



# SEYMOUR POLICE DEPARTMENT

11 Franklin Street  
Seymour, Connecticut 06483-2891

## REGULAR MEETING BOARD OF POLICE COMMISSIONERS WEDNESDAY, JUNE 17, 2020 6:30 P.M. ZOOM teleconference

**Members present:** Robert Koskelowski, David Bitso, John Duke, Thomas Bennett and Kyle Kelley. Also in attendance: Chief Satkowski, Deputy Chief Rinaldi, Officer Oczkowski, Det. Ditria, Town Attorney LeClerc, Det. Matusovich, Cmdr. Fappiano, Union Attorney Bento, Det. Jasmin, AnnMarie Drugonis, Officer Deida and Christopher Pelosi.

1. **Meeting was called to order** at 6:35 p.m. by Chairman Koskelowski
2. **Pledge of allegiance:** was led by Chairman Koskelowski
3. **Public comment:** None.
4. **Approval of special meeting on May 13, 2020:**  
John Duke/David Bitso motion to accept the minutes. **Motion: 5:0**

**Approval of special meeting on May 14, 2020**  
Kyle Kelley/David Bitso motion to accept the minutes. **Motion: 5:0**

**Approval of regular meeting on May 20, 2020**  
Kyle Kelley/David Bitso motion to accept the minutes. **Motion: 5:0**

**Approval of special meeting on May 21, 2020:**  
Thomas Bennett/John Duke motion to accept the minutes. **Motion: 5:0**

**Approval of special meeting on May 26, 2020**  
John Duke/Thomas Bennett motion to accept the minutes. **Motion: 5:0**

5. **Management report: Chief Satkowski**-budget freeze still on, three accounts potentially in the red (supernumerary, over time and repairs and maintenance), current 2020-2021 budget approved (\$ 4,282,281), one of the Deputy Chief salaries moved to contingency fund-if the Board decides to do something with that position will have to transfer money back, no parking attendant-looking to backfill, income projected will not be met, pistol permits have increased, monitoring the opening of the State, Memorial Day Parade around town went well-all departments did a great job, no applicants for High School scholarships, trying to finalize plans for graduation, task force was put together regarding motor vehicle thefts and

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break-ins, citizen academy might be in the fall, youth academy will not be held-researching other programs for youths and community, possible homicide suspect was in our town Memorial Day weekend-very tense several hours, one officer currently on workman's comp for leg injury, two officers returned to duty, two minor motor vehicle accidents, one civilian complaint filed against an officer being investigated, George Floyd incident-we don't support that kind of conduct-four valley Police Chiefs along with Town Mayors and First Selectman met to discuss how to move forward from this incident and letter read into record for the Seymour community expressing the departments feelings.

**Commissioner Duke**-thank you Chief for writing that letter, did a student contact the Chief on advise for writing a petition to the Governor in regards to the graduation procedure?

**Chief Satkowski**-I was told through Board of Education that Mr. Freund was to write a letter to the Governor, I did not have any conversation with any student, we would support Governors executive order-we cannot violate them, Valley Health was involved, the Board of Education would have to reach out to Representative Klarides-Ditria, we help out wherever we can and will continue to do so.

**Commissioner Bitso**-did the department offer to help with the process with the Governor? Was Valley Health involved? Did anyone reach out to Representative Klarides-Ditria?

**Town Attorney LeClerc**-Governor just issued a new executive order today regarding outdoor gatherings-as of July 1, 2020 will be limited to 100 people, however, a onetime exception for graduation up to 150 people, by mid-July graduations will be allowed up to 250 people.

**Commissioner Kelley**-the police department is on board to help out where they can, we don't dictate how we have gatherings, Town has a group together-there is some plan in place for graduation.

**Chairman Koskelowski**-Chief to contact the Board of Education to let them know we would have the security for them, maybe there could be two graduation days.

### 6. Commissioner Comments:

**Commissioner Kelley**-commend men and women of the department in light of everything going on.

**Commissioner Duke**-how do we feel about bringing back the Community Police Officer position?

**Commissioner Bennett**-can we get monthly reports earlier? What is the status of the evaluations? Have we reviewed the Use of Force policy? Have we met with the officers personally to review Use of Force? When was the last time defensive/restraint training done or handcuff and baton training? How would we know if the pepper spray is expired? Is there a regular line inspection? How many ballistic shields do we have? Do we have a training committee or a training officer? Have we done bias training? Has a citizen survey been completed? As a Board we need to decide what we will do to get the policy manual up to date.

