CONTRACT AWARD SUPPLEMENT #1
IMPORTANT: THIS IS NOT A PURCHASE ORDER. DO NOT PRODUCE OR SHIP WITHOUT AN AGENCY PURCHASE ORDER.

DESCRIPTION: Correctional and Law Enforcement Test Developmental Services

FOR: Department of Administrative Services
450 Columbus Boulevard
Hartford, CT 06103

TERM OF CONTRACT: 31 January 2018 through 31 December 2020

AGENCY REQUISITION NUMBER: DASM1-0000004722

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<tr>
<th>Change to In State (Non-SB) Contract Value</th>
<th>Change to DAS-Certified Small Business Contract Value</th>
<th>Change to Out of State Contract Value</th>
<th>Change to Total Contract Award Value</th>
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NOTICE TO CONTRACTORS: This notice is not an order to ship. Purchase Orders against contracts will be furnished by the using agency or agencies on whose behalf the contract is made. INVOICE SHALL BE RENDERED DIRECT TO THE ORDERING AGENCY.

NOTE: Dollar amounts listed next to each contractor are possible award amounts, however, they do not reflect any expected purchase amounts (actual or implied). They are for CHRO use only.

NOTICE TO AGENCIES: A complete explanatory report shall be furnished promptly to the Procurement Manager concerning items delivered and/or services rendered on orders placed against awards listed herein which are found not to comply with the specifications or which are otherwise unsatisfactory from the agency’s viewpoint, as well as failure of the contractor to deliver within a reasonable period of time specified. Please issue orders and process invoices promptly.

CASH DISCOUNTS: Cash discounts, if any, shall be given SPECIAL ATTENTION, but such cash discount shall not be taken unless payment is made within the discount period.

PRICE BASIS: Unless otherwise noted, prices include delivery and transportation charges fully prepaid f.o.b. agency. No extra charge is to be made for packing or packages.

CONTRACTOR INFORMATION:

Company Name: Cooperative Personnel Services dba CPS HR Consulting
Adds State Police Captain title to Exhibit B Price Schedule (attached & revised)

PLEASE NOTE:
All terms and conditions not otherwise affected by this supplement remain unchanged and in full force and effect.

APPROVED__________________________________
ELIZABETH BASSO
Contract Specialist
(Original Signature on Document in Procurement Files)
CONTRACT AWARD

STATE OF CONNECTICUT
DEPARTMENT OF ADMINISTRATIVE SERVICES
PROCUREMENT DIVISION
450 Columbus Boulevard, Hartford, CT 06103

CONTRACT AWARD NO.: 17PSX0062
Contract Award Date: 31 January 2018
RFP Due Date: 11 September 2017

CONTRACT AWARD

IMPORTANT: THIS IS NOT A PURCHASE ORDER. DO NOT PRODUCE OR SHIP WITHOUT AN AGENCY PURCHASE ORDER.

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FOR: Department of Administrative Services

TERM OF CONTRACT: 31 January 2018 through 31 December 2020

AGENCY REQUISITION NUMBER: 0000004722

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CONTRACTOR INFORMATION:
Refer to the CONTRACT on the DAS PROCUREMENT WEB PAGE FOR THE MOST CURRENT CONTRACTOR INFORMATION. (http://das.ct.gov/mp1.aspx?page=8)

Company Name: Cooperative Personnel Services dba CPS HR Consulting
Company Address: 2450 Del Paso Road, Suite 220, Sacramento, CA 95834
Tel. No.: (916) 471-3481 Fax No.: (916) 561-7281 Contract Value: $250,000.00 Est.
Contact Person: Vicki Quintero Brashear, Director of Products & Services
Contact Person Address: 2450 Del Paso Road, Sacramento, CA 95834
Company E-mail Address and/or Company Web Site: vbrashear@cpshr.us / website: www.cpshr.us
Remittance Address: 2450 Del Paso Road, Sacramento, CA 95834
Certification Type (SBE,MBE or None): None Agrees to Supply Political SubDivisions: No
Prompt Payment Terms: 0% 00 Net 45

APPROVED________________________________________
SUSANNE HAWKINS
Contract Specialist
(Original Signature on Document in Procurement Files)
CONTRACT
17PSX0062

Between

THE STATE OF CONNECTICUT
Acting by its
DEPARTMENT OF ADMINISTRATIVE SERVICES

AND

Cooperative Personnel Services dba CPS HR Consulting
Awarded Contractor

CORRECTION AND LAW ENFORCEMENT EXAMINATION DEVELOPMENT SERVICES
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EXHIBIT A - Description of Goods & Services and Additional Terms & Conditions

EXHIBIT B - Price Schedule

EXHIBIT C - Notice to Executive Branch State Contractors and Prospective State Contractors of Campaign Contribution and Solicitation Limitations

APPENDIX A – Job Class Descriptions
This Contract (the “Contract”) is made as of the Effective Date by and between, Cooperative Personnel Services dba CPS HR Consulting (the “Contractor,”) with a principal place of business at 2450 Del Paso Road, Suite 220, Sacramento, CA 95834 by Victoria Quintero Brashear, its Director of Products and Services and the State of Connecticut, Department of Administrative Services (“DAS”), with a principal place of business at 450 Columbus Boulevard, Hartford, Connecticut 06103, acting by Susanne Hawkins, its Contract Specialist, in accordance with Sections 4a-2 and 4a-51 of the Connecticut General Statutes.

Now therefore, in consideration of these presents, and for other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, the Contractor and the State agree as follows:

1. **Definitions.** Unless otherwise indicated, the following terms shall have the following corresponding definitions:

   (a) **Claims:** All actions, suits, claims, demands, investigations and proceedings of any kind, open, pending or threatened, whether mature, unmatured, contingent, known or unknown, at law or in equity, in any forum.

   (b) **Client Agency:** Any department, commission, board, bureau, agency, institution, public authority, office, council, association, instrumentality or political subdivision of the State of Connecticut, as applicable, who is authorized and chooses to make purchases under, and pursuant to the terms and conditions of, this Contract.

   (c) **Confidential Information:** This shall mean any name, number or other information that may be used, alone or in conjunction with any other information, to identify a specific individual including, but not limited to, such individual’s name, date of birth, mother’s maiden name, motor vehicle operator’s license number, Social Security number, employee identification number, employer or taxpayer identification number, alien registration number, government passport number, health insurance identification number, demand deposit account number, savings account number, credit card number, debit card number or unique biometric data such as fingerprint, voice print, retina or iris image, or other unique physical representation. Without limiting the foregoing, Confidential Information shall also include any information that the Client Agency or DAS classifies as “confidential” or “restricted.” Confidential Information shall not include information that may be lawfully obtained from publicly available sources or from federal, state, or local government records which are lawfully made available to the general public.

   (d) **Confidential Information Breach:** This shall mean, generally, an instance where an unauthorized person or entity accesses Confidential Information in any manner, including but not limited to the following occurrences: (1) any Confidential Information that is not encrypted or protected is misplaced, lost, stolen or in any way compromised; (2) one or more third parties have had access to or taken control or possession of any Confidential Information that is not encrypted or protected without prior written authorization from the State; (3) the unauthorized acquisition of encrypted or protected Confidential Information together with the confidential process or key that is capable of compromising the integrity of the Confidential Information; or (4) if there is a substantial risk of identity theft or fraud to Client Agency, the Contractor, DAS or State.

   (e) **Contract:** The agreement, as of its Effective Date, between the Contractor and the State for any or all Goods or Services at the Proposal price.
2. **Term of Contract; Contract Extension.** The Contract will be in effect from the “Effective Date” through December 31, 2020. The parties, by mutual agreement, may extend this Contract for additional terms beyond the original term, prior to Termination or expiration, one or more times for a combined
3. **Description of Goods or Services and Additional Terms and Conditions.** The Contractor shall perform as set forth in Exhibit A. For purposes of this Contract, to perform and the performance in Exhibit A is referred to as “Perform” and the “Performance.”

4. **Price Schedule, Payment Terms and Billing, and Price Adjustments.**

   (a) **Price Schedule:** Price Schedule under this Contract is set forth in Exhibit B.

   (b) **Payment Terms and Billing:**
   
   (1) Payment shall be made only after the Client Agency receives and accepts the Goods or Services and after it receives a properly completed invoice. Unless otherwise specified in the Contract, payment for all accepted Goods or Services shall be due within forty-five (45) days after acceptance of the Goods or Services, or thirty (30) days if the Contractor is a certified small contractor or minority business enterprise as defined in Conn. Gen. Stat. § 4a-60g. The Contractor shall submit an invoice to the Client Agency for the Performance. The invoice shall include detailed information for Goods or Services, delivered and Performed, as applicable, and accepted. Any late payment charges shall be calculated in accordance with the Connecticut General Statutes.


   (c) Notwithstanding any language regarding Contractor price increases herein, the Price Schedule will be adjusted to reflect any increase in the minimum wage rate that may occur during the term of this Contract as mandated by State law and in accordance with the terms of this section. Contractor shall provide documentation, in the form of certified payroll or other documentation acceptable to the State, substantiating the amount of any increase in Contractor labor costs as a result of changes to the minimum wage rate within ninety (90) days of the statutorily identified effective date of any increase in the minimum wage. Upon receipt, and verification of Contractor documentation DAS shall adjust the Price Schedule accordingly through a supplement to this Contract.

   (d) **Price Adjustments:**
   
   No price increases are allowed under this Contract.

5. **Rejected Items; Abandonment.**

   (a) The Contractor may deliver, cause to be delivered, or, in any other way, bring or cause to be brought, to any State premises or other destination, Goods, as samples or otherwise, and other supplies, materials, equipment or other tangible personal property. The State may, by written notice and in accordance with the terms and conditions of the Contract, direct the Contractor to remove any or all such Goods (“the “Rejected Goods”) and any or all other supplies, materials, equipment or other tangible personal property (collectively, the “Contractor Property”) from and out of State premises and any other location which the State manages, leases or controls. The Contractor shall remove the Rejected Goods and the Contractor Property in accordance with the terms and conditions of the written notice.
Failure to remove the Rejected Goods or the Contractor Property in accordance with the terms and conditions of the written notice shall mean, for itself and all Contractor Parties, that:

(1) they have voluntarily, intentionally, unconditionally, unequivocally and absolutely abandoned and left unclaimed the Rejected Goods and Contractor Property and relinquished all ownership, title, licenses, rights, possession and interest of, in and to (collectively, “Title”) the Rejected Goods and Contractor Property with the specific and express intent of (A) terminating all of their Title to the Rejected Goods and Contractor Property, (B) vesting Title to the Rejected Goods and Contractor Property in the State of Connecticut and (C) not ever reclaiming Title or any future rights of any type in and to the Rejected Goods and Contractor Property;

(2) there is no ignorance, inadvertence or unawareness to mitigate against the intent to abandon the Rejected Goods or Contractor Property;

(3) they vest authority, without any further act required on their part or the State’s part, in the Client Agency and the State to use or dispose of the Rejected Goods and Contractor Property, in the State’s sole discretion, as if the Rejected Goods and Contractor Property were the State’s own property and in accordance with law, without incurring any liability or obligation to the Contractor or any other party;

(4) if the State incurs any costs or expenses in connection with disposing of the Rejected Goods and Contractor Property, including, but not limited to, advertising, moving or storing the Rejected Goods and Contractor Property, auction and other activities, the State shall invoice the Contractor for all such cost and expenses and the Contractor shall reimburse the State no later than thirty (30) days after the date of invoice; and

(5) they do remise, release and forever discharge the State and its employees, departments, commissions, boards, bureaus, agencies, instrumentalities or political subdivisions and their respective successors, heirs, executors and assigns (collectively, the “State and Its Agents”) of and from all Claims which they and their respective successors or assigns, jointly or severally, ever had, now have or will have against the State and Its Agents arising from the use or disposition of the Rejected Goods and Contractor Property.

(b) The Contractor shall secure from each Contractor Party, such document or instrument as necessary or appropriate as will vest in the Contractor plenary authority to bind the Contractor Parties to the full extent necessary or appropriate to give full effect to all of the terms and conditions of this section. The Contractor shall provide, no later than fifteen (15) days after receiving a request from the State, such information as the State may require to evidence, in the State’s sole determination, compliance with this section.

6. **Order and Delivery.** The Contract shall bind the Contractor to furnish and deliver the Goods or Services in accordance with Exhibit A and at the prices set forth in Exhibit B. Subject to the sections in this Contract concerning Force Majeure, Termination and Open Market Purchases, the Contract shall bind the Client Agency to order the Goods or Services from the Contractor, and to pay for the accepted Goods or Services in accordance with Exhibit B.

7. **Contract Amendments.**

No amendment to or modification or other alteration of the Contract shall be valid or binding upon the parties unless made in writing, signed by the parties and, if applicable, approved by the Connecticut Attorney General.
8. **Assignment.** The Contractor shall not assign any of its rights or obligations under the Contract, voluntarily or otherwise, in any manner without the prior written consent of DAS. DAS may void any purported assignment in violation of this section and declare the Contractor in breach of Contract. Any Termination by DAS for a breach is without prejudice to DAS’s or the State’s rights or possible Claims.

9. **Termination.**

(a) Notwithstanding any provisions in this Contract, DAS, through a duly authorized employee, may Terminate the Contract whenever DAS makes a written determination that such Termination is in the best interests of the State. DAS shall notify the Contractor in writing of Termination pursuant to this section, which notice shall specify the effective date of Termination and the extent to which the Contractor must complete its Performance under the Contract prior to such date.

(b) Notwithstanding any provisions in this Contract, DAS, through a duly authorized employee, may, after making a written determination that the Contractor has breached the Contract, Terminate the Contract in accordance with the provisions in the Breach section of this Contract.

(c) DAS shall send the notice of Termination via certified mail, return receipt requested, to the Contractor at the most current address which the Contractor has furnished to DAS for purposes of correspondence, or by hand delivery. Upon receiving the notice from DAS, the Contractor shall immediately discontinue all services affected in accordance with the notice, undertake all commercially reasonable efforts to mitigate any losses or damages, and deliver to the Client Agency all Records. The Records are deemed to be the property of the Client Agency and the Contractor shall deliver them to the Client Agency no later than thirty (30) days after the Termination of the Contract or fifteen (15) days after the Contractor receives a written request from either DAS or the Client Agency for the Records. The Contractor shall deliver those Records that exist in electronic, magnetic or other intangible form in a non-proprietary format, such as, but not limited to, ASCII or .TXT.

(d) Upon receipt of a written notice of Termination from DAS, the Contractor shall cease operations as DAS directs in the notice, and take all actions that are necessary or appropriate, or that DAS may reasonably direct, for the protection, and preservation of the Goods and any other property. Except for any work which DAS directs the Contractor to Perform in the notice prior to the effective date of Termination, and except as otherwise provided in the notice, the Contractor shall terminate or conclude all existing subcontracts and purchase orders and shall not enter into any further subcontracts, purchase orders or commitments.

(e) The Client Agency shall, within forty-five (45) days of the effective date of Termination, reimburse the Contractor for its Performance rendered and accepted by the Client Agency in accordance with Exhibit A, in addition to all actual and reasonable costs incurred after Termination in completing those portions of the Performance which the notice required the Contractor to complete. However, the Contractor is not entitled to receive and the Client Agency is not obligated to tender to the Contractor any payments for anticipated or lost profits. Upon request by DAS or the Client Agency, as applicable, the Contractor shall assign to DAS or the Client Agency, or any replacement contractor which DAS or the Client Agency designates, all subcontracts, purchase orders and other commitments, deliver to DAS or the Client Agency all Records and other information pertaining to its Performance, and remove from State premises, whether leased or owned, all of Contractor’s property, equipment,
waste material and rubbish related to its Performance, all as DAS or the Client Agency may request.

(f) For breach or violation of any of the provisions in the section concerning Representations and Warranties, DAS may Terminate the Contract in accordance with its terms and revoke any consents to assignments given as if the assignments had never been requested or consented to, without liability to the Contractor or Contractor Parties or any third party.

