

REGULAR SESSION MINUTES
AUGUST 17, 2021
BOARD OF POLICE COMMISSIONERS
NEW HAVEN, CONNECTICUT
VIDEOCONFERENCE AND CONFERENCE CALL VIA ZOOM

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

Interim Chief Dominguez: Department of Police Service
Assistant Chief Carl Jacobson: Department of Police Service
Captain David Zannelli: Department of Police Service
Sergeant Brenden Borer: Department of Police Service
Sergeant Yelena Borisova: Department of Police Service
Sergeant Michael Fumiatti: Department of Police Service
Sergeant Brian McDermott: Department of Police Service
Sergeant David Portela: Department of Police Service
Sergeant Ryan Przybylski: Department of Police Service
Sergeant Dana Smith: Department of Police Service
Sergeant Derek Werner: Department of Police Service
Sergeant Jason Weted: Department of Police Service
Detective Christopher Alvarado: Department of Police Service
Detective Michael Criscuolo: Department of Police Service
Officer D. Cohen: Department of Police Service
Officer Eric Eisenhard: Department of Police Service
Officer Reginald McGlotten: Department of Police Service
Officer Raul Pereira: Department of Police Service
Officer Steven Spofford: Department of Police Service
Officer Donald White III: Department of Police Service
Ramon Davis: Administrative Assistant II

Florencio Cotto: President, Elm City Local
Rebecca Bombero: Deputy CAO, City of New Haven
Michelle Duprey, Esquire: Deputy Corporation Counsel
Bruce Fischer: Transportation, Traffic and Parking
Karla Lindquist: Transportation, Traffic and Parking
Sean Matteson: Chief of Staff, Mayor's Office

Shafiq Abdussabur - Retired, New Haven Police Department
Gerald Antunes - Board of Alders
Tonisha Berrios
Thomas Breen - New Haven Independent
Jamarr Daniels
Salvatore DeCola
Tyler Evans
Andrea Hoover

Daniel Hunt
Stephanie James
Reverend Boise Kimber
Jordan Lytle
Daniel Patterson
Miguel Pittman, Sr.
D. Rockhill
Jacob Russo
Gregory Smith
Adrian Tudor
Donna's iPad
Freddy
Galaxy
Galaxy SA
Jasmine
iPhone
Larry
NewHavenRes
New Haven Resident

OPEN SESSION

The meeting was called to order at 6:03 p.m., Evelise Ribeiro, Chair, presiding.

- Commissioner Ribeiro introduced Mr. Darrel Brook, the Board's newest commissioner, who was sworn approximately 15 minutes before the meeting began.
- Commissioner Brooks thanked Mayor Elicker and the Board for this opportunity.
- All the commissioners introduced themselves and welcomed Commissioner Brooks.

REGULAR MEETING OF THE TRAFFIC AUTHORITY

Following the regular meeting of the Traffic Authority, Mr. Fischer and Ms. Lindquist excused themselves at 6:11 p.m.

AGENDA

- ** Commissioner Meares moved to Approve the Agenda for the Regular Meeting of the Board of Police Commissioners for August 17, 2021
- ** Commissioner Walker seconded
- ** Motion passed unanimously

DISCUSSION AND APPROVAL OF MINUTES

- ** Commissioner Walker moved to Approve the July 13, 2021 Regular Meeting Minutes
- ** Commissioner Brooks seconded
- ** Motion passed unanimously

- ** Commissioner Walker moved to Approve the August 3, 2021 Special Meeting Minutes
- ** Commissioner Brooks seconded

For: Commissioners Brooks, Lawlor, Miranda, Ribeiro and Walker

** Abstention: Commissioner Meares

Motion carried.

PUBLIC COMMENTS

■ Mr. Shafiq Abdussabur, introduced himself as a retired New Haven Police Sergeant. He is currently the Democratic nominated Alder for Ward 29. He thanked the commissioners for allowing him be. He greeted Chief Dominguez and his fellow officers.

■ Mr. Abdussabur stated he was very concerned about the hiring process at the Department and what keeps coming up, which appears to be the hiring of African American, Hispanic and Latino officers particularly those who are natives of New Haven and New Haven residents. He realizes that this issue predates the office of the current chief, Chief Renee Dominguez, as well as any of the background investigation officers that are there. It is certainly an ongoing issue and a problem that New Haven does not seem to be able fix either as a city, an administration, police commissioners and the process of hiring police officers. It seems that we are drawn back to these meetings on an ongoing and average basis were African American and Hispanic candidates are consistently wiped off and out of this process.

