

City of Canandaigua Police Department

# **Internal Investigation Report**

**I.A. 003-2012**

Accused: Police Officer Nicole Kadien

Assignment: Patrol Division

Prepared by Lt. Scott P. Ferguson

Jonathan P. Welch

Chief of Police

## Internal Investigation Complaint 003-2012

Accused Member (s): Police Officer Nicole Kadien  
Badge # 812

Complainant: Det. Nate Lawrence, Sgt. Scott Kadien

### Summary of Complaint Investigated:

At issue is the response of Officer Kadien to an emergency call where risk of 'loss of life' was possible. On August 25<sup>th</sup>, 2012 at 1855hrs, Officer Nicole Kadien was dispatched to [REDACTED] apartment [REDACTED] for the report of a suicidal female threatening to slit her wrists. Her response time is in question as after receiving the complaint, at least eleven minutes had elapsed and she still had not made contact with the subject. She further acknowledged the complaint only by "keying" the radio microphone and did not verbally state such.

### Investigation results:

#### August 25<sup>th</sup>, 2012

I received an email from Sgt. Scott Kadien advising that on 08/25/12 a complaint of a suicidal subject came in which Officer Kadien and Det. Lawrence handled. Officer Lawrence "voiced concern" to Sgt. Scott Kadien that Officer Nicole Kadien took an excessive amount of time to initially respond. Sgt. Scott Kadien also looked for guidance on how to handle the issue as he and Officer Nicole Kadien are separated from marriage. He was advised to take initial steps in looking into the matter and then to turn any findings over to me.

#### September 5<sup>th</sup>, 2012

I received a memorandum from Sgt. Scott Kadien. A summation of the memo is as follows:

- Detective Lawrence was working in the patrol division expressed concern to Sgt. Scott Kadien regarding the response time of Nicole to a suicidal person report. She had been dispatched at 1855hrs. and did not arrive on scene until 1904hrs.
- Sgt. Kadien was assisting the Sheriff's office at the Super 8 hotel and did not hear the original dispatch due to being on portable radio. Upon returning to patrol vehicle,

he heard that an ambulance was on standby and inquired as to why. He was advised by dispatch of a suicidal subject that may have or was going to "slit her wrists." He acknowledged the call and responded, arriving in less than three and a half minutes, (enroute - 19:02:48, arrived - 19:06:00).

- When he arrived to the apartment complex, P.O. Nicole Kadien was in the lobby of the complex and they arrived at the subjects apartment at the same time.
- He had Officer Nicole Kadien respond to him in writing as to the delay in response in which she replied to him with two separate memos witch conflict one another.
- He obtained the 911 Centers dispatch recordings. Notes that P.O. Kadien was the only officer originally dispatched as He and Det. Lawrence were tied up with other complaints. *Det Lawrence had cleared a complaint and responded to the suicidal call, arriving before P.O. Kadien.* Notes that in the dispatch audio, P.O. Kadien does not verbally acknowledge the dispatcher but does so by "keying" the microphone.
- Observed the subject of the suicidal call to be "Extremely volatile" and potentially violent towards herself and/or officers.
- Believes P.O. Kadien's actions to be negligent.

I reviewed both memos directed to Sgt. Kadien from P.O. Kadien. They are vastly different in explanation.

I retrieved the 911 centers dispatch information to put the events/time in chronological order:

P.O. Kadien - 18:43:14 Dispatched to 129 Saltonstall St lot [REDACTED] for a check the welfare Complaint  
18:48:27 Arrived on scene  
18:50:32 Cleared with a code 32, available

18:50:39 Dispatched to Wegmans for a lockout (*Does not show 10-97*)

18:55:18 Re-routed to [REDACTED] Apt [REDACTED] for a suicidal person, dispatch notes on MDT lists "...said she is going to kill herself by slitting her wrists- UNK if done so already - has threatened suicide before..."  
19:04:01 Arrives on scene

Det. Lawrence - 18:48:34 Arrives at [REDACTED] Buffalo St for a criminal mischief report  
18:58:55 clears from the criminal mischief complaint  
19:00:47 Arrives at the suicidal person complaint, [REDACTED] Apt. [REDACTED]

Sgt. Kadien - 18:42:24 Arrives at Super 8 Motel to assist the Sheriff's Office with a disturbance call  
18:47:32 Clears from the assist

19:02:48 Calls enroute to the suicidal call

19:06:00 Arrives at [REDACTED] where he finds P.O. Kadien still in the lobby area

I reviewed the memos signed by P.O. Kadien which do substantially conflict one another.

I reviewed the 911 dispatch audio and confirm what was reported by Sgt. Kadien. I noted that the dispatcher did give basic information as to the nature of the call and location. Detailed information was provided on MDT. One of the memos written by P.O. Kadien (*later labeled as #1*) to Sgt. Kadien is proved to be completely erroneous.

### September 20<sup>th</sup>, 2012

I sent email correspondence to P.O. Kadien notifying her to meet with me on 09/24/12 regarding an internal investigation as well as her right to union representation.

