

February 25, 1993

Norman Denis  
Patrolman  
Fort Edward Police

Norman:

This letter is to advise you that I have recieved another complaint in regards to your actions as a Police Officer while working for the Fort Edward Police Department.

The complaint came while I was meeting with the Village Board to discuss part time employees. A board member advised me that you were parked at your house over two hours on the afternoon of February 22, 1993 with the Police Car and in full uniform. They stated that the car was running, the directional light was on and at one point you were shovelling snow. This was the day I had you come in early for me so I could go home and shovel snow. If I wanted a Police Officer to do this in uniform, I would of stayed working and shoveled while I was on duty. Actions like this will not be tolerated. This is the second letter this month, anymore complaints in the near future will result in formal charges and hearings brought against you.

You have been an excellent Officer with this department for the last 10 years. The last six months have not been the normal you. If you are having some sort of problems, feel free to to come in and talk to me about them. The Village Board and myself are willing to work with you.

Sincerely,

  
Mitchell C Suprenant  
Chief of Police  
Fort Edward, NY

POLICE DEPARTMENT

MITCHELL C. SUPRENANT, JR.  
CHIEF OF POLICE  
Phone 518-747-8365  
Phone 518-747-0518



118 Broadway  
Post Office Box 345  
Fort Edward, N.Y.  
12828

FEBRUARY 8, 1993

NORMAN DENIS  
PATROLMAN

OFFICER DENIS:

BE ADVISED THAT YOUR PERFORMANCE AS A POLICE OFFICER FOR THE VILLAGE OF FORT EDWARD, NY HAS BEEN BELOW STANDARDS SINCE JUNE OF 1992. I HAVE RECEIVED SEVERAL COMPLAINTS FROM OFFICERS OF THIS DEPARTMENT AS WELL AS OFFICERS FROM OTHER DEPARTMENTS. I HAVE PERSONALLY SPOKE TO ON SEVERAL OCCASIONS AND HAVE GIVEN YOU THE BENEFIT OF DOUBT.

HOWEVER, THREE INCIDENTS IN THE PAST WEEK HAVE MADE DECIDE TO WRITE THIS LETTER OF REPRIMAND AND WARNING.

INCIDENT #1- EILEEN SWEET VS CLIFFORD SWEET. THE ACCUSATORY INSTRUMENTS YOU MADE OUR WERE WRONG AND HAD TO BE RE-DONE BY ME. AT 7:45 AM 2/4/93 I TOLD YOU WHILE YOU WERE AT THE BUS STOP TO STOP AT THE PD AFTER YOU PUT YOURS SON ON THE BUS TO SIGN THE NEW ACCUSATORY INSTRUMENTS. YOU DID NOT SHOW UP UNTIL AFTER NOON TIME. YOU KNEW THAT IT WAS SOMETHING THAT HAD TO BE TAKEN CARE AS SOON AS POSSIBLE BUT YOU CHOSE TO TAKE YOUR TIME IN GETTING HERE. AS A RESULT I HAD TO SIGN THE ALL THE PAPERWORK. THERE WAS NOT AN INCIDENT REPORT MADE OUT AND I HAD TO TELL YOU TO MAKE ONE OUT AFTER TELLING YOU VERBALLY AND IN WRITING ON SEVERAL OCCASIONS TO MAKE OUT INCIDENT REPORTS.

INCIDENT #2- YOU ARRESTED LAWRENCE HAVENS FOR A B MISDEMEANOR AND DID NOT DO AN ARREST REPORT OR FINGERPRINT THE SUBJECT. YOU WILL BE IN COURT ON THE 11TH OF FEBRUARY AND PROCESS HIM.

INCIDENT #3- YOU TOOK AN AGGRAVATTED HARASSMENT COMPLAINT FROM A HEATHER FREDERICKS, REFERRED HER TO THE PHONE COMPANY BUT NEVER MADE OUT AN INCIDENT REPORT. THIS WILL ALSO BE DONE AS SOON AS POSSIBLE.

CONDUCT OF THIS NATURE WILL NOT BE TOLERATED AND IF CONTINUED YOU WILL BE TERMINATED AS A POLICE OFFICER FOR THE VILLAGE OF FORT EDWARD. THIS LETTER OF REPRIMAND WILL BE PLACED IN YOUR PERSONNEL FILE.

  
MITCHELL C SUPRENANT  
CHIEF OF POLICE

POLICE DEPARTMENT

MITCHELL C. SUPRENANT, JR.  
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January 3, 1986

Norman C Denis  
Patrolman  
Ft. Edward Police Department

Ptl. Denis:

As per our conversation on December 30, 1985 in regards to having an unauthorized female passenger in the patrol car with on December 26th, 1985, I am officially notifying you by this letter that you are suspended. The suspension will commence on the 6th day of January 1986 and continue through the 19th of January 1986.

Further be advised that any future violations of this nature that you will be immediately terminated as a police officer with the Village of Fort Edward Police Department.

Sincerely,  
*M. C. Suprenant*  
M. C. Suprenant  
Chief of Police  
Ft. Edward P.D.

POLICE DEPARTMENT

MITCHELL C. SUPRENANT, JR.  
CHIEF OF POLICE  
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118 Broadway  
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December 3, 1985

Norman C Denis  
Patrolman  
Ft. Edward Police

Ptl. Denis:

Be advised that I have recieved a copmplaint from Village Trustee Andrew Smatko in regards to you willfully neglecting your duties as a Police Officer in Violation of Section 1.06 of this Departments Rules and Regulations.

The nature of the complaint is that while working the 3:00 PM to 11:00 PM shift for the Fort Edward Police Department on December 1, 1985 that you attended a Undercover Wear party at the residence of Dawn and Cecil Squires between the hours of 8:00 PM and 9:15 PM.

This letter is to warn you against any further violations of this nature or any other violations of the rules and regulations of this Department or any violations of orders or directives issued by the Chief of Police or any Superior Officer. Any further violations will result in your dismissal as Police Officer for the Village of Fort Edward Police Department.

If you wish to discuss the matter further please feel free to contact me at any time.

Sincerely,  
*M. C. Suprenant*  
M.C. Suprenant  
Chief  
Ft. Edward PD

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MITCHELL C. SUPRENANT, JR.  
CHIEF OF POLICE  
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Sept. 19, 1986

Norman Denis  
Patrolman  
Ft. Edward PD

Officer Denis:

Please be advised that there is another complaint concerning You and Your Girlfriend LeAnn Flores. The complaint is in regard to you and your Girlfriend kissing in public. The Nature of the charge is that on Sept. 18, 1986 while on duty and while inside of Stewarts Store you were kissing your girlfriend.

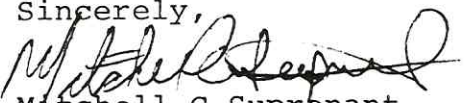
On Monday Sept. 15, 1986 I asked you to refrain from kissing your girlfriend while in public on or off duty. I also asked you not to bring Leann or Ruth to the Police Station or to court unless it was absolutely necessary.

Please be advise that the Village board has already suggested to me that we dismiss you from the Police Force. I keep sticking up for you and tell them that you are an excellent Officer and that you do a fine job.

I am tired of making excuses for you. I no longer will do this. I know most of your problems are because of your personal life but I will not allow your personal lifeto affect the reputation of this department. I know you have been warned by me in the past but this is the real thing. One more violation in regards to this complaint you will be terminated as an Officer from this Department.

If you have any questions in regards to this I am willing to Listen.

Sincerely,

  
Mitchell C Suprenant  
Chief of Police