

**REGULAR SESSION MINUTES  
OCTOBER 22, 2019  
BOARD OF POLICE COMMISSIONERS  
NEW HAVEN, CONNECTICUT**

**PRESENT:** Commissioners Anthony Dawson; Stephen Garcia; Evelise Ribeiro; and Gregory Smith; Donald Walker

Chief Otoniel Reyes: Department of Police Service  
Assistant Chief Renee Dominguez: Department of Police Service  
Assistant Chief Karl Jacobson: Department of Police Service  
Assistant Chief Herb Sharp: Department of Police Service  
Lieutenant David Zannelli: Department of Police Service  
Detective Jessica Stone: Department of Police Service  
Detective Ryan Macuirzynski: Department of Police Service  
Ramona Davis: Administrative Assistant

Bruce Fischer: Department of Transportation, Traffic and Parking  
Douglas Hausladen: Department of Transportation, Traffic and Parking  
Michael Wolak, Esquire: Senior Deputy Corporation Counsel

Gerald Antunes: Board of Alders  
Daniel Hunt  
Ben Lambert: New Haven Register  
Miguel Pittman, Sr.: Community and Police Relations  
Christopher Peak: New Haven Independent  
Meera Shoaib: Yale Daily News  
Nick Tabiz: Yale Daily News

**OPEN SESSION**

The meeting was called to order at 6:10 p.m., Anthony Dawson, Chair, presiding.

**REGULAR MEETING OF THE TRAFFIC AUTHORITY**

Following the regular meeting of the Traffic Authority, Mr. Hausladen and Mr. Fischer excused themselves at 6:23 p.m.

**DISCUSSION AND APPROVAL OF MINUTES**

Regular Session Minutes of September 11, 2019.

- \*\* Commissioner Ribeiro moved to Approve the September 11, 2019 Minutes
- \*\* Commissioner Walker seconded
- \*\* Unanimously passed

Special Session Minutes for September 24, 2019.

- \*\* Commissioner Ribeiro moved to Approve the September 24, 2019 Minutes
- \*\* Commissioner Walker seconded
- \*\* Unanimously passed

- The commissioners introduced themselves.

**INTERNAL AFFAIRS REPORT**

Lieutenant David Zannelli

Lieutenant Zannelli began by introducing Detectives Stone and Macuirzynski who are new to the Internal Affairs Division. The detectives were welcomed by the Board members.

**CLOSED CASES:**

IA CASE NO. 047-19-C: The complainant, Ms. Engle alleged that Detective Torre was disorganized and did not notify her of her daughter's death in a timely manner; that Sergeant Dixon was rude to her during a subsequent telephone conversation. Ms. Engle's complaint was assigned to Detective Bureau Commander Ettienne for further investigation. His investigation concluded that Sergeant Torre was in fact disorganized and did not exhaust all possible avenues to obtain the next-of-kin information. This would have allowed him to obtain Engle's information sooner. Detective Torre was verbally reprimanded and retired on August 24<sup>th</sup>, 2019. Due to the conflicting accounts about the telephone conversation that transpired and no other evidence available, Sergeant Dixon was counseled that if positive progress could not be made with an irate citizen, he must forward the phone call to his superior officer. So this was sustained as to Detective Torre and not sustained as to Sergeant Dixon.

IA CASE NO. 055-19-C: The complainant, Mr. Falcone, alleged that an officer choked him to the point where he could not breathe while he was being admitted to Yale New Haven Hospital on June 24<sup>th</sup>, 2019 because he is a sex offender. Mr. Falcone only wrote one sentence on his complaint form and did not provide any additional details. The IA investigation revealed that Mr. Falcone was admitted to Yale New Haven Hospital on June 12<sup>th</sup>, 2019, not June 24<sup>th</sup>, 2019 and that Yale Protective Services restrained Mr. Falcone in four-point restraints due to Mr. Falcone assaulting a nurse. Officer Marcum responded after Mr. Falcone was already secured in the four-point restraints and issued Mr. Falcone a misdemeanor summons for the appropriate charges after speaking to several witnesses at the hospital. Additionally, Mr. Falcone is not a registered sex offender according records check. Several attempts were made to contact Mr. Falcone, including a certified letter, all of which received no response. This complaint was forwarded to Yale New Haven Hospital's Chief Proto. This was unfounded.

