

## **Old Saybrook Police Commission**

Special Meeting

January 6, 2022

### **MINUTES**

A special hybrid meeting of the Old Saybrook Police Commission was held on Thursday, January 6, 2022. The meeting was recorded and can be viewed in its entirety at <https://youtu.be/7RHliHvrPus>

**Present:** Chairman Wilcox, Vice Chairman Shippee, Secretary Notar-Francesco, Commissioners Calle, Manning, Maselli and Von Dassel. Chief Spera and Captain DePerry were present from the Department of Police Services.

#### **I. Call to Order / Pledge of Allegiance**

Chairman Wilcox called the meeting to order at 7:00 PM and led those in attendance with the Pledge of Allegiance.

The Commission observed a moment of silence for past Commissioner Ken Reid who recently passed away.

#### **II. Fiscal Year 2023 Budget Presentation**

Chairman Wilcox stated that he spoke with the Chief and rather than having Chief present the budget he requested it be posted online so members of the public could view it.

#### **III. Fiscal Year 2023 Discussion**

Chairman Wilcox stated that the Police Commission would go directly to discussion.

Vice Chairman Shippee stated that her concern with the budget is the raise for the Chief in it without doing an evaluation. She also stated that she would like more time to review the budget.

Secretary Notar-Francesco stated that a lot of good detailed work went into the document. She was looking for answers regarding the difference between a couple different categories considered backfill.

The Chief explained the difference between the line items and stated that there is an explanation for each line item in the budget book.

Secretary Notar-Francesco asked if the replacement dollar amount is all overtime.

Chief Spera stated no it was calculated at an overtime rate average.

Secretary Notar-Francesco stated that seeing actuals from the FY 21 budget would help.

Chief Spera stated that it will be difficult to compare as the budget is frozen every July 1<sup>st</sup> but he will get those to the Commission.

Secretary Notar-Francesco asked what budget does the Chief's Professional Development come out of.

Chief Spera replied the Professional Development line item.

Commissioner Von Dassel stated that he has no issues with the budget. He stated that he feels it is counterproductive to hold up the Chief's raise when the Commission has yet to come up with an evaluation tool. He stated that every other manager in the Town will be getting this same raise.

Commissioner Maselli stated that after being on the Commission for a couple years now he understand the budget. He stated that he is concerned with the general expenditures line items such as Electricity, Water, Gasoline staying flat when the cost in general for all those items have gone up.

He also stated that the Chief's contract does not say that he needs to have an evaluation in order to receive a raise.

The Commission discussed past evaluation sub committees and the goal of getting this done this time around.

Commissioner Calle asked how the sick/injured replacement rate is calculated.

Chief Spera explained that it is a patrol average rate.

Commissioner Calle asked for Chief Spera to explain how the Officers get paid some weeks for days they do not work.

Chief Spera explained that contractually the Officers work a 4 day on 2 day off schedule. Some weeks they only work 32 hours but get paid for 40 hours. Through contract negotiations the Officers are required to give time back to the Town for those hours paid but not worked. Some of the hours they give back are related to mandatory Professional Development such as Active Shooter Training, Records Training, Department Meetings and Community Policing.

Commissioner Calle asked how many Officers reach the 96 hour give back.

Chief Spera stated that he does not have that information.

Commissioner Calle stated that she would like to work with the Chief to help him have the Officers fulfill that.

Commissioner Calle asked if the money for the weeks they are paid extra can be taken out of a different line item such as uniforms.

Chief Spera stated that salary is contractual as is the schedule. It cannot be tied to a line item in the budget.

Commissioner Manning thanked the Chief for all the time and effort putting together a complex budget.

She asked if the 90% Sergeant replacement rate 80% Patrol replacement rate can be changed to a lesser percentage.

Chief Spera stated that the budget book is a group effort with him, Captain DePerry and his assistant Jennifer Damato. He said that changing the formulas could result in budget overruns. These formulas have been proven to work considering it's not requesting a full funding of the line item.

Commissioner Manning stated that she would also like to see current actuals to see if you could shave a little bit here and there.

Chief Spera stated that he doesn't like to budget underfunding line items as it doesn't show true year over year costs that it takes to run the Police Department.

Chairman Wilcox stated that he appreciates the work that goes in to the Budget book.

He stated that he also is concerned about underfunding.

He looked over the Town Report books and when he added up the additional compensation numbers he feels those line items are underfunded.

Chief Spera stated that its not accurate to look at the Town Report books since that line item also included Education stipends, managerial stipends etc.

Commissioner Manning asked if off budget accounts can be used to supplement the budget.

Chief Spera stated that the budget should be reflective on how much it takes to fund the police department. He also stated that some monies in those off budget accounts are already allocated to certain things such as the K9 account has monies in there that will be used to outfit the K9 vehicles.

Finance Director Palladino spoke about the budget. She stated that she would like to come to the Commission to do her off budget account presentation which is always very informational. She also stated that if you look at the year over year numbers the formulas work.

Commissioner Manning asked if there were more than one choice to fund line items.

Finance Director Palladino stated that they are always looking to see if off budget accounts can assist but not at a cost fluctuating expense of tax payers.

Chief Spera spoke about some added efficiencies in this budget book. A per diem records position was eliminated due to NexGen which resulted in a savings.

Secretary Notar-Francesco stated that she understand that the actuals needs to be taken with a grain of salt but would still like to see them.

Chief Spera stated that he will get with the Finance Director and get those over to the Commission.

The Commission took a five minute break.

#### **IV. Comments from the Public**

After the break there was a technical difficulty which led to all virtual members not being able to hear the meeting.

**V. Comments from the Chief of Police**

After the break there was a technical difficulty which led to all virtual members not being able to hear the meeting.

**VI. Comments from Police Commissioners**

After the break there was a technical difficulty which led to all virtual members not being able to hear the meeting.

**VII. Adjournment**

**The motion to adjourn passed with a vote of 7 in favor and 0 opposed, 0 abstaining.**

The meeting adjourned at 8:30 PM.

Respectfully submitted by:

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Jennifer D'Amato  
Records Clerk for the Old Saybrook Police Commission