



# Town of Trumbull

## TRUMBULL POLICE COMMISSION

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## POLICE COMMISSION

RAYMOND G. BALDWIN, JR., CHAIRMAN  
ANGELO MAGLIOCCO, VICE CHAIRMAN  
KATHY CHAMPION, COMMISSIONER  
MARY BETH THORNTON, COMMISSIONER  
CHRIS TREFZ, COMMISSIONER

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### **Special Trumbull Police Commission Meeting June 8, 2022 MINUTES**

The Trumbull Police Commission meeting was called to order at 6:03 p.m. with the recitation of the pledge and moment of silence.

Members present: Angelo Magliocco, Vice Chairman  
Kathleen Champion, Commissioner  
Mary Beth Thornton, Commissioner

Also Present: Chief Michael Lombardo  
Assistant Chief Glenn Byrnes

Absent: Raymond G. Baldwin, Jr., Chairman  
Chris Trefz, Commissioner

#### **Public Comment**

Public Comment opened at 6:04 p.m.

There was no Public Comment. Public Comment was closed at 6:04 p.m.

#### **Approval of the May 17, 2022 Special Police Commission Meeting Minutes**

Motion made by Vice Chairman Magliocco to to table the May 17, 2022 Special Police Commission Meeting Minutes, seconded by Commissioner Champion. The purpose of tabling the approval votes of minutes was due to Commissioner Thornton was not present at the May 17, 2022 meeting. Commissioner Thornton would need to abstain. There was no further discussion. Motion passed unanimously.

#### **Chief's Report**

##### *Correspondence*

Chief Lombardo went over the corresponded the Department received. He specifically commented on the Memo from Lt. Jones regarding Officer Bartosik. A Trumbull resident's car was stolen overnight. Officer Bartosik learned after completing the investigation that the resident had an

appointment and now had no way of getting to her appointment. Officer Bartosik provided a ride to the resident. She called to make the Department aware on how well Officer Bartosik treated her and became emotional over the phone. She wanted to make sure his actions were recognized. Chief Lombardo commended Officer Bartosik.

### **Operations**

Chief Lombardo reviewed the Calls for Service Report for the month of May.

Chief Lombardo reviewed the Motor Vehicle Enforcement Report for the month of May.

Chief Lombardo reviewed the Criminal Incidents Report for the month of May.

Chief Lombardo reviewed the CLO Report from Officer Leos for the month of May.

Chief Lombardo reviewed the Incident Statistics Report for the month of May.

Chief Lombardo reviewed the SRO Report from SRO Duva for the month of May. SRO Duva has primarily been assigned to THS but now he has been handling the other school cases due to the other two middle school SROs needed.

Commissioner Thornton asked if the private schools in Trumbull call the Police Department or do they have their own security.

Chief Lombardo responded the private schools do call the Police Department if they have a situation. The officers do what is called walk and talk with all the schools in town.

Chief Lombardo reviewed the K-9 Reports from K-9 G. Lee and K-9 Carlson for the month of May.

Chief Lombardo reported for the month of May, there were eight (8) juvenile referrals.

Chief Lombardo reviewed the Arrest Summary Report for Adults for the month of May.

### **Traffic Division**

Chief Lombardo reviewed Officer Kyle Siljamaki's Traffic Report for the month of May. Memo to Patrol Supervisors was read at Line-Up of Traffic Issues/Complaints received and to have the Patrol Officers conduct traffic enforcement in those areas listed.

### **Detective Division Report**

Chief Lombardo reviewed the Detective Division Monthly Activity report provided for the month of May.

Chief Lombardo commented on a specific case on page 2, paragraph 4 of report. It was a carjacking by three (3) JV's at the Westfield Shopping Center. The car was located in Danbury and was apprehended between Route 111 and Route 25. They were released to a parent or guardian.

Chief Lombardo moved on to another incident which was a strong-armed robbery at the Shell gas station. Further details provided in report.

### **Training Report**

Chief Lombardo reviewed the Training Monthly Activity report for the month of May.

### **Cadet Report**

Chief Lombardo reviewed the Cadet Report for the month of May.

### **Sick/Injury Report**

Chief Lombardo reviewed the sick/injury report for the department for the month of May.

