



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

Trumbull Police Commission Meeting August 16, 2022 MINUTES

The Trumbull Police Commission meeting was called to order at 6:08 p.m. with the recitation of the pledge and moment of silence.

Members present: Raymond G. Baldwin, Jr., Chairman
Angelo Magliocco, Vice Chairman
Mary Beth Thornton, Commissioner
Chris Trefz, Commissioner

Also Present: Chief Michael Lombardo
Assistant Chief Glenn Byrnes

Public Comment

Public Comment opened at 6:08 p.m.
There was no Public Comment. Public Comment was closed at 6:09 p.m.

Approval of the July 12, 2022 Special Police Commission Meeting Minutes

Motion made by Commissioner Magliocco to accept the Special Police Commission Meeting Minutes of July 12, 2022 as presented. Seconded by Commissioner Trefz. There was no further discussion. Motion passed unanimously.

Chief's Report

Correspondence

Message from a Fairfield Resident who got lost in Trumbull. She thanked Officer Moramarco for his assistance in getting back to her home town.

Letter from POST regarding one of the recruits, he has completed the Police Academy. He is now working on his Field Training. Once that is completed he will be a certified police officer.

Operations

Chief Lombardo reviewed the Calls for Service Report for the month of July. Chief Lombardo reviewed the Motor Vehicle Enforcement Report for the month of July.

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

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

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

Chief Lombardo reported for the month of July, there were one (1) juvenile referrals.

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

Traffic Division

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

Detective Division Report

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

Training Report

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

Cadet Report

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

Sick/Injury Report

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

Budget

Chief Lombardo indicated the Department has started a new Fiscal Year. The FY 2022-2023 Overtime account will probably not be different from last fiscal year. As of August 11, 2022, fourteen percent of the overtime has already been used. Chief Lombardo mentioned AC Byrnes is present for any questions. There were none.

New Business

Grievance 22-04 Officer Hamilton
Officer Hamilton came before the Police Commission to discuss her grievance. She indicated the grievance pertains to the second seat in Communications and the guidelines that became effective about a month ago. Civilian Dispatchers are given first right of refusal and if there is an overtime slot it goes to the part time Civilian Dispatchers and then the

Communications Officers are offered that overtime. Ultimately if no one takes the overtime, a Communications Officer is ordered to work the Civilian Dispatcher seat. She feels if the Civilian Dispatchers has the first right of refusal and ultimately no one takes it, they should be ordered to work.

Chairman Baldwin asked what is new about this procedure. He believes this is the same issue that was adjudicated in 2004 and 2017. This went to Arbitration and was upheld in Arbitration.

Officer Hamilton responded it is the order the overtime is being filled.

Chairman Baldwin asked Chief Lombardo if there is any changes.

Chief Lombardo responded there are no changes. He indicated he cannot order the Mate Union personnel, who are the civilian dispatchers to work the desk to fill a Civilian Dispatch position unless there is an emergency. The contract states the Department on the day shift and evening shift there needs to be, five (5) one-man patrol cars, one (1) supervisor, and one (1) communications officer. This is the same argument that was discussed in 2017 and in 2004 prior to him joining Department. Deputy Chief Kiely sent out a memo. As far as Chief Lombardo is aware the contract has not changed. They have met the obligations with the number of officers that need to work. Chief Lombardo indicated he cannot violate another union's contract to satisfy what others think is right or is not right. Chief Lombardo needs to abide by the contract.

Officer Hamilton indicated her argument or the way she looks at it is a Civilian Dispatcher should be the one ordered, in not a Communications Officer.

Chief Lombardo indicated he cannot order a Civilian Dispatcher to the seat unless there is an emergency or he has declared an emergency through a storm or hurricane. Again the Mate contract indicates he cannot order them unless there is an emergency.

Question was asked by Commissioner Trefz if there ever is one Communications Officer working the desk.

Chief Lombardo indicated, no, the plan is to always have a Communications Officer and a Civilian Dispatcher in the Civilian seat. There have been times that two Communication Officers work the desk if a Civilian Dispatcher is not available. Due to the manpower shortage today, it is more important for patrol officers to be out on the road. This issue has gone to arbitration twice, 2004, 2017 or 2018 and the arbitrators decided the Town was not in violation.

Officer Hamilton referred and read a section in the Mate Contract, Article 5 Section 5.4. After reading the section Officer Hamilton indicated that Civilian Dispatchers can be ordered in under certain circumstances as in an emergency.

