

Town of Montville
Montville Law Enforcement Feasibility Committee
Special Meeting Minutes for Tuesday, August 11, 2015
6:30 p.m. – Montville Town Hall — Room 203

1. Call to Order
Chairman Pike called the meeting to order at 6:33 p.m.
2. Pledge of Allegiance
3. Roll Call
Present were Jeff Buebendorf, Bill Bucko, Joe dePasquale, Robert Giffen, Victor Lenda, Tim May (6:43 p.m.), and Wills Pike. Also present were Lt. Leonard Bunnell and Union Executive Board President Officer Robin Salvatore.
4. Presentations – *none*
5. Alterations to the Agenda – *none*
6. Approval of the
 - a. Regular Meeting Minutes of Tuesday, July 7, 2015
Motion made by Mr. Buebendorf, seconded by Commissioner dePasquale. Discussion: None. Voice vote, 6-0, all in favor. Motion carried.
7. Remarks from the public relating to matters on the agenda with a three-minute limit – *none*
8. Unfinished Business
 - a. Review of the narrative to be included in Committee presentation
Chairman Pike reported that he, along with Mr. Lenda and Mr. Bucko, met with Town Planner Marcia Vlaun to review the draft of the report based upon the Committee's comments. He is planning to attend tomorrow evening's Town Council meeting to inform them that he would like to schedule a Special Meeting to provide a presentation of their findings within the next two weeks.

The Committee reviewed and agreed to accept Mr. Buebendorf's corrections as presented for the *Executive Summary, Section I Review and Interview, and Analysis of Advantages/Disadvantages of the Resident State Trooper (RST) Program versus an Independent Police Force (IPF) Sections.*

Extensive discussion ensued regarding the relevance and inclusion of **Chart I** indicating the numbers for 2011, 2012, and 2013 Calls for Service. While the numbers reflect the number of calls to which the Officers are responding and its impact on the Department, it is irrelevant to their charge as neither the numbers nor the impact would change should the Town opt for an Independent Police Force (IPF) or remain under the Resident State Trooper

(RST) Program. As such, it was agreed to not include the chart in the report, but to retain the information should any questions be raised. In addition, it was agreed to obtain and include the numbers for 2014 as well as any available comparable information for the towns of Redding, Waterford, and Stonington.

The **Budget** numbers were questioned, as some appear to differ from those originally submitted. It was explained that the line item for dispatching was revised at the suggestion of the Town Planner, who felt that the salary amount was too low, based upon her knowledge and experience. Currently, there are three (3) full-time and seven (7) semi-active part-time dispatchers with a base salary of \$53,000.00/year, excluding overtime and benefits. An asterisk should be placed for that line item and a note at the bottom indicating that the final number is yet to be determined. The benefits line item for fiscal year 2013-2014 was also added.

Other suggestions were as follows:

Addition of Table of Contents

Add title to Appendix E: **Montville Law Enforcement Feasibility Committee**

Add **Appendix __** on those pages that do not indicate the Appendix letter.

Executive Summary, last sentence:

The members of this Committee wish to express their appreciation to all of the individuals who provided input **and assistance** leading to...

Page 2, Final Report

add the following sentence at the end of the paragraph:

This document has been compiled in order to assist the Town Council in making informed decisions in reference to potentially transitioning from the current Police Constabulary under the Connecticut State Police Resident State Trooper Program (RST) to an Independent Police Force (IPF), headed by a qualified Chief of Police.

Member Jeff Buebendorf

Councilman Timothy A. May, **Town Council Liaison**

~~Member~~ **Commissioner Joseph DePasquale, Public Safety Commission Liaison**

Section I Review and Interview, Summary:

first paragraph, add sentence:

The three Chiefs of Police...and command structure. **Major Darcy and Lt. Thomas of the CT State Police offered assistance either way the Town decided.**

first paragraph, fifth sentence:

The Committee reviewed all available comparable ~~data~~ documentation, including....

second paragraph, fourth sentence:

Towns are now required to pay 85% of Trooper's salary and 100% of the fringe benefits.

fourth paragraph:

- Resident State Trooper \$180,000 Radios (by estimated year end 2016)

The Town Engineer provided the amount of \$60,000 for the Vehicle Retention Area. Cameras are included in the cost and there is no grandfather clause for the State DOT (Department of Transportation) location. Councilor May offered to donate his time to design an oil separator for either location.

Analysis of Advantages/Disadvantages of the Resident State Trooper Program versus an Independent Police Force (IPF)

1. Leadership

first sentence:

...continuity of leadership by way of the assigned ~~officer~~ trooper, whereas...

4. Budget Impact

first bullet point, third sentence:

However, the provision...such as the Major Crimes ~~Team~~ Squad, are not...

second bullet point:

...Town's dispatch services are provided only for ~~only~~ fire and medical...

third bullet point, parenthesis:

(State Police radios, upgrade by 2016 year ending, will...)

