



Town of Trumbull

TRUMBULL POLICE COMMISSION

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POLICE COMMISSION

RAYMOND G. BALDWIN, JR., CHAIRMAN
ANGELO MAGLIOCCO, VICE CHAIRMAN
KATHY CHAMPION, COMMISSIONER
MARY BETH THORNTON, COMMISSIONER
CHRIS TREFZ, COMMISSIONER

Trumbull Police Commission Meeting May 11, 2021

MINUTES

The Trumbull Police Commission meeting was called to order via virtual at 6:07 p.m. with the recitation of the pledge.

Members present: Raymond G. Baldwin, Jr., Chairman
Angelo Magliocco, Vice Chairman (joined meeting at 6:12 p.m.)
Kathleen Champion, Commissioner
Mary Beth Thornton, Commissioner
Chris Trefz, Commissioner

Also Present: Chief Michael Lombardo
Assistant Chief Glenn Byrnes
Deputy Chief Leonard Scinto

Chairman Baldwin indicated this is national police week and we are here to honor and remember not just the 121 police officers who have passed away in the line of duty this year, but all the members of the police departments throughout the United States that serve and keep everyone safe. Chairman Baldwin asked for a moment of silence for the deceased members of the police community.

Chief Lombardo stated that this is National Police Week and he would like to thank all of the Trumbull Police Officers and past officers for the dedication they have provided and security to the residents and visitors to Trumbull. Chief Lombardo would like remind us about the ultimate sacrifice that Special Police Officer John Montabana made to the community in 1974 when he was killed in the line of duty as he was struck by a vehicle while directing traffic.

Chairman Baldwin mentioned that in the past there are normally activities to recognize National Police Week but due to COVID those activities will not be taking place.

Chief Lombardo indicated that Vivian arranged meals for all three shifts for May 13th in honor of National Police Week.

Chairman Baldwin shared with the new Police Commissioners that every other year during National Police Week there is a ceremony to honor police officers who have displayed extraordinary police work. Unfortunately, due to COVID the ceremony has been postponed.

Public Comment

Opened Public Comment at 6:10 pm.

There were no public comments. Public Comment was closed at 6:10 p.m.

Approval of the April 13, 2021 Police Commission Meeting Minutes

Motion made to accept the Police Commission Meeting Minutes of April 13, 2021 as presented. Motion made by Commissioner Trefz, seconded by Commissioner Champion. There was no further discussion. Motion passed with one abstention, Commissioner Thornton.

Chief's Report

Correspondence

Email to Officer Laaser, regarding an article in the CT Post and Trumbull Times. Officer Laaser who is fluent in sign language, met with a student from Booth Hill School, Teesa Arden, who is deaf. Officer Laaser met with Teesa to talk with her and her teachers about the police and to give her a level of comfort that one of our officers can communicate with her. Officers Laaser has built a trusting relationship with the student, the teachers at Booth Hill School and her parents.

Letter received from a Trumbull Resident thanking officers for assisting with traffic on Main Street while the cable company connected some wires.

Resignation letter from Commissioner Al Zmary who served as a Police Commissioner for many years. Chief Lombardo wished him all the best in his future. Chairman Baldwin and the Chief will be visiting Commissioner Zmary and will be providing him with some memorabilia. Chief Lombardo indicated Commissioner Zmary was a good person and considered him a friend not just a Police Commissioner. Commissioner Zmary volunteered for the Trumbull Police Department and the Town of Trumbull for many years.

Message on the Department's Facebook page recognizing the officers who risk their lives every day, from Mr. Gagner and his family, who said there are a lot of people out there who support the officers. The officers' work does not go unnoticed.

Letter from Yale New Haven Healthcare recognizing Officer Duva as they have worked with him during many outreach initiatives in the community. Officer Duva has always made himself available to help.

Operations

Chief Lombardo reviewed the Calls for Service Report for the month of April, which showed 1512 calls.

The Motor Vehicle Enforcement Report for the month of April showed 61 Motor Vehicle stops. The Chief indicated another column will be added to report for next month as there were an additional 89 stops which were Verbal warnings. The officers are making more contacts with the public. The Chief does believe it is important to make contact with the public, which deters crime, and people will be more compliant with the motor vehicle laws.

Incident Statistics Report for the month of April showed 1501 cases.

The SRO Reports showed the Activities for SRO Bartosik, Duva and Federowicz for the month April. All three SROs along with Chief Lombardo participate in the TPAUD Meetings every month.

Chief Lombardo shared with the new Commissioners that the SROs at the Middle Schools also visit the Elementary School and they teach the DARE Program to the 5th graders, which is a 10 week program. Due to COVID the program was put on hold this school year.

Chairman Baldwin brought up that there was discussion from the state representatives of eliminating the School Resource Officers from the schools, and asked if there any updates from the state legislature.

