

# 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: *Colin J. Madia*

Address: [REDACTED]

Telephone:

*has this day been appointed to the position of Police Officer*

*in the department of Public Safety Bureau Of Police*

*the term to commence June 26, 2020*

*the term to end*

*filling unexpired term of (if applicable)*

Signed

*[Handwritten Signature]*  
[REDACTED]

Mayor

Title of Official

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

DATE  
MONTH 08 DAY 09 YEAR 2022

TO:  
**Utica Civil Service Commission**

NAME OF EMPLOYER:  
**Madia, Colin J**

FROM: (Check only one)  
 City  County  Town  Village or District

ADDRESS:  
[REDACTED]

DEPARTMENT:  
**Police Department**

TITLE OF POSITION:  
**Police Officer** SALARY:  
**\$ 68,027.**

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

Veteran  Non-Veteran  
 Disabled Veteran  Exempt Volunteer Fireman

DATE OF BIRTH:  
**3/13/96** SOCIAL SECURITY NUMBER:  
[REDACTED]

	<i>Check Nature of Personnel Change</i>	<i>Date Effective</i>	<i>Action Necessary by Appointing Officer</i>
A P P O I N T M E N T S	<input type="checkbox"/> Permanent		Return report of Certification
	<input type="checkbox"/> Provisional		Attach application (MSD-330)
	<input type="checkbox"/> Temporary	From: To:	State length of employment
	<input type="checkbox"/> Substitute	From: To:	Give facts under Remarks
	<input type="checkbox"/> For Term of Office	From: To:	Give facts under Remarks
	<input type="checkbox"/> Permanent Promotion		Return report of Certification
	<input type="checkbox"/> Provisional Promotion		Attach nomination
	<input type="checkbox"/> Non-Competitive Class		Attach application (MSD-330)
	<input type="checkbox"/> Exempt Class		Submit this form only
	<input type="checkbox"/> Labor Class		Attach application (MSD-330)
T E R M I O N N A S	<input type="checkbox"/> Resignation		Submit signed resignation
	<input type="checkbox"/> Retirement		Give effective date
	<input type="checkbox"/> Deceased		Indicate date
	<input type="checkbox"/> Removal		Attach copy of proceedings
	<input type="checkbox"/> Layoff (Lack of Work or Funds)		Give facts under Remarks
O T H E R  C H A N G E S	<input type="checkbox"/> Military Leave of Absence		Give facts under Remarks
	<input type="checkbox"/> Other Leave of Absence	From: To:	Give facts under Remarks
	<input type="checkbox"/> Transfer		Give facts under Remarks
	<input type="checkbox"/> Demotion		Give facts under Remarks
	<input type="checkbox"/> Suspension		Give facts under Remarks
	<input type="checkbox"/> Reinstatement		Give facts under Remarks
	<input type="checkbox"/> Change in Classification		Give facts under Remarks
	<input type="checkbox"/> New Position		Submit form MSD-222
	<input checked="" type="checkbox"/> Change in Salary	04/01/22	Indicate new salary
	<input type="checkbox"/> Change in Name		Give facts under Remarks
<input type="checkbox"/> Other		Give facts under Remarks	

Remarks: (Continue on back if necessary)

**PBA Contract Salary Increase**  
**3.25% - Eff. 04/01/22- \$68,027.**  
**3% - Eff. 04/02/21- \$65,886.**

Appointing Officer  
Title  
Address

**Chief of Police**

CERTIFICATE  
valid until

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

By

Date

(Date)

**Payroll Changes**

**Department of Public Safety  
Bureau of Police  
Utica, N.Y.**

Police Salaries

Effective period: 8 /12/2022

Changes Pertaining To:

Police/civilian: Police

<b>Lastname:</b> Madia	<b>Firstname:</b> Colin	<b>MI:</b>
<b>Title</b> Police Officer	<b>Employee ID</b>	5173

<b>Annual Salary:</b> \$68,027.00	<b>Salary/Wages Due:</b> \$2,736.42
-----------------------------------	-------------------------------------

A.5.3123.101	\$2,616.42	Salary
A.5.3123.108	\$120.00	Night Differential
<b>Salary/Wages Due:</b>	<b>\$2,736.42</b>	

Notes:  
PBA contract settled pay 10 days at new rate, eff. 4/1/2021 3% increase, and eff. 4/1/2022 3.25% increase. ///// Longevity inc. eff. 6/29/22, 7 days at the old rate and 3 days at the new rate. ///// Normal Gross. Longevity inc. eff. 6/29/21. Normal Gross. Transferred from B2 to C2 eff. 4/26/21 entitled to ND. [REDACTED]

Submitted by:



Date Submitted: 8/10/2022

Approved 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

DATE

MONTH 06 DAY 29 YEAR 2022

TO: **Utica Civil Service Commission**

NAME OF EMPLOYEE: **Madia, Colin J**

FROM: (Check only one)  
 City  County  Town  Village or District

ADDRESS: [REDACTED]

DEPARTMENT: **Police Department**

TITLE OF POSITION: **Police Officer** SALARY: **\$ 63,967.**

NAME AND TITLE OF LAST EMPLOYEE IN POSITION:

