



POLICE COMMISSION

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MINUTES OF SPECIAL MEETING
BETHEL POLICE COMMISSION
MONDAY, MAR 4, 2013

BETHEL POLICE DEPARTMENT-CONFERENCE ROOM

ATTENDING:

CHAIRMAN MIKE DUFF
VICE CHAIRMAN HUGO GRECO
COMMISSIONER CHRIS MCCOLLAM
COMMISSIONER RICHARD KOLWICZ
CHIEF JEFFREY FINCH
COMMISSIONER DAN GROSSO

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Chairman Mike Duff opened the meeting at 2:00 p.m. The Commission pledged allegiance to the flag. Present also were Captain Bruckenthal and the top three candidates: Off Burnes, Cpl Pugner and Det Bryce.

1. Police Sergeants Test

Chief Finch explained the Department's testing and promotional procedure as openings become available. Only two ranks are recognized and controlled substantially by contract language, Sergeant and Lieutenant. Captain Cedergren's retirement with his place taken by Sergeant, now Captain Bruckenthal, created the most recent opening in the rank of Sergeant. Past sergeant tests have been held in 2000, 2001 and 2007. Captain Bruckenthal's former capacity was as an administrative sergeant, overseeing computerization and the Dispatch Center, fulfilling the need of the time. The Chief desires to now fill the vacant position as a sergeant of the uniform division rather than the former administrative capacity. Six sergeants would allow for a more balanced two on each shift. Chairman Duff asked about the responsibilities of the position. The Chief described it as "direct management and supervision of the uniformed patrol officers in answering calls and service to the public". During the midnight shift and during weekends and holidays when the Chief, Captain or Lieutenants are not present the Sergeant is in overall command. Chairman Duff also asked about the preliminary test results in the hands of the Commissioners, its ramification and impact upon the Commission. The Chief explained, to be fair in the selection of an officer to be promoted, there was contractual language and past practice concerning promotions. The Chief read the applicable portion of the contract referring to "promotion made only after administration of a written and oral examination from which an eligible candidate for promotion shall be scored and ranked". "Scored and administered by a recognized independent testing service". "For each promotional position to be filled the Board of Police Commissioners may choose from among the top three highest composite scores". Similar conditions and regulations are common in many police departments according to the Chief. The percentages themselves are controlled

by policy. The Department hired a recognized and established testing agency, Larry Jetmore, who has been doing these types of tests for the last 15+ years. Policy assigned weighted percentages are assigned to 1) the written exam; 2) the oral portion conducted by ranking officers of other departments; 3) a personnel evaluation portion conducted by sergeants and lieutenants familiar with the candidates' past job performance and opinion of future performance; 4) a numerical value applied to candidates based upon seniority. The results have been posted since Feb 8th. All candidates affirmed their availability during the executive session for invitation into the meeting if required.

- 2) Executive Session
To consider a Sergeant's position

Motion by Comm Greco to go into executive session; seconded by Comm Grosso – unanimous.

Chairman Duff asked the Chief and Captain to remain.

At 2:55 the Commission came out of Executive Session

- 3) Discussion and/or Nominations For Promotion to Sergeant
Chairman Duff asked that if any Commissioner feels the need for a personal interview to put the motion on the table. None was forthcoming. Nominations were opened for the position of Sergeant.

Nomination by Comm Greco to promote to Sergeant Steve Pugner effective March 20th 2013 at the next regular commission meeting; seconded by Comm McCollam. No other nominations were made. The voice vote was unanimous in promoting Steve Pugner to Sergeant on March 20th 2013. Chairman Duff added that the Commission decision was extremely difficult since "absolutely three stellar people" were candidates.

At 2:58 motion by Chairman McCollam to adjourn; seconded by Comm Kolwicz – unanimous.

Respectfully Submitted,



Ferdinand Miller Jr

Secretary