

CITY OF CRANSTON

**Rhode Island State Police Investigation and Assessment
of the Cranston Police Department 2014 - 2015**

FISCAL IMPACT REPORT

February 18, 2016

**Submitted by:
Anthony C. Moretti, CPA
Internal Auditor
Cranston City Council**

CITY OF CRANSTON

Rhode Island State Police Assessment of the Cranston Police Department

Fiscal Impact Report

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CITY OF CRANSTON

Rhode Island State Police Assessment of the Cranston Police Department

Fiscal Impact Report

Section 1

INTERNAL AUDITOR CORRESPONDENCE

John E. Lanni, Jr., City Wide
Council President
Richard Santamaria, Jr., City Wide
Council Vice President
City Council Members
Michael J. Farina, City Wide
Steven A. Stycos, Ward 1
Donald Botts, Jr., Ward 2
Paul H. Archetto, Ward 3
Mario Aceto, Ward 4
Christopher G. Paplauskas, Ward 5
Michael W. Favicchio, Ward 6



Anthony C. Moretti, CPA
Internal Auditor

CITY COUNCIL INTERNAL AUDITOR

Cranston City Hall
869 Park Avenue
Cranston, RI 02910

February 18, 2016

Members of the Cranston City Council
Cranston City Hall
869 Park Avenue
Cranston, RI 02910

Dear Members of the Cranston City Council:

After the publication of the Rhode Island State Police "Assessment of the Cranston, Rhode Island Police Department 2014 - 2015" report, the Cranston City Council directed me to quantify the financial impact of the issues determined by the Rhode Island State Police as a result of their related investigation. Attached herewith, please find such findings indicated in the report titled "City of Cranston, Rhode Island State Police Investigation and Assessment of the Cranston Police Department 2014 - 2015, Fiscal Impact Report".

The scope of this report is limited to data directly relating to subject matters and consequential events addressed by the Rhode Island State Police assessment. The objectivity of this report is evidenced by the opinion of the Rhode Island State Police that the subject matters addressed herein are consistent with those addressed within the Rhode Island State Police assessment. Written correspondence of such opinion is included in this report.

As to content, individual sections in this fiscal report address each of the subject matters in the RI State Police assessment that resulted in financial consequences to the City. Included are summary pages which quantify the totals of those sections. The summary pages present a range of costs termed "Conservative" and "Reasonable". This numeric range is provided to reflect a lower and a higher cost impact result of the events that pursued. The two scenarios present different reader perspectives. Neither scenario reflects the most extreme quantifications but both present practical and common sense perspectives. Please note, however, that each of the totals exclude additional costs which will result from outstanding subject matters yet to be resolved as referenced in the report.

Respectfully submitted,

Anthony C. Moretti, CPA

Cc: Mayor Allan W. Fung
Chief Michael J. Winquist

CITY OF CRANSTON

Rhode Island State Police Assessment of the Cranston Police Department

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Section 2

RHODE ISLAND STATE POLICE CORRESPONDENCE



STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

DIVISION OF STATE POLICE

HEADQUARTERS: 311 DANIELSON PIKE, NORTH SCITUATE, RHODE ISLAND 02857

Telephone: (401) 444-1001 • Fax: (401) 444-1105 • E-Mail: sodonnell@risp.dps.ri.gov

OFFICE OF THE SUPERINTENDENT
STEVEN G. O'DONNELL
COLONEL
COMMISSIONER
DEPARTMENT OF PUBLIC SAFETY

February 17, 2016

Cranston City Council
Cranston City Hall
869 Park Avenue
Cranston, RI 02910

Dear Members of the Cranston City Council:

First off, I would like to thank you for your time and patience in reviewing our Assessment of the Cranston Police Department. I believe that our cumulative goal was to positively impact the men and women of the Cranston Police Department. Lieutenant Colonel Kevin M. Barry and I have met with Mr. Anthony C. Moretti, CPA, Internal Auditor, Cranston City Council, who was directed by President John E. Lanni, Jr., of the Cranston City Council, to conduct an audit to measure the financial impact of the issues raised in the Rhode Island State Police Assessment of the Cranston Police Department.