Veteran  Non-Veteran  
 Disabled Veteran  Exempt Volunteer Fireman

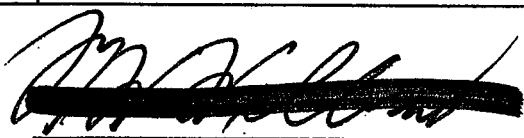
DATE OF BIRTH: **3/13/96** SOCIAL SECURITY NUMBER: [REDACTED]

	<i>Check Nature of Personnel Change</i>	<i>Date Effective</i>	<i>Action Necessary by Appointing Officer:</i>
A P P O I N T M E N T S	<input type="checkbox"/> Permanent		Return report of Certification
	<input type="checkbox"/> Provisional		Attach application (MSD-330)
	<input type="checkbox"/> Temporary	From: To:	State length of employment
	<input type="checkbox"/> Substitute	From: To:	Give facts under Remarks
	<input type="checkbox"/> For Term of Office	From: To:	Give facts under Remarks
	<input type="checkbox"/> Permanent Promotion		Return report of Certification
	<input type="checkbox"/> Provisional Promotion		Attach nomination
	<input type="checkbox"/> Non-Competitive Class		Attach application (MSD-330)
	<input type="checkbox"/> Exempt Class		Submit this form only
T E R M I O N N A S	<input type="checkbox"/> Labor Class		Attach application (MSD-330)
	<input type="checkbox"/> Resignation		Submit signed resignation
	<input type="checkbox"/> Retirement		Give effective date
	<input type="checkbox"/> Deceased		Indicate date
	<input type="checkbox"/> Removal		Attach copy of proceedings
O T H E R  C H A N G E S	<input type="checkbox"/> Layoff (Lack of Work or Funds)		Give facts under Remarks
	<input type="checkbox"/> Military Leave of Absence		Give facts under Remarks
	<input type="checkbox"/> Other Leave of Absence	From: To:	Give facts under Remarks
	<input type="checkbox"/> Transfer		Give facts under Remarks
	<input type="checkbox"/> Demotion		Give facts under Remarks
	<input type="checkbox"/> Suspension		Give facts under Remarks
	<input type="checkbox"/> Reinstatement		Give facts under Remarks
	<input type="checkbox"/> Change in Classification		Give facts under Remarks
	<input type="checkbox"/> New Position		Submit form MSD-222
	<input checked="" type="checkbox"/> Change in Salary	6/29/22	Indicate new salary
<input type="checkbox"/> Change in Name		Give facts under Remarks	
<input type="checkbox"/> Other		Give facts under Remarks	

Remarks: (Continue on back if necessary)

Longevity inc. eff. 6/29/22

Appointing Officer  
Title  
Address

  
**Chief of Police**

CERTIFICATE  
valid until

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

By  
Date

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

# Payroll Changes

## Department of Public Safety Bureau of Police Utica, N.Y.

Police Salaries

Effective period: 7/1/2022

Changes Pertaining To:

Police/civilian: Police

<b>Lastname:</b> Madia	<b>Firstname:</b> Colin	<b>MI:</b>
<b>Title</b> Police Officer	<b>Employee ID</b>	5173

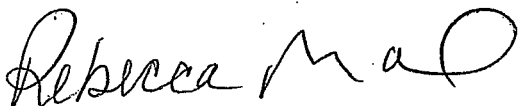
<b>Annual Salary:</b> \$63,967.00	<b>Salary/Wages Due:</b> \$2,465.50
-----------------------------------	-------------------------------------

A.5.3123.101	\$2,345.50	Salary- 7 days old & 3 days new
A.5.3123.108	\$120.00	Night Differential
<b>Salary/Wages Due:</b>	<b>\$2,465.50</b>	

**Notes:**

Longevity inc. eff. 6/29/22, 7 days at the old rate and 3 days at the new rate. // Normal Gross. Longevity inc. eff. 6/29/21. Normal Gross. Transferred from B2 to C2 eff. 4/26/21 entitled to ND. [REDACTED]  
[REDACTED] Normal Gross. New Hire, sworn in 6/26/20, on payroll 6/29/20. DOB 3/13/96 acct 3122.

Submitted by:



Date Submitted: 6/15/2022

Approved 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

DATE

MONTH 09 DAY 01 YEAR 2020

TO: **Utica Civil Service Commission** NAME OF EMPLOYEE: **Madia, Colin J**

FROM: (Check only one)  City  County  Town  Village or District ADDRESS: [REDACTED]

DEPARTMENT: **Police Department** TITLE OF POSITION: **Police Officer** SALARY: **\$ 49,288.**

NAME AND TITLE OF LAST EMPLOYEE IN POSITION: [REDACTED]  Veteran  Non-Veteran  Disabled Veteran  Exempt Volunteer Fireman

