



SEYMOUR POLICE DEPARTMENT

11 Franklin Street
Seymour, Connecticut 06483-2891

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TOWN CLERK'S OFFICE

REGULAR MEETING BOARD OF POLICE COMMISSIONERS WEDNESDAY, DECEMBER 18, 2019 6:30 P.M. 11 FRANKLIN STREET SEYMOUR POLICE DEPARTMENT

Members present: Robert Koskelowski, David Bitso, John Duke, Thomas Bennett and Kyle Kelley. Also in attendance: Chief Satkowski, Deputy Chief Prajer, Deputy Chief Rinaldi, Officer Oczkowski, Det. Ditria, Cmdr. Scharf, Town Attorney, Det. Scheithe, Det. Matusovich, Officer Tomasella, Cmdr. Fappiano, Officer Dempsey and the public.

1. **Meeting was called to order** at 6:34 p.m. by Chairman Koskelowski
2. **Pledge of allegiance:** was led by Commissioner Bitso
3. Chairman Koskelowski welcomes new Board members: John Duke, Kyle Kelley and Thomas Bennett.
4. **Election of Officers:**

David Bitso/John Duke motion to nominate Robert Koskelowski to be Chairman of the Board of Police Commissioners. **Motion: 4:1** Robert Koskelowski abstains and accepts the nomination.

John Duke/Kyle Kelley motion to nominate David Bitso to be Vice Chairman of the Board of Police Commissioners. **Motion: 4:1** David Bitso abstains and accepts the nomination.

David Bitso/Kyle Kelley motion to nominate John Duke to be Secretary of the Board of Police Commissioners. **Motion: 4:1** John Duke abstains and accepts the nomination.

5. **Public Comment: Wendy Edmunds**, 52 Washington Avenue-speeding an issue in the area. **Chief Satkowski**-will have patrol step up more presence and enforcement action. **Chairman Koskelowski**-maybe post more speed limit signs.
6. **Approval of minutes of regular meeting on November 20, 2019:**
David Bitso/Robert Koskelowski (steps down as Chairman) motion to accept the minutes. **Motion: 2:3** John Duke, Kyle Kelley and Thomas Bennett abstain.

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"An Equal Opportunity Employer"

7. Commissioners Comments:

Commissioner Bennett-Is personal email FOI? Does the email need to be archived?

Town Council-email is archived per State Library Statute, personal email is subject to FOI-if you are using it for town business-you cannot have an illegal meeting-if any member of the Board sends you an email that's fine as long as you don't start discussing items that should be done in a public meeting. Also, if any member of the public sends you an email and you respond to them, you are now having a communication that is subject to disclosure.

Commissioner Kelley-Looking forward to working together with everyone.

Commissioner Duke-Looking forward to working with everyone and hopefully have a productive term.

Chairman Koskelowski-Section 9.1 of the Charter states responsibility of the Board-we are not an oversight Board-we have all authority over this police department and its employees, any directives we would like to see done-we would direct them to the Chief to follow through, we are the policy making unit.

Section 12.15-First Selectman has the authority to have Town Council show up at any meeting. Town Council is not representing the Board, I have not requested Town Council to be at these meetings, I don't know who he is representing, however, I do not have a problem with Town Council being here.

8. Old Business:

8a) Patrol reports: Board accepts the reports.

Commissioner Bitso-would like to see the officers names mentioned in the shift highlights.

Commissioner Kelley-the shift Commanders submit the report to Deputy Chief Prajer and you edit them? Do you sit with the Commanders or give the reports back to them to review?

Deputy Chief Prajer-yes I edit the reports from the shift Commanders-to save spacing-sometimes the names are deleted to make the reports be consistent. I do not give the reports back or sit with the Commanders to review.

Chief Satkowski-reports the Commanders submit are preliminary, Deputy Chief Prajer, being their supervisor, he submits the final report.

8b) Detective report: Board accepts the report. **Deputy Chief Rinaldi**-there have been several businesses on Route 34 that have been broken into.

8c) K-9 report: Board accepts the report.

8d) SRO reports: Board accepts the reports. **Commissioner Bitso**-likes the interaction between the SRO's and the students.

8e) Car Report: Board accepts the report. Three new cars to be shipped out soon.

