

# REQUEST FOR PUBLIC RECORDS REVIEW

Form RC-010 (Rev. 08/2016)



STATE OF CONNECTICUT  
Connecticut State Library  
Office of the Public Records Administrator  
231 Capitol Avenue, Hartford, CT 06106  
<http://www.ctstatelibrary.org/>

Concerns regarding possible violations of the *Freedom of Information Act*, Sections 1-200 to 1-259 of the *General Statutes of Connecticut*, must be presented to the Freedom of Information Commission.

The Office of the Public Records Administrator is not authorized to investigate alleged violations of criminal laws.

I request that the Office of the Public Records Administrator review whether there has been a violation of:

- CHAPTER 97 – MUNICIPALITIES: GENERAL PROVISIONS  
**Sec. 7-109. Destruction of documents.**
- CHAPTER 188 – STATE LIBRARY  
**Sec. 11-8(a) Safe storage of original public records.**
- CHAPTER 188 – STATE LIBRARY  
**Sec. 11-8a. Retention, destruction and transfer of documents.**
- CHAPTER 188 – STATE LIBRARY  
**Sec. 11-8b. Transfer or disposal of public records.**

### Requester's Contact Information

|   |                  |                          |  |
|---|------------------|--------------------------|--|
| <b>NAME:</b> Rachel M. Baird                      |                  |                          |  |
| <b>ADDRESS:</b> 2234 Silas Deane Highway, Suite 2 |                  |                          |  |
| <b>CITY:</b> Rocky Hill                           | <b>STATE:</b> CT | <b>ZIP:</b> 06067        | <b>E-MAIL:</b> rbaird@rachelbairdlaw.com |
| <b>PHONE:</b> 860-605-9340                        |                  | <b>FAX:</b> 860-785-8733 |  |

### Relevant Facts

On a separate sheet, please provide a statement regarding the facts relevant to your request, including:

1. Identify the state or municipal agency responsible for the records and the specific department if applicable.
2. Describe the records involved (title or function of record(s), date(s), quantity, etc.)
3. Provide alleged date of destruction or the last known location/date the records were available (for statements regarding improper destruction) or describe the storage location and conditions (for statements regarding unsafe storage).
4. Provide name/title of any other person(s) who may have knowledge about the records destruction/storage conditions, including contact information if available.
5. Attach any copies of any related documents, written material or other information that relates to the possible violation(s). (Please do not send originals as they cannot be returned.)

I hereby certify under penalty of false statement that the foregoing statement describing a possible violation of the statute(s) cited above is true and accurate to the best of my knowledge and belief. I understand that all requests are public information and that copies of this form and any enclosed documents may be sent to any person and/or agency deemed necessary by the Office of the Public Records Administrator to complete the review.

Signature: Rachel M. Baird Date: 03/30/2022

**NOTE:** This request will not be considered filed without the name, address, and original signature of the Requester.

### Mail this signed form and attachments to:

Connecticut State Library, Office of the Public Records Administrator, 231 Capitol Avenue, Hartford, CT 06106

Attachment to Form RC-010 (Rev. 08/2016)

Requester: Rachel M. Baird (Attorney)  
2234 Silas Deane Highway, Ste. 2  
Rocky Hill, CT 06067  
Tel: (860) 605-9340  
[rbaird@rachelbairdlaw.com](mailto:rbaird@rachelbairdlaw.com)

**RELEVANT FACTS AND SUPPORTING RECORDS**

1. Identify the state or municipal agency responsible for the records and the specific department if applicable.

**Response:** Town of Wethersfield (“Town” or “Wethersfield”).

2. Describe the records involved (title or function of record(s), date(s), quantity, etc.).

**Response:** Cell phone text message communications between members of the Wethersfield Police Department and former Wethersfield Town Manager Gary Evans.

3. Provide alleged date of destruction or the last known location/date the records were available (for statements regarding improper destruction) or describe the storage location and conditions (for statements regarding unsafe storage).

**Response:** On June 14, 2021,<sup>1</sup> June 18, 2021,<sup>2</sup> and September 20, 2021,<sup>3</sup> I requested, among other records, text messages between former Wethersfield Town Manager Gary Evans and three Wethersfield Police Department officers (1) related to proceedings to terminate Wethersfield Chief of Police James Cetran;<sup>4</sup> (2) pursuant to the Freedom of Information Act;<sup>5</sup> and (3) by separate subpoenas duces tecum served upon Sgt. Luis Gonzalez, Lt. Donald Crabtree, and Lt. Michael Connolly.<sup>6</sup> The Town provided me records under cover letter dated March 2, 2022. The attached declaration and exhibits are submitted in support of my allegation that the Town engaged in improper destruction of records and failed to safeguard records against such destruction.

4. Provide name/title of any other person(s) who may have knowledge about the records destruction/storage conditions, including contact information if available.

**Response:** Former Town Manager Gary Evans  
Interim and Former Town Manager Bonnie Therrien  
Mayor Michael Rell  
Acting Lt. Luis Gonzalez

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<sup>1</sup> Exhibit (“Ex.”) A, 002-003. *See* attached Appendix of Exhibits A-R.

<sup>2</sup> Ex. B, 005.

<sup>3</sup> Ex. C, 007-009.

<sup>4</sup> General Statutes § 7-278 provides a chief of police a hearing prior to termination and a right to appeal an unfavorable result.

<sup>5</sup> General Statutes §§ 1-200, *et seq.*

<sup>6</sup> Ex. I, 179-181; Ex. L, Ex. 237-239; Ex. O, 267-269.

Attachment to Form RC-010 (Rev. 08/2016) continued

Requester Rachel M. Baird (Attorney)

Lt. Michael Connolly  
Retired Lt. Donald Crabtree  
Town Information Technology Director Derrick Solla  
Attorney Kenneth R. Plumb, Counsel for Gary Evans  
Attorney Kenneth R. Slater, Jr., Town Counsel  
Edward Peruta

5. Attach any copies of any related documents, written material or other information that relates to the possible violation(s). *See* Declaration of Rachel M. Baird and attached exhibits.

**DECLARATION OF RACHEL M. BAIRD**

1. I placed the Town of Wethersfield on notice on June 14, 2021,<sup>7</sup> and June 18, 2021,<sup>8</sup> of requests for “[c]ommunications between Mr. Evans<sup>9</sup> and Sgt. Luis Gonzalez<sup>10</sup> including, but not limited to, text messages, emails, written documents, notes, logs since April 20, 2019.” (hereinafter referred to as the “Gonzalez-Evans communications”)

2. The request for Gonzalez-Evans communications was identified as request #6 in my June 14, 2021,<sup>11</sup> and June 18, 2021,<sup>12</sup> correspondence.

3. A public announcement was made on or about September 7, 2021, that Mr. Evans would be leaving the Town’s employment effective September 30, 2021.

4. The Town had not provided any records responsive to my request for the Gonzalez-Evans communications as of September 20, 2021.

5. I renewed my request for the Gonzalez-Evans communications on September 20, 2021.<sup>13</sup>

6. Pursuant to an agreement<sup>14</sup> between Mr. Evans and the Town’s mayor, Michael Rell, Mr. Evans agreed to a duty to cooperate in pending matters:

Mr. Evans further agrees to voluntarily cooperate with the Town in connection with any claim, charge, or lawsuit filed against the Town in which Mr. Evans' assistance is required by the Town or any governmental Town or person or entity initiating such claims,

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<sup>7</sup> Ex. A, 002-003

<sup>8</sup> Ex. B, 005.

<sup>9</sup> Former Wethersfield Town Manager Gary Evans.

<sup>10</sup> Wethersfield Police Department Sergeant (now Acting Lt.) Luis Gonzalez.

<sup>11</sup> Ex. A, 002-003.

<sup>12</sup> Ex. B, 005.

<sup>13</sup> Ex. C, 007-009.

<sup>14</sup> Ex. D, 011-015.

Attachment to Form RC-010 (Rev. 08/2016) continued

Requester Rachel M. Baird (Attorney)

charges, or lawsuits. Specifically included in this paragraph are any CHRO, grievance arbitrations or lawsuits for which Mr. Evans may be subpoenaed by any entity or person to attend. When requested by the Town to participate in such cases, Mr. Evans shall be entitled to be paid at his regular hourly rate of \$72.82 for time spent assisting the Town in its defense of any such claims or lawsuits. If Mr. Evans is subpoenaed by an entity other than the Town for claims involving the Town, then Mr. Evans shall be entitled to be paid at one-half (1/2) his regular hourly rate (i.e., \$36.41).<sup>15</sup>

7. On January 18, 2022, Interim Town Manager Bonnie Therrien (“Ms. Therrien”) asked Acting Lt. Gonzalez for records:

We have received a FOI request for all text messages between you and former Town Manager Gary Evans between April 20, 2019 to June 18, 2021. If you have these, I will need copies. If you do not have any of them, then I will need an email back from you saying that.<sup>16</sup>

8. Acting Lt. Gonzalez responded: “All text communication was performed with my personal cell phone, which purges every 30 days. I therefore do not have any correspondence.”<sup>17</sup>

9. Ms. Therrien provided under cover letter dated March 2, 2021, certain text messages in paper format responsive to my request for Gonzalez-Evans communications.<sup>18</sup>

10. The most recent Gonzalez-Evans communications provided in response to request #6 was a text dated June 1, 2021.<sup>19</sup>

11. On June 21, 2021,<sup>20</sup> I requested “[r]ecords of Town of Wethersfield policies, ordinances, postings, rules, notices regarding the open or concealed carry of pistol permits on Town property in effect on June 15, 2021.” (hereinafter referred to as “permit records”)

12. The request for permit records was identified as request #15 in my June 21, 2021,<sup>21</sup> correspondence.

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<sup>15</sup> Ex. D, 002 at ¶ 5.

<sup>16</sup> Ex. E, 017.

<sup>17</sup> Ex. E, 017.

<sup>18</sup> Ex. F, 019-171.

<sup>19</sup> Ex. F, 171.

<sup>20</sup> Ex. G, 173.

<sup>21</sup> Ex. G, 173.

Attachment to Form RC-010 (Rev. 08/2016) continued

Requester Rachel M. Baird (Attorney)

13. The Town's response to my request for permit records #15 included three pages.<sup>22</sup> The last page included text messages between Sgt. Gonzalez and Mr. Evans from June 15, 2021.<sup>23</sup>

14. Without conceding that the text messages on Sgt. Gonzalez's cell phone(s) purged every thirty (30) days,<sup>24</sup> responses to my requests from June 14, 2021,<sup>25</sup> and June 18, 2021,<sup>26</sup> would have provided at least the previous thirty (30) days of texts between Sgt. Gonzalez and Mr. Evans had the records been safeguarded from destruction. In fact, I served Sgt. Gonzalez a Subpoena Duces Tecum on June 14, 2021, requesting, among other things, Gonzalez-Evans communications.<sup>27</sup>

15. Sgt. Gonzalez and Mr. Evans texted within thirty (30) days prior to June 14, 2021,<sup>28</sup> and June 18, 2021,<sup>29</sup> when Sgt. Gonzalez was placed on notice of the requests for Gonzalez-Evans communications by Subpoena Duces Tecum<sup>30</sup> and a records request,<sup>31</sup> respectively, to preserve and safeguard the Gonzalez-Evans communications.

16. Acting Lt. Gonzalez, by his admission, purged any and all text messages on his cell phone(s) that he used to communicate with Mr. Evans in violation of state public records retention laws, regulations, and policies.<sup>32</sup>

17. Upon information and belief, Mr. Evans provided Gonzalez-Evans communications to Ms. Therrien upon her request.

18. A substantial number of the Gonzalez-Evans communications discuss frustration with Chief James L. Cetran ("Chief Cetran")'s continued employment as the Town's police chief.<sup>33</sup> Chief Cetran rescinded his notice of retirement on May 23, 2021. Mr. Evans provided notice on June 9, 2021, to Chief Cetran of his termination. Chief Cetran requested a hearing pursuant to C.G.S. § 7-278. The hearing was held on June 15, 2021. The Gonzalez-Evans communications provided by Mr. Evans end on June 1, 2021.<sup>34</sup> However, Acting Lt. Gonzalez and Mr. Evans texted on June 15, 2021.<sup>35</sup>

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<sup>22</sup> Ex. H, 175-177.

<sup>23</sup> Ex. H, 177.

<sup>24</sup> Ex. E, 017. Acting Lt. Gonzalez did not state (and the Town did not ask) whether he claims the text messages purportedly purged automatically every thirty (30) days, whether he set a preference for them to purge every thirty (30) days, or whether he manually purged (and continues to purge) his text messages every thirty (30) days.

<sup>25</sup> Ex. A, 002-003.

<sup>26</sup> Ex. B, 005.

<sup>27</sup> Ex. I, 179-181.

<sup>28</sup> Ex. F, 170-171.

<sup>29</sup> Ex. H, 173.

<sup>30</sup> Ex. I, 179-181.

<sup>31</sup> Ex. B, 005.

<sup>32</sup> Ex. A, 002-003; Ex. B, 005; Ex. C, 007-009; Exhibit E, 017; and Ex. R, 278-282.

<sup>33</sup> Ex. F, 019-171.

<sup>34</sup> Ex. F, 171.

<sup>35</sup> Ex. H, 175-177.

Attachment to Form RC-010 (Rev. 08/2016) continued

Requester Rachel M. Baird (Attorney)

19. Mr. Evans destroyed at least one email responsive to the June 14, 2021,<sup>36</sup> June 18, 2021,<sup>37</sup> and September 20, 2021,<sup>38</sup> requests because the text messages he provided end on June 1, 2021,<sup>39</sup> and a text message between him and Sgt. Gonzalez from June 15, 2021, exists.<sup>40</sup> The texts between Sgt. Gonzalez and Mr. Evans purportedly cease after June 1, 2021, just when events were culminating toward their joint endeavor of terminating Chief Cetran as police chief and a flurry of texts would be expected.

20. In the course of negotiating Mr. Evans' separation from Town employment, Mayor Rell ignored the pending June 14, 2021,<sup>41</sup> June 18, 2021,<sup>42</sup> and September 20, 2021,<sup>43</sup> requests for Gonzalez-Evans communications knowing that I had also subpoenaed these records related to Chief Cetran's termination proceeding and appeal.<sup>44</sup> Still, Mayor Rell intentionally, recklessly, or negligently allowed Mr. Evans to leave Town employment without any effort to obtain and safeguard public records (Gonzalez-Evans communications) that Mayor Rell knew were subjects of two FOIA requests,<sup>45</sup> requests related to pending litigation,<sup>46</sup> and an appeal to the superior court.<sup>47</sup>

21. I allege that the Town engaged and continues to engage in a pattern and practice of destroying cell phone text messages sent and received by Town employees that are public records. To wit:

- a. Lt. Donald Crabtree
  - i. I placed the Town on notice on June 14, 2021,<sup>48</sup> and June 18, 2021,<sup>49</sup> of requests for "[c]ommunications between Mr. Evans and Lt./Acting Chief Crabtree including, but not limited to, text messages, emails, written documents, notes, logs since April 20, 2019. (hereinafter referred to as "Crabtree-Evans communications")
  - ii. The request for Crabtree-Evans communications was identified as request #7 in my June 14, 2021,<sup>50</sup> and June 18, 2021,<sup>51</sup> correspondence.
  - iii. The Town had not provided any records responsive to my request for the Crabtree-Evans communications as of September 20, 2021.

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<sup>36</sup> Ex. A, 002-003.

<sup>37</sup> Ex. B, 005.

<sup>38</sup> Ex. C, 007-009.

<sup>39</sup> Ex. F, 171.

<sup>40</sup> Ex. H, 175-177.

<sup>41</sup> Ex. A, 002-003.

<sup>42</sup> Ex. B, 005.

<sup>43</sup> Ex. C, 007-009.

<sup>44</sup> Ex. J at pages 23-24, 46-48. Chief Cetran's appeal from termination was filed on July 16, 2021, and is pending as *Cetran v. Town of Wethersfield*, Docket No. CV21-6067532-S (Jud. Dist. of New Britain).

<sup>45</sup> Ex. B, 005, Ex. C, 007-009.

<sup>46</sup> Ex. A, 002-003; Ex. I, 179-181.

<sup>47</sup> See footnote 43, above.

<sup>48</sup> Ex. A, 002-003.

<sup>49</sup> Ex. K, 235.

<sup>50</sup> Ex. A, 002-003.

<sup>51</sup> Ex. K, 235.

Attachment to Form RC-010 (Rev. 08/2016) continued

Requester Rachel M. Baird (Attorney)

- iv. I renewed my request for the Crabtree-Evans communications on September 20, 2021.<sup>52</sup>
  - v. In fact, I served Lt. Crabtree a Subpoena Duces Tecum on June 14, 2021, requesting, among other things, the Crabtree-Evans communications.<sup>53</sup>
  - vi. Crabtree-Evans communications exist<sup>54</sup> but, upon information and belief, Lt. Crabtree destroyed and/or failed to safeguard text messages on his cell phone(s) that he used to communicate with Mr. Evans about Town business in violation of state public records retention laws, regulations, and policies.<sup>55</sup>
- b. Retired Lt. Michael Connolly
- i. I placed the Town on notice on June 14, 2021,<sup>56</sup> and June 18, 2021,<sup>57</sup> of requests for “[c]ommunications between Mr. Evans and Lt. Connolly<sup>58</sup> including, but not limited to, text messages, emails, written documents, notes, logs since April 20, 2019.” (hereinafter referred to as the “Connolly-Evans communications”)
  - ii. The request for Connolly-Evans communications was identified as request #8 in my June 14, 2021,<sup>59</sup> and June 18, 2021,<sup>60</sup> correspondence.
  - iii. The Town had not provided any records responsive to my request for the Connolly-Evans communications as of September 20, 2021.
  - iv. I renewed my request for the Connolly-Evans communications on September 20, 2021.<sup>61</sup>
  - v. In fact, I served Lt. Connolly a Subpoena Duces Tecum on June 14, 2021,<sup>62</sup> requesting, among other things, the Connolly-Evans communications.
  - vi. In response to Ms. Therrien’s request on January 8, 2022, to Lt. Connolly for text messages between Mr. Evans and Lt. Connolly, Lt. Connolly states, “I’m sorry I do not have any texts.”<sup>63</sup>
  - vii. Connolly-Evans communications exist<sup>64</sup> but Lt. Connolly, by his admission,<sup>65</sup> destroyed and/or failed to safeguard text messages on his cell phone(s) that he used to communicate with Mr. Evans about Town business in violation of state public records retention laws, regulations, and policies.<sup>66</sup>

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<sup>52</sup> Ex. C, 007-009.

<sup>53</sup> Ex. L, 237-239.

<sup>54</sup> Ex. M, 241-263.

<sup>55</sup> Ex. A, 002-003; Ex. K, 235; Ex. C, 007-009; Ex. L, 237-239.

<sup>56</sup> Ex. A, 002-003.

<sup>57</sup> Ex. N, 265.

<sup>58</sup> Wethersfield Police Department Lt. Michael Connolly.

<sup>59</sup> Ex. A, 002-003.

<sup>60</sup> Ex. N, 265.

<sup>61</sup> Ex. C, 007-009.

<sup>62</sup> Ex. O, 269-269.

<sup>63</sup> Ex. P, 271.

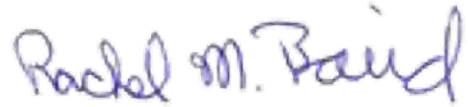
<sup>64</sup> Ex. Q, 273-276.

<sup>65</sup> Ex. P, 271.

<sup>66</sup> Ex. A, 002-003; Ex. N, 265; Ex. C, 007-009; Ex. O, 267-269.

Attachment to Form RC-010 (Rev. 08/2016) continued  
Requester Rachel M. Baird (Attorney)

**WHEREFORE**, I respectfully request that the Office of the Public Records Administrator review whether the Town of Wethersfield has violated state laws<sup>67</sup> in the foregoing instances described and as a pattern and practice of failing to manage and maintain electronic messages in accordance with Connecticut State Library General Letter 2009-2<sup>68</sup> and applicable laws and refer such violations to the appropriate agencies, as warranted.



Rachel M. Baird

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<sup>67</sup> C.G.S. § 7-109. Destruction of documents; § 11-8(a) Safe storage of original public records; § 11-8a. Retention, destruction and transfer of documents; and § 11-8b. Transfer or disposal of public records.

<sup>68</sup> Ex. R, 278-282.



# **APPENDIX**

## **APPENDIX**

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GOLDSTEIN  
LAW  
PARTNERS

Main Office  
11 Church Road  
Hatfield, PA 19940  
Tel: 610-949-0444  
[www.goldsteinlp.com](http://www.goldsteinlp.com)

**Rachel M. Baird**  
**Attorney\***

Connecticut Office  
2234 Silas Deane Hwy, Ste. 2  
Rocky Hill, CT 06067  
Tel: 860-605-9340  
[rbaird@goldsteinlp.com](mailto:rbaird@goldsteinlp.com)

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June 14, 2021

Kenneth R. Slater, Jr.  
Halloran Sage  
225 Asylum Street  
Hartford, CT 06103  
[slater@halloransage.com](mailto:slater@halloransage.com)

**Re: Wethersfield § 7-278 Hearing – Due Process**

Dear Ken:

As the Town chose to schedule the hearing in the minimum time allowed by statute, we expect that your responses to our questions and requests for records will be prompt.

First, when will we be informed of the rules and procedures that will apply at the hearing scheduled before the Town Council on June 15th, i.e. opening argument, pre-hearing motions, subpoena power, discovery, rebuttal witnesses, expert testimony regarding rescission, etc.?

Second, will the issues be limited to those set forth in the notice of dismissal or will the parties have the option of raising other issues such as those alleged by the Town in a draft notice of dismissal provided to Chief Cetran in November 2020 prior to his paid administrative leave? If the former, then does the Town Council's previous review of the November 2020 allegations affect its impartiality?

Third, are you representing the Town at the hearing in an adversarial role or are you representing the Town Council as the decision-maker?

Fourth, Chief Cetran was not present when the letter dated January 13, 2021 was signed by you and his counsel. As a witness to the execution of that letter will you be available to testify?

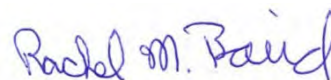
The records we have identified as necessary to prepare for the hearing, at this point, dependent upon your responses to the first and second issues, above, follow:

1. Chief Cetran's personnel file, including disciplinary records, and any records related to his employment that would be maintained as a personnel record whether in a file designated for personnel or disciplinary matters or not.

\*Admitted to the Bar in CT, MA, and DC.

2. Records about body-worn cameras for officers including, but not limited to, grant(s), department's purchase and receipt of cameras, communications between Mr. Evans and Chief Cetran about body-worn cameras.
3. Town work-from-home polices due to Covid since March 13, 2020.
4. A list or any records which identify all Town employees with permission to work from home and their job descriptions during any time since March 13, 2020.
5. A list or any records which identify all Town employees who worked from home and their job descriptions during any time since March 13, 2020.
6. Communications between Mr. Evans and Sgt. Luis Gonzalez including, but not limited to, text messages, emails, written documents, notes, logs since April 20, 2019.
7. Communications between Mr. Evans and Lt./Acting Chief Crabtree including, but not limited to, text messages, emails, written documents, notes, logs since April 20, 2019.
8. Communications between Mr. Evans and Lt. Connolly including, but not limited to, text messages, emails, written documents, notes, logs since April 19, 2020.
9. Communications between Mr. Evans and any person, including representatives or persons associated with Jose Vega-Colon, about Chief Cetran including, but not limited to, text messages, emails, written documents, notes, logs since April 19, 2020.
10. Records supporting the allegation that Chief Cetran cost the Town \$100,000 in the past two years including, but not limited to, whether the amount includes the \$100,000 payout to Eulizier and any costs otherwise paid by insurance.
11. Records regarding the retention of the police chief search firm including, but not limited to, when the firm was retained, communications between Mr. Evans and the firm since March 1, 2019, the number of payments to the firm and their amount, records of whom the search firm has spoken to and when any work was performed, and when the Town made payments to the search firm.
12. Written directives from Mr. Evans to Chief Cetran telling Chief Cetran not to engage with the protestors of the April 20, 2019 officer-involved fatal shooting.
13. Records of any payments including, but not limited to, receipt(s) for alcohol and/or food purchased by Mr. Evans at the Wood-N-Tap in the company of Wethersfield police officers following a protest about the April 20, 2019 officer-involved fatal shooting.
14. Records related to the promotion examination process for the open lieutenant position since November 23, 2020.

Sincerely,



Rachel M. Baird





GOLDSTEIN  
LAW  
PARTNERS

**Rachel M. Baird  
Attorney\***

Main Office  
11 Church Road  
Hatfield, PA 19940  
Tel: 610-949-0444  
[www.goldsteinlp.com](http://www.goldsteinlp.com)

Connecticut Office  
2234 Silas Deane Hwy, Ste. 2  
Rocky Hill, CT 06067  
Tel: 860-605-9340  
[rbaird@goldsteinlp.com](mailto:rbaird@goldsteinlp.com)

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June 18, 2021

Kenneth R. Slater, Jr.  
Halloran Sage  
225 Asylum Avenue  
Hartford, CT 06103  
[slater@halloransage.com](mailto:slater@halloransage.com)

**Re: Freedom of Information Act Request #6**

Dear Attorney Slater:

This is a request to inspect the following records:

Communications between Mr. Evans and Sgt. Luis Gonzalez including, but not limited to, text messages, emails, written documents, notes, logs since April 20, 2019.

Sincerely,

A handwritten signature in blue ink that reads "Rachel M. Baird".

Rachel M. Baird







GOLDSTEIN  
LAW  
PARTNERS

**Rachel M. Baird  
Attorney\***

Main Office  
11 Church Road  
Hatfield, PA 19940  
Tel: 610-949-0444  
[www.goldsteinlp.com](http://www.goldsteinlp.com)

Connecticut Office  
2234 Silas Deane Hwy, Ste. 2  
Rocky Hill, CT 06067  
Tel: 860-605-9340  
[rbaird@goldsteinlp.com](mailto:rbaird@goldsteinlp.com)

September 20, 2021

Kenneth R. Slater, Jr.  
Halloran Sage  
225 Asylum Avenue  
Hartford, CT 06103  
[slater@halloransage.com](mailto:slater@halloransage.com)

**Re: Outstanding FOIA Requests**

Dear Attorney Slater:

Please find attached FOIA requests previously submitted and submitted again for response. A complaint will be filed with the FOIA on Monday, September 27, 2021, if the Town fails to respond to request ## 2, 5-11, and 13-20.

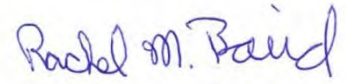
**Request and Response Timeline**

1. On June 25 and 26, 2021, Atty. Slater emailed response to request #1.
2. On 07/09/2021, Atty. Slater represented by email that Town Manager Evans would respond to three requests and that one would need to be supplemented.
3. On 07/12/2021, Town Manager Evans emailed responses to requests ## 2 (in part), 3, and 4.
4. On 07/16/2021, Atty. Slater emailed response to request #12.
5. The Town has not communicated since July 16, 2021, the date Chief Cetran filed an appeal to the Superior Court from his dismissal by the Town Council pursuant to General Statutes § 7-278.

Presuming that the Town recognizes its statutory obligations under the FOIA and is represented by competent counsel, I am placing that the Town on notice that my client, Chief Cetran, claims that the failure to provide the requested records is in retaliation for the

| <b>REQUEST #</b> | <b>REQUEST DATE</b> | <b>RESPONSE FROM</b>                 | <b>STATUS</b>    |
|------------------|---------------------|--------------------------------------|------------------|
| 1                | 06/18/2021          | Atty. Slater on 06/25 and 06/26/2021 | RESPONSE         |
| 2                | 06/18/2021          | Town Manager Evans on 07/12/2021     | PARTIAL RESPONSE |
| 3                | 06/18/2021          | Town Manager Evans on 07/12/2021     | RESPONSE         |
| 4                | 06/18/2021          | Town Manager Evans on 07/12/2021     | RESPONSE         |
| 5                | 06/18/2021          |                                      | NO RESPONSE      |
| 6                | 06/18/2021          |                                      | NO RESPONSE      |
| 7                | 06/18/2021          |                                      | NO RESPONSE      |
| 8                | 06/18/2021          |                                      | NO RESPONSE      |
| 9                | 06/18/2021          |                                      | NO RESPONSE      |
| 10               | 06/18/2021          |                                      | NO RESPONSE      |
| 11               | 06/18/2021          |                                      | NO RESPONSE      |
| 12               | 06/18/2021          | Atty. Slater on 07/16/2021           | NO RESPONSE      |
| 13               | 06/18/2021          |                                      | NO RESPONSE      |
| 14               | 06/18/2021          |                                      | NO RESPONSE      |
| 15               | 06/21/2021          |                                      | NO RESPONSE      |
| 16               | 06/21/2021          |                                      | NO RESPONSE      |
| 17               | 06/21/2021          |                                      | NO RESPONSE      |
| 18               | 06/21/2021          |                                      | NO RESPONSE      |
| 19               | 06/21/2021          |                                      | NO RESPONSE      |
| 20               | 06/24/2021          |                                      | NO RESPONSE      |

Sincerely,



Rachel M. Baird



## RESIGNATION AGREEMENT

This Resignation Agreement (hereinafter "Agreement") is made by and between Gary A. Evans (hereinafter "Evans") and the Town of Wethersfield (hereinafter "Town"). The purpose of this Agreement is to any address issues arising from Mr. Evans' resignation from the Town of Wethersfield.

WHEREAS, Mr. Evans has been employed with the Town since March 2019 as the Town Manager;

WHEREAS, Mr. Evans has provided honorable distinguished and dedicated service to the Town of Wethersfield during his tenure as Town Manager;

WHEREAS, Mr. Evans has indicated a desire to resign from employment with the Town and the Town and Mr. Evans are desirous of establishing a time period for Mr. Evans' resignation so as to ensure for the orderly transition of a successor;

WHEREAS, Mr. Evans has agreed that his resignation date will be September 30, 2021;

NOW, THEREFORE, in consideration for the promises contained in this Agreement, the Parties agree as follows:

### **1. Resignation Date and Notice**

Mr. Evans agrees to submit his written notice to the Wethersfield Town Council confirming his resignation date of September 30, 2021. The Parties represent that Mr. Evans initiated his request to resign from the Town and that he did so voluntarily and knowingly, uncoerced by any Town official or representative or any other entity. Until September 30, 2021, Mr. Evans shall continue to perform all duties and responsibilities of the Town Manager position.

### **2. Group Health Insurance Coverage and Payments**

Mr. Evans current group health insurance coverage will be continued until September 30, 2021 at which time he will be provided the opportunity to continue this group health insurance coverage pursuant to the federal and state statutes commonly referred to as COBRA. However, the Town agrees that it will pay eighty-five percent (85%) of Mr. Evans' COBRA group health insurance monthly premium payments from October 1, 2021 through March 31, 2022 (i.e., 6 months). Mr. Evans shall be responsible to pay the remaining fifteen (15%) of the COBRA group health insurance payments, which payments must be made within thirty (30) calendar days following Mr. Evans receipt of his monthly premiums. Such payments shall be made by Mr. Evans to the Town's Director of Finance.

In addition, the Town shall continue to pay fifty (50%) percent of Mr. Evans' family deductible for the six-month period from October 1, 2021 through March 31, 2022. Specifically, the Town made the \$1,000 July 2021 payment which covers the period from July 1, 2021 to December 31, 2021. The Town will make another \$500 payment in January 2022 to cover the period January 1, 2022 to March 31, 2022, after which time the Town shall have no further obligation to either reimburse Mr. Evans for the cost of his group health insurance premiums or pay for any group health insurance deductibles.

**3. Acknowledgment of Additional Consideration**

Mr. Evans acknowledged that the benefits described in paragraph 2 above are beyond anything owed to him by law, contract or under the policies of the Town, and that they are being provided to him expressly as consideration in exchange for his entering into this Agreement so as to provide an orderly transition of his Town Manager duties.

**4. Payment of Unused Vacation Pay**

Pursuant to Paragraph Number 1 of Section Four of Mr. Evans' Employment Agreement with the Town, the Town shall pay Mr. Evans for any accrued vacation days not yet utilized prior to his September 30, 2021 resignation date. Such payment shall be made on or before the next Town payroll date following Mr. Evans' resignation on September 30, 2021 and such payments shall be subject to deductions for payroll taxes and any other deductions required or imposed by law.

**5. Duty to Cooperate in Pending Matters**

Mr. Evans further agrees to voluntarily cooperate with the Town in connection with any claim, charge, or lawsuit filed against the Town in which Mr. Evans' assistance is required by the Town or any governmental Town or person or entity initiating such claims, charges, or lawsuits. Specifically included in this paragraph are any CHRO, grievance arbitrations or lawsuits for which Mr. Evans may be subpoenaed by any entity or person to attend. When requested by the Town to participate in such cases, Mr. Evans shall be entitled to be paid at his regular hourly rate of \$72.82 for time spent assisting the Town in its defense of any such claims or lawsuits. If Mr. Evans is subpoenaed by an entity other than the Town for claims involving the Town, then Mr. Evans shall be entitled to be paid at one-half (1/2) his regular hourly rate (i.e., \$36.41).