(g) Upon Termination of the Contract, all rights and obligations shall be null and void, so that no party shall have any further rights or obligations to any other party, except with respect to the sections which survive Termination. All representations, warranties, agreements and rights of the parties under the Contract shall survive such Termination to the extent not otherwise limited in the Contract and without each one of them having to be specifically mentioned in the Contract.

(h) Termination of the Contract pursuant to this section shall not be deemed to be a breach of contract by DAS.

10. Cost Modifications. The parties may agree to a reduction in the cost of the Contract at any time during which the Contract is in effect. Without intending to impose a limitation on the nature of the reduction, the reduction may be to hourly, staffing or unit costs, the total cost of the Contract or the reduction may take such other form as the State deems to be necessary or appropriate.

11. Breach. If either party breaches the Contract in any respect, the non-breaching party shall provide written notice of such breach to the breaching party and afford the breaching party an opportunity to cure the breach within ten (10) days from the date that the breaching party receives such notice. Any other time provided for in the notice shall trump such ten (10) days. Such right to cure period shall be extended if the non-breaching party is satisfied that the breaching party is making a good faith effort to cure but the nature of the breach is such that it cannot be cured within the right to cure period. The notice may include an effective Contract Termination date if the breach is not cured by the stated date and, unless otherwise modified by the non-breaching party in writing prior to the Termination date, no further action shall be required of any party to effect the Termination as of the stated date. If the notice does not set forth an effective Contract Termination date, then the non-breaching party may Terminate the Contract by giving the breaching party no less than twenty four (24) hours' prior written notice. If DAS believes that the Contractor has not performed according to the Contract, the Client Agency may withhold payment in whole or in part pending resolution of the Performance issue, provided that DAS notifies the Contractor in writing prior to the date that the payment would have been due in accordance with Exhibit B.

12. Waiver.

(a) No waiver of any breach of the Contract shall be interpreted or deemed to be a waiver of any other or subsequent breach. All remedies afforded in the Contract shall be taken and construed as cumulative, that is, in addition to every other remedy provided in the Contract or at law or in equity.

(b) A party’s failure to insist on strict performance of any provision of the Contract shall only be deemed to be a waiver of rights and remedies concerning that specific instance of Performance and shall not be deemed to be a waiver of any subsequent rights, remedies or breach.
13. **Open Market Purchases.** Failure of the Contractor to Perform within the time specified in the Contract, or failure to replace rejected or substandard Goods or fulfill unperformed Services when so requested and as the Contract provides or allows, constitutes a breach of the Contract and as a remedy for such breach, such failure shall constitute authority for DAS, if it deems it to be necessary or appropriate in its sole discretion, to Terminate the Contract and/or to purchase on the open market, Goods or Services to replace those which have been rejected, not delivered, or not Performed. The Client Agency shall invoice the Contractor for all such purchases to the extent that they exceed the costs and expenses in Exhibit B and the Contractor shall pay the Client Agency’s invoice immediately after receiving the invoice. If DAS does not Terminate the Contract, the Client Agency will deduct such open market purchases from the Contract quantities. However, if the Client Agency deems it to be in the best interest of the State, the Client Agency may accept and use the Goods or Services delivered which are substandard in quality, subject to an adjustment in price to be determined by the Client Agency.

14. **Purchase Orders.**

(a) The Contract itself is not an authorization for the Contractor to ship Goods or begin Performance in any way. The Contractor may begin Performance only after it has received a duly issued purchase order against the Contract for Performance.

(b) The Client Agency shall issue a purchase order against the Contract directly to the Contractor and to no other party.

(c) All purchase orders shall be in written or electronic form, bear the Contract number (if any) and comply with all other State and Client Agency requirements, particularly the Client Agency’s requirements concerning procurement. Purchase orders issued in compliance with such requirements shall be deemed to be duly issued.

(d) A Contractor making delivery without a duly issued purchase order in accordance with this section does so at the Contractor’s own risk.

(e) The Client Agency may, in its sole discretion, deliver to the Contractor any or all duly issued purchase orders via electronic means only, such that the Client Agency shall not have any additional obligation to deliver to the Contractor a “hard copy” of the purchase order or a copy bearing any hand-written signature or other “original” marking.

15. **Indemnification.**

(a) The Contractor shall indemnify, defend and hold harmless the State and its officers, representatives, agents, servants, employees, successors and assigns from and against any and all (1) Claims arising, directly or indirectly, in connection with the Contract, including the acts of commission or omission (collectively, the “Acts”) of the Contractor or Contractor Parties; and (2) liabilities, damages, losses, costs and expenses, including but not limited to, attorneys’ and other professionals’ fees, arising, directly or indirectly, in connection with Claims, Acts or the Contract. The Contractor shall use counsel reasonably acceptable to the State in carrying out its obligations under this section. The Contractor’s obligations under this section to indemnify, defend and hold harmless against Claims includes Claims concerning confidentiality of any part of or all of the Contractor’s bid, proposal or any Records, any intellectual property rights, other proprietary rights of any person or entity, copyrighted or uncopyrighted compositions, secret processes, patented or unpatented inventions, articles or appliances furnished or used in the Performance.
(b) The Contractor shall not be responsible for indemnifying or holding the State harmless from any liability arising due to the negligence of the State or any other person or entity acting under the direct control or supervision of the State.

(c) The Contractor shall reimburse the State for any and all damages to the real or personal property of the State caused by the Acts of the Contractor or any Contractor Parties. The State shall give the Contractor reasonable notice of any such Claims.

(d) The Contractor’s duties under this section shall remain fully in effect and binding in accordance with the terms and conditions of the Contract, without being lessened or compromised in any way, even where the Contractor is alleged or is found to have merely contributed in part to the Acts giving rise to the Claims and/or where the State is alleged or is found to have contributed to the Acts giving rise to the Claims.

(e) The Contractor shall carry and maintain at all times during the term of the Contract, and during the time that any provisions survive the term of the Contract, sufficient general liability insurance to satisfy its obligations under this Contract. The Contractor shall cause the State to be named as an additional insured on the policy and shall provide (1) a certificate of insurance, (2) the declaration page and (3) the additional insured endorsement to the policy to DAS all in an electronic format acceptable to DAS prior to the Effective Date of the Contract evidencing that the State is an additional insured. The Contractor shall not begin Performance until the delivery of these 3 documents to DAS. Contractor shall provide an annual electronic update of the 3 documents to DAS on or before each anniversary of the Effective Date during the Contract Term. State shall be entitled to recover under the insurance policy even if a body of competent jurisdiction determines that State is contributorily negligent.

(f) This section shall survive the Termination of the Contract and shall not be limited by reason of any insurance coverage.

16. **Forum and Choice of Law.** The parties deem the Contract to have been made in the City of Hartford, State of Connecticut. Both parties agree that it is fair and reasonable for the validity and construction of the Contract to be, and it shall be, governed by the laws and court decisions of the State of Connecticut, without giving effect to its principles of conflicts of laws. To the extent that any immunities provided by Federal law or the laws of the State of Connecticut do not bar an action against the State, and to the extent that these courts are courts of competent jurisdiction, for the purpose of venue, the complaint shall be made returnable to the Judicial District of Hartford only or shall be brought in the United States District Court for the District of Connecticut only, and shall not be transferred to any other court, provided, however, that nothing here constitutes a waiver or compromise of the sovereign immunity of the State of Connecticut. The Contractor waives any objection which it may now have or will have to the laying of venue of any Claims in any forum and further irrevocably submits to such jurisdiction in any suit, action or proceeding.

17. **Contractor Guaranties.** Contractor shall:

(a) Perform fully under the Contract;

(b) Guarantee the Goods or Services against defective material or workmanship and to repair any damage or marring occasioned in transit or, at the Client Agency's option, replace them;
(c) Furnish adequate protection from damage for all work and to repair damage of any kind, for which its workers are responsible, to the premises, Goods, the Contractor’s work or that of Contractor Parties;

(d) With respect to the provision of Services, pay for all permits, licenses and fees and give all required or appropriate notices;

(e) Adhere to all Contractual provisions ensuring the confidentiality of Records that the Contractor has access to and are exempt from disclosure under the State’s Freedom of Information Act or other applicable law; and

(f) Neither disclaim, exclude nor modify the implied warranties of fitness for a particular purpose or of merchantability.

18. **Implied Warranties.** DAS does not disclaim, exclude or modify the implied warranty of fitness for a particular purpose or the warranty of merchantability.

19. **Goods, Standards and Appurtenances.** Any Goods delivered must be standard new Goods, latest model, except as otherwise specifically stated in the Contract. Remanufactured, refurbished or reconditioned equipment may be accepted but only to the extent allowed under the Contract. Where the Contract does not specifically list or describe any part or nominal appurtenances of equipment for the Goods, it shall be understood that the Contractor shall deliver such parts and appurtenances as are usually provided with the manufacturer's stock model.

20. **Delivery.**

(a) Delivery shall be made as ordered and in accordance with the Contract. Unless otherwise specified in the Contract, delivery shall be to a loading dock or receiving platform. The Contractor or Contractor’s shipping designee shall be responsible for removal of Goods from the carrier and placement on the Client Agency loading dock or receiving platform. The receiving personnel of the Client Agency are not required to assist in this process. The decision of DAS as to reasonable compliance with delivery terms shall be final and binding. The burden of proof of proper receipt of the order shall rest with the Contractor.

(b) In order for the time of delivery to be extended, the Client Agency must first approve a request for extension from the time specified in the Contract, such extension applying only to the particular item or shipment.

(c) Goods shall be securely and properly packed for shipment, according to accepted standard commercial practice, without extra charge for packing cases, baling or sacks. The containers shall remain the property of the Client Agency unless otherwise stated in the Contract.

(d) All risk of loss and damage to the Goods transfers to the Client Agency upon Title vesting in the Client Agency.

21. **Goods Inspection.** The Commissioner of DAS, in consultation with the Client Agency, shall determine the manner and prescribe the inspection of all Goods and the tests of all samples submitted to determine whether they comply with all of the specifications in the Contract. If any Goods fail in any way to meet the specifications in the Contract, the Client Agency or the Commissioner of DAS may, in its sole discretion, either reject it and owe nothing or accept it and pay for it on an adjusted price basis, depending on the degree to which the
Goods meet the specifications. Any decision pertaining to any such failure or rejection shall be final and binding.

22. **Emergency Standby for Goods and/or Services.** If any Federal or State official, having authority to do so, declares an emergency or the occurrence of a natural disaster within the State of Connecticut, DAS and the Client Agency may request the Goods and Services on an expedited and prioritized basis. Upon receipt of such a request the Contractor shall make all necessary and appropriate commercially reasonable efforts to reallocate its staffing and other resources in order to give primary preference to Performing this Contract ahead of or prior to fulfilling, in whole or in part, any other contractual obligations that the Contractor may have. The Contractor is not obligated to make those efforts to Perform on an expedited and prioritized basis in accordance with this paragraph if doing so will make the Contractor materially breach any other contractual obligations that the Contractor may have. Contractor shall acknowledge receipt of any request made pursuant to this paragraph within 2 hours from the time that the Contractor receives it via purchase order or through a request to make an expedited or prioritized purchase through the State of Connecticut Purchasing Card (MasterCard) Program (the “P-Card Program”). If the Contractor fails to acknowledge receipt within 2 hours, confirm its obligation to Perform or actually Perform, as set forth in the purchase order or through the P-Card Program, then DAS and the Client Agency may procure the Performance from another source without further notice to Contractor and without creating any right of recourse at law or in equity against DAS or Client Agency.

23. **Setoff.** In addition to all other remedies available hereunder, the State, in its sole discretion, may setoff (1) any costs or expenses that the State incurs resulting from the Contractor’s unexcused nonperformance under the Contract and under any other agreement or arrangement that the Contractor has with the State and (2) any other amounts that are due or may become due from the State to the Contractor, against amounts otherwise due or that may become due to the Contractor under the Contract, or under any other agreement or arrangement that the Contractor has with the State. The State’s right of setoff shall not be deemed to be the State’s exclusive remedy for the Contractor’s or Contractor Parties’ breach of the Contract, all of which shall survive any setoffs by the State.

24. **Force Majeure.** The State and the Contractor shall not be excused from their obligation to Perform in accordance with the Contract except in the case of Force Majeure events and as otherwise provided for in the Contract. In the case of any such exception, the nonperforming party shall give immediate written notice to the other, explaining the cause and probable duration of any such nonperformance.

25. **Advertising.** The Contractor shall not refer to sales to the State for advertising or promotional purposes, including, but not limited to, posting any material or data on the Internet, without DAS’s prior written approval.

26. **Americans With Disabilities Act.** The Contractor shall be and remain in compliance with the Americans with Disabilities Act of 1990 (“Act”), to the extent applicable, during the term of the Contract. DAS may Terminate the Contract if the Contractor fails to comply with the Act.

27. **Representations and Warranties.** The Contractor, represents and warrants to DAS for itself and Contractor Parties, that:

(a) if they are entities, they are duly and validly existing under the laws of their respective states of organization and authorized to conduct business in the State of Connecticut in the
manner contemplated by the Contract. Further, as appropriate, they have taken all necessary action to authorize the execution, delivery and Performance of the Contract and have the power and authority to execute, deliver and Perform their obligations under the Contract;

(b) they will comply with all applicable State and Federal laws and municipal ordinances in satisfying their obligations to the State under and pursuant to the Contract, including, but not limited to (1) Connecticut General Statutes Title 1, Chapter 10, concerning the State’s Codes of Ethics and (2) Title 4a concerning State purchasing, including, but not limited to Section 22a-194a concerning the use of polystyrene foam;

(c) the execution, delivery and Performance of the Contract will not violate, be in conflict with, result in a breach of or constitute (with or without due notice and/or lapse of time) a default under any of the following, as applicable: (1) any provision of law; (2) any order of any court or the State; or (3) any indenture, agreement, document or other instrument to which it is a party or by which it may be bound;

(d) they are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any governmental entity;

(e) as applicable, they have not, within the three years preceding the Contract, in any of their current or former jobs, been convicted of, or had a civil judgment rendered against them or against any person who would Perform under the Contract, for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a transaction or contract with any governmental entity. This includes, but is not limited to, violation of Federal or state antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;

(f) they are not presently indicted for or otherwise criminally or civilly charged by any governmental entity with commission of any of the offenses listed above;

(g) they have not within the three years preceding the Contract had one or more contracts with any governmental entity Terminated;

(h) they have not employed or retained any entity or person, other than a bona fide employee working solely for them, to solicit or secure the Contract and that they have not paid or agreed to pay any entity or person, other than a bona fide employee working solely for them, any fee, commission, percentage, brokerage fee, gifts, or any other consideration contingent upon or resulting from the award or making of the Contract or any assignments made in accordance with the terms of the Contract;

(i) to the best of their knowledge, there are no Claims involving Contractor or Contractor Parties that might reasonably be expected to materially adversely affect their businesses, operations, assets, properties, financial stability, business prospects or ability to Perform fully under the Contract;

(j) they shall disclose, to the best of their knowledge, to DAS in writing any Claims involving them that might reasonably be expected to materially adversely affect their businesses, operations, assets, properties, financial stability, business prospects or ability to Perform fully under the Contract, no later than ten (10) Days after becoming aware or after they should have become aware of any such Claims. For purposes of the Contractor’s obligation to disclose any Claims to DAS, the ten (10) Days in the section of this Contract concerning
Disclosure of Contractor Parties Litigation shall run consecutively with the ten (10) Days provided for in this representation and warranty;

(k) their participation in the Request for Proposals process is not a conflict of interest or a breach of ethics under the provisions of Title 1, Chapter 10 of the Connecticut General Statutes concerning the State’s Code of Ethics;

(l) the Proposal was not made in connection or concert with any other person or entity, including any affiliate (as defined in the Tangible Personal Property section of this Contract) of the Contractor, submitting a proposal for the same Goods or Services, and is in all respects fair and without collusion or fraud;

(m) they are able to Perform under the Contract using their own resources or the resources of a party who is not a Contractor;

(n) the Contractor shall obtain in a written contract all of the representations and warranties in this section from any Contractor Parties and to require that provision to be included in any contracts and purchase orders with Contractor Parties;

(o) they have paid all applicable workers' compensation second injury fund assessments concerning all previous work done in Connecticut;

(p) they have a record of compliance with Occupational Health and Safety Administration regulations without any unabated, willful or serious violations;

(q) they owe no unemployment compensation contributions;

(r) they are not delinquent in the payment of any taxes owed, or, that they have filed a sales tax security bond, and they have, if and as applicable, filed for motor carrier road tax stickers and have paid all outstanding road taxes;

(s) all of their vehicles have current registrations and, unless such vehicles are no longer in service, they shall not allow any such registrations to lapse;

(t) each Contractor Party has vested in the Contractor plenary authority to bind the Contractor Parties to the full extent necessary or appropriate to ensure full compliance with and Performance in accordance with all of the terms and conditions of the Contract and that all appropriate parties shall also provide to DAS, no later than fifteen (15) days after receiving a request from DAS, such information as DAS may require to evidence, in DAS’s sole determination, compliance with this section;

(u) except to the extent modified or abrogated in the Contract, all Title shall pass to the Client Agency upon complete installation, testing and acceptance of the Goods or Services and payment by the Client Agency;

(v) if either party Terminates the Contract, for any reason, they shall relinquish to the Client Agency all Title to the Goods delivered, accepted and paid for (except to the extent any invoiced amount is disputed) by the Client Agency;

(w) with regard to third party products provided with the Goods, they shall transfer all licenses which they are permitted to transfer in accordance with the applicable third party license;
(x) they shall not copyright, register, distribute or claim any rights in or to the Goods after the Effective Date of the Contract without DAS’s prior written consent;

(y) they either own or have the authority to use all Title of and to the Goods, and that such Title is not the subject of any encumbrances, liens or claims of ownership by any third party;

(z) the Goods do not infringe or misappropriate any patent, trade secret or other intellectual property right of a third party;

(aa) the Client Agency’s use of any Goods shall not infringe or misappropriate any patent, trade secret or other intellectual property right of a third party;

(bb) if they procure any Goods, they shall sub-license such Goods and that the Client Agency shall be afforded the full benefits of any manufacturer or subcontractor licenses for the use of the Goods; and

(cc) they shall assign or otherwise transfer to the Client Agency, or afford the Client Agency the full benefits of any manufacturer’s warranty for the Goods, to the extent that such warranties are assignable or otherwise transferable to the Client Agency.

