



AMENDED

POLICE COMMISSION MEETING
Monday, September 23, 2013
6:30P.M. – Meeting Room 3

RECEIVED
COLCHESTER, CT
2013 OCT 29 PM 3:26
HANGY A. GRAY
TOWN CLERK

MEMBERS PRESENT: Commissioner's Rob Parlee, Ed Fusco, Jenny Langdon and Steve Caron

MEMBERS ABSENT: Commissioner Frank Jackter

OTHERS PRESENT: Sgt. Joe Mercer, Sgt. Rob Suchecki, Art Shilosky, Selectman Stan Soby (arrived at 6:54pm), Jim Paggioli (arrived at 7:08pm) and Pam Scheibelein

1. Call to Order

Commissioner Parlee called the Monday, September 23, 2013 meeting to order at 6:34 p.m.

2. Additions to Agenda

None

3. Citizen's Comments

None

4. Officer's Comments

None

5. Review Correspondence

Commissioner Parlee stated he received a letter from White Oaks Construction regarding renewing their permit for road work and he also received a letter from P. Scheibelein with concerns regarding the crosswalk by the Youth Center which the board will discuss under Local Traffic Authority.

6. Approve minutes:

August 26, 2013 Regular Meeting

Commissioner Fusco **MOTIONED** to approve the August 26, 2013 Police Commission meeting minutes as typed. **SECONDED** by Commissioner Caron. Commissioner Langdon abstained. All other members present voted in favor. **MOTION CARRIED.**

7. Budget Review

Commissioner Parlee inquired about the status of YTD expended for police overtime. A. Shilosky had figures through the end of July. G. Santos will send Commissioner Parlee an updated version of the police budget to date.

8. Appropriation and Transfer

None

9. Resident Trooper Report (Sgt. Mercer)

Sgt. Joe Mercer introduced himself as the new Colchester Resident Trooper and read his report for the month of August (see attachment #1).

10. Local Traffic Authority

P. Scheibelein stated her concerns regarding the crosswalk on Norwich Avenue the leads to the Youth Center which she feels is extremely unsafe and is reaching out to the Local Traffic Authority for any assistance they can provide to make the crosswalk safer for the children. P. Scheibelein stated that many students walk from the schools to the Youth Center during the week and she has witnessed students and other adults attempting to cross at the crosswalk that leads to the town green and vehicles do not stop. The board discussed possible options on how to make the crosswalk safer. Sgt. Mercer suggested direct patrol using the Colchester Police officers during Open Youth Center but calls for service must be a priority for the officers. Selectman Soby suggested placing something more visible at the crosswalk. Commissioner Parlee stated he will look into placing an orange barrel with lights at the intersection as a short term solution and the board will discuss a more permanent solution.

11. Old Business

a. Discussion and Possible Action on Revision to Rules and Regulations

Commissioner Fusco **MOTIONED** to approve the revisions to the Rules and Regulations. **SECONDED** by Commissioner Langdon. Commissioner Caron stated he had concerns regarding the revisions and opposed. All other members present voted in favor. **MOTION CARRIED (see attachment #2).**

b. Discussion and Possible Action on Selling of DARE Vehicle

J. Paggioli stated that they are looking at holding either a sealed bid or public auction for the selling of the DARE vehicle and suggests a sealed bid that can be held at Pumpkins & Pooches on the town green may be the better choice. The board agreed to go with the sealed bid.

c. Discussion on Spare Tires for Police Cruisers

J. Paggioli stated all but one vehicle has been completed with the installing of the spare tire.

12. New Business

None

13. Chairman/Commission Member Comment

Commissioner Parlee welcomed Sgt. Mercer and the entire board looks forward to working with him.

14. Executive Session to Discuss Personnel Issue

Commissioner Fusco **MOTIONED** to go into executive session to discuss personnel issue and to invite Selectman Soby, Sgt. Mercer, Sgt. Suchecki and G. Santos. **SECONDED** by Commissioner Caron. All members present voted in favor. **MOTION CARRIED.**

The members of the Police Commission and invited guests went into executive session at 7:27 p.m.

The members of the Police Commission and invited guests came out of executive session at 7:30 p.m.

15. Adjourn

Commissioner Fusco **MOTIONED** to adjourn at 7:31 p.m. **SECONDED** by Commissioner Langdon. All members present voted in favor. **MOTION CARRIED.**

Attachment

Resident Trooper Report (Attachment #1)

Revisions to Rules and Regulations (Attachment #2)

Respectfully Submitted,
Gina Santos, Administrative Assistant

To: Gregg Schuster

From: Cyril Green

Re: Police Rules and Regs

Date: 06/03/13

As we discussed in the past, the issues the union has with the new proposed rules and regulations are as follows:

8.1 Scope- eliminate the portion of the last sentence of 8.1 that states, "Or in the state police A and O manual."

9.21 Personal Appearance- add the new changes to sections E and F, accepting the language for goatees.

9.25 Safety- change proposed language to, "Officers shall follow applicable town of Colchester procedures and state statutes to ensure safety to the public and other members of the department."

If these changes are made to the rules and regulations they will be accepted by the union, and the grievance pertaining to the rules and regulations will be rescinded.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Cyril Green III". The signature is written in a cursive style with a prominent flourish at the end.

Cyril Green III

Union President

To: Gregg Schuster

From: Cyril Green

Re: Police Rules and Regs

Date: 06/12/13

If the changes are made to the rules and regulations they will be accepted by the union. The grievance and MPP, pertaining to the rules and regulations will be rescinded. Thank you for your time.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'Cyril Green III', written in a cursive style.

