

## **Rutland City Police Commission**

### **January 13, 2014**

Present: Chairman Larry Jensen, Vice Chairman Thomas Calcagni, Commissioners Sean Sargent, Dr. Luther Brown

Not present: Commissioner Michelle Fairbrother

Chairman Jensen calls the meeting to order at 6:00pm

Motion made by Commissioner Sargent and seconded by Commissioner Brown to accept the minutes of December 9, 2013. Motion passed.

In recognition of Police Dept member, Skip Mulcahey, who lost his battle to cancer Chief Baker requests a moment of silence.

A swearing in ceremony was held by Chief Baker for Part Time Certified Police Officer Nathan Harvey, who is the 18<sup>th</sup> hire within the last 23 months. Chief Baker welcomes him to the Rutland City Police Department as a Probationary Police Officer as of January 12, 2014. He will go right into field training and will be sent to the VT Police Academy in August. Chief Baker is very happy and fortunate to have him on board.

#### **Public Comment**

None

#### **Communication from Union**

None

#### **Sergeant's Report**

Sgt. Sly gives a report of the IT (Information Technology) upgrades within the department. They started with servers and firmware updates. The computers are running faster since the garbage was sorted out and consolidated. He indicates that every port in the building is now active, except for the Vision Center and they are now working on that. Sgt. Sly reports that they are the first agency to go to the Windows 8.1 operating system. Discussions held. Chairman Jensen inquires of Sgt. Sly if there will be the same problems the department has had in the past and Sgt. Sly indicates that he is sure that they won't have the same problems as the software can look at any login point on any computer for any person and can see what every move that they have made and he indicates that the software will throw up flags when something is not right. They are continuing to work on the system and it is a constant work in progress

#### **Mapping Update**

David Harrington is present via net meeting from Bangkok to report the mapping update. He reports the period between 12/15/13 to 1/11/14 and he first reviews the repeat incident report with the board, then the Bar graphs and then the hot spots in the city. Discussions held. During the review it was noted that there was a spike in shopliftings over the holidays. The top four repeat incident addresses are: Walmart/Price Chopper at 1 Shopping Plaza Rd; The Transit Center at 102 West St; Residence of 105 Robbins St and walk in complaints at The Rutland City Police Department at 108 Wales St. Chief Baker indicates they will be addressing the issue of narrowing down the hot zones to much more specific locations. They are in the process of dealing with a string of burglaries. Information from the bar graphs shows that the family disturbances are down a little, juvenile problems are down to 16 compared to 23, larcenies and noise disturbances are also down a little. Disorderly Conducts are up by 4 and assaults are up by 6. Larcenies from a building and motor vehicle larcenies are down a little. The heat chart shows overall activity for the city, breaking it down to the busiest times of the days.

### **Budget Report**

Captain Tucker indicates that the department is on track with the budget, at 27 weeks, which is at 52% and showing overall at 47%. He points out line 740 showing an expenditure of \$5,000 on equipment, with a match from Cities of Leagues and Town. There will be a \$2500 credit to be seen. Chief indicates that they have used the vacancy savings and as we move will look at a drastic way to look at hiring, to be careful as to what we are doing. The goal is to clean up the vacancies. They have overspent on the overtime line, however, it is not as much as the salaries has been under. Discussions held.

There are three new cruisers out back. They are working on the proposals to be done for the graphics on the cruisers.

### **Chief's Report**

#### **Personnel issues**

Chief Baker indicates that they are down to 4 vacancies. There had been 18 new hires since the spring of 2012. There are 2 more candidates scheduled for interviews this week and Chief Baker is very optimistic about at least one of the candidates. Officer Jen Czachor will be handling the canine, the dog that has been donated to the department, and will be attending drug canine school in February and then schooling for tracking will be held later. They are down to 3 candidates for the crime analyst position. Max Schleuter and Officer Dave Covell will be conducting the interviews. LPR training is to be held again and is scheduled for this month.

Officer Ken Mosher is interested in the domestic violence training to become a leader. Officers Mosher and Sousa are to attend an NCIC training. The hostage negotiations unit and the new mental health crisis intervention worker had a joint training last month with the state police.

The draft agenda for the 3 day leadership institute for Corporals, Sergeants and Command staff is to include: 1<sup>st</sup> day: introductions; Joe Kraus, project vision for a presentation on bridges out of poverty; mapping update, guest speaker, Tom Huebner from RRMC; Trooper Rodriguez from MA State Police on their C3 effort, compared to our Vision; 2<sup>nd</sup> day: Socialization of employees by Barb Zonay; Fred Cornell from State Police re: group development; guest speaker, Brenna Duffy, on City Housing; Jody Breault to provide a little input on communication styles and hostile communications; 3<sup>rd</sup> day: Joan Gamble to break down on an organizational chart for roles and tasks for the Chief, Captain and Administrative Assistant; Col. Stebbins to address leadership lessons learned at Sandy Hook, CEO Mary Powell of Green Mountain Power; Curtis Reed to address bias or hostile work environment.

Biased free policing continues and Curtis Reed will provide dates in March.

A meeting with Joan Gamble is scheduled for the 23rd to continue the Strategic planning to redesign the structure within the department to define the chain of command and their roles.

Funding has been received for the State's Attorney's office to have a coordinator be housed upstairs and to do a rapid intervention program, which will be a 90 day contract program to begin within 3 weeks.

Chairman Jensen declares the meeting adjourned at 7:20pm.

Submitted by:  
Nancy Manning

Cc: Rutland Police Commission  
Chief James Baker  
Captain Scott Tucker  
Lt Kevin Geno  
Mayor Chris Loras  
City Clerk Henry Heck  
Board of Aldermen  
Union President Lynn Gallipo