28. Representations and Warranties Concerning Motor Vehicles.  If in the course of Performance or in any other way related to the Contract the Contractor at any time uses or operates “motor vehicles,” as that term is defined by Conn. Gen. Stat. §14-1 (including, but not limited to such services as snow plowing, sanding, hauling or delivery of materials, freight or merchandise, or the transportation of passengers), the Contractor, represents and warrants for itself and the Contractor Parties, that:

(a) It is the owner of record or lessee of record of each such motor vehicle used in the Performance of the Contract, and each such motor vehicle is duly registered with the Connecticut Department of Motor Vehicles (“ConnDMV”) in accordance with the provisions of Chapter 246 of the Connecticut General Statutes. Each such registration shall be in valid status, and shall not be expired, suspended or revoked by ConnDMV, for any reason or cause. If such motor vehicle is not registered with ConnDMV, then it shall be duly registered with another state or commonwealth in accordance with such other state’s or commonwealth’s applicable statutes. Each such registration shall be in valid status, and shall not be expired, suspended or revoked by such other state or commonwealth for any reason or cause.

(b) Each such motor vehicle shall be fully insured in accordance with the provisions of Sections 14-12b, 14-112 and 38a-371 of the Connecticut General Statutes, as amended, in the amounts required by the said sections or in such higher amounts as have been specified by ConnDMV as a condition for the award of the Contract, or in accordance with all substantially similar provisions imposed by the law of the jurisdiction where the motor vehicle is registered.

(c) Each Contractor Party who uses or operates a motor vehicle at any time in the Performance of the Contract shall have and maintain a motor vehicle operator’s license or commercial driver’s license of the appropriate class for the motor vehicle being used or operated. Each such license shall bear the endorsement or endorsements required by the provisions of Section 14-36a of the Connecticut General Statutes, as amended, to operate such motor vehicle, or required by substantially similar provisions imposed by the law of another jurisdiction in which the operator is licensed to operate such motor vehicle. The license
shall be in valid status, and shall not be expired, suspended or revoked by ConnDMV or such other jurisdiction for any reason or cause.

(d) Each motor vehicle shall be in full compliance with all of the terms and conditions of all provisions of the Connecticut General Statutes and regulations, or those of the jurisdiction where the motor vehicle is registered, pertaining to the mechanical condition, equipment, marking and operation of motor vehicles of such type, class and weight, including, but not limited to, requirements for intrastate carriers with motor vehicles having a gross vehicle weight rating or gross combination weight rating or gross vehicle weight or gross combination weight of 18,001 pounds or more or interstate carriers with motor vehicles having a gross vehicle weight rating or gross combination weight rating or gross vehicle weight or gross combination weight of 10,001 pounds or more otherwise described by the provisions of Conn. Gen. Stat. § 14-163c(a) and all applicable provisions of the Federal Motor Carrier Safety Regulations, as set forth in Title 49, Parts 382 to 399, inclusive, of the Code of Federal Regulations. If the Contractor is a "motor carrier," as that term is defined in section 49 CFR Part 390, and the Contractor is subject to an order issued by the Federal Motor Carrier Safety Administration that prohibits such Contractor from operating or allowing the operation of a motor vehicle, then the Contractor shall comply fully with such order. In addition, if a motor vehicle or its operator is declared out of service pursuant to Conn. Gen. Stat. § 14-163c(d)(4), then the Contractor shall not operate or allow the operation of that motor vehicle and shall not allow the operator to operate a motor vehicle while the respective subject out-of-service order is in effect.

29. Disclosure of Contractor Parties Litigation. The Contractor shall require that all Contractor Parties, as appropriate, disclose to the Contractor, to the best of their knowledge, any Claims involving the Contractor Parties that might reasonably be expected to materially adversely affect their businesses, operations, assets, properties, financial stability, business prospects or ability to Perform fully under the Contract, no later than ten (10) Days after becoming aware or after they should have become aware of any such Claims. Disclosure shall be in writing.

30. Entirety of Contract. The Contract is the entire agreement between the parties with respect to its subject matter, and supersedes all prior agreements, proposals, offers, counteroffers and understandings of the parties, whether written or oral. The Contract has been entered into after full investigation, neither party relying upon any statement or representation by the other unless such statement or representation is specifically embodied in the Contract.

31. Exhibits. All exhibits referred to in and attached to this Contract are incorporated in this Contract by such reference and shall be deemed to be a part of it as if they had been fully set forth in it.

32. Executive Orders. This Contract is subject to the provisions of Executive Order No. Three of Governor Thomas J. Meskill, promulgated June 16, 1971, concerning labor employment practices, Executive Order No. Seventeen of Governor Thomas J. Meskill, promulgated February 15, 1973, concerning the listing of employment openings and Executive Order No. Sixteen of Governor John G. Rowland promulgated August 4, 1999, concerning violence in the workplace, all of which are incorporated into and are made a part of the Contract as if they had been fully set forth in it. The Contract may also be subject to Executive Order No. 14 of Governor M. Jodi Rell, promulgated April 17, 2006, concerning procurement of cleaning products and services and to Executive Order No. 49 of Governor Dannel P. Malloy, promulgated May 22, 2015, mandating disclosure of certain gifts to public employees and contributions to certain candidates for office. If Executive Order 14 and/or Executive Order 49 are applicable, they are deemed to be incorporated into and are made a part of the
33. **Non-discrimination.**

(a) For purposes of this Section, the following terms are defined as follows:

1. "Commission" means the Commission on Human Rights and Opportunities;

2. "Contract" and “contract” include any extension or modification of the Contract or contract;

3. "Contractor" and “contractor” include any successors or assigns of the Contractor or contractor;

4. "Gender identity or expression" means a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.

5. “good faith” means that degree of diligence which a reasonable person would exercise in the performance of legal duties and obligations;

6. "good faith efforts" shall include, but not be limited to, those reasonable initial efforts necessary to comply with statutory or regulatory requirements and additional or substituted efforts when it is determined that such initial efforts will not be sufficient to comply with such requirements;

7. "marital status" means being single, married as recognized by the state of Connecticut, widowed, separated or divorced;

8. "mental disability" means one or more mental disorders, as defined in the most recent edition of the American Psychiatric Association's "Diagnostic and Statistical Manual of Mental Disorders", or a record of or regarding a person as having one or more such disorders;

9. "minority business enterprise" means any small contractor or supplier of materials fifty-one percent or more of the capital stock, if any, or assets of which is owned by a person or persons: (1) who are active in the daily affairs of the enterprise, (2) who have the power to direct the management and policies of the enterprise, and (3) who are members of a minority, as such term is defined in subsection (a) of Connecticut General Statutes § 32-9n; and

10. "public works contract" means any agreement between any individual, firm or corporation and the State or any political subdivision of the State other than a municipality for construction, rehabilitation, conversion, extension, demolition or repair of a public building, highway or other changes or improvements in real property, or which is financed in whole or in part by the State, including, but not limited to, matching expenditures, grants, loans, insurance or guarantees.
For purposes of this Section, the terms "Contract" and “contract” do not include a contract where each contractor is (1) a political subdivision of the state, including, but not limited to, a municipality, (2) a quasi-public agency, as defined in Conn. Gen. Stat. Section 1-120, (3) any other state, including but not limited to any federally recognized Indian tribal governments, as defined in Conn. Gen. Stat. Section 1-267, (4) the federal government, (5) a foreign government, or (6) an agency of a subdivision, agency, state or government described in the immediately preceding enumerated items (1), (2), (3), (4) or (5).

(b)

(1) The Contractor agrees and warrants that in the performance of the Contract such Contractor will not discriminate or permit discrimination against any person or group of persons on the grounds of race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, intellectual disability, mental disability or physical disability, including, but not limited to, blindness, unless it is shown by such Contractor that such disability prevents performance of the work involved, in any manner prohibited by the laws of the United States or of the State of Connecticut; and the Contractor further agrees to take affirmative action to insure that applicants with job-related qualifications are employed and that employees are treated when employed without regard to their race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, intellectual disability, mental disability or physical disability, including, but not limited to, blindness, unless it is shown by the Contractor that such disability prevents performance of the work involved;

(2) the Contractor agrees, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, to state that it is an "affirmative action-equal opportunity employer" in accordance with regulations adopted by the Commission;

(3) the Contractor agrees to provide each labor union or representative of workers with which the Contractor has a collective bargaining agreement or other contract or understanding and each vendor with which the Contractor has a contract or understanding, a notice to be provided by the Commission, advising the labor union or workers’ representative of the Contractor’s commitments under this section and to post copies of the notice in conspicuous places available to employees and applicants for employment;

(4) the Contractor agrees to comply with each provision of this Section and Connecticut General Statutes §§ 46a-68e and 46a-68f and with each regulation or relevant order issued by said Commission pursuant to Connecticut General Statutes §§ 46a-56, 46a-68e and 46a-68f; and

(5) the Contractor agrees to provide the Commission on Human Rights and Opportunities with such information requested by the Commission, and permit access to pertinent books, records and accounts, concerning the employment practices and procedures of the Contractor as relate to the provisions of this Section and Connecticut General Statutes § 46a-56. If the contract is a public works contract, the Contractor agrees and warrants that he will make good faith efforts to employ minority business enterprises as subcontractors and suppliers of materials on such public works projects.

(c) Determination of the Contractor's good faith efforts shall include, but shall not be limited to, the following factors: The Contractor's employment and subcontracting policies, patterns and practices; affirmative advertising, recruitment and training; technical assistance activities and such other reasonable activities or efforts as the Commission may
prescribe that are designed to ensure the participation of minority business enterprises in public works projects.

(d) The Contractor shall develop and maintain adequate documentation, in a manner prescribed by the Commission, of its good faith efforts.

(e) The Contractor shall include the provisions of subsection (b) of this Section in every subcontract or purchase order entered into in order to fulfill any obligation of a contract with the State and such provisions shall be binding on a subcontractor, vendor or manufacturer unless exempted by regulations or orders of the Commission. The Contractor shall take such action with respect to any such subcontract or purchase order as the Commission may direct as a means of enforcing such provisions including sanctions for noncompliance in accordance with Connecticut General Statutes §46a-56; provided if such Contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the Commission, the Contractor may request the State of Connecticut to enter into any such litigation or negotiation prior thereto to protect the interests of the State and the State may so enter.

(f) The Contractor agrees to comply with the regulations referred to in this Section as they exist on the date of this Contract and as they may be adopted or amended from time to time during the term of this Contract and any amendments thereto.

(g)

(1) The Contractor agrees and warrants that in the performance of the Contract such Contractor will not discriminate or permit discrimination against any person or group of persons on the grounds of sexual orientation, in any manner prohibited by the laws of the United States or the State of Connecticut, and that employees are treated when employed without regard to their sexual orientation;

(2) the Contractor agrees to provide each labor union or representative of workers with which such Contractor has a collective bargaining agreement or other contract or understanding and each vendor with which such Contractor has a contract or understanding, a notice to be provided by the Commission on Human Rights and Opportunities advising the labor union or workers' representative of the Contractor's commitments under this section, and to post copies of the notice in conspicuous places available to employees and applicants for employment;

(3) the Contractor agrees to comply with each provision of this section and with each regulation or relevant order issued by said Commission pursuant to Connecticut General Statutes § 46a-56; and

(4) the Contractor agrees to provide the Commission on Human Rights and Opportunities with such information requested by the Commission, and permit access to pertinent books, records and accounts, concerning the employment practices and procedures of the Contractor which relate to the provisions of this Section and Connecticut General Statutes § 46a-56.

(h) The Contractor shall include the provisions of the foregoing paragraph in every subcontract or purchase order entered into in order to fulfill any obligation of a contract with the State and such provisions shall be binding on a subcontractor, vendor or manufacturer unless exempted by regulations or orders of the Commission. The Contractor shall take such action with respect to any such subcontract or purchase order as the Commission may direct as a means of enforcing such provisions including
sanctions for noncompliance in accordance with Connecticut General Statutes § 46a-56; provided, if such Contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the Commission, the Contractor may request the State of Connecticut to enter into any such litigation or negotiation prior thereto to protect the interests of the State and the State may so enter.

34. Tangible Personal Property.

(a) The Contractor on its behalf and on behalf of its Affiliates, as defined below, shall comply with the provisions of Conn. Gen. Stat. §12-411b, as follows:

(1) For the term of the Contract, the Contractor and its Affiliates shall collect and remit to the State of Connecticut, Department of Revenue Services, any Connecticut use tax due under the provisions of Chapter 219 of the Connecticut General Statutes for items of tangible personal property sold by the Contractor or by any of its Affiliates in the same manner as if the Contractor and such Affiliates were engaged in the business of selling tangible personal property for use in Connecticut and had sufficient nexus under the provisions of Chapter 219 to be required to collect Connecticut use tax;

(2) A customer’s payment of a use tax to the Contractor or its Affiliates relieves the customer of liability for the use tax;

(3) The Contractor and its Affiliates shall remit all use taxes they collect from customers on or before the due date specified in the Contract, which may not be later than the last day of the month next succeeding the end of a calendar quarter or other tax collection period during which the tax was collected;

(4) The Contractor and its Affiliates are not liable for use tax billed by them but not paid to them by a customer; and

(5) Any Contractor or Affiliate who fails to remit use taxes collected on behalf of its customers by the due date specified in the Contract shall be subject to the interest and penalties provided for persons required to collect sales tax under chapter 219 of the general statutes.

(b) For purposes of this section of the Contract, the word “Affiliate” means any person, as defined in section 12-1 of the general statutes, that controls, is controlled by, or is under common control with another person. A person controls another person if the person owns, directly or indirectly, more than ten per cent of the voting securities of the other person. The word “voting security” means a security that confers upon the holder the right to vote for the election of members of the board of directors or similar governing body of the business, or that is convertible into, or entitles the holder to receive, upon its exercise, a security that confers such a right to vote. “Voting security” includes a general partnership interest.

