



Town of Trumbull

TRUMBULL POLICE COMMISSION

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POLICE COMMISSION

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

Special Trumbull Police Commission Meeting July 12, 2022 MINUTES

The Trumbull Police Commission meeting was called to order at 5:45 p.m. with the recitation of the pledge and moment of silence.

Members present: Raymond G. Baldwin, Jr., Chairman
Angelo Magliocco, Vice Chairman (arrived at 5:57 p.m.)
Mary Beth Thornton, Commissioner
Chris Trefz, Commissioner

Also Present: Chief Michael Lombardo
Assistant Chief Glenn Byrnes

Public Comment

Public Comment opened at 5:46 p.m.

There was no Public Comment. Public Comment was closed at 5:46 p.m.

Approval of the June 22, 2022 Special Police Commission Meeting Minutes

Motion made by Commissioner Thornton to accept the Special Police Commission Meeting Minutes of June 22, 2022 as presented. Seconded by Commissioner Trefz. There was no further discussion. Motion passed unanimously.

Approval of the June 8, 2022 Special Police Commission Meeting Minutes

Motion made by Commissioner Magliocco to accept the Special Police Commission Meeting Minutes of June 8, 2022 as presented. Seconded by Commissioner Thornton. There was no further discussion. Motion passed with two abstentions, Chairman Baldwin and Commissioner Trefz.

Chief's Report

Correspondence

Two letters from Father Marcello, St. Catherine Church on Shelton Road, thanking Officers Brown and Fedor for assisting with a procession at the Church.

Thank you letter to officers in assisting EMS on a medical call as their father was transported to hospital.

Message on social media from Jim Behanna thanking Officer Anderson for helping his mother as her car broke down on Route 111. The son was very impressed by Officer Anderson's kindness, compassion and comfort as he heard Officer Anderson while Mr. Behanna had called him as well. Officer Anderson stayed with the individual until the tow truck and son arrived.

Operations

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

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

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

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

Chief Lombardo reviewed the June SRO Report from SRO Duva who is the sole SRO for the schools.

Chief Lombardo reviewed the K-9 Reports from K-9 G. Lee and K-9 Carlson for the month of June. K-9 Officer Carlson works during the day and due to the re-assignment of the SROs, K-9 Carlson visited the schools and did walk and talks.

Chief Lombardo reported for the month of June, there were seven (7) juvenile referrals.

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

Traffic Division

Chief Lombardo reviewed Officer Kyle Siljamaki's Traffic Report for the month of June.

Detective Division Report

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

Training Report

Chief Lombardo reviewed the Training Monthly Activity report for the month of June. Chief Lombardo commented on the Digital Evidence Investigation training that Officer Siljamaki attended in Alabama in June. There was no cost for Officer Siljamaki to attend the training. All the travel expenses were covered

AC Byrnes explained further on the training Officer Siljamaki attended as he was selected in this specialized unit which is based in Weston. This has turned out to be a valuable research for the Department as this was an area the Department was lacking with no fault of their own. As the Department has very good investigators, with technology being what it is, the officers need to stay up with the technology trends. Officer Siljamaki has some back ground on software and related fields and is a good fit. On a part-time basis Officer Siljamaki attends at least once a week and works with group and assists with major cases with any of the participating departments in Fairfield County.

Chief Lombardo commented on the Coffee with a Cop which was held at the Next Chapter Books. It is the Elite Program for the Special Education Students. They sell coffee, baked goods and books. They teach the students on how to work in a retail place.

Cadet Report

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

Sick/Injury Report

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

Budget

Chief Lombardo commented the Department closed out the Fiscal Year. In the looks of the accounts there might not be a need to ask the Board of Finance and Town Council for special appropriation. Even though the Department was over by 28% of the Salary Account, the Department was able to cover the overage from other accounts within their Budget.

AC Byrnes commented on the year-end balance sheet. Even though the overtime account and salaried account went over, the surplus assisted to offset those accounts.

New Business

None.

Old Business

Update on Police Pension Consideration

Chairman Baldwin indicated through Commissioner Magliocco there was notification from Tom McCarthy that they expect to have an RFP ready to go out for bid by the end of this week regarding the defined benefit plan.

Evaluation, Discussion and Consideration of Compensation for Chief Michael Lombardo

Chairman Baldwin indicated the letter from Chief Lombardo was received. Chairman Baldwin asked if there were any questions or comments. There were none.

Chairman Baldwin indicated compensation for Chief Lombardo needs to be discussed and would like to go into Executive Session.

A motion was made at 6:04 p.m. by Commissioner Trefz to enter into Executive Session to discuss the compensation for Chief Lombardo, seconded by Commissioner Thornton. There was no further discussion. Motion passed unanimously.

