

**MADISON DEPARTMENT OF POLICE SERVICES
REGULAR MEETING – January 10, 2017
COMMUNITY / TRAINING ROOM – 5:30 PM**

Attendees: Chairman Eric Thornburg; Vice Chairman Ed Dowling; Commissioner Marietta Lee; Commissioner Peggy Lyons; Commissioner Thom Cartledge

Also Present: Chief Jack Drumm; Capt. Joe Race; Board of Selectmen Liaison Al Goldberg; Town Engineer Mike Ott; Lt. Richard Perron

Absent: Board of Finance Liaison Joe MacDougald

CALLED TO ORDER

REGULAR SESSION was called to order by Chairman Thornburg at 5:31 PM followed by the Pledge of Allegiance.

MINUTES

MOTION by Dowling, second by Cartledge to approve the minutes of the Regular Meeting of December 10, 2016. All in favor. None opposed. So moved.

CHIEF'S REPORT

Budget / Financial:

Chief Drumm will be requesting line items transfers from supporting lines to wages and police services and will move \$14,000 from the Part-Time Officer line to the OT-Replacement. There is \$27,000 in unencumbered wages (2 officers not yet replaced) which will get us to the end of June as opposed to asking for a special appropriation. Chairman Thornburg summarized, we are not increasing the budget but rather are moving money within the lines.

Chief submitted his 2017-18 budget in December. He will be asking Police Commissioners for an additional officer; at one point we had presented to get to 32 officers but never got there. There are resources we cannot provide due to officer limitations. The budget is going in \$500 less than last year, minus labor which is set by HR.

Overview included: Capital Improvement (CIP); vehicle replacement, Phase 1. We are replacing 7 cars every 3 years; we are getting 1 extra year out of the cars. Phase 1 was 7/16; we have 8 front line and 2 alternate cars which are at 110,000/120,000 miles. Those cars are used in the schools; will not put a lot of money into them.

Completed the security fence Capital Project as of last month; some details need to be finished. We have cameras that cover the town campuses.

Communications Phase 2 is the actual tower. We just received permission from FCC to build the tower in the spring. On 7/1/17 we will make the second lease payment of \$275,000. Phase 3 – other agencies wanted to use some of the funding; equipment will be provided when Phase 2 is complete. Chairman Thornburg asked if the equipment is for the police; Chief answered yes, \$36,000. On Phase 1 (Dispatch Center) we will make the 4th payment this July and the 5th and last payment next July. The Dispatch Center is state of the art; there may be a learning curve but it is a very good operation – not excessive – it won't need upgrades for a period of time.

Section 3: Cost Analysis for which he thanked Christie for accruing the data. New recruit expenses for lateral and new hires through the Academy are highlighted. Approximately \$23,000 is medical minus any op-out. Example, for a lateral transfer from another agency there is payment lieu of approximately \$4800 if they do not need our insurance coverage; it is approximately \$80,000 to hire a lateral officer with more than 5 years of experience at Grade A. A new recruit would be approximately \$66,000 plus \$19,000 for insurance and salary. When a new recruit is hired we still need to backfill (\$100,000 vs. \$88,000) positions while they are in the Academy and after graduation in field training. Chairman Thornburg asked which is built into the budget - recruit or lateral. Chief said he budgets the more expensive option.

Comparative Analysis: We are at 29 officers with Guilford being closest to us in make-up; Clinton has more than half the area but 26 sworn officers. The mall impacts Clinton but Hammonasset impacts Madison with IMM visitors in the summer and 382 officer calls on average dispatched into the park. The DOJ has a formula which shows the # of officers per 1000; that formula shows we are doing more with less. Commitment from the Board of Education for the School Resource Officer (SRO) is wonderful; we have officers assigned to the schools for security. Perhaps in the future that

officer may be embraced by the school system. Chairman Thornburg noted when the Chief first came to Madison (2010) we talked about adding 5 officers; we added 2 that first year, a 3rd as part of the SRO program. Other towns have more

officers in administrative positions and that is a big difference; we have officers on the road all the time. He has supported adding an officer for years; asked for commissioner comments.

