



SEYMOUR POLICE DEPARTMENT

11 Franklin Street
Seymour, Connecticut 06483-2891

REGULAR MEETING BOARD OF POLICE COMMISSIONERS WEDNESDAY, AUGUST 18, 2021 6:30 P.M. Seymour Police Department

Members present: Kyle Kelley, Robert Koskelowski, John Duke, Thomas Bennett and David Bitso. **Also in attendance:** Chief Satkowski, Deputy Chief Rinaldi, Officer Oczkowski, Town Attorney LeClerc, First Selectwoman AnnMarie Drugonis, Union Attorney Bento and Detective 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 May 19, 2021**
John Duke/Thomas Bennett motion to accept the minutes. **Motion: 5:0**
Approval of special meeting on June 22, 2021 (car)
John Duke/Thomas Bennett motion to accept the minutes. **Motion: 5:0**
Approval of special meetings on June 2, June 8, June 9, June 15, June 16 and June 22, 2021 (Sgt. Martin)
John Duke/Thomas Bennett motion to accept the minutes. **Motion: 4:1**
Robert Koskelowski oppose

5. **Management report:**

Chief Satkowski-2020-2021 budget closed with \$ 55,000 returned to the Town, new budget looks good, three water coolers upgraded, small ice machine installed, rugs in records, dispatch and Commander offices to be replaced, new radar unit and traffic data collector purchased, new vehicle has arrived, Youth Academy went well-all instructors did a tremendous job, body and dash cams ordered with contract signed, previous CPO has declined the position-should hold off due to Covid picking up, looking to hold Citizen Academy in the fall, mask update for all town buildings, school starts August 31st with SRO's going back, Pumpkin Festival and Seymour Pink Road Race upcoming, myself and Deputy Chief Rinaldi were recognized by the Town and First Selectwoman's office for department heads and supervisors for Covid response, potential grievance by the Union and email server will be switched over next week.

6. Commissioner Comments:

Commissioner Duke: Thank you to all who participated in the Youth Academy.

Commissioner Bennett: What are we doing with the Temp Sgt. Position now that disciplinary hearings are completed for J. Martin?

Commissioner Bitso: good job on the Youth Academy.

7. Old Business:

Detective Staffing Discussion

Commissioner Koskelowski-I met with Inspector and went over reports and I believe the Detective Bureau needs another detective to take the place of the one we promoted to Inspector as we are down one, just looking back over the last month and how much work the bureau did, if we don't want to make a promotion at this time I believe we should at least post it, we might be losing some staff due to retirements or leaving the police force, try to get ahead of the game as starting January 1, 2022 state wide officer going back to patrol, post and test for detective position as it will take us a few months and we have one year to make a decision.

Commissioner Bitso-Inspector made a good case for the additional person, support moving forward, does the Chief feel we are overstaffed in that department right now? I'm not convinced we need to switch testing vendors but would be willing to listen to other options, will we use the same agency for Detective and Sergeant? recommend we post and test for Sergeant also.

Commissioner Bennett-have not had a chance to get together with the Inspector, not easily convinced of the need for that position, I'm not 100 % against it but Chief and DC say it is not warranted, read business model and I'm a statistics guy and some stats have downward trend, right now trying to hire a new Chief-figure out what we are doing with the Sergeant position and we are without a testing agency, explore different options for testing, put this down the road as I don't see any urgency since we have been operating like this for a while now, if someone gets promoted that person comes out of patrol? Should allow new administration to make that decision based on what they see, any benefit to do a rotation of patrol people see if they would even be interested in the detective position and get some experience? My intent was not to cater to patrol but to get someone up there to see what the detective bureau does and pass on your knowledge and also secondary to see if they want to do that type of work or not.

