



TOWN OF MADISON
CONNECTICUT
06443-2563

Fillmore McPherson,
First Selectman
William Gladstone
Al Goldberg
Noreen Kokoruda
Joseph MacDougald

MEETING DATE:

Thursday, January 6, 2011

MEETING PLACE:

James Madison Room (Room A) - Town Campus

**Special Board of Selectmen Meeting
Minutes**

First Selectman McPherson called the Special Meeting of the Board of Selectmen of Thursday, January 6, 2011 to order at 3:00 p.m. Present were Selectmen McPherson, Goldberg, Kokoruda, MacDougald, and Gladstone.

Regular Session

1. Discuss and take action on Special Appropriation request of \$500,000 from Selectmen's Office to establish and fund a reserve fund to smooth the increase in debt service payments over two years; use funds already obtained from taxpayers to lessen impact of bond issues.

MOVED by First Selectman McPherson and seconded by Selectman Gladstone to approve **Special Appropriation request of \$500,000 from Selectmen's Office** to establish and fund a reserve fund to smooth the increase in debt service payments over two years; use funds already obtained from taxpayers to lessen impact of bond issues.

DISCUSSION: First Selectman McPherson commented the Town has issued bonds within the last year in the amount of approximately \$14M for the Griswold Airport purchase and the Senior Center/Ambulance Center. With municipal bonding debt - the biggest bite is earlier in the bonding cycle. In the undesignated fund account we have a balance of \$1.5M which has not been assigned to any projects/events; we have not had to dip into it to pay any extraordinary events, therefore, the money is available. This request is to establish and fund a Reserve Fund to smooth the increase in debt service payments over three years; using funds already obtained from taxpayers to lessen the impact on bond issues. Selectman Kokoruda stated anything we can do to mitigate a tax increase is good. Selectman Gladstone suggested paying back this money once the debt service requirements decrease in FY 14-15 - he would like to see this undesignated fund replenished.

VOTE: This motion was approved unanimously.

2. Discuss proposed **Police Plan of Organization**.

DISCUSSION: Eric Thornburg, Chairman of the Board of Police Commissioners, presented the proposed Police Plan of Organization. This has been a year of firsts: Chief Drumm was hired January 2010, a new Police Commission has exemplified leadership through service, a strategic plan has been

developed and implemented, and department transformation is in progress. He presented the successes and challenges of 2010. He then outlined the Plan of Organization.

- (a) Create the position of Captain to oversee operations of the department, reporting directly to Chief Drumm
- (b) Through attrition, ultimately decreasing Lieutenants from 4 to 2 - one Lieutenant for CID reporting and one for administration (to drive the CALEA accreditation through the process)
- (c) Depending on which officer is promoted to Captain, decreasing Sergeants from 5 to 4 - to oversee each of the shifts and 1 swing shift and 1 CID. As the Lieutenants' positions are eliminated in operations, they would be replaced with Sergeants
- (d) Once Plan of Organization fully implemented, the MPD would have 1 Chief, 1 Captain, 2 Lieutenants, and 6 Sergeants
- (e) With no increase in FTE's above the 28 sworn officers approved in the FY 2010-11 Fiscal Year

The Commission is not proposing any reduction in force or increase in positions. There would be an \$11K annual increase impact in the Wages line item. Next steps: to brief community leadership, announce plan to police officers, gain Board of Selectmen support for budget transfers, post the new positions, interview candidates and make selection - for implementation in the First Quarter of 2011.

Selectman Goldberg commented he hopes the Board of Selectmen endorses this plan; it will put into place some wonderful changes - it is a huge step. Selectman Kokoruda commented we have all noticed the positive changes in the Police Department; this idea of reorganization has been in the works for some time. Selectman MacDougald stated there are so many positive changes; we should give them the management changes they need. Selectman Gladstone appreciates the use of line item transfers for this fiscal year; but if it is difficult, the Police Department should come back to the Board of Selectmen for a Special Appropriation request. First Selectman McPherson commented this is a good structure; initiating a second in command position is a good thing. Chief Drumm commented these proposed changes/chain of command are essential for effective management; we are very mindful of the economic times; we are looking for the least amount of fiscal impact.

3. Personnel Strategy - HR Manager

DISCUSSION: First Selectman McPherson stated our Manager of Human Resources, Rita Umile, has submitted her resignation; she will depart in a couple of weeks. We are exploring both short-term and long-term expertise. The position will be advertised on the CCM website beginning tomorrow, January 7, 2011. Selectman Goldberg would like to see a member of the Board of Selectmen participate in the selection process. Selectman MacDougald suggested exploring the idea of combining the Board of Education and Town of Madison human resources departments again.

4. Adjournment

There being no objections, First Selectman McPherson adjourned the Special Board of Selectmen Meeting at 3:58 p.m.

Respectfully submitted,

Judy Palmer
Recording Secretary