

Department of Police

SOUTHINGTON, CONNECTICUT 06489

JOHN F. DALY, CHIEF
HEADQUARTERS: 69 LAZY LANE
Tel: 860-378-1600 Fax: 860-378-1605



**BOARD OF POLICE COMMISSIONERS
THURSDAY – October 9, 2008
AT 6:15 P.M.
TO BE HELD AT
SOUTHINGTON POLICE DEPARTMENT
CONFERENCE ROOM
69 LAZY LANE, Southington, Conn.**

- 1. Approval of minutes of previous meeting**
- 2. Approval of bills submitted for payment**
- 3. Report to Commissioners by Chief Daly**
- 4. Retirement Board**
- 5. All other business deemed proper and appropriate to be brought before the Board at this time**
- 6. Adjournment**

EXECUTIVE SESSION

- 1. Discussion of contractual and personnel matters**

BOARD OF POLICE COMMISSIONERS

MINUTES of the Meeting of the Board of Police Commissioners held at the Southington Police Department conference room on October 9, 2008.

The meeting is called to order by Chairman Forgione at 6:15 p.m. Chairman Forgione calls for a roll call. Commissioners Cotton, Triano, Verderame and Nivelos were present.

Chief John Daly was present

Supernumerary/Attorney Eric Daigle was present

Chairman requests Eric Daigle to commence with his presentation. Eric Daigle, through a power point presentation, gives a short synopsis on the Mobile Command Center and informed the Commissioners of the details involved to secure the Grant funding. Eric Daigle discussed the possibility of agency joint sharing of the Command Center within the Town of Southington and surrounding areas. Commissioners held a question and answer session.

Chief Daly informed the Commissioners that there will be a press conference to be held at the Police Department on Tuesday, October 21st, 2008. Congressman John Larson will be in attendance and will be presenting a check to the Department in the amount of \$350,738 to enable the Department to then secure the much awaited Mobile Command Center.

After the presentation, Officers Salerno and Mahon enter the meeting, 6:25 p.m.

Officer Salerno, as President of the Southington Police Union, addresses the Commissioners via a read statement. The statement discussed the rank and file discontent with Chief Daly and the possible recent decisions to be made concerning the Police Department. A copy of said statement is attached hereto and incorporated into said Minutes as Schedule "A".

Chairman Forgione in a statement to Officers Salerno and Mahon indicated that the Commissioners were in possession of a letter from Attorney Fred Dorsey which indicated their approach was proper and justified. Chairman Forgione read from the letter, "This communication confirms our conversation of October 2, 2008 regarding the collective bargaining ramifications of a possible restructuring of the Department's officer ranks. As you explained the plan under consideration, one of the Lieutenant positions (a non-union position) would be eliminated and an additional Captain (also a non-union position) would be added. Since neither of these positions is covered by the contract between the Town of Southington and its lower-ranking police officers, the Department would be able to effectuate this type of restructuring without having to bargain the decision with the Union".

Chairman Forgione commented that he had the greatest respect for the members of the Southington Police Department; however, based on the comments in the statement read by Officer Salerno, Chairman Forgione stated that the Chief does not have to be a pin cushion for the Union. Further stating that the Commissioners, in all circumstances, take into consideration all documentation and relevant information and take action accordingly.

Chairman Forgione also indicates that he is always available to any officer and welcomes discussion on issues of concern. Officer Salerno and Officer Mahon further stated that the comments made, as read in the statement, were not made as a personal attack at Eric Daigle, and both officers stated that Eric Daigle has, in fact, been very helpful to officers on many different occasions. Officers Salerno and Mahon voiced their gratitude to Chairman Forgione and the other Commissioners prior to leaving the meeting.

MOTION made by Commissioner Verderame to adjourn the regular meeting and go immediately into executive session, including Chief Daly and excluding the press and the public for the purpose of discussing personnel matters, seconded by Commissioner Cotton. Motion passed at 6:45 p.m.

Respectfully submitted,

Joanne D. Palmieri
Recording Secretary

BOARD OF POLICE COMMISSIONERS
Executive Session

October 8, 2008

Chairman Forgione called the Executive Session to order at 6:45 p.m.

Present: Commissioners Triano, Verderame and Nevelos and Cotton

Personnel matters were discussed.

Chief Daly is asked to leave the Executive Session at 7:00 p.m.

More discussion among the Commissioners.

Chief Daly is requested to re-enter the Executive Session at 7:25 p.m.

Eric Daigle is requested into Executive Session at 7:30 p.m.

MOTION made by Commissioner Cotton
to adjourn the executive session and go back
into regular session. Seconded by Commissioner
Triano. Motion passes unanimously.

Executive Session was adjourned at 7:40 p.m.

Respectfully submitted,

Joanne D. Palmieri
Recording Secretary

BOARD OF POLICE COMMISSIONERS
Regular meeting after Executive Session

October 8, 2008

Chairman Forgione called the meeting to order at 7:40 p.m.

