



**SPECTOR CRIMINAL JUSTICE
TRAINING NETWORK, INC.**

First Line Supervision

Hosted by: TORRINGTON POLICE DEPARTMENT

Dates: November 30, 2026 - December 4, 2026

Cost: \$595.00 per officer



Legal Issues in Internal Affairs Investigations, Alaric J. Fox, Esq.

You will be trained to identify: the prohibitions on job actions by police officers; the role and function of the labor relations representative; the rights of police management in internal affairs issues; the rights of the police employee in internal affairs issues; the significance of a law enforcement officer's bill of rights; the impact of the Garrity decision on the law enforcement internal affairs process; distinguish use immunity, derivative use immunity, and transactional immunity under the Garrity decision; identify those circumstances where an employee's statement can legally be said to be "compelled"; identify that testimony typically sought from law enforcement personnel in a Garrity based "Kastigar Hearing"; and much more!

Leadership, Christopher Bartolotta, Deputy Chief

This section is a highly interactive, skills-based program to instill critical supervisory behaviors in new supervisors and will include: Ethical Decision Making, Communicating Effectively, Leading, Communicating Expectations through Effective Meetings, Considering Discipline, Resolving Conflicts, Counseling for Performance Improvement, Setting & Achieving Goals, Solving Problems, Handling Situations & Delegating Effectively.

Supervisory Liability, Elliot B. Spector, Esq.

Learn about the theories of Supervisory Liability: Failure to Discipline; Failure to Train & Failure to Properly Supervise. Theories of Liability are explained with special emphasis on the supervisor's role and liability risk including federal & state statutes and case examples applicable to supervisors, personal liability risks and specific high risk liability areas with emphasis on how to limit liability of officers under your command. This class will apply current law and case examples to practical real life aspects of supervision.



QUESTIONS? CALL 860-593-6550
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Providing Quality Training For Those Who Protect Since 1974

Meet the Instructors



Chief Alaric J. Fox

Chief Alaric J. Fox is a practicing attorney who has been employed in the field of law enforcement since 1983. He received a Juris Doctorate at Western New England School of Law, a Bachelor of Science in Criminal Justice (Law Enforcement Administration) at the University of New Haven and is a graduate of the Connecticut State Police Training Academy, the FBI Academy, and the Connecticut Municipal Police Training Academy. He is currently Chief of Police in the Town of Enfield.



Attorney Elliot B. Spector

Attorney Elliot B. Spector's positions at the police department included patrol officer, civil litigation officer, and acting general counsel. He also served on the accident and firearms review boards. These legally related positions concerning police liability and misconduct influenced his decision to continue his education, earning a J.D. at the University of Conn. School of Law (1981). He developed the first police liability training program in Connecticut, which is now mandated by POST.



Deputy Chief Chris Bartolotta

Deputy Chief Chris Bartolotta has been employed in the field of law enforcement for over thirty-three years. He is a state and nationally certified instructor on a wide variety of topics to include alcohol and drug awareness, impaired driving enforcement, leadership development, methods of instruction, addressing mental health disorders, and major crime investigations. He is a graduate of the FBI's National Academy. Chris will be utilizing the "Lead, Influence, and Achieve"® model created by Bill Reilly, while interjecting his own background and experience into his lectures.

Spector Training has been granted exclusive permission by Finest's Professional Development to instruct the LIA model.

Program Praise

- *In-depth and comprehensive training led by knowledgeable and competent instructors.*
- *All the presenters have personal buy-in for each subject which is great... having personal buy-in as part of the presentation makes the quality increase.*
- *The content I learned gave me the confidence to supervise my coworkers effectively.*
- *The presenters knew their subjects and conveyed their knowledge to the class in a thorough and concise manner.*
- *Being able to identify the "why" and present a class in a way that breaks it out for those in attendance adds significant value to the class and program.*