

REGULAR SESSION MINUTES
MARCH 14, 2023
BOARD OF POLICE COMMISSIONERS
NEW HAVEN, CONNECTICUT
VIDEOCONFERENCE AND CONFERENCE CALL VIA ZOOM

PRESENT: Commissioners Darrell Brooks; Michael Lawlor; Tracey Meares; Isais Miranda; Evelise Ribeiro; and Donald Walker

Chief Karl Jacobson: Department of Police Service
Assistant Chief Bertram Ettienne: Department of Police Service
Lieutenant Manmeet Colon: Department of Police Service
Sergeant Paul Finch: Department of Police Service
Sergeant Melendez: Department of Police Service
Officer D. Cohen: Department of Police Service
Officer Reginald McGlotten: Department of Police Service
Eva Perry-Lambert: Administrative Assistant

Chief Anthony Campbell: Yale Police Department
Michelle Duprey, Esquire: Deputy Corporation Counsel
Regina Rush-Kittle: Chief Administrative Officer

Allan Appel - New Haven Independent
Scott Bohannon
Joe C.
Michael Chamberlin-Torres
Ramona Davis
Salvatore DeCola - Alder
Joseph Grippo
Christopher Halstead - YPD
Daniel Hunt
Nancy Jackson- Jordan
Al Lucas
Miguel Pittman, Sr.
Yasmine Ramadan
Resident
Mrs. Rivera
Matheus Scalzo

OPEN SESSION

The Regular Session meeting of the Board of Police Commissioners was called to order at 6:01 p.m., Evelise Ribeiro, Chair, presiding.

AGENDA

** Commissioner Miranda motioned to approve the Agenda for March 14, 2023

- ** Commissioner Meares seconded
- ** Motion passed unanimously

DISCUSSION AND APPROVAL OF MINUTES

Discussion and Approval of the Regular Meeting Minutes of February 21, 2023

- ** Commissioner Walker moved the motion to Approve the Regular Meeting Minutes of February 21, 2023
- ** Commissioner Miranda seconded
- ** Motion passed unanimously

- Commissioner Meares indicated that what they received were transcripts. She wondered if they would be getting transcripts henceforth.
- Commissioner Ribeiro responded by saying that the regular transcriptionist was not available on this day. They had to hire another transcriptionist who uses this format.

CHIEF'S REPORT

Chief Karl Jacobson

- Chief Jacobson greeted everyone.
- In 2022 there were 19 non-fatal shootings and one homicide. So far this year, there have had 16 non-fatal shooting and five homicides. There has been 67 gun seizures and three ghost gun seizures this year. Last year at this time, they had seized 42 guns and six ghost guns.
- Last year there had a record number of guns seizures. They plan to continue the gun seizures, but they also hope this helps push the violence down.
- On March 5th, 2023 there was a cadet program meeting for the purpose of restarting the New Haven Police Department Cadet Program. There were 25 kids in attendance with about a total of 45 people including parents. So they are really excited about that.
- They are looking into some possible monies from the federal government related to starting cadet programs. Thanks to Ms. Regina Rush-Kittle for that.
- Since becoming chief he had spoken about the Diversity Plan. There have been changes at the Department with promotions and putting people into different command staff positions. With the last administration, the command staff was 26 percent female and minority. Now, seven months later since he became the Chief of the Department, the Department is 42 percent female and minority. These are the best people for the positions, but they just happen to be females and minorities. The Department is moving forward with that. That has been a great increase. It has worked out very well.
- Chief Jacobson shared the Diversity Plan document on the screen. He indicated that this was the Department's budgeted strength as of February 28, 2023. The Department is comprised of 51 percent minority and females and 49 percent white males. They have had a huge increase from the classes that they have put in. If one looks at these numbers down here, the classes they put in have been very diverse.
- The total number of the people living in the city who have become police officers has gone up as well. They were doing a really good job with the hiring process. Sergeant Finch, his

team and the commissioners are to be thanked for helping the Department hire this great group of diverse people.

■ Chief Jacobson indicated he wanted to speak about a couple of events. On the 26th they were invited by Commissioner Miranda to the Star of Jacob Church. They appreciate that. It was great. The theme of the day was, “What Can You Do For Your City?” He thought it was excellent. They will attend the church sometime in the future. He thanked Commissioner Miranda for having invited them.

