

NORTH MIAMI POLICE DEPARTMENT MEMORANDUM



To: Marc Elias Jr.
Chief of Police

Date: April 10, 2012

From: Deborah Futch
Background Investigator

Subject: Jonathon Aledda
Certified Police Officer Applicant

After a thorough check of the applicant's background, it is recommended that the applicant:

Marc Elias Jr. 4/13/12 Be removed from the eligibility list
Chief of Police Eligible to re-apply (Dated:)

Proceed to the next phase of hire

Major Shinn 4/12/12 Be removed from the eligibility list
Administrative Major Proceed to the next phase of hire

Neal Cuevas 4/12/12 Be removed from the eligibility list
Administrative Commander Proceed to the next phase of hire

Deborah Futch 4/10/12 Be removed from the eligibility list
Background Investigator Proceed to the next phase of hire

cc: Personnel Administration

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Subject: Background Investigation
Jonathon Aledda

PERSONAL

The applicant, Jonathon Mathew Aledda, has applied for the position of Certified Police Officer. He is 25-years of age, single and resides with his parents in Doral.

PRE EMPLOYMENT INTERVIEW

On 02/27/12, Mr. Aledda responded to the North Miami Police Department for the purpose of a personal interview. He was prompt and appeared professional and articulate. Mr. Aledda was asked questions pertaining to his PHQ in order to better facilitate the completion of his background investigation.

CURRENT EMPLOYMENT

Mr. Aledda is currently unemployed.

PREVIOUS EMPLOYMENT

Self-Employed Personal Trainer
From: 06/2009 to 08/2009

Mr. Aledda trained neighbors aerobically using weights and cardiovascular exercise. He discontinued training when he moved to Tallahassee to attend Graduate School.

University of Miami Wellness Center
1211 Dickinson Drive
Miami, FL. 33146
Position Held: Operations Assistant/Front Desk
From: 08/2007 to 05/2008

A request for information was returned by the Assistant Director of Facilities, Mr. Alan Rose. Mr. Rose confirmed Mr. Aledda's dates of employment and that he left due to his graduation. There were no complaints or reprimands and he is eligible for re-hire. He indicated that Mr. Aledda had a good record for punctuality and dependability and a good work performance rating. He did not abuse sick time and he got along well with other employees. He concluded by stating that Mr. Aledda is an "Outstanding young man and employee, detail oriented, reliable, responsible, hard-working, and respectable".

University of Miami Intramurals
1211 Dickinson Drive
Miami, FL. 33146
Position Held: Intramural Basketball Referee
From: 05/2005 to 08/2005

Same as above

Synergy Systems Rehab/Fast Fitness
1300 Post Rd East
Westport, CT 06880
Position Held: Physical Therapy Asst/Front Desk
From: 01/2003 to 07/2004

Pending

APPLICATIONS WITH OTHER LAW ENFORCEMENT AGENCIES

Coral Springs PD	02/2012	Not selected/Oral*
Key West PD	02/2012	App. Only/Not yet reviewed per Ofc. Gray
Hollywood PD	02/2012	In Process**
Ft Lauderdale PD	01/2012	Selected to move forward/Not yet scheduled per Inv Raymond
Doral PD	12/2011	In Process (Per Ofc. Alech)
Miami PD	11/2011	In Background Stage per Det. Robinson
Coral Gables PD	10/2011	Pending Background per Rodriguez
Tampa PD	10/2011	Name will be given to Chief in April for approval to hire***
Miami Beach PD	10/2011	In Process per Det. Perkins
Sarasota PD	04/2011	Withdrew per Inv. Rossnagle
US Air Marshall's	03/2011	App. denied
Orange County SO	09/2010	Not Hired/Arrest****
CIA	10/2010	App Only
Orlando PD	09/2010	Failed Civil Service Test per Tawana Gaires
DEA	12/2008	App. Only
US Secret Service	12/2008	App. Only
ATF	12/2008	App. Only

*Telephone contact was made with Investigator Tony Minutoli of the Coral Springs Police Department who indicated that Mr. Aledda applied in February 2012. He was administered an Oral Exam on 03/06/12, and it was the recommendation of the Board that he not progress further. Investigator Minutoli stated that the feeling was that Mr. Aledda was not specifically interested in Coral Springs, rather he had applied to several agencies. A copy of his application was obtained and is included in this file. The information is consistent with the information provided to North Miami.

**Telephone contact was made with Officer Dwight Baldwin of the Hollywood Police Department. He indicated that Mr. Aledda applied, however they have not begun to process the list and that all paperwork was still at City Hall Human Resources. Contact was then made with HR Representative

Tammy Thornton who provided a copy of Mr. Aledda's PHQ. It was picked up on 03/29/12 and is included in this file. All information is consistent with the information provided to North Miami.

***Per Corporal Hicks of the Tampa Police Department's Personnel Unit, Mr. Aledda has completed all steps in the hiring process and his name is slated to be given to the Chief of Police on April 14th, 2012 for approval.

