

OLD SAYBROOK POLICE COMMISSION
Special Meeting
January 24, 2011
MINUTES

A Special meeting of the Old Saybrook Police Commission was held on Monday, January 24, 2011 at the Old Saybrook Town Hall. PRESENT: Chairman Burnham, Vice Chairman Conklin, Secretary Winkler, Commissioners Gallicchio, Sparaco, Metsack and Zemienieski. Chief Spera was also present.

I. Call to Order

Chairman Burnham called the meeting to order at 7 PM.

II. Executive Session – Interview and Discuss Candidates for the Position of Patrolman

- A. A motion was made by Vice Chairman Conklin to enter into executive session, inviting Chief Spera and Sergeant Roche, for the purpose of interviewing and discussing candidates for the position of Patrolman. Motion seconded by Secretary Winkler. Motion Passed by unanimous vote.**

The Commission entered Executive Session at 7:02 PM.

During Executive Session the following individuals both entered and exited the meeting for the purpose of being interviewed. Richard Avdevich, Brett Robbins, Michael Small and Michael Falcinani.

III. Discussion and Action pertaining to the Position of Patrolman

- A. A motion was made by Chairman Burnham to hire Mr. Robbins to the Position of Full Time Patrolman pending the results of his medical examination and to start full time employment on a date selected by the Chief of Police. Motion seconded by Commissioner Zemienieski. Motion Passed by unanimous vote.**
- B. A motion was made by Secretary Winkler to hire Mr. Michael Small to the Position of Full Time Patrolman pending the results of his medical examination and to start full time employment on a date selected by the Chief of Police. Motion seconded by Commissioner Gallicchio. Motion Passed 6-1 with Commissioner Zemienieski voting against the motion.**

IV. Executive Division Report

A.

1. Patrolman Hiring Process

The Chief spoke about enhancing the hiring process for the position of Patrolman by contracting with a firm to conduct written testing and charging applicants a fee for taking the examination. The Chief stated that the LEC already charges a fee, and that he wanted to attract those interested in a law enforcement career from a wider demographic area. He also stated that he feels it is time for a different type of written examination to screen applicants. The Chief stated that he has spoken to various companies that offer entry level exams. He also stated that he feels that he can develop a system where application and test taking fees would cover many of the costs associated with the hiring process. The Commission liked the idea and thought the idea should be further explored by the Chief.

2. Lieutenant Promotional Process – Update and Possible Action

The Chief spoke about the promotional process about to be posted and offered the Commission a draft of the promotional process announcement. Commissioner Gallicchio

asked the Chief to review with the Commission the requirements to compete in the process. The Chief reviewed the requirements as stated in the position job description which are four years of credited service with the department. Commissioner Gallicchio stated that he felt that the Department structure has changed over the years and that now there are enough qualified candidates that hold the rank of Patrol Sergeant or above that could compete in the process. The Chief stated that he agreed, but chose not bring the idea forth as he was promoted from the rank of Patrolman to Lieutenant and did not want to seem hypocritical. Commission members stated that they understood the Chief's thought process and feelings but stated that the process should reflect the Department's structure that is in place today, which was drastically different in 2004 when he was promoted to Lieutenant.

- C. A motion was made by Commissioner Gallicchio to modify respective job descriptions, rules, and regulations to make the criteria to be eligible for promotion to the rank of Lieutenant to read "Department Members who hold the rank of Patrol Sergeant or above, and have successfully completed their probationary period as a patrol sergeant, shall be eligible to apply to compete in a promotional process for the position of Lieutenant." Motion seconded by Commissioner Zemienieski. Motion Passed by unanimous vote.**

V. Comments / Concerns from Commissioners

Commissioners reviewed and adjusted the proposed 2011-2012 budget cover letter. They also asked the Chief to add to his list of priorities increased community outreach. The Chief spoke of the many programs and manners in which the Department and its members provide positive interactions with citizens. He spoke about his ideas to redesign the Department website along with create a Community newsletter. Commissioners supported the ideas and asked that the Chief begin to work on them as time permits.

Adjournment:

- A. Motion made by Commissioner Gallicchio to adjourn the meeting. Seconded by Commissioner Metsack. Motion passed by unanimous vote.**

Meeting adjourned at 9:46 PM

Respectfully submitted,

Michael A. Spera
Chief of Police