

RIAC's Response to Former Director of Security's Report

As some members of the public and members of the media may be aware, on January 28, 2025, RIAC's former director of security, Joseph Perkins, walked off the job without notification to any supervisors, drove to the Rhode Island State Police and delivered the following report. The report is filled with falsehoods misinformation. The senior management team at RIAC continues to be baffled by Mr. Perkins conduct. The Rhode Island State Police returned the Perkins "report" to RIAC in a matter of days without taking any action. There is no ongoing investigation or review being conducted based on Mr. Perkins assertions – quite the contrary. In the spirit of transparency, RIAC is posting the report with fact checks throughout the document.

As previously stated, when Mr. Perkins resigned, he did not raise any concerns verbally or submit anything in writing about any of the reforms we were implementing, most of which had him taking the lead to reform the department – reforming the department was the main reason he was hired.

Please note certain portions of the report have been redacted as the TSA prohibits the release of Sensitive Security Information (SSI). Disclosing this information publicly could compromise transportation security, as outlined by Federal Regulation 49 C.F.R. part 1520. Personnel-related matters have also been redacted from the report. Under labor laws, disclosing confidential personnel data could violate employees' rights to privacy, expose them to unwarranted harm, and potentially breach both state and federal laws regarding the confidentiality of employee records.

The report and this entire incident have been a waste of time and resources for both RIAC and the Rhode Island State Police.

Report and fact checks (note that RIAC's responses are in blue):

To: Darnell Weaver, Colonel, Rhode Island State Police

From: Joseph Perkins, Director of Security and Law Enforcement, RIAC T.F. Green Airport

RE: Safety and Security Report

Date: January 28, 2025

Colonel Weaver,

I respectfully submit the following report concerning the safety and security conditions at T.F. Green Airport. I base this report on my observations, conversations, and professional opinion as a law enforcement professional and leader with over thirty-five years of experience.

In my opinion, the RIAC Police Department is woefully understaffed. It is besieged by

maniacal and incompetent corporate leadership with no public safety experience or training. These few untrained civilians refuse to implement modern operating procedures, guidelines, or rules and regulations.

RIAC did not refuse to implement modern operating procedures, guidelines or rules and regulations – to the contrary RIAC encouraged Mr. Perkins to move more quickly to implement. Mr. Perkins was hired specifically to help RIAC implement modern operating procedures, guidelines, and rules and regulations, but after more than five months with RIAC, he did not make any progress despite significant support. Interestingly, Mr. Perkins stated in writing that he could not implement department policies and procedures until he was POST certified which had not yet occurred at the time of his resignation (See Exhibit A).

As for Mr. Perkins comments about corporate leadership, multiple credit rating agencies have cited RIAC's strong management and governance to support credit rating increases.

They are solely focused on retribution towards employees and the elimination of the airport union.

RIAC has no intention of eliminating the airport union and in fact has added nine (9) union employees since 2018. RIAC holds employees accountable like any professionally run organization. Accountability should never be confused with retribution.

Due to RIAC's organizational betrayal and lack of professional support for the police department as well as the consistent interference, intimidation, retribution, and immature leadership style of the CEO and his immediate staff, the police department is decimated, severely handicapped, and unfocused on the mission of keeping the airport, its customers, and staff safe.

RIAC staffs the police department with twenty-nine (29) officers and continuously recruits to fill vacancies. The police department is also supplemented by thirteen (13) security officers. RIAC has the one of the highest levels of security personnel when compared to similarly sized airports throughout the country (See Exhibit B).

Lack of Updated Policy & Procedure and Rules and Regulations

During my first week at RIAC, I completed a review of the RIAC PD Power DMS policy platform. I immediately noted a lack of policies such as a policy on evidence storage and collection.

Mr. Perkins was responsible for updating the policies and procedures. Mr. Perkins was assigned the responsibility of conducting a thorough review of all existing policies and procedures in his role as Director of Security. His task was to

provide SVP Nguyen with a plan to revise, remove, or implement any necessary policies and procedures for RIAC. Notably, per Mr. Perkins' own email, he did not think he could implement policies and procedures until he was POST certified.

There was no Rule and Regulation Manual. I observed some older policies and orders that were issued up to a decade ago. Of the law enforcement policies that were available, 22 were published by the former chief. Of those, only 14 were law enforcement specific with the others airport or human resources related (see attached photos 1,2,3). I observed other orders and policies written by former Chiefs Messier and Cahill with several modern policies written by the former chief in draft form awaiting publication.

Mr. Perkins expressed concerns about his predecessors' failure to adequately review and update the department's policies and procedures. SVP Nguyen explained that this was precisely why we hired him—to improve the department, drive reform, and instill discipline and order.

None of the law enforcement specific policies had been updated in over a year and several airport policies were issued by the CEO, Iftikhar Ahmad, a civilian with no public safety training or experience.

Mr. Perkins failed to recognize that all airport leaders, or those holding a higher title overseeing the airport's operations, have undergone extensive training in public safety and possess significant experience in airport management.

Most of the policies issued by Mr. Ahmad were specific airport emergency response, boiler-plated, reproduced and renamed for different catastrophic events. There was no evidence of training completed on the events other than basic acknowledgements over time.

These response plans were drafted by experienced public safety and legal personnel. RIAC also benchmarked these policies from other airports. There are federally required trainings on response plans such as tabletop exercises and triennial FAA emergency response drills.

I inquired with senior RIAC PD command staff as to why the policy manual was lacking. Staff members stated that the previous chief of police was thwarted at every attempt at "modernization" of the department which included an attempt to gain Rhode Island Police Accreditation.

RIAC encouraged modernization of the department which is evidenced by its 2022 purchase of body worn cameras for all officers and a fleet of new police vehicles. RIAC directed Mr. Perkins to engage with Airport Law Enforcement Agencies Network (ALEAN). RIAC encouraged benchmarking of policies and procedures from other airports as airport policing is much different than policing in large cities.

I provided SVP Duc Nguyen with a sample copy of an accredited law enforcement policy as well as an entire set of sample rules and regulations.

He stated that all policy is created by the CEO (a nonpublic safety, trained airport administrator). Any policy change or implementation would have to be submitted for legal review then issued by the CEO. Several meetings were held between SVP Nguyen, Fire Chief John Deckers and me. During these meetings both the Fire Chief and I stressed the importance of modern updated public safety based policy, rules and regulation. Our requests were rebuffed. (see email 4, 5, 6)

Mr. Perkins was informed that all policies and procedures are ultimately approved by the CEO, not "created," as he inaccurately claims in his report. This is the same for any division of RIAC—policies are to be drafted, reviewed by legal for compliance, and then submitted to the CEO for final approval.

During one conversation with SVP Nguyen, I asked why the corporation was resistant to RIPAC and the possibility of attaining accreditation for the police department. He responded, "We don't want people telling us what to do or how to do it." SVP Nguyen commented that benchmarking from another similar sized airport police department in the country was something he was willing to allow. I explain to him that most if not all of the policies that govern police in the state of Rhode Island would be based on Rhode Island law and procedure. I informed him that adjusting a policy from another state would be more difficult. He did not agree. During my interview for the position, I commented on the benefits of accreditation and questioned if the corporation was willing to undergo the police accreditation process. SVP Brittany Morgan replied, "The juice isn't worth the squeeze."

What Mr. Perkins fails to mention in his account was that SVP Nguyen introduced him to the Airport Law Enforcement Agencies Network (ALEAN), of which RIAC is a member. ALEAN offers several valuable benefits to its members, including:

- ***Facilitation: It brings together airport law enforcement leaders to promote communication and collaboration on common challenges in the field.***
- ***Education: ALEAN offers annual training conferences, access to group surveys, conference calls, and biennial benchmarking to further educate its members.***
- ***Advocacy: ALEAN actively contributes to the formulation of public policy regarding aviation security, providing a unified voice to federal agencies.***

Soft Policing

During my interview I was asked to define "soft policing" after being told of a "hypothetical scenario" in which an officer failed to display empathy for a passenger in the process of gender transition. Basing my answer on the fact

RIAC PD made 36 arrests in 2023, I qualified my definition of soft policing as an attitude choice of the officers as that of guardian versus warrior.

Mr. Perkins' response during the interview clearly demonstrated that he understood what "soft policing" meant. However, he contradicted this understanding by raising an issue with SVP Nguyen's recommended change to the Police Department's mission statement.

I report this exchange due to my daily observations of empathy and compassion shown by most RIAC PD officers. I have failed to observe any corruption, or lack of compassion by most RIAC PD officers. In fact, I have observed several instances in which RIAC PD officers have saved lives, provided care, food, clothing, protection, and travel services for the most vulnerable people who frequent the airport. RIAC management has demonstrated eagerness in eliminating, diminishing, demeaning, and castrating the authority of all RIAC police officers.

Mr. Perkins and SVP Nguyen had numerous discussions about the dedication and hard work of our police officers, many of whom consistently go above and beyond to support the traveling public. In fact, one officer was even selected for Employee of the Month for the very reasons Mr. Perkins highlighted.

Mr. Perkins' claim that "RIAC management has demonstrated eagerness in eliminating, diminishing, demeaning, and castrating the authority of all RIAC police officers" is a baseless accusation.

It is clear to me that RIAC's management definition of "soft policing" is having no police at all. At the very least, it is my opinion that the RIAC management is attempting to "soften" the only element that hardens one of the most high profile targets in the state.

It seems that Mr. Perkins has a fundamental misunderstanding of what "soft policing" truly entails. Soft policing is an approach to law enforcement that emphasizes community engagement, problem-solving, and de-escalation methods to maintain public safety.

On my first day, I was provided with a RIAC PD organizational chart by police Inspector Dave Shinsky. Sometime during the first couple of weeks, I reviewed that org chart with SVP Nguyen. In that meeting, I pointed out several vacancies and several (8) individuals listed in red that were either out on disability or suspended. SVP Nguyen told me none of them were coming back to work and the vacancies would not be filled. He then asked me to write a report on the structure of the police department without an Inspector position and current police officer staffing. I completed an "optimal" org chart and report based on the parameters outlined by Nguyen.

Mr. Perkins was never directed to downsize the department, but he did

submit an organizational chart that did in fact downsize the department.

SVP Nguyen asked Mr. Perkins to conduct a full assessment of the police department, including their shift arrangements, and to provide SVP Nguyen with recommendations for any potential changes. SVP Nguyen made it clear that the police department is his responsibility, and SVP Nguyen gave him the autonomy to manage it as he sees fit. Contrary to his claim that the chart was based on any "outlined parameters," there were no such parameters provided. The optimal organizational chart was based on what Mr. Perkins believed was necessary to effectively run the police department.

Mr. Perkins had previously stated and documented that the police department was "too top-heavy," with four lieutenants, and suggested that a sergeant could carry out the same tasks as a lieutenant. (See Exhibit C).

When reviewing the completed document with him he asked me, "Is this really how many you think we need?" (3+1 per shift, 1 day Lieutenant, 1 evening Lieutenant, 2 K9, DC and Chief.

SVP Nguyen responded to me, "I only need one" while holding up his index finger and then pointing it at me and said, "You. You can make the arrest. I only need one officer to arrest someone."

Mr. Perkins has once again misrepresented the events by combining two separate conversations into one. When Mr. Perkins presented the optimal organizational chart, SVP Nguyen did ask him if this was truly the number of police personnel that we needed. The main reason SVP Nguyen asked him this was because, according to his optimal chart, he recommended cutting the police staffing down to 21 positions, from the current 27. SVP Nguyen just wanted to ensure that this was really what he wanted or needed.

Since my first week at RIAC, Nguyen (a non-public safety trained civilian) has repeatedly asked me to consider a uniform change. He reasoned that the current uniform makes the police look too militant. I asked him what about the uniform was militant. During one discussion, he/we conferred with VP Dimincus and she offered a "softer" uniform. I asked her what about the uniform made her uncomfortable. She could not provide an answer. They both requested samples to view. I ordered gray rip-stop pants, LAPD blue polo's, and LAPD blue outer bpv carrier from Blauer. When they arrived, SVP Nguyen adorned himself in the samples. He displayed the outfit for several of the SVP staff and received positive comments. He went into the CEO's office. One hour later, Nguyen called me back to his office and told me "we" were going in a different direction. He turned his computer toward me and showed me a red polo shirt and tan khakis. He printed off the pictures (previously submitted). I pointed out that I did not know of any police uniform company that made red outer bpv carriers. He stated the officers won't wear them on the outside, that they could wear the bpv under the shirt. I expressed concern over tactical disadvantage of red shirt. Nguyen

commented he wanted them in red so an active shooter would shoot them first and not anyone else. He advised that he did not want them wearing duty belts but only a gun. I asked him where the officers would carry their other required gear such as additional magazines, handcuffs, tourniquet, pepper spray, and baton. He stated, "We don't want them carrying any of that." I told him that officers should have other use of force tools available to them when on duty. He stated they don't need it, they can walk around and dress like the Inspector does and noted he did not carry any of those items with him. I asked about a radio. He asked me to look into ear-pieces like the Secret Service use.