### September 24<sup>th</sup>, 2012

At 1357 I met with P.O. Kadien with P.O. Bells as her representative from the P.B.A. I read to her the Administrative Warnings and she signed the G.O. #335 form with P.O. Bells signing as witness.

I explained the nature of the investigation and asked her questions regarding it. A summation of the conversation is as follows:

- When clearing from the Saltonstall St. complaint, she received the lock out complaint at Wegmans and traveled west on Saltonstall St. to Phelps St. to Main St.
- When she was almost to the entrance of Wegmans she received the dispatch to the suicidal person call.
- She did not use her lights and siren - did not respond in emergency mode when she should have. *This is in contrast to memos written to Sgt. Kadien where she stated that "I don't recall if I used lights and sirens while enroute."*
- Admitted to being negligent stating, "I was complacent" and "I screwed up."
- She did remember the training in which I told about the "silent dispatching" where dispatchers would give limited information over the air and it would be incumbent of the officer to check the MDT for further information.
- She stated that she was not using her cell phone or other personal electronic device.

Soon after the meeting was concluded I met with P.O. Kadien and P.O. Bells in the patrol office to ask a further question. I wanted to know which memo she turned in to Sgt. Kadien first. She indicated which one and I wrote a "1" on the upper right portion of the page. I wrote a "2" on the upper right portion of the other memo. I asked Nicole why there were vast discrepancies between the two. She stated that the first memo was written "going off memory," she later checked the time line with dispatch and turned in the second memo to Sgt. Kadien.

September 26<sup>th</sup>, 2012

I printed a "screen shot" of the dispatch notes that P.O. Kadien was sent regarding the suicidal person.

September 27<sup>th</sup>, 2012

I met with Det. Nate Lawrence regarding the incident. A summation of the meeting is as follows:

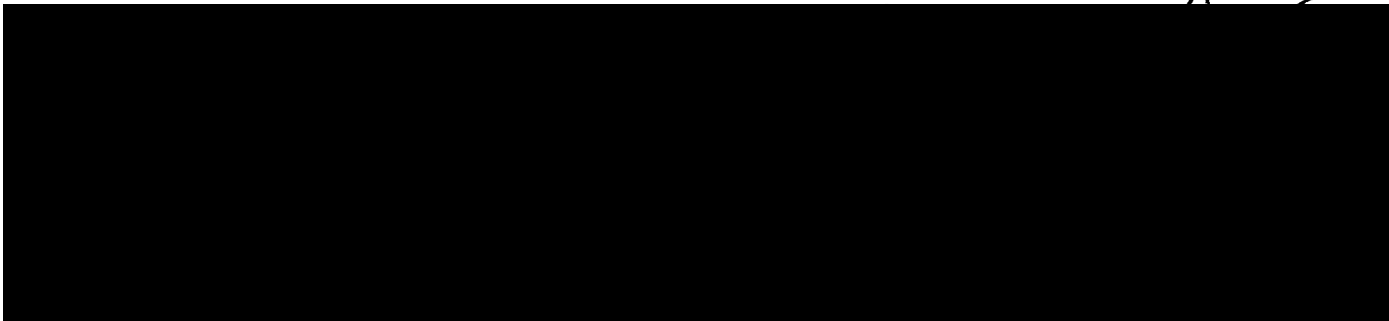
- He mentioned to Sgt. Kadien the comment, "That's a hell of a response time" referring to how long it took P.O. Kadien to show up. That's what started the inquiry. Det. Lawrence did not specifically state that he felt P.O. Kadien's response time put him or the suicidal subject in danger though due to the totality it could have been inferred.
- He does say that P.O. Kadien's response time was not fast enough
- The subject that they were dealing with was uncooperative and belligerent and did make the statement, "I hate the police."
- He was able to enter the complex as a tenant saw him in the foyer and let him in.

While speaking to Det. Lawrence it appeared that he knew that P.O. Kadien was in the wrong though he did not want to be responsible for any disciplinary action that may occur.

#### Summary of Investigation

P.O. Kadien clearly did not respond to this call in an appropriate manor. The nature of the call indicated that there was a potential for serious physical injury or death and that a response in emergency mode utilizing lights and siren was necessary. It is also clear that P.O. Kadien fabricated an excuse of her actions which she recorded in the first memo that she wrote to Sgt. Kadien.

Departmental Rule and Regulation Violations to be considered:



[REDACTED]

XVII. ATTENTION TO DUTY: Unfounded \_\_\_\_\_ Sustained ✓

- A. All members and staff shall perform their assigned duties as expeditiously as possible. Once dispatched to a call, members shall respond directly to the scene.
- B. Members and staff shall not engage in any personal activities that interfere with the operations of the Department.
- C. Members shall remain awake while on duty unless granted permission from a supervisor/command officer.

