



# Town of Trumbull

## TRUMBULL POLICE COMMISSION

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## POLICE COMMISSION

ROGER MCGOVERN, CHAIRMAN  
ALBERT ZAMARY, VICE CHAIRMAN  
ANGELO MAGLIOCCO, COMMISSIONER  
DANIEL PORTANOVA, COMMISSIONER  
JOHN VAZZANO, COMMISSIONER  
TBD, COMMISSIONER

CHIEF MICHAEL LOMBARDO

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Special Trumbull Police Commission Meeting  
Long Hill Conference Room – Town Hall  
January 7, 2016

### MINUTES

The Trumbull Police Commission meeting was called to order at 5:00 p.m.

Members present: Roger McGovern, Chairman  
Angelo Magliocco  
Daniel Portanova  
Albert Zamary

Also Present: Chief Michael Lombardo  
Deputy Chief Glenn Byrnes  
Deputy Chief Ronald Kirby  
Deputy Chief Thomas Savarese  
First Selectman Timothy Herbst

#### Election of Officers/Discussion of Process

Commissioner Portanova made a motion for Angela Magliocco to be the Secretary for the Trumbull Police Commission. Seconded by Commissioner McGovern. There was no further discussion. ALL IN FAVOR, motion carried unanimously.

Commissioner Portanova made a motion for Albert Zamary to be the Vice-Chairman for the Trumbull Police Commission. Seconded by Commissioner McGovern. There was no further discussion. ALL IN FAVOR, motion carried unanimously.

Commissioner Portanova made a motion for Roger McGovern to be the Chairman for the Trumbull Police Commission. Seconded by Commissioner Zamary. There was no further discussion. ALL IN FAVOR, motion carried unanimously.

Commissioner Portanova made a proposal to the board that the Chairman position for the Trumbull Police Commission be appointed on an annual basis, as is currently done in

the Town of Fairfield. Commissioner Portanova explained that the Chairman position would be limited to a one year term, not for the full term of their membership on the board. This also gives the other commissioners the opportunity to be Chairman of the Police Commission. Commissioner Portanova's thoughts were that this would be good for the checks and balances for the Police Commission Board.

Commissioner Portanova made a motion to have a one year term for the Chairman position and after the one year term is up the current Chairman will not be eligible to run for a second term. Seconded by Commissioner McGovern. There was no further discussion. ALL IN FAVOR, motion carried unanimously.

#### **Executive Session/Chief Lombardo's Employment Evaluation**

Commissioner Zmary made a motion to enter into Executive Session to discuss Chief Lombardo's Employment Evaluation at 5:06 p.m. MOTION made first by Commissioner Zmary and seconded by Chairman McGovern. ALL IN FAVOR, motion carried unanimously.

Entering into Executive Session: Chairman McGovern, Commissioners Magliocco, Portanova and Zmary, Chief Lombardo, First Selectman Herbst and Vivian Munoz.

Chief Lombardo and Vivian Munoz exited Executive Session at 5:50 p.m.

Chief Lombardo entered into Executive Session at 6:10 p.m.

A motion was made to exit Executive Session at 6:50 p.m. Motion made first by Commissioner Zmary, seconded by Commissioner Portanova. There was no further discussion. ALL IN FAVOR. MOTION CARRIED UNANIMOUSLY.

First Selectman Herbst indicated that he had the opportunity to meet with the Trumbull Police Commission and discuss Chief Lombardo's evaluation for the past year. The First Selectman along with the Commission discussed Chief Lombardo's 2015 evaluation with him and discuss the 2016 goals and recommendations. First Selectman Herbst thanked the entire management team of the Trumbull Police Department as well as the Deputy Chiefs for the exemplary job that has been done under the Chief's leadership. First Selectman Herbst and the Police Commissioners are of the unanimous opinion that the Chief has exceeded every expectation by every measure. They are very pleased with what he has done in instituting weekly staff meetings with the management team including not only the senior management, lieutenants and command staff. They are also pleased with what the administrative team has done to update all police department policies to be in compliance with laws and POST Standards. They are also pleased with what the Chief has done in the area of discipline. He has been firm but fair which has improved morale in the police department. They are also pleased with what the department has done under his leadership in respect to overtime. This has been the lowest level of overtime in three years. And they believe what the Chief has done to realign the

command staff with the deputies specifically has certainly done a tremendous amount to reduce overtime which has been a concern to the Board of Finance and Council for quite some time. They are also pleased that under the leadership of the Chief's management the renovations to the dispatch, records and communication center are nearing completion, on time and within budget. They are also pleased with the fact that the Trumbull Police Department was one of the first Police Departments to introduce NARCAN for usage by patrol officers in the event of a heroin overdose and are pleased as a result of introducing this life saving technique in the patrol vehicles, the Trumbull Police Department has made eight saves as a result of heroin overdoses since July 2015. They are also very pleased with the Project Lifesaver program which was introduced this year that provides training and assistance to those who might be afflicted with Alzheimer's disease or autism and pleased with the fact that program was implemented at virtually no cost to the Trumbull taxpayers.