DATE OF BIRTH: [REDACTED] SOCIAL SECURITY NUMBER: **ID# 5173**

	Check Nature of Personnel Change	Date Effective	Action Necessary by Appointing Officer:
A P P O I N T M E N T S	<input type="checkbox"/> Permanent		Return report of Certification
	<input type="checkbox"/> Provisional		Attach application (MSD-330)
	<input type="checkbox"/> Temporary	From: To:	State length of employment
	<input type="checkbox"/> Substitute	From: To:	Give facts under Remarks
	<input type="checkbox"/> For Term of Office	From: To:	Give facts under Remarks
	<input type="checkbox"/> Permanent Promotion		Return report of Certification
	<input type="checkbox"/> Provisional Promotion		Attach nomination
	<input type="checkbox"/> Non-Competitive Class		Attach application (MSD-330)
	<input type="checkbox"/> Exempt Class		Submit this form only
	<input type="checkbox"/> Labor Class		Attach application (MSD-330)
T E R M I O N N A S	<input type="checkbox"/> Resignation		Submit signed resignation
	<input type="checkbox"/> Retirement		Give effective date
	<input type="checkbox"/> Deceased		Indicate date
	<input type="checkbox"/> Removal		Attach copy of proceedings
	<input type="checkbox"/> Layoff (Lack of Work or Funds)		Give facts under Remarks
O T H E R  C H A N G E S	<input type="checkbox"/> Military Leave of Absence		Give facts under Remarks
	<input type="checkbox"/> Other Leave of Absence	From: To:	Give facts under Remarks
	<input type="checkbox"/> Transfer		Give facts under Remarks
	<input type="checkbox"/> Demotion		Give facts under Remarks
	<input type="checkbox"/> Suspension		Give facts under Remarks
	<input type="checkbox"/> Reinstatement		Give facts under Remarks
	<input type="checkbox"/> Change in Classification		Give facts under Remarks
	<input type="checkbox"/> New Position		Submt form MSD-222
	<input type="checkbox"/> Change in Salary		Indicate new saalty
	<input type="checkbox"/> Change in Name		Give facts under Remarks
<input checked="" type="checkbox"/> Other	9/1/20	Give facts under Remarks	

Remarks: (Continue on back if necessary)

Address change eff. 9/1/20: [REDACTED]

New employee eff. 6/26/20. On payroll 6/29/20.

Appointing Officer  
Title  
Address

[Signature]  
[REDACTED]  
**Chief of Police**

CERTIFICATE valid until

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

By

Date

(Date)

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

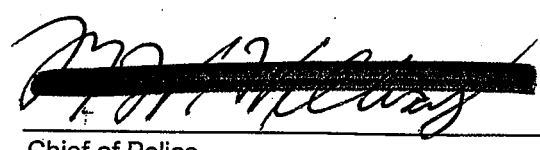
DATE  
MONTH 06 DAY 26 YEAR 2020

TO: <b>Utica Civil Service Commission</b>		NAME OF EMPLOYEE: <b>Madia, Colin J</b>	
FROM: (Check only one) <input checked="" type="checkbox"/> City <input type="checkbox"/> County <input type="checkbox"/> Town <input type="checkbox"/> Village or District		ADDRESS: [REDACTED]	
DEPARTMENT: <b>Police Department</b>		TITLE OF POSITION: <b>Police Officer</b>	SALARY: <b>\$ 49,288.</b>
NAME AND TITLE OF LAST EMPLOYEE IN POSITION:		<input type="checkbox"/> Veteran <input type="checkbox"/> Non-Veteran <input type="checkbox"/> Disabled Veteran <input type="checkbox"/> Exempt Volunteer Fireman	

		<i>Check Nature of Personnel Change</i>	<i>Date Effective</i>	<i>Action Necessary by Appointing Officer:</i>
A P P O I N T M E N T S	<input checked="" type="checkbox"/>	Permanent	6/26/20	Return report of Certification
	<input type="checkbox"/>	Provisional		Attach application (MSD-330)
	<input type="checkbox"/>	Temporary	From: To:	State length of employment
	<input type="checkbox"/>	Substitute	From: To:	Give facts under Remarks
	<input type="checkbox"/>	For Term of Office	From: To:	Give facts under Remarks
	<input type="checkbox"/>	Permanent Promotion		Return report of Certification
	<input type="checkbox"/>	Provisional Promotion		Attach nomination
	<input type="checkbox"/>	Non-Competitive Class		Attach application (MSD-330)
	<input type="checkbox"/>	Exempt Class		Submit this form only
	<input type="checkbox"/>	Labor Class		Attach application (MSD-330)
	T E R M I O N N A S	<input type="checkbox"/>	Resignation	
<input type="checkbox"/>		Retirement		Give effective date
<input type="checkbox"/>		Deceased		Indicate date
<input type="checkbox"/>		Removal		Attach copy of proceedings
<input type="checkbox"/>		Layoff (Lack of Work or Funds)		Give facts under Remarks
O T H E R  C H A N G E S	<input type="checkbox"/>	Military Leave of Absence		Give facts under Remarks
	<input type="checkbox"/>	Other Leave of Absence	From: To:	Give facts under Remarks
	<input type="checkbox"/>	Transfer		Give facts under Remarks
	<input type="checkbox"/>	Demotion		Give facts under Remarks
	<input type="checkbox"/>	Suspension		Give facts under Remarks
	<input type="checkbox"/>	Reinstatement		Give facts under Remarks
	<input type="checkbox"/>	Change in Classification		Give facts under Remarks
	<input type="checkbox"/>	New Position		Submit form MSD-222
	<input type="checkbox"/>	Change in Salary		Indicate new saalry
	<input type="checkbox"/>	Change in Name		Give facts under Remarks
	<input type="checkbox"/>	Other		Give facts under Remarks

