

BOARD OF POLICE COMMISSIONERS
MEETING MINUTES
WEDNESDAY, APRIL 21, 2010
POLICE HEADQUARTERS at 5:30 P.M.

Present: Commission Members: Chairman Ametrano, Commissioner Carlson,
Commissioner Cole, Commissioner Dostert,
Commissioner Trotta
Departmental Members: Chief Terribile, Deputy Chief Hutchinson, Lucy Krauchick,
Clerk of The Board, Officer Denison, Officer Hill,
Detective O'Connor, Officer Bernier
Public: Nadine Jerdi, Betty Bonus, Paul Mei

Chair Ametrano called the meeting to order at 5:34 P.M.

1. Approval of prior meeting minutes.

1.1 March 17, 2010

Motion: Motion made by Commissioner Carlson, seconded by Commissioner Trotta, to approve the Board of Police Commissioners meeting minutes of Wednesday, March 17, 2010 as presented.

*Vote: In favor: Chairman Ametrano, Commissioners Carlson, Cole, Trotta
Opposed: None
Abstained: Commissioner Dostert*

2. Public Petition/Commentary.

Officer Hill, Union President took the floor and commented on the resignation of Officer Scott Pierce. He recognized The Chief in his efforts in helping Officer Pierce pursue a position with CT State Police. Officer Hill spoke on behalf of the Union expressing disappointment in unnecessary lay offs of two officers "due to poor Town management" and stated the Union expects better judgement from Town management. He stated the candidate placed number one in the state and is a Guilford resident which speaks miles to the loss, "it is immeasurable". At this time, the Union President handed the Clerk of The Board a written statement for the record to show as follows:

"The Guilford Police Union (Local 356 of AFSCME, Council 15) would like to express its disappointment over the loss of police recruit Scott Pierce. Further the Union is concerned that the loss of this promising police candidate caused by unnecessary threats of layoffs made by the Town's management. The Union expects that in the future the town will use better judgement and more appropriate avenues when dealing with important issues such as contracts, benefits and avoid unwanted threats to take away a persons job."

Commissioner Carlson asked to speak on behalf of the Board of Police Commissioners stating clarification was in order. She said the entire Commission feels badly about this resignation and the candidate had tremendous potential which the Board recognized at the time of hiring. The Commissioner stated on two separate occasions the current First Selectman was asked by the Board of Police Commissioners if a conditional offer should be made and both times The Board was told

“yes and to move forward” with the process. Commissioner Carlson said the economy then got worse. She stated the consensus of the Board of Police Commissioners was that the body would do all they could to keep the two new candidates but it was out of their control. She said that subsequent to this, the Board of Police Commissioners discussed that if the budget passed they were going to move forward with a formal letter to The First Selectman with a request to carry forward monies not expended in police salaries, that are in the positive, to preserve the positions.

Commissioner Cole stated he wanted to add one thing to the record and said that the Union could be rest assured that the Board of Police Commissioners did everything they could to preserve the two recruits.

Officer Hill replied that this is a very unfortunate circumstance and Officer Pierce was number one statewide, a Guilford resident, received the Ketchale award and this is a great loss to the Town.

Officer Hill addressed The Board on “a second issue” representing the Union. He stated the Union is concerned with Agenda Item 4.2.1 Sick Time Report and that actions taken were in violation of State Statute Freedom of Information Act and relates to Sec. 1-214. Officer Hill said minutes show that individuals were talked about and not given notice to appear prior to the conversation. He asked for future consideration and review of Sec. 1-214 of the Board members.

Chairman Ametrano clarified the discussion was generic, no violation took place. Officer Hill stated the Union was not intending on filing an F.O.I. violation and just reminding the Board of Police Commissioners of individuals rights under Sec. 1-214.

Commissioner Carlson said she understood the concerns and no specific discussion about any individuals took place because there were no arguments, nobody was named, no action was taken.

