

**TOWN OF EAST HAVEN, CT
HONORABLE BOARD OF POLICE COMMISSION
REGULAR MONTHLY MEETING
FEBRUARY 25, 2014
EAST HAVEN POLICE DEPARTMENT
471 NORTH HIGH STREET
EAST HAVEN, CT**

COMMISSIONERS PRESENT: Commissioner Paul Constantinople, Commissioner Joseph DiSilvestro, Commissioner William Illingworth

ALSO PRESENT: Chief Brent Larrabee, Lieutenant Edward Lennon, Sergeant Justin Brochu, Union President Local 1662 Officer Robert Nappe, Officer David Olson, Attorney Joseph Zullo, East Haven Citizens, New Haven Register Reporter Evan Lips, ETV Videographer

Meeting called to order at 7:00 PM by Commissioner Illingworth

1. Roll Call
2. Pledge of Allegiance
3. Moment of Silence
4. Reorganization and Election of Officers for the Board

Commissioner Constantinople made a motion to nominate Commissioner Illingworth as Chairman of the Board; seconded by Commissioner DiSilvestro. All in favor. No one opposed. Motion carried.

Commissioner DiSilvestro made a motion to nominate Commissioner Constantinople as Vice-Chairman of the Board; seconded by Chairman Illingworth. All in favor. No one opposed. Motion carried.

Commissioner Constantinople commended the police officers who assisted a 90-year-old resident who was in need after the last snow storm.

Chairman Illingworth thanked the Board for his appointment and congratulated the other new appointees. He further stated for the record that he enthusiastically supports and embraces the consent decree between the Town of East Haven and the United States Department of

Justice, along with his fellow Commissioners, the Chief and the staff of the police department, in the hopes that this department can be one of the best in the country.

Chairman Illingworth extended a word of thanks to former Chairman Crisci and former Vice-Chairman Velasquez for their dedication and service to the board, and wished them well in their future endeavors.

A personal note, Chairman Illingworth would like to acknowledge that his appointment with the Board has been greatly influenced by the guidance and leadership of former Commissioner Pat Romano who was an inspiration and dear friend.

Dawn Flynn has been appointed to the Board as a Commissioner and sworn in by Honorable Mayor Maturo. Ms. Flynn is a retired school teacher from St. Vincent DePaul. She is also married and a mother of two. She was unable to attend due to a prior commitment and will join us at our next monthly meeting.

Commissioner DiSilvestro made a motion to appoint Miss Marsha Maldonado as the Clerk of the Board; seconded by Vice-Chairman Constantinople. All in favor. No one opposed. Motion carried.

5. To consider and act upon the approval of the minutes of Regular Monthly Meeting of January 28, 2014

Chief Larrabee would like to note that the current Lieutenant/Sergeant lists do not expire for another year so a new list is not necessary at this time as previously requested. Also, for further clarification, the request to Civil Service was for six (6) names from the current recruit list and the administration of a new test.

Chairman Illingworth requests that Clerk Maldonado make note herein. All in favor. No one opposed. Motion carried.

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

a. Traffic Maintenance Monthly Report – February 2014

A motion was made by Chairman Illingworth to accept the report as received, seconded by Vice-Chairman Constantinople and Commissioner DiSilvestro. All in favor. No one opposed. Motion carried.

7. Public Comment

Officer Robert Nappe – Requests that the public comment section of the agenda be moved. He has checked with other towns and ‘public comment’ is allowed after every section of the agenda for input. He further stated that either he, as the President of the Union, or his designee, should also have the right to comment on any item relevant to police personnel.

Daniel McCann (137 Mansfield Grove Road) – Commented that ‘No Turn on Red’ signs throughout town are slowing down the flow of traffic, specifically outside of Town Hall, Hemmingway and Main, and on Kimberly Avenue near CVS. Is there a review process for determining their necessity?

Chief Larrabee commented that this issue has come before the Board numerous times. Most recently, this Board petitioned the Town Engineer for an evaluation. However, to date there has been no resolution because these intersections would need to be evaluated by the State.

8. Correspondence Received/Sent

Received correspondence from Detective Danielle Germe which was distributed to the Board in advance of the meeting. Due to the late submission and the amount of documentation, all information has been forwarded to Town Attorney Kolb for review and comment.

9. Personnel Matters

- a. Injured Employees
- b. Overtime
- c. Contract Negotiations – General Status Update

Chief Larrabee reported that there is one (1) officer out on long term injury leave with an unknown return date. One (1) officer will be out for surgery and is expected to return to active duty within one week.