Remarks: (Continue on back if necessary)

**New employee eff. 6/26/20. On payroll 6/29/20.**

Appointing Officer:   
 Title: **Chief of Police**  
 Address: \_\_\_\_\_

CERTIFICATE valid until \_\_\_\_\_ (Date)

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

By \_\_\_\_\_ Date \_\_\_\_\_

**PROBATIONARY REPORT**

 **COPY**

To Appointing Officer:

Please complete this form in triplicate:

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

DATE THIS REPORT DUE:	The Civil Service Commission requires that this report be filed two weeks prior to the end of the probationary term. See date probationary term ends below.	
EMPLOYEE'S NAME:	Colin Madia	DATE OF APPOINTMENT: 6/29/20
SOCIAL SECURITY NUMBER:	6513	DEPARTMENT OR AGENCY: Utica Police Dept.
STATUS/TITLE OF POSITION:	Police Officer	JURISDICTIONAL CLASSIFICATION:
ORIGINAL LENGTH OF THE PROBATIONARY TERM:	1 year	
NUMBER OF DAYS ABSENT DURING THE PROBATIONARY TERM:	1	
NUMBER OF DAYS PROBATIONARY TERM IS TO BE EXTENDED:	0	
DATE PROBATIONARY TERM ENDS:	6/29/21	
IF SATISFACTORY, DATE PERMANENT STATUS BEGINS:	6/30/21	

**CERTIFICATE OF APPOINTING OFFICER:**

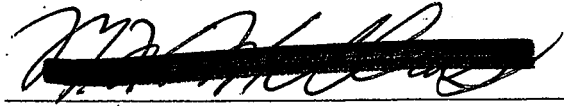
I hereby certify that the probationer has been observed and it has been found that the conduct, capacity, and fitness of the probationer is:

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

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

Copy of letter to employee attached.

Copy of letter to employee to be submitted.



Authorized Signature

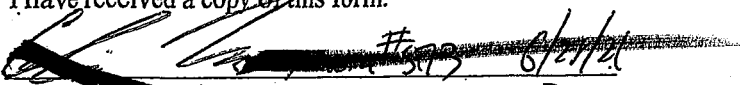
MARK WILLIAMS

Print Name

Chief

Title

I have received a copy of this form.

  
 Signature of Employee                      Date





**CITY OF UTICA**  
**DEPARTMENT OF PUBLIC SAFETY**  
**OFFICE OF THE CHIEF OF POLICE**



**ROBERT PALMIERI**  
Mayor

**MARK W. WILLIAMS**  
Chief of Police

Dec 21, 2020

TO: PO Colin Madia

RE: Utica Police Chapter 5 & 8 receipt

As a Utica Police Officer you are bound by strict rules and regulations as outlined in the Utica Police Policy and Procedure Manual; which were written as guidelines for conduct and responsibility.

This written notification is to inform you that as a Utica Police Officer you are expected to read, understand and adhere to the rules and regulation of the **"Utica Police Policy and Procedure Manual"**

On December 21, 2020, PO Colin Madia was spoken to by members of the Office of Professional Standards at which time he was advised regarding his/her responsibilities in reviewing and knowing what is in the Utica Police Policy and Procedure Manual, specifically the outlined policy and procedure for the following chapters; Also as part of the MVPA refresher course training I, spoke to PO Colin Madia regarding ECD (Electronic Control Device), and Pursuit Driving

Please read;

UTICA POLICY AND PROCEDURE CHAPTER 5 & 8 (Rules and Regulations)

- CHAPTER FIVE (5), ARTICLE TEN (10): PROFESSIONAL STANDARDS INVESTIGATIONS.
- CHAPTER EIGHT (8), ARTICLE ONE (1): PROFESSIONAL STANDARDS OF CONDUCT AND ETHICS

Also discussed were the implications of being a Brady and Giglio Officer, Use of personal and social media both on and off duty, officer involved domestic incidents and personnel complaints.

### **BRADY RULE**

The Brady Rule, named for *Bardy v. Maryland*, 373 U.S. 83 (1963), which requires prosecutors to disclose materially exculpatory evidence in the government's possession to the defense. "Brady Material" or evidence the prosecutor is required to disclose under this rule includes any evidence favorable to the accused—evidence that goes towards the negating a defendant's guilt, that would reduce a defendant's potential sentence, or evidence going to the credibility of a witness.

If the prosecution does not disclose material exculpatory evidence under this rule, and prejudice has ensued, the evidence will be suppressed. The evidence will be suppressed regardless of whether the prosecutor knew the evidence was in his or her possession, or whether or not the prosecutor intentionally or inadvertently withheld the evidence from the defense. The defendant bears the burden of proving that the disclosed evidence was material, and the defendant must show that there is a reasonable probability that there would be a difference in the outcome of the trial had the evidence been disclosed by the prosecutor.

