

RTM Meeting January 4, 2022

The call

1. To take such action as the meeting may determine, upon a request by the Finance Director and the Personnel/Human Resources Director, to approve (i) the transfer of the obligation for payment of the frozen accrued benefits for certain public safety supervisory employees under the Fire Pension Fund and Police Pension Fund to the Retirement Plan for Non-Union Supervisory Employees (the "NUSE Plan"); (ii) the amendment of the NUSE Plan to permit in-service retirement benefit payments to certain Police participants who are eligible for normal retirement benefits under the NUSE Plan; (iii) the authorization of the First Selectperson to offer eligibility for in-service retirement benefit payments under the NUSE Plan to other Police or Fire participants in the NUSE Plan who are otherwise eligible for normal retirement benefits; (iv) the amendment of the NUSE plan to require cessation of benefit accrual by any participant who has commenced in-service retirement benefit payments; and (v) the authorization of additional ministerial actions to effectuate these resolutions.
2. To take such action as the meeting may determine, upon the recommendation of the First Selectwoman, to approve the appointment of Deputy RTM Moderator, Lauren Karpf, to serve as the Town's alternate representative to the Western Connecticut Council of Governments per subsection (b) of Section 2-4 of the Code of Ordinances, for the term effective November 2021 through November 2023.
3. To take such action as the meeting may determine, upon the recommendation of the Board of Finance and a request by the Deputy Chief of Police, to approve an appropriation in the amount of \$843,844.40 to purchase Body and Vehicle Dash Cameras, Helmet Cams, Modems, WiFi Access Point, Building Security Cameras and Tasers.
4. To take such action as the meeting may determine, upon the request of at least 20 electors, to adopt an ordinance to establish a Civilian Police Review Board. (First reading. Full text available in the Town Clerk's Office).

The meeting

Good evening. This meeting of Westport's Representative Town Meeting is now called to order and we welcome those who are joining us this evening. My name is Jeff Wieser and I am the RTM Moderator, and I also wish all of you a very Happy New Year. Pursuant to Sections 163-167 of Senate Bill 1202, there is not a physical location for this meeting. This meeting is being held electronically and live streamed on westportct.gov and shown on Optimum Government Access Channel 79 and Frontier Channel 6020. Meeting materials will be available at westportct.gov along with the meeting notice posted on the Meeting List & Calendar page. As we get into the meeting, Members of the Westport electorate attending the meeting by telephone or video may comment on any agenda item. Comments will be limited to three minutes. Emails may be sent to RTMmailinglist@westportct.gov, which goes to all RTM members. These emails will not be read aloud during the meeting.

Tonight's invocation will be delivered by Danielle Dobin, Chair of the Planning and Zoning Commission. That's how we know her. She has a very distinguished career as a

Staff Assistant to U. S. Senator Bob Graham. She is a graduate of Georgetown Law School, former member of the real estate group, Skadden Arps, a New York Law Firm, founder of her own boutique real estate investment firm; she served as a contributing writer to Forbes Magazine; she has been a guest contributor on MSNBC. The list goes on but I will turn you over to Danielle Dobin, as we know her, Chair of the Planning and Zoning Commission in Westport. Thank you for being here Danielle.

Invocation, Danielle Dobin:

Thank you so much for having me. It's so wonderful to see all of you. It is truly an honor to be with you tonight. Our community enjoys so many blessings but also faces clear challenges – from continuing town services and school despite new covid-19 variants to our terrible local traffic - but this new year also brings new hope and opportunity. Westport has attracted a tremendous number of new residents. Our town is led by a new Chief Executive Jen Tooker and her team who bring their own rich experience at the Board of Finance, the Board of Education and the RTM to our new Board of Selectwomen. Here in this virtual room, I see many new faces, some who have long engaged in civic service in Westport others with impressive resumes from the private sector. Regardless of what experience you all bring with you, I want to recognize in advance of the coming session, the time and effort you will bring to your work here. Serving on the RTM is certainly not glamorous and more often than not it is thankless with constituents far more likely to call you to complain than to say thank you. It is, of course, without financial compensation, and your service often takes your time away from professional endeavors. But nonetheless, you will all show up, not just to hearings that can stretch past midnight but to multiple committee meetings, coffees with constituents and to the public hearings of other boards and commissions. Our nation's founders envisioned an active citizenry informed by civic virtue where devotion to the success of the community would be prioritized over devotion to oneself. The members of the RTM truly live these values which are more important than ever because the pandemic has fractured our natural and organic community conversations. As a result of COVID, we simply don't meet as much to chat on the sidelines of the soccer field, or at events at the library or grabbing a drink downtown and we even hesitate to stop to chat when we run into each other at the grocery store. All of us are trying so hard to keep our families safe but we have lost something – a connection to each other, those informal conversations where we catch up about the town and learn about what is and isn't working. During this particular time, this RTM community, the 36 of you that represent every corner of Westport will play an outsized role in continuing our community dialogue. Your discussion and debate – your representation of all of our interests – matters more than ever. Particularly as we acknowledge Thursday's anniversary of the Jan 6th attack on the Capitol, I am so deeply grateful that you are here practicing democracy – working collaboratively in a nonpartisan manner for our community. You carry with you the desire of all of us new and old Westport residents, to preserve and enhance our quality of life while ensuring our local government reflects our values. Knowing your commitment to our town, I know you will assume this responsibility with grace. There will likely be long nights and passionate debate with new members carving out their niche amongst the veterans. I look forward to watching and I wish you all the best as you embark on this new legislative and budget season. At the P&Z Commission,

we will occasionally bring a glass of wine (or something stronger) with us to a hearing. Tonight, on behalf of my fellow P&Z commissioners and all our Westport residents, I want to raise a toast to all of you. Here's to democracy, civic duty, community and a healthy 2022! And now please join me for the Pledge of Allegiance.

Mr. Wieser:

Thank you for those very nice comments. You are welcome to stay for the RTM meeting but, having sat through a few town meetings, I suspect you have something much better to do with your evening; so feel free to disappear whenever you wish.

Matthew Mandell, district 1:

Mr. Moderator, I will make a new video with the new members so expect it by February.

Mr. Wieser:

You heard it here. Thank you. We will look forward to that.

Announcements:

The minutes of the December meeting have been posted on the Town website. Are there any corrections to minutes at this time? If there are none, the minutes are accepted as submitted. If you later find any corrections, please inform Jackie Fuchs, Jeff Dunkerton, or me.

Birthday Greetings for January go to Jack Klinge, Lou Mall, Brandi Briggs and Mark Friedman. Congratulations to all!

We will have announcements from members in a minute, but we are beginning the announcements with a few comments from our First Selectwoman, Jen Tooker.

First Selectwoman, Jen Tooker:

Thank you Mr. Moderator. Happy New Year everyone. It would be lovely to see you in person but here we are again. I hope everybody is staying healthy. Thank you Mr. Moderator for allowing me to make a quick announcement. The Civilian Review Panel which you all know is in existence has been operating for about one year and it has been conducting the work as described in its Mission Statement and charter with three members. Prior to the election, it was myself and Melissa Kane, as the two members of the Board of Selectmen who are not the First Selectman, and Harold Bailey, as Chair of TEAM of Westport, as an appointee from TEAM Westport. Since the election, I did reconstitute the panel because that is the responsibility of the First Selectman to do so and now Andrea Moore and Candace Savin are sitting on the panel as the Selectpeople who are not the First Selectperson and Harold Bailey remains as the TEAM Westport member and representative. The original Mission Statement gave the First Selectman the task of appointing an additional two members. It is meant to be a five member panel. I have changed the Mission Statement and the charge and it now states that the RTM will appoint the two additional members. So, I am here tonight asking the RTM to accept that responsibility as written and as changed in the revised Mission Statement and charge. Jeff, do you want to mention process?

Mr. Wieser:

Thank you. I think that is exactly the point. We have been requested. It will now go through our process which is the committee hearing of Public Protection primarily and we will decide through Public Protection and through that process essentially, whether or not we want to accept that charge and whether or not we want to appoint people. That will be up to the committee to recommend and the RTM to approve. We have a First Reading tonight of the ordinance that we looked at a few months ago that is coincidental to this. It really provides the RTM with a couple of options to look at this as we go through it and this will be part of the process. We are not here to debate tonight or talk about it tonight. This is just the start of the process to get to something I think we all agree we are hopeful to get to when we talk about it at some length. So, thank you, Ms. Tooker. We will take that up with the Public Protection Committee and the Ordinance Committee as we move forward with it over the next month.

RTM Announcements

Mr. Mandell:

Happy New Year everybody. I have two different announcements with two different hats. First, Chamber of Commerce: Over the last two weeks with the Corona virus and Omicron taking over everything, the Chamber has requested that businesses that have forward facing individuals working, that they should be masked. We should do this because it is good health policy but we are also trying to encourage that it is good business policy. At the moment, we are in a workforce crisis that I've never seen before and I'm not sure any of us have ever seen where supply lines are broken down and people can't come to work. It's an easy principle. If your forward facing individuals get sick and can't come to work, your business will suffer. Most of all it's a health issue. Protect the people that work for you. Protect the people that come into your business, but also make sure that your business keeps going because the financial and economic aspects of your business must function properly. So, the Chamber is out there trying to make sure that the town is safe and keeps working properly. The second is, as RTM Chair of Planning and Zoning, I want you to know that tomorrow, the Planning and Zoning Subcommittee on Revisions will be hearing and talking about five different issues. One is protection of trees. Another is what can we do with Baron's South in terms of organized activities that are not sports-related. They will also be talking about downtown and the 10,000 s.f. maximum on businesses there, second floor use of retail and, also, whether or not art should be considered part of coverage. So, if anybody is interested in what we are doing in town in terms of Planning and Zoning, tomorrow at noon. The link is on the town's website so tune in, check it out and you'll learn what's going on. Another announcement from P&Z, in their December meeting, they decided to change their meeting day from Thursday to Monday. So, moving forward in February, all P&Z meetings will be taking place on Monday night, not Thursday. So, again, Happy New Year everybody. For those of you who are new, I will be contacting you to have you say the pledge of allegiance on a video and I will cut you into the video for February.

