



SEYMOUR POLICE DEPARTMENT

11 Franklin Street
Seymour, Connecticut 06483-2891

REGULAR MEETING BOARD OF POLICE COMMISSIONERS WEDNESDAY, APRIL 21, 2021 6:30 P.M. Town Hall, Norma Drummer Room

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, Sgt. J. Martin, Inspector Matusovich and Det. Ditria.

1. **Meeting was called to order** at 6:30 p.m. by Chairman Kelley
2. **Pledge of allegiance:** was led by Chairman Kelley
3. **Public comment:** None.
4. **Approval of regular meeting on March 17, 2021**
Robert Koskelowski/John Duke motion to accept the minutes. **Motion: 5:0**
5. **Management report: Chief Satkowski**-budget looks good however may need a transfer to overtime down the road, revenue income remains low but pistol permits remain strong, new parking attendant started, private duty collection has increased, arrest made on the fatal accident on Route 67 in 2019, State and Town opening back up, therefore, we will be planning for several events (Memorial Day, school graduations, summer concerts, pumpkin festival) and if the numbers stay low the youth academy will be in July, several applicants for supernumerary and full time officers, Inspector Matusovich was sworn in, one officer still out, one Administrator position still open and Administrative Assistant out.
Commissioner Bitso-why are we not hiring a temp to help out if the Administrative Assistant will be out for a long period of time?
Chief Satkowski-there are ongoing talks with HR and the First Selectwoman's office.
Commissioner Bennett-one person pulling double duty can be overwhelming for a long period of time.
First Selectwoman Drugonis-speaking with accounting department to take on some duties and help out.

Commissioner Koskelowski-is there interest on the Seizure and Community Accounts?
Chief Satkowski-yes but it is very minimal.

6. **Commissioner Comments:** None.

7. Old Business:

Deputy Chief discussion

Chairman Kelley-we had talked a few months ago about a committee putting some criteria together that we need to discuss along with time frame to fill position-which I would like to put the time frame on pause and revisit later on in the meeting or next month, can you two Commissioners just touch base now and next month we will make a decision as to what we want to do to fill the position, so we will table this until next month's meeting and make a decision as far as the time line.

Commissioner Koskelowski-Commissioner Bennett and I have sent information to each other now that we can meet in person maybe we can get together to go over.

Commissioner Bennett-if we are not going to fill this quickly to meet and come up with criteria is kind of not worth putting the effort in right now until we decide what we are going to do, I think we need to make a definitive decision if we are going to fill the position or not.

IA'S

Chief Satkowski-all outstanding or pending IA's have been completed except one civilian complaint.

Grievance 21-01

Chairman Kelley-read into record what the grievance entails.

Commissioner Koskelowski-how much money are we talking about to make this grievance go away?

Union President Officer Oczkowski-\$ 1,886.08, we've always used South Central but there was no communication from the Chief that there were problems, back in November it was brought up and Chief said everything was on track and around New Year's no acknowledgement of schedule, day after the November meeting I emailed the Chief with the letter that we agreed to South Central-at the December meeting it was noted that the Union agrees to South Central.

Union Attorney Bento-we cited the Collective Bargaining Unit that we believe it is extremely clear regarding promotions that once the Town receives notice that the incumbent is going to retire the Town has 90 days to potentially hold test and promote, our calculations are that once Inspector DeNigris left somewhere around November 2, 2020 the breakdown is -168 days passed since official notice given subtracting the 90 days that is given contractually as a buffer leaves 78 days left to 5 day work week equals 56 actual working days the Town is late by, the difference between the Inspector position and Detective position is \$ 4.21 per hour, the clock was already ticking when the Chief verbally engaged with South Central sometime in January but to deny the grievance would be improper all this issues are for mitigation but that doesn't mean there is no fault on the Town.