[REDACTED]

GENERAL ORDER 230 Radio, Telephone and Teletype operations:

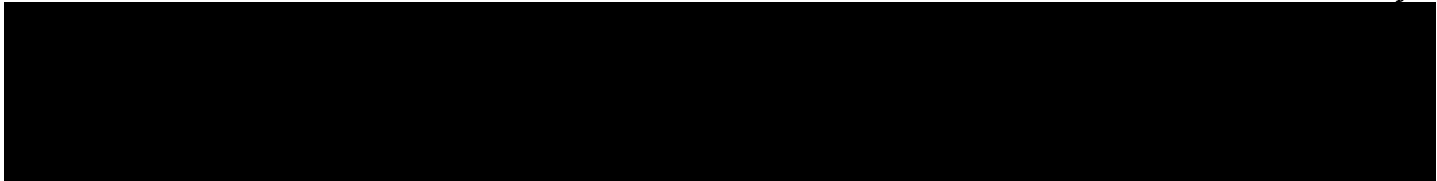
Unfounded \_\_\_\_\_ Sustained ✓

60 105 I  
Goal  
objections  
A

II. POLICY:

1. Radio Use - General:

- d.) All personnel shall operate their assigned radio equipment in a professional manner.
- e.) Officers should enunciate in a clear voice and speak at a constant rate. Speak directly into the mouthpiece at a distance of approx. 1 inch from the mouth.
- g.) All radio messages shall be acknowledged immediately.





**Attachments:**

1. Memorandum from Sgt. Kadien
2. CD containing audio recordings from dispatch
3. Event printouts from dispatch (7)
4. Screen shot from MDT of complaint notes
5. Email to P.O. Kadien
6. Administrative Warnings signed by P.O. Kadien and Bells
7. Incident report and deposition
8. Memorandums from P.O. Kadien (2)

**City of Canandaigua Police Department**  
21 Ontario Street  
Canandaigua, New York 14424

LA# 3-2012

Detective Division

**DATE:** September 5, 2012

**TO:** Lieutenant Scott Ferguson

**FROM:** Detective Sergeant Scott J. Kadien

SK

**RE:** CR 1207751

This memorandum is a follow-up to the e-mail I sent you on August 25, 2012, regarding the response time of Officer Nicole Kadien to a report of a suicidal subject.

Detective Lawrence, who was working patrol at the time, expressed concern about Officer Kadien's response and felt it potentially put him and the suicidal subject in danger.

I checked with dispatch and learned that Officer Kadien was dispatched at 1855 hours and arrived on scene at 1904 hours.

At the time the complaint was dispatched I was assisting the Sheriff's Office at the Super 8 and did not hear the initial radio transmissions. Upon returning to my patrol vehicle I heard dispatch advising Detective Lawrence that an ambulance was on standby.

I inquired about the nature of call, at which time I was advised it was a suicidal subject that may have or was going to "slit her wrists." I then responded to the scene from the Super 8.

I responded in an emergency mode starting at 1902:38 hours and arrived on scene at 1906:00 hours. At the time of my arrival Officer Kadien was still in the lobby of the apartment building and we arrived at the subject's apartment at the same time.

At your direction I asked Officer Kadien to write me a memorandum detailing her response to the incident including where she responded from and the manner in which she responded.



Officer Kadien provided me with two memorandums. The first said she was on another complaint when the call was dispatched and after she cleared she responded from Saltonstall Street.

The second memorandum said she was heading to Wegmans for a report of a lock out and was rerouted. In both memorandums Officer Kadien said she did not recall whether she used her lights and/or siren.

When I asked why she submitted conflicting memorandums, Officer Kadien said she had checked with dispatch and that refreshed her memory.

I obtained the recording of the radio transmissions and dispatch notes related to this incident.

They confirm Officer Kadien was rerouted as well as her dispatch and arrival time.

I have attached the CD of the recordings, Officer Kadien's memorandums and the dispatch notes to this communication.

It should be noted that Officer Kadien was the only officer originally dispatched to this incident as Detective Lawrence and I were on other complaints.

It should also be noted that Officer Kadien acknowledges dispatch in relation to this complaint by "clicking" the microphone and not verbally doing so. This is something I know she has been counseled on several times by supervisors in the past.

Furthermore, the subject involved in this complaint was extremely volatile and for several minutes it was uncertain whether she was going to be violent towards herself and/or officers.

Based on the investigation conducted thus far, it appears there is no reasonable explanation for Officer Kadien's slow response time to an emergency report other than negligence and/or malfeasance.

Respectfully submitted.

Event Search - SHERREG

Edit Application Tools Command Help

My ShortCuts

- Events By Report Number (all)
- Events By Situation Found (totals)
- Event Search
- Enter Name Search
- History
- Property Check Search

KOPS EVENT DISPLAY C03641

Event No: P122380035 Area: 29 C CANANDAIGUA C2 U-Cont: P134

Reported: 114 SUICIDAL SUBJECT

Found: 114 SUICIDAL SUBJECT

Priority: Priority 1 Lights

How Reported: E911 Started: KARAAM

Alarm No: Sent Disp: 08/25/12 18:52:55

Empire: 05 ARREST REPORT 08/25/12 20:10:52

Location: [REDACTED]

