

MINUTES
POLICE COMMAND STAFF
May 27, 2014

PRESENT: Chairperson June Hansen, Chief Lawrie, John Giannotti, Dominic Morelli, Ona NejdI, Leah Saunders

The meeting was called to order at 6:00 p.m.

A motion was made by J. Giannotti, seconded by D. Morelli to approve the minutes of May 7, 2014 as submitted. The motion carried unanimously.

J. Hansen distributed the Clinton Police Department Strategic Plan which was adopted on December 17, 2012.

Excerpts from this document were read into the record to include but limited to:

- Page 2 Personnel: which speaks about the number of sworn officers the department currently employs.
- Page 5 Rotation through the Detective Division.
- Page 7 Potential retirements from the department, the eligible officers who have or will be reaching their 25 years of service. (To date two officers have retired, 4 can retire immediately, in August 1 more becomes eligible and next year one more officer reaches his 25 years of service.)
- Page 7 "In summary, running any police department at, or near, minimum staffing is not a wise practice, as it leaves no room for unforeseen consequences or absences. It is also unsafe. Inadequate staffing levels over prolonged periods of time can do long term damage to the Department and its officers, and negatively affect retention and recruitment efforts. The potential results range from fatigued officers, low morale, increased injuries, costly mistakes, increased liability, less efficiency, more overtime, and labor unrest. It is with this in mind that the Clinton Police Department believes staffing must be addressed."

The Strategic Plan and particularly the above paragraph were discussed and some points made were:

- There is no mention of administrative overload in the Strategic Plan, just overload on officers. No reason was found in the Strategic Plan regarding the need to add administrative staff. (Chief Lawrie explained that was because when this Plan was adopted there were 3 administrators and there was no need to add administrative staff.)
- Every page talks about the need for officers and with the possibility of officers retiring in the near future; there is more of a need for officers rather than a need for three administrators.
- There is a way to staff the Major position without a full major
 - Have the Police Commission and Chief Lawrie figure out how to staff this position – with a bargaining member or possibly a civilian
 - Possibly remove some of the non-police duties (building maintenance, dispatch, vehicle maintenance). J. Giannotti offered to help facilitate the reorganization of the administrative duties.
 - Chief Lawrie said removing these non-police duties cannot be done until something or someone is in place to perform these duties
 - Be proactive, get these non-police duties out of the purview of the police department and if it doesn't work then promote later

D. Morelli commented there does not have to be two majors. He also questioned the per capita calculation used to determine the number of officers a town requires. Morelli stated that the per capita ratio for Clinton should be 1.5.

O. NejdI stated she was not confident enough with the information regarding the economics or mechanics of the position. J. Giannotti explained that with more officers in patrol it may cut down on the overtime, injures, etc.

A motion was made by J. Giannotti, seconded by D. Morelli to recommend to not backfill the Major position right now and to stay with two administrators and recommend to the Board of Selectmen and Board of Police Commissioners to look for alternative solutions to remanage the administrative duties. The motion passed with a vote of 4 in favor (J. Hansen, D. Morelli, J. Giannotti and L. Saunders), 1 opposed (Chief Lawrie) and 1 abstention (O. NejdI).

The meeting was adjourned at 6:40 p.m.

Respectfully submitted,
Wendy McDermott
Administrative Assistant