Mr. Perkins' statement that SVP Nguyen is a "non-public safety trained civilian" demonstrates his ignorance and lack of understanding of both his qualifications and his role. As a retired Naval Officer with over 20 years of service, SVP Nguyen has extensive training in various areas critical to public safety, including CPR, first aid, fire safety, HazMAT, ICS, active shooter response, crisis management, conflict resolution, defensive tactics, use of force, de-escalation techniques, firearms training, crisis intervention, firefighting, combat medic skills, and emergency response, just to name a few.

On 1/6/25, at approximately 09:48 hours, I received a text from SVP Nguyen (see attached 7). He asked me if I was aware of a DHS VIPR Team present in the airport. The VIPR Team, a team of 3 DHS Police Officers, was present in the airport at arrivals in the early morning hours. Nguyen expressed concern over why RIAC was not informed of their presence prior to their arrival stated in the text that the airport was "our house" and we were not informed. Later that day Nguyen arrived in my office and was angry. He produced an email from 2022 between TSA and the previous chief. The email was a VIPR Team schedule for 2022. I had informed Nguyen earlier in the day that no one knew that the VIPR Team had been scheduled that day. He commented that someone knew and "we" should have been informed but someone chose not to tell us. In my office I asked Nguyen why he was so concerned with their presence. He stated they "looked" like SWAT and "we don't want that. It makes the airport look bad." He immediately pivoted and commented, "We want police to look soft."

On January 6, 2025 given his responsibility for the operations of the airport, SVP Nguyen wanted to understand which law enforcement officials were onsite and their purpose. It is important to note these individuals were wearing full tactical gear, and SVP Nguyen wanted to ensure there was no need for our Police Department to take action.

On 1/9/25, I was summonsed to Nguyen's office. He had produced the RIAC Web Site on his wall monitor. He told me that he wanted me to change the web site. The changes he wanted were to remove the "inspector" portion which included Inspector Shinsky's name and contact information. He asked me why his name and information was on there. I informed him that I didn't even know we had a web site. He was upset that Inspector Shinsky's name was

on the page. On the same page was a section about "police department dispatch". He asked me why it was "police dispatch" and stated he did not want "police" mentioned in their title (claiming the dispatchers work for the airport, not police). Further down the page, it stated the contact for the police department was VP Rob Van Berg. Nguyen asked why his name was on the web site. I told him I was unfamiliar with the individual and he told me he would replace the name with his.

On January 9, 2025, SVP Nguyen was informed that the Police Department's webpage on the RIAC website needed updates due to outdated contact information. SVP Nguyen asked Mr. Perkins to come by his office to review it. When he arrived, SVP Nguyen showed him the webpage, and his first comment was that he didn't even know the Police Department had a webpage. This was concerning, as it highlighted a lack of awareness and initiative on his part.

During the meeting, he produced the police department mission statement on his wall monitor. He told me he wanted me to change the police mission statement, and then produced a new statement he wanted and he had written which included "soft policing". I took a picture, stating I needed a copy of what he wanted, and he replied he would email it to me. Which he did (see attached photo and email 8 & 9).

SVP Nguyen also suggested revising the Police Department's mission statement to better align with the goals Mr. Perkins and him were working toward, particularly in implementing the soft policing concept. SVP Nguyen shared a draft of the mission statement with him for review, encouraging him to make any necessary changes. SVP Nguyen told him that if he had a better version, he would be open to adopting it.

During the meeting regarding the web site on 1/9, Director of Operations Willie Carter came to Nguyen's office. As he arrived, Nguyen asked me to provide an update on the new uniform acquisition. I told him I had emailed the company he chose and had not heard back. This prompted me to inform Mr. Carter that Nguyen wanted a uniform change to make the officers look like a "detective in a red shirt" while on patrol in the airport to which Nguyen chuckled and commented, "No. Look like Pro Golfers".

On 1/16, Nguyen called me to his office. He contacted Brian Dorris from UniFirst clothing supply. Nguyen started a Teams meeting with him and requested a display of red polo shirts and khaki pants. After he was shown the options, he requested samples be shipped to him. During this meeting, I took a photo of Nguyen viewing the samples (photo and email 10 & 11).

RIAC management finds it odd and disappointing to learn that Mr. Perkins was secretly taking pictures behind SVP Nguyen's back during a meeting in which he was trying to offer support. At that time, SVP Nguyen was working to help

him address his failure to connect with a vendor for the new police uniforms. Throughout this process, Mr. Perkins never once expressed any opposition to the soft policing concept, either in writing or verbally.

Maniacal Behavior and Leadership

On the day I arrived, I was provided an office on the 3rd floor of the administration building. I inquired why my office was not inside the police station on the 1st floor. SVP Nguyen told me that is where the corporation wanted me.

For at least the past decade, RIAC's Police Chief's office has been on the 2nd or 3rd floor with the management staff.

Due to the hours, I was restricted to work (8a-430p), I was not able to meet with or speak with officers who worked the evening shift. I asked Nguyen to flex my schedule to accommodate this request. He refused and said I could stay late and meet them. After three weeks of staying late one night, I was told by Nguyen, "Don't socialize with the officers. Don't go down there unless you absolutely have to, please call them to your office."

Once again, Mr. Perkins has misrepresented the situation. SVP Nguyen explicitly told him that he was not restricted to the 8 AM to 5 PM work schedule. Given that the police officers work different shifts, SVP Nguyen made it clear that he had the flexibility to adjust his hours as needed, especially since he was new to the role and needed to establish relationships with the officers.

Nguyen frequently told me not to "trust" the police officers or anyone who was not management. RISP Lt. Pete Filuminia was included in my list of people Nguyen wanted me to stay away from.

SVP Nguyen advised Mr. Perkins that trust should be earned, emphasizing the importance of thoroughness in decision-making. Mr. Perkins seemed particularly upset after watching the videos of our officer's interactions at the TSA checkpoint, baggage claim area, and terminals. He expressed deep concerns about the officer's behavior, believing that the department's culture needed to change to align with modern policing standards. His reaction to these videos made it clear that he recognized the need for improvement in the way officers interacted with the public and handled certain situations.

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[REDACTED] Nguyen called me into his office. He told me he wanted to know what Shinskey did every day and told me to create a shift log for Shinskey. I created one and brought the production to Shinskey and told him what was required. During our discussion, Inspector Shinskey asked me, "Are they trying to catch me doing something so they can fire me?" I told him that I would collect all reports and inform him if Nguyen views them. When I returned to the administrative floor, Nguyen inquired about my conversation with Shinskey. I responded word for word. When I did, Nguyen became angry and stated, "They? They? Who is they? This is you. You tell him you are doing this!" I received my admonishment and instruction and went back to my office.

It is concerning that Mr. Perkins has misrepresented this situation and added accusations without any factual basis.

RIAC management agreed that a daily log from the Inspector would be a reasonable solution, given that other officers were already reporting their daily activities. However, the Inspector had not been doing so. Mr. Perkins then created a daily log that outlined the responsibilities in the Inspector's job description and suggested using a Dropbox to track his activities. This was done to ensure accountability and to provide a clear record of the Inspector's duties.

A few days after Shinskey began submitting his thirty minute time sheets, Nguyen asked me to create a shared file so he could view the sheets. Nguyen asked me what Shinskey's attitude was. I told him he was not happy and I expressed concern that he (Shinskey) might retire. Upon that, Nguyen became giddy and told me he would buy

me lunch if Shinskey retired.

On December 3rd, while discussing the Inspector's role and job description with Nguyen, he inquired about "Rhode Island Detectives Association meeting attendance". I told Nguyen that it was common practice in the law enforcement profession for investigators to get together, network, and exchange criminal intelligence. I informed him that Shinskey was planning on hosting a meeting at the airport and does so annually. Nguyen was incensed and began questioning why Shinskey was allowed to participate. Nguyen told me to forbid him from attending and hosting any meetings. I challenged him on whose authority it was to prohibit him from attending, telling him it should be mine. He stated, "No. RIAC pays him to do what we want." Nguyen went on to state that in no way would he allow Shinskey to host a meeting at the airport and, "talk badly about the CEO to all his friends while in the airport."

Mr. Perkins' statement regarding the conversation about the Rhode Island Detectives Association meeting is misleading and inaccurate. SVP Nguyen asked Mr. Perkins if Mr. Shinskey had submitted a request to host the meeting, as any event like this would require approval from RIAC. Mr. Perkins confirmed that no request had been made. SVP Nguyen also asked if Mr. Shinskey had sought permission from Mr. Perkins to attend the meeting during work hours. Mr. Perkins confirmed that no request had been made.

In my opinion and observation, Inspector David Shinskey is an honorable, well-known, highly intelligent, productive, police officer. In the absence of a chief, for six months, he has served as the de facto leader and point of contact for the RIAC PD. Numerous times I would inform Nguyen of events occurring at the airport (dignitary arrivals, escorts, etc.). Nguyen would question how I was informed, because he did not know himself. I would tell him Inspector Shinskey passed the information forward. Each time, Nguyen expressed frustration over the "institutional knowledge and authority" Shinskey had. Several times he stated, "He has too much control and you need to take it back."

As is common in many organizations, SVP Nguyen instructed that the point of contact for VIP escorts/events should be a management-level staff member.

[REDACTED]

[REDACTED] Nguyen told me that he was moving the dispatch center from inside the police station to an area at the front of the airport. I advised him that the functionality of that may cause operational problems. He stated, "I don't want them together." (dispatchers and police). RIAC had a grant to renovate the current dispatch center and plans had been drawn and posted. Now, the plans are being redrawn to design a new dispatch room near the loading docks (a tour was conducted and led by Nguyen).

Mr. Perkins' statement regarding the upgrade of the Dispatch Center reveals his lack of knowledge on the subject. The current Dispatch Center cannot accommodate the new, larger equipment being installed, which necessitated

finding a new location. The new location was chosen based on its larger size, proximity to the electrical and data rooms, and its ability to provide a more spacious area for the Dispatch staff.

On December 18th, I received an email from Nguyen (see photo 13). Nguyen had forwarded an invoice from the Rhode Island State Police. Nguyen inquired if he could receive a monthly report outlining Lt. Filuminia's work and what he had "done for us" to justify paying the \$12,500 per month invoice. On December 19th, at approximately 0730 hours, I went to Nguyen and inquired how he wanted me to obtain the information he requested. I offered to request Lt. Filuminia fill out a sheet similar to the one Nguyen had me provide Inspector Shinskey or offered to covertly observe Lt. Filuminia and report back to him (Nguyen). Nguyen paused for a minute and excused himself from behind his desk and asked me to wait. At 0730 hours, very few people occupy the third floor. While I did not observe him walk into the CEO's office, I made an observation of the people who were on the floor prior to entering Nguyen's office. Based on those observations, I inferred Nguyen went to speak with the CEO. When he came back approximately ten minutes later, Nguyen informed me, "No. That's not a fight we want to pick right now, but we will."

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[REDACTED]

[REDACTED]

During my first week of employment, I was in my office reading the 2023 annual report of the airport. Nguyen entered my office and began discussing the uniforms for the police department. I referred him to a picture inside the report of K-9 Officer Amber Perez. I asked him if he thought her uniform (BDU's) were an acceptable alternative to what he was envisioning. He shook his head no. I asked him what about the uniform he did not like. He responded, "Not the uniform, the dog." I asked him what about a lab is militant. I offered my opinion that the dog is probably the best customer service piece the police department has. He said, "No. I'm getting rid of the dogs." I asked him if it was possible given the fact that they are federally sponsored and required. He then directed me to examine all TSA • documents and find out if the K-9's are required. He then requested I do a SWOT Analysis of the K-9 program. He additionally told me not to tell the police officers he wanted to end the program.

