

November 21, 2008

Dear Member,

I want to address a recent question about the Stipulated Agreement between the Division of Criminal Justice and the Union regarding firearms instructors.

The Union did not initiate this issue. The Executive Board was contacted by the Division because of problems related to attracting and keeping firearms instructors and it was acknowledging the additional responsibilities of firearms instructors. The Division was losing firearms instructors and attempts to recruit more were unsuccessful. This presented a potential problem with maintaining firearms certification for Inspectors. The lack of an appropriate number of firearms instructors results in increased danger at the range.

If we do not have our own in-house firearms instructors to train safely, the Division could be forced to request another agency, such as the Department of Public Safety, to be responsible for firearms training / re-certification of Inspectors. This is not good for us from several points, including losing complete control over our own people. Our agency would potentially have no input in firearms training related issues.

Along with these issues the Division recognized that the firearms instructors also have operational control and authority over all personnel at firearms related training.

As a way to compensate for the additional duties / responsibilities, the Division wanted to compensate the firearms instructors at the rate of one (1) day of compensatory time for each day of work at the range, similar to compensating field training officers or people temporarily acting in positions of higher authority in some police departments.

The Executive Board agreed to this because it is in the best interest of the Inspectors as a whole.

Any inspector is free to apply to be a firearms instructor as positions become available.

### **CONTRACT NEGOTIATIONS**

The contract negotiation process with the Division of Criminal Justice has started. We had two meetings and are scheduled for another session on December 03, 2008. We will be making proposals in the following areas:

- General Wage increases.
- Improvements in earned compensatory time or overtime pay.
- 40 hour work week.
- Improvement of meal allowance plan.
- Improved contract language pertaining to transfers.

The survey results can be viewed on our Union's website at [www.csea-ct.com](http://www.csea-ct.com). It is under the State Employees – Inspectors tab.

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We do plan to have a General Membership meeting soon.

Have a Happy Thanksgiving,

Chez DiNino  
President  
Police Inspectors Council