■ He knows what the issues are. He would be looking into these issues closer to figure out some of the solutions.

■ Commissioner Walker who is present can attest to some of the issues they were able to flush out under Mayor Harp, the mayor's Task Force on Community Policing. They were able to specifically find the patterns that just doesn't start at the background process but also begins at the hiring. It begins with the recruitment. It also extends into the FTO process.

■ We cannot have it both ways, wanting community policing and you cannot want fair and impartial policing, and you cannot want better relationships with the community and the Department is not hiring people who are from the community that look like the community they serve.

■ Mr. Abdussabur stated, if we really want to be serious about how we do 21st Century policing, all the data is there, it tells you, you have to look at aggressively recruiting and hiring people from the cities that work in the cities, and then the people that don't work in the city and/or that are not from the city, how do we get them and attract them to live in the city.”

■ He just wanted to focus on how to do we get to improve the hiring practices at New Haven Police Department that evening. This becomes more culturally competent when it comes to hiring blacks, Hispanic and Latino candidates that apply to the New Haven Police Department from New Haven.

■ He thanked the Board for having had the opportunity to comment.

■ Commissioner Ribeiro indicated for the record that the Board does have a Recruitment and Selection Committee that will take Mr. Abdussabur's comments under advisement. They are open to ways that the Department can improve its hiring process. She thanked Mr. Abdussabur for his comments.

■ Mr. Miguel Pittman, Sr., greeted the Board and everyone in attendance. He thanked Commissioner Brooks for being selected as a new commissioner.

■ He can honestly say that he's been stepping back in terms of some of the meetings that have been going on with the Department. And one of the reasons why he stepped back was because he felt that the commissioners were leaning in a positive direction. But one of the things that disturbed him was when he noticed that, just like Mr. Abdussabur said, there are people on the removal list. This was déjà vu for him in that when he was heavily involved in recruitment for the Department, he noticed a lot of discrepancies in the hiring process. This is going back eight years.

■ Hopefully, the commissioners that are in place now are willing to look at things a little bit differently than the way the other commissioners had evaluated some of the candidates. Again, it seems like, you know, again, the Department is not hiring more people that really reflect the community. This is important.

■ Some of the things that caused them to be eliminated, as far as he was concerned, were minute but also it was a contradiction in terms of some the reasons why candidates are eliminated. This process versus what happened last process and also the third process.

■ Mr. Pittman added that he just wanted to voice some of his concerns. Hopefully, things would change.

■ Commissioner Ribeiro thanked Mr. Pittman. She also added, as was stated to Mr. Abdussabur, they do have a Recruitment/Selection Committee that is functional and looking into the issues and concerns that have been voiced.

■ Reverend Boise Kimber thanked the Board and Interim Chief Dominquez. He had raised the issue that he was raising again to many of the commissioners and also to the chief and her staff.

■ It is important that this community is represented. He is dealing with the black community which is the 30-something percent of the City of New Haven. When one looks at the New Haven Police Department, there is the representation in the leadership part. Listen, this is 2021. Three white captains had recently been promoted. There are eight white lieutenants on the list for promotion tonight. There are five sergeants and 10 district managers.

■ Reverend Kimber asked, "where is the bench? How does this Department represent the community and where he resides?"

■ He further stated that we must take a closer look at how we deal with promotions. One, he would seriously do a background check on everybody that is being promoted tonight. Two, "what is the plan?" He asked, "is there a cultural diversity officer?" Is there a plan that has been put in place or is going to be put in place?

■ Reverend Kimber stated that we had to be very careful about how we allow this Department to look versus what it looks like in the community in which we live. He thanked the Board.

■ Commissioner Ribeiro thanked Reverend Kimber for his comments. To his point, his concerns and the community's concerns have definitely been heard by the Board and the Department. Chief Dominguez will speak to the plan regarding diversity. The Board is comfortable with the plan. These discussions will continue going forward to give the community an idea of their efforts. They are taking this seriously. They do believe that the Department should be diverse to match the community.

■ Commissioner Ribeiro indicated that the next item on the agenda was the Chief's Report during which she would elaborate on the Diversity Deployment Plan which would hopefully give the community some information in terms of where the Department wants to go moving forward.

CHIEF'S REPORT

Chief Renee Dominguez

■ Chief Dominguez indicated she would yield all her time to the PowerPoint presentation. Assistant Chief Jackson is not present this evening because one of the Department's officers was being honored at the Yard Goats' game. Back in January of 2020 he and a few other officers were dispatched to a building on fire. They went in prior to the fire department arriving. They were able to get everybody inside out. They did this, obviously, without the protective gear that firefighters would normally. They just received word the previous day before this meeting.

