge ND	MONTH 02 DAY 12 YEAR 2019
TO:		NAME OF EMPLOYEE:	MOMINI OF BALL 12 IBAK 2010
Utica C	ivil Service Commission	Aiello Jr., Josepi	hS.
FROM: (Check of	County Town Village or District	ADDRESS:	
DEPARTMENT:	Department	TITLE OF POSITION:	SALARY:
	LE OF LAST EMPLOYEE IN POSITION:	Police Officer	s 62,279.
IVAIME AND III	LEOF LAST EMPLOTEE IN POSITION:	Veteran Disabled Veteran	□ Non-Veteran
 		Disabled Veteran	Exempt Volunteer Fireman SOCIAL SECURITY NUMBER:
	Check Nature of Personnel Change	Date Effective	Action Necessary by Appointing Officer:
	Permanent		Return report of Certification
1	Provisional		Attach application (MSD-330)
A P	Temporary	From: To:	State length of employment
P	Substitute	From: To:	Give facts under Remarks
0	For Term of Office	From: To:	Give facts under Remarks
N	Permanent Promotion		Return report of Certification
T M	Provisional Promotion		Attach nomination
E	Non-Competitive Class		Attach application (MSD-330)
N T	Exempt Class		Submit this form only
s	Labor Class		Attach application (MSD-330)
Т	Resignation		Submit signed resignation
E R T	Retirement		Give effective date
M I	Deceased		Indicate date
1 O N N	Removal		Attach copy of proceedings
AS	Layoff (Lack of Work or Funds)	•	Give facts under Remarks
	Military Leave of Absence		Give facts under Remarks
	Other Leave of Absence	From: To:	Give facts under Remarks
О	☐ Transfer		Give facts under Remarks
T .	Demotion		Give facts under Remarks
H E	Suspension		Give facts under Remarks
R	Reinstatement		Give facts under Remarks
С	Change in Classification		Give facts under Remarks
н	New Position		Submt form MSD-222
A N	☐ Change in Salary		Indicate new saalry
G	Change in Name		Give facts under Remarks
E S	M Other	2/12/19	Give facts under Remarks
Longevit	y inc. eff. 6/12/18 ntract salary changes eff. 4/1/18	Appointing Officer Title Address	Manual Chief of Police
11	<u> </u>		
CBRTIFI valid u	employment is in accordance with Law and Rules made in pursuance to law. Subject to any limitation or	By	
-	•		

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				MONTH 06 DAY 12 YEAR 2018	
Utica Civil Service Commission			NAME OF EMPLOYEE: Aiello Jr., Joseph S.		
FROM: (Check o	nly one) County Town Village or District	ADDRESS:	· · · · · · · · · · · · · · · · · · ·		
Police D	Department	Police		SALARY: \$ 62,279.	
	LE OF LAST EMPLOYEE IN POSITION:		Veteran	Non-Veteran	
			Disabled Veteran	Exempt Volunteer Fireman	
		DATE OF BIRT	H:	SOCIAL SECURITY NUMBER:	
-	Check Nature of Personnel Change	<u>D</u> a	te Effective	Action Necessary by Appointing Officer:	
	Permanent			Return report of Certification	
	Provisional			Attach application (MSD-330)	
A	Temporary	From:	To:	State length of employment	
P P	Substitute	From:	To:	Give facts under Remarks	
0	For Term of Office	From:	To:	Give facts under Remarks	
I N	Permanent Promotion			Return report of Certification	
T	Provisional Promotion	1:		Attach nomination	
M E	Non-Competitive Class	 		Attach application (MSD-330)	
N	Exempt Class	 	· · · · · · · · · · · · · · · · · · ·	Submit this form only	
T S	Labor Class	1		Attach application (MSD-330)	
т	Resignation	 		Submit signed resignation	
Ē	Retirement	 		Give effective date	
R T M I	Deceased	1.		Indicate date	
ΙO	Removal				
N N A S	Layoff (Lack of Work or Funds)	 		Attach copy of proceedings Give facts under Remarks	
		 		Give facts under Remarks	
		P	Т		
_		From:	То:	Give facts under Remarks	
O T		<u> </u>		Give facts under Remarks	
H		 		Give facts under Remarks	
E R		ļ		Give facts under Remarks	
	Reinstatement Change in Classification			Give facts under Remarks	
С			····	Give facts under Remarks	
Α	New Position			Submt form MSD-222	
N G	Change in Salary	6/1		Indicate new saalry	
E	Change in Name			Give facts under Remarks	
S I	Other	<u> </u>	0	Give facts under Remarks	
ongevit	18	Appointing Office Title Address	-	Mark William Chief of Police	
CERTIFI valid t		Ву			
(Dat	e) condition specified above.	Date			

	Report all personnel changes to this form Send ONE COPY prior to payroll affected by this che SUPPLEMENTARY PAYROLL CERTIFICATION A	ange ND	DATE		
TO:	REPORT OF PERSONNEL CHANGE	NAME OF EMPLOYEE:	MONTH 06 DAY 08 YEAR 2018		
Utica C	ivil Service Commission		Aiello Jr., Joseph S.		
FROM: (Check of	County Town Village or District	ADDRESS:			
Police [Department	Police Officer	SALARY: \$ 59,426.		
	TLE OF LAST EMPLOYEE IN POSITION:	Veteran	Non-Veteran		
L		Disabled Vetera			
		DATE OF BIRTH:	SOCIAL SECURITY NUMBER:		
	Check Nature of Personnel Change	Date Effective	Action Necessary by Appointing Officer:		
	☐ Permanent		Return report of Certification		
1	Provisional		Attach application (MSD-330)		
A P	Temporary	From: To:	State length of employment		
P	Substitute	From: To:	Give facts under Remarks		
0	☐ For Term of Office	From: To:	Give facts under Remarks		
N	Permanent Promotion		Return report of Certification		
T	Provisional Promotion		Attach nomination		
M E	□ Non-Competitive Class		Attach application (MSD-330)		
N	Exempt Class		Submit this form only		
T S	Labor Class				
Т	Resignation		Attach application (MSD-330)		
Ε .	Retirement		Submit signed resignation		
R T M I	Deceased		Give effective date		
1 0	Removal		Indicate date		
N N A S	req.		Attach copy of proceedings		
		<u> </u>	Give facts under Remarks		
		<u> </u>	Give facts under Remarks		
_		From: To:	Give facts under Remarks		
O T			Give facts under Remarks		
H	Demotion		Give facts under Remarks		
E R	Suspension		Give facts under Remarks		
	Reinstatement		Give facts under Remarks		
C H	Change in Classification	 	Give facts under Remarks		
A	New Position		Submt form MSD-222		
G N	Change in Salary	4/1/18	Indicate new saalry		
Ē	Change in Name	· · · · · · · · · · · · · · · · · · ·	Give facts under Remarks		
. s	Other e on back if necessary)		Give facts under Remarks		
•	ntract salary changes eff. 4/1/18		Mand Willen		
	ty inc. eff. 6/12/17. tract increase effective 10/1/15	Appointing Officer Title Address	Chief of Police		
CERTIFI valid u	employment is in accordance with Law and Rules made in pursuance to law. Subject to any limitation or	Ву			
(Date	e) condition specified above.	Date			

	Report all personnel changes to this form Send ONE COPY prior to payroll affected by this cl SUPPI EMENTARY PAYROLL CERTIFICATION REPORT OF PERSONNEL CHANGE	hange AND	MONTH 06 DAY 12 YEAR 2017	
	ivil Service Commission	NAME OF EMPLOYEE: Aiello Jr., Joseph S.		
FROM: (Check of City DEPARTMENT:	County Town Village or District	ADDRESS:		
	Department	Police Officer	salary: \$ 54,920.	
NAME AND TIT	TLE OF LAST EMPLOYEE IN POSITION:	Veteran	Non-Veteran	
		Disabled Veteran	tend •	
		DATE OF BIRTH:	SOCIAL SECURITY NUMBER:	
	Check Nature of Personnel Change	Date Effective	Action Necessary by Appointing Officer:	
1	Permanent		Return report of Certification	
	Provisional		Attach application (MSD-330)	
. A P	Temporary	From: To:	State length of employment	
P	Substitute	From: To:	Give facts under Remarks	
0	For Term of Office	From: To:	Give facts under Remarks	
N	Permanent Promotion		Return report of Certification	
T M	Provisional Promotion		Attach nomination	
E	Non-Competitive Class		Attach application (MSD-330)	
N T	Exempt Class		Submit this form only	
s	Labor Class		Attach application (MSD-330)	
T	Resignation		Submit signed resignation	
E R T	Retirement		Give effective date	
M I	Deceased Deceased		Indicate date	
IO NN	Removal		Attach copy of proceedings	
A S	Layoff (Lack of Work or Funds)		Give facts under Remarks	
	Military Leave of Absence		Give facts under Remarks	
	Other Leave of Absence	From: To:	Give facts under Remarks	
0	☐ Transfer	10.		
Т	Demotion		Give facts under Remarks	
H E .	Suspension		Cive facts under Remarks	
Ř	Reinstatement		Give facts under Remarks	
c	Change in Classification		Give facts under Remarks	
H	New Position		Give facts under Remarks	
A F	Change in Salary	24042	Submt form MSD-222	
Ğ	Change in Name		Indicate new saalry	
s s	Other		Give facts under Remarks	
	on back if necessary)		Give facts under Remarks	
1% Cont	y inc. eff. 6/12/17. ract increase effective 10/1/15 ployee, Sworn in 6/12/15.	Appointing Officer Title Address	Millian Chief of Police	
CERTIFIC valid ui		Ву		
(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	MONTH 06 DAY 10 YEAR 2016			
		Aiello Jr., Joseph	NAME OF EMPLOYEE: Aiello Jr., Joseph S.		
FROM: (Check or		ADDRESS:			
DEPARTMENT:	Department Department	Police Officer	s 51,258.		
	LE OF LAST EMPLOYEE IN POSITION:	Veteran	☐ Non-Veteran		
ł	•	Disabled Veteran	Exempt Volunteer Fireman		
		DATE OF BIRTH:	SOCIAL SECURITY NUMBER:		
	Check Nature of Personnel Change	Date Effective	Action Necessary by Appointing Officer:		
	Permanent		Return report of Certification		
	Provisional		Attach application (MSD-330)		
A	Temporary	From: To:	State length of employment		
P P	Substitute	From: To:	Give facts under Remarks		
0	For Term of Office	From: To:	Give facts under Remarks		
I N	Permanent Promotion		Return report of Certification		
Т.	Provisional Promotion		Attach nomination		
M E	Non-Competitive Class		Attach application (MSD-330)		
N	Exempt Class		Submit this form only		
T S	Labor Class		Attach application (MSD-330)		
			Submit signed resignation		
T E			Give effective date		
RT			Indicate date		
M I I O	Deceased		Attach copy of proceedings		
NN	Removal		Give facts under Remarks		
A S	Layoff (Lack of Work or Funds)		Give facts under Remarks		
	Military Leave of Absence		Give facts under Remarks		
		From: To:			
O T	Transfer		Give facts under Remarks		
H	Demotion		Give facts under Remarks		
E	Suspension		Give facts under Remarks		
R	Reinstatement		Give facts under Remarks		
C	Change in Classification		Give facts under Remarks		
H A	New Position		Submt form MSD-222		
N	Change in Salary	6/12/16	Indicate new saalry		
G E	Change in Name	· · · · · · · · · · · · · · · · · · ·	Give facts under Remarks		
S	Other		Give facts under Remarks		
Longevi	liact linerage ellective to it is	Appointing Officer	Miller		
New Employee Sworn in 6/12/15.		Address	Chief of Police		
CERTIFICATE This certifies that the above valid until employment is in accordance with Law and Rules made in pursuance		y			
to law. Subject to any limitation or (Date) condition specified above. D		Date			

	Report all personnel changes to this form Send ONE COPY prior to payroll affected by this cha SUPPLEMENTARY PAYROLL CERTIFICATION AI REPORT OF PERSONNEL CHANGE	nge ND	DATE MONTH 10 DAY 23 YEAR 2015
		NAME OF EMPLOYEE: Aiello Jr., Josep	
FROM: (Check of City	only one) County Town Village or District	ADDRESS:	
Police I	Department	TITLE OF POSITION: Police Officer	SALARY: \$ 42,317
	LE OF LAST EMPLOYEE IN POSITION:	Veteran	Non-Veteran
		DATE OF BIRTH:	Exempt Volunteer Fireman SOCIAL SECURITY NUMBER:
	Check Nature of Personnel Change	Date Effective	Action Necessary by Appointing Officer:
	Permanent		Return report of Certification -
1 .	Provisional		Attach application (MSD-330)
A P	Temporary	From: To:	State length of employment
P	Substitute	From: To:	Give facts under Remarks
O	For Term of Office	From: To:	Give facts under Remarks
N	Permanent Promotion		Return report of Certification
T M	Provisional Promotion		Attach nomination
Е	Non-Competitive Class		Attach application (MSD-330)
N T	Exempt Class		Submit this form only
s	Labor Class		Attach application (MSD-330)
T	Resignation		Submit signed resignation
E R T	Retirement		Give effective date
ΜI	Deceased		Indicate date
I O N N	Removal		Attach copy of proceedings
A S	Layoff (Lack of Work or Funds)		Give facts under Remarks
	Military Leave of Absence		Give facts under Remarks
	Other Leave of Absence	From: To:	Give facts under Remarks
0	Transfer		Give facts under Remarks
T H	☐ Demotion		Give facts under Remarks
E	Suspension		Give facts under Remarks
R .	Reinstatement		Give facts under Remarks
с [Change in Classification		Give facts under Remarks
H [New Position		Submt form MSD-222
N	Change in Salary	10/1/15	Indicate new saalry
G E	Change in Name		Give facts under Remarks
š	Other		Give facts under Remarks
1% Cont	proyect, ewoni in or real vo.	Appointing Officer Title Address	MMMllen Chief of Police
CERTIFIC valid w	. dl	3y	
(Date	condition specified above.	Date	



	Report all personnel changes to this form Send ONE COPY prior to payroll affected by this SUPPLEMENTARY PAYROLL CERTIFICATION REPORT OF PERSONNEL CHANGE	change AND	MONTH 06 DAY 12 YEAR 2015		
TO:		NAME OF EMPLOYEE:	MONTH OO DAY 12 YEAR 2010		
Utica Civil Service Commission		Aiello Jr., Josep	Aiello Jr., Joseph S.		
FROM: (Check	·	ADDRESS:			
City DEPARTMENT		· .			
	Department	TITLE OF POSITION:	SALARY:		
NAME AND T	ITLE OF LAST EMPLOYEE IN POSITION:	Police Officer	s 41,898		
	THE STANDARD TO THE TOTAL TOTA	Veteran Disabled Vetera	Non-Veteran		
		DATE OF BIRTH:	an Exempt Volunteer Fireman SOCIAL SECURITY NUMBER:		
	Check Nature of Personnel Change	Date Effective	Action Necessary by Appointing Officer:		
	X Permanent	6/12/15	Return report of Certification		
	Provisional		Attach application (MSD-330)		
A	Temporary	From: To:			
P P	Substitute	From: To:	State length of employment Give facts under Remarks		
o .	For Term of Office	From: To:			
I N	Permanent Promotion	Profit 10:	Give facts under Remarks		
T	Provisional Promotion		Return report of Certification		
M E	Non-Competitive Class		Attach nomination		
N	Exempt Class		Attach application (MSD-330)		
T S	Labor Class		Submit this form only		
T	Resignation		Attach application (MSD-330) Submit signed resignation		
E	Retirement				
R T M I	Deceased Deceased		Give effective date		
10	Removal		Indicate date		
N N A S	Layoff (Lack of Work or Funds)		Attach copy of proceedings		
	Military Leave of Absence		Give facts under Remarks		
	Other Leave of Absence	From: To:	Give facts under Remarks		
0	Transfer	From: To:	Give facts under Remarks		
T	Demotion		Give facts under Remarks		
H E	Suspension		Give facts under Remarks		
R	Reinstatement	 	Give facts under Remarks		
С	Change in Classification		Give facts under Remarks Give facts under Remarks		
Н	New Position		Submt form MSD-222		
A N	☐ Change in Salary				
G	Change in Name		Indicate new saalry		
E S	Other		Give facts under Remarks Give facts under Remarks		
narks: (Continu	e on back if necessary)		Give racis under Remarks		
Vew Em	nployee, Sworn in 6/12/15.	Appointing Officer	Mad Willey		
•		Appointing Orncer Title	10000		
		Address	Chief of Police		
		Address			
CERTIFI	ICATE This certifies that the above				
valid ı	employment is an accordance with	Ву	·		
Law and Rules made in pursuance					
to law. Subject to any limitation or			į		
(Date	e) condition specified above.	Date			

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

10/5/19

NTRA-AGENCY MEMORANDUM

SUBJECT: November Vacation Request

TO: Chief of Police: Mark W. Williams

I would like to respectfully request three consecutive weeks off in the month of November to travel to

time. The days that I am requesting off are as follows:

- November 10th through the 13th November 16th through the 19th
- November 22nd through the 25th

Thank you for your consideration in this matter.

Respectfully, Officer Joseph Aiello Jr. #0090



NAME:

RANK:

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

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1	U/	' 44	ZΙ	IJ	7

INTRA-AGENCY MEMORANDUM

SUBJECT: PO Joseph Aiello / 3 Week November Vacation Request

TO: Chief of Police: Mark W. Williams

I, LT Howard Brodt recommend that PO Aiello's three week vacation request be approved as we have adequate staffing to allow the request.

NAME: 41. 13-001/ #087/

RANK: LT

mwilliams

From:

dcinque

Sent:

Friday, September 07, 2018 8:55 PM

To:

mwilliams enoonan

Cc: Subject:

Mtg with PO Aiello

Sir,

Per your request I have prepared a synopsis of the conversation I had with PO Aiello. Also present was Lt. D'Ambro.

- We first asked if there was a medical reason or condition that was a valid reason for the amount of sick calls, Aiello said there was not
- He was honest and did not attempt to make excuses
- He basically said there was days when he just couldn't do it and was essentially burned out (he is a producer each month and is usually in the top 3)
- He has a lot going on with his life outside of here, I asked if another shift would be more appropriate and he stated he liked midnights
- Lt. D'Ambro explained to him the importance of being disciplined enough to rest when required (before work) and be disciplined enough to show up
- We explained to him when he calls in it presents problems for the agency (needing to fill his spot, OT, etc)

Hopefully this will be an eye opener for Aiello as he appeared apologetic. I will continue to monitor this situation and advise.

Respectfully,

Don Cinque Patrol Division METRO SWAT



CITY OF UTICA CIVIL SERVICE COMMISSION

PROBATIONARY REPORT

To Appointing Office	r:
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GCCS-14 (Created 4/01)

- 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 two weeks prior to the of the probationary term. See date probationary term ends below. EMPLOYEE'S NAME: OSEPH A CIVIL SERVICE Commission requires that this report be filed two weeks prior to the of the probationary term. See date probationary term ends below. DATE OF APPOINTMENT: OSEPH A CIVIL SERVICE COMMISSION REQUIRES TO THE PRIOR OF THE	e end
SOCIAL SECURITY NUMBER DATE OF APPOINTMENT: O 12/15 DEPARTMENT OR AGENCY: O 12/15	
SOCIAL SECURITY NUMBER DEPARTMENT OR AGENCY: 11 CO. Police	
Lica Police	•
	Seal
STATUS/TITLE OF POSITION: DICE DIFICE JURISDICTIONAL CLASSIFICATION:	Spi
ORIGINAL LENGTH OF THE PROBATIONARY TERM AS SHOWN ON THE GCCS-12(AorB):	
\\\IP\av	
NUMBER OF DAY'S ABSENT DURING THE PROBATONARY TERM:	·
NUMBER OF DAYS PROBATIONARY TERM IS TO BE EXTENDED:	
DATE PROBATIONARY TERM ENDS:	
6/12/16	
IF SATISFACTORY, DATE PERMANENT STATUS BEGINS:	
4/13/16	
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	fthe
probationer is:	6110
SATIFACTORY. 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.	
look Welles	/
Authorized Signature	
PHARI WILLIAM	<u></u>
Chief of Poli	/
01161 07 73/	CZ
Title	
I have received a copy of this form	
0090 6/28/16	
Date 16	

Signature Principal to the New York This area of the Committed of the New York This area of the Committed of the New York This area of the Committed of the New York This area of the Committed of the New York This area of the Committed of the New York SECTION III—AGENCY INFORMATION (To be completed by the civil service officer for all registrants Full or Part-time) Last Name Villicar Police First Name Villicar NY, 13502 This area of Appointment Pull was part of a patient and the New York Address A 13 Orlskany Street W. Utica Police Department Address A 13 Orlskany Street W. Last Name Part-time Background Check Conducted Yes X 10 Residency Verified NY Yes No Finesprofite submitted to DCJS Yes A 15 - 223 - 3400 Address A 18 or of Appointment Pull was Part-time Yes Yes No Finesprofite submitted to DCJS Yes X 10 Residency Verified NY Yes No Finesprofite submitted to DCJS Yes X 10 Residency Verified Yes No Finesprofite submitted to DCJS Yes X 10 Residency Verified Yes No Finesprofite submitted to DCJS Yes X 10 Residency Verified Yes No Finesprofite submitted to DCJS Yes X 10 Residency Verified Yes No Finesprofite submitted to DCJS Yes X 10 Residency Verified Yes No Finesprofite submitted to DCJS Yes X 10 Residency Verified Yes No Finesprofite submitted to DCJS Yes X 10 Residency Verified Yes No Finesprofite submitted to DCJS Yes X 10 Residency Verified Yes No Finesprofite submitted to DCJS Yes X 10 Residency Verified Yes No Finesprofite submitted to DCJS Yes No Finesprofite submitted to New Yes Yes Yes No Finesprofite submitted to DCJS Yes No Finesprofite submitted to New Yes No Finesprofite submitted to New Yes Yes Yes Yes No Finesprofite submitted to New Yes No Finesprofite s		Of HOLK ME	(Execu	RM - CERTIFI(Itive Law § 845)	CATIO	N OF INITI	AL EMPL	OYMENT
Williams Second Difference First Name City State	SECTION I-REG	ISTRANT INFORMAT	ION (To be completed by t	ha rapintanti				
The States of States and States of S	Were you previously a	ast Name Air	First Name		¢ Di di	Gonder		Social Security Number
Policio City a solicidal Processor and former processor and processor an		ome Residence Mailing A	· · · · · · · · · · · · · · · · · · ·	City State 7in				County of Home Residence
The process and the person search above the person sea	Police Officer and Inc.							
Signature Transact to the New Yor Control of Prince Control of Security Control of Se	by NYS Criminal	ome Residence Street Add ferent)	dress (if City, State	, Zip		City, Sta	ate, Country o	f birth (if other than U.S.)
Signature Transact to the New Yor Control of Prince Control of Security Control of Se	I am the person named above. I true to the best of my knowledge	understand that the information	on in Section I is part of a written st	atement that will be pres	ented to th	e Division of Crimi	nal Justice Sein	ices for filing, and I certify that it is
"Prize and to the law 2" of the provide present desembling of controls on this torn start on the start of the provide present desembling of controls on the law 2" of the provide present desembling of controls on the law 2" of the provide present desembling of controls on the law 2" of the provide present desembling of the control of the cont			40.40				.	
SECTION III—CIVIL SERVICE INFORMATION (To be completed by the civil service officer for all registrante fluil or Part-line) SECTION III—CIVIL SERVICE INFORMATION (To be completed by the civil service officer for all registrante fluil or Part-line) SECTION III—CIVIL SERVICE INFORMATION (To be completed by the civil service officer for all registrante fluil or Part-line) SECTION III—CIVIL SERVICE INFORMATION (To be completed by the civil service officer for all registrante fluil or Part-line) SECTION III—CIVIL SERVICE INFORMATION (To be completed by the civil service officer or all registrante fluil or Part-line) SECTION IV—OATH OF OFFICE (To be completed by the registrant responsible for recording on the part of the law reforeacement agency and a feel of the law reforeacement fluil or part-line) SECTION IV—OATH OF OFFICE (To be completed by the registrant responsible for recording on the part of the law responsible for recording of the completed of the law responsible for recording of the service of officer. SECTION IV—OATH OF OFFICE (To be completed by the registrant responsible for recording on the part of the law responsible for recording on the part of the law responsible for recording on the part of the law reforeacement agency and decided the law of the law reforeacement agency and decided the law of the law reforeacement agency and the law law and law law law and law law law and law		onal Privacy oteols	die see Audore die collect o	ersonal identifying inform		art of a nublic safe	v agency recor	J. D
Lest Name Williams Name of Law Enforcement Agency Utica Police Department Address 413 Oriskany Street W. Type of Appointment Part-time	on this form shall not be re information is voluntary. ا	released, transferred, dissent to provide personal identifying					the registrant.	Disclosure of personal identifying
Visit Agric Agri	SECTION II-AGEN							
Name of Law Enforcement Agency Utica Police Department Address 413 Oriskany Street W. Utica, NY, 13502 Type of Appointment Put-lime Part-lime	Last Name		First Name		MI	Title of Pers		etion II
Utica Police Department Address 413 Oriskany Street W. Type of Appointment Full-time Part-time X Part-time Part-time X Part-time Part-t		Mency	liviark		IW		<u> </u>	
Address 413 Oriskany Street W. Type of Appointment Full-time Part-time Background Check Conducted Yes No X Ye				•	•			. ·)
Figure of Appointment Full-lime Part-lime Part	Address		·	City, State, Zif				
Title of Person Signing Section II Service or Personnel Agency City of Utica Civil Service or Personnel Agency Title and Civil Service or Personnel Agency			•		,	3502		
I an the ghirt law enforcement difficer 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 a police officer of the above named law enforcement agency. I understand that the information in Section II is a part of a written statement with other person in the first Name Signaphre	Full-time Part-time	ı	Yes No	Yes		No	Yes	s No
SECTION III - CIVIL SERVICE INFORMATION (To be completed by the civil service officer for all registrants Full or Part-time) Signalyris Signalyris SECTION III - CIVIL SERVICE INFORMATION (To be completed by the civil service officer for all registrants Full or Part-time) Last Name Lust Name Lori Name of Civil Service or Personnel Agency City of Utica Civil Service City, State, ZIP Utica , New York 13502 Title and Civil Service Competitive I am the civil service Classification of the Registrant Police Officer - Competitive I am the civil service classification of the Registrant that will be presented to the Division of City and I activity that its true to the best of my knowledge and belief. I understand that the information in Section II is part of a written statement that will be presented to the Division of City Clerk SECTION IV - OATH OF OFFICE (To be completed by the registrar responsible for recording oaths of office) Last Name Patricia City, State, ZIP Utica, New York 13502 SECTION IV - OATH OF OFFICE (To be completed by the registrar responsible for recording oaths of office) Last Name City Clerk Title of Person Signing Section IV City Clerk Telephone 315-792-0117 Address City, State, ZIP Utica, New York 13502 Oath of Office Tate of the Registrant Police Officer City of Utica City Clerks Office City of Utica City Clerks Office City of Utica City Clerks Officer Lori Lori Lori Lori Lori Title of Person Signing Section IV City Clerk Telephone 315-792-0117 Address City, State, ZIP Utica, New York 13502	I am the chief law enforcement office	erresonnsible for appointing t	he person warmed in Continue I as a		e named la	w enforcement ag		
SECTION III-CIVIL SERVICE INFORMATION (To be completed by the civil service officer for all registrants Full or Part-time) Last Name Wrobel Lori A Executive Secretary Name of Civil Service or Personnel Agency City of Utica Civil Service 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 child service officer seponsible for certifying the appointment of inchibitate appearing on the payrell of the law enforcement agency named in Section II. I understand that the information in Section II is part of a written statument that will be presented to the Division of Criminal Junitice Services for filing, and I certify that his true to the best of any inconteges and belief. SECTION IV-OATH OF OFFICE (To be completed by the registrar responsible for recording caths of office) Last Name First Name Patricia City Clerk Name of Recording Office City Of Utica City Clerks Office City of Utica City Clerks Office City of Utica City Clerks Office City State, ZIP Utica, New York 13502 Oath of Office Poate Police Officer Coath of Office Title of the Registrant Police Officer First Name of the Division of Individuals appointed as notice officers of the Division of American and the Section II. The Complete III. The Complete II	responsible for providing the legistra	int that will be presented to the int with the fequisite training p	e Division of Criminal Justice Servit nursuant to §209-q of the General	ces for filing, and I certify Municipal Law.	thatitis to	ue to the best of n	ny knowledge ar	nd belief. I understand I am
Title of Person Signing Section III Executive Secretary	Signature ///					· · · · · · · · · · · · · · · · · · ·	Da	1/2/14
Title of Person Signing Section III Executive Secretary	1/1/1/1	en.		·			8	700/00
Wrobel Lori Name of Civil Service or Personnel Agency City of Utica Civil Service 315-792-0227 Address City, State, ZIP Utica New York 13502 Title and Civil Service Classification of the Registrant Police Offficer - Competitive Iam the civil service Classification of the Registrant Police Office Competitive Iam the civil service officer responsible for recritifying 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. SECTION IV - OATH OF OFFICE To be completed by the registrar responsible for recording caths of office)	SECTION III- CIVIL S	SERVICE INFORMAT		he civil service off				
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	Signal						Date	

CERTIFICATE OF TRAINING

This certifies that

Joseph Aiello

has successfully completed Basic Academy Training

Awarded this 15th day of June, 2012

Chan Cenal, Co.:

Slaps Carión, Esq.
Commissioner
Office of Children and Family Service

Pamela R. Kelly, Director
Bureau of Training
Office of Children and Family S.