(c) The Contractor represents and warrants that each of its Affiliates has vested in the Contractor plenary authority to so bind the Affiliates in any agreement with the State of Connecticut. The Contractor on its own behalf and on behalf of its Affiliates shall also provide, no later than 30 days after receiving a request by the State’s contracting authority, such information as the State may require to ensure, in the State’s sole determination, compliance with the provisions of Chapter 219 of the Connecticut General Statutes, including, but not limited to, §12-411b.
35. **Whistleblowing.** This Contract may be subject to the provisions of Section 4-61dd of the Connecticut General Statutes. In accordance with this statute, if an officer, employee or appointing authority of the Contractor takes or threatens to take any personnel action against any employee of the Contractor in retaliation for such employee's disclosure of information to any employee of the contracting state or quasi-public agency or the Auditors of Public Accounts or the Attorney General under the provisions of subsection (a) of such statute, the Contractor shall be liable for a civil penalty of not more than five thousand dollars for each offense, up to a maximum of twenty per cent of the value of this Contract. Each violation shall be a separate and distinct offense and in the case of a continuing violation, each calendar day's continuance of the violation shall be deemed to be a separate and distinct offense. The State may request that the Attorney General bring a civil action in the Superior Court for the Judicial District of Hartford to seek imposition and recovery of such civil penalty. In accordance with subsection (f) of such statute, each large state contractor, as defined in the statute, shall post a notice of the provisions of the statute relating to large state contractors in a conspicuous place which is readily available for viewing by the employees of the Contractor.

36. **Notice.** All notices, demands, requests, consents, approvals or other communications required or permitted to be given or which are given with respect to this Contract (for the purpose of this section collectively called “Notices”) shall be deemed to have been effected at such time as the notice is placed in the U.S. mail, first class and postage pre-paid, return receipt requested or placed with a recognized, overnight express delivery service that provides for a return receipt. All such Notices shall be in writing and shall be addressed as follows:

If to DAS:

State of Connecticut, Department of Administrative Services
Procurement Division
450 Columbus Boulevard, Suite 1202
Hartford, CT 06103
Attention: Susanne Hawkins

If to the Contractor:

Cooperative Personnel Services dba CPS HR Consulting
2450 Del Paso Road, Suite 220
Sacramento, CA 95834
Attention: Victoria Quintero Brashear
Signatory Name: Victoria Quintero Brashear
Title: Director of Products and Services

37. **Insurance.** Before commencing Performance, the Contractor shall obtain and maintain at its own cost and expense for the duration of the Contract, the following insurance as described in (a) through (h) below. Contractor shall assume any and all deductibles in the described insurance policies. The Contractor’s insurers shall have no right of recovery or subrogation against the State and the described Contractor’s insurance shall be primary coverage. Any failure to comply with the claim reporting provisions of the policy shall not affect coverage provided to the State.

(a) Reserved
(b) Commercial General Liability: $1,000,000 combined single limit per occurrence for bodily injury, personal injury and property damage. Coverage shall include, Premises and Operations, Independent Contractors, Products and Completed Operations, Contractual Liability and Broad Form Property Damage coverage. If a general aggregate is used, the general aggregate limit shall apply separately to the project or the general aggregate limit shall be twice the occurrence limit.

(c) Automobile Liability: $1,000,000 combined single limit per accident for bodily injury. Coverage extends to owned, hired and non-owned automobiles. If the vendor/contractor does not own an automobile, but one is used in the execution of the contract, then only hired and non-owned coverage is required. If a vehicle is not used in the execution of the contract then automobile coverage is not required.

(d) Workers’ Compensation and Employers Liability: Statutory coverage in compliance with the Compensation laws of the State of Connecticut. Coverage shall include Employer’s Liability with minimum limits of $100,000 each accident, $500,000 Disease – Policy limit, $100,000 each employee.

(e) Reserved

(f) Umbrella Liability: Excess/umbrella liability insurance may be included to meet minimum requirements. Umbrella coverage must indicate the existing underlying insurance coverage.

(g) Claims Made: Not acceptable with the exception of Professional Liability when specified.

(h) Reserved

38. **Headings.** The headings given to the sections in the Contract are inserted only for convenience and are in no way to be construed as part of the Contract or as a limitation of the scope of the particular section to which the heading refers.

39. **Number and Gender.** Whenever the context so requires, the plural or singular shall include each other and the use of any gender shall include all genders.

40. **Parties.** To the extent that any Contractor Party is to participate or perform in any way, directly or indirectly in connection with the Contract, any reference in the Contract to “Contractor” shall also be deemed to include “Contractor Parties”, as if such reference had originally specifically included “Contractor Parties” since it is the parties’ intent for the terms “Contractor Parties” to be vested with the same respective rights and obligations as the terms “Contractor.”

41. **Contractor Changes.** The Contractor shall notify DAS in writing no later than ten (10) Days from the effective date of any change in:

   a) its certificate of incorporation or other organizational document;

   b) more than a controlling interest in the ownership of the Contractor; or

   c) the individual(s) in charge of the Performance.

   This change shall not relieve the Contractor of any responsibility for the accuracy and completeness of the Performance. DAS, after receiving written notice by the Contractor of
any such change, may require such agreements, releases and other instruments evidencing, to DAS’s satisfaction, that any individuals retiring or otherwise separating from the Contractor have been compensated in full or that provision has been made for compensation in full, for all work performed under terms of the Contract. The Contractor shall deliver such documents to DAS in accordance with the terms of DAS’s written request. DAS may also require, and the Contractor shall deliver, a financial statement showing that solvency of the Contractor is maintained. The death of any Contractor Party, as applicable, shall not release the Contractor from the obligation to Perform under the Contract; the surviving Contractor Parties, as appropriate, must continue to Perform under the Contract until Performance is fully completed.

42. Further Assurances. The parties shall provide such information, execute and deliver any instruments and documents and take such other actions as may be necessary or reasonably requested by the other party which are not inconsistent with the provisions of this Contract and which do not involve the vesting of rights or assumption of obligations other than those provided for in the Contract, in order to give full effect to the Contract and to carry out the intent of the Contract.

43. Audit and Inspection of Plants, Places of Business and Records.

(a) Audit and Inspection of Plants, Places of Business and Records. The State and its agents, including, but not limited to, the Connecticut Auditors of Public Accounts, Attorney General and State’s Attorney and their respective agents, may, at reasonable hours, inspect and examine all of the parts of the Contractor’s and Contractor Parties’ plants and places of business which, in any way, are related to, or involved in, the performance of this Contract.

(b) The Contractor shall maintain, and shall require each of the Contractor Parties to maintain, accurate and complete Records. The Contractor shall make all of its and the Contractor Parties’ Records available at all reasonable hours for audit and inspection by the State and its agents.

(c) The State shall make all requests for any audit or inspection in writing and shall provide the Contractor with at least twenty-four (24) hours’ notice prior to the requested audit and inspection date. If the State suspects fraud or other abuse, or in the event of an emergency, the State is not obligated to provide any prior notice.

(d) The Contractor will pay for all costs and expenses of any audit or inspection which reveals information that, in the sole determination of the State, is sufficient to constitute a breach by the Contractor under this Contract. The Contractor will remit full payment to the State for such audit or inspection no later than 30 days after receiving an invoice from the State. If the State does not receive payment within such time, the State may setoff the amount from any moneys which the State would otherwise be obligated to pay the Contractor in accordance with this Contract’s Setoff provision.

(e) The Contractor shall keep and preserve or cause to be kept and preserved all of its and Contractor Parties’ Records until three (3) years after the latter of (i) final payment under this Contract, or (ii) the expiration or earlier termination of this Contract, as the same may be modified for any reason. The State may request an audit or inspection at any time during this period. If any Claim or audit is started before the expiration of this period, the Contractor shall retain or cause to be retained all Records until all Claims or audit findings have been resolved.
(f) The Contractor shall cooperate fully with the State and its agents in connection with an audit or inspection. Following any audit or inspection, the State may conduct and the Contractor shall cooperate with an exit conference.

(g) The Contractor shall incorporate this entire Section verbatim into any contract or other agreement that it enters into with any Contractor Party.

44. Background Checks. The State may require that the Contractor and Contractor Parties undergo criminal background checks as provided for in the State of Connecticut Department of Emergency Services and Public Protection Administration and Operations Manual or such other State document as governs procedures for background checks. The Contractor and Contractor Parties shall cooperate fully as necessary or reasonably requested with the State and its agents in connection with such background checks.

45. Continued Performance. The Contractor and Contractor Parties shall continue to perform their obligations under the Contract while any dispute concerning the Contract is being resolved.

46. Working and Labor Synergies. The Contractor shall be responsible for maintaining a tranquil working relationship between the Contractor work force, the Contractor Parties and their work force, State employees, and any other contractors present at the work site. The Contractor shall quickly resolve all labor disputes which result from the Contractor's or Contractor Parties' presence at the work site, or other action under their control. Labor disputes shall not be deemed to be sufficient cause to allow the Contractor to make any claim for additional compensation for cost, expenses or any other loss or damage, nor shall those disputes be deemed to be sufficient reason to relieve the Contractor from any of its obligations under the Contract.

47. Contractor Responsibility.

(a) The Contractor shall be responsible for the entire Performance under the Contract regardless of whether the Contractor itself performs. The Contractor shall be the sole point of contact concerning the management of the Contract, including Performance and payment issues. The Contractor is solely and completely responsible for adherence by the Contractor Parties to all applicable provisions of the Contract.

(b) The Contractor shall exercise all reasonable care to avoid damage to the State's property or to property being made ready for the State's use, and to all property adjacent to any work site. The Contractor shall promptly report any damage, regardless of cause, to the State.

48. Severability. If any term or provision of the Contract or its application to any person, entity or circumstance shall, to any extent, be held to be invalid or unenforceable, the remainder of the Contract or the application of such term or provision shall not be affected as to persons, entities or circumstances other than those as to whom or to which it is held to be invalid or unenforceable. Each remaining term and provision of the Contract shall be valid and enforced to the fullest extent possible by law.

49. Confidential Information. The State will afford due regard to the Contractor's request for the protection of proprietary or confidential information which the State receives. However, all materials associated with the Proposal and the Contract are subject to the terms of the Connecticut Freedom of Information Act (“FOIA”) and all corresponding rules, regulations and interpretations. In making such a request, the Contractor may not merely state generally that the materials are proprietary or confidential in nature and not,
therefore, subject to release to third parties. Those particular sentences, paragraphs, pages or sections that the Contractor believes are exempt from disclosure under the FOIA must be specifically identified as such. Convincing explanation and rationale sufficient to justify each exemption consistent with the FOIA must accompany the request. The rationale and explanation must be stated in terms of the prospective harm to the competitive position of the Contractor that would result if the identified material were to be released and the reasons why the materials are legally exempt from release pursuant to the FOIA. To the extent that any other provision or part of the Contract, especially including the Proposal, the Records and the specifications, conflicts or is in any way inconsistent with this section, this section controls and shall apply and the conflicting provision or part shall not be given effect. If the Contractor indicates that certain documentation is submitted in confidence, by specifically and clearly marking said documentation as CONFIDENTIAL, DAS will endeavor to keep said information confidential to the extent permitted by law. DAS, however, has no obligation to initiate, prosecute or defend any legal proceeding or to seek a protective order or other similar relief to prevent disclosure of any information that is sought pursuant to a FOIA request. The Contractor shall have the burden of establishing the availability of any FOIA exemption in any proceeding where it is an issue. In no event shall DAS or the State have any liability for the disclosure of any documents or information in its possession which the State or DAS believes are required to be disclosed pursuant to the FOIA or other requirements of law.

50. References to Statutes, Public Acts, Regulations, Codes and Executive Orders. All references in this Contract to any statute, public act, regulation, code or executive order shall mean such statute, public act, regulation, code or executive order, respectively, as it has been amended, replaced or superseded at any time. Notwithstanding any language in this Contract that relates to such statute, public act, regulation, code or executive order, and notwithstanding a lack of a formal amendment to this Contract, this Contract shall always be read and interpreted as if it contained the most current and applicable wording and requirements of such statute, public act, regulation, code or executive order as if their most current language had been used in and requirements incorporated into this Contract at the time of its execution.

51. Cross-Default.

(a) If the Contractor or Contractor Parties breach, default or in any way fail to Perform satisfactorily under the Contract, then DAS may, in its sole discretion, without more and without any action whatsoever required of the State, treat any such event as a breach, default or failure to Perform under any or all other agreements or arrangements (“Other Agreements”) that the Contractor or Contractor Parties have with DAS. Accordingly, DAS may then exercise at its sole option any and all of its rights or remedies provided for in the Contract or Other Agreements, either selectively or collectively and without such election being deemed to prejudice any rights or remedies of DAS, as if the Contractor or Contractor Parties had suffered a breach, default or failure to perform under the Other Agreements.

(b) If the Contractor or Contractor Parties breach, default or in any way fail to Perform satisfactorily under any or all Other Agreements with DAS or the State, then DAS may, in its sole discretion, without more and without any action whatsoever required of the State, treat any such event as a breach, default or failure to Perform under the Contract. Accordingly, the State may then exercise at its sole option any and all of its rights or remedies provided for in the Other Agreements or the Contract, either selectively or collectively and without such election being deemed to prejudice any rights or remedies of DAS or the State, as if the Contractor or Contractor Parties had suffered a breach, default or failure to Perform under the Contract.
52. Disclosure of Records. This Contract may be subject to the provisions of section 1-218 of the Connecticut General Statutes. In accordance with this statute, each contract in excess of two million five hundred thousand dollars between a public agency and a person for the performance of a governmental function shall (a) provide that the public agency is entitled to receive a copy of records and files related to the performance of the governmental function, and (b) indicate that such records and files are subject to FOIA and may be disclosed by the public agency pursuant to FOIA. No request to inspect or copy such records or files shall be valid unless the request is made to the public agency in accordance with FOIA. Any complaint by a person who is denied the right to inspect or copy such records or files shall be brought to the Freedom of Information Commission in accordance with the provisions of sections 1-205 and 1-206 of the Connecticut General Statutes.

53. Summary of State Ethics Laws. Pursuant to the requirements of section 1-101qq of the Connecticut General Statutes, the summary of State ethics laws developed by the State Ethics Commission pursuant to section 1-81b of the Connecticut General Statutes is incorporated by reference into and made a part of the Contract as if the summary had been fully set forth in the Contract.

54. Sovereign Immunity. The parties acknowledge and agree that nothing in the Request for Proposals or the Contract shall be construed as a modification, compromise or waiver by the State of any rights or defenses of any immunities provided by Federal law or the laws of the State of Connecticut to the State or any of its officers and employees, which they may have had, now have or will have with respect to all matters arising out of the Contract. To the extent that this section conflicts with any other section, this section shall govern.

55. Time of the Essence. Time is of the essence with respect to all provisions of this Contract that specify a time for performance; provided, however, that this provision shall not be construed to limit or deprive a party of the benefits of any grace or use period allowed in this Contract.

56. Certification as Small Contractor or Minority Business Enterprise. This paragraph was intentionally left blank.

57. Campaign Contribution Restriction. For all State contracts as defined in Conn. Gen. Stat. § 9-612(g)(1) having a value in a calendar year of $50,000 or more or a combination or series of such agreements or contracts having a value of $100,000 or more, the authorized signatory to this Contract expressly acknowledges receipt of the State Elections Enforcement Commission's notice advising state contractors of state campaign contribution and solicitation prohibitions, and will inform its principals of the contents of the notice, as set forth in “Notice to Executive Branch State Contractors and Prospective State Contractors of Campaign Contribution and Solicitation Limitations,” attached as Exhibit C.

58. Health Insurance Portability and Accountability Act of 1996. This paragraph was intentionally left blank.

59. Protection of Confidential Information.

(a) Contractor and Contractor Parties, at their own expense, have a duty to and shall protect from a Confidential Information Breach any and all Confidential Information which they
come to possess or control, wherever and however stored or maintained, in a commercially reasonable manner in accordance with current industry standards.

