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POLICE COMMISSION

JACK TESTANI, CHAIRMAN  
ALFRED LIGGINS, COMMISSIONER  
ROGER MCGOVERN, COMMISSIONER  
LINO COSTANTINI, COMMISSIONER  
PHILIP DIGENARO, COMMISSIONER  
ALBERT ZAMARY, COMMISSIONER

Special Trumbull Police Commission Meeting  
Police Headquarters, Chief's Conference Room

June 23, 2014

**MINUTES**

The Trumbull Police Commission meeting was called to order at 6:05 p.m.

Members present: Jack Testani, Chairman  
Alfred Liggins  
Roger McGovern  
Albert Zmary

Absent: Lino Costantini  
Philip DiGennaro

Also Present: Chief Thomas Kiely  
First Selectman Timothy Herbst  
James Haselkamp, Director of Labor Relations

**Approval of contract extension for Deputy Chief Glenn Byrnes**

Chairman Testani indicated that he has a suggested motion by the town attorney that the commissioners have spoken about, to approve the final contract. Chairman Testani asked if Deputy Chief Byrnes had a chance to review the contract. Mr. Haselkamp indicated that Deputy Chief Byrnes did review the contact and was okay with it, he did make one correction, and that was the salary was incorrect. Mr. Haselkamp suggested that the commissioners make a motion for the approval of the contract and give the authority for Mr. Haselkamp to clean it up and add the duration of contract that is decided. Once that is done Mr. Haselkamp will present the contract to Chairman Testani and Deputy Chief Byrnes for signature.

Chairman Testani indicated that there was discussion about extending the contract for Deputy Chief Byrnes for one year per the commission's previous discussion as the town is going through a hiring process for a new Chief of Police and that the new Chief will make a decision on who his Deputy Chief would be. Commissioner Liggins asked how long the term on the previous contract. The response was the contract was for three years. Commissioner Liggins

asked, "We don't want to go for a three year contract?" Chairman Testani responded correct, he would like for the contract to be for one year. Commissioner Liggins expressed his concerns about the length of the contract that is being decided on.

Commissioner Zamaro indicated that he likes the experience Deputy Chief Byrnes has and he likes the fact that Deputy Chief Byrnes will be one of the candidates for the Chief of Police position. Commissioner Zamaro feels that the commission should vote for the maximum amount of years for his contract, three years. Commissioner McGovern feels that the new Chief coming in should have the opportunity to pick his Deputy Chief. Commissioner McGovern hopes that it will be Deputy Chief Byrnes as the Chief of Police and he hopes he will apply for the position. Chairman Testani indicated that he expects Deputy Chief Byrnes to be a candidate for the Chief of Police position, and he would be one of the leading candidates, so they would like for him to be able to choose his Deputy Chief. Should the Commission for whatever reason decide to choose another Chief other than Deputy Chief Byrnes, the commission would like to give the new Chief the opportunity to choose his Deputy Chief.

Commissioner Liggins commented if he understands correctly and he referred to Mr. Haselkamp, should Deputy Chief Byrnes not be chosen to be the Deputy Chief he cannot revert back to this previous position which means he would be without a job. Mr. Haselkamp responded that is correct. Mr. Haselkamp indicated that there is nothing that precludes the commission next year to extend the Deputy Chief Byrnes contract. If the new chief comes in and he sees that Deputy Chief Byrnes is the right one for the job at that point the commission can extend D/C Byrnes contract. If the commission extends D/C Byrnes contract for three years and it does not work out between them, then it could be hard to break the contract.

First Selectman Herbst asked Commissioner Liggins why he feels concerned that D/C Byrnes' contract would not be extended after the one year. Commissioner Liggins responded that he senses and he hopes and believes that D/C Byrnes will be chosen and with all the time and effort D/C Byrnes has put in to the department, he is concerned should it not work out he would not have a job. First Selectman Herbst indicated that D/C Byrnes would be out of a job "if" the commission chooses not to renew his contract a year from now, not the Chief. First Selectman Herbst reminded the commission that even if the new Police Chief, whether it be D/C Byrnes or anyone else, comes with a recommendation of that person not being D/C, that the commission will ask why. The commission makes the ultimate decision.

First Selectman Herbst reminded the commission again that the commission has selected officers, sergeants and lieutenants who did not necessarily come out number 1, they have come out 2<sup>nd</sup> or 3<sup>rd</sup> and the commission has chosen who they feel comfortable in hiring. Lets just assume they conduct the search process and they choose D/C Byrnes, in his opinion D/C Byrnes should pick his Deputy Chief in whom he feels comfortable governing the department with. If another Chief is selected, in the First Selectman's opinion, that person should have the right to pick his second in command. But with that being said, the department has 2 officers with 40 years of experience that are leaving the department, Chief Kiely and D/C Harry, who are going to retire. D/C Byrnes has 28 years of experience, probably more experience on the

department than any current sergeant or lieutenant. The First Selectman Herbst indicated that if a new Chief were to come in, he would find it naive for that Chief not to choose D/C Byrnes as he has institutional knowledge of the department. The First Selectman also said the commission should have faith in a fair and impartial process where you pick a Chief that will come to the department without an agenda and will do the right thing and do a good job, as that new Chief would have big shoes to fill.

Commissioner Liggins expressed his concern that originally D/C Byrnes contract he would be able to revert back to his previous position should he not be chosen as D/C but now if that is the case he will not have a job. First Selectman Herbst indicated should the new Chief not select D/C Byrnes as the second in command the commission ask, "Why?" First Selectman reminded the commission again that they are the ones that make the ultimate decision on who the D/C should be. Should there be a tie vote, then the First Selectman is the one to break the tie.

Commissioner McGovern made a motion to reappoint Deputy Chief Byrnes for one (1) year, July 1, 2014 to June 30, 2015. Motion made 1<sup>st</sup> by Commissioner McGovern and 2<sup>nd</sup> by Commissioner Liggins. There was no further discussion. ALL IN FAVOR. MOTION CARRIED UNANIMOUSLY.

Commissioner McGovern made a motion to accept the contract with the revised duration of Deputy Chief Byrnes' employment. Motion made 1<sup>st</sup> by Commissioner McGovern and 2<sup>nd</sup> by Commissioner Zamarly. Commissioner Liggins had a question, under the "Grievance Procedure" section, "who is the AAA under the labor arbitration rules?" Mr. Haselkamp responded that is the America Arbitration Association. Chief Kiely said that he hopes the commission makes the right decision a year from now, as D/C Byrnes a very devoted officer, he eats, sleeps and breaths the Trumbull Police Department. ALL IN FAVOR. MOTION CARRIED UNANIMOUSLY.

There being no further business to discuss and upon motion made by Commissioner Liggins, seconded by Commissioner McGovern the Trumbull Police Commission adjourned by unanimous consent at 6:20 p.m.

Respectfully submitted,



Vivian Munoz  
Clerk of Commission