Mohawk Valley Community College hereby recognizes

Joseph S. Aiello

for successful completion of the course

Pre-Employment Police Basic Training Program

March 31, 2012 55.2 CEUs

Danca Bushing

Franca Armstrong, Executive Difector

Michael Bailey, Director



Under the Program of the State University of New York On the recommendation of the Arculty and by birtue of the authority bested in them the Trustees of the College have conferred on

Foseph .

Aiello, Fr.

the degree af

Associate in Applied Science Criminal Justice

Giben in the City of Utica in the State of New York, this mouth of December, and habe granted this diploma as ebidence thereof. Tho Thousand and Nine.

Wildian D. Calling.



Kandall J. Vaullegener.

Dear Utica Police Dept,

Thank you for all the support you have shown us and all you do to keep our city safe!

Special thank you to Officer Piello for the generals donation of girl scart arbities. donation of girl scart arbities. Emergency

jmoran

From:

mwilliams

Sent:

Thursday, May 28, 2020 8:54 AM

To:

kphillips; All UPD Sworn Personnel Distribution List; mmurphy; bbansner; enoonan;

Mayo

Cc:

jaiello; jmoran; sysadmin; kphillips

Subject:

RE: File 1

Mayor,

Over the past several weeks we've been experiencing burglaries of car dealers in the city, where the suspect(s) are trying keys to multiple vehicles and stealing them.

I want to make you aware that Officer Joseph Aiello stop a man in the early morning hours, who was in possession of a stolen car and keys to multiple other vehicles, from a car dealership that was burglarized.

Great job, Officer Aiello!

Megan, please place a copy of this email in Officer Aiello'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

moran

From:

mwilliams

Sent:

Monday, March 09, 2020 1:51 PM

To:

dpoccia; enoonan; dcinque; jharrington; jaiello; skorman; rlange; cvomer; mschiavi;

hbrodt; iholt

Cc:

Mayor; imoran

Subject:

RE: Initial Response to

Thank you for writing this, Sergeant Poccia.

Megan, please place a copy of this email in each of the aforementioned police officer's personnel file.

Chief of Police Mark W. Williams

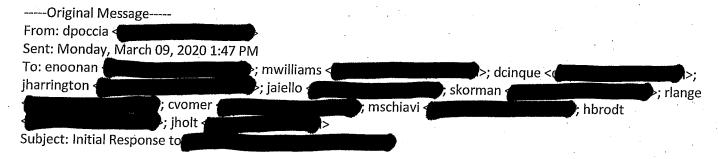
City of Utica Police Department 413 Oriskany Street West Utica, New York 13502

Office Telephone: (315) 223-3400

E-mail address: mwilliams@uticapd.com

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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.



I just wanted to take a moment to thank and acknowledge the excellent police work and expeditious response to the ast night by Officers Schiavi, Aiello, Korman, Lange, C. Vomer and Harrington. scene on

Also and additional thanks to PO C. Vomer as his tactical experience with SWAT proved to be a valuable resource to this Sgt. when setting up the perimeter of what could have been a very volatile and unknown situation.

All officers on scene showed great awareness and maintained their poise and professionalism during this otherwise long, drawn out and stressful event. It makes being a Sgt. much easier during these types of events having officers like the above respond and conduct themselves like they did.

I just want to make my appreciate known to these officers and let those members of command staff know of their fine work last night.

- Sgt. Poccia

Sent from my iPhone

UTICA POLICE DEPARTMENT

Mayor Robert Palmieri

Chief Mark W. Williams

LETTER FOR FILE

OFFICER JOSHUA HARRINGTON, OFFICER JOSEPH AIELLO and OFFICER ALAN MERRICK

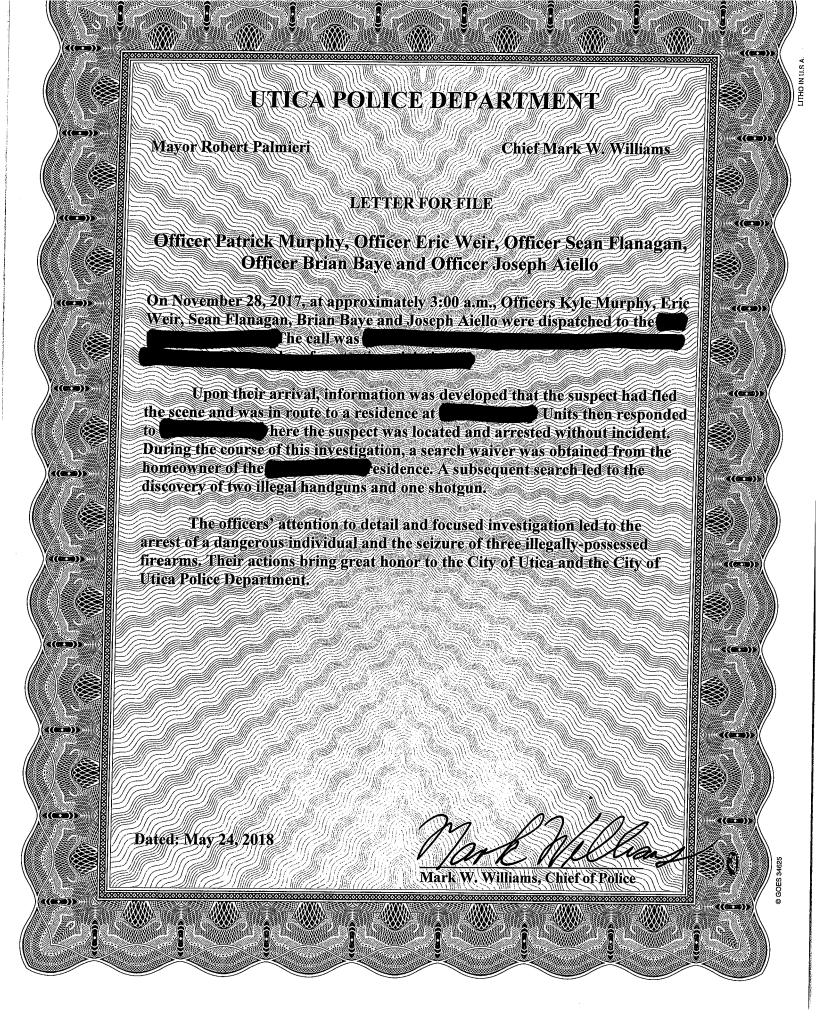
In the early i	orning hours of August 17th 2018, cars were dispatched t	0
a residence in	regarding a female who was attempting to	
Officers Jos	ua Harrington and Alan Merrick arrived on the scene an	ıd
entered the residence	. Upon entering, they located a)

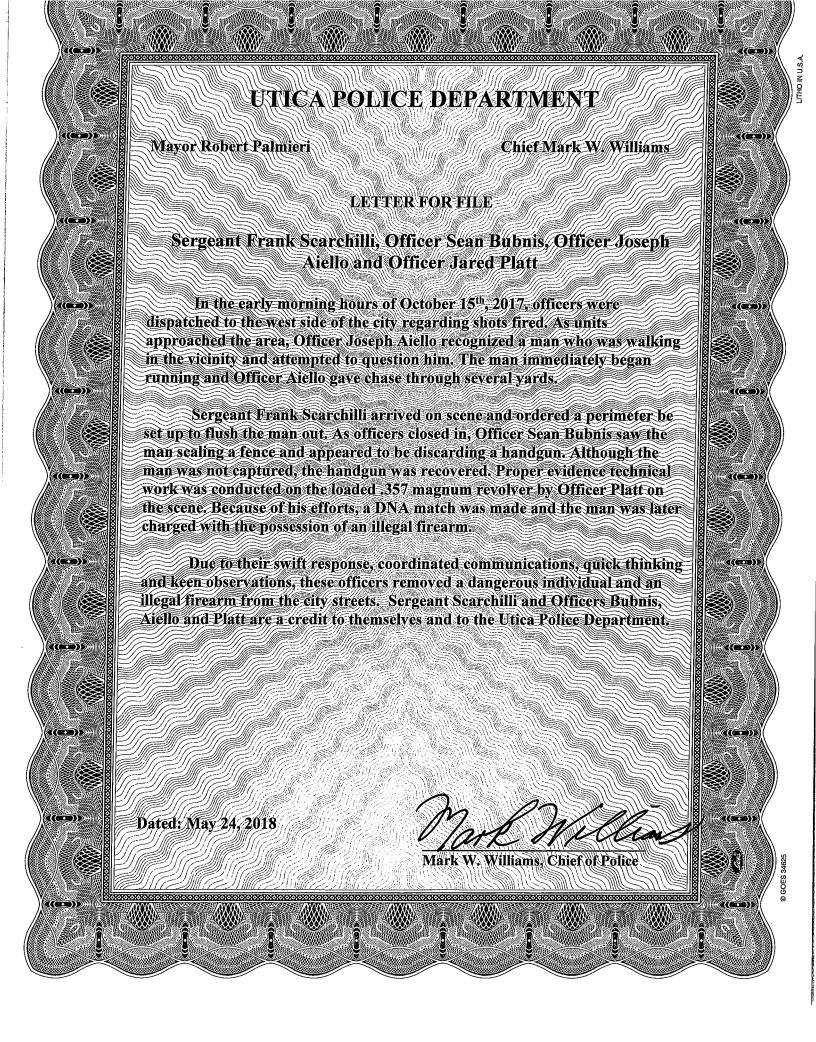
Realizing that they needed to act fast, Officers Harrington and Merrick located towels in the residence and attempted to stop the bleeding by applying pressure but the wound was too severe and continued to bleed. Officer Joseph Aiello arrived on scene and deployed his department-issued tourniquet above the wound site and was able to slow the bleeding until paramedics arrived.

Because of the quick actions of these officers who relied on nothing but their police training, they clearly saved this female's life. The teamwork between these officers gives testimony to the dedication of protecting the citizens of this city and brings honor to themselves and to the Utica Police Department.

Dated: May 23, 2019

Mark W. Williams, Chief of Police





Utica Police Department

Professional Standards

Officer Disciplinary History

Police Officer Joseph S Aiello Jr. [0090/2015000000011]

Part I - Personal Information

Name: Police Officer Joseph S Aiello Jr.

: 2015000000011 Badge No: Hire Dt: 06/12/2015

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

Part II - Discipline History

2018-0029 Case #: RMS 18-32505

Use of force

General Rule Violation 09/24/2018 [] -

EF2018-0049 E-File

Dec 7, 2018: Verbal counseling

2019-0026 Internal/Department

Jun 24, 2019:

UPD Policy and Procedure Violation: Jun 24, 2019: Command DisciplineDays/hrs suspended: 2 - [Action/discipline completed]

EF2019-0024 Case #: RMS 19-21579 Internal/Department

Jul 9, 2019: Verbal counseling

IA2020-0002 Case #: RMS 19-47062 Internal/Department

UPD Policy and Procedure Violation: Mar 30, 2020: Command DisciplineDays/hrs suspended: 2 - [Action/discipline completed]

2 Vac Days from 2020 time.

EF2020-0044 Internal/Department

UPD Policy and Procedure Violation: Jun 16, 2020: Command DisciplineDays/hrs suspended: 4 - [Action/discipline completed]

four (4) Vac days 2020 time , if voluntarily moved to another shift, only 2 days taken $\,$

IA2020-0023 Case #: RMS 20-23612 External/Citizen

 $\label{lem:General Rule Violation: Sep 11, 2020: Command Discipline Days/hrs suspended: 1 - [Action/discipline completed]$

Lost 1 Vac Day from 2021 Bank

General Rule Violation 09/11/2020 [UPD Policy] - Missing Person Report Sep 11, 2020

Printed: Nov 02, 2020 13:39 By

Concise OfficerStacked Incidents Listing

Police Officer Joseph S Aiello Jr. [0090/2015000000011]

: 2015000000011 Hire date: Jun 12, 2015

Current assignment(s):

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

Incidents Listing			
Received Dt IA No Officers	Incident type Involved Citizens	Acc Lev	Involved
Nov 21, 2016 NC2016-0004 Officer Angela K Funicello	Notice of Claim Margreta P Burke	5	Police
Officer Joshua R Harrington	nargical i barke		Police
Keith V Phillips			Sergeant
Officer Frederick R Bruzzese			Police
Officer Joseph S Aiello Jr.			Police

On August 29th 2016 at around 2:00am offices responded to the course of the investigation Margreta Burke was charged with trespassing and criminal mischief. Burke then locked herself in a car and refused to exit to be taken into custody. The rear passenger side window was broke and officers were able to unlock the vehicle and arrest burke.

Feb 14, 2017 NC2017-0012 Notice of Claim Officer Patrick T Murphy Alexa

Notice of Claim
Alexander L Thompson

Police

Police

Officer Joseph S Aiello Jr.

Summary;

On 02/24/17 at approx.. 0030 hours PO Murphy and PO Aiello were sent to 1434 Genesee St. 4th floor regarding a physical dispute. While on scene it was determined that the offender had already left the 4th floor. They went downstairs to the 3rd floor where they encountered Alexander L. Thompson appeared to be intoxicated and agitated. Thompson was allegedly the issue from the 4th floor. The officers were attempting to speak with him and get him to leave the building as he did not reside there. There was an unknown black male on scene with Thompson who was apparently his friend and was also attempting to get Thompson to just leave the building. While on the third floor landing and common hallway Thompson became were aggressive towards the Officers to the point that while screaming at the Officers he lunged, pushing past PO Aiello, and grabbed PO Murphy by his uniform shirt and was trying to push Officer Murphy up against the wall. PO Murphy then delivered a hard hand strike to the face of Thompson to get him to let go of him. Both Officers then struggled with Thompson until they were able to handcuff him. Thompson did have swelling to his left eye and a slight bloody nose. UFD responded to the station and treated Thompson, who was still uncooperative. An ice bag was provided for the swelling of his eye. Thompson was booked on Harassment 2nd (x2) and Resisting Arrest. Bail was posted by his mother. Investigation to be completed. BWC footage was marked accordingly.

Jun 26, 2017 2017-024 Officer Joseph S Aiello Jr. External/Citizen 5 Patricia Colletia Campbell

Police

On todays date I was notified by Chief Williams of a false arrest allegation

Oct 13, 2017 2017-043 Officer Joseph S Aiello Jr. External/Citizen
David M Holmes

5 Police

On 10/13/17 Mr. David M. Holmes responded to the Utica Police Station and made a Civilian Complaint against PO J. Aiello the report was;

The officer struck my drivers side window with his fist during a traffic stop.

A review of BWC it appears that Mr. Davis is the aggressor, and failed to provide the officer with information that is required by NY Vehicle and traffic Law.

Mr. Holmes failed to disclose that while the officer was performing his legal duties, he drove off when he knew that he was being detained (traffic stop), after the officer informed him of such. The only time that it appeared that Officer Aiello could have struck the window of Mr. Holmes was when Officer Aiello was giving Mr. Davis clear and concise instructions at which time Mr. Holmes drove off, when he was instructed that he was not to do as he was going to be issued tickets/detained. Although it cannot be seen, a thump sound can be heard when Mr. Holmes drives away from Officer Aiello, this could have been a reaction from Officer Aiello to get Mr. Holmes to stop, however, although Mr. Holmes does mention his window being struck in the body of his complaint letter, this was not the complaint of Mr. Davis. In his complaint Mr. Holmes complains of Rude, discourtesy, and offensive language on the part of Officer Aiello. In review of BWC footage the allegation of Mr. Holmes was found to be false. Officer Aiello during the traffic stop and even after Mr. Holmes drives off on him, remains respectful and courteous. On 11/24/17 Mr. Holmes was sent a disposition letter with the outcome of the investigation closed as "Exonerated / Unfounded."

Exonerated: the traffic stop complained of did in fact occur but was legal, proper and necessary.
Unfounded: the complaint of Rude, discourtesy, and offensive language by Officer Aiello; allegation is false or not factual as evident in review of Officer Aiello's BWC.

Dec 04, 2017 UOF2017-0153 Officer Eric Weir

Use of force

5 Police

Police

Officer Joseph S Aiello Jr.

On December 5, 2017 at approximately 0600 hours PO Aiello called for me to come assist him at regarding a check the welfare call. Upon my and the father live inside the house and the had reason to ad overdosed on drugs and that arrival__ with believe that warrant. While on scene out front eventually opened the door and let us in after spending several minutes refusing to do so by pretending no one was home. Once inside PO Aiello was explaining to the rethere. There was a male also in the house that we believed to be bout the reason we were may have an open warrant. When this male was asked his name he stated PO Aiello advised him od false personation but the male did not change his A few minutes later he was asked for his identification to positively identify who he was. He stated his Id was in the bedroom. Once in the bedroom he was looking for his ID and he then stated to me that his name was really I then directed PO Aiello to take him into custody. As PO Aiello advised he was under arrest and to place his hands behind his back at first turned around but the resisted arrest by pulling his arms away from PO Aiello and attempting_to turn face to face with PO Aiello as if he was going to fight. At that time was spun around and pushed down on the bed, face down. PO Aiello had control of his left wrist and gave strong verbal commands to not resist arrest and to give him his other arm. At that time is had his right arm tucked under his body. I assisted with controlling is head and shoulders and once his right arm was out from underneath his body I held it while PO Aiello secured him handcuffs. Once transported to headquarters complained his left wrist hurt and was transported by UFD to St. E's for evaluation. Full investigation pending.

Dec 22, 2017 UOF2017-0166 Use of force Officer Eric Weir

Police

Officer Joseph S Aiello Jr.

Police

On 12/22/17 at approximately 0150 hours PO Aiello and PO Weir were at regarding a call for service. While on scene the suspect was identified to be James T. Wiley It was known to the Officrs that Wiley had criminal charges at the station relative to a previous call from B-platoon.

PO Weir advised Wiley he was under arrest and to place his hands behind his back. Wiley at first complied, then tensed his arms and tried twist away from PO Weir's grasp. PO Aiello was there and was assisting to control Wiley when the Officers then brounght Wiley down off the porch and completed a take down to gain a postion of advantage over Wiley. Once Wiley was brought to the ground he continued to resist arrest by keeping his arm tucked underneath his body and was noncompliant with verbal commands. After a short struggle PO Weir was able to pull Wiley's arm out from underneath his body. PO Aiello was maintaining control of the other arm during this. Wiley was then placed into handcuffs and escorted to the rear of car

At the scene I had PO Aiello photograph the scene. Wiley was transported to the station. Photographs were secured of Wiley. He was complaining that his left shoulder and left wrist hurt. Wiley was booked on all charges and issued App. Tickets. UFd was called and Wiley was released to them to be transported for medical treatment.

Investigation to be completed by Sgt. French.

UOF2017-0167 Use of force Dec 22, 2017 Officer Eric Weir

James T Wiley

Police

Police

Officer Joseph S Aiello Jr.

On 12/22/17 at approximately 0150 hours PO Aiello and PO Weir were at regarding a call for service. While on scene the suspect was identified to be James T. Wiley . It was known to the Officrs that Wiley had criminal charges at the station relative to a previous call from B-platoon.

PO Weir advised Wiley he was under arrest and to place his hands behind his back. Wiley at first complied, then tensed his arms and tried twist away from PO Weir's grasp. PO Aiello was there and was assisting to control Wiley when the Officers then brounght Wiley down off the porch and completed a take down to gain a postion of advantage over Wiley. Once Wiley was brought to the ground he continued to resist arrest by keeping his arm tucked underneath his body and was noncompliant with verbal commands. After a short struggle PO Weir was able to pull Wiley's arm out from underneath his body. PO Aiello was maintaining control of the other arm during this. Wiley was then placed into handcuffs and escorted to the rear of car

At the scene I had PO Aiello photograph the scene. Wiley was transported to the station. Photographs were secured of Wiley. He was complaining that his left shoulder and left wrist hurt. Wiley was booked on all charges and issued App. Tickets. UFd was called and Wiley was released to them to be transported for medical treatment.

Investigation to be completed by Sqt. French.

Jan 20, 2018 UOF2018-0008 Use of force Officer Zachary A Ciotti

Sheryl A Gary

Police

Police

Officer Joseph S Aiello Jr.

Sgt. Abel's summary:

P.O. Aiello and P.O. Ciotti responded to a dispute at Sheryl Gary was acting erratic and had removed a cap to the gas line in the kitchen. While interviewing Gary, she continue becoming upset and pushed P.O. Aiello. In order to get Gary handcuffed P.O. Aiello and P.O. Ciotti utilized a soft had takedown. They were then able to apply handcuffs to Gary.

Apr 10, 2018 UOF2018-0041 Use of force Officer Joseph S Aiello Jr.

5 Police

Jack L. Styles

Officer Enid M Tatarevic

Officer Sean M Flanagan

Police

Police

PO Flanagan and PO Tatarevic were partnered in Car 59 on April 10, 2018. At approx. 0143 hours they conducted a MV stop at Court / Stark St. The driver was a black male who did not have identification and could not be identified by the Officers. The driver eventually fled in the vehicle while both Officers were in their patrol car trying to identify who the driver was. He was later identified to be, Jack L. Styles (). The vehicle pursuit ended after a rew mind of front of the styles finally stopped the vehicle there and fled on the styles finally stopped the front door PO front of the residence. When Styles finally stopped the vehicle there and iled foot into the residence. As Styles was trying to get inside the front door PO Flanagan was running up the porch steps towards him. Styles then broke through the glass of the front door and continued running to an upstairs bedroom. PO Flanagan was running behind him and giving verbal commands that Styles ignored. Once in an upstairs room PO Flanagan was able to grab ahold of Styles and take him to the ground. Once on the ground Styles placed both arms under his body and was refusing to comply with PO Flanagan's verbal commands to put his hands behind his back. PO Flanagan repeatedly told Styles to stop resisting arrest. During this time PO Flanagan delivered two hard hand punches to the back of Styles' head in an attempt to get Styles to remove his arms out from under his body. PO Aiello arrived a short time later and assisted PO Flanagan with securing Styles in handcuffs. He was then escorted from the residence and placed in the rear of car 61 for transport to the station.

PO Flanagan

pursuing Styles into the residence. Photos were secured of the residence, the damaged door, the interior, and the room where Styles was eventually apprehended PO Flanagan

Apr 10, 2018 2018-0008 Officer Joseph S Aiello Jr. Vehicle pursuit

Jack L. Styles

5 Police

Police

Officer Enid M Tatarevic

Officer Sean M Flanagan

Police

PO Flanagan and PO Tatarevic were partnered in Car 59 on April 10, 2018. At approx. 0143 hours they conducted a MV stop at Court / Stark St. The driver was a black male who did not have identification and could not be identified by the Officers. The driver eventually fled in the vehicle while both Officers were in their patrol car tr<u>ving to</u> identify who the driver was. He was later identified to The vehicle pursuit ended after a few minutes in be, Jack L. Styles 1. when Styles finally stopped the vehicle there and fled on front of foot into the residence. As Styles was trying to get inside the front door PO Flanagan was running up the porch steps towards him. Styles then broke through the glass of the front door and continued running to an upstairs bedroom. PO Flanagan was running behind him and giving verbal commands that Styles ignored. Once in an upstairs room PO Flanagan was able to grab ahold of Styles and take him to the ground. Once on the ground Styles placed both arms under his body and was refusing to comply with PO Flanagan's verbal commands to put his hands behind his back. PO Flanagan repeatedly told Styles to stop resisting arrest. During this time PO Flanagan delivered two hard hand punches to the back of Styles' head in an attempt to get Styles to remove his arms out from under his body. PO Aiello arrived a short time later and assisted PO Flanagan with securing Styles in handcuffs. He was then escorted from the residence and placed in the rear of car 61 for transport to the station.

PO Flanagan

pursuing Styles into the restachee.

PO Flanagan

Apr 11, 2018 2018-0007 Officer Joseph S Aiello Jr.

External/Citizen
Jack L. Styles

5 Police

Officer Enid M Tatarevic

Police

Officer Sean M Flanagan

Police

PO Flanagan and PO Tatarevic were partnered in Car 59 on April 10, 2018. At approx. 0143 hours they conducted a MV stop at Court / Stark St. The driver was a black male who did not have identification and could not be identified by the Officers. The driver eventually fled in the vehicle while both Officers were in their patrol car trying to identify who the driver was. He was later identified to be, Jack L. Styles (The vehicle pursuit ended after a few minutes in front of when Styles finally stopped the vehicle there and fled on foot into the residence. As Styles was trying to get inside the front door PO Flanagan was running up the porch steps towards him. Styles then broke through the glass of the front door and continued running to an upstairs bedroom. PO Flanagan was running behind him and giving verbal commands that Styles ignored. Once in an upstairs room PO Flanagan was able to grab ahold of Styles and take him to the ground. Once on the ground Styles placed both arms under his body and was refusing to comply with PO Flanagan's verbal commands to put his hands behind his back. PO Flanagan repeatedly told Styles to stop resisting arrest. During this time PO Flanagan delivered two hard hand punches to the back of Styles' head in an attempt to get Styles to remove his arms out from under his body. PO Aiello arrived a short time later and assisted PO Flanagan with securing Styles in handcuffs. He was then escorted from the residence and placed in the rear of car 61 for transport to the station.

completed to the interior, and the room where Styles was eventually apprehended.