**6. Full Release and Waiver of Claims**

Mr. Evans agrees that by this Agreement, he does for himself, his family and anyone claiming for or through him, release and forever discharge the Town, all related companies, subsidiaries and affiliates, predecessors, insurers, successors or assigns, current and former employees, officers, directors, attorneys, agents and anyone formerly or presently employed by the Town or acting on behalf of the Town, from any and all liability from any lawsuits, claims, attorney's fees, charges or causes of action in law or in equity under federal and state constitutions, statutes, law, regulations, municipal ordinances or regulations and common law. Mr. Evans also acknowledges that he currently has no pending lawsuits, charges or claims filed against the Town. Similarly, the Town agrees not to sue or file claims against Mr. Evans for any conduct occurring prior to Mr. Evans' execution of this Agreement.

**7. Acknowledgement of Payment of Complete Benefits and Monies**

Mr. Evans agrees that other than the compensation specifically set forth in this Agreement, no further monies, compensation, benefits, unreimbursed medical expenses or other claimed damages, including interest or attorney's fees, will be paid to him or are otherwise owed him by the Town, except that Mr. Evans shall be entitled to any benefits to which he is otherwise owed under any applicable Town or individual retirement plan(s) for which he was a participant prior to his resignation date.

**8. Non-Admission**

Neither the negotiation, undertaking or signing of this Agreement constitutes or operates as an acknowledgement or admission by the Town, its present or former officers, directors, agents, employees, or any person acting on its behalf that it has violated or failed to comply with any federal or state provisions of any constitutions, statutes, regulations or principals of common law, including those set forth in paragraph 6 above, or that they have acted wrongful in any way, or that Mr. Evans had, or currently has any rights whatsoever against the Town.

**9. Indemnification**

To the extent provided by the Connecticut General Statutes, the Town shall continue to defend and indemnify Mr. Evans in any legal action which arose out of an act or omission occurring in the performance of Mr. Evans' official duties as Town Manager up to the date of his resignation. The Town may compromise and settle any such claim or suit and will pay the amount of any settlement or judgment rendered thereon pursuant to applicable Connecticut law and subject to any actions for reimbursement of such payments by the Town or its insurance carrier from Mr. Evans.

**10. Confidentiality**

Mr. Evans acknowledges that, while employed by the Town of Wethersfield, he had access to, possessed or was otherwise exposed to confidential information in connection with his employment concerning the Town of Wethersfield and was at all times under a duty to maintain the confidentiality of such information. He understands, acknowledges, and agrees that his duties and obligations to maintain the confidentiality of information concerning the Town of Wethersfield continues indefinitely and does not terminate with the resignation of his employment. He agrees that his obligation to maintain the confidentiality of the Town of Wethersfield's information shall continue hereafter in full force and effect.

**11. Non-Disparagement**

Mr. Evans covenants and agrees that he will make no comments, remarks or statements (whether written or oral), disparaging the current members of the Wethersfield Town Council or any of its officers, members, directors, or employees. The current members of the Town Council covenant and agree that they will make no comments, remarks or statements (whether written or oral), disparaging Mr. Evans.

Any violation of this provision by Mr. Evans shall constitute a material breach of this Agreement and a forfeiture of the benefits obtained by him under this Agreement and shall be grounds for civil action by the Town to recover such amounts from Mr. Evans, including payment of the Town's costs and attorneys' fees in enforcing this and other provision of this Agreement. In such event, Mr. Evans shall not be relieved from the remainder of his obligations of this Agreement.

**12. Letter of Recommendation**

The Mayor and/or Council agree to provide Mr. Evans with a letter of recommendation, a copy of which is attached as Exhibit A.

**13. Non-Precedent**

The Parties agree and acknowledge that this Agreement, and the events connected with it, shall not constitute precedent or the establishment of any past practice for the settlement of any future claims or for purposes of interpreting any provisions of any collective bargaining agreement or any policies or practices of the Town.



**14. Complete Agreement**

This Agreement constitutes the complete understanding between Mr. Evans and the Town. No other promises and agreements shall be binding or of any effect unless signed by the Parties.

**15. Severability of Provisions**

In the event that any term or provision of this Agreement is held invalid or enforceable by any court of competent jurisdiction, such holding shall apply only to the specific term or provision found invalid or unenforceable and shall not render invalid or unenforceable any other term or provision of this Agreement.

**16. Choice of Law and Venue**

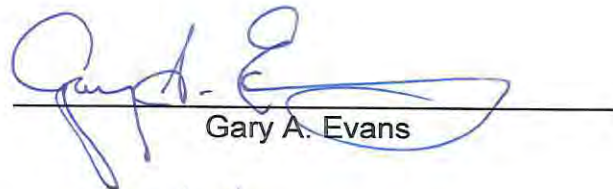
This Agreement is to be construed according to the laws of Connecticut. Further, the Parties agree that any claim or dispute arising out of this Agreement shall be adjudicated in state or federal court within the State of Connecticut and Mr. Evans consents to the exercise of personal jurisdiction over him of any such court having subject matter jurisdiction of the claim or dispute.

The Parties knowingly and voluntarily sign this Agreement as of the date(s) set forth below.

THE TOWN OF WETHERSFIELD

  
\_\_\_\_\_  
Honorable Michael Rell, Mayor

Date: 9/30/21

  
\_\_\_\_\_  
Gary A. Evans

Date: 9/30/2021





Bonnie Therrien &lt;bonnie.therrien@wethersfieldct.gov&gt;

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**Re: Text Messages**

1 message

**Luis Gonzalez** <luis.gonzalez@wethersfieldct.gov>

Tue, Jan 18, 2022 at 2:43 PM

To: Bonnie Therrien &lt;bonnie.therrien@wethersfieldct.gov&gt;

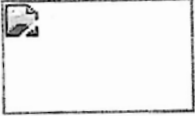
Cc: Rafael Medina &lt;rafael.medina@wethersfieldct.gov&gt;, "Kenneth R. Slater, Jr." &lt;slater@halloransage.com&gt;

Manager Therrien,

All text communication was performed with my personal cell phone, which purges every 30 days. I therefore do not have any correspondence.

**Best Regards,***A/Lieutenant Luis A. Gonzalez II - 980*

**Wethersfield Police Department  
Commander - Support Services Bureau  
C.R.E.S.T. - Team Leader (Ret.)  
250 Silas Deane Highway  
Wethersfield, CT 06109  
860-721-2900 ext. 2914**



On Tue, Jan 18, 2022 at 10:06 AM Bonnie Therrien <bonnie.therrien@wethersfieldct.gov> wrote:  
Lt. Gonzalez - We have received a FOI request for all text messages between you and former Town Manager Gary Evans between April 20, 2019 to June 18, 2021. If you have these, I will need copies. If you do not have any of them, then I will need an email back from you saying that. Thank you! Bonnie



## Conversation with Tony Gonzalez

Monday, April 29, 2019

**Tony Gonzalez**

12:46:42

***I just woke up, can you talk? -Tony Gonzalez***

**Gary Evans**

12:47:33

***I figured you worked last night. Yes, give call me on cell***

Friday, May 3, 2019

**Gary Evans**

17:53:25

***You working the protest?***

**Tony Gonzalez**

18:03:59

***No, but I can take a call***

**Gary Evans**

18:05:43

***Unless you need to speak with me. Just looking for an update of the "protest". When I drove by at 5:40 it was all news and like 2 people.***

**Tony Gonzalez**

18:20:01



Tuesday, May 7, 2019

**Tony Gonzalez**

10:19:32

***Just Confirming that we're still on for tomorrow?***

**Gary Evans**

10:37:12

***I quit***

10:37:19

***At this time, yes.***

**Tony Gonzalez**

10:37:27



**Gary Evans**

10:37:45

***Is that for me quitting or that the meeting is still on***

10:37:48

***Ha***

**Tony Gonzalez**

10:37:58

***It's like baseball, there's no quitting allowed***

**Gary Evans**

16:45:40

***Are you being called in for tomorrow for the protest at 11?***

16:46:07

***I'm wondering if we should cancel or not. Maybe move it to Friday?***

**Tony Gonzalez**

16:47:23

***I agree that's probably a good idea***

**Gary Evans**

16:47:51

***We should probably postpone.***

**Tony Gonzalez**

16:48:07

***Right*** 

18:48:11

***0830 on Friday?***

**Gary Evans**

20:05:34

***Ok***

20:06:10

**Let me confirm with chief...**

**Tony Gonzalez**

20:06:23

**Ok**

Thursday, May 9, 2019

**Tony Gonzalez**

06:58:25

**Are we still on for tomorrow? Time? I could also do 12 or later if necessary, as I'm working at 3:30.**

15:05:42

**Just checking in**

**Gary Evans**

17:08:53

**Just heard back - 8:30 is fine**

17:08:58

**Can you guys still make it**

**Tony Gonzalez**

17:27:32

**Yes**

Wednesday, May 15, 2019

**Tony Gonzalez**

10:55:20

**Any chance you may be available for me to stop in today?**

Thursday, May 16, 2019

**Tony Gonzalez**

12:18:20

**<https://www.middletonpress.com/middletown/article/Proposed-police-law-would-limit-use-of-force-13850117.php>**

12:18:20

**No bueno**

**Gary Evans**

12:24:16

**[https://www.google.com/imgres?imgurl=https%3A%2F%2Fmedia2.giphy.com%2Fmedia%2FipOLcy6Cy82qc%2Fgiphy.gif&imgrefurl=https%3A%2F%2Fgiphy.com%2Fexplore%2Fpillow-fight&docid=Bwa1uoiAbIFXvM&tbnid=P53C\\_LIUzlaLYM%3A&vet=1&w=390&h=220&hl=en-US&source=sh%2Fx%2Fim](https://www.google.com/imgres?imgurl=https%3A%2F%2Fmedia2.giphy.com%2Fmedia%2FipOLcy6Cy82qc%2Fgiphy.gif&imgrefurl=https%3A%2F%2Fgiphy.com%2Fexplore%2Fpillow-fight&docid=Bwa1uoiAbIFXvM&tbnid=P53C_LIUzlaLYM%3A&vet=1&w=390&h=220&hl=en-US&source=sh%2Fx%2Fim)**

12:24:17

***New training tactics***

**Tony Gonzalez**

12:25:44

***Awesome***

Friday, May 17, 2019

**Gary Evans**

16:30:54

***Meant to remind you to do up something on the body camera trial for a monthly rotational basis for 4 months to start***

**Tony Gonzalez**

16:31:13

***Yes***

**Gary Evans**

16:31:33

***Chief, while hesitant, agreed to it (although cranky about LT and detectives).***

**Tony Gonzalez**

16:32:11

***Shocking***

**Gary Evans**

16:34:32

***Not as shocking as when he announced he won't be there in 5 years***

16:34:35

***Hahah***



**Tony Gonzalez**

16:34:57

**Right**

Friday, May 24, 2019

**Tony Gonzalez**

08:35:42

**How is the pressure?**

**Gary Evans**

08:36:05

**Feeling fine at this point ha**

**Tony Gonzalez**

08:36:43

**Just wanted to check my my two guys / grievance?**

08:36:55

**Check on my...**

**Gary Evans**

08:56:12

**No movement at this time. I'm having conversations with chief today over various items**

**Tony Gonzalez**

09:01:03

**Roger**

09:25:41

**Good luck**

18:25:25

**I hope the meeting went well...**

**Gary Evans**

18:25:51

**Better for some**

18:26:23

**You speak with T Regan yet? Me and you may be hanging out at Lucky Lous this weekend**

**Tony Gonzalez**

18:26:31

**Yes sir**

18:26:56

**I'm working Now as well and will keep an eye on them,  
or should I say year**

18:27:15

**Ear**

**Gary Evans**

18:27:55

**He is supposed to have music only tomorrow and  
Sunday - like you don't have anything better to do.**

18:28:50

**Pathetic**

**Tony Gonzalez**

18:29:36

**Right**

18:34:21

**They definitely will have music tonight as I see musicians  
setting up as we speak**

**Gary Evans**

18:35:00

**So basically he's lying to me...so...yeah....taser him**

**Tony Gonzalez**

18:37:26

**Sounds like someone we know**

**Gary Evans**

18:47:28

**If I go to Lous tomorrow, we'll talk then. Want  
your opinion on grievance, which came up**

**Tony Gonzalez**

18:47:47

**Sounds good**

**Gary Evans**

21:09:36

***Any chance you can go drive by Lous?***

**Tony Gonzalez**

21:09:56

**Yes**

**Gary Evans**

21:10:15



**Tony G/attachment1.jpg**

21:10:40



**Tony G/attachment2.jpg**

**Tony Gonzalez**

21:13:03

***Does his permit allow music for tonight?***

**Gary Evans**

21:13:48

**Yep.**

21:14:35

***But he was supposed to have a system to reduce sound in place and that's where he's pushing it***

21:15:07

***We were heading towards a cease and desist but Jack Bradley said we can't because his atty isn't available***

21:16:38

***So we are allowing it this weekend based on a future meeting; he stated his ours so we could test the sound and have us Sat and Sun, specifically not tonight***

21:16:46

***So he's playing games***

21:17:35

***Not sure what you do about the cars on the lawn???***

21:17:42

***Taser?***

21:17:49

***Maybe taser the complainant***

21:22:21

***Taser me...this is a stupid part of my job***

**Tony Gonzalez**

21:22:54

***I'm driving over now***

21:41:04

***Can u talk?***

**Gary Evans**

21:46:06

***Yup***

21:46:11

***Want me to call***

**Tony Gonzalez**

22:54:41

***He is apparently not working all weekend but I did speak to the manager***

**Gary Evans**

22:55:47

***His daughter went off on Peter Gillespie. I've never seen Peter so pissed. I'm wondering if his daughter was the manager.***

**Tony Gonzalez**

22:56:33

**No, Steven Papazaharous**

22:56:43

**Very receptive and understanding**

Saturday, May 25, 2019

**Tony Gonzalez**

20:31:10

**Very quiet all night t Lucky Lou's. I plan on going over there at 9:15 to take a few readings**

**Gary Evans**

20:33:39

**K**

**Tony Gonzalez**

20:35:51

**Yeah the music is definitely quiet tonight there's no way they're anywhere near the limit**

21:16:48

**I'm here now to Meter the music, However the band is breaking down they are done for the night**

**Gary Evans**

21:17:22

**Ha**

21:17:30

**How is crowd**

**Tony Gonzalez**

21:18:05

**Lesson 10 people on the patio. It did cool off quite a bit**

21:18:43

**I'm not sure when the music started but they did have music playing so I'm guessing 9 o'clock**

Wednesday, May 29, 2019

**Tony Gonzalez**

08:41:03

**We really need to talk about the grievance, etc.**

**Gary Evans**

13:07:59

***Sorry, didn't see your text. I'll catch up with you in the next day or two. I'm dealing with some personal issues on the whole...***

**Tony Gonzalez**

13:17:11

***Sounds good, hope everything is ok***

**Gary Evans**

14:06:11

***Been a loooong few days. We are getting there.***

Thursday, May 30, 2019

**Gary Evans**

14:08:10

***I'm not ignoring the situation by the way, I'm working on it from a different angle.***

**Tony Gonzalez**

14:12:14

***Ok***

14:17:37

***Per our grievance process, we still need/require a written response from you. I still think we should talk***

**Gary Evans**

14:18:36

***Yes. I'll try to call you today or tomorrow***

Tuesday, June 4, 2019

**Tony Gonzalez**

07:23:10

***I hate to cancel last minute but it would be best if we postpone the meeting as I am in training for the day and really should not miss it.***

**Gary Evans**

08:01:58

***I'll talk to the crew. We already have other dates scheduled so I think we are ok.***

**Tony Gonzalez**

08:05:11

***Thank you***

Friday, June 14, 2019

**Tony Gonzalez**

08:09:57

***Any chance you are available to meet with me on Monday morning privately?***

**Gary Evans**

08:23:08

***Sure. What's your sleep schedule. I can be relatively flexible. Just can't do between 11-1***

**Tony Gonzalez**

08:24:09

***I get off at 7:30, so 8ish?***

**Gary Evans**

08:27:49

***You morning people suck. That's fine.***

**Tony Gonzalez**

08:28:13

***8:30 works fine also 🤔***

**Gary Evans**

08:28:23

***That would be better***

**Tony Gonzalez**

08:28:28

***Perfect***

Monday, June 17, 2019

**Tony Gonzalez**

06:48:28

***I'm sitting on the oral board for the certified officer today at 0830, so could we meet after?***

**Gary Evans**

07:44:20

***Depending on what time you're out. I have a meeting at 11.***

07:45:25

***I could do something around 2:30 maybe; what's your schedule Tuesday/Wed***

**Tony Gonzalez**

07:45:32

***Ok, should be done by 9:15***

**Gary Evans**

21:27:45

***What was with chief?***

**Tony Gonzalez**

21:30:04

***Question regarding the kids camp. Our union is paying some of the tab for 3 Wethersfield residents***

Thursday, June 20, 2019

**Gary Evans**

21:12:58

***You working tonight? I've got left overs from an event. Want to get to PD***

**Tony Gonzalez**

21:24:20

***I'm not in until 11:30***

21:25:00

***If u call the PD, someone can come pick it up***

**Gary Evans**

21:49:58

***Yeah, didn't hear from you so dispatch sent Gary Luis over. Hopefully some will be left by the time you get in. You can probably eat the salad, ha***



**Tony Gonzalez**

21:51:30

***I responded***

**Gary Evans**

21:54:07

***12 minutes later...that's like an eternity***

**Tony Gonzalez**

21:54:30

***Ha ha***

21:55:00

***Patience is the cardinal value of the individual...***

Tuesday, June 25, 2019

**Tony Gonzalez**

14:24:07

***Busy?***

Thursday, June 27, 2019

**Tony Gonzalez**

08:48:30

***Did I do something wrong?***

**Gary Evans**

08:49:24

***Absolutely not! Just slammed***

**Tony Gonzalez**

08:49:34

***Ok, good***

08:50:29

***I'm in Atlanta now coming home late tonight. Then leaving for vacation on Sunday. Maybe we can catch up over the phone tomorrow?***

**Gary Evans**

09:38:54

***Yep***

09:39:21

***Give me some times. My problem is I never want to call and wake you or get you fired up before you have to work or sleep, ha***

**Tony Gonzalez**

10:02:32

***Anytime tomorrow between 9-11 am? Or after 6 pm***

Thursday, July 18, 2019

**Tony Gonzalez**

10:51:08

***Time to talk?***

**Gary Evans**

11:01:48

***In mtg. Can I catch you in between mtgs?***

**Tony Gonzalez**

11:02:04

***Absolutely***

**Gary Evans**

11:24:19

***What's your work schedule today***

**Tony Gonzalez**

11:25:35

***Coming in at 3:30, I'm available all day. Chief just text me, wants me to call him... any idea?***

**Gary Evans**

11:26:35

***Nope - although I sent him an email on Monday to follow up on my call on Friday that probably pissed him off***

11:28:08

***It's about a succession plan and me not signing off on any PAF until it's done***

**Tony Gonzalez**

11:30:28

**Does that mean DeMonte will not get Lieutenant pay?  
I'm sure he did not convey that to him. I plan on talking  
to DeMonte today, as we might be submitting a  
grievance in regards to Regan getting skipped for acting  
LT**

**Gary Evans**

11:49:14

**I would be curious to know what both chief end of  
man to say to that. I don't want to penalize  
DeMonte. Don't know him but hear he is a good  
detective. May not be a bad choice, but maybe not  
the appropriate choice. I told the chief that as well  
and he needs to show me why he's making that  
decision**

11:49:34

**Curious to know the convo with Chief and DeMonte**

11:50:36

**What also pisses me off is he sends the email out to  
everyone saying D is now the interim. Then the  
town manager has to play the asshole and pull it  
back from him? That's bullshit for everyone.**

11:51:28

**Here's the thing, the chief has the right to select the  
candidate that he thinks is best for the job. I have  
rights as well, but I don't work with these people  
every day and in theory he should know who the  
best person for the job. The union could do a  
grievance and win.**

Friday, July 19, 2019

**Tony Gonzalez**

21:28:51

**I just metered and we are issuing Lucky Lou's a ticket as  
we speak**

**Gary Evans**

21:29:10

**She call it in?**

**Tony Gonzalez**

21:29:48

**Yes, I advised her of our findings/actions**

**Gary Evans**

21:30:07

**K. She yell at you - or is it just me she yells at?**

21:30:20

**Her last email to me was priceless**

**Tony Gonzalez**

21:30:33

**No, very thankful**

**Gary Evans**

21:31:29

This is a screenshot of an email. The subject line is partially visible and appears to be related to a meeting or discussion. The body of the email contains several paragraphs of text, which are mostly illegible due to the small font size and low resolution of the scan. The email interface includes standard icons for back, forward, and search.

**Tony G/attachment3.jpg**

21:32:52

This is another screenshot of an email, similar to the one above. It shows a message with a subject line and body text. The text is mostly illegible. The interface includes standard email icons.

**Tony G/attachment4.jpg**

21:32:52

**Which was a response to this email**

**Tony Gonzalez**

21:35:23

**Did we raise the fine?**

**Gary Evans**

21:35:48

**?? Don't know. Why? \$25?**

21:36:21

**Is she complaining it's not enough or Lou commenting it's lower than normal?**

**Tony Gonzalez**

21:37:06

**Just checking. Itsystill 50**

21:43:32

**Ticket issued, band shut down**

21:43:51

**No Fun Police in full effect!!!**

**Gary Evans**

21:44:08

**Meaning it's more than you just there?**

**Tony Gonzalez**

21:44:51

**Over 60, as high as 76**

21:44:57

**No**

**Gary Evans**

21:46:24

**I got pissed about 2 weeks ago and had public works basically barricade the grass area**

21:46:49

**Then called Lous and had a back and forth with Lous daughter - lovely woman**

21:47:41

**Thanks for handling**

**Tony Gonzalez**

21:48:13

**My pleasure**

Tuesday, July 23, 2019

**Tony Gonzalez**

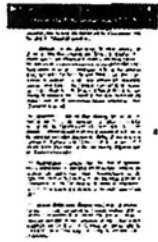
08:08:48

**FYI There will be no grievance filed over the Chief making the acting LT. Still disagree with it and don't believe it ever has been handled this way before, but not worth the aggravation for our union at this time. Bigger issues need to be addressed and time is running thin.**

Monday, July 29, 2019

**Tony Gonzalez**

16:54:23



**Tony G/attachment5.jpeg**

16:54:23

**7-4, last sentence.... The town is late (10 days)**

**Gary Evans**

18:45:59

**No comment**

18:46:07



Tuesday, July 30, 2019

**Tony Gonzalez**

14:59:35

**This could become an issue**

18:40:55

**John said he still hasn't heard from you regarding the Rivera grievance?**

**Gary Evans**

18:49:28

**Saw his email. Don't recall saying by EOD. Steph was drafting something. Will send out tomorrow.**

***I'll send John a note.***

18:51:10

***Responded.***

**Tony Gonzalez**

18:51:28

***Thank u***

**Gary Evans**

19:02:05

***No problem. Good times with Pd Issues! Ha***

Wednesday, July 31, 2019

**Tony Gonzalez**

07:49:27

***Driving home from work now and would like to touch base with you this afternoon. I will be awake by 2 PM.***

18:33:04

***Coaching baseball until 9:30. I can call u then or talk tomorrow***

**Gary Evans**

18:39:53

***Nah, enjoy.***

Thursday, August 1, 2019

**Tony Gonzalez**

15:08:52

***I'm available, working now until 0730 tomorrow***

15:18:18

***Also, DeMonte needs to receive Lieutenants pay as he was made acting Lt. and is performing the duties of a Lt. If not, be prepared for another grievance.***

**Gary Evans**

15:20:48

***I'll take the grievance....just add it to the list as I'm going for a record.***

**Tony Gonzalez**

15:21:41

***Good luck, time is running out, for many issues...***

**Gary Evans**

17:32:01

***You threatening me, hahahahah***

**Tony Gonzalez**

17:32:33

***Nope, just pointing out the facts***

**Gary Evans**

17:32:42

***I gotcha***

17:32:47

***Just giving shit***

20:51:08

***You ever wonder what chief would look like with longer hair***

20:51:20



**Tony G/attachment6.PNG**

20:51:20



**Tony G/attachment7.PNG**

20:51:20





Tony G/attachment8.PNG

**Tony Gonzalez**

20:52:29

***Yes, but the nose does not match***

20:53:39



Tony G/attachment9.gif

**Gary Evans**

20:55:14

***I can't tell if that's a short joke targeted at me, ha***

**Tony Gonzalez**

20:56:02

***If the 🍷 fits***

**Gary Evans**

20:56:33

***Easy there...you're no giant***

**Tony Gonzalez**

20:58:42

***That's why I married tall 🤪. My eighteen year old is 6'2" and my soon to be sixteen year old is 5'10" I'm no dummy***

**Gary Evans**

21:06:39

***Holy crap***

21:08:56

***My oldest (13) is 5-7 - 3" taller already. I'm pretty sure he's actually my buddy Rich Dube's kid. Looks like him.***

**Tony Gonzalez**

21:09:09

***Ha ha***

**Gary Evans**

21:09:17

***My youngest (10) is built like me. Short***

Monday, August 5, 2019

**Gary Evans**

16:45:59

***What's new? Ha***

**Tony Gonzalez**

16:46:11

***U tell me?***

**Gary Evans**

17:13:14

***Nothing just yet. But tomorrow is another day...some time perhaps around 9:30....but let's see how it goes***

**Tony Gonzalez**

17:30:15

***What's happening at 9:30?***

Tuesday, August 6, 2019

**Tony Gonzalez**

13:12:36

***Well***

13:12:59

***News worthy?***

15:50:59



Tony G/attachment10.qif

**Gary Evans**

15:51:16

**Hahaha**

**Tony Gonzalez**

09:34:01

**Ok thx, maybe text will suffice. If we can get a yes vote tonight or at least this week with the union, when will the town Council meeting to discuss and ratify?**

09:37:40

**I'm going to bed, but will be up by 2:00. My union meeting starts at 4:00**

**Gary Evans**

09:40:09

**Earliest to exec session is sept 3 and if the council needs to vote would be sept 16**

**Tony Gonzalez**

09:43:00

**Ok, so they wouldn't vote in Executive session?**

**Gary Evans**

09:47:17

**Never done it that way before, has the town?**

09:47:38

**I'll ask her**

09:47:44

**Here**

18:40:52

**How did it go...also....**

18:40:56



Tony G/attachment11.jpg

18:41:00

**Today was the day**

**Tony Gonzalez**

19:31:53

**Me too**

Tuesday, September 3, 2019

**Tony Gonzalez**

15:40:34

**Gotta minute?**

17:13:16

**Will there be any public discussion on the union contract tonight? Or will it only be in executive session? Just curious because I would like to attend if possible**

**Gary Evans**

17:26:26

**Sorry, just seeing these. There will be no public discussion tonight. If there is any it will be on September 16 and even then I'm hoping there won't be.**

**Tony Gonzalez**

17:27:28

**OK. So the council should approve it tonight in executive session 1st. Then it needs to be publicly Bowden at the meeting on the 16th as well?**

17:27:57

**Maybe an easier question is, will it be ratified tonight or the 16th?**

**Gary Evans**

17:28:43

**Legally they cannot take a vote in executive session. Tonight will just be a discussion where Stephanie and I go over all the points of the contract and what we have tentatively agreed to.**

**Tony Gonzalez**

17:29:02

**Got it, thx**

**Gary Evans**

17:29:37

**If they have any questions that we cannot answer then we will try to get back to them prior to September 16 so that they can feel comfortable with a vote**

17:29:37

**Which means I may be reaching out to you guys afterwards to help build the case**

**Tony Gonzalez**

17:29:20

**Do you need me to be your star/expert/favorite police witness?**

17:30:50

**No problem**

Monday, September 16, 2019

**Tony Gonzalez**

17:49:07

**When do you think the TC will vote tonight? I plan on coming**

**Gary Evans**

17:49:33

**Then I can't mother fuck you guys**

17:49:36

**Hahaha**

**Tony Gonzalez**

17:49:48

**Correct**

17:49:58

**Or you may...**

**Gary Evans**

17:50:40

**I wouldn't do that, unless you did it first, ha. If I were to guess....7:30-7:40**

17:51:15

**Actually...looking at agenda - 7:45**

**Tony Gonzalez**

17:52:18

**Great thx**

**Gary Evans**

20:33:43

**May easy as can be**

20:42:14

**So...we can drink now?**

**Tony Gonzalez**

20:43:46



20:53:29

**Thank you again**

Thursday, September 19, 2019

**Gary Evans**

12:55:40



**Tony G/attachment12.jpg**

12:55:40

**You guys got me a cruiser?!**

**Tony Gonzalez**

13:09:58

**Su**

**Gary Evans**

13:15:53

**?**

**Tony Gonzalez**

13:20:37

**Sure**

Monday, September 23, 2019

**Tony Gonzalez**

12:55:22

***R u around today? I need to drop off a grievance complaint against the Chief***

**Gary Evans**

12:58:57

***Packed today! Could do today or tomorrow after 4?***

12:59:33

***And...what the fuck did he do now?!***

**Tony Gonzalez**

12:59:43

***It's time sensitive, so I'll drop it off today and we can talk about it tomorrow afternoon***

**Gary Evans**

13:00:18

**K**

17:12:39

***You working, sleeping or family time?***

**Tony Gonzalez**

17:21:34

***Available***

**Gary Evans**

17:21:44

***Call you in a few***

**Tony Gonzalez**

17:21:51

***Ok***

**Gary Evans**

17:21:54

***Like 10***

**Tony Gonzalez**

17:22:07

***Ok***

Tuesday, October 1, 2019

**Tony Gonzalez**

15:02:06

***Good times chatting with him today??***

**Gary Evans**

15:15:21

***He's an interesting character. He didn't know you grieved, ha***

15:16:03

***I told him I would have grieved him too.***

15:17:13

***Said in 15 years he had like 4 grievances - I had to ask him what he thought was driving the number of grievances against him....***

Saturday, October 5, 2019

**Gary Evans**

10:44:43

***You working***

**Tony Gonzalez**

10:47:20

***Negative, what's up***

**Gary Evans**



10:48:00

**Looking for an update on protest.**

**Tony Gonzalez**

10:48:37

**No idea, Sgt Mike Fisher is the boss on days.**

10:50:15



**attachment13.vcf**

**Gary Evans**

10:50:28

**Thanks**

Saturday, October 12, 2019

**Gary Evans**

18:54:07

**You working?**

19:00:10

**Neighbors are having a block party...come eat.**

**Tony Gonzalez**

19:07:52

**Yes**

**Gary Evans**

19:08:19

**Come eat. Somerset and Wolcott**

19:08:31

**Send your crew before we pack it up**

19:43:29

**Pulled pork, meatballs, pizza, dogs burgers desserts**

**Tony Gonzalez**

20:05:26

**I will let them know. Thank u**

**Gary Evans**

20:05:49

**Come by**

20:09:28

**What....you won't come and break bread with me?**

**Tony Gonzalez**

20:09:56

**Ha ha**

Friday, November 15, 2019

**Gary Evans**

17:49:57

**You realize that's my wife who keeps asking you about your stuffed animal**

**Tony Gonzalez**

17:50:47

**Yes she talks to me more now than you do 🤔**

**Gary Evans**

17:51:03

**Aw man**

**Tony Gonzalez**

17:51:16



**Gary Evans**

17:51:19

**Sorry.**

17:51:32

**Been a lot of stupidity here in Wethersfield**

**Tony Gonzalez**

17:51:49

**Yup**

17:52:14

**Old news that keeps repeating itself**

**Gary Evans**

17:52:29

**Indeed**

Monday, December 9, 2019

**Gary Evans**

18:49:14

**Luis?**

18:55:44

**April 20 2017???** *Freakish date*

**Tony Gonzalez**

19:08:20

***If we didn't push for these awards he never would and he obviously could care less.***

19:08:51

***The ship continues to sink in front of everyone eyes.... very sad.***

Tuesday, December 24, 2019

**Gary Evans**

23:46:02

***Merry Christmas***

**Tony Gonzalez**

23:47:08

***To you as well.***

Friday, January 10, 2020

**Tony Gonzalez**

17:45:23

***What happened to Lucky Lou's?***

**Gary Evans**

17:48:51

**??**

17:49:29

***Did it close?***

17:59:57

***You can't just drop that bomb and disappear***

18:00:19

**What are you doing? Arresting people?**

**Tony Gonzalez**

18:03:02

***No I'm not working now, but I did stop in during the day but you were busy on a phone call. I just drove by it a few minutes ago and it's all close. That sure if you sent them down***

**Gary Evans**

18:04:38

***cease and desist for outdoor music in October (strategically). He was supposed to come back and reapply with a construction project that was advantageous to him and to abate noise.***

18:05:14

***I ran into him before Christmas and he was bitching to me. I told him to set up an appointment for after the new year to talk. He disappeared. Maybe he just taking time off??***

