

## EXHIBIT A

The night of October 29, 2010 is a sad and tragic day for everyone in Windsor Locks. The events of that night are still discussed and the subject of conspiracy theories and mistrust. There is no doubt that mistakes occurred, some officers, including the former Chief, failed in their management of the incident. The Chain of Command failed and the department failed that night.

It is almost 5 years later and those that failed are no longer here. We have a new chief and a specific chain of command led by highly trained certified Sergeants, Lieutenant, Captain and Chief. Our department not only changed uniforms, they changed their attitude. This is a Police Department that is Proud, Professional and Respects this town and the townspeople in it.

But there is still one last cloud hanging over the department and this town. Robert Koistinen.

In January 2011 Sergeant Koistinen was charged by the CT State Police with hindering prosecution and interfering with police for his actions on that night. One year later, In January 2012 the Windsor Locks Police Commission terminated Sergeant Koistinen. A grievance was filed seeking re-instatement to his job.

Then in October 2012, a jury unanimously acquitted Sergeant Koistinen of third degree hindering prosecution. Not Guilty.

In February 2014 the state labor handed down their decision. They ruled that "even though some of Koistinen's actions were inappropriate on the night he responded, the town was wrong in firing him because he did not violate any town policies. The labor board ruled a one year suspension without pay. That one year suspension would run from January 2012 – December 2012.

The Windsor Locks Police Commission appealed that decision in February 2014. Koistinen's attorney filed a motion to throw the appeal out of court. That motion is waiting to be heard.

In December 2014, a Stratford CT Police Officer was returned to work in a ruling by the CT Supreme Court. The Supreme Court overturned a ruling by the appellate court that upheld the town's firing of this police officer. In the ruling the Supreme Court said, "I think all of us recognize that police officers need to maintain their integrity and the public trust, but sometimes they make mistakes". This ruling sets a precedent for our appeal. An appeal that if we win will be furthered appealed to the same CT Supreme Court. While this is going on Sergeant Koistinen's back pay will keep adding up at approximately \$10,000 per month.

We have litigated this case and we lost. Robert Koistinen was charged, tried, and found not guilty. It is time we put this sad and tragic event behind us and move on as a department and town.

Which brings us to the agreement in front of us;

This agreement has been in negotiations for two years. The numbers originally discussed were much higher than they are today. This number has been come to through a tremendous amount of time and effort.

The settlement we are discussing pays Sergeant Koistinen back pay from January 2013 to April 1, 2015. It also includes a waiver of all claims which includes costs associated with attorney fee's, insurance costs and a waiver of all other future claims.

The agreement also includes health insurance for Robert Koistinen and his wife for seven years. This is the same agreement we made to other officers two years ago for early retirement.

What the Commission is contemplating doing tonight is their official duty according to the town charter. We will vote to send this agreement to the Board of Finance for review. The Board of Finance will then vote to send the agreement to the Board of Selectmen. If approved the Board of Selectmen will set the date for a town meeting for the public to vote to approve or disapprove of this settlement.

Make no mistake, every voter has options with this vote. One way or the other this situation will be resolved by the people of Windsor Locks.

Option 1 – A yes vote to approve the settlement. Robert Koistinen will resign and the department can continue to improve and move forward.

Option 2 – A No vote on the settlement. The Commission will reinstate Sergeant Koistinen.

Let's be clear what this means. Sergeant Koistinen will be the #4 ranking officer in the Windsor Locks Police Department. He will be the Senior Sergeant and can choose the shift he wants to work. At times he could be the Senior Officer on duty.

What does this do for the integrity of the WLPD? How will people react to being pulled over by Sgt. Koistinen? How long before a claim for Hypertension, workman's comp or a hostile workforce? Future lawsuits are almost a given.

This is just the first step in the democratic process in Windsor Locks. Besides tonight, There will be three more public meeting where we will answer any questions that may come up.

Now I look for a motion.