**Chief Satkowski**-no evaluations at this time-will be done around the fall time frame, administration right now operating at fifty percent, POST C has passed new standards for Use of Force, we have met with the officers to discuss-more training to do, no officer should have expired pepper spray-we are in the process of purchasing newer items, we rely on the supervisor to do regular equipment inspection, due to officer safety-we should not be discussing the equipment we have, training officer is currently the Deputy Chief, citizen survey has never been done, in capital budget plan I put in for a review policy to be done that would help us become state accredited would cost approximately \$ 35,000 over two years-I think it's an important piece to look at again.

**Deputy Chief Rinaldi**-we are up to date on the Use of Force policy-we mirror the state policy-standards have been sent to the state for review, it has been several years since we have done defensive/restraint training and handcuff or baton, the supervisors do inspect the equipment the officers have, we have two shields, the department has done bias training.

**Town Attorney LeClerc**-we do not have to disclose to the public the equipment the department has.

**Chairman Koskelowski**-we should get all monthly reports the Friday before the meeting, each Commander should have a record of each officers equipment and keep track of expiration dates.

**Commissioner Bitso**-where was the Deputy Chief salary moved to?

**Chairman Koskelowski**-in 2019 why did we not apply for the ETicket grant? Has the elevator been serviced as the certificate is expired.

**Chief Satkowski**-Deputy Chief salary moved into the town's contingency fund-it's still earmarked for that position, we did apply for the ETicket grant-the grant runs October-September-grant paperwork was submitted-it's a work in progress-hoping to be tied into the new computer system, I'll review the elevator certificate.

## **7. Old Business:**

### **Business cards update**

**Chairman Koskelowski**-status of business cards?

**Chief Satkowski**-drafts have been submitted to the vendor-they will start making those cards today.

### **Bunting Road speeding update**

**Deputy Chief Rinaldi**-radar trailer has been on Bunting Road.

**Chief Satkowski**-radar trailer has been deployed across town.

**Chairman Koskelowski**-would like more patrol around sections of town that are busy.

**Chairman Koskelowski**-how are the problems with the server?

**Chief Satkowski**-potentially something wrong with email-Town is replacing servers at different locations.

**Chairman Koskelowski**-has the department taken any safety issues concerning motor vehicle stops?

**Deputy Chief Rinaldi**-I personally do not like the idea how the state is doing motor vehicle stops, officers have been told to wipe everything down.

**Transfer**

Chief Satkowski requests \$ 98,500 be transferred from line item 110 to line item 745 which would allow the purchase of two vehicles.

David Bitso/Thomas Bennett motion to transfer \$ 98,500 from line item 110 to line item 745.

**Motion: 5:0**

**Commissioner Kelley**-will the \$ 98,500 up fit the cars? All vehicles should be outfitted exactly the same.

**Chief Satkowski**-yes the \$ 98,500 includes the up fit of the cars.

**ATV update**

**Commissioner Kelley**-still support the idea, see the benefits.

**Commissioner Bitso**-hold the same position as last meeting, I think the timing is wrong.

**Commissioner Bennett**-how would the purchase be made with budget freeze? Does the Community money go back to the town? I support if the money is there and to make sure the ATV gets used.

**Chief Satkowski**-\$ 5,000 of the money is from FEMA and the remainder out of the Community fund, I think it's important but understand timing is bad.

**Chairman Koskelowski**-the Community money does not go to the Town, I cannot support an ATV now, we have an equipment list that has some priorities on it.

**Commissioner Duke**-I hold the same position as last meeting, the money can be used somewhere else, I would rather see the money go to training and equipment.

Kyle Kelley/Thomas Bennett motion to table this item at this time. **Motion: 5:0**

**Equipment needed update**

**Chairman Koskelowski**-what are the priorities on the equipment list we received?

**Chief Satkowski**-with the budget freeze we have had conversations with the town to buy equipment, we can prioritize equipment list and get as much as we can.

**Commissioner Bennett**-if we gave a class months ago why don't the officers have the equipment-the time you need it is when you find out you don't have it.

**Commissioner Bisto**-we are waiting too far into the year to prioritize a list-should be done two months before the end of the year.

**Commissioner Kelley**-recommend Chair and Chief to look at list to see what can be bought through current budget year-have a prioritized list for next meeting maybe purchase from the Community account.

David Bitso/Kyle Kelley motion to have Chairman Koskelowski work with Chief Satkowski to determine what we need based on the available funds that we have leftover to utilize for this years budget. **Motion: 5:0**

**7a) Patrol reports:** Board accepts the reports.

**Commissioner Bitso**-first shift activity light this month.

**Deputy Chief Rinaldi**-I will look into the activity.

**7b) Detective report:** Board accepts the report.

**Deputy Chief Rinaldi**-there were 12 new cases assigned for the month of May.

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

**Officer Oczkowski**-Argus's vest has come in. On equipment can there be discussion on a new K-9 vehicle-there are several grants we can look into to offset the cost.