Chief Satkowski-our position has not changed, resources are not needed at this time in that division-over staffed for the case load they have, could do without that position, up to the Board to set quantity, yes we would be short on patrol if we promote and could potentially cost overtime, back ground checks almost complete-two are done-two will be done by next week, the Detective Bureau has never done those duties before but if that's what we decide to do they would have to pick up those duties then, in all fairness-reach out to Charles Sherwood and give him the opportunity to explain the testing process.

Union President Officer Oczkowski-back filling that position, since we are past the 90 days would you be willing to at least put up a signup sheet see who may be interested?

Commissioner Duke-amount of pistol permits and fingerprints would that justify if the Detective Bureau would do those duties to free up patrol? I don't think it was right last time that the vendor charged the officers all that money for material and some contents weren't even on the test.

Chairman Kelley-leave it as is for now, put together a small subcommittee (Robert Koskelowski, Thomas Bennett and Union President John Oczkowski) to find a new testing vendor, we agree to disagree with the 90 days-if there is a time limit to file the grievance then do so-we will take it from there, put up a sign up sheet just to see who would be interested only, until testing process agreed upon by us there can't be a posting to test.

Town Attorney LeClerc-article 21 section 1 that the written examination of the test be administrated by an agency mutually agreed upon between the town and the union.

Deputy Chief Rinadli-the delay with the back ground checks comes from the state.

Detective Ditria-I agree with the list to see who may be interested in the position I don't agree about rotating a patrolman upstairs, with all due respect, I don't know why we need to cater to patrol, I think the person should be educated enough to know what the position entails there is no other position in the building that you get a trial period.

Union Attorney Bento-we had an acknowledgement that we were running on the 90 days that we would work with you and that our working with you would not be used as a waiver that we didn't file. We would all be better served to acknowledge that if-at some point-we don't come to an agreement on it that you won't come back and say we were untimely in filing.

7a) Patrol reports: Board accepts the reports.

7b) Detective report: Board accepts the report.

Commissioner Koskelowski would like to see more stats from the bureau.

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

K-9 Officer Oczkowski-new vehicle is back and demos done the past month.

7e) Car Report: Board accepts the report.

8. New Business:

Robert Koskelowski/John Duke motion to add to the agenda posting for CPO position.

Motion: 5:0

Robert Koskelowski/John Duke motion to discuss the posting for the CPO position.

Chairman Kelley-I question to the Unions point that if we post this and don't do anything with it for x amount of days I don't want a grievance.

Commissioner Koskelowski-won't be a grievance as this is a special assignment position.

Chief Satkowski-there is no timeframe-we can interview so if and when we are ready to fill that position again.

Robert Koskelowski/John Duke motion to post for the CPO position-put posting up for two weeks. **Motion: 5:0**

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Robert Koskelowski/David Bitso motion to add to the agenda posting for the Commander position. **Motion: 5:0**

Robert Koskelowski/David Bitso motion to discuss the posting of the Commander position.

Chairman Kelley-wait for subcommittee to use same service as with the detective position.

Robert Koskelowski/David Bitso motion to postpone until the next meeting posting for Commander and Sergeant. **Motion: 5:0**

Robert Koskelowski/David Bitso motion to add to the agenda posting of the Deputy Chief position. **Motion: 3-1-1** (John Duke no/Thomas Bennett abstain)

Robert Koskelowski/David Bitso motion to discuss the posting of the Deputy Chief position.

Commissioner Duke-thought we were going to wait for new Chief to get on board to make changes.

Commissioner Koskelowski-putting a lot on the new Chief coming in, not going to know the personnel, will the new Chief know how to put a budget together, new Chief will have too much on the plate without assistance, we have ignored this Chief for the past year and half about needing another Deputy Chief, just because we agreed doesn't mean we were right, if we aren't listening to the current administration what makes the new Chief say we are going to listen to them, we are in charge of all personnel.

Commissioner Bennett-rather have new Chief have clean slate without Board dictating what's going to happen in the department, let them move personnel around, new vision, put their own mark on it, make things better. Why is the Board going to dictate to the Chief-if the Chief does not want additional personnel, so we as a Board are going to dictate to a Chief that has prior law enforcement experience how to do the job?

