

**Town of Auburn  
Police Commission  
February 4, 2014**

**Present:** David Dion, Police Commissioner, Dennis McCarthy, Police Commissioner, Ken Robinson, Police Commissioner, Chief Edward Picard, Captain Gary Bartis and Lillian Deeb, Office Manager.

**Also Present:** Russell Sullivan, Audrey Trickett, Tom Gonyea, Greg Santuccio, Lt Ray Pelton, David Garofano and Kevin Cashman.

**D. Dion** – the meeting was called to order at 7:03 and the locations of the exits and restrooms are identified.

**REVIEW THE January 7, 2014 and January 9, 2014 MINUTES**

**K. Robinson** - motion to accept the January 7<sup>th</sup> minutes as presented. **D. McCarthy** - second. All in favor. **Motion passes**

**K. Robinson** - motion to accept the January 9<sup>th</sup> minutes as presented. **D. McCarthy** - second. All in favor. **Motion passes**

**REVIEW BILLS AND CORRESPONDENCE**

**D. Dion** – comments there are no bills or correspondence tonight.

**NEIGHBORHOOD WATCH UPDATE**

**D. Dion** – noted going to give the NW pass tonight as Mr. Cloutier called indicating he had the flu and thought Mr. Geddes would not be attending tonight.

**CHIEF'S REPORT**

**Chief** – comments the he felt the department had a good year overall, solving a good amount of the crimes but comments it would have been a better year if there didn't appear to be a continued disaccord between the town departments. He refers to an article in Sunday's paper about the deliberative session where article talks about the procurement code filed by Auburn Police Officer Greg Santuccio, citing such statements lead people to believe the code was filed by the Police Department and not Mr. Santuccio, an auburn resident. **D. Dion** – questions Mr. Sullivan on press releases and suggests they be monitored. **R. Sullivan** – comments he wouldn't disagree. **D. Dion** – asks if this can be discussed with Mr. Herman. **R. Sullivan** – comments absolutely and agrees about the situation with the town departments and asks to read the copy of the article the chief has. **A. Trickett** – comments on her attendance at the January 16<sup>th</sup> Budget Committee meeting were discussions were had relating to payment for warrant article commenting the budget committee looked at Mr. Headd to what department budget would pay for it. **D. Dion** – confirms this is for the payment for printing the warrant article proposed by Mr. Santuccio. **A. Trickett** – confirms and notes what didn't make the

minutes was Jim's comments related to monies coming from the police budget as it is a vendetta by the police department and further stated this was supposed to be discussed at a subsequent BOS meeting but was not. **Chief** – comments that Greg Santuccio is within his right as a resident to challenge town government but Mr. Santuccio can confirm it was “not” done in his capacity as a law enforcement official but as a longtime resident and everything is not a vendetta. He further comments many of the investigations taking place presently referred to as a vendetta are simply the department's duty to perform. He further comments people call the Department asking what the police are trying to say with this procurement code but comments the department is not trying to say anything. **D. Dion** – comments that since this is a public meeting PC can make it clear the police department has nothing to do with the filing of the warrant article and should not have labeled as an Auburn Police Officer. **G. Santuccio** – agreed. **Chief** – went on to comment on recent articles in newspaper where it is noted statistically Manchester is down about 40 officers by national standards and by those national standards Auburn should have 12 full-time officers. He further comments on Auburn's use of part-time officers maintaining the part-time force saves town money. **D. Dion** – quickly reverts back to the BOS addressing the newspaper article on their next agenda. **R. Sullivan** – comments someone can just show up and ask to be heard when it is asked if anyone has anything to address at BOS next meeting.

## **CAPTAIN'S REPORT**

**G. Bartis** – comments he doesn't have anything additional to add but agrees with the chief and comments there will be discussions later related to Sergeant Garofano and he has notes the Chief will primarily be speaking to that but would like to add on the record that even though David intends to continue working here he will miss him in the mornings and comments on Sergeant Garofano January stats. He also asks if any of the commissioners have suggestions for topic for the Crier article. **K. Robinson** – comments on the possibility of clearing up misconceptions because he is also continually asked why the department is investigating and it is costing the town money. **G. Bartis** – comments the Crier has criteria on what can be written for articles. **Chief** – comments that due to the ongoing nature of these investigations it should not be addressed in the Crier. **D. Dion** – threw out some thoughts that there could be some clarification relating the PELRB decision and the legal costs related to that because again there appears to be some confusion that the legal costs related to this for the town should be attributed to the police department and there needs to be clarification that the union brought the action and it wasn't the department suing the town.

## **OLD BUSINESS**

**D. Dion** – discusses the stipend agreement the other commissioner authorized him to obtain legal counsel on, explaining the agreement was created and signed by himself and Ms. Deeb and requests other commissioners to sign. **L. Deeb** – comments on the oath of office that the commissioners needs to sign. **D. Dion** – explains how the Auburn Police Department oversee the MWW patrol officers and that one of their new hires has been sworn in all the commissioners are signing is his oath of office but not as town employee. **D. Dion** – asks Ms. Deeb how things went with the PT agility test. **L. Deeb** – comments she passed and begins the academy this Saturday.

