



SEYMOUR POLICE DEPARTMENT

11 Franklin Street
Seymour, Connecticut 06483-2891

REGULAR MEETING BOARD OF POLICE COMMISSIONERS WEDNESDAY, DECEMBER 16, 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, First Selectwoman AnnMarie Drugonis, Union Attorney Bento, Cmdr. Fappiano, Sgt. J. Martin, Officer Deida and the public.

1. **Meeting was called to order** at 6:31 p.m. by Chairman Koskelowski
2. **Pledge of allegiance:** was led by Chairman Koskelowski
3. **Public comment:** None.
4. **Approval of special meeting on November 4, 2020**
Kyle Kelley/John Duke motion to accept the minutes. **Motion: 5:0**

Approval of special meeting on November 24, 2020
John Duke/Kyle Kelley motion to accept the minutes. **Motion: 5:0**

5. **Management report: Chief Satkowski**-current budget looks good, should meet the projected goals for the year, preliminary budget completed for 2021-2022 year-a few line items have increased, two cars put into the budget, dash and body cameras put into capital budget plan and have to be implemented by July 2022, car 2 was in a minor accident, the department is in POSTC standards compliance, stop sign installed on Rimmon by Pershing, preparing for winter storm, Covid concerns-currently two officers out, one officer on light duty, one officer that was out on long term has returned to full duty, one administrator position open, Inspector position unfilled, donation from State Representative Nicole Klarides-Ditria and State Representative Themis Klarides in honor of their father Peter Klarides, thank you to all who have supported the police department in 2020-community, residents, organizations, businesses their thank you and donations go a long way to support the members of the police department.

Commissioner Duke-what is the status of staffing levels between retirements and other openings-are we fully staffed?

Chief Satkowski-two openings that are not filled-Deputy Chief and Inspector positions-once Inspector filled there will be bumping to back fill. South Central will do another testing process in January.

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Commissioner Bitso-has anything been done to hire supernumeraries? I would like to see the process started whatever needs to be done let's move forward.

Chief Satkowski-we have not really talked about that but I would like to, I believe we should always have supernumeraries as it saves on overtime and having extra bodies, I will look into if the Board gives me the okay to move forward.

Chairman Koskelowski-support supernumeraries as it is a big asset to the department.

Chief Satkowski-Detective Matusovich working on ETicket citations for the cars and we are starting to enforce the winter parking ban which has been posted on social media.

First Selectwoman Drugonis-my office has shared the winter parking ban on social media.

6. Commissioner Comments:

Chairman Koskelowski-thank you to the Klarides family for their donation-always have been kind to the police department.

Commissioner Kelley-resident from Skokorat/Barn Hill area sent an email regarding speeding in the area. Can each shift increase patrol?

Commissioner Bitso-I received the same email, think we should look at stop sign and do study not just radar. I will forward the email to the Chief.

Chief Satkowski-we will take care of.

7. Old Business:

Evaluations Update

Deputy Chief Rinaldi-all evaluations have been done except three officers-two officers were out and one is on special assignment. Yes officers signed off on their evaluation and will be put into their personnel file.

Chairman Koskelowski-did the officers review their evaluation and sign off?

Training Update

Deputy Chief Rinaldi-firearms done except a few with the weather and majority of officers have already started their on line training.

Update on Union Negotiations

First Selectwoman Drugonis-the Union contract has been signed, there was some language on comp time received-HR and I will be looking at that, once the verbiage is completed I will bring to the Board for you to look at, all Board members received a copy of the new contract and it is posted on the web site.

K-9 Car

Chief Satkowski-the expedition that is ordered-assuming that is going to the K-9-Ford stopped making them for a short period of time so we will be getting a new 2021 for the price of a 2020, should be here early February.

Inspector Position

Chief Satkowski-the Union has agreed to use South Central Criminal Justice, will be getting the test in order, there is a situation that we need to work through and rectify.

Union President Officer Oczkowski-if you want to go into executive session on that we can.

Covid Protocols

Chief Satkowski-Commissioner Kelley sent some documents, work in progress as things change. We had literature and information being shared between departments and other Chiefs- it's a combination of information.

Commissioner Kelley-we have been meeting as department heads trying to stay on top of it so everybody is on the same page.

Chairman Koskelowski-Chief please make sure all employees get a copy.

Commissioner Bitso-very well written-did we write this policy or is this from the state or other town and then we customized it for our department?

CPO Position

Chief Satkowski-nothing has changed, position back in patrol, really don't see a change any time soon.

7a) Patrol reports: Board accepts the reports.

Chairman Koskelowski-thank you Detective Matusovich for putting other information on the reports, third shift has been busy, thank all three shifts for doing a good job.

Commissioner Bennett-spike in larceny from motor vehicle is there a plan in place or working with other law enforcement agencies? Officers being very proactive-patrol is doing a good job.