Wendy Batteau, district 8:

Happy New Year. Environment Committee people, the P&Z meeting tomorrow is going to take up two issues that we've been interested in for a while so I hope you'll be able to attend or watch the recording of the meeting, particularly the trees issue and the Baron's South issue. Also, Matthew, I missed the last pledge of allegiance, so will you please cut me in too?

Mr. Mandell: Absolutely. You'll have to send me the video though.

Cathy Talmadge, district 6: Me too. I missed it too.

Mr. Wieser:

I think I checked it and I don't think there are 36 words in the pledge of allegiance which gives Matt a particular challenge.

Mr. Mandell:

I am going to have to pick and choose but, basically, you say the pledge very slowly saying the words separately and I pick off each word. I think Jeff's right. We are a little shy so maybe we'll double up some people.

Ms. Batteau: You could do harmony, Matt.

Jimmy Izzo, district 3:

I would just like to piggyback on what First Selectwoman Tooker just stated. RTM Public Protection will meet next week so I will be sending out an email to our members and we will get the ball rolling on this. Jeff, I will include you on the email. Just so the public knows about this, we have not forgotten about this. This has been on our minds since we were last in session. We have been on break for a while and we haven't had time to get our feet wet with our new committee. I promise the public that we are on this right away.

Lauren Karpf, district 7:

The Board of Ed. will be meeting on Friday with the administration. It's the all-day meeting that happens once a year. Right now it is scheduled from 8 a.m. to 4 p.m. at the library. It will be on the town website after the fact for those who can't make it. Also, the budget books are coming soon so stay tuned.

Mr. Wieser:

The Board of Finance is meeting tomorrow night on a couple of ARPA funding requests so, for the Long Range Planning Committee especially, it might be worth listening in. Are there any other RTM Committee meetings planned?

Jack Klinge, district 7:

Long Range Planning, I have been in touch with you all. Please be sure you get a copy of the documents from Jeff Dunkerton regarding the ARPA funding, any minutes written about our meetings back in November and October, and be fully informed. I am looking for a meeting with the First Selectperson, hopefully, this week. Ms. Tooker and I will

have a discussion of how she wants the RTM to get involved in this whole process of project review and prioritization. Jeff Wieser will also be involved in that and we'll let you know how we are going to proceed with all the committees involved in particular projects.

Assuming that the business of our meeting is completed tonight, the next regularly scheduled meeting of the RTM will be on February 1st at 7:30 p.m.

All 36 members are present.

Mr. Wieser:

If you should need to leave the meeting prior to our conclusion this evening, please let us know by email or text, please.

The secretary read item #1 of the call – To approve (i) the transfer of the obligation for payment of the frozen accrued benefits for certain public safety supervisory employees under the Fire Pension Fund and Police Pension Fund to the Retirement Plan for Non-Union Supervisory Employees (the “NUSE Plan”); (ii) the amendment of the NUSE Plan to permit in-service retirement benefit payments to certain Police participants who are eligible for normal retirement benefits under the NUSE Plan; (iii) the authorization of the First Selectperson to offer eligibility for in-service retirement benefit payments under the NUSE Plan to other Police or Fire participants in the NUSE Plan who are otherwise eligible for normal retirement benefits; (iv) the amendment of the NUSE plan to require cessation of benefit accrual by any participant who has commenced in-service retirement benefit payments; and (v) the authorization of additional ministerial actions to effectuate these resolutions.

Presentation

Attorney Floyd Dugas, Berchem and Moses, Labor and Employment Counsel to the town of Westport:

As a reminder to those of you on the RTM in June of 2021 and for the benefit of those who were not, on June 15, 2021, you passed a resolution which essentially permitted for the removal of the non-union management of the Police and Fire Departments from the Police and Fire Pension Funds respectively over to the Non-Union Supervisory Pension Fund which is where all the other department heads in the town are located. Essentially, what we are asking you to do now is the second part of that process that addresses a number of technical changes to the Non-Union Supervisory Plan to effectuate that change but, also, to permit what is known as an in-service distribution which essentially freezes the accumulation of any other benefits under the pension plan but allows the individuals, if they're eligible for normal retirement, to begin to collect their pension benefit while also being, effectively, rehired by the town on a relatively short-term basis. The intent of this, as Mr. Chetcuti can further articulate, is to essentially keep the Chiefs in place; to allow for the continued good management of the town and the training to begin the process of a transition. Mr. Conrad can speak to the economics

of it but essentially it's a wash from a financial standpoint to the town and specifically what is being sought today is for the obligation to make the payments to be transferred from the Police and Fire Pensions over to the Non-Union Supervisory Pension Plan. Importantly, the net cost to the town from an actuarial standpoint is neutral regardless of where that obligation lies. That is the first thing being requested by the resolution. The second piece is to explicitly permit what is talked about here which is the in-service distribution because the current NUSE (Non-Union Supervisory) Plan does not specifically contemplate and permit that. The third request that is being made here is this isn't an automatic thing. This would put it in the hands of the First Selectperson to determine whether it's in the best interest of the town on a case by case basis to permit that to happen so, by its very nature, it's a very limited arrangement that is being contemplated. Then there's a resolution that allows for the cessation of benefits. Without that amendment, they would continue to accrue benefits under the NUSE plan but, again, that's just a technical amendment that since they are collecting a benefit that they don't continue to accrue additional benefits. The very last resolution is to just allow the town, through pension counsel in cooperation with Mr. Chetcuti and Mr. Conrad to make any technical filings or changes that need to be made to effectuate these changes. That's basically an overview of the background and what you're being asked to approve tonight. Ralph, is there anything you want to add?

Ralph Chetcuti, Personnel Director:

Not really. I think you've summarized it pretty distinctly. Gary, would you like to describe the financial aspect of it before we have questions?

Gary Conrad, Finance Director:

The only thing I would add to this is as we bring the two people back, that is the Chief of Police and the Deputy Chief, they are entitled to the retirement and it actually saves the town about \$122,000/year.

Committees Report

Public Protection, Employee Compensation and Finance Committees, Lou Mall, district 2:

This is a joint report for the three committees that met on Tuesday, December 21, 2021 via Zoom to discuss the proposed changes to the retirement plan for non-union supervisory employees. I'm not going to list everyone who was there since it was three committees. It's in the report. I do want to acknowledge the guests that we had:

Ralph Chetcuti, Gary Conrad and Eileen Flug from the town of Westport; Floyd Dugas, Attorney, Berchem, Moses & Devlin; George Kasper, Attorney, Pullman & Comley; and Becky Sielman, FSA, Consulting Actuary, Milliman. Others in Attendance were Jeff Wieser, Moderator, RTM and Peter Gold, RTM district 5. I do want to say that any members of the RTM Committees were absent that night, it was through no fault of their own due to a glitch in communications. My apologies and, hopefully, we have resolved the problem. The purpose was to recommend to the RTM to the resolution that you have. I will skip to the presentation that was made that evening. Gary Conrad, Finance Director for the Town, led the discussion by stating that there was no need for Board of Finance approval because this did not entail an appropriation but, in fact,

produced a savings for the Town. The changes being made to the Retirement Plan for Non-Union Supervisory Employees (the "NUSE Plan") does not change an employee's eligibility to retire, but it does give the First Selectwoman the power to bring back an employee for a transition period until a new employee can be hired. In this case, it involves the Chief and Deputy Chief of Police. Floyd Dugas, labor and employment counsel for the Town, expanded on this as Part II of the action the RTM took in June, 2021, to transfer non-union supervisors from the Fire and Police Pension Fund to the NUSE Plan. Benefit Attorney Sharon Freilich (who was unable to attend) from Pullman & Comley had determined there was a need to amend the NUSE Plan. The action needed is to 1) unfreeze the accrued benefits for certain supervisory employees; 2) amend the plan to allow in-service withdrawals; 3) give authorization to the First Selectperson to offer eligibility, on a case-by-case basis, to other Police and Fire participants of the NUSE Plan; and 4) to amend the Plan to require the cessation of benefit accrual to anyone who has commenced an in-service retirement benefit payment. Becky Sielman, Consulting Actuary to the Town from Milliman, went through the Before and After actuarial assumptions of in-service withdrawals and Normal Retirement Date (NRD) to state that this revision does not impact the pension liability at all. Members of the RTM asked questions and sought clarification on the revisions. It was noted that similar action has been taken in the past by the Board of Education offering similar in-service withdrawals. Also noted was the fact that this action had no impact on the town Budget, in fact produced a savings of approximately \$123,000. The agreement to return until successors have been fully trained covers the Police Chief for three years and the Deputy Chief for 15 months. Another clarification highlighted that only the First Selectperson can offer eligibility, not the employee. Further points made – in-service withdrawals can only be made after employee reaches Normal Retirement Date (NRD); the employee is no longer accruing further pension credits; payment is being made from the Trust and the employee is now covered under the retiree medical plan. They will continue to be covered under Worker's Compensation and Life Insurance. Finally, the question of First Selectperson authority to offer eligibility to some and not to others was raised. George Kasper, subbing for Sharon Freilich, attorneys from Pullman & Comley, left discretion out of the document and there are no non-discrimination requirements. Assistant Town Attorney Eileen Flug explained that our committees were voting on the entire resolution and not parts of it. Therefore, motions from all three Committees in favor of recommending approval of the proposed resolution, Sal Liccione and seconded by Andrew Colabella (Public Protection); Don O'Day and seconded by Nancy Kail (Finance); Nancy Kail and seconded by Jay Keenan (EE Comp); passed as follows: Public Protection: 8 – 0 in favor, Finance: 6 – 0 in favor, Employee Compensation: 5 – 0 in favor.