Present in Executive Session, Commissioners Baldwin, Magliocco, Thornton and Trefz.

A motion was made at 6:14 p.m. by Commissioner Magliocco to exit Executive Session, seconded by Commissioner Thornton.

Chairman Baldwin read the following statement.

“Over the course of the past four years the management of the Trumbull Police department, and the dedicated men and women who serve our citizens every day, have faced an array of challenges from a variety of sources both external and internal.

Nationally, anti-police sentiment, spurred by the sometimes unprofessional actions of police officers in other states and jurisdictions,

has been unfairly carried over into Trumbull and directed at our department. This is unfortunate because the leadership of our department has been steadfast in seeing to it that they, and every officer in their charge, maintain the highest level of courtesy and professionalism when dealing with the diverse population they serve. This is evidenced by the fact that citizen complaints against our officers are virtually nonexistent and in fact, every year we receive numerous expressions of appreciation from the people we serve for the manner in which our officers conduct themselves while carrying out their daily duties. This doesn't happen by accident. It requires leadership - leadership which creates a culture of responsibility and accountability.

Another issue they've faced is recruitment & retention. Like many other cities and towns in Connecticut, the Trumbull Police Department is experiencing very serious and escalating manpower problems. Our authorized department strength of 82 has been eroded to just 67 sworn officers. Recruitment has been difficult not only in Trumbull but statewide however the main reason for our near crisis manpower situation is the lack of a defined pension plan. Since 2014, all officers who have been hired have come onboard without that important benefit.

In just the past two years alone 8 officers have left the Trumbull Police Department to go to one of the vast majority of area police departments that do offer a defined pension plan. This reduction in line personnel has forced the Chief & his senior administrators to make some very serious and impactful decisions. In order to maintain even basic patrol coverage, Student Resource Officers (SROs) in our schools have been critically reduced, our traffic division has been seriously cut and our patrol officers are being ordered to work multiple overtime shifts nearly every day. The chief and his assistant chief have been fighting daily to correct this unfortunate misstep but to date their efforts have not received the attention we, as a commission, believe they deserve.

Despite these challenges, the chief and his assistant chief have managed to provide the citizens of Trumbull, and those who work and recreate here, with the highest level of public safety. And they've done it every year within their approved budget.

Not only are we a State accredited police department and a highly regarded law enforcement agency in Fairfield County but most importantly we are valued and respected by the people of Trumbull.

There is much more I could say but I believe I'm speaking to the choir here so in recognition of their performance & leadership I'm going to make a

motion that the chief receive a 3% salary increase effective retroactively to July 1, 2022. Do I have a second?"

Open for discussion.

Commissioner Thornton said the following everything Commissioner said is absolutely true. The only thing I would like to add is I still regret that we didn't have public coverage at the Police Award Ceremony, so the residents of Trumbull could understand how hard our police department works and how varied their services are and what a great job they do for the Town of Trumbull. With your leadership you've maintained a moral here, with all the problems that Commissioner Baldwin just spoke about. I am not sure how we are going forward as well as we are but we are. And under your leadership we expect it to continue that way.

Commissioner Magliocco indicated as he commented in the last meeting, in the time he has been a Commissioner you have been the face of this Department. Your leadership, the way you carry yourself is the way the men and women of the police department carry themselves. You guys are not only short staffed on patrol, you are short staffed in upper management with the retirement of Deputy Chief Scinto. So you guys are really two guys doing the jobs of three. Unfortunately, in these economic times and everything, I wish we could give you more but, it's at the point where we have to do what is physically responsible for the whole town and the community. Again, you and AC Byrnes, as well, I don't know how you guys have kept it together. We obviously get a lot of information and some of the stuff I would not be able to handle the way you guys handle it. Kuddos to you and AC Byrnes.

Commissioner Trefz said the following "Chief another period of time has gone by and I couldn't be happier and prouder on how you run the force here. In our conversation, great job balancing the budget you know, you don't have to go and ask for more money. I just wanted to point out the savings of the salaries is not a major savings it's the fact that you don't have the staff to pay and that the stress and strain that is putting on the rest of the force. And you see it on the overtime line. Great job with the budget but you need to recognize the job you guys do is more difficult with the short staffing you have, and that it's pointed out. Thank you very much, fine job"

A motion was made by Chairman Baldwin for Chief Lombardo to receive a 3% salary increase effective retroactively to July 1, 2022, seconded by Commissioner Thornton. There was no further discussion. Motion passed unanimously.

There being no further business, a motion was made by Chairman Baldwin, seconded by Commissioner Trefz to adjourn the meeting at 6:21 p.m. The motion passed unanimously.

Respectfully submitted,

Vivian Munoz
Clerk of the Commission