



SEYMOUR POLICE DEPARTMENT

11 Franklin Street
Seymour, Connecticut 06483-2891

REGULAR MEETING BOARD OF POLICE COMMISSIONERS WEDNESDAY, FEBRUARY 17, 2021 6:30 P.M. ZOOM teleconference

Members present: Kyle Kelley, Robert Koskelowski, David Bitso, John Duke and Thomas Bennett. Also in attendance: Chief Satkowski, Deputy Chief Rinaldi, Officer Oczkowski, Town Attorney LeClerc, First Selectwoman AnnMarie Drugonis, Union Attorney Bento, Cmdr. Fappiano, Det. Ditria, Sgt. J. Martin, Retired Cmdr. D'Antona and the press.

1. **Meeting was called to order** at 6:31 p.m. by Chairman Kelley
2. **Pledge of allegiance:** was led by Chairman Kelley
3. **Public comment:** None.
4. **Approval of special meeting on January 13, 2021**
John Duke/Thomas Bennett motion to accept the minutes. **Motion: 5:0**
Approval of regular meeting on January 20, 2021
John Duke/Thomas Bennett motion to accept the minutes. **Motion: 3:2**
Robert Koskelowski and David Bitso oppose.
Approval of special meeting on January 27, 2021
John Duke/Thomas Bennett motion to accept the minutes. **Motion: 3:2**
Robert Koskelowski and David Bitso oppose.
5. **Management report: Chief Satkowski**-current budget in good shape, projected revenue was a little slow last month, pistol permits remain steady, 2021-2022 budget presented to Board of Finance-looking for additional information regarding House Bill 6004, no employees out on Covid, officer stationed at community center whenever possible for vaccine distribution, 2020 IA report completed, Inspector test moving forward, Deputy Chief position remains open, one officer out on personal leave time and more private duty checks coming in.

Commissioner Bitso-where do we stand with hiring supernumeraries?
Chief Satkowski-waiting for some resumes to come in and will be posting on the state web site.
6. **Commissioner Comments:**
Commissioner Koskelowki-Ocean State Job Lot made a donation to the police department?
Chief Satkowski-yes Ocean State Job Lot donated supplies (wipes, masks, sanitizer) today to police, fire and ems-thank you to Ocean State Job Lot.

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Commissioner Duke-commend the Chief, Deputy Chief, Detective Bureau and anyone else for the incident on the river, excellent job by everyone working through the storms and dealing with the car break-ins, K-9 unit had a nice assist in Shelton, stay safe.

Commissioner Bennett-fine job by all in patrol, outstanding work in this month's reports.

Chairman Kelley-resident on Hillside Avenue expressing concerns with visibility of oncoming traffic trying to get out of Hillside Avenue with traffic parked on South Main Street, I know it's a state road maybe put up signage-No parking here to corner-, also Rimmon Street stop sign how is that going with traffic?

Chief Satkowski-will take a look at Hillside Avenue, I believe the stop sign on Rimmon at Pershing is working-takes people time to get acclimated anytime you make a change.

First Selectwoman Drugonis-my office has received several emails regarding Rimmon Road - when it snows that it is hard to stop coming down the hill-can someone take a look?

Deputy Chief Rinaldi-I travel the road everyday-can see the stop sign coming down the hill-have to proceed with caution when the weather is bad but we can look at.

7. Old Business:

Update on Deputy Chief Position

Commissioner Koskelowski-Deputy Chief position is needed, Administration working at half staff for almost a year, department needs a second Deputy Chief as we have added more training and new State Statues coming up, we have qualified individuals within the department, believe it is necessary to have three non-union administrators, should hire asap with all the new mandates coming up July 1, 2021, money was taken from our budget and put into an account on hold that is available until June 30, 2021, I believe we should promote from within, last time we did anyone who has two years college and five years of supervisor experience was eligible for that position, no tests, Board would interview, the only time we went to the outside for applicants was for the Chief's position the Charter does allow us to do that, the Charter does not say anything about going to the outside for the Deputy Chief position, Board can change qualifications anytime, I believe experience on the job is priority, will help with moral to promote from within.

Chairman Kelley-agree a second Deputy Chief position is needed, I would question the time frame and where we stand with the budget? Does the Charter say anything specific about the Deputy Chief position? The Union contract says any promotion made below the rank of Deputy Chief shall be made from within the Seymour Police Department, do we want to move forward now or wait until the Inspector position is filled? I recommend we table this for a short time and add back to the agenda.