3. Traffic

3.1 New England National Scenic Trail-Mr. Paul Mei.

Mr. Mei presented information to the Board of Police Commissioners with visual maps of the New England National Scenic Trail. He stated a proclamation was signed in 1998 by the former First Selectman Bartlett and supported by the Town’s Environmental Planner, Leslie Cane, allowing this national trail to include the Town of Guilford. He reviewed the progression of the trail. Mr. Mei informed the Board that as the trail progresses he will continue to report to the Board. Commissioner Carlson thanked Mr. Mei and said it was a great project.

Motion: Motion made by Commissioner Carlson, seconded by Commissioner Trotta, to add Item 3.2 Lake Quonnipaug Lane to the Agenda.

*Vote: In favor: Chairman Ametrano, Commissioners Carlson, Cole, Dostert, Trotta
Opposed: None
Abstained: None*

3.2 Lake Quonnipaug Lane.

Nadine Jerdi of Lake Quonnipaug Lane spoke on behalf of herself and neighbors of

Lake Quonnipaug Lane and adjoining roads. She said police presence is noticeable in the neighborhood and appreciate that presence but many times the speed limit signs are being ignored. She stated there are many young children in the neighborhood. She handed out a document with signatures of neighbors asking for the Board of Police Commissioners to review the area and consider additional stop signs, speed limit signs, and children at play signs.

Chief Terribile and the Traffic Commissioner will survey the area and The Chief will report his recommendation after the review of the roads to the Board.

4. Committee Reports

4.1 Facilities/Equipment

4.1.1 Vehicle Fuel Report.

Chief Terribile stated all lines are in order within the report.

4.2 Personnel

4.2.1 Sick Time Report.

Chief Terribile stated there are no violations, no misuse of sick time.

4.2.2 Attendance Incentive Report.

Chief Terribile said it is commendable the amount of employees who do not use sick time each quarter and are awarded incentive time.

4.2.3 Grievance 2010-02-Detective Mark O'Connor

Detective Mark O'Connor spoke on his own behalf referencing Grievance 2010-02 and 2010-03 and presented his points referring to scheduled doctor appointments while on duty.

Officer Fred Hill, Union President declined an invitation to speak on Detective O'Connor's behalf stating "the Union does not support the Grievance at this time".

Chief Terribile said that there was no merit for this Grievance and that doctor appointments that are non-emergency and non-work related should be scheduled off duty, not when the employee is on-duty.

Commissioner Trotta asked for confirmation that this was not a work related illness. It was confirmed that it was not.

Motion: *Motion made by Commissioner Carlson, seconded by Commissioner Cole to deny Grievance 2010-02.*

Vote: In favor: Chairman Ametrano, Commissioners Carlson, Cole, Dostert, Trotta
Opposed: None
Abstained: None

4.2.4 Grievance 2010-03-Detective Mark O'Connor

Motion: Motion made by Commissioner Carlson, seconded by Commissioner Cole to deny Grievance 2010-03.

Vote: In favor: Chairman Ametrano, Commissioners Carlson, Cole, Dostert, Trotta
Opposed: None
Abstained: None

4.2.5 Grievance 2010-04-F.Y.I.

Chief Terribile stated that he and the Union were trying to come together on a solution to clarify the language of individual vacation days and vacation time and were moving forward with a solution. A "letter of understanding" will be set forth upon resolution.

4.2.6 Wage Concessions, Chief Terribile and Deputy Chief Hutchinson (May require Executive Session).

Motion: Motion made by Commissioner Cole, seconded by Commissioner Trotta, to move Item 4.2.6 Wage Concessions, Chief Terribile and Deputy Chief Hutchinson on the Agenda, to Executive Session.

Vote: In favor: Chairman Ametrano, Commissioners Carlson, Cole, Dostert, Trotta
Opposed: None
Abstained: None

Motion: Motion made by Commissioner Carlson, seconded by Commissioner Trotta, to add Item 4.2.7 Resignation of Officer Scott Pierce to the Agenda.