■ They have had 13 burglaries on a stretch of about two miles on Whalley Avenue leading into Westville. They do have a suspect identified. They have some good DNA from the scene. An arrest is imminent. They have seen a slight increase in burglaries but they see it being done by one or two different people, not a wide variety of people. They have all burglaries in Westville and in Woodbridge. They have made two arrests. That has stopped.

■ Now, they have a second person doing these burglaries. And these are all smash and grab type burglaries where they are smashing windows and going in.

■ They have six seats in the Hartford academy which will hopefully be filling for April 3, 2023. So he would asking the commissioners to look at some more candidates.

■ On the technology front, they have LPRs (license plate readers). Ten new cameras were just put in last week with four full 360 degrees intersection cameras. These have been extremely helpful in solving homicides and shootings. A warrant was signed on Monday, March 13, 2023 for homicide. Another warrant will be signed on Wednesday. He can’t talk about it yet.

■ He had spoken about it before. They have started to use StarChase which is a GPS technology that shoots at a car and sticks to the back of a car. It has been extremely successful and safe. The officers are not chasing these cars. They are attaching the GPS and apprehending people safely.

■ The Department is moving into the training stages regarding its drone program and also Stop Sticks.

■ They have great evidence and support from the community related to some of these cases. And you will see a lot of cases coming forward and leading to arrests.

■ In the meantime, yes, December was real bad with numerous murders; however, they have been able to slow the violence down to a degree using walking beats, using the Department’s motor units by putting them in strategic areas of city, stopping vehicles and also with the Crime Suppression plain clothes unit.

■ The biggest thing that he could say that has turned around this year is the community support in the form of calling and letting the Department know what’s going on, being available to tell us the descriptions of people who commit crimes. This is one of the biggest things he is proud of tonight that the community has turned around and have gotten behind the Department.

■ He would end his report by recommending the promotion of Lieutenant Manmeet Colon to Assistant Chief. He started his job in 2007 on the walking beat in the Hill area. Right after he got on, within a year, Lieutenant came on. She was an aspiring, great cop who walked the beat as well and was full of fire and knew how to talk to people. He was very excited to have her as a part of his command staff team, if the Commission decides to vote in favor of his recommendation. She has worked extremely hard.

■ Commissioner Meares thanked Chief Jacobson for the record. She had a comment and a question. She indicated that her comment was in reference his last recommendation which she was excited about and relevance of the data that was presented about the demographics of the agency. She appreciated all the work and appreciated the ways and the reasons why Chief

Jacobson conflated women and minority in the chart. She cautioned and urged all not to be so sanguine and to look very closely at the numbers of female officers.

■ If you look at the chart that you presented, the Department's numbers basically reflect the national averages which are about 12 percent female officers across the country. She looked at the shared chart very briefly which reflected that the Department's numbers were hovering somewhere between 11 and 16 percent. It might not be right. She did not get to look at it very closely.

■ Chief Jacobson indicated that the Department is at 17 percent female.

■ Commissioner Meares responded by saying that was good. When women and minorities are conflated, it might get us to be a little bit complacent about the number of women in the Department. To that end, she recommended to the command staff that they take a look at, if they are not familiar with it, 30x30initiative.org. It's an organization that is run out of New York. They collect data on this issue.

■ Commissioner Meares went on to say that the one thing she would say about New Haven is that the number of women in command staff or just supervisors are very good. Nationally those numbers are about three percent in police leadership. The Department is doing better in that perspective. We should commend ourselves but keep our eye on the ball.

■ Commissioner Meares indicated that one of her big concerns in the least several months has been around safety and cars, and cars hitting pedestrians. She thought it was incredibly important to pay attention to violence as traditionally conceived around guns. However, this is an issue she thought we have to be paying attention to and taking much more seriously to the extent that we can. It is not clear to her what the state is doing in this respect. She asked if Chief Jacobson had anything to add about this topic, she would appreciate it. In future meetings she would hope continuing information and updates around our efforts would be forthcoming because Connecticut is in a national crisis if you look at the numbers, and something really needs to be done.