18:05:24

***As well as his entire staff?***

**Tony Gonzalez**

20:23:13

***No kidding***

Sunday, January 12, 2020

**Gary Evans**

14:20:27



*Tony G/attachment14.jpg*

**Tony Gonzalez**

14:43:14



Saturday, January 25, 2020

**Gary Evans**

19:23:05

***Guess who get to sit next to***

**Tony Gonzalez**

19:23:29

***Lucky u***

**Gary Evans**

19:51:44

***What the fuck***

Tuesday, February 11, 2020

**Gary Evans**

01:38:21

***You working? Someone banged on my door (I think) about 5 min ago***

**Tony Gonzalez**

09:01:03

***Not me***

09:01:11

***Not working***

Wednesday, May 6, 2020

**Tony Gonzalez**

19:25:41

***Asking questions the day before a budget meeting seems.....***

**Gary Evans**

21:33:01

***You only saw one or two***

21:33:08

***You wonder why I'm losing my shot***

21:33:11

**Shit**

**Tony Gonzalez**

21:34:32

***I have to find the answers on a days notice***

**Gary Evans**

21:38:16

***I bought you some time***

**Tony Gonzalez**

21:39:20

***I will have a lot for tomorrow. What time?***

**Gary Evans**

21:41:27

***Even if it was at meeting. Just ask the chief if he would prefer to have it before the meeting at the meeting or after the meeting. He needs to have a strategy or else he's going to get asked question after question***

**Tony Gonzalez**

21:45:23

***Can u talk now or tomorrow morning?***

**Gary Evans**

21:57:31

***Normally I would say yes, but I'm literally just getting home.***

**Tony Gonzalez**

21:57:54

***I saw the email, no problem***

Friday, May 8, 2020

**Tony Gonzalez**

08:25:53

***How did it go?***

Wednesday, May 13, 2020

**Tony Gonzalez**

12:26:41

**Brooks Parker soundbite has gone viral...**

**Gary Evans**

12:30:03

**Such an asshole**

12:30:08

**I'm getting blamed**

**Tony Gonzalez**

12:32:35

**He's the asshole**

**Gary Evans**

12:33:02

**Should have muted him faster, should not have put video up. Should not have taken video down**

Thursday, May 14, 2020

**Tony Gonzalez**

15:00:13

**Ok, so who is doing the IA?**

**Gary Evans**

15:00:27

**Me**

15:00:29

**Hahaha**

15:00:35

**Working on it**

**Tony Gonzalez**

15:02:18

**They need to be sat down immediately, and given Garrity Rights. Shit or get off the pot**

15:03:55

**The more time that passes, the worst for all involved. Especially the town/PD**

**Gary Evans**

15:04:18

***Working on it***

Friday, May 15, 2020

**Tony Gonzalez**

10:15:51



*Tony G/attachment15.gif*

11:14:56



*Tony G/attachment16.gif*

**Gary Evans**

11:20:55

***Don't start with me...ha***

**Tony Gonzalez**

11:21:51



*Tony G/attachment17.gif*

**Gary Evans**

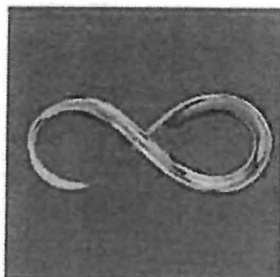
11:32:07

***How many of these do you have***

**Tony Gonzalez**

11:32:47





Tony G/attachment18.gif

12:08:17

**Nothing?**

12:45:16



Tony G/attachment19.gif

16:35:46

**No response?? Have a good weekend**

**Gary Evans**

16:43:36

**See the boat. That's me trying to work**

Monday, May 18, 2020

**Tony Gonzalez**

12:30:07



Tony G/attachment22.gif

16:05:52

**On a serious note, can you talk?**

Tuesday, May 19, 2020

**Tony Gonzalez**

09:56:19



Tony G/attachment23.gif

**Gary Evans**

10:00:08

**Hahah**

10:00:11

**Sorry**

10:00:20

**Trying not to drown**

10:15:12

**I'm trying to avoid laying off 23 people and a host of other issues...this issue will come forward. Look at it this way, they should be sweating it**

**Tony Gonzalez**

10:17:46

**Agreed. Good luck**

**Gary Evans**

11:03:30

**Why are you meeting with Stephanie hahaha**

**Tony Gonzalez**

11:06:05

**I'm regarded apparently**

**Gary Evans**

11:06:54

**Feh**

**Tony Gonzalez**

12:15:17

**Chief is only authorized to assign IA, so u would have to tell him your plan**

Thursday, May 28, 2020

**Tony Gonzalez**

13:19:06

***I heard Mike ran some numbers?? Can we see them?***

Friday, May 29, 2020

**Tony Gonzalez**

11:06:06

***Just stopped by, I hear your busy***

**Gary Evans**

11:06:20

***With your shit***

11:06:26

***Was on with Ken Plum***

11:06:44

***Your bf/gf hired Specter***

**Tony Gonzalez**

11:06:45

***Well?***

11:07:31

***So what, let them fight. It's a loser***

**Gary Evans**

11:07:59

***Ken and I agree...do they IA and watch it unravel. I just tried calling the Chief.***

**Tony Gonzalez**

11:08:09

***Yup***

**Gary Evans**

11:08:13

***Want him to know there claiming he gave permission***

11:08:25

***And that specter is representing***

11:08:34

***Let him deal with it***

**Tony Gonzalez**

11:08:46

***Now you must notify court***

11:11:08

***He already told everyone that he didn't give them permission.***

11:15:09



***Tony G/attachment24.gif***

11:17:41

***Shits finally getting real***

13:03:57

***Any response from El Jefe?***

**Gary Evans**

13:04:27

***He said go forward with IA***

**Tony Gonzalez**

13:05:14

***Who's doing it? Daigle would be best***

**Gary Evans**

13:06:35

***The independent name I got was Seger***

13:06:43

***Or Palomino***

**Tony Gonzalez**

15:16:26

***Talk?***

**Gary Evans**

15:17:04

***Budget bro....working on motions for 5 pm vote and agenda for Monday which has to go out at 5***

**Tony Gonzalez**

15:17:33

***I'll buy tonight? Tomorrow?***

Monday, June 1, 2020

**Tony Gonzalez**

11:50:13

***I heard none of the Lt's know of this, so obviously he has told no one. IA really happening? He can't pick the investigator, since he also accused. This criminal complaint is serious.***

11:52:22

***He showed the letter to people immediately, so that means everybody knows about it. Again, worst kept secret***

Thursday, June 4, 2020

**Tony Gonzalez**

12:30:00

***Radio silence.....***

Friday, June 5, 2020

**Gary Evans**

15:14:50

***Working on interviewing people to do IA. Daigle is probably gonna get it***

15:15:33

***For record, shit goes south today, I can hold my own for about 5-10 min, then I expect you to light some people up***

15:27:47

***Never mind, Cheryl said she's got me covered***

**Tony Gonzalez**

15:27:57

***Haha***

15:29:06

***I will be in The Ford expedition leading the March. So seriously if you need any help run to the front where are***

***you should be anyway.***

Tuesday, June 9, 2020

**Tony Gonzalez**

12:59:37

***Busy ?***

***I'm in the building dropping off mail***

**Gary Evans**

13:02:44

***Stay at my entrance***

13:02:47

***Be there in 5***

**Tony Gonzalez**

13:03:12



**Gary Evans**

13:04:26

***Actually never mind***

13:04:32

***Let me call you in about 20***

**Tony Gonzalez**

13:04:36

***Ok***

**Gary Evans**

13:04:37

***Got a call from Mayor***

13:04:39

***Duck***

Wednesday, June 10, 2020

**Tony Gonzalez**

21:34:15

***El Jefe***

**Gary Evans**

22:00:29

**Que**

22:08:56

**Convo**

22:08:59

**Como**

**Tony Gonzalez**

22:31:12

**Still in meetings?**

Thursday, June 11, 2020

**Tony Gonzalez**

09:42:53

**The popcorn goes back approximately 12 months. When is the movie starting??**

Monday, June 15, 2020

**Tony Gonzalez**

12:11:08

**I did speak with Mike. Everything still on?**

20:10:12

**Get off your phone!!!**

**Gary Evans**

20:10:23

**Hahah**

**Tony Gonzalez**

20:10:25

**I'm watching u**

**Gary Evans**

20:10:29

**You know how boring this is**

**Tony Gonzalez**

20:13:25

**Holy shit balls, she is horrendous**

**Gary Evans**

20:14:00

**Makes the meeting about 30 min longer**

**Tony Gonzalez**

20:18:40

**Chief not around much lately**

**Gary Evans**

20:18:58

**Interesting**

20:19:25

**We've had a few conversations as of late. Don't know if he has a timeline in mind. Maybe?**

**Tony Gonzalez**

21:03:31

**This is getting good**

**Gary Evans**

21:05:40

**Hahaha**

21:05:52

**I received about 5 emails that asked me to fire chief**

**Tony Gonzalez**

21:06:33

**Ha ha, only 5?**

**Gary Evans**

21:06:47



21:08:24

**Still liking this**

21:08:29

**Reduce you by 50%**

**Tony Gonzalez**

21:08:56

**Absolutely, golden handshake, I'll be out!**

21:25:16

**Well**



**Gary Evans**

21:26:11

***Fuck that. You're one of the good ones. They may fire me first, but at some point you'll make LT.***

**Tony Gonzalez**

21:26:28

***Ha ha***

Monday, June 22, 2020

**Tony Gonzalez**

09:11:10



***Tony G/attachment25.jpeg***

**Gary Evans**

09:12:10

***Hahaha***

**Tony Gonzalez**

09:27:55

***When does the show start?***

**Gary Evans**

09:28:28

***I had to get 3 quotes. Trying to get it all done before I leave for a few days off***

**Tony Gonzalez**

09:33:36

***Can u talk***

**Gary Evans**

09:37:51

***On zoom call about racism***

**Tony Gonzalez**

09:38:36

**K**

Monday, June 29, 2020

**Tony Gonzalez**

09:55:46

***U around?***

**Gary Evans**

13:04:04

***Had to drop off and RV and Been in meetings since***

13:04:15

***Just watching your video footage of the kidnapping***

**Tony Gonzalez**

13:04:32

***I prepared it myself***

**Gary Evans**

13:06:34

***My favorite is you looking at the guy and saying "no one is even talking to you"***

**Tony Gonzalez**

13:12:51

***True story***

13:49:16

***More importantly when does the IA start. Moral around here is dropping fast.***

**Gary Evans**

13:53:09

***Working on it***

13:53:17

***Had 3 quotes received***

13:53:38

***Just got back and haven't reviewed but by end of week we'll have someone under contract***

**Tony Gonzalez**

13:53:52

**Ok**

Tuesday, June 30, 2020

**Gary Evans**

20:23:00

***After watching the recording from your body camera, I want to commend you for how professional and appropriate you acted. You are of the highest caliber as an officer and impressive as a Sergeant. Great job and thank you for your work. I'll follow up with an email to the Chief. Just wanted to put it out there as soon as I could.***

**Tony Gonzalez**

20:23:44

**Thank you**

**Gary Evans**

20:26:45

***I also enjoyed the "no one is talking to you comment". But you gave great direction under pressure and remained composed even directing Peter to stay with the girlfriend after she said she was scared. Just good natural instinct***

20:27:05

***Held back Zach from walking out of position***

20:27:09

***Etc...***

**Tony Gonzalez**

20:27:18



20:34:48

***Much appreciated, thank you***

Thursday, July 2, 2020

**Tony Gonzalez**

07:09:30

**Now get rid of the bad cops**

**Gary Evans**

07:46:33

**Ha. Trying to execute contract for IA. Hopefully he begins Tuesday of next week**

**Tony Gonzalez**

07:49:37



Monday, July 6, 2020

**Gary Evans**

08:06:37

**Sleepin?**

08:11:28

**Call you right back**

**Tony Gonzalez**

08:11:32

**Ok**

09:56:17

**Talk?**

**Gary Evans**

09:56:32

**In with Ken Plumb**

**Tony Gonzalez**

09:56:46

**Ok**

11:28:14

**Still buy?**

Tuesday, July 7, 2020

**Tony Gonzalez**

12:56:50

**Game on?**

**Gary Evans**

18:13:48

***Meeting got cut short. However, Tony will outline his next steps tomorrow and should be contacting parties hopefully by week's end***

18:13:52

***Gonna be a shit show***

18:13:56

***Sit back and watch***

**Tony Gonzalez**

18:15:14



**[Tony G/attachment26.gif](#)**

18:18:23

***Why cut short?***

**Gary Evans**

19:36:19

***Cut short because I ran out of time - had another meeting. Gave him a LOT of info***

**Tony Gonzalez**

19:38:08

***Talk?***

Wednesday, July 8, 2020

**Gary Evans**

18:30:59

***Any chance you have access to the body camera policy and can send it to me?***

18:31:07

***Would Connolly***

**Tony Gonzalez**

20:25:24

***Sorry, just finished baseball. Are in all set?***

**Gary Evans**

20:27:53

***Mikes gonna send tomorrow***

20:27:59

***Unless you have access remotely.***

20:28:03

***No worries***

**Tony Gonzalez**

20:28:10

***I do not***

20:29:18



***Tony G/attachment27.gif***

20:29:18

***Maybe the Rivera's do.....***

**Gary Evans**

20:34:13

***You crack yourself up***

**Tony Gonzalez**

20:35:04

***Ask me a question and I will tell you no lies. Brutal honesty***

Friday, July 10, 2020

**Gary Evans**

12:38:47

***It's begun***

**Tony Gonzalez**

12:40:52

***He has said not a word about anything. And unless they have poker faces, They haven't been told anything***

*either*

12:47:37

***Must be in full self preservation mode***

12:56:58

***<https://www.facebook.com/1235264725/posts/10217809664893393/?d=n>***

12:57:44

***My post today. Never get political on FB before, but couldn't help myself. Probably going off the grid soon***

18:16:02

***Did he get interviewed today?***

**Gary Evans**

18:17:09

***Today was an informal discussion prior to investigation. Met to ask for specific documents and discuss access and items needed***

18:17:38

***Timesheets, job data, GO regarding IAs***

18:17:51

***Video recordings, personnel files***

**Tony Gonzalez**

18:20:12

***He still sticking to his guns? No permission/knowledge of...?***

**Gary Evans**

18:21:11

***So far I believe so***

Monday, July 13, 2020

**Tony Gonzalez**

11:24:13

***He still hasn't said anything??***

11:28:36

***They're walking around like they own the place...***

**Gary Evans**

13:06:34

<https://images.app.goo.gl/TxLMBFRoPPoKTdwP9>

13:07:17

***I hate cats***

**Tony Gonzalez**

13:15:52

***No sure what to make of that and yes, I also hat cats***

13:15:56

***Hate***

**Gary Evans**

13:27:30

***The ball of string is unraveling***

13:27:35

***For them***

**Tony Gonzalez**

16:43:36

***Meeting /Interviewing people literally outside of his door? This is not a professional environment for an IA. People may be reluctant to speak freely if he is literally 10 get away???? The TH would make more sense and was used for the last outside IA. Just my 2 cents.***

16:44:40

***He met with her at length today I'm told. Shenanigans...***

**Gary Evans**

16:58:46

***I'll reach out***

Wednesday, July 15, 2020

**Tony Gonzalez**

21:17:32

***I have my interview tomorrow***

**Gary Evans**

21:28:25

***Tell them you're the best candidate for the job and you deserve a raise***



**Tony Gonzalez**

21:30:06

***Word is he is now saying it was miscommunication and he gave her permission.... He also is too involved and steering the IA. Complete shit show***

**Gary Evans**

21:30:22

***What???***

21:30:36

***But didn't you hear him say it***

**Tony Gonzalez**

21:32:14

***Yup, just like everyone else including you. This is all going back into your lap. Hope you can handle it. Lying , coverup, complete clown show.***

**Gary Evans**

21:33:01

***As long as we ALL say it***

21:33:09

***Gotta make sure LT says***

**Tony Gonzalez**

21:33:34

***It's the truth***

Thursday, July 16, 2020

**Tony Gonzalez**

10:40:13

***Why is the Chief controlling and participating in this IA? He was accused of corruption and this only solidifies that, yet again. He is a suspect. Separate IA needed for him alone. Tony said as much.***

**Gary Evans**

10:43:16

***Explain participating?***

**Tony Gonzalez**

10:43:48

***Will have to be face to face for that conversation***

**Gary Evans**

10:44:35

***Was he in on your interview???***

**Tony Gonzalez**

10:49:29

***No, but he made sure to walk in during the middle***

10:50:12

***Trying to intimidate***

**Gary Evans**

10:51:32

***I'll text Tony and find out what's up***

**Tony Gonzalez**

10:51:50

***Apparently he gave Garrity rights to both of them the other day. Not his job and have to be re-given by Tony of course...***

10:52:37

***Just one example. Like I said he should be a subject of this internal affairs investigation also.***

11:43:40

***Talk?***

11:43:55

***I'm on a traffic job in old Wethersfield***

**Gary Evans**

11:44:04

***On zoom***

11:47:48

***Call when I can***

**Tony Gonzalez**

11:48:10

***Ok***

16:52:15

***I heard he lied in his statement***

17:18:09

***Sounds like a 3 for 1 now.***

**Gary Evans**

17:22:36

***I spoke with Tony a bit. He alluded to something that I can't restate yet...but just stay the course***

17:22:43

***Keep providing info***

**Tony Gonzalez**

17:22:51



Tuesday, July 21, 2020

**Tony Gonzalez**

12:36:55

***Last LT interview today. Ready?***

Wednesday, July 22, 2020

**Tony Gonzalez**

11:07:25

***Quote from last week, "There's no need to interview Crabtree or Mitney " Guess from who?***

**Gary Evans**

12:40:06

***But they were interviewed, right? He thinks Mitney wrote the letter***

**Tony Gonzalez**

12:40:41

***Interviewed, yes***

12:43:43

***You should be interviewed as well. Your meeting with him where he again confirmed that he did not give permission or was aware of ..... You saw him genuinely hurt and distraught that they would take advantage of him. All that needs to be in writing. If this investigation***

***is not handled appropriately, the media will have a field day .***

12:45:21

***When is he getting investigated? Lots of eyes in town are watching.***

Monday, July 27, 2020

**Tony Gonzalez**

11:16:13

***<https://www.google.com/search?q=corruption&ie=UTF-8&oe=UTF-8&hl=en-us&client=safari>***

11:17:13

***It feels like the ship is still sinking***

**Gary Evans**

11:18:20

***Meeting with Tony Friday***

**Tony Gonzalez**

11:18:50

***Last or coming?***

**Gary Evans**

11:34:47

***Not sure if it's an interview or a summary***

**Tony Gonzalez**

11:36:24

***U should be interviewed***

**Gary Evans**

11:37:11

***Let's just say I've shared my comments a number of times. But I'll ask him if he wants to do it***

Wednesday, July 29, 2020

**Tony Gonzalez**

11:37:28

***Talk?***

Thursday, July 30, 2020

18:49:25

*I'm assuming you don't want to talk*

**TONY GONZALEZ**

18:54:26

*No I don't want to be on there on the normal Zoom and I have my name up there. And it's not letting me call into the meeting so I wonder if other people are having the same problem. I have nothing to say, don't get me wrong. Any good statements yet?*

**Gary Evans**

18:54:54

*Nope*

18:54:56

*Silence*

**TONY GONZALEZ**

18:55:19

*That's because everyone knows he's not leaving now*

**Gary Evans**

19:17:13



*Tony G/attachment13.jpeg*

**TONY GONZALEZ**

19:17:36

*Yup, I saw it*

**Gary Evans**

19:17:43

*Not sure why this is a positive thing for him to do.*

**TONY GONZALEZ**

19:19:06

**Can you let me in please**

18:09:15

**Do I have to actually register to just listen to this meeting?**

**Gary Evans**

18:12:28

**Not if you call in**

**TONY GONZALEZ**

18:12:42

**How do I call in**

**Gary Evans**

18:13:17

**929-205-6090**

18:13:40

**991 403 15353**

**TONY GONZALEZ**

18:19:33

**Passcode**

**Gary Evans**

18:20:10

**Shouldn't need one**

**TONY GONZALEZ**

18:20:52

**Ask me for one**

**Gary Evans**

18:22:22

**Hmmm**

18:22:41

**Try this**

18:22:48

**After calling number hit pound**

18:23:06

**Then enter the 991 number**

**Tony Gonzalez**

13:29:08

***I'll m trying to get a hold of Cheryl, is she on vacation?***

**Gary Evans**

17:52:11

***Sorry, I've been slammed. Did you catch up with her? I'll call you in a bit***

**Tony Gonzalez**

19:55:21

***Yes I did***

**Gary Evans**

21:47:59

***Still working. I hate everyone. Call you Tomorrow***

**Tony Gonzalez**

21:49:53

***Sounds good. Time to trim the fat!!***

**Gary Evans**

22:06:20

***Hey, who are you calling fat?!!***

**Tony Gonzalez**

22:06:41

***Lol***

22:08:35



***Tony G/attachment28.gif***

22:08:35

***Bad cops, they need to***

Friday, July 31, 2020

**Tony Gonzalez**

11:47:36

**Sounds like there is proof of stealing and forgery. Both felonies against the town. Regardless of their punishment, this would automatically trigger a second criminal IA. For which they would resign or get fired. And if it's true that someone else lied or tried to cover it up, they should also be asked to leave or get fired. Case closed.**

**I'll put my invoice in the mail. 😊 You're welcome.**

**Gary Evans**

11:59:36

**Hahah**

12:00:23

**I'm getting to you soon. I got a text from Mike C first, so got him last night when I left her**

12:00:28

**Here at 8:30**

12:00:36

**I'll get over to you today**

12:00:50

**As you can see, Tony P was back in your building**

**Tony Gonzalez**

12:01:42



12:01:44



**Gary Evans**

12:02:37

**Who you calling a chicken.... 🐔**

**Tony Gonzalez**

12:06:46

**Lo!**

Saturday, August 1, 2020



**Gary Evans**

10:34:38



*Tony G/attachment29.jpg*

10:34:38

*Glad the PD is supporting by local businesses*

**Tony Gonzalez**

10:35:20

*More than they know 😊*

Thursday, August 6, 2020

**Tony Gonzalez**

16:30:04

*Chief getting investigated?*

Friday, August 7, 2020

**Tony Gonzalez**

10:28:57

*What's the word?*

**Gary Evans**

10:48:15

*State of emergency*

10:48:39

*I won't catch up to Tony until next Tuesday to see his updated report*

**Tony Gonzalez**

10:50:12

*Yup, I have have no power.*

Tuesday, August 11, 2020

**Tony Gonzalez**

16:21:39

**What's the word?**

Thursday, August 13, 2020

**Gary Evans**

07:37:55

**You up?**

**Tony Gonzalez**

08:01:13

**Yes**

**Gary Evans**

08:01:37

**Man, your timing sucks. I'll call you in probably about a half hour now.**

**Tony Gonzalez**

08:02:06

**Ok**

Friday, August 14, 2020

**Tony Gonzalez**

19:13:46

**Good thing I'm not holding my breath .**

**Gary Evans**

19:15:02

**Hey it's not my fault you were sleeping when I tried to call**

19:15:08

**Now I'm drinking**

19:15:13

**Are you working**

19:15:17

**Tonight**

**Tony Gonzalez**

19:15:19

**I'm on vacation in VT**

19:15:38

**Best time to chat then** 🗨️

Tuesday, August 18, 2020

**Tony Gonzalez**

12:06:14

**Judgement Day?**

12:06:26

**I'm back at work**

16:44:41

**Can u talk tonight?**

**Gary Evans**

18:53:04

**Possibly after planning and zoning meeting. Gonna be a loong one, people are cranky. If not, tomorrow**

**Tony Gonzalez**

19:02:18

**Great, thx**

Wednesday, August 19, 2020

**Tony Gonzalez**

19:18:22

**Hearing next week?**

**Gary Evans**

19:18:30

**??**

19:18:42

**Depends on schedules**

**Tony Gonzalez**

19:19:11

**Oh**

Thursday, August 20, 2020

**Tony Gonzalez**

19:57:40



Tony G/attachment30.gif

**Gary Evans**

19:58:06

**Hahaha**

19:58:12

**Did someone resign?!?**

**Tony Gonzalez**

19:58:54

**You tell me?!?!**

19:59:40

**Wishful thinking... she is on vacation, back Monday. He is on vacation starting Monday**

**Gary Evans**

20:29:31

**Ooops....letter going out tomorrow asks for next week to meet with them and union Attys/rep**

20:29:50

**Actually may be Monday morning**

20:29:58

**Not sure ifnKen finished out today**

**Tony Gonzalez**

20:30:15

**Nice, for both?**

**Gary Evans**

20:31:12

**Yes. Although the issues are somewhat different so not sure how that works if it's all at same time**

**Tony Gonzalez**

20:35:50

**Loudermill hearing must be one at a time. Also, tell Plum that you must video them as well. We always video**

**hearing. The same way Tony did during the interviews**

Friday, August 21, 2020

**Tony Gonzalez**

07:21:42

**Ask him for all the previous anonymous letters. Say you want a copy of all of them. He has a folder in his office containing them, which several high ranking officers have personally seen in his office.**

**Gary Evans**

07:53:48

**At least one is already included which reflects a level of favoritism. There are similar for Oscar**

**Tony Gonzalez**

08:26:40

**Tony is at the PD?**

**Gary Evans**

08:28:20

**Today?**

08:28:42

**Shouldn't be? Unless Ken asked him to do something/get something?**

**Tony Gonzalez**

08:32:34



**Gary Evans**

13:58:46

**Chief didn't know why either**

13:59:03

**But tony played phone tag with me**

**Tony Gonzalez**

13:59:15

**And...**

**Gary Evans**

13:59:23

***He spoke with Cheryl. I think maybe met with John or union?***

13:59:37

***He called Cheryl asking for copies of certain in sections***

13:59:47

***Maybe spoke with Jeny***

13:59:49

***Jennie***

**Tony Gonzalez**

13:59:56

***She is on vacation***

**Gary Evans**

13:59:58

***However she spells it***

14:00:02

***That's right***

14:00:07

***Hmmm...***

**Tony Gonzalez**

14:01:08

***He was there from 7:15-11:30, made a lot of copies. I was on the range, but have my sources***

**Gary Evans**

14:04:46

***Weird.***

**Tony Gonzalez**

14:05:49

***Dropping the ***

**Gary Evans**

14:06:03

***Mental bashing***

17:37:28

***Did you work the protest?***

**Tony Gonzalez**

17:38:45

***No***

Tuesday, August 25, 2020

**Tony Gonzalez**

10:49:02



***Tony G/attachment31.gif***

10:49:02

***Si or No?***

12:36:21

***Hmmmm***

Wednesday, August 26, 2020

**Tony Gonzalez**

07:23:05

***Talk?***

13:29:37

***Someone you met with this telling people five day for her nothing for him***

**Gary Evans**

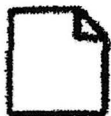
13:41:48

***Not coming from me***

Thursday, August 27, 2020

**Tony Gonzalez**

08:43:13



***attachment32.pdf***

09:25:48

**Notified yet?**

10:40:14

**Talk?**

12:25:41

**Going dark on me?!?!? Shit must be getting real**

**Gary Evans**

14:30:16

**Life is crazy**

14:30:18

**Delivered**

**Tony Gonzalez**

14:30:50



**Gary Evans**

14:33:59



Tony G/attachment33.JPG

14:33:59

**Spying on me?**

**Tony Gonzalez**

14:34:18

**Ha ha**

15:22:03

**Delivered yesterday or today?**

Tuesday, September 1, 2020

**Tony Gonzalez**

15:21:06

**Sir**



**Gary Evans**

15:21:32

***In negotiations...what's happening?***

**Tony Gonzalez**

15:22:17

***U tell me***

15:22:42

***Negotiations with who?***

Wednesday, September 2, 2020

**Tony Gonzalez**

12:14:26

***Union prez said town has no case, nothing going to happen....***

12:14:56

***I also heard the Chief is still trying to interfere in this investigation.***

12:17:42

***If they're are not put on administrative leave after tomorrow, I also believe nothing will happen. Any other employer, never mind PD would have done so two months ago. I fear this***

**Gary Evans**

13:13:45

***I disagree. We would never want to show we've already made a pre-determination prior to them having the opportunity to explain what we've uncovered. It then looks like we are acting with bias; which is what they are claiming in the way we did the IA (which is humorous). As far as timing, this is not the most important thing I'm dealing with right now. I know it's important but these a lot of issues going on and I'm one person trying to do it all.***

13:14:10

***No one else to handle it***

13:16:17

***I have no HR, I lost my part time person in the office,***

***I have vacancies throughout town, grievances and negotiations with other unions workers comp FMLA Covid, economic development, infrastructure issues an election and a host of other shit with immediate needs or we stop operating.***

13:19:07

***With NO ONE to delegate to***

**Tony Gonzalez**

14:55:21

***I agree with you, just frustrated. 22 years fighting/working for this town and have to share the same badge with criminals supported by our own Chief.***

**Gary Evans**

14:56:23

***I hear you and please don't misunderstand me...I'm frustrated with this place and I've been here for 18 months so so can't even imagine.***

14:58:04

***I'm going for the throat. It'll either end up in arbitration or in a negotiation***

**Tony Gonzalez**

15:43:58



Thursday, September 3, 2020

**Tony Gonzalez**

07:33:52

***Good luck today, I know you're working hard. Good over evil***

**Gary Evans**

07:38:28

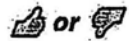
***Thank you. Got to stand my ground for term round one, maybe 2.***

**Tony Gonzalez**

07:38:44

***Absolutely***

12:13:51



Tuesday, September 15, 2020

**Tony Gonzalez**

08:46:11

**Busy?**

Friday, September 18, 2020

**Gary Evans**

09:50:53

**Does the person swapping qualify for OT when they come in or is it straight pay?**

**Tony Gonzalez**

09:51:51

**Straight**

**Gary Evans**

09:54:51

**So if I have worked my 40 hours and swap an extra 8, I get 48 straight**

**Tony Gonzalez**

09:56:01

**No it's a wash**

09:56:40

**The pay back for the swap  
And then other person gets 8 hrs off**

09:58:47

**Bottom line, you someone actually works there swap (8 hrs), the other person still gets paid for not working. So, if they never pay back the swap (physically work), then they stole 8 hours of straight time that they were already paid for.**

**Gary Evans**

10:02:28

**So Jennie DOES get paid for not working that day?**

**Tony Gonzalez**

10:02:37

**Yes**

**Gary Evans**

10:02:44

***They both get paid? Ken didn't think so***

10:02:57

***So she swaps and if she never makes it up, she got paid***

**Tony Gonzalez**

10:02:58

***Yes, both get paid***

**Gary Evans**

10:03:13

***And I can run a payroll batch report showing she got paid and never made it up***

**Tony Gonzalez**

10:03:52

***Yes, but u would need Michele to get the supporting documents here***

10:04:24

***Red book staffing  
Emails***

***Dispatch lineup for days in question***

Friday, October 2, 2020

**Tony Gonzalez**

18:12:10

***Checking in?***

**Gary Evans**

18:33:49

***Heading home now but I have to touch base with the Mrs. there's an issue related to rabies***

18:33:54

***Seriously***

**Tony Gonzalez**

18:34:50

***WTF, I told you to stop fooling around with wild animals***

**Gary Evans**

18:42:50

***Sam got bit by a feral cat***

**Tony Gonzalez**

18:43:33

***Of course he did***

**Gary Evans**

18:44:37

***I'm like, who cares. My wife is having a melt down***

**Tony Gonzalez**

20:30:49

***Get rabies shot?***

**Gary Evans**

20:55:31

***Just left walk in***

**Tony Gonzalez**

20:55:59

***Jesus Christ***

**Gary Evans**

20:56:05

***They are waiting to Monday/Tues when we'll have results***

20:56:15

***Found cat. Going to get it tested***

20:56:33

***So based on results will determine***

20:56:42

***Now I'm in CVS waiting for prescription***

20:56:46

***You home?***

20:56:49

***Or working***

**Tony Gonzalez**

20:57:53



[Tony G/attachment34.gif](#)

20:57:53

*Home , awaiting the news*

Wednesday, October 7, 2020

**Tony Gonzalez**

14:20:39

***When is the deed done? This week?***

16:06:23



EXIF

[Tony G/attachment35.gif](#)

Friday, October 9, 2020

**Tony Gonzalez**

09:28:32

***Nothing?***

10:57:24

***Lots of rumors at the PD, but zero confirmation or direction from leadership??***

17:30:11

***Accountability?? Discipline?? Embarrassing, Good luck.***

**Gary Evans**

17:31:07

***Mental bashing.***

**Tony Gonzalez**

17:35:11

**Sounds like John was right. They got everyone wrapped around her finger**

**Gary Evans**

17:44:55

**Not so much**

17:44:57

**Just wait**

17:45:18

**I mean, short of firing them, you're not going to be happy anyway hahaha**

**Tony Gonzalez**

17:45:38

**Chew on these facts: I imagined that the town spent close to \$30,000 on this investigation. Only to move them back where they should've been place from the beginning, which would be more in line with following the rules for nepotism. The fact is this is not punishment, it's the move that should've been made from the beginning.**