Police Officers who have been dishonest are sometimes referred to as "Brady Cops." Because of the Brady ruling, prosecutors are required to notify defendants and their attorneys whenever a law enforcement official involved in their case has a sustained record for knowingly lying in an official capacity.

### TESTIFYING

1. Telling lies under oath; standard operating procedure for police officers acting as witnesses in trials.
2. Police perjury is the act of a police officer giving false testimony

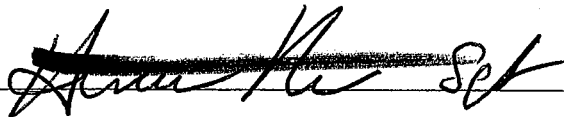
**Giglio v. United States**, 405 U.S. 150 (1972), is a United States Supreme Court case in which the Court held that the prosecutor's failure to inform the jury that the witness had been promised not to be prosecuted in exchange for his / her testimony was a failure to fulfill the duty to present all material evidence to the jury, and constituted a violation of due process, requiring a new trial. This is the case even if the failure to disclose was a matter of negligence and not intent. The case extended the Court's holding in **Brady v. Maryland**, requiring such agreements to be disclosed to defense counsel. As a result of this case, the term "**Giglio material**" is something used to refer to any information pertaining to deals that witnesses in a criminal case have entered into with the government.

After speaking to personnel from the office of Professional Standards, I hereby acknowledge that I have been spoken to regarding my responsibilities in reviewing, knowing and adhering to the rules and regulations of the Utica Police Departments "Policy and Procedure." I am fully aware that any acts committed by me, violating and portion of the Utica Police Policy and Procedure, can result in disciplinary action against me to include termination. I understand that it is my sole responsibility to review and adhere to the Utica police Policy and Procedure.

X   
Signature of Officer

Colin Madia  
Print Name

X 12/21/20  
Month/Day/Year

X   
Witness: Name, Rank

**PO Colin Madia**

**New York State Law Enforcement Accreditation Program**

**12.9 Oath of Office**

**ADMINISTRATION**

**STANDARD 12.9** The agency requires that all law enforcement personnel take an oath of office to enforce the law and uphold the Constitution of the United States, the Constitution of the State of New York, and any other applicable requirement

A. The oath of office is as follows:

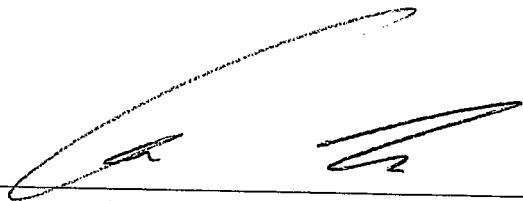
*(State of New York)  
(County of Oneida)  
(City of Utica)*

I, Colin Madia do solemnly swear that I will support the Constitution of the United States, and the Constitution of the State of New York, and that I will faithfully execute the office of Police Officer of the City of Utica, according to the best of my ability.

Sworn on:

Date of hire: the 26 day of June

Officer's signature:



Date: 12/21/20

**jmoran**

---

**From:** mwilliams  
**Sent:** Monday, May 02, 2022 10:55 AM  
**To:** cmadia; rlange; cvomer; jdodge (Jessica)  
**Cc:** mayor@cityofutica.com; Gina Scampone-Szuba; jmoran  
**Subject:** Re: Citizen Compliment from Gina Scampone- Szuba

Officers,

Today I received a communication from the mother of a young adult, who was involved in a one vehicle motor vehicle accident that occurred in the area of Sherman Drive & Mohawk Street on April 27<sup>th</sup>. The name of the driver was Gianella [REDACTED] and her mother is Gina [REDACTED].

Gina is a strong supporter of the Utica Police Department and she always expresses respect and love for our police officers.

Gina wrote the following compliment:

*“Chief, my daughter was involved was in an accident last night on her way home from work. Your officers, Chris Vomer & his partner and Jessica (?) Dodge were first on the scene. Officer Madia finished it. You know I have a strong support, respect and love for our UPD. I cannot tell you how good they were to my daughter. I tear up writing this because I pray for all of them every single night on these streets. Thank you for running such a great police department and turning out great cops and detectives. Can you please tell me who Chris Vomer’s partner is? And is Jessica the correct first name? Thank you so much. Please tell your wife I send love. My daughter will be fine. The car is totaled and she’s cut up and bruised from the air bags,,, but she’s here. I couldn’t care less about the car. Please let them know I’ve extended my gratitude again and that they are so appreciated and prayed for every single day! Thanks, Gina.*

Great job Jessica, Colin, Richard and Christopher. Thank you for representing our department proudly.



(Goal settings Continue From Front)

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

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

EXCEEDS STANDARDS     MEETS STANDARDS     BELOW STANDARDS

6. REVIEWING COMMANDING OFFICER (Immediate Supervisor) Name:

Signature Howard Brady / [Signature] Rank Lt. Date 1/7/22  
Print / Signature

7. SUPERVISOR REVIEWING WITH EMPLOYEE: Name:

Signature Benell Wandy / [Signature] Rank Sgt. Date 1/14/22  
Print / Signature

8. EMPLOYEE'S COMMENTS: (Optional)

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

Signature Colin Madia / [Signature] Rank Pt/M. Date 1/14/22  
Print / Signature

# DEPARTMENT OF PUBLIC SAFETY

## BUREAU OF POLICE

413 Oriskany Street West

Utica, New York 13502

12/25/2021

### INTRA-AGENCY MEMORANDUM

**SUBJECT:** Secondary Employment

**TO:** Chief of Police: Mark W. Williams

Sir,

I am requesting to continue my secondary employment as an SRO for the Utica City School District.