Town: C CANANDAIGUA

Comments: CALLERS DAUGHTER [REDACTED] -37F-JUST CALLED AND SAID SHE IS GOING TO KILL HERSELF BY SLITTING HER WRISTS-UNK IF DONE SO ALREADY-HAS THREATENED SUICIDE BEFORE-ONLY KNIVES IN

Caller Name/Addr: [REDACTED]

Caller Phone: [REDACTED] Age: Conscious: Breathing:

Stations: [REDACTED]

Units: 812AP 823R 829R

Combinations: E122380022 Canine Used: [REDACTED] [REDACTED] Tech Used: [REDACTED]

OK Cancel

Notes Records E911 Unit Dis Business Suppleme Unit Man Print

Wreckers Location DL/Reg Alarms Geobase XY Coord Loc Hist

Event Search

10 \* 14.227 | KOPS (PD,DCGARD) | ONTARIO COUNTY SHERIFF'S OFFICE | v5.5 | CASE NUM | 9/5/2012

# Memo

**To:** Det. Sgt. Scott Kadien  
**From:** PO Nicole Kadien  
**Date:** 8/28/2012  
**Re:** Response to Suicidal Subject

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In regards to my response to the suicidal subject complaint on August 25<sup>th</sup>, 2012. PO Lawrence was the first car available to take the complaint. Det. Sgt. Kadien was said he was going to clear his job and head that way. I was on another complaint when the call came in. When I cleared my job I said I would be enroute as it was my sector. I was coming from Saltonstall trailer park. Dispatch advised Det. Sgt. Kadien I was headed to the complaint. He stated he was still going to respond as well. I don't recall if I used lights and sirens while I was enroute.

Respectfully Submitted,

  
Nicole Kadien

# Memo

**To:** Det. Sgt. Kadien  
**From:** PO Nicole Kadien  
**Date:** 8/28/2012  
**Re:** Response to suicidal subject complaint

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In regards to my response to the suicidal subject complaint on August 25<sup>th</sup>, 2012. I was enroute to another complaint at Wegmans. I was almost to Wegmans when I was rerouted to [REDACTED] for the suicidal subject. I turned around and went to the call. I don't recall if I used lights and sirens while enroute.

Respectfully Submitted,

  
Nicole Kadien

# General Order #335

## ADMINISTRATIVE WARNINGS

I wish to advise you that you are being questioned as part of an official investigation of the Canandaigua Police Department. You will be asked questions specifically directed and narrowly related to the performance of your official duties or fitness for office.

You are entitled to all the rights and privileges guaranteed by the laws and the Constitution of this state and the Constitution of the United States, including the right not to be compelled to incriminate yourself.

However, I further wish to advise you that if you refuse to testify or to answer questions relating to the performance of your official duties or fitness for duty, you will be subject to departmental charges that may result in your dismissal from the Department. If you do answer, neither your statements nor any information or evidence, which is gained by reason of such statements, can be used against you in any subsequent criminal proceeding. However, these statements may be used against you in relation to subsequent departmental charges.

Any member being questioned in respect to possible disciplinary charges shall have the right to representation by the PBA President or his designee before making any written statement. The members shall be allowed reasonable time to procure such representation.

  
OFFICER'S SIGNATURE

  
WITNESS'S SIGNATURE

DATE: 9/24/12

TIME: 1350

Event Number: P122380035

Page 1

Start Dt	Time	Situation/Description	HR	PR
0 25/12	18:49:11	RPT: 114	5	1

Caller Info: CALLERS DAUGHTER - [REDACTED]-37F-JUST CALLED AND SAID SHE IS GOING TO KILL HERSELF BY SLITTING HER WRISTS-UNK IF DONE SO ALREADY-HAS THREATENED SUICIDE BEFORE-ONLY KNIVES IN RESIDENCE-MOTHER ALSO EN ROUTE FROM BRISTOL

Alarm No	Location	C/A	USE	OPER
	[REDACTED]	29		KARAAM

Town: C CANANDAIGUA

Caller Information (How Received: E911)  
 [REDACTED]

Rpt No	Officer	District	Citations
I1207751	KADIEN, NICOLE	P29 C CANANDAIGUA	

FND: 114 SUICIDAL SUBJECT

Sent	Disp	CC	Comp	Oper	Comp.	Dt	Time	Cleared	Susp	Unsus	Under	Ctl
18:52:55		05				08/25/12	20:10					

ARREST REPORT FILED

Notes

[08/25/12 19:26:16 JACKIEJP] 812 1F TO CLIFTON  
 [08/25/12 19:05:48 KIS] Unit 812 Late Safety  
 [08/25/12 19:05:48 KIS] Unit 823 Late Safety  
 [08/25/12 18:53:59 KARAAM] [REDACTED] CELL # [REDACTED]  
 [08/25/12 18:52:55 KARAAM] CALLERS DAUGHTER - [REDACTED]-37F-JUST CALLED AND SAID SHE IS GOING TO KILL HERSELF BY SLITTING HER WRISTS-UNK IF DONE SO ALREADY-HAS THREATENED SUICIDE BEFORE-ONLY KNIVES IN RESIDENCE-MOTHER ALSO EN ROUTE FROM [REDACTED]

