

REVISED MINUTES
POLICE COMMAND STAFF
April 2, 2014

PRESENT: Chairman June Hansen, Chief Lawrie, John Giannotti, Ed Tessman, Ona Nejd, Dominic Morelli, Leah Saunders

The meeting was called to order at 6:30 p.m.

A motion was made by E. Tessman, seconded by L. Saunders to approve the minutes of March 31, 2014 as submitted. The motion carried unanimously.

The objective of the committee, to review and study the present command structure of the Police Department, was discussed. With the retirement of a major and that position now vacant, this committee will research and recommend to the Police Commission how the position should be filled. The committee discussed some alternatives which included

- Making this a union position (such as a lieutenant) which would allow that individual to fill in on patrol.
- As a temporary fix, have this position filled by a union member performing some of the Major's tasks; however continue to perform his/her patrol officer duties. Then when there is sufficient manpower on patrol consider promoting an individual to this position again as a non-union administrator.
- Have a civilian perform some of the Major's duties and tasks.
- Have a Sergeant with a civilian assistant.

Chief Lawrie responded to the suggestion of making this a union position as follows:

- Changing this position from a major to a lieutenant will not save the town money, but would disrupt the organization.
- Currently, the union will not let a Major work shifts or fill in on patrol, even if the shift is not covered and an officer has to be ordered in, as this offer has been made in the past.
- Once this is filled as a union position, it will be very difficult to make it non-union if it doesn't work as suggested.
- If this position is filled with a union officer, there is potential for overtime (double shifts) and affecting the work performed and attendance of the position.

The duties of the Chief and the Patrol Commander (Major) and Administrative Commander (Major) were distributed. Some suggestions were made to reorganize the responsibilities of the two Major's duties and changing their rank.

The committee questioned why this position could not be filled with a union member. Chief Lawrie explained that

- As a non-union position it is a fixed cost.
- The Chief mentors the Majors which gives balance to the organization upon his leave for potential promotion to Chief.
- Both Majors are equal positions and can advocate for their divisions on a level playing field.

The committee needs to study and research the top three positions. To accomplish this goal they will need to analyze these three working parts, obtain information through comparative analyses of other towns, visit the Police Department and from the PERF study.

The committee is tasked with listing the pros and cons for staffing this position with either a union or non-union officer.

The ultimate goal of this committee is to formulate a recommendation to the Police Commission (Board of Selectmen) regarding the Rank Command Structure.

The next meeting of the Police Command Structure is on Wednesday, April 9, 2014 at 6 p.m.

The meeting was adjourned at 7:38 p.m.

Respectfully submitted,

Wendy McDermott, Administrative Assistant