May 25, 2018 UOF2018-0057 Officer Joseph S Aiello Jr.

Use of force
Joshua Destefano

5 Police

On 05/25/18 at approximately 0442 hrs, Car 53 P.O. Aiello conducted a citizen stop on Noyes St near Schuyler St. A male named Joshua L. Destefano appeared extremely intoxicated and was found stumbling in the middle of the roadway yelling. Destefano had been involved in a mutual fight on Schuyler St less than an hour before. Car 52 P.O. Ciotti and P.O. Merrick also responded to the citizen stop as P.O. Aiello began to interview Destefano. It became apparent that Destefano was intoxicated to the point that he could no longer safely care for himself. He also began to complain of chest pain. UFD was called to the scene. P.O. Aiello continued to assist Destefano, who became increasingly agitated and postured as if he was going to fight with the officers. P.O. Aiello attempted to place Destefano in handcuffs to effect a After applying a cuff to one hand, Destefano became resistant and began to struggle. P.O. Aiello assisted by P.O. Merrick performed a soft hand take down on Destefano. While he was on the ground, P.O. Ciotti assisted with handcuffing. Destefano was then placed in the back of a UFD ambulance I responded to the scene where I spoke to the officers and secured photographs. Once finished I responded to Destefano. He did not want to speak with me regarding the incident. He did however provide some information He did not complain of any

injuries from the arrest The officers BWC cameras were activated during the incident. Mine was activated prior to my arrival on scene. A Use of Force Investigation has been initiated and noted on the investigation log.

UOF2018-0068 Use of force Jun 13, 2018

5 Police

Officer Eric Weir

Laguea L Lawrence

Police

Officer Joseph S Aiello Jr.

SUMMARY; On June 13, 2018, at approximately 0400 cars were sent to the regarding a burglary. Upon arrival they spoke with the victim who stated that while in bed she felt the presence of a person standing in her bedroom. As she looked, she saw a black male at the foot of her bed and he stole two Ipads and a cellular phone and fled down the stairs and out through the front door. Upon my arrival cars had already been checking the area for this black male. I began a plan to converge on the area the suspect was last seen. The suspect was running from block to block through the back yards. He was finally captured on the 1000block of West Street. The suspect was taken down (Soft Hand) by Officer's Weir and Aiello. My investigation began at the scene and continued to headquarters. The suspect Laquea Lawrence (1997) was photographed at the station and asked if he needed any medical treatments or assistance and he did state he was fine. All of this was captured on BWC 7573. All BWC footage was reviewed and tagged by me.

Frank Scarchilli

Aug 07, 2018 2018-0029 Officer Joseph S Aiello Jr.

Use of force

John W Boehlert

Police

Lt. D'Ambro,

On 8/7/18 the PSU received an informal complaint from a John Boehlert While speaking with Boehlert he stated he was stopped by Officer Aiello on 8/7/18 at around 0053 and was issued a loud music ticket (18-32505). Boehlert stated his complaint was with Officer Aiello's demeanor and the fact that he was continually spiting in front of him. Boehlert felt the spiting was gross and unprofessional.

I was able to view the BWC footage and although I didn't see any validity to the demeanor complaint, I did hear Officer Aiello spiting several times during the vehicle stop.

After speaking with the Chief he advised that I forward this information to you for further investigation regarding the assumed violation of; Chapter 8 article one

1.17 GENERAL RULES OF CONDUCT:

EE. Use of Tobacco;

Employees, when on duty, in public shall not use tobacco in any form.

Please feel free to contact with any further question.



EF2018-0031 Aug 23, 2018 Officer Joseph S Aiello Jr.

E-File

Karen Baker

Police

Officer Aiello and his fellow officers (I apologize for not getting their names) did a great job dealing with an injured deer that had to be removed from our neighborhood. He and his colleagues were friendly and courteous. We would like to thank them for their professionalism and service. We are grateful to have such a wonderful police force. Thank you.

Aug 29, 2018 2018-0034 Officer Joseph S Aiello Jr.

External/Citizen George J Kuchma Police

Statement of Complaintant

I entered the store, purchased a pack of Theigarettes and exited the building. I then took a seat at a picnic table on the property and lit up a smoke. Soon I engaged in quiet conversation with a UPD sgt. known to me, seated at a nearby table. I was quietly informed that the store manager did not want me on the premises. When I replied that since he had just spent \$10 for ciggs I at least ought to be able to top off my bicyle tire with some of the free air the store offered. This comment seemed to anger the Sgt. who proclaimed me under arrest. Ordering the now suspect to turn around the Sgt handcuffed the alleged trespasser by pushing me face into the steel grate table top slapping the cuffs hard on his prisoner's wrists. I twice aloud said" I'll leave". An assisting officer was heard asking his Sgt. "why can't we just issue an appearance ticket here? No need to run him down to the station."

The prisoner was roughly plopped into the back of a patrol car and driven to the station. After 20 minutes or so I was issued an appearance ticket and released. The officer who un-cuffed me remarked aloud about the blood covered handcuffs he held away from his person. The blood on the cuffs could be traced to three deep cuts, an eight inch or so, on the side of the victims left wrist in line with his index finger.

Nov 28, 2018 Kevin R Strife 2018-0048

Internal/Department

5 Sergeant

vearu v přitré

Sergeant

Brian G French

Police

Officer Joseph S Aiello Jr.

PO Aiello - Disruptive in 5th day, Sgt Strife and French in the room (Failure to supervise)

Dec 07, 2018 EF2018-0049 Officer Joseph S Aiello Jr. E-File

5 Police

Created to document PO Aiello being verbally counseled regarding being late for work.

Dec 29, 2018 UOF2018-0182 Officer Joseph S Aiello Jr. Use of force

5 Police

On 12/29/18 Officer D. Mahaffy and Officer J. Aiello responded to regarding While on scene they handcuffed regarding his irate behavior and deemed he met the criteria for While Officer Aiello had against the driver's side rear door of Car 53, mr. began hitting his head against the rear pillar of the vehicle. Officer Aiello completed a takedown technique against he to keep him from injuring himself. After an inspection of Car 53 Officer Aiello and Officer Mahaffy noticed damage to the area where had been hitting his head against the vehicle. A separate investigation was created regarding the damage to Car 53.

Dec 29, 2018 VD2019-002 Officer Joseph S Aiello Jr. UPD Damaged Prop Car/Equip

Police

Jan 05, 2019 UOF2019-0002 Use of force Police Officer Eric Weir Police Officer Brian M Baye Police Officer Joseph S Aiello Jr. Police Officer Kyle D. Fee

On 1/5/19 Officers Aiello, Weir, Baye, and Fee responded to a During the investigation it was deemed that no offense was At that point suspect, became upset and made the statements that he was going to _Due to these statements made in the presence of the Officers they advised that he was under arrest regarding . While placing t into handcuffs, was less than compliant and everyone ended up falling forward onto the into handcuffs, ded that was located in front of He was taken into custody and transported to the hospital.

Jan 11, 2019 EF2019-0014 Officer Joseph S Aiello Jr.

E-File

Police

On January 10, 2019, Officer Joseph Aiello was late for his tour of duty which is 2345 to 0800. He failed to notify a supervisor that he was going to be late and missed the entirety of roll call. Aiello was verbally counseled by Sgt.Kevin Strife regarding this and has been counseled in the past regarding being tardy.

Apr 13, 2019 2019-0026 Officer Joseph S Aiello Jr.

Internal/Department

5 Police

PO Aiello,

Regarding an on-going internal investigation relative to you being "on-call" on April 13th 2019, calling into work sick on that date, and not being home for the duration of your April 13th - April 14th tour, a command discipline meeting is being scheduled for Monday June 24th at 0815 Hrs in Capt. Cinque's office. You can bring a union representative to this meeting if you so desire.

Respectfully,

Lt. Howard Brodt

Jun 02, 2019 UOF2019-0072 Officer Joseph S Aiello Jr.

Use of force

Police

Kerwin L Taylor

Police

Officer Kyle T Murphy

On 6/2/19 at about 0322 hours, the Tactical Unit was monitoring an after hours party at While monitoring the location, car 53, PO Aiello arrived to assist. PO Murphy conducted a stop of who he now knows to be Kerwin Taylor who was walking in the street. Taylor refused to comply and was uncooperative and was refusing to identify himself. Taylor then was advised that he was not free to Taylor then attempted to leave and enter into the party. PO Murphy and PO Aiello then grabbed ahold of Taylor and advised him that he was under arrest for obstructing governmental administration. Taylor refused to comply and both officers utilized soft hand come alongs to place Taylors hands behind his back and into handcuffs. Once in handcuffs all force stopped. PO Murphy secured photographs of the scene and of Taylor at HQ. BWC footage to be No injuries or complaints were reported. Investigation pending.

Respectfully,

Sgt. C. Goldstein

Jul 09, 2019 EF2019-0024 Officer Joseph S Aiello Jr.

Internal/Department

Police

Recived investigative packet on 7/8/19

Sep 12, 2019 Joshua R Grande

UOF2019-0128 Use of force

5

Sergeant

Officer Sean F Bubnis

Scott Becker

Police

Police

Officer Donald E Talerico III .

Police

Officer Joseph S Aiello Jr.

On September 12th 2019 at approximately 0121 hrs PO Talerico conducted a stop of NY on Schuyler St at Court St relative to the observed VTL violation of 1163b.

Upon making contact with the driver, he verbally identified himself as Curtis Becker yet provided no form of identification. The male was then advised regarding False Personation/Criminal Impersonation. By this time PO Sheppard and PO DeTraglia were on scene to assist. Officers would learn that the operator was lying about his name and that he was, in fact Scott Becker. Based on Becker knowingly and unlawfully providing his brother's pedigree information officers requested that he step out of the vehicle to be taken into custody for Criminal Impersonation.

At that time, while PO Sheppard and PO Talerico were attempting to unlock and open the door to the truck, Becker sped off. As Becker fled south on Schuyler St PO Sheppard was caught up in the open window/door frame causing him to be dragged along with the vehicle. While continuing to flee, Becker repeatedly yanked the wheel side to side while at speed in an apparent attempt to throw PO Shepperd from the vehicle. Once at Schuyler St at its intersection with Noyes St PO Sheppard fell from the vehicle as Becker continued to flee south across open field towards Oswego St.

Units from TAC and Patrol 1 continued the pursuit into New Hartford along with NHPD units until such time as Becker came to a stop in the gravel driveway of Ave, New Hartford NY 13413.

At that time PO Bubnis, PO Talerico, and PO Aiello and I were able to take Becker into custody after a Response to Resistance involving a takedown and hard hand strikes. During this Response to Resistance PO Bubnis reported to me that he injured his right hand. At that time, I observed his right hand to be swollen. PO Bubnis was directed to St Elizabeth's Medical Center for further treatment. I would later respond to St Elizabeth's with PO Bubnis who was diagnosed with a broken right hand.

While at St Elizabeth's I also met with PO Sheppard who reported road rash/abrasions and pain to his left ankle. PO Sheppard was transported to St Elizabeth's by UFD. PO Sheppard was treated and released without restrictions. Becker was also transported to St Elizabeth's for medical treatment relative to the response to his active resistance. Becker was treated and released after receiving care for facial abrasions.

Photos were secured of all injured parties as well as both scenes.

CID and On Call Duty Commander were notified

All related medical paperwork was left under the door of Logistics and Resources.

Nov 25, 2019 EF2019-0047 Officer Joseph S Aiello Jr.

Internal/Department

Police

Created to document internal investigation.

Dec 29, 2019 UOF2019-0179 Frank K Scarchilli

Use of force Jose Garcia 5 Sergeant

Officer Joshua R Harrington

Police

Officer Joseph S Aiello Jr.

Police

This morning at approximately 0300 hours, Oneida dispatched a call for criminal mischief at 715 Varick Street, O'Donells Pub and Grill. Upon officers arrival, the suspect fled the scene. The vehicle information was given out as a BOLO. Officer J. Aiello and I conducted a traffic stop of said vehicle and the driver fled. This vehicle was driven by Jose Garcia

After a brief failure to comply, Garcia fled on foot in the rear driveway of the Oblesten Apartments. Using a soft hand take down, Garcia was taken to the ground. While on the ground, Garcia placed his hands under his body and refused to comply with orders to remove them to be handcuffed. I then placed my right knee to Garcia's upper shoulder, my left forearm across Garcia's forehead and pulled back on his head, instituting pain compliance, while Officer J. Aiello placed Garcia into a figure four leg lock. Garcia was then placed into custody. While attempting to place Garcia into unit 54, Garcia began to make his body go limp causing officers to struggle to place him into the rear of the car. Garcia then sat in the rear of car 54 in the floor well area several times. Officer Harrington then pulled Garcia out and then shoved him into the seated position. Officers Aiello, Harrington and myself each completed use of force paperwork. All BWC videos were tagged and reviewed by this officer.

Feb 03, 2020 IA2020-0002 Officer Joseph S Aiello Jr.

Internal/Department

5 Police

Sqt's

I need one of you to initiate a full internal investigation regarding PO Aiello and his involvement in the above case. In his BWC footage regarding the above incident it is clear that he is wearing his department issued BWC under his jacket. The camera is essentially useless in regards to capturing video footage. In review of the audio, PO Aiello also makes what can be construed as crude/vile comments in front of a prisoner.

Respectfully,

Lt. Howard Brodt

May 28, 2020 EF2020-0040 Officer Joseph S Aiello Jr.

Use of force Moulid M Somow

Police

Mayor,

Over the past several weeks we've been experiencing burglaries of car dealers in the city, where the suspect(s) are trying keys to multiple vehicles and stealing them.

I want to make you aware that Officer Joseph Aiello stop a man in the early morning hours, who was in possession of a stolen car and keys to multiple other vehicles, from a car dealership that was burglarized.

Great job, Officer Aiello!

Megan, please place a copy of this email in Officer Aiello's personnel file.

Chief of Police Mark W. Williams

Jun 09, 2020 UOF2020-0085

Use of force

Police

Officer Joseph S Aiello Jr.

Sandra M. Ostrosky

1018 Green St. 22.09 MHL BWC 3100

Responded at the request of PO Aiello. Response to resistance investigation initiated regarding the arrest of Sandra Ostroski . BWC footage tagged, notification e-mail sent. Investigation to be completed.

Assisted

Jun 16, 2020 EF2020-0044 Internal/Department 5 Police Officer Joseph S Aiello Jr.

Internal Inv. conducted by Capt Bansner

Jun 24, 2020 IA2020-0021 External/Citizen 5 Police Officer Joseph S Aiello Jr. Ijeoma Isu

Created to document complaint received online.

Per chief williams, assign to patrol captain Bansner.

Jul 01, 2020IA2020-0023External/Citizen5PoliceOfficer Joseph S Aiello Jr.Bessie Marie Watkins

Complaint recieved on 7/1/20

Jul 19, 2020 UOF2020-0108 Use of force 5 Police Officer Joseph S Aiello Jr. Luis Anthony Lugo

Aug 06, 2020 UOF2020-0119 Use of force 5 Police Officer Joseph S Aiello Jr. Jamie L. Santalucia

UOF notice of investigation

Aug 27, 2020 UOF2020-0139 Use of force 5 Police Officer Brian M Baye Hector Mercado McClain Police Officer Joseph S Aiello Jr.

Created to document UOF investigation

Sep 12, 2020 UOF2020-0149 Use of force 5 Police Officer Patrick T Murphy Christian C. Rodriguez Police Officer Joseph S Aiello Jr. Police Officer Kyle D. Fee Police Officer Brian E Comeskey

UOF investigation notification

Oct 23, 2020 UOF2020-0162 Use of force 5 Police Officer Joseph S Aiello Jr. David L Kittrell

Marquis j. Boykin

UOF investigation

Report summary: totals by incident type:

Incident type	Received
Anonymous	0
Background Investigation	0
Department Discipline	0
Discretionary arrest	0
Drug test	0
E-File	3
External/Citizen	6
Firearm discharge	0
Foil Request	0
Forced entry	0
Generic incident	0
Integrity test	0
Internal/Department	6
K9 Utilization	0
Notice of Claim	2 0
Personnel Complaints	
Show of force	0
Stop	0
UPD Damaged Prop Car/Equip	1
Use of force	20
Vehicle accident	0
Vehicle pursuit	1
Total	39

Printed: Nov 02, 2020 13:39 By:

Utica Police Department

Personnel Complaint

Officer Joseph Aiello

Sgt. Brian French 08/29/18

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

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INTRA-AGENCY MEMORANDUM

SUBJECT: RMS 18-32505

TO: Chief of Police: Mark W. Williams

On August 7th, 2018, I, Officer Joseph Aiello Jr., reported for duty to the Utica Police Department for the 0000-0800 hour shift. I was assigned to the Uniformed Patrol Division, in marked patrol Unit 53 /Zone 53, utilizing BWC 0090, in full uniform attire, per Platoon Commander, Lt. M. D'Ambro.

At about 0053 hours, while on patrol in the area of Court Street and Saratoga Street, I observed a white in color Nissan SUV turn left, eastbound, onto Court Street off of Schuyler Street. This vehicle caught my attention due to the loud rhythmic music emanating from the vehicle, which could clearly be heard over 25 feet away. Noting LOC violation 2-15-58(3), I began following said vehicle, bearing NY REC as he continued traveling east on Court Street and eventually turned right onto the N/S Arterial. I continued following said vehicle southbound on Route 12 and eventually activated my emergency lights to initiate a traffic stop. Said vehicle came to a stop near the intersection of the N/S Arterial and Oswego Street.

Upon making a driver's side approach to the vehicle, I made contact with the operator, who I now know as John Boehlert (I requested Boehlert's license and registration, which he provided, and advised him of the reasons for the stop. Boehlert was positively identified via his NYS Driver's ID.

Prior to observing this vehicle at the intersection of Schuyler Street and Court Street, I had put an amount of chewing tobacco in my lip for personal use. When I observed the vehicle in violation of V&T laws as well as a City of Utica Ordinace, my attention was focused on the vehicle, it's occupants, and Officer safety. During the short time I followed the vehicle and conducted a vehicle stop, I had forgotten to take the chewing tobacco out of my mouth prior to making contact with the occupants.

I then returned back to my vehicle to check the validity of Boehlert's license and registration which were both valid.

Boehlert was issued an appearance ticket regarding LOC 2-15-58(3), and advised on the other V&T violations I observed during my time following his vehicle.

Boehlert and his passenger were then released from the scene.

Respectfully Submitted, Ptlm. Joseph Aiello Jr. # 0090

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Department of Public Safety

BUREAU OF POLICE 413 Oriskany Street W. Utica, New York 13502

Date: August 29, 2018

Subject:

Personnel Complaint- RMS 18-32505

PO Joseph Aiello

To:

Chief of Police: Mark Williams

On August 7, 2018 I, Sgt. Brian French, reported for duty to the Utica Police Department from the hours of 2345 hours to 0800 hours. I was assigned to car 40 as a Patrol Supervisor.

During the shift at approximately 0053 hours PO Joseph Aiello (Car 53) conducted a vehicle stop of NY Reg. on the Arterial S/B near Oswego St. He made contact with the driver, John Boehlert (Car 53), and front seat passenger, Robert Topor (Car 53). PO Aiello completed the traffic stop and issued Mr. Boehlert an Appearance Ticket for loud music. He then completed the necessary Narratives in RMS.

This Narrative is in regards to an investigation into a complaint filed against PO Aiello by Mr. Boehlert.

SUMMARY:

On August 8, 2018 when I came to work I was briefed by Lt. D'Ambro and forwarded an e-mail regarding a complaint that was made through the Professional Standards Unit by Mr. Boehlert. The complaint alleged that PO Aiello's demeanor was negative and that he was repeatedly spitting in front of him. Boehlert stated that the spitting was gross and unprofessional. It was alleged that PO Aiello was using chewing tobacco while he was conducting the vehicle stop. Inv. Howe advised in his e-mail that he watched the BWC footage from the stop and concluded that the complaint of PO Aiello's demeanor being negative had no validity, however, there was sufficient proof that he was spitting on scene and this needed further investigation to determine if PO Aiello was in fact in violation of policy and procedure for tobacco use while on duty, in view of the public as defined below:

Chapter 8 article one

1.17 GENERAL RULES OF CONDUCT:

EE. Use of Tobacco;

1. Employees, when on duty, in public shall not use tobacco in any form.

INVESTIGATION;

For this investigation I spoke with PO Aiello about the allegation made by Mr. Boehlert and requested him to complete a Narrative on an Intra-agency Memo form. PO Aiello verbally acknowledged to me during that conversation that he did have chewing tobacco in his mouth during the stop. He completed his Narrative and upon reviewing it PO Aiello acknowledges that he did in fact have chewing tobacco in his mouth during the traffic stop. He stated in his Narrative that he forgot to take it out before he approached the vehicle and during the course of the stop.

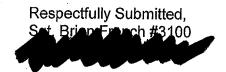
I also reviewed PO Aiello's BWC footage (0090). BWC footage had been tagged from this incident, per policy, upon my searching for it. In the video footage it is evident that three times while PO Aiello is standing at the driver side window of the vehicle he leans his head to the left and spits on the ground.

FINDINGS:

At the conclusion of my investigation I find that it is sustained that PO Aiello did in fact have chewing tobacco in his mouth during a traffic stop on August 7, 2018 at approximately 0053 hours. This is also confirmed by PO Aiello's own admission as well as his BWC footage. His action of having chewing tobacco in his mouth while on duty and in view of the public is a violation of the above section of the Utica Police Department's policy and procedure.

ANCILLARY ISSUES;

There were none found during this investigation.



Department of Public Safety BUREAU OF POLICE 413 Oriskany Street West

Utica, New York 13502

Date: August 31, 2018

Subject: Review of Investigation re: Civilian Complaint of John Boehlert Against Officer Joe Aiello (RMS #18-32505)

August 07, 2018 I received an email from Professional Standards Unit Investigator Howe stating an external primary informal complaint was received by the Professional Standards Unit from John Boehlert against Officer Joe Aiello. Inv. Howe elaborates that Boehlert stated he was stopped by Officer Aiello on 08/07/18 at approximately 0053 hours and was issued a loud music ticket (RMS #18-32505), and his complaint was with Officer Aiello's demeanor and the fact that he was continually spitting in front of him which Boehlert felt was gross and unprofessional. Inv. Howe states that he did review the BWC of Officer Aiello relative to this stop and did not see any validity to the demeanor complaint, however, he states he did hear Officer Aiello spitting several times during the vehicle stop. This was then forwarded to me for further investigation into the use of tobacco policy violation, which I then forwarded the email to Sgt. Brian French advising him that he would be tasked with the investigation.

Summary:

On August 07, 2018 at approximately 0053 hours Car 53 Officer Aiello conducted a vehicle stop of NY Regularity in Rte. 12 southbound near Oswego St. He made contact with the driver, John Boeniert and an and front seat passenger, Robert Toper Care Completed the traffic stop and issued Mr. Boehlert an Appearance Ticket for loud music. It was alleged by Boehlert that during the traffic stop Officer Aiello was continually spitting in front of him and he felt it was gross and unprofessional.

Investigation:

Sgt. French spoke with Officer Aiello and requested a detailed narrative on Inter-Agency Memo re: the incident and allegation against him. Officer Aiello verbally admitted to Sgt. French that he did have chewing tobacco in his mouth during the traffic stop. Sgt. French reviewed the narrative completed by Officer Aiello and in the narrative Officer Aiello states he forgot to take the chewing tobacco out of his mouth before approaching the vehicle he stopped. Sgt. French also reviewed the BWC footage from Officer Aiello. This BWC footage was already tagged by Inv. Howe so Sgt. French did not have to tag it. Sgt. French states that in the BWC footage it is evident that three times while Officer Aiello is standing at the driver's window of the vehicle he leans his head to the left and spits on the ground.

Findings:

It is determined that the civilian complaint against Officer Aiello pertaining to the use of tobacco products on duty and in public view is sustained and he did violate the below listed policy pertaining to tobacco use on duty in public view.

Chapter 8 Article One

1.17 GENERAL RULES OF CONDUCT:

EE. Use of Tobacco;

1. Employees, when on duty, in public shall not use tobacco in any form.

Ancillary Issues:

None noted.

Recommendations:

I recommend that Officer Aiello receive a Counseling Memo for violating the tobacco use policy while on duty in public view and I further recommend that this case be closed as soon as practical.

Respectfully submitted

Lt. Michael D'Ambro

COUNSELING MEMORANDUM

TO: Officer Joseph Aiello Jr.

FROM: Sgt. Brian French

DATE: 9/12/18

RE: Personnel Complaint- RMS 18-32505



I. Identify and define the behavior to be modified:

On August 7, 2018 at approximately 0053 hours PO Aiello conducted a motor vehicle stop of NY Reg. On the Arterial S/B near Oswego St. PO Aiello made contact with the driver, John Boehlert (1997). PO Aiello completed his investigation and issued a summons to Boehlert for the City Ordinance, Loud Music violation. A personnel complaint was later initiated by Boehlert through the Professional Standards Unit for PO Aiello having chewing tobacco in his mouth and spitting during the stop. The subsequent investigation completed by Sgt. French sustained that PO Aiello was in violation of the Policy and Procedure prohibiting use of tobacco while on duty and in view of the public.

II. Review of applicable rules & regulations, orders and operating procedures or laws:

Chapter 8 article one

1.17 GENERAL RULES OF CONDUCT:

EE. Use of Tobacco;

1. Employees, when on duty, in public shall not use tobacco in any form.

III. Employee's response to the performance deficiency:

PO Aiello understands the violation of the Utica Police Department Procedure Manual, takes full responsibility for his actions and states in the future he will adhere to the policy on tobacco use.

IV. Clearly explain the behavior expected of the member:

It is expected that PO Aiello adheres to the policy on tobacco use while on duty and refrains from use while in public view.

V. Potential consequences for continuing the unacceptable behavior:

PO Aiello understands that in the future, this behavior or any other violation of Department Rules and Regulations of a similar nature will be subject to further disciplinary action.

VI. Provisions for follow-up consultations:

A copy of this Counseling Memorandum will be filed with your Platoon Commander for a period of one (1) year. There will be a note added to your Electronic Training File relative to this Counseling Memorandum for your end of year Employee Performance Evaluation. Your performance in the above mentioned Utica Police Department Procedural Manual policy will be closely monitored for the next six (6) months to ensure you are following the UPD policy and

procedures. Pending you adhere to the policy and procedures in the above areas no follow up consultations will be necessary.

This counseling memorandum will be placed in your personnel file.