**People are going to have a field day on how this incident was mishandled from day 1.**

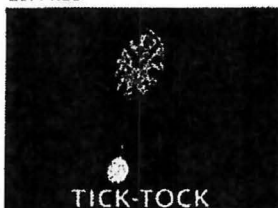
17:46:31

**All I know is that most of us told the truth, however it appears that we must be liars now because the liars are now getting away with murder.**

Monday, October 12, 2020

**Tony Gonzalez**

10:44:55



**Tony G/attachment36.gif**

15:43:36

**....openly bragging on how the town screwed up the**

**investigation and how he negotiated virtually no punishment.**

Tuesday, October 13, 2020

**Tony Gonzalez**

07:57:54

**Two outside investigations (Town hired Attorney's) panty-gate and lie, cheat & steal. Well over 50K spent by the town, not including Ken's take. What do they have in common??? Zero punishment and/accountability from the top down. The town residents and it's employees deserve better. What will it take??**

17:44:18

**I can't wait to start working from home, as I believe I can and apparently that's all that matters....**

**Gary Evans**

17:49:30

**I'm not even sure where this is coming from. Not sure what you've heard and from whom**

**Tony Gonzalez**

17:50:41

**Rumors are all we hear. So what's the truth?**

17:57:40

**All I know is they're still walking around like they own the place especially her. Which tells me that there must not be much discipline in play**

**Gary Evans**

18:12:22

**Oh they (and the Chief) don't like what I offered so they are probably pushing back. John called me today but haven't had a moment to call him back yet. Will later. My guess is they are trying to counter. I'll listen. Then Ken and I pretty much decided if we don't like the counter we just say, "I guess we're just going to mediation."**

**Tony Gonzalez**



18:26:30

***I'm confused. They must be given discipline first, only then can they appeal to mediation.***

**Gary Evans**

18:39:14

***I told they chief my plan***

18:39:29

***I'm assuming that's why John called***

18:39:39

***Figured Chief spilled beans***

18:40:16

***So whether formal or not we issue discipline and they can appeal***

**Tony Gonzalez**

18:41:22

***Yes, but they must adhere to the discipline during the appeal***

**Gary Evans**

18:41:46

***The beauty of it***

**Tony Gonzalez**

18:42:06

***Yes, well let's go!!***

Wednesday, October 14, 2020

**Tony Gonzalez**

15:19:51



**Tony G/attachment37.jpg**

Friday, October 16, 2020

**Tony Gonzalez**

16:26:39



Tony G/attachment38.gif

16:26:39

*Another week passes....*

Sunday, October 18, 2020

**Tony Gonzalez**

10:22:11



Tony G/attachment39.gif

10:22:11

*Hope you're ready*

**Gary Evans**

10:25:46

*You need a hobby, bro. I'm worried about you....*

10:25:46



Tony G/attachment40.jpg

10:25:46

*It's coming to a head*

**Tony Gonzalez**

10:29:43

*Absolutely not. I'm not angry, I just care about my job, the PD, and the residents of Wethersfield that pay my*

**salary. Hurry up with them, more to come.**

Monday, October 19, 2020

**Tony Gonzalez**

12:55:48



Tony G/attachment41.gif

12:55:48

**Live look at the current investigation...**

**Gary Evans**

12:58:14

**Actually that one is pretty funny**

**Tony Gonzalez**

12:58:39

**True story**

Tuesday, October 20, 2020

**Tony Gonzalez**

08:41:38

**I tried to warn you...**

08:44:05



Tony G/attachment42.gif

**Gary Evans**

08:49:52

**About?**

08:50:09

**Which thing?**

**Tony Gonzalez**

09:01:09

**Trim the fat, get rid of the shit 🗑️.**

09:01:51



Tony G/attachment43.gif

12:40:16

**Something going down today?**

13:04:08

**How many " incidents " have to occur before we get police accountability??? Asking for a friend.**

Wednesday, October 21, 2020

**Tony Gonzalez**

08:16:33

**Over 5 months, still no accountability/discipline.**

Thursday, October 22, 2020

**Tony Gonzalez**

12:39:07



Tony G/attachment44.gif

12:40:09

**3 supervisors involved in Internal Affairs investigations in less than 6 months..... The response**

12:40:58



Tony G/attachment45.gif

**Gary Evans**

13:02:10

**What?!?**

**Tony Gonzalez**

14:52:02

***She continues work as a supervisor, disciplining officers, while EVERYONE knows she fucked up and should be discipline. Complete clown show!***

**Gary Evans**

14:53:50

***I noticed you feel that way on social media 😏***

**Tony Gonzalez**

14:55:01

***Truth hurts. Just come out and say she's not getting disciplined, so the real show can begin...***

**Gary Evans**

14:55:18

***She's getting discipline***

14:55:20

***Relax***

14:56:16

***Truth doesn't hurt. No one knows what else is going on. You only listen to the people in your sphere of influence and what push for what you want. That's not a shot at you, that's the reality. We all do it***

14:56:24

***Your thing is the most important to you***

**Tony Gonzalez**

14:56:52

**Stop negotiating discipline then, commit**

**Gary Evans**

14:56:57

**I have fires in every department and a council that things I'm just for their entertainment**

14:57:45

**Well, was about to and then some other police stupidity came up. Because some of you guys over there can't help but push the limit.**

**Tony Gonzalez**

14:57:50

**Police accountability and corruption is first and foremost. Don't you watch the news?**

**Gary Evans**

14:58:06

**I stopped watching news**

14:58:14

**It's all lies and manipulation.**

**Tony Gonzalez**

14:58:32

**We will all be on it soon**

**Gary Evans**

14:59:04

**Yes. But because of me nailing the people in that building. But then it's gonna be worse**

**Tony Gonzalez**

14:59:30

**The people that care aware and are ready for it to be worse before it gets better**

**Gary Evans**

14:59:46

**But for now, Derek Chauvin is gonna walk**

**Tony Gonzalez**

15:00:31

***At this rate I'll be retired before anyone is held accountable***

**Gary Evans**

17:21:31

***Nah***

Friday, October 23, 2020

**Tony Gonzalez**

11:34:37

***Another week passes by...***

**Gary Evans**

11:37:36



***Tony G/attachment46.gif***

11:37:36

***Spoke with Ken last night***

11:37:42

***He's writing both disciplines up to give to union***

**Tony Gonzalez**

11:39:22

***I'll believe it when it happens***

13:18:54

***What do you mean, give to the union? You must issue the actual discipline to them.***

**Gary Evans**

13:22:12

***I think that's what I meant***

13:22:19

***I just assume a grievance***

**Tony Gonzalez**

13:22:49

**Got it, when are they actually getting it?**

Monday, October 26, 2020

**Gary Evans**

10:43:16

**When Insuspend Jennie, who is getting fucked over if it happens effective Nov rotation**

**Tony Gonzalez**

10:43:27

**No one**

**Gary Evans**

10:43:30

**Same group of people at that got screwed**

10:44:19

**So no one has to cover her shift or anything that isn't already working those hours. You don't have to take some off the road and put inside?**

**Tony Gonzalez**

10:46:25

**Worst case scenario they would have to fill her day shift overtime on the weekends. Dayshift overtime on the weekends will easily be gobbled up by people that want the overtime**

10:50:00

**So the only punishment is temporary suspension? She is not moving back to patrol? If it's permanent, then yes a patrol sergeant would move inside. I'm pretty sure everyone in patrol would welcome that move except maybe John Blair. He of course would prefer to stay in patrol and make more money. But as you know, the Chief would most certainly want him to come inside.**

10:50:26

**When is this actually happening?**

**Gary Evans**

11:19:33

**I didn't say that**



**Tony Gonzalez**

11:20:19

**Say what to what part?**

**Gary Evans**

11:21:00


**Ken and I are weighing strategy for mediation versus arbitration as we know this is going all the way. But, I want to know what the way immediate will be on staffing when suspension kicks in. I realize with Dave I created like 7 shifts that needed to be filled**

11:21:09

**What their punishment is**

**Tony Gonzalez**

17:47:46

**How long will this new weighing strategy take?? I still think Ken is laughing all the way to the **

Tuesday, October 27, 2020

**Gary Evans**

15:20:45

**Maybe. Although on other shot he's been invaluable. We have a draft proposal that we are about to drop. I went heavier than Inoriginally told the chief so I'm going back to him to give him the heads up tomorrow. He's gonna flip his shit.**

**Tony Gonzalez**

15:21:18

**Great news**

Wednesday, October 28, 2020

**Tony Gonzalez**

10:08:47

**Well**

11:26:48

**He seems chill**

18:00:07

***I take it nobody heard anything today since everyone was very cheery. Just a reminder that our shift changes Monday***

**Gary Evans**

21:29:50

***Who is the Sargent working midnights? Blair?***

21:30:12

***Patrol***

**Tony Gonzalez**

21:30:38

***Right now, yes Blair***

Monday, November 2, 2020

**Tony Gonzalez**

07:34:25

***Almost 6 months....***

07:35:12

***It's going to get ugly over here, people are losing their patience. Again everyone knows she supposed to get disciplined however until then she continues to discipline other people for minor mistakes. Hypocrisy at its finest***

**Gary Evans**

12:48:18

***I'm meeting with Ken tomorrow at 3 to get his re-written discipline letter based on his review of the video. Then a call to the chief if Ken and I can get agreement***

Friday, November 6, 2020

**Tony Gonzalez**

06:55:00

***I take it nothing happened???***

**Gary Evans**

07:58:44

***📍 it'll be ok....***

**Tony Gonzalez**

08:32:31

***Now she made a complaint Against me***

12:21:27

***I've heard nothing***

**Gary Evans**

17:36:23

***Just so you know. Spoke with chief, dropping bomb. Only thing outstanding is do you know if there are any trainings scheduled for next week or following?***

17:36:43

***I'm spacing out her suspension and his.***

**Tony Gonzalez**

17:37:28

***No idea, training for them?***

17:38:02

***I don't believe so, not according to the staff book***

17:38:30

***What exactly is the bomb?***

18:37:07

***No comment?***

**Gary Evans**

18:37:26

***No, trying to go home!***

**Tony Gonzalez**

18:37:42

***I'm working***

**Gary Evans**

18:37:45

***Started with a 30-day suspension and reassigned to patrol***

18:38:12

***2-days Oscar Certainly will get a grievance***

18:38:21

***So we'll see what happens***

**Tony Gonzalez**

18:38:54

***Did she officially get notified?***

**Gary Evans**

18:39:07

***No***

18:39:40

***I needed her personnel file and schedules because Ken needed to add her previous suspension in there that Tony P references***

18:39:57

***I didn't get to Chief until late today***

18:40:20

***He referred me to Michelle Carroll for schedule and file***

18:40:29

***I cut to the case and asked you on schedule***

18:40:52

***Also if you can verify she still hasn't made up the swaps without getting pinched that would help***

18:41:38

***Btw why did she discipline you?***

**Tony Gonzalez**

18:41:50

***I don't believe so, but Michele or Lt. Mitney should be asked to verify and/or look into***

**Gary Evans**

18:42:22

***I'm trying not to tip off prior to an arbitration or a thing where she can make it up. I'll ask Mitney. He won't give a fuck***

**Tony Gonzalez**

18:43:54

***Not discipline, she filed a complaint that I was unprofessional during or last firearms training. Retaliation against me from her and Jessica for something they did in the past. It's an attempted smear attack on me. I'm not worried***

18:44:27

***Mitney would love to look into it, especially when he hears her discipline***

**Gary Evans**

18:44:31

***You were unprofessional? Ha***

**Tony Gonzalez**

18:45:14

***Improper joke basically***

18:46:08

***I assume she will get officially told her discipline next week?***

**Gary Evans**

18:47:37

***Yes. Was shooting for today with a start of Monday. Chief whinned about confirming scheduling or consider breaking it up***

**Tony Gonzalez**

18:49:18

***Duck breaking it up. That would mean it's actually less punishment.***

**Gary Evans**

18:50:48

***I might split up Oscar and Jennie. Not sure about splitting hers up. I am considerate of the fact that kids are involved (perhaps both with special needs)?***

18:51:05

***But do want it to hurt***

**Tony Gonzalez**

18:51:09

**Yes that makes sense**

18:51:29

**Split up from the two of them yes, breaking hers down  
no**

18:55:28

**Again**

**Her-30 days and reassigned to Patrol  
Him-2 days**

**Gary Evans**

18:57:22

**Don't be a busy body Luis**

18:57:36



Tony G/attachment47.PNG

**Tony Gonzalez**

18:57:46

**Me, never**

18:57:52

**Lol**

18:59:30

**The Chief must have shit his pants**

**Gary Evans**

19:01:16

**Haha**

19:01:17

**Yes**

19:01:22

**There was some begging**

19:01:26

**Not really**

**Tony Gonzalez**

19:02:15

***Because he really knows they are guilty***

**Gary Evans**

19:02:18

***He asked me over and over not to and reduce the discipline***

**Tony Gonzalez**

19:02:41

***GA 15?***

***POST Academy?***

**Gary Evans**

19:02:48

***I said they can make their argument through the process but since this will go to arbitration is my guess, we are going heavy***

19:02:54

***What's post academy?***

**Tony Gonzalez**

19:03:04

***It's not double jeopardy***

19:03:37

***If there's any finding of Miss truth or stealing then she could be decertified by the Academy.***

19:04:34

***POST Police Officers Standards & Training***

19:05:22

***He or at least she should seriously consider retiring, because she could face much worse from either court or the Academy.***

Monday, November 9, 2020

**Tony Gonzalez**

06:57:00

***Meeting today?***

10:20:17

**Pretty please**

10:20:27



13:11:52

**Radio silence....**

Tuesday, November 10, 2020

**Tony Gonzalez**

08:43:39

**I heard he pulled her personnel file yesterday.....  
shenanigans?**

**Gary Evans**

08:45:13

**No**

08:45:15

**My request**

08:45:24

**Ken needed I**

08:45:27

**It**

08:45:36

**The letter references her other disciplines**

**Tony Gonzalez**

08:46:15

**Oh, you mean if they still actually exist in her file...**

08:47:11

**She took today off, coincidence?**

**Gary Evans**

08:51:00

**Hahah**

08:51:11

**Amazing. I don't know but maybe**

**Tony Gonzalez**

08:51:43



***The suspense is killing me***

09:33:33

***Meeting today?***

14:09:09

***Seriously***

**Gary Evans**

16:35:01

***I need Michelle Carroll to call me back. Left her a message late in the day...probably hasn't gotten to it***

**Tony Gonzalez**

16:35:54

***I will tell her tomorrow morning only if you tell me when the shits goin down?!?!?***

**Gary Evans**

16:49:09

***Ha. My plan is for tomorrow assuming I can best coordinate. Thursday at latest***

16:51:05

***Coordinate schedules of time off***

16:51:13

***Not going to have them both out same days***

**Tony Gonzalez**

16:53:00

***She is off Thursday and Friday this month and then off weekends starting 12/12.***

***He is the opposite***

Wednesday, November 11, 2020

**Tony Gonzalez**

11:29:12



Tony G/attachment48.gif

12:31:19

**Judgement Day?**

**Gary Evans**

13:16:08

**So Michelle says she's done 12/6**

13:16:17

**Btw...Oscar is in weekends next month**

13:16:36

**So I'm thinking Oscar next week**

**Tony Gonzalez**

13:17:01

**I told you that she's working weekends this month and  
he's working weekends next month**

**Gary Evans**

13:17:41

**I'm just reviewing with Ken about the gap for Jennie  
because if Inuspend her effective tomorrow or  
Monday I'm paying OT for coverage on weekends**

**Tony Gonzalez**

13:19:04

**Unfortunately yes but that's what you get for dragging  
your feet 😏**

18:57:33

**Tomorrow? Did u tell Blair?**

Saturday, November 14, 2020

**Tony Gonzalez**

09:12:40

***She booked off sick today***

Monday, November 16, 2020

**Tony Gonzalez**

08:56:18

***She booked off sick all weekend***

***He booked off sick Friday and today***

***Stellar employees .***

***She is not here today, nobody knows why?***

**Gary Evans**

13:21:41

***Seeking legal***

13:21:50

***My guess***

**Tony Gonzalez**

13:41:31

***Maybe COVID related***

13:42:03

***When is anything effective. Chief has said nothing about it.***

17:14:23

***December***

Wednesday, November 18, 2020

**Gary Evans**

16:06:13

***RUFKM***

**Tony Gonzalez**

16:06:59

***Record keeping?? U mean lying.... wtf***

**Gary Evans**

16:07:37

***How about the fact I don't have a signed agreement from Oscar on this. What if he came back and did t agree to it?***

**Tony Gonzalez**

16:08:19

***So did he?***

**Gary Evans**

16:09:45

***I have nothing. Just tried calling Chief***

16:09:54

***Just sent an email as he didn't pick up***

**Tony Gonzalez**

16:11:20

***He left right after sending the email***

16:11:33

***Oscar still at work you can call him***

16:24:39

***Call Chief's cell?***

Thursday, November 19, 2020

**Gary Evans**

08:35:04

***He's dead***

**Tony Gonzalez**

08:35:46

***5 days?***

08:36:52

***WTF is going on?***

08:38:36

***So she got away with murder again....***

**Gary Evans**

08:38:47

***That is not what I have her***

**Tony Gonzalez**

08:42:38

***Police corruption, I told you so***

08:49:48

**Here now and should be. I can ask him**

**Gary Evans**

14:16:37

**Without explaining that I'm asking?**

**Tony Gonzalez**

14:16:54

**Lol**

14:16:59

**He should be**

**Gary Evans**

14:46:01

**Is it offensive to mike to make LT Crabtree interim while Chief is on leave? Don't want to start a kissing contest with Mike, I'm basing on seniority. Also, would me talking about their discipline to someone like you result in an MPP? Can't figure that one out**

**Tony Gonzalez**

14:47:36

**Making the Senior person makes sense. No one knows nor do I believe so. What is the MPP actual for?**

14:51:44

**Please call when free**

**Gary Evans**

14:53:53

**K**

15:06:23

**My other cell**

Friday, November 20, 2020

**Tony Gonzalez**

09:15:49

**Will u be sending out a clarifying email about the personnel order?**

09:54:07

**Who's running the clown show now??**

**Gary Evans**

09:24:28

**They are issuing an MPP on this to me**

09:24:43

**Not sure how that works. I expected them to grieve**

**Tony Gonzalez**

09:25:46

**Time for Ken to earn his money. Sounds like they are making up the rules as they go along**

09:29:49

**If you issued your discipline before the Chiefs and that should stand. They can fight it with the labor board after the fact. Since the chief is involved in this investigation he should not have any power to wield discipline or change your discipline. .**

09:30:30

**Again this is why the chief should've been investigated alongside them from the beginning. He is a co-conspirator he has colluded in the investigation**

14:00:19

**Any news**

**Gary Evans**

14:09:27

**Is Connolly back. Who has seniority Crabtree or Connolly**

**Tony Gonzalez**

14:10:37

**Yes back, Crabtree is senior**

**Gary Evans**

14:15:43

**Is crabtree in tomorrow?**

**Tony Gonzalez**

14:16:11

**Sounds like Ken is scared...**

**Gary Evans**

12:10:09

**Not at all? Why?**

12:10:38

**I'm on with attorneys now. He's pretty full steam ahead**

**Tony Gonzalez**

12:25:35



**Tony Gonzalez**

14:50:24

**Updated email?**

16:05:01

**Blair is telling people that the chief is suspended already pending termination.**

**Gary Evans**

18:17:49

**Nope**

18:17:56

**I will send out the notice**

18:18:07

**I've been slammed all day and I'm back to back interviews**

18:18:17

**In**

18:18:40

**He will be on administrative leave but he got the weekend to consider**

18:18:46

**I doubt he'll do the right thing**

**Tony Gonzalez**

18:18:52

**The rumors are flying**

**Gary Evans**

18:18:58

***So spent about 2 hours with attorneys***

18:19:09

***They've crafted the process***

**Tony Gonzalez**

18:20:32

***Blair and DeMonte are telling everyone that it's happening and Blair is trying to drum up support for the chief and maybe even drafting a letter on behalf of the union in support of him, so I have been told.***

18:20:56

***I assume the chief must've called them both immediately after and told them***

**Gary Evans**

18:22:37

***They started last night***

**Tony Gonzalez**

18:22:37

***It sounds like everyone knows something at work.***

**Gary Evans**

18:22:40

***Call you?***

**Tony Gonzalez**

18:22:46

***Sure***

Wednesday, November 25, 2020

**Tony Gonzalez**

14:11:11

***Happy Thanksgiving 🦃🍂***

14:11:25

***I'm working during the day tomorrow if you need something***



**Gary Evans**

14:12:27

***So like if someone sits across from my house with an ar-15 and a scope, you'll come help me out***

**Tony Gonzalez**

14:13:13

***Absolutely***

Thursday, November 26, 2020

**Gary Evans**

21:40:53

***Happy thanksgiving. You tase anyone today?***

**Tony Gonzalez**

21:43:22

***I wish***

21:43:27

***Happy Thanksgiving***

**Gary Evans**

22:00:42

***Got an interesting email from Mitney***

22:00:55

***No love loss between him and chief? Haha***

**Tony Gonzalez**

22:03:46

***I'm sure***

**Gary Evans**

22:06:46

***Swing by for a shot...hahah...how about a flavored what***

22:06:48

***Water***

22:07:23



## Conversation with Tony Gonzalez

Friday, November 27, 2020

**Gary Evans**

10:35:59

***Is it in contract that all staff are notified when discipline is given?***

**TONY GONZALEZ**

10:37:28

***Not sure, but we always have***

19:08:07

***What was the final discipline? 30 days and back to patrol? Rumors of going back to midnights?***

**Gary Evans**

19:11:35

***30 days and then I think the way Ken wrote it was she had to work midnight patrol shift. Frankly, I wasn't going to set that tightly. My plan was to just send her to patrol, I didn't care about the specifics.***

19:12:23

***If that makes any sense??***

**TONY GONZALEZ**

19:29:13

***It does, but our contract states those assigned to patrol rotate every month by seniority.***

19:29:58

***Effective Dec 7?***

**Gary Evans**

19:37:47

***Yes. Dec 7***

20:07:02

***So they grieved on Wed so we'll see where that goes***

**TONY GONZALEZ**

20:29:55

**LOL**

Tuesday, December 1, 2020

**TONY GONZALEZ**

13:45:55

***How goes it?***

**Gary Evans**

14:43:41



**TONY GONZALEZ**

14:44:12

***That good? Water pistol***

**Gary Evans**

14:44:59

***iPhone does not provide me another option***

**TONY GONZALEZ**

14:45:32

***Lol***

Thursday, December 3, 2020

**TONY GONZALEZ**

13:38:42

***How is it going?***

**Gary Evans**

13:45:05

***You working***

**TONY GONZALEZ**

13:45:23

***Yes***

**Gary Evans**

13:45:34

***Can you take a call or I?***

13:45:36

***No?***

12:39:15

**Good luck**

**Gary Evans**

15:12:36

**Isn't there some regulation that says I have to research all complaints including anonymous**

**TONY GONZALEZ**

15:12:58

**Yes**

15:13:32

**Involving all alleged misconduct and/or crime**

**Gary Evans**

15:16:07

**Is that a PD thing or state stature?**

**TONY GONZALEZ**

15:16:17

**State**

**Gary Evans**

15:41:53

**You should see some of the letters of support**

15:41:58

**You would piss your pants**

**TONY GONZALEZ**

15:42:12

**I bet**

**Gary Evans**

15:42:36

**You inside right now?**

**TONY GONZALEZ**

15:42:52

**Yes**

**Gary Evans**

15:43:08

**TONY GONZALEZ**

13:45:40

**Yes**

**Gary Evans**

13:45:50

**How long do you need?**

**TONY GONZALEZ**

13:46:24

**Ready**

15:07:33

**Sorry butt dial**

Friday, December 4, 2020

**TONY GONZALEZ**

08:22:18

**JB telling people that the Chief is coming back to work next week.**

**Gary Evans**

08:44:32

**Not sure why that would be the case**

08:44:51

**Could have lost his mind?**

**TONY GONZALEZ**

09:06:28

**It's unbelievable**

Monday, December 7, 2020

**TONY GONZALEZ**

12:38:34

**Executive Session tonight?**

**Gary Evans**

12:38:47



**TONY GONZALEZ**

***These would be fun for you to read or respond to***

15:43:28

***My favorite is someone in trying to defend him points to how fucked up it is inside***

15:44:31

***Talks about how people leave for hours to do personal errands sleeping on the job etc....does she realize that all points back to him***

**TONY GONZALEZ**

15:45:40

***Lol***

15:54:40

***Vote happening tonight? Or just discussion?***

**Gary Evans**

15:56:05

***Just discussion on process. We will not discuss specifics as council is part of adjudication process. This is the town attorney explaining next steps from a charter and statute perspective and not me trying to prove my case***

**TONY GONZALEZ**

15:56:45



15:57:12

***When do u believe it will come to a vote?***

15:57:28

***Million dollar question, yes I know***

**Gary Evans**

15:58:30



**TONY GONZALEZ**

20:35:01

***[https://www.wfsb.com/news/hartford-police-chief-announces-demotion-suspension-for-detective-who-propose-d-homicide-wager/article\\_032a88f8-38cc-11eb-9b34-ef5](https://www.wfsb.com/news/hartford-police-chief-announces-demotion-suspension-for-detective-who-propose-d-homicide-wager/article_032a88f8-38cc-11eb-9b34-ef5)***

**6714cfd97.html**

**Gary Evans**

20:35:46

***Holy fuck***

20:35:49

***120 days***

**TONY GONZALEZ**

20:36:16

***And Demotion...***

20:36:26

***More discipline coming***

20:36:58

***What until the news hears about Wethersfield.... holy  
shitballs***

Tuesday, December 8, 2020

**Gary Evans**

16:33:46

***After panty gate did the chief come up with a chain  
of custody policy***

**TONY GONZALEZ**

16:34:14

***Not that I'm Aware of***

16:34:21

***I can check***

**Gary Evans**

16:34:46

***It's on here***

**TONY GONZALEZ**

16:38:24

***On what***

**Gary Evans**

16:40:31

***My list of issues. He was supposed to create Chain of***



**custody**

**TONY GONZALEZ**

16:50:22

**Ok**

21:26:33

***Pantygate related changes (chain of custody, access to hidden cameras, etc) = no.***

21:27:01

***Only unrelated routine course of business changes that had nothing to do with Pantygate.***

**Gary Evans**

21:36:42



21:38:03

***If I add that he didn't do any changes will he be able to argue otherwise***

**TONY GONZALEZ**

21:39:11

***Not from what I was told***

Wednesday, December 9, 2020

**TONY GONZALEZ**

19:28:25

***Just to be clear, I swear on my wife and children, I never contacted or have knowledge of who contacted the news. Never been my style.***

**Gary Evans**

19:50:14

***I know***

19:50:17

***People are dumb***

19:50:19

***So dumb***

**TONY GONZALEZ**

19:50:43

Yup

Gary Evans

20:06:52

***I can't decide if it is bad for me or just the chief. If you read Blair letter and believe it at face value without reading the charter then I think it looks bad for me. At the same time, I know the truth so I don't care***

TONY GONZALEZ

20:19:43

***Bad for him, no doubt***

Gary Evans

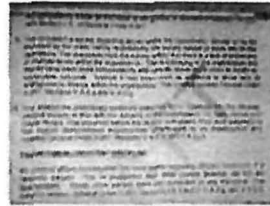
22:08:54

***I can't recall***

22:09:44

***Did Connolly do the preliminary on Rivera which lead to the IA and then chief gave that prelim to Rivera's?***

22:10:35



Tony G/attachment1.JPG

TONY GONZALEZ

22:11:54

***Mitney and Connolly did the initial***

Gary Evans

22:17:44

***But we are speculating that he must have shared before the IA started right because they had the stuff in advance...or am I misremembering***

22:18:08

***"I believe that she believed..."***

22:44:43

**Found it**

22:44:59

**Spector responds almost 30 days before IA begins**

Thursday, December 10, 2020

**TONY GONZALEZ**

06:47:20

**Sorry , fell asleep**

09:29:26

**Talk?**

**Gary Evans**

09:29:40

**Few minutes**

**TONY GONZALEZ**

09:29:49

**K**

18:53:18

**Who changed the website?**

**Gary Evans**

18:53:40

**I'm going to kill the son of a bitch who did**

**TONY GONZALEZ**

18:53:40



[Tony G/attachment2.gif](#)

**Gary Evans**

18:53:57

**Dick**

18:54:31

**I'm going to bring him back just to fuck with you.**

**Tell people to stand down and Stfu**

**TONY GONZALEZ**

18:55:08

***I have no idea who even has access***

**Gary Evans**

20:07:54

***Mitney***

20:08:06

***95%***

**TONY GONZALEZ**

20:08:55

***Holy shitballs***

**Gary Evans**

20:09:58

***Why can't people just stay out of it***

**TONY GONZALEZ**

20:48:04

***I agree, but for some it's years in the making***

**Gary Evans**

20:51:30

***I know and I get the desire to pile on, but sitting back and working with me is the best thing people can do...***

Friday, December 11, 2020

**Gary Evans**

08:37:55

***You awake? Ha***

**TONY GONZALEZ**

08:38:34

***Virtual oral boards, I'll call at lunch break***

**Gary Evans**

08:40:09

***Damn it***

**TONY GONZALEZ**

08:40:34

***I can give u 5 minutes now?***

**Gary Evans**

08:40:55

***Just quick***

08:41:03

***Call or text?***

08:41:14

***Text is fine for me***

08:41:23

***Call may be quicker***

08:41:27

***Not Chief related***

**TONY GONZALEZ**

08:45:40



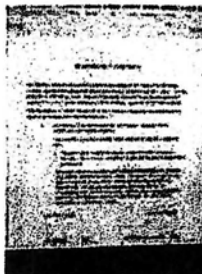
**attachment3.vcf**

**Gary Evans**

11:12:25

***Btw I still want a few minutes of your time as I want to clarify hilchuks grievance. I have a note to contact you as I think it's associated with an MOU or agreement you did***

16:22:10



**Tony G/attachment4.JPG**

16:22:11

***But no one has it signed***

16:22:18

***A signed copy***

**TONY GONZALEZ**

16:22:56

***Well that's suspicious***

**Gary Evans**

16:25:13

***Ya think?***

16:25:27

***I'm no cop but...***

Monday, December 14, 2020

**Gary Evans**

09:42:37

***You available for a call***

**TONY GONZALEZ**

09:45:18

***Yes***

**Gary Evans**

14:09:41

***Isn' it in bad taste for a school to have a lock down drill today?!***

14:09:47

***Isn't it***

**TONY GONZALEZ**

14:10:05

***Yup***

**Gary Evans**

14:10:51

***I'm hearing Charles Wright just did it***

**TONY GONZALEZ**

14:13:09

***I have no idea***

14:37:43

***If the council is naïve enough to think that striking this great deal will keep things from the media they are mistaken***

14:43:32

***Tell them not to lose sight: Police accountability***

14:44:44

***If that doesn't happen, they are part of the problem/cover up and will look just as bad. The court of public perception will win, regardless***

17:02:27

***Look at what's happening with Hartford PD right now.***

**Gary Evans**

17:23:57

***120 days for running a pool?***

**TONY GONZALEZ**

17:34:12

***I mean it will have a field day if people aren't held accountable for our numerous transgressions***

18:19:19

***Not I mean  
The media***

**Gary Evans**

18:20:02

***Both ways fit***

**TONY GONZALEZ**

18:20:34

***Of course, You can't have it both ways***

**Gary Evans**

18:28:17

***The fight is only beginning.***

**TONY GONZALEZ**

18:28:27

***The only reason he is now considering retiring is because he should be fired for all the wrong that he has done***

*and all the liability he continues to expose the town to*

**Gary Evans**

18:28:36

**Agreed**

18:28:43

**And my argument to council**

**TONY GONZALEZ**

18:29:03



**Gary Evans**

18:29:59

**Probably is Im surrounded by people who are afraid to do what is necessary and right**

**TONY GONZALEZ**

18:31:41

**Unfortunately I can see that. But they need to be reminded that this will ultimately fall on their faces if it's not handled the right way. I know they're hesitant and afraid to act appropriately, but if they don't they will look like the guilty party as well**