The Employee Compensation Committee adjourned while Finance and Public Protection continued with agenda item 2.

Respectfully submitted, Louis M. Mall, Employee Compensation Chair.

Mr. Wieser:

We now turn to the Westport Electorate: Members of the electorate who raise their hands to speak during the public comment period for each agenda item will be called upon by the Moderator. Please remain on mute until you are recognized to speak and when you are finished speaking. Public comments are limited to three minutes. We ask that you avoid repeating comments already made and you identify yourself while speaking.

Members of the Westport electorate – no comments

Ms. Karpf read the resolution and it was seconded.

RESOLVED: that the obligation for payment of the frozen accrued benefit for the Police Chief, Deputy Police Chief, Police Department Captains and Lieutenants who held those positions on June 15, 2021 under the Police Pension Fund and the frozen accrued benefit for the Fire Chief, Deputy Fire Chief and the Fire Marshall who held those positions on June 15, 2021 under the Fire Pension Fund (such Police and Fire Department supervisory employees being aggregately referred to as the “Public Safety Supervisory Employees”) be transferred to the Retirement Plan for Non-Union Supervisory Employees of the Town of Westport (the “NUSE Plan”) and that upon such transfer the NUSE Plan shall assume the obligation to pay the transferred benefits plus any additionally accrued benefit under the NUSE Plan to such Public Safety Supervisory Employees in accordance with the terms of the NUSE Plan; and it is FURTHER RESOLVED, that the NUSE Plan be amended effective October 1, 2021 to permit in-service commencement of retirement benefit payments to Chief of Police Fotios Koskinas and Deputy Chief of Police Samuel P. Arciola on or after the attainment of the Normal Retirement Date; and it is FURTHER RESOLVED, that effective upon the date of the adoption of these resolutions a First Selectperson of the Town of Westport is authorized to offer the commencement of in-service distributions of accrued retirement benefits to any Public Safety Supervisory Employee participating in the NUSE Plan who has reached their Normal Retirement Date, if such First Selectperson determines, in his or her sole discretion, that an in-service distribution option is appropriate as an inducement to such participant(s) to remain employed; and it is FURTHER RESOLVED, that NUSE Plan be amended to require cessation of benefit accrual by any participant who has commenced in-service distribution of retirement benefits after attainment of the participant’s Normal Retirement Date; and it is FURTHER RESOLVED, that all action deemed appropriate and recommended by counsel to the Town to effectuate the foregoing resolutions, including, but not limited to the execution of any further plan amendments, including any amendment of the NUSE Plan to extend the in-service distribution option to other Public Safety Supervisory Employees, or other documents as may be necessary or advisable to effectuate the foregoing resolutions is hereby authorized.

Mr. Wieser:

Are there any comments from RTM Members? Members are asked to raise their hands electronically with one of the two buttons – either a blue hand or a yellow hand - and wait to be to be recognized. Be sure your mike and video are on when it is time for you

to speak, and state your name and district. Please limit your remarks to 10 minutes in the interest of fairness to others who wish to speak. Be sure your mike is turned off when you are finished. If you have further remarks to share at another time, please be as concise as possible.

Members of the RTM

Peter Gold, district 5:

Two really picky questions...Lou's report says that we were voting to "unfreeze accrued benefits" whereas the resolution says we're transferring obligations for frozen accrued benefits. My understanding is that we're not unfreezing the benefits that had accrued under the old plan; we are just transferring the obligation for those benefits. Is that correct?

Mr. Chetcuti: Yes. That is correct.

Mr. Gold:

So the resolution, as read, is correct. We are just transferring an obligation. The resolution also says that we can "make amendments to other documents as may be necessary to effectuate the foregoing". At the committee meeting, George Casper indicated that it may be necessary to amend the retiree medical plan or the medical plan, I forget which one, to make some technical changes to recognize this. Will this further resolution encompass that? Theoretically, we can pay out benefits in service without making a change to the medical plan document. Can you be a little bit more specific?

Eileen Lavigne Flug, Assistant Town Attorney:

I might defer to Sharon Freilich but I do see in the resolution the language is broad enough. It says "any further plan amendments" including any amendments to the NUSE plan. So, it seems broad enough to cover other plans but only to effectuate the resolutions above.

Mr. Gold:

Theoretically, I don't need to change the retiree medical benefits to allow people to have in-service withdrawals so it's not really effectuating the resolution.

Ms. Flug: Right. Sharon, are you familiar with this issue?

Sharon Freilich, Pullman and Comley:

I'm not sure why George mentioned that. I didn't understand that we would need to make any changes to retiree medical but, if we do, I know the NUSE plan provides for retiree medical and so, to the extent that we may need to tweak that section in connection with this in-service distribution, we'll look at that.

Mr. Gold:

I guess the answer is if we need to make a change and we need to come back to do it, we'll just come back to do it.

Mr. Wieser:

To clarify, the resolution is okay for now. If we have to tweak it we have to do something in the RTM?

Mr. Gold:

I think it's okay for now as I understand it and if there needs to be a change to a retiree medical plan or the medical plan and it is determined that it is not necessary to effectuate the foregoing resolution, we can always come back and have another resolution on that one.

Don O'Day, district 3:

I just wanted to say I'm fully in favor of this. The comment that Lou Mall had mentioned about the Board of Education having previously taken action similar to this is essentially my recollection from my time on the Board of Ed. It sounds particularly complicated but, if I can just, notwithstanding the very important things that were mentioned in the resolution, breaking it down as much as I can to make it easy to digest, is that, essentially, the First Selectperson has the ability to allow an individual, in this case, it's the Chief of Police and the Deputy Chief of Police, to begin to take their retirement benefits and simply to retire them. The benefit of retiring them is that it is an overall lower cost than if they had just been on the payroll with respect to the pension benefit, similar to what we experienced on the Board of Education. So, it's a win/win for really everybody. The town actually spends less money and they get to keep in the job two very experienced individuals. So, that's why I am supporting this.

Mr. Wieser:

I think this was handled very well by the three committees. It's a complicated process but it really whittles down to something that is very straightforward. So, thank you. So, we have a resolution and, since there were no amendments, on the advice of the Assistant Town Attorney, I don't have to read again. So, I thank Eileen Flug and I also thank Sharon Freilich for her attention to the complicated resolution and a fairly speedy resolution and amendment to it late last week; so, thank you for that help.

By roll call vote, the motion passes unanimously, 36-0.

The secretary read item #2 of the call - To approve the appointment of Deputy RTM Moderator, Lauren Karpf, to serve as the Town's alternate representative to the Western Connecticut Council of Governments per subsection (b) of Section 2-4 of the Code of Ordinances, for the term effective November 2021 through November 2023.

Presentation

Ms. Tooker:

As the call mentions, I am here tonight to ask you all to confirm the appointment of RTM Deputy Moderator Lauren Karpf as the town's alternate representative to the WestCOG.

Bear with me, veteran members of the RTM if you would indulge me and allow just a few minutes of explanation of what is the WestCOG. Since I am a new member of the WestCOG, I'll do my best to explain it. It's probably important to have a brief explanation for context before you all contemplate and consider this appointment.

The Western Connecticut Council of Governments (WestCOG) is one of nine regional councils of governments (COGs) established by Connecticut General Statute 8-31b. A COG is a regional authority consisting of chief elected officials (Mayors and First Selectmen or Women, in this case) of its member municipalities. COGs act as a forum to promote inter-municipality coordination and cooperation, and can provide a range of services. The COG structure also supports the Metropolitan Planning Organization (MPO) which promotes regional transportation and overall planning. COGs also play a key role in securing State and federal funding. While the intent is not to replace county governments, they do provide the opportunity to seek regional funding and create at-will operating consortiums that replicate the kinds of services that might traditionally be found with a county government structure. WestCOG consists of 18 member municipalities covering the western 2/3rds of Fairfield County, so it doesn't even follow the Fairfield County structure from Sherman, New Milford, Newtown, Ridgefield and Danbury to the North, to Greenwich, Stamford, Darien, Norwalk and Westport on the South, and all towns in between. Interestingly, not included are Fairfield, Easton, Monroe, Trumbull and Bridgeport. Some of the current issues or items that are being addressed by the COG are a regional broadband RFP, emergency management planning, a regional affordable housing plan and regional economic development initiatives. It also serves as a conduit to pursue State legislative action, particularly related to shared services and grant funding opportunities. As Westport's Chief Elected Official, I am the primary representative to WestCOG, which meets monthly. The State statute that established the COG structure calls for an alternate representative to be named from each municipality. The alternate must be an elected official. Westport's ordinance adopting that statute and authorizing the Town to join a COG (Sec 2-4) confirms that the First Selectwoman shall represent the Town on the COG. In addition, it states that the RTM shall appoint one of its members as an alternate to the COG, serving two years or until the next election of members of the RTM. It is with this background, I request that the RTM select and confirm the appointment of RTM Deputy Moderator Lauren Karpf as the Town's alternate representative to the Western Connecticut Council of Governments for the term effective November, 2021 through November, 2023. I have every intention of being an active member and leader. However, there will be instances where I cannot attend a meeting. Given Lauren's role as Deputy Moderator, she will have an excellent handle on issues that are important to Westport and will be able to, in my opinion, do a great job of representing Westport in my absence. I ask that you please confirm Lauren Karpf as Westport's alternate representative to WestCOG.