Signature of Employee:

Signature of Supervisor:

Signature of Witnessing Supervisor:

Date: 9/12/18

Date: 09/12/18

Date: 09-12-18

Utica Police Department

Internal Investigation Re: PO Joseph Aiello Conduct unbecoming an officer

Sergeant Howard Brodt December 6th 2018



DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

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INTRA-AGENCY MEMORANDUM

SUBJECT: 5th Day In-service Incident

TO: Chief of Police: Mark W. Williams

On Monday November 19th, 2018 I, Sgt. Starr Rae Wooden was assigned to instruct Procedural Justice and Safe Haven Law during the scheduled Department 5th day In-Service training, which was being held at the MVPA. I responded to the MVPA in business casual attire, at approximately 0815 hours, and at 0830 hours I

I responded to the MVPA in business casual attire, at approximately 0815 hours, and at 0830 hours I commenced my instruction. While I was about half way through my presentation, discussing a module within my power point, my attention was drawn to the last row in the classroom and to my right. Seated in that location was PO Aiello. I observed that PO Aiello was slouched in his chair, turned toward his neighbor (who was PO Ciotti) staring at his cell phone (which he was holding out in front of him above the desk), and he was talking. What really drew my attention to PO Aiello was that as I was talking I could clearly hear him talking out loud, over my own voice. Because I could hear PO Aiello talking to PO Ciotti, and I could obviously see that he was not paying attention to the presentation, I stated out loud, "Yes, I like to talk when an Instructor is talking." I stated this as a loud verbal warning to alert PO Aiello that I could see that he was not paying attention, and that he was causing a disturbance. After I made that comment it was obvious that PO Aiello was not paying attention to me at all because he continued to talk out loud and stare at his phone. At that point I felt disrespected and became upset that PO Aiello was causing a disturbance during my presentation, so then I started to yell at him regarding his actions and behavior. While I was yelling at PO Aiello I heard Sgt. Berger yell at him telling him to get off of his cell phone. Also, while I was yelling at PO Aiello I felt that my temper was arising, so instead of further exhibiting unbecoming behavior I told the class to take a break. I then tossed the power point remote on the front row of desks and began walking out of the classroom. As I exited out the classroom I stated, "I'm glad that we have officers with only a couple years on the job who feel like they can do whatever the fuck they want!" I then exited the classroom and went for a walk to calm down.

After I calmed down I began walking back to the classroom, and as I was doing so I was approached by PO Aiello. PO Aiello stopped me and apologized for his actions. I then re-entered the classroom, apologized to everyone regarding my outburst, further explained that PO Aiello's disturbance (behavior) was not only wrong, but it was also disrespectful to me as an instructor and as a sergeant. Once I was done talking about the incident, I continued with my presentations.

Respectfully Submitted, Sgt. Starr Rae Wooden #8978

NAME: Sq.

RANK: Surgeant

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

11/24/18

INTRA-AGENCY MEMORANDUM

SUBJECT: Request from Captain Cinque regarding disruption during 5th day training

TO: Chief of Police: Mark W. Williams

On 11/19/2018 I attended 5th day training at the Mohawk Valley Police Academy. During our training Sgt. Wooden was instructing and she interrupted her instruction and began to address Officer Aiello. Apparently Officer Aiello was talking while Sgt. Wooden was instructing. I did not see or hear Officer Aiello talking prior to Sgt. Wooden addressing it. She spoke to Aiello directly and told him to stop talking while she was instructing. He continued to talk ignoring her, she once again directed him to stop talking and became aggravated. Sgt. Berger spoke up and told Aiello to put away his cellular phone. Sgt. Wooden scolded Officer Aiello and walked out of the classroom to calm herself down. After she left the classroom I spoke with Aiello and told him to go apologize to Sgt. Wooden for his behavior, which he did. Once Sgt. Wooden returned to the classroom she continued with her instruction.

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RANK: Segrent

UPD-61

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

11/22/18

INTRA-AGENCY MEMORANDUM

SUBJECT: 5th Day Training

TO: Chief of Police: Mark W. Williams

On November 19, 2018 I, Sgt. Brian French, attended my 5th day training at MVCC. During the morning session of the training Sgt. Starr Wooden was the instructor. While she was in front of the class teaching I heard and saw that her attention shifted to someone sitting on the left side of the room that was apparently talking while she was. Sgt. Wooden stopped teaching and made a statement about talking while she is talking. I could then tell that her attention was directed to PO Aiello. I could not hear him talking, but it was evident that is who she was referring to. After her statement, apparently, PO Aiello continued to talk and Sgt. Wooden was visibly frustrated by this. She then made a more formal direction to PO Aiello to stop talking while she is teaching. Sgt. Wooden was clearly bothered by the interruption and told the class to a break and she walked out of the class. She returned a few minutes later and completed her instruction without further interruption.

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RANK: 541. # 3/00

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

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INTRA-AGENCY MEMORANDUM

SUBJECT: 5th I

5th Day Incident

TO:

Chief of Police: Mark W. Williams

On the 19th day of November 2018, I reported to 5th day training at 0830 hours at Mohawk Valley Community College.

During 5th day instruction I was sitting in the front row while Sgt. Star Rae Wooden was instructing. While Sgt. Wooden was teaching she made a statement about talking when the instructor was talking. Then immediately after, she started yelling about being disrespectful during training. At that point I assumed somebody was talking in class while she was teaching but I did not know who it was. I was later told Officer Aiello was talking while she was trying to instruct 5th day. I never observed Aiello talking in class.

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RANK: Syf.

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DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

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INTRA-AGENCY MEMORANDUM

SUBJECT: 5th Day In-Service Training Incident

TO:

Chief of Police: Mark W. Williams

On November 19, 2018 I reported to the Mohawk Valley Police Academy for In-Service Training from 0830-1600 hours and was dressed in business casual attire. I was seated in the back row of the tables at the north side of the room.

The first unit of lecture was Procedural Justice and was taught by Sgt. S. Wooden. At one point during her instruction there was a side conversation going on in the back row of the tables on the south side of the room. I could not immediately see who was involved in the conversation as I was also seated in the back row and was trying to listen to the instructor but the volume of the side conversation became so that it was difficult to hear Sgt. Wooden. Sgt. Wooden had also stopped her instruction and focused her attention to the back of the south side of the room. She made a comment to the effect of "Yes, I love to talk when the instructor is talking." Which appeared to be an attempt to get the side conversation to cease and the officers to turn their attention forward. The side conversation did not stop at all and Sgt. Wooden went unacknowledged. At that time I leaned forward in my seat to look across and see who was talking. I saw PO Aiello turned sideways in his chair, facing PO Ciotti who was sitting to his right. PO Aiello was still talking and was looking down at his cell phone. PO Aiello appeared to not even notice that class had stopped and all eyes were on him. I then yelled across the room "Aiello, get off your phone!" at which point he looked up and realized what was going on. At that point Sgt. Wooden was visibly aggravated by the blatant disrespect being shown to her by PO Aiello. Sgt. Wooden stated "everyone take a break" as she tossed the projector remote onto the table and headed out of the room. As she was exiting the room she made a statement to the effect of "I'm glad we have officers with two years on the job that think they can do whatever they want."

After a short break Sgt. Wooden came back to the room to resume instruction. She began by apologizing for her reaction (which I personally felt was both appropriate and necessary) and she said that she was upset by the disrespect she was being shown as an instructor and as a Sergeant. Class then resumed without issue or further incident.

Respectfully Submitted, Sgt. Ashley Berger #1286

NAME:

RANK: Sergeant

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

December 6, 2018

INTRA-AGENCY MEMORANDUM

SUBJECT: PO Joseph Aiello Inv Re: Inappropriate Conduct During 5th Day Training

TO: Chief of Police: Mark W. Williams

On November 21st 2018, I, Lt. Howard Brodt reported for SWAT training at UPD HQ. During the course of my training I was CC'd on an e-mail regarding allegations of innapropriate conduct demonstrated by PO Joseph Aiello during a 5th day training on November 19th at MVCC.

Summary:

It was alleged by Sgt. Star Wooden that PO Aiello was acting in a disrespectful manner at 5th day training which was held at MVCC on November 19th. Specifically information was received that while Sgt. Wooden was giving instruction on procedural justce, PO Aiello was carrying on a conversation with PO Ciotti and also had his cellphone in his hand.

Investigation:

My investigation included the review of five IA memos from the Sgt's that were present and in the classroom during the course of instruction to include Sgt. Wooden. The other Sgt's present were Sgt. A Berger, Sgt. K. Strife, Sgt. B. Perra and Sgt. B. French.

In reviewing the IA memos Sgt's Berger and Wooden both state that PO Aileeo was having a side conversation and had his cell phone in his hand. They both stated that his conversation was disruptive to the class and the instruction. Sgt. Strife, Sgt. Wooden and Sgt. Berger all stated that PO Aiello continued carrying on the conversation after Sgt. Wooden addressed the issue saying "Yes I like to talk when an instructor is talking."

Findings:

Based on the IA memo's of the aforementioned Sgt's I think it has been demonstarted that PO Aiello was causing a disruption in the class and not giving the instructor his undivided attention. His conversation also inhibited others from being properly instructed. I find PO Aileeo to be in violation of the follwing policy and procedure:

Chapter Eight Article One Professional Standards of Conduct and Ethics

1.17 GENERAL RULES OF CONDUCT:

A. Unbecoming Conduct;

1. Employees shall conduct themselves at all times, both on and off-duty, in such a manner as to reflect the highest standards of the law enforcement profession.

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RANK: Lt.

Récommendations:

As a result of the above investigative findings as well as the associated determination that PO Aiello violated the aforementioned departmental policy by engaging in conduct unbecoming a police officer while on-duty during 5th day classroom training, I recommend that PO Aiello receive a Written Counseling Memorandum which will serve as positive discipline / training in full satisfaction of the above matter.

Ancillary Issues:

In reviewing the IA memos of Sgt. Strife and Sgt. French it appears that when PO Aiello was interrupting the class and on his phone they did not immediately intervene and address the matter. Sgt. French and Strife are PO Aiello's immediate supervisors and it took a supervisor from B Platoon, Sgt. Ashley Berger to immediately address the matter with PO Aiello. Based upon this I find that Sgt. Strife and Sgt. French are in violation of the following UPD policy and procedure:

Chapter Eight
Article One
Professional Standards of
Conduct and Ethics

1.17 GENERAL RULES OF CONDUCT:

- B. Subordinate Incompetence or Misconduct;
- 1. Supervisors, who overlook, condone or fail to take action regarding incompetence or misconduct on the part of their subordinates shall be guilty of neglect of duty.

NAME: 11. #0875

RANK: Lt.

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

INTRA-AGENCY MEMORANDUM

SUBJECT: 5th Day Training

TO: Chief of Police: Mark W. Williams

On November 19th, 2018, I was at the MVPA 0830 hours to attend a fifth day training in the MVPA classroom. Sgt. Wooden was instructing the training, and at one point while she was speaking to the class, I was using my cell phone to respond to a text message from a family member regarding a family matter. I was distracted due to this, and unbeknownst to me, Sgt. Wooden had attempted to get my attention twice. On the third attempt, I realized she was addressing me for my lack of attention to her instruction, and discontinued the use of my cell phone at that time. I then apoligized and discontinued any further use of my cell phone while instruction was being conducted.

NAME: #0890

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COUNSELING MEMORANDUM

TO: Po Joseph Aiello FROM: Lt Howard Brodt

DATE: 12/30/18

RE: Inappropriate Conduct During 5th Day Training on

November 19th 2018



I. Identify and define the behavior to be modified: During 5th day in-service training on November 19th 2018 PO Aiello was utilizing his cell phone and was talking during class while Sgt. Star Wooden was instructing. This behavior was found to be disruptive to the instructing Sgt.

II. Review of applicable rules & regulations, orders and operating procedures or laws:

Chapter Eight/Atricle One/Professional Standards of conduct and Ethics

1.17 General Rules of Conduct

A. Unbecoming Conduct, 1. Employees shall conduct themselves at all times, both on and off duty in such a manner as to reflect the highest standards of the law enforcement profession.

III. Employee's response to the performance deficiency:

PO Aiello understands that in-service training plays a vital role in the day to day operations of a professional police organization. Further, police instructors go above and beyond in volunteering their time and energy with respect to teaching and instructing police personnel on a wide variety of law enforcement topics. It is imperative that officers give instructors their undivided attention during training and also avoid engaging in conduct that might disrupt the class and inhibit other officers from fully absorbing and learning the material being taught.

IV. Clearly explain the behavior expected of the member:

PO Aiello will show due respect to police instructors during in-service training. He will give his undivided attention during all training sessions and avoid behavior that is disruptive to the instructor and other officers who come to the training in order to learn and better themselves professionally.

V. Potential consequences for continuing the unacceptable behavior:

Further disruption of any kind demonstrated by PO Aiello during and training that he attends whether that training be 5th day training or any other training that the department wishes to send him to will be monitored and if he is shown to be once again disruptive in class further progressive discipline will follow.

VI. Provisions for follow-up consultations:

Supervisors will monitor PO Aiello's conduct during any departmental training sessions and be on the look out for any behavior that is disruptive to the class or instructor teaching.

This counseling memorandum will be placed in your personnel file.

Signature of Employee:

Date: 12/30/18

Signature of Supervisor:

Date: 12/30/18

Date: 12/30/18

From:

hbrodt

Sent: To:

Thursday, December 06, 2018 6:52 AM
Professional Standards Distribution List

Cc:

Professional Standards Distribution List A Platoon Supervisors; dcinque

Subject:

PO Joseph Aiello Verbal Counseling

Sirs,

This is to formally notify you that PO Joseph Aiello was verbally counseled regarding being late for work for his 11/15 - 11/16 tour. A note was placed in his e-file. Any future instances in which he is late for work will result in further progressive discipline.

Respectfully,

Lt. Howard Brodt

Department of Public Safety

BUREAU OF POLICE

413 Oriskany Street W. Utica, New York 13502

Subject: Internal Investigation: PO Joseph Aiello - Late for work on January 26th

RMS: N/A

Investigating Supervisor: Sgt. Kevin Strife

Reviewing Supervisor: Lt. Howard Brodt

Summary:

l, Lt. Howard Brodt, am employed by the City of Utica Police Department, assigned to the Patrol Division - A Platoon (night shift = 2345-0800 hours) as the Platoon Commander. While performing my duties as the A Platoon Commander, I reviewed an internal investigation submitted to me by Sgt. Kevin Strife regarding PO Joseph Aiello being late for work on January 26th 2019. At this time he had been verbally counseled regarding being late for work and an investigation had been initiated on January 10th regarding him for work after the verbal counseling.

Investigative Facts:

PO Aiello completed an IA memo regarding him showing up late for work on the 26th. He said that he slept through his alarm.

PO Aiello was issued a counseling memo for his January 10th tardiness on February 27th.

Findings:

Officer Aiello was found to be in violation of the below chapter of Professional Standards Conduct and Ethics: Chapter Eight, Article One, Professional Standards of Conduct and Ethics

- D. Reporting for Duty;
- 1. Employees shall report for duty on routine assignment, upon notification or call back.
- 2. Employees shall present themselves for duty at a time and place specified by established authority and in the manner established by current directives.
- E. Absence from Duty;
- 1. Employees shall not be absent from duty or place of duty assignment without permission from their supervisor in accordance with current directives.

Recommendation:

There were several documented instances of PO Aiello showing up for work late in 2018 shown in his efile. He was verbally counseled in 2018 for showing up for work late. On February 27th he was issued a counseling memo for showing up for work late. His latest absence occurred while that particular investigation was being completed. At this time continuing with progressive discipline I feel that a letter of reprimand is in order.

Ancillary Issues:

N/A

UPD-61

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

1/27/19

INTRA-AGENCY MEMORANDUM

SUBJECT: Late To Work

TO: Chief of Police: Mark W. Williams

On January 26th, 2019, I was scheduled to be in roll call by 2345 hours for my A line tour of duty from 0000 to 0800 hours on January 27th, 2019. Prior to leaving my residence to report to work, I was asleep with an alarm set to wake me in time to get up, get ready, and drive to work on time. Unbeknownst to me, I slept through my initial alarm. I eventually woke up at 2335 hours, and immediately got ready and left for work. Oversleeping caused me to arrive at work at 2347 hours on January 27th, 2019, and subsequently miss roll call.

NAME:

RANK:	Prim.	
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ROBERT PALMIERI Mayor

CITY OF UTICA

DEPARTMENT OF PUBLIC SAFETY BUREAU OF POLICE

413 Oriskany Street West Utica, New York 13502

MARK WILLIAMS
Chief of Police

3/29/2019

PO Joseph Aiello
Platoon A / Squad 3
Uniformed Patrol Division

PO Aiello,

Your 2018 electronic file shows that you were late for work on 6 separate documented occasions. On 11/23/2018 you were verbally counseled regarding being late for work and an additional e-file note was placed in your file making reference to this verbal counseling. On 01/10/2019 you were late for work again. While a progressive discipline investigation was underway for that instance of being late you were once again late for work on 01/26/2019. In both of these instances in January 2019 you were a no call/no show. On February 27th you were issued a counseling memo which you signed in regards to you being late on January 10th. This letter of reprimand is a continuation of the progressive discipline which addresses your being late on January 26th. Further instances of being late for work will result in further progressive discipline.

As a result of the investigation it was determined that you have violated Department Procedural Manual Chapter Eight, Article One, Professional Standards of Conduct and Ethics.

- 1.14 PERFORMANCE AND ATTENTION TO DUTY:
- D. Reporting for Duty;
- 1. Employees shall report for duty on routine assignment, upon notification or call back.
- 2. Employees shall present themselves for duty at a time and place specified by established authority and in a manner established by current directives.
- E. Absence from Duty;
- 1. Employees shall not be absent from duty or place of duty assignment without permission from their supervisor in accordance with current directives.

On 3/29/2019, a Command Discipline hearing was commenced. You were offered PBA representation and you accepted/denied. Also present during this hearing was (Decline). 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. Don Cinque

Patrol Divior Compander

I acknowledge content of this letter and a copy of the seen provided to me.

Lt. H. ward Bright

DECCIVED

(PBA Representative)

Department of Public Safety

BUREAU OF POLICE

413 Oriskany Street W. Utica, New York 13502

Date: January 27, 2019

Subject:

Late for tour of duty

To:

Chief of Police: Mark Williams

Summary:

On January 26, 2019 Officer Joseph Aiello was late for his shift and missed roll call. Officer Aiello did report that he would be late via text. After roll call he responded for his tour of duty. Officer Aiello has been verbally counselled and has received a counseling memo regarding past instances for being tardy for his shift.

Investigation:

Interagency Memo completed by Officer Joseph Aiello

Officer Aiello was verbally counseled regarding being tardy throughout the 2018 calendar year on 11/23/18 by Lt. Brodt

Officer Aiello received a counseling memo for a previous violation.

Findings:

Officer Aiello was found to be in violation of the below chapter of Professional Standards Conduct and Ethics.

Chapter Eight, Article One, Professional Standards of Conduct and Ethics

- 1.14 PERFORMANCE AND ATTENTION TO DUTY:
 - D. Reporting for Duty;
 - 1. Employees shall report for duty on routine assignment, upon notification or call back.
- 2. Employees shall present themselves for duty at a time and place specified by established authority and in the manner established by current directives.
 - E. Absence from Duty;
- 1. Employees shall not be absent from duty or place of duty assignment without permission from their supervisor in accordance with current directives.

Ancillary Issues:

No ancillary issues were noted.

Respectfully Submitted,

Sgt. K. Strife #8175

COUNSELING MEMORANDUM

TO: P.O. Joseph Aiello FROM: Sgt. Kevin Strife

DATE: 1/11/19

RE: Late for Roll Call



I. Identify and define the behavior to be modified:

On January 10, 2019 Officer Joseph Aiello was late for his tour of duty and missed roll call. Officer Joseph Aiello did not call to report that he would be late and was found to be changing for his shift while roll call was completed. Once changed he responded for his tour of duty. Officer Aiello has been verbally counselled in the past regarding being tardy for his shift.

II. Review of applicable rules & regulations, orders and operating procedures or laws:

Chapter Eight, Article One, Professional Standards of Conduct and Ethics

- 1.14 PERFORMANCE AND ATTENTION TO DUTY:
 - D. Reporting for Duty;
 - 1. Employees shall report for duty on routine assignment, upon notification or call back.
- 2. Employees shall present themselves for duty at a time and place specified by established authority and in the manner established by current directives.
 - E. Absence from Duty;
- 1. Employees shall not be absent from duty or place of duty assignment without permission from their supervisor in accordance with current directives.

III. Employee's response to the performance deficiency:

PO Aiello has taken full responsibility regarding being late.

IV. Clearly explain the behavior expected of the member:

It is expected that Officer Aiello show up for his shift on time.

V. Potential consequences for continuing the unacceptable behavior:

Further, similar incidents may result in continued progressive discipline. The discipline may be negative and may include (but is not limited to) reprimand, loss of time or pay, or other measures deemed appropriate.

VI. Provisions for follow-up consultations:

None

This counseling memorandum will be placed in your personnel file.

Investigation regarding late for roll call

Officer Joseph Aiello

Sergeant Kevin Strife 01/10/19

Department of Public Safety

BUREAU OF POLICE

413 Oriskany Street W. Utica, New York 13502

Date: January 11, 2019

Subject:

Late for tour of duty

To:

Chief of Police: Mark Williams

Summary:

On January 10, 2019 Officer Joseph Aiello was late for his shift and missed roll call. Officer Joseph Aiello did not call to report that he would be late and was found to be changing for his shift while roll call was completed. Once changed he responded for his tour of duty. Officer Aiello has been verbally counselled regarding past instances for being tardy for his shift.

Investigation:

Interagency Memo completed by Officer Joseph Aiello

Officer Aiello was verbally counseled regarding being tardy throughout the 2018 calendar year on 11/23/18 by Lt. Brodt

Findings:

Officer Aiello was found to be in violation of the below chapter of Professional Standards Conduct and Ethics,

Chapter Eight, Article One, Professional Standards of Conduct and Ethics

- 1.14 PERFORMANCE AND ATTENTION TO DUTY:
 - D. Reporting for Duty;
 - 1. Employees shall report for duty on routine assignment, upon notification or call back.
- 2. Employees shall present themselves for duty at a time and place specified by established authority and in the manner established by current directives.
 - E. Absence from Duty;
- 1. Employees shall not be absent from duty or place of duty assignment without permission from their supervisor in accordance with current directives.

Ancillary Issues:

No ancillary issues were noted.



DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

INTRA-AGENCY MEMORANDUM

SUBJECT: Late for roll call

TO: Chief of Police: Mark W. Williams

On January 10th 2019, I was scheduled to be in roll call by 2345 hours for my A line tour of duty from 0000 to 0800 hours on January 11th, 2019. Prior to leaving my residence to report to work, I was asleep with an alarm set to wake me in time to get up, get ready, and drive to work on time. When my alarm was activated, I intended to hit the "snooze" button on my alarm to remain in bed a few extra minutes, but instead accidentally turned it off. This caused me to wake up later than intended, which in turn caused me to arrive at work at 2345 hours on January 10th, 2019, and subsequently miss roll call.

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RANK:	Pf/m,	

COUNSELING MEMORANDUM

TO: P.O. Joseph Aiello FROM: Sgt. Kevin Strife

DATE: 1/11/19

RE: Late for Roll Call



I. Identify and define the behavior to be modified:

On January 10, 2019 Officer Joseph Aiello was late for his tour of duty and missed roll call. Officer Joseph Aiello did not call to report that he would be late and was found to be changing for his shift while roll call was completed. Once changed he responded for his tour of duty. Officer Aiello has been verbally counselled in the past regarding being tardy for his shift.

II. Review of applicable rules & regulations, orders and operating procedures or laws:

Chapter Eight, Article One, Professional Standards of Conduct and Ethics

- 1.14 PERFORMANCE AND ATTENTION TO DUTY:
 - D. Reporting for Duty;
 - 1. Employees shall report for duty on routine assignment, upon notification or call back.
- 2. Employees shall present themselves for duty at a time and place specified by established authority and in the manner established by current directives.
 - E. Absence from Duty;
- 1. Employees shall not be absent from duty or place of duty assignment without permission from their supervisor in accordance with current directives.

III. Employee's response to the performance deficiency:

PO Aiello has taken full responsibility regarding being late.

IV. Clearly explain the behavior expected of the member:

It is expected that Officer Aiello show up for his shift on time.

V. Potential consequences for continuing the unacceptable behavior:

Further, similar incidents may result in continued progressive discipline. The discipline may be negative and may include (but is not limited to) reprimand, loss of time or pay, or other measures deemed appropriate.

VI. Provisions for follow-up consultations:

None

This counseling memorandum will be placed in your personnel file.

Signature of Employee: 2/27/19Signature of Supervisor: 2/27/19Signature of Witnessing Supervisor: 2/27/19Date: 2/27/19

Sick Call Policy Investigation

Officer Joe Aiello

Sgt. Brian French 05/30/19

Department of Public Safety

BUREAU OF POLICE

413 Oriskany Street W. Utica, New York 13502

Date: May 29, 2019

Subject: PO Joe Aiello sick call investigation

To: Chief of Police: Mark Williams

SUMMARY;

On Sunday April 14, 2019 PO Joe Aiello had been granted the night off with the on-call status. His normal shift would have commenced at 2345 hours on the 13th and ended at 0800 hours on the 14th. At approximately 2200 hours on the 13th PO Aiello contacted the squad commander's office and reported that he would be using a sick day for the above shift. PO Aiello was removed from the schedule and granted the sick day.

On May 14, 2019 I received an email from Lt. Brodt advising me that there was video evidence from AJ's Photography on YouTube of PO Aiello in attendance of a wedding reception on the night of the 13th. I was advised to determine if PO Aiello, after calling in sick, had violated any policy or procedure. I sent PO Aiello a request for a Narrative specifically asking him if he was home during his normal scheduled work hours as stated in the Utica Police Department Policy and Procedure Manual. See below section;

- F. While on medical leave (to include sick leave and injured off duty), no member of the Department shall leave his/her home during the eight (8.25) hour period that they would normally be on duty except under the following conditions:
- 1. For the purpose of reporting to or visiting the Police Physician or a personal physician for diagnosis, examination and/or treatment or to a facility specifically designated by his/her personal physician for therapy or other services connected with the member's illness/injury.
- 2. When an emergency exists, or the member wishes to leave his/her home or place of confinement for the purpose of attending religious services or voting in a governmental election, the member must contact his/her commanding officer. If the commanding officer is not available, the member shall contact the Duty Commander and request permission to leave his/her residence or place of confinement for a specific stated purpose, not to exceed eight hours. The person authorizing such absence shall report his action, in writing, to the Chief of Police, outlining the reasons for such authorization.

INVESTIGATION:

On May 22, 2019 I received a Narrative completed and signed by PO Aiello in which he admitted that on the night of April 13th, after calling in sick, he was not home at his residence during his normal scheduled work hours of 2345-0800 hours. PO Aiello acknowledges in his Narrative that he is aware of the policy regarding calling in sick and knowingly was in violation of the above noted section.

FINDINGS;

Based on my investigation into this matter I find that PO Aiello was knowingly in violation of the Utica Police Department policy covering sick time which states that an employee who is using sick time must be at their home during their normally scheduled work hours.

ANCILLARY ISSUES:

There did not appear to be any ancillary issues as a result of this investigation.

