

**SPECIAL BOARD OF SELECTMEN MEETING
JANUARY 23, 2009 in Room 208 at 9:00 am
(Subject to Approval)**

PRESENT: First Selectman H. William Davis, Jr.
Selectman Carol Hubert
Selectman Kenneth Kerin
Selectman Barbara McLaughlin
Selectman John Turk

Selectman Somers was absent. Also present: Sgt. Trooper Ken Kramer, Corporal Brian Hughes, Chief Doug Fuchs of Redding, CT and Chief Ed Nadriczny, Noreen Thompson, Officer Manager and Jennifer Naylor, Assistant to First Selectman.

CALL TO ORDER

First Sel. Davis called the Special Meeting of January 23, 2009 to order at 9:03 a.m. in Room 208 of the Town Hall.

First Sel. Davis commented that Chiefs Fuchs and Chief Nadriczny were here to help the Board determine the "what ifs" if the town went to an organized/independent police department. Sel Kerin stated that it comes down to two issues: professionalism and structure. Chief Fuchs spoke to our current town structure and the fact that the town could promote from within to create the rank structure once a Chief of Police was chosen. He further stated that the second in command should not be in a union and that the existence of an Exec. Officer would afford the opportunity for open dialogue between the Chief and EO. An Exec. Officer would further create stability for the department and town when the Chief was not available.

Sel Kerin stated he could not yet establish any significant costs to the town associated with creating an independent police department and had in fact checked with three independent towns. First Sel Davis stated that in addition to possible personnel expenditures, roughly \$10,000-\$15,000 may be incurred if the town were required to go to referendum and to perform a search for a Chief of Police.

A conversation ensued regarding the advantages of organizing. Several advantages were noted as the ability of the town to select its own leader (Chief of Police); single authority versus dual authority as is currently the structure with being a trooper town; the town would control its own data and the town would no longer be subject to mandates of the State Police.

Chief Nadriczny spoke to renegotiating contracts with the union and the potential costs of restructuring the ranking.

Sel Turk stated that if we put the vote of going to an organized department with an election, the town in fact, may incur no additional costs for

referendum. Sel Turk praised Chief Fuchs and Nadriczny for the thorough report they provided to this Board of Selectmen. Sel Turk further stated that he would like a zero based

budget. Chief Fuchs commented that in the first two years of organizing, his department saved the Town money. It was discussed that by a simple restructuring of the working hours would in fact save the town money. Chief Fuchs further stated that he was impressed with the level of professionalism and productivity of our current police given Southbury's population and size.

The salary for an incoming Chief was estimated at \$100,000-\$110,000, and it was agreed in these difficult economic times, that there would be no shortage of applicants.

A discussion ensued that the cost of organizing would be controlled and monitored by the Board of Selectmen. Sel Hubert stated she was not sure if she wanted to go down this path. First Sel. Davis agreed and said he doesn't want to be rushed.

Corp Hughes spoke to the current makeup of the department and to the fact that the officers were either veteran officers or newer officers. Corp. Hughes encouraged the Board to put an arm around the current department and really determine how to best utilize them for the betterment of the town and to establish a direction for Southbury's police department. A conversation was had regarding the turn over of officers and the costs associated with a revolving door. It was determined that four (4) officers resigned within the past three (3) years; none left for retirement. Corp. Hughes further stated that officers can be offered something other than money to stay and by organizing you offer them promotability and options. Outplacement interviews were determined to be done on existing officers but on an unofficial level.

Sel McLaughlin spoke very much in favor of organizing and to the fact that converting would benefit the town because there would be a greater retention of officers. Sel McLaughlin further stated that she has wanted to organize an independent police department for the past three (3) years and had the entire situation with the State Troopers and the lack of a contract not come to light, she would have in fact asked the Board to research and consider organizing.

Sel Hubert spoke to the benefits of fresh eyes with a rotating Sgt. Trooper. It was established that there are outside options/organizations that could check standards of policies and procedures and add input to keep protocol

current and effective. While Southbury does not currently have its own policies and procedures in final form, The Connecticut Police Foundation

could be of service in this area and in providing overall guidance to the town in organizing should it consider do so.

A brief conversation was had about the pros and cons of establishing a Police Commission. It was stated that the commission could act as a buffer and support to a chief and a department but could also get too involved personally with running the department.

Sel Hubert moved to adjourn and Sel Kerin seconded. The meeting was adjourned at 10:34 a.m.

Respectfully submitted,

Noreen Thompson, Office Manager