Mr. Wieser:

We did not have a committee meeting on this request, so we will now turn to the Westport Electorate.

Members of the Westport electorate – no comments

Ms. Karpf read the resolution and it was seconded.

RESOLVED: That the appointment of Deputy RTM Moderator, Lauren Karpf, to serve as the Town's alternate representative to the Western Connecticut Council of Governments per subsection (b) of Section 2-4 of the Code of Ordinances, for the term effective November 2021 through November 2023 is hereby approved.

Mr. Wieser:

I'll just say that for the last two years I served as an alternate and Jim Marpe was a regular attender. So, I went to Ridgefield for their meetings only on a few occasions. It was a very interesting thing and a very useful thing for Westport to be represented well at the meetings. Obviously, I think very highly and support Lauren for the role.

Members of the RTM

Mr. Mandell:

Since we're talking about the WestCOG, I'd like to give a shout out to their Director, Francis Pickering. He is a staff member who helps run the WestCOG, formerly SWRPA, Southwest Regional Planning Association. Francis has been an integral person in our work in the town when it came to deal with affordable housing and the State's attempts to change our zoning from the State level and how he deals with it and shows how the different towns in the region deal with affordable housing. So, I just wanted to give a shout out to the work that he does in helping this town out.

By roll call vote, the motion passes unanimously, 36-0.

The secretary read item #3 of the call - To approve an appropriation in the amount of \$843,844.40 to purchase Body and Vehicle Dash Cameras, Helmet Cams, Modems, WiFi Access Point, Building Security Cameras and Tasers.

Presentation

Deputy Chief Ryan Paulsson:

Thank you for allowing me to present this item tonight. I do have a Power Point presentation which I will share my screen. Also, with me this evening is Officer Charlie Samson. He is our technical advisor for this project. So, my hope is to present this topic and answer any questions you may have. This is a technology upgrade project which encompasses several items. It's not just body cams and dash cameras. Included in this project is certainly an upgrade of those items. Also, included is an upgrade of our exterior wireless access point for the building. It is going to be purchase of helmet mounted cameras for our Emergency Response Team members. It is going to be an upgrade of our Westport Police Department interior and exterior surveillance cameras and lastly, it is replacing worn and outdated Tasers with new Tasers with high definition cameras. As you know, back in July, 2020, the State of Connecticut passed House Bill 6004 which is more commonly known as the Police Accountability Bill. That Bill had a number of mandates in it, one of which was that each officer in the State of Connecticut be issued a body camera. Also, it required that each patrol vehicle for the Police Department be issued a dash camera; that is a camera mounted on the windshield of

the vehicle that looks outward at the front of the vehicle. It also required storage requirements and retention for the data from that equipment and there were minimums set with that. It also required training for the officers annually with that particular equipment. Currently, we do have body cameras. We started back in 2015 as a pilot program. We selected several officers to trial body cameras to see if it would work for our department. Quickly, we learned that there was a distinct advantage with the body cameras and more officers came forward asking if they could have body cameras as well so that program slowly grew up until 2019 when we made a decision to expand it department-wide for every officer. Currently, we have a Viewu camera. This is an inexpensive camera, an easy interface and an easy way to get into the body camera business but we have found that this is not a product that we will be able to use to fulfill the State mandates. One reason is that it doesn't have any dash cam components. Two, that company was bought out by Axon which has their own body camera program so they wanted to cut out that market share and no longer support this market line so it is not a feasible option moving forward. Because of that, we reached out to four leading companies that provide body camera services and dash cam services in our area. We reached out to Watchguard which is a Motorola Solutions product, Getac Video, Panasonic and Axon, again, formerly TASER International. We invited these four companies in to provide demonstrations for suitability for our Police Department and got quotes of what they were able to provide. Two of those companies were able to provide trial equipment for us so over a two month period we tried Watchguard Solutions and Getac Video with body cam assigned to officers and dash cams assigned to vehicles so we could see how the equipment works and we could see the backend software and how that would relate to our needs. After the trials and the quotes and demonstrations, we chose Watchguard/Motorola as the best option for us. I listed cost as a top reason but there were a number of other reasons why we liked this product the best before we even looked at the cost. It had a lot to do with the officer reviews as these are the guys who will be wearing the cameras out on the road. They preferred this product over the other one. The customer service is excellent. They are definitely reliable and the equipment itself is a high standard for us. More important than that, we liked the technology it had which is called "Record after the fact." The biggest problem with body cameras nationwide is when they're not on and they don't capture what you intend to capture. If you lose those images, that data, there's no getting it back. With Watchguard, with this technology, at any time we can go back, whether the officer activates the camera or not, we can pull video from that officer. This is not something that we are going to use to keep our officers up to speed at any hour of the day. That's not the intent. The intent is if there was a serious incident; if it was dynamic; if the officer was unable to activate his recording of the camera, we would be able to go back and find that video and reclaim it. That was a huge plus for us looking at this product and, fortunately for us, they came in at almost \$160,000 less than the competitor. That was just a happy circumstance in all of this. Certainly, that is not always the case when we come before you and ask for equipment. Usually, it's more expensive. In this case, it worked out in our favor. Also, it is State Contract bid pricing for us so we really didn't have to go out to bid for this item. Also, included in this project, we are going to refresh all the cameras and all the technology in the third year so we'll get all brand new equipment at no extra cost. Watchguard Solutions comes with a number of advantages.

Part of the State mandate is data storage so we need to make sure we have adequate storage for this data. Our current system is a local-based server system which can house the data that we need currently with the body cameras but we would not be able to house the massive amounts of data when we add on the dash cam video and the retention requirements that we're now required to have. So, a cloud based option is essentially the only option for us moving forward. With this project is evidence management software. What that says is that any data that we have gets stored on the cloud digitally which we already have in place right now so we will eventually migrate all of the data that we have now over to the new system and that current program which will save us somewhere in the neighborhood of \$12,000/year. So, there's an offset with savings with the evidence management software. With current Freedom of Information requests on the rise and now with the proliferation of body cameras across law enforcement, those videos are going to be part of the Freedom of Information requests and it's already starting to happen as it is. So, we need to make sure we have the current redaction software so if sensitive issues or sensitive images on those cameras would not be made public. There are a number of issues with releasing juvenile's information or juvenile's identity, sexual assault victims or domestic violence victims. In most cases, those videos might not be released but if there is something significant that needs to be released related in that video, the use of force, for instance, in a domestic violence scene, we need to release that video but we want to have the ability to protect those individuals from having their identity be released. So, that is an important piece of this. What we also like is the unlimited cloud sharing that comes with this. What that pretty much allows us to do is share certain information with our State's Attorney's Office via email. We can send them a secure link that will allow them at any point in the day, 24/7, to open up their phone or their laptops and review a case that we're dealing with currently and that we need advice on. They will be able to get that advice to us almost instantaneously. In the past, we would have to load it on a thumb drive or a CD and physically drive and find a State's Attorney. If it's off hours, that could be a little challenging. So this allows us to really move into the 21st century. Also, we included fire holster trigger sensors. What that means is that, if an officer draws his sidearm, automatically, the body cam will switch on and start recording. We're trying to achieve good accountability of all our officers. This is just another tool to allow the camera to turn on so we're not missing any audio or video files. Other triggers include if you turn your lights on in your car, it would trigger the dash cam and the body cam. If there is a sudden acceleration of the vehicle, the dash cam and the body cam would turn on. This would be indicative of a car accident or something like that. There are other triggers in the system that would turn the body cam on. Also, they provide all the onsite training which covers the mandate from the State and they also provide the necessary information and resources to continue that annual training thereafter. Installation is included as well as warranties. If anything goes wrong with a single piece of equipment, just mail it in and they mail a new one right back. No question. The second part of this project is the wireless access point. This is essentially a wifi on the exterior of the building. This will enable us to offload all the data from the cameras automatically from the cars as they pull into our parking lot. This process eliminates human involvement or human interference in transferring the data from the cars to headquarters. In the past, we would have to pull a thumb drive out of the hard drive and

walk it into the Police Department, plug it into a computer and offload it. All the best intentions of anyone, if you put a thumb drive into your pocket and go home, next thing you know, that data is lost. We want to eliminate the possibility of any of that data getting lost. This Wi-Fi antenna will allow the data to stream right off the cars as they enter the parking lot. Next is the helmet cameras for our ERT officers. Our Emergency Response Team officers are more commonly known as SWAT officers. These are officers who wear tactical vests and they go to serious calls. Based primarily on the tactics that they use and the equipment that they carry, although these officers will be issued body cameras, it's not really the best option to wear their cameras on their chests as their tactics dictate that they stand very close to each other, almost back to front. So, there's not much that camera would pick up. Also, the equipment that they carry, whether it's plastic shields or breach equipment would obscure the camera. These officers carry their load pretty much on their chest. So, there is not a lot of real estate for the camera to be put there. So, the helmet camera allows those officers to have the best point of view of what is going on in front of them. We also understand that any time we are going to have a SWAT team present, at any particular incident, there is a higher likelihood that there is going to be some type of use of force there. So, we want to make sure that we don't miss anything and the point of view of those officers. We want to enhance accountability and make sure we have the best accountability for our officers engaged in these types of incidents. This, for us, is absolutely necessary. The next is our current building camera upgrade. This is for Westport Police Headquarters. Our current system is 20 years old and it's based on an analog system. It covers approximately 75 percent of interior and exterior of the building and the hardware is no longer supported. As an example, I mentioned in the committee meetings, we recently had a key piece of hardware go down on us and the only way we could get the system up and running again was to go on eBay and get a used link. We're at the point where the system is not sustainable anymore so we reached out to get a quote of what it would cost to get an upgrade. The new system would be an IP based system. We are going to get as close as we can to get complete coverage of the interior and the exterior of the building. It comes with IR illumination. It is consistent with some of the other camera projects that went around the town buildings already. When we are talking about accountability, we are not just talking about our officers out on the street. We want to make sure of everything that is happening in our own building too, whether it's in the booking room where we're transferring arrestees to a holding room, we want to make sure that's covered. If anyone is coming into our lobby, the interior halls of our Police Department to file a complaint or make a report, we want to make sure those areas are covered. We owe it to everybody in town to make sure we are fully accountable across the board, both inside and out. This is every important. Lastly, I'll mention the Tasers. We have had Tasers for a number of years now. Some of those Tasers are reaching end of life so we would like to replace some of these Tasers with the updated models which include high definition cameras and enhanced audio. All our Tasers in the field right now have cameras, these would just enhance those capabilities plus those Tasers are reaching end of life. This is a tool that is a high liability item so we want to make sure that it's functioning properly and that it has the updated cameras with that. It's really a redundancy with the body cameras but when you are talking about accountability, you really can have too many cameras or audio recordings, especially in

