

HONORABLE BOARD OF POLICE COMMISSION
REGULAR MONTHLY MEETING
NOVEMBER 26, 2013
EAST HAVEN SENIOR CENTER, 91 TAYLOR AVENUE, EAST HAVEN, CT

Meeting called to order at 7:00 p.m. by Chairman Lou Crisci

1. Roll Call
2. Pledge of Allegiance
3. Moment of Silence

COMMISSIONERS PRESENT: Chairman Lou Crisci, Vice-Chairman Jose Velazquez, Commissioner Joseph Civitello, Commissioner Paul Constantinople, Commissioner William Illingworth.

ALSO PRESENT: Chief Brent Larrabee, Attorney Zullo, Bob Nappe President Local 1662, and ETV Videographer.

4. To consider and act upon the approval of the minutes of the Regular Monthly Meeting on October 24, 2013.

A motion was made by Commissioner Illingworth to accept the minutes of October 24, 2013 as received, seconded by Vice-Chairman Velazquez. All in favor. Motion carried.

5. To consider and act upon the approval of the monthly reports.

A motion was made by Commissioner Illingworth to accept the monthly reports as received, seconded by Commissioner Constantinople. All in favor. Motion carried.

6. Public Comment

President Local 1662, Bob Nappe addressed the Board with concerns he had about an email he received from the mayor. The email stated that the town would like to hire six civilian dispatchers. Bob Nappe stated that the Union will not forego the 180 days, but will come to an agreement within 180 days. He also stated that when he mentioned his concerns about manpower, the idea was to hire more officers, not to get rid of police jobs.

7. Correspondence Received/Sent
 - a. Patricia Cofrancesco, Re: Intersection of Forbes Place and Main Street
 - b. Officer Thomas Herbert, Re: Resignation
8. Personnel Matters
 - a. Injured Employees

- b. Overtime
- c. Contract negotiations-general status update

Chief Larrabee mentioned Officer Herbert's resignation. There is a question as to the number of vacation/sick days that Officer Herbert had left, but that matter is being handled by Attorney Frank Kolb.

Chief Larrabee requested that the Department fill three non-certified officer positions. Commissioner Civitello asked if civil service already had a list. Chief Larrabee stated that they do. Chairman Crisci said that he would entertain a motion to take six names from the civil service list. Commissioner Illingworth made the motion, and Vice-Chairman Velazquez seconded. All in favor. Motion carried.

Chief Larrabee stated that the Department does have one opening for a certified officer. He stated that civil service would require the candidates to sign a pre-employment agreement that requires them to stay with the Department for three years if hired. If the Officer left the Department before the three years ended, the Officer would be required to pay back the costs of physical/psychological exams and background checks. Chief Larrabee stated that this pre-employment agreement was not in place when previous certified officers were hired. Commissioner Illingworth asked how many certified officers were hired in the last three years, and of those how many were still with the Department. Chief Larrabee stated that there have been seven certified officers hired and that four of them (all previously worked for the New Haven Police Department) have left the Department. Chief Larrabee noted that the candidates would be signing the pre-employment agreement before they are members of the Union, so there would not be a conflict with the Union. Also, civil service checked with the Labor Board, and they had no issue with the pre-employment agreement. Commissioner Illingworth made a motion to take one name from the civil service certified officer list. Commissioner Constantinople seconded the motion. All in favor. Motion carried.

Chief Larrabee requested the ability to hire six temporary full time civilian police dispatchers. Chairman Crisci stated that he did receive an email from the Mayor regarding this matter. However, unless there is a waiver from the Union or the 180 days has expired he doesn't see how the Board can move forward with this matter. Commissioner Civitello asked if there will be a test for these positions. Chief Larrabee stated that there would not be a test because they are "temporary" positions. Commissioner Constantinople asked how long the positions would be under temporary status and Chief Larrabee said that is yet to be determined. Commissioner Illingworth stated that he did not think that giving civil service the ability to put out a notice of employment violated the 180 days. Chairman Crisci then read the memorandum of understanding. Commissioner Civitello then asked who set the job requirements and what does temporary mean. Chief Larrabee stated that at this point he doesn't know what temporary means, and that he personally wrote the job requirements. He also stated that the salary has been established, but not yet published, and the benefits package and hours are still a work in progress. Vice-Chairman Velazquez asked if the intent was to hire temporary people to replace police officers that are currently doing that job, and Chief Larrabee said that it was. Chief Larrabee stated that this was just a request to get the ball rolling. Chairman Crisci said that starting Union negotiations should be what gets the ball rolling. He is in favor of having a civilian dispatch, but this is the wrong way to go about it.

He again stated that unless the Union has waived negotiations or the 180 days has expired he does not see how the board can move forward with this request. President Local 1662, Bob Nappe asked how the Board can approve this when the Union was only notified the day before. Discussion followed. Commissioner Illingworth made a motion to allow civil service to develop a list of qualified employees. The motion was not seconded. Motion failed.

Chief Larrabee noted that there are still five officers out on long term injury leave. He stated that one should be back this week and one should be back in the next couple of weeks. Chief Larrabee said that the return of injured officers should help to alleviate overtime costs. He also noted that the issue of manpower started in late 2010 with the retirement of multiple officers, and the Department has been unable to catch up. He also said that overtime should stabilize sometime in 2014. Chief Larrabee said that the members of the Department have performed extremely well in a very difficult time, and there has been very limited absenteeism.

Chief Larrabee stated that the Union is still involved in contract negotiations, and have still not come to an agreement. The next meeting is scheduled for December 4th.

9. Old Business

- a. Update on Internal Investigations (Executive Session)
- b. Follow up on 16 Taylor Avenue sign request

Commissioner Civitello made a motion to move 9 b on the agenda before 9 a. The motion was seconded by Commissioner Constantinople. All in favor. Motion carried.

Chief Larrabee stated that the resident of 16 Taylor Avenue would like a handicap space on the street outside of her house. Chief Larrabee said that she does not have a handicap placard but is applying for one. Commissioner Civitello asked if the resident has a driveway, and Chief Larrabee said that she does. The Board decided that they will discuss this matter further if and when the resident obtains the handicap placard.

A motion was made by Commissioner Illingworth to go into executive session with the Chief present, the motion was seconded by Vice-Chairman Velazquez. All in favor. Time: 7:42 p.m.

A motion was made by Commissioner Civitello to come out of executive session, seconded by Commissioner Constantinople. All in favor. Time: 7:58 p.m.

10. New Business

- a. To consider and act upon setting the meeting dates for the Board of Police Commission 2014.

Chief Larrabee asked if the Board of Police Commission meetings could be moved to the Police Department. A motion was made by Commissioner Illingworth for the clerk to file a schedule of

meetings with the Town Clerk for the last Tuesday of every month to be held at the Police Station (471 North High Street), seconded by Vice-Chairman Velasquez. All in favor. Motion carried.

Chairman Crisci asked Chief Larrabee about the letter from Patricia Cofrancesco. Chief Larrabee agreed that the intersection of Forbes Street and Kimberly Avenue is an odd intersection and it seems that the timing of lights should be changed. Chairman Crisci suggested that the town engineer, Kevin White put together a proposal of what should be done and what the costs will be. A motion was made by Vice-Chairman Velasquez to obtain a proposal from the town engineer, seconded by Commissioner Constantinople. All in favor. Motion carried.

A motion was made by Commissioner Illingworth to adjourn, seconded by Commissioner Civitello. All in favor. Time: 8:02 p.m.

Respectfully Submitted

Jennifer Ward
Acting Clerk