Prior to concluding the SWOT report, I advised Nguyen that I believed the K-9 program was vital to the safety and security of the airport. I informed him that I could not complete the SWOT report due to the perspective I had. My strengths in the report would be Nguyen's weaknesses and my weaknesses would be Nguyen's strengths. He then ordered me to prepare a cost analysis report. He reasoned that the dogs have never found anything so any cost analysis would benefit the corporation's position to eliminate. I asked him if he was attempting to eliminate the program because of cost or the fact that one of the K-9 Officers had a pending discrimination suit against the corporation. He did not respond to my question.

Mr. Perkins' statement about his conversation with SVP Nguyen regarding the K-9 program is both fabricated and unfounded. Mr. Perkins and SVP Nguyen had numerous discussions about uniforms and the K-9 program.

The conversation related to the K-9 program required a decision on whether RIAC should renew their agreement with TSA as there was no longer any

reimbursement to RIAC for the program as Congress had not approved this in the federal budget. Mr. Perkins expressed concerns about the limited patrol time available for his one K-9 officer, especially considering another officer was out on medical leave and still needed training. He was also concerned about the time requirements imposed by TSA for maintaining K-9 officer qualifications. SVP Nguyen shared his concerns, as it seemed we might be able to better utilize our officers' time to support patrols and assist with coverage.

The ongoing discussions about the K-9 program focused on determining what was best for the traveling public, the security posture at PVD, the police department, and the K-9 officers. Mr. Perkins also mentioned that he had successfully eliminated a K-9 program at his previous post. Ultimately, SVP Nguyen decided to retain the K-9 program.

At some point in mid-November, Nguyen summoned me to his office. He informed me that it was decided to keep the K-9 program and that eliminating it would create bad PR. I informed the K-9 Officers and planned to move forward. A few days later, Nguyen asked me to research financial impacts and our ability to self-

fund (purchase own dogs). I informed him that the cost for two K-9's (labs) would be under 10 thousand. I informed him that we would have to purchase two K-9's due to the TSA requirement of returning all property when withdrawing from the program. I informed him that we would not be able to obtain explosive training material and would have to train with another organization. He commented that he did not want to rely on any "other" organization.

Prior to December 20th, Nguyen approached me and told me that the "corporation" was reaching out to Senator Reed's office to seek relief from the K-9 program.

Nguyen stated that RIAC wanted to pay TSA fifty thousand dollars for them to supply their own K-9's. As a result of this conversation, I notified TSA FSD Dan Burch and advised him of the plan to off-load the K-9's. I also informed him of the lack of manpower and RIAC's expressed desire to minimally man the airport police department in the near future.

Regarding the K-9 program, RIAC was exploring several options to determine the best path forward with the primary goal being to maintain the program. The options being considered were:

- 1. Continuing the agreement with TSA, despite the fact that they had not funded the program for two years and had no intention of doing so in the future.*
- 2. Establishing an independent K-9 program, without TSA involvement, which would allow Mr. Perkins to better allocate officers' time for patrol and coverage — something he acknowledged would be beneficial.*
- 3. Advocating with TSA HQ or legislators to secure funding, as expressed openness to managing his own K-9 program if funding became available.*

Providing RIAC funds to TSA to help support their K-9 program, which would allow TSA to continue managing the program at no additional cost to RIAC.

In all of these options, RIAC was fully committed to maintaining the K-9 program. The challenge was to determine which approach was best given all the factors involved. Rather than contributing to this discussion, Mr. Perkins chose to spread inaccurate information, which risked unnecessarily straining the relationship between RIAC and TSA. His failure to grasp the bigger picture and his actions against RIAC ultimately undermined the decision-making process and jeopardized our efforts to preserve the K-9 program.

In October, I was asked by Nguyen to research GPS systems for the police cars. I advised him that the cruisers don't travel very far. He stated it was not about locating them; it was about knowing what they are doing. This request and project expanded to researching all RIAC vehicles (union). In the beginning of December, I was told to off-load this project to HR Investigator, David Silva.

On or about 11/25, RIAC hired retired Pawtucket Police Detective David Silva as Human Resources Investigator (a non-sworn civilian position). On 11/26, Nguyen emailed me and ordered me to get Axon BWC and IMC access and credentials for Mr. Silva (see email 14) Since that time, Mr. Silva has conducted several Internal Affairs investigations on members of the RIAC Police Department.

It is a common practice for organization to track assets. Mr. Perkins was fully onboard with the properties and equipment tracking program from the beginning. In fact, he expressed strong support for the initiative, noting that it was a common practice in other departments.

On January 14, Fire Chief Deckers relayed a conversation he had earlier that morning with Nguyen. Chief Deckers expressed his frustration over Nguyen's and RIAC's insistence on hiring non-union, sub-contracted firefighters. Chief Deckers stated he told Nguyen that he was down 5 firefighters and would hire trouble meeting the "FAA's mandatory index" for minimum staffing for the fire department. Deckers stated Nguyen told him RIAC was not hiring any more union firefighters.

According to Deckers, Deckers attempted to explain to Nguyen that hiring non-union was not a possibility for several reasons. Deckers stated Nguyen told him it was his job to make it happen.

It is unclear whether Mr. Perkins made misleading statements based on what he thought he heard or based on partial information, but he was not present to witness these conversations firsthand.

Safety Concerns

[REDACTED]

On or about 12/9, Nguyen informed me to compile a work plan for 2025. I submitted it as requested. I specifically included intentions to "hire". (see email & plan 15 & 16) On or about the first week of January, I observed Nguyen's complied "work plan" for the entire operations department. The copy was shared between Fire Chief Deckers, Deputy Fire Chief Vail, Director of Operations Willie Carter, and Director of Landside Ops Ryan Galligan. In Nguyen's completed plan, "hiring" within the police department section had been removed.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

On 1/16 I was provided with two public notices and violations issued by the City of Warwick Water Department. The first was a notice of "failure" for the airports domestic water line or fire line backflow devices failed their annual test. The other was a "failure to comply" to fix the issues. I was told that these failure conditions were continuous and had remained since the 2024 inspection, a failure from the previous year. (see photo 21 & 22)

As part of the annual domestic water backflow inspection, our vendor identified a number of failed valves, and we subsequently received a letter from the City regarding the issue. Prior to receiving this notification, we had already engaged with potential vendors via MPA to procure a vendor to fix and retest all the failed backflows. As of February 10, 2025, all failed backflows have been repaired and successfully passed the reinspection.

On or about 1/8, as a result of Nguyen's comments about police visibility, I requested each RIAC PD supervisor to weigh in on how RIAC PD could be more visible. I have attached each supervisors report to this report. It should be noted that one of the Lieutenant's report contains a 2018 agreement between CEO Ahmad and the Union. The agreement states the airport will maintain police department staffing levels of 27 in exchange for the police department giving up "fixed posts." The author of the report correctly points out that the airport is currently in violation of that agreement on both points.

Conclusion

Over the past 120 or so days, it has become obvious to me that the leadership and operation of the Rhode Island-Airport Corporation is an utter failure. It is my opinion, these failures, if not corrected in the immediate future will lead to a high- profile but preventable event.

This report is an overview of some of the more notable concerns. There are numerous minor incidents, events, and leadership failures that take place every day. Each of these, taken alone, may be trivial. Compiled together and witnessed by many, demonstrate an atmosphere of failure in the overall management and administration of the Rhode Island Airport Corporation. It should be noted that I have reported only a few failure examples that I have observed and directly affect the police department. I am aware of other leadership fiascos that have impacted other divisions within the corporation. During my hiring interview, I was told that RIAC wanted to hire a "change agent"

to "change the culture" of the police department. It is my opinion, after observing the atmosphere and the attitude of most all of the employees at RIAC, the only "culture change" that needs to take place is at the very top of the RIAC organization.

Based on the above, I recommend the control, the oversight, and the authority to lead the RIAC Police Department be handed over to an independent, impartial, individual from an outside police agency. Private individuals should not be allowed to govern and have authority over a police agency with a sworn public duty to enforce law and protect citizens.

It has become dear to me that I have been placed in a position to fail professionally. Since my hiring, I have repeatedly requested RIAC administrators make improvements inside the PD (hiring, policy, etc). All my requests have been denied. I have been tasked with carrying out ridiculous requests from a few civilians with authority, none of whom have any training and experience in the administration of public safety.

Offering and submitting this report excludes me from continuing in my current role. At the time of his choosing, I tender my resignation as Director of Security and Law Enforcement to Colonel Darnell Weaver of the Rhode Island State Police.

Exhibit A

Brittany Morgan Esq

From: Joseph Perkins <jperkins@PVDAirport.com>
Sent: Tuesday, November 12, 2024 4:29 PM
To: David Shinskey
Cc: Joseph Perkins
Subject: RE: RIAC PD 2025 proposed training calendar

Dave,

I am aware of the current state of our Policies and Procedures. Last week, I submitted a sample Rules and Regulations manual along with a “Written Directive” Policy for legal review. I know you are aware of the handicap of the/my/our situation; I need legal authority to issue directives, rules and regs, and policy and procedures. I cannot do that until I receive my POST Certification. Policy and Procedure cannot be issued until written directive authority is granted by the appointing authority.

I have already downloaded all my previous P&P and R&R on my desktop from my former accredited agency. Once I have been certified, I will reach out to RIAC and get the RI standards and compare them to what I have.

This is my priority when I become the “Chief”.

Thanks,
Joe

From: David Shinskey <DShinskey@pvdairport.com>
Sent: Tuesday, November 12, 2024 10:22 AM
To: Joseph Perkins <jperkins@PVDAirport.com>
Subject: RE: RIAC PD 2025 proposed training calendar

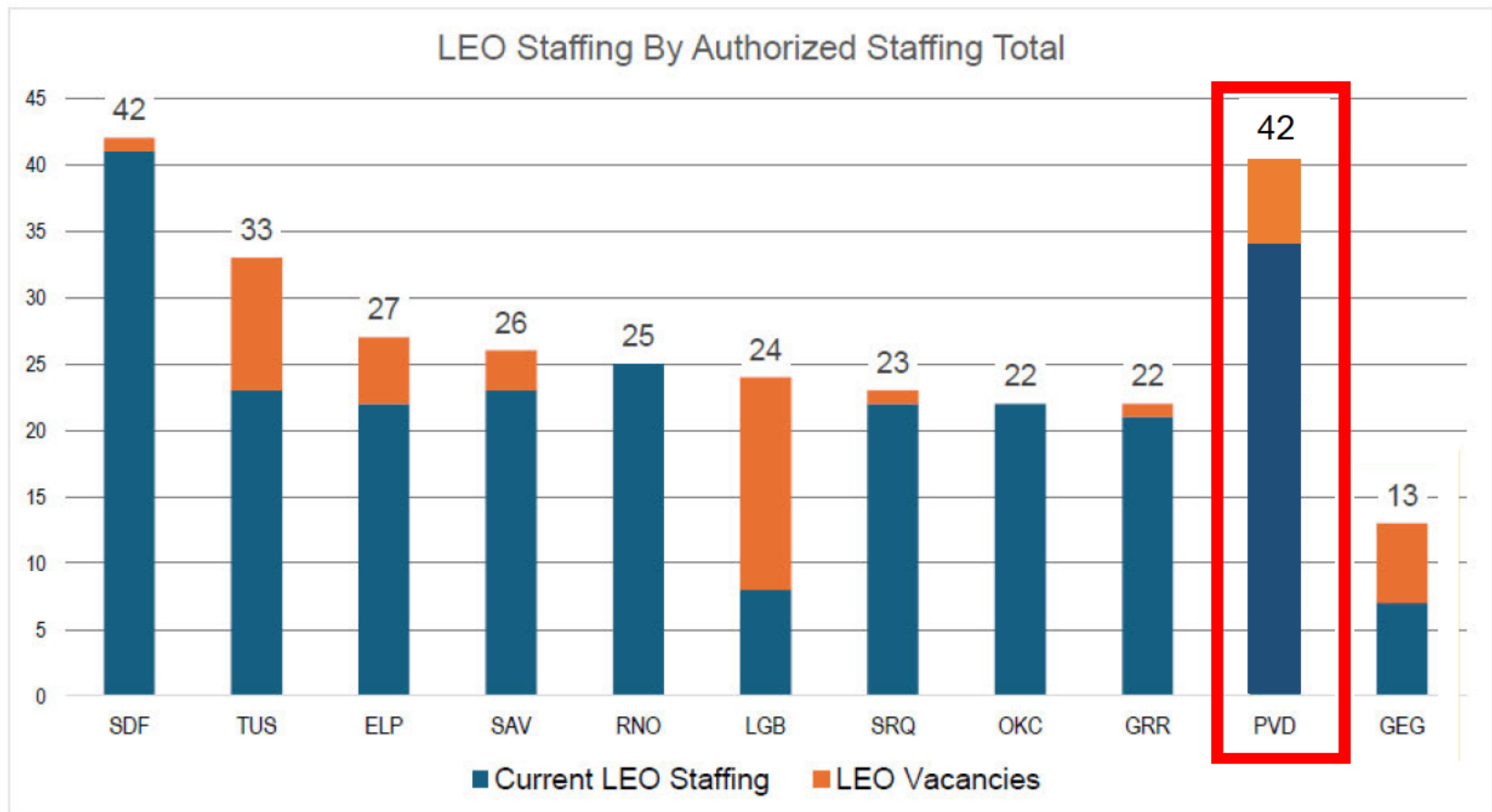
Chief,

One of the items referenced in the 2025 training matrix I sent you was All Threats Response, RIPAC Requirement 10.12 (even though we are not accredited), which referenced our Active Shooter Intervention Policy 310.02. The policy was never approved by RIAC Legal and remains in draft format on Power DMS therefore was never published. RIAC put a halt to Chief Ottaviano publishing any policies without the CEOs approval several years ago and we had a stack of draft policies that were never approved.