a use of force incident. The scope of the project: Each officer is going to get a body cam so that's 64 units. We want to get 10 spare units. That's for a number of reasons. One, there is no excuse any more if someone's camera goes down that we don't have a camera for that officer out there on the road. If we have maintenance or mechanical issues, we want to make sure there is never a lapse of coverage. Why 10? In the event we have a serious incident in town and I need to download those cameras immediately and keep those officers on the road, I want to be able to give them another camera so we never have lapse of coverage. Also, we want to have the ability, if we have mutual aid officers come into town, that we can issue them a camera and control the data so we don't have to go through another department's system. They might have a different type of data or background. We want to make sure everything is consistent with what we're doing. As we go down the list, we are looking for seven helmet cameras and three spares in case something goes down. With the building camera project, we are going to replace 28 existing cameras and add two more and enhance some of the back end items. For the Tasers, we are planning on getting 10 Tasers. The cost breakdown for these items, as you can see here, it's five year contract through Motorola. All the quotes received were for five year contracts. There are 10 year contracts and they asked if we wanted one. It's not something we are looking at doing right now. All of the companies realize, in Connecticut, with the State mandate, they essentially have us. So, we want to see what new products will come out, what new pricing will come out. To lock into a 10 year contract probably would not be the best financial decision at this point. The camera part of this project is \$174,142.28 for the first year. That includes the annual fee and direct purchase items of \$54,781. Years two through five is a recurring annual cost of \$119,361.28. The total cost over the five years is \$651,587.40. Exterior wireless access point is \$1,681.66. There are no recurring fees with that. The helmet cameras are a flat \$4,740.57 with no recurring fees or additional expenses. Building camera upgrade is \$85,455 with no recurring fees and the Taser replacement is \$23,219.70. Breaking it all down, the subtotal for those items is \$767,131.27. We are asking on this project for a 10 percent contingency. That is because, as you all know, technology, right now, is hard to come by and there have been shipping delays and supply and demand issues and microchip issues. I can tell you from the quotes we have received from the body cam have gone through five different iterations based on technology issues coming up. One of the modems that we specked out, we couldn't get any more so we had to move to a different modem with a different cost. We are not expecting to use this contingency but it's there just in case we run into those issues, especially with the embedded body camera project. If we realized that we have 98 percent coverage but added one more camera then we'd be able to have 100 percent coverage, I just don't want to have to come back to ask you for more money to get to what the goal of the project really is. With the contingency of \$76,613.13, the total request for the project is \$843,884.40. Also, with the State mandate, they put in a reimbursement grant for the body cameras and dash cameras that departments could apply for. Distressed communities are getting upwards of 50 percent reimbursement. Everyone else is getting up to 30 percent reimbursement on a first come first served basis. I have been in touch with the State coordinator. We are ahead of the game currently as many departments haven't gotten to the point where we are right now. I went over our project so here are the numbers. These are the items that we are going to be able to submit for reimbursement. The

number may go up with a couple of items we had to discuss further. But, at a minimum right now, we are going to be able to submit for reimbursement almost \$450,000 which, at 30 percent, will give us somewhere in the neighborhood of \$135,000 reimbursement at the end of this project. Again, it's a reimbursement grant so, once we outlay the money, we hope we will be able to recoup some of that. Charlie and I are available for questions but that sums up my presentation of this project.

Committees report

Public Protection and Finance Committees, Mr. Izzo:

First of all, I want to thank Ryan for a fantastic presentation tonight. He did an excellent one before our committee so there's not much more I can say. This is good stuff for Westport. It makes sense. It's great for our police. It's great for our citizens. It's great for guests in Westport. This makes for more accountability all the way through and through. The Public Protection and Finance Committees met jointly on Tuesday, December 21, 2021, to discuss and vote to recommend the following agenda item:

To Take such action as the meeting may determine, upon the recommendation of the Board of Finance and a request by the Deputy Chief of Police to approve and appropriation in the amount of \$843,844.40 to purchase Body and Vehicle Dash Cameras, Helmet Cams, Modems, Wi-Fi Access Point, Building Security Cameras and Tasers.

Basically, both committees voted unanimously to approve this appropriation. The reimbursement is why the Police Department did not ask for ARPA money for this. Deputy Police Chief Ryan Paulsson said we would not get the grant if we took it from the ARPA money. They would not be able to apply for it. That was the reason they went for the \$843,000 ask on this. Both parties voted unanimously to approve the appropriation.

Members of the Westport electorate – no comments

Ms. Karpf read the resolution and it was seconded.

RESOLVED: That upon the recommendation of the Board of Finance and a request by the Deputy Chief of Police, the sum in the amount of \$843,844.40 to purchase Body and Vehicle Dash Cameras, Helmet Cams, Modems, WiFi Access Point, Building Security Cameras and Tasers is hereby appropriated.

Members of the RTM

Seth Braunstein, district 6:

I have one question or rather clarification for Deputy Chief Paulsson. Just to be clear, following on what Jimmy said, the portion of this that is not going to be ARPA eligible from our perspective is just the portion covered by the Act in Connecticut which relates to the cameras, specifically. Correct?

Deputy Chief Paulsson:

Yes. That's correct. The grant only covers the body cameras, dash cameras and associated equipment and installation. The wireless access points, the helmet cameras,

the Tasers and the building security cameras are not part of that grant. They are not grant-eligible.

Mr. Braunstein:

So, in theory, then, those not grant-eligible portions could, in fact, be something that the town might want to consider for ARPA funds. Is that correct?

Deputy Chief Paulsson:

That is correct. I believe Gary could speak to that if he's still on the call but there was discussion that we should be able to split this up if need be.

Mr. Conrad:

You are absolutely right. A lot of the things that were covered by this grant, we wanted to pull away from the ARPA money because we don't want to give up the opportunity to get money from the State on this. So, the additional funds that are going to be expended on the parts that are going to be inside the building and outside the building, we will come back to you for ARPA money on that.

Liz Milwe, district 1:

I'm just wondering how often have we used a Taser in the past couple of years. Has the Police Department used a Taser? And what happened when it was used?

Deputy Chief Paulsson:

One of my responsibilities here has also been as the Taser coordinator so I track those numbers. I can tell you, on an average, one or none uses per year. But we track not only when the Taser is deployed. We also track when the Taser is unholstered. What that means is we track every time the Taser is pulled from a holster and then the situation is resolved without that Taser having been used. So, we had none deployed last year and the year before that but, in the history, there were never more than two or three per year but, again, those could just be the officer pointing the Taser and coming to a resolution not having deployed. We certainly have had full deployments of the Taser in the past and we've never had any significant injuries as a result of that. Part of our policy, which has always been part of our policy, is that any time a Taser is deployed, that person is turned over to Westport EMS and transported to the hospital just for precautions. Fortunately, we haven't had any issues with any Taser deployments here.

Ms. Milwe:

I'm just wondering why we need new ones if we don't use them that often?

Deputy Chief Paulsson:

With any technology, it just gets better and better. Quality gets better. Video resolution gets better. We are looking at these Tasers as being an improvement of what we already have. As to why we have Tasers, we've seen the track record across the country that, if not for the Taser, that would mean the officer would be getting more hands on. Understand that the Taser is not used if communication breaks down. The

Taser is not used on someone who is passively resisting. It is something that is used when someone is actively, aggressively resisting us or fighting with another individual. It is a high standard that we have to meet in order to deploy the Taser. This will allow us a tool that will allow us to mitigate rather than to go hands on with someone. As recently as December, we had an officer get assaulted the second he stepped out of his car. He didn't have time to draw the Taser. It was not available to him because the suspect was on him right away. He hit him several times in the head and he fell back and broke his arm and required surgery. It is a tool that is meant to prevent that type of assault, that escalation of the use of force. Unfortunately, in this case, the officer never had the opportunity to use it. It's a tool with strict guidelines that we follow very closely. Just because we don't use it very often doesn't mean it's not a good tool for us in our toolbox should we need it.

Ms. Batteau:

Since you were talking about the Tasers, one of my questions is about the Tasers, as well. When we approved the use of Tasers several years ago, many people will remember it was a really fraught conversation. I'm wondering about the advances in the Taser technology now. One of the issues was that the little prongs stayed stuck in the body of the person who was tased and they would have to be transported to the hospital to have that stuff removed from them. Have they got technology now that gets rid of those little prongs? Is there a better technology for Tasers?

