

**MADISON DEPARTMENT OF POLICE SERVICES
REGULAR MEETING MINUTES
5:30 PM
Held via Zoom Video Conference
January 13, 2022
SUBJECT TO APPROVAL**

Attendees: Chairman Ed Dowling; Vice-Chairman Marietta Lee; Commissioner Thom Cartledge; Commissioner Ann Rumberger; Commissioner Jude Hession.

Also Present: Chief John “Jack” Drumm; Captain Doug Harkins; Lieutenant Neal Mulhern; Katie Randall-CALEA; Jean Fitzgerald-Board of Finance liaison; Maureen Lopes; Ryan Duques; Steve Brunelle.

Absent: Al Goldberg – Board of Selectmen liaison.

CALL TO ORDER - REGULAR SESSION

Chairman Dowling called the meeting to order at 5:30 p.m. and welcomed the newest Commissioner, Jude Hession. All rose for the Pledge of Allegiance.

ACCEPTANCE – MEETING MINUTES

MOTION by Cartledge, second by Lee to approve the minutes of the December 9th Regular meeting of the Madison Board of Police Commissioners. Jude Hession abstained from vote. All in favor; none opposed. So moved.

PUBLIC COMMENTS

Ryan Duques, who has a commercial drone license, spoke about the possibility of developing an Unmanned Aerial Vehicle (UAV) Unit within the MPD to help support our Public Safety initiative. The equipment is relatively inexpensive. The utilization can be used for search and rescue, accident investigation, and active crime scene investigations. There is software that allows for calculations that would take endless hours for a human being to calculate. The Chief had shared that there is already some utilization within the department. Duques would like to look at what it would take to formalize a part of the department, possibly a volunteer component, to help support the field when an opportunity arose to use technology like this to make public safety more efficient in its deployment.

Chairman Dowling: I think you are on target in terms of trying to evaluate how certain aspects of technology can be used in a cost-effective way. The Chief, eight years ago was one of the proponents and advocates for the use of body cameras and now this is now an essential part of law enforcement services.

Commissioner Cartledge: What is the learning curve and how long does it take for someone to become proficient enough for it to be an asset to the department?

Ryan Duques: There are two aspects to that question. First there is the licensure requirement, and assuming you have someone who can dedicate about 5 hours a week, it would take 3-6 months. Secondly, there is the training aspect on the drone itself. The information you are gathering from the device is what takes up most of the

attention of the operator. This is where there is an opportunity if you had an auxiliary set of people that volunteer their time, then you could have the officers in the field acting in their capacities. It is hard to be the public safety professional and the operator at the same time.

Commissioner Cartledge: Would the existing technology be able to tie into Dispatch if we were able to utilize it through our camera systems?

Ryan Duques: There are examples of that in other agencies.

End of public comments.

CHIEF'S REPORT

Activity / Statistics: Chief Drumm reported on the quarterly statistics for October, November and December 2021. There were 340 alarms that the department responded to. Of those there were 261 911 hang up calls, 123 burglar alarms and 49 fire alarms, 7 of which were active fires. There were 65 suspicious vehicles and 40 suspicious persons; those calls are how we catch people breaking into homes. There were approximately 189 criminal investigations and 59 in-custody arrests. There were 81 animal nuisance complaints with 5 bites. We had 69 fingerprint requests. There were 99 first responder calls, 197 assist to person and 40 assist to other agencies; the majority of those have to do with accidents on I-95 assisting the State Police. There were 69 motor vehicle accidents. Activity is up this quarter with the officers. There were 47 MV arrests, 419 speed enforcement, 1 DWI arrest, 11 cellphone/texting/ 452 written warnings and 27 verbal warnings. Total calls for service 2,427, on average 26 calls daily.

Chairman Dowling: Do our statistics reflect the engagement of a School Resource Officer?

Chief Drumm: Yes. Because they are juvenile a lot of the information we do not share.

Chief Drumm introduced Katie Randall as the new support tech services. She handles CALEA and training support for Lt. Yorke.

Training Report: Lieutenant Yorke provided the training update. Department participated in a total of 221 training hours. Training consisted of OSHA Mandatory-Bloodborne Pathogens & Hazardous Materials (54 hours), Annual Taser Recertification (75 hours), Basic Crime Scene Investigator Course (24 hours), COLLECT/NCIC Recertification (4 hours) , SCCTU (SWAT) (48 hours) and K-9 (16 hours).