■ Chief Dominguez indicated that she had nominated him through the Connecticut Chiefs of Police Association for the Medal of Valor for this heroic act as well. The officer had been selected to receive that award by the Connecticut Chiefs of Police Association which would be given to him in September. It's important for the officer and his family to be supported. So, Assistant Chief Jacobson would jump in late as he was at the game where Officer Paul Vitale would be honored.

■ The Department's current budgeted strength as of 7-31-2021 is 408 sworn officers. Currently, there are 319 sworn officers. This also has the percentages of minority female, minority plus female.

■ So, the Department's minority statistics are as follows: There are 39 percent total minorities, 17 percent are female. Adding them together, there are 48 percent minority and females leaving 52 percent non-minority male.

■ Chief Dominguez also stated to the right of the slide she had the statistics broken down by rank for these same categories. This slide does indicate what the Department is budgeted for and what is vacant and what is filled. An in-depth discussion regarding this chart would follow as the presentation progresses.

■ Chief Dominguez indicated she did a historic look at what the Department looked like in the past. Back in 2010 there were 45 percent minority, 17 percent female for a combined total of 54 percent. At the time the Department was budgeted for 505 officers. The Department had an actual strength of 454. This is a decrease of 30 percent of actual strength. Right now, the Department is budgeted for 406 officers. As of July 31st, 2021 there were 320 officers. There has been a 20 percent decrease in budgeted strength by 20 percent. The number is actually 317 because three officers retired since this report was generated.

■ Chief Dominguez added that from 2010 to current there has been a decrease in minorities by 6 percent. There have been no decrease in females. So, the combined total regarding decrease is six percent overall for the Department.

■ She indicated she looked at what the plan was going to be going forward, then a look back for the Department, and then where the Department is currently. So, if it is in yellow, it means it is vacant. The chart is for three captains, 17 lieutenants and 45 sergeants. The Department is budgeted for three captains, 17 lieutenants and 47 sergeants,

■ This is going to be three stages. Stage One, the three captains in place. She is looking to promote up to the 17 lieutenants which would be filling nine vacancies. This would only fill 37 sergeants. The reason why the Department can only fill 37 sergeants is because it is so short in the Detective Bureau and also the Patrol Division. There needs to be a balance. If they pull and make full strength for the sergeant rank, it would deplete both of those divisions. While it's only 10 officers, 10 is a lot especially if the vast majority are coming from one of those

divisions. The Department is short staff. The Department is trying to do its best to manage the resources it has to make this Department work as best as possible.

■ Stage Two would be January, 2022. The Department will keep its three captains. The Department would be able keep its 17 lieutenants and promote up to 42 sergeants.

■ For Stage Three, the Department would like to have the full ranks of the leadership of the Department at full staff in about March which will get the Department to the full staffing comprising three captains, 17 lieutenants and 47 sergeants.

■ The current organization chart was made prior to the promotions a few weeks ago of three captains. There were zero captains. There are only 11 lieutenants. There are 42 sergeants.

■ In order to give some reference, in 2017 there were four assistant chiefs, three captains, 20 lieutenants and 54 sergeants. The Department was budgeted for four assistant chiefs, five captains, 20 lieutenants and 54 sergeants. The Department is currently budgeted for less. Actual strength is by far less definitely in the sergeant and lieutenant ranks which is where they are seeing a lot of need for supervision and just for leadership in these roles.

■ Chief Dominguez indicated that that next slide was about the Eligibility Lists: Sergeant and Lieutenants. This should reach No. 26 by Stage Three of this plan on the Eligibility List. In March of 2021, the Department had its most diverse sergeant promotion that she could remember. Nine officers were promoted to sergeant off this list. There were four females. There were one white female, two Hispanic females and one black female. There were five white males comprising of four white males and one black male.

■ Stage One which is recommending the next five sergeants tonight are five males comprising of four white males and one Hispanic male. This is off that same list just moving down the list they have been working from.

■ At Stage Two they would be recommending five more to sergeant, five more males comprising of three white males, one Hispanic male and one black male.

■ Stage Three would get the Department to full strength with five more sergeants comprising of one black female and four male consisting of three white males and one black male.

