



SEYMOUR POLICE DEPARTMENT

11 Franklin Street
Seymour, Connecticut 06483-2891

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SPECIAL MEETING BOARD OF POLICE COMMISSIONERS THURSDAY, JANUARY 16, 2020 6:30 P.M. 11 FRANKLIN STREET SEYMOUR POLICE DEPARTMENT

Members present: Robert Koskelowski, David Bitso, John Duke, Thomas Bennett and Kyle Kelley. Also in attendance: Chief Satkowski, Deputy Chief Prajer, Deputy Chief Rinaldi, Officer Oczkowski, Det. Ditria, Cmdr. Scharf, Town Attorney, Det. Matusovich, Officer Tomasella, Cmdr. Fappiano, Officer Dempsey, Officer Saska, Officer Rupsis, Sgt. J. Martin, Cmdr. Parratt, the press and the public.

1. **Meeting was called to order** at 6:30 p.m. by Chairman Koskelowski
2. **Pledge of allegiance:** was led by Chairman Koskelowski
3. **Public comment:**
Mary O'Conner, currently lives in Florida-thanks the officers who helped her grandson when he was feeling suicidal back in 2018.
Commissioner Bennett-trying to understand why this is a special meeting? I never received a call that the regular meeting was cancelled and I was not considered if I would be available for tonight's meeting.
Chairman Koskelowski-there were not enough Board members to make the regular scheduled meeting last night. I'll make sure that I notify you should this happen again.
4. **Approval of regular meeting on December 18, 2019:** David Bitso/John Duke motion to accept the minutes. **Motion: 5:0**
5. **Management report: Chief Satkowski**-budget looks good, February 3rd is the budget presentation, department flow sheet and the responsibilities of the Deputy Chiefs handed out, Officer Gallo and K-9 Argus have finished training, FOI training completed, 2 new interns have started, one officer out on long term, one officer out on light duty and the \$ 5,000 FEMA money was approved by the selectmen.
6. **Commissioners Comments:**
Commissioner Kelley-do officers have business cards?
Chief Satkowski-currently not however discussion has taken place on business cards-maybe make ourselves or go through a web site. I would like to see the officer's name and rank on the card.
Det. Matusovich-will look into Vista Print as it is cheap enough to go through them.

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Commissioner Bennett-I would caution on handing out a card that has no case number on it as someone can flash the card and say they know the officer.

Commissioner Bitso-are you talking about a generic card? I am in favor of the name, rank and badge number on the card.

Chairman Koskelowski-I would like to see some writing on the back of the card so someone can't just write on the back of the card.

Chairman Koskelowski-myself and Commissioner Kelley met with administration to go over what we all want to see in the future.

7. Old Business:

Evaluations:

Chairman Koskelowski-when will all employees be evaluated? evaluations have not been done in years but I agree that a committee should be formed to get a new system, will give committee sixty days to get a plan together, evaluations show the performance of the employee, I would like to appoint two members of the Board-Tom and Dave-to represent-committee will be made up of seven members including Inspector, Sgt., Cmdr., Union, administrator, come back at the March meeting with a report.

Chief Satkowski-we are in the process to come up with an evaluation that is fair and impartial, an evaluation system to be fair to everyone.

Deputy Chief Prajer-there have been some errors that come into play with the rating system, working with South Central Criminal Justice to compile data in order to be fair, would like to form a committee to come up with a system that is fair to all parties involved and implement that change as all stake holders have had input, I feel putting a committee together and training is the best.

Commissioner Bitso-some evaluations look busy and who are the committee members? When was the last time an evaluation was done? definitely not used for disciplinary-helps where you might need help, I feel it is a positive and agree to do it right.

Commissioner Bennett-what was the last form used? What is the purpose of the evaluation? Would it be used for disciplinary or more for promotions?

Commissioner Kelley-the evaluation would not be used for disciplinary but for performance.

Commissioner Duke-on the evaluation it should be noted if a very low or high score is given and why.

7a) Patrol reports: Board accepts the reports.

7b) Detective report: Board accepts the report. **Deputy Chief Rinaldi**-two detectives going to Florida to pick up a fugitive from justice.

7c) K-9 reports: Board accepts the report.

7d) SRO reports: Board accepts the reports.

7e) Car Report: Board accepts the report. There is a rebate because Ford is behind in production and two cars in minor fender benders.

8. New Business:

Update regular meeting September 18, 2018

Chairman Koskelowski-updated the new Board regarding two changes that were motioned at this meeting and would like to increase the limit of purchase orders from \$ 5,000 to \$ 10,000.