Lieutenant Colonel Barry and I have reviewed the findings related to the assessment and concur that the information in this audit is consistent with the Rhode Island State Police Assessment that was turned over to you. The information in Mr. Moretti's report is derived from the Rhode Island State Police Assessment, and Mr. Moretti's report is consistent with the subject matter contained in our assessment.

As noted in the report, we concur that the minimal monetary cost of assigning members of the Rhode Island State Police, to not only conduct this assessment, but to run the day-to-day operations for approximately ten months, to be \$600,000 as a conservative estimate. However, we acknowledge that the actual cost is most likely a higher figure.

Sincerely,

Steven G. O'Donnell
Colonel
Superintendent

SGO/bjl

CITY OF CRANSTON

Rhode Island State Police Assessment of the Cranston Police Department

Fiscal Impact Report

Section 3

FISCAL IMPACT SUMMARY BY SUBJECT

<u>Section #</u>	<u>Subject Description</u>	<u>Conservative*</u>	<u>Reasonable*</u>
5	"Ticketgate" Execution	3,218	3,218
6	Stephen Antonucci	728,205	1,531,407
7	Former Police Chief	415,670	509,858
8	Former Police Chief	658,203	752,841
9	Former Police Commander	586,470	654,225
10	Former Police Major	541,988	619,780
11	Todd Patalano	801,255	801,255
12	Former Executive Secretary	39,674	39,674
13	Former Police Captain	36,876	501,592
14	IT Contractor	174	174
15	Former Police Major	359,682	416,889
16	Matthew Josefson	14,348 +	14,348 +
17	Karen Guilbeault	130,915 +	130,915 +
18	Active Police Captain	101,737 +	101,737 +
19	RI State Police Assessment	600,000	1,000,000
Total Excluding Pending Matters		5,018,415 +	7,077,913 +
16	Matthew Josefson (Claim)	-	821,784 +
16	Matthew Josefson (Legal)	TBD +	TBD +
17	Karen Guilbeault (Claim)	-	TBD +
17	Karen Guilbeault (Legal)	TBD +	TBD +
18	Active Police Captain (Issue)	-	TBD +
18	Active Police Captain (Legal)	TBD +	TBD +
Total Excluding Pending "TBD"		5,018,415 +	7,899,697 +

* TBD = Excludes 1) Additional legal fees re: Josefson, Guilbeault and Police Captain and 2) Legal settlements and/ or issues re: Guilbeault and Police Captain.

CITY OF CRANSTON

Rhode Island State Police Assessment of the Cranston Police Department

Fiscal Impact Report

Section 4

FISCAL IMPACT SUMMARY BY EXPENSE TYPE

<u>Expense Description</u>	<u>Conservative*</u>	<u>Reasonable*</u>
Administrative Leave Salary & Longevity	542,011	542,011
Administrative Leave Benefits	154,258	154,258
Back-filling of Ranks	106,201	106,201
Outside Legal Costs	548,582 +	548,582 +
"Bust Out" (Severance) Costs	-	505,144
Early Retirement Pensions	2,045,325	2,552,937
Early Retirement Longevity	222,027	261,423
Early Retirement Medical Benefits	491,206	801,904
Retirement Medical Benefits (<i>< 20 Years of Service</i>)	-	296,648
Litigation Settlements	300,000	300,000 +
State Police Investigations & Assessment	600,000	1,000,000
All Other Costs	8,805	8,805
Total Excluding Pending Matters	5,018,415 +	7,077,913 +
Matthew Josefson (Claim)	-	821,784 +
Matthew Josefson (Legal)	TBD +	TBD +
Karen Guilbeault (Claim)	-	TBD +
Karen Guilbeault (Legal)	TBD +	TBD +
Active Police Captain (Issue)	-	TBD +
Active Police Captain (Legal)	TBD +	TBD +
Total Excluding Pending "TBD"	5,018,415 +	7,899,697 +

* TBD = Excludes 1) Additional legal fees re: Josefson, Guilbeault and Police Captain and 2) Legal settlements and /or issues re: Guilbeault and Active Police Captain.

