

**Daniel D. Tamborra
Judicial Marshal
8 Tetreault Avenue
Norwich, CT 06360
860-889-4619**

TESTIMONY REGARDING HOUSE BILL 5526

My name is Daniel Tamborra and I have worked in the Judicial District of New London courts for almost 24 years. I began working as a special deputy sheriff at GA10 New London in July of 1986. My father was a well respected Superior Court judge, Sabino Tamborra, who was the primary reason that I became employed by the High Sheriff in New London.

Even though it was through my father's name and reputation that I received my job, I performed every job as a special deputy sheriff asking for no privilege because of my name. I worked my way up the ranks and ultimately became a supervisor in the Office of County Sheriff in June of 1994.

I supervised the special deputy sheriffs at AG10, GA21 and New London Judicial Court and the Sheriff's transportation unit from June of 1994 until December of 2000 when the state abolished the Office of County Sheriff and created the Judicial Marshal agency.

During my tenure as a supervisor in the New London Judicial District the main function of the sheriff was security at the courthouse and safe movement of prisoners between correctional facilities and judicial district courts. I took my job as a supervisor very seriously and made sure that our job was done in a safe, efficient and cost effective manner.

I supervised the sheriffs and was responsible for the security at the penalty phase trial of Michael Ross in the spring of 2000. I was the transportation supervisor when we instituted a policy whereby the sheriffs picked up morning arraignments at local police departments which allowed local police to patrol the town rather than transport prisoners to court. I, along with other supervisors in our county instituted extensive training in CPR, first aid, pepper spray, handcuffing, report writing and management of aggressive behavior within our county. This was the basic blueprint of the training that is done by the marshal's academy today.

In January of 2001, I became the temporary supervisory marshal at Norwich Family Court. I again handled my duties as a supervisor in a very responsible, sober and efficient manner until July of 2003 when I was demoted to the cellblock at GA21 in Norwich.

Since July of 2003, I have attempted to procure a Lead Marshal or a supervisor position without success numerous times. I began to realize that I must have some shortcomings given my failure with regard to the interview process. I attended a one week seminar in court security called ALERT (Advanced Law Enforcement Readiness Training) in the winter of 2004. I participated in the Judicial Branch's mentor program in 2008. I asked for help from Senator Edith Prague and she set up two meetings for me with judicial interviewers who explained to me my shortcomings and strategies for completing successful interviews. I spoke with the equal opportunity officer of my most recent interview regarding my performance at the interview.

I have been told that my education, my experience, and my ability to perform the job should all come out during the interview process. I have been told by judicial officials that the interview process is the fastest way to screen prospective employees.

I do agree that the interview process should be retained as one piece of the puzzle in screening candidates for promotions but they should also be other factors that demand consideration. Some preference should be shown to individuals based on education, positive job performance evaluations, seniority and military service. The employer should also realize that some people perform better writing than speaking, so there should also be a written test component to any promotion or hiring process.

Would not adding consideration for these other factors in a perspective employee background assure that the branch promote a more qualified and better individual? Is this not in the best interest of the Judicial Branch and those trying to secure a promotion?

Under the present system, a twenty minute gab session is more binding than years of service, education and job performance. I was always told that actions speak louder than words. I have been taught from childhood that what you do is much more important than what you say.

This is why I ask you to support House Bill 5526. I thank you for your time.