■ At the bottom of this slide is the statistics for the lieutenants. By Stage Three which is the end of March of the plan with retirements, they would most likely reach No. 12 on the Eligibility List. Stage One is recommending nine to lieutenant comprising of nine males, eight white males and one black male. Stage Two which would be January with anticipated retirements, they would be able to recommend two more to lieutenant, two females comprising of one Hispanic female and one black female. And then Stage Three is a potential of another retirement. These are things the they do not know for certain as the Department will not know anything until the beginning of next year. Just looking at the numbers of years for some of the lieutenants and whether they had reached the retirement age and are looking to retire, one more white male lieutenant would retire.

■ The next slide is Anticipated Hires and Promotional Testing. The Department is currently conducting background investigations on 170 entry-level applicants. Six candidates would go to the POST Academy in Meriden on September 10th, 2021. The hope is to send two or three to the Waterbury Satellite Academy. It's September 23rd but it's still sooner than when the Department's own academy would start. So, the Department is seizing the opportunities to put its candidates in other satellite academies. .

■ The New Haven Police Department's Academy is slated to begin at the end of October of 2021.

- They hope is to post the next entry-level application. They just got word that it would be in the fall. So, there would be no lapse in hiring. As soon as this list has expired, they would be able to certify another list because recruitment would be done, filling applications in order to get the Department back up to levels where it can better function and provide the Citizens of New Haven the services that they deserve and that they've become accustomed to.
- The City of New Haven gives 10 residents points and five military points to applicants not to exceed 100 percent on the Civil Service List.
- The Department is looking to change Civil Service rules to allow for rolling applications. But this is something in the beginning stages and they have to look at the pros and cons to changing the current rules.
- The Detective Test is to be posted in the fall of this year. About 100 officers are eligible to take the Detective Test. This allow for the Department to move to Stages Two and Three of the organizational chart because there would be more officers to pull from. Also, there would be able to fill the vacancies that promoting to the Detective rank has left vacant for the Department.
- They are in compliance the Police Accountability Bill.
- The Department is looking for a recruitment trailer. The Department is proposing to the Vehicle Committee to be able to make this purchase in fiscal year 2022. This would allow them to go to events with a legitimate trailer wrapped with pictures of the police department, a tv screen to be able to show recruitment videos while they are out there and to also have the ability to do applications and to take people's information even if there are no active recruitments campaigns. It is will be great to build the database at every event the recruitment team attends.
- The recruitment team is going to be year-round consisting of the officers and the sergeant. The Department would be utilizing a new app called the Handshake App which is an app to be utilized in the next recruitment campaign. It targets colleges, universities and branches of the military active or serve. It is just another tool and not a replacement.
- There is the New Haven Police Department Pathway Program. This is taking the Department from its PAL, seven-year-old kids, all the way to New Haven police officer at 20 or older. PAL is the Police Athletic League. It's a program that began under the Housing Authority. The Department took over PAL in 1973 when the Housing Authority's police office moved over to the Department. They coach and organize summer PAL camp and basketball teams. They are anticipating a flag football team in the fall. The PAL summer camp that just ended was the most successful PAL camp the Department has ever had and the most memorable. She invited everyone to attend CompStat on Thursday. Sergeant Fumiatti did a fantastic job. He put together a short slide show that would be shown on Thursday. It captures the amazing time that these New Haven children had. It's open to New Haven residents from age eight to 11 over a four-week program this summer.
- From PAL the Department would be able to move those same kids into the Explorer Program which the Department currently has. It is from age 11 to 18. They would be in a program and have an opportunity to learn about what policing does. They could do some events for the Department. They have helped with road races in the past and some traffic. These kids get a lot of hands-on, educational and academic criminal justice course that the Department offers them.
- The Department in 2022 is hoping to do a Cadet Program. This allows the Department to take children from its Explorer Program and employ them at the Department. They would

receive a job at the Department, something that civilians can do, but they would be getting paid to do it. These kids want to be New Haven police officers. Other departments do this in the state. This Department is looking to do this. This is a great way to recruit from within New Haven. This is only open to New Haven children. And once these children turn 21, they would become a police recruits.

■ Chief Dominguez indicated that the next slide was the Employee Development Plan. She would say if the Department lacked anything and what it could do better is this piece right there. There are many training opportunities that they have decided are important to them and they are going to move forward beyond what they have ever done at the Department.

■ The first one is the FBI-LEEDA (Law Enforcement Executive Development Association). It consists of three phases, supervisory, command and executive leadership institute. They have never been brought to New Haven. The Department is bringing the training here. The Department's officers will go through them. The Department is also opening it up to other agencies. The Department would be the host site.

