



City Council

Public Safety

~ Agenda ~

36 Court Street
Springfield, MA 01103
<http://www.springfieldcityhall.com>

Tasheena Davis
4137876589

Thursday, November 12, 2020

4:00 PM

Virtual Meeting (Zoom)

I. Call to Order

4:00 PM Meeting called to order on November 12, 2020 at Virtual Meeting (Zoom) , Virtual Meeting, N/A, NA.

II. Public Portion

III. Orders

1. Order (ID # 5858)

Collective Bargaining Agreement Ratification - SPSA

HISTORY:

10/05/20

City Council

REFERRED TO COMMITTEE

Next: 10/19/20

Bill Mahoney, Human Resources Director addressed the Council. He explained this is the Police Supervisors Union contract. Highlights for the contract include an extension of the 90 days period to 120 day period to bring departmental charges forward, a change from a 3 year term to a 1 year term, and an additional assessment center for promotions in addition to the civil service exam.

Councilor Ramos stated he has not reviewed this in his committee. He will be making a motion to send the item to committee. The contract is problematic based on the Department Of Justice report and the Boston Globe article calling the SPD the worst police department in the country. One thing that was mentioned was in the DOJ report which referenced the amount of days for bringing forward departmental charges. Greg Bigda was not charged by the department due to this provision. The average person does not have the luxury of getting away with a crime if they aren't caught within 90 days.

Councilor Whitfield asked who would administer the assessment center.

Bill Mahoney stated that it would be based on selection of a vendor through a request for proposals.

Councilor Whitfield pointed to previous exams where black officers scored highest on the exam and were not promoted. She stated that in 2016 two of the three highest scorers were black and they were not selected. Commissioner Clapprood stated that the SPD doesn't need high scoring individuals but people with experience which came about when minorities began scoring higher on the exam.

Councilor Williams explained that he would mimic all that was said by Councilor Ramos. The time frame for charges is problematic. He asked why is it being extended to 120 days.

Mr. Mahoney stated this is not for criminal charges, but for departmental charges.

10/19/20

City Council

ATTACHMENTS:

- CAFO Cert- SPSA Agreement (PDF)
- 2020-09-11 Letter to City Council re SPSA (PDF)
- 2020-09-04 SPSA TA - EXECUTED (PDF)