**7d) SRO reports:** No reports.

**Chairman Koskelowski**-post SRO for upcoming school year.

**7e) Car Report:** Board accepts the report.

**Chief Satkowski**-vendor is waiting for equipment to come in to outfit new vehicles, we have reached out to the service stations in town.

**Commissioner Duke**-did we reach out for a new vendor to service vehicles?

**Commander Fappiano**-there are five service stations in Town that have been contacted-to date have not received anything.

**8. New Business:**

**Body Cameras/Dash Board Cameras**

**Chairman Koskelowski**-hold off a month or two on the body cameras-wait and see if any grants come through Federal or State but look into dash board cameras. If we purchase body cameras the storage will cost between \$ 30,000 and \$ 40,000 per year.

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Kyle Kelley/John Duke motion to have the Chief and Deputy Chief report back their recommendations for dash board cameras to move forward with a purchase come next month. **Motion: 5:0**

**Chief Satkowski**-will start doing some research on body cameras.

### **Bias Training**

**Commissioner Duke**-the entire department should take part in training.

**Chief Satkowski**-yes all employees in the department will take part in training.

Thomas Bennett/David Bitso motion to allow Chief Satkowski to look into a class and report back at next meeting. **Motion: 5:0**

9. **Correspondence:** Thank you letters received from the community regarding parades.

10. **Other Business:** None.

### **11. Commissioner Comments:**

**Commissioner Bitso**-I would like to recommend the Chief to get going on the reviews, this is a big process that has to be put into place, I would like to see this get going.

**Commissioner Duke**-would like to discuss Community Police Officer position.

Kyle Kelley/John Duke motion to place on the table discussion of the Community Police Officer. **Motion: 5:0**

**Commissioner Duke**-I feel that given the current climate and nationwide that now would be the time to start building some bridges, nice addition to the department again and would be beneficial to all.

**Commissioner Kelley**-agree with having a Community Police Officer, I support the position, since school is out-can SRO be utilized?

**Commissioner Bitso**-timing is perfect, we have additional personnel, what if one of the patrol officers can patrol downtown on foot?

**Chief Satkowski**-could increase over time throughout the year, there would have to be discussion with the Union if using SRO as Community Police Officer, I think it's a great idea for the summer, I am down an officer with workman's comp injury and one officer out long term.

**Chairman Koskelowski**-I agree this is the right time to have a Community Police Officer, want to make sure we don't violate the Union contract, recommend we post for Community Police Officer.

John Duke/David Bitso motion to post for Community Police Officer. **Motion: 5:0**

**12) Union Business:**

**Union President Officer Oczkowski**-memo was handed out regarding officers wearing shorts on construction jobs only from June through September, this was discussed as a policy not in contract-would be just like the jumpsuits-nothing to do with the contract ,we are not giving up something to get something-it's a policy that can be removed at any time, the Board made the decision on the jumpsuits-the Board said it makes the policy.

**Town Attorney LeClerc**-there is a state statute regarding conditions of employment 7-474 has to be subject of collective bargaining, it is our position it is a condition of employment.

**Commissioner Kelley**-was this discussed in negotiations? I am for the shorts, but for this subject-needs to be finished where it was started-once contract is done and that's what comes out of it that the Chief makes it a policy-then that happens but for right now I don't think it's our place to act on, if you are looking for an update instead of coming to the Board to act on this then it should have been with the Chiefs office for an update.

**Chief Satkowski**-discussed as part of the negotiations-still part of contract negotiations, ongoing issues, tentatively agreed upon that it would be more policy, not a fan of shorts like the more professional look-there is good and bad either way, what does the Board want their police department to look like.

**Union Attorney Bento**-anticipated the discussion on shorts would be somewhat benign, that some issues would be policy not contractual, we do have a contract-to say the contract is still being negotiated is untrue-the parties did agree that there would be three issues-light duty, comp time and scheduling-would be preserved-all the other items have been agreed to and voted on by this Board, the parties agreed to negotiate a successor contract while the current contract is still in place, we are just looking for a status on the shorts, if it is part of collective bargaining we should pursue this with the Town? The First Selectman is interested with the money and the insurance items other that policing is up to the Chief and this Board.

**Commissioner Duke**-can this be handled between the Union and Chief on shorts? I think this needs to be handled between the Union and the Chief, brought to the Town and brought back before this Board for approval.

**Commissioner Bitso**-does this policy fall under the current or new contract? I have no issues with the shorts.

**Chairman Koskelowski**-you are in contract negotiations as three items are not in the current contract-you are trying to change things in the contract-that's how we got another detective we didn't need-as the Town wanted the insurance to go to Cigna-now we are going back to Anthem-if you had just waited a year you wouldn't have had to do all this stuff-but the Union had to go negotiate so the Union is negotiating with the Town, I always believed the Board has the authority to make a motion to change the uniform design or use-as we did with the jumpsuits-I don't believe the uniform is part of negotiations.