Commissioner Bitso-Chief cannot put people in position according to the Charter that's our job-they can give a recommendation.

Chairman Kelley-we agreed as a group to wait until January 1, 2022 to put in place to hire a second Deputy Chief, we did not ignore we as a group we decided not to do that and have a second Deputy Chief, you are correct Commissioner Koskelowski that's how things have been done for a very long time.

Robert Koskelowski/ motion to post for the Deputy Chief position. There was no second to the motion, therefore, the motion fails. **Motion: 1-4**

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John Duke/Thomas Bennett motion to add to the agenda the temporary Sergeant position.
Motion: 5:0

Commissioner Bennett-cannot leave a temporary Sergeant in the position indefinitely what are we doing with that person? Does he have a right to that position?

Commissioner Bitso-he will need to be tested and interviewed like everyone else if he wants to be Sergeant full time.

Chief Satkowski-he was on the original list where he was picked from-he went through the testing process then but the list is now expired.

Chairman Kelley-post for next month.

No formal motion made after added to the agenda.

John Duke/David Bitso motion to add to the agenda correspondence from the Chief. **Motion: 5:0**

Chief Satkowski-letter was handed out from a boy scout to revitalize the train station area.

David Bisto/Thomas Bennett motion to donate \$ 700.00 to Benjamin Rich from the Community Fund for his Eagle Scout project. **Motion: 5:0**

9. Correspondence:

Email thanking Officer Santanelli for his kindness to a resident.

Letter from Laszlo Benedek thanking the department for the scholarship.

Letter from Sgt. Gordon thanking Officer Miceli.

10. Other Business:

Chairman Kelley-received two background checks-say we move forward.

Robert Koskelowski/David Bitso motion to add to the agenda to move forward with the process for Officer Robitaille. **Motion: 5:0**

John Duke/Robert Koskelowski motion to move forward with the process for Officer Robitaille for supernumerary position. **Motion: 5:0**

11. Commissioner Comments:

Commissioner Bitso-why have we not been receiving weekly reports from the Chief? Where do we stand with the annual reviews of personnel?

Chief Satkowski-I have been working on end of the year budget paperwork, end of the month paperwork, there have been some issues with the email and also vacation time has been taken. The reviews are coming up in September/October timeframe.

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Commissioner Koskelowski-14-301 out rules the state statue. Thank you to the department for holding the youth academy and citizen academy coming up.

Commissioner Bennett-nice police work being done, all are doing a great job out there.

Commissioner Duke-where do we stand with ring video and social media?

Chief Satkowski-the ring video has been implemented and we are part of the neighborhood alert.

Chairman Kelley-twelve applicants for the Chief position and interviews coming up in September.

12. Union Business:

John Duke/Thomas Bennett motion to add to the agenda executive session for personnel issues. **Motion: 5:0**

David Bitso/John Duke motion to go into executive session at 7:59 p.m. to discuss personnel issues. In attendance: The Board, Town Attorney LeClerc, Union Attorney Bento, Union President Officer Oczkowski and First Selectwoman Drugonis. **Motion: 5:0**

John Duke/Thomas Bennett motion to come out of executive session at 8:02 p.m. No votes or motions taken. **Motion: 5:0**

John Duke/Thomas Bennett motion to add to the agenda executive session for personnel issues. **Motion: 5:0**

Robert Koskelowski/John Duke motion to go into executive session at 8:03 p.m. to discuss personnel issues. In attendance: The Board, Town Attorney LeClerc and First Selectwoman Drugonis. **Motion: 5:0**

Robert Koskelowski/John Duke motion to come out of executive session at 8:16 p.m. No votes or motions taken. **Motion: 5:0**

13. ADJOURNMENT: Robert Koskelowski/John Duke motion to adjourn the meeting at 8:16 p.m. **Motion: 5:0**

Respectfully submitted,



Caroline Spaulding
Recording Secretary