

**OFFICIAL MINUTES**  
**COMMISSION MEETING OF THE CITY OF BRUNSWICK, GEORGIA**  
**CALLED MEETING**  
**10:00 A. M., FEBRUARY 19, 1993**

**PRESENT:** His Honor Mayor Homer L. Wilson, Commissioners Otis Herrington, Roosevelt Lawrence, Doris A. Davis and Rev. G. E. Darrisaw.

**INVOCATION:** The invocation was given by Commissioner Rev. G. E. Darrisaw.

The City Manager submitted the Police Department Promotional Plan and Procedure. He recommended creation of an additional Captain's position in the Department and to move ahead with promoting two officers to captains and reducing by one the number of Lieutenant positions. Promote four officers to Sergeants and ten officers to Corporals to bring the Police Department up to the number of budgeted slots that the Department has in each rank. He stated that it was an excellent opportunity to move ahead with the promotions and then be ready next week to be able to post the proposed dates for testing and the proposed date for promotions to either slots.

Police Chief Sidoran addressed the Policy in Chapter 3-14 page 6 of the Police Department Policy Manual. He next explained the procedure for the written exams that will be used in the promotion process.

The City Manager stated that there is an existing register that will be used for the Captain's position. The promotional process would allow an opportunity to address many morale problems that face the Police Department and this would provide an opportunity to continue efforts to address the Department throughout all ranks making it more representative of the Community.

Commissioner Lawrence expressed his concerns about the requirements to fill the Captain's position and the racial balance in the Department. Police Chief Sidoran stated that the Department overall was twenty-six percent Black. The City Manager disclosed the racial balance of the Police Department by each rank. The highest ranking minority was a Lieutenant.

Commissioner Lawrence expressed his concerns about all people being treated fairly in regards to whether they were "Black, White, Blue or Green." Another area of concern was the reason why minority officers were not promoted in the past.

Chief Sidoran pointed out that this was an excellent opportunity to do some correction along these lines. In the past two and one half years more minorities were hired and there has been a better representative in each police unit of a minority in every department. He further stated that this is his first opportunity to having demonstrated his commitment of a representative staff in the Police Department.

Commissioner Davis directed attention to the two Captain's positions and creating another position to make it three Captain's positions. Chief Sidoran explained that it would create a Captain's position but eliminate a lieutenant position. The City Manager indicated that from a budgetary standpoint it would be no additional expense in the current year's budget.

Commissioner Darrisaw commended the Police Chief on what he has done and for the foresight to see an opportunity to correct several things as it relates to hiring minorities. Commissioner Darrisaw expressed his concern about gradualism and everyone having an equal opportunity. He stated his concerns about why minorities would not be able to qualify for certain standards, because of not being given exposure to the experience and not having an opportunity to participate in training programs.

In covering several topics of concerns Commissioner Darrisaw indicated that something should be built in the policy to correct the ills that keep the Police Department imbalanced. The ceiling is raised to move a person up and that is almost like changing the rules. People have to wait to become qualified, and certain positions should be opened up to others in the area just like the Chief of Police position.

Commissioner Darrisaw next mentioned that the Commission said they discussed filling a Captain's position and no record of it was on tape, apparently it never took place. In creating another slot to accomplish a racial balance the Commission needs to look at other things like minorities having their fair share in an already existing system. In the work place slots are created for minorities and many times with these slots minorities are not given the total responsibility, the total opportunity to be in the main stream of the operation of things. The entire proposal represents a created slot for a minority. The Captain slot two years ago was promised to be filled and it was not done. Commissioner Darrisaw stated that it was just a minority showcase, placing a minority in a slot.

Commissioner Darrisaw next discussed the Officer that appeared before the Commission about morale problems in the Police Department. He stated that the City would respond to his grievances.

Chief Sidoran described how all Captains would be rotated so that they would have an equal opportunity to exercise their judgement and capability of leadership in every position in the Department. He explained how bringing in Corporals, Sergeants, Majors, Captains and Chiefs could create a tremendous morale problem in the Department. The feeling in the Department is that officers would not get an opportunity for promotion.

Commissioner Lawrence asked for clarification of the duties of the three Captains in the Police Department.

Major T. C. Cowan provided information on the duties of the three Captain's positions.

The City Manager addressed the matter concerning the officer that came before the Commission with a grievance. He assured the Commission that the grievance is moving through the chain of command.

Commissioner Darrisaw commented on the officer that appeared before the Commission pointing out that he was brave to come before the General Public. Chief Sidoran advised the Commission that the officer has talked with him on many occasions that the door to the Chief's office is always open. Commissioner Darrisaw also discussed perceptions of mistreatment of officers.

Commissioner Davis asked how detrimental would it be if the Department did not have this created position in place for the Captain's position.