### **Budget**

Chief Lombardo commented on the Departments YTD Budget Status. The biggest line item that has been a concern is the Overtime Account as the Police Commission is aware due to staff shortage.

Assistant Chief Byrnes referenced the Overtime Account, it is unfortunate that is one of the biggest line items. He reported the account will be offset. AC Byrnes went over the second page of the FY 2023 Budget v. FY 2022.

### **New Business**

*Review and Consideration of Self Storage Facility End of Quarry Road*  
Commissioner Magliocco explained that his topic was presented to the Board prior to COVID and provided a presentation. It was approved and was presented to Planning & Zoning.

Chief Lombardo went over the Police Report provided to the board. The Traffic Division checked the area and there were no issues. Chief Lombardo requested the board approve the project.

A motion was made by Commissioner Magliocco based on the Traffic Division's recommendation of the Trumbull Police Department and the report traffic presented by Langan to approve the Storage Facility on the traffic analysis, seconded by Commissioner Champion. There was no further discussion. Motion passed unanimously.

*Evaluation, Discussion and Consideration of Compensation for Chief Michael Lombardo*

Commissioner Magliocco made the suggest that this item on agenda be table for the following Police Commission meeting to have Chairman Baldwin present. Commissioner Magliocco did asked Chief Lombardo to please go over his memo regarding his evaluation.

Chief Lombardo went over in detail his letter to Chairman Baldwin.

Chief Lombardo discussed some topics, one being the challenges during COVID, safeguarding the officers from the beginning of the pandemic.

The greatest challenge for the Department as a whole right now is retention of sworn officers. Law Enforcement recruitment is difficult at the moment as in any other profession. For Law Enforcement it has been a little harder at this point in time as the Department has lost nine (9) officers since 2019 due to the Town of Trumbull not offering a defined benefit plan. That has been the main reason the officers have stated in their letter of resignation and are leaving to a Department that offers a defined benefit plan. Chief Lombardo indicated the Commission along with himself support the study that will be done to possibly return the defined contribution plan. Chief Lombardo hopes it will be done soon to determine what the cost would. Also to negotiate with the Trumbull Police Union to bring back some sort of define contribution plan.

The Town of Trumbull has offered a \$20,000 lateral sign on bonus for Sworn Certified Police Officers that would like to work for the Trumbull Police Department. The \$20,000 will be paid out in the course of four years. The officer will need to stay with the Department for four years in order to receive the entire bonus. This should help the Department short term with hiring a certified police officer for the training aspect. There is one police

officer that has applied from another town in Connecticut. Chief Lombardo indicated towards the end of the month the officer will be brought before the Police Commission to interview him. If everything works out make them a conditional offer of employment.

Chief Lombardo has shared with the Police Commission on the changes he has had to make to try and lessen the 16 hour shifts.

Chief Lombardo indicated he has been very happy and pleased to work with the current Police Commissioners and the First Selectman's office. Chief Lombardo looks forward to continue to work the Police Commissioners and the First Selectman and thank them for their support.

Commissioner Champion commented that Chief Lombardo is doing a fantastic job leading the Department and it has been a really tough two years with the pandemic and the staffing shortages. Chief Lombardo is guiding the police department to the best of his ability and coming up with solutions and strategies.

Commissioner Thornton echoed what Commissioner Champion commented and indicated she was not aware about the Pension issue regarding the Define Benefits. This has become more critical and the police department as a whole has been very patient and their moral has been good. The officers come in to work and do what they are supposed to do. Commissioner Thornton hopes that in the very near future this issue gets resolved.

Commissioner Magliocco indicated he has been with the Police Commission for seven years and has been impressed on how Chief Lombardo handled situations from the national level with the way police officers are treated or look at. In the local level how Chief Lombardo is dealing with the shortages and the pensions. Commissioner Magliocco is equally impressed of Chief Lombardo's foreshadowing it and seeing a need for Coffee with a Cop, Social Workers, and starting Mental Health Support groups for the officers. Chief Lombardo and AC Byrnes have looked ahead with what is needed. This is the main reason why Commissioner Magliocco has asked to table this topic for Chairman Baldwin to speak with First Selectman Tesoro. Commissioner Magliocco indicated Chief Lombardo is doing a good job.

A motion was made by Commissioner Thornton to table Evaluation, Discussion and Consideration of Compensation for Chief Michael Lombardo, seconded by Commissioner Champion. There was no further discussion. Motion passed unanimously.