Chief Lombardo commented, he can order the Civilian Dispatchers in any order and how it occurs.

Officer Hamilton, went on to read the Civilian Dispatchers section "when a vacant bargaining unit dispatch shift occurs and there are no sworn personnel available on the shift on a straight time basis, then the civilian dispatchers will be called in to cover such overtime shift."

Chief Lombardo provided an example, if there are seven (7) officers working, that means the Department is above the minimum manning requirement. If a Civilian Dispatcher calls out and the supervisor has enough coverage and one of the officers is a Communications Officer they can be placed to work the desk vacancy of the Civilian Dispatcher seat. At no overtime to Department. If there is no officer available who is eligible to work as Communications Officer then a Civilian Dispatcher is called to work that seat on an overtime rate.

AC Byrnes indicated the grievance pertains to contract violations and there are none. It is the Towns discretion to fill the Dispatcher seat as it sees fit for the Department.

There was no further discussion.

Officer Hamilton thanked the Commission for their time.

Motion made by Commissioner Magliocco to deny Grievance 22-04 submitted by Officer Susan Hamilton, seconded by Commissioner Thornton. Chairman Baldwin indicated that it has been made clear this particular issue has been vetted before, has gone through the steps and arbitration. According to the Departments Authority it does not violate the Police Union contract. Chairman Baldwin also believes the grievance should be denied. There was no further discussion. Motion passed unanimously.

Old Business

Update on Police Pension Consideration

Chief Lombardo indicated he spoke with Tom McCarthy and a RFQ to have an Actuarial Study has been done and forwarded to Kevin Bova, Purchasing Agent. Once Mr. Bova has it ready to go out, Chief Lombardo will receive a copy and will forward it to the Police Commission.

Question was asked if a time frame was given.

Chief Lombardo indicated there was no specific time frame given. The impression he received was it would be a quick turnaround.

Comment was made that this process is moving very slowly.

Chief Lombardo agreed and he has expressed his concern with the Police Commission with the shortages. Officers have had to be removed from Special Assignments as the Commission is well aware of. The officers at this time will not be returning to their special assignments any time in the near future.

AC Byrnes and Chief Lombardo met and they learned that probably two more officers will be leaving Department. One being a retirement and the other has decided that law enforcement is not necessarily the right career for him.

Chief Lombardo does not take removing an officer from a special assignment lightly. Especially the School Resource Officers. That is an assignment the Department wants to have in the schools as it is very important.

Chairman Baldwin commented with all that is occurring and the schools shootings, it is disheartening that there has not been better movement on the Pension Plan.

Commissioner Thornton also indicated it is disheartening how long this process has been taking. The Commission was told a study would be conducted back in March and six months later a study has not been completed. That study is to decide whether or not a pension can be reinstated. In the meantime there have been many officers that have left the Department.

Chief Lombardo indicated in 2021, eight (8) officers left and prior to that three (3) officers left. The Department is currently staffed at 70. There are five officers in training, one officer on leave and one officer on medical leave. The Department is working on 63 officers. The full strength of the Department is 82 officers.

Commissioner Magliocco indicated the men and women of the Department have done a tremendous job during this period working double shifts and are keeping the town safe. The Town needs to get the pension back and fulfill the staff.

Chairman Baldwin commented it is not cost effective in having police officers join the Department and then leave for a Department that offers a pension. Chairman Baldwin recalls to outfit, attend academy, training, etc. an officer costs about \$3 million dollars.

Chief Lombardi and AC Byrnes have been trying to figure out ways to make it easier for all with the staff shortage.

Executive Session

Personnel Matters

Department Command Structure

A motion was made at 6:38 p.m. by Commissioner Trefz to enter into Executive Session to discuss the Personnel Matters and Department Command Structure, seconded by Commissioner Magliocco. There was no further discussion. Motion passed unanimously.

Present in Executive Session, Commissioners Baldwin, Magliocco, Thornton and Trefz also Chief Lombardo and AC Byrnes.

A motion was made at 6:59 p.m. by Chairman Baldwin to exit Executive Session, seconded by Commissioner Magliocco. There was no further discussion. Motion passed unanimously.

There being no further business, a motion was made by Commissioner Magliocco, seconded by Commissioner Trefz to adjourn the meeting at 7:00 p.m. The motion passed unanimously.

Respectfully submitted,

Vivian Munoz
Clerk of the Commission