

**BOARD OF POLICE COMMISSIONERS MEETING
JUNE 13, 2013 at 6:00 p.m.
Southington Police Department
69 Lazy Lane
Southington, CT 06489**

Chairman Richard Montague, PhD called the meeting of the Board of Police Commissioners to order at 6:00 p.m. at the Southington Police Department, 69 Lazy Lane, Southington, CT with the following in attendance:

Commissioner Steve Pestillo, Commissioner James Verderame, Sr., Commissioner Nicholas Depaola; Commissioner Sharon O'Brien; and John F. Daly, Chief of Police.

Administrative staff in attendance:

William Palmieri, Administrative Captain
Edward Pocock, III, Operations Captain

Richard Montague, PhD, Chair, presiding:

1. **Pledge of Allegiance.** The Pledge of Allegiance was recited by everyone in attendance.
2. **Approval of Minutes** from the previous meeting, May 2013.

Commissioner Depaola made a motion to approve the minutes of the May 2013 meeting. Commissioner O'Brien seconded. Motion passed unanimously on a voice vote at 6:01p.m.

3. Communications.

a. Communications from the Public

Art Cyr of 103 Berlin Ave., Southington, CT attended the meeting to state the following:

He states that some of the things that have come out about the Charter Revision are absolutely inflammatory and disrespectful to a lot of people. He has spoken in favor of the Charter Revision and he will continue to do so. He does not only support doing away with the Police and Fire Boards, but other Boards also. He states that that has no bearing on the operation of this department or the Board of Police Commissioners. He states that, if he thought there were problems in this department, he would be the first one to say it; not only to this Commission but to the Town Council also. His backing the Charter Revision is not personal to any Commissioner or any staff of the department. He continues to think the department does a wonderful job.

b. Commissioner Communications

Commissioner Depaola refers to a recent article on the Charter Revision and states that no matter what goes on in a Commission, if it hits a serious note, it ends up in the lap of the Town Counsel and rightly so since it is the supreme legislative body of this town. In previous years, maybe three issues have come up with different Boards that got to the Counsel floor. The Counsel did not call for a Charter Revision right off the bat; they sat down with the Commission and looked at the problem and gave their input and advice but left the final decision to the Commissions. These problems went away. That is how it functioned. Under a democracy we are trying to involve as many people as possible on a Commission or Board which gives you years of experience. If these people are not professional enough, not ready willing and able, and intellectually available, then he doesn't know who is. They know how to analyze things and get things done. That is what you want on a Commission. There has not been one single solitary item that was so serious that was causing a cataclysmic eruption throughout the town. He has been involved in 3 or 4 Charter Revisions and believes that opening the Charter is a serious thing. The Charter is the governing bible of this town. It lays the groundwork of this town and opening it up on any whim does not make sense.

He further states that the Charter Revision Commission is not a political group. They are chosen, theoretically, because of their integrity, experience and good record as active town members. He fails to see why the political wranglings that might occur on the Counsel floor have to occur on the Charter Revision floor. That is not what they are supposed to be doing. That is not their function. The Charter Revision Commissioners are wrangling with each other and throwing names around. This should not be done, particularly when there is no substantiation. All it does is hurt people's feelings, their families, their children and the department or whatever they are involved in. That just does not make sense and one just does not do that.

He also states that the Town Counsel Chairman, who he knows and has a lot of respect for, is walking a very fine line with the Charter Revision. When a Town Counsel decides, or gets input from the public, that the Charter must be opened, they open it, but are to be very very careful on dictating or laying out any kind of a route leading to a particular section of the Charter that they feel must be changed. He personally feels that the Counsel Chairman is walking a very fine line, not that he is not doing it on purpose, but that it casts appall over the whole thing.

He states that in order to function properly, the Charter Revision Commission should have some scheduled public hearing to get input from some other people. There might be some item in that Charter that they had not even thought of. The most important part of the process is public input. How much due diligence was really given to this? People are questioning whether they explored every single item. The other appall is the fact that decisions have already been made; which he hopes is not true. If he was a Counselman, at this point, he would have serious misgivings about the progress and whether this should ultimately go to referendum at this juncture in time. He does not doubt that these people had the best intentions in mind, but what there rational was, he does not know.