Deputy Chief Rinaldi-the whole state getting hit, third shift being proactive, can't pursue if they flee, Detective Bureau has also been out. Patrol and Detective Bureau did a good job as they have identified a suspect in commercial burglaries.

7b) Detective report: Board accepts the report.

Deputy Chief Rinaldi-have closed out some cases, solved a sex assault case, yes we turn cases over to that officer in special unit.

Chairman Koskelowski-does the officer in special unit have cases turned over to him from our department?

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

K-9 Officer Oczkowski-received a donation from the Klarides family in honor of their father-to be put towards equipment through the Hero K-9 program, would also like to post on website to do more fund raising for equipment.

7d) **SPO/CPO reports:** No reports.

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

Chairman Koskelowski-are the three new cars in service yet? Can we be notified when the fourth car comes in so that we can look at maybe that being a K-9 car.

Chief Satkowski-two are and the third will be in service soon.

Kyle Kelley/Thomas Bennett motion to accept all reports as presented to the Board.

Motion: 5:0

8. New Business:

David Bitso/Kyle Kelley motion to place on the agenda the hiring of supernumeraries.

Motion: 5:0

Kyle Kelley/John Duke motion to put a posting for certified officers and hold off on the other two openings until the Inspector position can be filled and a final decision can be made on the Deputy Chief position. **Motion: 5:0**

Commissioner Bitso-if we wait isn't there a six month process for certified officer-we will be losing a lot of time, don't we have to promote from within per contract? Should we advertise?

Commissioner Bennett-is it the Boards responsibility to recruit or to hire? Is there an active list to draw from? Should always be on active list to recruit from, would should be proactive and have a list.

Chief Satkowski-currently we are down two bodies, if we fill those positions from within there will be bumping, we do have a list that is current to draw from, we can start with that list if the Board gives the okay, there is a choice on the Deputy Chief position-can go to the outside but the Inspector has to be filled from within per the contract.

Chairman Koskelowski-do we have a list that we can chose from now for regular position that you can present to the Board? Start drawing from that list so we can interview as soon as possible, go through current list and move forward so when academy does open up we have personnel ready to go, keep going off the list and fill positions as soon as possible.

Deputy Chief Rinaldi-seats for the academy will not be until June unless a satellite class opens up, already put a request in for two spots.

9. Correspondence: None.

10. Other Business:

Commissioner Duke-will we address the letter received from the Union?

Chairman Koskelowski-no per Town Attorney we will not be discussing that letter.

11. Commissioner Comments:

Commissioner Bitso-thank you to the Klarides family for their continued support and donation to the Town of Seymour and the police department.

Commissioner Kelley-is the current expedition on order for the K-9? We will make the decision where vehicle will be assigned?

Chief Satkowski-sounds like the Board would like to give the current expedition on order to K-9-that car is due in no later than late January or early February, there are two cars in the 2021-2022 budget, some vehicles still being outfitted, I believe we should not replace the K-9 car as it still has life based on mileage, maybe review some items in the upcoming budget, need more discussion before we commit.

Chairman Koskelowski-Board to make a decision next meeting as to where that vehicle should be assigned.

12. Union Business:

Union Attorney Bento-we were anticipating discussing the Unions letter in executive session-will we get a follow up?

Chairman Koskelowski-no that's not what the executive session is about.

Commissioner Bennett-the three officers not getting an evaluation-what is the Unions position on that? Evaluations done on how the Deputy Chief and Chief think they will do in a position? How do you evaluate on how someone might do in that position?

Union President Officer Oczkowski-if going for promotion they should get an evaluation done, if they are in the process they should be getting done.

Chairman Koskelowski-the officer that is assigned outside the department-his evaluation should be done by the other department, Board does look at evaluations as it helps us to make a decision for promotion. I agree I don't understand how someone can project the future on how someone can perform in that position, whether an officer is out you can still evaluate him on the performance before he went out.

Chief Satkowski-the Deputy Chief and I have discussed that the officer can have his evaluation done by the other department, the other two we will evaluate based on prior performance, the testing process evaluations are not these evaluations-the Deputy Chief and Chief will do evaluations in accordance with the contract based on current position and how they will be in the new position, we look collectively at every day performance, evaluation, everyday work ethics, the evaluations will be done just a couple of loose ends to tie up.

Commissioner Kelley-is it fair to say get the evaluations done for the two officers that just came back?

Commissioner Duke-I agree-without data from an evaluation-that's speculation.

Commissioner Bitso-the committee was formed back in February to evaluate and here we are in the middle of December-not done yet-find a way to finish the process.

Deputy Chief Rinaldi-one officer out for 16 months-in a supervisory position only for 4 months-will it be fair? I will have them all evaluated.

Union President Officer Oczkowski-the letter sent in last month was not read-would like feedback on update where this would be going? Would like to see a resolution as it was a complaint. We were under the impression the Town Attorney was representing the Board and the Chief, somehow we need an answer as to what you will do with the letter.

