



State of Connecticut
DIVISION OF CRIMINAL JUSTICE
OFFICE OF THE CHIEF STATE'S ATTORNEY

RICHARD J. COLANGELO, JR.
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February 9, 2022

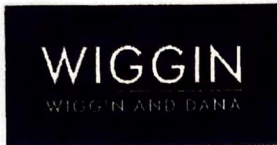
Criminal Justice Commission
c/o The Honorable Andrew J. McDonald
Justice of the Supreme Court
231 Capitol Avenue
Hartford, Connecticut 06106

Dear Justice McDonald and Commission Members:

This is to inform you that from my signing of this letter until my retirement from state service on Thursday, March 31, 2022, I will recuse myself from prosecuting any criminal matters on behalf of the state. The cases I have been personally investigating or prosecuting will be transferred to others and my sole remaining participation in them will be to share with the individuals to whom they are transferred their status and history, together with my legal theories and strategies for those matters.

Sincerely,

RICHARD J. COLANGELO, JR.
CHIEF STATE'S ATTORNEY



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BY HAND

February 8, 2022

The Honorable Andrew J. McDonald
Criminal Justice Commission
c/o Division of Criminal Justice
300 Corporate Place
Rocky Hill, Connecticut 06067

Re: Richard Colangelo

Dear Justice McDonald:

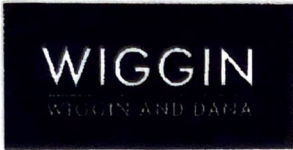
Enclosed with this letter is Chief State's Attorney Richard Colangelo's letter indicating his retirement. His letter is submitted with a heavy heart but with the belief that his retirement is in the best interest of the Division of Criminal Justice.

As you are aware, Chief State's Attorney Colangelo has been a state prosecutor for 29 years. He has distinguished himself along the way. His excellence was recognized by the Criminal Justice Commission when it appointed him Chief State's Attorney in 2020. Mr. Colangelo enjoys an excellent reputation in our State as evidenced by the numerous calls and messages I have received over the past several days, from all precincts of our profession, expressing admiration and support for Mr. Colangelo.

It is unfortunate indeed that his retirement is occasioned by alleged missteps as he picked up the cudgel to correct the very same issue that had been championed by his predecessor. That is, an effort to correct an anomaly in the Division's pay structure that results in higher pay and superior benefits for subordinate employees. That very anomaly was identified as a pernicious problem by the Boston Consulting Group hired by Governor Lamont in 2021. That report noted that many qualified candidates decline promotions because it would result in a pay cut. (Report at 24). Chief State's Attorney Colangelo recognized the importance of attracting the most experienced and talented prosecutors to the highest supervisory positions. After all, prosecutors wield tremendous power through their exercise of discretion. It is vitally important that they have the benefit of wise and experienced supervision. It is hardly surprising that Mr. Colangelo was endeavoring to champion a cause that he felt was in the best interest of the Division of Criminal Justice.

Because he now feels it is in the best interest of the Division of Criminal Justice, he is retiring. The Citizens of our State are, unfortunately, losing a dedicated public servant.

Mr. Colangelo is honored by the trust you reposed in him and regrets that he will not serve out his term.



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Respectfully,

A handwritten signature in black ink, appearing to read "James I. Glasser", with a long horizontal flourish extending to the right.

James I. Glasser

JIG:ymr

Enclosure



State of Connecticut
DIVISION OF CRIMINAL JUSTICE
OFFICE OF THE CHIEF STATE'S ATTORNEY

RICHARD J. COLANGELO, JR.
CHIEF STATE'S ATTORNEY

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(860) 258 5800

February 9, 2022

Dear Justice McDonald and Members of the Criminal Justice Commission,

I write to inform you that after 29 years of service to our State's criminal justice system, I plan to retire from State service effective at the end of the day on March 31, 2022. It has been an honor and privilege to serve the people of the State of Connecticut throughout my career.

I am tendering my retirement notice to you now so that I can begin the process of transitioning some very significant projects, cases and investigations that I am personally and deeply involved with to others within the Division of Criminal Justice (DCJ). If I do not leave my office in an orderly fashion, it could jeopardize those projects and compromise the state's prosecution and investigation of some very serious cases. While I will not mention the cases and investigations in this letter, other significant projects and administrative duties that need to be transitioned include:

- **My work on all the various commissions the Chief State's Attorney is on pursuant to statutes and policies;**
- **The DCJ legislative agenda (including historical perspectives) for this legislative session now beginning in the General Assembly;**
- **The hiring of a new IT Director for the DCJ, which is underway;**
- **The electronic case management project;**
- **Establishing capacity within DCJ so we can deploy our discovery portal;**
- **A project dealing with the increase in digital evidence the DCJ will be receiving as a result of the police accountability legislation;**
- **The Moving Justice Forward grant and others we receive and are applying for;**
- **The development of the DCJ budget.**

