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SEYMOUR POLICE DEPARTMENT

11 Franklin Street
Seymour, Connecticut 06483-2891

REGULAR MEETING BOARD OF POLICE COMMISSIONERS WEDNESDAY, AUGUST 19, 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, Town Attorney LeClerc, Det. Matusovich, Cmdr. Fappiano, AnnMarie Drugonis, Officer Deida, Officer Santanelli, Retired Cmdr. D'Antona, Sgt, Martin 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:** None.
4. **Approval of regular meeting on July 15, 2020**
John Duke/Kyle Kelley motion to accept the minutes. **Motion: 5:0**
5. **Management report: Chief Satkowski**-new finance software being implemented, new RMS system training on going, grant approved for ecitation, switched to new vendor for cars, two commercial burglaries, serious domestic assault, two fatal motor vehicle crashes, Union contract being finalized, preparation for tropical storm took place-wires and trees down, Police Accountability Act passed-will be a substantial cost to cities and towns including training, policy and potential litigation, one officer still out on long term injury and one officer still out on workman's comp.

Commissioner Kelley-regarding the crash down on the river-why did officers that were there not attend the debriefing? Were they able to do that on or off shift-were they given the availability to do so? How come they were not covered for a few hours with overtime to attend uninterrupted? Debriefing after a serious incident should be attended, they should have been told if they wanted to attend they would be taken off the road and covered on their shift.

Deputy Chief Rinaldi-the officers were offered the opportunity to attend the debriefing, if they were on shift they were told to go, other officers could have handled their calls-I will look into but everyone was offered the opportunity to go, all the officers involved were sent emails and text messages to attend debriefing.

Commissioner Duke-was stress debriefing offered to officers who were involved with both fatal motor vehicle crashes? PTSD is a big issue for our front line workers.

Chief Satkowski-we did talk to the officers and it was optional for them to go to the debriefing.

Chairman Koskelowski-possibly make it mandatory next time to attend debriefing as this might help them in the future.

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6. Commissioner Comments:

Commissioner Duke-commend all involved in the fatal motor vehicle crashes and assault.

Commissioner Bennett-outstanding police work especially with the major incidents.

Commissioner Kelley-great job by all the officers on the river incident.

Chairman Koskelowski-are the four new cars fully equipped yet and in service? Can we check into another vendor for parts? Have the email issues been corrected? When will CPO and SRO's start? Police Accountability Act-what will dash cams and body cams cost? I will go with the Chief to the Board of Finance advising them of the costs of the cameras, we should start looking into getting dash cams as soon as possible as I don't see any grants available, have classes been set up for bias training?

Chief Satkowski-one car will be ready by Friday, there is another vendor coming to look at cars and try to come up with something for us, CPO and SRO to start on August 28th, rough numbers for body cams are \$ 600 to \$ 1,000 per officer-storage will be \$ 1,200-1,300 per officer so roughly \$ 35,000 - \$ 40,000 or higher for storage alone per year, dash cams are between \$ 5,000 -\$ 6,000 and that does not include the installation or storage costs, all departments need to have cameras by July 2022, reimbursement will be only around 30 % or lower. School officials made the final decision today-try to minimize officer exposure-students come back September 1st-with the SRO's starting August 28th that would give them a few days also when officers are pulled from the shift it will make an impact on overtime and there will have to be a shift rebid.

Detective Matusovich-looked into email issues-we are not on a black list-has to do with our email vendor and should be rectified very soon.

Deputy Chief Rinaldi-bias training should be done by October-right now have to get through Nexgen training.

Commissioner Duke-with school staff going back on August 25th-can SRO's start then?

7. Old Business:

Commander Parratt grievance

Union President Officer Oczkowski-the Eboard has reviewed the material given by the Chief and spoke to Commander Parratt and we have decided to withdraw the grievance.

Rescind motion

Chairman Koskelowski-we are rescinding this motion because the Board did agree to purchase the two vehicles from Ford-Town did not want to sign a purchase order that was less cost to the town.

Thomas Bennett/David Bitso motion to rescind a motion made at the July 15, 2020 meeting that read-to purchase one new patrol car and one K-9 car and consider the GM vehicle based on price and value of service. **Motion: 5:0**

Board of Police Commissioners.....Page 3

7a) Patrol reports: Board accepts the reports. **Deputy Chief Rinaldi**-stolen cars and car break-ins still an issue, seven DUI arrests and thank you to all mutual aid on the river incident.

7b) Detective report: Board accepts the report. **Chairman Koskelowski**-the report is excellent with an easy format to read. **Deputy Chief Rinaldi**-Inspector DeNigris came up with this format.

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

Commissioner Kelley-what is this owed comp time from September 2018 to Officer Oczkowski-why are we seeing this now? Have you, John, received comp time in the past for call outs? Why has that been changed that there is no more comp time? I don't see why comp time can't be earned and go back to the way it was originally and give the officer the option of overtime or comp time.

K-9 Officer Oczkowski-we used to get an option of overtime or comp time-we cannot take comp time unless enough people on the shift to not create overtime, yes we used to receive comp time for call outs, there was a spreadsheet made up that kept track of the comp time, detectives get comp time and they are not salary.

Chief Satkowski-contract for patrol does not cover comp time, used for special occasions such as a class or demonstration on a day off not over time on call outs, maybe the Inspector and former Commander approved that, I don't have anything in writing-maybe it was a verbal agreement, they are considered patrol and we don't allow patrol to do that, Town was negotiating with contract, comp time needs to be used by a certain time or paid out.