****Telephone contact was made with Detective Nicole Blazina of the Orange County Sheriff's Office. She indicated that Mr. Aledda was not processed due to the fact that he had an arrest for Petit Theft three years prior to his 2010 application. She provided a copy of his application which is included in this file. His application is consistent with the information provided to North Miami.

CRIMINAL HISTORY

A criminal history check was conducted on Mr. Aledda through NCIC/FCIC. No criminal history was found on Mr. Aledda, however, he admits to one arrest on his PHQ for Petit Theft in July 2007. He indicated that he took a package of sports cards from Target (Value \$158.63) located at 7795 SW 40th Street. Mr. Aledda was issued a PTA and released. He attended a court appointed course, paid a fine, and the charges were Nolle-Prossed. His record has been sealed and expunged, however Mr. Aledda provided a copy of the arrest affidavit as well as copies of the expungement order.

LOCAL LAW ENFORCEMENT

Mr. Aledda listed residency in Doral. Local records checks were conducted with the Broward Sheriff's Office, the City of Miami, the Miami Dade Police Department, the Doral Police Department, the Westport, CT Police Department, the FSU Police Department, the Tallahassee Police Department, the Leon County Sheriff's Office, the Boston University Police Department and the University of Delaware Police Department. Records Technician Bennie Jean Campbell also conducted a North Miami Records Check. No information was located in any of the agencies. BSO's response is pending.

FEDERAL LAW ENFORCEMENT

On 03/07/12 inquires with the Federal Bureau of Investigation and the Bureau of Alcohol Tobacco and Firearms were initiated regarding Mr. Aledda. A response was received from the FBI and indicated that no information was found. ATF is pending.

STATE ATTORNEY'S OFFICE

On 03/07/12, a State Attorney inquiry on Mr. Aledda was faxed to the Dade and Broward County State Attorney's Offices. Replies were received and indicated that there were no records found on the applicant.

DRIVING HISTORY

Mr. Aledda's driving history was obtained through the Department of Highway Safety and Motor Vehicles and the Miami Dade Clerk of Court Database. He was issued a Florida Driver's License on 07/19/05 and his current license is valid through 06/01/12. He has no entries on his driving record and

has never had a traffic citation.

EDUCATION

Mr. Aledda attended Staples High School in Westport Connecticut from 2000 until his graduation in 2004. He then earned a Bachelor's Degree in Healthcare and Business from the University of Miami in 2008, where he graduated Cum Laude, and went on to obtain a Master's Degree in Criminology from Florida State University in 2010.

Mr. Aledda attended the Miami-Dade School of Justice's Basic Recruit Academy from 04/2011 to 09/2011. He graduated at the top of his class and received both the Academic and Physical Fitness Awards. According to his Training Advisor, Don Diecidue, Mr. Aledda was well liked and highly respected by his peers. He described Mr. Aledda as dependable and reliable and he indicated that he never missed any Academy time. Furthermore, in addition to his own work, he would find time to assist other trainees in his class with their studies and physical performance. Mr. Diecidue stated, "I take great pride in recommending him".

CREDIT HISTORY

Mr. Aledda's credit history was obtained through Equifax. Five accounts indicated that Mr. Aledda "pays as agreed". One account was reported as a lost or stolen card.

CVSA

On 03/08/12, Mr. Aledda was administered a CVSA by Detective Michel Tovar. The information provided was consistent with the information that Mr. Aledda provided on his PHQ and PHQII. He admitted to the use of marijuana one time during high school in 2003. Detective Tovar concluded that Mr. Aledda showed NO DECEPTION to any of the relevant questions. A second opinion was obtained from Detective Sergeant Joe Kissel who concurred with Detective Tovar's findings.

DISCREPANCY INTERVIEW

On 04/10/12, Mr. Aledda responded to the North Miami Police Department for an interview to discuss his arrest in 2007 for Petit Theft. Mr. Aledda was asked to explain the circumstances surrounding the arrest. He stated that he had just recovered from abdominal surgery and went to Target with his mother to prepare for his senior year at the University of Miami. He stated that he saw the large box of cards which had been opened and he placed some single cards into the box. He attempted to leave the store without paying and was stopped prior to getting out of the door. He stated that he takes full responsibility for his actions and he is still ashamed of what he did. He realizes that he cannot go back and change what happened but he can use the experience as a learning tool for his life. He further stated that his actions were "totally out of character" for him.

Mr. Aledda spoke from his heart and was very sincere in discussing this incident. He was remorseful and embarrassed about his actions on that day and he stated that he was grateful for an opportunity to explain the arrest.

CHARACTER REFERENCES

Mr. John Gorman
3612 Island Rd
Wantagh NY 11793

Mr. Gorman is not related to the applicant and has known him over 25 years after having been initially introduced through their parents. He makes friends easily and gets along well with others. He has never observed Mr. Aledda to lose his temper or become upset. He believes that he would make a good Police Officer and stated, "Jonathon has studied and trained diligently to qualify for this position".