Section 5

SUBJECT: "TICKETGATE" EXECUTION

Summary of Actions Having Financial Impact

Reference: RI State Police Report, Section 2

Costs to execute and remediate the ill-conceived "Ticketgate" event whereby overnight parking tickets were issued to vehicles located in City wards represented by councilmen in retaliation for their votes to reject a pending police contract within hours of their votes.

Officer Salaries	463
Officer Benefits	185
Cost to Rescind Parking Tickets including Court Time for Hearings, Letters of Dismissal, Analysis Work and Defendant Communications	2,570
	<hr/>
	3,218
	<hr/> <hr/>

CITY OF CRANSTON

Rhode Island State Police Assessment of the Cranston Police Department

Fiscal Impact Report

Section 6

SUBJECT: STEPHEN ANTONUCCI

Summary of Actions Having Financial Impact
Reference: RI State Police Report , Sections 1 & 2

1. Captain Antonucci was placed on administrative leave for alleged misconduct including allegedly directing the Cranston Police Department "Ticketgate" incident.
2. Costs relating to the above involving LEOBOR proceedings.
3. Litigation costs relating to issues stemming from the above noted issues.
4. Costs regarding settlement of the above matters including agreed employee early retirement.

Date of Hire:	04/04/1996
Date of Admin Leave:	04/03/2014
End of Admin Leave:	09/26/2015
Date of Termination:	04/15/2016
DOH + 30 Years:	04/03/2026

Administrative Leave Salary	(04/03/2014 - 09/25/2015)	168,849	
Compensation After Leave	(09/26/2015 - 04/15/2016)	68,000	236,849
Administrative Leave Benefits	(04/03/2014 - 09/25/2015)	48,837	
Benefits After Leave	(09/26/2015 - 04/15/2016)	12,040	60,877
Longevity After Leave	(09/26/2015 - 04/15/2016)		6,444
Back-filling of Ranks	(04/03/2014 - 09/25/2015)	37,650	
Back-filling of Ranks	(09/26/2015 - 04/15/2016)	14,438	52,088
Outside Legal Costs re: Litigation			172,607
Pension & Longevity: DOT to 25 Years	(04/15/2016 - 04/03/2021)		199,340 (A)
Medical Benefits: DOT to 30 Years	(04/15/2016 - 04/03/2026)	At -0-%	- (B)
			728,205

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CITY OF CRANSTON
Rhode Island State Police Assessment of the Cranston Police Department
Fiscal Impact Report

Section 6

SUBJECT: STEPHEN ANTONUCCI

Total from prior page		728,205	
"Bust Out" (Severance) Costs		40,000	
Pension & Longevity: 25 to 30 Years	(04/15/2021 - 04/03/2026)	201,015	(A)
Medical Benefits: DOT to 30 Years	(04/15/2016 - 04/03/2026) At 100%	265,539	(B)
Medical Benefits (w/ < 20 Years Service)	(04/04/2026 - Medicare Eligible)	296,648	(C)
		<hr/>	
		1,531,407	
		<hr/> <hr/>	

Note: The above reflects incremental retirement cost scenarios from date of retirement to an additional 5 and 10 years of service (ie. to 30 years).

(A) Reflected are estimated payment scenarios from the employee's date of termination to each of 25 and 30 years from date of hire as pension benefits maximize at 30 years of service.

(B) The current labor agreement with the IBPO specifies that retiree medical plan coverage on their date of termination continues until the retiree becomes Medicare eligible. Should the retiree obtain employment with comparable benefits, the City shall be pay only for incremental retiree costs of the City plan vs the interior plan.

The above reflects two scenarios: 1) The retiree obtains alternative coverage costing the City nothing and; 2) The retiree retains his existing City Coverage to 30 years from date of hire.

(C) Had retirement occurred with less than 20 years of service, no retiree medical benefits would apply. The above reflects the cost of medical benefits from 30 years to Medicare eligible as costs from retirement to 30 years of service is also reflected.