I want to thank you for the opportunity to serve as Chief State's Attorney. Serving in that role has been a singular honor. The responsibility for applying our criminal laws fairly, even-handedly and justly is, perhaps, the most important role our government performs. I have endeavored to ensure that the State's prosecutors faithfully applied the law while steadfastly ensuring the rights of all parties impacted by our criminal justice system. I am proud of each employee of the Division of Criminal Justice and want to personally thank them for the work they

do day-in-and-day-out for the citizens of our State. Leading the Division of Criminal Justice has been the greatest honor of my life.

I am very proud of the work we accomplished over the last two years. Despite the global pandemic and other obstacles we accomplished a great deal:

- Among other things, we successfully launched and trained every member of the Division of Criminal Justice on our case management system. That system allows the Division to capture data from all our cases and facilitates compliance with the Prosecutor Transparency Bill. The data collected from our new case management system allowed us to analyze details and outcomes in our criminal justice system. We presented a report to the Criminal Justice Policy Advisory Commission (CJPAC) in September and identified, among other things, disparate treatment of first-time offenders in our State. This issue is currently under review.
- We filled long-vacant critical positions in the Division of Criminal Justice and established others to ensure proper training, data collection, communication and attention to legislative initiatives. More particularly, we now have a Training Coordinator and an enhanced budget to properly train our staff. Among other things, we reinitiated a Deputy Assistant State's Attorneys' boot camp, a one-week training for all new prosecutors, that covers important topics such as search and seizure, Constitutional discovery obligations, prosecutorial ethics, trial preparation, implicit bias, restorative justice, diversionary programs, and victim's rights. We established training for supervisors. From personal experience, I am aware that prosecutors who become supervisors are often successful prosecutors with little or no managerial experience. Providing lawyers with managerial training improves the functioning of each prosecutor's office. We also instituted training for the State's Attorneys since they are the leadership team that runs the day-to-day operations of the Division of Criminal Justice. This multi-session training included implicit bias training, management training, understanding personality profiles to get the most out of each employee, team building, defining the Division of Criminal Justice's mission and updating the strategic plan for the Division.
- We created a Manager of Research and Planning position. This position has helped to fulfill the objective of the Prosecutor Transparency Bill and helped to collect and analyze data. Data collection and analysis has proven helpful to identify trends and anomalies such as that presented to CJPAC and mentioned above. Data collection helps us monitor productivity and spot trends important to the mission of the Division of Criminal Justice.
- We have created the position of Communications Director. The Communications Director has enabled the Division of Criminal Justice to be more transparent in our day-to-day functions and in communicating the work of the Division. After all, deterrence is one of the essential functions of criminal prosecution and sentencing. Communicating the results of our prosecutions is essential to deterrence. The Communications Director is also helping

us to launch web pages for each Judicial District (JD). The Division of Criminal Justice is woefully behind in this regard and this initiative is helping with transparency and dissemination of important information. As but one illustrative example, we have updated the reports on use of force cases and made them available through the internet.

- We established a Facebook page for our Cold Case Unit, and have issued press releases on important cases in each Judicial District to help communicate the work of the Division. We have created a new intranet site for the Division of Criminal Justice with new content to keep each employee informed.
- We established a full-time position of Legislative Liaison to work with the State's Attorneys to set a legislative agenda and to facilitate communication with the Legislature. The Division's Legislative Liaison is an integral part of our community outreach initiative to make sure the Division is meeting the needs of the public we serve. The Legislative Liaison is also helping to establish a prosecutor-in-the-classroom program which will facilitate prosecutors speaking to school age children on a variety of topics.
- We established paralegal positions in each Judicial District and in the Inspector General's Office. The paralegals permit our prosecutors to focus on trial preparation, discovery obligations, prosecution of cases and attention to victims of crime. The paralegals support our prosecutors in this regard, but relieve prosecutors of administrative burdens and distractions from the important work of investigating and prosecuting crimes.
- We established a Labor Relations position to work with each of our three bargaining units. This position addresses employment issues, contract negotiations, investigations into employment related complaints, and makes certain all our employment policies comply with federal and state regulations.
- We have added several positions to enhance the administrative functioning of the Division of Criminal Justice. For example, we added a position to Human Resources, to help with onboarding of new employees and addressing the many retirements we are experiencing. In the last two years, we have conducted 191 postings and searches for positions and had 67 retirements. Onboarding and acquainting these new employees with the Division's policies and procedures is critical to the proper functioning of the Division. I am informed that the number of new employees added to the Division of Criminal Justice over the past two years is unprecedented. I am proud of what they have accomplished over the last two years. We also have changed the way we post and recruit for openings. By using new techniques and JobAps, we have been able to get larger and more diverse pools of candidates to select from.
- In our Finance unit, we have streamlined the procurement approval process and moved it to a digital platform. The new Finance Director and her staff are working to make sure

there are backups to roles and responsibilities to enable us to deal with illness or retirements.