Commissioner Bennett-what is the process for the position and the qualifications, I know a two year degree limits the people for that position within the department, how would we go about testing for it, can outside individuals be considered, has the department never tested outside the department for any position only for the Chief position?

First Selectwoman Drugoins-make sure to check the Union contract.

Commissioner Bitso-I believe its four years education, the contract does allow to go to the outside for Deputy Chief.

Chief Satkowski-criteria for the position was submitted to the Board, in 2018 we used four year degree and minimum of three years of supervisor experience, interview process done by the Chief and Deputy Chief then the candidate goes to full Board that conducted their own interviews, nothing in Charter so the Board can set the criteria, Union contract says anything below Deputy Chief will be a Union position.

Town Attorney LeClerc-I don't believe there is anything in the Charter for Deputy Chief only the Chief.

Bob Koskelowki motions that we post for the Deputy Chief position at this time-not necessarily to hire just post to see how many people would be eligible for the position.

There is no second to the motion so the motion fails.

John Duke/Thomas Bennett motion to add to the agenda update and discussion on the Inspector position and table the Deputy Chief position. **Motion: 4:1** Robert Koskelowski abstain

Chairman Kelley-do we have a date yet for the Inspector test? Will posting for the Deputy Chief position help or hinder anyone for the Inspector position?

Chief Satkowski-March 15, 2021 will be the written test, March 22, 2021 will be the oral boards then move to the Board for interviews. The postings are up for two weeks, with criteria don't believe it will help or hinder, small department probably the same individuals, person for Inspector position can also be for the Deputy Chief position might be a redundant process.

Robert Koskelowski/John Duke motion to put the Deputy Chief position back on the table.

Motion: 5:0

Commissioner Duke-if looking for Bachelor degree education is important but what about people with military time-should not be discounted, military experience should be added to the criteria as I think that is important.

Chairman Kelley-qualifications might need tweaking, not to post until that is done, nominate two person committee from the Commissioners to meet with Chief and Deputy Chief to get criteria together and as long as everyone agrees we can post it, Commissioner Koskelowski and Commissioner Bennett to work with Chief and Deputy Chief for the requirements and posting ready for the next meeting.

Commissioner Bennett-spoke with members of the Chief of Police Association and their services are free and a great resource, I'm all for promoting from within the department, when we start asking for a four year degree we are limiting ourselves and I don't think that is fair, I sometimes think law enforcement experience is more valuable than a college degree when someone is just finishing their college years, make sure to take all those things into account when making a decision, there is also another agency that would charge \$ 6,000-\$ 10,000 to do a more in depth look at the department to determine what areas we need help in and modify their testing procedures to what areas the department is looking to excel in.

Commissioner Koskelowski-agree should put a two member committee together, there are other issues than just a college degree, I believe experience being on the police force a long time and military service should also be included.

7a) Patrol reports: Board accepts the reports.

Commissioner Koskelowski-why are there not as many motor vehicle stops on the first and second shift?

Deputy Chief Rinaldi-day shift has been busy with other assignments, takes hours to process an arrest, Covid concerns and the weather. Will speak with supervisors.

Commissioner Duke-is this related to the type of calls the shifts are receiving?

7b) Detective report: Board accepts the report.

Deputy Chief Rinaldi-car break-ins and car thefts have slowed down and closed out the Lake Housatonic incident.

7c) SRO/CPO report-Board accepts the reports.

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

K-9 Officer Oczkowski-fund raiser goal met-thank you to all who donated to help us get the cage and hop pop system, we are \$ 6,380.99 short for the install of the box for the trunk and the fan, waiting on the cage but some equipment received already, assisted other towns that don't have a K-9. Have not heard of any issues regarding comp time.

Commissioner Bennett-how is comp time going?

Chairman Kelley-what couldn't be fund raised can that be made up from the seizure account?

Chief Satkowski-we will get together once we have final expenses and report back to the Board.

7e) Car Report: Board accepts the report.

Chief Satkowski-all vehicles up and running, still waiting for delivery on one which is in transit.

8. New Business:

Chief Satkowski-is asking for the Board to approve to set aside \$ 2,000 for high school scholarships for qualified students looking to pursue a career in law enforcement.