IA CASE NO. 053-19-C: The complainant, Ms. Jackson-Mack, alleged in her e-mail complaint to the Internal Affairs Division that Officer Carfora was rude to her and made threats to arrest her during a telephone conversation. Body-worn camera footage showed that Officer Carfora was investigating a risk of injury complaint at One Park Street where a mother brought her

juvenile daughter to the hospital with what appeared to be intentional burn marks and then removed her from hospital care against the doctor's orders. During this process she also assaulted a protective services officer. The daughter was not on scene when Officer Carfora arrived. The mother alleged to Officer Carfora that her juvenile daughter was in the care of her Department of Children and Family worker and provided the alleged the name and number of the worker. Officer Carfora called the number believing it was the DCF worker. Officer Carfora identified himself as a police officer and received little information from Ms. Jackson-Mack who appeared confused that she was receiving a call from Officer Carfora. Ms. Jackson-Mack did not provide additional details. And Officer Carfora threatened to make an arrest for interfering after receiving little information back believing that she had custody of the child that had the burn marks. It was later learned that the mother lied to Officer Carfora and provided the contact number for a family member who happened to be a DCF worker, not her assigned DCF worker. Sergeant Marshall spoke to Ms. Jackson-Mack during this investigation and explained the entire situation. Ms. Jackson-Mack agreed the incident was a misunderstanding and subsequently withdrew her complaint.

IA CASE NO. 033-19-C: The complainant, Ms. Woolfork, alleged that officers took a long time to respond to her 911 call and took inappropriate enforcement action on scene. The complaint was assigned to Westville District Commander Lieutenant Dell who determined that officers issued misdemeanor summons to several adult and juvenile females involved in a physical altercation based on probable cause since there were conflicting accounts of the incident. However, she determined that officers should have taken an extra investigative step by reviewing text messages on one of the involved parties' cell phone to help corroborate one account of the incident. The cell phone was dead when the officers attempted to view the texts, but it could have been charged and reviewed subsequently. The officers spoke with Ms. Woolfork during the investigation after a reasonable amount of time, but they were dealing with a chaotic scene with multiple people involved. A summary action was taken and the officers were counseled on the proper investigative steps.

IA CASE NO. 045-19-C: The complainant, Ms. Galberth, alleged that Officer Nikki Curry sent her to the hospital and issued her a misdemeanor summons without probable cause; that Officer Curry was rude to her during the encounter. Body-worn camera footage revealed that Officer Nikki Curry and Sergeant Decrescenzo spoke with Ms. Galberth after witnessing her having difficulty pushing a minor child, later identified to be her granddaughter, in a shopping cart into Stop and Shop on Whalley Avenue. Ms. Galberth was rambling, appeared disoriented and had an odor of fresh marijuana on her person. Ms. Galberth admitted that she gave a ride to a friend that had recently smoked PCP in her presence. Officers asked Ms. Galberth for the minor child's mother's telephone number to have her pick up the child and were concerned about Ms. Galberth's condition. Ms. Galberth continually opened the calculator application on her cell phone actually believing she was calling her daughter. At that point officers called an ambulance for her. During a search of Ms. Galberth's purse, officers found several packets of PCP. The officers issued her a misdemeanor summons and sent her to the hospital based on probable cause and were professional and courteous during the entire encounter. The officers were exonerated.

IA CASE NO. 050-19-I: Chief Reyes ordered an internal investigation into the off-duty domestic incident involving Officer Curry for potential criminal charges. As a result, Officer Curry was placed on paid administrative leave and an arrest warrant was completed for Officer Curry and submitted to the New Haven State's Attorney's Office for further review, along with the body-worn camera footage of the incident, for further prosecutorial review. The arrest warrant for Officer Curry was declined by the New Haven State's Attorney's Office for prosecutorial discretion. This was unfounded.

IA CASE NO. 056-19-C: The complainant, Mr. Whyte, alleged that Officer Cavaliere did not make a correct finding of fault in his accident investigation or call him back in a timely fashion. This complaint was assigned to Patrol District Commander Lieutenant Healy who discovered that Officer Cavaliere did in fact make an incorrect finding of fault in the accident. Officer Cavaliere has since submitted a supplemental report with the correct finding of fault documented for Mr. Whyte. Lieutenant Healy spoke again with Mr. Whyte informing him of the change/correction made. Mr. Whyte stated that he did not want his complaint pursued further. However, Officer Cavaliere was counseled on the appropriate charge to apply here. A summary action was taken.