■ Chief Jacobson responded by thanking Commissioner Meares for the comments and also the question. Since December, the Department's motor vehicle stops for those types of reasons like the safety issues, running red lights have increased by 300 percent on average. Some months it's been 250 and some months it's been 320. Part of that was because they doubled the size of their motor unit which is traffic enforcement only. Now, granted, they put them in areas of Fair Haven because they saw an increase in violence, but they are out there also running tickets for speeding, running red lights, running stop signs. And the officers are being noticed out there.

■ Chief Jacobson further commented that he would never get calls or comments about being stopped by the police a year ago. Now, that's what he gets. Hey, I got stopped by the police; I got a ticket. And they are alright with it and are actually happy because they live in the city and they like to see the enforcement. He would say 250 to 300 percent increase in motor vehicle stops is definitely helping. However, it's still a tough road. They have changed some roadways. However, when he drives home via Whalley to Westville, it's too dark throughout the whole stretch of Whalley Avenue. They have worked on all of that but they need to do better.

■ The increase in the motors have helped. They are going to start having district managers recognize where these areas are where people have been hurt or killed or what sorts of accidents. Also, good enforcement is handing out warnings, handing out flyers for our Cadet Program, talking to people because that is the engagement they need too.

■ Chief Jacobson thanked Commissioner Meares for the question. The questions has been on their minds. They mayor used to ask him almost every other day, what are you doing with traffic enforcement?. In light of the big increase in stops, the mayor is actually getting calls that people are getting stopped. I think that's going to help but there is more work to be done.

■ Commissioner Ribeiro thanked Chief Jacobson for his report and update on the Department's demographics. This is something the Board feels is very important in the Department. It's really good to see that they are increasing with the Diversity Plan, but more importantly is that the diverse officers that we have are good officers. So we want diversity within the Department but they just don't want numbers. They want people of good quality and caliber to fill those positions.

INTERNAL AFFAIRS REPORT

Lieutenant Manmeet Colon

■ Lieutenant Colon indicated that there was only one case closure.

IA Case No.: 22I-046: This case was received on June 19, 2022. On June 19th, 2020 an arrestee was injured during transport in the prisoner conveyance van. An Internal Affairs investigation was ordered into the allegations of serious misconduct and malfeasance. Connecticut State Police conducted the criminal investigation into this matter which led to the arrests of five New Haven police officers. And an Internal Affairs investigation commenced and determined by a preponderance of the evidence that the misconduct or malfeasance complained about occurred, and that it was committed by the subjects of this investigation. This case was sustained and closed on March 6, 2023.

■ Lieutenant Colon further indicated that they had a total of 15 cases so far this year. The use of force statistics were sent to the commissioners via e-mail. Unless the Commissioners have questions, that concluded her report.

■ The Department was up in hands use, as she had previously stated, because of its reporting

■ Commissioner Ribeiro thanked Lieutenant Colon.

PERSONNEL MATTERS

1. Discussion and action on the recommendation from Chief Anthony Campbell, Yale Police Department, to hire the following candidates to the Yale Police Department:

- A. Yasmin Ramadan
- B. Scott Bohannon
- C. Matheus Scalzo

Chief Campbell greeted everyone. It is a great pleasure for him to be here requesting that these three candidates be allowed to join the Yale Police Department. These three candidates will help them complete their hiring process and help the Department get one step closer to being completely staffed. Once they are hired, they will have one opening left which is great.

These candidates come from diverse backgrounds. None of them have been a police officer before. They are very well educated with diverse work histories. He thought they would bring, not only great diversity point of view to the Department, he thought they would be a great asset to the Department. So he was looking forward to them joining the Department.

Chief Campbell further indicated that he knew some commissioners had interviewed the three candidates and spent some time with them, and asked them certain questions. He was of the opinion that the three candidates joining the Department would not only help its goals of getting fully staffed, but will allow them to assist in some of the broader policing of the city.

As you spoke about earlier, Professor Meares, we have a student who was hit by a vehicle. One of our new hires was actually right there. She wound up being in critical condition, with a brain bleed, etc. The officers who we have that are fully trained and able to be out helps to deter those types of things from happening, working in a partnership with Chief Jacobson especially our motor units around common areas, having more staff allows us to deploy more officers focused specifically on tasks such as reducing motor incidents that we discussed earlier.

So I think these three candidates will help us toward that goal. And I present them with my confidence. He looked forward to the Board's decision.

