

**Transition Task Force**  
**Public Safety Subcommittee**  
**Minutes**  
**May 4, 2012**

**1. Approve minutes of the last meeting.**

- Minutes from 5/20/12 meeting approved as amended with suggestions from Paul Ominsky. (Corrected minutes attached)

**2. Review of cost and schedule of a full process candidate search. (see attachments)**

- Dudeck provided a review of full process schedule and cost.
- Morgan provided a review of the already trained candidates' only process.
- Full process, takes about a year, can cost around \$12,000 (depends on number of candidates), provides most potential for the most diverse group of candidates.
- Already trained only process. Five to seven months, only cost the Township about \$2,100 last time they ran this type. Drew only 50 candidates; but that was impacted by fact it was held after consolidation vote for only the Twp PD, so concerns about future employment carrying over to the new combined PD is likely to have limited interest.
- Dudeck and Morgan agreed that when advertising on behalf of the consolidated community, responses should be robust.

**3. Review list of years of service by position. (see attachments)**

- Reviewed list from each department of positions and number of years of service.
- Looked at how many sergeants are close to retirement since we have 14 in total and suggested structure of department in 2013 only needs 8.
- Full pension at 25 years of service, 65% of salary plus medical.
  - Can gain an additional 1% of salary per year for years 26 – 30 of employment.
  - Retire before 25 years, no medical and significantly less % of salary, such as 50% at 20 years.
  - Can not pre-buy years for pension purposes. If someone has 23 years in system, no way to purchase the last two years to create an incentive to retire early.
- Consider ERI just for a narrowly defined group within PD, such as sergeants or sergeants and lieutenants? Freda to discuss with Personnel Subcommittee and DCA rep to TTF.

**4. Review stats of calls on PU campus, any impact on projected PD staffing levels? (see attachments)**

- Reviewed number of PU calls for each department.
- Calls on PU property turns out to be a small percentage of total combined PD calls, in area of 2% - 3%. So no matter how call load between new PD and PU is finally split up (after discussions with MCPO) there will be no impact on proposed staffing level of new PD for 2013.

**5. Update on dispatch RFP.**

- Kevin Wilkes provided a draft RFQ.

- After discussion it was decided that this would become an RFI, Wilkes and Freda would finalize the draft (with Dudeck and Morgan input) and get it out ASAP. Final product to be based on discussions from the group today.
- 6. Update on WCPS.**
- Copy of report passed out at meeting. Agreed to invite them to next meeting to go over it in detail with this group.
- 7. Update on Roger's Group.**
- Good progress being made. They will be invited to next meeting to update this group.
- 8. Schedule a special meeting before 5/16.**
- Discuss civilian staff for new PD and Emergency Management function. Make recommendations for TTF 5/16 meeting.
  - Freda to set this by email. Meeting will be noticed.
  - This was handled by motion. Motion made by BM, seconded by KW. Aye, all.
- 9. Recommendations from Public Safety Subcommittee to TTF. TTF will review and decide what to recommend to the two governing bodies.**
- For sake of recommendations below, voting members of this subcommittee present were Butler (JB), Freda (MF), Miller (BM), Wilkes (KW), Woodbridge (DW).
  - Recommendation #1: Governing bodies to decide on chief of new department by June 15, 2012. Moved by KW, seconded by JB. Ayes, all.
  - Recommendation #2: Staffing level, for year one of new PD (2013). We endorse the 56 officer model (attached). Moved by KW, seconded by JB. Aye, all.
  - Recommendation #3: Candidate pool. Start a full process right away to develop a candidate pool to cover vacancies caused by current officers leaving either department for retirement or other reasons. Moved by DW, seconded by KW. Aye, all.
  - Recommendation #4: ERI, work with Personnel Subcommittee and DCA on this for police officers. Look at a clearly and narrowly defined years of service to be eligible; and a clearly and narrowly defined subgroup of PD to be eligible for this. Moved by KW, seconded by BM. Aye, all.
  - Recommendation #5: Release an RFI on dispatching right away. (This action will actually take place before the TTF meeting on 5/16; but the Public Safety Subcommittee wanted the full TTF to be aware of this.) Moved by DW, seconded by JB. All, all.
  - Recommendation #6: Public Safety Subcommittee will discuss PD staffing for years 2 and 3 in September of this year and report back to TTF at that time on this. Moved by JB, seconded by KW. Aye, all.
- 10. Township Committee request for an opinion on promoting officer in charge of Twp PD to an acting chief's position.**
- Opinion from this group requested on the idea of promoting the Lt in Charge of the Twp PD to the position of Acting Chief of the Twp PD.
  - Some of the reasons given to do this:
    - In best interest of safety of Township citizens
    - Morale issue within Twp PD
    - Title does make a difference, Acting Chief seem as more meaningful by other agencies
    - Puts a Twp officer in the upper tier of PD officers
  - Reported reasons not to do this:
    - Jumps Lt in charge over other officers with higher rank now, and in new force in 2013.