Chief Satkowski-disagree with the start date being off 8 or 9 days, Inspector DeNigris didn't leave officially until November 2, 2020, 2020 was not a normal year and the vendor encountered problems-holidays-time frame, promotional exams since Covid have all changed and all that needs to be taken into consideration that's my reason for denial, we have tried to fill the position as fast as we can, this has happened in the past and the Union was more reasonable and

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understanding as we have gone over other times and nothing was done, I know we are only talking minor dollars but it is the precedence we are talking about moving forward, South Central was notified as soon as the Board said to post, the posting stayed up for two weeks, I've relayed the issues that South Central was having to the Board in the meetings, Union never gave official letter until December that they were going with South Central, the whole state had issues with vendors as there used to be four now there is none, by contract we have to give the candidates 30 days minimum for testing.

Commissioner Bennett-November meeting the Union agreed to this agency, Chief brought up that South Central was having some issues if the Union agreed to that agency knowing there could possibly be some issues how aren't you happy? I'm pretty sure it was discussed that South Central had to find vendors and they were having issues, is the argument that South Central was not notified until a very later date and that's what delayed the whole process? When was South Central actually contacted? If it's beyond our control if South Central that was mutually agreed upon delays the process then I don't understand why the Town should be paying?

John Duke/David Bitso motion to add executive session to the agenda to discuss grievance 21-01. **Motion: 5:0**

John Duke/Thomas Bennett motion to go into executive session at 7:07 p.m. to discuss Union grievance 21-01. In attendance: The Board, Town Attorney Brian LeClerc and First Selectwoman AnnMarie Drugonis. **Motion: 5:0**

Chief Satkowski goes into executive session at 7:25 p.m.

David Bitso/John Duke motion to come out of executive session at 7:38 p.m. No votes or motions made. **Motion: 5:0**

Town Attorney LeClerc-regarding grievance 21-01 councils have agreed on a resolution on this matter and the grievance is settled.

GPS

Chairman Kelley-where do we stand with GPS? Do you have to be logged into the MDT to use Nexgen system? Are the details being worked out?

Inspector Matusovich-procedure and guidelines paperwork to type up, working with the officers to log in, all technology-GPS-body cams-can be brought under one discussion, will speak with management about policy, there is a history with GPS, all fairness GPS came in then faded out should be some rules put into place, have to keep for 30 days, when can GPS be used against an officer, anyone who works the desk can see any car that has a computer terminal for GPS, Administration, Detective Bureau and ESU truck will not have GPS-all patrol cars will.

Commissioner Bennett-do we have policy in place? Foresee any issues from the Union as to when GPS will be allowed to be used and in what manner? Management and Union have to talk to be on the same page, let's all work together.

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Chief Satkowski-we never had body cams, if we use grant money for body cams the Town will have to, minimally, abide by the State body cams policy, move sooner rather than later, grant money first come first serve, there are reoccurring costs over a five year period and with the 90 grand we should be good until the third year, GPS was approved by a former Board, GPS is in the duty manual, can be used for discipline if officers are not doing their job accordingly, look to embrace GPS as a tool.

Commissioner Bitso-GPS going in every vehicle? Who will have visibility? How many cars would not have GPS?

Body Cams

Commander Fappiano-looked at 9 various companies for body cams, narrowing that down to 5, meet with management and we really liked Provision, if we don't get grant the Town eligible to get 30% reimbursement, most are built the same way-cloud based storage, all companies compliant and vetted, year one storage-install and equipment included, standard motor vehicle stop have to store data for 90 days, if we go with grant we will have to follow State policy, if we use the grant we are limited to what we can do-can't be seizure fund has to be budget money, have to get receipt for what we spend then get reimbursed, two months should be sufficient to install dash cams.

Chairman Kelley-where do we stand for purchase money? Where do we stand with policy?

Chief Satkowski-current fiscal year the Town put aside 50 grand in capital budget, in the next budget year there is 40 grand put aside, yes the 50 grand can be carried over just need to encumber the money, more discussion needed from First Selectwoman's office, Finance and vendor with payment-have to tie up some loose ends.