Commissioner Ribeiro indicated that for the benefit of the commissioners who were not able to interview and for everyone on this call, she requested brief comments about the candidates from Chief Campbell or the candidates could introduce themselves.

Chief Campbell indicated that one of the candidates was a Yale employee. One of the other candidates worked at the hospital, the other is a laborer. Hearing from the candidates would give those who did not have a chance to interview them individually more insight.

The candidates spoke briefly about their background.

Commissioner Lawlor indicated that he was one of the lucky ones to speak to these three candidates. He was very impressed. He was sure everyone who spoke to them was. One of the best things he is seeing here tonight is Board was getting opportunity to the Yale Police Department and by extension to this Department. Foreign-language speakers. In the case of Yasmine, Arabic. And in the case of Matheus, Portuguese. This cultural competency is so important to law enforcement is so important these days. So he thought they were great additions.

Commissioner Lawlor further commented that he hoped Chief Campbell could loan them to this Department when the need arises with those types of skills and experiences. Scott is originally from where he lives here in Morris Cove. So it's good to have

someone who is born and raised here in New Haven joining the force. He is very excited.

They are very envious in that they have filled all their positions with only one vacancy left. This Department would love to be in the same position, but you've got a good crew over there. He knows how important it is for all to work collaboratively. This is a great addition. He would be happy to support all three candidates.

Commissioner Ribeiro asked how many this Board had hired for Yale Police Department. As far as she was concerned this is the most the Board has hired for the Yale Police Department in a long time. She was just curious.

Chief Campbell replied by saying that in 2023 this will be five. Since he became chief, this makes eight. It is contract negotiation time. Their contract ends in June. They anticipate losing possibly two to three people. So he may see the Board in the next five to six months.

- ** Commissioner Lawlor motioned to accept Chief Campbell's recommendation and appoint these three individuals as Yale police officer
- ** Commissioner Brooks seconded

Commissioner Ribeiro indicates that the candidates were as follows:

- A. Yasmin Ramadan
- B. Scott Bohannon
- C. Matheus Scalzo

- ** Motion passed unanimously

Chief Campbell and the new hires were congratulated.

Chief Campbell thanked the Board and congratulated the candidates.

2. Discussion and action on the recommendation of Chief Karl Jacobson to remove the following candidates from the Eligibility List #22-68:

- A. #4 Angelo Fischetti
- B. #24 Michael Chamberlin-Torres
- C. #25 Joseph Grippo

Commissioner Ribeiro asked if all the candidates were present. Sergeant Finch replied by saying that Fischetti was the only one absent.

Commissioner Ribeiro asked if Mr. Chamberlin-Torres and Mr. Grippo would like their matters heard in an open or a closed session. She explained what each meant. Mr. Chamberlin-Torres indicated he would like an open session. Mr. Grippo indicated he would like a closed session.

Commissioner Ribeiro reiterated what she had said previously about what an open and a closed session meant.

Mr. Chamberlin-Torres indicated this was not how he envisioned the process going. The discharge from the United States Army Reserve for failing urine analysis and for not responding to an Army packet sent to my former address and due process was a parcel he never reviewed. So he did not respond. He was told to cease the use of CBD.

He applied to the Department in September 2020. In regard to the circumstances from that time to the request that he be given an opportunity every month to prove that it will not affect my service but that request went unanswered. He has letters or recommendation from a former police officer.

This report does not paint who he is. He went to Foote School his entire childhood. He joined the Army and joined the Military Police. He will make himself available to the Board.

Commissioner Meares indicated she did not have questions for Mr. Chamberlin-Torres but the background investigators. She assumes she would have to do it on the record.

Commissioner Ribeiro said yes.

Commissioner Meares indicated she would like to hear from the background investigators. She received documents which she had read. She would like to know what the background investigators thought.

Officer Cohen indicated that he was Mr. Chamberlin-Torres' investigator. He and Sergeant Finch think he took his employment lightly at the Army Reserves. They thought he tried to deflate the positive outcomes of the urine samples testing positive. It's something here we do not take lightly. You are employed by the United States government. They have standards. This Department has standards. He tried something that he said his friend told him would not be detected. We felt like he was being deceitful.