■ The supervisory leadership which is sergeant rank would be hosted in February of 2022. The command is lieutenant- and captain-rank focused. The Department will host that class in November of 2021. Executive leadership is Captain and above. The Department will host this class in May of 2022. This is open to anybody within those ranks. Everybody would be eligible to these trainings. There is a process by which to attend these classes as these trainings are very expensive.

■ There are POSTC (Police Officer Standards and Training Council) trainings. First line is Supervisory Training and Incident Command Training. These are for the supervisors. This is to prepare the Department's supervisors for their roles and also for their roles as lieutenants.

■ The Department is currently discussing with the University of New Haven (UNH) reinstituting a two-week command-level training academy. And UNH also did a command college for the Department for the top 20 from the Legibility List for lieutenants to be able to give them leadership training in a university setting.

■ The Department had so far one assistant chief and four lieutenants attend PERF's (Police Executive Research Forum) 2021 sessions. They are budgeted to send two lieutenants or above every year and have done this at least since 2017.

■ Beginning in January of 2022, the Department is looking to implement a mentor program. Now, this mentor program is within the Department. The Department does not do a good job of preparing one rank for the next rank. For example, a sergeant would mentor an officer and an officer would be mentored by a sergeant all the way up so that you are able to see what the next rank does so much so that an officer gets interested in the tasks for the next rank. It's a lot different than what people do just in Patrol. There's so much in the Department that we do. It is important to allow others to experience this and to have a mentor to be able to do it with.

■ With this is supervisor and subordinate shadowing. This could be implemented sooner, hopefully, in the fall of 2021.

■ Command Class was done for the sergeants already. They also had classes for the top 15 of the potential lieutenants.

■ In closing, Chief Dominguez indicated that they have a plan to improve and do better in areas that they are lacking. The Department is not going to grow if we cannot look within and see our deficiencies and begin to build a way to address them and to move forward. And she thinks this is what they are really doing here at the Department. She thinks that the New Haven Police Department is doing so much more with so much less. That shows the true character, true

commitment and dedication that everyone at this Department have for the citizens of New Haven and for each other. If the Department can offer them more training and eventually more officers, more opportunities, the Department will continue to challenge which makes people happier in their jobs which makes them better officers. The Department definitely has the best police officers.

■ Commissioner Ribeiro indicated that the chief did work with the Recruitment and Selection Committee on this plan. She did not know if there were other additional comments.

■ Commissioner Meares thanked Chief Dominguez for sharing the plan. As the chief knew, many on the commission had expressed some concerns similar to those mentioned by the folks who opened this meeting. She is glad that all sat down and thought about this. One piece that they did not get visibility on that she thought would help the members, the folks who spoke earlier and the members of the public who are watching and listening is to have a better sense of the connection between the recruitment plan of entry-level folk and the leadership because the way in which this list is set up basically classifies the leadership in a particular way.

■ People can only come in on the bottom, and the list is what it is, was what the chief was explaining. We can get to No. 26 by x date, right. So, whoever is coming in really isn't going to change the composition of the list at the top. So, to that end if the chief could give us a sense of how long it takes for a person to come in and actually be eligible for leadership in a world in which, as I understand it, New Haven rules actually don't allow experienced people from the outside to come in and be part of the list unless you are a chief or assistance chief. She asked, "how long would it take for the people who are coming in, you know, part of their recruitment plan, to actually be eligible for leadership position?"

■ Chief Dominguez replied by saying that an officer can test to be a sergeant at three years. A sergeant then has to be in the position for three years to qualify to test to be a lieutenant. So, potentially, in six years an officer could be lieutenant. A lieutenant has to be in his position for two years to be a captain. The Department's plan is to constantly have tests so they do not have these large gaps like the Captains' Test. So, that when one list is ending, they are already starting a promotion. If fast-tracked, an officer could be a captain in nine years.

■ Chief Dominguez asked Captain Zannelli if he had been at the Department for 12 years. Captain Zannelli indicated he had been at the Department for 14 years.

■ Chief Dominguez indicated people can move fast. However, many officers choose to spend more time in certain positions just for the experience. Many officers do not feel that at three years they are ready to be a sergeant whereas others do feel they are ready. They have background in other areas because they had been in the military or supervisors in other areas of their lives.

■ Chief Dominguez further added that fortunately in New Haven not only one person gets promoted to sergeant. They are promoting 26 officers to sergeant. The ability for movement here and the opportunity in the Department is what one cannot find in other police departments.

■ Commissioner Meares said sure. She asked, but just for visibility for people watching, listening and learning, if an officer had leadership experience in another department, it is absolutely not possible in New Haven to move more quickly than the pace that Chief Dominguez had mentioned no matter how many years' experience one had.