Commissioner Bitso-can 50 grand be carried over? Don't want to procrastinate-let's get it going.

Commissioner Duke-how soon can we apply for grant?

First Selectwoman Drugonis-we can write a check June 30th on the money we put aside then put it right back in.

Robert Koskelowski/David Bitso motion to proceed with Provision for body/dash cams.

Motion: 5:0

Chairman Kelley-ask that the policy need to be done and agreed upon by all parties and to review by the May meeting.

Commissioner Bennett-how many body cams are we buying?

Chief Satkowski-we are purchasing 45 body cams leaving 2 spares.

7a) Patrol reports: Board accepts the reports.

Commissioner Bitso-third shift really busy.

7b) Detective report: Board accepts the report.

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

Commissioner Duke-Officer Dempsey doing a great job on the boot camp program, very proactive.

Chief Satkowski-participated with child ID kits and handed them out, commend them for their efforts.

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

Commissioner Koskelowski-is the new vehicle in service?

K-9 Officer Oczkowski-Communication Services did a really good job outfitting the car, however, the car is out of service because it is leaking transmission fluid.

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

8. New Business:

Chiefs Contract

John Duke/Thomas Bennett motion to approve the amended agreement made with the Chief and the Town. **Motion: 5:0**

Chief Satkowski-effective 12/31/2021 I will be stepping down after 32 plus years in law enforcement, eternally grateful for all the opportunities I have had through my years.

DB Staffing

Chairman Kelley-promotion in the Detective Bureau what is the discussion on what to do moving forward, can Union provide how many positions to be in the Detective Bureau? There was nothing said here that we weren't looking to fill the position it was discussed as the reasons why and the need, it does fall under management rights and our duty is to either fill the position or not and we set the numbers for what positions are needed, I think it prudent that we continue with what was recommended look at what has been going on and take it from there and then decide if we are going to fill it and start the 90 days from there.

Commissioner Bennett-would like to see raw data, call volume, cases assigned before we fill that position, if we can make it work right now with the staff we have until Inspector Matusovich gets settled in and maybe in a month or two get us some numbers and see what we will do with that position, like the Nexgen reports for Detective Bureau can we have those again, would like to see date and times cases coming in to justify where people are needed.

Commissioner Bitso-have no problem supporting that position but I would need to see a need for another detective, how much activity is done on the Tuesday through Friday 12:00 p.m. to 8:00 p.m. shift-maybe we could go Tuesday through Saturday 8:00 a.m. to 4:00 p.m. as Saturday is where the overtime comes in for detective, how long has the detective been working 8:00 a.m. to 4:00 p.m. now and not the 12:00 p.m. to 8:00 p.m. shift? If we don't replace a detective we lose that split shift? I don't see how 90 days comes into play here, maybe change the schedule, what happens if we don't replace? Bottom line if you can justify the position or go to arbitration.

Inspector Matusovich-I will include those reports again, I will include how much activity is on the 12:00 p.m. to 8:00 p.m. shift, I will get the data together.

Chief Satkowski-from management we feel we are over staffed in the Detective Bureau, detective currently working 8:00 a.m. to 4:00 p.m. but working to get back to 12:00 p.m. to 8:00 p.m. this has been for a few months now, we changed the schedule to help the individual work through some personal circumstances, under the contract article 21 we are not obligated to fill the position as there was a promotion not a retirement-language does not say to fill with promotion only retired, management rights and the Town to determine staffing, we actually have 7 detectives as one is in statewide.

Union President Officer Oczkowski-disagree with the Chief on his findings with this position to be filled as the 90 day window starts with Joe's promotion to get the position filled, need to look at the testing agency, how the test is given, cost of books, in the settlement agreement 5 officers work 8:00 a.m. to 4:00 p.m. and the last is chosen by the Chief, the prior contract is different than the one we have now and the ruling back in 2003 may not be the same now, that settlement back with the former First Selectman wasn't for another detective those spots were created when Joe Matusovich, Thomas Scharf and Todd Romagna got promoted the 6th detective was already there this was just to back fill.