Respectfully, Sgt. Brian French #3100

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

5/22/19

SUBJECT: April 14th, 2019 / Sick Day

Chief of Police: Mark W. Williams

Ö

approximately 2200 hours on April 13th, 2019, I called the Squad Commander's Office and instead utilized a sick day for the aforementioned date. At the time I called the Squad Commander's Office I was not yet at my home, and by the time my tour of duty began, when utilizing a sick day, is a violation of the Utica Police Department's policy and procedure, and I take full responsibility for not being home by the time I was required to be. I regretfully did not return home until after 2345 hours on April 13th, 2019. I am aware that not being at my home On Sunday April 14th, 2019, I was scheduled to work my tour of duty which began at 2345 hours on April 13th, 2019 and ended at 0800 hours on April 14th, 2019. Due to a family wedding scheduled for Saturday, April 13th, 2019, I requested April 14th, 2019 off and was in turn granted an "On Call" position on the schedule. At

NAME:

Department of Public Safety

BUREAU OF POLICE

413 Oriskany Street W. Utica, New York 13502

Subject: Internal Investigation: PO Joseph Aiello – Sick Call While On-Call April 13th 2019

RMS: N/A

Investigating Supervisor: Sgt. Brian French

Reviewing Supervisor: Lt. Howard Brodt

Summary:

I, Lt. Howard Brodt, am employed by the City of Utica Police Department, assigned to the Patrol Division - A Platoon (night shift = 2345-0800 hours) as the Platoon Commander. While performing my duties as the A Platoon Commander, I reviewed an internal investigation submitted to me by Sgt. Brian French regarding PO Joseph Aiello calling in sick while on-call. As A platoon had two sick calls on April 13th 2019 from two other officers, PO Aiello was be required to come into work as he was on-call. PO Aiello called in sick for work at 2200 Hrs on April 13th. Video evidence was obtained from AJ's photography on YouTube of PO Aiello in attendance at a wedding reception at Danielle's at Valley View the evening of April 13th. Sgt. French was tasked with determining if PO Aiello after calling in sick had violated any policy or procedure. Sgt. French requested that PO Aiello submit a narrative specifically asking him if he was home during his normal scheduled work hours as stated in the Utica Police Dept. policy and procedure manual.

F. While on medical leave (to include sick leave and injured off duty), no member of the department shall leave his or her home during the 8.25 hour time period that they would normally be on duty except under specific conditions.

Investigative Facts:

PO Aiello was observed in a YouTube video published April 14th which shows him at a wedding reception at Danielle's at Valley View

PO Aiello completed an IA memo regarding him calling in sick on April 13^{th} . He stated he was not at his residence during his normal scheduled work hours of 2345 - 0800 hours. PO Aiello acknowledges in his narrative that he is aware of the policy regarding calling in sick and knowingly was in violation of UPD policy and procedure.

Findings:

Officer Aiello was found to be in violation of UPD policy covering sick time as noted in Sgt. French's investigation. UPD policy states that an employee who is using sick time must be at their home during their normally scheduled work hours.

Recommendation:

It is my recommendation that PO Aiello have 2 vacation days expunged from his on-duty time banks regarding his violation of UPD policy and procedure.

Ancillary Issues:

N/A



ROBERT PALMIERI Mayor

CITY OF UTICA

DEPARTMENT OF PUBLIC SAFETY BUREAU OF POLICE

413 Oriskany Street West Utica, New York 13502

MARK WILLIAMS
Chief of Police

6/24/2019

(PO Joseph Aiello)

(Platoon A / Squad 3)

(Uniformed Patrol Division)

(PO Aiello:)

(On Sunday April 14th 2019 you had been granted the night off with "On-Call" status. Your normal shift commenced at 2345 Hrs on April 13th and ended at 0800 hours on April 14th. At approximately 2200 Hours on April 13th you contacted the squad commander's office and stated you would be using a sick day. The administration obtained video evidence from AJ's photography that you attended a wedding on the evening of April 13th. You completed/submitted a narrative relative to an investigation regarding this matter in which you stated that you were not at your residence for the duration of your normal scheduled work hours from April 13th at 2345 to April 14th at 0800 Hrs and that you were knowingly in violation of Utica Police Dept. policy and procedure

As a result of the investigation it was determined that you have violated Department Procedural Manual (Chapter 3/Article 10.12 /Section F Subsections 1&2)

F. While on medical leave (to include sick leave and injured off duty), no member of the Page 3

Department shall leave his/her home during the eight (8.25) hour period that they would normally be on duty except under the following conditions:

- 1. For the purpose of reporting to or visiting the Police Physician or a personal physician for diagnosis, examination and/or treatment or to a facility specifically designated by his/her personal physician for therapy or other services connected with the member's illness/injury.
- 2. When an emergency exists, or the member wishes to leave his/her home or place of confinement for the purpose of attending religious services or voting in a governmental election, the member must contact his/her commanding officer. If the commanding officer is not available; the member shall contact the Duty Commander and request permission to leave his/her residence or place of confinement for a specific stated purpose, not to exceed eight hours. The person authorizing such absence shall report his action, in writing, to the Chief of Police, outlining the reasons for such authorization.

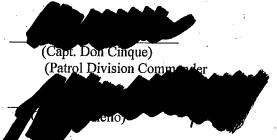
Last Revision Date 6/7/2016

On 6/24/2019, a Command Discipline hearing was commenced. You were offered PBA representation and you accepted/denied. Also present during this hearing was (

). 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. You also accept that 2 days vacation be expunged/deleted/removed from your onduty time banks.
- 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.



I acknowled the content of this letter and a copy of it has been provided to me. Lt. Howard Brodt)

DECEMED (THE PERSON (PBA Representative:

From:

dcinque

Sent:

Thursday, June 20, 2019 9:16 AM

To:

hbrodt

Cc:

jaiello; Professional Standards Distribution List

Subject:

Re: Command Discipline Meeting Monday June 24th 2019 at 0815 Hrs

I need to re schedule this. Lt Brodt please coordinate a new day and time with me. Sorry and thank you.

Respectfully,

Don Cinque

On Jun 12, 2019, at 00:37, hbrodt < wrote

PO Aiello,

Regarding an on-going internal investigation relative to you being "on-call" on April 13th 2019, calling into work sick on that date, and not being home for the duration of your April 13th – April 14th tour, a command discipline meeting is being scheduled for Monday June 24th at 0815 Hrs in Capt. Cinque's office. You can bring a union representative to this meeting if you so desire.

Respectfully,

Lt. Howard Brodt

Utica Police Department

Lost Police ID Investigation

Officer J. Aiello

Sgt. Brian French 07/09/19

Department of Public Safety

BUREAU OF POLICE

413 Oriskany Street W. Utica, New York 13502

Subject: Internal Investigation: PO Joseph Aiello – Lost police photo ID card - June 13th 2019

RMS: N/A

Investigating Supervisor: Sgt. Brian French

Reviewing Supervisor: Lt. Howard Brodt

Summary:

I, Lt. Howard Brodt, am employed by the City of Utica Police Department, assigned to the Patrol Division - A Platoon (night shift = 2345-0800 hours) as the Platoon Commander. While performing my duties as the A Platoon Commander, I reviewed an internal investigation submitted to me by Sgt. Brian French regarding PO Joseph Aiello losing his police photo ID card.

Investigative Facts:

PO Aiello stated during his June 7th – June 8th tour he failed to locate his police photo ID card. On June 9th PO Aiello informed me of this and I told him to continue looking for the card. He stated in his narrative that he spent the next three days looking for his police photo ID but was unsuccessful. At this time I informed Sgt. French that he was to initiate a formal investigation into the lost police property. A File 9 was also transmitted through E-Justice.

On July 5^{th} PO Aiello located the police ID at his home and on July 9^{th} a file 9 found message was transmitted via e-justice.

Findings

Sgt. French found that PO Aiello was careless in the use of department property by misplacing his ID card.

Recommendation:

In light of the fact that the property was at his home the entire time It is my recommendation that Sgt. French's verbal counseling to Aiello regarding this matter be documented in his e-file at this time.

Ancillary Issues:

N/A

utica Police Department

Incident Narrative Report

Narratives for Incident Number 2019000021579? Yes Other Narratives not authorized for print? None Narratives this user authorized to print:

Narrative by: SGT Brian French

Seq No: Date & Time .07/09/2019 03:30

Print Date: July 09, 2019

Narrative Description

Entered by SGT Brian French Status

Last Edit Date

Printed By: bfrench

7/9/19 3:46

Open On June 13, 2019 I, Sgt. Brian French, reported for duty to the Utica Police Dept. from the hours of 2345-0800 hours. I was assigned as the Squad Commander.

On this date I directed PO Joe Aiello to create this RMS and complete a Narrative regarding losing his Department issued Police ID card.

Summary:

On approximately June 8, 2019 PO Joe Aiello advised me that he could not locate his Police ID and believed he left it at home. Over the next several days PO Aiello was tasked with attempting to locate his ID. He told me that he knew he had it at the end of his shift on the 7th and thought it must be at home someplace. After several days of not being able to find it I advised him that I would have to initiate an investigation due to it being City of Utica property as well as a Police ID. An RMS was created and PO Aiello completed a Narrative and a FL09 in ejustice. I then sent out the proper notification e-mail.

Investigation;

For this investigation I spoke with PO Aiello who told me that he left work on the 7th and thought his ID card was in his pant's pocket. He was unable to locate his ID card the next time he came to work. He told me he looked everywhere he thought it could be and did not have any success locating it. Sgt. Hagen was advised and deactivated his old ID card and issued him a new one.

Findings;

At the conclusion of my investigation I find that PO Aiello was careless in the use of Department property by misplacing his ID card. I also spoke with PO Aiello regarding the severity of losing a Police ID that could potentially lead to someone finding it and using it to impersonate a police officer. Also given that Utica Police ID cards are also swipe cards there is the possibility that an unauthorized person could gain access to areas of the building that are off limits to non-police personnel. PO Aiello stated to me that he understood how important it is to keep track of his ID.

Ancillary issues:

There were no ancillary issues.

Sgt. Brian French #3100

Utica Police Department

Incident Narrative Report

Narratives for Incident Number 2019000021579? Yes Other Narratives not authorized for print? None Narratives this user authorized to print:

Narrative by: PO Joseph Alello

Print Date: July 09, 2019

Seq No: Date & Time 06/13/2019 02:46 Narrative Description

Entered by PO Joseph Aiello

Status 5 4 1 Open

Reviewed by

Last Edit Date

Printed By: bfrench

6/13/19 3:44

On June 13th, 2019, I, Officer Joseph Aiello Jr., reported for duty to the Utica Police Department for the 0000-0800 hour shift. I was assigned to the Uniformed Patrol Division, in marked patrol Unit 53 /Zone 53, utilizing BWC 0090, in full uniform attire, per Squad Commander, Sgt. B. French.

At approximately 2330 hours on June 7th, 2019, I reported to the Utica Police Department for my tour of duty, scheduled to commence at 2345 on June 7th, 2019, and end at 0800 hours on June 8th, 2019. While getting dressed prior to roll call in the locker room, I attempted to locate my department issued swipe card / Police photo identification card, which I normally keep in my pants pocket while off duty. I was unable to locate said card on my person or in my uniform which was hanging in my locker.

At that time, I assumed I had left it at my residence accidentally, and ultimately used the "Booking 2" swipe card from the Squad Commander's Office for the duration of my tour after notifying Sqt. French.

Upon returning home following the completion of my shift. I attempted to locate said ID card at my residence with negative results. The last time I know it to be in my possession was at 0800 hours on June 7th, 2019.

On June 9th, 2019, I again reported to UPD for my scheduled shift and utilized the "Booking 2" swipe card after also notifying Lt. Brodt I was unable to locate my issued swipe / ID card.

I then spent the next three days attempting to locate my swipe/ID card in any possible locations where it could have fallen out of my pocket and been lost with negative results.

On June 12th, 2019, at approximately 2330 hours, I reported the Utica Police Department for my scheduled tour of duty. and notified Sqt. French I was unsuccessful locating my lost swipe/ID card while off duty. Sqt. French directed me to create and complete an incident in RMS, complete a narrative on an inter-agency memo, and complete an E-Justice File 09 entry. The File 09 was entered into this incident as a supplement and my narrative was TOT Sgt. French.

Respectfully Submitted, Officer Joseph Aiello Jr. # 0090 **Utica Police Department**

Incident Narrative Report

Narratives for Incident Number 2019000021579 ? Yes Other Narratives not authorized for print? None Narratives this user authorized to print:

Narrative by: PO Joseph Aiello

Seq No: Date & Time 07/09/2019 03:56 Follow Up

Print Date: July 09, 2019

Narrative Description

Entered by PO Joseph Aiello Open

Reviewed by

Last Edit Date

Printed By: bfrench

7/9/19 4:00

On Friday, July 5th, 2019, I was able to locate my department issued swipe card / Police photo identification card, which was previously reported lost on June 8th, 2019. I notified Sgt. French, who directed me to complete a File 09 E-Justice entry for found property. Said entry was completed and entered into this incident as a supplement.

Page 1 of 1

PlNarrativeSingle Rev: 03/01/04

Department of Public Safety

BUREAU OF POLICE

413 Oriskany Street W. Utica, New York 13502

Date: October 30, 2019

Subject:

Late for tour of duty

To:

Chief of Police: Mark Williams

Summary:

Officer Joseph Aiello was late for his shift and missed roll call on the following dates: October 8th, October 11th, October 12th, october 12th, and October 26th. Officer Aiello was not in roll call and failed to notify a supervisor on October 8th and October 14th. On October 11th Officer Aiello was not in roll call and Sgt. Strife went to his home. As Sgt. Strife was in the driveway Officer Aiello appeared from his home and was on his way to the Police station. On October 17th Officer Aiello was not in roll call and notified Sgt. French at 2346hrs that he was going to be late. On October 17th this fact finding investigation was initiated and Officer Aiello was ordered to submit a narrative regarding details of why he was late on the above dates. After this investigation was underway Officer Aiello was late again on October 26th. Officer Aiello called Sgt. Strife on October 26th at 2344hrs and stated that he was going to be approximately 10 minutes late. Officer Aiello has been verbally counselled, received a counseling memo, and received a letter of reprimand regarding past instances for being tardy for his shift.

Investigation:

Interagency Memo completed by Officer Joseph Aiello

Officer Aiello was verbally counseled regarding being tardy throughout the 2018 calendar year on 11/23/18 by Lt. Brodt

Officer Aiello received a counseling memo on 2/27/19 for a previous violations.

Officer Aiello received a letter of reprimand on 3/29/19 for previous violations.

Findings:

Officer Aiello was found to be in violation of the below chapter of Professional Standards Conduct and Ethics.

Chapter Eight, Article One, Professional Standards of Conduct and Ethics

- 1.14 PERFORMANCE AND ATTENTION TO DUTY:
 - D. Reporting for Duty;
 - 1. Employees shall report for duty on routine assignment, upon notification or call back.
- 2. Employees shall present themselves for duty at a time and place specified by established authority and in the manner established by current directives.

Ancillary Issues:

No ancillary issues were noted.

Respectfully Submitted,

Sgt. K. Strife #8175



ROBERT PALMIERI Mayor

CITY OF UTICA

DEPARTMENT OF PUBLIC SAFETY BUREAU OF POLICE

413 Oriskany Street West Utica, New York 13502

> MARK WILLIAMS Chief of Police

> > 12/30/2019

PO Joseph Aiello
Platoon A / Squad 3

Uniformed Patrol Division

PO Aiello,

Your 2018 electronic file shows that you were late for work on 6 separate documented occasions. On 11/23/2018 you were verbally counseled regarding being late for work and an additional e-file note was placed in your file making reference to this verbal counseling. On 01/10/2019 you were late for work again. While a progressive discipline investigation was underway for that instance of being late you were once again late for work on 01/26/2019. In both of these instances in January 2019 you were a no call/no show. On February 27th you were issued a counseling memo which you signed in regards to you being late on January 10th. You were late on January 26th 2019 and issued a LOR for that. In October 2019 you were late for work on October 8th, October 11th, October 14th, October 17th, and October 26th. You Have at this point been verbally counseled, issued a counseling memo and issued a Letter of Reprimand. Continuing with progressive discipline, one vacation day is now being sought to be deleted from your on-duty time banks.

As a result of the investigation it was determined that you have violated Department Procedural Manual Chapter Eight, Article One, Professional Standards of Conduct and Ethics.

1.14 PERFORMANCE AND ATTENTION TO DUTY:

- D. Reporting for Duty;
- 1. Employees shall report for duty on routine assignment, upon notification or call back.
- 2. Employees shall present themselves for duty at a time and place specified by established authority and in a manner established by current directives.
- E. Absence from Duty;
- 1. Employees shall not be absent from duty or place of duty assignment without permission from their supervisor in accordance with current directives.

Last Revision Date 6/7/2016

On 1/6/2020, a Command Discipline hearing was commenced. You were offered PBA representation and you accepted/denied. Also present during this hearing was (). 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. You accept that 1 vacation day be deleted from your on-duty time banks.
- 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

apt. Don Cinque

Patrol Divion Commander

I acknowledge content of this letter

and a copy of has been provided to me.

(Brout)#10871 Lt. Howard Brodt

Oec/red (A)
(PBA Representative)

Department of Public Safety

BUREAU OF POLICE

413 Oriskany Street W. Utica, New York 13502

Subject: Internal Investigation: PO Joseph Aiello – Late for work on October 8th 2019 October 11th 2019 October 17th 2019 and October 26th 2019.

RMS: N/A

Investigating Supervisor: Sgt. Kevin Strife

Reviewing Supervisor: Lt. Howard Brodt

Summary:

I, Lt. Howard Brodt, am employed by the City of Utica Police Department, assigned to the Patrol Division - A Platoon (night shift = 2345-0800 hours) as the Platoon Commander. While performing my duties as the A Platoon Commander, I reviewed an internal investigation submitted to me by Sgt. Kevin Strife regarding PO Joseph Aiello being late for work on October 8th, October 11th, October 14th, October 17th and October 26th. At this time he has been verbally counseled in the past year in regards to being late for work. In accordance with progressive discipline he had been issued a counsleing memo. He was given a LOR in regards to progressive discipline for a subsequent investigation. This represents the third investigation in the past year into being late for work for PO Aiello.

Investigative Facts:

IA Memo completed by PO Aiello

Verbally counseled by this writer, Lt. Brodt on 11/23/2018 regarding previous instances of being late for work

Received a counseling memo on 02/27/2019 for previous instances reporting late for work Revived a letter of reprimand on 03/29/2019 for previous instances of reporting late for work

Findings:

Officer Aiello was found to be in violation of the below chapter of Professional Standards Conduct and Ethics: Chapter Eight, Article One, Professional Standards of Conduct and Ethics

- D. Reporting for Duty;
- 1. Employees shall report for duty on routine assignment, upon notification or call back.
- 2. Employees shall present themselves for duty at a time and place specified by established authority and in the manner established by current directives.
- E. Absence from Duty;
- 1. Employees shall not be absent from duty or place of duty assignment without permission from their supervisor in accordance with current directives.

Recommendation:

In accordance with progressive discipline I recommend that PO Aiello receive another LOR this time with 1 vacation day expunged from his time banks.

Ancillary Issues:

N/A

kstrife

From:

kstrife

Sent:

Thursday, October 17, 2019 1:24 AM

To:

jaiello

Cc:

A Platoon Supervisors

Subject:

Internal Investigation Aiello late for work

PO Aiello,

This is a request for a narrative regarding you failing to be present in roll call and failing to notify a supervisor of same. These infractions occurred following dates: October 8th, October 11th, October 14th, and October 17th. At this time a formal internal investigation has commenced into this matter. Please complete your narrative on an Interagency Memo and hand it in by October 20th. Thank you for your anticipated cooperation.

Sgt. Strife

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

10/17/19

INTRA-AGENCY MEMORANDUM

SUBJECT: Late to Roll Call

TO: Chief of Police: Mark W. Williams

On the aforementioned dates of October 8th, October 11th, October 14th, and October 17th, I was late for roll call as a result of my cell phone dying, which also serves as my alarm clock. As of the last few weeks, my cell phone battery has apparently been losing power faster than normal, causing it to die faster than expected, and subsequently while I was asleep on these dates. On the first three days I did not have the opportunity to contact Sgt. Strife or Sgt. French from the time I woke up to the time I arrived at work, as my phone did not recharge on the car charger sufficiently enough to turn on prior to me arriving at work. On October 17th, it did however charge enough on the car charger and turn on just prior to me arriving, and I contacted Sgt. French to notify him I would be approximately 5 mintutes late to roll call. I am aware that this is not a valid excuse, and I am not attempting to justify this behavior, but it is the truthful explanation, and I will make every possible effort to ensure it does not happen again. I apologize for any inconvenience this has caused, as I have been being more disciplined with my sleep schedule, so that I arrive to work rested and on time as expected.

IAME:

RANK:	PTLM	
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SUPERVISORS NAME PLATOON SUPERVISOR NOTES: PO J. AIELLO NOTE

DATE

4 14 0 15 =							
1/10/19	Strife	Aiello was late for work and missed roll call. He did not contact a supervisor					
4 10 = 14 0		prior. Internal investigation was initiated.					
1/27/19	Strife	Aiello was late for work and missed roll call again. He did contact a supervisor					
		prior by text message. This instance was added to the ongoing Internal					
0/07/10	D 1	investigation. Aiello was issued a counseling memo for being late for work on 01/10/2019. He					
2/27/19	Brodt	did not contact a supervisor on that date.					
03/29/19	Brodt	Aiello was issued a letter of reprimand for reporting late to work on 01/26/2019					
03/23/19	Diodi	as his progressive discipline continues.					
04/09/19	Scarchilli	Passed uniform inspection					
10/08/19	French	PO Aiello was not in Roll call and failed to notify a Supervisor that he was					
		running late.					
10/11/19	Strife	PO Aiello was not in Roll call, failed to notify a Supervisor, and I had to go to					
•		his house to get him. When I pulled into the driveway he was just coming out of					
<u> </u>		his house75hrs comp was used					
10/14/19	Strife	PO Aiello was not in Roll call and failed to notify a Supervisor that he was					
<u> </u>		running late					
10/17/19	Strife	PO Aiello was not in Roll call and notified Sgt. French at 2346hrs that he was					
		going to be late					
10/26/19	Strife	PO Aiello called Sgt. Strife at 2344hrs to notify him that he was going to be approximately 10 mins late					
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DATE	SUPERVISORS NAME	PLATOON SUPERVISOR NOTES: PO J. AIELLO NOTE
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Internal Investigation RE: BWC

Officer Joseph Aiello

Sgt. Brian French 03/09/20



ROBERT PALMIERI Mayor

CITY OF UTICA

DEPARTMENT OF PUBLIC SAFETY BUREAU OF POLICE

413 Oriskany Street West Utica, New York 13502

MARK WILLIAMS
Chief of Police

3/30/2020

PO Joseph Aiello
Platoon A / Squad 3
Uniformed Patrol Division

PO Aiello,

On December 13th 2019 you assisted PO Kyle Fee with the arrest of Michael Williams In regards to this incident your BWC footage was reviewed by the Oneida County District Attorney's Office in regards to their prosecution of Williams. In viewing the footage their were concerns brought up by the DA's office in regards to you're BWC being obstructed under your police issued jacket as well as inappropriate language that could be considered harsh or profane. These concerns were eventually brought to the attention of the Professional Standards division which prompted an internal investigation which was conducted by Sgt. French and reviewed by this writer, Lt. Brodt. It was determined that these concerns reflected poorly on the professionalism of the Utica Police Department.

As a result of the investigation it was determined that you have violated Department Procedural Manual Article 2 Sections 2.17 Sub D 1&2.

- D. Body-worn cameras shall be worn by uniformed officers in a manner that maximizes the camera's ability to capture video footage. The camera will be worn vertically in a manner consistent with the following recommendations:
- 1. The officer will mount the BWC on their outermost garments in a manner that provides a clear, unobstructed forward view from approximately chest height. When wearing a uniform tie, the BWC will be mounted in the same manner, over the tie.
- 2. The officer may mount the BWC on the three season jacket. Each jacket will be equipped with a loop in which the officer can affix the camera

Note: In addition to Sgt French's findings, I also noted an additional section of policy and procedure that was violated.

Chapter Eight Article One Professional Standards of Conduct and Ethics

- 1.17 General Rules of Conduct B. Courtesy;
- 1. Employees shall be courteous, civil and tactful toward any other employee or person in the performance of their duties when in private, in public, and during telephone, radio and electronic communications.

Last Revision Date 6/7/2016

- creed, color, religion, national origin, sex, sexual preference or other personal characteristics.
- 3. Employees shall not use harsh, profane, insolent, or intentionally insulting language.

On 3/30/2020, a Command Discipline hearing was commenced. You were offered PBA representation and you accepted/denied. Also present during this hearing was (Decline &). 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. You accept your verbal counseling regarding the use of harsh, profane, insolent or intentionally insulting language; you also accept that (2) vacation days be expunged from your on-duty time banks.

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. Don Cinque
Patrol Divion Commandes

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

Lt. Howard Brodt

(PBA Representative)

Department of Public Safety

BUREAU OF POLICE

413 Oriskany Street W. Utica, New York 13502

Subject: PO Joseph Aiello / Inappropriate Language on BWC and BWC Obscured under jacket

RMS: 19-47062

Investigating Supervisor: Sgt. Brian French

Reviewing Supervisor: Lt. Howard Brodt

Summary:

I, Lt. Howard Brodt, am employed by the City of Utica Police Department, assigned to the Patrol Division - A Platoon (night shift = 2345-0800 hours) as the Platoon Commander. While performing my duties as the A Platoon Commander, I reviewed an internal investigation submitted to me by Sgt. Brian French regarding PO Joseph Aiello. A complaint was received after employees with the DA's office heard vulgar and inappropriate remarks made by PO Aiello on his BWC and also that his BWC footage was obscured by his jacket. The complaint was in relation to the arrest of Michael Williams he Officers involved in the arrest were PO Aiello and PO Fee. The officers responded to regarding a male subject there who was openly masturbating in public view. Williams was found to be the subject in question and was arrested for Public Lewdness and Endangering the Welfare of a Child after an investigation was conducted.

Investigative Facts: Sgt. French had PO Aiello complete an IA memo regarding the arrest and his actions during the incident and at police HQ. He was instructed to specifically address in his memo the reason why his BWC was covered by his jacket and an explanation as to the language and remarks that were heard after he transported Williams to HQ. PO Fee was also asked to submit an IA memo. PO Aiello asserted that the remarks were not made in front of the prisoner. He said that he was in the workstation when the remarks were made. Sgt. French said that this was confirmed through in-house camera footage. PO Aiello stated that the reason his camera was covered was that while initially responding to the call his jacket was unzipped, however while on-scene he zipped his jacket up due to the cold. Regarding the remarks PO Aiello said that he shut his camera off during his private conversation in the workstation area. PO Fee gives this account in his IA memo.

Findings: Sgt. French found PO Aiello to be in violation of UPD Policy and Procedure, Article 2 Sections 2.17 Sub D 1&2. After viewing PO Aiello's BWC footage Sgt. French found that his interaction with Williams was professional and courteous. Sgt. French did not find PO Aiello in violation of policy and procedure relative to the remarks as he was in the workstation area away from the prisoner having a private conversation between officers that was inadvertently recorded as he forgot to turn his camera off. He found that the specific incident, time frame and location of the recorded conversation was not a defined time in policy and procedure for when the BWC is required to be activated. Regarding the camera being obscured Sgt. French noted that prior to this investigation coming to light and after this incident he had spoken to PO Aiello about having his BWC not worn on his outer most layer.

Sgt. French found PO Aiello in violation of the following policy:

Article 2 Sections 2.17 Sub D 1&2.

- D. Body-worn cameras shall be worn by uniformed officers in a manner that maximizes the camera's ability to capture video footage. The camera will be worn vertically in a manner consistent with the following recommendations:
- 1. The officer will mount the BWC on their outermost garments in a manner that provides a clear, unobstructed forward view from approximately chest height. When wearing a uniform tie, the BWC will be mounted in the same manner, over the tie.
- 2. The officer may mount the BWC on the three season jacket. Each jacket will be equipped with a loop in which the officer can affix the camera

<u>Note: In addition to Sgt French's findings, I also noted an additional section of policy and procedure that was violated.</u>

Chapter Eight Article One Professional Standards of Conduct and Ethics

- 1.17 General Rules of Conduct B. Courtesy;
- 1. Employees shall be courteous, civil and tactful toward any other employee or person in the performance of their duties when in private, in public, and during telephone, radio and electronic communications.
- 2. Employees shall not express or otherwise manifest any prejudice concerning age, marital status, handicap, disability, race, creed, color, religion, national origin, sex, sexual preference or other personal characteristics.
- 3. Employees shall not use harsh, profane, insolent, or intentionally insulting language.

