

ULSTER TOWN PERSONNEL COMMITTEE MEETING

September 18, 2012 AT 9:00 AM

CALLED TO ORDER BY COUNCILMAN MORROW, CHAIRMAN at 9:10 AM

SALUTE TO THE FLAG

ROLL CALL BY CLERK

TOWN COUNCILMAN ERIC KITCHEN

TOWN COUNCILWOMAN CRIS HENDRICK

TOWN COUNCILMAN JOHN MORROW

Councilman Joel B. Brink was present as an observer

Councilman Morrow reported that the purpose of this meeting is to develop a process to select a police chief and gather input from the community.

Public Comment

Lt. Anthony Cruise stated that, if his presence here made anyone uncomfortable, he would be willing to leave as he was a candidate for the position.

James A. Seyfarth, president of the Town of Ulster PBA, read a letter asking the Town Board to promote within the Town Police Department. (Exhibit "A")

A letter was read from George Lucente endorsing Lt. Anthony Cruise (Exhibit "B").

Ret. Police Chief Paul M. Watzka stated that there is a process in place for selecting a chief and he was in favor of promoting a person within the Town Department. He would question the character of anyone who would accept a position when there are qualified people within the department who want to serve. He recommended Lt. Anthony Cruise for Police Chief.

Ret. Police Chief Daniel Miller recommended that the Town Board hire someone within house. There is a process in place and there is case law.

Ret. Lt. Donald Short recommended that the Town Board promote a person within the Department for Police Chief.

Lt. Wayne Smith recommended that the Town Board promote within the Department. He felt there is no reason to go outside the department to promote.

Mr. Robert Crane (former Councilman) felt that it is important to promote within. The Town has received a large injury and feels that this would add insult to promote from outside the Department.

Councilman Morrow reported that the Personnel Committee has not approached anyone to be hired as police chief or has been contacted. A discussion followed between the committee and the audience.

ULSTER TOWN PERSENNEL COMMITTEE MEETING

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David Giustiniani, owner of D & D Automotive of Kingston Inc., spoke positively of the Town of Ulster Police Department and was in favor of promoting within the Department.

To discuss matters leading to appointment, employment, promotion, demotion, disciplinary suspension of a particular person

Councilwoman Hendrick moved to enter into executive session at 9:40 AM to discuss the process of appointing a Police Chief and other matters leading to appointment, employment, promotion, demotion, disciplinary suspension of a particular person

2nd by Councilman Kitchen

All Ayes

Councilman Brink was invited into the executive session.

Executive session ended at 10:24 AM

Councilwoman Hendrick moved to recommend Lt. Anthony Cruise to be hired as the Town of Ulster Police Chief, effective October 1, 2012 with a one year probation period.

2nd by Councilman Kitchen

All Ayes

Councilman Kitchen moved to close the meeting 10:25 AM

2nd by Councilwoman Hendrick

All Ayes

Respectfully Submitted by
Jason Cosenza, RMC FHCO
Ulster Town Clerk



ULSTER POLICE DEPARTMENT

Policeman's Benevolent Association

1 Town Hall Drive
Lake Katrine, NY 12449-0290
(Serving the Town of Ulster)



James A. Seyfarth
President
Fred J. Kesick
Vice-President

Kyle S. Berardi
Treasurer
Bonnie Simmons
Secretary

To: Town of Ulster Town Board
From: Town of Ulster Policeman's Benevolent Association
Date: September 17, 2012
RE: Process for Hiring of new Police Chief

Town of Ulster Town Board,

I would like to take this opportunity to express on behalf of the Ulster Police Department and its members that we appreciate the board's efforts in searching for the most qualified candidate to assume the Chief of Police position. It should not go without mention that the members of the Town of Ulster Police Department are truly dedicated professionals that are committed to meeting the diverse needs of the town's residents, commercial district, and distinctly different hamlets embraced within an ever growing community.

It is imperative that the Chief of Police have an intimate knowledge of the town and the town's needs. Equally important is the familiarity of the local business owners, community leaders, school administrators, and government officers to ensure that the police department is meeting the expectations of the people that it serves. Most of all, the Chief of Police should unquestionably have a detailed knowledge of how the department operates on all levels.

Both candidates from within the Ulster Police Department have over twenty years of experience in the department and are well versed in the needs of the community and the complex daily operations of the police department itself. Both candidates have taken and passed a certified civil service examination for the Chief of Police position, and are qualified to hold the position of Chief of Police. The Town of Ulster PBA is in support of either candidate for Chief of Police and it would aid in a smooth transition while moving into the future. Both candidates have a clear view of what is expected of them moving forward and are equally capable of carrying out a well balanced, fair, and educated approach to law enforcement tailored to the need of this community. For the above mentioned reasons, the Town of Ulster PBA is encouraging the Town Board to consider one of the eligible candidates from within the department instead of looking to hire someone who is not familiar with the department or the community that it serves.

Respectfully,

Officer James A. Seyfarth
President
Town of Ulster PBA

Exhibit "A"

September 16, 2012

Personnel Committee
Town of Ulster

Dear Sirs,

I would like my views known as to the pending appointment of a new Chief of Police for Town of Ulster.

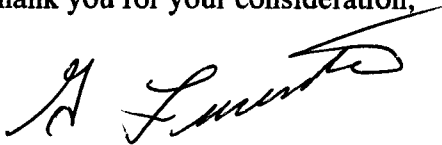
I feel that Lt. Anthony Cruise, who has been serving as interim Chief since the removal of Matthew Taggard, has been doing a fine job and deserves to be given serious consideration for the promotion to Chief of Police.

I have personally seen how well he interacts with the public and have been favorably impressed with his polite yet professional manner. His command of what is needed for his position and the continuing welfare of the Town is beyond reproach. He has shown himself to be highly responsible, dedicated and trustworthy.

Lt. Cruise passed the recent Police Chief civil service exam with very good marks. If he were allowed to remain in place as interim Chief until the test comes up again next year, this would give the Town a further opportunity to assess his merits. If he remains at his present salary level in this intervening year, the Town would certainly not be losing any money while giving Lt. Cruise a further chance to be fully grounded in the position.

I believe that to not give Lt. Cruise this opportunity to serve to his full capacity would be a great disservice to him and to the Town.

Thank you for your consideration,

A handwritten signature in black ink, appearing to read "G. Lucente", written over a horizontal line.

George Lucente

Exhibit "B"