He states that he was also dismayed that they interviewed two Town Managers who are certainly not going to say it is not working. And no one asked the question: why did they have it this way? And why wasn't our Town Manager called in publicly and asked about this revision since he is going to inherit this position. Shouldn't he be there to answer questions and give his opinion on it? And why weren't the two Chiefs of the departments, the Chairmen of the Boards or any Commissioners called in to give their opinions? With all the experience on this Commission alone, it would seem that they should have the greatest amount of input from the "citizens" side. Putting them in as an advisory committee is not making good use of their talent. What better representatives (of the Police Department) could you have than people who have political "pull" or experience and know people on the Boards that can stick up for the department and sit and talk to those people.

He states that any hiring, below the Chief, we have a professional testing group come in and a system set up, where politics would have a very hard time getting involved. The candidates are screened and you only get the top three. If you think someone other than the number one person should get it, you better substantiate it to the point of where all the Commissioners agree with you. That is a nice safeguard to have. What will happen to that? The advisory committee will have no power. He is very dismayed. There is a cloud over the situation. He would give some serious thought as to how the Counsel should proceed on this. He hopes they do not keep piling on mistakes.

Commissioner O'Brien states that she agrees with Commissioner Depaola's statements. She encourages Commissioner Depaola to go to the public hearing with the Counsel. Not to speak for the Police Commission, but as a citizen of the town who is eloquent and has some very good points.

Commissioner Depaola states that he would never go before any Board or Counsel without first stating his opinions here and without the backing of the entire Commission. It's not political courtesy.

Commissioner Pestillo thanks all that attended the golf tournament at Hawks Landing. It was a great success. He also congratulated the Chief on his CCPA second term as president. He also welcomes Captain Pocock back. Commissioner Pestillo gives accolades to Detective Palmieri, and the rest of the PD, for the good job he/they did with the synthetic marijuana situation.

Chairman Montague, PhD states that he agrees with what Commissioner Depaola stated. He also states that, if he were on the Charter Revision Commission, he would be asking how much time the present Town Manager has. He thought the Town Manager's plate was full, rather than try to take on two additional departments that are union departments and are filled with labor issues that take a considerable amount of time, like grievances or hirings. He states that perhaps the Town Manager will not get involved with that. But, as a process engineer, you look and see how people do their job and try to figure out if there are better ways they can do it. But, if he is as busy as Commissioner Montague thinks he is, he is not going to take on that extra work without extra money. That is just the way the government agencies work. He may have to hire another person to actually manage the two (2) departments. He agrees that they

really need to think about what they are doing if they are opening up the Charter, and only opening it in a particular area. He believes that will discourage people from serving on other Boards if they think it is just not worth it. People will not be excited about being on an advisory board when they do not have any particular input.

4. Chief Jack Daly's Report to Commission.

Chief Daly discussed the Water Department sample report from Shane Lockwood. The chemicals found are well below a level of concern.

He discusses good job letters received from the public. This included one from the Canton Public Schools for having our K-9s assist Canton in a search of their schools, as we do in Southington. Canton is considering purchasing a K-9 and wanted to see how it worked in their schools. Their Superintendent was very impressed and thankful.

Chief Daly thanks the Commissioners that attended his swearing in yesterday for his second term as President of the CCPA.

Commissioner O'Brien requests that the water sample report, which states that one chemical did not meet the quality control requirements and is questionable, should be looked into and an explanation provided.

5. Administrative Report by Captain Palmieri

a. Accreditation Update

Sgt. Gallo has been temporarily assigned to assist in this process. They have four active General Orders they are working on now: Department organizational structure; job performance; job descriptions; and use of force. Those are all in draft stages and are ready to be reviewed. With respect to the evaluation General Order, Mstr. Sgt. Suski came up with a process having two divisions working together which turned out a good product. Using the General Order and Mstr. Sgt. Suski's process, they sent it to one of the State accreditation advisor who confirmed they were right on point. They will use this as a model policy moving forward. The next few meetings will have General Orders coming through.

b. Uniform Hat Update

The new hats are here and will be deployed on June 24th.

c. Information Technology

They just completed a full inventory of all their desktops. October is their target date to present the Commission with a formal, written computer plan that will cover all the computer needs moving forward and into the future.

d. Service Contracts FY 2013 – 2014

Captain Palmieri presented the Commission with the main service contracts for the coming fiscal year for their review. Brief discussion regarding the HVAC system and which contractors are and must be used and why. Also, brief discussion between Commissioner Depaola, Chairman Montague, PhD, Cpt. Palmieri and Chief Daly regarding the air conditioning and heating systems in the building not working properly and the maintenance/service contract(s).

Commissioner O'Brien asked about whether or not there is a schedule as to when filters, etc. are changed. Captain Palmieri stated there is a service plan.