John Duke/Thomas Bennett motion to approve setting aside \$ 2,000 for high school scholarships. **Motion: 5:0**

9. John Duke/Thomas Bennett motion to go into executive session at 7:28 p.m. to discuss attorney-client privileged correspondence received from the Town Attorney. In attendance: The Board, Town Attorney LeClerc and First Selectwoman Drugonis. **Motion: 5:0**

John Duke/Thomas Bennett motion to come out of executive session at 8:08 p.m. No votes or motions taken. **Motion: 5:0**

10. Correspondence: None.

11. Other Business:

Chairman Kelley-last month Commissioner Duke and Commissioner Bennett met with the Chief and Deputy Chief regarding IA's, would like to advise the Chief and Deputy Chief to have IA 20-13 be done asap along with any others for that individual unless something more pressing for IA's comes in. For next meeting an update on the dispositions and the assurance that the officers and the Union have been notified of the completion of the IA's and the outcomes.

Commissioner Bennett-can we have a progress report by next Wednesday as to where they stand and time frame when completed?

12. Commissioner Comments:

Commissioner Bitso-I'd like to go on record that the January 20th meeting this Board went against the 3.7 and 4.1 of the Charter-Election of Officers, we employ council to attend these meeting to make sure we do things accordingly. Yes that is the correct meeting.

Chairman Kelley-is that the meeting you seconded the Vice Chairman for? Attorney LeClerc

have you looked into that all-Commissioner Bitso is correct you have been to the meetings
Town Attorney LeClerc-we are preparing written response and it will conclude that nothing was done inappropriately, no Charter violation, based on the information we received-no FOI violation, I would take issue that the Town Attorney's office is not honest, Mr. Koskelowski sent a letter raising a Freedom of Information question and a question on the Charter seven working days ago not a month ago dated February 8th, he is incorrect of his interpretation of the Charter both 4.1 and 3.7, 3.7 has nothing to do with Election of Officers-the officers referenced in 3.7 are elected officials for Commission members-First Selectman-Board of Selectman-officers of the Town not officers of any individual Board or Commission, there is no suggestion factually that would lead one to conclude that there was any illegal meetings, there are caucuses that are allowed under the Freedom of Information-I don't think you can jump to that conclusion, this will all be in writing shortly from the Town Attorney's office.

Commissioner Koskelowski-I thought the town would hire attorneys that would be honest and sincere with legal opinion, it's very clear what the Charter says, there is not one Board or Commission that elects officers on or before every December, they do it on every odd number year, 3.7 is very clear that the person stays in that position until they leave or election, I was going to step down as Chair anyway, for this Board-three of you to meet-FOI is very clear under the definition of 200-meetings and caucuses-three members of different parties out of a five member board cannot meet-but yet you did it, yet the attorney says no violations, the only recourse is that we have to file a FOI violation as the attorney is misrepresenting what the FOI law states and what the Charter states, unfortunate this happened the most qualified person that should have been elected Chairman is David Bitso he's been on this Board for a long time, you said you didn't want me to be Chairman anymore because I go talk to the Chief but yet Kyle you already talked to the Chief not even a week after they made you Chairman-you're doing what I was doing-you're supposed to find out what the issues are, one Commissioner was complaining like heck that a custodian was driving a police car-you asked me to go talk to the Chief and I did yet what you three did was a total disrespect for the Commission, I've always served on every Board or Commission that best I can for the Town of Seymour, I've lost all respect for all three of you for doing things behind our backs, we could have all met, we could have all caucused but you weren't man enough to do that and that's a shame because I have never worked for a Board

