

EXPLANATION FOR RESULTS OF THE FOIA REQUEST LISTED BELOW IN RED.

From: Shelby Carter <shelby.grace.carter@gmail.com>

Sent: Sunday, April 19, 2026 8:37 AM

To: Records <policerecords@cityofnorwich.org>

Subject: [External]FOIA Request — Records re: LEC and PoliceApp.com (Jan 1, 2023 – Present)

Dear Records Division,

Under the Connecticut Freedom of Information Act, C.G.S. § 1-200 et seq., I am requesting the following records of the Norwich Police Department from January 1, 2023 to the present:

1. Law Enforcement Council of Connecticut (LEC)

- a. All contracts, agreements, memoranda of understanding, or other written arrangements between the Norwich Police Department (or the City of Norwich) and the Law Enforcement Council of Connecticut.
- b. All communications (including emails, letters, and text messages) between NPD staff and LEC representatives.
- c. All invoices, payments, and other financial records relating to LEC services.
- d. All reports, data, spreadsheets, or statistics received from LEC, including but not limited to applicant lists, test results, pass/fail statistics, demographic breakdowns, and scoring reports.

2. PoliceApp / PoliceApp.com

- a. All contracts, agreements, memoranda of understanding, or other written arrangements between NPD (or the City of Norwich) and PoliceApp.com (or its operator).
- b. All communications between NPD staff and PoliceApp representatives.
- c. All invoices, payments, and other financial records relating to PoliceApp services.
- d. All applicant data, reports, or statistics received from PoliceApp.

3. NPD hiring data tied to the LEC/PoliceApp pipeline

- a. Number of applicants for NPD sworn positions who applied via LEC/PoliceApp, by year and by posting.
- b. Pass/fail statistics for NPD applicants on any LEC-administered stage (written entry examination, physical agility, promotional exams), to the extent maintained by NPD.
- c. Any validation studies, job-analysis reports, disparate-impact analyses, or similar materials concerning the LEC written entry examination as used by NPD.

I would prefer to receive responsive records electronically at shelby.grace.carter@gmail.com. If any records are withheld in full or in part, please cite the specific statutory exemption claimed for each withholding and inform me of my appeal rights under C.G.S. § 1-206.

Thank you,

Shelby Carter

1. Law Enforcement Council of Connecticut (LEC)

1a. Attached to this email

1b. Mutual agreement to discuss at a later date.

1c. Attached to this email

1d. This is not something we get from the L.E.C. We only know if they pass because they can apply to our department on PoliceApp. This would be a request that needs to be send to L.E.C. to see what they can provide.

2. PoliceApp/PoliceApp.com

2a. City of Norwich Human Resources has agreements and contracts with PoliceApp. I was given permission to gain access to PoliceApp on 5/20/2025 and prior to that only HR was the only ones who had permission to see candidates and send invites to agility tests, oral boards, etc.

2b. Attached to this email.

2c. Again, HR took on financial responsibility to pay for invoices related to PoliceApp. The police department does not pay for PoliceApp.

2d. Unsure what type of data, reports or statistics you are looking for. I have never recieved any type of statistics reports from PoliceApp but I can see if there is a report I can run for you on certain details as I did in request "3b".

3. NPD hiring data tied to the LEC/PoliceApp pipeline

3a. Attached in this email in correlation to the data for request "3b".

3b. Attached to this email (excluding promotional exams). Promotional Exams are a separate and are administered by the LEC for our department and send to Human Resources.

3c. Do not possess.

L.E.C. of Conn., Inc.



JAMES P. DEVENY
Executive Director
Academy Commandant

NOELLE A. ENGLE
Administrator

ROBERT DROZYNSKI
Training Coordinator

CHIEF PATRICK DALEY
Norwich Police Department
President

EXEC. DIR. JEFFREY HOTSKY
Mohegan Tribal Police Department
Vice President

CHIEF LOUIS J. FUSARO JR.
Groton Town Police Department
Secretary

CHIEF CHRISTOPHER FERACE
Putnam Police Department
Treasurer

June 9, 2025

Norwich Police Department
ATTN: Chief Daley
70 Thames Street
Norwich, CT 06360

Dear Chief Daley,

Attached, please find an invoice for the amount due for the FY 2025/2026 annual assessment. This is your department's share of financial support as a member of the Law Enforcement Council of Connecticut.