**Union President Officer Oczkowski**-last year's golf tournament allowed for the purchase of new vest carriers-this was signed off by the Chief-we followed certain guidelines, the Town going back to Anthem for health insurance.

**Chairman Koskelowski**-is the vest carrier part of a uniform change?

The Union also has three new grievances:

**Grievance 20-05**

Officer Marra was issued a written warning, the Union is looking to rescind for minor motor vehicle accident.

**Chairman Koskelowski**-\$ 950.00 dollars' worth of damage, 15.01 written warning given to the officer, this is step 2 of the grievance procedure-we do not have to act upon this tonight-can wait until next meeting.

**Commissioner Bennett**-why are they looking for this to be rescinded? I am not a discipline guy-I'm a correction guy, does the officer understand what happened? Simple accident don't need IA however, when damage done there needs to be some type of corrective action.

**Union Attorney Bento**-this is an older vehicle with no backing sensors, we don't believe this was warranted discipline.

**Commissioner Kelley**-second incident within six months, grievance from March-discipline from March-was this the Unions decision or the officer to file grievance? Did the officer in March come to the Union that he wanted to file a grievance or did the Union in the last month approach the officer asking to file a grievance?

**Chief Satkowski**-first accident was 8/3/2019-ran over a center island-received a counseling memo-second accident I feel a written warning was more than satisfactory, the officer was well aware-he did have Union representation-I believe its untimely based on that.

**Union President Officer Oczkowski**-did we get more than one quote to fix vehicle? Chief backed into a chain-what did he get for a discipline? A lot of these we didn't know the outcome until recently when we received the spreadsheet that's why we asked for the extension.

**Commissioner Duke**-can we see the first incident?

David Bitso/John Duke motion to table grievance 20-05 until next meeting. **Motion: 5:0**

**Grievance 20-04**

Commander Parratt received a two day suspension.

**Chairman Koskelowski**-Commander Parratt is not grieving this the Union is.

**Grievance 20-03**

Officer Deida received a verbal warning.

**Chairman Koskelowski**-the grievance concerns her weapon being in an un locked locker, section 7.03 of the Duty Manual states the department should supply locks for lockers with a master key, who found the locker unlocked in the girls locker room with a gun in it? I don't believe any non-full time custodian should be in a secured area-only the custodian that works in the department full time, town is allowed to go into lockers at any time, for the next meeting ask the officers if the wish to attend to discuss their grievances.

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**Chief Satkowski**-town custodians were asked to check for water damage-the locker was open and the weapon was in the locker in full view, the officer was given a verbal warning, the officer admitted the lock was broken but was confident the locker was closed, the custodian is full time he just goes from building to building, we walked into the locker room together, the department has never supplied locks for the lockers, I will have to review the report if the video was looked at but the camera only shows the hallway.

**Commissioner Bitso**-did he bring someone else in the locker room before the Chief? I find it hard to believe someone would leave the locker wide open, shame on us if the video was not reviewed for accuracy.

**Commissioner Duke**-did anyone view the cameras before you went in to see if the janitor went in before you?

**Commissioner Bennett**-understand Union has a right to file grievance-would these members agree to discuss in public?

David Bisto/John Duke motion to table all three grievances until the next meeting. **Motion: 5:0**

13) David Bisto/Kyle Kelley motion to go into executive session at 9:49 p.m. to discuss and take possible action after executive session on two grievances. In attendance: The Board, Town Attorney LeClerc, Union President Officer Oczkowski, Union Attorney Bento, Detective Matusovich and Detective Jasmin. **Motion: 5:0**

John Duke/Kyle Kelley motion to come out of executive session at 10:04 p.m. No votes or motions made. **Motion: 5:0**

David Bisto/John Duke motion to place on the table grievance 20-02 Detective Matusovich and 20-01 Detective Jasmin and take action. **Motion: 5:0**

Grievance 20-02-written warning Joseph Matusovich

John Duke/David Bitso motion to sustain the grievance because improper IA conducted against him. **Motion: 5:0**

Grievance 20-01-written warning Michael Jasmin

John Duke/David Bitso motion to sustain the grievance because improper IA conducted against him. **Motion: 5:0**

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John Duke/David Bitso motion to go into executive session at 10:08 p.m. to discuss personal with the Chief of Police. In attendance: the Board, Chief Satkowski and Town Attorney LeClerc  
**Motion: 5:0**

John Duke/David Bitso motion to come out of executive session at 11:02 p.m. Not votes or motions made. **Motion: 5:0**

**14. ADJOURNMENT:** John Duke/David Bitso motion to adjourn the meeting at 11:03 p.m. **Motion: 5:0**

Respectfully submitted,



Caroline Spaulding  
Recording Secretary