9. New Business:

Appoint State Wide Officer

Chairman Koskelowski-when we appoint an officer to a special unit-according to the Union contract-the Chief, a Supervisor and the Chairman of the Board do interviews. I don't think it is fair that only one Board member has the authority-would like to change the wording in the Union contract. All the candidates were excellent and thank you to Commander Scharf. I will get a copy of the addendum of the Union contract to the new Board members. We have to take a body out of patrol for this special assignment-will this cause overtime? For special assignments-would like the full Board to make the appointments, would like to send a letter to Union and First Selectman to change wording in contract so the full Board makes the final decision in the future. I as one Board member do not feel I should have the sole authority.

Chief Satkowski-Six people signed up, four interviewed. Officer Kevin Miceli has been chosen-he has fifteen years' experience with the department and will receive Detective pay for the time in this position. Anytime you lose a body from patrol there is that potential for overtime-right now we can do it. I do not feel that a change in the Union contract is necessary as the way we have been doing it has been working.

Kyle Kelley/John Duke motion to place on the table to send a letter to the Union and First Selectman to change the section in the contract. **Motion: 4:1** Tom Bennett abstains.

Commissioner Bitso-how can we approve or deny making an appointment if we haven't interviewed? If the interview process is done how we now do all the promotions than I support that. The contract contradicts the charter. We brought it up a year ago that a process should be in place for a yearly review.

Chairman Koskelowski-We will interview like we do for other promotions-we call the Chief in and get his recommendations. The Chief works for this Board-he is not in charge of personnel-we are in charge of all personnel. There is no testing for special assignments, for promotions we can pick from the top three-for promotions we get the officers whole personnel file and that's why employees should be evaluated every year.

Town Council-to be clear-you don't negotiate the contract-you are asking the Union and First Selectman when they negotiate the contract to change this section?

Chief Satkowski-in the interview process-all questions asked to each candidate are always geared to the position, we determine our candidate based on their knowledge-how they handle themselves on a daily basis-their employment record-work ethics, these are special assignments they are assigned-it's up to the officer to prepare themselves, we would have discussions with the Union if the candidate drops out of the specialized position.

Commissioner Bennett-who makes the decision as to who goes to a special assignment? Has there ever been a disagreement with who the Chief recommends? We are asking for the authority to override the Chief's decision? Why would the Board need that authority? Does the Chief have an issue with the sole responsibility of making that decision? How do you determine who gets picked? I'm sure you are picking the most qualified person, the Board can ultimately override a number one candidate-how does the Union feel about that?

Commissioner Kelley-basically want to change this section to have it worded that the full Board makes the decision.

Commissioner Duke-are there any evaluations done, if there is not a written process what are we basing the criteria on if we aren't doing evaluations on employees, are they provided with a study guide, what if the candidate wants to get out of the assignment and we want to send someone else-do the questions change?

Union President Officer Oczkowski-you have the rule of three for promotions for the last state wide candidate-the Board made the decision.

John Duke/Kyle Kelley motion for the Chairman to send a letter to the Union and First Selectman requesting a change in the language in that section of the Union contract to make the Board make the final decision. **Motion: 4:1** Thomas Bennett abstains.

Chairman Koskelowski-we have directed the Chief to establish a performance plan for each officer, the Board has a performance plan for the Chief-what we expect the Chief to do-this is not written in stone, we will review and discuss this at the next meeting, we are a little derelict in our duties as we haven't reviewed the Chief and two Deputy Chiefs, hopefully within the next six months every police officer will be evaluated, would like a copy of how officers were evaluated in the past, I feel it would even help moral, there is a discussion to possibly swapping the two Deputy Chiefs-making sure that everyone knows what's happening in this department.

Chief Satkowski-we are in the process of reviewing evaluations and bringing it to the Board.

Commissioner Duke-this plan is for the Chief to set goals and benchmarks, we would have a clear vision of how the department works, where you are heading, nobody is working under any assumptions, your own goals that you would like to achieve.

Commissioner Bitso-a working plan in progress, this is something different than a yearly review, I feel that it is a good thing for both employer and employee.

Commissioner Bennett-is there an evaluation process in place now?

10. Management Report: Chief Satkowski-budget looks good, budget workshop upcoming, SRO, SSO and Security Director have on going training, mandatory sexual harassment training completed, all events last month went well, one officer out on short term, one officer out on long term, new officer ready to go with POST, approximately \$ 5,000 will be received from FEMA for May 2018 tornado (this money to be used for storm readiness) and new cad rms system coming in.

11. Correspondence: Letter from Fire Marshall Tim Willis asking the Board to give authority to Deputy Fire Marshall Robert Rockwell to hand out parking tickets for fire lane/fire hydrant violations.