IA CASE NO. 059-19-C: The complainant, Mr. Ratchford, alleged that he is being followed, photographed and stopped repeatedly by Detectives Sanchez and Glynn. The complaint was forwarded to the Detective Bureau's Sergeant Merced. The investigation revealed that while Detective Joseph was looking for a wanted person who associates with Mr. Ratchford, they observed Mr. Ratchford in an area recently struck by gunfire on several occasions. They advised Mr. Ratchford of the recent gunfire incidents and advised him to use caution in that area. Mr. Ratchford is a known associate of a group and gang. The encounter was partially captured by a cell phone video and showed nothing unprofessional was said during the encounter. Later Mr. Ratchford was stopped in a car that his female friend was driving. Sergeant Merced subsequently spoke to the female friend who admitted to several equipment and motor vehicle violations and also added that the officers who stopped her were not rude or disrespectful. Mr. Ratchford informed Sergeant Merced during his interview that he only filed the IA complaint on the recommendation of his attorney. This was unfounded.

IA CASE NO. 060-19-C: The complainant, Mr. Kelley, Jr., alleged that Officer M. Miller was unsympathetic and did not adequately investigate his complaint. This complaint was given to Hill District Manager Sergeant Marshall for further investigation. The investigation revealed that Officer M. Miller did submit an arrest warrant regarding Mr. Kelley's complaint. However, the investigation revealed Officer M. Miller did not have her body-worn camera activated as she should have. She was reprimanded as a result. A summary action was taken.

■ Lieutenant Zannelli provided a use of force report for the year update to include the month of September. Firearm displays are down significantly. OC Spray is up slightly. And hard hands and tactics are down significantly in comparison to 2018. Taser deployments are somewhat on par to where the Department was last year. Notification or disclaimer title has been added to this report as requested.

■ Commissioner Ribeiro asked about the summary sheet. Lieutenant Zannelli said there was a discussion with the union about that with Assistant Chief Sharp. The unions expressed some

concerns about that.

■ Assistant Chief Sharp said certain things cannot be posted on the Internal Affairs website. Negotiations necessarily has to ensue to come to an agreement regarding what can be posted.

■ Commissioner Ribeiro said there is no problem for the Board members to have the summary. Chief Reyes said that it not a problem. It will be provided to the commissioners.

■ Commissioner Dawson requested permission to abstain from all matters to do with Yale New Haven Hospital because of his employment.

## **CHIEF'S REPORT**

Chief Otoniel Reyes

■ Chief Reyes thanked the Board for the opportunity he and the assistant chiefs have to present updates. The commissioners were provided updates on the crime statistics.

■ Year to date there have been eight homicides compared to nine at the same time last year. There were 123 shots fired compared to 75 at the same time last year. Assault with firearms are 67 compared 45 last year at the same time. And, in fact, there was one such incident this morning. So there have been 68 assaults with firearms to date.

■ Currently, the most recent group of officers that were in outside academies have already gone through. The last batch of five officers are currently in the 12-week FTO program in the Department which began on the 21<sup>st</sup> of October, 2019.

■ There were upwards of 400 applicants. Approximately, 210 applicants were eligible for the oral examination phase of the process. The Department is expecting the results of the oral examination at the end of this month at which time an up-to-date figure regarding the number of applicants moving to the background check phase of the process will become clearer.

■ The Department has partnered with the State's Attorney's Office to form the Citizens' Academy. It is a very robust program because the State's Attorney's Office will add the criminal justice component to it. The curriculum for this has been ironed out. The start date is scheduled for sometime in January of 2020.

■ The first New Haven Police Department Clergy Academy is scheduled to begin on January 9<sup>th</sup> of 2020. This a specialized program that will focus on how to help people who have been victimized and/or traumatized. The clergy will also work with the Department as partners to help during times of trauma and tragedy. They will be educated on crime scene, police procedures, and a slew of other training. The application process has begun. The Department is working with the clergy to vet the applicants.

■ Commissioner Walker inquired about the number of applicants. Assistant Chief Sharp stated that a meeting was scheduled for the following day with regards to this. Chief Reyes stated there would be an update regarding this at the next Board meeting.

■ The Department is having talks with University of New Haven to implement a UNH Academy that allows college-bound individuals to take credits that are recognized by POST. Discussions are in its infancy. All of the different stakeholders in this have been engaged. The Department's broader vision is to include high school students whereby a pipeline is created to help the Department recruit from a pool of candidates.

