

To: Mayor John Bell

From: Chief John Beaudette

Date: June 5, 2006

Re: Internal Investigation of
Officer Stephan Lamberis

Lt. Michael O'Hanley and Sgt. Michael Crippen have completed the internal investigation concerning the actions of Officer Stephen Lamberis on August 9, 2005 and previous and subsequent behavior. After reviewing the reports and facts, I have found "just cause" to believe that Officer Lamberis violated several department policies and procedures and rules and regulations, which I have listed below.

On August 9, 2005 there was a 911 call to Rowley Shore, a report of an unresponsive person who may not be breathing. Radio transmissions for the period indicate that the nearest unit (1690) to respond was at the D.P.W. yard on Poplar St. It took 7 minutes for the cruiser to respond to the scene. Fire department Engine 3 and Rescue 1 took 11 and 13 minutes respectively for their response. Bay View Station was not manned that day.

A subsequent investigation revealed that Officer Lamberis was on a road detail at the intersection of Washington St. and Rowley Shore. Officer Lamberis, who has been an EMT since 1990, failed to respond to the call for help even though his response would have taken seconds. Officer Lamberis waited the 7 minutes for the rescue vehicles to arrive and stopped traffic for them. As an E.M.T., Officer Lamberis is aware that to effect the rescue of an unconscious person not breathing can sometimes be accomplished by simply repositioning the head, or clearing the airway, thereby saving the person's life. Time in these cases, can often determine the outcome of life or death. A decision to not respond is not an acceptable position for any public safety employee to assume.

This behavior violated the following Department Policies:

C. Professional Responsibilities

1. **Protect Life and Property**, as the number one responsibility was ignored by Officer Lamberis when he failed to respond from his vantage point at the beginning of Rowley Shore. Officer Lamberis is an Emergency Medical Technician and understands the seriousness of a report of a person not breathing. Through all of the excuses this officer has given for not responding, to not follow the responding cruiser to assist with medical treatment is inexcusable and amounts to nonfeasance.

2. **Respond to All Public Emergencies** Officer Lamberis has brought shame and dishonor to himself and the Gloucester Police Department for his failure to respond to a report of a serious medical call literally around the corner from his location. Officer Lamberis collects a stipend every year to maintain his E.M.T. status which holds him to a higher standard when medical calls arise.

F. Required Conduct

6. Truthfulness

It has been determined that the answers given by Officer Lamberis throughout the interview on April 14, 2006 were untruthful as demonstrated by his own changing testimony, and corroborated by the interview of Charles Schaefer and Chris Barrett. We are certain that Officer Lamberis was at the jobsite, not the Willow Rest when the call was dispatched. His allusion that he was on break using the bathroom and eating is just not believable. Why would he drive two extra miles to use a public bathroom when he knew where the key to the Bay View Fire Station was? The personal cell phone records of Officer Lamberis offer irrefutable evidence that his cell phone was not dead. While the 911 call was in progress he was on the phone with a collection agency at 11:19 am for 4 minutes and immediately after he made a call to his union attorney at Sandulli, Grace at 11:23 that lasted 5 minutes. This would be in direct contradiction to the reported dead battery. The 911 call ended at 11:26 am. There is other circumstantial evidence; trying once to contact the station by radio. It is a common practice for even the newest officer to repeatedly call the station until you are answered. There is in fact no evidence that Officer Lamberis even made one attempt by radio, the tapes for the day have been reviewed and there is no recording of his call. The Officer's statement that he did not hear the house number is also in question, a review of the tape shows that the number was repeated three times, once by the individual numbers two six. There is also evidence that immediately after the incident Officer Lamberis knew he had failed to do his job. The first issue is the call to his union attorney at 11:23 am, nearly the exact time the call ended and Officer Carr requested a radio check for Officer Lamberis. The second piece involves the calls to the job supervisor and truck operator requesting them to lie and cover up the inactions of Officer Lamberis.

12. **Paid Details** states that members assigned to paid details are also bound by the provisions of this manual.