Checks may be made out to LEC of Conn, Inc. Your assessment invoice payment is due by July 9, 2025. Payments may be mailed to:

LEC of Conn., Inc.
11 Stott Avenue
Norwich, CT 06360

The Law Enforcement Council thanks you for your continued support!

Respectfully,

Noelle Engle

Noelle Engle
Administrator

L.E.C. of Conn., Inc.

11 STOTT AVE.

Norwich, CT 06360

TELEPHONE (860) 887-1214

E-MAIL: info@lec-ct.org

FAX (860) 887-0421

<http://www.lawenforcementcouncil.org>**CHIEF PATRICK DALEY**Norwich Police Department
President**EXEC. DIR. JEFFREY HOTSKY**Mohegan Tribal Police Department
Vice President**CHIEF LOUIS J. FUSARO JR.**Groton Town Police Department
Secretary**CHIEF CHRISTOPHER FERACE**Putnam Police Department
Treasurer**JAMES P. DEVENY**Executive Director
Academy Commandant**NOELLE A. ENGLE**

Administrator

ROBERT DROZYNSKI

Training Coordinator

June 10, 2024

Chief Patrick Daley
Norwich Police Department
70 Thames Street
Norwich, CT 06360

Dear Chief Daley,

Attached, please find an invoice for the amount due for the FY 2024/2025 annual assessment. This is your department's share of financial support as a member of the Law Enforcement Council of Connecticut.

Checks may be made out to LEC of Conn, Inc. Your assessment invoice payment is due by July 15, 2024. Payments may be mailed to:

LEC of Conn., Inc.
11 Stott Avenue
Norwich, CT 06360

The Law Enforcement Council thanks you for your continued support!

Respectfully,

Noelle Engle
Administrator

REQ 230 227

L.E.C. of Conn., Inc.



CHIEF PATRICK DALEY
Norwich Police Department
President

CHIEF JEFFREY HOTSKY
Mohegan Tribal Police Department
Vice President

CHIEF LOUIS J. FUSARO JR.
Groton Town Police Department
Secretary

CHIEF CHRISTOPHER FERACE
Putnam Police Department
Treasurer

11 STOTT AVE.
NORWICH, CT 06360
TELEPHONE (860) 887-1214

FAX (860) 887-0421
E-MAIL info@lec-ct.org
<http://www.lawenforcementcouncil.org>

WILFRED J. BLANCHETTE III
Director

CAROL A. MORIN
Administrator

JAMES P. DEVENY
Training Coordinator

June 1, 2022

Chief Patrick Daley
Norwich Police Department
70 Thames Street
Norwich, CT 06360

Dear Chief Daley:

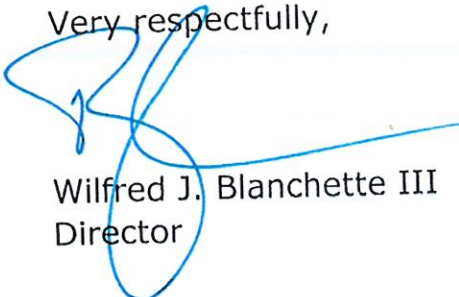
This letter will serve to inform you that your FY2022-2023 assessment will be \$13926.00.

This assessment, due July 1, 2022, is your share of financial support of the Law Enforcement Council.

Please mail check to LEC of Conn., Inc., 11 Stott Avenue, Norwich, CT 06360.

We thank you in advance for your continued support of our agency.

Very respectfully,



Wilfred J. Blanchette III
Director

1/26/2023 Reg 232398
Vendor 1148

1C

10 2023 acct 53322

L.E.C. of Conn. Inc.

11 Stott Avenue
Norwich, CT 06360
(860) 887-1214



Invoice

01/18/23

Invoice for
Norwich Police Department
70 Thames Street
Norwich, CT 06360

Payable to
L. E. C of Conn.

Eastern Regional Police Academy
Session #1 Start Date: 1/17/23

Description	Qty	Unit price	Total price
Recruit Michael Bates	1	\$3,300.00	\$3,300.00
Recruit Ryan Dunn	1	\$3,300.00	\$3,300.00
Recruit Cody Nichols	1	\$3,300.00	\$3,300.00

Notes:

Subtotal \$9,900.00

Please remit payment by 2/28/23

\$9,900.00

1C

Vendor 1148
Reg # 240032
2024 0040

Law Enforcement Council, Inc

11 Stott Avenue
Norwich, CT 06360
(860)887-1214



Invoice

Submitted on 06/01/23

Invoice for

Norwich Police Department
70 Thames Street
Norwich, CT 06360

Payable to

L.E.C. of CT, Inc

Due date

07/01/23

Description

L.E.C. Membership 7/1/23-6/30/24

Unit price

\$16,711.00

Total price

\$16,711.00

Notes:

Subtotal

\$16,711.00

TOTAL

\$16,711.00

L.E.C. of Conn., Inc.