■ The Department will also like to work with colleges so that they can absorb some of the costs of the academic portions of a lot of these trainings. It will streamline the process for the Department. It will be more cost-effective and will provide another repository of candidates that the Department can draw from. More information will be forthcoming.

- Commissioner Walker asked about whether students will be required to pay the same amount of tuition for these specific courses.
- Chief Reyes stated that UNH is looking to get POST accreditation as POST-accredited courses. For example, presently, an individual can get a CHIP card if he/she passes the physical assessment phase of the process.
- So the Department is seeking to have a process in place where individuals can obtain certain POST-accredited credits. The individuals are then able to bypass those classes in the Academy and streamline the number of courses the individual is required to take. The result will be that perhaps the Academy will be a three-month academy instead of a six-month academy for a particular individual depending on what POST would recognize as acceptable courses.
- POST has said from the onset that the individuals will need to be sponsored by an agency. In other words, these candidates would need to be accepted into a police department or sponsored in some sort of a way on the front end. The rationale is that POST does not want to certify someone with police credits and then have that person end up not going into a police department.
- Commissioner Ribeiro asked whether the Chief said high school students or college students.
- The talk is starting the recruitment process in high school. The goal is to have these courses available at the high school level that can be recognized as credits when they advance to colleges. Hill House has a criminal justice program.
- Commissioner Ribeiro asked if the credits will be transferable to other higher institutions of learning or whether it will just be credits for UNH alone.
- Chief Reyes responded by saying that right now UNH would recognize that. UNH's goal is to make those credits available. They want to team up with area colleges so that these colleges recognize these courses. UNH would be piloting the program and so the courses will only be accepted by them.
- Chief Reyes added that there are a factors to consider. It will not happen overnight. However, in speaking about recruitment and retention, the evolution of policing, it is something worth pursuing. New York, Boston and Florida have such programs already. The Department can replicate it.
- Commissioner Smith asked about the ages of high schoolers expected to participate.
- Chief Reyes said that it would be a high school program. They have to pass the program in high school and go on to college.
- Commissioner Smith said closing the gap between 17 and 21 and keeping them on track.
- Commissioner Dawson said some lobbying will probably be necessary with the state legislature. Chief Reyes replied that it would be somewhere down the line.
- Smaller towns have limited funds. Their best strategy is to recruit an officer that has been trained from the bigger cities like New Haven. If the smaller towns had the ability to recruit someone at a reduced cost from a university that already has a lot of the training, it would be a lot more cost effective for them.
- UNH had tried this over a decade ago unsuccessfully. The situation with the state and POST is such that they have to consider other viable options in order to produce more certified officers. POST is not offering as many classes like they used to as a result of cost-related issues.
- Chief Reyes said internal audits revealed that there were a significant number of reports missing. The Department is delving into the issue and is taking it very seriously. All appropriate actions will be taken regarding this issue.

■ The Department has a good grasp of the scope of the issue and is working on rectifying the issues. A large part of this had to do with officers not doing what they were supposed to do, frankly speaking. And the other part is the Department's ability to identify the problem in a timely fashion which had to do with its ability to audit given some of the restrictions the software has itself making it very difficult and sometimes impossible for the Department to audit with reliability. The Department is working out the kinks with the software company. It is also working very hard to rectify the problems as well.

■ Chief Reyes said he forwarded to the commissioners copies of the State's Attorney Griffin's final report regarding the officer-involved shooting that occurred approximately six-months ago on Argyle Street. This is a much anticipated finding. Hamden's Officer Eaton was arrested yesterday. He turned himself in. No criminal culpability was found regarding Officer Pollock's involvement in that incident.

■ The Department has used this as a learning tool. Behind the scene the Department is working with Yale, Hamden and a private company to look at its policies and procedures as they relate to each other and as they relate to cross-jurisdictional issues to ensure that officers are put in the best positions to succeed and to address community concerns about other departments coming into New Haven.

■ Chief Reyes stated that the Department is seizing this opportunity, this tragedy on every front, to educate its officers. Officers are encouraged to read the report and to understand the dynamics and nuances of this report and findings so that they put themselves in the best position possible to do their jobs effectively.

■ Chief Reyes said that it is anticipated that a minimum of 175 conditional offers will be sent out once the results of the oral examination comes in. The Department anticipates sending out the letters expeditiously.