Present: Commissioners Triano, Verderame, Nevelos and Cotton

Chief John Daly

Chairman Forgione calls for a motion to approve the minutes of the September 11, 2008 meeting.

MOTION made by Commissioner Cotton to approve the minutes of the September 11, 2008 meeting, seconded by Commissioner Triano. Motion passes.

Chairman Forgione calls for a motion to approve billings presented to the Commissioners for payment.

MOTION made by Commissioner Verderame to approve any and all bills as submitted, seconded by Commissioner Triano. Motion passes.

MOTION made by Commissioner Cotton to unanimously approve the recommendation of Chief Jack Daly concerning the restructuring of the Command level of the Southington Police Department, seconded by Commissioner Verderame, all in favor, motion passes.

MOTION made by Commissioner Nevelos to unanimously approve the promotion of Eric Daigle to the rank of Captain in the Southington Police Department effective upon all procedural steps being completed, and as soon as practical, seconded by Commissioner

Verderame, all in favor, motion passes.

MOTION made by Commissioner Nevelos
to adjourn the meeting, seconded by
Commissioner Verderame. All in favor, motion
passes.

Meeting adjourned at 7:50 p.m.

Respectfully submitted,

Joanne D. Palmieri
Recording Secretary

Good evening Commission members.

Those of you who don't know me my name is Ofc. Stephen Salerno. I'm the president of the Southington Police Union. More importantly, I'm here as the spokesperson for the vast majority of the rank and file of the Southington Police Department.

There has been a building discontent within the Department for years concerning Chief John Daly. The dissatisfaction of the membership has most recently peaked with the Chief's announced intention to appoint a supernumerary as a Captain of the Department in substitution for a retiring Lieutenant.

There is no question that this appointment has upset the dedicated members of our Department. They see it as a slap in the face. It's no secret that the individual selected is a golfing buddy and friend of the Chief. The Chief told myself and the Union Executive Board in an official meeting that he was appointing this person so that he could advance his career and become a Chief someday.

The Personnel Rules of this town indicate "The appointing authority shall hire employees on the basis of merit." The rule then goes on to talk about written examinations and advertising. It is quite clear this is a pre-selected choice, based not on merit but on who you know.

In order to hire and retain qualified people, you have to let those people know that there are promotional opportunities to which they can aspire and for which they will be selected on a fair and impartial basis. That is based on merit. Your sworn police officers simply don't have that belief here in the Town of Southington and under the leadership of Chief Daly.

We are also not sure you've been given the full story and accurate background concerning this appointment. During our meeting Chief Daly told the Executive Board that Mr. Daigle wrote the arrest warrant for the Academy Street murder. That is not accurate. Detective Jay Suski told me, personally, that he spent approximately 15 hours preparing that warrant himself.

Chief Daly later went on to explain to myself and the Union's Executive Board that it was perfectly acceptable to eliminate a Lieutenant position in

favor of this appointment to a new position of Captain, because there were no qualified Sergeants ready, willing and able to take the job. This, too, is a slight and insult of our dedicated Sergeants.

I'm sure you're wondering what impact my standing before you and adamantly opposing an action by the Chief will have on our relationship, which is important to labor relations matters. I'm not unaware of this concern.

However, I also think that Chief Daly already has acted in ways so as to burn bridges between management and labor in our Department. For example, in the same meeting where we discussed the Daigle appointment, the Chief put an end to intelligent discussion by raising his voice and telling me "x*x*x*x*!" Frankly, I was shocked. Even though the Chief (in my opinion because he was urged to do so) did come outside and apologize to me shortly thereafter, this approach toward dealing with Union officials and subordinates is not unusual. I'm not saying the Chief always yells and uses profanity, but I am saying that his approach toward labor representatives and subordinates in general is unprofessional and unbecoming of a Chief.

Standing before you like this is not something I enjoy. I do feel obligated to voice our concern to you, given the strong opposition of the people that I represent to the Chief's proposal in regard to the Captain position,

I am, frankly, concerned about the possibility of retaliation for doing this. It was only last Friday that the Chief approached me in his typical sarcastic and demeaning manner, to point out that he knew I had been talking to people concerning this appointment. I readily admitted that I had been doing so, because I had. During the course of this discussion, I happened to mention that I only have 12 more years before my normal retirement date. The Chief's response under his breath was "If you make it."

On behalf of the rank and file of the Southington Police Department, we ask you as Commissioners to take a long, hard look at this proposed Captain's appointment.

So as not to mislead you, I would like to show you a letter from our attorney which we delivered to Chief Daly today. As the letter indicates, there are legal issues involved. However, I think the most important issue here is the

need for the sworn members who serve the citizens of the Town of Southington to be able to believe that there are opportunities within this Department to which they can aspire with hard work. The elimination of a Lieutenant position in order to fill a higher-paying Captain position with a personal friend is not consistent with that goal.

In ending WE want to inform you that this recent decision by the Chief has further eroded the members confidence in his ability to lead this department in the right direction.

Ofc. Stephen M. Salerno
President Southington Police Union