11 Stott Avenue
Norwich, CT 06360
(860) 887-1214



Invoice

12/01/23**Invoice for:**

Norwich Police Department
70 Thames Street
Norwich, CT 06360

Checks payable to:

L. E. C. of Connecticut
Eastern Regional Police Academy

Session #2 Start Date: 11/27/23

Description	Qty	Unit price	Total price
Recruit Jean Fede	1	\$3,500.00	\$3,500.00
Recruit Christian Rankowitz	1	\$3,500.00	\$3,500.00

Notes:

Subtotal \$7,000.00

Please remit payment by 12/31/23

\$7,000.00

2024 REQ#241787
PO#1402 VENDOR 1148

L.E.C. of Conn., Inc.

11 Stott Avenue
Norwich, CT 06360
(860) 887-1214



Invoice

06/10/24

Invoice for:

Norwich Police Department
70 Thames Street
Norwich, CT 06360
ATTN: Chief Patrick Daley

Checks payable to:

L.E.C. of Conn., Inc.

2024/2025 Annual Assessment

Description	Total price
Law Enforcement Council Membership July 1, 2024 thru June 30, 2025	\$17,045.22
Subtotal	\$17,045.22

Please remit payment by 7/15/2024 **\$17,045.22**

INVOICE



Law Enforcement Council, Inc. (L.E.C.)
11 Stott Avenue
Norwich, CT 06360
860-887-1214

Date: June 9, 2025

Billed To:
Norwich Police Department
70 Thames Street
Norwich, CT 06360
ATTN: Chief Daley

Assessment Cost for FY2025/2026
July 2025-June 2026

Description	Amount
Law Enforcement Council Membership	\$17,471.35
Total due:	\$17,471.35

Please remit your payment to:

LEC
11 Stott Avenue
Norwich, CT 06374

Payment due:

July 9, 2025

INVOICE



Law Enforcement Council, Inc. (L.E.C.)
11 Stott Avenue
Norwich, CT 06360
860-887-1214

Date: August 1, 2025

Billed To:

Norwich Police Department
70 Thames Street
Norwich, CT 06360
ATTN: Chief Daley

Eastern Regional Police Academy-Session 4 Recruit Invoice
August 2025-February 2026

Description	Amount
Recruit Sierra Luce	\$ 3,500.00
Recruit Michael Neville	\$ 3,500.00
Total due:	\$ 7,000.00

Please remit your payment to:

LEC
11 Stott Avenue
Norwich, CT 06374

Payment due:

September 1, 2025



[External]PoliceApp Schedule Demo

From Christopher Knight <c.knight@policeapp.com>

Date Thu 7/24/2025 11:53 AM

To Avery M. Marsh <AMarsh@cityofnorwich.org>

You don't often get email from c.knight@policeapp.com. [Learn why this is important](#)

Hey, Sergeant Marsh,

I hope you're having a fantastic day! I work in business development at PoliceApp, and I'd love to present a demonstration of PoliceApp to you and your team.

I look forward to connecting and meeting with you!

Here is my meeting link: [PoliceApp Meeting Link](#)

Best Regards,

Chris Knight, Business Development

www.PoliceApp.com | c.knight@policeapp.com

Office Hours: Monday - Friday 9 am - 5 pm

Direct: 475-673-1536

Calendar Link to schedule time with me: <https://meetings.hubspot.com/christopher746>

Office Hours: Monday - Friday 9am - 5pm



Each line is the statistic for an applicant and their status for each state through the requested time frame.