Chief Larrabee stated that overtime continues to be monitored. The Chief recently presented a flowchart to the Board of Finance detailing staff to workload ratios. However, with only 18 officers to fill 13

positions, overtime it is necessary for the foreseeable future until all new hires are fully trained to active duty.

New recruits will graduate the Academy in early spring then will need to complete 400 additional hours of field training; All are expect to be 'road-ready' by September 2014.

Chief Larrabee has requested five (5) Academy seats for the additional new hires with a tentative date of April 2014 and is awaiting a response.

Chief Larrabee further noted that this is not a new phenomenon for this department and is also common in other departments. A lack of hiring in 2008 (and cumulative since), along with numerous retirements or disability retirements dating back to 2011, all contribute to the understaffing issue. That said, absenteeism has been extremely low given the circumstances.

Chief Larrabee stated that the contract negotiations are moving forward. Two meetings have been held with two more to follow. Officer Nappe further commented that the Union is in mediation and also suggested that the people negotiating for the Town should keep officer benefits in mind if retention is a concern.

In anticipation of another vacancy in the coming months, Chief Larrabee is requesting four (4) more names from the current list for Police Officer C from Civil Service with the expectation to hire two (2) new officers. Vice-Chairman Constantinople made a motion to request a new list; seconded by Commisioner DiSilvestro. All in favor. No one opposed. Motion carried.

10. Old Business

11. New Business

a. Grievance 2013-10

Chief Larrabee noted the considerable time commitment for the hearing, anticipating at least four (4) evenings for a few hours per night to review the case.

The Board will request next available dates from counsel with a response expected within two (2) weeks.

- b. To consider and act upon the hiring of four (4) Police Officer C (non-certified) positions with the East Haven Police Department.
Interviews to be conducted in executive session.

A motion was made by Vice-Chairman Constantinople to go in to executive session with the Board, Chief Larrabee and Lieutenant Lennon present to interview six (6) candidates for the hiring of four (4) police officers at the East Haven Police Department; seconded by Commissioner DiSilvestro. All in favor. No one opposed. Motion carried.

Executive session commenced at 7:32 PM

Candidates were interviewed in the following order:

Kevin McGuire:	Went into executive session at 7:43 PM Came out of executive session at 7:45 PM
Donato Palma:	Went into executive session at 7:46 PM Came out of executive session at 7:47 PM
Nicolas Travisano:	Went into executive session at 7:48 PM Came out of executive session at 7:51 PM
Ahmad Wahib:	Went into executive session at 7:51 PM Came out of executive session at 7:54 PM
Tony Ssonka:	Went into executive session at 7:56 PM Came out of executive session at 8:00 PM
Jonathan Andino:	Went into executive session at 8:01 PM Came out of executive session at 8:04 PM

A motion was made by Commissioner DiSilvestro to conclude executive session and return to the public meeting; seconded by Vice-Chairman Constantinople. All in favor. No one opposed. Motion carried. Time: 8:10 PM.

A motion was made by Vice-Chairman Constantinople to make an offer of employment to Kevin McGuire, contingent on a signed pre-employment agreement; seconded by Commissioner DiSilvestro. All in favor. No one opposed. Motion carried.

A motion was made by Commissioner DiSilvestro to make an offer of employment to Donato Palma, contingent on a signed pre-employment

agreement; seconded by Vice-Chairman Constantinople. All in favor. No one opposed. Motion carried.

A motion was made by Vice-Chairman Constantinople to make an offer of employment to Ahmad Wahib, contingent on a signed pre-employment agreement; seconded by Commissioner DiSilvestro. All in favor. No one opposed. Motion carried.

A motion was made by Commissioner DiSilvestro to make an offer of employment to Tony Ssonka, contingent on a signed pre-employment agreement; seconded by Vice-Chairman Constantinople. All in favor. No one opposed. Motion carried.

Chairman Illingworth congratulated the new hires and stated that the start date will be on or around March 17, 2014, contingent on openings at the Police Academy. Further, new hires will be notified shortly with the date they will be sworn in as police officers with the East Haven Police Department.

A motion was made by Commissioner DiSilvestro to adjourn the meeting; seconded by Vice-Chairman Constantinople. All in favor. No one opposed. Motion carried.

Chairman Illingworth adjourned the meeting at 8:14 PM.

Respectfully submitted,

Marsha M. Maldonado
Clerk to the Honorable Board of Police Commission