Section 7

SUBJECT: FORMER POLICE CHIEF

Summary of Actions Having Financial Impact

Reference: RI State Police Report, Section 2

Retirement of a former Cranston Police Chief coinciding with the culmination of issues reported in the body of the RI State Police Report.

Date of Hire:	09/14/1987
Date of Admin Leave:	01/08/2014
Return from Admin Leave:	03/16/2014
Date of Termination:	03/18/2014
DOH + 30 Years:	09/14/2017

Administrative Leave Salary	(01/08/2014 - 03/16/2014)	18,502	
Administrative Leave Benefits	(01/08/2014 - 03/16/2014)	9,954	
Outside Legal Costs		10,034	
Pension: DOT to 30 Years	(03/19/2014 - 09/14/2017)	251,007	(A)
Longevity: DOT to 30 Years	(03/19/2014 - 09/14/2017)	32,845	(A)
Medical Benefits: DOT 30 Years	(03/19/2014 - 09/14/2017)	93,328	(B)
		<u>415,670</u>	
"Bust Out" (Severance) Costs		94,188	
		<u><u>509,858</u></u>	

Note: The above reflects retirement costs from date of retirement to an additional 3.5 years of service (ie. to 30 years).

(A) Reflects payments from the employee's date of termination to 30 years from his date of hire as pension benefits maximize at 30 years of service.

(B) The current labor agreement with the IBPO specifies that retiree medical plan coverage on their date of termination continues until the retiree becomes Medicare eligible. Should the retiree obtain employment with comparable benefits, the City shall be pay only for incremental retiree cost of the City plan vs the inferior plan.

The above assumes the retiree continues with his existing City coverage.

CITY OF CRANSTON
Rhode Island State Police Assessment of the Cranston Police Department
Fiscal Impact Report

Section 8

SUBJECT: FORMER POLICE CHIEF

Summary of Actions Having Financial Impact

Reference: RI State Police Report, Section 3 and other information

An honorably retired Cranston Police Chief that would have otherwise had a 30+ year tenure if not for events that were "undermining his authority".

Date of Hire: 10/24/1985
 Date of Termination: 05/22/2009
 DOH + 30 Years: 10/24/2015

Pension: DOT to 30 Years	(05/23/2009 - 10/24/2015)	471,248	(A)
Longevity: DOT to 30 Years	(05/23/2009 - 10/24/2015)	58,756	(A)
Medical Benefits: DOT to 30 Years	(05/23/2009 - 10/24/2015)	128,199	(B)
		658,203	
"Bust Out" (Severance) Costs		94,638	
		752,841	

Note: The above reflects retirement costs from date of retirement to an additional 6.42 years of service as validated by the retiree (ie. to 30 years).

(A) Reflects payments from the employee's date of termination to 30 years from his date of hire as pension benefits maximize at 30 years of service.

(B) The current labor agreement with the IBPO specifies that retiree medical plan coverage on their date of termination continues until the retiree becomes Medicare eligible. Should the retiree obtain employment with comparable benefits, the City shall be pay only for incremental retiree cost of the City plan vs the inferior plan.

The above reflects the cost of the retiree's City coverage until 30 from his date of hire.

Section 9

SUBJECT: FORMER POLICE COMMANDER

Summary of Actions Having Financial Impact

Reference: RI State Police Report, Section 3, Section 5.3 and other information

An honorably retired Cranston Police Commander that would have otherwise had a 30+ year tenure if not for the circumstances indicated in the RI State Police Report.

Date of Hire:	02/02/1989
Date of Termination:	05/02/2009
DOH + 30 Years:	02/02/2019

Pension: DOT to 30 Years	(05/03/2009 - 02/02/2019)	477,751	(A)
Longevity: DOT to 30 Years	(05/03/2009 - 02/02/2019)	62,679	(A)
Medical Benefits: DOT to Current	(05/03/2009 - 02/29/2016)	32,267	(B)
Medical Benefits: Current to 30 Years	(03/01/2016 - 02/02/2019)	13,773	(B)
		586,470	
"Bust Out" (Severance) Costs		67,755	
		654,225	

Note: The above reflects retirement costs from date of retirement to an additional 9.75 years of service as validated by the retiree (ie. to 30 years).