21. **Incompetence** is defined as the failure to conform to work standards established for the officer's rank, grade, or position. It is the finding of the investigating officers that Officer Lamberis' failure to respond to this emergency is incompetent and constitutes nonfeasance.

G. Prohibited Conduct

2. Conduct Unbecoming a Police Officer (2 counts)

1. Officer Lamberis brought shame and dishonor to himself, the Gloucester Police Department and the City of Gloucester by failing to respond or offer assistance at a serious medical emergency.
2. Officer Lamberis brought shame and dishonor to himself, the Gloucester Police Department and the City of Gloucester by making telephone calls to Christopher Barrett and Charles Schaefer asking them to lie for him and cover up his dereliction of duty.

3. Neglect of Duty

Failure to take suitable and appropriate police action when any crime, public disorder or other incident that requires police action is demonstrated numerous times throughout this incident. The investigation shows that there was clearly a failure to respond by Officer Lamberis. The excuse of missing the house number that was announced three times is just not credible. There was also a failure to follow the responding unit to assist in that type of emergency, by his own statement Officer Lamberis said the equipment was off to the side of the road and the situation did not need traffic control.

6. Discourtesy

Officer Lamberis shamed and dishonored himself and the Gloucester Police Department by making telephone calls to Christopher Barrett and Charles Schaefer requesting they lie to cover-up this incident. Schaefer especially was called several times and was badgered to lie.

Respectfully submitted,

Chief John Beaudette

John Beaudette
Chief of Police

Telephone (978)283-1212
Fax (978)281-9750

To: Mayor John Bell

From: Chief John Beaudette

Date: May 26, 2006

**Re: Internal Investigation of
Officer Stephan Lamberis**

Lt. Michael O'Hanley and Sgt. Michael Crippen have completed the internal investigation concerning the actions of Officer Stephen Lamberis on August 5, 2005 and previous and subsequent behavior. After reviewing the reports and facts, I have found "just cause" to believe that Officer Lamberis violated several department policies and procedures and rules and regulations, which I have listed below.

1. On August 5, 2005 at approximately 3:00 pm Officer Stephen Lamberis argued with Duane Kallgren, a foreman with the paving crew for Albanese Construction, about the time of day in an attempt to gain an extra hour of pay.

This behavior violated the following Department Policies:

D. Conflict of Interest

6. Use of Official Position states that an officer shall not use his official position to gain privileges not otherwise available to him except in the performance of duty. We find just cause to believe that on August 5, 2005 department rules and regulations were violated by requesting an extra hour of pay from Albanese Construction by demanding that the contractor's foreman agree that he worked past 3:00pm. We find that Officer Lamberis applied pressure to the contractor for payment not earned and by participating in this conduct brought shame to himself, his department, and his fellow officers while working a road detail in Essex. The just cause standard is overwhelmingly met by the statements given by William Cornetta and Duane Kallgren which we found to be credible. When given an opportunity Officer Lamberis refused to comment and invoked his Carney Rights.

F. Required Conduct

12. Paid Details states that members assigned to paid details are also bound by the provisions of this manual.

G. Prohibited Conduct

2. Conduct Unbecoming a Police Officer two counts:

1. Officer Lamberis brought shame and dishonor to himself, the police department and the City of Gloucester by creating an

argument with Duane Kallgren in an effort to gain an extra hour of pay. This was done out of the city in the neighboring town of Essex.

2. In count two Officer Lamberis also shamed himself, the police department and the City of Gloucester by calling up the supervisor of the job, William Cornetta, and asking him to cover-up the argument and his previous and subsequent actions.

6. Discourtesy

Officer Lamberis shamed and dishonored himself and the police department by being discourteous, rude and insolent to the paving foreman Duane Kallgren by starting an argument in an attempt to gain extra pay for time not worked.

21. Incompetence

Officer Lamberis has repeated these same infractions of the rules and regulations throughout his career, and recently received a letter of reprimand for trying to gain extra time at a court appearance in the Commonwealth. The reprimand states that any further incidents would result in disciplinary action up to and including termination. These attempts to gain pay for time not worked continue unabated and are a violation of the public trust.

Respectfully submitted,

Chief John Beaudette