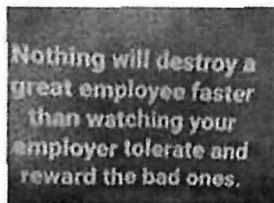
18:32:01

**They should be very concerned that this will make them all look very bad, indefinitely**

Tuesday, December 15, 2020

**TONY GONZALEZ**

07:41:13



Tony G/attachment5.jpeg

**Gary Evans**

15:23:42



***Any issue with Wren coming inside when Jennie goes out***

**TONY GONZALEZ**

15:25:26

***No, He is the next senior and most deserving***

Wednesday, December 16, 2020

**TONY GONZALEZ**

13:21:10

***U in office?***

13:21:17

***I'm in hallway***

**Gary Evans**

15:53:33

***Unfortunately chief is working over council. I'm doing my best***

**TONY GONZALEZ**

15:54:24

***Seriously***

15:55:30

***Working over or winning over?***

16:13:16

***Bananas***

16:59:53

***Union meeting coming***

17:00:18

***Vote of confidence/no confidence coming***

**Gary Evans**

17:02:42

***That would be fine***

**TONY GONZALEZ**

17:03:10

***Probably not happening until the week of January 4***

**Gary Evans**

17:10:45

***Will it be to remove John or vote against chief***

**TONY GONZALEZ**

17:11:30

***Anything is possible, at least a vote on the Chief***

17:12:15

***Council should know how we feel before any decision is made***

**Gary Evans**

17:13:16

***I'm more than likely responding to his attorney this week about our expectations which will undoubtedly be sent back with a lot of "no"***

**TONY GONZALEZ**

17:13:52

***Actually, tell council to ask us for our opinion/vote on Chief***

**Gary Evans**

17:25:16

***Perhaps***

Friday, December 18, 2020

**Gary Evans**

12:58:14

***Can you take a call or are you inside***

**TONY GONZALEZ**

12:58:28

***Give me 2 minutes***

**Gary Evans**

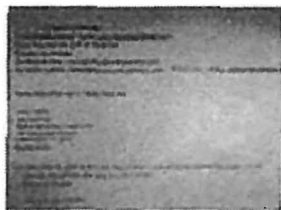
12:58:36

***Call when you can***

Wednesday, December 23, 2020

**TONY GONZALEZ**

11:02:32



Tony G/attachment6.jpeg

**Gary Evans**

11:17:55

**Hahah**

11:17:58

**Just got it**

**TONY GONZALEZ**

11:18:14

**Unbelievable** 😬

**Gary Evans**

11:18:40

**Maybe he's accepting the offer? Our attorneys got so frustrated with his, apparently they almost hung up**

**TONY GONZALEZ**

11:19:15

**No deal**

Monday, January 4, 2021

**TONY GONZALEZ**

12:59:36



**Gary Evans**

13:01:03

**What?**

**TONY GONZALEZ**

13:01:54

**Exactly**

13:02:02

**What's going on**

**Gary Evans**

13:02:14

**Oh**

13:02:25



**TONY GONZALEZ**

13:04:09

**6 weeks.... how can he legitimately come back**

**Gary Evans**

13:11:57

**He's been out for 6?**

13:12:10

**Lost track. I just know I've been bored without him here**

13:12:34

**He may be moving to a full dismissal. This may be getting ugly**

**TONY GONZALEZ**

13:15:32

**Interesting**

Tuesday, January 5, 2021

**TONY GONZALEZ**

19:17:30

**<https://www.facebook.com/91930453640/posts/10159296675513641/?d=n>**

19:18:51

** This is what police accountability looks like.**

**Gary Evans**

20:02:05

**What t he duck**

20:02:21

**What's a larceny 2**

**TONY GONZALEZ**

20:02:35

***Stealing time....***

**Gary Evans**

20:02:50

***Really?***

20:03:11

***What's the child endangerment? They have a kid watching***

**TONY GONZALEZ**

20:03:54

***Not sure but I believe that they are trying to send her on a call that probably involved a Minor. And because she was not answering her radio that a child could've been in danger***

20:04:52

***See how real police leadership handles a serious internal crisis.***

Wednesday, January 6, 2021

**Gary Evans**

16:53:30

***Will you go for LT if a promotional exam is offered***

**TONY GONZALEZ**

16:53:56

***Depends***

17:00:24

***Of course I am as long as he's not the chief***

17:03:59

***If he's involved, it doesn't matter how well I do. He will never promote me. So, if he is involved, I will not waste my time.***

**Gary Evans**

17:07:07

***Feh***

**TONY GONZALEZ**

17:07:55

***True story***

Friday, January 8, 2021

**Gary Evans**

13:32:45

***And it's all over news and Facebook***

**TONY GONZALEZ**

13:33:22

***I heard, not my doing.***

**Gary Evans**

13:34:24

***Hahah***

13:34:28

***Guilty much?***

**TONY GONZALEZ**

13:34:50

***Not at all. I'm ready to take a polygraph***

**Gary Evans**

13:35:02

***I don't think it's you. But I do think it's someone trying to make it so he doesn't come back***

13:35:18

***It's gonna hurt a lot of people doing it this way***

**TONY GONZALEZ**

13:36:22

***Maybe, sometimes the truth hurts. Put it you or anyone didn't do anything wrong, then you have nothing to worry about.***

**Gary Evans**

13:37:20

***Right, but it fucks with my family life and professional career...that's what sucks***

**TONY GONZALEZ**

13:39:13

**Welcome to public service.** 

13:39:53

**The only thing you're guilty of trying to do your job in the wake of many who would rather bury their heads in the sand.**

**Gary Evans**

13:40:38

**Let's just hope the Council sees it that way; otherwise he's back and I'm out of a job**

**TONY GONZALEZ**

13:40:57

**Never going to happen**

**Gary Evans**

13:43:04

**These guys don't like me to begin with, so....**

13:43:32

**It's just a mess. Glad to see him go but would rather it be without the negative press**

**TONY GONZALEZ**

13:44:45

**The best leaders are never truly liked but are respected by all.**

**Gary Evans**

13:45:47

**Doing what's right is not always doing what's popular**

**TONY GONZALEZ**

13:46:19

**Correct, rarely is.**

13:46:44

**Speaking of that. I think you really should acknowledge the other anonymous letter and look into it so you can either confirm or deny the allegations.**

**Gary Evans**

13:47:41

**Right. So who gets to do that IA?**

**TONY GONZALEZ**

13:48:45

**Before it becomes in official IA, someone can be tasked with looking into it to confirm if there's even any facts supporting the allegations.**

Tuesday, January 12, 2021

**Gary Evans**

14:53:51

**Still fighting. Probably going to be a few days before we know which way the wind blows....**

**TONY GONZALEZ**

14:54:05

**Lol, I heard**

Wednesday, January 13, 2021

**Gary Evans**

15:02:17

**Tic tic tic**

**TONY GONZALEZ**

16:41:56

**Yes**

Thursday, January 14, 2021

**TONY GONZALEZ**

08:45:54

**So when is his first day back?**

**Gary Evans**

08:47:08

**Still fighting**

**TONY GONZALEZ**

08:47:35



***That's what I heard. Rumor is he already signed a deal to come back***

**Gary Evans**

08:48:13

***He did. But, he wanted to walk in this morning at 8***

08:48:17

***I said no***

08:48:25

***So now he's pulling back on the deal***

**TONY GONZALEZ**

08:48:36

***Interesting***

**Gary Evans**

08:48:50

***My guess is he'll be back Monday***

**TONY GONZALEZ**

08:48:54

***Call me when you're free I have a question about trying to hire some certified people to run by you.***

**Gary Evans**

08:48:56

***I'm trying to hold him off***

08:49:22

***Also, he now wants his badge car and gun today***

08:50:21

***Which I'm also not inclined to do***

14:50:10

***You there for a call?***

**TONY GONZALEZ**

14:57:37

***Current situation***

14:57:37

***I'm available at 3:30***

15:14:57



Tony G/attachment7.jpg

15:18:47

**Available now**

Monday, January 18, 2021

**TONY GONZALEZ**

08:35:16

***Have a nice meeting...***

Tuesday, January 19, 2021

**Gary Evans**

09:45:11

***Shits already starting with me. Let me know when it filters down over there.***

**TONY GONZALEZ**

09:45:35

***It started yesterday***

10:14:55

***Do you plan to elaborate?***

**Gary Evans**

10:17:43

***No***

10:17:44

***Hahaha***

**TONY GONZALEZ**

10:20:25

***From him or someone else***

**Gary Evans**

10:21:58

***He signed an MOU with 1303 to permanently allow the dispatchers to continue a rotational schedule. We are about to start contract negotiations with them. So took that bargaining chip right off the table***

**TONY GONZALEZ**

10:24:58

***Lol***

**Gary Evans**

10:28:58

***I'm just forwarding along to Council with very mundane commentary about losing footing to negotiate appropriately. Maybe that and a vote makes them reconsider their decision***

**TONY GONZALEZ**

10:32:47

***Wishing thinking***

**Gary Evans**

11:45:20

***Has the chief mentioned your IA?***

**TONY GONZALEZ**

11:47:34

***Not to me, just to Don***

**Gary Evans**

11:50:16

***Ok, I'll await the grievance as Im sure he's gonna be a douche***

**TONY GONZALEZ**

11:51:31

***Do you realize this alleged conduct occurred in October***

**Gary Evans**

11:57:48

***Hahah***

11:57:51  
**Really?**

**TONY GONZALEZ**

11:58:15  
**Yes**

Wednesday, January 20, 2021

**TONY GONZALEZ**

08:30:15  
**Do you guys have a staff meeting now?**

**Gary Evans**

08:30:37  
**No**

**TONY GONZALEZ**

08:31:07  
**A meeting at all with my boss?**

**Gary Evans**

08:31:14  
**No**

08:31:22  
**Is he not there?**

**TONY GONZALEZ**

08:31:31  
**He is**

**Gary Evans**

08:31:42  
**We have something with Jennie at 10**

08:31:45  
**Mediation**

**TONY GONZALEZ**

08:31:53  
**Good luck**

**Gary Evans**

08:32:04

***I'm wondering if he plans on showing up***

08:32:12

***I'm hoping it***

08:32:15

***Not***

08:34:05

***Did the vote finish? I'm hoping more than one person is counting ballots***

**TONY GONZALEZ**

08:34:25

***It did, ask John***

**Gary Evans**

08:34:50

***Do you know something and you're not telling me?***

**TONY GONZALEZ**

08:36:33

***Obviously***

**Gary Evans**

11:04:39

***Are most swaps made up in about 30 days?***

**TONY GONZALEZ**

11:05:28

***Yes, but can go 2-3 months, but that would be unusual***

**Gary Evans**

11:06:03

***I just saw the chiefs order***

11:06:41

***We are in the middle of mediation***

11:06:57

***I'm going to kill him***

11:07:43

***Maybe he hasn't sent it yet and he's looking for my ok***

**TONY GONZALEZ**

11:08:19

**Are you currently drunk** 🍷,

**Gary Evans**

11:09:28

**Was Jennie previously the patrol administrative sergeant**

**TONY GONZALEZ**

11:09:43

**Yes**

**Gary Evans**

11:10:17

**That's the position she wants to move back to**

**TONY GONZALEZ**

11:10:49

**Yes**

**Gary Evans**

11:24:43

**No order has been sent out**

11:24:58

**That's a question**

**TONY GONZALEZ**

11:25:13

**On email, no**

11:25:45

**You should talk to Don**

**Gary Evans**

11:30:18

**I did**

11:30:27

**What does Wren do now?**

11:30:33

**His position?**

**TONY GONZALEZ**

14:10:50

***Just a heads up it sounds like at Peruta plans on reading the anonymous letter at the town Council meeting***

14:11:01

***Ed Peruta***

**Gary Evans**

14:12:26

***Great***

**TONY GONZALEZ**

14:13:49

***Does he have the Rivera/Cetran letter? I'm sure they would not want that read***

14:15:35

***Yes, He apparently received a copy of that letter from the author. I'm asking if he has the other anonymous letter?***

**Gary Evans**

14:16:24

***Isn't it the same?***

14:16:31

***Yes he was on the second***

14:17:41

***Why would they not want that read?***

**TONY GONZALEZ**

14:19:04

***I'm talking about two separate letters. The first anonymous letter is the one that prompted the IA on the Riveras, which also lists the chief. The second one that was written about us.***

**Gary Evans**

14:19:37

***Yes***

14:19:39

***Ah***

**TONY GONZALEZ**

14:20:45

***If he actually plans on reading the letter you should give them the first letter which he probably will not want to read. And if he does it will paint a better picture as to what's really going on. He is tight with the Chief***

**Gary Evans**

14:22:47

***Can you call?***

**TONY GONZALEZ**

14:23:00

***Sure***

14:23:05

***I'm home***

**Gary Evans**

17:16:15

***The letter sent to Peruta states that I had unwanted advances to Jessica Blank***

17:16:27

***Did you ever hear anything about that?***

17:16:33

***That's bullshit***

**TONY GONZALEZ**

18:22:29

***No, never saw the letter, but I want a copy of it please***

**Gary Evans**

18:23:32

***I'll get you one. Never saw the letter but did you hear rumor that I did? This is bizarre***

**TONY GONZALEZ**

18:36:35

***No***

**Gary Evans**

18:37:37



***I'm so angry right now. Smear campaign because I'm doing the right thing.***

**TONY GONZALEZ**

18:38:18

***Slander***

**Gary Evans**

18:38:51

***If only Incould confirm who***

18:38:54

***Wrote it***

**TONY GONZALEZ**

18:42:40

***I may fight my discipline but want to sleep on it. I'll make my final decision on Monday***

**Gary Evans**

18:43:28

***Ok. I was not concerned about Peruta letter until now. They're bringing my family into this is bullshit and personal***

**TONY GONZALEZ**

18:45:10

***Agreed. And you can thank thee TC for all of it***

**Gary Evans**

18:46:15

***I wonder if there's a way to trace this?***

**TONY GONZALEZ**

18:51:38



18:51:43

***Unlikely***

Sunday, January 24, 2021

**Gary Evans**

11:30:05

**Sorry to bother on a Sunday. When Peruta came in, did he meet with you? Connolly? Chief? Any other officers?**

**TONY GONZALEZ**

11:35:50

**Me, Connolly in the lobby. He was picking up video he requested/FOIA, regarding that pursuit rollover crash by HPD/CSP in Nov.**

11:36:03

**Then he met with the Chief privately**

11:36:19

**Do he turn in a letter**

11:42:38

**Not sure if he met with anyone else**

**Gary Evans**

11:43:55

**K. I'm curious.**

**TONY GONZALEZ**

12:03:12

**Letter?**

12:31:08

**Hola?**

**Gary Evans**

13:07:45

**Yes**

13:07:46

**Sorry**

13:07:49

**Josh's bday**

**TONY GONZALEZ**

13:11:32

**Np**

Tuesday, January 26, 2021

**Gary Evans**

12:50:10

***You working?***

**TONY GONZALEZ**

12:52:38

***Yes***

Monday, February 1, 2021

**TONY GONZALEZ**

14:31:28

***In office?***

**Gary Evans**

14:31:51

***On zoom***

**TONY GONZALEZ**

14:32:17

***Dropping off something in 5***

**Gary Evans**

14:32:26

***Side door?***

**TONY GONZALEZ**

14:34:37

***Yes, I'll text when there***

14:34:45

***Thank I***

14:34:48

***You***

14:40:44

***Here***

19:20:30

***I missed the beginning, any letter reading?***

**Gary Evans**

19:20:57

***Not there yet, but no***

19:21:10

*He plans on doing it a different day from what I hear*

**TONY GONZALEZ**

19:21:20

*Ok*

19:32:24

*This is painful*

**Gary Evans**

19:32:50

*Every other week....*

**TONY GONZALEZ**

19:41:10

*Love this guy*

**Gary Evans**

19:41:26

*Some of his comments are fun*

19:41:41

*I used to work with him in the 90s back in New Britain*

Tuesday, February 2, 2021

**TONY GONZALEZ**

13:03:29

*When will he find out? So I can brace myself*

**Gary Evans**

13:19:06

*Find out what?*

**TONY GONZALEZ**

13:19:35

*My complaint*

13:19:58

*Also, please don't forget about my grievance*

**Gary Evans**

13:46:58

*Who is this?*

13:47:02

***Kidding***

13:47:13

***How many days do I have left?***

13:47:27

***I'm meeting with plumb tomorrow and then chief either tomorrow or Thursday***

**TONY GONZALEZ**

13:49:09

***15 days, so February 12***

Monday, February 8, 2021

**TONY GONZALEZ**

17:08:20

***Update?***

Wednesday, February 10, 2021

**Gary Evans**

12:28:49

***Haven't forgotten about you. Met with chief about your grievance and some other shit.***

**TONY GONZALEZ**

12:29:16

***Ok, thank you***

14:24:30

***Deadline fast approaching***

17:05:15

***Talk?***

**Gary Evans**

17:10:57



Tony G/attachment8.JPG

**TONY GONZALEZ**

17:12:12

***Looks and sounds riveting***

**Gary Evans**

17:12:30



Thursday, February 11, 2021

**Gary Evans**

20:02:38

***Btw, never got your take on Hilchuk***

20:02:59

***I've asked for a copy of the MOU so I can make a decision***

**TONY GONZALEZ**

20:07:20

***Great man and cop. Grew up in Wethersfield. Cares a lot about the town and PD. On SWAT TEAM with me. He only wants what he deserves.***

**Gary Evans**

20:14:20

***Which would be?***

20:14:57

***When he and I last spoke all he wanted was clarification of what the rule is for others.***

**TONY GONZALEZ**

20:16:04

***I have no idea what his grievance is/was***

**Gary Evans**

20:17:27

***Now he wants compensation and apparently I'm so much of an asshole he can't bother to acknowledge me. Which doesn't bother me so much, but I did find it bizarre. We should be able to disagree and***

***still be amicable. You and I tell each other off on a regular bases. I would grab a drink with you any day of the week...and twice on Tuesdays...but mostly for the designated drive home***

20:17:47

***He was bumped and tried to bump a probationary officer but chief said no***

20:18:38

***There was apparently an MOU (again, another MOU signed by chief that I wasn't aware of) and he got fucked***

20:18:49

***I do admit I failed to act on it***

**TONY GONZALEZ**

20:18:56

***Yes, the Chief can do it***

**Gary Evans**

20:19:02

***Not for nothing, I'm kinda a one man show right now***

**TONY GONZALEZ**

20:19:22

***Always have been***

**Gary Evans**

20:21:59

***Don't get me wrong, I hear good things about Hilchuk and if you vouch for him that's good enough for me. Just thought his reaction is a little angrier than I would expect***

**TONY GONZALEZ**

20:22:45



***Tony G/attachment9.gif***

20:25:13

***The good cops are wearing thin on BS***

**Gary Evans**

20:26:25

***And I get it...but don't shoot the messenger on this shit. Some of us have stepped up to the point where their professional careers and personal lives are in jeopardy.***

20:27:14

***I don't have a union covering my ass or a pension and yet here I am taking on a legend in his own mind***

**TONY GONZALEZ**

20:29:11



***Tony G/attachment10.gif***

20:29:11

***I agree, you have big***

**Gary Evans**

20:29:15

***Better be a good meme***

20:29:23

***And there it is***

20:30:02

***I will undoubtedly get divorced because of this shit. Probably fired.***

**TONY GONZALEZ**

20:30:37

***Definitely not fired***

20:30:50

***Divorced? That's on you***



20:32:07

***I've been happily married for 20 years, I can provide counseling for the right fee...👍***

Friday, February 12, 2021

**Gary Evans**

14:24:49

***Would you consider an extension on the grievance? I just emailed something to Ken Plumb I want to make sure he agrees. I'm not sure if I get it back by days end.***

**TONY GONZALEZ**

14:36:12

***Maybe***

**Gary Evans**

14:47:16

***Haha***

14:47:19

***Think about it***

**TONY GONZALEZ**

14:49:27

***I'll agree to an extension to the 1600 hours on 16th (2/16/2021)***

**Gary Evans**

14:54:11

***K***

14:54:14

***Thanks***

Tuesday, February 16, 2021

**Gary Evans**

12:41:30

***Haven't forgotten about you. Ken and I playing tag***

12:42:22

Monday, March 1, 2021

**TONY GONZALEZ**

07:10:38

***I need my grievance appeal in writing from you.***

**Gary Evans**

09:33:14

***👍 get it to you when I catch up but figure no later than tomorrow am***

**TONY GONZALEZ**

10:00:08

***Ok***

10:34:57

***What's up with the creeper van in your driveway***

**Gary Evans**

10:37:18

***Hahaha***

10:37:25

***Painting***

10:38:23

***Which reminds me. Are all LT and Chief cars unmarked with a normal looking LP...like AT or AP***

**TONY GONZALEZ**

10:38:33

***Shady painters pedophile van***

10:41:29

***All unmarked yes, not sure what you're asking***

**Gary Evans**

10:45:32

***Someone drove by this am around 9:20/9:30...figure I'm being checked on***

**TONY GONZALEZ**

11:20:29

***No idea***

Tuesday, March 2, 2021

**TONY GONZALEZ**

15:18:09

***Don't forget about me...***

**Gary Evans**

16:31:56

***Ah Christ. I did but I didn't. I will get you that  
and the A***

16:31:58

***IA***

Wednesday, March 3, 2021

**Gary Evans**

12:58:56

***Got your shit***

12:59:05

***After I get t out of this meeting I'll email***

**TONY GONZALEZ**

13:05:33

***Thank you***

Monday, March 8, 2021

**TONY GONZALEZ**

08:40:44

***Still waiting...***

12:07:32

***I really need to speak with you.***

**Gary Evans**

12:12:16

***In negotiations talk later?***

12:12:19

***What's up?***

**TONY GONZALEZ**

12:12:57

***I still don't have your response in writing about my IA /***

***grievance***

Wednesday, March 10, 2021

**TONY GONZALEZ**

11:39:39

***Still waiting, do I have to file with the Labor Board!?***

**Gary Evans**

11:44:22

***Let's talk in a bit.***

11:44:40

***I'm not trying to blow you off btw***

11:44:42

***Ha***

**TONY GONZALEZ**

11:45:25

***K***

Thursday, March 11, 2021

**TONY GONZALEZ**

08:52:28



***Tony G/attachment11.gif***

**Gary Evans**

09:47:59

***What's your shift/schedule today?***

**TONY GONZALEZ**

09:48:28

***Working until 2***

**Gary Evans**

09:53:36

***Ok I'm back to back until about 5/5:30 so can you do***

**a call?**

09:53:39

**Then**

**TONY GONZALEZ**

09:55:13

**Anytime**

Friday, March 12, 2021

**TONY GONZALEZ**

07:26:18

**Double jeopardy already, no loudermill hearing, zero due process followed.**

07:30:53

**His last offer was 6 months, but he kept one year in my IA file. Too much handled wrong**

**Gary Evans**

07:34:12

**Right but I'm gonna have him pull that out to his last best offer. Maybe note the file that you disagree with the accusation but accept that it was unprofessional.**

**TONY GONZALEZ**

07:38:08

**You'll see once you get the file. Ask him why it's not already 6 months? Again, playing games and treating me differently. Of which I already notified the town on February 1, 2021 and still waiting on a response on that. This is retaliation**

Wednesday, March 17, 2021

**Gary Evans**

12:59:48

**What's your schedule tomorrow?**

**TONY GONZALEZ**

13:02:57

**Open**

**Gary Evans**

13:04:49

***What time are you done for day***

**TONY GONZALEZ**

13:07:34

***Depends, 3 or 4 ish***

13:07:43

***I can meet you anytime***

15:53:06

***What time? I noticed my boss was gone most of the day***

**Gary Evans**

15:53:35

***Interesting. I haven't spoken to him***

15:54:47

***Working on tomorrow but probably after 3. Waiting on a councilor to her back to me***

15:54:57

***If he's early you're in***

Thursday, March 18, 2021

**TONY GONZALEZ**

09:57:58

***Time?***

**Gary Evans**

09:58:53

***3:15?***

**TONY GONZALEZ**

09:59:01

***Ok***

Friday, March 19, 2021

**TONY GONZALEZ**

11:18:40

***Decision in writing today***

11:18:45

**Reminder**

13:21:38

**2nd reminder**

**Gary Evans**

13:23:20

**Santa Clause?**

13:23:54

**You know I hate this shit because I feel like a Dick to a friend**

**TONY GONZALEZ**

13:25:38

**No one loves it.**

14:33:56

**Final reminder**

**Gary Evans**

14:35:23

**I'm out but will be back to email you**

**TONY GONZALEZ**

14:38:05

**Before you send me an email please give me a call. I heard some important information you should hear before you respond.**

**Gary Evans**

17:02:47

**Verbal and one year going back to January 20, 2021 is what it says**

**TONY GONZALEZ**

17:03:05

**Ok**

Tuesday, April 6, 2021

**TONY GONZALEZ**

08:50:48

**Did you give the Chief my CHRO complaint letter?**

**Gary Evans**

08:56:27

***Never showed it to him. But he was made aware and reminded of on 3 occasions***

08:56:29

***Why***

08:56:36

***What's he doing now?***

**TONY GONZALEZ**

08:57:06

***MC will be in touch with u***

**Gary Evans**

08:57:28

***Oh Christ***

08:58:02

***Should I call him now? I did notice he sent another personnel order yesterday which was bizarre***

**TONY GONZALEZ**

08:58:42

***That's interesting because we never saw or heard about any personal order?***

09:07:14

***Do tell***

**Gary Evans**

09:10:33

***You're on the email***

09:10:50

***Personnel order 21-043.***

09:11:09

***Maybe he's testing to see if I run back to you and he put in your wrong address?***

**TONY GONZALEZ**

09:11:48

***I'm telling you I didn't receive any email is the email***



**address correct? How old email is.com but the new email is.gov what is it about**

**Gary Evans**

09:13:32

***It's your personnel order for verbal and 1 Yr training***

09:13:55

***Email is correct***

09:14:10

***I just thought it was strange that he's issuing it***

**TONY GONZALEZ**

09:14:29

***When was it sent?***

**Gary Evans**

09:14:41

***Yesterday at 1:14***

09:15:08

***Wait...spell your last name***

**TONY GONZALEZ**

09:15:38

***No, I found it***

Thursday, April 29, 2021

**Gary Evans**

13:42:51

***You around***

**TONY GONZALEZ**

13:43:21



**Tony G/attachment12.jpeg**

13:43:50

***Yes, if you are also at Coco Beach, FL***

**Gary Evans**

13:43:59

**Ha. No shit**

13:44:04

**When are you back**

**TONY GONZALEZ**

13:44:35

**Saturday**

**Gary Evans**

13:45:10

**K. Let's catch up when you are back**

**TONY GONZALEZ**

13:45:15

**K**

Monday, May 3, 2021

**TONY GONZALEZ**

07:46:27

**I'm back to work**

**Gary Evans**

09:30:20

**Can you call the office**

**TONY GONZALEZ**

10:13:12

**5 mins**

Tuesday, May 4, 2021

**TONY GONZALEZ**

15:14:52

**We still on for 4 PM**

15:26:55

**Something came up and tomorrow would be better for me**

Wednesday, May 5, 2021

**Gary Evans**

10:47:11

**4 or 4:30?**

**TONY GONZALEZ**

11:26:03

**4:30 thx**

15:31:05

***Don't kill me but I have to blow you off again. I couldn't turn down overtime it came in, so now I'm on a relief traffic job and will get our road. Honestly not sure how long they're working it could be within the next two hours***

**Gary Evans**

15:32:02

**Ha**

15:32:07

**Ok.**

**TONY GONZALEZ**

15:43:26

***Trying to get central air and saw I need all the money I can get***

Tuesday, May 11, 2021

**TONY GONZALEZ**

09:41:47

***Time to meet this week?***

Wednesday, May 12, 2021

**Gary Evans**

08:51:19

***Sure. I'm not sure about today but possible 5? I may have to get back and confirm.***

**TONY GONZALEZ**

08:51:34

**Ok**

Monday, May 17, 2021

**TONY GONZALEZ**

09:28:08

**All over the PD...**

**"Hey even on a week off I heard a disturbing thing....the chief rescinded his retirement!?!"**

09:28:46

**We still need to meet as well. I'm available today, tomorrow or Thursday**

**Gary Evans**

09:32:09

**Ha. Maybe today or tomorrow? And yea, he's trying but it wasn't accepted. Meetings are still on for creating a community profile.**

Tuesday, May 18, 2021

**Gary Evans**

14:32:25

**How's schedule after 4:30/5?**

**TONY GONZALEZ**

14:32:44

**Sure**

16:36:23

**Still on?**

**Gary Evans**

16:36:46

**Yep**

16:36:50

**And pissed about it**

16:36:54

**Are you here**

**TONY GONZALEZ**

16:37:53

**I can be in 115**

16:50:42

Tuesday, June 1, 2021

**TONY GONZALEZ**

07:57:48

***He started another IA on me, but you should already know that right?***

**Gary Evans**

08:11:05

**??**

08:11:08

**Nope**

08:11:10

**On what?**





**Rachel M. Baird  
Attorney\***

Main Office  
11 Church Road  
Hatfield, PA 19940  
Tel: 610-949-0444  
[www.goldsteinlp.com](http://www.goldsteinlp.com)

Connecticut Office  
2234 Silas Deane Hwy, Ste. 2  
Rocky Hill, CT 06067  
Tel: 860-605-9340  
[rbaird@goldsteinlp.com](mailto:rbaird@goldsteinlp.com)

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June 21, 2021

Kenneth R. Slater, Jr.  
Halloran Sage  
225 Asylum Avenue  
Hartford, CT 06103  
[slater@halloransage.com](mailto:slater@halloransage.com)

**Re: Freedom of Information Act Request #15**

Dear Attorney Slater:

This is a request to inspect the following records:

Records of Town of Wethersfield policies, ordinances, postings, rules, notices regarding the open or concealed carry of pistol permits on Town property in effect on June 15, 2021.

Sincerely,

A handwritten signature in blue ink that reads 'Rachel M. Baird'.

Rachel M. Baird







Gary Evans &lt;gary.evans@wethersfieldct.gov&gt;

---

**Shift Command**

1 message

---

**Gary Evans** <gary.evans@wethersfieldct.gov>  
To: Luis Gonzalez <luis.gonzalez@wethersfieldct.gov>

Tue, Jun 15, 2021 at 5:29 PM

My understanding is that you are shift supervisor tonight. It is town policy that no guns/weapons are allowed in town buildings with the exception of law enforcement.

Please be advised that I would appreciate it if officers assigned to this building ensure this is enforced; ideally in a subtle way if approaching individuals who may be violating the policy.

G

**Gary A. Evans**Town Manager  
505 Silas Deane Hwy  
Wethersfield, CT 06109  
860-721-2801



Bonnie Therrien &lt;bonnie.therrien@wethersfieldct.gov&gt;

---

**Fwd: Shift Command**

1 message

**Luis Gonzalez** <luis.gonzalez@wethersfieldct.gov>

Tue, Jan 18, 2022 at 8:05 AM

To: Bonnie Therrien &lt;bonnie.therrien@wethersfieldct.gov&gt;, Rafael Medina &lt;rafael.medina@wethersfieldct.gov&gt;

Cc: James Buyak &lt;james.buyak@wethersfieldct.gov&gt;

Manager Therrien and Chief Medina,

This is the only correspondence I have a record of in reference to the FOIA request regarding June 15, 2021. I also previously gave this information to Colonel Davoren.

**Best Regards,***A/Lieutenant Luis A. Gonzalez II - 980*

**Wethersfield Police Department  
Commander - Support Services Bureau  
C.R.E.S.T. - Team Leader (Ret.)  
250 Silas Deane Highway  
Wethersfield, CT 06109  
860-721-2900 ext. 2914**



----- Forwarded message -----

From: **Gary Evans** <gary.evans@wethersfieldct.gov>

Date: Tue, Jun 15, 2021 at 5:29 PM

Subject: Shift Command

To: Luis Gonzalez &lt;luis.gonzalez@wethersfieldct.gov&gt;

My understanding is that you are shift supervisor tonight. It is town policy that no guns/weapons are allowed in town buildings with the exception of law enforcement.

Please be advised that I would appreciate it if officers assigned to this building ensure this is enforced; ideally in a subtle way if approaching individuals who may be violating the policy.

G

**Gary A. Evans**

Town Manager

505 Silas Deane Hwy

Wethersfield, CT 06109

860-721-2801

have a policy already that states that in writing.

Just to clarify I am the shift supervisor tonight and will be at the meeting as well.



I had this sign placed in the lobby I need to have your verbal at least say so for this is to fly before you start letting the general public in.

I know it's posted in the lobby but I just need your confirmation that you do not want anyone to carry a firearm into the Townhall? (Not including cops, etc.) I would appreciate if you responded to me via town email since you are in control of the building and have you feel ready to say so. Or you may have a policy already that states that in writing.

Just to clarify I am the shift supervisor tonight and will be at the meeting as well.





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TOWN OF WETHERSFIELD : (Section 7-278 Hearing)  
 :  
 AND :  
 :  
 CHIEF JAMES CETRAN : June 14, 2021

---

**SUBPOENA DUCES TECUM**

**To: SGT. LUIS GONZALEZ  
Wethersfield Police Department  
250 Silas Deane Highway  
Wethersfield, CT 06109**

**BY AUTHORITY OF THE STATE OF CONNECTICUT**, you are hereby commanded to appear on Tuesday, June 15, 2021 at 7:00 PM, and/or to such other day within sixty days thereof and on which said matter is legally to be heard, at Wethersfield Town Hall, Council Chambers, 505 Silas Deane Highway, Wethersfield, CT 06109, to testify what you know in the above-captioned matter concerning the promotion process for the open lieutenant position at the Wethersfield Police Department, meeting with Strategic Government Resources (SGR) on May 17, 2021, communications with Town Manager Gary Evans about the Wethersfield Police Department and/or Chief Cetran and/or SGR.

