

**SUFFIELD POLICE COMMISSION
MINUTES OF THE SPECIAL MEETING
SEPTEMBER 4, 2015**

The special meeting of the Suffield Police Commission was held on September 4, 2015 at 911 Mountain Road, Suffield, CT.

Present: Chairman Kevin Armata, Vice Chairman Kenneth Pascoe

Commissioners: Matt Joyal, Jeff Davis, and Jack Quinn, and Clerk Linda Stevenson

Also Present: Chief Anthony Riello, Public Safety Consultants, LLC, Wayne Sampson, and Recording Secretary Karen Doyon

I. CALL TO ORDER AND ATTENDANCE

Chairman Armata called the meeting to order at 9:06 am and asked the recording secretary to take a silent roll call.

II. ADOPTION OF NEW STRUCTURE - Approve the appropriate person to fulfill structure.

Chief Riello's first address to the Commission was to report that the previously scheduled special meeting for September 2, 2015, was rescheduled for today due to constraints with the Public Safety Consultant Mr. Sampson.

Chief Riello's second address was the implementation of a new Department structure. Since Chief Riello's arrival, he has been looking at and studying the organizational structure, and rank structure of the Department. Discussed during the August executive session meeting, was equalizing the operations side and the administration side; ultimately resulting in two captains [a Captain of Administration and a Captain of Operations], with no additional cost to the Town of Suffield. Due to Town bureaucracy the structure changes have been put on hold, however the areas of responsibility are moving forward.

No discussion followed.

III. APPROVAL OF COMMITTEE FOR NEW CHIEF

Chairman Armata introduced Public Safety Consultant, Wayne Sampson. *The consulting firm mentioned was hired at the August 26th, 2015 regular police commission meeting to facilitate the hiring of a new Police Chief, scheduled for January, 2016.*

Mr. Sampson, of Public Safety Consultant, LLC [PSC] stated he has forty-four years of law enforcement experience in Massachusetts, including thirty-four years of command level experience, with nine of those years serving as Chief of the Shrewsbury Police Department. The proposal submitted by PSC states the following: "The principals of PSC offer years of progressive public sector management experience with a concentration in public safety management and human resources, including recruitment, testing, and mediation". Mr. Sampson stated that the process is done two-fold, as follows:

- Advertise, evaluate, and review resumes. PSC will assist the Town of Suffield in developing and publishing an appropriate advertisement in local, regional, and professional publications.
- Work with selected committee. PSC will work with the committee to review all the candidates' resumes, and recommend candidates for preliminary interviews.

Mr. Sampson briefly discussed his process in finding the right candidate.

With nothing further, Chairman Armata asked the Commission if they had any questions for Mr. Sampson.

Commissioner Joyal asked, if the time line is aggressive according to the submitted proposal from PSC. Mr. Sampson responded that if outside candidates are being considered, then he would back up the time by thirty days.

Chairman Armata stated that he does not want the search to become political, and would like to have candidates to choose from by November.

- Jerry Crane of 308 Halladay Drive asked the Chairman what the committee would require from PSC for advertisement: national or international.

Mr. Sampson's responded both. In addition, good sources are the members of the Connecticut Chiefs of Police Association.

After resumes are received by the selection committee, they will be reviewed, and then a list of questions will be sent to the candidates [requesting a quick turn-around]. From the received responses, a decision will be made and personal interviews will be done by the committee. Recommendations will then be given to PSC, for outside experts to review.

Candidates for the selection committee will be selected during this part of the meeting. All candidates were asked prior to today's meeting, all but the exception of two.

Chairman Armata stated that the selection committee should consist of: two Police Commissioners, one person from the Board of Selectmen, three from each affiliated political party, and one Patrol Officer. Three Commissioners who are not running for reelection are Jack Quinn, Jeff Davis, and Kevin Armata. Chairman Armata asked not to be considered, leaving Commissioner Davis and Commissioner Quinn. Joanne Sullivan's name was discussed and approved to be added as a candidate from the Board of Selectmen.

The Commission asked Town resident, Jerry Crane if he would commit. Mr. Crane responded that he will be on vacation for the most part of October; therefore he would not be able to.

Town resident Nancy Gegesky stated that she was happy to volunteer as a selection candidate.

Discussion followed regarding notification of the election of the selection committee.

Commissioner Davis offered Mr. Hank Martin's name. Clerk Stevenson offered Ms. Chris Rago and Mr. Gordon Stagg. Vice Chairman Pascoe offered, Mr. Raymond Perleoni, Mr. John Shelanskas, and Mr. Gordon Stagg. Chairman Armata offered Mr. Raymond Wilcox. Discussion followed. Mr. Shelanskas was taken off the list because he had not been notified.

Sergeant Trovato stated that having Mr. Stagg as a candidate is a must.

By the process of elimination, the Commission reviewed the political affiliation of each recommended candidate. The Commission agreed to choose Ms. Gegesky [*Ms. Gegesky was not asked in advance if she wanted to hold this position.*], Mr. Stagg, and Mr. Wilcox to the selection committee from the three different affiliated parties.

Chairman Armata suggested Officer John Lacic as the Patrol Officer. Lengthy discussion followed regarding how he was chosen and why. The Commission agreed as a whole that Officer Lacic was in fact a good name to select. *Officer Lacic was not asked in advance if he wanted to hold this position.* Sergeant Trovato offered his name as nomination. Chairman Armata responded by offering Sgt. Trovato a position on a subcommittee should one be created. With the show of hands, the Commission all agreed choose Officer Lacic to the selection committee.

Chairman Armata made the motion to select two Commissioners; Commissioner Quinn and Commissioner Davis, one Patrol Officer; Officer John Lacic, three Towns people; Ms. Nancy Gegesky, Mr. Gordon Stagg, Mr. Raymond Wilcox, and one Board of Selectmen; Ms. Joanne Sullivan, seconded by Vice Chairman Pascoe. Discussion followed regarding the need to elect a new candidate should someone need to step down. Chairman Armata stated that one will be appointed at his discretion. Motion carried unanimously.

IV. AJOURNMENT

Commissioner Joyal made the motion to adjourn the September 4, 2015 meeting at 9:48 a.m., seconded by Commissioner Davis. Motion carried unanimously.

Respectfully submitted by,
Chairman Kevin Armata