Vote: In favor: Chairman Ametrano, Commissioners Carlson, Cole, Dostert, Trotta
Opposed: None
Abstained: None

4.2.7 Resignation of Officer Scott Pierce.

Motion: Motion made by Commissioner Carlson, seconded by Commissioner Dostert, to accept the resignation of Officer Scott Pierce with regrets.

Vote: In favor: Chairman Ametrano, Commissioners Carlson, Cole, Dostert, Trotta
Opposed: None
Abstained: None

Motion: Motion made by Commissioner Carlson, seconded by Commissioner Dostert, to add Item 4.3.6 Thank you from Commissioner Cole to the Agenda.

Vote: In favor: Chairman Ametrano, Commissioners Carlson, Cole, Dostert, Trotta

Opposed: None
Abstained: None

4.3 Communications

4.3.1. Correspondence received from the Madison Police Department.

Commissioner Carlson read from correspondence received from the Madison Police Department thanking the Department and the Board of Police Commissioners for “Mutual Aid” assistance during recent issues within that Town.

4.3.2. Correspondence from Natalie Heineman thanking Dispatcher Terribile.

Commissioner Carlson read from correspondence received from Natalie Heineman thanking Dispatcher Terribile for her assistance with a house check during a medical emergency.

4.3.3 Correspondence received from Madison Police Department thanking Officer Basimakopoulos.

Commissioner Carlson read from correspondence from the Madison Police Department thanking Officer Basimakopoulos for his services in translation during a motor vehicle stop.

4.3.4 Correspondence from Calvin Leete School thanking Sergeant Lawrence.

Commissioner Carlson read from correspondence received from Calvin Leete School thanking Sergeant Lawrence for volunteering to read to a classroom.

4.3.5 Correspondence from Joe Dubin thanking the Department.

Commissioner Carlson read from correspondence received from Joe Dubin thanking the Department for their thoughtfulness.

4.3.6 Thank you from Commissioner Cole.

Commissioner Carlson read from a thank you note received to the Board of Police Commissioners from Commissioner Cole thanking them for their thoughtfulness.

4.4 Budget/Finance

4.4.1 2009/2010 Budget

A. Budget Analysis

Chief Terribile reviewed the Budget Analysis report with the Board of Police Commissioners and went over line items that are to the positive.

All line items are in order at this time. The Chief particularly reviewed the positive line of police salaries and stated this is not due to over budgeting and reviewed the timeliness of hiring officers, testing time, polygraphs and so on. Therefore, a result of approximately six months unexpended salary before formal hiring.

Discussion proceeded regarding the carry forward of funds from police salaries from the 2009/2010 Budget to the 2010/2011 Budget and Commissioner Carlson will prepare the correspondence to the Town with the request to carry forward funding.

4.4.2 2010-2011 Budget

- A. Funding of School Resource Officer.
- B. Funding of D.A.R.E. Officers.

Chief Terribile discussed the 2010-2011 Budget. The Chief reviewed the formula used to calculate budget line items, such as, replacement and overtime and its successful implementation.

Discussion followed about the funding of patrol officers at full staff Chief Terribile reported the funding of 39 police officers was cut from the 2010/2011 Budget to 37 police officers.

Chief Terribile discussed a four manpower minimum for road shifts reminding the Board that this has been the departmental goal for several years with the safety of the officers and the community in mind. The Chief said the School Resource Officer and D.A.R.E. Officer will go have to go back on the road.

Discussion followed that the D.A.R.E. program curriculum could continue throughout this school year.

Chief Terribile stated the High School can become a regular D-run and discussed Sector 8. He reviewed the assignment of Sector 8 and how it could effectively work to the benefit of patrol and the community.