3A/3B

Page 1



Application Date	Phase Name	Status
1/2/2023 6:09 PM	Polygraph	Failed
1/11/2023 12:08 PM	Oral Interview	Withdrawn
1/16/2023 5:53 PM	Background Investigation	Withdrawn
1/26/2023 1:30 AM	Background Investigation	Withdrawn
2/7/2023 9:42 AM	New Applicants	Withdrawn
2/14/2023 2:52 PM	New Applicants	Withdrawn
2/22/2023 3:38 PM	Physical Agility	Withdrawn
2/22/2023 4:11 PM	Physical Agility	Failed
2/22/2023 6:01 PM	Background Investigation	Withdrawn
3/11/2023 12:48 PM	Physical Agility	Withdrawn
4/13/2023 9:00 AM	Physical Agility	Withdrawn
4/25/2023 1:24 PM	Background Investigation	Withdrawn
5/13/2023 9:57 AM	Oral Interview	Withdrawn
5/23/2023 5:08 PM	Physical Agility	Withdrawn
8/9/2023 1:02 PM	Background Investigation	Failed
8/11/2023 1:33 PM	Hired	Active
8/29/2023 6:08 AM	Oral Interview	Withdrawn
9/30/2023 12:01 PM	Physical Agility	Withdrawn
10/3/2023 9:14 PM	Reviewed	Withdrawn
10/25/2023 5:21 PM	Polygraph	Failed
10/30/2023 1:59 PM	Background Investigation	Withdrawn
11/2/2023 2:31 PM	Background Investigation	Failed
11/13/2023 12:36 PM	Background Investigation	Failed
11/22/2023 1:03 PM	Physical Agility	Withdrawn
11/22/2023 4:06 PM	Polygraph	Failed
11/28/2023 10:32 AM	Physical Agility	Withdrawn
12/17/2023 7:50 PM	Hired	Active
12/22/2023 11:32 PM	Physical Agility	Withdrawn
1/22/2024 3:43 PM	Physical Agility	Withdrawn
3/20/2024 2:26 PM	Polygraph	Failed
3/20/2024 3:08 PM	Physical Agility	Withdrawn
4/5/2024 11:03 PM	Physical Agility	Withdrawn
4/24/2024 3:53 PM	Background Investigation	Failed
5/16/2024 8:54 AM	Physical Agility	Withdrawn
5/28/2024 4:55 PM	Physical Agility	Withdrawn
6/12/2024 4:41 PM	Physical Agility	Withdrawn
6/19/2024 9:59 PM	Background Investigation	Failed
6/26/2024 3:45 PM	Physical Agility	Withdrawn
6/28/2024 9:07 PM	Hired	Active
7/18/2024 9:19 PM	Physical Agility	Withdrawn
8/16/2024 6:05 PM	Background Investigation	Failed

Application Date	Phase Name	Status
8/16/2024 7:21 PM	New Applicants	Withdrawn
9/18/2024 4:17 PM	Hired	Active
9/18/2024 4:25 PM	Hired	Active
11/2/2024 12:27 PM	Oral Interview	Withdrawn
12/26/2024 12:35 AM	Psychological Examination	Failed
1/8/2025 12:07 AM	Physical Agility	Withdrawn
1/9/2025 6:26 PM	Background Investigation	Failed
2/3/2025 6:02 PM	Hired	Active
3/5/2025 12:24 PM	Physical Agility	Withdrawn
3/5/2025 12:53 PM	Physical Agility	Withdrawn
3/7/2025 10:58 AM	Physical Agility	Withdrawn
3/11/2025 1:50 PM	Physical Agility	Withdrawn
3/30/2025 8:40 PM	New Applicants	Failed
4/16/2025 11:54 AM	Physical Agility	Withdrawn
4/16/2025 4:29 PM	Physical Agility	Withdrawn
4/24/2025 6:43 PM	Physical Agility	Withdrawn
6/11/2025 1:57 PM	Background Investigation	Failed
6/16/2025 7:12 PM	Hired	Active
6/25/2025 10:53 PM	Physical Agility	Withdrawn
7/9/2025 5:33 PM	Physical Agility	Withdrawn
7/21/2025 11:56 PM	Background Investigation	Failed
8/13/2025 11:49 AM	Physical Agility	Withdrawn
9/1/2025 5:31 PM	Background Investigation	Withdrawn
9/17/2025 12:47 PM	Background Investigation	Withdrawn
9/17/2025 3:44 PM	Physical Agility	Withdrawn
10/8/2025 7:30 PM	Background Investigation	Withdrawn
11/12/2025 12:39 PM	Physical Agility	Active
11/12/2025 9:39 PM	Background Investigation	Withdrawn
11/23/2025 8:05 PM	Oral Interview	Withdrawn
11/28/2025 6:05 AM	New Applicants	Withdrawn
1/26/2026 1:13 PM	Background Investigation	Failed
3/3/2026 12:48 PM	Background Investigation	Active
4/8/2026 7:51 PM	Background Investigation	Active