



In 2021, Bridgeport Generation Now's [Public Safety & Police Accountability Circle](#) developed our "Accountable Bridgeport Contract" Campaign.

The Bridgeport Police Department has a violence problem. Bridgeport police officers are allowed to commit crimes on-duty and off-duty and are protected from measures of accountability through ineffective policies and the police union's interference. What little corrective action the department's policies do call for are constantly undermined by the actions of the Bridgeport police union, Local #1159 and Council #4, AFSCME, AFL-CIO. Through our research, Bridgeport Generation Now has learned the [police union contract](#) holds significant power to stop police violence in Bridgeport. This realization is one that [municipalities across the country have also reached](#). It is time to demand a contract in favor of the people!

The last police union contract negotiation in 2019 yielded a [9.5% pay increase across the department](#), despite scores of violence and misconduct from Bridgeport police officers. The 9.5% pay increase was retroactive, covering the three years it took to negotiate the contract. In those same three years, Officer James Boulay murdered 15-year-old Jayson Negron; Officer Omar Jimenez was fired for assault and forced to be rehired due to the police union's influence; 17 officers committed a slew of offenses against Bridgeport residents over a noise complaint on Colorado Avenue; and at least five other officers were arrested for violent conduct-- one of them six times. The next police union contract negotiation begins in 2021.

The police contract is negotiated between the Mayor's office and the police union and approved by the Bridgeport City Council. Historically, this process has been done in the dark and not included the public's voice. In 2020, members of the Council's Contracts Committee proposed and passed a resolution to change that and give the Council a seat at the table *earlier* in the collective bargaining process than is normally afforded them. Specifically, Co-Chair [Jeanette Herron told the CT Post](#) the resolution "provides inclusion... of the Council's own parameters, goals and directions."



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As elected representatives of the people, the Council and the Mayor must fight for an Accountable Bridgeport Contract that includes:

1. The Chief of Police must fire officers who are found guilty of using excessive force or in violation of Class 1 complaints:

Class 1 complaints include brutality, corruption, violations of civil rights and other violent behaviors. As enforcers of the law, there should be zero tolerance for illegal behavior that enacts violence upon the people of Bridgeport.

2. When being investigated for excessive force, sexual misconduct, or off-duty offenses, officers must be placed on unpaid leave and release their firearm. If they are cleared of wrongdoing, they will receive back pay for lost wages:

The people of Bridgeport should not have to pay for officers on administrative leave when they are being investigated for serious offenses, on or off duty. Considering the number of officers who have come under investigation, this is a drain on the city's resources.

3. The Chief of Police is required to recommend officers for decertification who fit the state's criteria:

Officers who have committed conduct "[undermining public confidence in law enforcement](#)" or excessive force should not be eligible to be police officers anywhere. Decertifying officers when they commit these offenses guarantees that they won't be able to be an officer in another CT town or city.

4. City-funded overtime accrual shall not exceed 10% of an officer's base salary:

More than half of Bridgeport's top 100 paid employees are police officers, most of whom have doubled their salaries with overtime. These overtime costs stretch the city's limited resources even further when officers retire, as the size of their pensions is connected to the amount of money they make.

5. When being considered for promotion, all past records of discipline should be considered:

Under the current contract, only discipline within the past five years can be considered. This provision makes it easier for officers with histories of misconduct to rise through the ranks and influence the Bridgeport Police Department.



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6. In progressive discipline, all previous disciplinary action should be taken into account, including verbal warnings:

Currently when officers are disciplined, only written warnings from the last two years and verbal warnings from the past year may count towards their consequences. When past instances of misconduct can't impact disciplinary action, officers who repeatedly violate policy or law have an easier time remaining on the police force, making Bridgeport less safe.

Public Safety & Police Accountability Circle Leaders:

- Takina Pollock Shafer , Co-Chair
- Kacey Perkins, Co-Chair
- Julian Shafer
- Cynthia Torres
- Kyle Langan



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