Respectfully,  
PO Madia #5173

APPROVED  
*[Signature]*

NAME: Celin Madia #5173

RANK: Police Officer

**Imoran**

---

**From:** mwilliams  
**Sent:** Monday, April 04, 2022 4:34 PM  
**To:** ahowe; bgil; dputrello; phusnay; cmadia; skorman  
**Cc:** Mayor; enoonan; jholt; aberger; jmoran  
**Subject:** Re: Compliment- Shots Fired- 500 block of Milgate Street

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Sergeant and Officers,

Today I received a telephone call from a resident on Milgate Street- Joseph [REDACTED] called and spoke to me about the shots fired incident in his neighborhood on April 2<sup>nd</sup>. He just called to say how impressed he was by the quick response by police, their professionalism and just wanted to say "thank you".

Great job to all involved.

Respectfully,  
Chief Williams

*Chief of Police Mark W. Williams*



City of Utica Police Department

413 Oriskany Street West

Utica, New York 13502

Office Telephone: [REDACTED]

E-mail address: [REDACTED]



**Utica Police Department**

Professional Standards

Officer Disciplinary History

Police Officer Colin J Madia [1573/1573]

---

Part I - Personal Information

---

Name: Police Officer Colin J Madia  
: 1573 Badge No: 1573 Hire Dt: 06/29/2020

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

---

---

Part II - Discipline History

---

**VD2021-005 UPD Damaged Prop Car/Equip**

General Rule Violation: Sep 14, 2021: Verbal counseling - [Action/discipline completed]

failed to conduct a Vehicle Inventory prior to shift

Printed: Dec 14, 2022 12:59 By: Sgt Hiram Rios

Concise Officer History

Police Officer Colin J Madia [1573/1573]

: 1573 Hire date: Jun 29, 2020  
Current assignment(s):  
Department: Patrol Division  
Bureau: Uniformed Patrol  
Division: Uniformed Patrol

**Involved Officer: Use of force**  
**Received: Jan 04, 2021 09:38**

**IA No: UOF2021-0001**

**Case No: RMS 21-79**

Incident disposition/finding: Within Policy  
Role: Assisting Officer

Charges:

01/04/2021 [] -

Use(s) of force	Effective/Not Effective
Presence of Authority	NOT effective
Verbal Commands	NOT effective
Pointing of Handgun	Effective

Service being conducted: Dispatched Assignment

**Involved Officer: Use of force**  
**Received: Jan 20, 2021 12:27**

**IA No: UOF2021-0008**

**Case No: RMS 20-2331**

Incident disposition/finding: Within Policy

Use(s) of force	Effective/Not Effective
Empty Hand Control	Effective
Verbal Commands	NOT effective
Presence of Authority	NOT effective

Service being conducted: Arrest

**Involved Officer: External/Citizen**  
**Received: Jan 31, 2021 15:52**

**IA No: PC2021-003**

**Case No: RMS 21-3744**

Incident disposition/finding: Unfounded  
Role: Complaint against

Allegations:

Improper Entry -

**Involved Officer: E-File**  
**Received: May 25, 2021 13:48**

**IA No: EF2021-0023**

Incident disposition/finding: Administratively Closed  
Role: NIBRS AUDIT

**Involved Officer: Soft Hand/Empty hand**  
**Received: Jul 05, 2021 01:41**

**IA No: SH2021-0066**

**Case No: RMS 21-26128**

Incident disposition/finding: Within Policy  
Role: Arresting Officer

Involved Officer: UPD Damaged Prop Car/Equip  
Received: Aug 11, 2021 07:52

IA No: VD2021-005

Incident disposition/finding: Not Within Policy

Allegations:

Duties and Responsibility of Members of UPD - 320.5.8 Performance - Vehicle Inventory - Sustained - Sep 14, 2021

Actions taken:

General Rule Violation: Sep 14, 2021 - Verbal counseling

failed to conduct a Vehicle Inventory prior to shift

Involved Officer: Soft Hand/Empty hand  
SH2021-0086

IA No:  
Received: Aug 27, 2021 21:36

Case No:

RMS 21-33777

Incident disposition/finding: Within Policy  
Role: Arresting Officer

Involved Officer: Internal/Department  
EF2021-0045

IA No:  
Received: Oct 06, 2021

Incident disposition/finding: Administratively Closed

Involved Officer: Soft Hand/Empty hand  
SH2022-0002

IA No:  
Received: Jan 30, 2022 23:48

Case No:

22-3772

Incident disposition/finding: Within Policy

Involved Officer: Soft Hand/Empty hand  
SH2022-0006

IA No:  
Received: Feb 01, 2022 19:35

Case No:

22-4016

Incident disposition/finding: Within Policy

Involved Officer: Use of force  
UOF2022-0044

IA No:  
Received: May 19, 2022 15:37

Case No:

Rms 22-18725

Incident disposition/finding: Within Policy  
Role: Arresting Officer

Use(s) of force	Effective/Not Effective
Empty Hand Control	Limited
Come Along	Limited
Take Down	Effective
Verbal Commands	NOT effective
Presence of Authority	NOT effective

Service being conducted: Fight

Involved Officer: Vehicle accident  
MVA2022-0006

IA No:  
Received: Jun 01, 2022 21:12

Case No:

RMS 22-20833

Incident disposition/finding: Within Policy/ Ancillary  
Role: Involved Officer

Involved Officer: Soft Hand/Empty hand  
SH2022-0027 Received: Jun 14, 2022 18:54

IA No:  
Case No:

RMS 22-22785

Incident disposition/finding: Within Policy  
Role: Arresting Officer

Involved Officer: Use of force  
UOF2022-0070 Received: Jul 31, 2022 22:22

IA No:  
Case No:

RMS 22-30281

Incident disposition/finding: Within Policy  
Role: Assisting Officer

Use(s) of force                      Effective/Not Effective  
Take Down                              Effective

Service being conducted: Domestic Incident

Involved Officer: Use of force  
UOF2022-0122 Received: Nov 28, 2022 23:21

IA No:  
Case No:

RMS 22-48075

Incident disposition/finding:  
Role: Involved Officer

Use(s) of force                      Effective/Not Effective  
Empty Hand Control                  Limited  
Take Down                              Effective  
Presence of Authority                NOT effective  
Verbal Commands                      NOT effective

Service being conducted: Arrest

Involved Officer: Use of force  
UOF2022-0123 Received: Nov 28, 2022 23:21

IA No:  
Case No:

RMS 22-48074

Incident disposition/finding:  
Role: Involved Officer

Use(s) of force                      Effective/Not Effective  
Take Down                              Limited  
Verbal Commands                      NOT effective  
Presence of Authority                NOT effective  
Presence of Authority                NOT effective  
Verbal Commands                      NOT effective

Service being conducted: Arrest

Report summary: totals by incident type:

Incident type                              Received

Anonymous	0
Background Investigation	0
Civilian Injury	0
Department Discipline	0
Discretionary arrest	0
Drug test	0
E-File	1
External/Citizen	1
Firearm discharge	0
Foil Request	0
Forced entry	0
Generic incident	0
Integrity test	0
Internal/Department	1
K9 Utilization	0
Mental Health Law Arrest	0
Notice of Claim	0
Officer Injury	0
Show of force	0
Soft Hand/Empty hand	5
Stop	0
UPD Damaged Prop Car/Equip	1
Use of force	6
Vehicle accident	1
Vehicle pursuit	0
<b>Total</b>	<b>16</b>

Printed: Dec 14, 2022 12:58 By: Sgt Hiram Rios

**hrios**

---

**From:** hbrodt  
**Sent:** Tuesday, September 14, 2021 10:16 PM  
**To:** Professional Standards Distribution List  
**Cc:** bbansner  
**Subject:** Verbal Counseling's

Sirs,

The below notes were placed in the e-files of PO's Kyle Murphy and Colin Madia. They were both verbally counselled.

Respectfully,

Lt. Brodt

---

**From:** kphillips [REDACTED]  
**Sent:** Tuesday, September 14, 2021 9:36 PM  
**To:** hbrodt [REDACTED]  
**Subject:** RE: 52 Damage

Sir,

The following counseling's were completed tonight and placed in Murphy's and Madia's e-file.

Keith

On August 11, 2021 Sgt. Strife commenced a fact finding investigation into damage that was located on the front of unit 52. This investigating did not turn up the cause of the damage but did uncover that Officer Kyle Murphy did not complete a vehicle inventory when he last operated unit 52 on August 10, 2021. Do to these findings Captain Bansner has advised to verbally counsel Officer Murphy and to place a note in his e-file.

On September 14, 2021 I spoke with [REDACTED] about the importance of completing his vehicle inventory every shift and that further neglect could lead to progressive discipline. Officer Murphy accepted this well and agreed to correct this action.

---

On August 11, 2021 Sgt. Strife commenced a fact finding investigation into damage that was located on the front of unit 52. This investigating did not turn up the cause of the damage but did uncover that Officer Colin Madia did not complete a vehicle inventory when he last operated unit 52 on August 10, 2021. Do to these findings Captain Bansner has advised to verbally counsel Officer Madia and to place a note in his e-file.

On September 14, 2021 I spoke with [REDACTED] about the importance of completing his vehicle inventory every shift and that further neglect could lead to progressive discipline. Officer Madia accepted this well and agreed to correct this action.