Companions: E122380022

Unit	Dispatch	Enroute	Arrived	Okay	Area	Chk	Avail	Cleared	Status
812	18:55:18	18:55:18	19:04:01	19:06:04			20:10:52	20:10:52	AP
823	19:00:47	19:00:47	19:00:47	19:06:04			19:52:58	19:52:58	R
829	19:02:48	19:02:48	19:06:00				19:35:11	19:35:11	R

Start Dt	Time	Situation/Description	HR	PR
0 25/12	18:40:27	RPT: 16	1	0

Caller Info: WOMAN THAT LIVES THERE POSS LEFT THE 4 AND 7 YO CHILDREN IN THE RES BY THEMSELVES - SHE JUST LEFT THE RES -

Alarm No Location C/A USE  
129 SALTONSTALL ST LOT [REDACTED] 29

Oper: CHRISTOPHERMF  
Town: C CANANDAIGUA

Caller Information (How Received: Telephone)  
[REDACTED] lot [REDACTED]

Rpt No	Officer	District	Citations
I1207749	KADIEN, NICOLE	P29 C CANANDAIGUA	

FND: 16 CHECK THE WELFARE

Sent	Disp	CC	Comp	Oper	Comp. Dt	Time	Cleared	Susp	Unsus	Under Ctl
18:41:42		32			08/25/12	18:50				

CHECKED SPECIAL ATTENTION - ALL O.K.

Notes

[08/25/12 18:41:42 CHRISTOPHERMF] WOMAN THAT LIVES THERE POSS LEFT THE 4 AND 7 YO CHILDREN IN THE RES BY THEMSELVES - SHE JUST LEFT THE RES -

Unit	Dispatch	Enroute	Arrived	Okay	Area Chk	Avail	Cleared	Status
812	18:43:14	18:43:14	18:48:27			18:50:32	18:50:32	AP

Event Number: P122380032

Page 1

Start Dt	Time	Situation/Description	HR	PR
08/25/12	18:37:00	RPT: 23	5	0

Caller Info: DESK CLERK YELLING AT PEOPLE SCREAMING - MANY PEOPLE IN THE LOBBY - PEOPLE ARE VERY CONCERNED AND SCARED - CALLER WAS PATRON AT PAY PHONE

Alarm No	Location	C/A	USE
	SUPER 8 MOTEL, 4450 ROUTE 5 AND 20	52	

Oper: CHRISTOPHERMF

Town: T CANANDAIGUA

Caller Information (How Received: E911)  
jo mazire 4450 ROUTE 5 AND 20 [REDACTED]

Rpt No	Officer	District	Citations
I1207748	KADIEN, SCOTT	P29 C CANANDAIGUA	

FND: 23 DISTURBANCE

Sent	Disp	CC	Comp	Oper	Comp. Dt	Time	Cleared	Susp	Unsus	Under	Ctl
18:38:11		34			08/25/12	19:02					

ASSISTED ANOTHER UNIT/AGENCY

Notes

[08/25/12 18:47:24 KIS] Unit 829 Late Safety  
 [08/25/12 18:38:11 CHRISTOPHERMF] DESK CLERK YELLING AT PEOPLE SCREAMING - MANY PEOPLE IN THE LOBBY - PEOPLE ARE VERY CONCERNED AND SCARED - CALLER WAS PATRON AT PAY PHONE

Companions:

Unit	Dispatch	Enroute	Arrived	Okay	Area Chk	Avail	Cleared	Status
829	18:39:27	18:39:27	18:42:24	18:47:32		19:02:34	19:02:34	AP





Event Number: P122380033

Page 1

Start Dt	Time	Situation/Description	HR	PR
08/25/12	18:39:40	RPT: 44	1	4

Caller Info: DK GRAY MAZDA 3 IN MIDDLE OF LOT, WILL WAIT BY CAR  
 Alarm No Location C/A USE  
 WEGMANS CANANDAIGUA, 345 EASTERN BLV 29  
 Oper: JACKIEJP  
 Town: C CANANDAIGUA

Caller Information (How Received: Telephone)  
 [REDACTED] OWNER [REDACTED]

Rpt No	Officer	District	Citations
I1207750	KADIEN, NICOLE	P29 C CANANDAIGUA	

FND: 44 LOCKOUT  
 Sent Disp CC Comp Oper Comp. Dt Time Cleared Susp Unsusp Under Ctl  
 18:40:38 31 08/25/12 19:42  
 SERVICES RENDERED

Notes

[08/25/12 18:40:38 JACKIEJP] DK GRAY MAZDA 3 IN MIDDLE OF LOT, WILL WAIT BY CAR

Unit	Dispatch	Enroute	Arrived	Okay	Area Chk	Avail	Cleared	Status
812	18:50:39	18:50:39				19:42:28	19:42:28	I
829	19:35:51	19:35:51	19:40:56			19:42:28	19:42:28	AP

Unit	Reduce Speed Reason	Recalled Reason	Staged	Interrupt
812				
829				18:55:18

## Scott Ferguson

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**From:** Scott Ferguson  
**Sent:** Thursday, September 20, 2012 3:22 PM  
**To:** Nicole Wood  
**Cc:** Jon Welch  
**Subject:** Internal investigation

P.O. Kadien,

On 09/24/12 at 1400hrs, you are instructed to meet with me in my office relating to an internal investigation I am conducting. You are entitled to bring union representation if you so choose.