Betty Bonus took the floor to address the Board of Police Commissioners. Betty Bonus stated she works at Guilford High School and said that Officer Gardner's presence at the High School is invaluable. She said the school runs with open doors. She spoke on several instances that Officer Gardner averted potential problems. She stated after listening to this discussion she has a better understanding of budget issues and the departments position and asked if economic times improve if the assignment could be reconsidered. She stated there are many instances that Officer Gardner has defused potential problems which have never been measured in numbers.

Chief Terribile was in communication with Dr. Forcella, Superintendent of Schools who indicated that based upon the current climate at the High School the need is not what it was in the past and the Board of Education was

not in a position to fund the School Resource Officer assignment at this time

Officer Denison spoke in favor of a four person minimum.

Commissioner Carlson stated that the departmental goal has been to achieve a four man minimum resulting in the hiring of the two new police officers and this has run parallel with the budgetary and the economic issues. The Commissioner said that the School Resource Officer and D.A.R.E. program assignment is a management decision and she supports the management.

Commissioner Trotta stated his views regarding the School Resource Officer are strong but he will support the police management decision and asked if the S.R.O. assignment will continue throughout this fiscal school year. Chief Terribile confirmed that it will. Chief Terribile remains committed to the safety of patrol and the community.

Officer Hill spoke on behalf of Chief Terribile and management decision to go from a three man minimum to a four man minimum due to the growth of the community and the additional amount of complaints. He said there are over 20,000 people living in Town and there were over 12,000 complaints last year which averages 600 per patrol officer, well beyond the 60 complaints at the high school last year.

Commissioner Trotta asked that the letter received to the Commissioners from Officer Gardner regarding his S.R.O. assignment be on record.

Officer Hill replied the Town Hall management ignored or forgot that the Police Union took a real zero increase for 2009/2010 fiscal year.

5. Monthly Reports.

Chief Terribile reviewed the monthly reports and entertained questions. There were none.

6. Old Business.

None.

7. New Business

Commissioner Ametrano reminded the Board of Police Commissioners of the Departmental Photo scheduled for Tuesday, May 4, 2010 at 7:30 A.M. at The Whitfield Museum. He asked them to contact Lucy Krauchick, the Administrative Assistant to The Chief if they will attend.

Deputy Chief Hutchinson reviewed the on-line survey and will continue to follow up with phone calls and reporting to the Board.

Tip-A-Cop special event is scheduled for Thursday, May 6, 2010 from 5:00 P.M. to 10:00 P.M. at K.C.'s Pub (formerly Chips Pub II) in Guilford.

8. Police Personnel Comments

Motion: Motion made by Commissioner Cole, seconded by Commissioner Dostert, to move to Executive Session for the purposes of discussion of contractual issues inviting Chief Terribile and Deputy Chief Hutchinson for a portion of Executive Session and excusing the Clerk of the Board.

Vote: All in favor: Chairman Ametrano, Commissioners Carlson, Cole, Dostert and Trotta
Opposed: None
Abstained: None

The Clerk of the Board left the room at 7:40 P.M.

Respectfully submitted,

Lucy Krauchick
Clerk of The Board

The Board of Police Commissioners entered into Executive Sessions at 7:40 P.M.

Chief Terribile and Deputy Chief Hutchinson were excused at 7:45 P.M.

The Commission discussed the performance evaluation process. No action was taken, no motions were made.

Motion: Motion made by Commissioner Dostert, seconded by Commissioner Cole to come out of Executive Session and move to Public Session at 7:55 P.M.

Vote: All in favor: Chairman Ametrano, Commissioners Carlson, Cole, Dostert and Trotta
Opposed: None
Abstained: None

Motion: Motion made by Commissioner Carlson, seconded by Commissioner Trotta, to adjourn the regular meeting at 7:55 P.M.

Vote: All in favor: Chairman Ametrano, Commissioners Carlson, Cole, Dostert and Trotta
Opposed: None
Abstained: None

Meeting adjourned at 7:55 P.M.