Commissioner Duke-was a memo ever sent out that this would no longer be followed or was it verbal?

Town Attorney LeClerc-move this item to next month and research if any memorandums were done and I will have my colleague look into.

Commissioner Bennett-for non-salaried employees is comp time legal?

Chairman Koskelowski-for next meeting Town Attorney will come back to us with an answer. There is an incident that took place in July at Bolands Café at five in the morning-are they not closed at that time?

Deputy Chief Rinaldi-Bolands is closed at that time-this incident had to do with an employee who went back and boyfriend followed.

Chief Satkowski-I received a request from K-9 officer to take his dog out of state on vacation-he took dog out of state before and the dog got injured. In the past arrangements have been made between K-9 officers or where the dog was purchased has a boarding facility, to my knowledge the K-9 officer does not take the car, the department has in the past paid to have K-9 boarded.

Commissioner Duke-when boarding a police dog where do they go? If the dog will be in a controlled environment I don't see a big deal with it, if we don't reimburse K-9 handlers to board dog it's almost like penalizing them, maybe in the future have some accommodations should they have to board the dog.

Chairman Koskelowski-does K-9 officer take car on vacation? I think the dog would be more at home with his handler-support the dog going with the handler out of state as long as the dog is controlled at all time. If no Board member has any objection to K-9 going out of state we will allow it at this time-case by case basis judged by the Chief.

K-9 Officer Oczkowski-K-9 would go to another employee's house who is an officer, he would take his personal car, we don't budget for boarding-the dog will be housed in a single house with another officer there.

Commissioner Kelley-dogs are a part of the family-I believe there should be a case by case basis as long as the dog is with the handler I don't have a problem with it-saves the cost of kennel fees.

Commissioner Bitso-I am not opposed to it.

K-9 Officer Oczkowski-bite suit for K-9 has come in, LeClair Heating and Cooling will donate the other \$ 1,000 to K=9 Zoar's vest but we need to get that check that was approved a few months ago and the month has been busy.

7d) Car Report: Board accepts the report.

8. New Business:

Chief Satkowski-is requesting line item transfers as requested by the Finance Director to clean up 2019-2020 budget, money has been returned to the town this would not affect the bottom line, I think that question would have to go to the First Selectman, I said we would have to do transfers in the future and the Finance Director said we could do this in July or August, money would go from the 114 account-crossing guards to the 112 account-supernumeraries, 130 account-over time and repairs and maintenance, we transferred money to the overtime account on the 2018-2019 budget.

Chairman Koskelowski-the bottom line would not change either way? I thought there was a spending freeze-where this transfer seems okay but the police car transfers were not? If this doesn't change the bottom line-we didn't over spend our budget just certain line items, I think this is kind of late for this, did we transfer money earlier this year to the over time account?

Commissioner Bitso-I thought there was talk about a month ago to transfer monies out of the crossing guard account? And the crossing guard account money is going to what accounts?

Thomas Bennett/Kyle Kelley motion to transfer monies.

Thomas Bennett- yes Kyle Kelley- yes John Duke- no David Bitso- no
Robert Koskelowski- no

Motion fails 3:2

9. Correspondence: letter from Attorney Skowronski thanking the records department for help in a matter, letter from Chief Satkowski to Officer Marino regarding a resident who appreciated his help during the storm and Police Accountability bill handed out.

10. Other Business:

Commissioner Bitso-would like an update at the next meeting as to how evaluations are going and the Chief's goals. Weekly report/update form emailed to all Board members and the Chief-this form will be for the Chief to fill out key items such as: new IA's, discipline, media inquiries, injuries, car issues, and other. Can this be started next week so the Board can have by each Friday?

Chairman Koskelowski-good information but can we add days and hours worked for the Chief?

Chief Satkowski-Yes I can get that started-we are down an administrator and with everything going on the timeline was extended for my goals.

11. Commissioner Comments:

Commissioner Duke-now that we have a new vendor for the cars can we look into other body shop vendors instead of going to one exclusively, make sure what we are getting is the best-I feel we should shop around get prices and solicit some bids to make sure we are still competitive with other places.

Chief Satkowski-I think we are getting the best we can for our service, the price is always competitive in the past, we found a vendor that is fair and we feel comfortable with.

Chairman Koskelowski-agree doesn't hurt to get bids from other vendors, might be other vendors looking for work.

Commissioner Bennett-did the chairs for dispatch come in? the tourniquets?

Chief Satkowski-chairs to be delivered by the end of the week, tourniquets are being dispensed to officers and business cards have come in.

12) Union Business:

Union President Office Oczkowski-waiting for a copy of the contract from Town Attorney.

13) Executive Session: John Duke/David Bitso motion to go into executive session at 8:01 p.m. to discuss items brought up at the last meeting by Commissioner Bennett-safety, security and investigative techniques. In attendance: The Board, Chief Satkowski and Town Attorney LeClerc. **Motion: 5:0**

John Duke/Kyle Kelley motion to come out of executive session at 9:06 p.m. No votes or motions taken. **Motion: 5:0**

14. ADJOURNMENT: Kyle Kelley/Thomas Bennett motion to adjourn the meeting at 9:07 p.m. **Motion: 5:0**

Respectfully submitted,


Caroline Spaulding