Lt. Ferguson

Lt. Scott P. Ferguson  
Canandaigua Police Department  
21 Ontario Street  
Canandaigua, New York 14424  
585-396-5032, fax. 585-396-5034

"This message may contain confidential, sensitive and/or proprietary information and is intended for the person/entity to whom it was originally addressed. Any use by others is strictly prohibited."

1. Agency CANANDAIGUA POLICE DEPARTMENT		2. Div/Precinct PATROL		New York State <b>INCIDENT REPORT</b>		3. ORI NY0342900		5. Case No. 1207751		6. Incident No. 34105	
7,8,9. Date Reported (Day, Date, Time) SATURDAY 08/25/2012 18:55				10,11,12. Occurred On/From (Day, Date, Time) SATURDAY 08/25/2012 18:55				13,14,15. Occurred To (Day, Date, Time)			
16. Incident Type MENTAL HEALTH-MENTAL HEALTH INCIDENTS						17. Business Name					
19. Incident Address (Street Name, Bldg. No., Apt. No.) [REDACTED]											
20. City/State/Zip CANANDAIGUA NEW YORK 14424											
21. Location Code (TSLED) CANANDAIGUA CITY 3529				23. No. of Victims 1		24. No. of Suspects 1		26. Victim also Complainant? No			
Location Type MULTIPLE DWELLING											

22. Off. No.	LAW SECTION	SUB	CL	CAT	DEG	ATT	NAME OF OFFENSE	CTS
1.	MHY	9.41		9	0	C	TAKE INTO CUSTODY MENTALLY ILL PERSON LIKELY TO HARM SC	1

### ASSOCIATED PERSONS

25. TYPE	Name (Last, First, Middle, Title)	DOB	Street Name Bldg., Apt.No., City, State, Zip	Res Phone Bus Phone
VICTIM	NEW YORK STATE		N/A CANANDAIGUA NY 14424	
SUSPECT	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
COMPLAINANT	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

### VICTIM

Name NEW YORK STATE	27. DOB	28. Age	29. Gender JNKNOWN	30. Race NOT APPLICABLE	31. Ethnicity NOT APPLICABLE	32. Handicap NO	33. Residence Status NOT APPLICABLE
Victim DID receive information on Victim's Rights and Services pursuant to New York State Law <input type="checkbox"/> Yes <input type="checkbox"/> No							


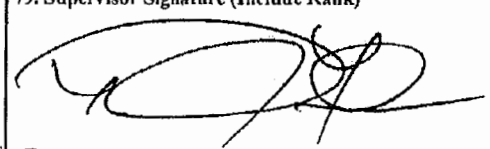
### SUSPECT

Person ID # 8957	34. Type/No. SUSPECT		35. Name (Last, First, Middle) [REDACTED]				
37. Apparent Condition			38. Address (Street Name, Bldg., Apt. No., City, State, Zip) [REDACTED]				
39a. Home Phone [REDACTED]	39b. Work Phone	40. Social Security	41. DOB [REDACTED]	42. Age 38	43. Gender FEMALE	44. Race ASIAN OR PACIFIC ISLANDER	
45. Ethnicity NOT HISPANIC		46. Skin		47. Occupation			
48. Height	49. Weight	50. Hair		51. Eyes		52. Glasses UNKNOWN	53. Build
54. Employer/School				55. Employer Address NY			
56. Scars/Marks/Tattoos /Description							
36. Alias/Nickname/Maiden Name							
Last Name		First Name		Middle Name			

### NARRATIVE

<b>Date of Action</b>	<b>Date Written</b>	<b>Officer Name &amp; Rank</b>
08/25/2012	08/25/2012	KADIEN, NICOLE (PO)
<b>Narrative</b>		
<p>I responded to the above address for a suicidal subject. The complainant was [REDACTED] who was the mother of [REDACTED]. [REDACTED] stated that [REDACTED] called her around 6:37pm. [REDACTED] told her mother that she wanted cigarettes and if she didn't get them she was going to kill herself. [REDACTED] told her no and they hung up. [REDACTED] called her back and stated she was going to slit her wrist and throat and that she was on a lot of medications. [REDACTED] called a third time and stated she had already cut herself and the blood was about to drip.</p> <p>[REDACTED] has a history of mental illness. Her mother stated that she had been talking about suicide a lot recently and her mother fears for [REDACTED] safety.</p> <p>Upon arrival [REDACTED] was highly agitated. She denied making any of those statements. A deposition was taken from [REDACTED] who responded to the scene. [REDACTED] was arrested under the mental health law. She was transported to Clifton Springs for treatment.</p> <p>Case closed by arrest.</p>		