Deputy Chief Paulsson:

Not right now. Tasers are pretty much the only game in town when it comes to those electronic defense weapons, at least ones that have State Statute that back it and a number of medical studies done on them. We wouldn't want to jump into a new product that hasn't been vetted properly over the years. But no, we're not past the probes yet but that is part of our protocol. Whether a probe is sticking into a person or not, any time a Taser is used, that party is getting transported to the hospital.

Ms. Batteau:

You spoke a lot about when cameras were triggered. I wondered if we had a town protocol for when officers had to turn on their cameras rather than when they are automatically triggered if a gun gets pulled or something like that.

Deputy Chief Paulsson:

That's a good question. I should have highlighted that. We do have a body cam policy in place. Any time an officer has contact with someone or responds to a call, that camera is turned on. So, we do have recordings of those interactions. Again, there will be times when a camera is not used. It is not used on medical calls or when we are dealing strictly with a juvenile just because there are protections in place for those individuals. We have had a policy in place since we started this in 2015 for those officers to follow to switch on those recordings on those calls for service.

Ms. Batteau:

So, they have to make an affirmative decision and manually turn it on?

Deputy Chief Paulsson:

The technology with these cameras which is really nice with the automatic recording, when I turn on my camera, it starts 30 seconds prior. I can set that to a minute if I wanted to. You can see all that leads up to that prior to the camera turning on. It's a nice feature with the new cameras.

Ms. Batteau:

With the technology that we're getting, do we get a maintenance plan because the hardware is so tricky and something always goes wrong with it.

Deputy Chief Paulsson:

Yes. What's nice about this program is that it is a subscription based model, a pay as you go model. We basically enter contract with them for five years but their part of the deal is that if anything goes wrong with any piece of equipment from back end software to hardware on the officers to hardware on the cars is completely covered for the term of the contract, no questions asked. If something doesn't work to our specifications, it immediately goes back and they send us a new one. I have to tell you, customer support with this current company has been out of this world. I don't anticipate any problems with them.

Ms. Batteau:

Maybe I could sign my house up with them.

What happens if the Wi-Fi goes down on the parts that are Wi-Fi related?

Deputy Chief Paulsson:

We do have redundancy in place. We are actually adding a second Wi-Fi antenna outside. We already have one so if one should go down, we do have a backup. Also, the data that is recorded in the car is held for a period of time so in the event that we had to go and put the data on a thumb drive and bring it in, we still have that as a backup option should the Wi-Fi go down. But it will only go down for a short period of time before it's back up again.

Ms. Batteau: Great. Thank you so much.

Chris Tait, district 1:

Thank you Deputy Chief Paulsson. Excellent job. I just want you to know I 100 percent support this. I just have a couple of questions I want to clarify. You were talking about these cameras recording everything the police do but you don't want to use it to find out what they're doing every two minutes. Is the Police Union good with this?

Deputy Chief Paulsson:

We are going to have to go into discussion with the union because the technology is not something we currently have. There will have to be clear language and clear lines of authority over who is going to be able to have the right to do it. This is not something that will be a blanket authority for any supervisor to go in and pull a video. It will be one

specific supervisor, probably at my level that will be able to go in. But, we will be in discussion with the union to make sure that they are amenable to this. Body cameras, as a whole, the union is in full support of.

Mr. Tait:

Thank you. I was reading the memo we got this afternoon. Just a quick question. On the body cameras in cars, it says associated management software is \$119,000/year. What does that include? Is it a licensing fee or what? For five years, that is a pretty good chunk of change.

Deputy Chief Paulsson:

It is a prescription based model so each item has a monthly cost attached to it...a monthly cost attached to the cameras, a monthly cost attached to the dash cameras, a monthly cost attached to various items. The majority of that cost goes to data storage. It's a data-heavy item. Currently, we hold video for 180 days. It's all general video. The State requirements say 90 days but that doesn't meet our threshold. They say that anything that is evidence based, something that has to do with an arrest, something that we believe will turn into something, we have to hold that for four years. Our data that we might be able to purge after 180 days, if we think that might be related to evidence or something that we want, we are holding that for four years or longer, almost indefinitely. So, those storage needs are going to be massive and there is a cost associated.

Mr. Tait:

That totally makes sense. Again, I totally support this.

Mr. Mandell:

You said that you will be able to pull information off of the camera even if the officer doesn't turn it on. Does that mean it's recording all the time regardless of whether it's turned on?

Deputy Chief Paulsson: It's recording video all the time.

Mr. Mandell:

Not audio. [Not audio.] So, if two officers are sitting in a car talking, it will be recording the video but we won't hear what they have to say.

Deputy Chief Paulsson:

Correct. If there is an immediate use of force, we want to be able to see what happened. Granted, we won't have the audio but having the video is better than nothing at all.

Mr. Mandell:

So, if he turns it on or one of the triggers, then the audio comes on. [Correct.] The helmet cameras associated with the SWAT teams, are they then associated with all of this process? The upload? Keeping track of it? Or is that an entirely different system?

Deputy Chief Paulsson:

That's not integrated into this Watchguard software. It's basically stand alone cameras with an SD card in it so they would trigger the recording at the start of an incident and then the supervisor would collect those SD cards. That would be uploaded into our back end software which can be done.

Mr. Mandell:

So you are talking about keeping all this video for four years. This is a five year contract. So, if we've got something in our third year that needs to be kept, is there discussion of what year six to 10 would be? Is there integration with another company? I'm just looking out... We're talking about Tasers. I was on the RTM when the whole discussion to approve them took place. That was "x" number of years ago so looking forward is something that we always have to do. What are your thoughts on that?

Deputy Chief Paulsson:

The data that we take off of these cameras is our data. If, for some reason, we want to part ways with Watchguard and go with Axon five years from now because they are offering us a better deal, we can take all that data, that's ours, and we can integrate it into the new system. Or we can put it back on our own servers; we have that option too. We may even, with some sensitive cases, back up on our servers anyway, anything that has a use of force associated with it or something significant, we are going to store locally anyway and have that video. Right now, I don't anticipate changing companies in five years but we have to see what's out there in five years but all that data is ours and we can do with it whatever we want so if we have to pull from that company and put it somewhere else, we can certainly do that if we need to. In fact, that is essentially what we are doing right now with them because we do have a evidence management service right now so all our photos, all our body cam videos that we need to save are going on our own internal evidence management system. We're going to migrate all that data over to the new system. That's also included in this cost. We are told it will go seamlessly over. Once we can get all that over and we're comfortable with it, we'll cut out the other management software system to try and offset some of those funds.

Mr. Mandell:

Any of the equipment that we currently have, is it of value to somebody else and can we sell it to them?

Deputy Chief Paulsson:

Unfortunately, not. To be perfectly honest, the current equipment that we have has been plagued with maintenance issues with the current body camera company. I really wouldn't feel comfortable giving it away.

Mr. Mandell: Same with the Tasers?

Deputy Chief Paulsson:

Absolutely not. Any Taser that we're replacing is going to get destroyed. That's not going to go to someone else. I wouldn't trust it.

Mr. Mandell: I do support this appropriation.

Harris Falk, district 2:

With the helmet camera and the body cameras, is there any way we could have just gotten the helmet cameras? If it's the one that I'm thinking, you can kind of move them wherever you want them to. It seems like it would be easier with one system.

Deputy Chief Paulsson:

The body cameras are relatively small and designed to be put on the officer's chest. They are not designed to be put anywhere else. The tactical officer having a helmet camera, that helmet is a required piece of equipment. They would not respond to a call without that helmet on. So, they have the advantage of having that premier location for a camera. Yes, it would be nice to have the point of view of where his eyes are looking at the time but current body cameras don't offer that option. They are designed and meant to be worn center chest.

Mr. Falk:

The helmet cam has the little box which has most of the equipment and the camera can be moved around. The box gets placed on the body. I don't know what the price difference is but you said you were getting three extra just in case. If everyone had the camera that could just be moved then everyone could have the same kind.

Deputy Chief Paulsson:

I think I can clarify that a little bit more. The helmet camera does not have a box thing. It is an isolated unit that sits on the helmet. There is no other wire. It is just one self-contained unit. So, there is no other option to use the helmet cams instead of this. Plus, there is no back end support with the helmet cameras. It is similar to buying a point and shoot camera that runs video. It is an isolated unit. It doesn't upgrade. It doesn't attach to any back end software. It would just be taking your SD card and uploading that video. From a management standpoint, that wouldn't work as well as these dash cameras and this company and the offloading of data and how it is collected and stored. If you look at the slide from the Power Point, of the helmet camera, you might be able to see that unit. It's an isolated single unit.

Mr. Falk: I'm not fully convinced but yes, fine.

Mr. Wieser: It may be worth a phone call tomorrow.

Ms. Milwe:

How long can you keep a film of someone? Is that forever or at some point does it get destroyed? What are the boundaries on that.

Deputy Chief Paulsson:

The State of Connecticut librarian sets the retention requirements for audio and video recordings. Currently, if there's evidentiary value for a particular video, say we were

investigating a homicide where the statute of limitations is so long, you have to hold onto that video indefinitely. Our general recordings that are not evidence-based would be purged after 180 days.

By roll call vote, the motion passes unanimously, 36-0.

The secretary read item #4 of the call - To adopt an ordinance to establish a Civilian Police Review Board. (First reading. Full text available in the Town Clerk's Office).