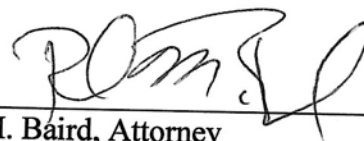
You are commanded to bring:

1. Communications between you and the Town Manager including, but not limited to, text messages, emails, written documents, notes, logs since April 20, 2019.
2. Any documents submitted to SGR during your meeting on May 17, 2021, or on any date.
3. Any audio recordings regarding Chief Cetran, Chief of the Wethersfield Police Department.

**HEREOF FAIL NOT, UNDER PENALTY OF THE LAW.<sup>1</sup>**

To any proper officer or indifferent person to serve and return.

Dated at Rocky Hill, CT, on June 14, 2021.



Rachel M. Baird, Attorney  
Attorney Rachel M. Baird (JURIS 434409)  
2234 Silas Deane Highway, Suite 2  
Rocky Hill, CT 06067  
Tel: 860-605-9340  
Fax: 860-785-8733  
Email: [rbaird@rachelbairdlaw.com](mailto:rbaird@rachelbairdlaw.com)

*Commissioner of the Superior Court  
Attorney for Chief James L. Cetran*

---

**<sup>1</sup>NOTICE TO THE PERSON SUMMONED**

Any questions regarding this subpoena should be directed to the person who requested it. The Judicial Branch of the State of Connecticut complies with the Americans with Disabilities Act (ADA). If you need a reasonable accommodation in accordance with the ADA, contact the clerk of the court at the address of Court shown above; <https://www.jud.ct.gov/ADA/towns.htm>.

OFFICER'S RETURN TO COURT

STATE OF CONNECTICUT :

: SS: WETHERSFIELD


June 14, 2021

COUNTY OF HARTFORD :

Then and by virtue hereof, I made due and legal service of the within **Subpoena Duces Tecum**, by reading the same in the presence and hearing of and leaving a true and attested copy hereof in the hands of Officer Gary Luiz, who accepted service for the within named Witness, SGT. LUIS GONZALEZ at Wethersfield Police Department, 250 Silas Deane Highway in said Town of Wethersfield.

The within is the original **Subpoena Duces Tecum** with my doings hereon endorsed.

ATTEST:

  
Frederick E. DiNardi, Jr.  
Connecticut State Marshal  
Hartford County





## Hearing for Chief Cetran Dismissal

Recording Name:

Special Meeting - June 15, 2021

Transcript Prepared By:



720-287-3710  
1780 S. Bellaire St.  
Suite 400  
Denver, CO 80222

DUNS Number: 037801851  
CAGE Code: 6C7D5  
Tax ID #: 27-2983097

1 Rell: -- here in council chambers. I see our Town Clerk is  
2 here. Sue, would you mind taking the roll call,  
3 please?

4 Schroeder: Counselor Biggs?

5 Biggs: Present.

6 Schroeder: Counselor Flanigan?

7 Flanigan: Here.

8 Schroeder: Counselor Forrest?

9 Forrest: Present.

10 Schroeder: Counselor Hill? Counselor O'Connor?

11 O'Connor: Here.

12 Schroeder: Counselor Pelletier?

13 Pelletier: Here.

14 Schroeder: Counselor Pentalow?

15 Pentalow: Here.

16 Schroeder: Deputy Mayor Mazzarella?

17 Mazzarella: Here.

18 Schroeder: Mayor Rell?

19 Rell: Here. Thank you, Sue. The -- if you don't mind, I  
20 will just read, the purpose of this special meeting is  
21 to hold a hearing regarding the recommended dismissal  
22 of Chief James Cetran as required by Connecticut  
23 General Statute Section 7-278. This meeting is open  
24 to the public but is not a public hearing. For those  
25 that are either watching or possibly listening in,

1 this meeting can be viewed on Cox channel 16, Frontier  
2 channel 6101, the Town of Wethersfield's Facebook  
3 page, and our government access channel YouTube --  
4 YouTube channel. I will turn it over to our council -  
5 - town council to, I guess, go through the procedures  
6 and -- and kind of the parameters of tonight's  
7 hearing.

8 Slater: Happy to do that. Ken Slater, Halloran Sage,  
9 representing the -- the council. The reason you're  
10 here is that -- because chiefs of police the --  
11 generally, police -- rank and file police are subject  
12 to union contracts. In order to provide a level of --  
13 of protection against things like political grounds  
14 for removing a -- a police chief at will, there is a  
15 General Statute, 7-278, which I will -- I will hand  
16 out as one of the first -- I'll call on -- an exhibit,  
17 but there really -- the -- the -- the foundation upon  
18 which this proceeding is going on, that provides that  
19 a chief of police cannot be discharged unless there is  
20 a hearing held in which he's entitled -- she would be  
21 entitled to an opportunity to present evidence  
22 regarding whether or not there is just cause to  
23 discharge. The town manager in this case, Gary Evans,  
24 has authority under the charter to hire and fire  
25 officers in the town. And the charter, which I will

1 also put in as a -- as a second document, has an  
2 article related to procedures that might exist for the  
3 discharge of employees. And in that article is a  
4 section that says -- that recognizes that parties are  
5 entitled to any statutory protections that they might  
6 have. So, under the charter, the town manager has the  
7 authority to discharge with the approval of the  
8 council. The state statute provides that the final  
9 decision maker has to give a -- a hearing. So, in  
10 this case, on June 9, 2021, Gary Evans issued a notion  
11 -- a Notice of Intent to Dismiss the chief of police  
12 and his grounds are laid in a Notice of Intent to  
13 Dismiss, which would be the third exhibit that's  
14 presented. So, your council is put in a position of  
15 making the decision of whether, in fact, there is just  
16 cause to discharge the chief. The procedure in -- in  
17 advance of this hearing, I shared with both counsel  
18 for Chief Cetran, Rachel Baird, who's in the -- in the  
19 room right now, as well as counsel for the town  
20 manager, Mr. Evans, what I expected the procedure to  
21 be. Now, it's your council's procedure, this is my  
22 recommendation for procedure, but it is -- it is the  
23 right of the council to set the parameters of the way  
24 the -- the procedure will go. And then during the  
25 course of the proceeding, the mayor will be the

1           parliamentarian, will make rulings on evidentiary  
2           rulings which would be subject to appeal if there was  
3           a disagreement on -- of the members of the council  
4           with -- with his ruling, but otherwise, he'd be the  
5           ruling. So, here's the procedures that I laid out and  
6           -- for both counsel. They state that Mayor Rell will  
7           serve at parliamentary Chair and will rule on points  
8           of order, including evidentiary objections. Formal  
9           rules of evidence will not strictly apply but will  
10          provide guidance regarding evidentiary questions.  
11          Brief opening statements made -- made by both  
12          attorneys, if they wish. The town manager will then  
13          be afforded the opportunity to present witnesses and  
14          evidence in support of his decision that Chief Cetran  
15          should be dismissed. You'll be entitled to cross-  
16          examine the -- Chief Cetran's attorney will be  
17          entitled to cross-examine the town manager's  
18          witnesses. After the town manager rests, Chief Cetran  
19          will be afforded the opportunity to present any  
20          witnesses and evidence. The Chair will rule on the  
21          relevancy of evidence including any proffer of expert  
22          testimony, and Attorney Plumb, of course, would be  
23          entitled to cross-examine the chief's witnesses.  
24          Brief closing arguments would then be made, and then,  
25          at that point, the council could opt for -- depending

1 on how long it goes, could opt to do a recess. There  
2 could be a caucus by the groups of each party on the  
3 council, but ultimately, the final deliberations on  
4 the decision would be in -- on the open record. The  
5 question of -- of just cause, because what the -- what  
6 the statute provides for is that, "No active head of  
7 any police department of any" -- and I'm reading  
8 verbatim -- "of any town, city, or borough shall be  
9 dismissed unless there is a showing of just cause by  
10 the authority having the power of dismissal and such  
11 person has been given notice in writing of the  
12 specific grounds for such dismissal and an opportunity  
13 to be heard in his own defense, personally or by  
14 counsel, at a public hearing before such authority.  
15 Such public hearing, unless otherwise specified by  
16 charter, shall be held not less than five nor more  
17 than ten days after such notice. Any person so  
18 dismissed may be -- may appeal within 30 days  
19 following such dismissal to the superior court for the  
20 judicial district in the town -- in the town, city, or  
21 borough it's located. Service shall be made as in  
22 civil process. Said Court shall review the record of  
23 such hearing, and, if it appears upon the hearing upon  
24 the appeal that testimony is necessary for a report  
25 the same to the Court with his or its findings of

1 fact, which shall constitute part of the proceedings  
2 upon which the determination of the Court shall be  
3 made. The Court, upon such appeal, and after a  
4 hearing thereon, may affirm the action of such  
5 authority, or may set the same aside as it finds that  
6 such authority acted illegally or arbitrarily, or in  
7 abuse of discretion, with bad faith, malice, or  
8 without just cause." So, turning briefly to just  
9 cause, that term is not specifically defined. It's  
10 often used, but it's not specifically defined. And  
11 when it is discussed by the courts, it says that  
12 "Connecticut courts hold that that means that an  
13 employer is forbidden to act arbitrarily or  
14 capriciously. In other words, an employer who wishes  
15 to terminate an employee for cause must do more than -  
16 - more -- be more rigorous than provide a -- excuse me  
17 -- must do nothing more rigorous than to substantiate  
18 a proper reason for dismissal." And that's a Gaudio  
19 vs. Griffin Supreme Court case. Another case, "Just  
20 cause implies a reasonable ground for removal as  
21 distinguished from a frivolous or incompetent ground."  
22 And there's a whole host of -- of cases that are cited  
23 in it. And where I'm actually from is something  
24 that's contained in -- in some of the public records  
25 relating to discharge of -- of chiefs of police. In

1 another case -- Supreme Court case, the court  
2 explained the "Cause must be won specifically relates  
3 to and effects the administration of the office and --  
4 and must be restricted to something of a substantial  
5 nature directly affecting the rights of the public.  
6 The sufficiency of cause is for the commission" -- and  
7 in this case, it was a commission -- "a commission to  
8 decide, but the question of whether the cause assigned  
9 constitutes grounds for removal as a matter of law is  
10 a question for the judiciary." So, that's the basic  
11 parameters under which this -- the hearing will be  
12 held. At least, that's my recommendation. And are  
13 there any questions about that, and if not, I could  
14 mark these first three documents into evidence, and we  
15 can proceed.

16 Rell: Just before we do that, I believe we have a comment  
17 from one of our councilmembers.

18 Pentalow: Yeah. Thank you, Mayor. If I'm right, before we  
19 officially begin these proceedings, just kind of a  
20 take point of personal privilege. I -- I want to  
21 begin by saying that I don't think that there's anyone  
22 in this town who supports this police department, the  
23 public safety professionals, and work that they do in  
24 Wethersfield more than I do. You guys can't hear me?

25 Audience Member 1: No [inaudible - 00:09:35].



1 Pentalow: Sorry. It says it's on. I'll talk louder. I -- I'd  
2 also like to add that I do find it unfortunate that  
3 we're even in -- in this position today. And as much  
4 as I feel that it is my duty as an elected member of  
5 this council to participate in these proceedings, I  
6 feel my presence may be inappropriate due to my  
7 personal relationship with the parties involved.  
8 Therefore, before we begin, I will have to officially  
9 recuse myself from these proceedings, and I'll leave  
10 it to the rest of the council to render a fair and  
11 impartial decision. I'll take my leave effective  
12 immediately. Thank you.

13 Rell: Thank you, Councilman.

14 Slater: All right. The three documents that I was going to  
15 mark in, is there any objection to marking the General  
16 Statute, 7-278, the charter of the town of  
17 Wethersfield, and the June 9, 2020 Notice of Intent to  
18 Dismiss exhibits?

19 Plumb: No objection.

20 Baird: No objection. I'm wondering, you referenced a  
21 correspondence from yesterday indicating to the  
22 parties what your recommendations would be today and  
23 how the -- the scope of the hearing -- I'm wondering  
24 if that could be marked as an exhibit as well?

25 Slater: I think we should agree -- that counsel should agree

1 with what the terms are, because that was my  
2 correspondence to you and to Attorney Plumb. I've  
3 just laid out what I think the procedures should be,  
4 and if that's agreeable, it's been stated on the  
5 record. If there's some change in the procedure, it  
6 should come from the direction of counsel and not  
7 correspondence that we had yesterday.

8 Forrest: Mayor, would you like a motion in order to accept the  
9 procedure as outlined by the Town Attorney?

10 Rell: Please.

11 Forrest: I so move.

12 O'Connor: Second.

13 Rell: Motion's been made and seconded. All those in favor  
14 signify by saying "Aye".

15 Flanigan: Aye.

16 Mazzarella: Aye.

17 Pelletier: Aye.

18 Biggs: Aye.

19 Rell: Opposed, nay? Abstentions? Motion carries.

20 Slater: Is there an agreement on whether or not we should mark  
21 exhibits -- I could mark the -- these initial three  
22 council exhibits and then exhibits that are marked by  
23 -- on behalf of Mr. Evans could be marked in that  
24 fashion, and -- and those in -- by -- by Chief Cetran  
25 would be marked in that fashion? Or should we just

1           have a -- a consecutive numbering? I don't have a  
2           strong feeling.

3 Plumb:     I would prefer that it's setup by each side to  
4           whichever exhibits they put in, and I'm fine with the  
5           council having those first three marked as council  
6           exhibits. So, which -- which ones are --

7 Slater:    So, I'll start with the statute, which would be  
8           Council Exhibit 1, which is Connecticut General  
9           Statute 7-278. And I have several of these, but I'm  
10          just going to [inaudible - 00:12:21]. The second one  
11          -- excuse me, sorry about that. The second one would  
12          be the charter of the town of -- town of Wethersfield,  
13          that would be Council Exhibit #2.

14 Rell:      Did council get a copy of this?

15 Slater:    Yes. You can -- you can pass that around and I can --  
16           and a third would be the -- the June 9, 2021, Notice  
17           of Intent to Dismiss issued by town manager. Attorney  
18           Baird, do you need a copy of the charter?

19 Baird:     No.

20 Slater:    Okay. Attorney Plumb?

21 Plumb:     No.

22 (Pause in proceeding - 00:13:13)

23 Rell:      Any questions from counselors?

24 Forrest:   Have we accepted these as three exhibits?

25 Rell:      There's no -- no objection. Okay?

1 Forrest: Okay.

2 Rell: Good. Okay.

3 Slater: So -- so ordered? [Inaudible - 00:15:40]. Yes?

4 Rell: Please.

5 Flanigan: I -- I move that we accept these three as full  
6 exhibits.

7 O'Connor: Second.

8 Rell: The motion's been made and seconded. To accept, all  
9 those in favor signify by saying 'Aye'.

10 Mazzarella: Aye.

11 Pelletier: Aye.

12 Forrest: Aye.

13 Biggs: I Aye.

14 Rell: Opposed, nay? Aye's have it. Motion carries.

15 Slater: Now, my -- my recommendation in terms of relevancy, if  
16 some -- if documents, or -- or witnesses, or  
17 questions, et cetera, typical evidentiary questions  
18 that Chair as parliamentarian rules on -- on that and  
19 if there's -- someone questions that, there can be  
20 appeal of that, and then the entire council would vote  
21 on it. Otherwise, if the vote -- the council was  
22 going to vote on -- on every question, for example,  
23 that would be -- it's -- procedure very, very long.  
24 So, that would be the role the mayor would -- would --  
25 would take into first instance.

1 Rell: Okay. Councilman Forrest?

2 Forrest: Thank you, Mayor. To the Town Attorney, you mentioned  
3 a few cases for some definitions as to understanding  
4 just cause. Could we have copies of those cases or a  
5 summary that could be shared with us?

6 Slater: I could make -- I can get copies made. What this is  
7 out of is -- is a document, The Police Chief and Just  
8 Cause Under Connecticut Law, and it's something that -  
9 - that is often used by resources of the police  
10 community, so I -- I cited from it. I did not bring  
11 extra copies of these, but I can arrange to have --  
12 have those made. But I referenced cases that are  
13 under the section of this document related to just  
14 cause. So, I can have that page that I referenced,  
15 which I cited, which is just one page of that document  
16 -- I can have that copied and -- and distributed.

17 Forrest: Would that be okay with you, Mayor?

18 Rell: Yes. No other -- further questions? Okay. I'll open  
19 the floor to Attorney Plumb.

20 Plumb: Thank you, Your Honor. Good evening, Mayor,  
21 counselors, residents, and other members of the  
22 public. I assume, at this point, we're going to go  
23 ahead and do opening statements? Is that -- is - and  
24 I just want to make sure, for the record, can  
25 everybody hear that this is working? I appreciate

1 that. Thank you. I want to summarize the charges in  
2 this case for the council and take a few minutes of  
3 doing that and explain why, from the town manager's  
4 perspective, we believe that there is just cause to --  
5 to dismiss Chief Cetran pursuant to Section 7-278.  
6 It's fairly straightforward in -- in one sense because  
7 the reason we're here is, Chief Cetran's breach of a  
8 retirement agreement entered into between him and the  
9 town on January 13, 2021. Now, in the document you  
10 have that's just been marked as Town Council C, you  
11 will see that there is five exhibits attached to that  
12 document. So, what I'm going to talk about in terms  
13 of the retirement agreement is what's marked as  
14 Exhibit 1 to that document. So, if you can take a  
15 moment to get there, it might be helpful to -- to  
16 follow -- to follow through on as we go through some  
17 of the parameters of that agreement. So, basically,  
18 there was an agreement in January 13, 2021, and it was  
19 breached in the sense that the chief decided that he  
20 would not retire after agreeing to do so on a set date  
21 of August 31, 2021. And not only do we maintain that  
22 the breach constitutes just cause as you just heard  
23 the Town Attorney describe, but it's how he did it  
24 that also constitutes just cause -- when and how he  
25 did it that also constitutes just cause for his

1 dismissal. You'll hear testimony regarding the  
2 retirement agreement indicating that the chief was  
3 placed on an administrative leave and, frankly, in  
4 order to avoid a public hearing process regarding the  
5 chief's possible dismissal, exactly what we're going  
6 through now, the town and the chief reached a mutual  
7 agreement on his retirement date, among other aspects  
8 of his return to work. The primary terms of that  
9 agreement were that the town wouldn't pursue the  
10 chief's dismissal, that the chief would return to work  
11 before a defined and mutually agreed upon date of  
12 August 31, 2021. This would help ensure a defined  
13 succession plan going forward and would also enable  
14 the chief to participate in budget preparations as  
15 well as his succession plan. Now, there was also an  
16 agreed upon letter between the chief and the town  
17 dated that same date, January 13, 2021. And if you  
18 look in your packet on Exhibit C, you'll see that's  
19 marked as Exhibit 2, that letter, and it includes  
20 certain other conditions as part of the terms of the  
21 retirement agreement. One of those conditions being  
22 that the chief's attorney would be paid \$8,500 for  
23 negotiating this agreement. So, basically the town  
24 agreed to go ahead and pay the chief's attorney's  
25 fees. Now, the agreement has obviously several

1 binding obligations on the town. We're not pursuing  
2 dismissal, we're paying your -- chief's attorney's  
3 fees, we're returning him from his administrative  
4 leave. But it's important to remember as you look at  
5 that Exhibit 1 and 2 that nothing in that agreement  
6 says that the town manager has to take any specific  
7 actions or engage in any specific conduct. This is  
8 all about what the chief has to do as part of the deal  
9 for him coming back. And, for example, paragraphs one  
10 and two and -- it identifies paragraphs one and two of  
11 the retirement agreement, which is Exhibit 1. It  
12 identifies the conditions that the chief has to follow  
13 upon his return, and that primary condition is that he  
14 would retire on August 31, 2021. He could retire,  
15 under the terms of the agreement, earlier if he wanted  
16 to, or there could be a mutual agreement between the  
17 chief and the town to have him stay on longer, but in  
18 no time later than December 31, 2021. So, the bottom  
19 line, what we have by this retirement agreement, is  
20 frankly a -- an old-fashioned, legally binding  
21 contract. We have two parties, the chief and the  
22 town, agreeing to take certain actions; we have offers  
23 and acceptances; we have an agreement where the chief  
24 was represented by an attorney, so he clearly  
25 understood what he was signing; we have the parties





1 signing both the retirement agreement and the letter  
2 to the chief's attorney then -- or chief's attorney,  
3 Raymond Hassett (ph); we have consideration being  
4 provided to the chief, he's avoiding the termination  
5 proceeding, he's returning to work on January -- he  
6 returned to work on January 18, 2021, he was being  
7 permitted to return to work as long as he complied  
8 with the terms of the contract until August 31, 2021,  
9 unless he agreed upon an earlier date, and he was paid  
10 \$8,500 for his lawyer's fees. And I understand that  
11 the chief and his counsel may downplay that because it  
12 didn't go directly into his pocket, but it was real  
13 money and we all know that paying for attorneys is  
14 something that transpires over every transaction, it's  
15 an important element, it's out of your pocket that you  
16 have to do it. But in this case, the town agreed to  
17 pay it for the chief's -- unfortunately -- and it was  
18 real taxpayer money that was paid to the chief in  
19 exchange for the terms of that deal, and frankly, we  
20 didn't get the terms of that deal. Which is why we're  
21 here tonight. You'll also see as you look at the  
22 agreement and as there's testimony on that August 13th  
23 agreement, there's no ability to, what we call, revoke  
24 the agreement. A lot of times, you may have even seen  
25 it in -- yourself with real estate agreements, you

1 have a three-day revocation period or seven-day in --  
2 in certain employment agreements, that language is not  
3 here. The deal was done when it was executed.  
4 Similarly, there is no language in there to allow for  
5 any recension -- rescinding of any of the terms by any  
6 of the parties. The short version here is, there was  
7 a deal on -- the chief had no -- no right under the  
8 terms of that deal to just unilaterally decide he  
9 wasn't going to comply with those terms. We all  
10 regularly enter legally binding contracts all the  
11 time, and while it would be nice not to have to comply  
12 with them, the bottom line is, we do. That's what  
13 makes them a binding contract. And in this case, the  
14 chief gave his -- his word and executed a binding  
15 contract for which he received consideration that he  
16 would retire on August 31, 2021. The position of the  
17 Wethersfield Police Chief is not and, frankly, never  
18 should be a lifetime appointment. The chief made a  
19 deal on when that would end, and he didn't follow  
20 through on it. The manner in which the chief breached  
21 that agreement is particularly disturbing because the  
22 chief, pursuant to the terms of the agreement, had  
23 sent out a February 6, 2021 letter announcing his  
24 retirement. That was part of the agreement that he  
25 would have the ability to announce the retirement the

1 way that he wanted to announce it. And he -- he did,  
2 provided that mechanism, the letter that he issued on  
3 February 6th, which is Exhibit 3 of the -- of Exhibit  
4 C from the council, it's Exhibit 3 that's attached,  
5 specifically says -- that letter says "I submit this  
6 letter as formal notice that I intend to retire as  
7 Chief of Police effective August 31, 2020." Couldn't  
8 be any clearer than that. So, now we have the chief  
9 committed to retiring on -- on August 31 in the  
10 January 13, 2021 retirement agreement, then he  
11 reaffirms that in the February 6th letter. And it --  
12 the town, frankly, to its detriment, relied on that --  
13 on those representations. We contracted with a  
14 consulting firm, Strategic Government Resources, to  
15 look for a successor chief; we set up meetings via --  
16 there were travel expenses and other expense; we set  
17 up a community forum; the chief was advised on about  
18 May 5th of these activities and asked to participate  
19 in them. So, he knows all these activities are in the  
20 works. And if you look again at that February 6th  
21 letter, he says, "I'll be happy to assist in the  
22 recruitment process." And then -- however, he sends -  
23 - on May 14, 2021, he says that he's rescinding his  
24 decision to retire, putting the entire recruiting  
25 process now in -- in total disarray. The chief's May

1 14th email to the town manager -- there was no advance  
2 notice, no discussion, no attempt or -- by -- through  
3 his lawyer to work out whatever the concerns were,  
4 just sent the email saying that he was no longer  
5 retiring, and, frankly, in that email, doesn't even  
6 give a date. So, we don't even know when the chief  
7 will retire. He's not saying, I'm not retiring on  
8 August, but I want to retire on another date. It's  
9 totally open-ended. So, how are we going to recruit  
10 under those circumstances? And again, this was on May  
11 14th. As you'll hear testimony, we had events set up,  
12 community forums set up, all these things were ready  
13 to go. So, from our perspective, the basis for the  
14 just cause comes from the fact that he breached the  
15 retirement agreement, he certainly adversely impacted  
16 the recruitment process and the succession plan. Mr.  
17 Evans will talk about how much time, effort, and  
18 expense has been put into that process up until this  
19 point. Frankly, it negatively impacts on the town of  
20 -- in the public image of Wethersfield. We may have a  
21 very difficult time having candidates for that  
22 position. They don't know what's going on and what  
23 the story with the chief is, and, frankly, it  
24 adversely impacts the department itself because the  
25 employees don't know who their boss is and for how

1 long the chief will be there. The conduct that I've  
2 just described also violates the general orders which  
3 are listed in chapter -- Chapter C. I'm not going to  
4 spend a lot of time going over those, but a police  
5 officer's word is his or her bond. You have to be  
6 able to rely on what the -- they'll do, what they say,  
7 whether that commitment is verbally or in writing, and  
8 the chief's fail -- failure to comply with the terms  
9 of the retirement agreement has really broken that  
10 trust, and that such conduct violates those general  
11 orders, including conduct unbecoming. In short, the  
12 critical bond of being able to rely on what a police  
13 officer says, and in this case, not only a police  
14 officer, but we have a police chief and town  
15 department head, has been violated. The bottom line  
16 is that after weeks of negotiation, the town and the  
17 chief negotiate a retirement which, frankly, was a  
18 win, win for everybody and most importantly for the  
19 town of Wethersfield. Under the terms of that  
20 agreement, there was no need for dismissal proceedings  
21 like this and there -- and there was no need for  
22 lengthy and expensive public hearing process. The  
23 chief would return to work, and did return, and would  
24 remain until August 31, unless he wanted to leave  
25 sooner; he would help with the budget process; he

1 could participate in the potential hiring of his  
2 successor; and, frankly, if the parties agreed, he  
3 could -- he could stay there longer. Yet the chief  
4 unilaterally decided without advance notice in the  
5 middle of the recruitment process that he would no  
6 longer retire on a mutually negotiated date of August  
7 31, 2021. For all these reasons, the town manager  
8 recommends that the town council find that by  
9 violating the terms of the January 13, 2021 retirement  
10 agreement in this manner described above, just cause  
11 exists for the chief's dismissal under Section 2-78.  
12 I just want to close that I know the town council  
13 during their deliberations, as they evaluate the  
14 evidence, it's the town manager's position that the  
15 appropriate burden of proof to be used is a fair  
16 preponderance of the evidence standard. This means  
17 that in view of the council, if it has a reasonable  
18 belief that the outcome is more probable than not,  
19 that the chief violated the agreement and engaged in  
20 the manner or conduct that I've described in violating  
21 the agreement, and they believe that it's more  
22 reasonable belief and more probable than not that that  
23 constitutes just cause, then -- that they should find  
24 that the chief should be dismissed for just cause  
25 pursuant to Section 7-278. Thank you.

1 Rell: Thank you, Attorney Plumb. Attorney Baird, your  
2 opening statement?

3 Baird: Thank you. I would like to begin with looking at the  
4 retirement agreement that is Exhibit 1 to -- Council  
5 Exhibit 1, the Notice of Intent to Dismiss. I just  
6 heard counsel represent to this town council that  
7 there is a provision in that retirement agreement  
8 wherein consideration was given to Chief Cetran that  
9 dismissal would not be sought against him if he  
10 entered into this agreement. I see three pages in  
11 that retirement agreement and nowhere does Chief  
12 Cetran indicate that he is entering into this to avoid  
13 dismissal or to avoid any charges against him. He was  
14 placed on paid administrative leave in November of  
15 2020, and this town manager wants you not to address  
16 that, not to know any of the reasons, because that  
17 would give Chief Cetran the opportunity to challenge  
18 those reasons. Instead, we are here on a breach of  
19 contract case, basically, dressed up as just cause to  
20 terminate Chief Cetran. And I just really want to  
21 emphasize that in an agreement, the agreement is in --  
22 within the four corners of the document. And nowhere  
23 did Chief Cetran receive any consideration for, or  
24 request any consideration, that the town would not  
25 seek dismissal against him. In fact, I would propose

1 had they said that to him, he would have said, go  
2 ahead, give it your best shot, try to show that you  
3 have just cause to terminate me. But you know what,  
4 the town did not do that. They entered into a  
5 retirement agreement with Chief Cetran. And in that  
6 retirement agreement, there was consideration given to  
7 the chief. At paragraph two, it states, "Compliance  
8 with applicable law and charter requirements." And  
9 this town told Chief Cetran that he would be able to  
10 run his department in accordance with compliance with  
11 law enforcement, federal, state, and local laws, and  
12 the Wethersfield town charter. The only condition was  
13 -- and that's a condition in the town charter, that he  
14 keep the Director of Public Safety, Town manager, Gary  
15 Evans, timely apprised of said actions. If we reach  
16 that point -- and I'll explain that comment in a  
17 moment. But if we reach the point where Chief Cetran  
18 testifies, he will say exactly why the town breached  
19 paragraph two of the retirement agreement; why the  
20 town was the one to violate the retirement agreement;  
21 and why that was his reason for submitting his  
22 withdrawal of his Notice of Intent to Retire. But  
23 counsel for the town manager and the town manager,  
24 they don't want to hear any of that. Yesterday,  
25 having not heard from the attorney for town council



1 about how this proceeding would be going, what exactly  
2 it would entail, what would be the rules, I wrote a  
3 letter to Attorney Slater, and I said, what are the  
4 rules, the procedures, for the hearing on Tuesday. I  
5 also requested 14 categories of documents -- 14  
6 categories of documents. And in response, I was told  
7 that it was all irrelevant. All the categories were  
8 irrelevant except for one, and that was the contract  
9 with the consultant on the police search. I requested  
10 Chief Cetran's personnel file. He's been employed by  
11 this town for 47 years. He's got quite a personnel  
12 file, I would suppose. But I was told that was not  
13 relevant. I was told by Attorney Slater -- I wasn't  
14 told that it was a recommendation, I was told that the  
15 scope of this hearing will be limited to whether Chief  
16 Cetran's notice that he was not retiring on August 31,  
17 2021 is just cause to dismiss him in light of the  
18 agreement he entered into with the town. So, the  
19 records I wanted in items one through ten and 12  
20 through 14 just weren't relevant. The town council's  
21 already made a decision. The records I requested are  
22 not relevant because this hearing is just limited to,  
23 did Chief Cetran send a notice of intent to rescind or  
24 did he send a notice to rescind his retirement date.  
25 Yeah. Yes, he did. You have it. There's no doubt

1 about it. It didn't come out of the blue. Why do you  
2 think he did it? This letter from Attorney Slater  
3 would have me to believe that this town council  
4 doesn't want to hear why because I've been denied the  
5 records that would show why. And that's why most of  
6 my opening argument will address the fact that this  
7 town council has already -- by the mere denial of  
8 records that Chief Cetran needs to defend himself  
9 against these charges, this town council has already  
10 violated the due process that Chief Cetran is  
11 guaranteed under 7-278. Chief Cetran has a property  
12 interest in his job. A constitutional property  
13 interest under the 14th amendment in his job. The  
14 town has to show there's just cause to remove him from  
15 that job. The town is denying him the opportunity to  
16 be meaningfully heard in response to the allegation  
17 against him that breaching the retirement agreement,  
18 rescinding his retirement notice, constitutes just  
19 cause. I would like to cite -- and I know that  
20 Attorney Slater cited some law, so I would like to  
21 cite some law, too. I'd like to cite a Connecticut  
22 Bar Journal article from 1992, actually written by  
23 Attorney Plumb, wherein he states, "The removal from  
24 office of a police chief or other high-level public  
25 official is a difficult, time-consuming process which

1 must specifically satisfy applicable statutes to the  
2 letter as well as complying with established due  
3 process considerations." Now, this citation to the  
4 Connecticut Bar Journal is Volume 66 at pages 120  
5 through 121. And Attorney Plumb was discussing the  
6 case of the Hamden Police Chief back in 1989, Chief  
7 Ambrogio. And in that case, just cause was not found,  
8 even though Chief Ambrogio had been issued numerous  
9 reprimands. The hearing officer found -- because the  
10 town and -- and the chief agreed to refer to a hearing  
11 officer. The hearing officer found that the chief was  
12 never notified that what he was being dismissed for  
13 would -- would constitute just cause. In other words,  
14 he got the Notice of Intent to Dismiss, but what they  
15 were charging him with, he had no prior knowledge that  
16 violating that would constitute just cause. I go back  
17 to the retirement agreement. Where in the retirement  
18 agreement does it say, if you withdraw your  
19 resignation, or you don't follow this agreement, it's  
20 just cause to terminate you? Nowhere does it say  
21 that. In fact, I would invite you to look at  
22 paragraph seven of the retirement agreement.  
23 Applicable law and venue, "The parties agree that any  
24 claim or dispute arising out of a breach of this  
25 retirement agreement shall be adjudicated in state or