Further, the other thing is excused absences. He went on vacation. He was supposed to return to duty. He then received notice from him being out of work for absences. Mr. Chamberlin-Torres got reduced in rank because he was supposed to get promoted. They took a portion out of his pay. They felt like he needed to grow up a little bit.

Officer Cohen further commented that when he was following Mr. Chamberlin-Torres to his home, he was speeding at about 80 mph in a 65 mph zone. Mr. Chamberlin-Torres explained to him that it was a new car, he was not used it. Every time he had an excuse. His bedroom was a mess, clothes were everywhere. He had a fish tank with a turtle in it. He couldn't even see the turtle. He had excuse for everything. Mr. Chamberlin-Torres explained that he was going to put the turtle in a new tank. He told

Mr. Chamberlin-Torres that this was unacceptable. He worked for the federal government. Everything was an excuse for him.

Commissioner Meares said she had a question as she had read the background report. There was a point where he had failed the drug test. And your explanation was that your friend had grown marijuana plants and your friend told you that they contained no THC, but were just CBD. "That's what your friend said, and you believed your friend?"

Mr. Chamberlin-Torres replied that he did believe his friend. He just found out about CBD and THC. But if he knew that it had THC, he would have stayed away.

Commissioner Meares commented that he was concerned enough to ask the question. Mr. Chamberlin-Torres replied that yes, he knew THC -- this was at his friend's property at Cape Cod. He was experiencing pain and asked his friend for what he could use. This is what his friend recommended. Obviously, he regrets it.

Commissioner Lawlor stated that as Mr. Chamberlin-Torres was aware, they all have this background information in the report. In addition to what has already been discussed, aside from the fact that you left the military under less than honorable circumstances for failing to report on a repeated basis, it also appeared he enrolled in Gateway Community College and failed to complete that. You apparently enrolled in a course in London, United Kingdom, and failed to complete that. Not everyone is cut out to be a police officer in this day and age and especially in this city. Of concern is the inability to follow through with expectations Mr. Chamberlin-Torres set for himself. He asked if him if he was the type of person who was able to complete tasks and goals he set for himself.

Mr. Chamberlin-Torres replied by saying those are valid questions. These are what his parents have said to him in the past. He dropped his schooling in London because he could no longer afford it. He was in over his head. He began at Gateway at 19. This is why he joined the Army. He completed the Army. He had to complete many tests in the Army. He had to study and work hard to get through basic Military Police. Those are testaments to themselves. That can only be rectified with giving him the opportunity.

Commissioner Lawlor asked how long he was in the United Kingdom for. Mr. Chamberlin Torres indicated he was not sure. Commissioner Lawlor asked, nine months? Mr. Chamberlin-Torres did not respond verbally.

Commissioner Brooks commented to Mr. Chamberlin-Torres that he had concerns about the background team's comments in particular about being kind of immature and not quite mature enough for this level of responsibility. He would like to hear Mr. Chamberlin-Torres' response to that and why he thought he might be ready to be a New Haven police officer.

Mr. Chamberlin-Torres said he genuinely appreciated Officer Cohen. There were times when Officer Cohen followed him. In mid-January his car was a rental car. On his old car the odometer was positioned where you could see it. On the rental car, when he realized he was speeding, he slowed down. It was not a new car to him. His space was a little bit of mess when he visited. At home he's got a lot of belongings. Underneath the aquarium were things needed to make a much better home for turtles. They are healthy and bigger.

He had a few absences. The calendar changed the command structure. He was able to book a vacation to go see my cousin for Thanksgiving. He already booked everything. And they changed everything. He could not miss out on \$2,000 that he had put into the vacation. He did not have insurance. He was sick for a drill weekend. The only way he could be excused was by going to urgent care.

There is something to be said about immaturity. There are testaments to the contrary. He is a big fixture in his family. And a lot of environmental work. While he appreciated Officer Cohen's concerns, he's to look out for the New Haven Police Department. He has a certain job. He does not think it's an accurate representation of who he is.

Commissioner Ribeiro asked if staff had anything to add.

Commissioner Walker asked Mr. Chamberlin-Torres that being a police officer means you are not alone. You are not a single unit. People are relying on you and you are going to rely on other people. Commissioner Walker asked, do you consider yourself to be a good team player and could you be relied in critical conditions? As an officer, it is not only the citizens that are depending on you but your partners and other officers are depending on you. And if you are not there or fail to respond, you could cause serious injuries or death to someone. Commissioner Walker asked him to respond to this. In addition, he wanted Mr. Chamberlin-Torres to indicate if he was a team player and if he could be relied on in critical situations.