Recommendation: Based on the totality of the circumstances and that the above conduct reflects poorly on the professional image of the Utica Police Department I recommend that PO Aiello have two vacation days expunged from his on-duty time banks regarding BWC obscured and a verbal counseling regarding the use of profane and insolent language.

Ancillary Issues:

N/A

Department of Public Safety

BUREAU OF POLICE

413 Oriskany Street W. Utica, New York 13502

Date: March 9, 2020

Subject: PO Joe Aiello BWC Investigation

To: Chief of Police: Mark Williams

Summary:

On January 31, 2020 I received an e-mail from Lt. Brodt regarding notification that an internal investigation needed to be done regarding an incident that occurred December 13, 2019 at approximately 0041 hours. This was relative to RMS 19-47062, the arrest of Michael Williams. The Officers involved were PO Kyle Fee and PO Joseph Aiello. These Officers responded to the area of regarding a male there that was openly masturbating in public view. Michael Williams was located and subsequently arrested by PO Fee for Public Lewdness and Endangering due to the complainants supporting deposition. PO Aiello was tasked by Sgt. Phillips to transport Williams to the station.

All of the body worn camera footage was eventually viewed by the DA's office and a complaint was sent back in regards to PO Aiello's body worn camera footage. The complaint was that PO Aiello's footage was blocked by his jacket and that he was heard using vulgar language and unprofessional remarks.

INVESTIGATION:

For this investigation I had PO Aiello complete an intra-agency memo as to his involvement in this case as well as specific instructions to address the reason why his body worn camera was covered by his jacket and an explanation as to the language and remarks that were heard after he transported Williams to the station. I also had PO Fee complete an intra-agency memo due to him being the arresting Officer and information provided by PO Aiello that the unprofessional language heard on his body cam did not take place in the area of the Doorman but was in the patrol work station away from the prisoner. I was also able to review the in house camera system and viewed that once PO Aiello brought Williams to the station, he turned him over to PO Wrobel in the Doorman area. He then went to the Squad Commander's Office and advised Lt. Brodt of the reason that Williams was brought in. He then exits the Office and goes to the Patrol work station. During this time PO Aiello had his body worn camera activated and in his memo he stated he forgot to turn it off after his interaction with Williams was complete. He also stated that the reason his camera was covered was that while initially responding to the call his jacket was unzipped, however, while on scene he did zip his jacket closed due to the cold

temperatures and forgot to transfer his camera to his outer most layer. The camera system showed that after PO Aiello left the Squad Commander's Office he did not return to the Doorman area. The vulgar language and unprofessional remarks that were heard took place in the Patrol work station and was during private conversations between the Officers. At no time were any remarks spoken in front of or within ear shot of Williams. PO Aiello stated in his memo that it was during this private conversation that he realized his body worn camera was still activated and he then shut it off.

FINDINGS:

My findings of this investigation based on all of the information I gathered is that PO Aiello was in violation of the Department Policy and Procedure Article 2 sec. 2.17 sub D 1 and 2. That section is listed below and covers the policy on body worn camera placement. After viewing PO Aiello's body worn camera footage for this incident it was clear that during his entire interaction with Williams PO Aiello was professional and courteous towards him. In regards to vulgar and unprofessional language heard I do not feel that PO Aiello violated the Department policy due to the fact that at the time his body worn camera recorded the remarks he was at the Patrol work station away from the prisoner and only in the presence of other Officers. The conversation was inadvertently recorded because he forgot to turn his camera off. This specific incident, time frame, and location of the recorded conversation was not a defined time in policy and procedure for when the body worn camera is required to be activated. I spoke with PO Aiello prior to this investigation coming to light when, during an incident after the date of this one, I noticed he was not wearing his camera on his outer most layer and it was immediately corrected by him. To my knowledge, after addressing that issue, there has not been a reoccurrence of his body worn camera not being displayed properly.

ANCILLARY ISSUES:

Utica Police Department policy and procedure Article 2 Section 2.17 Sub. D 1 and 2.

- D. Body-worn cameras shall be worn by uniformed officers in a manner that maximizes the camera's ability to capture video footage. The camera will be worn vertically in a manner consistent with the following recommendations:
- 1. The officer will mount the BWC on their outermost garments in a manner that provides a clear, unobstructed forward view from approximately chest height. When wearing a uniform tie, the BWC will be mounted in the same manner, over the tie.
- 2. The officer may mount the BWC on the three season jacket. Each jacket will be equipped with a loop in which the officer can affix the camera.

Respectfully,

Sgt. Brian French #3100

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

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INTRA-AGENCY MEMORANDUM

SUBJECT: RMS # 19-47062

TO: Chief of Police: Mark W. Williams

On December 13th, 2019, I, Officer Joseph Aiello Jr., reported for duty to the Utica Police Department for the 0000-0800 hour shift. I was assigned to the Uniformed Patrol Division, in marked patrol Unit 53 /Zone 53, utilizing BWC 0090, in full uniform attire, per Platoon Commander, Lt. H. Brodt.

On the above date, at approximately 0041 hours, Units were dispatched to the area of the second entering a male reportedly masturbating on the front porch of said residence.

Upon arrival, I exited my vehicle, and due to the extremely cold weather, zipped up my coat. Prior to this call, I had my coat unzipped, and my BWC affixed to my uniform shirt. When I zipped up my coat, I unintentionally covered my BWC, obstructing it's ability to record any activity other than audio.

I ultimately assisted Unit 52, Officer Fee, in taking a male who I now know as Michael Williams into custody regarding public lewdness and endangering the welfare of a child. Per Sgt. Phillips, I then transported Williams to HQ, where he was TOT Booking Officer Wrobel without issue.

During my entire interaction with Williams I was polite, professional, and courteous. After I turned Williams over to Officer Wrobel, I exited the booking area, and forgot to turn off my BWC. Any and all interactions with Williams were complete at that time, and there was no longer any reason for my BWC to continue to be activated.

Upon exiting the booking area, I proceeded to the Squad Commanders Office, to inform Lt. Brodt of the arrest. Following my brief interaction with Lt. Brodt, I proceeded to walk into the patrol workstation, where I encountered Officer Wrobel and Officer Fee and engaged them in conversation. During these interactions with other sworn members of the Department, I was completely out of ear shout of Williams and any other civilian. While still standing in the workstation I realized my BWC was still recording, and shut it off at that time.

At no time, did I use vulgar language or make crude remarks in front of or in ear shout of Williams, any other inmates, or civilians.

Respectfully Submitted, Ptlm. Joseph Aiello Jr. #0090

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DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

PLTM Kyle Fee

INTRA-AGENCY MEMORANDUM

SUBJECT: RMS #47062

TO: Chief of Police: Mark W. Williams

On 12/13/2019 I reported to duty for the 0000-0800 shift, assigned to Car 52/Zone 52, per the squad commander, Lt. Brodt.

At approximately 0041 hours I was dispatched to Court and Varick Street for a Public Lewdness Call.

On scene I spoke with a regarding a W/M masturbating on the front porch of later identified this W/M as Michael Williams. After investigating the matter and securing a supporting deposition from Oliver I arrested Williams for Public Lewdness. Williams was taken back to PHQ by P.O Aiello in Unit 53.

After finishing at the scene I returned back to PHQ and sat down at the Patrol Work station. There I talked with P.O Aiello and Booking Officer Wrobel who were also in there. I remember speaking with the other two officers but the exact subject of the conversations, I don't remember. I finished up completing a UCC regarding the Public Lewdness and left shortly after from the station once all required items were completed in regards to the arrest.

Respectfully,

P.O Kyle Fee C-1 #2892

NAME:

RANK: PLTM

ahowe

From:

hbrodt

Sent:

Monday, March 30, 2020 7:46 AM

To:

Professional Standards Distribution List

Cc:

Subject:

FW: Internal Investigation Re: PO Joseph Aiello RMS 19-47062 - 12/13/2019

Sirs,

Capt. Cinque and I concluded a command discipline with PO Joseph Aiello this morning in which he agreed to have 2 days vacation expunged from his on-duty time banks. He was also verbally counseled regarding the use of profane and insolent language which was captured on his BWC. This matter is now closed.

Respectfully,

Lt. Howard Brodt

From: hbrodt

Sent: Friday, January 31, 2020 1:22 AM

To: kstrife <

) bfrench ∢

Cc: dcinque < m>; enoonan 🕣

Subject: Internal Investigation Re: PO Joseph Aiello RMS 19-47062 - 12/13/2019

Sgt's

I need one of you to initiate a full internal investigation regarding PO Aiello and his involvement in the above case. In his BWC footage regarding the above incident it is clear that he is wearing his department issued BWC under his jacket. The camera is essentially useless in regards to capturing video footage. In review of the audio, PO Aiello also makes what can be construed as crude/vile comments in front of a prisoner. He makes a comment "Did you examine his dick?" at one point and says he is "going to needs pictures of his dick." He also uses other vulgar language. If you have any questions please let me know.

Respectfully,

Lt. Howard Brodt



UTICA POLICE DEPARTMEN Parking Tickets



From Date: 1/10/2020 3:19:00AM To Date: 5/5/2020 2:20:00AM

Alello, Joseph S

Total Tickets Issued: 8

Parking ticket #	<u>Date</u>	<u>Lo</u> cation	Violation Type
2020000000559	2/8/20 2:14	1308 LENOX AVE	25
2020000001686	5/5/20 2:14	912 SARATOGA ST	21
2020000001687	5/5/20 2:19	912 SARATOGA ST	24
2020000000558	2/8/20 2:13	1308 LENOX AVE	25
2020000001581	4/27/20 5:40	1009 CLEVELAND AVE	- 08
2020000000067	1/10/20 3:19	1006 HOPE ST	04
2020000001688	5/5/20 2:20	912 SARATOGA ST	05
202000000561	2/8/20 2:57	10 JASON ST	25



Stop Count Report

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5/8/2020 12:00:00 AM - 5/8/2020 8:00:59 AM

Stop Definition: Max 1 mph for at least 0 minutes

Vehicle Name # of Stops Total Stop Duration

Group: Utica

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Stop Count Report

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5/10/2020 12:00:00 AM - 5/10/2020 8:00:59 AM

Stop Definition: Max 1 mph for at least 0 minutes

Vehicle Name # of Stops Total Stop Duration
Group: Utica





Stop Count Report

Activity Period

5/11/2020 12:00:00 AM - 5/11/2020 8:00:59 AM

Stop Definition: Max 1 mph for at least 0 minutes

Vehicle Name # of Stops Total Stop Duration

Group: Utica

6:50:



r: 'UPD-61

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

5/15/2020

INTRA-AGENCY MEMORANDUM

SUBJECT: Fact Finding Investigation

TO: Chief of Police: Mark W. Williams

Captain Bansner,

Per your request, I have compiled a comprehensive explanation, to the best of my ability, regarding the dates and times in question that were outlined in your initial correspondence to me.

May 8th, 2020 – On May 8th, 2020, I, Officer Joseph Aiello Jr., reported for duty to the Utica Police Department for the 0000-0800 hour shift. I was assigned to the Uniformed Patrol Division, in marked patrol Unit 53 /Zone 53, utilizing BWC 0090, in full uniform attire, per Squad Commander, Sgt. B. French.

- From 0000 0050 hours, I was parked stationary in the parking lot of the Compassion Coalition parked car to car with Unit 51 as I logged into the vehicle's computer, disinfected my vehicle, read and caught up on my emails from my two previous RDO's, went through RMS to get up to speed on incidents which occurred on my RDO's, and checked for newly issued warrants.
- From 0126 0240 hours, I was parked stationary in a parking lot on the grounds of the NYS Psychiatric Center near the intersection of York Street and Noyes Street. I choose to park at this location because it is a centralized part of Zone 53, which allows me to respond to any part of Zone 53 in a timely manner. From this location, I can regularly observe any foot and vehicle traffic in the area, and I am in clear view of the public. I remained at this location until I was dispatched to an alarm at 1213 Court Street.
- From 0249 0347 hours, I was parked stationary in a parking lot on the grounds of the NYS Psychiatric Center near the intersection of York Street and Noyes Street. I choose to park at this location because it is a centralized part of Zone 53, which allows me to respond to any part of Zone 53 in a timely manner. While parked at this location I completed a radio log for the call I had just responded to at 1213 Court Street, and continued to observe any foot and vehicle traffic in the area while being in clear view of the public. I remained at this location until I was again dispatched to an alarm at 1213 Court Street (alarm is an ongoing issue).
- From 0353-0741 hours, I was parked stationary in a parking lot on the grounds of the NYS Psychiatric Center near the intersection of York Street and Noyes Street. I choose to park at this location because it is a centralized part of Zone 53, which allows me to respond to any part of Zone 53 in a timely manner. While parked at this location I completed a radio log for the call I had just responded to at 1213 Court Street, and continued to observe any foot and vehicle traffic in the area while being in clear view of the public. I remained at this location until I proceeded to Fastrac to get fuel for Unit 53 and then returned to Headquarters for shift change. Additionally, I would like to note that on this date,

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May 10th, 2020 - On May 10th, 2020, I, Officer Joseph Aiello Jr., reported for duty to the Utica Police Department for the 0000-0800 hour shift. I was assigned to the Uniformed Patrol Division, in marked patrol Unit 53 /Zone 53, utilizing BWC 0090, in full uniform attire, per Platoon Commander, Lt. M. Murphy.

- From 0002-0024 hours, I was parked in the civilian parking lot at Headquarters. During this time, I was retrieving personal items from my personal vehicle (water, food, etc.) to bring in Unit 53 to have during my shift. Also during this time, I disinfected Unit 53. I stayed at this location until I completed disinfecting my vehicle and then proceeded to Zone 53.
- From 0054 0152 hours, I was parked stationary in the parking lot of 2121 Whitesboro Street (Tony's Pizza). During this time, I was reading all my unread e-mails, reviewing RMS for newly issued warrants, and observing all foot and vehicle traffic in the area. While at this location, my vehicle was parked slightly out of view to remain undetected by passing vehicle's for the purpose of traffic enforcement. I remained at this location until I was dispatched to
- From 0249 0320 hours, I was parked stationary in the parking lot of 2121 Whitesboro Street (Tony's Pizza). During that time I was observing all foot and vehicle traffic in the area. My vehicle was parked slightly out of view to remain undetected by passing vehicle's for the purpose of traffic enforcement. I remained at this location until I was dispatched to 1218 City Street for a noise complaint.
- From 0331 0448 hours, I was parked stationary in the parking lot of 2121 Whitesboro Street (Tony's Pizza). During that time I was observing all foot and vehicle traffic in the area. My vehicle was parked slightly out of view to remain undetected by passing vehicle's for the purpose of traffic enforcement. I was parked at this location until I proceeded to relocate to a parking lot on the grounds of the NYS Psychiatric Center near the intersection of York Street and Noyes Street.
- From 0450 0730 hours, , I was parked stationary in a parking lot on the grounds of the NYS Psychiatric Center near the intersection of York Street and Noyes Street. I choose to park at this location because it is a centralized part of Zone 53, which allows me to respond to any part of Zone 53 in a timely manner. While parked at this location, I was able to observe any foot and vehicle traffic in the area while being in clear view of the public. I remained at this location until I proceeded to Fastrac to get fuel for Unit 53 and then returned to Headquarters for shift change.

Additionally, I would like to note that on this	date,		
-11:			

May 11th, 2020 - On May 11th, 2020, I, Officer Joseph Aiello Jr., reported for duty to the Utica Police Department for the 0000-0800 hour shift. I was assigned to the Uniformed Patrol Division, in marked patrol Unit 53 /Zone 53, utilizing BWC 0090, in full uniform attire, per Platoon Commander, Lt. M. Murphy.

- From 0036 0133 hours, I was at 1205 Parker Street on a criminal mischief complaint. I remained on scene for the length of time I did to assist the victim, and to begin an SIR while waiting for a tow service to arrive and assist the victim with changing her vehicle's tire. I left this location upon clearing the call.
- From 0158 0505 hours, I was parked stationary in a parking lot on the grounds of the NYS Psychiatric Center near the intersection of York Street and Noyes Street. I choose to park at this location because it is a centralized part of Zone 53, which allows me to respond to any part of Zone 53 in a timely manner. From this

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during this I completed the SIR from my previous call, checked my unread e-mails, and reviewed RMS for newly issued warrants.
• From 0520 – 0718 hours, I was parked stationary in a parking lot on the grounds of the NYS Psychiatric Center near the intersection of York Street and Noyes Street. I choose to park at this location because it is a centralized part of Zone 53, which allows me to respond to any part of Zone 53 in a timely manner. While parked at this location, I was able to observe any foot and vehicle traffic in the area while being in clear view of the public. I remained at this location until I proceeded to Fastrac to get fuel for Unit 53 and then returned to Headquarters for shift change.
Additionally, I would like to note that on this date,
Shops to the state of the state

In regards to the lack of parking tickets being issued on these dates, I exercised discretion with the vehicles I did observe to be in violation. I was under the impression that our Department, as well as Law Enforcement across the country, have been showing the public leniency with minor violations such as parking. I chose to not issue any parking tickets to vehicles in an attempt to extend a courtesy to the public during the COVID 19 Pandemic, as several civilians are out of work and are struggling to make ends meet. In addition, with City Hall being closed, no

crime areas and businesses in passing, such as 1400 Whitesboro Street, but I did not document these checks in

However, I did continue to check and monitor high

RANK:

new parking passes can be issued at this time for vehicles that qualify and/or meet the criteria.

In regards to not recording any self-initiated premise checks on these dates, as mentioned above

Respectfully Submitted, Officer Joseph Aiello Jr.

NAME:



Trip Report

Activity Period

5/8/2020-12-00-00-AM--5/8/2020-8:00:59-AM

Stop Definition: Max 1 mph for at least 0 minutes

Туре	Start Time	End Time	Bistance Avg Spd
Group: Utica			(mi) (mph) Duration
Vehicle: 53			
Movement	5/8/2020 12:00:03 AM	5/8/2020 12:00:23:AM	
Stop	5/8/2020-42:00:23-AM	5/8/2020-12:50:41-AM	Rt-12 [Rt-12/Rt-5/Rt-8] Ulfica Oncide Country 1 18 00:00:20
Movement	5/8/2020 12:50.11 AM	5/8/2020 12:50:51 - 54	13502, USA 06:49:48
Stop	5/8/2020 12:50:51 AM	1.	888 Varick St. Hirs Opeids Court. 100:00:40
Wovement	下(2/2/03/04 47:E0:44 nata	100	USA
	SECOND IN SOCIETY AND IN	5/8/2020 12:59:31 AM	
Stop	5/8/2020 12:59:31 AM	5/8/2020 1:07:55 AM	973 Warren St. Utica. Oneida County, Nov. Vod. 1975.
Movement	619/0600 4-0725FF		USA (13502, 00:08:24
	JOZEZU 1817.35 AM	5/8/2020 1:09:55 AM	
Stop	5/8/2020 1:09:55 AM	5/8/2020 1:10:13 AM	Utica, Oneida County New York 12503 1154
Movement	* 5/8/2020 1:10:13 AM	5/8/2020 1:11:03 AM	00:00:18
Stop	5/8/2020 1:11:03 AM	5/8/2020 1:21:11 AM	687 French Rd [Cr-28] Naw Harfford Oncide 6
Movement	5/8/9000 4: 94 44 ANT		New York, 13413, USA 00:10:00 Oileida County,
	CONTRACTOR AND	5/8/2020 4,24.01 AM	
dors	5/8/2020 1:24:01 AM	5/8/2020 1:25:09 AM	1542 York St, Utica, Oneida County New York 13503
			USA 00.01.08



Copyright 2012 Track Star International, Inc. Printed On 5/8/2020 10:11:51 AM

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1460 Noyes St, Utica, Oneida County, New York, 13502, USA

5/8/2020 2:42:29 AM

1 5/8/2020 2.40 09 AM

Movement

Stop

5/8/2020 2:42:29 AM

5/8/2020 1.26 09 AM

5/8/2020 2:47:07 AM

5/8/2020/2/47:07 AM

5/8/2020-2:40:09_AM

5/8/2020 1 25:09 AM 5/8/2020 1, 26:09 AM

Movemen

Stop

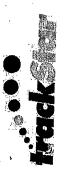
999 Harper St, Utica, Oneida County, New York, 13502, USA

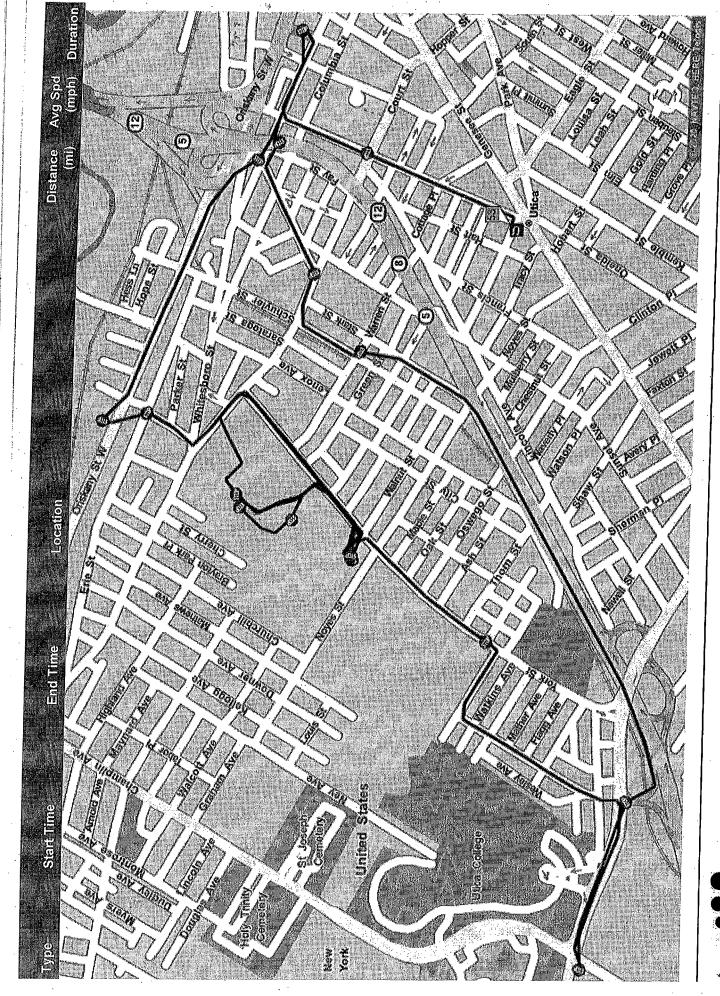
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		5/8/2020_7:52_25_AM		Wovernent
90,000,20 9W	1458 Oriskany St W [Rt-5a], Utica, Oneida County, New York, 13502, USA	5/8/2020 7:51:05 AM		dop
90:00:32 00:00:32	Control of the contro	5/8/2020 7:44:05 AM		Movement
0.7 28 00.01.30	1 Jason St. Utica. Oneida County New York 40000	5/8/2020 7:43:45 AM		Stop
03:48:02	USA	5/8/2020 7.43:13 AM	ant 5/8/2020 7:41:43 AW	Movement
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14,	USA 1950	5/8/2020 3:53:41.AM	ent = 5/8/2020 3:5 <u>2</u> 21, AM	Movement
0.4 21 00:01:1	999 Harper St. Ulica Onaida Combt. Nam. V	5/8/2020 3:52:21 AM	5/8/2020 3:49:05 AM	Stop
00:58:2	USA USA	5/8/2020 3:49:05 AM:	ant 5/8/2020 3/47/55/AM	Movement
	1466 Noyes St, Utica, Oneida County New York 13500	5/8/2020-3:47:55-AM	5/8/2020-2:49:31-AM	Stop
00:00:3	USA Parameter and the second s	5/8/2020-2-49:31 AM	ent 5/8/2020 2.48 11 AM	Movemen
(Iш)	1184 York St, Utica, Oneida County, New York, 13502	5/8/2020 2:48:11 AM	5/8/2020 2:47:37 AM	Stop
Distance Ave Sed		End Time	Start Time	Туре









Trip Report

Activity Period

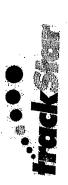
5/19/2020-12:00:00-AM==5/10/2020-8:02:59-AM

Stop Definition: Max 1 mph for at least 0 minutes

End Time Avg Spd	(mi) (mph) Duration	
Type Stert Time	Group: Utica	

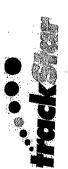
Vehicle: 53

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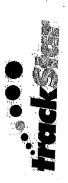
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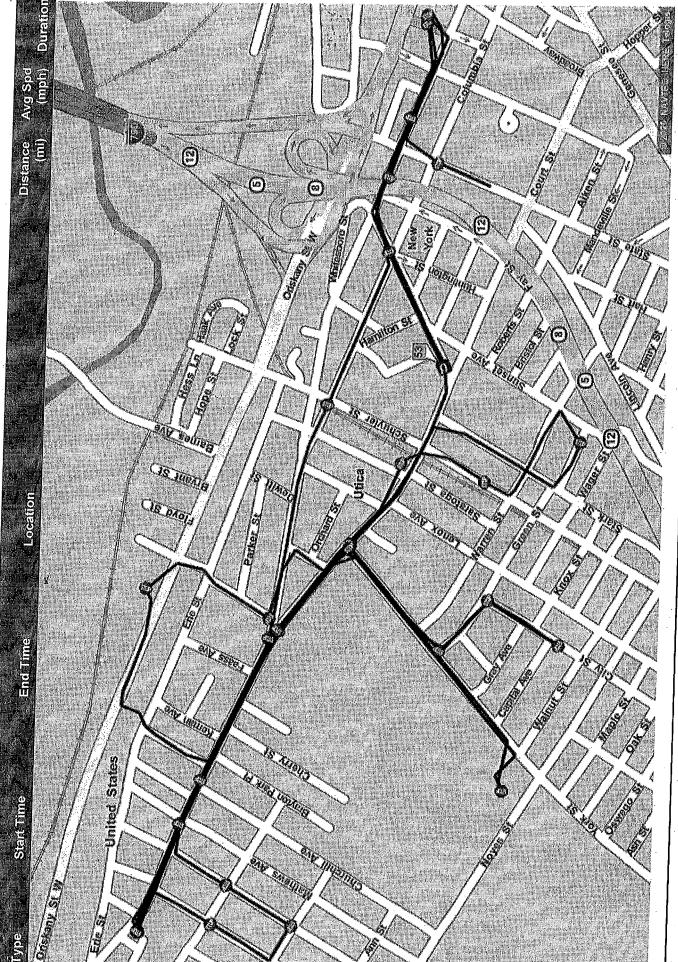
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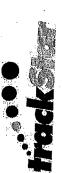


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Activity Period



Stop Definition: Max 1 mph for at least 0 minutes

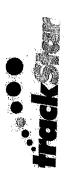
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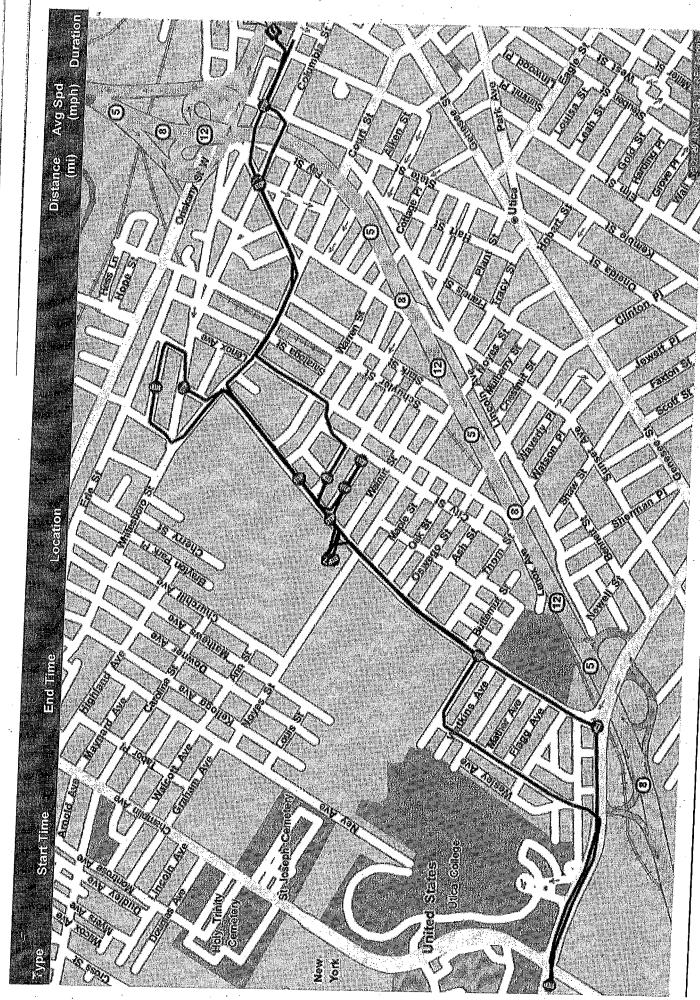
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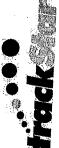


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bbansner

From:

hbrodt

Sent:

Friday, May 8, 2020 10:30 PM A Platoon Supervisors

To:

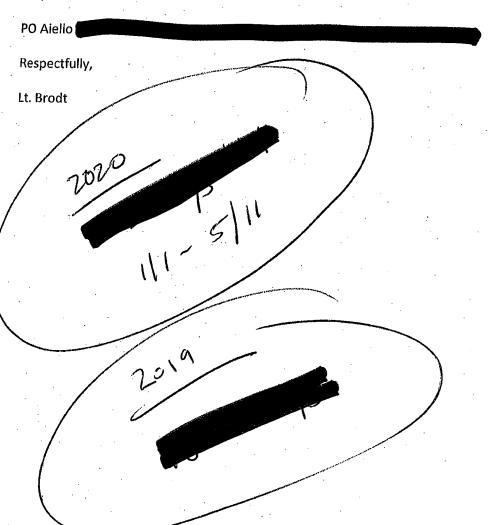
Cc:

bbansner

Subject:

PO Joseph Aiello Sick Call

Sirs,



bbansner

From:

bcoromato

Sent:

Friday, May 8, 2020 9:59 AM

To:

bbansner

Subject:

FW: Overnight Parking

FYI

----Original Message----

From

Sent: Friday, May 8, 2020 9:57 AM

To: bcoromato <

Subject: Overnight Parking

WARNING: This email came from an external source. Do not open attachments or click on links from unknown senders or unexpected emails.