David Bisto/John Duke motion to place on the table parking tickets for Deputy Fire Marshall. **Motion: 5:0**

David Bitso/John Duke motion to allow Deputy Fire Marshall Robert Rockwell to enforce parking violations 17 and 19. **Motion: 5:0**

12. Other Business: Chairman Koskelowski-thanks the police department for another successful toy drive.

Commissioner Bisto-what is the dress policy that is going to change? Does the Board have any say in that? There was talk about officers wearing shorts-I'm in favor of the officers wearing shorts on private duty, we should be brought up to speed on these issues.

Chief Satkowski-the Union is interested in an insulated jump suit for private duty-I gave a counter proposal about a dress code/uniform for the Detective bureau, it has never really been in the contract-there was a side agreement with Chief Metzler that was added to the contract, we have discussions with the Union and they go running to the Board, I would like the Detective bureau to go back to shirt and tie and/or a polo type of shirt with a badge and name embroidered on the shirt, I think some of the dress code has been taken advantage of, we don't have a problem with the jump suit.

Town Council-historically it's been done by the Chief with the Union directly, discussion also took place regarding facial hair.

Commissioner Duke-is there an article/section in the Union contract?

Chairman Koskelowski-The charter says we have the general management over this department that includes uniforms, if there will be any changes please let us know-all this behind the scenes-we don't know what is going on, the Board should be advised on everything that is going on, I am against ties unless they are the pull away type-I don't think Detectives should wear jacket and tie, I am against jeans, private duty officers should be wearing jump suits to stay warm.

Commissioner Kelley-in favor of coveralls-I wore them in cold days and they are beneficial, since we are in the middle of December-would it be fair to have the discussion and let the coveralls be worn not just to those grandfathered in-have a good faith agreement with the Union-we can come back at a later date and discuss the other changes.

Commissioner Duke-what is the uniform change that the Union is not willing to discuss? I would think if the detectives are investigating-they wouldn't want to identify themselves to everyone-they would want to blend in.

13. Commissioners Comments:

Commissioner Duke-I am very data driven, likes to see items in writing, very pro training and the active shooter training in school was very good.

Commissioner Bitso-just because something has always been done one way doesn't mean it can't be changed.

Commissioner Kelley-not everything needs to be met with negotiations. From an ambulance point of view-thank you to the police department regarding medical calls.

Commissioner Bennett-I would like an organizational chart of the department so I can put a name and a face together. Thank you to all who donated their time to the food and toy drives.

Chairman Koskelowski-Two Deputy Chiefs switching job duties-how does the Board feel about that? This was brought up to me a few months ago by a former Police Commissioner. I don't need a legal opinion-this is not day to day operation this is personnel, we are in charge of all personnel in this department and we decide where the personnel should be assigned, I agree with the Chief-shouldn't jump into something-if the Chief can give us some reasons why it shouldn't be changed then we should respect his decision, let's get job descriptions for next meeting-take our time on this.

Town Council-before you consider this you should give us a month-the Chief having day to day operational powers, would caution you before you reassign the Deputy Chiefs, should get a legal opinion on charter, should analyze before you cause a grievance or breach of contract, cross training and reassigning rolls are different, let us examine.

Commissioner Bitso-we supported the Chief's decision on which Deputy Chief he recommended for each job-is there a reason why against switching responsibility so they can learn each other's rolls, how do you Chief feel about switching responsibilities now that we are half way through a three year contract.

Commissioner Duke-is there a written description on both jobs? In order to weigh in on this I would like to see something in writing.

Commissioner Bennett-was this discussed in another meeting? Do the Deputy Chiefs have separate contracts? In good conscience I cannot make a decision on this-I want to see all the facts-what both Deputy Chiefs do, look at the contract.

Chief Satkowksi-The Deputy Chiefs work together-they are cross trained, I am confident they can handle patrol and detective, I should have input on who I assign to do what for me-their duties are assigned by me-I am not against cross training, I have contemplated switching responsibilities but I would like to be in the conversation as they have to work for me.

Commissioner Kelley-for the next meeting-have job description and responsibilities for both Deputy Chiefs.

14. Union Business:

Union President Officer Oczkowski-Since coveralls were brought up before-what's the Board decision, the Union will pay for the coveralls, we are trying to put it into the contract-said it was to be a policy-which we are not opposed to, we don't feel the DB has anything to do with overalls-Union members would like them for private duty only, what was being asked of the DB is not fair, what have you given us in the last year and half how about just giving us something back and we will work with you, we were told that the Chief had to discuss with his Deputy's and get back to us-Union members will pay and make them look professional.