■ Chief Dominguez indicated that if one joined the Department as a lateral through the Department's lateral process, she did not believe that the lateral officer would be able to use

those years. A lateral officer could not retire as a captain and come to this Department as a lateral and be a captain, no.

■ Commissioner Meares asked, “ or a sergeant or anything else?” You have to start at the bottom and go through the process that the Chief mentioned? Chief Dominguez said yes.

■ Commissioner Meares indicated that she only mentioned this just so everyone could understand the structure created in New Haven and the possibilities for movement. She thanked Chief Dominguez.

■ Commissioner Lawlor stated he had a question. He thanked Chief Dominguez. He and Commissioner Walker had the opportunity to kind of go over all of this presentation with Chief Dominguez a few weeks earlier. He appreciated Chief Dominguez putting this together because it was helpful to him to understand sort of the complexities that Commissioner Meares had just referred to.

■ Commissioner Lawlor indicated that one thing did come up, though. A lot of the comments from members of the community about people currently are officers who are not doing well on these exams that are required in order to be promoted, right. And one topic that came up in their discussions, he wondered if she could just mention this a little bit because Chief Dominguez hit on it slightly when she went over the presentation. It’s the whole idea of mentoring within the Department for officers who want to understand what is involved with the tests they are going to take. My own experience with taking standard tests is that there are a couple of practice drills which are helpful. He knew there was a concern that one candidate, he thought regarding the lieutenant’s exam, had regarding the fact that he was not aware that an officer could go to the website and kind of take practice exams and kind of get a sense of what’s involved in the test. So, mentoring is very important. We saw Mr. Abdussabur a few moments ago. He’s a retired New Haven officer. He has a lot of experience. He thought it would be awesome if there was an ability for mentors who’ve been there, done that work with aspiring members of the Department especially officers of color to help them prepare for these exams. The scores on these exams are down to the decimal points and has such a huge impact on who can be promoted. He was not sure this could be changed, but we can help prepare officers to take these critical exams so that they can get the best possible score when they do that. Mentoring would help a lot. He asked Chief Dominguez to comment on this.

■ Chief Dominguez said she appreciated Mr. Lawlor bringing this up. She was trying to be concise yet thorough at the same time. And it’s difficult. The mentoring, absolutely, to be able to run through scenarios as a test because there is an oral board which is probably one of the more difficult ones. The mentor would be able to help the officer. And a mentor would also be able to link the officer to a person that felt this person learns the way you learn, for example, more of a visual person. Mentors can help an officer remember we are going to do things with acronyms and offer some resources. So, this is definitely one of the big advantages of being able to put two people together in a mentoring program with the understanding that as you move forward and as you move up the ranks, this is going to be your go-to person. Even if they can’t answer your question, they are going to be able to provide you with somebody or something to be able to get you to a place where you are at the best of your ability and have the most resources to be able to do well on the test.

■ Commissioner Lawlor thanked Chief Dominguez.

■ Commissioner Ribeiro indicated that when they spoke about recruitment, they spoke about this in terms of how important it is to also include the community outreach. She liked the idea of the rolling van going to different events. We would hope that it's definitely going into the neighborhoods in the community particularly the minority neighborhoods. They had also spoken about meeting up with the clergy and the community organizations. She asked Chief Dominguez to speak a little bit more about the plan for that.

■ Commissioner Dominguez stated recruitment presently falls squarely on Sergeant Smith. The Recruitment Teams goes to every single event that the city has to the best of their ability with either Sergeant Smith or one of the individuals from the recruitment team which is currently the Department's background investigation team. There was an event put on by the Greater New Haven NAACP Youth Council. And it was honoring black men. They wanted a black police officer who could speak at the event. So, Sergeant Smith went and did a phenomenal job. Chief Dominguez indicated she got fantastic feedback. Sergeant Smith used it as a forum to be able to push and showcase the Department and used it as recruitment tool. They go out with recruitment files when any of the District Mangers do walks in the neighborhood, the city is doing some clean-up walks, the team takes the flyers to be able to touch all the neighborhood in this area that they are in. It's just not the recruitment team. Recruitment is 317 police officers. The Department is trying to get its name, its brand, its information out everywhere. It is important to engage with the community. Any information they can get out there to be able to recruit better within the community is a priority for the Department. She knows it is a priority for Sergeant Smith and his team. They do a great job and get everywhere that they can.