To Whom It May Concern:

I understand that this request is not a priority but I did want to make you aware of several cars that park overnight between 1626 and 1630 Grandview Ave, Utica. There are as many as 3 to 5 cars parked in front of our residences most nights, all night, during the week and weekends. Last night I had to relocate my garbage and recycle bin because one of their cars was parked in front of my house blocking my pickup. Also, the car was parked in front of my green waste and the city was unable to remove all of my green waste because the car was parked too close. This issue has been going on since last year and I finally decided to speak out because it affected me personally.

All I'm asking is for you to send a patrol car (whenever convenient) to drive by sometime between the hours of 2am and 6am to ticket these vehicles. It's the only way that we can get them off the street at night.

Thanking you in advance for anything you can do and for keeping our city safe.

Sincerely,

A concerned resident

Sent from my iPad



UTICA POLICE DEPARTMENT

Parking Tickets



From Date: 5/5/2020 2:14:00AM To Date: 5/5/2020 2:20:00AM

Aiello, Joseph S

Total Tickets Issued: 3

Parking ticket #	<u>Date</u>	Location	Violation Type
2020000001687	5/5/20 2:19	912 SARATOGA ST	24
2020000001688	5/5/20 2:20	912 SARATOGA ST	05
2020000001686	5/5/20 2:14	912 SARATOGA ST	21

May Total For Aello - 3

Department of Public Safety

BUREAU OF POLICE

413 Oriskany Street W. Utica, New York 13502

Date: May 15, 2020

Subject:

Internal Investigation

Involved Officer:

Joseph Aiello

To:

Chief of Police, Mark Williams

From:

Lt. Brian D. Bansner

Summary:

On Friday May 8th, 2020 at 0959 hours I was sent an e-mail from Lt. Bryan Coromato regarding an Overnight Parking Complaint. The original complaint e-mail was received by Lt. Coromato at 0957 hours on Friday May 8th, 2020. The complaint of overnight parking was in the area of Grandview Ave. (Zone 53—West Utica).

To Whom It May Concern:

I understand that this request is not a priority but I did want to make you aware of several cars that park overnight between 1626 and 1630 Grandview Ave, Utica. There are as many as 3 to 5 cars parked in front of our residences most nights, all night, during the week and weekends. Last night I had to relocate my garbage and recycle bin because one of their cars was parked in front of my house blocking my pickup. Also, the car was parked in front of my green waste and the city was unable to remove all of my green waste because the car was parked too close. This issue has been going on since last year and I finally decided to speak out because it affected me personally.

All I'm asking is for you to send a patrol car (whenever convenient) to drive by sometime between the hours of 2am and 6am to ticket these vehicles. It's the only way that we can get them off the street at night.

Thanking you in advance for anything you can do and for keeping our city safe.

Sincerely,

A concerned resident

Investigation:

On May 8th, 2020 upon receiving the complaint I completed the following:

- I checked On-Duty to see which officer on A-Platoon was assigned to Zone 53 and found that it was PO J. Aiello.
- I checked RMS and found that PO J. Aiello was only dispatched to (2) calls for service during his tour of duty on May 8th, 2020 between 0000-0800 hours.
- I checked RMS and found that PO J. Aiello did not issue any parking tickets during his tour of duty on May 8th, 2020 between 0000-0800 hours.
- I checked RMS and found that PO J. Aiello did not conduct any self-initiated premise checks during his tour of duty on May 8th, 2020 between 0000-0800 hours.
- I conducted a check of the Track Star AVLS for car 53 and found that on May 8th, 2020 between 0000-0800 the vehicle was parked at the following locations/times:
 - o 0000-0050 Rt 12 (Rt-12/Rt-5/Rt-8) 50 minutes
 - o 0126-0240 1460 Noyes St. total 1hour and 14 minutes
 - o 0249-0347 1466 Noyes St. total 0 hours and 58 minutes
 - o 0353-0741 1458 Noyes St. total 3 hours and 48 minutes
 - TOTAL HOURS PARKED 6 HOURS AND 50 MINUTES

As a result of the above findings I checked On Duty, RMS and the Track Star AVLS for his next three shifts in order to determine if this was a pattern of behavior or an anomaly.

On May 11, 2020 I completed an audit of his last three shifts dating May 9th, May 10th and May 11th and found the following:

May 9th, 2020—PO J. Aiello called in sick at 2223 hours on Friday May 8th for his shift commencing at 2345 hours (5/9/2020 0000-0800).

May 10th, 2020

- I checked On-Duty and found that PO J. Aiello was assigned to Car/Zone 53.
- I checked RMS and found that PO J. Aiello was only dispatched to (4) calls for service during his tour of duty on May 10th, 2020 between 0000-0800 hours.
- I checked RMS and found that PO J. Aiello did not issue any parking tickets during his tour of duty on May 10th, 2020 between 0000-0800 hours.
- I checked RMS and found that PO J. Aiello did not conduct any self-initiated premise checks during his tour of duty on May 10th, 2020 between 0000-0800 hours.
- I conducted a check of the Track Star AVLS for car 53 and found that on May 10th, 2020 between 0000-0800 the vehicle was parked at the following location/times:
 - o 0002-0024 451 Pine St. total 22 minutes
 - o 0054-0152 2121 Whitesboro St. total 58 minutes
 - o 0249-0320 2121 Whitesboro St. total 31 minutes
 - o 0331-0448 2123 Whitesboro St. total 1 hour and 16 minutes
 - o 0450-0730 1466 Noyes St. total 2 hours and 39 minutes
 - O TOTAL HOURS PARKED 5 HOURS AND 46 MINUTES

May 11th, 2020

- I checked On-Duty and found that PO J. Aiello was assigned to Car/Zone 53.
- I checked RMS and found that PO J. Aiello was only dispatched to (1) call for service during his tour of duty on May 11th, 2020 between 0000-0800 hours.
- I checked RMS and found that PO J. Aiello did not issue any parking tickets during his tour of duty on May 11th, 2020 between 0000-0800 hours.
- I checked RMS and found that PO J. Aiello did not conduct any self-initiated premise checks during his tour of duty on May 11th, 2020 between 0000-0800 hours.
- I conducted a check of the Track Star AVLS for car 53 and found that on May 11th, 2020 between 0000-0800 the vehicle was parked at the following location/times:
 - o 0036-0133 1210 Parker St. total 57 minutes
 - o 0158-0505 1468 Noyes St. total 3 hours and 6 minutes
 - o 0520-0718 1460 Noyes St. total 1 hour and 57 minutes
 - TOTAL HOURS PARKED 6 HOURS

On May 12, 2020 I sent an e-mail to PO J. Aiello requesting an Intra-Agency Memorandum pertaining to this Fact-Finding Investigation.

On May 15th, 2020 at 0800 hours I received a completed Intra-Agency Memorandum which was hand delivered to me by PO J. Aiello. It was a three-page document, signed by PO J. Aiello and dated May 15th, 2020.

I reviewed the Intra-Agency Memorandum and found that PO Aiello admits to being parked at all of the above referenced locations/times and durations. PO Aiello cites the following reasons for not patrolling his assigned zone during these times:

- e. His not feeling well did effect his willingness to be pro-active.
- In regards to lack of parking tickets he was utilizing officer discretion during the COVID-19 pandemic and trying to show the public some leniency.
- In regards to lack of premise checks, he did monitor high crime areas and businesses in passing but did not document any checks in RMS.
- He admits to being parked at the times/locations and durations outlined previously in this investigation and gives various reasons.
 - o Refer to PO Aiello's Intra-Agency Memorandum for further.

Findings:

On May 15, 2020 after conducting a thorough review of the facts, circumstances and all of the available evidence pertaining to this internal investigation I have made the following determinations:

That during the three shifts that PO J. Aiello worked between May 8th, 2020 and May 11th, 2020, PO J. Aiello was parked for a total of 17 hours and 36

minutes out of a total of 24 hours while only responding to a total of 7 calls for service, issuing 0 parking tickets and conducted 0 premise checks during these tours of duty.

 It should be noted that this total time parked is only pertaining to the referenced times outlined in this investigation and a tabulation for overall total time parked would be more however with the exception of one time block they are all blocks of 30 minutes or longer.

In addition, there was adequate staffing during each of these referenced dates/shifts whereas if PO Aiello was not feeling well, he could have utilized accrued time as opposed to sick time.

It is my finding that PO J. Aiello has violated the following sections of the Utica Police Department Policy and Procedure Manual:

1.15 PATROL OFFICERS DUTIES AND RESPONSIBILITIES

- A. Due to the fluid and everchanging nature of Police work it is impossible to outline every duty and responsibility a Patrol Officer may be expected to carry out. This list includes, but is not limited to the following:
- 1. Being responsible for the diligent and conscientious performance of the duties imposed upon them by law, by the rules, regulations and procedures of the department, and the lawful orders of their superior officers
- 4. Constantly and alertly patrolling their assigned zone/patrol area, giving particular attention to those locations most vulnerable to the commission of crime
- 5. Thoroughly acquainting themselves with their assigned area of patrol and do all in their power to prevent any breach of the peace or violation of law
- 7. Continually checking the security of the business places located in their zone/patrol area during and after business hours
- 8. Continually inspecting their assigned zone/patrol areas, carefully noting any condition requiring police attention and, in accordance with applicable procedures, taking whatever action is necessary in the situation
- 12. Carefully observing conditions which could lead to the development of crime or criminal opportunities, taking such preventive action as the condition may indicate, and reporting their observations, actions or recommendations to their supervisor as soon as

practical

- 13. Enforcing the Vehicle and Traffic Law, giving particular attention to streets of heavy traffic, signalized intersections and traffic control signs. When appropriate, issue moving and parking tickets whenever a violation of law is noted
- 20. Frequent or conspicuous occurrence of crime in any zone/patrol area may be the subject of review of the performance of those patrol officers assigned thereto, with possible disciplinary action against any such patrol officers, as warranted

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

1.10 DEFINITIONS:

- C. Neglect of Duty-Failure to give suitable attention to the performance of duty. Failure to take appropriate action on the occasion of a crime, disorder, or other act or condition requiring police attention; failure to perform required duties.
- F. Nonfeasance- Failure to do what should have been done while in office.
- 1.14 PERFORMANCE AND ATTENTION TO DUTY:
- A. General Duties;
- 1. Members shall protect life and property, preserve the peace, prevent violations of the law, detect and arrest violators of the law and enforce those laws of the United States, The State of New York, and local laws and ordinances of the City of Utica over which the department has jurisdiction.
- 2. Employees shall perform their duties in a competent manner.
- I. Inspecting Area of Assignment;
- 1. Employees will inspect their area of assignment as soon as possible after beginning their tour of duty and as often as possible during their tour of duty, reporting any condition requiring police attention or the attention of any other city department or agency.
- V. Performance of Duties;
- 1. Employees shall not neglect their duty
- 4. Nonfeasance is prohibited

W. Unsatisfactory Performance;

1. Unsatisfactory performance may be demonstrated by a lack of knowledge, unwillingness, inability, or failure to perform assigned tasks, or failure to take appropriate action. Employees shall maintain sufficient competency, both physically and mentally, to properly perform their duties and assume the responsibilities of their positions.

1.17 GENERAL RULES OF CONDUCT:

A. Unbecoming Conduct;

1. Employees shall conduct themselves at all times, both on and off-duty, in such a manner as to reflect the highest standards of the law enforcement profession.

2. Employees shall so conduct themselves in both their private and public lives as to

avoid bringing discredit upon the Department.

3. Employees shall not engage in conduct on or off duty, which adversely affects the efficiency of the Department, or engage in conduct that has the tendency to impair public respect for the employee and/or the Department and/or impair confidence in the operation of the Department.

Based on totality of the circumstances and preponderance of the evidence stemming from this investigation and the subsequent violations of the Utica Police Department Policy and Procedure by Officer Joseph Aiello, it is my recommendation that PO Aiello be issued Command Discipline consisting of a Letter of Reprimand to include the forfeiture of 7 Vacation days from his 2020 time bank.

Respectfully Submitted.

Captain Brian D. Bansner Patrol Division Commander

Department of Public Safety

BUREAU OF POLICE

413 Oriskany Street W. Utica, New York 13502

Date: July 31, 2020

Subject:

External Primary Civilian Complaint

RMS 20-23612

Complainant:

Bessie Watkins

Involved Officer:

PO Joseph Aiello

To:

Chief of Police: Mark Williams

From:

Lt. Ashley Berger

Summary: Officer Joseph Aiello was dispatched to Schuyler St. on July 1, 2020 at 0130 hours for a Missing Person Investigation. The complainant Bessie Watkins stated to PO Aiello that was not at the address she had dropped him off at earlier in the day. Watkins advised PO Aiello she needed to make a report. PO Aiello advised Ms. Watkins that "We're not gonna do a missing persons report." Ms. Watkins then filed a formal complaint online stating that PO Aiello was rude, disrespectful, and refused to complete a missing person report for her. This complaint was forwarded on to Sgt. Strife for investigation and PO Reggie Sanders was sent to speak with Ms. Watkins to obtain the appropriate information to complete a File 6 report.

Investigation: Ms. Watkins' complaint alleged that PO Aiello was very rude and disrespectful and that PO Aiello would not complete a missing person report for her son because "he's probably out running the street with his friend."

PO Aiello completed an Intra-Agency Memo detailing this call and his response. PO Aiello's BWC footage was viewed and tagged. Sgt. Strife's investigation was also reviewed.

Findings:

Based on my investigation and a review of the best evidence available I find that this External Primary Civilian Complaint should be closed as follows:

1. The officer was very rude and disrespectful.

PO Aiello's voice was calm throughout his entire interaction with Ms. Watkins. He was not hostile, sarcastic, did not use obscene language, or make any offensive remarks during his time speaking with the complainant. There was no evidence of any behavior on PO Aiello's part that would appear rude or disrespectful. It seems Ms. Watkins was just angry that PO Aiello refused to take her report.

- Unfounded—allegation is false
- 2. The complainant stated that she just needed to make a report and that PO Aiello refused.

PO Aiello's BWC showed that he did in fact state to Ms. Watkins "We're not gonna do a missing persons report for a 16... he's obviously with his friend probably walking around. We're not gonna do...". The complainant then states "I'll find him myself" and PO Aiello clears the scene.

• Sustained—Ms. Watkins requested a missing person report for her 16 year old son who she had not seen in over 13 hours, was not in the location she last dropped him off at, and he was over 3 hours late for curfew. These factors require the responding officer (PO Aiello) to conduct an in depth investigation and obtain pertinent information to complete a File 6 entry in E-Justice as well as give out a BOLO for the missing juvenile and complete an SIR in RMS. PO Aiello did not do any of these things required of him.

Ancillary Issues:

No ancillary issues were noted during this investigation.

Investigation Closed:

Unfounded regarding rudeness/disrespect.

Sustained regarding the officer refusing to complete a Missing Person Investigation / File 6 report in violation of the UPD Policy and Procedure General Order 16-07, Chapter 4, Article 38, 38.12 Missing Person Reporting.

Respectfully Submitted,

Lt. Ashley Berger #1286

Department of Public Safety

BUREAU OF POLICE

413 Oriskany Street W. Utica, New York 13502

Date: July 1, 2020

Subject:

Civilian Complaint

To:

Chief of Police: Mark Williams

Summary:

Officer Joseph Aiello responded to a missing person's investigation at Schuyler St. He spoke with caller, Bessie Watkins, who stated that her son was missing and she would like to have a report completed. She explained to Officer Aiello that she dropped her 16 year old son off at a friends home at approximately noon and that his curfew was at 10:00pm. He hadn't showed up and it was 1:30am. She stated that when she checked he wasn't where she had dropped him off. She received information that her son and his friend left the friends house on foot and she didn't know where he was at this time. Officer Aiello determined that this did not meet the criteria for a file 6 and told Ms. Watkins that he would not be completing a report for her. She became upset and told Officer Aiello that she would find him herself and walked back into her home. Officer Aiello left and went back into service. Ms. Watkins filed a formal complaint online and also spoke with Lt. Berger regarding the issue. She claimed that Officer Aiello was rude, disrespectful, and did not complete the report that she had asked for. Another unit was sent to her home to retrieve the pertinent information and a File 6 was completed by Officer Aiello.

Investigation:

Ms. Watkins Complaint was reviewed

Interagency Memo completed by Officer Joseph Aiello

Officer Aiello BWC was reviewed

Findings:

Officer Aiello was found to be in violation of the below chapter of Policy and Procedure General Order 16-07

Chapter Four, Article Thirty Eight

38.12 MISSING PERSON REPORTING:

- A. Parents/guardians, relative or close associates, in the absence of a relative may report a person missing.
- B. Upon receiving a call for service for a missing person officer will:
- 1. Immediately initiate an investigation and gather the following information:
- a. All pertinent information regarding the person (i.e. name, address, date of birth, etc.).
- b. A detailed physical and clothing description.
- c. The location where the person was last seen and location(s) that they may have possibly been headed to.
- d. Name(s) and pertinent information of the person(s) who last saw the missing individual and name and pertinent information of the people the missing person may be with (if any).
- 2. Upon gathering the information in B1 above, immediately contact communications to have a BOLO broadcast to all cars either over the Mobile Data Terminal and/or over the

air (radio). Officers may also broadcast their own BOLOs via the department's email

- Immediately proceed to complete the appropriate eJustice entry, either a Generic Message Broadcast (FL25) or Missing Persons entry.
 Complete the incident in RMS being sure to copy and paste any eJustice entries or
- cancelations into RMS as a supplemental narrative.

It was unfounded that Officer Ajello was rude or disrespectful during this incident.

Ancillary Issues:

No ancillary issues were noted.

Respectfully Submitted,

Sgt. K. Strife #8175

DEPARTMENT OF PUBLIC SAFETY

BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

7/5/20

INTRA-AGENCY MEMORANDUM

			DINC	· II.	MINIM		
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SUBJECT	RMS# 20	-23612			٠.	,	

SUBJEC1: RMS# 20-23612

TO: Chief of Police: Mark W. Williams

On July 1st, 2020, I, Officer Joseph Aiello Jr., reported for duty to the Utica Police Department for the 0000-0800 hour shift. I was assigned to the Uniformed Patrol Division, in marked patrol Unit 53 /Zone 53, utilizing BWC 0090, in full uniform attire, per Platoon Commander, Lt. A. Berger.

At approximately 0130 hours, I was dispatched to experience tregarding a missing person report.

Upon arrival, I knocked on the front door. A short time later, I made contact with the caller, who I know as Bessie Watkins as she exited her residence and stepped onto the front porch.

Ms. Watkins acted surprised by my presence, and I inquired if she had been the one who called 911. Ms. Watkins stated that she was, but was surprised how quickly I responded. I stated that we always respond promptly, and Ms. Watkins rolled her eyes and laughed sarcastically, as if I was wrong about our Department routinely responding to calls of service in a timely manner.

Ms. Watkins was not forthcoming with information, so I began my line of questioning based on the notes provided by dispatch. During my previous encounter with Ms. Watkins, I handled a domestic between her and her son, during which incident, she was demanding her son leave her residence and move out. Not being overly familiar with how many children she has, I inquired if she was calling about the same child she demanded move out the last time I spoke with her.

At first Ms. Watkins stated that it was the same child, then corrected herself and stated that she was calling about her sixteen-year-old son, and not the older one who I was familiar with.

Again, Ms. Watkins was not forthcoming with information, so I continued my line of questioning based on the notes from dispatch. I inquired what time she had last seen her son, and she stated that she had dropped him off at a friend's residence, located and the stated that it last only been an hour and a half since she dropped him off, and she quickly corrected me stating that she meant noon when she said 12.

I then inquired into what time her son's curfew was, if he had one at all. Ms. Watkins responded that his curfew was 2200 hours. Ms. Watkins stated that she called the location where her son was, and was advised that her son and his friend left the house on foot. I asked if her son had a cell phone, and she stated that he had lost it.

I then asked Ms. Watkins if she would like our help finding her son, she stated that she wanted to file a missing

NAME:

RANK:	2+1m.
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with, that he had only missed his curfew by three and a half hours, she had not verbalized that she believed him to be a vulnerable person, a threat to himself, or in any form of danger, I did not feel that her son met the criteria to be considered a missing person at this point. When I advised Ms. Watkins that I did not think a missing person report was the appropriate action at this time, she stated that she would find him herself and walked back inside her residence, not allowing me to elaborate or gather additional information.

At that time, I returned to my vehicle and turned off my BWC. Moments later, Ms. Watkins again exited her residence, and walked to her vehicle. I attempted to speak with her again before she got to her vehicle, and she stated, "Fuck you, don't talk to me.". At that time, I turned my BWC back on and pulled up to Ms. Watkins in my vehicle as she exited her parking lot in her vehicle. I attempted to speak with her, car to car, at which time she refused to roll her window down, stuck her middle finger up at me, and proceeded to drive down the street.

Furthermore, I did attempt to locate her son, checking who I have a good rapport with, and he advised me that Ms. Watkins' son always misses his curfew and is not missing, but just with his friends and does not want to return home yet. Watkins' so always misses his curfew and is not missing, but just with his friends and does not want to return home yet.

Shortly after, I spoke with Sgt. Strife regarding this incident, and he advised me that a missing person report should be completed. Due to Ms. Watkins being upset with me, and to avoid any possible confrontation, Officer Sanders spoke to Ms. Watkins to collect additional information regarding her son. At that time, I then completed the missing person report, and E-Justice file 6 entry.

In conclusion, at no time during my interaction with Ms. Watkins did I feel I was rude, disrespectful, or inappropriate, even when she was disrespectful toward me I maintained my level of professionalism. Given the totality of the circumstances, I did not feel completing a missing person report was the apparoprite action on my behalf, and was the reason I advised her of that determination.

NAME:

RANK:	Pf/m.



ROBERT PALMIERI Mayor

CITY OF UTICA

DEPARTMENT OF PUBLIC SAFETY BUREAU OF POLICE

413 Oriskany Street West Utica, New York 13502

MARK WILLIAMS
Chief of Police

9/11/2020

PO Joseph Aiello
Platoon A / Squad 3
Uniformed Patrol Division

PO Aiello,

3

On July 1, 2020 you were dispatched to report her 16 year old son, which is seen him in over 13 hours, he was not in the location she last dropped him off at, and he was over 3 hours late for curfew. These factors require the responding officer (you) to conduct an in depth investigation and obtain pertinent information to complete a File 6 entry in E-Justice as well as give out a BOLO for the missing juvenile and complete an SIR in RMS. You did not take any of these required steps and you advised Ms. Watkins that you were not going to do a Missing Person Report and that her son was obviously with his friend probably walking around.

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

General Order 16-07 Chapter Four, Article Thirty Eight

38.12 MISSING PERSON REPORTING:

- A. Parents/guardians, relative or close associates, in the absence of a relative may report a person missing.
- B. Upon receiving a call for service for a missing person officer will:
- 1. Immediately initiate an investigation and gather the following information:
- a. All pertinent information regarding the person (i.e. name, address, date of birth, etc.).
- b. A detailed physical and clothing description.
- c. The location where the person was last seen and location(s) that they may have possibly been headed to.
- d. Name(s) and pertinent information of the person(s) who last saw the missing individual and name and pertinent information of the people the missing person may be with (if any).
- 2. Upon gathering the information in B1 above, immediately contact communications to have a BOLO broadcast to all cars either over the Mobile Data Terminal and/or over the air (radio). Officers may also broadcast their own BOLOs via the department's email server.

Last Revision Date 6/7/2016

- 3. Immédiately proceed to complete the appropriate eJustice entry, either a Generic Message Broadcast (FL25) or Missing Persons entry.
- 4. Complete the incident in RMS being sure to copy and paste any eJustice entries or cancelations into RMS as a supplemental narrative.

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.

On 9/11/2020, a Command Discipline hearing was commenced. You were offered PBA representation and you accepted. Also present during this hearing was PBA President Chris Jennings. 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 Day from your 2021 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.