Commissioner Dowling: Pressure from the state will continue and the pie will become smaller with financial pressure increasing on towns. We have been receptive to building relationships with other towns so we can take advantage of enhancing services and sharing resources. Initiate discussions with some of the towns to take advantage of sharing expenses which the Chief has supported. We will then not diminish law enforcement services. Chief Drumm added we regionalized the firing range, animal control, SWAT team, accident reconstruction team and the Secret Service Financial Services Team which is able to seize assets. We have to have margin of opportunity. The Clinton police chief and commissioner are very amenable to regionalizing with a strong agency such as Madison. He would like to get to a regional crime squad and is trying to get people to the table to discuss. Yes, with permission of the Board of Police Commission, absolutely – it's the only way.

Commissioner Cartledge stated he is pro regionalization.

Commissioner Lyons: When you were targeting 32 officers you used a lot of metrics (call outs, shift staffing, etc.); we have gotten 3 officers but lost 2. The Chief added, he backfills with OT when he has to but sees a need for more officers. The role of policing has changed as officers are now dealing with emotional and mental issues, depression and families in crisis. He would like to work in conjunction with Madison Youth & Family Services. Commissioner Lyons said she agrees with sharing. The Chief's plan has always been a larger number of officers to service the community – shifts, geographically, OT budget. He finds the new generation doesn't want to work OT; they want to be with their families. He would like to not have to say no to positive programs and events but we don't have the personnel. He would like day-to-day patrol with 3 officers /shift plus a supervisor; it is not unreasonable for Madison to have 30 officers; these officers do a lot of work.

Commissioner Lee: Agrees with adding an officer. Chief Drumm said Guilford has more people, more sq. miles and more officers at 37. They have Rte. 1, Walmart, and the Rock Pile to cover. Commissioner Lee asked if Madison will be looking for more SROs. The Chief said that position is terrific – Officer Rosati is great; second officer school initiative officer (DeGoursey) is dedicated to patrol through schools. It has really helped build trust & relationships with the Board of Education as well as other boards. He can see adding another school initiative officer trained as an SRO.

Chairman Thornburg: Madison has by far the least ratio per acreage/population; this is a good proposal.

Commissioner Dowling: As we enter budget season there will be questions from those who appreciate the ratios but also look for specificity, response time, service delays because we don't have officers, active daily events, when we can be there quicker, follow up with store owners, etc. Ratios tell a positive story; we are not just interested in maintaining minimum response rather we are looking to respond faster to seniors for cyber theft, etc. We, as a Department, are ultra-sensitive to costs; we've delayed for a number of years. The Chief tries to be a visionary; crimes are rising. The Chief said he would love to have people devoted to financial crimes but that takes an officer off patrol for a period of time; narcotics are coming to the suburbs. Commissioner Dowling takes the position we should hire one officer now.

Chairman Thornburg: Although he currently does, it is not sustainable for the Chief of Police to be directing traffic, answering calls, etc. He summarized, the proposal is for an additional position; the rest of the budget is flat. Chief Drumm added, we currently have 10 officers not taking benefits providing a savings to the town of \$100,000 over 10 years which is \$1MM. A lot of budget increases are in labor, equipment. We are hiring quality laterals who aren't taking benefits.

Mr. Goldberg commented - you are the advocates. By all means let town officials know what resources are needed. The more you can tie the request to specifics, the better it is.

Chief Drumm overviewed the worksheet for the Board of Finance noting lines 1-16 are set by HR; other lines were explained.

\$7500 increase to Police Supplies for costs shared for Regional Traffic Unit, Regional Response Team (SWAT); United States Secret Fraud & Financial Crimes Task Unit, as well as dues and memberships for South Central Criminal Justice; Clinton Range/Shoot House; EAP; CALEA; COGENT; ICOP; LINX (which is no longer paid by the state).