or been on a Board that has ever done this before regardless of political party, the political parties don't mean nothing to me when I sit on a Board-I respect each one of you and given you all the updates when I have gotten them, unfortunately you did something that was behind the back of others and that's just wrong, you weren't man enough to just say this is what we would like to do I would never have done that to you, thank you for doing that to me that gives me more energy about things in the future, there is a violation in the Charter without a doubt, there is a violation of FOI without a doubt and for the attorney to take over almost a month now to review this and couldn't give us an answer before the is unfortunate, it's unfortunate that the attorney had to lead away from what is actual facts, I'm gonna have to do what I have to do, the previous Board always had the best interest in the town, this Board has not worked together starting January 20th when the three of you decided to run this Board, I'm gonna have to do what I need to as a Commissioner, my comment was I was stepping down as Chairman anyway I don't resign from Boards, the reason why I voted for in favor is because under Roberts Rules can only bring up an objection if you are in favor if you want to reconsider a motion has to be at the same meeting or the day after a meeting and since we don't meet the day after and that's why I voted yes only because then I can bring up that issue again, which I did, if I voted no then I would have been in the minority I couldn't bring up the same issue so under Roberts Rules that why I did it, it wasn't because I was in favor of it because I had to do it to bring up the issue in the future, I'll just keep bringing it up because I truly believe the Town Attorney is wrong on his interpretation of 3.7, it isn't every four years its every two years, John you know yourself you ran for a two year term not a four year term and every two years we have new Board members because that's the way it is broken up, there are two or three new Board members every two years and every Election of Officers-if you go back-and look at every Board of Police Commissioners meeting elected officers are every two years not every year.

Chairman Kelley-I will also go on record that all the allegations are false, there was no meeting, you can FOI and you will receive a blank piece of paper, if you do not like what's going on and the direction that we are trying to bring the department and the Board after your meeting you had back in November concerning the Chairman spot then maybe it's time you stepped down from the Board, nothing was done illegally, the Charter is clear and if you interpret it the way you interpret it then the appointments would actually be for four years not two years because most of the positions on the Board currently have been elected for four years including mine, I urge you to look at that again but we are moving forward doing the best we can with the cards we have been dealt and we will continue to move forward hopefully as a group, you were going to step down anyway. My term is every four years.

Commissioner Bennett-I just want to clarify, I'm not sure if I am understanding this right I did hear that Commissioner Koskelowski say he is stepping down is that a public resignation of his position on the Board of Police Commissioners at this point I'm not sure what he is referring to when he said I was going to be stepping down anyways.

Commissioner Duke-I'm just a little confused Commissioner Koskelowski-I do not appreciate you making false allegations that there was a meeting and conspiracy, if that's the way you want to play political games that's fine I'm not getting involved in it, if you were so dead set against this why did you vote in favor of these motions and these appointments as well as Commissioner Bitso who also actually second one of them, I don't understand where the confusion is and if you are unaware of what you were doing and you voted for it that concerns me as a Commissioner because if you are just voting on things that you are not clear on without asking about it that makes me a little nervous-thank you for admitting all that.

Commissioner Bitso-I second the motion for Vice Chairman as it was going to pass anyway and honestly at the time I didn't realize the Charter under 4.1 says any election should take place prior to 12/31 of that year-I didn't recall that part of it and that's why I did it, once I went back and read the Charter the next day I realized it was all done a month later than it should have been.

Commissioner Duke-or eleven months early if you interpret it that way.

13. Union Business: K-9 Officer Oczkowski-would like to get a GPS committee together, Union Attorney Bento and Detective Matusovich we all met last week to go over new GPS stuff going into our vehicles, as well as dash and body cameras, we'd like to work together with Board and one of the Chiefs to come up with some language to protect both sides once this goes into effect, our current GPS system hasn't been in for a couple of years-we haven't used it, change in working conditions would be part of the discussion, there would be three phases-GPS on the new computer system-Nexgen-which are going into service as we speak and then body cams and dash cams.

Commissioner Duke-would this fall under change in working conditions for the personnel that will be affected by it?

Union Attorney Bento-Detective Matusovich has been keeping the Board apprised on the Nexgen software-not only in the vehicles but throughout the department, we think it makes sense if labor, management and the Board are looking at it to make sure we are all on the same page, this will be a completely different system than what the Town is used to and we want to get out ahead of it.

Chairman Kelley-agree with getting out ahead of it, there is a lot going on right now, there's a person that comes out and installs the GPS, there's already words and verbiage policy for that, we don't anticipate seeing body cams and/or dash cams for a while, I'd like to push this off at least a month or two until we get some of these other things we are working on taken care of, see what the status is in a month or two, get an update on GPS see how everything is going and then take it from there, I do like the idea of including everybody in the process, maybe in April's meeting we can get an update take a look at where we are and then re-address it at that time.

14. ADJOURNMENT: Thomas Bennett/John Duke motion to adjourn the meeting at 8:29 p.m. **Motion: 5:0**

Respectfully submitted,



Caroline Spaulding
Recording Secretary