Mr. Chamberlin-Torres thanked Commissioner Walker for the question. His Army service is a testament to his recommendations from up and down the chain of command and two current law enforcement officers. They served with him in the most intimate of ways. Among those recommendations are the fact that I was a team player. There were 60 people in barracks and things happen. He is here for every single person in his family. I am who I am a part of now which included the Army. He would like to go back in the United States Army. He had absolutely worked within a team unit.

Commissioner Brooks stated he had a couple of questions for staff. He indicated he would like to hear from Sergeant Finch. Mr. Chamberlin-Torres, as he understood it, did participate or was a part of the Military Police. Sergeant Finch replied, yes.

Commissioner Brooks further asked, if not now, when do you think Mr. Torres would be a good fit as a police officer? Sergeant Finch replied by saying two to three years.

Sergeant Finch indicated he spoke with the staff at the Army Reserves. The person he spoke with sent a certified letter to his last known address. When he asked Mr. Chamberlin-Torres if he ever corrected his address, he said no. So even little, simple things like that, you know, and taking ownership and responsibility. He did not think they heard that today. To be frank, he had this air, he thought, that needed to be deflated a little bit because the way he walked, his gait is like he had it all in control. And if he had it in control, we would not be in this situation that we are in right now.

Sergeant Finch said Mr. Chamberlin-Torres came in to review his file. When he walked in the door, he walked in with sweat pants and a hoodie and a pair of sneakers. He explained to Mr. Chamberlin-Torres that he would have to come back because he was in a business attire. Mr. Chamberlin-Torres replied by saying that he didn't think he needed to be because he was just reviewing his file. There were clear instructions that when engaging the New Haven Police Department, the candidate must be in business attire. Number one, he wasn't properly dressed. Secondly, he could not follow simple instructions. One should want to look his or her best. Today he is wearing a blazer and a buttoned-up shirt. Sergeant Finch further commented that he knew he had it. He just didn't bring his best.

He was in agreement with Officer Cohen for Mr. Chamberlin-Torres to bring his best the next time. Hopefully, there would be no more excuses.

Commissioner Brooks thanked Sergeant Finch and Officer Cohen. He appreciated that. It was very enlightening.

Mr. Chamberlin-Torres wanted to interject. He commented that no one had even called his platoon sergeant. He spoke to his platoon sergeant yesterday. That was his immediate supervisor. Someone who knows someone else. With all due respect to Sergeant Finch who he likes, if he wanted to know more about him and the kind of character he was, he would expect for him to speak to someone who knew his military service more. That's all he had to say.

He came directly from work to review his file. He wants this job as much as he really does. That was his fault.

Executive Session.

- ** Commissioner Brooks motioned go into Executive Session to discuss personnel issues
- ** Commissioner Walker seconded
- ** Motion passed unanimously

The Board went into Executive Session at 6:54 p.m.

- ** Commissioner Meares motioned to leave Executive session to discuss personnel matters
- ** Commissioner Brook seconded

** Motion passed unanimously

The Board exited Executive Session at 7:19 p.m.

** Commissioner Walker motioned to adhere to the recommendation made by Chief Jacobson that Angelo Nicholas Fischetti be removed from the Eligibility List
** Commissioner Meares seconded
** Motion passed unanimously

** Commissioner Walker motioned to adhere to the recommendation by Chief Jacobson that Michael D. Chamberlin-Torres be removed from the Eligibility List
** Commissioner Brooks seconded
** Motion passed unanimously

** Commissioner Walker motioned to adhere to the recommendation by Chief Jacobson that the Board remove Joseph J. Grippo from the Eligibility List
** Commissioner Meares seconded
** Motion passed unanimously

3 Discussion and action on the recommendation of Chief Karl Jacobson that the following candidate be promoted to Assistant Chief:

A. Manmeet Colon

Chief Jacobson indicated that he was very honored and proud to put up Lieutenant Colon for our third assistant chief position. Like he said earlier, she has gone through the Department and done a great job on working extremely hard to get to this point. She will comment about herself. He was proud of being able to do this and hoped the Board would make her part of his team.