## **Old Business**

### *Update on Police Pension Consideration*

Commissioner Magliocco indicated he does not believe there has been any change on this topic from last meeting.

Chief Lombardo indicated as the Commissioners are aware First Selectman Tesoro asked Tom McCarthy, Labor Relations to have a study done to determine the cost if the Town of Trumbull is to bring back a defined benefit plan for the Trumbull Police Department. Chief Lombardo does not know if the quote will involve different options. Mr. McCarthy has drafted the scope of work to be reviewed by an attorney to review and make sure that every topic was addressed. Mr. McCarthy is waiting for some edits by the attorney's office. Once it is received it is the understanding that it will be sent to Purchasing Department.

Commissioner Thornton asked if the study was specifically for the Police Department or other Departments in Town.

Chief Lombardo indicated that in the March meeting his recollection was that the Town wanted everyone's pension to be looked at. Mr. McCarthy was asked that the police portion be done before other employees. Chief Lombardo indicated no offense to other employees in Town, the Department has a very serious shortage and retention problem that needs to be addressed.

Commissioner Champion commented that Chief Lombardo asked to view the draft and it has not been provided. Commissioner Champion asked was any input requested from the Chief. Commissioner Champion commented it has been 90 days and there has been no progress.

Chief Lombardo indicated that he has not seen the draft and will ask again. Chief Lombardo indicated he was not asked for any input.

Chief Lombardo commented the Department is authorized to have 82 officers. As of July 1, 2022 based on what the Chief knows there will be 62 officers in the Department. One of the Officers who is deployed in the military and will be leaving mid-June and will return mid-August. The Department has a senior officer that will be retiring in mid-July. Another officer has informed Chief Lombardo that she will be making a lateral move to the Fairfield Police Department. With all these changes, the Department will have a total of 71 police officers.

Chief Lombardo commented that there has been discussions on what needs to be done and he does not want to take out any other officers from special assignments. There has been discussion about the Records Division, they have four employees, and one of them is assisting the Detective Division since December. The Chief is considering at some point does the Department need to reduce Records Division and make it a part-time office. Which would be open to the public part-time. One of the officers that is assigned to the Records Division would be re-deployed to patrol for the summer time. These are just some ideas. The consequences in having the Records Division PT it would take longer for the public to get reports, reports for court, etc. Another idea does the Department consider taking the last SRO out and not have any. The Chief really does not want to do that. Taking the two SROs out of the school was not discretionary, it had to be done.

Chief Lombardo indicated he has spoken with the President of the Union, Brian Federowicz about the shortages and what is being done and not impact the membership. They are working together and if a Memorandum of Understanding (MOU) is agreed upon with any changes, it will be shared with Tom McCarthy for his review.

Chief Lombardo will email Tom McCarthy at the request of the Police Commissioners to see a DRAFT of the scope of the work.

#### *Discussion and Consideration of Officer Matthew Corbit's Requested Extension Leave of Absence – Executive Session*

A motion was made at 7:12 p.m. by Commissioner Magliocco to enter into Executive Session to discuss Officer Matthew Corbit's request for an extension leave of absence, seconded by Commissioner Thornton. There was no further discussion. Motion passed unanimously.

Present in Executive Session, Commissioners Magliocco, Champion and Thornton. Also present, Chief Lombardo and AC Byrnes.

A motion was made at 7:19 p.m. by Commissioner Magliocco to exit Executive Session, seconded by Commissioner Thornton.

A motion was made by Commissioner Thornton to extend the unpaid leave of absence for Officer Corbit for ninety (90) days, seconded by Commissioner Champion. There was no further discussion. Motion passed unanimously.

Commissioner Magliocco would like to thank Commissioner Champion for her service as a Police Commissioner this past year. Commissioner Champion has been a very valuable asset to the Commission and her knowledge to the Police Pension and her dedication. Commissioner Magliocco said she will be missed and good luck with everything.

Chief Lombardo also thanked Commissioner Champion for her support.

There being no further business, a motion was made by Commissioner Magliocco, seconded by Commissioner Thornton to adjourn the meeting at 7:21 p.m. The motion passed unanimously.

Respectfully submitted,

Vivian Munoz  
Clerk of the Commission