Town Attorney LeClerc-there is no update needed by the commission, the Board does not need to take action, the Town Attorney's office represents the Town of Seymour all its departments, agencies, boards and commissions including the Police Commission.

Chairman Koskelowski-the letter was an opinion of the Union it did not appear to be a complaint. Town Attorney stated the Board does not have to take action, the two attorneys will discuss this item.

Union Attorney Bento-will change the format if need be, we were under the impression it would be discussed, gets grey who is representing the Chief and who is representing the Board-I will speak with Attorney LeClerc. Attorney LeClerc has represented the Chief and I don't think he can wear two hats.

First Selectwoman Drugonis-the Town Attorney is correct.

13. Executive Session

Chairman Koskelowski-the Union would like to go into executive session concerning Sgt. Martin-can we do that tonight? The employee is here today with his concerns if he agrees to open session.

Town Attorney LeClerc-if someone wanted to add another executive session to the agenda they could to discuss this but if you are having a discussion of the appointment in executive session you would have to notify the employee and that employee has the right to request that be done in open session not executive session. Would not be appropriate to have him in executive session.

David Bitso/Kyle Kelley motion to go into executive session at 7:50 p.m. to discuss attorney-client privileged correspondence received from the Town Attorney. In attendance: the Board, First Selectwoman Drugonis and Town Attorney LeClerc. **Motion: 5:0**

John Duke/David Bitso motion to come out of executive session at 8:18 p.m No votes or motions taken. **Motion: 5:0**

Chairman Koskelowski-we are out of executive session and will we not be taking any action concerning that.

Town Attorney LeClerc-if someone wanted to add something to the agenda to discuss an officer-someone can make a motion to add to agenda-the decision would have to be made to go into executive session. Sgt. Martin would have the opportunity to request that be done in public session. Should someone want to proceed on the agenda with that instead of taking no action this evening and handling this internally.

Chairman Koskelowski-Chief wrote letter to Union regarding the position, Union has to get back to the Chief, Union has not yet responded.

Union President Officer Oczkowski-I had a conversation with the Chief and Deputy Chief where I explained myself, it's in the Chiefs lap not a Union issue, the Union does not have an issue right now until the Chief makes a decision, Chief and I spoke not sure on the circumstances if he sent an email or if it was received, we do not know the facts therefore the Union will not make a decision, it's in the Chiefs lap-he is working on it, once the facts are presented then we can go forward.

Chief Satkowski-email was sent out with no response, Union will not take a position try to work out together and bring forth tonight-see how the Board feels, there will be either one grievance or seven grievances, we try to work collectively together, Union needs to be part of the solution, they want me to make the decision, the officer's email back to me claims a previous ruling, Union has not provided a copy of a previous ruling, if they have a previous ruling that would help me make a more informed decision, that was one option discussed to put the list up for another week, there was a two week deadline on the signup sheet, I have never faced this situation before and yes I have a copy of the email that was sent to all eligible officers.

Commissioner Kelley-what facts are we talking about? I don't understand what's going on either side, chance to work together to figure out a solution, the person is still a Union member figure out a way to handle this so that it is fair to everyone, can we post the list up for another week?

Union Attorney Bento-the Union is in an untenable position, our obligation is to represent all members, it's a no win situation, we appreciate that the Chief is looking for a solution collaboratively, Chief to make the decision and then we need to react to it.

First Selectwoman Drugonis-why can't we just come to a common ground, is there a reason why his name can't go on the list now? Can we put the list up for another week then take it down?

Town Attorney LeClerc-not sure how to resolve tonight, Chief will have to make a decision without the Unions consent, advice or assistance, if there is a grievance we will have to deal with, understand Unions position, there are a lot of moving parts, a decision that the Chief has to make and whoever grieves it we will hear it, proceed and see if grievance then deal with it.

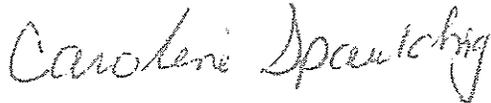
Commissioner Bitso-have no clue what is going on, was there a cutoff date to sign up? Can you provide email that was sent, if someone is out do we reach out?

Commissioner Duke-sounds like I am missing a bunch of things, there are a lot of moving parts to this.

Commissioner Bennett-its obvious there are a lot of moving parts to this whole thing, I would be more comfortable not hearing any of the details at this point, Chief will have to make a decision. Whoever will be grieving this we will have to hear in a step two grievance and I would like to hear the facts in hearing factual standpoint, not sure this should be in public session.
Chairman Koskelowski-Chief to make the decision if Sgt. Martin is eligible to take the test, we will not make that decision for you.

14. ADJOURNMENT: David Bisto/John Duke motion to adjourn the meeting at 8:33 p.m.
Motion: 5:0

Respectfully submitted,



Caroline Spaulding
Recording Secretary