Lieutenant Colon took a moment to thank the Commissioners for taking the time out to interview her for position last week for the rank of Assistant Chief and giving her the opportunity to talk about her career and a little bit about herself.

As she mentioned in her in review, and as most of the people who work with her know, she is a naturalized American Citizen first-generation police officer. This was not easy task as she comes from a very traditional Sikh Indian family from India. Both of her parents were extremely supportive and still are of her aspirations of being a police officer and furthering her career which has allowed her to do just everything pretty much she wanted in life. My family had very little money but we had big dreams. So I hope that continues.

She's had an amazing career here thus far. And she credited her success to her peers, her supervisors and most importantly the New Haven community. She learned a little bit about her policing and leadership styles from pretty much everyone that she had worked with. She had had the opportunity to work in various divisions within the

Department. As the Chief Jacobson had mentioned, she worked in the Hill as a walking beat and crime suppression. She was a detective in the Special Victims Unit, supervisor in the Robbery/Burglary Unit, He was an IA as an investigator. She did backgrounds. She was a district manager in Westville, West Hills and her beloved Dixwell and Newhallville. Her current role is as the officer in charge of Internal Affairs and background. And she felt as though this current assignment had truly prepared her for her next assignment. She takes pride in knowing that she was tasked with such a complex task of holding members of this Department accountable in IA. She also had the ability to hire the next generations of police officers.

She, too, believes in Chief Jacobson's goal of diversifying the ranks. She believes in career development of officers and providing them with tools that they need to successful. She thanked the Board for their time. She looks forward to continued relationship and partnership with the Board.

Commissioner Lawlor stated that he wanted to brag about another University of New Haven all star rising to the top. And Lieutenant Colon is a former student of his. He remembered her very well from about 13 years ago or something. He is very proud of her. And he knew he was speaking on behalf of everyone at the university when he said how proud he was. There was a new release sent out today actually about one our graduate being nominated to Assistant Chief at New Haven. And so we are all very proud.

As he said earlier, just the idea that they have so many people on the force who have different cultural backgrounds, in Lieutenant Colon's case, native Punjabi speaker. It's just so helpful in some potentially difficult situations that people to whom our citizens can relate. And he was not sure he had ever met anybody as humble as Lieutenant Colon. He was sure she would be an extraordinary leader as part of a great team that Chief Jacobson had assembled.

Commissioner Ribeiro thanked Commissioner Lawlor. Lieutenant Colon thanked Commissioner Lawlor.

Commissioner Meares stated that she did not have a chance to interview Lieutenant Colon, but she had worked with her since serving on the Commission working as head of the background information. Also, they have worked very closely while working on policies and the like. I have never not, double negative, been impressed by the work she does, her work ethic, her demeanor, her deep curiosity and openness. She is one of the most impressive police leaders she has ever met and she has met a lot of them. And also she is just an incredible woman. She is an amazing mom. And I am just thrilled for the community of New Haven to see a person like Lieutenant Colon become Assistant Chief, and be seen as the city leader that she has been for many years but will hopefully soon officially be.

Assistant Chief Ettienne stated he wanted to first and foremost say congratulations to Lieutenant Colon. He thought it was appropriate in this forum for him to highlight that

he was the individual who took in her paperwork when she dropped it off because he was doing backgrounds. He recalled her walking into the front lobby with the paperwork. In a few days she will be Assistant Chief. So job well done. Thank you for everything that you've done for the police department. He was looking forward to her being a part of this team. Thank you.

- ** Commissioner Walker motioned that follow Chief Jacobson's recommendation to Promote Lieutenant Colon to Assistant Chief. She very much deserves this position.
- ** Commissioner Brooks seconded
- ** Motion passed unanimously

Commissioner Ribeiro congratulated Assistant Chief Colon. She also recalled when she joined the Department. She was on the Board. So she did take the pleasure in saying that she hired Assistant Chief Colon which indeed is a pleasure and a good choice on her part. She did not recall who the Chief was at the time. It may have been Chief Campbell but she was unsure. She recalled when she was a district manager and the community loved, loved her. And she was very much a part of the community. She loved working closely with her. She congratulated Chief Jacobson as he now has a well-rounded team. The Department will do very good to the community. This is a great day for the City of New Haven and also a great day for the Indian community and women of color in this city and this state. So let's not forget today that another glass ceiling has been broken. She congratulated Assistant Chief Colon. She looks forward to working with her.