CALEA update provided by Lieutenant Yorke. We are in year one for our advanced certification for Law Enforcement and Dispatch. Lt. Yorke and Katie Randall will start at the end of January an 11-week online training through CALEA for accreditation manager training. Every four years we go through the full accreditation process. Last year we were awarded our certificate. We are currently in our first year of our next certification. This April will be our first official audit and assessment of 2021 towards our 2024 recertification.

Patrol: Lt. Mulhern reported that we are running minimum shifts due to COVID and injuries. Dispatch was also affected by COVID. We are taking the steps to try and mitigate exposure in our buildings and have discontinued in-person roll calls. During the holidays we saw the normal increase in domestic violence incidents. Regarding auto thefts, there was an arrest warrant served yesterday for a March 2019 auto theft for an individual from

Hartford who is incarcerated in Cheshire on other charges including burglary assault and other weapon related offenses. There have been two recent car thefts; one occurred in the Pheasant Drive area and the second on Grove Street. The car on Pheasant Drive in was located in New Haven, whereby a juvenile female was caught with the key fob in her pocket. The car from Grove Street was located unoccupied in Branford. The auto thefts have been declining. With the direction of how we are applying our staff, public support and campaigns, it is working. We are getting into tax season where we always see an increase in fraud; people go to file their tax returns and see someone else has already filed in their name. When this occurs, the IRS wants you to contact them at (800) 829-1040.

Community Calendar: Chief Drumm: There is not anything new to add.

Regional Shared Services: Chief Drumm: On hold.

Budget / Financial Report: Chief Drumm provided an update on the budget. For the current budget, most of the line items are where they should be with the exception of labor. We were down three officers. We did hire a lateral officer who is on the road now on the midnight shift. We were able to hire an additional officer who is in the Bridgeport Academy; he was one of our former dispatchers. The third officer will be joining us on February 2 as a lateral transfer from Hamden. This will bring us up to the levels we were at previously prior to the start of the July 1 budget year. We are backfilling for those positions going into the quarter. Additionally, two weeks ago we had nine people out due to COVID; five-line officers, two dispatchers and two office staff. He thanked the Captain and Lieutenants on the Zoom call for helping out on patrol to cover the outages. There is only so much we can do. We cannot continually order people in around the clock. The Chief also came in on New Year's Eve.

Chairman Dowling: We have talked about how we can simplify the labor budget summary so we can clearly see the correlation between being down officers and seeing the significant increase in overtime. This is an area that is a driver for both service and budget expense for the department that we are trying to address in the next fiscal year. The labor ballet between having enough full-time officers on regular shifts and recognizing there is always going to be some overtime because of short term events or incidents. We have concluded that one of the core problems is that we have been so tied to the edge along a budget plan that any event where an individual is out can be devastating at times. We know in some cases we have asked officers to sacrifice holidays, planned vacations and family events. Hopefully, with some of these budget requests we are making we will see some solutions to this.

Chief Drumm: The budget line that is the indicator of what we are facing for staffing levels is overtime replacement. The overtime replacement is used to ensure we have minimum staff on the road due to staff shortages that are caused by either illness, injury or retirement. We do have some unencumbered wages from the beginning of the year; we were down three offices. At some point we will do a line transfer to mitigate the overtime we are facing. We are approaching \$81,000 in overtime YTD for replacement. It takes awhile to hire a new officer. I try to avoid asking for special appropriations. We wait unit May or June if we have to do that.

Chief Drumm addressed his additional budget requests. For the budget year 2022-2023, we are asking for 3 additional police officers; two for July 1, 2022 and one for January 1, 2023. The overall cost to our budget is approximately \$271,000, and for HR approximately \$152,000, which includes medical, unemployment and retirement benefits. We are also asking for six additional solar speed signs, predicated on a need, one of the

best tools we have. We have people coming to us all the time making requests for these signs. We are very good at handling the requests, doing the studies and bringing them to closure. The cost of those six signs is \$29,147. In addition to this, during dialogue with many of the neighborhoods throughout the Town, there was a strong interest that we look towards fixed cameras. We found a few companies that are doing business in CT. The remote cameras are fixed, about 15 feet off of the ground, they have a static IP and have the capability of live feed back to Dispatch and to the vehicles. They also have the capability of holding information for up to 90 days. The cost for each camera is \$2,000 annually including installation, maintenance, storage to the Cloud. We identified where we can place 10 signs. Two up North and 8 in the Southern part of Town near Route 1. Some of the neighborhoods that feed towards the beach area, Surf Club, some of the Town's assets. Total cost for the Town is \$24,000 annually. The total additional request we are making to the Town is \$325,000.

Commissioner Cartledge: For the solar speed signs, which of either the Police Department or Public Works would expedite getting the money so we can get them installed quicker?