■ Commissioner Ribeiro thanked Chief Dominguez. She added that she thought it was important. To Reverend Kimber's point just sharing information with the Clergy Association that information can be given to the members of their churches and different community organizations.

■ Commissioner Ribeiro indicated that she knew this was a critical issue and that it is of interest to the community and to a lot of the people on this videoconference. The members of the public may have comments and questions. The Board will not get into those comments and questions now. The Board definitely request and require public input. So, if anyone has any comments and questions, she can be contacted directly or contact Chief Dominguez. They will certainly engage the Commission and respond back to your comments because we want to have that engagement with the community. Questions and comments could be directed to her through the Chief's office and to Chief Dominguez. Make sure the information addressed to the Commission so it could respond to comments and questions directly.

PERSONNEL MATTERS

1. Consideration and vote on the recommendation of Interim Chief Dominguez that the following be promoted to the rank of **Lieutenant** from the Eligibility List #21-27:
 1. #1 - Derek Werner
 2. #2 - David Portela
 3. #3 - Justin Marshall
 4. #4 - Brian McDermott
 5. #5 - Brendan Borer

6. #6 - Ryan Przybylski
7. #7 - Jason Weted
8. #8 - Michael Fumiatti
9. #9 - Dana Smith

- Chief Dominguez introduced each sergeant.
- The sergeants gave the Commission some background information after which they were asked questions.

** Commissioner Walker Motioned to Promote the following candidates that were presented to the Board by Chief Dominguez:

Sergeant Derek Werner
Sergeant David Portela
Sergeant Justin Marshall
Sergeant Brian McDermott
Sergeant Brendan Borer
Sergeant Ryan Przybylski
Sergeant Jason Weted
Sergeant Michael Fumiatti
Sergeant Dana Smith.

** Commissioner Meares seconded
** Motion passed unanimously

- The newly promoted lieutenants were congratulated.

2. Consideration and vote on the recommendation of Interim Chief Dominguez that the following be promoted to the rank of **Sergeant** from Eligibility List #21-08:

1. #10 - Christopher Alvarado
2. #11 - Steven Spofford
3. #12 - Michael Criscuolo
4. #13 - Eric Eisenhard
5. #14 - Donald White III

** Commissioner Lawlor moved that the following five candidates recommended by Chief Dominguez be promoted to the Rank of Sergeant:

Officer Christopher Alvarado
Officer Steven Spofford
Officer Michael Criscuolo
Officer Eric Eisenhard
Officer Donald White III

** Commissioner Walker seconded

** Motion passed unanimously

■ The newly promoted sergeants were congratulated.

3 Consideration and vote on the recommendation of Interim Chief Dominguez that the following candidates from Civil Service Eligibility List #21-13 (Lateral Police Officer) be hired:

1. #3 - Jordan Lytle
2. #5- Stephanie James

■ Commissioner Ribeiro indicated that they had an opportunity to meet and speak with these candidates previously. So, they need not speak.

** Commissioner Walker motioned follow Chief Dominguez's recommendation to hire the following candidates:

Jordan Lytle
Stephanie James

** Commissioner Meares seconded

** Motion passed unanimously

■ Commissioner Ribeiro asked that Chief Dominguez give some information about where the two laterals came from.

■ Chief Dominguez indicated that Mr. Lytle was not a police officer at the time. However, our requirement is that as long as an officer is still certified, he or she is not required to be actively working in a police department. So, that allows Mr. Lytle to take the Department's tests and come over as a lateral candidate. Officer Stephanie James used to work at the Department. She left the Department to go over to the Yale Police Department. She has returned to the Department. They are excited to have both of these candidates. Officer James and Mr. Lytle would positively impact the Departments staffing levels and provide some respite for some of the officers who have been ordered to work 16-hour days many days in a row.

4 Discussion and action on the recommendation to remove the following candidates from Eligibility List #21-01:

1. #17 - Jamarr Daniels
2. #27 - Jacob Russo
3. #31 - Daniel Patterson
4. #34 - Andrew Hoover

■ Commissioner Ribeiro asked if the candidates had been asked if they would like to be heard in an open session or closed session. Chief Dominguez replied that all had opted for a closed session.

- ** **Commissioner Meares moved to Enter Executive Session to Discuss Personnel Matters**
- ** **Commissioner Lawlor seconded**
- ** **Motion passed unanimously**

The Board entered Executive Session at 7:59 p.m.

- ** **Commissioner Meares moved to Exit Executive Session**
- ** **Commissioner Walker seconded**
- ** **Motion passed unanimously**

The Board exited Executive Session at 8:50 p.m.