---

**From:** hbrodt [REDACTED]  
**Sent:** Tuesday, September 14, 2021 8:12 PM

To: kphillips [REDACTED]  
Subject: FW: 52 Damage

Keith,

Can you have these two come in so we can take care of this tonight

From: bbansner [REDACTED]  
Sent: Monday, September 13, 2021 10:05 AM  
To: Professional Standards Distribution List <[REDACTED]>; bbansner [REDACTED]  
Cc: aberger <[REDACTED]> mmurphy <[REDACTED]> hbrodt <[REDACTED]> enoonan [REDACTED]  
Subject: FW: 52 Damage

All,

Regarding this investigation it was found that the following officers failed to complete their Vehicle Inventory Checklist on 8/10/2021:

PO Baye  
PO Morinitti

**PO K. Murphy/PO C. Madia**

All officers need to be verbally counseled and a note placed in their respective e-files.

Email PSU when completed.

Thanks,  
Brian

*Captain Brian D. Bansner*



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

Office Telephone [REDACTED]  
E-Mail Address: [REDACTED]

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

**From:** bbansner [REDACTED]  
**Sent:** Monday, September 13, 2021 10:02 AM  
**To:** Professional Standards Distribution List [REDACTED]  
LogisticsandResourcesDistributionList <[REDACTED]>  
**Cc:** bbansner [REDACTED] aberger <[REDACTED]>  
**Subject:** FW: 52 Damage

An investigation was completed regarding this damage and the cause was not able to be determined.

Case Closed

*Captain Brian D. Bansner*



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

Office Telephone: [REDACTED]  
E-Mail Address: [REDACTED]

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

**From:** aberger [REDACTED]  
**Sent:** Saturday, September 11, 2021 2:35 AM  
**To:** bbansner <[REDACTED]>  
**Subject:** FW: 52 Damage

Capt. Bansner,

This investigation has been completed and placed under your door.

Respectfully,  
Lt. A. Berger

**From:** kstrife <[REDACTED]>  
**Sent:** Wednesday, August 11, 2021 7:52 AM  
**To:** All UPD Sworn Personnel Distribution List [REDACTED]  
**Subject:** 52 Damage

Does anyone know if this is old or new damage to Car 52's front bumper? It was reported to me at shift change last night by PO Baye. Just wondering before I start an investigation



# Utica Police Department

## Training Course Summary

Print Date: December 14, 2022

MADIA

**Course Information**

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>	<u>Comments</u>
2021000000002	2021 January inservice	In Service	0.00	8.00			Cultural Diversity: Sgt. Wood Use of Force: Lt Holt

**Course Schedule**

<u>Schedule</u>	<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
	01/11/2021	08:00	01/11/2021 16:00		
	01/15/2021	08:00	01/15/2021 16:00		
	01/19/2021	08:00	01/19/2021 16:00		
	01/21/2021	08:00	01/21/2021 16:00		
	01/25/2021	08:00	01/25/2021 16:00		
	01/29/2021	08:00	01/29/2021 16:00		

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



# Utica Police Department

## Training Course Summary

Print Date: December 14, 2022

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>	<u>Comments</u>
2021000000020	Defensive Tactics	In Service	0.00	8.00			Lead Instructor PO Andrew Miller

Prerequisites

Course Schedule

<u>Schedule</u>	<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
		06/08/2021 08:00	06/08/2021 16:00		
		06/10/2021 08:00	06/10/2021 16:00		
		06/14/2021 08:00	06/14/2021 16:00		
		06/18/2021 08:00	06/18/2021 16:00		
		06/24/2021 08:00	06/24/2021 16:00		
		06/28/2021 08:00	06/28/2021 16:00		

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

# Utica Police Department

## Training Course Summary

**Course Information**

Course NO	Title	Type	Prerequisites		
			Credits	Hours	Comments
2021000000009	Feb 2021 Inservice: Legal Updates/CID Best Practic	In Service	0.00	8.00	

**Course Schedule**

Schedule	Class ID	Start Date/Time	End Date/Time	Company	Course Location
		02/02/2021 08:00	02/02/2021 16:00		
		02/08/2021 08:00	02/08/2021 16:00		
		02/16/2021 08:00	02/16/2021 16:00		
		02/18/2021 08:00	02/18/2021 16:00		
		02/24/2021 08:00	02/24/2021 16:00		
		02/26/2021 08:00	02/26/2021 16:00		

**Instructor** \_\_\_\_\_ **Reserve Date** \_\_\_\_\_ **Course Category** \_\_\_\_\_ **Serial ID** \_\_\_\_\_ **Notes** \_\_\_\_\_

# Utica Police Department

## Training Course Summary

Print Date: December 14, 2022

Course Information

<u>Course NO</u>	<u>Title</u>	<u>Type</u>	<u>Credits</u>	<u>Hours</u>	<u>Course 1</u>	<u>Course 2</u>	<u>Comments</u>
2022000000005	Feb Inservice 2022	In Service	0.00	8.00			Annual TASER re-cert/ BOLA cert for supervisors

Prerequisites

Course Schedule

<u>Schedule</u>	<u>Class ID</u>	<u>Start Date/Time</u>	<u>End Date/Time</u>	<u>Company</u>	<u>Course Location</u>
	02/03/2022	08:00	02/03/2022	16:00	
	02/07/2022	08:00	02/07/2022	16:00	
	02/11/2022	08:00	02/11/2022	16:00	
	02/15/2022	08:00	02/15/2022	16:00	
	02/17/2022	08:00	02/17/2022	16:00	
	02/25/2022	08:00	02/25/2022	16:00	

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