

BOARD OF POLICE COMMISSIONERS  
SPECIAL MEETING  
MARCH 23, 2010

1. Chairman Smith called the Special Meeting of the Naugatuck Police Commission to order at 7:04 p.m.

Those in attendance were:

POLICE COMMISSION:

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

DEPT. HEADS AND OTHERS:

Chief Christopher Edson

ALTERNATES:

W. Bertotti  
A. Barnes  
C. Ford

PUBLIC: 0

STAFF: 0

PRESS: 0

ABSENT:

D. Branco

(B. Whitaker arrived at 7:24 p.m.)

2. Chairman Smith led in the Pledge of Allegiance to the flag.

3. **ALTERNATES APPOINTED AS VOTING MEMBERS:**

Chairman Smith appointed A. Barnes as a voting member in the absence of B. Whitaker.

4. Mayor Mezzo received an email from Attorney McGoldrick regarding an inquiry made at the Regular Meeting on March 16, 2010 concerning the role of Alternates on the Police Commission. The email explained the difference between an Alternate functioning “when seated” and when not. (See attached)

5. **DISCUSSION/POSSIBLE ACTION REGARDING THE QUALIFICATIONS REQUIRED FOR THE POSITION OF DEPUTY CHIEF:**

The discussion began with the determination of which rank the Deputy Chief exam would be open to, whether it will include sergeants or not. It was agreed to keep the search within the department for now. Mayor Mezzo expressed his wish

for an empirical process. Chief Edson was asked if he had a job description for Deputy Chief. He had received a draft of one from H.R. Director Deschesnes several months ago but it had not been finalized. Chairman Smith said he solicited assistance from the Connecticut Chiefs of Police Association however without a contract they could not offer assistance, however their service may not fit the needs of the Commission as they do not provided ordered ranking, just group into categories such as “Highly Recommended”, “Recommended” and “Not Ready For Command”. The conversation continued with the subject of educational requirements for the applicants. Mayor Mezzo expressed his opinion regarding the importance of a college education.

B. Whitaker arrived at the meeting and A. Barnes was unseated.

The use of the testing agency of Bruce Davey Associates was discussed for the Deputy Chief position. Mayor Mezzo reminded everyone this is a contractual rank and certain stipulations can be mandated. The Commissioners asked to see the job descriptions for Sergeants, Lieutenants, Captains and Deputy Chief. Conversations continued at length as to which rank would be eligible to test for the opening. Mayor Mezzo stated that Chief Edson’s comfort level was important in his decision because he would not interfere in police business and relied on professionals for their judgment. Chief Edson asked the Commission to consider who would lead the department in his absence and his attempt to carry out the duties bestowed upon him when he was appointed Chief of Police.

A motion by J. San Angelo and seconded by L. Mayfield to open the promotional exam for Deputy Chief to Lieutenants and Captain. Chairman Smith called for the motion three times.

Discussion: None

Vote:	<u>FOR:</u>	<u>AGAINST:</u>	<u>ABSTAIN:</u>
	J. San Angelo	B. Whitaker	
	L. Mayfield		
	S. Smith		
	Mayor Mezzo		
	R. Roper		

A discussion of the importance and relevance of education took place. Mayor Mezzo stressed the fact that an officer who takes the initiative to pursue an education as opposed to someone who does not should be taken into consideration. B. Whitaker suggested a point system for the amount of education an officer possesses. Chief Edson suggested that H.R. Director Deschesnes should be contacted for her input on a point value for levels of education. A debate mandating education for applicants took place. R. Roper and B. Whitaker suggested all Lieutenants and Captain apply for the position but a point system would be used for the level of education an applicant possesses.

A motion by L. Mayfield and seconded by B. Whitaker to waive the education requirement to apply for the position of Deputy Chief however education that has been obtained will be weighted in points subject to input from the H.R. Director.

Discussion: Mayor Mezzo stressed his opinion on the importance of education and the significant difference in points it should represent. He was asked to contact the H.R. Director for input on designing a point system for the process. While it was agreed that only lieutenants and the captain can apply for the position, the consensus was to factor in a considerable weight when awarding points for those with a college education. Chief Edson will give Chairman Smith contact information for Bruce Davey Associates for input on how he would suggest weighing the other portions of the evaluation process.

Vote: Unanimous

The discussion of the use of an Assessment Center as opposed to an Oral Board took place. More information needs to be obtained on this matter. Further conversation took place regarding the role of the Executive Search Committee and the Police Commission on setting criteria for the Deputy Chief promotion.

Union President Cammarata was asked if the sergeant's promotional list can be extended for only one month. He replied that it can only be extended for a six month period. A discussion of Special Act 321 took place which gives the Board of Mayor and Burgesses the right to determine the number of members and officers within the department. If the next candidate on the sergeant's promotional list is, in fact promoted, a change could be made in the stipulated number of officers in the department should none of the candidates for the Deputy Chief position be suitable for the placement. It had been decided at the last Regular Meeting to hold a Special Meeting on March 30, 2010 for the promotion of Detective Bart Deeley to the rank of sergeant. It was agreed the Union, Chief Edson and Mayor Mezzo will meet to discuss the promotion with specific stipulations. It was agreed to hold off on posting the meeting thus far.

Chief Edson asked the Commission if relevant experience will be a factor in assessing points during the process of promoting to Deputy Chief. The question of the amount of time in a particular grade being assessed differently was discussed. It was agreed to have the H.R. Director create another point category for this area. Mayor Mezzo asked for clarification that it would not be a substitution of experience for education. Chairman Smith said it would not. It is adding another category in the process.

A motion by J. San Angelo and seconded by Mayor Mezzo to direct Chief Edson to post a notification requesting those lieutenants or captain interested in applying for the Deputy Chief position to submit a letter of interest by March 29, 2010.

Discussion: Union President Cammarata suggested the start of a promotional process for the rank of lieutenant. Mayor Mezzo asked if there was a current list for lieutenants and if there isn't, the process should move forward. J. San Angelo suggested waiting until the Deputy Chief position has been filled. Chief Edson explained per contract that once a vacancy exists in a position, the Chief of Police has 120 days to post the job. He further stated that he did not want to violate contract language but assured the union members that as soon as a vacancy occurs in any rank, he will post it immediately and try to make the testing process as expedient as possible.

Vote: Unanimous

6. A motion by J. San Angelo and seconded by B. Whitaker at 9:14 p.m. to adjourn to the next scheduled meeting on Tuesday, April 20, 2010 at the Naugatuck Police Department, Naugatuck, CT.

Discussion: None

Vote: Unanimous

ATTEST:

Steven Smith, Chairman  
Naugatuck Police Commission