■ Commissioner Dawson inquired about the shooting today.

■ Assistant Chief Jacobson stated that it was a drug-related dispute. The victim was brought to another section of the city and shot there. Unfortunately, the victim lawyered up. It is an isolated incident. Investigations are ongoing.

■ Chief Reyes said it is not a person normally known to the Department. There is no reason to believe it is gang or group related. There are no concerns of retaliation. If this changes, the Board will be informed.

■ The commissioners thanked Chief Reyes for his report.

## **PERSONNEL MATTERS**

### **Consideration and action regarding the rehiring of Omar Thomas.**

■ Commissioner Dawson requested that this be table until the commissioners, Corporation Counsel and Chief Reyes can meet regarding procedural matters.

■ Attorney Wolak said that this has to go to Civil Service. It will be on their November agenda.

\*\* Commissioner Ribeiro moved to Table the Consideration and Action Regarding the Rehiring of Omar Thomas

\*\* Commissioner Smith seconded

\*\* Unanimously passed

**Chief Reyes is requesting approval by the Board of the Police Commissioners to send out 175 offers of employment.**

- \*\* Commissioner Smith moved Approval
- \*\* Commissioner Walker seconded

- Commissioner Ribeiro said the demographics of the applicants have always been provided in the past. She said she would still like to receive that information.
- Chief Reyes said, just to be clear, obviously, the process will take its course. The letters will not be sent out until the Civil Service has acted.
- Commissioner Smith said the approval will be based on conditions.
- Commissioner Walker stated that it's contingent on the Civil Service list being certified.
- Chief Reyes said that the only purpose of the inquiry is to expedite the process and not have to wait until next month's meeting for approval before sending out the conditional letters. As soon as the list is certified it can be forwarded to the commissioners electronically.

- \*\* Unanimously passed

**CORPORATION COUNSEL REPORT**  
(Executive session)

**RETIREMENTS (For Board information only)**  
There were none.

**RESIGNATIONS (For Board information only)**  
Officer Alexia Emery - eff., September 20, 2019  
Officer Daniel Tilley - eff., October 2, 2019  
Officer Garry Monk - eff., October 3, 2019  
Officer David Santiago - eff., October 6, 2019

**RECRUITMENT/SELECTION COMMITTEE REPORT**

- Commissioner Ribeiro said a Recruitment/Selection Committee consisting of Commissioners Walker, Garcia and Ribeiro has been formed. They had an opportunity to meet a couple of weeks ago with Assistant Chief Sharp.
- One of the things discussed is the anticipated results for the oral examination and Civil Service list being certified.
- Assistant Chief Sharp said the interviews for members off the background investigation team will begin early the following week. Only four officers are sought out of the 20 who have expressed interest.
- Commissioner Smith asked about the selection process for the officers.
- Assistant Chief Sharp said that a lieutenant and a sergeant (Sergeant Dana Smith) have been appointed to oversee and lead the background investigation team. These two will be conducting interviews based on questions that they develop.
- Lieutenant Zannelli added that a criteria has to do with officers not having any sustained or recent disciplines, IA's, misuse of sick time, and have five years of secured experience.