(b) Each Contractor or Contractor Party shall develop, implement and maintain a comprehensive data - security program for the protection of Confidential Information. The safeguards contained in such program shall be consistent with and comply with the safeguards for protection of Confidential Information, and information of a similar character, as set forth in all applicable federal and state law and written policy of DAS or State concerning the confidentiality of Confidential Information. Such data-security program shall include, but not be limited to, the following:

1. A security policy for employees related to the storage, access and transportation of data containing Confidential Information;
2. Reasonable restrictions on access to records containing Confidential Information, including access to any locked storage where such records are kept;
3. A process for reviewing policies and security measures at least annually;
4. Creating secure access controls to Confidential Information, including but not limited to passwords; and
5. Encrypting of Confidential Information that is stored on laptops, portable devices or being transmitted electronically.

(c) The Contractor and Contractor Parties shall notify DAS, Client Agency and the Connecticut Office of the Attorney General as soon as practical, but no later than twenty-four (24) hours, after they become aware of or suspect that any Confidential Information which Contractor or Contractor Parties have come to possess or control has been subject to a Confidential Information Breach. If a Confidential Information Breach has occurred, the Contractor shall, within three (3) business days after the notification, present a credit monitoring and protection plan to the Commissioner of Administrative Services, the Client Agency and the Connecticut Office of the Attorney General, for review and approval. Such credit monitoring or protection plan shall be made available by the Contractor at its own cost and expense to all individuals affected by the Confidential Information Breach. Such credit monitoring or protection plan shall include, but is not limited to reimbursement for the cost of placing and lifting one (1) security freeze per credit file pursuant to Connecticut General Statutes § 36a-701a. Such credit monitoring or protection plans shall be approved by the State in accordance with this Section and shall cover a length of time commensurate with the circumstances of the Confidential Information Breach. The Contractors’ costs and expenses for the credit monitoring and protection plan shall not be recoverable from DAS, the Client Agency or any State of Connecticut entity or any affected individuals.

(d) The Contractor shall incorporate the requirements of this Section in all subcontracts requiring each Contractor Party to safeguard Confidential Information in the same manner as provided for in this Section.

(e) Nothing in this Section shall supersede in any manner Contractor’s or Contractor Party’s obligations pursuant to HIPAA or the provisions of this Contract concerning the obligations of the Contractor as a Business Associate of Covered Entity.
60. **Antitrust.**
   Contractor hereby irrevocably assigns to the State of Connecticut all rights, title and interest in and to all Claims associated with this Contract that Contractor now has or may or will have and that arise under the antitrust laws of the United States, 15 USC Section 1, *et seq.* and the antitrust laws of the State of Connecticut, Connecticut General Statute § 35-24, *et seq.*, including but not limited to any and all Claims for overcharges. This assignment shall become valid and effective immediately upon the accrual of a Claim without any further action or acknowledgment by the parties.

61. **Audit Requirements for Recipients of State Financial Assistance.**
   This paragraph was intentionally left blank.
SIGNATURE PAGE OF CONTRACT

IN WITNESS WHEREOF, the parties have executed this Contract by their duly authorized representatives with full knowledge of and agreement with its terms and conditions.

Cooperative Personnel Services dba CPS HR Consulting

By: ________________________________

Name: ________________________________
Print or Type Name

Title: Director of Products and Services

Date: ________________________________

STATE OF CONNECTICUT
Department of Administrative Services

By: ________________________________

Name: ________________________________

Title: Contract Specialist

Date: ________________________________
The Contractor shall provide all Goods and Services as required, described, and detailed herein and shall meet all service and delivery timelines as specified by the Contract.

1. **DESCRIPTION OF GOODS AND SERVICES:**
Contractor shall provide subject matter experts to develop simple, cost effective examinations comprised of approximately 50-100 multiple choice questions that will be manually loaded into the State’s web-based talent management system and taken in a non-proctored environment as part of submitting an online application. For both Correction and Law Enforcement titles, the State requires that examinations be developed for the following organizational levels:

**Promotional-Frontline Supervisor**
- Correctional Lieutenant
- State Police Sergeant
- Police Sergeant

**Promotional-Mid Level Supervisor**
- State Police Master Sergeant
- Police Master Sergeant
- State Police Lieutenant
- Police Lieutenant

**Entry-Level**
- Correction Officer
- State Police Trooper Trainee
- Protective Services Trainee

Promotional examinations shall address key topic areas appropriate for each class, such as:
- Administration
- Constitutional law
- Ethics
- Law Enforcement operations (for Law Enforcement classes)
- Human and group behavior
- Inmate supervision and management (for Corrections class)
- Principles of supervision and management

Entry-level examinations shall address key topic areas appropriate for each class, such as:
- **Relevant Individual Traits**
  - Attitude
  - Integrity
  - Motivation
  - Personality
- **Cognitive**
  - Basic math
EXHIBIT A

DESCRIPTION OF GOODS & SERVICES AND ADDITIONAL TERMS & CONDITIONS

- Basic reading comprehension
- Basic grammar and writing

All examinations shall produce high levels of validity and reliability while minimizing adverse impact on gender or race.

The Contractor shall provide the State the following deliverables:

- A detailed work plan with timelines describing how Contractor anticipates completing the work defined herein.
- The Contractor shall develop study guides, examinations, and associated answer keys for the aforementioned job classes that are ready to be manually loaded into the web-based talent management system. Examinations may be off-the-shelf, if available and appropriate for the aforementioned job classes. If job analyses are necessary for further customization of examinations, the Contractor shall work with subject matter experts, as identified by the State, at the Departments of Administrative Services, Correction, Emergency Services and Public Protection, and other agencies that have law enforcement units. The parties shall develop job-related questions that predict performance outcomes and help the State select and promote the most qualified candidates.
- The examinations developed by Contractor shall have a corresponding study guide with sample questions that the State may provide online. The study guide shall be in searchable PDF format.
- The Contractor shall coordinate with the State to ensure the seamless execution of the examination questions, as necessary.
- The Contractor shall provide a subject matter expert if required to assist the State with any and all applicant appeals, complaints, grievances, and/or litigation, to include providing expert responses and testimony.
- If any examination material obtained from the Contractor should become involved in legal proceedings by a court or other body vested with legal authority, the Contractor will take appropriate measures to safeguard the confidentiality of the examination material, including but not limited to answer keys.
- Examination test questions, referenced in Appendix “A” job class title descriptions that are developed specifically for the State will be the property of the State.
- Notwithstanding the State’s ownership of the work product, the Contractor has the right to reuse any of its know-how, ideas, concepts, methods, processes, or similar information whether in tangible or intangible form or whether it is used by the Contractor in the performance of Services or not.
- The State cannot use the work product outside the terms and conditions of the Contract without Contractor’s prior written consent.
- The Contractor retains ownership of any and all of its intellectual property rights that existed prior to the Contract effective date including, but not limited to all methods, concepts, designs, reports, programs and templates. Pre-existing works are defined as works of authorship, trade secrets, techniques, know-how, ideas, concepts, algorithms, and other intellectual property which existed prior to the commencement of the Contract Agreement. The pre-existing intellectual property shall include derivative works.
EXHIBIT A

DESCRIPTION OF GOODS & SERVICES AND ADDITIONAL TERMS & CONDITIONS

The Contractor shall work with the subject matter experts, as identified by the State, at the Departments of Administrative Services, Correction, Emergency Services and Public Protection, and other agencies that have law enforcement units to:

- Obtain information of laws, rules and regulations currently in place for the specified job class titles.
- Obtain documentation for any and all changes to the laws, rules and regulations for the specified job class titles.
- Obtain minimum qualifications and other requirements for the specified job class titles.

2. ADDITIONAL TERMS AND CONDITIONS:

(a) Contract Separately/Additional Savings Opportunities

DAS reserves the right to either seek additional discounts from the Contractor or to contract separately for a single purchase, if in the judgment of DAS, the quantity required is sufficiently large, to enable the State to realize a cost savings, over and above the prices set forth in Exhibit B, whether or not such a savings actually occurs.

(b) P-Card (Purchasing MasterCard Credit Card)

Notwithstanding the provisions of Section 4(b)(2) of the Contract, purchases may be made using the State of Connecticut Purchasing Card (MasterCard) in accordance with Memorandum No. 2011-11 issued by the Office of the State Comptroller.

Contractor shall be equipped to receive orders issued by the Client Agency using the MasterCard. The Contractor shall be responsible for the credit card user-handling fee associated with MasterCard purchases. The Contractor shall charge to the MasterCard only upon acceptance of Goods delivered to the Client Agency or the rendering of Services.

The Contractor shall capture and provide to its merchant bank, Level 3 reporting at the line item level for all orders placed by MasterCard.

Questions regarding the state of Connecticut MasterCard Program may be directed to Ms. Kerry DiMatteo, Procurement Card Program Administrator at 860-713-5072.

(c) Subcontractors

DAS must approve any and all subcontractors utilized by the Contractor prior to any such subcontractor commencing any work. Contractor acknowledges that any work provided under the Contract to any state entity is work conducted on behalf of the State and that the Commissioner of DAS or his/her designee may communicate directly with any subcontractor as the State deems to be necessary or
appropriate. Contractor shall be responsible for all payment of fees charged by the subcontractor(s). A performance evaluation of any subcontractor shall be provided promptly by the Contractor to DAS upon request.

Contractor must provide the majority of services described in the specifications.

(d) Security and/or Property Entrance Policies and Procedures

Contractor shall adhere to established security or property entrance policies and procedures or both for each requesting Client Agency. It is the responsibility of each Contractor to understand and adhere to those policies and procedures prior to any attempt to enter any Client Agency premises for the purpose of carrying out the scope of work described in this Contract.
EXHIBIT B, RFP-16  
PRICE SCHEDULE  
Rev. 7/16/18  
Effective 7/16/18

CONTRACT NO: 17PSX0062

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<tr>
<th>PROPOSER NAME:</th>
<th>Cooperative Personnel Services dba CPS HR Consulting</th>
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<tbody>
<tr>
<td>DELIVERY:</td>
<td>As Required, Per Project Plan Schedule</td>
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<tr>
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<td>PROMPT PAYMENT TERMS: NET 45 DAYS</td>
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<tr>
<th>DESCRIPTION OF COMMODITY AND/OR SERVICES</th>
<th>UNIT OF MEASURE</th>
<th>PRICE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contractor to provide qualified subject matter experts to develop entry level and promotional examinations and study guides for Correction and Law Enforcement titles as described in “Appendix A” job classes.</td>
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**Promotional-Frontline Supervisor Examinations & Study Guides:**

- Correctional Lieutenant (0 - 50 Questions) Written Exam Each $ 5,750.00
- Correctional Lieutenant (51 - 100 Questions) Written Exam Each $ 9,250.00
- Correctional Lieutenant Corresponding Exam Study Guide Each $ 2,000.00

- State Police Captain (0 - 50 Questions) Written Exam Each $ 5,750.00
- State Police Captain (51 - 100 Questions) Written Exam Each $ 9,250.00
- State Police Captain Corresponding Exam Study Guide Each $ 2,000.00

- State Police Sergeant (0 - 50 Questions) Written Exam Each $ 5,750.00
- State Police Sergeant (51 - 100 Questions) Written Exam Each $ 9,250.00
- State Police Sergeant Corresponding Exam Study Guide Each $ 2,000.00

- Police Sergeant (0 - 50 Questions) Written Exam Each $ 5,750.00
- Police Sergeant (51 - 100 Questions) Written Exam Each $ 9,250.00
- Police Sergeant Corresponding Exam Study Guide Each $ 2,000.00

**Promotional-Mid Level Supervisor Examinations & Study Guides:**

- State Police Master Sergeant (0 - 50 Questions) Written Exam Each $ 5,750.00
- State Police Master Sergeant (51 - 100 Questions) Written Exam Each $ 9,250.00
- State Police Master Sergeant Corresponding Exam Study Guide Each $ 2,000.00

- Police Master Sergeant (0 - 50 Questions) Written Exam Each $ 5,750.00
- Police Master Sergeant (51 - 100 Questions) Written Exam Each $ 9,250.00
- Police Master Sergeant Corresponding Exam Study Guide Each $ 2,000.00

**Promotional-Mid Level Supervisor Examinations & Study Guides Continued:**

- State Police Lieutenant (0 - 50 Questions) Written Exam Each $ 5,750.00
- State Police Lieutenant (51 - 100 Questions) Written Exam Each $ 9,250.00
- State Police Lieutenant Corresponding Exam Study Guide Each $ 2,000.00

- Police Lieutenant (0 - 50 Questions) Written Exam Each $ 5,750.00
- Police Lieutenant (51 - 100 Questions) Written Exam Each $ 9,250.00
- Police Lieutenant Corresponding Exam Study Guide Each $ 2,000.00
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<tr>
<th>ITEM #</th>
<th>DESCRIPTION OF COMMODITY AND/OR SERVICES</th>
<th>UNIT OF MEASURE</th>
<th>PRICE</th>
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<tr>
<td></td>
<td><strong>Entry-Level Examinations &amp; Study Guides:</strong></td>
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<tr>
<td></td>
<td>Correction Officer (0 - 50 Questions) Written Exam</td>
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<td>Correction Officer (51 - 100 Questions) Written Exam</td>
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<td>State Police Trooper Trainee (0 - 50 Questions) Written Exam</td>
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<td><strong>Other Contractor Services Available:</strong></td>
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<td></td>
<td>Respond to appeals, complaints, grievances</td>
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<td>$119.50 Per Hour</td>
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<td>Respond to Litigation</td>
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<td>Job Analysis Study (per rank)</td>
<td>Each</td>
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<td>Pass Point Setting (per rank)</td>
<td>Each</td>
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<td>Hogan Personality Inventory (per candidate)</td>
<td>Candidate</td>
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<tr>
<td></td>
<td>Hogan Validation Study</td>
<td>Each</td>
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**Note:**
- Each exam costs includes one virtual meeting with Subject Matter Experts to review and draft multiple-choice items.
- Examinations developed by the Contractor will consist of cognitive items and will not measure individual traits.
- The State will work with the Contractor to determine finalized reading list for each examination as needed.
Notice to Executive Branch State Contractors and Prospective State Contractors of Campaign Contribution and Solicitation Limitations

This notice is provided under the authority of Connecticut General Statutes §9-612(G)(2), as amended by P.A. 10-1, and is for the purpose of informing state contractors and prospective state contractors of the following law (italicized words are defined on the reverse side of this page.

<table>
<thead>
<tr>
<th>CAMPAIGN CONTRIBUTION AND SOLICITATION LIMITATIONS</th>
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| No state contractor, prospective state contractor, principal of a state contractor or principal of a prospective state contractor, with regard to a state contract or state contract solicitation with or from a state agency in the executive branch or a quasi-public agency or a holder, or principal of a holder of a valid prequalification certificate, shall make a contribution to (i) an exploratory committee or candidate committee established by a candidate for nomination or election to the office of Governor, Lieutenant Governor, Attorney General, State Comptroller, Secretary of the State or State Treasurer, (ii) a political committee authorized to make contributions or expenditures to or for the benefit of such candidates, or (iii) a party committee (which includes town committees).

In addition, no holder or principal of a holder of a valid prequalification certificate, shall make a contribution to (i) an exploratory committee or candidate committee established by a candidate for nomination or election to the office of State senator or State representative, (ii) a political committee authorized to make contributions or expenditures to or for the benefit of such candidates, or (iii) a party committee.

On and after January 1, 2011, no state contractor, prospective state contractor, principal of a state contractor or principal of a prospective state contractor, with regard to a state contract or state contract solicitation with or from a state agency in the executive branch or a quasi-public agency or a holder, or principal of a holder of a valid prequalification certificate, shall knowingly solicit contributions from the state contractor's or prospective state contractor's employees or from a subcontractor or principals of the subcontractor on behalf of (i) an exploratory committee or candidate committee established by a candidate for nomination or election to the office of Governor, Lieutenant Governor, Attorney General, State Comptroller, Secretary of the State or State Treasurer, (ii) a political committee authorized to make contributions or expenditures to or for the benefit of such candidates, or (iii) a party committee.