Cyril Green III

Union President

Officers shall not act with or express any prejudice concerning race, religion, politics, national origin, life style, sex, age, disability, citizenship or on any other basis.

9.18 Requests for Assistance

When any person asks for assistance or advice, or makes complaints or reports, either by telephone or in person, all pertinent information will be properly and judiciously acted upon consistent with Department of Public Safety procedures **these rules and regulations**.

9.19 Associations

Officers shall avoid regular associations or dealings with persons whom they know are persons under criminal investigation or indictment, or who have a reputation in the community or the Department for present involvement in criminal behavior, except as necessary for the performance of official duties, or where unavoidable because of other personal relationship with the officer.

9.20 Gambling

Officers shall not engage or participate in any form of illegal gambling at any time, except in the performance of duty and while acting under proper and specific orders from a superior officer.

9.21 Personal Appearance

Officers shall, while on duty, be neat in person. The prescribed uniform shall be in clean, presentable condition. Officers must adhere to the following standards of appearance:

- a. Be neat and clean, shoes shined, and all metal accessories polished.
- b. Keep uniforms well pressed and in good repair.
- c. Keep uniforms securely buttoned.
- d. Wear hats securely on the head.
- e. Have hair, mustaches, and side burns, neat and orderly.
- f. Beards, goatees, handlebars, fu manchus, muttonchops, etc. are not permitted except when approved by a supervisor, due to the nature of the officer's assignment.

9.22 Political Activity

Officers shall not engage in political activity on behalf of or against any candidate or political question while on duty, in uniform, or in their official capacity as police officers. Nothing contained in this rule should be construed to mean that a member is prohibited from exercising his or her legal voting rights or other rights of speech or association as protected by law.

9.23 Dissemination of Information

Officers shall treat the official business of the Department as confidential. Information regarding official business shall be disseminated only to those with an absolute need to know, in accordance with established Department of Public Safety procedures and the State Police A&O Manual, Sections 13.12.1 and 19.1.15.

9.24 Conflict of Interest

Officers shall not place themselves or allow themselves to be placed in any situation that requires them to choose between alternatives in which their personal interest and the interests of the Town are at odds. Officers shall always act so as to avoid even the appearance of impropriety.

Officers must sign the Code of Ethics acknowledgement letter confirming their receipt and understanding of the Town's Code of Ethics.

9.25 Safety

Officers shall always follow Department of Public Safety procedures established to ensure safety to the public and other members of the Department.

9.26 Recordkeeping

Officers shall ensure that all Department records submitted by them, or to which they have contributed information are accurate and complete, as well as carefully and promptly prepared.

9.27 Respect

Officers shall treat other members of the Department and the public with respect, care and compassion.

9.28 Use of Department Equipment

Officers shall utilize Department equipment only for its intended purpose, in accordance with established Department of Public Safety procedures their training and certifications, and shall not intentionally abuse or recklessly or negligently damage or lose Department equipment. All equipment issued to the officers shall be maintained in proper order by such officers.

9.29 Operating Vehicles

Officers shall operate Department vehicles in a careful and prudent manner and in accordance with Departmental orders. In operating Departmental vehicles, officers shall

VIII. PERSONNEL RULES

8.1 Scope

The Rules and Regulations enumerated in this manual are not intended to be all inclusive. It should be understood that disciplinary penalties, up to and including dismissal, may be imposed for offenses not specifically enumerated in this manual. Offenses not specifically enumerated herein, which require disciplinary action, may be described and charged under Section 8.2, entitled "Conduct Unbecoming an Officer" ~~or in the State Police A&O Manual. In any circumstance where local rules or regulations conflict with the State Police A&O Manual, local rules will apply.~~

8.2 Conduct Unbecoming An Officer

Any violation of the Rules and Regulations, or the command of any order of any superior, or any act or omission that is detrimental to the police service shall constitute "conduct unbecoming an officer."

8.3 Standard of Conduct

The private and professional lives of all employees shall be conducted in a manner that avoids any disrepute to the other police officers or to the Town of Colchester.

8.4 Cooperation

Cooperation between all employees is essential to effective law enforcement. All officers are strictly charged with establishing and maintaining a high spirit of cooperation within the police service unit and State Police, as authorized by the chain of command.

8.5 Police Assistance

Calmness and firmness shall be required of every officer in the time of emergency or peril. All officers shall act together to protect the public and each other while restoring peace. This section shall include the assistance of any Colchester officer or any other officer in any other city, town or state who is in danger or who requests assistance, as authorized by the chain of command. Any officer who flees from danger or responsibility shall be deemed guilty of cowardice and subject to appropriate disciplinary action.

8.6 General Responsibility

Every officer, regardless of his/her assignment, shall be responsible for carrying out the mission of police service which is as follows: the protection of life, liberty and property; enforcement of all State and local laws and ordinances; preservation of peace and public order, prevention and repression of crime and the apprehension of violators of the law.

9.21 Personal Appearance

Change to sections e and f.

Added to section e will be the word "goatees" following the word mustaches.
A description of what a "Neatly Trimmed Goatee" is will be added.

The goatee will not exceed 3/8 inches in length and shall follow the natural contours of the mustache line vertically down. The goatee will not extend any further than the rear of the chin / lower jaw bone onto the neck.

It will be the responsibility of the Colchester Police Sgt. to ensure that the parameters of this regulation are followed.

The Police Commission reserves the right to remove this area concerning goatees from the Colchester Police Rules and Regulations at any time.

Acceptable Goatee

Removed from section f will be the word "Goatees".