(A) Reflects payments from the employee's date of termination to 30 years from his date of hire as pension benefits maximize at 30 years of service.

(B) The current labor agreement with the IBPO specifies that retiree medical plan coverage on their date of termination continues until the retiree becomes Medicare eligible. Should the retiree obtain employment with comparable benefits, the City shall be pay only for incremental retiree cost of the City plan vs the inferior plan.

The above assumes the retiree continues with his alternative employment coverage whereby the City pays only the plan differential costs.

CITY OF CRANSTON

Rhode Island State Police Assessment of the Cranston Police Department

Fiscal Impact Report

Section 10

SUBJECT: FORMER POLICE MAJOR

Summary of Actions Having Financial Impact

Reference: RI State Police Report, Section 3

An honorably retired Cranston Police Major that would have otherwise had a 30+ year tenure if not for the circumstances indicated in the RI State Police Report.

Date of Hire: 12/14/1984
Date of Termination: 06/19/ 2009
DOH + 30 Years: 12/14/2014

Pension: DOT to 30 Years	(06/20/2009 - 12/14/2014)	397,295	(A)
Longevity: DOT to 30 Years	(06/20/2009 - 12/14/2014)	35,225	(A)
Medical Benefits: DOT to 30 Years	(06/20/2009 - 12/14/2014)	109,468	(B)
		<hr/>	
		541,988	
"Bust Out" (Severance) Costs		77,792	
		<hr/>	
		<u>619,780</u>	

Note: The above reflects retirement costs from date of retirement to an additional 5.5 years of service as validated by the retiree (ie. to 30 years).

(A) Reflects payments from the employee's date of termination to 30 years from his date of hire as pension benefits maximize at 30 years of service.

(B) The current labor agreement with the IBPO specifies that retiree medical plan coverage on their date of termination continues until the retiree becomes Medicare eligible. Should the retiree obtain employment with comparable benefits, the City shall be pay only for incremental retiree cost of the City plan vs the inferior plan.

The above reflects the cost of the retiree's City coverage until 30 from his date of hire.

CITY OF CRANSTON
 Rhode Island State Police Assessment of the Cranston Police Department
 Fiscal Impact Report

Section 11

SUBJECT: TODD PATALANO

Summary of Actions Having Financial Impact

Reference: RI State Police Report, Section 5

1. 2011 charges against then Cranston Police Captain Todd Patalano not adjudicated.
2. Captain Patalano was placed on approximately 21 month administrative leave relating to "baseless allegations" founded upon "gross mismanagement in many forms including intimidation and as described by many as bullying".
3. A subsequent lawsuit and settlement resulted from the events above.

Date of Hire:	11/20/1995
Date of Admin Leave:	04/09/2012
Return from Admin Leave:	01/07/2014

Administrative Leave Salary	(04/09/2012 - 01/07/2014)	181,588
Administrative Leave Benefits	(04/09/2012 - 01/07/2014)	53,083
Administrative Leave Longevity	(07/01/2013 - 01/07/2014)	5,999
Back-filling of Ranks	(04/09/2012 - 01/07/2014)	40,110
Outside Legal Costs re: Litigation		220,475
Litigation Settlement		300,000
Outside Contractor Surveillance Costs 2010		TBD
		801,255
		801,255

Section 12

SUBJECT: FORMER EXECUTIVE SECRETARY TO POLICE CHIEF

Summary of Actions Having Financial Impact

Reference: RI State Police Report, Section 5.1

Administrative leave and return of employee whereby the employee was reassigned to another department with allegations not adjudicated.

Date of Hire: 02/18/1975
Date of Admin Leave: 11/11/2011
Return from Admin Leave: 05/04/2012

Administrative Leave Salary	(11/11/2011 - 05/04/2012)	19,545
Administrative Leave Benefits	(11/11/2011 - 05/04/2012)	11,348
Back-filling of Position	(11/11/2011 - 05/04/2012)	1,803
Outside Legal Costs		6,978
		<hr/>
		39,674
		<hr/>

Section 13

SUBJECT: FORMER POLICE CAPTAIN

Summary of Actions Having Financial Impact

(Reference: RI State Police Report, Section 6 , Including Page 62)

Abrupt retirement resulting from "The circumstances surrounding the unusually rapid granting of the disability pension which Captain XXX did not seek, and which was done without the normal due diligence ..." "Captain XXX had not sought the disability pension and filed a grievance, saying that it had been "rushed through for some reason" which was "very suspicious". Two days after this Captain's termination, his vacancy was filled by then police Lieutenant Stephen Antonucci.