### ADMINISTRATIVE

<b>74. Inquiries</b>	<b>75. NYSPIN Message No.</b>	<b>76. Complainant Signature</b>	
<b>77. Reporting Officer Signature (Include Rank)</b>	<b>78. ID No.</b>	<b>79. Supervisor Signature (Include Rank)</b>	<b>80. ID</b>
 PO NICOLE KADIEN	812	 Sgt. DONALD FELDMAN DET. SGT. SCOTT KADIEN	825
<b>81. Status</b>	<b>82. Status Date</b>	<b>83. Notified/TOT</b>	
ARREST - ADULT	08/25/2012		

CANANDAIGUA POLICE DEPARTMENT

SUPPORTING DEPOSITION

SEC. 100.20 CPL

STATE OF NEW YORK  
County of Ontario  
City of Canandaigua

Date of Deposition 08/25/12  
Time Started 1935 hrs.  
CR# 1207751 @ 1849 hrs.

My name is [REDACTED] and I reside at [REDACTED]  
[REDACTED] On 08/25/12 I made the following statement to Detective Nathan J. Lawrence:

On 08/25/12 at approximately 6:37 pm I received a call from my daughter [REDACTED] on her cell phone [REDACTED]. [REDACTED] told me that she wanted cigarettes. She said if I didn't get them that she would kill herself. I told her no and we eventually hung up. A couple of minutes later [REDACTED] called back and said again that she wanted to kill herself. [REDACTED] said that she was going to slit her wrist and throat and that she was on a lot of medications so don't bother calling anyone because the time that got there she would have already bled out. She hung up and called me again stating that I already cut myself and the blood's about to drip.

In the past two weeks [REDACTED] has been talking about suicide a lot. She said she was waiting till after a wedding and then she was going to do it. [REDACTED] has been talking so much about it lately and sounded more convincing then in the past that I called 911 and immediately drove to her apartment. I'm worried about her safety and I am afraid she may follow through one of these times.

*NOTICE: False statements made herein are punishable as a Class A Misdemeanor pursuant to section 210.45 of the Penal Law of the State of New York.*

.....  
Witness  
  
Det. Lawrence  
*Det. Nathan J. #803*  
.....  
Name of Person Taking  
Deposition

*[Signature]*  
.....  
(Signature of Deponent)  
.....  
1945 hrs.  
.....  
Time Ended  
(Deposition)

**ONTARIO COUNTY OFFICE OF EMERGENCY COMMUNICATIONS  
ARCHIVAL RECORDING REQUEST**



**REQUIRED INFORMATION**

Today's date: Aug 28, 2012

Person Requesting/Agency: S. Kadien - 8281 Cdca PD

Signature: \_\_\_\_\_

Reason/Incident: suicide

Date of Incident: 8/25/12 Channel(s) Requested: \_\_\_\_\_

Time of Incident: 1849 CR #: P122380035

Communications Officer Assisting: 236

Requestor's Supervisor's Signature: \_\_\_\_\_

**Type of Request**

- 1)  Review of Recording
- 2)  CD of Incident

CD of Incident made by: 236

CD Turned over to: \_\_\_\_\_

Date: \_\_\_\_\_ Time: \_\_\_\_\_

Signature of Person Receiving CD: \_\_\_\_\_ Date: \_\_\_\_\_

NYS County Law, § 6 Section 308, subdivision 4 states: Records, in whatever form they may be kept, of calls made to a municipality's E911 system shall not be made available to or obtained by any entity or person, other than that municipality's public safety agency, another government agency or body, or a private entity or a person providing medical, ambulance or other emergency services, and shall not be utilized for any commercial purpose other than the provision of emergency services.

PD

ONTARIO COUNTY SHERIFF'S OFFICE  
EVENT SUMMARY REPORT

CR0130

15:14:12 08-28-12

Event No..... P122380035  
 Oper..... KARAAM  
 Start Dt..... 08/25/12  
 Time..... 18:49:11  
 U-Control.....  
 Comp Tm..... 20:10:52  
 Duration..... 81.68  
 Event Location... [REDACTED]  
 Town..... C CANANDAIGUA  
 Cross Streets... [REDACTED]  
 District..... C CANANDAIGUA  
 Latitude..... 42.8957489173885  
 Longitude..... -77.285487826010  
 3  
 Situation Found.. SUICIDAL SUBJECT  
 Caller..... [REDACTED]  
 Phone..... [REDACTED]  
 Comments..... CALLERS DAUGHTER - [REDACTED] 37F-JUST CALLED AND SAID SHE  
 IS GOING TO KILL HERSELF BY SLITTING HER WRISTS-UNK IF DONE  
 SO ALREADY-HAS THREATENED SUICIDE BEFORE-ONLY KNIVES IN  
 RESIDENCE-MOTHER ALSO EN ROUTE FROM [REDACTED]  
 Sup Caller..... Sup Caller Addr..... Sup Phone.....  
 ( ) -