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<th>DUTY TO INFORM</th>
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<tbody>
<tr>
<td>State contractors and prospective state contractors are required to inform their principals of the above prohibitions, as applicable, and the possible penalties and other consequences of any violation thereof.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PENALTIES FOR VIOLATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions of solicitations of contributions made in violation of the above prohibitions may result in the following civil and criminal penalties:</td>
</tr>
</tbody>
</table>

**Civil Penalties** – Up to $2,000 or twice the amount of the prohibited contribution, whichever is greater, against a principal or a contractor. Any state contractor or prospective state contractor which fails to make reasonable efforts to comply with the provisions requiring notice to its principals of these prohibitions and possible consequences of their violations may also be subject to civil penalties of up to $2,000 or twice the amount of the prohibited contributions made by their principals.

**Criminal penalties** – Any knowing and willful violation of the prohibition is a Class D felony, which may subject the violator to imprisonment of not more than 5 years, or not more than $5,000 in fines, or both.

<table>
<thead>
<tr>
<th>CONTRACT CONSEQUENCES</th>
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<tbody>
<tr>
<td>In the case of a state contractor, contributions made or solicited in violation of the above prohibitions may result in the contract being voided.</td>
</tr>
</tbody>
</table>

In the case of a prospective state contractor, contributions made or solicited in violation of the above prohibitions shall result in the contract described in the state contract solicitation not being awarded to the prospective state contractor, unless the State Elections Enforcement Commission determines that mitigating circumstances exist concerning such violation.

The State shall not award any other state contract to anyone found in violation of the above prohibitions for a period of one year after the election for which such contribution is made or solicited, unless the State Elections Enforcement Commission determines that mitigating circumstances exist concerning such violation.

Additional information may be found on the website of the State Elections Enforcement Commission, [www.ct.gov/seec](http://www.ct.gov/seec). Click on the link to "Lobbyist/Contractor Limitations."
**DEFINITIONS**

“State contractor” means a person, business entity or nonprofit organization that enters into a state contract. Such person, business entity or nonprofit organization shall be deemed to be a state contractor until December thirty-first of the year in which such contract terminates. “State contractor” does not include a municipality or any other political subdivision of the state, including any entities or associations duly created by the municipality or political subdivision exclusively amongst themselves to further any purpose authorized by statute or charter, or an employee in the executive or legislative branch of state government or a quasi-public agency, whether in the classified or unclassified service and full or part-time, and only in such person's capacity as a state or quasi-public agency employee.

“Prospective state contractor” means a person, business entity or nonprofit organization that (i) submits a response to a state contract solicitation by the state, a state agency or a quasi-public agency, or a proposal in response to a request for proposals by the state, a state agency or a quasi-public agency, until the contract has been entered into, or (ii) holds a valid prequalification certificate issued by the Commissioner of Administrative Services under section 4a-100. “Prospective state contractor” does not include a municipality or any other political subdivision of the state, including any entities or associations duly created by the municipality or political subdivision exclusively amongst themselves to further any purpose authorized by statute or charter, or an employee in the executive or legislative branch of state government or a quasi-public agency, whether in the classified or unclassified service and full or part-time, and only in such person's capacity as a state or quasi-public agency employee.

“Principal of a state contractor or prospective state contractor” means (i) any individual who is a member of the board of directors of, or has an ownership interest of five percent or more in, a state contractor or prospective state contractor, which is a business entity, except for an individual who is a member of the board of directors of a nonprofit organization; (ii) an individual who is employed by a state contractor or prospective state contractor, which is a business entity, as president, treasurer or executive vice president; (iii) an individual who is the chief executive officer of a state contractor or prospective state contractor, which is not a business entity, or if a state contractor or prospective state contractor has no such officer, then the officer who duly possesses comparable powers and duties; (iv) an officer or an employee of any state contractor or prospective state contractor who has managerial or discretionary responsibilities with respect to a state contract; (v) the spouse or a dependent child who is eighteen years of age or older of an individual described in this subparagraph, or (vi) a political committee established or controlled by an individual described in this subparagraph or the business entity or nonprofit organization that is the state contractor or prospective state contractor.

“State contract” means an agreement or contract with the state or any state agency or any quasi-public agency, let through a procurement process or otherwise, having a value of fifty thousand dollars or more, or a combination or series of such agreements or contracts having a value of one hundred thousand dollars or more in a calendar year, for (i) the rendition of services, (ii) the furnishing of any goods, material, supplies, equipment or any items of any kind, (iii) the construction, alteration or repair of any public building or public work, (iv) the acquisition, sale or lease of any land or building, (v) a licensing arrangement, or (vi) a grant, loan or loan guarantee. “State contract” does not include any agreement or contract with the state, any state agency or any quasi-public agency that is exclusively federally funded, an education loan, a loan to an individual for other than commercial purposes or any agreement or contract between the state or any state agency and the United States Department of the Navy or the United States Department of Defense.

“State contract solicitation” means a request by a state agency or quasi-public agency, in whatever form issued, including, but not limited to, an invitation to bid, request for proposals, request for information or request for quotes, inviting bids, quotes or other types of submittals, through a competitive procurement process or another process authorized by law waiving competitive procurement.

“Managerial or discretionary responsibilities with respect to a state contract” means having direct, extensive and substantive responsibilities with respect to the negotiation of the state contract and not peripheral, clerical or ministerial responsibilities.

“Dependent child” means a child residing in an individual’s household who may legally be claimed as a dependent on the federal income tax of such Individual.

“Solicit” means (A) requesting that a contribution be made, (B) participating in any fund-raising activities for a candidate committee, exploratory committee, political committee or party committee, including, but not limited to, forwarding tickets to potential contributors, receiving contributions for transmission to any such committee or bundling contributions, (C) serving as chairperson, treasurer or deputy treasurer of any such committee, or (D) establishing a political committee for the sole purpose of soliciting or receiving contributions for any committee. Solicit does not include: (i) making a contribution that is otherwise permitted by Chapter 155 of the Connecticut General Statutes; (ii) informing any person of a position taken by a candidate for public office or a public official, (iii) notifying the person of any activities of, or contact information for, any candidate for public office; or (iv) serving as a member in any party committee or as an officer of such committee that is not otherwise prohibited in this section.

“Subcontractor” means any person, business entity or nonprofit organization that contracts to perform part or all of the obligations of a state contractor's state contract. Such person, business entity or nonprofit organization shall be deemed to be a subcontractor until December thirty-first of the year in which the subcontract terminates. “Subcontractor” does not include (i) a municipality or any other political subdivision of the state, including any entities or associations duly created by the municipality or political subdivision exclusively amongst themselves to further any purpose authorized by statute or charter, or (ii) an employee in the executive or legislative branch of state government or a quasi-public agency, whether in the classified or unclassified service and full or part-time, and only in such person's capacity as a state or quasi-public agency employee.

“Principal of a subcontractor” means (i) any individual who is a member of the board of directors of, or has an ownership interest of five percent or more in, a subcontractor, which is a business entity, except for an individual who is a member of the board of directors of a nonprofit organization, (ii) an individual who is employed by a subcontractor, which is a business entity, as president, treasurer or executive vice president, (iii) an individual who is the chief executive officer of a subcontractor, which is not a business entity, or if a subcontractor has no such officer, then the officer who duly possesses comparable powers and duties, (iv) an officer or an employee of any subcontractor who has managerial or discretionary responsibilities with respect to a subcontract with a state contractor, (v) the spouse or a dependent child who is eighteen years of age or older of an individual described in this subparagraph, or (vi) a political committee established or controlled by an individual described in this subparagraph or the business entity or nonprofit organization that is the subcontractor.
PURPOSE OF CLASS:
In the Department of Correction this class is accountable for either supervising correctional staff engaged in custodial work or for performing specialized assignments.

GUIDELINES FOR CLASS USE:
This class is used in one of the following ways:

1. To provide assistance to a Captain in supervising an assigned shift or for supervising an assigned shift in the absence of a Captain.

2. To perform specialized assignments which may include supervising staff, overseeing and coordinating security and/or tactical operations, supervising inmate transportation and/or overseeing and coordinating training activities.

SUPERVISION RECEIVED:
Works under the general direction of an officer of higher rank.

SUPERVISION EXERCISED:
Supervises Correction Officers and other personnel as assigned.

EXAMPLES OF DUTIES:
Assists a Captain in supervising a large complement of officers on an assigned shift or as a shift supervisor; in absence of a Captain assumes responsibility for custody and security of inmates, building and grounds; assigns personnel to posts and makes frequent inspections to evaluate performance of officers, effective manning of posts and enforcement of rules and regulations; oversees staff in performing sensitive investigations and/or tactical operations as well as maintaining sensitive information; responsible for responding to crisis situations in a supervisory capacity; determines training needs for facility or facilities personnel; performs administrative tasks necessary to ensure training is conducted; conducts training sessions for personnel in facility and conducts training sessions for Maloney Center for Training and Staff Development; assists in supervising inmate counts; reviews and acts on reports submitted by officers and/or other departmental staff; prepares and submits reports on operational/investigatory/tactical activities and supervises maintenance of reports and records on operations; makes staff evaluations; chairs disciplinary committee; may be responsible for transportation and guarding of inmates away from premises; may counsel inmates and staff; may assist in training new officers in procedures and regulations; may assist in updating post orders or unit directives; may physically restrain inmates, quell disturbances and otherwise assist security forces in emergencies; performs related duties as required.

MINIMUM QUALIFICATIONS REQUIRED
KNOWLEDGE, SKILL AND ABILITY:
Considerable knowledge of modern correctional methods and practices; knowledge of policies and procedures utilized in correctional facilities; knowledge of the appropriate methods of discipline applied to inmates; considerable interpersonal skills; considerable oral and written communication skills; ability to accurately evaluate situations and make effective administrative and supervisory decisions; ability to utilize computer software; supervisory ability.

EXPERIENCE AND TRAINING:
General Experience:
Four (4) years of experience in correctional work.

Substitution Allowed:
College training in corrections, behavioral sciences or criminal justice may be substituted for the General Experience on the basis of fifteen (15) semester hours equalling one half (1/2) year of experience to a maximum of one (1) year.

SPECIAL REQUIREMENTS:
1. Incumbents in this class are required to possess a high school diploma or General Educational Development (GED) certification.
2. Incumbents in this class may be required to possess and retain a valid Motor Vehicle Operator's license, a Commercial Driver's License, or both.

CHARACTER REQUIREMENT:
In addition to the checking of references and of facts stated in the application, a thorough background investigation of each candidate may be made before persons are certified for appointment.

PHYSICAL REQUIREMENTS:
1. Incumbents in this class must have general good health, be free from any disease or injury which would impair health or usefulness and possess and retain sufficient physical strength, stamina, agility, endurance and visual and auditory acuity required to perform all the duties of the class.
2. A comprehensive medical examination, including a controlled substance screening, may be required of applicants.

WORKING CONDITIONS:
Incumbents in this class may be exposed to a considerable danger of injury or assault by inmates.

This replaces the existing specification for the class of Correctional Lieutenant in Salary Group SC 99 approved effective February 11, 2011. (Revised to modify content)

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<tr>
<td>2274</td>
<td>1642</td>
<td>(26)-Penal-Corrective Services</td>
<td>(67)-CORRECTIONAL SUPERVISORS</td>
<td>(2)-Professional</td>
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</table>
PURPOSE OF CLASS:
In the Department of Emergency Services and Public Protection, Division of State Police, this class is accountable for supervising the work of assigned police and civilian personnel in a troop or specialized unit/section.

SUPERVISION RECEIVED:
Receives general direction from a State Police Lieutenant or other officer of higher rank.

SUPERVISION EXERCISED:
Supervises assigned police and civilian personnel.

EXAMPLES OF DUTIES:
Supervises, schedules, assigns and reviews work of assigned personnel; interprets laws, rules and regulations to subordinates and the general public; reviews reports prepared by subordinates; follows up on special assignments to ensure completion; supervises continual training and development of personnel; keeps records and submits periodic relevant reports to commanding officer; maintains liaison with other agencies, news media or the public; may investigate complaints of employee misconduct and initiate disciplinary action; may supervise clerical and recordkeeping functions on assigned shift; may review laws, rules and regulations and recommend necessary revisions; performs related duties as required.

AT A TROOP: Acts as shft supervisor for troopers responsible for criminal investigation and patrol; supervises collection and preservation of evidence for court presentation; responds to fatalities or other critical incidents; assists in coordinating troop activities; interacts with various social and regulatory agencies; assists in reviewing operational plans for major crimes or natural disasters and recommends necessary revisions; may perform police patrol duties; may represent troop at meetings with other law enforcement agencies or organizations; may be responsible for proper operation of radio or telephone monitoring systems; performs related duties as required.

MINIMUM QUALIFICATIONS REQUIRED
KNOWLEDGE, SKILL AND ABILITY:
Considerable knowledge of relevant agency policies and procedures; considerable knowledge of relevant State and Federal laws, statutes, regulations and court decisions; considerable knowledge of police practices and investigatiga procedures; considerable knowledge of area resources; knowledge of principles of modern police administration; considerable interpersonal skills; oral and written communication skills; supervisory ability.

EXPERIENCE AND TRAINING:
Four (4) years of experience as a Connecticut State Police Trooper above the level of State Police Trooper Trainee.

SPECIAL REQUIREMENT:
Incumbents in this class must possess and retain a current Connecticut Motor Vehicle Operator's license.

PHYSICAL REQUIREMENT:
Incumbents in this class must possess sufficient strength, stamina, agility and endurance to perform all the duties of the class.
Incumbents in this class may be exposed to danger of assault or injury from assaultive/abusive criminals may be exposed to risk of injury from automobile or other accidents; may also be exposed to discomforts including working in tiring positions, disagreeable environmental conditions, etc.

This replaces the existing specification for the classes of State Police Sergeant and State Police Sergeant (Confidential) in Salary Groups SP 03/MP 55. (Revised to update agency name and abolish class code 7991)

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<tr>
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<tbody>
<tr>
<td>7990</td>
<td>1806</td>
<td>(28)-Police-Protective Services</td>
<td>(05)-STATE POLICE (NP-1)</td>
<td>(4)-Protective Service</td>
</tr>
</tbody>
</table>
PURPOSE OF CLASS:
In a state agency, college or university this class is used in two ways:

1. Supervising and participating in the activities of an assigned shift engaged in providing for the security and protection of lives and/or property through the enforcement of state statutes and regulations.

2. Assisting a Lieutenant in supervising operations of a facility protective services operation.

SUPERVISION RECEIVED:
Receives general direction from a Police Lieutenant or other employee of higher grade.

SUPERVISION EXERCISED:
Supervises Police Officers and support staff as assigned.

EXAMPLES OF DUTIES:
Supervises and assists an assigned staff in performance of police functions and duties including orientation, training, counseling, evaluation and discipline in accordance with department standards; assigns duties and reviews results for accuracy, effectiveness and conformance with policy; reviews and evaluates courtesy and attitude toward public; studies, analyzes and evaluates tasks performed on shift; reviews and maintains police officer reports, records and logs and submits pertinent reports; coordinates exchange of information among shifts or with other law enforcement agencies; implements established procedures to minimize various law enforcement matters; performs full range of public enforcement, protection, security and administrative functions as assigned to subordinate staff; responds to complaints of police error, improper actions or negligence; supervises, coordinates and conducts investigations, special assignments and emergency response situations; may be temporarily assigned to long term serious investigations; may train, assist in and/or supervise training of departmental personnel; may serve as dispatcher; performs related duties as required.

MINIMUM QUALIFICATIONS REQUIRED
KNOWLEDGE, SKILL AND ABILITY:
Considerable knowledge of police and security practices and procedures; knowledge of relevant state and federal laws, statutes and regulations; knowledge of criminal law and court procedures; knowledge of traffic control practices and procedures; basic knowledge of training practices and procedures; considerable interpersonal skills; considerable oral and written communication skills; ability to analyze emergency situations and develop effective courses of action; supervisory ability, ability to utilize computer software.