Date of Hire: 09/22/1988
 Date of Termination: 07/22/2013
 DOH + 30 Years: 09/22/2018

Outside Legal Costs		1,181	
Pension: DOT to Year-End	(07/23/2013 - 12/31/2013)	27,872	
Longevity: DOT to Year-End	(07/23/2013 - 12/31/2013)	3,645	
Medical Benefits: DOT to Year-End	(07/23/2013 - 12/31/2013)	4,178	(B)
		36,876	
"Bust Out" (Severance) Costs		73,564	
Pension: To 30 Years	(01/01/2014 - 09/22/2018)	306,597	(A)
Longevity: To 30 Years	(01/01/2014 - 09/22/2018)	39,396	(A)
Medical Benefits: To 30 Years	(01/01/2014 - 09/22/2018)	45,159	(B)
		501,592	

Note: The above reflects incremental pension cost scenarios from date of retirement to 12/31/2013 (retirement due diligence period) and an additional 4.8 years of service (ie. to 30 years).

(A) Reflects payments from 01/01/2014 to 30 years from his date of hire as pension benefits maximize at 30 years of service.

(B) The current labor agreement with the IBPO specifies that retiree medical plan coverage on their date of termination continues until the retiree becomes Medicare eligible. Should the retiree obtain employment with comparable benefits, the City shall be pay only for incremental retiree cost of the City plan vs the inferior plan.

The above assumes the retiree continues with his existing City coverage.

Section 14

SUBJECT: INFORMATION TECHNOLOGY CONTRACTOR

Summary of Actions Having Financial Impact

Reference: RI State Police Report, Section 7, Including Page 77

Overtime detail of a police officer to conduct surveillance of a City contractor whereby the detective was instructed "to list another ongoing investigation as justification for his submitted overtime slip, even though the detective was not called back for an overtime assignment regarding that ongoing criminal investigation".

Cranston Police Surveillance Detail

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CITY OF CRANSTON
Rhode Island State Police Assessment of the Cranston Police Department
Fiscal Impact Report

Section 15

SUBJECT: FORMER POLICE MAJOR

Summary of Actions Having Financial Impact

Reference: RI State Police Report, Section 7, Including Pages 76 - 82

Apparent abrupt retirement of a Cranston Police Major coinciding with issues relating to a city information technology contractor.

Date of Hire: 07/08/1988
 Date of Termination: 05/19/2014
 DOH + 30 Years: 07/08/2018

Pension: DOT to 30 Years	(05/20/2014 - 07/08/2018)	220,812	(A)
Longevity: DOT to 30 Years	(05/20/2014 - 07/08/2018)	28,877	(A)
Medical Benefits: DOT to 30 Years	(05/20/2014 - 07/08/2018)	109,993	(B)
		<hr/>	
		359,682	
"Bust Out" (Severance) Costs		57,207	
		<hr/>	
		416,889	

Note: The above reflects retirement costs from date of retirement to an additional 4.1 years of service (ie. 30 years).

(A) Reflects payments from the employee's date of termination to 30 years from his date of hire as pension benefits maximize at 30 years of service.

(B) The current labor agreement with the IBPO specifies that retiree medical plan coverage on their date of termination continues until the retiree becomes Medicare eligible. Should the retiree obtain employment with comparable benefits, the City shall be pay only for incremental retiree cost of the City plan vs the inferior plan.

The above assumes the retiree continues with his existing City coverage.