- Assistant Chief Sharp indicated that the lieutenant and sergeant just finalized a two-day training for the background investigation team today.
- Commissioner Dawson asked if the training is in house. Assistant Chief Sharp said, yes.
- Chief Reyes said he would like to, at the appropriate time, make a recommendation to the committee on the process of the backgrounds. In the interest of the best possible outcomes and to ensure that the Department is above reproach with everything and truly transparent, the process needs to be looked at thoroughly and should be one that all can put a stamp of approval on.
- The discussions about the process has begun. The Chief would like to present a proposal to the commissioners in the hope of getting the Board's input.
- Commissioner Ribeiro said during their discussions it became apparent there is a need to establish any potential changes to the process now or any tweaks that may be made under the new administration because once the process begins, changes cannot be made.
- Commissioner Ribeiro said one of the things the committee wants to recommend is regarding the quote/unquote drug policy which have been determined to be guidelines. The committee wants to change the header as semantics is everything.
- One of the recommendations is no content in the body the document, but at least change the header from drug policy to drug guidelines so it is clear to everyone what it is.
- Commissioner Ribeiro said that last thing the committee discussed was the hiring and rehiring of officers who come in laterally from other departments.
- She stated that there are a lot of officers who leave this department for other departments and want to come back as well as other officers in other department who want to pursue their careers at the New Haven Police Department. The goal is to streamline the process and to also add consistency to it. The process has always been to appear before the Board to be rehired.
- She added that Assistant Chief Sharp is working on the policy and procedure in order to be fair to all applicants. These applicants will be vetted by the committee first before appearing before the Board of Police Commissioners.
- The goal is to have a process that is fair and consistent to anyone who wants to be a part of this Department. This is part of the reason why the earlier recommendation regarding Omar Thomas was tabled. There is nothing against the officer. The fact is the process has not been finalized yet.
- Chief Reyes says it's his perspective on it. He is concerned about fairness and ensuring a consistent process so all know what to expect. However, there are variables to consider when thinking about an officer returning to the Department. There are variables to consider regarding the reasons for an officer separating from the Department. There needs to be a process whereby there is an engagement regarding this.
- Chief Reyes further stated that presently lots of officers have separated from the Department for various reasons. In terms of the loyalty to the city, the loyalty to the Department and more importantly the predictability that that individual meets the standards that the Department is looking for in terms of their loyalty to the Department and city, the Department needs to be able to vet this out in a way that is consistent.
- Chief Reyes expressed his reservations for those who want to return given that there now is a new collective bargaining agreement. Chief Reyes said they left for a reason. He is committed to the the city and this Department. For example, there was an officer who left the Department three times and was rehired, arbitrarily. There needs to be a better process that is fair and does justice to the citizens and to this Department.

- Commissioner Ribeiro commented that this will be a process that will go beyond the individuals sitting at the table right now. The goal is to establish something that the next set of commissioners and chiefs that come in can utilize as guidelines for how to proceed.
- Commissioner Smith stated that the process of rehiring had been past practice which can be subjective and we are getting away from that.
- Chief Reyes said that this is a lot less to do with diluting the authority of the Board. The variable that's changed in the past has been the authority of the chief. The chief is open to suggestions about this. The chief was emphatic that the decision should be decentralized because it lends itself to subjectivity and unfairness. There should be a mechanism or process that goes beyond the chief. However, the chief should be a component of the process.
- Commissioner Ribeiro concluded her report and was thanked.

### **EFFICIENCY COMMITTEE REPORT**

There was none.

### **FINANCE COMMITTEE REPORT**

There was none.

### **OTHER BUSINESS**

There was none.

### **PUBLIC COMMENT**

- **Mr. Gerald Antunes**, Alderman of Ward 12, Chairman of the Public Safety Committee, said he wanted to hear how Commissioner Ribeiro was doing with the bylaws.
- Commissioner Ribeiro said she is still working on it. She apologized to all for not having it ready. She spoke with Corporation Counsel about other bylaws from other departments around the state or in the country to see if there is anything to model or replicate.
- Attorney Wolak said that, surprisingly, there are a very few police commissions in the state that have bylaws. The best one is from Illinois.
- Commissioner Ribeiro said she would appreciate anyone sharing any recommendations or bylaws they have with her.
  
- **Mr. Miguel Pittman**, 82 Orchard Street, passed out some documents to the commissioners. He read an excerpt from a June 25<sup>th</sup> Board of Police Commissioners Minutes regarding his statement before the board.
- He said what was disturbing about the process is when it was time for the oral, there was a separation of applicants from New Haven versus the applicants from out of town. Some applicants came from as far as way as New York and were scheduled for 7:00 a.m. and stood in line. Five minutes before the door was open, New Haven applicants were able to get in front of the line. As all the applicants proceeded inside, they called the New Haven residents first. There were roughly about 42 New Haven residents who participated.
- Mr. Pittman said he felt it was unfair to those who traveled from out of town for New Haven residents to get in front of the line.
- As the applicants go through, some candidates were there for two or three hours. However, the New Haven applicants were in and out like within an hour. This sort of set a negative tone.