1 federal court within the state of Connecticut and  
2 hereby consent to the exercise of personal  
3 jurisdiction of any such court having subject matter  
4 jurisdiction of the claim or dispute." This should be  
5 in court. That paragraph alone tells us that Chief  
6 Cetran had no notice that rescinding his retirement  
7 agreement would ever result in these dismissal  
8 proceedings. Going -- according to the retirement  
9 agreement, he would have expected that there would  
10 have been some kind of notice to him of an intent to  
11 file a federal or state lawsuit alleging breach of  
12 contract. So, here we are at a public hearing on a  
13 contract issue, and that might be okay if the scope of  
14 the hearing was not loaded. But you know what, after  
15 reading paragraph seven, I'm going to scratch that out  
16 because I don't think it's okay to be here at all.  
17 Paragraph seven says we shouldn't be here -- of the  
18 retirement agreement. But the scope of the hearing  
19 has been limited by the town council through its  
20 attorney and denying me records and telling me that  
21 Chief Cetran will be silenced and not allowed to  
22 address the allegations against him because we all  
23 want to keep it just the one little thing. We don't  
24 want to shed any light on what was behind this. We  
25 just want to keep it simple. What did the contract



1 say, what did he do? Oh, violation. But, you know,  
2 contract law is a lot more complicated than that. In  
3 contract law, if one side breaches the agreement, then  
4 the other side is no longer held to the agreement. So  
5 Chief Cetran wants to discuss -- wants to discuss that  
6 the town did breach the agreement. He wants to bring  
7 in records -- he wants to bring in the records that he  
8 requested yesterday, but he's been denied that. He  
9 wants to tell you about what happened when he came  
10 back from leave -- administrative paid leave on  
11 January 18, 2021. He wants to tell you that the town  
12 manager violated in so many ways paragraph two of the  
13 retirement agreement. Who hasn't heard in the news  
14 that Chief Cetran was insubordinate? Who hasn't heard  
15 that? Everybody's saying it. The town manager, I  
16 believe, may have said it. Everybody is saying that  
17 Chief Cetran was insubordinate, so why aren't we  
18 addressing that tonight? Why isn't that an  
19 allegation? It seems like -- it seems like that would  
20 constitute just cause. Why hasn't that been added on?  
21 Because all these allegations were made against Chief  
22 Cetran that weren't true. They were a campaign of  
23 harassment by this town manager after he came onboard  
24 in March 1, 2019 that continued throughout the  
25 administrative paid leave in November 2020 and picked

1 up again when Chief Cetran came back. But the  
2 difference was, when Chief Cetran came back, there was  
3 an agreement. Gary Evans signed an agreement, and in  
4 the retirement agreement, that he -- that he would  
5 allow Chief Cetran to run his department in accordance  
6 with applicable law. Gary Evans breached that, and we  
7 have been prevented from gathering information and  
8 documents to prove that. How do I know -- how do I  
9 know there was a plan by the town manager dating back  
10 to 2019 to dispense with Chief Cetran? It begins with  
11 a letter from August 6, 2019 that Gary Evans sent to  
12 Chief Cetran alleging various acts over the course of  
13 a bare -- of a bare five months that Gary Evans had  
14 even been in the job. In November of 2020 when he  
15 placed Chief Cetran on paid administrative leave, he  
16 sent Chief Cetran a draft of a Notice of Intent to  
17 Dismiss with about 20 allegations against him, each of  
18 which Chief Cetran responded to. And we'd like to  
19 present that testimony tonight, but we've been  
20 prevented from gathering a lot of the documents that  
21 would allow us to do that. Just to make clear, to put  
22 this in context, this town intends to use evidence --  
23 and by town, I'll say town manager. This town manager  
24 intends to use evidence tonight to show it's been  
25 harmed by Chief Cetran's withdrawal of his retirement

1 notice. Now, in breach of contract cases, damages are  
2 one element that can always be -- somebody can be made  
3 whole if a court determines that there was, in fact, a  
4 breach. But this isn't a court, and I don't know why  
5 we're here on a contract matter. But to get back to  
6 business, the town intends to use evidence to show it  
7 has been harmed but wants to deny Chief Cetran an  
8 opportunity to justify the withdrawal by pointing out  
9 how the town violated the agreement first. Because if  
10 the town did breach the agreement, meaning if the town  
11 promised to do something but then didn't do it,  
12 promised to allow Chief Cetran to run his department  
13 but then didn't allow him to do it, then Chief Cetran  
14 is relieved of his obligations under this retirement  
15 agreement. It's a two-way street. But apparently --  
16 and again, I'm going by what town council's attorney  
17 informed me of yesterday. Apparently, this council  
18 wants to make it a one-way street, hear one side, the  
19 side without all the evidence. Whatever you call it,  
20 it denies Chief Cetran a meaningful opportunity to be  
21 heard, and he's already been denied that if we proceed  
22 tonight. To know whether he breached his agreement,  
23 you have to know why. How can someone possibly -- how  
24 can the town council possibly have denied Chief Cetran  
25 his personnel records? I have to repeat that again

1 because we're at a dismissal hearing and to be denied  
2 your personnel records is -- is beyond a denial of due  
3 process. I -- I hate to say it, but in this letter,  
4 this town council has made clear that it really  
5 doesn't want to address this issue. I don't know if  
6 it's because if the town council did address this  
7 issue and information emerged about why Chief Cetran  
8 was put on paid administrative leave, if information  
9 emerged about the allegations that the town manager  
10 has been making against Chief Cetran for literally  
11 years now, then it would make the town manager look  
12 bad. And if the town council chooses to maintain this  
13 town manager, it would make the Town manager look bad.  
14 As terrible as this looks for the town council to be  
15 doing what it's doing, to deny Chief Cetran due  
16 process, I have to admit, it's probably better than  
17 allowing Chief Cetran's side to come out because it  
18 would expose the town manager for what he is. He's  
19 been manipulative, interfering, and disingenuous in  
20 his dealings with Chief Cetran. And the allegation  
21 that the retirement agreement that Chief Cetran signed  
22 contains any consideration that dismissal proceedings  
23 not be pursued against him -- in other words, he  
24 signed a retirement agreement to get out of dismissal  
25 proceedings. That's disingenuous, that's not true,





1 and that's a misrepresentation. I'll give you an  
2 example. I'll give you an example of evidence that  
3 we'd like to submit tonight that we've been prevented  
4 from doing. This is something that Town Manager Evans  
5 has pointed out as one of the insubordinate acts of  
6 Chief Cetran. There was an internal investigation  
7 that was pending when Chief Cetran went on paid  
8 administrative leave last year, and it involved the  
9 actions of a sergeant at the firing range who engaged  
10 in some conduct -- now, this was an instructor who  
11 engaged in some conduct that appeared -- where he  
12 placed his finger near the buttocks of another  
13 officer, where he did a karate chop to the groin of  
14 another officer, and this was reported and an internal  
15 investigation was done that was left pending until  
16 Chief Cetran returned, and he immediately addressed  
17 it, and he wanted to suspend this officer for a year  
18 from being a firearms instructor. The town manager  
19 interfered. He didn't want that. He didn't think  
20 that was right. Let him go on being a firearms  
21 instructor. Now, Chief Cetran has been a -- the  
22 chief, and as the chief, he's the issuing authority  
23 for pistol permits. He knows suitability, he knows  
24 the kind of conduct that one should have around  
25 firearms. But for the complaint of another firearms

1 instructor at the town police department, the town  
2 manager's interference would have stood, and that  
3 person would be a firearms instructor today. But  
4 thankfully, Chief Cetran prevailed. I could give you  
5 a lot of examples like this, but I need the documents  
6 to prove it. I need the documents to be able to  
7 defend Chief Cetran, and I've been denied those. This  
8 is not a contract case. This is a case where the town  
9 manager has sought to get rid of Chief Cetran, where  
10 he's concocted allegations against him, unprovable,  
11 and then paid -- put him on paid administrative leave  
12 with the promise that if you come back, you can engage  
13 in the process to promote the next lieutenant, we know  
14 that's important to you, and you can run your  
15 department. And Chief Cetran, okay, 47 years. If I  
16 can do those things, I'll come back and I'll retire.  
17 But he came back, and he wasn't allowed to do those  
18 things, and he doesn't want to retire because he wants  
19 to make sure what he wanted to do with the department  
20 when he came back is done, and finished, and complete  
21 to end his career. And I respectfully, based on what  
22 I just argued to this town council, request that the  
23 representation, that the scope of this hearing, will  
24 not include the documents, the material and subject  
25 matter of the documents that we requested at numbers

1 one through ten and 12 though 14, that until we get  
2 those, Chief Cetran cannot defend himself tonight.  
3 He's denied due process. And I'll -- asking this town  
4 council to address that and allow us to present our  
5 case.

6 Rell: Counsel Slater?

7 Slater: Do you have copies of the documents that you have  
8 referred to? Copies of the -- of the documents that  
9 were requested in your letter to me yesterday, which -  
10 - and by the way, I was not able to confer at -- have  
11 a meeting convened for the council to make a decision  
12 about what the procedures should be tonight. I  
13 advised both attorneys what I expected the procedure  
14 to be, we laid that out tonight, and it was agreed  
15 that that was the procedure that you would -- you  
16 would adopt. There is no way for me to rule on  
17 whether or -- you could rule on whether or not this  
18 information that's being requested is relevant to the  
19 proceedings tonight on the charge that the town  
20 manager has issued. So, if -- it's being suggested  
21 during argument that your counsel, through me, have  
22 denied these documents, you -- you should see the  
23 request and if the council believes that they are  
24 relevant, then -- then it could be adjourned to  
25 request those documents. But I think you should make

1 a ruling on whether or not you think it's relevant to  
2 the hearing and the council could challenge any ruling  
3 that you think it's relevant. So, if you could either  
4 provide the list of documents or if you want to do one  
5 at a time, explain the documents that you think are  
6 necessary in order to be able to respond to the Notice  
7 of Charge issued on June 8, 2021. For example, can  
8 you explain to the -- to the council -- you've raised  
9 one, which is the chief's personnel records. Can you  
10 explain why you need the chief's personnel records to  
11 respond to the allegations contained in the June 9,  
12 2021 charge?

13 Baird: Counsel for -- for the town council had referenced  
14 earlier that officers other than chiefs are under  
15 collective bargaining agreements. And because they're  
16 under collective bargaining agreements, they also are  
17 entitled to a showing of just cause when they're  
18 disciplined. Now, part of that just cause takes into  
19 consideration their record as officers. For example,  
20 if they have a record of certain violations, letters  
21 of reprimand, suspensions, then whatever they do after  
22 that could have a harsher penalty than somebody else  
23 who doesn't have such a record and they commit the  
24 same violation. So, somebody's record is very  
25 important in a determination of just cause. That's

1 number one.

2 Slater: And so, the question is whether or not the -- the  
3 entirety of the chief's -- excuse me, let me -- let me  
4 back up. So, what aspect of that -- of those  
5 documents relate to the allegations contained in the  
6 June 9 letter -- of his personnel record?

7 Baird: My -- my understanding -- my presumption is that Chief  
8 Cetran's personnel records will be exemplary. Even in  
9 the retirement agreement it says, "Chief Cetran has  
10 provided some 47 years of honorable, distinguished,  
11 and dedicated service to the Wethersfield Police  
12 Department." I think it's important for this town  
13 council to see that and note, it's one thing for me to  
14 say it.

15 Slater: All right. And -- and -- and it's your position that  
16 based on -- without that -- without a copy of his  
17 retirement -- his file, that you're not -- you cannot  
18 proceed in defending the allegations that are  
19 contained in the Notice of Intent to Dismiss?

20 Baird: It is a necessary and integral part of our case.

21 Slater: And it was my recommendation to find that -- that --  
22 that those documents -- we'll take an assumption that  
23 they are stellar. That his -- that the chief's  
24 records, up to this point in time, were literally  
25 perfect. Is -- would that be relevant in determining

1           whether or not, under the facts alleged, that he  
2           should be discharged?

3 Baird:       Is that just to me?

4 Slater:      And that in my -- so, that's the question to -- to the  
5           Chair.  Would those documents -- are those documents  
6           relevant to determining whether or not the issues that  
7           were presented in the June 9, 2021 letter to the  
8           council?

9 Rell:        I do not believe so.  If we are going by strictly the  
10           letter of the intent to retire, then I'm sure, as  
11           Attorney Slater had said, the chief has an exemplary  
12           record, but I don't think that has any baring on -- on  
13           simply an intent to retire letter and a rescission of  
14           that.

15 Slater:     What was the second list of documents that you wish to  
16           have before you thought you could proceed with the  
17           hearing?

18 Baird:      "Records about body worn cameras for officers  
19           including but not limited to grants, departments  
20           purchase and receipt of cameras, communications  
21           between Mr. Evans and Chief Cetran about body worn  
22           cameras."

23 Slater:     Are those documents relevant to the charges that are  
24           before the -- the Chief of Police?

25 Rell:        I don't see how they are.  I don't -- if you can

1 explain further.

2 Baird: Sure. I had indicated -- and I do have here the  
3 allegations that Gary Evans made against Chief Cetran  
4 just prior to his paid administrative leave in  
5 November of 2020. And one of those allegations is  
6 that Chief Cetran handled the whole issue of body  
7 cameras incorrectly. To the contrary, had the town  
8 manager listened to Chief Cetran, then body cameras  
9 would have been in use back in early 2019, and perhaps  
10 would have been crucial to this town in determinations  
11 or reviews of what happened on April 20th of 2019.

12 Slater: Now, the charges you're referring to, just to make it  
13 clear to -- to the mayor, are those charges that were  
14 not issued against Chief Cetran or are you referring  
15 to these charges?

16 Baird: I'm referring to a litany of charges that were served  
17 on Chief Cetran, Notice of Intent to Dismiss in  
18 November of 2020, prior to his paid administrative  
19 leave. None of which are being pursued here.

20 Slater: And -- and so, then, how would documents related to  
21 those charges that weren't pursued relevant for  
22 tonight?

23 Baird: Because they would give a context and a background to  
24 Gary Evans' relationship with the chief and support  
25 Chief Cetran's argument not only that the town manager

1 violated paragraph two of the retirement agreement,  
2 but that he had every intent to violate it, even when  
3 the retirement agreement was being negotiated because  
4 of the background between Gary Evans and Chief Cetran.

5 Slater: Okay. Just to -- to that point so the mayor can  
6 understand your -- your comments, what portion of --  
7 of -- of the paragraph two you -- you keep  
8 referencing, what part of paragraph two in the  
9 agreement had -- imposes any requirements on -- on the  
10 town manager:

11 Baird: It imposes requirements on the town wherein the  
12 parties acknowledge -- and the parties are the town  
13 and Chief Cetran, that he'll continue as chief of  
14 police in accordance with satisfactory compliance with  
15 the requirements of law enforcement, federal, state,  
16 and local laws, and the town charter.

17 Slater: Uh-huh.

18 Baird: He'll continue to address disciplinary union personnel  
19 and other operational issues in accordance with labor  
20 roles, and laws, and past practices. Gary Evans  
21 interfered with this, and I already gave you an  
22 example.

23 Slater: My -- my question -- my question is, where in  
24 paragraph two does it say what Mr. Evans has to do or  
25 what the town has to do? It -- I read paragraph two



1 as -- as imposing obligations on the chief, allowing  
2 him to return and what his obligations were. Is there  
3 anything in there that you'd point the mayor to that -  
4 - that has a requirement upon the town?

5 Baird: the requirement on the town was to let Chief Cetran  
6 run his department. Which the town manager did not  
7 allow him to do.

8 Rell: As far as the body cam -- dash cam, body cam concern,  
9 yeah, again, I don't feel that -- again, to the scope  
10 of the rescission of the retirement, I don't believe  
11 that is privy to this, you know, hearing tonight.

12 Baird: So -- so, just to articulate, my understanding is that  
13 decision is based on the underlying premise that it's  
14 not important why Chief Cetran rescinded or withdrew  
15 his Notice of Intent to Retire. The only thing we're  
16 looking at is whether he did?

17 Rell: Whether he did constitutes just cause --

18 Slater: Just cause.

19 Rell: -- to be discharged.

20 Baird: And so, it's not important to hear why he did it?  
21 It's not important to hear from him that the town  
22 breached first? It's just important to know --  
23 whatever the town did doesn't matter, it's just the --  
24 Chief Cetran -- just what he did? That's it?

25 Slater: Well, I think the mayor just ruled on your second

1 request to said documents. Can you go on to your  
2 third one?

3 Baird: Sure. "Town work from home policies due to COVID  
4 since March 13, 2020."

5 Slater: And can you explain to the mayor how that's relevant  
6 to the issues that were presented in June 9, 2021  
7 Notice of Intent to Dismiss?

8 Baird: So, again, it goes to a dispute between Gary Evans and  
9 Chief Cetran about an internal affairs investigation,  
10 and whether officers -- two officers in particular,  
11 were working from home without permission, without  
12 authorization. I want to know what authorization  
13 anybody in the town had, what policies or procedures  
14 existed in the town at all with regard to working from  
15 home, and to -- Gary Evans as the town manager likes  
16 to point out that he's the Director of Public Safety,  
17 so, ultimately, he is in charge. So, what policies  
18 did he have in place for work from home? And if there  
19 were, how do you accuse Chief Cetran of mishandling an  
20 allegation that individuals were working from home  
21 without authorization?

22 Rell: Okay. Again, in -- in the parameters of the dated  
23 letter from Chief Cetran to rescind his retirement, I  
24 don't see any connection between the two. I mean --

25 Baird: Because under contract law, when there's an allegation

1 that someone has breached a contract, a defense to  
2 that allegation is that the other side breached it  
3 first, making it, therefore, unnecessary for you to  
4 honor the agreement anymore. And that needs a lot of  
5 context. It's a very fact-driven inquiry. As  
6 Attorney Plumb said, these proceedings can be very  
7 time-consuming, specific, and lengthy. And providing  
8 a context for the relationship between the town  
9 manager and Chief Cetran that ultimately led Chief  
10 Cetran to rescind his retirement notice is important,  
11 is relevant and meaningful to this town council's  
12 decision.

13 Rell: Okay. The only -- it's just two sentence -- so, would  
14 the chief had put any of that into his rescission  
15 letter on his request to rescind?

16 Baird: I emailed you, Mayor Rell -- and I would have to  
17 double check, but I believe a copy went to Mr. Evans,  
18 on May 17th, which was three days after Chief Cetran  
19 entered his rescission, and I did generally list what  
20 was behind the chief's rescission.

21 Rell: Okay. Again, with the third question, in the  
22 parameters of the -- the rescission of retirement,  
23 it's -- we're here for a breach of a contract.

24 Baird: Yes.

25 Rell: And this is what we are here for.

1 Baird: Yes.

2 Rell: So, motion to sustain the ruling of the attorney on  
3 this one.

4 Baird: The number four is very related. I'll just go through  
5 it. "A list or any records which identify all town  
6 employees with permission to work from home and their  
7 job descriptions during any time since March 13,  
8 2020."

9 Slater: And again, can you explain how that would be relevant  
10 to the -- the charges that are before the council  
11 tonight?

12 Baird: I think it's -- it's -- it's the same basis. We're  
13 here on the rescission of a contract, a defense or a  
14 response to that always is, well, you breached a  
15 contract, therefore, I no longer had to abide by it.  
16 How did Gary Evans breach it? He interfered with the  
17 department in violation of provision two or section  
18 two of the retirement agreement.

19 Slater: And again, can you point to any part of paragraph two  
20 or any other part of the agreement that refers to Mr.  
21 Evans' obligations?

22 Baird: Okay. well, paragraph two begins with "The parties"  
23 so -- so, both --

24 Slater: The parties -- I -- just -- just for the sake of the  
25 council, I'll read -- I'll read the paragraph.

1 Baird: Okay.

2 Slater: Just 'cause I think there's -- that provides context  
3 to all these objections and -- and admissibility. It  
4 says, the -- this is two, "Compliance with applicable  
5 law and charter requirements, the parties acknowledge  
6 that Chief Cetran shall continue as chief of the  
7 police and in accordance with satisfactory compliance  
8 with requirements of law enforcement, federal, state  
9 and local laws, and the Wethersfield town charter,  
10 including Section 602(a). Accordingly, Chief Cetran  
11 shall continue to address disciplinary, union,  
12 personnel, and operational issues, in accordance with  
13 labor rules, and laws, and past practices. Any  
14 promotions made by Chief Cetran, shall be in  
15 accordance with past practices and laws which shall be  
16 in accordance with testing and probationary  
17 requirements. Chief Cetran shall keep the Director of  
18 Public Safety timely apprised of said actions." I  
19 read that to refer only to the obligations upon Chief  
20 Cetran. Is there any other reading upon that -- that  
21 imposes obligations -- particular obligations on the  
22 town manager or any other town employees?

23 Baird: Sure. I -- I'll give an example. The parties  
24 acknowledge that Chief Cetran shall continue as chief  
25 of police. So, if Chief Cetran returned to work on

1           January 18, 2020 and Mr. Evans had said, okay, now  
2           you're going to go work in public works, that would  
3           have been a violation. That would have been a  
4           violation by the town of paragraph two of this  
5           agreement.

6 Slater:   How? There's nothing in there that talks about, it  
7           might be a violation of something else. But where in  
8           here does it say anything about what Mr. Evans can or  
9           can't do?

10 Baird:   The parties acknowledge that Chief Cetran shall  
11           continue as chief of police. I don't know. That  
12           appears to me to be an agreement that Chief Cetran  
13           would continue as chief of police.

14 Slater:   Are you -- I'm sorry. I misunderstood. Are you  
15           saying if -- if he would not allow Chief to return as  
16           the chief?

17 Baird:   Right. Right. [Inaudible - 01:12:14].

18 Slater:   Oh, I'm sorry. I misunderstood you. Of course.

19 Baird:   Right. And -- and so, just -- you know, in keeping  
20           with that, so Chief Cetran comes back on January 18,  
21           2020 and he's interfered with. He's not allowed to  
22           continue in accordance with satisfactory compliance  
23           with the requirements of law -- federal, state, and  
24           local laws. And -- and, in fact, he's asked to  
25           violate a collective bargaining agreement. And that's

1 another one of our allegations.

2 Slater: But on the one -- the one -- can you read again the  
3 one the -- the mayor's going to rule on that you --  
4 right now again?

5 Baird: Sure. "List or any records which identify all town  
6 employees who work from home and their job  
7 descriptions during any time since March 13, 2020."

8 Rell: Again, I don't see that relevant to the retirement  
9 letter.

10 Baird: We can just move on six, 'cause five is very similar  
11 to four.

12 Slater: What's the next one?

13 Baird: "Communications between Mr. Evans and Sergeant Luis  
14 Gonzalez including but not limited to text messages,  
15 emails, written documents, notes, logs since April 20,  
16 2019."

17 Slater: And -- and so, your -- your point there, again, is  
18 that you should be able to delve into the goings on of  
19 the department between the town manager and the chief  
20 as being relevant to the -- the issues and the town  
21 manager's charge?

22 Baird: Yes. Our -- our proffer -- our offer of proof is that  
23 the town manager, when Chief Cetran returned to work -  
24 - I've already told you about the town manager's  
25 interference with a -- certain disciplinary measures

1 from the firing range. But we have reason to believe  
2 that in violation of the chain of authority that Gary  
3 Evans engaged with Sergeant Gonzalez to obtain  
4 information from the police department -- highly  
5 inaccurate information from the police department to  
6 undermine Chief Cetran's authority. And that is in  
7 violation of the retirement agreement. It's  
8 interesting to note that when this search consultant  
9 first appeared -- man, I -- I take issue with the  
10 comment that they were in the middle of a search. May  
11 17th was the first meetings with -- with the search --  
12 with the search consultant. And -- and it's  
13 interesting to note that Mr. Evans met with the search  
14 consultant on the first day, and then immediately  
15 thereafter, it was Sergeant Gonzalez who met. And we  
16 would like access to various communications between  
17 Mr. Evans and Sergeant Gonzalez because we have  
18 information to believe that the two of them interfered  
19 and undermined Chief Cetran's authority after he came  
20 back. These are public records. It's just that, in  
21 five days, you know, two of them being the weekend.  
22 We didn't necessarily have time to go through the FOI  
23 process.

24 Slater: And -- and as was the basis of my suggesting that it  
25 wasn't relevant yesterday. I don't read that section



1 of the agreement as having -- it's agreement of terms  
2 in which the chief was given the ability to come --  
3 back on as chief, and it described what his  
4 obligations were. I don't see anything in paragraph  
5 two that would -- that would impose any specific  
6 requirements on any other town personnel. So, that  
7 was why I didn't think that that information is  
8 relevant to the grounds that was -- that are listed by  
9 the town manager for the discharge related to the  
10 retirement agreement. That was my perspective  
11 yesterday and that's my view. But it's -- it's --  
12 it's your -- your call, Mayor.

13 Rell: And I agree with you, Counselor Slater. I don't know  
14 if I have to remind everybody every single time they  
15 do it, but please -- this is a public hearing, please  
16 be cordial to everybody. Try not to have any  
17 outbursts. Obviously, people have their own opinions,  
18 but let's kind of keep -- have a nice decorum in here  
19 as we're going through this, please.

20 Slater: And your next, Attorney Baird?

21 Baird: The next -- "Communications between Mr. Evans and  
22 Lieutenant / Acting Chief Crabtree, including but not  
23 limited to text messages, emails, written documents,  
24 notes, logs since April 20, 2019. And the next one is  
25 the same request with regard to Lieutenant Connolly.

## TRANSCRIBER'S CERTIFICATE

I, Ashley Stafford, do hereby certify that I have listened to the recording of the foregoing; further that the foregoing transcript, Pages 1 through 126, was reduced to typewritten form from the digital recording; and that the foregoing is an accurate record of the recording as above transcribed in this matter.

DATED this 28th day of October, 2021.



Ashley Stafford  
Transcription Outsourcing, LLC  
1780 S. Bellaire St.  
Suite 400  
Denver, CO 80222  
Tel: 720-287-3710  
Fax: 720-952-9897

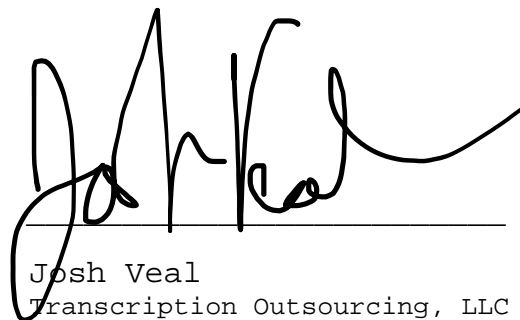
DUNS Number: 037801851  
CAGE Code: 6C7D5  
Tax ID #: 27-2983097

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TRANSCRIBER'S CERTIFICATE

I, Josh Veal, do hereby certify that I have listened to the recording of the foregoing; further that the foregoing transcript, Pages 127 through 185, was reduced to typewritten form from the digital recording; and that the foregoing is an accurate record of the recording as above transcribed in this matter.

DATED this 28th day of October, 2021.



Josh Veal  
Transcription Outsourcing, LLC  
1780 S. Bellaire St.  
Suite 400  
Denver, CO 80222  
Tel: 720-287-3710  
Fax: 720-952-9897

DUNS Number: 037801851  
CAGE Code: 6C7D5  
Tax ID #: 27-2983097







GOLDSTEIN  
LAW  
PARTNERS

**Rachel M. Baird  
Attorney\***

Main Office  
11 Church Road  
Hatfield, PA 19940  
Tel: 610-949-0444  
[www.goldsteinlp.com](http://www.goldsteinlp.com)

Connecticut Office  
2234 Silas Deane Hwy, Ste. 2  
Rocky Hill, CT 06067  
Tel: 860-605-9340  
[rbaird@goldsteinlp.com](mailto:rbaird@goldsteinlp.com)

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June 18, 2021

Kenneth R. Slater, Jr.  
Halloran Sage  
225 Asylum Avenue  
Hartford, CT 06103  
[slater@halloransage.com](mailto:slater@halloransage.com)

**Re: Freedom of Information Act Request #7**

Dear Attorney Slater:

This is a request to inspect the following records:

Communications between Mr. Evans and Lt/Acting Chief Crabtree including, but not limited to, text messages, emails, written documents, notes, logs since April 20, 2019.

Sincerely,

A handwritten signature in blue ink that reads "Rachel M. Baird".

Rachel M. Baird



---

TOWN OF WETHERSFIELD : (Section 7-278 Hearing)  
AND :  
CHIEF JAMES CETRAN : June 14, 2021

---

**SUBPOENA DUCES TECUM**

**To: LT. DONALD CRABTREE  
Wethersfield Police Department  
250 Silas Deane Highway  
Wethersfield, CT 06109**

**BY AUTHORITY OF THE STATE OF CONNECTICUT**, you are hereby commanded to appear on Tuesday, June 15, 2021 at 7:00 PM, and/or to such other day within sixty days thereof and on which said matter is legally to be heard, at Wethersfield Town Hall, Council Chambers, 505 Silas Deane Highway, Wethersfield, CT 06109, to testify what you know in the above-captioned matter concerning the promotion process for the open lieutenant position at the Wethersfield Police Department (WPD), communications with Strategic Government Resources (SGR), communications with Town Manager Gary Evans about the WPD and/or Chief Cetran and/or SGR.

You are commanded to bring:

1. Communications between you and the Town Manager regarding Chief Cetran including, but not limited to, text messages, emails, written documents, notes, logs since April 20, 2019.
2. Any documents submitted to or received from SGR.
3. Any audio recordings regarding James L. Cetran, Chief of the Wethersfield Police Department.

**HEREOF FAIL NOT, UNDER PENALTY OF THE LAW.<sup>1</sup>**

To any proper officer or indifferent person to serve and return.

Dated at Rocky Hill, CT, on June 14, 2021.



---

Rachel M. Baird, Attorney  
Attorney Rachel M. Baird (JURIS 434409)  
2234 Silas Deane Highway, Suite 2  
Rocky Hill, CT 06067  
Tel: 860-605-9340  
Fax: 860-785-8733  
Email: [rbaird@rachelbairdlaw.com](mailto:rbaird@rachelbairdlaw.com)

*Commissioner of the Superior Court  
Attorney for Chief James L. Cetran*

---

**<sup>1</sup>NOTICE TO THE PERSON SUMMONED**

Any questions regarding this subpoena should be directed to the person who requested it. The Judicial Branch of the State of Connecticut complies with the Americans with Disabilities Act (ADA). If you need a reasonable accommodation in accordance with the ADA, contact the clerk of the court at the address of Court shown above; <https://www.jud.ct.gov/ADA/towns.htm>.