Union Attorney Bento-the actual settlement agreement is the standard language where parties acknowledge that this is without past practice or precedence, Unions position is there should be 6 detectives and the position should be filled, 6th detective work these abnormal hours to reduce overtime, we gave the Chief some flexibility on scheduling, if we don't fill the position we will be right back to where we were 3 years ago, I agree that there is nothing that says there has to be 6 detectives, looking at data and 90 days are two different issues-the Union agrees there is flexibility on the 90 days but we wanted to put you on notice that 90 days potentially could be triggered, our interest is to get the detective position filled.

Commissioner Duke-we haven't said we wouldn't fill the position just that we want to see some data, is it fair to say that it would be in the Unions best interest to let us run our course instead of grieving this? When the former Board agreed to the settlement agreement was the objective to make the 6th detective permanent or was it an answer to some other agreement going on at the time? It wasn't a staffing issue then?

Commissioner Koskelowski-no retirement-position still there, we never had 6 detectives the Board got stuck with that agreement we had no intent to make a 6th detective but the First Selectman at the time negotiated the deal, we said back then we didn't need another detective.

Inspector Matusovich-I don't know what the count was in the Detective Bureau at the time in 2013 but I do know that Detective Romagna's position was brought up into the Detective Bureau because they dissolved the Youth Officer.

BOPC donations

Chief Satkowski-recently two former Board of Police Commissioners have passed on-Jerome Drugonis and William Paecht-would like to make a donation to their charities.

Robert Koskelowski/John Duke motion to donate \$500.00 to each designated charity. Monies to come from the Community Account. **Motion: 5:0**

First Selectwoman Drugonis-thank you for the donation to the Capt. Jerry Drugonis Memorial Scholarship. This will only be for Seymour High School students going into forensics.

Channel 3 Kids Camp

David Bitso/John Duke motion to donate \$ 1,000 to send two children to the Channel 3 Kids Camp, monies to come out of the Community Account, sending two children this year because we didn't do this last year. **Motion: 5:0**

9. Correspondence:

Letters from South Central thanking the members who served on the oral board for Inspector test.

Letters to Officer Croteau thanking him for his assistance with an issue at Bungay School.

10. Other Business:

First Selectwoman Drugonis-recently Town Hall employee Dee Caruso lost her father-in-law and husband-would like to ask for a donation to the Caruso Children Educational Fund.

Robert Koskelowski/David Bitso motion to donate \$ 500 to each scholarship, monies to come from the Community Account. **Motion: 5:0**

11. Commissioner Comments:

Commissioner Duke-received a complaint from residents in the Gary Park area that kids are leaving trash behind and speeding, no specific time frame given.

Deputy Chief Rinaldi-we will look into that.

Commissioner Koskelowski-extend my condolences to all Commissioners who have lost family members recently.

Commissioner Bitso-see dirt bikes and quads up and down Great Hill, the IA's that are being completed what is the next step-will they be coming to us?

Chief Satkowski-the IA's I have now are currently under review and I will be moving forward accordingly but not sure yet if they will be coming before the Board.

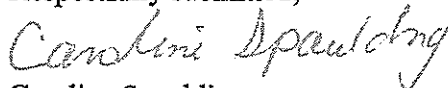
Town Attorney LeClerc-the Chief can take disciplinary action as he sees appropriate and then can come before the Board.

Chairman Kelley-I also send my condolences to all who have lost loved ones recently, commend officers for continuing to do the job especially with some serious calls lately and everything going on in the world-we appreciate it.

12. Union Business: None.

13. ADJOURNMENT: Robert Koskelowski/John Duke motion to adjourn the meeting at 8:57 p.m. **Motion: 5:0**

Respectfully submitted,



Caroline Spaulding
Recording Secretary