- The reason he is saying this is because he was also working with some applicants from outside of New Haven. He just wanted to share the experience with the Board.
- Commissioner Ribeiro asked who “they” was.
- Mr. Pittman said the name of the company was Morris. He further stated that he assumed that the company did not separate the applicants into two groups without instructions from someone else.
- Commissioner Ribeiro asked if he knew who gave those instructions. Mr. Pittman replied that he did not know, but assumed it was internal as they had not done so for the last five or six years.
- Commissioner Smith asked if the New Haven residents seemed to have a shorter period of time in as opposed to the non-residents. Mr. Pittman said, yes, they were able to go through the process faster as they were at the front of the line.
- Mr. Pittman went on to describe the previous process. There were usually 500 to 600 applicants, and a result it was time consuming to go through the process. The numbers were so low this year. The process was changed and the New Haven residents went through the process faster.
- Commissioner Smith asked whether Mr. Pittman was saying non-resident applicants were in the oral testing longer than New Haven residents.
- Mr. Pittman replied that there was a difference in time, yes.
- Mr. Pittman hand another packet. He said this packet contained filings that the New Haven Police Department do with the Town Clerk when it’s time to set up the agenda. When you look at the list, these are normally the people that are going to be removed off the list.
- Mr. Pittman’s concern is that 98 percent of the time when it comes time to remove candidates of the list, this notice is filed usually on a Thursday or a Friday. By the time candidates get notification about this, they cannot really do any business over the weekend. They only have one day to either review their files or make arrangements to let their jobs know that they cannot make it to work. They just have too much of a short period to be able to address the board and be really prepared.
- Majority of the candidates do not show up because the timeline is just too short.
- Commissioner Dawson asked it was too short to review the documents.
- Mr. Pittman replied that the time line is too short to review the documents and prepare to appear before Board. It is very challenging. He added that if an applicant is the process for a year, the Department should give the applicant at least a one-week notice about being removed from the list. The applicant will need two days off from work to deal with this. This is challenging.
- Mr. Pittman said his goal is to make it fair for anyone who sacrifices their time to take part in the process because it is a long process.
- Commissioner Smith asked if this was a recommendation from him.
- Mr. Pittman replied that, yes, and that he was just sharing information.
- Commissioner Ribeiro thanked Mr. Pittman for his feedback. She further stated that the goal is to streamline the process and give candidates adequate notice to look at their files and to prepare to appear before the Board. This will be duly noted. As the committee tries to formulate a timeline for the process, Mr. Pittman’s suggestion will be taken into consideration.
- Mr. Pittman thanked the Board for the opportunity to speak.
- Mr. Pittman shared a report from Chanel 8. His intention was to play the audio part. However, out of respect for everyone’s time he will refrain from doing so. Mario’s report is

very detailed regarding a candidate that went through the process. He does not expect the commissioners to comment on this because as this is a personal matter.

■ Mr. Pittman works with quite a bit of candidates with no discrimination. His ultimate goal is to get more New Haven residents to be a part of the process.

■ In looking at the 210 applicants who went to through the oral, there were anywhere between 35 to 45 New Haven residents. That gives you an idea of the number of New Haven residents applying.

■ Mr. Pittman said he thinks the number is very low. He thinks the number should be higher. In order to get more New Haven residents to apply (the chief already touched on this), tweaks are needed in order to make the process fair, and to get the word out that this is going to be a transparent process and that everyone would be treated equally regardless of who you are. Some things should be written in stone.

■ Mr. Pittman referenced the minutes from July 24<sup>th</sup>. He would not mention the officer's name as it is unimportant. The minutes revealed that the Board's voted differently regarding two candidates with similar conditions.

■ He implored the commission to be fair. If the process is fair, more New Haven residents will feel more comfortable going through the process and an awesome place to work would be created. He thanks the Board for its time.

■ He was thanked by the commissioners.

#### **EXECUTIVE SESSION**

■ Commissioner Dawson asked Detectives Stone and Macuirzynski to stay for the Executive Session

\*\* **Commissioner Ribeiro moved to Enter Executive Session for Pending Litigation and Claims and Preliminary Drafts and Notes for Internal Affairs and Personnel Matters**

\*\* **Commissioner Walker seconded**

\*\* **Unanimously passed**

**The Board entered Executive Session at 7:28 p.m.**

\*\* **Commissioner Ribeiro moved to Exit Executive Session**

\*\* **Commissioner Walker seconded**

\*\* **Unanimously passed**

**The Board exited Executive Session at 7:59 p.m.**

\*\* **Commissioner Ribeiro moved to Adjourn the Regular Meeting**

\*\* **Commissioner Walker seconded**

\*\* **Unanimously passed**

The next regular meeting is scheduled for November 11, 2019.

The Board adjourned at 8:00 p.m.

Respectfully submitted,

Sotonye Otunba-Payne