EXPERIENCE AND TRAINING:

General Experience:
Three (3) years of experience as a Police Officer in an organized police department or within state service.

Substitution Allowed:
A Bachelor's degree may be substituted for one (1) year of the General Experience.
SPECIAL REQUIREMENTS:

1. Candidates for this class are subject to selection standards pursuant to Section 7-294-a-e of the Connecticut General Statutes and the regulations of the Connecticut Police Officer Standards and Training Council.

2. Incumbents in this class must possess and maintain authority from the Commissioner of Emergency Services and Public Protection to "arrest and present before a competent authority any person for any offense committed within his precinct". (Connecticut General Statutes 29-18 and/or 10a-142)

3. Incumbents in this class must possess and maintain certification as a law enforcement officer in the State of Connecticut pursuant to Section 7-294-a-e of the Connecticut General Statutes and the regulations promulgated by the Connecticut Police Officer Standards and Training Council. Loss of certification will result in removal from the class.

4. Incumbents in this class may be required to maintain certifications pursuant to the regulations of the Connecticut Police Officer Standards and Training Council and/or agency requirements.

5. Incumbents in this class must possess and maintain a valid Motor Vehicle Operator's license.

6. Incumbents in this class may be required to obtain and retain Emergency Medical Technician (EMT) certification.

7. Incumbents in this class must be eligible and qualified to bear arms.

8. Incumbents in this class may be required to travel.

CHARACTER REQUIREMENT:

In addition to the checking of references and of facts stated in the application, a thorough background investigation of each candidate may be made before persons are certified for appointment.

PHYSICAL REQUIREMENTS:

1. Incumbents in this class must have general good health, be free from any disease or injury which would impair health or usefulness and possess and retain sufficient physical strength, stamina, agility, endurance and visual and auditory acuity required, to perform the duties of the class.

2. Applicants may be required to pass a physical examination.

WORKING CONDITIONS:

Incumbents in this class may be exposed to unpleasant and/or dangerous situations which could cause injury or loss of life, to uncomfortable weather conditions and/or to confinement within a vehicle for prolonged periods.

NOTE ON UNCLASSIFIED APPOINTMENTS:

Appointments to the Unclassified Class (Class Code 9026) are restricted to the University of Connecticut and the University of Connecticut Health Center and are made in accordance with Public Act 14-217.

This replaces the existing specification for the class of Police Sergeant in Salary Group PS 14 approved effective March 9, 2012. (Revised to establish Unclassified usage)

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<tr>
<td>9024</td>
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<td>9026</td>
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<td>(28)-Police-Protective Services</td>
<td>(09)-PROTECT SERV (NP-5)</td>
<td>(4)-Protective Service</td>
</tr>
</tbody>
</table>
PURPOSE OF CLASS:
In the Department of Emergency Services and Public Protection, Division of State Police, this class is accountable for serving as an executive officer in a troop, administrative sergeant of a district or the deputy commanding officer/commanding officer in a specialized unit.

GUIDELINES FOR CLASS USE:
This class is used in three areas:
1. In a troop the Master Sergeant is second in command to the troop Lieutenant.
2. In a district the Master Sergeant reports to the district commander.
3. In specialized units representing major State Police programs the Master Sergeant may act as the deputy commanding officer or commanding officer.

SUPERVISION RECEIVED:
receives general direction from a State Police officer of higher rank as specified above.

SUPERVISION EXERCISED:
Supervises civilian and police personnel of lower rank as assigned.

EXAMPLES OF DUTIES:
Serves as assistant to commanding officer in a troop, district or specialized unit; performs and supervises daily administrative functions; schedules and directs effective assignment and utilization of personnel, equipment or facilities; assigns and reviews work for conformance with guidelines and regulations; interprets laws, rules and regulations to subordinates and the general public; provides for training and development of personnel; coordinates and supervises development and implementation of special police projects and programs; develops and disseminates administrative directives and guidelines; assists in promoting and maintaining public relations with news media, public officials, other agencies and the general public; responds to complaints and inquiries; represents State Police at meetings with other social service and law enforcement organizations; prepares and reviews reports and correspondence; orders supplies and equipment; maintains inventory; secures contractual services; maintains vehicle control; directs clerical and recordkeeping activities; may assist in command of crime or accident scenes or incidents involving police personnel, directing investigation activities as required; may act as commanding officer as required; performs related duties as required.

MINIMUM QUALIFICATIONS REQUIRED
KNOWLEDGE, SKILL AND ABILITY:
Considerable knowledge of relevant agency policies and procedures; considerable knowledge of relevant Federal and State laws, statutes, regulations and court decisions; considerable knowledge of principles of modern police supervision and administration; considerable knowledge of criminal and motor vehicle laws, modern police investigative techniques, procedures and aids; considerable interpersonal skills; considerable oral and written communication skills; ability to prepare and present comprehensive oral and written reports; supervisory ability.

EXPERIENCE AND TRAINING:
General Experience:
Two (2) years' experience as a State Police Sergeant.

**SPECIAL REQUIREMENT:**
Incumbents in this class must possess and retain a Connecticut Motor Vehicle Operator's License.

**PHYSICAL REQUIREMENT:**
Incumbents in this class must possess sufficient strength, stamina, agility and endurance to perform all the duties of the class.

This replaces the existing specification for the same class in Salary Group SP 04 approved effective April 17, 1984. (Revised to update Agency name)

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<td>7992</td>
<td>1800</td>
<td>(28)-Police-Protective Services</td>
<td>(06)-STATE POLICE (NP-1)</td>
<td>(4)-Protective Service</td>
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</tbody>
</table>
PURPOSE OF CLASS:

At a community college (except Manchester Community College), the Department of Mental Health and Addiction Services, and the University of Connecticut this class is accountable for supervising law enforcement and security functions as outlined in the Guidelines for Class Use section.

GUIDELINES FOR CLASS USE:

COMMUNITY COLLEGES (except Manchester Community College): Supervises police and related security functions across shifts and serves as highest ranking sworn police officer at the location.

DEPARTMENT OF MENTAL HEALTH AND ADDICTION SERVICES:

Facility: Supervises police and related security functions.

Division of Safety Services: Supervises Public Safety Management and Records Information System and provides administrative assistance to a Police Captain.

UNIVERSITY OF CONNECTICUT:

Storrs Campus: Supervises a specialized operational unit with responsibility for administrative functions and supervision of staff.

Regional Campus: Supervises police and related security functions across shifts with responsibility for administrative functions and supervision of staff.

Public Safety Unit: Assists a Police Lieutenant in administration of unit activities.

SUPERVISION RECEIVED:

Receives general direction from a Police Captain, Police Lieutenant or other employee of higher grade.

SUPERVISION EXERCISED:

Supervises Police Officers, Police Sergeants and lower level employees as assigned.

EXAMPLES OF DUTIES:

Performs and supervises daily administrative functions and delivery of police/security/public safety services across all shifts; schedules and directs effective assignment and utilization of personnel, equipment or facilities; assigns and reviews work for conformance with guidelines and regulations; interprets laws, rules and regulations to subordinates and the general public; provides for training and development of personnel; evaluates job performance of shift sergeants and other police personnel of lower rank assigned to day shift; directs quality improvement activities; participates in hiring process of police candidates; coordinates and supervises development and implementation of special police projects and programs; disseminates administrative directives and guidelines; responds to complaints and inquiries; prepares and reviews reports and correspondence; manages police and/or security information systems; orders supplies and equipment; maintains inventory; maintains vehicle control; directs clerical and record keeping activities; may assist in command of crime or accident scenes or incidents involving police personnel, directing
investigation activities as required; may assist in promoting and maintaining public relations with news media, public officials, other agencies and the general public; may represent Public Safety Unit at meetings with other law enforcement organizations; may act as commanding officer as required; performs related duties as required.

MINIMUM QUALIFICATIONS REQUIRED
KNOWLEDGE, SKILL AND ABILITY:

Considerable knowledge of police and security practices and procedures; knowledge of police administration; knowledge of relevant state and federal laws, statutes and regulations; knowledge of criminal law and court procedures; knowledge of traffic control practices and procedures; basic knowledge of training practices and procedures; considerable interpersonal skills; considerable oral and written communication skills; ability to analyze emergency situations and develop effective courses of action; ability to utilize computer software; supervisory ability.

EXPERIENCE AND TRAINING:

General Experience:
Four (4) years of experience as a Police Officer in an organized police department or within state service.

Special Experience:
Two (2) years of the General Experience must have been at the level of Police Sergeant.

Substitution Allowed:
A Bachelor’s degree may be substituted for one (1) year of the General Experience.

SPECIAL REQUIREMENTS:

1. Candidates for this class are subject to selection standards pursuant to Section 7-294a-e of the Connecticut General Statutes and the regulations of the Connecticut Police Officer Standards and Training Council.

2. Incumbents in this class must possess and maintain authority from the Commissioner of Emergency Services and Public Protection to "arrest and present before a competent authority any person for any offense committed within his precinct." (Connecticut General Statutes Section 29-18 and/or 10a-142).

3. Incumbents must possess and maintain certification as a law enforcement officer in the State of Connecticut pursuant to Section 7-294a-e of the Connecticut General Statutes and the regulations promulgated by the Police Officer Standards and Training Council. Loss of certification will result in removal from the class.

4. Incumbents in this class may be required to maintain certifications pursuant to the regulations of the Connecticut Police Officer Standards and Training Council and/or agency requirements.

5. Incumbents in this class must possess and maintain a valid Motor Vehicle Operator’s license.

6. Incumbents in this class may be required to obtain and retain Emergency Medical Technician (EMT) certification.

7. Incumbents in this class must be eligible and qualified to bear arms.

8. Incumbents in this class may be required to travel.

CHARACTER REQUIREMENT:

In addition to the checking of references and of facts stated in the application, a thorough background investigation of each candidate may be made before persons are certified for appointment.

PHYSICAL REQUIREMENTS:

1. Incumbents in this class must have general good health, be free from any disease or injury which would impair health or usefulness and possess and retain sufficient physical strength, stamina, agility, endurance and visual and auditory acuity required to perform the duties of the class.

2. Applicants may be required to pass a physical examination.
WORKING CONDITIONS:
Incumbents in this class may be exposed to unpleasant and/or dangerous situations which could cause injury or loss of life, uncomfortable weather conditions and/or confinement within a vehicle for prolonged periods.

NOTE ON UNCLASSIFIED APPOINTMENTS:
Appointments to the Unclassified Class (Class Code 6004) are restricted to the University of Connecticut and the University of Connecticut Health Center and are made in accordance with Public Act 14-217.

This replaces the existing specification for the class of Police Master Sergeant in Salary Group PS 16 approved effective December 13, 2013. (Rovioid to catabolish Unclassified usage)

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PURPOSE OF CLASS:
In the Department of Emergency Services and Public Protection, Division of State Police, this class is accountable for serving as Commander of a State Police Troop, overseeing activities of a specialized section of a major division or serving as Commander of a district within the Statewide Narcotics Task Force Section.

SUPERVISION RECEIVED:
Receives general direction from an officer of higher rank.

SUPERVISION EXERCISED:
Supervises assigned police and civilian personnel at a troop, specialized section of a major division or district within the Statewide Narcotics Task Force Section.

EXAMPLES OF DUTIES:
Supervises the overall activities of a troop, specialized section or district within the Statewide Narcotics Task Force Section with responsibility for effective implementation of all operations; conducts continuous appraisal of operations and recommends or institutes corrective action as warranted; schedules and oversees effective assignment and utilization of personnel, equipment or facilities; assumes command of crime or major accident scenes or incidents involving police personnel, oversees investigation activities as required; oversees continuing inservice training and development of personnel; promotes and maintains effective public relations with news media, public officials and the general public; oversees and supervises recordkeeping and administrative management activities of command; performs related duties as required.

MINIMUM QUALIFICATIONS REQUIRED

KNOWLEDGE, SKILL AND ABILITY:
Considerable knowledge of relevant agency policies and procedures; considerable knowledge of relevant State and Federal laws, statutes, regulations and court decisions; considerable knowledge of principles of modern police administration; considerable ability to accurately evaluate situations and make effective administrative and supervisory decisions; knowledge of modern police investigative techniques, procedures and aids; considerable interpersonal skills; considerable oral and written communication skills; leadership and supervisory ability.

EXPERIENCE AND TRAINING:

General Experience:
Two (2) years of experience as a State Police Sergeant.

SPECIAL REQUIREMENT:
Incumbents in this class must possess and retain a current Connecticut Motor Vehicle Operator's License.

PHYSICAL REQUIREMENT:
Incumbents in this class must possess sufficient strength, stamina, agility and endurance to perform all the duties of the class.

COMPENSATION GUIDELINES:
In accordance with Article 17 of the NP-9 Collective Bargaining Agreement: Movement to the next step
which is based on years in grade or rank shall take place in the first day of the pay period following the date the individual officer reaches the time in grade based on his or her own date of appointment anniversary as a State Police Lieutenant.

**YEARS AS A STATE POLICE LIEUTENANT**

<table>
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<td>Zero (0) to Three (3) Years</td>
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<tr>
<td>Three (3) to Five (5) Years</td>
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<tr>
<td>Five (5)+ Years</td>
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This replaces the existing specification for the same class in Salary Group MP 62 approved effective January 15, 1986. (Revised to implement new Bargaining Unit and Salary Group and modify content)

7945A 5/7/12 cm

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<td>(68)-State Police Lieutenants and Captains, NP-9</td>
<td>(2)-Professional</td>
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PURPOSE OF CLASS:

In the Department of Mental Health and Addiction Services, the University System, or Manchester Community College this class is accountable for supervising law enforcement activities and security functions.

In the Department of Social Services, Office of Child Support Services this class is accountable for the supervision of staff engaged in performing a full range of tasks relevant to the enforcement and investigation of statutes governing child support fraud.

GUIDELINES FOR CLASS USE:

This class is used in the following agencies:

Board of Regents - State Universities, and Manchester Community College
Department of Mental Health and Addiction Services
Department of Social Services
University of Connecticut
University of Connecticut Health Center

SUPERVISION RECEIVED:

Receives general direction from a Police Captain or an administrative employee of higher grade.

SUPERVISION EXERCISED:

Supervises police or special enforcement officers and other employees assigned to the operating unit.

EXAMPLES OF DUTIES:

GENERAL: Plans, organizes and supervises police activities; assesses enforcement, protection and security needs of the institution; develops plans and procedures to accommodate full range of problems; allocates patrol or investigative area duty assignments to unit personnel; schedules subordinates to provide for 24-hour coverage of security function; plans, develops and conducts training programs; evaluates staff performance and reports on, recommends or takes corrective action as required; prepares reports of unit activities; coordinates exchange of information with other law enforcement agencies; supervises inspection or investigative activities; conducts confidential investigations and handles cases involving more serious or sensitive incidents; supervises, conducts or coordinates special programs, projects and services; supervises identification process for employees involved with security or handling of money; serves as a member of facility security committee; may perform full range of police enforcement, protection, security and administrative functions as required; may take command of police unit in absence of an official of higher rank; performs related duties as required.

SOCIAL SERVICES: Plans, organizes and supervises child support capias unit and activities; schedules, assigns, oversees and reviews work of staff; provides and coordinates staff training; conducts performance evaluations; recommends or takes corrective action as required; determines priorities and plans unit work including review of program objectives; establishes and maintains unit procedures; recommends or
develops unit policies and standards; acts as liaison with other operating units, law enforcement agencies, and outside entities regarding unit policies and procedures; prepares reports of unit activities, correspondence, and other statistical or narrative reports as needed; consults with Social Services Program Manager or designee in development and implementation of program objectives including investigation and quality review methodology; conducts or coordinates special operations; may perform full range of tasks assigned to a Special Enforcement Officer including the service of civil warrants and capias mittimus orders; may be required to conduct investigations or surveillance at night or during early morning hours under unpleasant conditions; performs related duties as necessary.