Sup Comments.....  
 as..... [08/25/12 19:26:16 JACKIEJP] 812 1F TO CLIFTON  
 [08/25/12 19:05:48 KIS] Unit 812 Late Safety  
 [08/25/12 19:05:48 KIS] Unit 823 Late Safety  
 [08/25/12 18:53:59 KARAAM] [REDACTED] CELL # IS [REDACTED]  
 [08/25/12 18:52:55 KARAAM] CALLERS DAUGHTER - [REDACTED] 37F-JUST CALLED  
 AND SAID SHE IS GOING TO KILL HERSELF BY SLITTING HER WRISTS-UNK IF DONE SO  
 ALREADY-HAS THREATENED SUICIDE BEFORE-ONLY KNIVES IN RESIDENCE-MOTHER ALSO  
 EN ROUTE FROM [REDACTED]

Rpt No..... OSN...  
 1207751 812  
 Officer..... KADIEN  
 Run Card..... 3  
 Companion Events. E122380022  
 UNITS... DISP... 10-08... 10-97... EH..... 10-07... HOSP..... 10-98... 10-42...  
 812 18:55:18 18:55:18 19:04:01 20:10:52  
 823 19:00:47 19:00:47 19:00:47 19:52:58  
 829 19:02:48 19:02:48 19:06:00 19:35:11

1 records listed.



EMS

ONTARIO COUNTY SHERIFF'S OFFICE  
EVENT SUMMARY REPORT

CR0130

15:16:15 08-28-12

Event No..... E122380022  
 Oper..... KARAAM  
 Start Dt..... 08/25/12  
 Time..... 18:53:29  
 U-Control.....  
 Comp Tm..... 19:23:00  
 Duration..... 29.53  
 Event Location... [REDACTED]  
 Town..... C CANANDAIGUA  
 Cross Streets... [REDACTED]  
 District..... CANANDAIGUA-2 A  
 Latitude..... 42.8957489173885  
 Longitude..... -77.285487826010  
 3  
 Situation Found.. LAW ENFORCEMENT STANDBY  
 Caller..... [REDACTED]  
 Phone..... [REDACTED]  
 Comments..... STANDBY FOR A POSSIBLE SUICIDAL SUBJECT  
 Sup Caller..... Sup Caller Addr..... Sup Phone.....  
 ( ) -  
 Sup Comments.....  
 Notes..... [08/25/12 18:53:29 KARAAM] STANDBY FOR A POSSIBLE SUICIDAL SUBJECT  
 Rpt No..... OSN...

icer.....  
 Run Card..... 3  
 Companion Events. P122380035  
 UNITS... DISP... 10-08... 10-97... EH..... 10-07... HOSP..... 10-98... 10-42...  
 CA 18:54:35 19:23:00  
 A3497 18:54:35 18:56:09 19:22:54 19:23:00

1 records listed.

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In the Matter of a Disciplinary Proceeding  
Pursuant to Section 75 of the Civil Service Law

**CITY OF CANADAIGUA**

**STIPULATION  
AGREEMENT**

-against-

Nicole Kadien, Employee.

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**WHEREAS**, I, the undersigned employee, have agreed to the results of the internal affairs investigation #003-2012

**WHEREAS**, I have been informed that the City has the right to initiate a Disciplinary Action against me under Section 75 of the Civil Service Laws of New York, wherein I would have the right to a hearing at which the City must prove any charges and I would be given an opportunity to be heard at the hearing and present evidence or witnesses on my behalf; and

**WHEREAS**, in lieu of a Disciplinary Action and hearing I am desirous of making an agreement with the City relative to my misconduct and/or incompetence.

**NOW THEREFORE**, it is stipulated by and between the parties as follows:

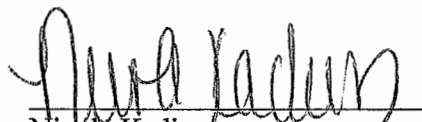
1. Employee acknowledges violating the following General Orders of the Canandaigua Police Department (summary attached).
  - General Orders 105 Rules and Regulations (2 Counts).
2. Employee hereby waives any rights and entitlements he has pursuant to Section 75 of the Civil Service Law and accepts the within discipline in satisfaction of a potential Disciplinary Action for incompetence and/or misconduct.

3. MY DISCIPLINARY ACTION SHALL CONSIST OF THE FOLLOWING:


- **Loss of 1 vacation day in 2013**

4. Employee freely and voluntarily enters into this Stipulation Agreement. Employee consents and agrees to be bound by its terms and conditions and understands the contents thereof. Employee further understands that he is entitled to be represented by an attorney and hereby waives any such representation.

Dated: 10/24/12

  
\_\_\_\_\_  
Nicole Kadien  
Employee

Dated: 10-22-12

  
\_\_\_\_\_  
Jonathan P. Welch  
Chief of Police

**I do not accept the above and wish to proceed at a Section 75 Hearing. I am fully aware that if I choose this hearing, termination may result.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
Date

## Jon Welch

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**From:** Jon Welch  
**Sent:** Wednesday, October 24, 2012 2:01 PM  
**To:** Nancy Abdallah  
**Cc:** Kay James  
**Subject:** Officer Kadien

Please deduct 1 vacation day from Officer Kadien's vacation bank in 2013 as a result of an agreed upon settlement to I/A#003-2012. Thank you.