

Old Saybrook Police Commission

Special Meeting

January 10, 2022

MINUTES

A special hybrid meeting of the Old Saybrook Police Commission was held on Monday, January 10, 2022. The meeting was recorded and can be viewed in its entirety at <https://youtu.be/4eXLBSdoAEc>

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.

Chairman Wilcox apologized to the public for the technical difficulties at the last meeting.

II. Comments from the Public

Keith Margotta commented.

Frank Keeney commented.

Susan Quish commented.

III. Discussion and Possible Action on the Fiscal Year 2023 Operating and Marine Patrol Budgets

The Commission discussed the Fiscal Year 2023 Operating and Marine Patrol Budgets.

Vice Chairman Shippee stated that she said what she had to say last time and had no other comments.

Secretary Notar-Francesco thanked the Chief for his memo that he sent to the Commission the other day. She had two other questions. She questioned a health care increase with a number of \$94,742 that the Chief had put in his letter which came with the budget book. She questioned where the number came from.

She thanked the Chief for the actuals that he had provided the Commission stating that after looking over that she is concerned that the Building Maintenance line item is underfunded.

Chief Spera stated that he waits till the end of the fiscal year to do building maintenance such as painting, replacing doors etc. if monies are available. If there is money in the budget the larger projects will get done after communicating with the Finance Director and the First Selectman.

Commissioner Von Dassel stated that he has no questions on the budget. He stated he understands it and that it looks sound. He stated the Chief's contract states that an evaluation tool "may" be used to discuss wage increases.

Commissioner Maselli stated that the last time the Commission looked into a formal evaluation for the Chief was under Chairman Stuart around 2017-2018. He stated there was a subcommittee and the outcome was that they couldn't determine a formal evaluation tool. At the time they decided that the Chief reports monthly at Commission meetings and that was determined to be an evaluation.

He stated that the Chief's formulas work and that he would support the budget as presented.

Commissioner Calle stated that she has said what she needs to say. She hopes an evaluation can be completed.

Commissioner Manning stated that the contract calls for a yearly evaluation by the Commission and that both the Chief and the Commission must both agree on the tool and the process. She stated that on February 26, 2018 a motion passed with a 4/3 vote to make raise conditional upon an evaluation. She stated that there are tools out there and she doesn't think that it's unreasonable to make a tie between the raise and an evaluation.

Chairman Wilcox read from Chief Spera's contract regarding evaluations and raises.

He stated the contract states shall have an evaluation. He feels that if Chief's salary is linked to an evaluation he would be pushing for it more. He discussed the Town's role in recommending raises vs the Police Commission's recommendation.

Commissioner Von Dassel stated that the Chief went a couple years without a raise. The selectman's office suggested nonunion members get a 2% raise.

Chairman Wilcox stated he feels that the Commission's role is to honor the Chief's contract.

Commissioner Maselli stated that he would like to put this issue behind the Commission and find a tool. He supports working on an evaluation tool but doesn't think it is appropriate two months in to deny the 2% raise that everyone else is getting.

Vice Chairman Shippee stated that is what is said every year.

Commissioner Manning stated that maybe they could say by June 30, 2022 both the Commission and the Chief agree on goals and objectives and upon the completion of the tool then the Police Commission could grant the raise.

The Commission discussed Commission Manning's proposal and evaluation tools.

Commission Manning made a motion to approve the Marine Patrol budget as presented in the FY 22-23 Budget Book. Commissioner Maselli second the motion. The motion to approve the Marine Patrol budget as presented passed with a vote of 7 in favor, 0 against and 0 abstaining.

Commissioner Manning made a motion to approve the proposed budget without the salary increase that Chief Spera has included for himself because he has not undergone an evaluation process which is his employment contract requires on an annual basis. Vice Chairman Shippee seconded.

Commissioner Maselli stated that he is concerned not having the money there with Commissioner Manning's previous proposal.

The Commission discussed the motion.

The motion was withdrawn.

Commissioner Manning made a motion to approve the proposed budget with the exception of a \$3,297 salary increase which Chief Spera included for himself because he has not undergone an evaluation process which is his employment contract requires on an annual basis.

Chief Spera advised the Commission on how to properly make a motion to reduce the budget.

The Commission discussed the motion.

The motion was withdrawn.

Commissioner Manning made a motion to approve a conditional raise of \$3,297.00 dollars for Chief Spera for the fiscal year 2023 under the conditions that Chief Spera and Commission agree on goals and objective and an evaluation instrument by June 30, 2023 and the Chief submits a self-evaluation to the Commission and the Chief and Commission complete a review and discussion.

Finance Director Palladino stated that the motion that Commissioner Manning just presented was to approve the budget as presented by the Chief of Police. She stated that she is not sure if conditions can be made on a budget that will be sent forth to the Board of Finance. If they want to reduce the Chief's raise they would vote on the entire budget and make a motion to reduce the budget by his raise. The final motion would be to approve the Police budget in the amount that equals (minus the raise).

The Commission discussed the budget motions and the Chief's raise and his willingness to negotiate.

Chairman Wilcox stated that the Commission would take a quick break to caucus.

Vice Chairman Shippee made a motion to take a break to recess. Commissioner Manning seconded the motion. The motion to recess passed with a vote of 7 in favor and 0 against and 0 abstaining.

The Commission took a break at 7:58PM.

The Commission came back at 8:00PM.

Vice Chairman Shippee made a motion to approve the proposed budget with the exception of the salary increase that Chief Spera included for himself because he has not undergone an evaluation process which is his employment contract requires on an annual basis. That would reduce the budget by \$3,297.00. Chairman Wilcox seconded the motion. The motion to reduce the budget by \$3,297.00 failed with a vote of 3 in favor (Wilcox, Shippee and Calle) and 4 against (Notar-Francesco, Maselli, Von Dassel and Manning) and 0 abstaining.

Commissioner Maselli made a motion to approve the budget as presented in the amount of \$5,511,865.00. Commissioner Von Dassel seconded the motion. The motion to approve the budget as

presented in the amount of \$5,511,865.00 passed with a vote of 5 in favor (Notar-Francesco, Maselli, Von Dassel, Calle and Manning) and 2 against (Wilcox, Shippee) and 0 abstaining.

IV. Comments from the Public

Keith Margotta commented.

Karina Julius commented.

Katie Toolan commented.

V. Comments from the Chief of Police

There was no comment from the Chief of Police.

VI. Comments from Police Commissioners

Commissioner Manning commented.

Commissioner Calle did not comment.

Commissioner Maselli commented.

Commissioner Von Dassel commented.

Secretary Notar-Francesco commented.

Vice Chairman Shippee commented.

Chairman Wilcox commented.

VII. Adjournment

Commissioner Maselli made a motion to adjourn. The motion to adjourn was seconded by Secretary Notar-Francesco. The motion to adjourn passed with a vote of 7 in favor and 0 opposed, 0 abstaining.

The meeting adjourned at 8:22 PM.

Respectfully submitted by:

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