Chairman Thornburg asked about the animal control / department relationship. Chief Drumm explained the Animal Control Officer (ACO) is funded \$52,000 by the town for salaries for 1 full-time and 1 part-time officer, plus training and equipment. They work for us but answer to the state animal control for any statutory matters; they are not sworn officers

but are in the police union. Chairman Thornburg asked if it is appropriate to have POLICE on the Animal Control vehicle as to him that represents an officer's vehicle; he wants to make sure it is presented correctly. Chief Drumm explained Madison police respond to animal control complaints; the ACOs do not represent themselves as police officers. The two ACOs report to the patrol function supervisor (Lt. Perron).

Commissioner Lee asked if the 2017-18 budget request is flat minus salaries. The budget is \$500 less than the previous year. The summary last year was \$3.1 MM; this year it is \$3.2MM for a difference of \$80,000 not \$500. Chief Drumm explained HR will add in salaries; excluding salaries, the budget is flat from last year.

Chairman Thornburg asked to be advised of the budget presentation schedule when it is available.

PUBLIC COMMENTS

Wendy Hansen, 120 Princess Drive reported the Princess Drive street sign is repeatedly stolen. Recently it was bent and now is missing. She asked that it be returned/replaced. Chief Drumm said some people don't like that there is a walking trail there and think removing the sign would discourage people who Googled the trail from finding it. Also, No Parking signs routinely are stolen. Mike Ott noted there are a couple of other streets with the same problem; he will look into replacing the sign.

Activity / Statistics: 136 Alarms, 67 of which were Burglary; 22 were 911 calls; 29 Suspicious Vehicles; 19 Suspicious Persons; 101 Criminal Investigations with 28 In-custody Arrests; 8 Involuntary Committals; 2 K-9 Assists; 20 Animal Nuisance complaints; 0 Animal Bites; 3 Adult Missing (investigation generated); 0 Juvenile Missing (1-6); 0 Juveniles Missing (7-15); 0 Juvenile Alcohol; 0 Juvenile Narcotics-related; 1 Juvenile Complaint; 29 Fingerprint requests; 132 R-1 First Responder calls with Medical Assistance (first on scene).

If you see something suspicious, call the Police Department; that's how we catch criminals.

Training: Capt. Race reported on training to include Drug Interdiction; ERT; Taser Instructor; Officer Recertification; K-9; Taser Certification and Re-certification (entire department).

CALEA Update: Capt. Race reported the on-site was 12/11-13 with two assessors, 1 for law enforcement and 1 for communications. The assessors said it was one of the best reaccreditations they've seen with compliments to the communications personnel. There were 14 file maintenance issues; 0 improvement needed issues. Assessors said hats off to dispatchers. We did this in 1 year rather than 3. A lot of the burden was on Supervisor Ed Brunt who deserves a lot of credit. The assessors did ride-a-longs, spoke with officers in the halls and spoke with the building facilities manager Jon Walters. Chief Drumm added they went into the community unannounced to visit businesses; they said it was overwhelming. We will appear in front of the CALEA Commission in March; only they can confer accreditation. A new protocol for CALEA is annually; we will need to have 180-250 files ready for remote inspection. Chief Drumm reported Capt. Race has applied to be a national assessor for CALEA. Chairman Thornburg asked if, when we are CALEA accredited for Dispatch, will we be the only town in the state with dual accreditation. Capt. Race answered yes. Chairman Thornburg continued this goes to Commissioner Dowling's point of being regionalized and congratulated the administrative team on this great job. Chief thanked Lt. Perron for his role in this review.