Policy Review		PowerDMS
-Biased Policing	RIPAC 2.8	PowerDMS
-Use of Force	RIPAC 2.19	PowerDMS
-Workplace Harassment	RIPAC 5.2	PowerDMS

Exhibit B



*SDF utilizes a Public Safety Officer model, combining Police and Fire Department duties

Exhibit C

Brittany Morgan Esq

From: Joseph Perkins
Sent: Monday, January 6, 2025 2:37 PM
To: Brittany Morgan Esq; Duc Nguyen P.E.
Subject: Lt pay Andrade talking points
Attachments: Lt pay Andrade.docx

Lieutenant Pay Grievance

1. No written request produced. Article 5 section 5.7
2. Under 5.7, could have refused if no written request.
3. Cannot demonstrate differences in job description between classes (Sergeant vs Lieutenant), as shown in level 2 hearing; cannot differentiate between Lieutenant "shift commander" and Sergeant "shift supervisor". Example: Nights B, Andrade seeking Lt's pay as "commander" with no Lieutenant, when on Days B, no "shift supervisor" a sergeant exists. Lieutenant and Sergeant interchangeable except for "training" as defined in job description.
4. No institutional need or requirement under 28.9.
5. Has been "grieved" for almost a year without notification.
6. Optimal span of control 1:5 (ICS FEMA). Average Law Enforcement span of control nationally is 1:7 (IACP) <https://www.policchiefmagazine.org/span-of-control-for-law-enforcement-agencies/?ref=b536e569e9e08a19d11b8188122e0f14>
7. Intro current RIAC ORG Chart Span of Control RIAC= A Days 1:2 or 1:0.5, A Nights 1:3 or 1:1, B Days 1:3, B nights 1:2, K9U 1:2...No need for an acting Lieutenant...justification from union- rebuttal why do we have sergeants?

Documents

Published General Orders

- 100.01 Police Standards of Conduct and Ethical Behavior
- 100.02 Anti-Biased Policing Policy
- 100.03 Law Enforcement Role and Limits of Authority
- 100.04 Duty to Obey
- 110.01 Organizational Structure
- 110.02 Notification to the Chief
- 110.03 Written Directive System
- 110.04 Annual Goals and Objectives
- 130.01 FAA Notifications
- 300.01 Use of Force
- 310.02 Body Worn Cameras
- 310.04 Bulk Cash Investigations
- 310.05 Arrests
- 310.06 Firearms at TSA Screening Checkpoint
- 340.01 Firearms Training and Safety
- 360.01 Assisting RI Division of Sheriffs Extraditing at PVD
- 370.01 International Flight Operations
- 380.01 Passenger Removal from Aircraft
- 410.01 Dispatching Aircraft Alerts
- 420.01 Dispatch Crash Phone Test
- RIAC 3.04 Tolerance and Diversity Policy



Find Anything

Inbox Help

Memo to Patrols



Memo to Badging Office ref Scheduled appointment...

Patrols

to Badging Office ref Scheduled appointments 04-13-2011 - L...

010.6 - TSA New Pat-Down Procedures reviewed 20201119

ed General Orders

01 Police Standards of Conduct and Ethical Behavior

02 Anti-Biased Policing Policy

03 Law Enforcement Role and Limits of Authority

04 Duty to Obey

01 Organizational Structure

02 Notification to the Chief

03 Written Directive System

04 Annual Goals and Objectives

0.01 FAA Notifications

0.01 Use of Force

0.02 Body Worn Cameras

0.04 Bulk Cash Investigations

10.06 Arrests

10.06 Firearms at TSA Screening Checkpoint

40.01 Firearms Training and Safety

350.01 Assisting RI Division of Sheriff's Extrajudging at PVD

32017



Info

Status

Published (07/26/2021)
New (05/12/2021)

Document Name

Memo to Badging Office ref Scheduled ap
04-13-2011 - LDM

Description

Badging

Folder

Memo to Patrols

Tagged With

(Not Tagged)

Links

Related Standards

(None)



RHODE ISLAND AIRPORT POLICE DEPARTMENT

T. F. Green Airport • 2000 Post Road • Warwick, R.I. 02886
Phone (401) 691-2244 • Fax: (401) 691-2566



Leo D. Messier
Chief of Police

TO: BADGING OFFICE
FROM: CHIEF LEO D. MESSIER
DATE: APRIL 12, 2011
SUBJECT: SCHEDULED APPOINTMENTS

Effective April 13, 2011, the following procedures will be followed in reference to the scheduling of any appointments in the Badging Office:

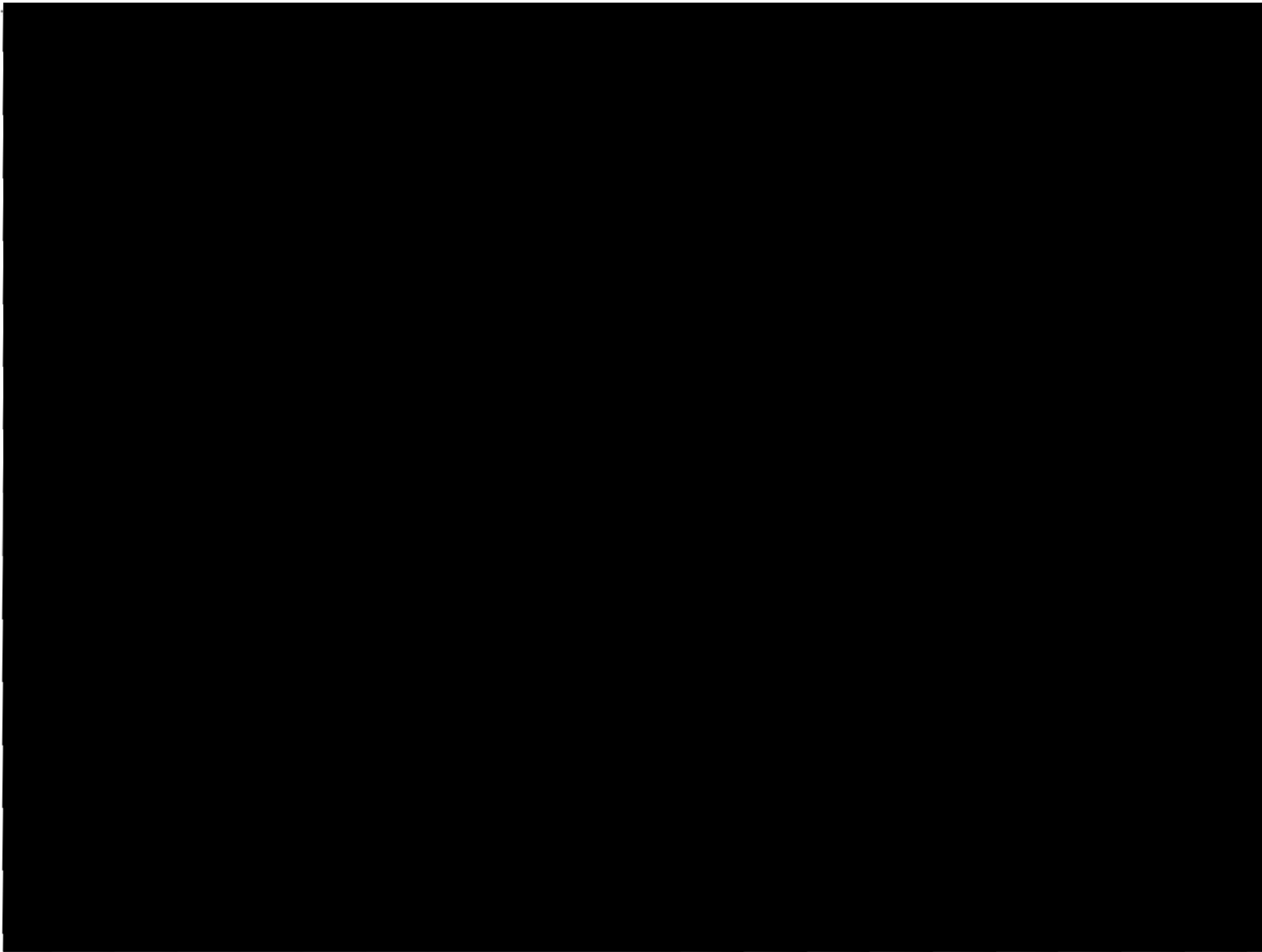
- A Badging Appointment Calendar Log will be kept situated in the Badging Office for each date. At the end of each day, the Badging Office will send the next day's scheduled Badging appointments, via email, to the Captain and Police Chief.

The Badging Appointment Calendar Log will contain the following information:

- Obtain the name of the individual
- Contact telephone number(s) where they can be reached in the event that their appointment needs to be re-scheduled

2

YOU'VE SIGNED THIS DOCUMENT



4

Joseph Perkins

From: John Deckers
Sent: Friday, October 18, 2024 11:22 AM
To: Duc Nguyen P.E.; Joseph Perkins; Willie R. Carter Jr., C.M.; Tim Pimental; Justin Vail; Ryan Galligan
Subject: Standard format for SOPs - one example
Attachments: Standard SOP Format example.docx

Per our conversation yesterday, here is the sample that DC Vail created.

Let us know your thoughts.

Joseph Perkins

From: Joseph Perkins
Sent: Tuesday, November 26, 2024 4:36 PM
To: Duc Nguyen P.E.
Subject: RIAC PD Rules and Regulations FOR LEGAL REVIEW
Attachments: RIAC PD R&R proposal.docx

Duc,

As requested.

JP

Joseph Perkins

From: Joseph Perkins
Sent: Friday, December 6, 2024 12:47 PM
To: Duc Nguyen P.E.
Subject: RIAC PD R&R proposal.docx FOR LEGAL REVIEW
Attachments: RIAC PD R&R proposal.docx

Duc,

Attached is the proposed and completed Rules and Regulations packet for the Police Department. Content is 100% complete. There are a couple highlights I had to leave in for discussion on how to implement (legally).

Thanks,
Joe

9:55



7



Duc >

Thursday 2:16 PM

I shared that in teams with you and Chuk. I figured out how

Today 9:48 AM

Are you aware of DHS police being onsite? There were three of them at the information desk this morning.