Mr. Wieser:

This First Reading and we have a presentation tonight by the lead petitioner, Mr. Tom Prince. Typically, on a First Reading, we do not have comments from the public or the RTM. There will be no debate this evening. The debate is at the second reading which will be as soon as the committees complete their work on this new version of the ordinance that we discussed at the November RTM meeting. I am encouraging any public comment to be held at that time but look forward to the presentation from Mr. Prince.

Tom Prince, petitioner:

This First Reading of the newly proposed version of the Civilian Review Board will attempt to inform two audiences here at the RTM—both the returning members and the seven new members—about this proposed ordinance.

- A. For the new members: This proposed ordinance is something that about half the former RTM members have been working diligently on for two years.
- The Connecticut Bar Association has recommended that every town with a police department have either a Civilian Review Board or a commission. Unlike the vast majority of towns in Fairfield County, Westport has fallen behind and has neither.
 - In fact, every town in Fairfield County has done more to address the issue of police oversight than Westport has.
 - It's common sense: When you complain about a lawyer's malpractice, it goes to an independent bar association to determine discipline. When you complain about a doctor's malpractice, you don't do it to the doctor's colleagues at his medical group. Why? Because objectivity and independence are needed in reviewing such complaints. Instead, your complaint goes to an independent medical review board. We give police great powers—guns and the ability to take away the life and liberty of Westport citizens. Nonetheless, the police have self-review in our town, in a system far weaker than those in place in every other town in Fairfield County.
 - Two years ago, 100+ petitioners, led by Jason Stiber, sought a civilian review board. A year later, the former selectman came up with a Band-Aid approach that is mere window-dressing. He created a selectman's panel, wherein two selectwomen and Harold Bailey handle no interviews of complainants and witnesses and provide no hearing, but instead look over the

shoulder of the police investigation into complaints. In that panel system, the police make their own findings of fact and make their own suggestions for discipline. The complainants so far have received no interviews or hearings by the selectman's temporary panel. It is an ineffective system, with no teeth, and it served as a way for the former Selectman to appear as if he was doing something during a year of protests. This is a problem that has motivated our citizenry—it has attracted more petitioners signing a petition for an ordinance than any other in the last decade.

- The selectwoman's announcement tonight that she wants the RTM to appoint two of the panel members merely serves to underscore the problem with her panel approach. The panel's rules change on a whim every few months, and there is no predictability or permanence to the approach to oversight.
 1. For instance, in March of last year, in an effort to discourage the RTM from moving forward with the proposed board, the previous Selectman timed an announcement that he would increase the number of panel members to five and let the RTM appoint two of them. Then he never did.
 2. Then he changed the rules without letting the RTM know, and said that he would appoint the two new members.
 3. Then he not only reneged on the promise to let the RTM choose the members; he also reneged on the promise to appoint two members himself. He never did either.
 4. Now that the new Selectwoman has learned about the new ordinance, she is timing her announcement on the occasion of this First Reading to revert to the old promise made 10 months ago that the RTM could appoint two members. The timing of this announcement is not a coincidence; it appears to be part of a pattern by these selectmen to discourage the kind of real meaningful action in Westport that the Connecticut Bar Association recommends that each town take.
- This underscores the problem with the Selectwoman's panel. The Selectwoman can change the rules at any time. Here we are, a year and a half after the panel was first announced by Selectman Marpe, and yet they are still making up new rules as they go along.
- In contrast, an ordinance passed by the RTM has fixed rules, fixed contours, and becomes a local law that both the police and the citizens can rely on.
- At the October meeting, the Chair of the Selectman's panel—Harold Bailey—spoke at the RTM meeting and stated that even he believed a permanent solution is required. That permanent solution can only be achieved by passing an ordinance. The selectman's panel is simply a temporary solution, whose rules can change on a whim. When even the chair of that panel states that an ordinance is needed instead, you know that the selectman's panel is, by its own admission, simply deficient.
- This ordinance also has key provisions that the Panel proposal lacks, such as the right of complainants to receive independent interviews, and findings of fact made by independent objective board members, from the beginning.

- Moreover, unlike the selectman's panel, the board will be more depoliticized and have greater expertise and more time to address the complaint process. Unlike the panel, none of these board members can hold other elected office in the town. This will depoliticize the process. Indeed, the board members are chosen because of their relevant qualities and expertise. The second and third selectwomen, in contrast, are not chosen for their expertise to serve on the selectwoman's panel.

B. For the returning members, you will recall that a former version of the Civilian Review Board ordinance was before you in October 2021. Let me refresh your recollection as to why a new version is before you again now. At that October meeting, many RTM members spoke about their desire to pass a Civilian Review Board ordinance. Stephen Shackelford, for instance, stated that he believed that "90 percent of the RTM" supported passing a Civilian-Review-Board ordinance instead of relying on the temporary, always-changing selectman's panel. He said that in January 2022, in the new term, he would work diligently with others to ensure that a Civilian-Review-Board ordinance would pass. Jimmy Izzo and Seth Braunstein said that they believed the problem with the former proposed version was the subpoena power provision. This new draft ordinance takes into account the two concerns expressed in the October meeting and eliminates the subpoena-power provision. This ordinance is in keeping with the views expressed by numerous RTM members that they want to work to pass an ordinance but simply wanted a couple of provisions changed so that they could pass it in the new year with the new RTM.

It's a new RTM and a new year. The support for reasonable police oversight in the town is strong. Indeed, the Police Chief himself has repeatedly stated that he agrees that such oversight and independence are needed for complaints about police misconduct. He says he, in fact, welcomes it. So I hope Westport can get to work and get it done.

Mr. Wieser:

As I said, there is seldom any comment beyond the presentation for a First Reading. But we do offer the opportunity. We look forward to the committees getting together soon and reviewing the ordinance. It will be going to Public Protection and to Ordinance. We'll work out the schedule for that.

Mr. Mall:

Just for the record, for the new members of the RTM and for the public, one of the reasons why progress wasn't made with filling the positions with the Selectman's Panel was because we had this ongoing review and study of the ordinance that kept coming back to us. I think that we conducted nine meetings between Public Protection and the Ordinance Committee. So, that was always lingering where the Panel wasn't given the opportunity to be fully staffed and up and running. The public needs to understand that the RTM has not sloughed off on its responsibilities here. With the Selectwoman's announcement tonight, this gives us the opportunity to go full force and move ahead with the right members on the Panel. I'll leave it right there.

Mr. Wieser:

I really don't want to get into comments about what happened in the past Ms. Bram and Mr. Falk. If there are questions, they can come up in the second reading or in the committee meetings.

Jessica Bram, district 6:

I just have a question. You said that the subpoena requirements are removed but I do see the word subpoena in there...

Mr. Wieser:

No, no. Jessica, we'll get to that in committee and in the meeting. We're not here to discuss it. We'll get to that in committees.

Thank you everyone. This was a great meeting for all you newcomers. It's 9:33 p.m. Don't get used to that! I've got to say I am very proud of this RTM. We had 36 people, the whole RTM, at my first full meeting. Thank you for that. I applaud you and I wish you a Happy New Year. We'll see you in the committee meetings this month and on Feb. 1. Thank you and stay healthy.

The meeting adjourned at 9:34 p.m.

Respectfully submitted,
Jeffrey M. Dunkerton
Town Clerk

A handwritten signature in cursive script that reads "Jacquelyn Fuchs".

by Jacquelyn Fuchs

ATTENDANCE: January 4, 2022

DIST.	NAME	PRESENT	ABSENT	NOTIFIED MODERATOR	LATE/ LEFT EARLY
1	Matthew Mandell	X			
	Liz Milwe	X			
	Kristin M. Purcell	X			
	Chris Tait	X			
2	Harris Falk	X			
	Jay Keenan	X			
	Louis M. Mall	X			
	Christine Meiers Schatz	X			
3	Mark Friedman	X			
	Arline Gertzoff	X			
	Jimmy Izzo	X			
	Don O'Day	X			
4	James Bairaktaris	X			
	Andrew J. Colabella	X			
	Noah Hammond	X			
	Jeff Wieser	X			
5	Peter Gold	X			
	Karen Kramer	X			
	Richard Lowenstein	X			
	Claudia Shaum	X			
6	Candace Banks	X			
	Jessica Bram	X			
	Seth Braunstein	X			
	Cathy Talmadge	X			
7	Brandi Briggs	X			
	Lauren Karpf	X			
	Jack Klinge	X			
	Ellen Lautenberg	X			
8	Wendy Batteau	X			
	Rachel Cohn	X			
	Lisa Newman	X			
	Stephen Shackelford	X			
9	Lori Church	X			
	Nancy Kail	X			
	Sal Liccione	X			
	Kristin Schneeman	X			
Total		36	0		

Appendix I – Item # 4 (First Reading)

RESOLVED: That upon the request of at least 20 electors, an ordinance to establish a Civilian Police Review Board is hereby adopted. (First reading. Full text is as follows).

Sec X-XXX. - Civilian Police Review Board.

(a) Establishment.

There is hereby established a civilian police review board (“Review Board”) to review complaints concerning members of the Westport Police Department (“WPD”), to participate in hiring decisions for officers of the WPD, and to receive and make recommendations for service awards for officers of the WPD who are nominated by civilians for their outstanding contributions to the community. It is in the interest of Westport residents and the WPD that investigations of complaints concerning police officers and hiring decisions be thorough, transparent and impartial.

(b) Composition.

(1) The Review Board shall be comprised of five voting members appointed by the Representative Town Meeting (RTM) by a majority vote of a quorum of the RTM. The RTM shall also appoint two alternates. Except as provided in subsection (b)(5) below, each member shall serve for a term of four years or until his successor is appointed and sworn in.