First Selectman Herbst also complimented the publishing of periodic editorials to the media advising residents on certain public safety issues. First Selectman Herbst also indicated that he along with the commission is pleased with the implementation of the bike patrol program, reestablishment of the scuba team, rebranding of a new image for the department with the uniforms for the officers which is almost complete and with the implementation of the body cameras which is critical in protecting the town and the officers. First Selectman Herbst also thanked Chief Lombardo for his efforts with the First Selectman's Drug Prevention Task Force and also with what the Chiefs management team has done to secure the re-establishment of a police substation. First Selectman Herbst is grateful to the Chief and the Deputy Chiefs in working to achieve accreditation for the Trumbull Police Department, and he along with the Commissioners will assist the department in any way they can to achieve the accreditation. The First Selectman and Commissioners believe that the Chief has done an outstanding job and has the respect of all 78 sworn officers who protect the community and has the respect of the 36,000 residents that depend upon the Trumbull Police Department to guard their public safety.

#### **Goals and Objectives for 2016**

First Selectman Herbst indicated he would like to continue to work with the town and department management to further reduce overtime expenses incurred. They would like for the Chiefs office to work collaboratively with the Director of Labor Relations and the administration in successfully completing contract negotiations with the Trumbull Police Union. The First Selectman along with the Commissioners indicated they will be there to help to Chief in any way needed with the contract negotiations. They also welcome a collaborative effort between the Human Resource department and the Town to recruit and hire qualified minority and female candidates to serve on the Trumbull Police Department. First Selectman Herbst indicated that the commissioners along with him are excited to work with the Chief in promoting qualified and capable officers to serve as Sergeants and Lieutenants with the intent of building accountability and professionalism among mid-level management and shift commanders. The First

Selectman along with the commission stand ready and willingly to assist the Chief with the full implementation of a school resource officer program with one officer at Trumbull High School and one officer at each middle school, no later than September 2016. They hope the Chief will continue to fully implement revisions and additions to all policies and procedures in the Police Department Employee Handbook. First Selectman Herbst indicated that he is aware the polices are about 75% complete and is confident they will be 100% complete by the end of 2016. The other item that was discussed is to develop a training program for the Police Commissioners as to their responsibilities and the role they play in respect to discipline, hiring and promotions.

First Selectman Herbst thanked Chief Lombardo on behalf of the Town of Trumbull and the Police Commission for a job well done for his first year.

For the record Commissioner Portanova stated that to his knowledge this is the first Chief of Police in Trumbull that will not receive a defined benefit pension.

A motion was made by Commissioner Portanova to increase the compensation of Chief Lombardo under the terms of his employment contract dated January 7, 2015 as follows: Effective January 1, 2016 Chief Lombardo's compensation will increase by 2.25% over his present salary. Effective July 1, 2016 Chief Lombardo's compensation will increase by 2.5%. Motion made first by Commissioner Portanova, seconded by Commissioner Zamarly. There was no further discussion. ALL IN FAVOR. MOTION CARRIED UNANIMOUSLY.

For the record Chief Lombardo stated that none of the work discussed in the meeting could have been done without the support of Deputy Chief Byrnes, Kirby and Savarese. They all have been extremely supportive to Chief Lombardo. They all have been there when the Chief has had to call them in the middle of the night, holidays and weekends.

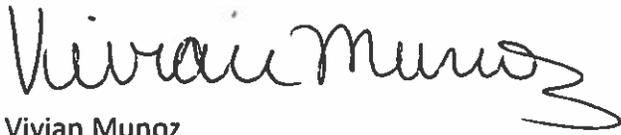
#### **Designate Local Traffic Authority**

Chief Lombardo explained the Department of Transportation is looking to designate a new entity/person to act as the Local Traffic Authority. Chairman McGovern indicated that he spoke with Commissioner Magliocco to see if he would be interested in being the contact to the Department of Transportation and he is interested. Chief Lombardo indicated in the past the CT DOT will communicate with the Chief and he would share the information with the Chairman. It was agreed that Commissioner Magliocco and Chief Lombardo's contact information will be added to the form for the CT DOT.

Discussion followed as to whether the board would need to meet again on their scheduled January 12<sup>th</sup> meeting. It was agreed that there was nothing pressing and the board will meet on February 9<sup>th</sup> in the Chief's conference room at the Trumbull Police Department and have a ribbon cutting for the new Communications Center.

There being no further business to discuss, and upon motion made by Chairman McGovern, seconded by Commissioner Magliocco, the Trumbull Police Commission adjourned by unanimous consent at 7:05 p.m.

Respectfully submitted,

A handwritten signature in black ink that reads "Vivian Munoz". The signature is written in a cursive style with a long, sweeping tail on the final letter.

Vivian Munoz  
Clerk of the Commission