Only because I saw them by the sailboat when I walked in. I immediately went to the PD and asked. PD had no prior notification that they were here. Said they were a TSA Viper Team

Edited

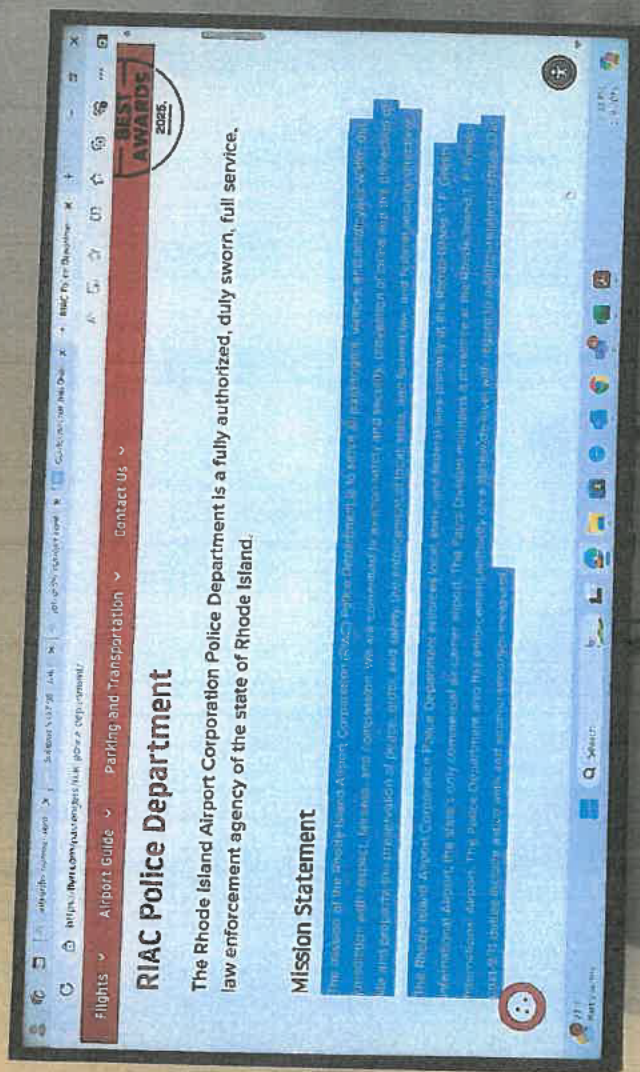
Can we find out why they are here? And why there was no notifications to PD or RIAC?

I will try sure

Delivered

Just curious. They are in our house and we were not informed.





RIAC Police Department

The Rhode Island Airport Corporation Police Department is a fully authorized, duly sworn, full service, law enforcement agency of the state of Rhode Island.

Mission Statement

The mission of the Rhode Island Airport Corporation (RIAC) Police Department is to serve all passengers, visitors, and employees within the jurisdiction with respect, fairness, and compassion. We are committed to ensuring safety and security, preservation of property, and the prevention of crime. We are also committed to the preservation of public safety and security, and to the enforcement of local, state, and federal laws, and to the protection of the public.

The Rhode Island Airport Corporation Police Department enforces local, state, and federal laws within the jurisdiction of the Rhode Island Airport. The Police Department also provides a variety of services to the public, including: traffic enforcement, criminal investigations, and community outreach. The Police Department is committed to providing the highest quality of service to the public, and to the protection of the public.

Joseph Perkins

From: Duc Nguyen P.E.
Sent: Thursday, January 9, 2025 2:39 PM
To: Joseph Perkins
Subject: Police Department Mission Statement

Hello Joe,

On our website, [RIAC Police Department - Rhode Island T. F. Green International Airport | PVD](#), the following is the current Mission Statement and we might want to revise it:

Mission Statement (Current)

The mission of the Rhode Island Airport Corporation (RIAC) Police Department is to serve all passengers, visitors, and employees within our jurisdiction with respect, fairness, and compassion. We are committed to aviation safety and security, prevention of crime and the protection of life and property, the preservation of peace, order, and safety, the enforcement of local, state, and federal law, and federal security directives.

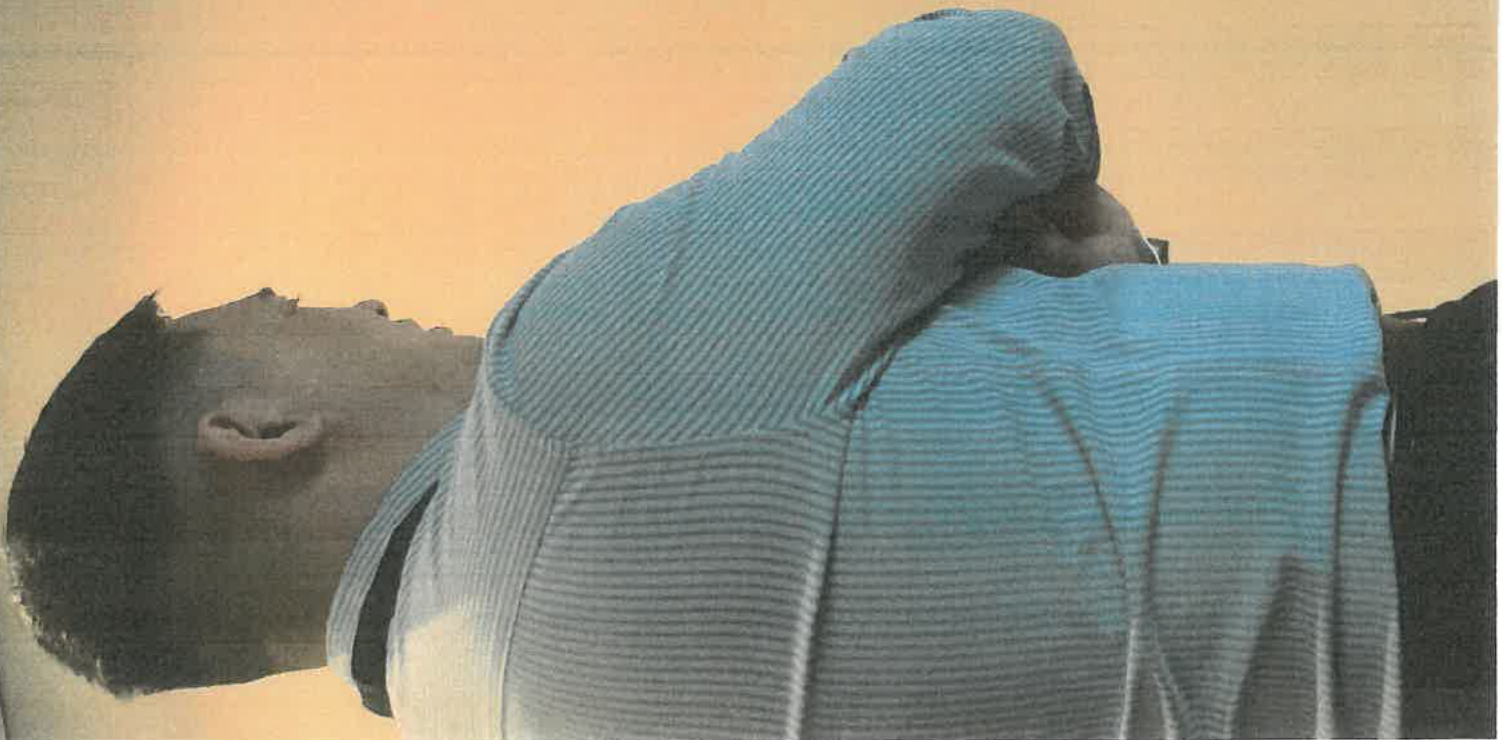
The Rhode Island Airport Corporation Police Department enforces local, state, and federal laws primarily at the Rhode Island T. F. Green International Airport, the state's only commercial air-carrier airport. The Patrol Division maintains a presence at the Rhode Island T. F. Green International Airport. The Police Department also has enforcement authority on a statewide level with regard to aviation-related matters. Our post-9/11 duties include active anti- and counter-terrorism measures.

Mission Statement (Revised)

The mission of the Rhode Island Airport Corporation (RIAC) Police Department is to create a safe, welcoming, and customer-friendly environment for all passengers, visitors, and employees at Rhode Island T.F. Green International Airport. We are committed to serving the public with respect, courtesy, and compassion, prioritizing a positive experience while ensuring the highest standards of safety and security.

Through soft policing practices, we focus on proactive engagement, building trust, and providing support, while maintaining peace, order, and the protection of life and property. Our officers are dedicated to preventing crime, responding to concerns with professionalism, and upholding local, state, and federal laws in a manner that is approachable and customer-centered.

The RIAC Police Department works collaboratively with federal, state, and local agencies to address security and aviation-related matters, ensuring a seamless and secure experience for all. In today's evolving security landscape, we emphasize readiness in addressing emerging threats, including cyber security and public safety challenges, while fostering a calm and friendly atmosphere so that passengers and staff feel safe, supported, and valued throughout their time at the airport.



Joseph Perkins

From: Brian Dorris <Brian_Dorris@unifirst.com>
Sent: Thursday, January 16, 2025 4:20 PM
To: Duc Nguyen P.E.; Joseph Perkins
Subject: RE: Uniform
Attachments: Return Exchange Form.pdf; ApparelDirectMall Order Confirmation

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

When you are done with the samples, please ship them back using the return form attached and print out the order confirmation e-mail attached. It has the order number on it.

When the shipping confirmation comes, I will forward to you so you know to be expecting their arrival.

UniFirst Corporation
Attn: Returns
2801 UniFirst Drive
OWENSBORO, KY 42301-7701

Brian Dorris

Apparel Program Sales Executive

UniFirst Corporation
9951 Inkster Rd.
Taylor, MI 48180
248.786.9703
Brian_Dorris@UniFirst.com

UniFirst

CORPORATE APPAREL DIRECT



From: Duc Nguyen P.E. <dnguyen@flyri.com>
Sent: Thursday, January 16, 2025 4:11 PM

Joseph Perkins

From: Duc Nguyen P.E.
Sent: Tuesday, September 17, 2024 4:03 PM
To: Joseph Perkins
Subject: FW: Security of R.I. T.F. Green International Airport

Hello Joe,

[REDACTED]

R/

Duc

From: Duc Nguyen P.E. <dnguyen@PVDAirport.com>
Sent: Thursday, September 12, 2024 5:12 PM
To: David Shinskey <DSHinskey@pvdairport.com>; RIAC PD-Supervisors <RIAP-Supervisors@pvdairport.com>
Subject: RE: Security of R.I. T.F. Green International Airport

[REDACTED]

R/

Duc

From: David Shinskey <DSHinskey@pvdairport.com>
Sent: Thursday, September 12, 2024 10:56 AM
To: Duc Nguyen P.E. <dnguyen@PVDAirport.com>
Cc: RIAC PD-Supervisors <RIAP-Supervisors@pvdairport.com>
Subject: Security of R.I. T.F. Green International Airport

[REDACTED]

FW: [EXTERNAL] RI State Police Invoice - January 2025

DN Duc Nguyen P.E.
To Joseph Perkins
Cc Brittany Morgan Esq
RIAC January 2025.pdf
135 KB

Reply Reply All Forward
Wed 12/17/2024 1:13 PM

Hello Joe,

Could we receive a monthly report detailing the work Peter has done for us? We're paying \$12,500 each month, and I'm unclear on the specific services we are receiving in return. Before I approve the invoice, I review a report of the work completed in the prior month, as we are being charged in advance for services that haven't yet been provided. Please let me know if you'd like to discuss this further.

R/
Duc

From: Patia Bertram <Patia.Bertram@risp.gov>
Sent: Wednesday, December 18, 2024 2:21 PM
To: Chris Ptk <cpik@pvdairport.com>
Cc: Duc Nguyen P.E. <dnguyen@flyri.com>
Subject: [EXTERNAL] RI State Police Invoice - January 2025

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hello,

Attached is the Invoice for January services.

Thank you,
Patia

Patia Bertram

13

Hull, James A., CIV, NAVWARC... Naval War College International SeaPower Symposium (ISS26)
CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.
Fernandes, Christopher G., LC... RE: '[EXTERNAL]' RE: Office Call for ISS-26
CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.
Lorne Clause Employee Recognition Event 12.18.24

Tue 12/17/2024 1:13 PM 105 KB
Tue 12/17/2024 12:43 PM 372 KB
Tue 12/17/2024 11:04 AM 39 KB

Joseph Perkins

From: Duc Nguyen P.E.
Sent: Tuesday, November 26, 2024 4:36 PM
To: Joseph Perkins
Cc: David Silva
Subject: Axon and IMC

Hello Joe,

Please work with David and get him access to Axon and IMC.

R/
Duc

Joseph Perkins

From: Joseph Perkins
Sent: Monday, December 9, 2024 12:58 PM
To: Duc Nguyen P.E.
Subject: 2025 PD Work Plan.xlsx
Attachments: 2025 PD Work Plan.xlsx

Duc,

Please let me know if you have any other recommendations to add to the plan.