Mr. Rene Gonzalez
9505 Roundstone Circle
Ft. Myers, Fl. 23967

Mr. Gonzalez, a retired Law Enforcement Officer, is a friend of the applicant's parents and has known him since he was born. He stated that Mr. Aledda is very family oriented and has a close knit family unit. He gets along well with others and he has never observed him to lose his temper. He can "definitely" be trusted with confidential matters and he has never displayed prejudice towards others. He concluded by stating that Mr. Aledda has a "good head on his shoulders, is even keeled, intelligent, honest and very dependable".

Ms. Esperanza Bartice
10372 NW 46th Terrace
Doral, Fl 33178

Ms. Bartice has known Mr. Aledda for eight years after meeting through their parents. She indicated that he has an "outstanding" relationship with his parents. He makes friends easily and gets along well with others. He has never observed Mr. Aledda to lose his temper or become upset. He can be trusted with confidential matters and has never expressed bias or prejudice towards others. She concluded by stating, "He is a great kid, smart, intelligent and cooperative".

Mr. Matthew Cook
268 East 10th St. Apt. PH
NY, NY 10009

Mr. Cook has known the applicant for over fifteen years. They grew up together, attended the same schools, played on the same sports teams and enjoyed the same clubs and activities. He stated that their families are close and that "Jon is incredibly close with his parents..." He indicated that he has observed Mr. Aledda under stress during school and big sports games. "Jon didn't back down, he tried as best he could and gave 100% effort, even through all the adversity". He stated that he makes friends easily and that he "is personable and well liked by everyone". He has seen him become upset upon the death of his dog and losing a state championship game. He indicated that "Jon would console someone if it happened to them". He can "absolutely" be trusted with confidential matters and he has never observed any bias or prejudice towards others, stating, "Jon comes from a diverse background and would never have bias or prejudice associated with his character". He believes

"100%" that Mr. Aledda would make a good Police Officer.

Mr. Michael Mariani
917 Clinton Street #1D
Hoboken, NJ 07030

Mr. Mariani has known the applicant for twenty years. They attended the same Elementary School and remained friends. He stated that "Jonathon is a dedicated and thoughtful family member. He described him as, "thoughtful and disciplined" and added, "Simply put, Jonathon is the most disciplined and industrious person I know, and would treat his position with reverence and honor".

PSYCHOLOGICAL REVIEW

In assessing Mr. Aledda's suitability for the position of Police Officer, the results of his Psychological Evaluation were scrutinized. Mr. Aledda received an "**Acceptable**" suitability classification. The report reflected that Mr. Aledda's score "on a test of learning and problem solving was above expectations and suggested that the applicant is a fast learner who is capable of a high level of academic performance and skill acquisition."

There was one mild to moderate deficit noted:

- Lack of Tolerance: Possible Characteristics include Judgmental; Argumentative; Critical; Challenging; Confrontational; Rigid Stubborn.

There was one area of strength noted:

- Above Average Intellectual Capacity/ Fast Learner.

Please see the Psychological report included in this file.

It should be noted that no evidence of "lack of tolerance" was uncovered during this background investigation. To the contrary, many of the individuals that were contacted spoke of Mr. Aledda's ability to get along well with others.

RECOMMENDATION

During this background investigation, Mr. Aledda has been attentive to the needs of the agency and has responded promptly when asked to supply additional information. He is personable, polite and articulate.

Mr. Aledda has many desirable attributes that cause him to stand out from other candidates. His driving record is exemplary; he has never received a traffic citation or been involved in a traffic accident. He received an "Acceptable" rating on his Psychological Exam with a notation that he is a fast learner and has an above average intellectual capacity. He has obtained both a Bachelor's (Cum Laude) and Masters Degree from respectable institutions and his credit is excellent. Additionally, he showed no deception during his CVSA, and he graduated from the Police Academy at the top of his

class, receiving both the Academic and Physical Fitness Awards.

The one blemish in his background is an arrest that occurred five years ago for Petit Theft. Mr. Aledda readily admits his lapse in judgment and he takes full responsibility for what he did. He pled "No Contest" and entered a Pre-Trial Diversion Program. The case was subsequently Nolle-Prossed, sealed and expunged. Florida State Statute 943.13 (7) states that a person employed or appointed as a law enforcement officer shall:

"Have a good moral character as determined by a background investigation under procedures established by the commission."

Rule #11B-27.0011 states that the employing agency is responsible for conducting a thorough background investigation to determine the moral character of an applicant, pursuant to Section 943.13 (7). It further addresses the issue (see a copy of the full rule in this file) by specifying disqualification statutes:

"A plea of guilty or a verdict of guilty after a criminal trial for any of the following misdemeanor or criminal offenses, notwithstanding any suspension of sentence or withholding of adjudication...."

- Numerous Florida Statutes are then listed, including 812.014, which deals with theft.

Mr. Aledda did not plead guilty and did not have a criminal trial. The charges in his case were Nolle Prossed after he attended a class and paid a fine, therefore he is eligible for employment as a Police Officer in the State of Florida.

Therefore, it is recommended that Mr. Aledda proceed to the next phase in the hiring process.