Chief Lombardo responded he does not believe the Bill has moved forward. Chief indicated that the Connecticut Chiefs Police Association's argument is that it is a local decision, it should not be mandated by the State on where the officers are deployed. It should be a local decision between the Police Departments and the Board of Education. The Trumbull Police Department fully funds the SRO positions. There is no Federal Grant money or any grant money for those positions. In the past the SROs were funded through the Justice Department to start the SRO program. Again, the Trumbull Police Department has not taken any Federal Grant money.

Chairman Baldwin indicated that the Chairman of the Board of Education Lucinda Timpanelli is a very strong advocate for the School Resource Officers and Chairman Baldwin is happy to see that nothing has occurred in eliminating them from the schools.

Commissioner Champion asked if the children are taught to get out of sticky situations.

Chief Lombardo indicated that he would need to check, he's not sure. AC Byrnes indicated that the materials presented does include good decision making, making good choices. It is scheduled with and related to the Health Classes.

The K-9 Monthly Activity Report for the month of April showed the training, meetings and cases.

For the month of April, there were two juvenile referrals. Chief Lombardo explained about two years ago a Juvenile Review Board was created in Trumbull. What the JRB does, is if a juvenile commits a minor offense (shoplifting) and they are residents of Trumbull, instead of having them go to court and the parent and Police Department agree, they are referred to the JRB committee. The committee has School Teachers, a member of the Mary J. Sherlach Center, Board of Education and an officer.

The Arrest Summary Report for Adults showed there were 27 arrests for the month of April.

Traffic Division

The Traffic Report showed 58 cases for the month of April that Officer Siljamaki handled. Memo to Patrol Supervisors to read at Line-Up of Traffic Issues/Complaints received and to have the Patrol Officers conduct traffic enforcement in those areas listed.

Detective Division Report

Chief Lombardo reviewed the Detective Division Monthly Activity report for the month of April. The division had 32 open cases, 13 new cases and closed five cases for the month of April.

Chief Lombardo reviewed the Monthly Status Report for April.

Training

Chief Lombardo reviewed the Training Report for the month of April.

Cadet Report

The Cadet Activity Report showed meetings for the month of April.

Sick/Injury Report

Chief Lombardo reviewed the sick/injury report for the department for April.

Commissioner Champion asked what light duty is.

Chief Lombardo explained if an officer gets injured, hurt or sick and they could not perform their full duty job. If their doctor indicates they can return to work but with

restrictions. The officer could be assigned to work in the Records Division or the Detective Division.

Budget

Chief Lombardo reviewed the Budget Report. The one section that the Chief brought to the Commission's attention is the Salary Line; when the Trumbull Police Union settled the Contract, there were three years of raises that were not adjusted in the budget when it was presented last year. The Chief knows the Town of Trumbull has the funds but it is in a Contingency Account. Chief Lombardo has spoken with First Selectman Tesoro and Maria Pires and the funds are available and it will be transferred to cover the shortage that the account will have at the end of the Fiscal Year. There will be no need to ask for a special appropriation. Chief Lombardo indicated he believes this will be the seventh year that there has been no need to request a special appropriation. AC Byrnes works very closely with the budget and monitors the accounts. The overtime account has not been used as much due to last year not a lot of officers were able to take time off due to COVID. An increase in the Overtime Account was requested from \$830,000 to \$840,000. The line items that are not used up completely will be transferred to cover the Salary Account.

Chief Lombardo mentioned that the Department has been authorized for several years' eighty one (81) police officers. Last year the Department applied for a grant with the Justice Department through the COPS Office to expand for neighborhood policing. Approval was granted by the Town Council to apply for grant. The grant would add one more police officer for a total of eighty two (82) police officers. It will be a neighborhood officer, his/her responsibilities will solely be the Trumbull Mall. Someone will be placed to work in that position in the summer if all goes well.

Commissioner Champion asked what the foot traffic at the Trumbull Mall is.

Chief Lombardo indicated last time he spoke to the manager at the Trumbull Mall, he indicated that their foot traffic was 8 million customers annually.

AC Byrnes indicated that is correct, that is the estimate they provided prior to last year.

Chief Lombardo asked if there were any questions. There was none.

Old Business

Modification of Assistant Chief Glenn Byrnes Contract

Chairman Baldwin indicated the commissioners have a copy of the contract for AC Byrnes. Chairman Baldwin went on to explain the items that will be changing in AC Byrnes contract are paragraph one Term of Agreement, the effective as May 15, 2021 and shall continue for a term of five (5) years through and including May 15, 2026, except as may be otherwise set forth herein. At the conclusion of the contract expiring

May 15, 2026 this contract will renew for four (4) years, rather than three (3) years. This coincides with the language in Chief Lombardo's contract.

Paragraph three Compensation shows the adjustment for salary which was negotiated.

Paragraph seven removed some language so that the termination of the agreement shall be for just cause, as the same thing is with the Chief's contract.

Paragraph eleven, adjusting the Union Contract expiration date to 2023.

This is for purposes of understanding or spelling out the benefit rights, privileges under the contract.