RETIREMENTS (For Board information only)

There were none.

RESIGNATION (For Board information only)

Officer Claire Rieser, eff., March 2, 2023
Officer David LaVorgna, eff., March 13, 2023
Officer Jordan Lytle, eff., March 24, 2023

EFFICIENCY COMMITTEE REPORT

There were none.

RECRUITMENT/SELECTION COMMITTEE REPORT

Sergeant Paul Finch

- Sergeant Finch indicated that he was happy to say that next Tuesday, March 21st, 2023, they would have seven recruits graduating from the Waterbury academy. He was excited about seven new officers coming to New Haven to begin their FTO program soon.
- Currently in the background phase, they are prepping six candidates for the Hartford academy and then another five for the New Britain academy. Hartford would be in April and New Britain would begin in May.

■ They are roughly half way through their current list when it comes to open files for backgrounds. They are continuing to move forward. There are eight applicants in the medical phase right now, three in the psych phase and three in the polygraph phase.

■ When it comes to recruitment, they have been spending a decent amount of time at career fairs because springtime is coming. He was at the University of Bridgeport the previous week. Today, Officer McGlotten is at John Jay College in New York. They will be at Gateway Community College and Housatonic College in the coming days.

FINANCE COMMITTEE REPORT

There was none.

OTHER BUSINESS

There was none.

PUBLIC COMMENTS

There was none.

■ Mr. Miguel Pittman, Sr., commented that normally with public comments, Madam Chair normally give three minutes. He did prepare a speech and also wanted to speak about the direction the police department is going. He did time himself. He was about at five minutes and ten seconds. He asked for permission to speak for that duration of time.

■ Commissioner Ribeiro joked it was either that or he could speak quickly.

■ Mr. Pittman stated that the history of the police Department and the black community is a complex and deeply-rooted issue that has left many people traumatized without healing. Enforcement of policing in the black community can be traced back to the capture of slaves on plantations and the enforcement of Jim Crow laws in the '50s and the '60s. This has resulted in a legacy of mistrust and trauma within the black community towards law enforcement. Access via the internet to information about this is not enough to heal the black community.

Healing requires a conservative effort by law enforcement agencies to acknowledge and to take responsibility for the harms that has been inflicted on the black community and to take concrete steps to address this harm. It is commendable that Chief Karl Jacobson and his top brass have given the community what they have asked for which is accountability, respect and opportunity. However, it is important to recognize that accountability and respect cannot be achieved by one individual, but rather requires a systemic change in the culture and the practice of law enforcement agencies.

Lieutenant Colon rested upon his thoughts last Tuesday. He reached out to upper management to connect them together so they could talk about old wounds. Lieutenant Colon was at one point at the opposite side of accountability, respect and opportunity. That was my viewpoint for six years based upon my interaction with her as a background investigator. After their meeting yesterday on March 13, 2023, he recognized she was a different person that had matured as a human being and as a police officer. This is why he was in support of her as the new Assistant Chief.

Lieutenant Colon's rise to the rank of Assistant Chief should be based on her qualifications,

track record and her desire to repair old wounds. While he had recognized her growth as a police officer, it is important to ensure that all decisions regarding law enforcement leaderships are made with the interest of the community in mind.

In summary, there is no silver bullet that can repair the damage caused by the history of policing in the black community. Healing requires a long-term and substantive effect by law enforcement agencies to acknowledge past harms and take concrete steps to address them.

Last words, to our New Assistant Chief Colon, your traveled to this country for you to have a better life. And you are fulfilling their dreams. My ancestors didn't have that luxury, but I'm fulfilling my grandmother's dream. Thank you, Madam Chair, for the extra time.

Commissioner Ribeiro thanked Mr. Pittman for his words.
Chief Jacobson thanked Mr. Pittman for his words.

ADJOURNMENT

- ** Commissioner Miranda moved to Adjourn the Regular Meeting
- ** Commissioner Meares seconded
- ** Motion passed unanimously

The next regular meeting will be on April 11, 2023.
The Board adjourned at 7:40 p.m.

Respectfully submitted,

Sotonye Otunba-Payne