- Appears to be an action just to get a Twp officer into a higher rank over Boro officers.
- Causes a morale problem for officers that would be jumped over.
- Boro PD ran with three Lt's and no higher ranking officers for about a year after death of former chief.
- Motion to send this issue back to the Twp Mayor with no stand on this, moved by Miller, seconded by Woodbridge. Ayes; Miller and Woodbridge. Nays: Butler, Wilkes, Freda.
- Motion to suggest the Twp Committee not make this promotion; but if they do it has a sunset date of 12/31/12. Aye: Butler, Wilkes, Freda. Nay: Miller, Woodbridge.

**11. Follow-up meeting with PU from discussion with MCPO.**

- Scheduling another meeting in very near future. Assume same good progress as from last meeting.

**12. Questions for TTF attorney, update:**

- How do the new Rules & Regulations get approved at 12:01am on 1/1/2013, or can they be approved prior to that?
- Does current oath of office for officers carry over, or do they need to do a new oath?
- Does new combined PD need a new ordinance authorizing it's existence?

The new Rules and Regulations should probably be on the Reorganization Agenda for the new Mayor & Council to approve by Resolution. Even though the Reorganization probably will not be at midnight, the few hours differential will not be a problem, in my view. The existing rules and regulations will continue in effect until the new Mayor and Council act.

There is no precedent for the consolidation, so (1) the sworn police officers will continue to be sworn police officers. It would be advisable - and a good public ceremony - for the new Mayor to swear in the police officers for PRINCETON as a public recognition that they are no longer Borough or Township police officers.

I am copying Gene McCarthy and perhaps he can check with, obtain a confirmation from the Police Training Commission (certifies police officers) that the existing officers will continue as certified officers and that it is only the name of the municipal entity that will change.

Under the Consolidation act, ordinances continue in effect. That is, the new Mayor and Council will continue them by Resolution until they are prepared to enact new ordinances. The ordinance for the Police Department should be part of the Administrative Code and should be a priority for the new Mayor and Council.

We have asked Ed Schmierer and Maeve Cannon to look at the existing Township and Borough ordinances to figure out some priorities and perhaps to have the respective governing bodies update and coordinate their existing ordinances so that there is no confusion as of 1-1-13. I am copying them on this e-mail.

**13. CAD system update.**

- Meeting between PU and two PD's scheduled!

**14. Next regular meeting, May 18, assume it runs 8:30am to 11am.**

**Public Comments:**

- Scott Sillars spoke on need to meet TTF deadlines on staffing/organization recommendations. Move on looking into ERI right away since that review can take a while.

## **Adjournment**

Attending: Dick Woodbridge, Jo Butler, Bernie Miller, Kevin Wilkes, Administrator Monzo, Chief Dudeck, Lt. Morgan, Lt. Toole, Lt. Papp, Lt. Currier, Bob Gregory, Treby Williams, Paul Ominsky, Mark Freda