## **NEW BUSINESS**

**D. Dion** – comments that the next item on the agenda deals with Sergeant Garofano and his

retirement. **D. Garofano** – comments 26 years have gone by quickly, thirteen of which were here with Auburn. He further comments his last day as full-time will be on Friday, February 28, 2014 and expresses his request that the commission will consider allowing him to stay on as a part-time sergeant to main performing the same duties. **D. Dion** – looks to see if the commissioners are ready for a motion. **D. McCarthy** – comments the commission should hear from the Chief on the matter, to determine what is in the Department's interest. **Chief** – comments he is all for it and making the transition seamless and adding a seasoned officer with his experience would benefit the department. **D. McCarthy** – comments his only issue, as raised before understanding the Chief runs the department is the fairness to someone like Daniel Goonan. **Chief** – explains he understands and agrees, it was looked into before making the decision. **D. McCarthy** –raised another issue wanting some assurance Officer Garofano was going to be Auburn officer and not a detail officer. **G. Bartis** – confirms he has had discussions with Sergeant Garofano and his intent is to be working at least 3 shift a week and is looking to maintain midnight shifts. **Chief** –comments that as the patrol sergeant that was one of Officer Garofano's pet peeves. **D. McCarthy** – comments will work well then for Department and looks to confirm there is part-time positions available. **Chief** – confirms there are 3 available part-time positions. **D. McCarthy** –acknowledges this and suggests if there are part-time people are not willing to pull their weight they should be spoken to and confirms with Sgt. Garofano he really wants to continue nights. **D. Garofano** – comments enjoys the night shift. **D. McCarthy** – also comments on the ability of keeping part-time hours worked under the necessary guidelines for union and insurance issues. **K. Robinson** - motion to hired Sergeant Garofano as a pat-time sergeant, March 1, 2014 at labor grade 11, step 6 at \$23.48 per hour. **D. McCarthy** - motion to discuss, asking it be clarified he is being hired at this step is based on his many years of experience and second. All in favor. **Motion passes**

**D. Dion** – comments this will now leave a vacant position and confirms with the Chief that knowing this was coming the open full-time position was posted to officers within as in the past and looks to Kevin Cashman. **Chief** – confirms. **D. Dion** –explains the background as to why Officer Cashman is here tonight and asks Officer Cashman to tell the commissioners of his background and experience. **K. Cashman** –describes his past schooling and work experience. **D. Dion** – asks about a possible start date and availability and asks about beginning part-time to begin his FTO training. **K. Cashman** – confirms his Chief in Candia is aware and as long as it doesn't interfere with his position there he could begin as soon as possible. **Chief** –explains that the last time the department was hiring a full-time officer, Kevin had showed his interest and was a candidate but the Department ended up hiring from within and he had been interested for a few years now to come to Auburn. **D. McCarthy** – asks whether the job was ever publically posted to outside. **D. Dion** –comments it was not and the personnel policy does not require it to be. **D. McCarthy** –maintains the importance of following a set procedure that would normally be followed. **K. Robinson** – comments there is a need to fill the position and asks if there needs to be more discussion and motions to hire Kevin Cashman part-time at grade 6, step 3. **D. Dion** – second for discussion. **D. McCarthy** – comments his position has been stated. **D. Dion** and **K. Robinson** – in favor. **D. McCarthy** - opposed. **Motion passes**. **D. Dion** – looks to the commissioners for another motion regarding hiring Kevin Cashman as full-time. **K. Robinson** –motions to hired on March 1, 2014, Kevin Cashman, full-time at a labor grade 7, step 11. **D. Dion** – second. **D. Dion** and **K. Robinson** – in favor. **D. McCarthy** – opposed. **Motion passes**.

**D. Dion** – comments there are two evaluations for review. **D. McCarthy** - motion to accept the evaluation of Officer Mullaney and award him the appropriate STEP increase for a satisfactory evaluation. **K. Robinson** - second. All in favor. **Motion passes**

**D. Dion** – comments the next evaluation is for Dispatcher/Administrative Assistant Flight and it is satisfactory but she at the last step of the pay wage scale and informs the other commissioners of a letter he received from Ms. Flight indicating she would like to be considered for a different labor grade, explaining how she reviewed the scoring system that was used. Commissioner Dion asks the other commissioner to review the scoring and grading sheets as Ms. Flight will be mentioning as she is not happy with the current grading. **D. McCarthy** – comments the key responsibilities are stated and she meets those and questions whether she is doing more. **L. Deeb** – comments some of what Ms. Flight discussed are things she is doing in addition to what was outline initially. **D. McCarthy** –acknowledges what is important is not just doing job and doing it well but that the job is bigger than what was described in job description. **D. Dion** -comments he reassured Ms. Flight the commission could possibly look at any award it could be retro to relieve any concern if this was not addressed tonight. He looks to close the meeting and asks if anyone has anything additional that needs to be addressed. **A. Trickett** – comments on a recent accident at which Officer Lennon was present and wanted it note how professional and great job he did. In addition she comments that at one point Officer Lennon had to dive out of the way at the accident to avoid being hit by a driver that was driving around the accident scene and that she wanted the department to know she was impressed with him. **D. McCarthy** – also comments through his job in Rye he wanted the Chief to know the Rye Police were very happy with some forensic work Chief Picard had done and they couldn't say enough good things about him. **D. Dion** –questioned the Chief as to how many forensic drawing he had recently done. **Chief** – comments he had done two recently for Rye, commenting one was for a home-invasion and the women thought the likeness was good and he hoped the Rye Department would have luck with it.

**K. Robinson** - Motion to adjourn. **D. McCarthy** –second. **Motion passes**

**Meeting closed at 7:40 pm.**