Commissioner Verderame, Sr. made a motion to approve the service contracts for fiscal year 2013 - 2014. Commissioner Pestillo seconded. Motion passed unanimously on a voice vote at 6:53 p.m.

e. Budget Request Transfers FY 2012 - 2013

Finance meeting has been postponed one week. They will revisit this at next month's meeting.

6. Operations Report by Captain Pocock, III

a. CAD Working Group.

Thousands of calls are documented every day with the CAD system, although 15% get reported in an actual police report. They are now trying to review their CAD codes and create enough different incident codes to be much more accurate and mine down deeper into the incidents that are reported. This will lead into other things like working closer with the community. There will be more integration and collaboration between the different divisions.

b. Awards Program.

Mst. Sgt. Suski is a new member to the Awards Committee. There are many awards to be given this month since they are covering a three month period. Special note made regarding the SPD Community Service award two officers received for saving a person's life since they do not have a specific "life saving" award. They believe the Community Service Award is a good fit for that.

Commissioner O'Brien made a motion to approve the awards program. Commissioner Verderame seconded. Motion passed unanimously on a voice vote at 6:45 p.m.

c. SPI Overview

Brief discussion by Cpt. Pocock regarding the school he recently attended (SPI) for 13 weeks and the classes he took. He confirms that he is the second person to ever attend from CT. He completed the course with all A's, made the Dean's List and was made a

Kentucky Cornel by the Governor of the State of Kentucky. He is glad to be back and thanks the Commission and Chief Daly for sending him to SPI. He also thanks Cpt. Palmieri and Lt. DePalma for all the work they put in while he was gone.

Commissioner Depaola commends Chief Daly for flying to Kentucky to attend Cpt. Pocock's graduation.

7. Bills Submitted for payment

Commissioner Verderame made a motion to approve the bills as submitted. Commissioner Depaola seconded. Motion passed unanimously on a voice vote at 6:46 p.m.

8. New Business budget

a. Private Duty Uniform Shirts

The new private duty uniforms were the result of the work of Detective Palmieri who looked into how to better the officers' safety at the scene(s). Detective Palmieri did a fantastic job. Cpt. Pocock displays the new private duty shirt. Brief discussion regarding the details and cost of new shirts, which are less expensive than the old ones. The new shirts will be implemented by October 1st.

Commissioner Verderame made a motion to approve the private duty uniform shirts. Commissioner O'Brien seconded. Motion passed unanimously on a voice vote at 6:52 p.m.

9. Old Business

None

10. All other business deemed proper and appropriate to be brought before the Board at this time.

Motion to enter into executive session was made by Commissioner Pestillo excluding the public and press for the purposes of personnel and contractual issues. Included in executive session were Captain Palmieri, Lieutenant DePalma and Lieutenant Baribault. Commissioner O'Brien seconded. Motion passes unanimously on a voice vote at 6:54 p.m.

Whereupon, The Commission went into executive session at 6:54 p.m.

Executive Session

The Southington Board of Police Commissioners entered executive session immediately following their regular meeting with the following in attendance in order to discuss personnel and contractual issues:

Chairman Richard Montague PhD, Commissioner Steve Pestillo, Commissioner James Verderame, Sr., Commissioner Nicholas Depaola, Commissioner Sharon O'Brien and John F. Daly, Chief of Police

Administrative staff in attendance:

William Palmieri, Administrative Captain
Edward Pocock, III, Operations Captain

No motions were made or votes taken during executive session.

Commissioner O'Brien made a motion to return to public session. Commissioner Pestillo seconded. Motion passed unanimously on a voice vote at 7:39 p.m.

Executive session was adjourned at 7:39 p.m.

Regular session

Commissioner Depaola made a motion to deny LEAS Union Grievance 13-01 to the agenda. Commissioner Pestillo seconded. Commissioner Verderame abstained. Motion passed at 7:40 p.m. The motions added were as follows:

Commissioner Pestillo made a motion to deny LEAS Union Grievance 13-02. Commissioner O'Brien seconded. Motion passed unanimously on a voice vote at 7:41 p.m.

Commissioner Depaola made a motion to accept organizational charts as submitted. Commissioner Pestillo seconded. Motion passed unanimously on a voice vote at 7:42 p.m.

Commissioner Depaola made a motion to adjourn the Board of Police Commissioners Meeting. Commissioner O'Brien seconded. Motion passed unanimously on a voice vote at 7:43 p.m.

Meeting was adjourned at 7:43 p.m.

Respectfully Submitted,



Jodi Lapreay
Recording Secretary