Chief Drumm: The Police Department handles it much quicker and more efficiently.

Chairman Dowling: We spent a considerable portion of our meeting time this fiscal year talking about how to put together and justify a budget request; what do we need and why do we need it? We began these discussions in response to what we saw was unprecedented public engagement and attendance at our meetings beginning in the summer, both in person and via Zoom. We had up to 45 people at public meetings with standing room only when we were meeting at the Police Department. We went through the requests and decided not to ask for anything that was not absolutely necessary. We wanted to go in and make our best case for the additional officers and the equipment. There was a strong consensus with the Commissioners this is a budget request we need to make and if it gets turned down by BOS or BOF, so be it. We have our appointed responsibilities to request what we think is prudent for a responsible and effective police agency. We realize this is a significant request given the past PD requests, but this is what we need and we are not going to ask for less than what we need and still take a responsible role as a Commission.

Chief Drumm: One additional item is the special appropriation we spoke about regarding cameras and technology. As we explained previously, we had an issue with the Watch Guard system for the cameras in the cars and also on the body cams. Our server failed and Watch Guard was no longer going to support some of the equipment we have in the cars, with some of it as new as 24 months. We have since started with another company and have used some of the dollars that we put aside for vehicle replacement, equipment and some of the technology money we generally share with Art Sickle's budget line. We have 5 inbound cameras for vehicles. What I have to do prior to July 1, 2022, is replace our body camera system and an additional 15 cameras for the cars with a cost of approximately between \$260,000 and \$299,000. This is all inclusive of servicing and using the Cloud for storage, based on a 3-year contract with the vendor. What is also driving this request is I am very concerned with the capacity and failure of the current system. This would lead us to be out of compliance with the State of CT. We borrowed a server temporarily from the Board of Ed. We are doing everything now manually because we cannot get WatchGuard to help us with the download process. The new company we elected to go with has everything made in Texas so there should not be any issues getting equipment. Their contract says whether is 5 or 3 years, right to the last day they will honor it. We have been asked if there is Federal money available. The problem with obtaining a grant is they will dictate how long capacity wise we store the information and we go through a lot of storage. That means storing for 90 days or up to 2 years. Accepting a

grant for a few hundred thousand dollars would not be prudent. It would cost us beyond that to store all that capacity now that we accepted Federal money to pay for that system.

BOF Liaison Jean Fitzgerald believes the new budget approach of asking for what is needed is important. Unfortunately, we have seen it with other entities that are connected to the Town and tried to be prudent over the years and it ended up hurting them in the end. When they get to a breaking point they have to ask for a larger amount of money because they are so far behind the eight ball. I think it is great you are starting to get it out there. I would strongly suggest asking for a special appropriation for the cameras now. I would go to Peggy and see if you can get the Selectmen to agree and then go to the Board of Finance. Because of the compliance issue I do not think it will be denied. The sooner you get that in there the better. I think compliance and the safety of the community will become a priority.

Chief Drumm: Reminded the Commissioners January 20, 2022 is our first presentation of the budget.

CHIEF'S CORRESPONDENCE: None.

NEW BUSINESS:

LIASON WITH STATE AGENCIES :

Chief Drumm: We finished the draft of the charge for the final report to the General Assembly and it will be going forward. Once it is accepted it goes to publication. That will be available to everyone to get online. It does speak to the 43 requested changes for us and everyday law enforcement. Some of the bigger issues are the motor vehicle stop, and the legislative changes to that stop. They did talk about the Master in Social Work (MSW) and embedding MSW within the police agency. They left that open for now. Most effective for officers will be a change to the interpersonal motor vehicle stop. They do not want secondary stops anymore. Additional restrictions affect what we can do with the canine program as to when we can and cannot use a dog. A lot of the changes in law have to do with intimidation of operators of color. Part of the process they asked us to attend and participate in a panel of the inner cities. In December we went to Hartford, West Hartford and Farmington. I was on the panel for Hartford and West Hartford, as well as a second officer Deputy Chief Maddie Vargas from the University of CT. It was very robust with give and take; a lot of people are looking for change. A lot of people are looking for answers to questions they have been asking for years.

CORRESPONDENCE: None.

COMMISSIONER COMMENTS: Chairman Dowling: Congratulation to Lt. Jeremy Yorke on his recent promotion.

MOTION TO ADJOURN to Executive Session by Cartledge; second by Lee. All in favor; none opposed. So moved. Meeting adjourned by 6:37 p.m.

EXECUTIVE SESSION adjourned at 7:42 p.m.