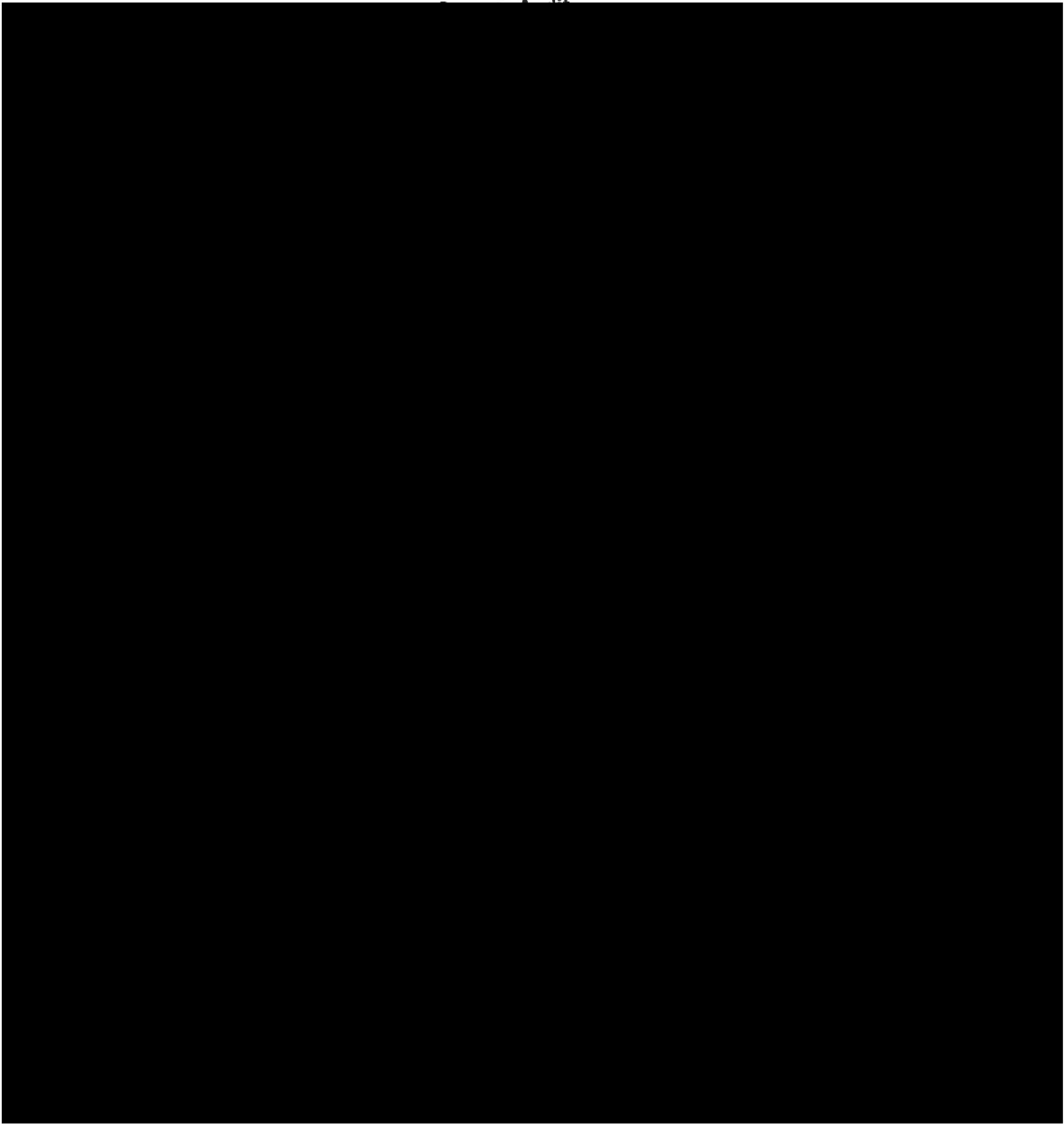
Joe

Police Department Work Plan 2025

Project	Estimated start	Estimated finish	Estimated work (in hours)	Estimated duration	Actual start	Actual finish	Actual work (in hours)	Actual duration (in days)	Notes
Uniforms	10/15/2024	3/15/2025	24	150	12/3/2025				Samples en route 12/3/2024
Evidence Room Audit	11/15/2024	2/15/2025	16	90	1/6/2025				
Post Certification	1/15/2025	1/29/2025	80	14	1/15/2025				
P&P R&R Benchmarking	12/6/2024	9/1/2025	400	265	12/6/2024				1st sample legal review
Hiring	1/5/2025	8/1/2025	30	206					PT Test Scheduled
Dept. Restructure	12/2/2024	12/2/2025	52	360					
Annual Dept. Training	3/4/2025	3/6/2025	95	2	3/4/2025				
Quarterly Emergency Respons	12/9/2024	3/15/2025	24	96					
Safety Monitoring-GPS	1/15/2025	2/15/2025	200	30					

Joseph Perkins

From: Gennaro J. Slaughter
Sent: Thursday, September 19, 2024 9:29 AM
To: Joseph Perkins
Subject: Camera Audit



Joseph Perkins

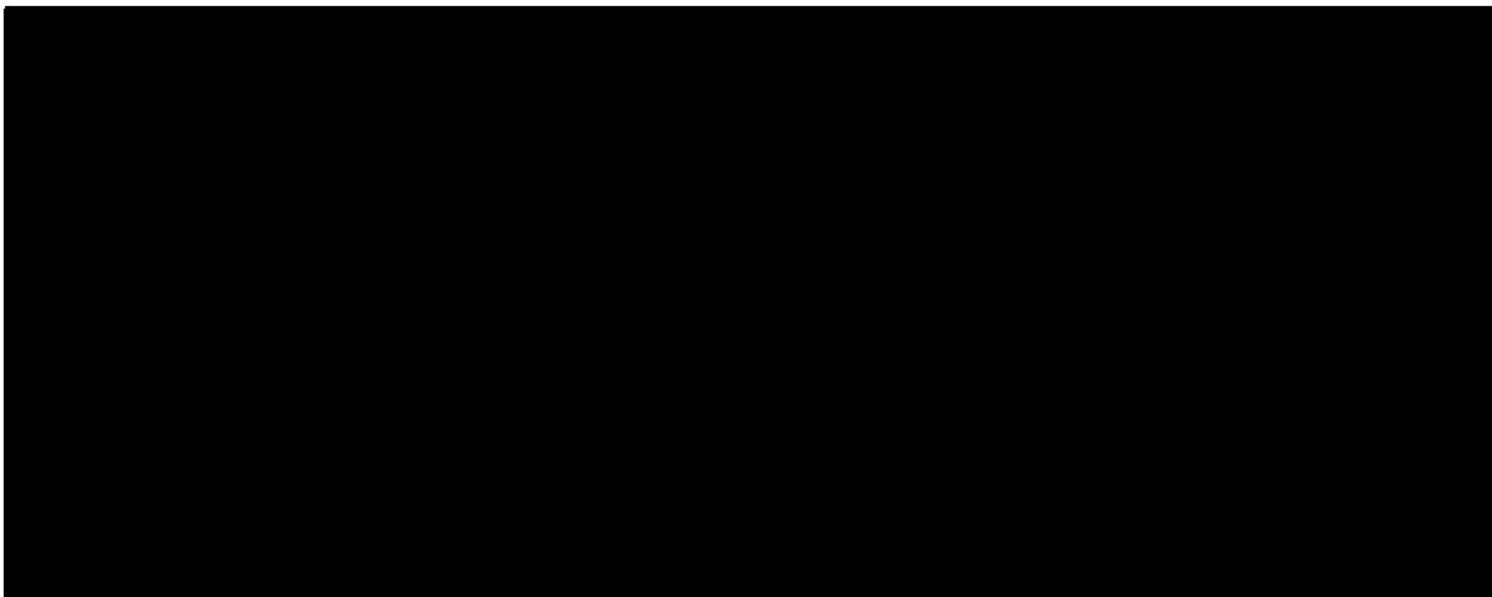
From: Gennaro J. Slaughter
Sent: Sunday, January 5, 2025 2:40 PM
To: Kevin Michaud
Cc: Joseph Perkins
Subject: Cameras

Follow Up Flag: Follow up
Flag Status: Flagged

Joseph Perkins

From: Kevin Michaud
Sent: Tuesday, December 31, 2024 7:57 AM
To: Joseph Perkins
Subject: Vehicle Gates

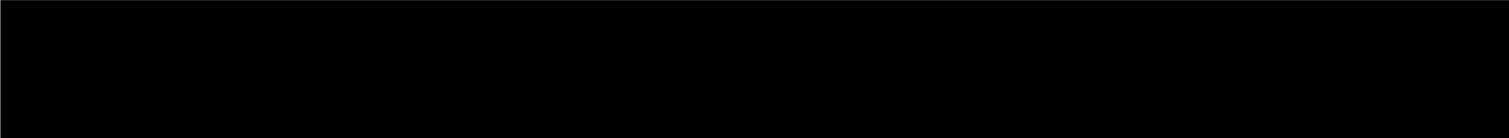
Follow Up Flag: Follow up
Flag Status: Flagged



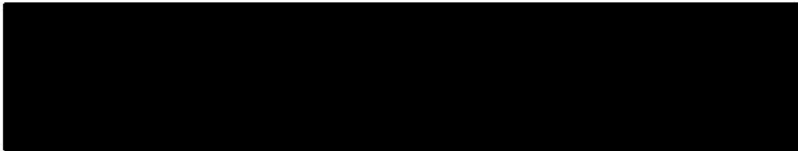
Joseph Perkins

20

From: Michael Mefford
Sent: Tuesday, January 21, 2025 4:19 AM
To: RIAC PD-Supervisors
Cc: RIAC-Dispatchers
Subject: RE: Vehicle Gate 37 & 38 OOS



From: Matthew Andrade <mandrade@pvdairport.com>
Sent: Monday, January 20, 2025 12:12 AM
To: RIAC PD-Supervisors <RIAP-Supervisors@pvdairport.com>
Subject: Vehicle Gate 37 & 38 OOS



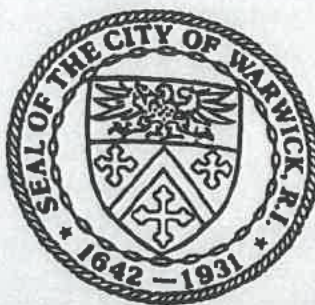
R/s
Sergeant Andrade

21

Terry Dipetrillo
Division Chief

Michael St. Pierre
Business Manager

Frank J Picozzi
Mayor



Warwick Water Division

Backflow Prevention Device Failure Notice
935 Sandy Lane Warwick, RI 02889
Tel (401) 738-2008 • Fax (401) 732-0616

Date: January 8, 2025

FAILED

Dear Business Owner:

Our records indicate that your domestic waterline or fire line backflow devices have failed the annual test.

Annual testing of the backflow prevention device is required by The State of Rhode Island Department of Health cross connection control regulations pursuant to the provisions of Rhode Island General Law §46-13-22. This letter is to inform you that you must maintain and test the containment backflow prevention device on your water. Failure to provide us with a passing test report within 30 days of this letter will result in termination of water.

The tester must forward a copy of the completed test report using the Warwick Water Division's backflow testing form, which can be found at www.warwickri.gov/water-division sent to the Warwick Water Division no later than February 7, 2025. We require that you send only the test report for the backflow devices on the main waterline in vicinity of the meter.

**** Failed test results in termination of water****

Warwick Water Division
401-921-9738

2000 Post Rd. (12 Failed)

22

Terry Dipetrillo
Division Chief

Frank J Picozzi
Mayor

Michael St. Pierre
Business Manager



Warwick Water Division

Backflow Prevention Device Failure Notice
935 Sandy Lane Warwick, RI 02889
Tel (401) 738-2008 • Fax (401) 732-0616

Date: January 2, 2025

FAILURE TO COMPLY

Dear Business Owner:

Our records indicate that your domestic waterline or fire line backflow devices have not complied with the annual testing.

Annual testing of the backflow prevention device is required by The State of Rhode Island Department of Health cross connection control regulations pursuant to the provisions of Rhode Island General Law §46-13-22. This letter is to inform you that you must maintain and test the containment backflow prevention device on your water. If we have not received a passing test report within 60 days of the date of this letter you may have an interruption of service.

