

BOARD OF POLICE COMMISSIONERS
SPECIAL MEETING
MARCH 30, 2010

1. Chairman Smith called the Special Meeting of the Naugatuck Police Commission to order at 7:02 p.m.

Those in attendance were:

POLICE COMMISSION:

S. Smith
B. Whitaker
J. San Angelo
R. Roper
L. Mayfield

DEPARTMENT HEADS AND OTHERS:

Chief Christopher Edson
Jeannette Deschesnes HR Director

ALTERNATES:

C. Ford
W. Bertotti
A. Barnes
D. Branco

Public: 3
Press: 0
Staff: 7

(R. Roper arrived at 7:06 p.m. /L. Mayfield arrived at 7:10 p.m.)

2. Chairman Smith led in the Pledge of Allegiance to the flag.
3. ALTERNATES APPOINTED AS VOTING MEMBERS:

Chairman Smith appointed D. Branco, C. Ford and W. Bertotti in the absence of Mayor Mezzo, R. Roper and L. Mayfield respectively.

4. DISCUSSION/POSSIBLE ACTION REGARDING THE DEPUTY CHIEF HIRING PROCESS:

Chairman Smith stated that he and HR Director Deschesnes had contacted Bruce Davey Associates in order to establish an empirical, quantitative process for selecting the next Deputy Chief. J. Deschesnes distributed a Proposed Process for Recruitment of Deputy Chief based on advice and direction from Bruce Davey. She also included a job description for the position. She noted that Bruce Davey is not available until May. (see attached) (R. Roper arrived) D. Branco asked the Commission if they had past experience on hiring a Deputy Chief in which they replied they didn't. J. San Angelo stated the Commission should have the final say on who is selected for the position. (L. Mayfield arrived) It was discussed that Chief Edson should have input into the selection. Discussion took place on the number of candidates, the content of the written exam, the percentage of each component and the merit of the oral examination. The Commission changed the proposed format for percentage weight. It was decided the written examination would be 20%, the oral examination would be 50% and the Commission interview would be 30%. J. Deschesnes suggested the use of an equitable set of questions with a scoring grid prepared by Bruce Davey. A discussion took place regarding the compilation of interview

questions. B. Whitaker noted the questions must be consistent with all applicants. He posed the question of how the questions will be graded. It was suggested to have Bruce Davey assist in question preparation and a grading rubric.

A motion by J. San Angelo and seconded by D. Branco to accept the proposed process with the following modifications:

- A. the written portion will consist of multiple choice and essay questions.
- B. the percentages for the testing process will be 20% written examination, 30% Commission interview, 50% oral examination.
- C. the oral board will consist of Chiefs of Police.

Discussion: J. San Angelo asked the Commissioners if they were satisfied with the weight of 30% for the Commissions' interviews.

Vote: Unanimous

Chief Edson asked the Commission to look at the Deputy Chief's job description provided by J. Deschesnes. J. San Angelo questioned its origin. Chief Edson replied that our H.R. Director wrote it, he reviewed it and added some input and legal counsel has reviewed it and feels it is satisfactory. He explained that once it is approved it becomes the Borough of Naugatuck's job description for the position. Having the job description makes the town compliant with an affirmative action plan. Chief Edson said this does not replace the description in the Policies & Procedures. Discussion took place regarding duties, ethical behavior and educational requirements of a Deputy Chief.

A motion by L. Mayfield and seconded by J. San Angelo to accept the job description for the position of Deputy Chief as provided by H.R. Director Deschesnes and Chief Edson.

Discussion: It was noted that a physical examination will be required.

Vote: Unanimous

A motion by J. San Angelo and seconded by D. Branco to allow H. R. Director Deschesnes and Chief Edson to develop a job posting for the position of Deputy Chief and to post it.

Discussion: None

Vote: Unanimous

5. DISCUSSION/POSSIBLE ACTION REGARDING THE SERGEANT'S PROMOTIONAL LIST:

Chief Edson stated he had met with Mayor Mezzo and the union to insure there were no objections and to have the Commission proceed with a motion to promote Detective Bart Deeley to the rank of sergeant pending his swearing in by Mayor Mezzo at his convenience.

A motion by J. San Angelo and seconded L. Mayfield to promote Detective Bart Deeley to the rank of sergeant pending his swearing in by Mayor Mezzo

Discussion: None

Vote: Unanimous

Chairman Smith presented Detective Deeley with his sergeant badges and everyone applauded and congratulated him.

6. POSSIBLE EXECUTIVE SESSION: NONE

7. A motion by R. Roper and seconded by D. Branco at 8:02 p.m. to adjourn to the next scheduled meeting on Tuesday, April 20, 2010 at the Naugatuck Police Department.

Discussion: None

Vote: Unanimous

ATTEST: Steven Smith, Chairman
Naugatuck Police Commission

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