- In our IT unit, we have lost or are going to lose approximately 100 years of combined experience to retirements. We have hired individuals to attempt to replace this experience and they are working on coding, networks, and our case management system. In addition to the launch of and training on the case management system, the IT unit has imaged and deployed tablets to every attorney in the Division. They also established gateways in each courthouse to enable the tablets to connect to our network so each attorney can VPN into the case management system from court in real time to both update and to retrieve information. The IT unit also has worked to update our intranet and internet sites. They also are working to get our discovery portal up and running so we can electronically comply with our discovery obligations.
- We have created a Conviction Integrity Unit (CIU) to help ensure confidence in our system of criminal justice. We established an advisory board that advised on best practices for the unit. We worked with the State's Attorneys to develop policies and procedures to ensure the effective operation of the CIU. We have staffed the CIU and it is now operational to ensure the proper administration and enforcement of our laws for all citizens of our State.
- We have established the Office of the Inspector General to comply with the legislation creating it. Robert J. Devlin, Jr., has been appointed to lead the Office of the Inspector General. He is hiring staff and the office is operational.
- We set in motion a process to consolidate all of the Civil Litigation cases in one office, which will allow for a more uniform approach to these cases and let our prosecutors in the field focus on the cases and not get pulled away.
- Before the pandemic occurred, the Division of Criminal Justice worked closely with the Judicial Branch to establish an efficient, fair procedure, compliant with all rules and regulations, to handle infractions remotely. This process has allowed those charged with infractions to avoid taking time off from work, or having to arrange for child care to attend court, and allowed them to address infractions without a personal appearance in our courthouses. We have worked with the State's Attorneys to centralize the infraction cases in the Office of the Chief State's Attorney and have three Special Deputy Assistant State's Attorneys handle these dockets for the entire State. This allows our G.A. attorneys to provide the necessary time and attention to more serious cases on their dockets.
- We have hired a new Grants and Contracts Manager who is engaged and eager to secure grants to help the Division of Criminal Justice and the people of our State. Some examples include the Human Trafficking grant for a project in the Hartford JD, the SAVED pilot program in the New Britain JD and the Moving Justice Forward grant working with the

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Center for Court Innovation to study four JD courts to develop a blueprint to move the system forward.

- We established three Advisory Subcommittees to help inform the State's Attorneys in different areas. We now have a Community Outreach subcommittee, a Diversity, Inclusion and Recruitment subcommittee and an Employee Morale subcommittee. I endeavored to make certain that all of our staff had a voice in what we do, so I asked each State's Attorney to nominate individuals to be selected and since we have so many extraordinary employees, we had a hard time selecting the members.
- We also established the Chief State's Attorney's Community Engagement Board. I am very proud of this accomplishment, established at a time when there is often tension and discord between the community and those charged with enforcing our criminal laws. The Community Engagement Board is composed of diverse members and is charged with providing counsel and advice to the Chief State's Attorney on issues of concern to the community. We have established working groups in four areas: Juvenile; Communication; Re-Entry; and Mental Health/Addiction. I am grateful to each member for agreeing to be part of this amazing group and am thankful that they agreed to give their time to this worthy endeavor.

I do not plan to address the substance of the report authored by Attorney Twardy save to say that I vehemently disagree with many of its conclusions. Since I was appointed Chief State's Attorney I have had one goal: to faithfully serve the people of the State of Connecticut. I am comfortable that I have done that and the outpouring of support for me from prosecutors, defense attorneys, and judges is both reaffirming and comforting. I care too much about the Division to have the imbroglio over my efforts to ensure the very best are attracted to supervisory positions to detract from the important work of the Division.

Again, I want to thank the members of the Commission for the opportunity to serve and I want to thank each and every member of the Division of Criminal Justice for all that they do to make our State safe and to ensure that Justice is done in each-and-every case. I am forever grateful for this opportunity and to have had the privilege of working alongside so many dedicated public servants.

Sincerely,



RICHARD J. COLANGELO, JR.
CHIEF STATE'S ATTORNEY