Tom Bennett/Kyle Kelley motion to increase the limit on purchase orders from \$ 5,000 to \$ 10,000. **Motion: 5:0**

Town Charter First Selectman section 5.2H

Chairman Koskelowski-tells exactly who the First Selectman is responsible for.

9.1 Town Charter Board of Police Commissioners

Chairman Koskelowski-states the Police Commission is in charge of all personnel-this is the exception to Town Charter 5.2H.

12.15 Town Council

Chairman Koskelowski-since Town Council has been our meetings-this states their duties.

Review and approve budget for FY 2020-2021

Chief Satkowski-this is a bare bones budget-besides salary account which is per contract, three cars maybe cut, total budget is \$ 4,571,396.

David Bisto/John Duke motion to approve the budget as handed out and send to Board of Finance. **Motion: 5:0**

Approval of High School Scholarships

Kyle Kelley/David Bitso motion to approve, but not to exceed, \$ 2,000 for high school scholarships and the monies to come from the community account. **Motion: 5:0**

July 17, 2019 minutes clarify comments made by Chariman

Chairman Koskelowski-made a comment-it was not a motion-about all the people in the department doing a good job-this was not an evaluation-just a view point.

9. Correspondence:

Letter from Commander Scharf thanking all his officers on the shift for picking up more duties as one officer left.

Letter to Union and First Selectman requesting the change in contract verbiage.

Commissioner Bennett-the Board would override the Chiefs decision? I didn't realize that we would be overriding the Chief-I thought we were just adding the other four Board members.

Chairman Koskelowski-we do the final say-the Chief will recommend, both the Union and First Selectman have to agree to the verbiage change.

Thank you letter from Seymour High School Volley Ball team for the escort.

Thank you letter from Seymour-Oxford Food Bank.

Letter from LT. Bartolotta, thanking Detective Matusovich for his help on oral board interviews.

Letter from Deputy Chief Prajer announcing his retirement effective March 2020. This letter was read into record.

Chairman Koskelowski-thank you for all your years of service and serving our country.

Commissioner Bennett-thank you for your outstanding service to the community, the Board, members of the department and all your friends.

10. Other Business: None.

11. Commissioners Comments:

Chairman Koskelowski-Commssioner Bitso to be Chairman of the evaluation committee and file an agenda. Commissioner Bitso, Commissioner Duke and Chief Satkowski to review the performance plan.

Commissioner Bennett-will we have access to the surveys? According to FOI they are public documents.

Chairman Koskelowski-would have to be publically opened, will contact First Selectman to get a legal opinion.

12. Union Business:

Union President Oczkowski thanks the Union, Ambulance and Fire as they got together for a family in town who had a death-the children attend the middle school and one of the parents passed on-the children were presented Christmas gifts from Santa.

Chairman Koskelowski-the Board thanks all of you.

Commissioner Kelley-Thank you to all who participated.

13. Public Comment: None.

14: Executive Session: Kyle Kelley/David Bitso motion to go into executive session at 7:55 p.m. to discuss personnel, strategy and Officer Rupsis. In attendance: The Board, Chief Satkowski, Officer Rupsis and Union President Oczkowski. **Motion: 5:0**

Officer Rupsis and Union President Oczkowski come out of executive session at 8:20 p.m.

David Bitso/John Duke motion to come out of executive session at 8:41 p.m. No votes or motions taken. **Motion: 5:0**

Tom Bennett/David Bitso motion to accept Deputy Chief Prajer's retirement letter in good standing. **Motion: 5:0**

Deputy Chief Prajer-it has been my honor to serve the citizens of Seymour, a fantastic career, proud to be a part of this organization and thank you Chief Metzler, Chief Satkowski, Board and my colleagues.

Chairman Koskelowski-Officer Rupsis has been offered a position with Naugatuck as a part time evidence officer-will not go on patrol-were concerned about liability.

David Bitso/John Duke motion to allow Officer Rupsis to remain as a Seymour supernumerary police officer at this time for the next six months and then we would re-evaluate it and that he will be sworn in as a Naugatuck police officer to only do evidence and not any patrol. This is a onetime thing since he is only a part time police officer-only a onetime thing with this request and nothing in the future will hold us to this allowing other officers to do this. Re-evaluate this in six months to make sure Officer Rupsis is pulling his fair share with our department.

Motion: 5:0

Officer Rupsis-I am not allowed to do patrol with Naugatuck only will be doing evidence-non union position.

15. ADJOURNMENT: Kyle Kelley/David Bisto motion to adjourn the meeting at 8:45 p.m. **Motion: 5:0**

Respectfully submitted,



Caroline Spaulding
Recording Secretary