- ** Commissioner Meares moved to act on the recommendation by Chief Dominguez that, #17, Jamarr Daniels, be removed from the Eligibility List #21-01
- ** Commissioner Walker seconded
- ** Motion passed unanimously

- ** Commissioner Walker motioned to remove Candidate Jacob Russo from the Eligibility List #21-01
- ** Commissioner Meares seconded
- ** Motion passed unanimously

- ** Commissioner Walker motioned to remove Candidate Daniel Patterson from the Eligibility List #21-01
- ** Commissioner Meares seconded
- ** Motion passed unanimously

- ** Commissioner Walker motioned to remove Candidate Andrew Hoover from the Eligibility List #21-01
- ** Commissioner Meares seconded
- ** Motion passed unanimously

5 Consideration and vote on the recommendation of Interim Chief Dominguez that the following candidates from Civil Service List #21-01 (Police Officer) be hired:

1. #1 - Tyler Evans
2. #3 - Tonisha Berrios
3. #4 - Andrea Moore
4. #11 - Chantel Davis
5. #14 - Adrian Tudor
6. #20 - Marelyn Vega
7. #26 - Jake Dobosz

- ** Commissioner Walker motioned to table the recommendation to hire Candidate Tyler Evans

- ** Commissioner Miranda seconded
- ** Motion passed unanimously

- ** Commissioner Walker motioned to follow the recommendation by Chief Dominguez to hire Candidate No. 3, Tonisha Berrios, from the Eligibility List #21-01
- ** Commissioner Miranda seconded
- ** Motion passed unanimously

- ** Commissioner Walker motioned to follow the recommendation by Chief Dominguez to hire Candidate No. 4, Andrea Moore, from the Eligibility List #21-01
- ** Commissioner Miranda seconded
- ** Motion passed unanimously

- ** Commissioner Walker motioned to follow the recommendation by Chief Dominguez to hire Candidate No. 11, Chantel Davis, from the Eligibility List #21-01
- ** Commissioner Miranda seconded
- ** Motion passed unanimously

- ** Commissioner Walker motioned to follow the recommendation by Chief Dominguez to hire Candidate No. 14 , Adrian Tudor, from the Eligibility List #21-01
- ** Commissioner Miranda seconded
- ** Motion passed unanimously

- ** Commissioner Walker motioned to table the recommendation by Chief Dominguez to hire Candidate No. 20, Marelyn Davis, from the Eligibility List #21-01
- ** Commissioner Miranda seconded
- ** Motion passed unanimously

- ** Commissioner Walker motioned to table the recommendation by Chief Dominguez to hire Candidate No. 26, Jake Dobosz, from the Eligibility List #21-01
- ** Commissioner Miranda seconded
- ** Motion passed unanimously

INTERNAL AFFAIRS REPORT

■ Commissioner Ribeiro indicated that in the interest time the Internal Affairs Report will not be read into the record which had been sent to the Board previously. Any questions regarding this report could be forwarded to Captain Zannelli.

RETIREMENTS (For Board information only)

Lieutenant Mark O’Neill - eff., June 30, 2021

RESIGNATION (For Board information only)

There were none.

RECRUITMENT/SELECTION COMMITTEE REPORT

■ Commissioner Ribeiro indicated that there was nothing much to add given Chief Dominguez's presentation earlier.

EFFICIENCY COMMITTEE REPORT

There was none.

FINANCE COMMITTEE REPORT

There were none.

■ Commissioner Ribeiro indicated that Ms. Ramona Davis, the Board's secretary, would be leaving the Department. She wanted to acknowledge her on this videoconference. She has been a secretary to the Board for a number of years now probably five or more years. She has been instrumental to this Board. She has been great and a pleasure to work with. We are certainly going to miss her as our secretary. She would remiss if she did not acknowledge her and thank her for service to this Board. She was the Board's ears and eyes in making sure that the commissioners were on track. She thanked Ms. Davis and wished her good luck in her next endeavor.

■ Ms. Davis thanked the Board.

■ Commissioner Ribeiro indicated that the Board would look to get another secretary. She wanted on to congratulate all those who were promoted or hired. The Board looks forward to working with each one of them. She thanked the public for bearing with the Board this evening. The Board looks forward to seeing them at its next meeting.

** Commissioner Lawlor moved to Adjourn the Regular Meeting.

** Commissioner Walker seconded.

** Motion passed unanimously

The next regular meeting will be on September 14, 2021.

The Board adjourned at 9:15 p.m.

Respectfully submitted,

Sotonye Otunba-Payne