CHIEF's CORRESPONDENCE: Christie Hodge was asked to give a report on this year's Toy & Food Drive. She reported 2,729# of turkeys were donated during our food drives; including those collected at Stop & Shop and Robert's as well as those dropped off at the Department. The turkeys were delivered by Officers DeGoursey, Rosati and Lazaroff to the Surf Club on December 19th to be combined with food collected through our police food drives and distributed by Food Bank volunteers for holiday baskets for seniors. Additionally, she noted exceptionally large donations by several townspeople to include several pallets of non-perishables, food and frozen turkeys from Patrick Donahue of Donahue's and 18 new winter parkas from resident Richard Gentile for children who are recipients of our annual toy drive. The balance of toys was delivered by the police to the Yale New Haven Hospital's Auxiliary Toy Closet. An annual donation also included bags of hand knit hats from Donna Nesgoda of North Madison; those were available for the children for Christmas and the remaining hats were donated to the New Haven homeless shelters.

Mrs. Hodge read a letter addressed to Chief Drumm from Diane Petra of the Yale-New Haven Hospital Auxiliary's Toy Closet in appreciation of the generous contribution of toys and for our support and generosity to the Toy Closet program.

Chief Drumm read a Christmas card to him from President-Elect Donald Trump for the very best this holiday season with wishes for hope, peace and joy.

TRAFFIC UPDATES

Mike Ott referenced a resident concerned with the Green Hill Road intersection. The town reconstructed Green Hill from Nortontown to Rte. 79, redesigned that intersection and lowered the road 3' to the center to provide: stopping sight distance so cars pulling onto Green Hill Road can be seen and people can react; provided on that curve (east) sight distance so cars going north through the Green Hill intersection can see a vehicle coming from the east (right). Going south on Copse cars can look to the left before they cross the intersection. He checked the design based on the resident's complaint and had asked Christie to compile accident data. Essentially, we reconstructed the road in the summer of 2015; since then there have been two accidents, 1 in July 2016 and 1 in October of 2016. Chief Drumm added 5,000 cars travel Green Hill Road Monday through Friday; there were a total of 5 accidents for 2016; 3 at the school entrance, 2 with injuries.

Mr. Ott said he looked at Copse Road and Green Hill Road, went through in both directions. He reviewed the design – the intersection is properly signed in both directions with intersection warning signs for approaching cars. On Copse Road heading north there is a hidden stop sign and a sign with graffiti on the other side. In the spring he will check all vegetation growth impacting signage.

Chairman Thornburg concluded we look to the technical experts (Town Engineer Ott and Chief Drumm) and said there aren't any safety practices to change. Mr. Ott added if speeding is a problem that is a police awareness issue; if driver behavior is the problem we can't control that through the signage. He thinks there is a big improvement – it is wide open and drivers can see in all directions. Commissioner Cartledge said the resident thought there were a lot more accidents than there have been. He has looked at it during school arrival and departure times; caution is to stop tailgating on the way to school. This gentleman came to a meeting in December and the request has been evaluated. Conclusion is we have done the best we can and researched the concerns. We encourage people to pay attention to what they are doing while driving. Every time there is a question we will look into it.

NEW BUSINESS – DONATION

MOTION by Dowling second by Lyons to accept, with thanks, a donation by Norma Diamond to the K-9 fund in appreciation of recent officer assistance. All in favor. None opposed. So moved.

CHAIRMAN COMMENTS: Chairman Thornburg extended his appreciation to the leadership team for the CALEA accreditation and for bringing the Dispatch Emergency Center together with the Police Department. He is looking for favorable news in March regarding the CALEA conference.

MOTION by Dowling, second by Lee at 6:54 PM to adjourn to Executive Session for the Commission's 2016 Annual Performance Evaluation of Chief of Police John C. Drumm. All in favor. None opposed. So moved.

EXECUTIVE SESSION

Personnel Matter(s) if necessary

2016 Annual Performance Evaluation: Chief of Police John C. Drumm

Discussion: Review of Chief Drumm's Annual Performance Evaluation and Performance based salary increase.

Return to Open Session at 7:25 PM

MOTION by Dowling, second by Cartledge to approve the performance appraisal and performance level based increase. All in favor. None opposed. So moved.

MOTION by Lee, second by Lyons to adjourn at 7:25 PM. All in favor. None opposed. So moved.

Minutes accepted: March 9, 2017