Capte Patric Pivion Commander

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

PO vennings, PBA President

From:

bbansner

Sent:

Friday, September 11, 2020 9:16 AM

To:

Professional Standards Distribution List

Cc:

enoonan; bbansner; dtasior

Subject:

FW: Compliment/Complaint Form - Bessie Watkins

This investigation has been closed:

PO Aiello was issued a Command Discipline Agreement resulting in the loss of (1) vacation day from his 2021 Time Bank for violating Chapter 4, Article 38, Section 38.12 Missing Person Reporting.

Full Investigative Packet will be submitted to your office along with the Command Discipline Agreement.

A copy of the Command Discipline Agreement will be placed in Aiello's Personnel File.

Donna please make a note to deduct (1) one vacation day in January of 2021 from PO Aiello.

Thank You, Captain Bansner

Captain Brian D. Bansner



Utica Police Department 413 Oriskany Street West Utica, New York 13502

Office Telephone: (315) 223-3460

E-Mail Address:

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From: aberger <

Sent: Friday, July 31, 2020 5:18 AM

To: bbansner <

Subject: FW: Compliment/Complaint Form - Bessie Watkins

Capt. Bansner,

This investigation is complete. I placed a folder under your door with the associated paperwork. Part of the complaint was unfounded and another part was sustained. Since part of the complaint was sustained and discipline will follow I know previously a recommendation would be made by the Lieutenant and added into their investigation. Since there is the new "round table" discussion regarding discipline I did not know if I should add a recommendation at this time so I did not include one. If you would like me to fix that just let me know. Thanks.

Respectfully, Lt. A. Berger

From: hrios < Sent: Wednesday, July 1, 2020 6:26 AM
To: aberger <

Subject: RE: Compliment/Complaint Form - Bessie Watkins

Thank you,

Can you just have him forward me the outcome.

From: aberger <
Sent: Wednesday, July 1, 2020 6:24 AM
To: hrios <
Cc: bbansner <

Subject: RE: Compliment/Complaint Form - Bessie Watkins

I spoke with her on the phone last night and advised Sgt. Strife (Aiello's supervisor) that this complaint would likely be coming. I'll have Sgt. Strife do the investigation.

Lt. A. Berger

Sent: Wednesday, July 1, 2020 6:15 AM
To: aberger
Cc: bbansner

Subject: FW: Compliment/Complaint Form - Bessie Watkins

Received a complaint against PO Aiello from a Bessie Watkins in regards to her son being missing this morning. Did you want to call her to see if you can satisfy her before I enter it?

From: Bessie Watkins < noreply@jotform.com>

Sent: Wednesday, July 1, 2020 2:14 AM

To: Professional Standards Distribution List < ProfessionalStandardsDistributionList@uticapd.com

Subject: Re: Compliment/Complaint Form - Bessie Watkins

WARNING: This email came from an external source. Do not open attachments or click on links from unknown senders or unexpected emails.

Mark Complaint Form

I wish to file a (select one)

Formal Complaint

Information about

you

Bessie Watkins

Sex

Female

Age

Address

Street Address:

Street Address Line 2: 1

City:

State / Province:

Postal / Zip Code:

Home Phone Number

Are you filing this

on behalf of someone else? If

NO

Yes, please complete

this section

Location or Address

of Incident

Street Address:

Street Address Line 2: 1

City

State / Province:

Postal / Zip Code:

Date

07-01-2020

Time of Incident

1:40 AM

Name or ID# of

Officer or Employee

Officer Aiello

Nature of Action: Check all that apply

	Yes	No
Extremely Helpful	-	4
Very Caring/empathetic	- 1990-1994 (1994) болост (1995) на 1997 (постано на населения постанова подостанова на населения постанова (1 -	 4.4 a. Al 1976 Groups Constituted Street Stre
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Rudeness, discourtesy, and offensive language	vii Minikii or Will (ii) Lieveessii) meni essaadden, moir revietaa, men mengaloma. Yii Yi	etti taikis tai visteen Nika tai keti väät tääteettä esitee esittä visteetti vääteetti visteen jää eläje vaasi seeve —



CITY OF UTICA

DEPARTMENT OF PUBLIC SAFETY BUREAU OF POLICE 413 Oriskany Street West, Utica, New York 13502 Bessie M. Watkins



CITY OF UTICA

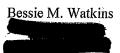
DEPARTMENT OF PUBLIC SAFETY BUREAU OF POLICE

413 Oriskany Street West Utica, New York 13502

> Mark Williams Chief of Police

Robert Palmieri Mayor

July 1, 2020



Dear Madam / Sir

On July 1, 2020, you filed a Civilian Complaint Report with the Utica Police Department. As a result of your civilian complaint, an internal investigation is being conducted by the Supervisory Staff of the Utica Police Department. Should you wish to discuss this complaint, or have any additional information, questions or concerns please feel free to contact the Office of Professional Standards utilizing the email address and or number provided below.

Sincerely,

Sergeant Hiram Rios

Professional Standards Investigation Unit

(315) 223-3405

professionalstandards@uticapd.com

ahowe

From: Sent:

Bessie Watkins <noreply@jotform.com> Wednesday, July 01, 2020 2:14 AM Professional Standards Distribution List

To:

Subject:

Re: Compliment/Complaint Form - Bessie Watkins

WARNING: This email came from an external source. Do not open attachments or click on links from unknown senders or unexpected emails.

Compliment/Complaint Form

I wish to file a (select one)

Formal Complaint

Information about

you

Bessie Watkins

Sex

Female

Age

Address

Street Address:

Street Address Line 2: 1

City:

State / Province

Postal / Zip Code:

Home Phone Number

NO

Are you filing this

on behalf of

someone else? If

Yes, please complete

this section

Location or Address

of Incident

Street Address:

Street Address Line 2: 1

City: U

State / Province:

Postal / Zip Code:

Date

07-01-2020

Time of Incident

1:40 AM

Name or ID# of

Officer Aiello

Officer or Employee

Nature of Action: Check all that apply

	Yes	No
Extremely Helpful	-	4
Very Caring/empathetic	-	£
Did a great job	-	*
Made an extra effort	-	*
Excessive and improper use of force		-
False arrest		4
Unlawful search and/or seizure	-	4
Dishonesty and untruthfulness	-	Y
Corruption	.	-
Rudeness, discourtesy, and offensive language	% .	_
Violation of civil rights	4	-
Bias-based procedures and tactics	-	4
Other	4.	_

Click to edit...

Officer Aliello, came to my residence and was very rude to me I explained to him that my son had not came home and he stated to me the son u said to never come back to your house and I stated I'm talking about my 16 year old not my 19 yr old and then he said in the report you said u dropped him off at 12 it's only been an hour and I stated i dropped him to his friend house at Noon she said what time is his curfew i said 10 pm and he said well I'm not making a missing report because he's probably running the street with his friend.. I told him so your telling me you wont help me? He stated No I told him thank u I will find my son myself.. I feel the officer was very rude and disrespectful..

You can edit this submission and view all your submissions easily.

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

Course Schedule Schedule					
Class ID	Start Date/Time 04/05/2016 08:00	End Date/Time 04/05/2016 16:00	Company		Course Location
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Instructor		Reserve Date	Course Category	Serial ID	Notes

Course Information						
Course NO 2017000000004	Title 2016 December Inservice In Service	Type rvice In Service	Credits 0.00	Prerequisites Hours Course 1 8.00	sites Course 2	Comments Active Shooter Training
Course Schedule Schedule						
Class ID	Start Date/Time 12/05/2016 08:00	End Date/Time 12/05/2016 16:00	Company		Course Location	
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Instructor		Reserve Date	Course Category	Serial ID	Notes	

Course Information						
Course NO 2016000000015	Title 2016 January In Service Workplace Violanve/Sexual	<u>Type</u> vice In Service	Credits H	Prerequisites Hours Course 1 8.00	Course 2	<u>Comments</u> Domestic Violence-Legal Updates-JAU updates-Debour
						Doctrine-Work placce violance /Sexual harassment
Course Schedule						
Schedule						
Class ID	Start Date/Time 01/06/2016 08:00	End Date/Time 01/06/2016 16:00	Company	Con	Course Location	
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Course NO 2017000000005	Title 2016 October Inservice	<u>Type</u> In Service	Credits Ho	Hours Course 1	Course 2	Comments Use of Force / Legal Updates / Infectious Disease / Performance Evaluation Training for Supervisors
Course Schedule Schedule						
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Course Schedule Schedule						
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Instructor		Reserve Date	Course Category	Serial ID	Notes	

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Course Schedule						
Schedule						
Class ID	Start Date/Time		Company		Course Location	
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	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				
		1				
Instructor		Reserve Date	Course Category	ry Serial ID	Notes	

Course Information						
Course NO 2018000000002	Title 2017 December Inservice/Active Shooter	Type In Service ter	Credits 0.00	Prerequisites Hours Course 1 8.00	sites Course 2	
Course Schedule Schedule						
Class ID	Start Date/Time 12/04/2017 08:00	End Date/Time 12/04/2017 16:00	Company		Course Location	
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1 1 1 1 1 1 1 1 1 1	12/08/2017 08:00	12/08/2017 16:00				
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	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	1			
Instructor		Reserve Date	Course Category	γ Serial ID	Notes	

Course Information						
ON estino) ! H	i		Prerequisites	isites	
201700000087	2017 September in-service In Service Fall Firearms	I <u>ype</u> ervice In Service	Credits 0.00	Hours Course 1 8.00	Course 2	Comments in-service Night fire and tactical
Course Schedule						
Schedule						
Class ID	Start Date/Time 09/07/2017 14:00	End Date/Time 09/07/2017 22:00	Company		Course Location	
	09/11/2017 14:00	09/11/2017 22:00	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
	09/13/2017 14:00	09/13/2017 22:00	! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! !			
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	09/15/2017 14:00	09/15/2017 22:00				
1 1 1 1 1 1 1 1 1 1	09/21/2017 14:00	09/21/2017 16:00	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	09/29/2017 14:00	09/29/2017 22:00	 			
Instructor		Reserve Date	Course Category	N Serial ID	Notes	

Page 9 of 30

Training Course Summary

		Comments	Active Stigotery Inv Amerosa	
		Course 2		
	Prerequisites	Hours Course 1		
-		Credits 0.00		
	i	<u>Intle</u> 2018 December Inservice In Service		
ci	j	2018 Dec		
Course Information	(Course NO 20190000000005		

Course Schedule					
Schedule					
Class ID	Start Date/Time	End Date/Time	Company		Course Location
; ; ; ; ; ; ;	12/03/2018 08:00	12/03/2018 16:00			
1 1 1 1 1 1 1 1 3	12/07/2018 08:00	12/07/2018 16:00			
	12/11/2018 08:00	12/11/2018 16:00		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
	12/17/2018 08:00	12/17/2018 16:00			
- 1	12/19/2018 08:00	12/19/2018 16:00			
	12/21/2018 08:00	12/21/2018 16:00	! ! ! ! ! ! !	1 1 1	
			1		
<u>Instructor</u>		Reserve Date	Course Category	Serial ID	Notes

Course Information						
Course NO 20180000000009	Title 2018 February In-Service In Service	Type rvice In Service	Credits 0.00	Prerequisites Hours Course 1 0.00	Sites Course 2	Comments CPR/Cultural Diversity/Workplace
						Violence-Sexual Harassment
Course Schedule Schedule						
Class ID	Start Date/Time 02/02/2018 08:00	End Date/Time 02/02/2018 16:00	Сотрапу		Course Location	
	02/06/2018 08:00	02/06/2018 16:00				
	02/08/2018 08:00	i				
	02/12/2018 08:00	i				
	02/16/2018 08:00	i		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
	02/22/2018 08:00	02/22/2018 16:00	 			
Instructor		Reserve Date	Course Catego	ν Serial ID	Notes	

Course Information						
Course NO 2018000000001	Title 2018 January Inservice UOF/Person With Diss.	Type e In Service	Credits 0.00	Prerequisites Hours Course 1 8.00	isites Course 2	Comments Use of Force and Person with dissabilities.
Course Schedule						
Schedule						
Class ID	Start Date/Time 01/03/2018 08:00	End Date/Time 01/03/2018 16:00	Company		Course Location	
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	01/05/2018 08:00	01/05/2018 16:00	! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! !			
1 1 1 1 1 1 1 1 1	:	01/09/2018 16:00	! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! !			
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	:	01/11/2018 16:00	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	i	01/19/2018 16:00				
	01/25/2018 08:00	01/25/2018 16:00				
Instructor		Reserve Date			Notes	

Course Information						
Course NO	Title o	Ļ		Prerequisites	sites	
2019000000004	2018 September Inservice In Service	avice In Service	Credits 0.00	Hours Course 1	Course 2	Comments Firearms/ Inv Amerosa
Course Schedule						
Schedule						
Class ID	Start Date/Time	End Date/Time	Company		in the second second	
1 1 1 1 1 1 1 1	09/10/2018 08:00	09/10/2018 16:00			Course Location	
 	09/14/2018 08:00	09/14/2018 16:00				
	09/18/2018 08:00	09/18/2018 16:00			·	
	09/20/2018 08:00	09/20/2018 16:00				
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	09/24/2018 08:00	09/24/2018 16:00		!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!		
	09/28/2018 08:00	09/28/2018 16:00				
1000						
		Reserve Date	Course Category	Serial ID	Notes	

Course Information						
Course NO 2019000000007	Title 2019 Feb Inservice	<u>Type</u> In Service	Credits 1	Prerequisites Hours Course 1 8.00	Sites Course 2	Comments Legal Updates/ Alcohol awareness/
Course Schedule Schedule						
Class ID	Start Date/Time 02/05/2019 08:00	End Date/Time 02/05/2019 16:00	Company		Course Location	
1 1 1 1 1 1 1 1	02/07/2019 08:00	02/07/2019 16:00				
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	02/11/2019 08:00	02/11/2019 16:00				
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	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	1 1 1 1 1 1 1			
Instructor		Reserve Date	Course Category	Serial ID	Notes	

Course Information						
	į			Prerequisites	sites	
201900000003	<u>Intle</u> 2019 January Inservice	<u>Type</u> e In Service	Credits 0.00	Hours Course 1 8.00	Course 2	Comments Infectious Disease (Phil Taurisano UFD)/Use of Force(LT Holt)/ DV/Work place violence/Sexual Harassment
						(PO Jess Dodge)
Course Schedule						
Schedule						
Class ID	Start Date/Time 01/08/2019 08:00	End Date/Time 01/08/2019 16:00	Company		Course Location	
	01/10/2019 08:00	01/10/2019 16:00				
] 	01/14/2019 08:00	01/14/2019 16:00				
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	01/16/2019 08:00	01/16/2019 16:00			· · · · · · · · · · · · · · · · · · ·	
1 1 1 1 1	01/18/2019 08:00	01/18/2019 16:00	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
 	01/24/2019 08:00	01/24/2019 16:00		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
Instructor		Reserve Date	Course Category	Y Serial ID	Notes	

Course Information						
,				Prerequisites	ites	
Course NO 2019000000031	Title 2019 May Inservice Firearms	<u>Type</u> In Service	Credits Ho	Hours Course 1 8.00	Course 2	Comments Lead Instructor Inv. Amerosa
Course Schedule						
Schedule						
<u>Class ID</u>	Start Date/Time	End Date/Time	Company		Course Location	
		00/00/2018 15:00			1	
1 1 2 1 1 1 1	05/08/2019 05:00	05/08/2019 13:00	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
	05/10/2019 05:00	05/10/2019 13:00	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
	05/16/2019 05:00	05/16/2019 13:00		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
	05/20/2019 05:00	05/20/2019 13:00		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
	05/24/2019 05:00	05/24/2019 13:00				
Instructor		Reserve Date	Course Category	Serial ID	Notes	

Course Information						
	i			Prerequisites	sites	
2019000000050	Type 2019 November inservice In Service defensive Tac	Type vice In Service	Credits 0.00	R.00	Course 2	Comments Defensive tactics/ CIT/Sexual Harassment / Critical Incident and conrtinuity / Supervisor performance Eval training
Course Schedule						
Schedule						
Class ID	Start Date/Time 11/04/2019 08:00	End Date/Time 11/04/2019 16:00	Company		Course Location	
	11/08/2019 08:00	11/08/2019 16:00				
	11/12/2019 08:00	1	! ! ! ! ! ! !			
	11/14/2019 08:00		1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	11/18/2019 08:00	11/18/2019 16:00				
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	11/22/2019 08:00	11/22/2019 16:00			i	
notorintan					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
		Keserve Date	Course Category	y Serial ID	Notes	

Course Information						
Course NO 2019000000032	<u>Title</u> 2019 Patrol Rifle Inservice In Service	<u>Type</u> rvice In Service	Credits 0.00	Prerequisites Hours Course 1 8.00	uisites Course 2	Comments
Course Schedule						
Class ID	Start Date/Time 07/01/2019 08:00	End Date/Time 07/01/2019 16:00	Company		Course Location	
	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		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	07/26/2019 08:00	07/26/2019 16:00				
	07/30/2019 08:00	07/30/2019 16:00	 	1		
				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
instructor		Reserve Date	Course Category	ory Serial ID	Notes	

Course Information						
ON degree	Çi F	į		Prerequisites	sites	
2020000000002	2020 February in-service In Service	<u>iype</u> vice In Service	Credits 0.00	Hours Course 1 8.00	Course 2	Comments CPR recert/ DV/ Workplace
						violence/oexual narassment
Course Schedule						
Schedule						
Class ID	Start Date/Time	End Date/Time	Company		Course Location	
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	02/04/2020 08:00	02/04/2020 16:00			Course Location	
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	02/10/2020 16:00				
	02/12/2020 08:00	02/12/2020 16:00				
	1	02/20/2020 08:00 02/20/2020 16:00				
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	02/24/2020 08:00	02/24/2020 16:00		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
	02/26/2020 08:00	02/26/2020 16:00		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
Instructor		Reserve Date	Course Category	Serial ID	Notes	

Course Information						
ON Coming O	i i	ı		Prerequisites	sites	
202000000001	2020 January inservice	Iype se In Service	Credits 0.00	Hours Course 1 8.00	Course 2	<u>Comments</u> Discovery/Bail reform/UOF
Course Schedule						
Schedule						
Class ID	Start Date/Time 01/07/2020 08:00	End Date/Time 01/07/2020 16:00	Company		Course Location	
	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		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
	01/29/2020 08:00	01/29/2020 16:00	 	· · · · · · · · · · · · · · · · · · ·		
				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
Instructor		Reserve Date	Course Category	N Serial ID	Notes	

Course Information						
	,	1		Prerequisites	sites	
201900000030	April 2019 Inservice	<u>Iype</u> In Service	Credits Ho	Hours Course 1 0.00	Course 2	Comments Cultural Awareness training Refugee center/ DWI SFST refresher
Course Schedule						
Schedule						
<u>Class ID</u>	Start Date/Time	End Date/Time	Company		Course Location	
			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1		
	04/04/2019 08:00	04/04/2019 16:00				
	04/08/2019 08:00	04/08/2019 16:00	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
	04/12/2019 08:00	04/12/2019 16:00		 1		
	04/18/2019 08:00	04/18/2019 16:00				
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	04/22/2019 08:00	04/22/2019 16:00				
				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
Instructor		Reserve Date	Course Category	Serial ID	Notes	

Course Information	i		ooisi nooxoo		
Course NO 2017000000067	<u>Title</u> August 2017 Inservice	Type In Service	Credits Hours Course 1 0.00 8.00	Course 2	Comments Legall Updates/Infectious disease/Supervisor training/CPTED/Pursuit Policy
Course Schedule Schedule					
Class ID	Start Date/Time 08/08/2017 08:00	End Date/Time 08/08/2017 16:00	Company	Course Location	
	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			
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	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			Prerequisites	od.	
Course NO 2018000000014	Title Climate Following Charlottesvile	Type Other Outside agency sponsored	Credits Hours C	Course 2	. <u>Comments</u>
Course Schedule Schedule					
<u>Class ID</u>	Start Date/Time 03/12/2018 08:00	End Date/Time 03/12/2018 16:00	Company	Course Location	
Instructor		Reserve Date	Course Category Serial ID	Notes	

Course Information					
Course NO 2017000000021	Title Feb 2017 Inservice Blue Courage	Type lue In Service	Credits Hours Course 1 0.00 8.00	Course 2	Comments Blue Courage/Officer Wellness Instructors: Capt Cinque and Sgt. Laurey
Course Schedule Schedule Class ID	Start Date/Time 02/07/2017 08:00	End Date/Time 03/07/2017 16:00	Сощрапу	Course Location	
	02/13/2017 08:00 02/17/2017 08:00	02/13/2017 16:00			
	02/17/2017 08:00	02/17/2017 16:00			
	02/23/2017 08:00	02/23/2017 16:00			
Instructor		Reserve Date	Course Category Serial ID	Notes	
Course Information	i		Prerequisites	ites	
Course NO 2018000000017	Title Fentanyl Training	Type State Sponsored Training	<u>Credits</u> <u>Hours</u> <u>Course 1</u> 0.00 16.00	Course 2	Comments
Course Schedule Schedule Class ID	Start Date/Time 03/15/2018 08:00	End Date/Time 03/16/2018 16:00	Company	Course Location	
Instructor		Reserve Date	Course Category Serial ID	Notes	

Course Information				, ,		
	į	1		Prerequisites	sites	
2016000000053	<u>Intle</u> Firearms 2016 in-service In Service	Type rice In Service	Credits 0.00	Hours Course 1 8.00	Course 2	Comments
Course Schedule						
Schedule						
Class ID	Start Date/Time	End Date/Time	Company		acitoo Location	
Firearms	06/06/2016 08:00	8			Conise Location	
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	 			
			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
Instructor		Reserve Date	Course Category	Zerial ID	Notes	

Course Information						
9	į			Prerequisites	sites	
Course NO 2017000000060	Title June 2017 Firearms w/ Use of Force Review	Type In Service	Credits 1.00	Hours Course 1 8.00	Course 2	Comments Inv Amerosa Lead Instructor- Oneida County Range
Course Schodule						
Schedule Schedule						
Class ID	Start Date/Time	End Date/Time	Company		Course Location	
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	06/05/2017 08:00	0				
 	1	06/07/2017 16:00				
		06/09/2017 16:00		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
	i	06/15/2017 16:00		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
	!	06/19/2017 16:00		1 1 1 1 1 1 1 1 1 1		
	06/23/2017 08:00 (06/23/2017 16:00				
Instructor		Reserve Date	Course Category	Serial ID	Notes	

Course Information						
9	i			Prerequisites	sites	
Course NO 2018000000045	Title JUne 2018 Inservice	Type In Service	Credits Hou 0.00 8	Hours Course 1 8.00	Course 2	Comments Infectious Disease, Barricaded Subject. Legal Undates, Raise the an
Course Schedule						
Schedule						
Class ID	Start Date/Time	End Date/Time	Company		Course Location	
1 1 1 1 1 1 1 1	06/04/2018 08:00	06/04/2018 16:00				
	06/12/2018 08:00	06/12/2018 16:00		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
	06/14/2018 08:00	06/14/2018 16:00				
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	06/18/2018 08:00	06/18/2018 16:00		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
	06/22/2018 08:00	06/22/2018 16:00	1			
				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
Instructor		Reserve Date	Course Category	Serial ID	Notes	

Course Information						
Course NO 2020000000026	<u>Title</u> June 2020 EVOC	Type In Service	Credits 0.00	Prerequisites Hours Course 1 8.00	isites Course 2	<u>Comments</u>
Course Schedule						
Schedule						
Class ID	Start Date/Time 06/03/2020 08:00	End Date/Time 06/03/2020 16:00	Company		Course Location	
	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				
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	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	 	1		
Instructor		Reserve Date	' ∃I	ory Serial ID	Notes	

Course Information					
Course NO 2019000000029	Title June Inservice 2019	<u>Type</u> In Service	Prerequisites Credits Hours Course 1 0.00 8.00	sites Course 2	Comments Narcan Refresher trainng/ Leads On-Line training/ Taserrecert
Course Schedule Schedule					
Class ID	Start Date/Time 06/07/2019 08:00	End Date/Time 06/07/2019 16:00	Company	Course Location	
	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	1 1		
Instructor		Reserve Date		Notes	
Course Information					
Course NO 201700000034	<u>Title</u> NCTC Court room testimony/NARCO	<u>Type</u> State Sponsored Training	Prerequisites Credits Hours Course 1 0.00 16.00	ites Course 2	Comments
Course Schedule Schedule					
Class ID	Start Date/Time 04/18/2017 08:00	End Date/Time 04/19/2017 16:00	Company	Course Location	
Instructor		Reserve Date	Course Category Serial ID	Notes	

Course Information					
			Prerequisites	sites	
Course NO 2016000000071	Title Patrol Rifle	Type In Service	Credits Hours Course 1 0.00 24.00	Course 2 Comments	
Course Schedule Schedule Class ID	Start Date/Time 10/19/2016 08:00	End Date/Time 10/21/2016 16:00	Сотрапу	Course Location	
Instructor		Reserve Date	Course Category Serial ID	Notes	
Course Information	į	ı		sites	
2018000000041	Patrol Rifle July 26-31	Iype State Sponsored Certifications	<u>Credits</u> <u>Hours</u> <u>Course 1</u> 0.00 32.00	Course 2 Comments Inv Amerosa Lead Instructor	Instructor
Course Schedule Schedule Class ID	<u>Start Date/Time</u> 07/26/2018 08:00	<u>End Date/Time</u> 07/31/2018 16:00	Company	Course Location	
Instructor		Reserve Date	Cours	Notes	

		হা										
		Comments										
	ites	Course 2			Course Leading	Course Location						Notes
	Prerequisites	Hours Course 1							1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	 		Serial ID
		Hours 0.00					1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1	
; -		Credits 0.00			Company							Course Category
		Type In Service			End Date/Time	05/03/2016 16:00	05/09/2016 16:00	05/11/2016 16:00	05/19/2016 16:00	05/27/2016 16:00		Reserve Date
	:	Title Roit Control & Civil Disturbance			Start Date/Time	05/03/2016 08:00	05/09/2016 08:00	05/11/2016 08:00	05/19/2016 08:00	05/27/2016 08:00		
Course Information	;	<u>Course NO</u> 2016000000051	Course Schedule	Schedule	Class ID	Riot Control	Riot Control	Riot Control	Riot Control	Riot Control		Instructor

Course Information						
<u>Course NO</u> 2020000000023	<u>Title</u> TASER inservice	<u>Type</u> In Service	Credits L	Prerequisites Hours Course 1 4.00	sites Course 2	Comments
Course Schedule Schedule						
Class ID	Start Date/Time 04/03/2020 08:00	End Date/Time 04/03/2020 12:00	Company		Course Location	
	04/06/2020 08:00	04/06/2020 12:00		! ! ! ! ! !		
	04/07/2020 08:00	04/07/2020 12:00		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
	04/14/2020 08:00	04/14/2020 12:00				
	04/15/2020 08:00	04/15/2020 12:00		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
	04/16/2020 08:00	04/16/2020 12:00	; 			
	04/20/2020 08:00	04/20/2020 12:00				
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		04/23/2020 12:00	! ! ! ! ! ! ! ! !	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
 		04/24/2020 12:00	1 4 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
	04/28/2020 08:00	04/28/2020 12:00				
	04/30/2020 08:00	04/30/2020 12:00				
Instructor		Reserve Date	Course Category	<u>Serial ID</u>	<u>Notes</u>	