



# **Redding Board of Selectmen – Special Meeting Minutes**

## **Date: February 27, 2001**

### **Town of Redding, Connecticut**

Present: N. Ketcham, T. Miller, J. Cotton

Also present: 50 members of the public

Media: Sue Wolf of the Redding Pilot.

Mrs. Ketcham called the Special Meeting of the Redding Board of Selectmen to order at 7:40 p.m. in the Community Room of the John Read Middle School.

#### **REPORT OF THE POLICE FOUNDATION**

Mrs. Ketcham reviewed what led up to having a formal study made of the current police department and what improvements could be made. The Board of Selectmen engaged the Police Foundation to conduct the study and make recommendations regarding improvements.

Mrs. Ketcham introduced Joe Martin, County administrator for the state of New Jersey and he specializes in organizational analysis for the public sector. Dr. Karen Amendola of the Police Foundation is the chief operating officer of the Institute for Integrity, Leadership and Professionalism in Policing.

Dr. Karen Amendola presented a summary of the study that was done, including the data that was collected, the people who were interviewed, etc. The final written report will be submitted to the Board of Selectmen within a few weeks.

The recommendations included:

- a. Status quo should not be continued
- b. Recommendation to make substantive changes to current program by working with the Connecticut State Police.
- c. Recommendation to partner with one or more of the neighboring towns.
- d. If the above are not successful, formation of an independent police department.

Next steps recommended by Dr. Amendola:

- a. Review and accept report, and eliminate status quo as an option (by March)
- b. Meet with Connecticut State Police to examine the feasibility of suggested modifications (by April)
- c. Meet with neighboring towns to assess interest in partnering. (by mid April)

A question and answer period followed the presentation. Many residents and police officers asked questions and voiced opinions.

Unidentified: why program gives better service to the community. Dr. Amendola responded that the community views the current service as good.

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Jo Ann Brooks: what additional equipment/facility needs exist. Dr. Amendola stated that the major impact will be personnel related, salaries, benefits, training, etc. The average citizen would not see in the benefit from the added costs.

Marc Deluca: the recommended additional officers would give Redding more officers than Weston and Easton. Dr. Amendola responded that the additional officers would perform supervisory duties.

Paul Cafasso: now that all the issues have been aired, will the town see any changes.

Unidentified: how will morale improve. Dr. Amendola responded that good morale does not mean better performance. Performance is important, the citizens need to be satisfied with the service.

Unidentified: question regarding the lack of continuity with state trooper leadership. Dr. Amendola responded that the state trooper continuity that Redding has had over the past years is likely to be the same with a police chief and an independent police department.

Unidentified: what are the difficulties with regionalization. Response: the major difficulties are of governance and merging of labor groups.

Mr. Martin and Dr. Amendola expressed appreciation to all for their cooperation and help in completing the report.

### **ADJOURNMENT**

Mrs. Ketcham adjourned the meeting at 9:30 p.m.

Respectfully submitted,

Mary Maday, Recording Secretary