CITY OF CRANSTON

Rhode Island State Police Assessment of the Cranston Police Department

Fiscal Impact Report

Section 16

SUBJECT: MATTHEW JOSEFSON

Summary of Actions Having Financial Impact

Reference: RI State Police Report, Section 8 & Other Public Information

1. Issues relating to then Sergeant Josefson's alleged "unjust demotion" to the rank of Patrolman.
2. Then Seargent Josefson placed on administrative leave reportedly without substantiated charges.
3. Costs relating to surveillance of then Sergeant Josefson recorded in the accounting records as "Part Time Help".
4. Costs relating to employee lawsuit relating to the above.

Date of Hire:	03/07/2005
Date of Admin Leave:	10/04/2013
Return from Admin Leave:	11/20/2013

Administrative Leave Salary	(10/04/2013 - 11/20/2013)	7,313	
Administrative Leave Benefits	(10/04/2013 - 11/20/2013)	3,952	
Administrative Leave Longevity	(10/04/2013 - 11/20/2013)	804	
Back-filling of Ranks	(10/04/2013 - 11/20/2013)	729	
Outside Contractor Surveillance Costs		1,550	
Total Excluding All Outside Legal Fees & Claim Dispositon		14,348	
Outside Legal Costs		-	+ (A)
Litigation Claim / Settlement		821,784	(B)
		836,132	+

(A) Legal bills have yet to be identified hence, \$-0- legal fees are reflected above.

(B) A claim has been filed with the City for \$821,784. As a settlement has not been determined, it is possible that this matter will be resolved from \$-0- to \$821,784.

Section 17

SUBJECT: KAREN GUILBEAULT

Summary of Actions Having Financial Impact

Reference: RI State Police Report, Section 9

"Notice of Claim and Demand" filed by then Lieutenant Guilbeault claiming gender-based discrimination and sexual harrassment amid reported "mismanagement".

Date of Hire: 12/18/1998

Outside Legal Costs	130,915	+
Litigation Claim / Settlement	TBD	(A)
	130,915	+

(A) A claim has been filed with the City for an amount yet to be determined. As a settlement has not been determined, it is possible that this matter will be resolved from \$-0- to an undetermined amount. As such, a maximum cost value of this subject matter can not be reasonably estimated.

Section 18

SUBJECT: ACTIVE POLICE CAPTAIN

Summary of Actions Having Financial Impact

Reference: City Council Meetings: 07/27/15 & Others

1. A current Cranston Police Captain was placed on administrative leave and returned to service with issues not resolved.
2. Costs incurred & potential additional costs relating to actions noted above.

Date of Hire:	02/22/1993
Date of Admin Leave:	07/02/2013
Return from Admin Leave:	12/15/2013

Administrative Leave Salary	(07/02/2013 - 12/15/2013)	64,967
Administrative Leave Benefits	(07/02/2013 - 12/15/2013)	15,044
Back-filling of Ranks	(07/02/2013 - 12/15/2013)	11,471
Outside Legal Costs		6,392 +
Outside Professional Fees & Meeting Room Costs		3,863
Other Outstanding Issues		TBD
		<hr/>
		101,737 +
		<hr/> <hr/>

Section 19

SUBJECT: RI STATE POLICE ASSESSMENT PROCEEDINGS

Summary of Actions Having Financial Impact

Reference: RI State Police Report, Section 1

Rhode Island State Police direct costs relating to its interim command of the Cranston Police Department as well as conduct of its internal investigations and a comprehensive assessment of the department.

	<u>Minimum</u>	<u>Reasonably Estimated</u>
RI State Police Estimate	600,000	1,000,000

The above costs include, but are not limited to:

- o Compensation of the following resources directly relating to the State Police investigation and assessment:
 - Then Captain Kevin M. Barry
 - Then Lieutenant Matthew C Moynihan
 - Assigned RI State Police detectives

The above costs exclude, but are not limited to excluding the following:

- o Compensation of Colonel Steven G. O'Donnell directly attributable to the investigation and assessment.
- o Compensation of State Police legal counsel involving the investigation.
- o Cost associated with related forensic analysis.
- o Overtime, vacation and compensatory time of the officers noted above.
- o Administrative staff support salaries and benefits.
- o RI State Police administrative overhead expenses.