Chairman Koskelowski-who's going to pay for them? You are the Chief-you make the final decision-why would you have to discuss this with your two Deputy Chief's? Are there Detectives that don't look good and if so why don't you as Chief tell them to go home and change, if there are certain individuals that do not dress properly this Board would back you 100% if you send someone home because they weren't dressed properly.

Chief Satkowski-I am not totally against them but if we are going to talk uniform and policy dress code we should do it collectively, this item came up in negotiations, the Union is for everybody, from the Towns point of view to the Union it was decided collectively this would be discussed later with policy, discussion was that the coveralls would be worn year round and we would talk further but the Union never got back to me, I would say yes to the coveralls if the Union was susceptible to maybe change, my Deputy's and I are a team and I always look for input, we will make a good faith effort and see what cooperation or no cooperation we get.

Town Council-to the Chief's point-this was something that was being negotiated and before we institute a policy on one portion of the uniform we would like to discuss all at once.

Commissioner Bennett-is there something in writing that says you can't wear them? Would it be okay if we allowed the coveralls to be worn right now for the cold weather and revisit this item at spring time, for the sake of not arguing anymore would you be opposed to the officers wearing these for now as a temporary agreement and then go back and revisit the dress code, what's the DB got to do with wearing coveralls, I respect if the Chief doesn't want to give up that bargaining thing and I don't think he should but for right now can the officers wear coveralls from 2019 to 2020 and then discuss your other policy changes beyond that, if we can't find a current policy regarding dress code/uniform than one should be written.

Commissioner Kelley-was a discussion brought for Union negotiations and you all agreed collectively it would be better a policy? Is it fair to say here we are now here's the policy for this November 1, 2019 to March 1, 2020 purchased by the officers and that's where it starts.

Commissioner Duke-this originated from Union negotiations? I think this is more of a personal safety issue, what the DB wears is totally separate from the officers doing private duty and being out in the elements.

Commissioner Bitso-read into record a memo dated December 2, 2019 from Commander Fappiano-with a copy given to Chief Satkowski regarding private duty uniforms, I would support the Chief telling any individual to go home and change if they are not dressed properly.

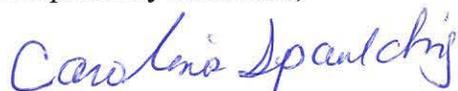
Kyle Kelley/David Bitso motion to place on the table insulated coveralls. **Motion: 5:0**

Kyle Kelley/David Bitso motion to authorize, at their cost, officers to wear CO14 Deluxe Lined Coveralls, in Navy Blue, brand name Top Safety poly/cotton with patches on both sides, name and badge embroidered on the front and wear them from current date to March 31, 2020. **Motion: 5:0**

15. Public Comment: None.

16. ADJOURNMENT: Kyle Kelley/David Bisto motion to adjourn the meeting at 9:40 p.m. **Motion: 5:0**

Respectfully submitted,



Caroline Spaulding
Recording Secretary



Model CO14

Deluxe Lined Coveralls

Fabric:

7.75 oz. per square yard
65% polyester/35% cotton

Liner Fabric:

6.0 oz. polyester batting quilted to polyester facecloth.

- heavy-duty, two-way brass zipper
- large knit collar with hook and loop closure
- two breast pockets with zippers
- removable lined hood with drawstring
- 2-in-1 pocket on left sleeve, larger section has zippered top
- two hip pockets with overlapping flaps
- 16" leg zippers

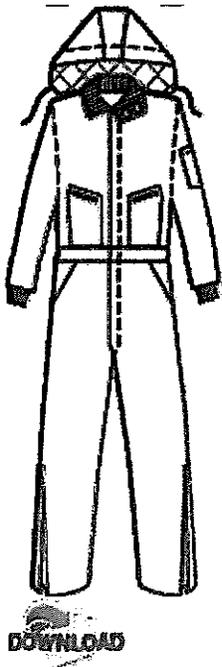
Lined Coverall Sizes

Sizes	Small 34-36	Medium 38-40	Large 42-44	X-Large 46-48	2X- Large 50-52	3X- Large 54-56
Short	•	•	•	•		
Regular	•	•	•	•	•	•
Tall		•	•	•	•	

Short: 5' 4" - 5' 7"
Regular: 5' 7 1/2" - 5' 11"
Tall: 5' 11 1/2" - 6' 3"

Note: Additional sizes are available in some colors.

CO14
Deluxe Lined Coveralls



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