Chairman Baldwin indicated he has reviewed the changes with AC Byrnes. Chairman Baldwin believes that the actual language in the contract says to execute and change is authorized by the Chair of the Police Commission. Chairman Baldwin wanted to share the changes that would be taking place. Chairman Baldwin would like to entertain a motion to approve the changes.

Commissioner Champion asked if the increase in salary is covered in the budget request.

Chairman Baldwin indicated it is.

Motion was made by Commissioner Magliocco to approve the changes discussed previously, seconded by Commissioner Thornton. There was no further discussion. Motion passed unanimously.

Commissioner Trefz commented that it is well deserved. AC Byrnes has done a wonderful job with everything Chief Lombardo refers to and as what he is in charge of and efforts with the police station as well with the upgrades. Once again well deserved.

Chief Lombardo just wanted to explain to Commissioner Champion that the salary of \$125,901 was the salary of when the contract was first approved three years ago. The \$134,263 salary is not a jump from the \$125,901. There have been raises each year in accordance with the Police Union contact. The Deputy Chief and Assistant Chief receive raises equal to what the Police Union has negotiated.

Building Renovation

AC Byrnes reported that they are in the final phases of the renovation for the basement level at the police department. All the installations have been completed and it now rests with one final piece on the exterior, outside of the Firing Range. They are awaiting Public Works to make a determination for some additional applications to control the sound that might be emanating from the building. This will be handled by the Director

of Public works, who has been very helpful and supportive with our project since his time here with the Town. Once that is done the project will be completed in its entirety.

Chairman Baldwin asked if the neighbors are happy with the fence.

AC Byrnes indicated that the neighbors are happy and they thanked us for covering the unit.

New Business

Discussion and Consideration of Terminating Current Police Officer Written Examination List and Authorizing a New Test

Chief Lombardo indicated there are six police officer openings for the Department. For the current list that is in place, the exam was given about a year ago. They have not been able to get any background investigations or interviews due to COVID. At this time with the Chief's discussions with his staff, they would like to terminate the current list and authorize Human Resources to have another test given to have a fresh list. The Department has requested a number of seats at the Police Academy in which the training would begin in September. It takes a while to hire, even if the test is given in June it will be cutting it close for September.

Motion made by Commissioner Magliocco to approve the recommendation of terminating the old list and authorizing a new test, seconded by Commissioner Thornton. There was no further discussion. Motion passed unanimously.

Review of Responsibilities for newly appointed Police Commissioners

Chief Lombardo asked for Tom McCarthy Director of Human Resources to speak with the Commission periodically and provide details of what their role and responsibilities are and if there are any questions.

Mr. McCarthy thanked the Chief and welcomed the new Commissioners. Mr. McCarthy explained the two things the Commissioners are responsible for are hiring and the grievance process for the hiring process, as they are aware the current list has been terminated. Chief Lombardo and Mr. McCarthy met and thought it was best to give another test due to the pandemic. Mr. McCarthy indicated that the people who took the previous test will be informed that another test will be given should the wish to retake the test.

Mr. McCarthy went on to explain in detail what Human Resource does to advertise for the test, CHIP Card, written test, etc. Once everything is completed and there is list of candidates, the list comes before the Police Commission and interviews are scheduled with the applicant. Mr. McCarthy discussed the candidate interview process with the Commission.

Mr. McCarthy went on to explain grievances, and provided some detail for the Commission.

Commissioner Magliocco asked if discussions during Executive Session are confidential. Commissioner Magliocco asked if anything discussed in Executive Session, would the Commission be held liable.

Mr. McCarthy indicated that anything discussed in Executive Session should not be disclosed. He also explained the Commission cannot always go into Executive Session and Mr. McCarthy will guide the Commission.

Trumbull Police Union Local 1745 – Pending Grievances

Chief Lombardo indicated that grievances the Department received are pertaining to the software program the Town had purchased for Overtime and Special Duty hiring. The issues had to do with the ability to use the software for Special Duty assignments. Mr. McCarthy, Chief Lombardo, Police Union and the Unions representative met on May 10, 2021 and all the grievances were settled. They also settled moving forward what the parameters will be, it is a tentative agreement. This will need to be ratified by the Town Council and the Police Union. Without getting into too much detail, one of the agreements is a one-year contract extension of the working contract. First Selectman Tesoro was contacted as well to inform her of the negotiations.

Mr. McCarthy indicated this was a major issue with the Police Union and the Town. Mr. McCarthy was not confident the issue would be solved. He applauded the Union and all three Chiefs. All the three Chiefs all stepped up to find a solution that would work for all the Union members and protect the Town.

Chief Lombardo thanked Mr. McCarthy, as he was the voice of reason many times.

Chairman Baldwin indicated from a time consumption standpoint having the automated system in place makes a lot of sense. It has been used successfully in many Departments throughout the Country. Chairman Baldwin was glad they were able to settle the differences.

There being no further business, a motion was made by Commissioner Magliocco and seconded by Commissioner Trefz to adjourn the meeting at 7:15 p.m. The motion passed unanimously.

Respectfully submitted,

Vivian Munoz
Clerk of the Commission