(2) The appropriate RTM committee, as appointed by the Moderator, will interview candidates for the Review Board; the recommended nominees will be considered and voted on by a quorum of the entire RTM. Relevant considerations for Review Board candidates include, amongst other considerations, those with legal and evidentiary skills, investigative skills, and diverse backgrounds. Subject to the approval by vote of a quorum of the entire RTM, TEAM Westport shall either nominate one of its members to be one of the five members of the Review Board, or shall nominate a Westport resident from outside TEAM Westport. If the RTM does not approve TEAM Westport’s nominee, TEAM Westport shall submit subsequent nominees, until one TEAM Westport nominee is approved.

(3) Review Board members shall be electors of the Town who are at least 21 years of age and who have no felony convictions. Review Board members shall not be current employees of the WPD or the Town of Westport, elected officials of the Town of Westport or an immediate family member of a current WPD employee.

(4) Party Affiliation of Members. In accordance with CGS § 9-167a and Chapter 2 of the Town Charter, no more than a bare majority of members of the Review Board shall be members of the same political party.

(5) Staggered Terms. Board members will serve staggered terms. For the term beginning in November 2021, three members shall each be appointed for four-year terms and two members shall be appointed for two-year terms. The RTM will make the initial appointments before March 15, 2022.

Beginning in 2023, appointments, except those filling the vacancy in accordance with subsection (c), shall be for four-year terms.

(6) Review Board members shall be sworn to the faithful performance of their duties and shall serve without compensation and will not be reimbursed for personal expenses such as travel or paper/ink for home printing. Any actual expenses and disbursements such as expenses for stenographer, transcripts and recording costs incurred in the performance of the Review Board's duties shall be paid from the Westport Town treasury.

(c) Resignation.

Any member of the Review Board who misses three consecutive regularly scheduled Review Board meetings or four regularly scheduled Review Board meetings in a twelve consecutive month period shall be considered to have resigned. Any vacancy on the Review Board occasioned by resignation, death, inability to serve, or otherwise shall be filled for the unexpired term in accordance with Section C38-3 of the Town Charter.

(d) Powers, Jurisdiction and Duties Regarding Complaints.

(1) This ordinance creating the Review Board is enacted pursuant to Section 17 of the Connecticut House Bill 6004, "An Act Concerning Police Accountability," and shall have the powers therein provided.

(2) Together with the WPD, as indicated in subsection (e), the Review Board shall review, investigate and have jurisdiction over all citizen complaints against WPD officers. The Review Board, as a Board within the Town government, shall have authority and responsibility relating to civilian allegations of police misconduct, and to review input from WPD's Professional Standards Division to ensure that reports and conclusions are complete, accurate and factually supported, and as set forth in section (e) shall hold hearings and make credibility determinations, and shall make recommendations to the Chief of Police or Acting Chief of Police ("Chief") in connection therewith.

(3) The Review Board and WPD shall inform all complainants that complaints should be filed contemporaneously with both the WPD and the Review Board. Upon receipt of a complaint, the WPD and Review Board shall promptly share such complaints with each other in order to ensure both have been contemporaneously notified of a new complaint. The WPD shall post a sign in the lobby of WPD headquarters and on the WPD website informing complainants of the dual-filing requirement. The WPD and Review Board complaint forms must have the same dual-filing instructions clearly printed at the top of the complaint forms, along with notification that the Review Board will investigate and respond to the complaint. Complaints are to be filed with the WPD in accordance with CT Gen Stat § 7- 294bb.

(4) The Review Board may take measures, as permitted under the law, to promote independent testimony and to deter witness intimidation. Except as provided under the Law Enforcement Officers Safety Act (LEOSA), 18 USC §§ 926B and 926C, and other applicable law, no firearms will be permitted at a Review Board hearing.

(5) The Review Board may refer to the Connecticut Rules of Evidence for guidance during all hearings, proceedings, and in determining the scope of subpoenas. The Review Board may refer to the Connecticut Rules of Civil

Procedure for guidance in proceedings to the extent the Board members consider it useful or necessary.

(e) WPD Support for the Review Board

(1) The WPD shall provide members of the Review Board with copies of the policies, procedures and directives of the WPD relevant to the WPD's duties.

(2) The Review Board and WPD's Professional Standards Division shall have access to the same files and reports to the extent legally permissible.

(3) When requested by the Review Board, the Chief shall assign the Captain of Professional Standards to advise the Review Board as to police policies and procedures and to attend any meetings at which the Review Board requires his or her presence, and to assist with Board investigations of complaints pursuant to (e)(5), below.

(4) All aspects of the investigation of the complaint shall be delegated to the WPD to perform with the following exceptions: as provided in (g)(3) below, the Review Board will also conduct, *de novo*, interviews and take the sworn testimony of the complainant and his or her identified and designated witnesses, and the accused police officer and the identified and designated police or respondent witnesses. The oath for such sworn testimony shall be administered by either a Connecticut admitted attorney who is a member in good standing of the Connecticut Bar, an officer of the Superior Court, a justice of the peace, a notary public, the town clerk, assistant town clerk, or anyone else qualified to administer such oaths under CGS1-24. This provision is not intended to preclude the WPD investigating officer from promptly conducting interviews the WPD deems necessary or appropriate, or in conducting any other part of the investigation. The purpose of this provision is to ensure that the Review Board makes independent findings of fact and credibility.

(5) If, prior to the Board's determination and final recommendation, the complainant objects to any portion of the investigation that was performed by the police, the Board will review the portion of the police investigation complained of, and determine whether it was done appropriately, and will have the power to conduct that portion of the investigation directly, when the Review Board deems it necessary to do so. As necessary in accordance with this provision, the WPD shall assist the Review Board with the Review Board's investigations when reasonably requested to do so by the Review Board.

(f) Evaluation of Prospective Police Hires.

The Review Board shall be included in the evaluation process for prospective police officer hires and will make recommendations to the First Selectman and Chief in connection therewith. Solely for purposes of hiring decisions, the Chief shall serve as an *ex officio* non-voting member of the Review Board.

(g) Operations.

The Review Board shall elect one (1) of its members to be Chair and one (1) of its members to be Secretary on an annual basis. It shall hold regular monthly meetings whenever there are open complaint investigations or hiring decisions to be made and shall keep written records of all meetings. Such monthly meetings

can be cancelled with advance notification if there is no business to be conducted. When sufficient cause exists, the Review Board may convene special meetings, in accordance with its policies and procedures, with advance published notice as required by FOIA. A majority of the members of the Review Board shall constitute a quorum.

- (1) The Review Board shall designate a spokesperson for, and as liaison between, the Review Board and the First Selectman with respect to each decision, recommendation and finding, as described further herein.
- (2) The meetings of the Review Board shall be open to the public, except that the Review Board may hold executive sessions in accordance with state law. Meetings of the Review Board shall be held at Town Hall or at such other place, or electronically, as determined by the Chair of the Review Board and permitted by state law. The Review Board can adopt rules and regulations for its operation, so long as they are not inconsistent with this legislation.
- (3) In the course of its proceedings with respect to citizen complaints, the Review Board shall take testimony from witnesses concerning the alleged conduct which is the subject of the complaint. All testimony by witnesses before the Review Board shall be sworn under oath, and recorded or transcribed. The Review Board may require a WPD officer to participate in a meeting where the Review Board is evaluating a complaint against that officer, provided that no such WPD officer shall be compelled to testify in the event his or her Fifth Amendment right is implicated.
- (4) Following the review of a citizen complaint, the Review Board will determine whether or not the citizen complaint is upheld and make its recommendation for or against disciplinary action. The Review Board will promptly report its findings and determinations to the Chief. A copy of the complaint and the Review Board's findings and determinations shall be maintained by the Review Board. Final decisions upheld by the Chief shall be maintained in the WPD officer's personnel file.
- (5) (i) The Review Board will use its best efforts to complete its review of every civilian complaint within sixty (60) days of receipt thereof. In the event that circumstances prevent the completion of a review of a civilian complaint with sixty (60) days, the Review Board will submit written cause for the delay and reason(s) for the same to the office of the First Selectman.
 - (ii) The Chief shall consider the findings and recommendations of the Review Board and decide whether to accept or reject the recommendation within two weeks of the Chief's receipt of the Review Board's decision. In the event that the Chief seeks an extension, the Board may grant it if good cause is shown. Within two weeks of receipt of the Review Board's decision, or upon the end of any extension granted by the Review Board if later, the Chief shall notify the Review Board in writing of his or her decision and the reasons for said decision related to each specific civilian complaint.
 - (iii) The Chief must impose the discipline, if any, as soon as possible, after notifying the Review Board of his or her decision, unless the Chief determines that public safety requires discipline to be imposed earlier.
- (6) Nothing herein shall prevent the Chief from immediately placing an

employee on administrative leave, should circumstances so warrant.

(h) Continuous Improvement of Complaint Process. The Review Board may also make recommendations to the Chief and First Selectman for revision of specific police department policies and procedures related to the civilian complaint process.

(i) Accountability.

(1) The Review Board shall prepare an annual report to the First Selectman indicating: the total number of complaints filed, the number of each type of complaint filed, the names of police officer(s) about whom complaints were filed, the name and number of complaints filed against each police officer against whom multiple complaints were filed, and the disposition of the complaints.

(2) The Chief shall prepare an annual report to the Review Board and the First Selectman indicating any disciplinary actions taken and training offered to police officer(s) against whom civilian complaints were received.

(j) Police and Citizen Awards.

Westport citizens may also submit to the Review Board any recommended commendations of WPD officers whose conduct goes above and beyond the call of duty. Each year, the Review Board shall determine whether to recognize WPD officers for commendable service, to be announced at an annual awards ceremony.

(k) Effective date.

This ordinance shall be effective April_____, 2022.