## Conversation with Donald Crabtree

Thursday, June 4, 2020

**Donald Crabtree**

17:03:16

*Are you or any of the council marching tomorrow?*

**Gary Evans**

17:07:47

*I probably will either march or be seen. Mayor said he was going to march*

17:07:54

*You or any others available?*

**Donald Crabtree**

17:10:17

*Myself, Connolly, the chief and Knapp will likely be the ones marching. I will see how it goes at the start and may move some other personnel around to march*

**Gary Evans**

17:10:36

*No shit! Got the chief to do it*

**Donald Crabtree**

17:11:46

*Tried to talk him out of it, but he reminded me that he is the leader and people want to see him.*

17:36:37

*If you have time tomorrow I'll go over the op plan with you quickly. We are doing a briefing at the PD at 3.*

Friday, June 5, 2020

**Donald Crabtree**

16:14:24

*All set?*

**Gary Evans**

16:14:34

*He's a pain in the ass*

16:14:57

*I just asked Mike if you guys can move in a bit so it doesn't look like you're on the outside*

16:15:06

*Or would you get in trouble with 400*

Monday, June 15, 2020

**Donald Crabtree**

13:38:02

*Wanted to be sure you were advised about our incident on Great Meadow Rd.*

**Gary Evans**

13:39:00

*Road rage?*

**Donald Crabtree**

13:45:33

*Ultimate road rage*

14:12:25

*Did you get my email about excess vacation? If denied I need to take the rest of the month off*

Wednesday, August 5, 2020

**Donald Crabtree**

11:50:38

*The news camera just got you behind the green door while the governor spoke*

**Gary Evans**

11:56:57

*That was my plan*

11:57:00

*I hate that shot*

11:57:03

*Shit*

**Donald Crabtree**

12:16:49

*I just did a phone interview with WTIC news. I did mention*

**Donald Crabtree**

15:35:23

*I'll be there, with ballistic vest on*

**Gary Evans**

15:36:09

*Recognizing your not secret service and I'm not the president, you do have a duty to act if he tries to shoot me, right?*

**Donald Crabtree**

15:36:57

*I passed my last qualification so I'll do my best*

Friday, November 20, 2020

**Donald Crabtree**

08:23:17

*I'm outside the entrance by your office*

**Gary Evans**

08:24:50

*Cheryls coming out*

08:24:52

*Be right there*

Saturday, November 21, 2020

**Donald Crabtree**

10:23:58

*Are you available for a call?*

Monday, November 23, 2020

**Gary Evans**

08:10:41

*Apparently the chief is at my office with a number of officers. I'm on my way there now. I'm thinking it's a show of support. I don't suppose you're one of them though?*

**Donald Crabtree**

08:11:19

*the charging station at Pitkin, hopefully it is still open*

**Gary Evans**

12:58:01

*Yup*

Thursday, October 15, 2020

**Donald Crabtree**

09:17:58

*Interesting case out of EHPD yesterday*

**Gary Evans**

09:23:40

*Saw that*

**Donald Crabtree**

09:57:03

*And that was just an attempt at stealing time*

Thursday, October 22, 2020

**Donald Crabtree**

14:19:09



[Lt Crabtree/attachment1.png](#)

**Gary Evans**

14:27:06



Thursday, November 19, 2020

**Gary Evans**

15:34:20

*FYI. I'll be asking the chief to meet me tomorrow morning at 8:45 and I'm asking him to ask you to attend. If possible, I would like you to get here by 8:30. Sending the email to him in about 5 min.*

No, I'm at the PD

**Gary Evans**

08:14:51

*Maybe come meet for 8:30?*

**Donald Crabtree**

08:15:17

*Sure*

11:51:57

*Any chance you can put a quick email out to the PD?*

**Gary Evans**

11:52:12

*Working on it*

11:52:17

*Ken wanted to approve it*

11:52:23

*Shortly*

**Donald Crabtree**

11:52:24

*Thank you*

Tuesday, November 24, 2020

**Donald Crabtree**

09:39:44

*If your in your office can I stop by to have you sign a form sometime this morning?*

**Gary Evans**

09:41:13

*On phone now and Got a meeting at 10. Maybe target 11*

**Donald Crabtree**

09:41:44

*Ok*

**Gary Evans**

12:34:08

*Send you a message on the girevance*

12:34:25

*Don't send it to me yet though. I'm checking on timeline*

**Donald Crabtree**

12:35:33

*Ok, do you want us to take the chief's keys, phone and computer from him or just the car?*

**Gary Evans**

12:37:28

*Ooofa*

12:39:53

*Car. While I should probably take the keys, too, for some reason he didn't want to give them up. Maybe it's just a mental thing. Not trying to break the man. Do we have any concern of him access the building? He's been told not to do so. That would be grounds for dismissal (more of it). Phone and computer are fine. His email will be (temporarily) deactivated.*

**Donald Crabtree**

12:46:32

*No issues with doing it this way, we'll take care of the car*

**Gary Evans**

13:10:56

*Car is for his safety although he won't see it that way*

**Donald Crabtree**

13:11:27

*I agree*

**Gary Evans**

19:55:08

*FYI Chief has access to email*

**Donald Crabtree**

19:56:18



*Thanks, I figured he must, even though he hasn't sent anything else out*

**Gary Evans**

19:56:32

*Well, I shut it off*

19:56:44

*But he just called*

19:56:56

*Kinda whinny*

19:57:16

*But I actually have shadow access so....shhhhh*

Wednesday, November 25, 2020

**Donald Crabtree**

09:25:24

*Are you or Cheryl around so I can drop off some paperwork for your review?*

16:40:49

*Jeff Poulin's home address is 16 West Ledge Dr. Wethersfield*

Tuesday, December 1, 2020

**Donald Crabtree**

09:39:38

*Let me know if you have some time to talk later this morning or early afternoon*

Wednesday, December 2, 2020

**Gary Evans**

09:24:03

*Call you in about 10*

10:43:06

*A few minutes*

Friday, December 4, 2020

**Gary Evans**

09:33:30

On a zoom. What's up

**Donald Crabtree**

09:34:40

*Looking for a copy of J. Rivera's discipline from you so I can do a personnel order*

**Gary Evans**

09:49:41

*Hold on I'll send*

**Donald Crabtree**

09:50:00

*Thanks*

Thursday, December 10, 2020

**Donald Crabtree**

17:56:50

*Sending an email from NBC CT to you regarding the chief*

Friday, December 11, 2020

**Gary Evans**

11:32:05

*Let him gove know not yet. Want attorney to chime in*

**Donald Crabtree**

11:32:33

*Ok*

**Gary Evans**

11:33:20

*But also ask Gove if we can limit his access to only his documents and not server and also can we copy it in advance just to ensure he doesn't destroy or manipulate anything. While I don't believe he would do that, I want to make sure he can't.*

**Donald Crabtree**

11:35:27

*We can cancel his external access and just have Gove*

*copy the documents to give to the chief. He won't have any further access*

**Gary Evans**

11:36:22

*I want to show we are willing to work with him, but I also don't want to fall flat. I'm waiting on attorney opinion.*

11:36:39

*He should only have access now to email I think. Does he have other access?*

**Donald Crabtree**

11:38:21

*He does not have any other access at this time*

13:14:20

*Any word?*

**Gary Evans**

13:31:08

*Ask Dave if he is able to back up everything on that computer*

**Donald Crabtree**

13:31:36

*I'm sure he can*

**Gary Evans**

13:32:47

*I would want him to copy everything before giving chief access. We would want to limit how long he has access and if we can restrict it just to his computer.*

**Donald Crabtree**

13:43:38

*He can just make a copy of his drive, put it on a thumb drive and give it to him, and restrict all VPN access*

**Gary Evans**

13:53:05

*I'm ok with him getting a copy of his computer on a thumb as long as if we need access to it we can have it as well so we can review any manipulation etc...while I dont believe he would do that, I just need to CYOA.*

**Donald Crabtree**

13:53:57

*Got it, we will handle it.*

Tuesday, December 15, 2020

**Donald Crabtree**

08:28:33

*Do you want to meet sometime today?*

**Gary Evans**

09:00:35

*Sure. Can you do 3?*

**Donald Crabtree**

09:08:10

*Ok*

Friday, December 18, 2020

**Gary Evans**

13:19:15

*Emergency or can I call you back*

**Donald Crabtree**

13:20:56

*Left you a message, if you have any questions let me know*

**Gary Evans**

15:35:30

*All I can say is holy shit.*

**Donald Crabtree**

16:04:28

*No kidding! We're following up on a few things, when I find out some more I'll let you know*

**Gary Evans**

18:00:44

*Too late to call?*

**Donald Crabtree**

18:01:22

*No, whenever is good*

Monday, December 21, 2020

**Gary Evans**

10:33:05

*So who handles the complaints of snow removal issues ha*

**Donald Crabtree**

10:39:09

*Patrol usually handles any of the uncleared sidewalk complaints*

11:04:57

*Any specific addresses you need checked?*

**Gary Evans**

11:05:42

*Not yet*

11:05:48

*Trying to be nice first*

Tuesday, December 22, 2020

**Donald Crabtree**

09:53:33

*Any news from council about the chief?*

**Gary Evans**

10:04:04

*Still negotiating*

**Donald Crabtree**

10:07:31

*Can I have Michele process a PAF for me?*

**Gary Evans**

10:25:33

Yes

**Donald Crabtree**

10:26:56

*250K it is, thanks*

**Gary Evans**

10:27:15

*Plus a new car for you and the Mrs.*

**Donald Crabtree**

10:27:44

*You're the best!*

Wednesday, December 23, 2020

**Gary Evans**

13:59:54

*How far along are you with Lt process? May be stuck with old process but trying to work it out*

**Donald Crabtree**

14:02:34

*Union committee has met and come to an agreement, which needs to go to the union regarding eligibility. Then it would be to find a vendor to help with. There is a wide variety of what other PDs use.*

14:03:21

*Hoping to have more information by next week*

Sunday, December 27, 2020

**Donald Crabtree**

15:04:16

*The car today was not the same one that was involved in the incident on Morrison*

**Gary Evans**

15:08:49

*Damn it*

15:09:13

*Maybe the driver/passengers are...I'll hold my breath*

Monday, December 28, 2020

**Donald Crabtree**

11:07:21

*Do you have the interagency traffic agreement? Berlin PD is looking to get it out to the other towns for signatures*

**Gary Evans**

17:52:09

*I noticed NBC 30 outside the station. Hope all is ok*

**Donald Crabtree**

17:56:11

*They came for an interview regarding the Longvue investigation*

**Gary Evans**

18:11:19



18:11:27

*Everyday I'm just waiting for it*

**Donald Crabtree**

18:20:34

*I took care of it, told them everything*

**Gary Evans**

18:22:18

*Hahaha*

Tuesday, December 29, 2020

**Gary Evans**

14:33:04

*Can I push you back 30 min*

**Donald Crabtree**

14:34:00

*Sure*

Thursday, December 31, 2020

**Gary Evans**

13:32:21

*Reason number 75 I hate my job*

13:32:38

*Mayor called wants to know about police activity  
outside his house*

**Donald Crabtree**

13:38:17

*Evading accident from 91. Victim followed suspect to  
Broad St.*

Monday, January 4, 2021

**Gary Evans**

10:24:28

*Is Ms. Rivera in?*

**Donald Crabtree**

10:26:30

*Yes*

**Gary Evans**

10:36:34

*She's suing me for discrimination 😊*

**Donald Crabtree**

10:55:41

*Is that the notice we got last week or another one?*

**Gary Evans**

10:56:27

*Not sure*

**Donald Crabtree**

10:57:17

*From Ment, I thought it was hostile work environment.*

**Gary Evans**

10:57:28

*Yes*

10:57:30

*That's it*



**Donald Crabtree**

14:48:02

*Should I expect to attend a staff meeting tomorrow or will I be back to just 1 role?*

**Gary Evans**

15:03:57

*Is he in today?!?*

15:04:03

*He shouldn't be!*

15:04:27

*And no staff meeting after first meeting only second meeting of month*

**Donald Crabtree**

15:05:16

*Ok, he is not in, figured after executive session tonight maybe he's back tomorrow*

**Gary Evans**

15:06:00

*Nope. It's a place holder on the council meeting*

**Donald Crabtree**

15:06:19

*Good to know*

Friday, January 8, 2021

**Donald Crabtree**

12:10:07

*???*

12:10:07



[Lt Crabtree/attachment2.jpg](#)

**Gary Evans**

12:14:28

*Fuck!!! Susan Raff*

Tuesday, January 12, 2021

**Gary Evans**

14:53:02

*Still negotiating*

**Donald Crabtree**

14:54:22

*Rumor is that he is coming back unabated*

**Gary Evans**

14:54:43

*Rumor at this point*

**Donald Crabtree**

14:55:48

*Not the first one I've heard, I'm sure it won't be the last*

**Gary Evans**

17:37:43

*And still going.*

**Donald Crabtree**

17:38:58

*Wait til he gets back here!*

**Gary Evans**

17:39:29

*You assume he's coming back. I'm still thinking it goes nuclear.*

**Donald Crabtree**

17:43:05

*I'm preparing for worst case scenario*

Wednesday, January 13, 2021

**Gary Evans**

10:54:33



Lt Crabtree/attachment3.jpeg

10:54:33

???

**Donald Crabtree**

11:02:12

*Annual survey for accreditation.*

**Gary Evans**

11:08:05

*Any reason we couldn't have waited. Timing of the article from courant, etc....*

**Donald Crabtree**

11:09:35

*I believe this is already behind and should have been done in 2020. I can see if we can take down the survey for now.*

11:10:49

*Newington chief called and is interested in going with a full time ACO soon if possible as Deb Monde is looking for other jobs*

**Gary Evans**

11:21:56

*I'm meeting with town manager tomorrow about things such as this*

11:21:58

*It'll come up*

12:44:19

*Can you send me the questions so I can get a feel for how bad it is*

12:44:21

*Hahah*

12:47:14

*Never mind*

12:47:16

*Found it*

**Donald Crabtree**

12:48:19

*When your filling it out say something nice about me.*

**Gary Evans**

12:49:31

*Do we use these questions every year or given to us?  
Did we come up with them*

**Donald Crabtree**

12:51:48

*I believe they are set by CALEA, we have a little  
opportunity for changing wording.*

**Gary Evans**

12:52:41

*Can you just confirm so I don't speak out of turn*

12:52:45

*People are asking*

12:53:16

*Also, any chance you've got any statistics for me?*

13:55:13

*Do admin staff work normally on this Monday*

**Donald Crabtree**

13:55:49

*Yes*

Thursday, January 14, 2021

**Gary Evans**

16:42:04

*Are you working money*

**Donald Crabtree**

16:42:37

Monday?

**Gary Evans**

16:42:43

*Yes*

16:42:46

*Sorry*

**Donald Crabtree**

16:42:56

*Yes*

16:46:41

*???*

**Gary Evans**

16:47:20

*Trying to coordinate this guys return*

Friday, January 15, 2021

**Donald Crabtree**

09:06:00

*I need to send something out to my department, rumors everywhere.*

09:12:57

*If he is back on Monday I would like to put something out this morning*

**Gary Evans**

09:15:09

*Send it.*

18:46:21

*i've drafted a letter that I'm going to send to you, and then a slightly different one that I will send to the rest of the police department. I greatly appreciate that you stepped up over the last eight weeks and took this over. I know his return is not going to be easy for you and for a lot of people there. I appreciate everything you've done. By the way, chief ever get his toys back today?*

**Donald Crabtree**

18:47:49

*Thank you. Yes, DeMonte took care of it.*

**Gary Evans**

18:48:40

*My buddy lives next door. He's having a party in his driveway. Invited me. Decided to pass. Ha.*

18:48:46

*Next door to the chief*

**Donald Crabtree**

18:51:36

*You should go! I'll even respond for that call for service!*

**Gary Evans**

18:51:48

*Hahaha*

Monday, January 18, 2021

**Gary Evans**

09:12:44

*You survive?*

Wednesday, February 3, 2021

**Donald Crabtree**

14:20:31

*Do you have a few minutes when I can stop by this afternoon?*

**Gary Evans**

14:33:19

*Maybe 3:45?*

**Donald Crabtree**

14:33:35

*Ok*

Thursday, February 18, 2021

**Donald Crabtree**

11:23:35

*Chief's process open yet?*

**Gary Evans**

12:25:19

*Ha*

12:25:30

*Negotiating with company to do search*

12:26:13

*Hopefully have them on board in next 15-20 days*

12:26:23

*Posted in next 30-40...*

12:26:43

*Offer in next 90*

**Donald Crabtree**

12:28:00

*Quick timeline*

**Gary Evans**

12:29:01

*Maybe 120 for offer and negotiation. I want the replacement ready to go so whoever gets it gives notice and there are no issues*

**Donald Crabtree**

12:39:20

*What if it is someone from inside?*

**Gary Evans**

12:39:43

*Same thing....ready to go*

12:40:16

*Wrote it like that I purpose*

12:40:55

*So no promises but if it's inside, it's just a matter of how much vacation time that person wants to take before taking on the headache*

Thursday, March 4, 2021

**Gary Evans**

12:00:38

*Call you in 5*

Tuesday, March 23, 2021

**Gary Evans**

10:09:15

*On a call. You ok?*

**Donald Crabtree**

10:10:28

*Left you a message, nothing urgent*

**Gary Evans**

15:55:04

*5 min*

15:55:33

*Been in back to back budget meeting s*

**Donald Crabtree**

16:09:01

*No problems, just a few questions*

Monday, March 29, 2021

**Gary Evans**

17:58:51

*On line*

17:58:56

*Get you in a few minutes*

**Donald Crabtree**

17:59:23

*Ok, enjoying the warm weather out here*



## Conversation with Donald Crabtree

Wednesday, May 26, 2021

**Donald Crabtree**

08:29:51

*Are you available for a call sometime today?*

**Gary Evans**

09:42:54

*Yes. What time were you thinking?*

**Donald Crabtree**

09:47:38

*Whatever is good for you, I'm at the shooting range this morning but can break away whenever.*

Monday, June 14, 2021

**Donald Crabtree**

21:08:32

*Subpoenaed for tomorrow night's meeting*

Tuesday, June 15, 2021

**Gary Evans**

14:57:47

*Sounds like ya gotta show. If you have none of those items and or don't have time to gather in advance it is what it is but she may ask for it later*

**Donald Crabtree**

15:48:27

*Ok*





GOLDSTEIN  
LAW  
PARTNERS

**Rachel M. Baird**  
**Attorney\***

Main Office  
11 Church Road  
Hatfield, PA 19940  
Tel: 610-949-0444  
[www.goldsteinlp.com](http://www.goldsteinlp.com)

Connecticut Office  
2234 Silas Deane Hwy, Ste. 2  
Rocky Hill, CT 06067  
Tel: 860-605-9340  
[rbaird@goldsteinlp.com](mailto:rbaird@goldsteinlp.com)

June 18, 2021

Kenneth R. Slater, Jr.  
Halloran Sage  
225 Asylum Avenue  
Hartford, CT 06103  
[slater@halloransage.com](mailto:slater@halloransage.com)

**Re: Freedom of Information Act Request #8**

Dear Attorney Slater:

This is a request to inspect the following records:

Communications between Mr. Evans and Lt. Connolly including, but not limited to, text messages, emails, written documents, notes, logs since April 19, 2020.

Sincerely,

Rachel M. Baird



---

TOWN OF WETHERSFIELD : (Section 7-278 Hearing)  
AND :  
CHIEF JAMES CETRAN : June 14, 2021

---

**SUBPOENA DUCES TECUM**

**To: LT. MICHAEL CONNOLLY  
Wethersfield Police Department  
250 Silas Deane Highway  
Wethersfield, CT 06109**

**BY AUTHORITY OF THE STATE OF CONNECTICUT**, you are hereby commanded to appear on Tuesday, June 15, 2021 at 7:00 PM, and/or to such other day within sixty days thereof and on which said matter is legally to be heard, at Wethersfield Town Hall, Council Chambers, 505 Silas Deane Highway, Wethersfield, CT 06109, to testify what you know in the above-captioned matter concerning the promotion process for the open lieutenant position at the Wethersfield Police Department (WPD), communications with Strategic Government Resources (SGR), communications with Town Manager Gary Evans about the WPD and/or Chief Cetran and/or SGR.

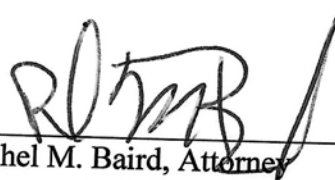
You are commanded to bring:

1. Communications between you and the Town Manager regarding Chief Cetran including, but not limited to, text messages, emails, written documents, notes, logs since April 20, 2019.
2. Any documents submitted to or received from SGR.
3. Any audio recordings regarding James L. Cetran, Chief of the Wethersfield Police Department.

**HEREOF FAIL NOT, UNDER PENALTY OF THE LAW.<sup>1</sup>**

To any proper officer or indifferent person to serve and return.

Dated at Rocky Hill, CT, on June 14, 2021.



Rachel M. Baird, Attorney  
Attorney Rachel M. Baird (JURIS 434409)  
2234 Silas Deane Highway, Suite 2  
Rocky Hill, CT 06067  
Tel: 860-605-9340  
Fax: 860-785-8733  
Email: [rbaird@rachelbairdlaw.com](mailto:rbaird@rachelbairdlaw.com)

*Commissioner of the Superior Court  
Attorney for Chief James L. Cetran*

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**<sup>1</sup>NOTICE TO THE PERSON SUMMONED**

Any questions regarding this subpoena should be directed to the person who requested it. The Judicial Branch of the State of Connecticut complies with the Americans with Disabilities Act (ADA). If you need a reasonable accommodation in accordance with the ADA, contact the clerk of the court at the address of Court shown above; <https://www.jud.ct.gov/ADA/towns.htm>.

OFFICER'S RETURN TO COURT

STATE OF CONNECTICUT :

: SS: WETHERSFIELD

June 14, 2021

COUNTY OF HARTFORD :

Then and by virtue hereof, I made due and legal service of the within **Subpoena Duces Tecum**, by reading the same in the presence and hearing of and leaving a true and attested copy hereof in the hands of Officer Gary Luiz, who accepted service for the within named Witness, LT. MICHAEL CONNOLLY at Wethersfield Police Department, 250 Silas Deane Highway in said Town of Wethersfield.

The within is the original **Subpoena Duces Tecum** with my doings hereon endorsed.

ATTEST:



Frederick E. DiNardi, Jr.  
Connecticut State Marshal  
Hartford County





1/18/22, 11:15 AM

TOWN OF WETHERSFIELD Mail - Re: Text Messages - Town Phone



Bonnie Therrien <bonnie.therrien@wethersfieldct.gov>

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**Re: Text Messages - Town Phone**

1 message

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**Michael Connolly** <michael.connolly@wethersfieldct.gov>

Tue, Jan 18, 2022 at 10:55 AM

To: Bonnie Therrien <bonnie.therrien@wethersfieldct.gov>

Cc: Rafael Medina <rafael.medina@wethersfieldct.gov>, "Kenneth R. Slater, Jr." <slater@halloransage.com>

Bonnie,  
I'm sorry I do not have any texts.

Regards,  
Mike

*Lieutenant Michael Connolly*

Wethersfield Police Department

Detective Division Commander

860-721-2872



On Tue, Jan 18, 2022 at 10:47 AM Bonnie Therrien <bonnie.therrien@wethersfieldct.gov> wrote:

I have received a FOI request for any text messages between Gary Evans and you, Mike, from April 19, 2020 and June 18, 2021. Can you please send me copies of those or send me an email that you do not have any text messages.  
Thank you! Bonnie



## Conversation with Mike Connolly

Saturday, February 20, 2021

**Gary Evans**

10:35:46

***You good? Need to talk?***

10:36:07

***Couldn't really talk yesterday the second time you called I was mentally crashing***

**Mike Connolly**

10:36:25

***If you have a minute could you call***

Tuesday, February 23, 2021

**Gary Evans**

09:09:01

***Is there a reason why I shouldn't do police app***

**Mike Connolly**

09:33:59

***For us would be way easier.***

**Gary Evans**

09:34:22

***I think I'm just going to do it***

**Mike Connolly**

09:34:45

***Probably best***

Monday, March 1, 2021

**Mike Connolly**

17:32:28

***If you have a minute could you call***

**Gary Evans**

17:33:04

***On a zoom and then council. I can put them on hold of need me to do so***

**Mike Connolly**

17:33:33

***We can catch up tomorrow no problem thanks***

Wednesday, March 24, 2021

**Mike Connolly**

13:26:46

***Any chance we could meet up***

**Gary Evans**

13:27:24

***Can you take a call right now or no? I have a very short window***

**Mike Connolly**

13:27:36

***Sure***

Thursday, March 25, 2021

**Mike Connolly**

11:31:14

***I'm gonna drop that off to chief by end of the day***

**Gary Evans**

11:31:32

***K***

11:31:38

***Let's see what he does and says***

Wednesday, April 14, 2021

**Gary Evans**

12:50:04

***Are you there for a call in like 10***

12:50:08

***Or at some point***

**Mike Connolly**

12:52:29

***Yes cell***

Thursday, April 22, 2021

**Mike Connolly**

14:06:41

***Would you be available for a quick call.***

**Gary Evans**

14:07:41

***In like 10 min? On phone now.***

**Mike Connolly**

14:07:49



**Gary Evans**

14:28:12

***I'm available if you want to call***

Monday, April 26, 2021

**Gary Evans**

08:28:02

***Do you have a few minutes to chat about a voicemail I got regarding a protest***

**Mike Connolly**

08:36:00

***I'm off can I call you around 9-9:30***

**Gary Evans**

08:38:12

***K***

08:38:19

***Forgot. Sorry.***

09:29:26



***attachment1.m4a***

Thursday, May 6, 2021

**Gary Evans**

09:42:00

***Are you around to stop by today or tomorrow?***

**Mike Connolly**

09:52:12

***I am at training in rocky hill. Can leave and stop by whenever***

**Gary Evans**

10:10:13

***What time does it end? Not an emergency.***

**Mike Connolly**

10:11:02

***3 probably but no problem if another time works. It is seat stuff***

**Gary Evans**

10:13:45

***Okay. Maybe come 3:30 or 4***

**Mike Connolly**

10:15:55

***3:30***





STATE OF CONNECTICUT  
CONNECTICUT STATE LIBRARY

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Exhibit R



**GENERAL LETTER 2009-2**

[Formerly General Letter 98-1 (revised 06/1998)]

**DATE:** June 30, 2009

**TO:** Administrative Heads of State Agencies and Municipalities; Public Officials; and State and Municipal Employees

**FROM:** Eunice G. DiBella, CRM  
Public Records Administrator

**SUBJECT:** Management and Retention of E-mail and other Electronic Messages

The Office of the Public Records Administrator issues this statement under authority granted it by Connecticut General Statutes §11-8, §11-8a and §7-109. This letter provides guidance for managing and retaining electronic messages, including e-mail, fax, instant messaging, text messaging, and voice mail. General Letter 2009-2 replaces General Letter 98-1 (revised 06/1998).

**A. ELECTRONIC MESSAGES**

Electronic messages include e-mail, fax, instant messaging (IM), text messaging (SMS), voice mail, and Web-based messaging services.

Electronic messages may be transmitted by a variety of mediums, including computers and mobile computing devices (e.g., laptops, netbooks, notebooks, palmtops, tablets, PDAs, and cellular phones with Internet browsing capabilities, such as BlackBerrys® and iPhones®).

In addition to the body of the message, messaging systems also contain metadata, such as transactional information (e.g., date and time sent, sender/receiver) and may contain attached files (e.g., PDF or JPEG).

**B. ELECTRONIC MESSAGES ARE PUBLIC RECORDS**

Pursuant to CGS §1-200, “**public records** or files’ means any recorded data or information relating to the conduct of the public’s business prepared, owned, used, received or retained by a public agency, or to which a public agency is entitled to receive a copy by law or contract under section 1-218, whether such data or information be handwritten, typed, tape-recorded, printed, photostated, photographed or recorded by any other method.”

The Connecticut Uniform Electronic Transactions Act (CUETA) defines an **electronic record** as “a record created, generated, sent, communicated, received or stored by electronic means, including, but not limited to, facsimiles, electronic mail, telexes and Internet messaging” (CGS §1-267).



Based on the above-mentioned statutes, electronic messages sent or received in the conduct of public business are public records. Therefore, public officials should not use private e-mail accounts to conduct public business. These messages are subject to disclosure under FOIA, a court action, or an audit and should be treated in the same manner as any other recorded information.

### **C. RETENTION OF ELECTRONIC MESSAGES**

Electronic messages do not comprise a unique records series. Retention is based on the **content** of the message, not the media type. Most electronic messages have limited value and can be deleted immediately upon receipt. However, electronic messages that document agency functions and provide evidence of agency business must be retained according to the equivalent records series. Electronic messages are similar to traditional postal mail – the message must be evaluated for action and subsequent retention.

State and local government officials/supervisors and Records Management Liaison Officers (RMLOs) are responsible for instructing their employees in using retention schedules and in securing approval for final disposition. Depending upon the function of electronic messages, agencies and municipalities may take steps to institute procedures for routinely printing electronic messages, including the metadata, and filing hard copy printouts in the normal course of business.

#### **Steps to determine the retention period of electronic messages:**

**Step 1:** Determine whether the message is a public record or a non-record.

**Step 2:** If the message is a non-record, destroy at will (e.g., spam and unsolicited advertisements).

**Step 3:** If the message is a record, determine which records series the message belongs to, for example:

- If the message is Transitory Correspondence (S1-060), delete at will.
- If the message is Routine Correspondence (S1-070), retain for 2 years.
- If the message is All Other Correspondence (S1-080), retain for the equivalent records series. For example, if an e-mail is related to a fiscal transaction like Accounts Receivable and Payable (S3-010), retain 3 years, or until audited, whichever is later.

**Step 4:** Maintain the messages for the required retention period under the equivalent records series. Once the retention period has been satisfied, submit a *Records Disposal Authorization* (Form RC-075 for municipalities / Form RC-108 for state agencies).

### **D. MANAGEMENT OF ELECTRONIC MESSAGES**

The following items provide detailed information about characteristics unique to electronic messages and guidelines on how to manage electronic messages:

- **Record Copy:** The record copy is the original or official copy of a record.
- **Record Custodian:** The record custodian is responsible for retaining the record copy. In most cases, the sender is the person responsible for retaining the messages sent within an organization. If the sender is from outside an organization (e.g., the public), the recipient is the record custodian.

- **Copies/Duplicates:** Many electronic messages are disseminated to groups of personnel, which results in the proliferation of multiple copies of the same communication (a key indicator is the use of 'CC' or 'BC' in e-mail). Because the sender of the message is usually responsible for the record copy, the recipient(s) may destroy their copy at will.
- **Threads:** Similar to conversations, a thread is a string of electronic messages. After a thread is completed, the record custodian may retain only the last message (as long as it includes the prior messages) as the official record copy.
- **Metadata:** Metadata (data about data) is used to ensure authenticity, reliability, and integrity of electronic records. An example of metadata is the transmission information describing an e-mail (date and time the message was sent, sender/recipient). Please note, if electronic messages are printed to hard copy for permanent retention, the associated metadata should be included with the hard copy.
- **Attachments:** If the electronic message is a record and contains attachments, the attachments should be retained as part of the record. In these cases, the retention period should be the retention requirements of the message, or the retention requirements of the attachment, whichever is longer.
- **Deletion vs. Destruction:** In most computer operating systems, the deletion of a record does not physically erase the record. Likewise, simply emptying the trash or recycle folder does not permanently remove the record. In addition, other copies of the message may reside on backup storage tapes after the record should have been destroyed (the media upon which the record resides should be destroyed or overwritten).
- **Backups:** Backup systems or tapes are not acceptable for the retention of electronic messages. Backups should only be used to protect vital records in the event of a disaster or to retrieve a record due to loss of data.

## **E. LEGAL CONSIDERATIONS OF ELECTRONIC MESSAGES**

**Disclosure of electronic messages:** Public officials and employees should keep in mind that electronic messages sent as part of their workdays are not "private" but are discoverable communications and may be subject to Freedom of Information Act (FOIA) requests and are admissible as evidence. Since messages may be retained at different locations or levels of the system, users must remember that their message can be retrieved during formal discovery processes. Therefore, discretion is an important consideration when using electronic messages to send, record and/or retain communications.

**Confidentiality of electronic messages:** Agencies and municipalities are advised of the risk involved in using electronic messages to deal with confidential issues and should be aware of all applicable statutory or regulatory requirements that would prohibit the disclosure of certain information in any format. Of special concern is the confidentiality of protected health information pursuant to the Health Insurance Portability and Accountability Act (HIPAA, 45 CFR §1).

**Legal signatures and electronic messages:** Some records may require original signatures. Agencies and municipalities must be aware of any state or federal laws that would affect the way a document is signed. Pursuant to CUETA, parties may conduct transactions with electronic signatures under certain circumstances. However, there are still documents that require original signatures (see CGS §1-268).

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June 30, 2009

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**Legal Holds and electronic communications:** A record may *not* be destroyed if any litigation, claim, audit, FOIA request, administrative review, or other action involving the record is initiated *before* the record has been disposed of (even if its retention period has expired and approval has been granted). The record must be retained until the completion of the action and the resolution of all issues that arise from the action.

#### **F. NOTE ABOUT VOICE MAIL**

Pursuant to CGS §1-213, Voice mail is “all information transmitted by voice for the sole purpose of its electronic receipt, storage and playback by a public agency.” Voice mail may consist of information recorded to voice mail systems, answering machines, or other Web based systems (e.g., Google Voice™). Although voice mail messages are recorded in audible formats, they can be recorded and delivered as e-mail attachments or transcribed into text formats.

However, pursuant to CGS §1-213(b), “nothing in the Freedom of Information Act shall be deemed in any manner to: (3) require any public agency to transcribe the content of any voice mail message and retain such record for any period of time.” As such, voice mail is transitory in nature, and may be deleted at will.

There are times, however, where voice mail may require a longer retention period. This would occur in cases where messages may be potentially used as evidence in trials (e.g., a bomb threat or other illegal activity) and pursuant to certain business functions. Voice mail is also subject to the discovery process in litigation.

#### **G. RELATED POLICIES**

State of Connecticut Acceptable Use of State Systems Policy (DOIT), 11/2006

<http://www.ct.gov/doit/cwp/view.asp?a=1245&Q=314686>

State of Connecticut Electronic Monitoring Notice (DAS), 10/1998

[http://www.das.state.ct.us/HR/Regs/State\\_Electronic\\_Monitoring\\_Notice\\_11.00.pdf](http://www.das.state.ct.us/HR/Regs/State_Electronic_Monitoring_Notice_11.00.pdf)

State of Connecticut Policy on Security for Mobile Computing and Storage Devices (DOIT), 09/2007

<http://www.ct.gov/doit/cwp/view.asp?a=1245&q=394672>

State of Connecticut Telecommunications Equipment Policy (DOIT), 04/2008

<http://www.ct.gov/doit/cwp/view.asp?a=1245&q=294100>

#### **H. SOURCES**

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