MINIMUM QUALIFICATIONS REQUIRED
KNOWLEDGE, SKILL AND ABILITY:

Considerable knowledge of police administration, considerable knowledge of police practices, procedures and investigative techniques; considerable knowledge of methods and techniques utilized in criminal investigations; considerable knowledge of security practices and procedures; considerable knowledge of criminal law and court procedures; considerable knowledge of evidentiary procedures; considerable knowledge of relevant agency policies and procedures; considerable knowledge of relevant state and federal laws, statutes and regulations; knowledge of traffic and crowd control procedures; considerable interpersonal skills; considerable oral and written communication skills; considerable interview skills; ability to analyze emergency situations and develop effective courses of action; supervisory ability; ability to utilize computer software.

EXPERIENCE AND TRAINING:

General Experience:
Five (5) years of experience as a Police Officer in an organized police department or within state service.

Special Experience:

GENERAL: Two (2) years of the General Experience must have been at the level of Police Sergeant.

SOCIAL SERVICES: Two (2) years of the General Experience must have been as a Special Enforcement Officer.

Substitution Allowed:

A Bachelor's degree may be substituted for one (1) year of the General Experience.

SPECIAL REQUIREMENTS:

1. Candidates for this class are subject to selection standards pursuant to Section 7-294-a-e of the Connecticut General Statutes and the regulations of the Connecticut Police Officer Standards and Training Council.

2. Incumbents in this class must possess and maintain authority from the Commissioner of Emergency Services and Public Protection to "arrest and present before a competent authority any person for any offense committed within his precinct." (Connecticut General Statutes 29-18 and/or 10e-142).

3. Incumbents must possess and maintain certification as a law enforcement officer in the State of Connecticut pursuant to Section 7-294-a-e of the Connecticut General Statutes and the regulations promulgated by the Connecticut Police Officer Standards and Training Council. Loss of certification will result in removal from the class.

4. Incumbents in this class may be required to maintain certifications pursuant to the regulations of the Connecticut Police Officer Standards and Training Council and/or agency requirements.

5. Incumbents in this class must possess and maintain a valid Motor Vehicle Operator's license.

6. Incumbents in this class may be required to obtain and retain Emergency Medical Technician (EMT certification).

7. Incumbents in this class must be eligible and qualified to bear arms.

8. Incumbents in this class may be required to travel.

CHARACTER REQUIREMENT:
In addition to the checking of references and of facts stated in the application, a thorough background investigation of each candidate may be made before persons are certified for appointment.

**PHYSICAL REQUIREMENTS:**
1. Incumbents in this class must have general good health, be free from any disease or injury which would impair health or usefulness and possess and retain sufficient physical strength, stamina, agility, endurance and visual and auditory acuity required, to perform the duties of the class.
2. Applicants may be required to pass a physical examination.

**WORKING CONDITIONS:**
Incumbents in this class may be exposed to unpleasant and/or dangerous situations which could cause injury or loss of life.

**NOTE ON UNCLASSIFIED APPOINTMENTS:**
Appointments to the Unclassified Class (Class Code 9027) are restricted to the University of Connecticut and the University of Connecticut Health Center and are made in accordance with Public Act 14-217.

This replaces the existing specification for the class of Police Lieutenant in Salary Group PS 19 approved effective September 14, 2014. (Revised to expand usage to the Department of Social Services and modify content)

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<td>(4)-Protective Service</td>
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PURPOSE OF CLASS:
In a Department of Correction facility this class is accountable for the confinement, safety, control and monitoring of sentenced and/or un-sentenced inmates and security of the facility.

SUPERVISION RECEIVED:
Works under the general supervision of an officer of higher rank.

SUPERVISION EXERCISED:
May supervise inmate workers in assigned area.

EXAMPLES OF DUTIES:
Performs either a concentration or combination of the following functions, depending upon whether duty is on fixed or rotating post assignment:

1. SECURITY: Performs periodic head count; conducts periodic search of all areas available to inmates; checks all incoming visitors and/or packages and/or mail for contraband; performs pat or strip searches of inmates as needed; secures access points to assigned area; checks area for fire safety and emergency evacuation procedures; monitors all movement through assigned area; transports inmates to and from courts, hospitals, half way houses, other institutions and directed destinations.

2. INMATE CONTROL: Maintains log of inmate movement into and out of unit and verifies and/or authorizes movement through written (pass) or phone communication with sending and/or receiving staff for such activities as work assignments, counseling sessions, visitors, clinic and dental appointments, court appointments, meals, etc.; directs inmate access to rooms, recreation areas, dining areas, shower and telephone facilities, special group meetings and insures transition is orderly and timely; monitors inmates in above activities and insures discipline and security are maintained; evaluates and reports on inmate performance; participates in directed treatment activities as required; may be required to physically restrain inmates.

3. ADMINISTRATION: Sets up and/or maintains records relating to admissions, court appearances, property, financial assets, medication, disciplinary actions, living assignments, work assignments, key control, use of force and/or restraint, punitive segregation, etc. in accordance with regulations; insures admissions, transfers and discharges are accompanied by appropriate paperwork; prepares reports and documentation relative to assigned activities; orders and dispenses supplies for assigned area.

4. COMMUNICATION: Dispenses and collects commissary slips and orders; screens visitors to ascertain if authorized and grants or denies admission on judgment of perceived security risk; responds to emergency requirements in event of fire, escape or call for assistance; handles incidents and crisis situations involving inmates through use of effective oral communication skills; interfaces with related law enforcement personnel; may schedule inmate appointments with counselors, clinics, clergy and school; performs related duties as required.

MINIMUM QUALIFICATIONS REQUIRED

KNOWLEDGE, SKILL AND ABILITY:
Considerable interpersonal skills; oral and written communication skills; considerable ability to understand departmental and institutional policies and regulations and apply them fairly and consistently; considerable ability to analyze situations quickly and accurately and adopt an effective course of action; considerable ability to work under pressure; ability to utilize computer software.
EXPERIENCE AND TRAINING:
Graduation from high school or certification of having passed the General Educational Development (GED) certification examination.

SPECIAL REQUIREMENTS:
1. Incumbents in this class must have reached their 21st birthday.
2. Incumbents in this class are required to successfully complete a formal training course in correctional work to develop the knowledge, skills and abilities to successfully perform the duties of the class.
3. Incumbents in this class may be required to possess and retain either a valid Motor Vehicle Operator’s license, a Commercial Driver’s license or both.
4. Incumbents in this class may be required to travel.

CHARACTER REQUIREMENT:
In addition to the checking of references and of facts stated in the application, a thorough background investigation of each candidate may be made before persons are certified for appointment.

PHYSICAL REQUIREMENTS:
1. Incumbents in this class must have general good health, be free from any disease or injury which would impair health or usefulness and possess and retain sufficient physical strength, stamina, agility, endurance and visual and auditory acuity required to perform all the duties of the class.
2. A physical fitness assessment will be required of all applicants.
3. A comprehensive medical examination, including a controlled substance screening, will be required of all applicants upon a conditional offer of employment.

WORKING CONDITIONS:
Incumbents in this class may be exposed to significant stress of confinement within a dangerous and volatile prison population and to considerable danger of injury from assaultive and/or abusive inmates and disagreeable conditions.

APPOINTMENTS:
1. Appointments to this class will be made from the certified list for Correction Officer. Candidates for these positions will be appointed as Correction Officer Cadets for a ten (10) week period and then promoted to the class of Correction Officer in the first full pay period following completion of the tenth week of the initial probationary period.
2. Appointments to this class may be made from the Reemployment/SEBAC list. Candidates for Correction Officer positions must have completed the required course work of the DOC Training Academy, obtained permanent status, and be a member of the NP-4 Correction Officer bargaining unit.

This replaces the existing specification for the class of Correction Officer in Salary Group CO 07 approved effective August 7, 2015. (Revised to modify Appointments section)

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PURPOSE OF CLASS:
This class is used prior to appointment as a State Police Trooper; takes a prescribed formal academic and on the job training course of one (1) year’s duration prior to assignment as a State Police Trooper.

SUPERVISION RECEIVED:
Receives instruction and supervision from academy and troop personnel as assigned.

EXAMPLES OF DUTIES:
At the Police Training Academy receives formal and field instruction in a wide variety of basic police science courses including such subjects as motor vehicle law, laws, techniques and mechanics of arrest, criminal law, search and seizure, detention and transportation of accused, rules of evidence, interviewing and interrogation principles and techniques, communications, traffic control and techniques of patrol, use and care of firearms and equipment, court organization and courtroom procedure including testifying, modern investigative methods and techniques including fingerprinting, ballistics, photography, handwriting and related scientific elements; civil disorder and riot control techniques; accident investigation; first aid; physical training and self-defense tactics; additional courses related to performance of police work including dealing effectively with miscreants; oral communication skills; public speaking and public and community relations; police ethics; history and organization of criminal justice system and department rules, regulations and orders; upon successful completion of academic training is assigned to a troop to receive under close supervision on the job training and practical application of academic training in the full range of law enforcement activities; as knowledge is achieved, techniques mastered and maturity and judgment develop, is assigned increasingly responsible duties with latitude for independent judgment; performs related duties as required; following satisfactory performance of the one (1) year training, is reassigned to a position of State Police Trooper.

MINIMUM QUALIFICATIONS REQUIRED
KNOWLEDGE, SKILL AND ABILITY:
Ability to learn and retain information; ability to analyze facts and make decisions; ability to solve problems; ability to analyze emergency situations and develop effective courses of action; reasoning ability; ability to deal effectively with others; ability to understand and communicate oral and written instructions.

EXPERIENCE AND TRAINING:
Experience and training which would have given the knowledge, skill and ability listed above.

SPECIAL REQUIREMENTS:
1. Applicants for this class must have reached their 21st birthday.
2. Applicants must have received a high school diploma or GED before becoming a sworn member of the Division of State Police (PA 91-12, Sec.48)
3. Incumbents in this class must establish residence within Connecticut just prior to completion of the State Police Training Academy.
4. Incumbents must possess and retain a current Connecticut Motor Vehicle Operator’s license during employment.

CHARACTER REQUIREMENT:
In addition to the checking of references, a thorough character investigation of each candidate may be
made before names are certified for appointment.

**PHYSICAL REQUIREMENT:**

Comprehensive medical and physical examinations will be required of all candidates upon a conditional offer of employment. In addition to general good health, candidates must have and retain sufficient strength, stamina, agility, endurance and eyesight and hearing to perform the duties of a State Police Trooper.

This replaces the existing specification for the same class in the same Salary Group SP 01 approved effective June 18, 1994. (Revised to amend Special Requirements.)

7961A 5/10/00 dtp

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<td>(28)-Police-Protective Services</td>
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**APPENDIX**

**SPECULATIVE ESSENTIAL JOB FUNCTIONS:**

Job analysis results have shown the following to be among the most frequent job demands for State Police Trooper positions which will need to be satisfied, unaided or with minimal assistance: Using spoken words in English; using written words in English; using lightweight highway vehicles; being responsible for the safety of the general public; using sight to see details of distant objects; being exposed to physical dangers from people; using numbers; dealing with people who are distressed or upset; using sight or hearing to notice changing events; using sight to see extremely small details of close objects; observing the behaviors and actions of people or animals; being responsible for the safety of other employees in the organization; using sight to see differences in colors, patterns, or shapes; dealing with people who are in highly stressful or difficult situations; using office equipment; using pictures, drawings and patterns; tolerating adverse weather conditions; dealing with people who are ill, hurt, or mentally disabled; working where one is distracted or interrupted by other people; using the sense of smell; making personal sacrifices to accomplish the job; dealing with people in situations that are highly stressful or difficult for one; using displays, gauges, meters, and measuring instruments; using the sense of touch; using hearing to listen for differences in tones or patterns; working under tight time pressures; dealing with people whose job goals or personal values are in conflict with one's own; tolerating exposure to too high or too low temperatures; working in situations in which one cannot express their true feelings.
### Purpose of Class:

In a state agency this class is accountable for taking a prescribed formal academic and on the job training course in conservation enforcement, fire technology or basic police and security work involving investigative and inspection techniques and procedures.

### Guidelines for Class Use:

This class is a recruitment and training vehicle for the classes of Airport Crash Rescue Firefighter, Conservation Enforcement Officer, Firefighter, Motor Vehicle Inspector and Police Officer. Upon successful completion of training and probationary requirements incumbents in this class will be eligible for appointment to appropriate classification in area of specialization with responsibility for protection of life and property.

### Supervision Received:

Works under the close supervision of an officer of higher grade; performs under supervision increasingly responsible duties for training and evaluation purposes.

### Minimum Qualifications Required

**Knowledge, Skill and Ability:**

General intelligence; ability to follow oral and written instructions; ability in oral and written expression; ability to evaluate emergency situations and develop effective courses of action; ability to deal effectively with those contacted in the work.

### Special Requirements:

1. Applicants must be a United States Citizen by date of appointment.
2. Applicants must have a High School diploma or General Educational Development (GED) certification prior to admission to the Connecticut Police Training Academy.
3. During the period as a Conservation Enforcement, Inspection and Enforcement or Police Trainee or during the period of provisional appointment to the target class, candidates will be required to complete a course of training to include completion and graduation from the Connecticut Police Training Academy program or its equivalent. Fire personnel will be required to complete a training program as authorized by their appointing authority, which may include courses prescribed by the Connecticut Fire Department Inspectors Association and State Board of Education and an Emergency Medical Technician Training Course. Connecticut Air National Guard: fire personnel will be required to complete required training as set forth by Air Force and Air National Guard policies and regulations including handling of Hazardous Materials.
Appointment to this class will be for a period not to exceed twelve (12) months. Provisional appointment will be made to the target class when formal training has not been completed after twelve (12) months as a Protective Services Trainee (Conservation Enforcement) (Fire) (Inspection and Enforcement) (Police). Appointment will be made to the target class after successful completion and graduation of formal training.

5. (Fire) Applicants in this class must have reached their 18th birthday. (Conservation Enforcement) Applicants in this class must have reached their 21st birthday. (Inspection and Enforcement) Applicants in this class must have reached their 21st birthday. (Police) Applicants in this class must have reached their 21st birthday.

6. Incumbents in this class must possess and retain a valid Motor Vehicle Operator's license. Connecticut Air National Guard: incumbents in this class must also possess and retain a military operator license and Department of Defense security clearance.

7. Connecticut Air National Guard: Incumbents in this class must maintain membership in the Connecticut Air National Guard and possess Air Force AFSC 57130 or be eligible to attend the Air Force Firefighting School within six months of hire.

8. Incumbents in this class may be required to obtain and retain Emergency Medical Technician (EMT) or Paramedic certification.

CHARACTER REQUIREMENT:
In addition to the checking of references and of facts stated in the application, a thorough background investigation of each candidate may be made before persons are certified for appointment.

PHYSICAL REQUIREMENTS:
1. Incumbents in this class must have general good health, be free from any disease or injury which would impair health or usefulness and possess and retain sufficient physical strength, stamina, agility, endurance and visual and auditory acuity to perform the duties of the class. A physical fitness assessment will be required of all applicants.

2. A comprehensive medical examination, including a controlled substance screening, will be required of all applicants upon conditional offer of employment.

3. Conservation Enforcement Trainee: Applicants must be able to pass a swim test including swimming 100 yards within four (4) minutes.

COMPENSATION GUIDELINES:
Salary Group upon hire S.G. 5 Step 1
Upon completion of academy training S.G. 6 Step 1

NOTE:
For current state employees compensation will be in accordance with guidelines for computing salary adjustments set forth by the Department of Administrative Services, Determining Salary Upon Change in Class.

WORKING CONDITIONS:
Incumbents in this class may be exposed to unpleasant situations which may cause injury and may be exposed to uncomfortable weather conditions.

NOTE ON UNCLASSIFIED APPOINTMENTS:
Appointments to the Unclassified Class (Class Code 8589) are restricted to the University of Connecticut; and the University of Connecticut Health Center and are made in accordance with Public Act 14-217.

This replaces the existing specification for the class of Protective Services Trainee (Conservation Enforcement) (Fire) (Inspection and Enforcement) (Police) in Salary Group PS 05 approved effective March 9, 2012. (Revised to create Unclassified usage and add Compensation Guidelines)
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