

**POLICE COMMITTEE
MEETING MINUTES
November 18, 2013**

Call to Order

Chairman McIvor called the meeting to order at 6:00 p.m. in the Council Chambers of the Darien City Hall. In attendance: Chairman/Alderman McIvor, Alderman Kenny and Alderman Belczak, Chief Brown, Deputy Chief John Cooper, Administrator Vana.

Public Comment and Communications

There were no public comment or communications presented.

Minutes

The minutes of the October 21, 2013, Police Committee meeting were unanimously approved.

Sergeant Promotion Process Review

Staff advised that the Board of Fire and Police Commissioners is the entity charged with hiring, disciplining, and promoting most police positions in the City of Darien. In the current rules they have passed a process for selecting patrol officers for promotions to sergeant which includes several criteria, including a test and oral interviews. The City paid \$13,015 in fiscal year 2013 to conduct this test. Out of the seventeen officers who took the test, three passed. Currently there are no patrol officers that have passed the test available to be promoted in a situation where a sergeant vacates their position. Staff presented an overview of an interim promotion process, using different testing criteria, while also not spending a large sum of money on a company to conduct a test. The committee preferred to hold off on a testing process until the 14-15 budget and budget for the expense of a promotion process similar to what was used in the past. The committee felt that the officers who passed the recent test worked hard to prepare for it and a revised test would diminish the importance of the testing process. Staff advised the promotion process would be placed on hold until further review.

Community Services Officer – Changes to Position

Staff advised that we currently have one full time Community Service Officer in the police department. The CSO has informed us she will be retiring at the end of 2013. With this retirement, the command staff has evaluated the position and the department needs and determined services may be improved by replacing the full time position with three part-time positions, working approximately 18 hour per week. Staff presented several benefits regarding this change. The Police Committee unanimously recommended moving forward with these recommendations immediately to allow for the hiring of 3 community service officers to allow them to begin work as soon as possible following the current CSO's retirement.

Review of Monthly Report

Staff reviewed the monthly Police Department report which was presented in a revised format which includes certain statistical information along with a narrative of monthly highlights. The committee liked the new format and suggested information aimed at residents should be at the beginning of the report to make it more resident friendly.

Review of Community Engagement

Chief Brown provided an overview of the police department's community engagement efforts including school visits, speaking events at local community groups, and methods for providing community/neighborhood information to residents.

Adjournment

The Committee Meeting was adjourned at 6:49 p.m.

Approved: _____
Date

Alderman: _____
Joseph Kenny

Chairman: _____
Sylvia McIvor

Alderman: _____
Thomas Belczak