Organizational Chart

Chief of Police*

Add at bottom: *Refer to Appendix F

Prior to departing from the meeting at 8:09 p.m. due to an incident, Lt. Bunnell distributed a token of his appreciation to the members of the Committee for their time and work on the Report. Councilor May also departed from the meeting at 8:09 p.m.

Appendix A

All areas referring to the "Chief" should read Chief of Police

Add a heading and continued line for those sections carrying over to the next page

Leadership

RST, Disadvantages

- first item: Mayor as “Chief of Police;” subject to...
- third item: ~~Not all RSTs have effective leadership styles~~
- fourth item: Uncertainty about future cost and availability of RST program. ~~Legislature has indicated the possibility of the costs being raised to 100%.~~

IPF, Advantages

- second item: The Chief ~~of Police~~ would establish lines of communication, ~~internally~~, through the chain of command and, ~~externally~~, with other police departments.
- fourth item: ~~Would foster e~~Consistent leadership...
- fifth item: This ~~salary exempted~~ position would not receive overtime pay
- seventh item: State police would continue...to the Town, ~~per State Statute~~.

Facilities

RST, Disadvantages:

- second item: move down to correspond with the adjacent item under Advantages, which begins “Prisoners held and monitored...”.

Operations

RST, Advantages:

- second item: move down to correspond with adjacent item under Disadvantage, which begins “Conflicting State and Town police...” and insert as second item: ~~Existence and availability of State Police canines~~

Officer Salvatore confirmed that the Police Department currently has a drug dog, which searches for drugs only, but not a patrol dog, which searches for people. A patrol dog has not yet been approved. The issue with utilizing the State Police dog is in the wait time. As an IPF, they would have the ability to utilize a patrol dog from a neighboring town, which may arrive in a timelier manner.

IPF, Advantages

- third item: Consistent policies ~~will~~ ~~may result in a potential~~ increase in morale...

IPF, Disadvantages

- first item: delete, as it already noted under Facilities (IPF, Disadvantages, third item)
- second item: State will not provide...officers ~~for routine calls~~

fifth item: Possible budget increase (Must be...for 85% of RST salary, 100% fringe benefits plus overtime)

Budget Impact

RST, Advantages

first item: ~~Does not increase ... needs of Town~~ Staffing level of sworn officers remains the same

second item: ~~Does not increase ... for police operations~~ Current administrative staffing levels required for police operations remain unchanged

RST, Disadvantages

second item: RST program precludes Town from seeking **certain** grant...

IPF, Disadvantages

first item: Chief's salary ...

Appendix C

Cleaning up of the top, left hand side

Appendix D

The number of Officers for 2016 should read **28.50**, not 27.50

Mr. Buebendorf handed additional minor mark-ups to Mr. Lenda.

Chairman Pike questioned whether the acceptance of the Lieutenant's token of appreciation would constitute an ethics violation and/or would taint the Committee's final report. It was agreed to hand the items to the Minutes Clerk until the issue can be resolved.

Commissioner dePasquale departed from the meeting at 8:56 p.m.

Copies of the final draft will be mailed to the Committee members for final review. No additional meeting will be scheduled.

9. New Business – *none*

10. Remarks from the Public with a three-minute limit

Union Executive Board President Officer Robin Salvatore stated that the Officers are looking forward to the release of their report, including their recommended staffing levels. She also pointed out that the second in command should be a Captain, who would be excluded from the Bargaining Unit, in accordance to the State Statute. As such, having a Lieutenant as the second in command would constitute a violation of the Bargaining Unit. She also pointed out the Department's current staffing issue. There are currently at 22 Officers, two of which are planning to leave the Force. In addition, the Department is currently experiencing severe issues

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with the State Police radio, hindering the Officers' ability to transmit information. The Officers are in the process of gathering and collecting data regarding when and where Officers are running into issues to report to the Public Safety Commission. To date, none of the radios have been upgraded and their growing inability to communicate with each other is becoming both an Officer and Public Safety issue.

In response, the Committee stated that they are recommending a staffing level of 29 sworn officers, including the Chief of Police. The Community Service Officers, which were originally proposed, will be left at the discretion of the Chief of Police. In addition, a 5/3 schedule is being proposed, which will allow for a number of overlapping hours on four of the seven days/week. The Committee agreed to change the second in command to Captain. In addition, the attendance of candidates to other Academies located throughout the State to help expedite the hiring process has been suggested.

11. Remarks from the Committee Members – *none*

12. Adjournment

Motion made by Mr. Giffen, seconded by Mr. Lenda, to adjourn the meeting at 9:14 p.m.
Voice vote, 6-0, all in favor. Meeting Adjourned.

Respectfully Submitted by:

Agnes Miyuki, Recording Secretary for the Town of Montville