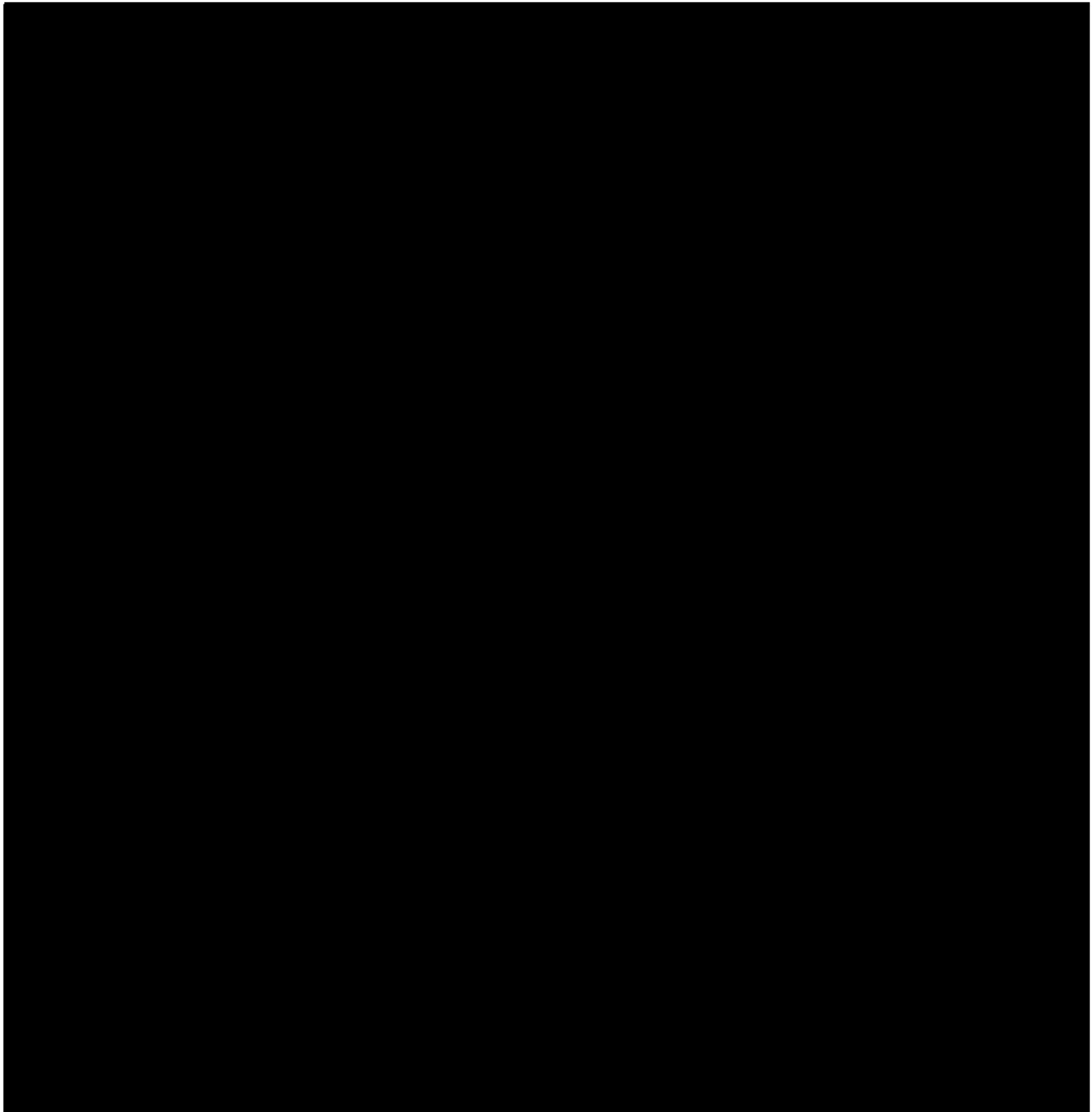
The tester must forward a copy of the completed test report using the Warwick Water Division's backflow testing form, which can be found at www.warwickri.gov/water-division sent to the Warwick Water Division no later than **March 3, 2025**. We require that you send only the test report for the backflow devices on the main waterline in vicinity of the meter.

**PLEASE SEND COMPLETED FORMS TO: BACKFLOW@WARWICKRI.GOV OR BRING TO
935 SANDY LANE WARWICK RI 02889**

Warwick Water Division
401-921-9738

Joseph Perkins

From: Steven M. McElroy
Sent: Thursday, January 9, 2025 10:17 AM
To: Joseph Perkins
Subject: PD Visibility
Attachments: 651-18 Grievance Settlement.pdf



SETTLEMENT AGREEMENT

This Settlement Agreement is entered into by and between Rhode Island Council 94, A.F.S.C.M.E (the "Union") and Rhode Island Airport Corporation ("RIAC") (collectively the "Parties").

WHEREAS, the Union filed grievance No. 651-18, G.2018-04, L.2873 CA-Health & Safety on October 1, 2018.

WHEREAS, the Parties have agreed that it is in their best interest to avoid the costs and uncertainty involved in arbitrating the Grievance and to resolve any and all claims and disputes between them arising out of facts, events, or conduct leading up to or related in any way to the Grievance, on the terms and conditions set forth below;

NOW, THEREFORE, the Parties hereby agree as follows:

1. RIAC agrees to maintain the sworn police staff, at twenty-seven (27), consisting of the combination of the following ranks: airport police officer, airport police sergeant, airport police lieutenant and airport police inspector and will post any vacancy that would result in less than 27 sworn police officers within thirty (30) days of said vacancy. In exchange, the Union will agree to no assigned posts, and all previous MOAs referencing assigned posts are hereby void only to the extent such MOA sets forth assigned posts.
2. This settlement will be non-precedent setting.

For Rhode Island Airport Corporation

For the Union:

1-Ah

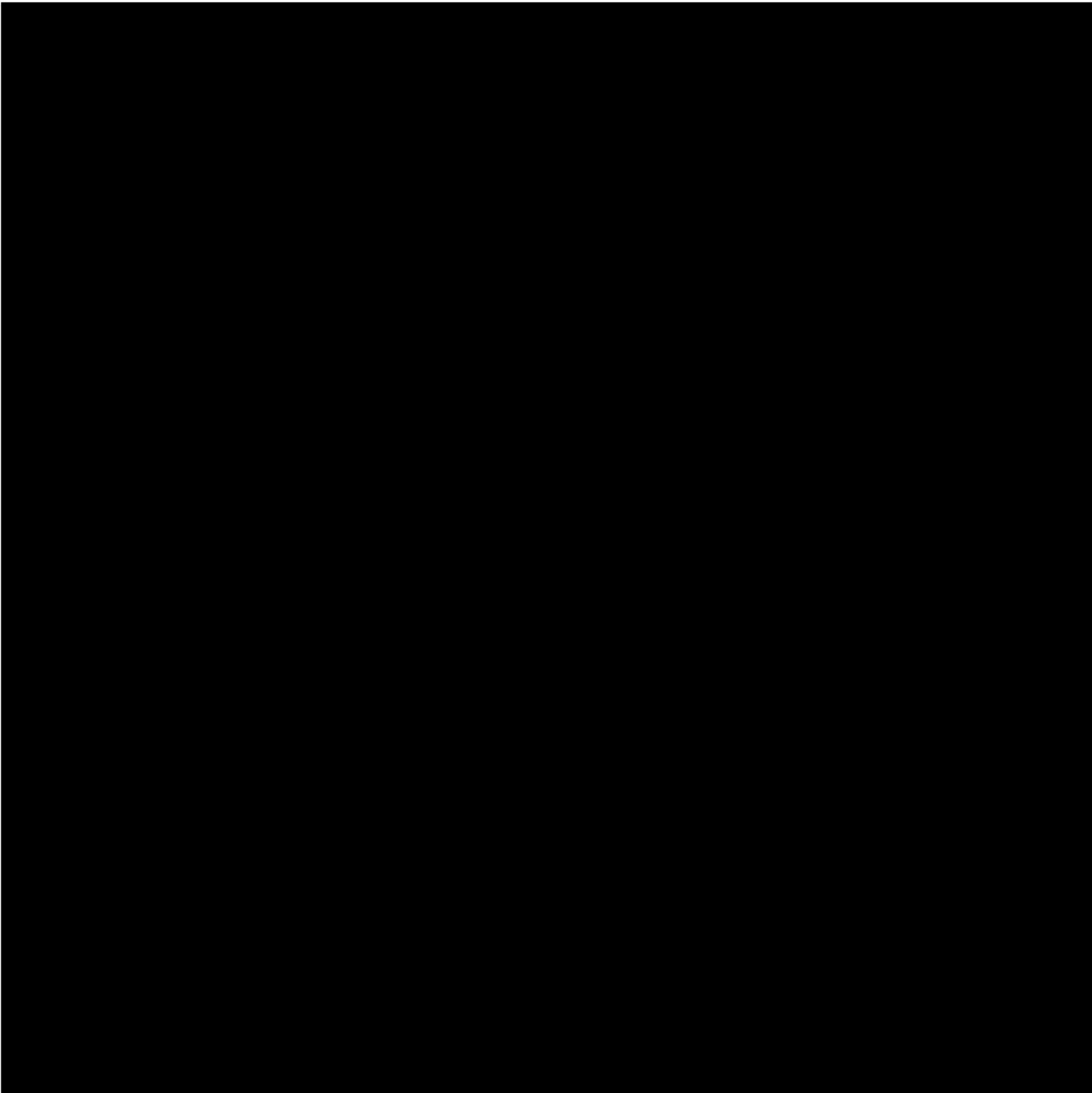
Robert M. Swartz

Date: 11/15/18

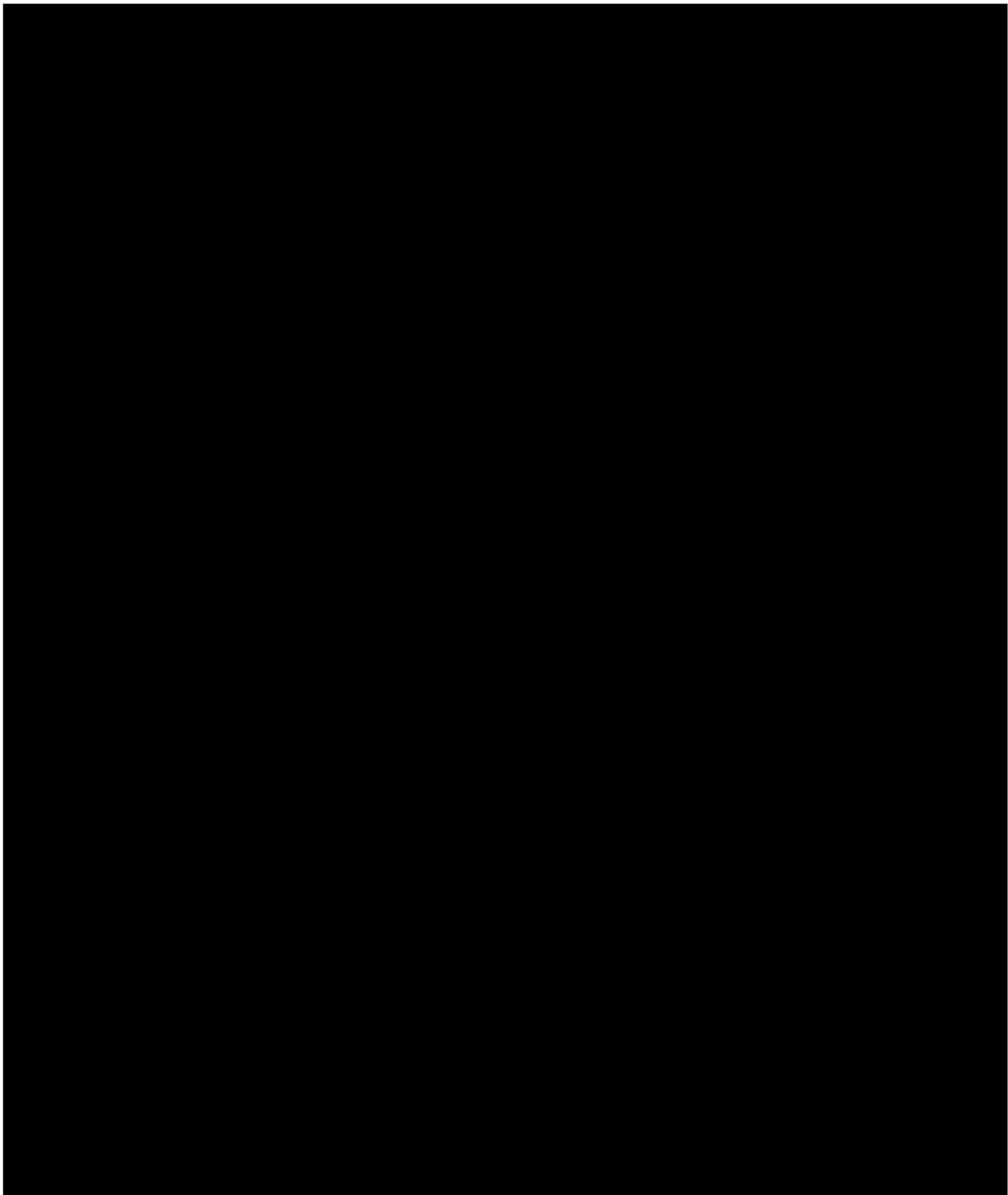
Date: 11/15/18



January 9th, 2025



100-1000



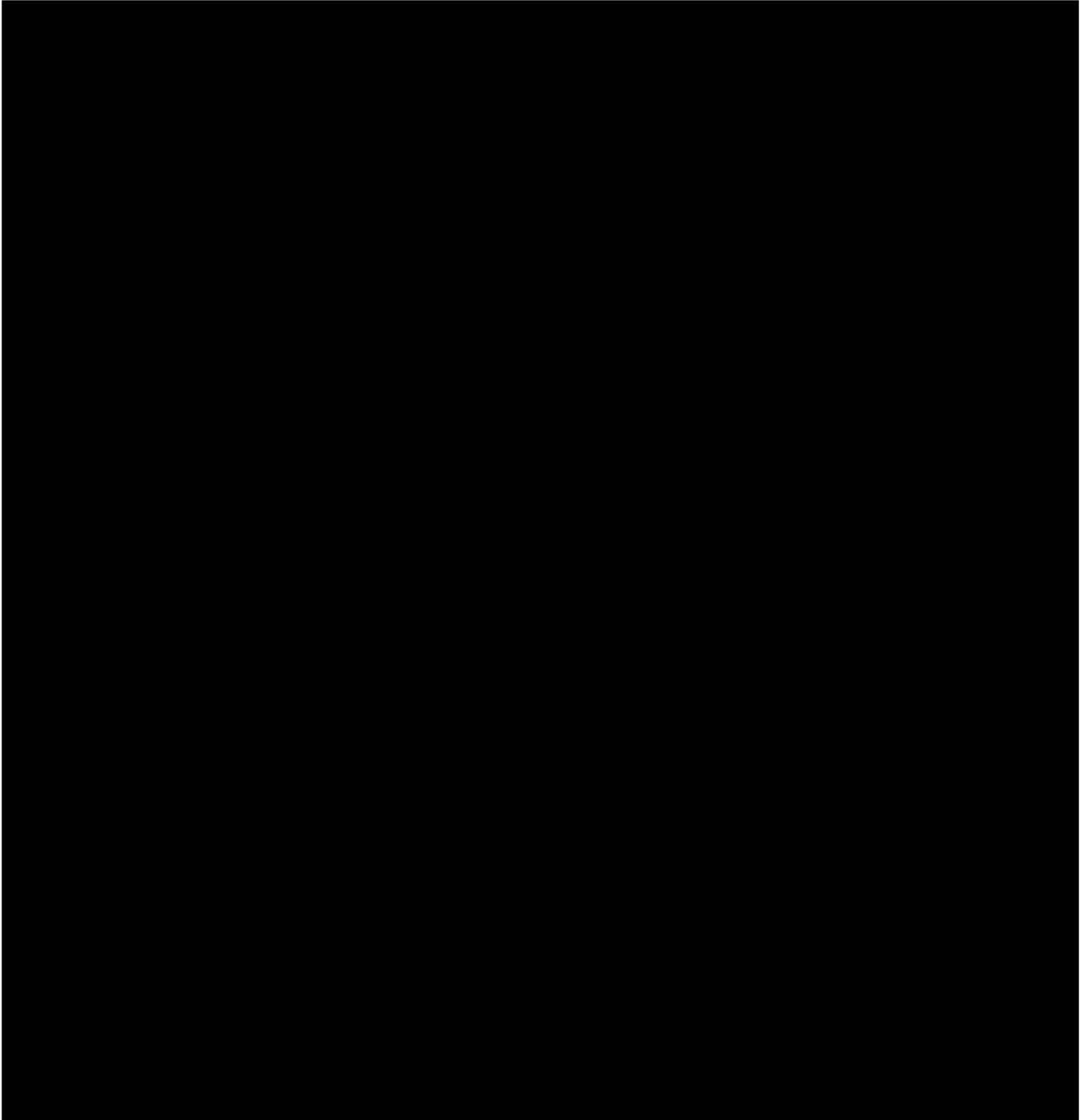
Joseph Perkins

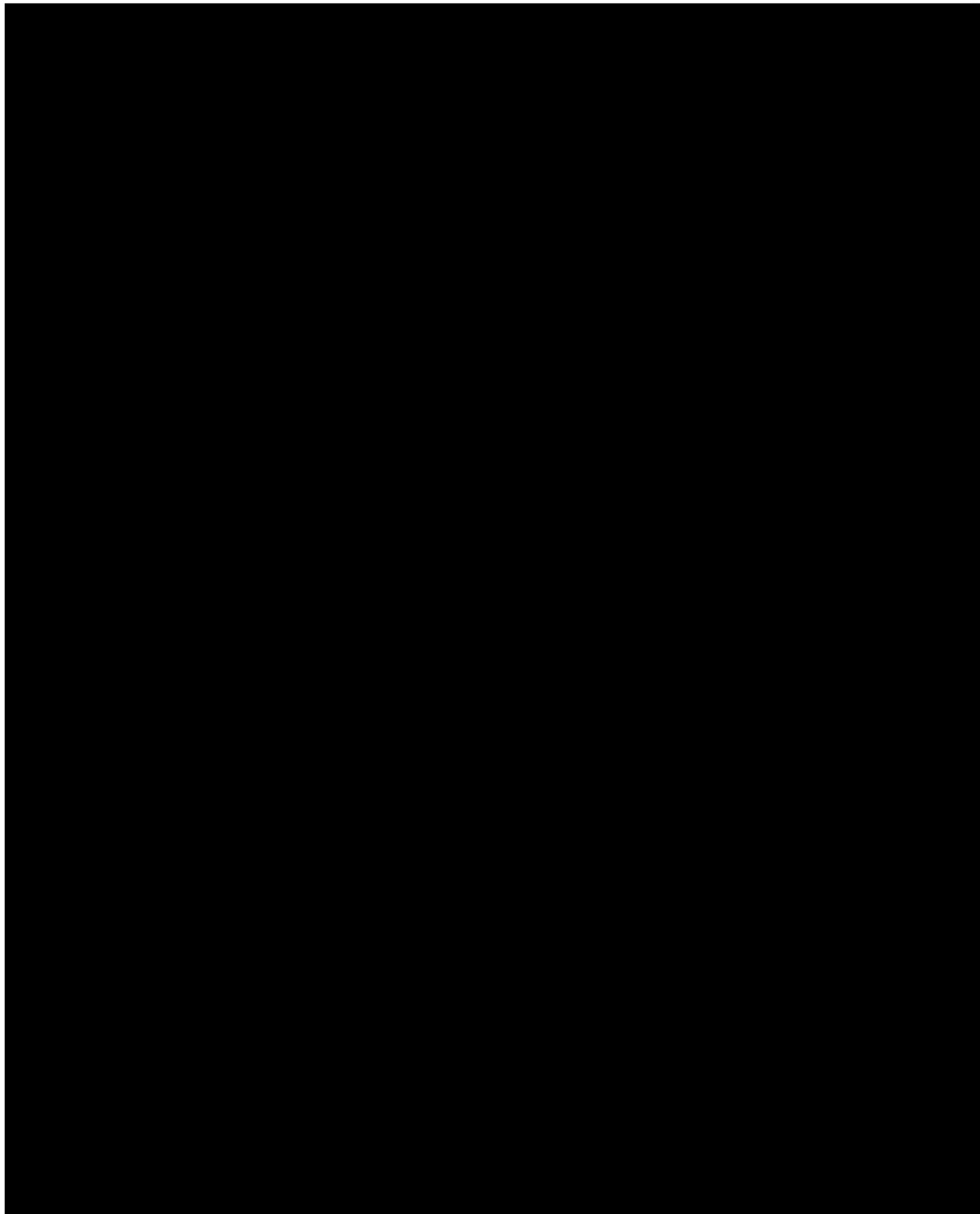
From: Michael Mefford
Sent: Saturday, January 11, 2025 4:10 AM
To: Joseph Perkins
Subject: Recommendations

Joseph Perkins

From: Matthew Andrade
Sent: Friday, January 10, 2025 6:24 AM
To: Joseph Perkins
Subject: RE: Recommendations

01/13/2025



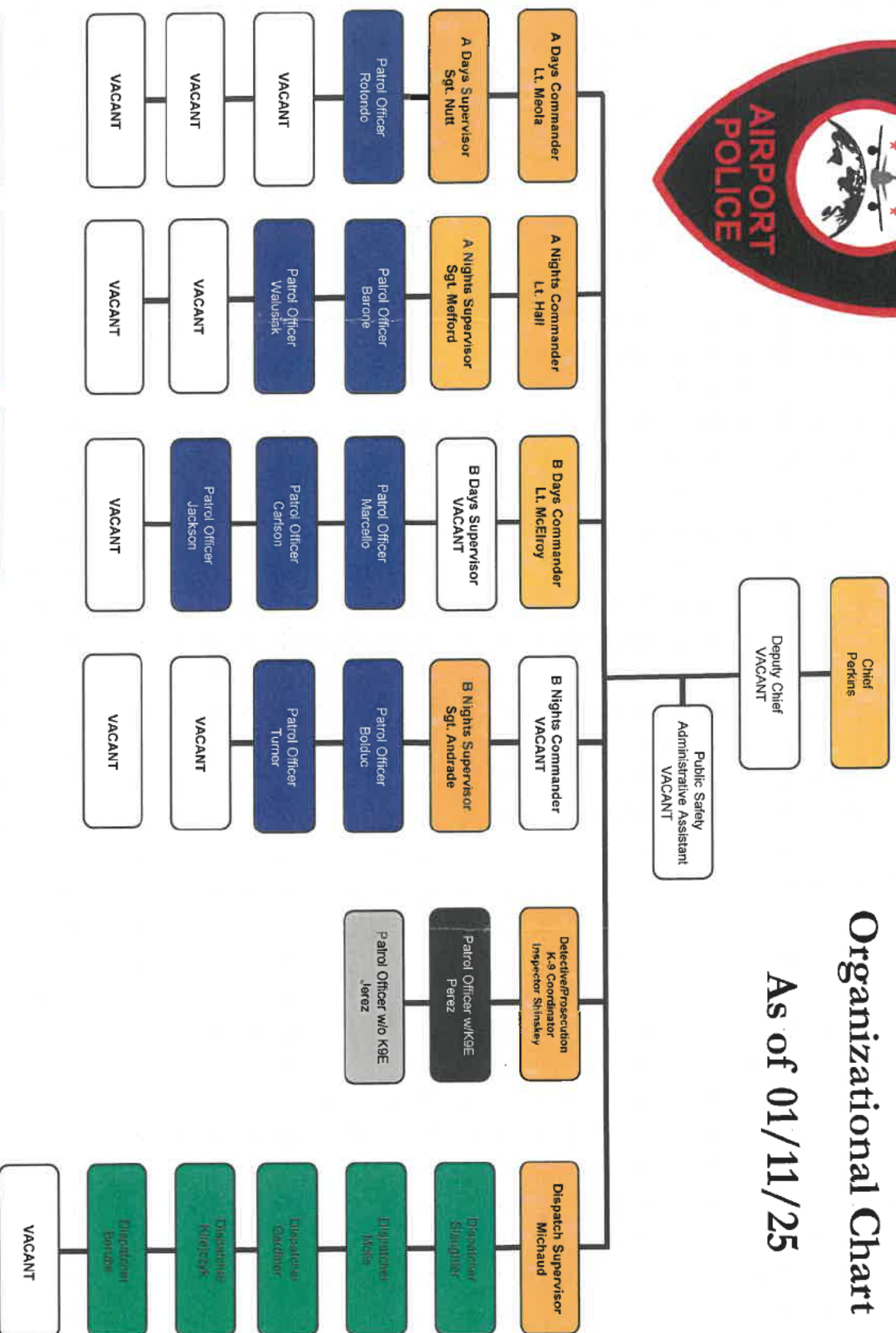






Rhode Island Airport Police Organizational Chart

As of 01/11/25



- Minimum manning is 1 supervisor and 2 patrol
- Each shift allowed 1 supervisor and 1 patrol off