Police Chief Sidoran stated that it was part of a bigger plan and it was a very important position and it was one that he would have liked to have long time ago. He further stated that it would cause a major problem if the slot was not filled. Commissioner Darrisaw stated that if it will cause a major problem and if it is a part of the bigger plan then the Commission does not need to be in any hurry by giving the go ahead with something that they do not come to an agreement on. Commissioner Darrisaw gave his opinion of opening the door to a bigger plan. Commissioner Darrisaw stated that the Commission ordered the position filled and it was never done, so now the Police Department is requesting that it must be done.

Commissioner Herrington stated that he would like to clear the record about the discussion with the City Manager a year and a half ago. Commissioner Herrington stated that he and Commissioner Lawrence met with the City Manager to discuss giving some minority a leadway whenever the Captain's position came available. He further stated that he and Commissioner Lawrence felt that it was a good idea. He pointed out that this occurred

shortly after Commissioner Williams and Stephens left. He also stated that they had another discussion about it with Mayor Wilson and everyone at that time thought it was a good idea; however, the discussion never took place in any open meeting and there was not an official record of the decision that was made to fill the Captain's slot. He further stated that it was cleared by the Commission to fill this Captain's slot and it was no fault of the Commission Board if it did not take place. Commissioner Herrington next mentioned that he read an article in the newspaper which stated the City Manager did not know of any records authorizing him to fill the Captain's position. He stated that the Commission Board knew there were no records; however, there was a general agreement to fill the position. Commissioner Herrington stated that he would like to do something about filling one of those Captain's positions.

Commissioner Darrisaw expressed his concerns about communication between the Commission and administration and doing business as usual.

The Commission devoted considerable discussion to filling the slot of the Captain a year and three months ago.

Commissioner Herrington recommended that the Commission read through the information and select things that would be beneficial to the Police Department and table the rest of it. He suggested that they start with the Captain's position and continue through the list. He stated that he would like to get something done instead of putting the whole project on hold.

Commissioner Darrisaw recommended that the Commission fill one Captain's position without voting on any other position and hold a work session to discuss the positions.

Mayor Wilson expressed his concerns about the financial stability of the City and what would happen if other City employees wanted to build morale.

Mayor Wilson asked if any Commissioner would like to offer a motion to fill the Captains slot. Commissioner Darrisaw requested that the motion be made to fill the Captain's slot without any other attachments.

Commissioner Herrington moved and Commissioner Davis seconded the motion to fill the Captain's position without any other attachments. The motion passed unanimously.

Commissioner Darrisaw stated that he wanted to be absolutely clear that the Captain's position will be filled and no other positions until the Commission could discuss the matter at a work session.

Commissioner Herrington brought up for discussion filling the other positions on the list. It was explained that a motion was made to fill one Captain's position and no other positions until after a work session. Commissioner Herrington stated that it was clear from the discussion that any other attachments meant no other attachments or stipulations in reference to other Captains or something that might be affiliated with the Captain's position.

The Commission deliberated and discussed the promotions.

Commissioner Herrington moved and Commissioner Davis seconded the motion to promote officers and approve Chapter 3-15 Off Duty Officers and Personnel. Commissioner Darrisaw moved and Commissioner Lawrence seconded the substitute motion that the matter be referred to a work session.

On call for the question the main motion received three votes from Mayor Wilson, Commissioner Herrington and Davis. The motion passed by majority vote.

Commissioner Darrisaw asked the maker of the motion to repeat and clarify the motion. Commissioner Herrington stated that his motion was to promote patrol officers.

The Commissioner debated the motion and asked the Clerk to play the tape. After hearing the tape Commissioner Darrisaw moved and Commissioner Lawrence seconded the motion to have the conflicting motions removed and declared null and void until a work session. On call for the question the motion failed by vote of 3 to 2. Commissioner Darrisaw stated that the conflicting motions should be straightened out.

Commissioner Herrington moved and Commissioner Davis seconded the motion to rescind all the motions. On call for the question the motion passed by vote of 4 to 1, Commissioner Darrisaw voting against.

Commissioner Herrington moved and Commissioner Davis seconded the motion to fill the Captain's slot and promote Patrol men to Corporal's with any testing as outlined by the Chief of Police in the promotion policy and adopt Chapter 3- 15 outside employment of Police Officers.

Commissioner Darrisaw asked the City Manager to read Chapter 3-15.

Commissioner Darrisaw moved to amend the motion to allow all officers to wear uniforms off-duty.

Commissioner Lawrence brought up for discussion off-duty officers wearing uniforms for public gatherings. Commissioner Herrington explained why the off-duty officers are needed at public gatherings in the City. Commissioner Darrisaw stated that all officers should be allowed to wear uniforms off-duty.

Commissioner Darrisaw withdrew the amended motion.

On call for the question on the main motion, the motion passed unanimously

#### **SENIOR POLICE OFFICERS INCENTIVE PLAN**

Chief Sidoran submitted request for Senior Patrol Officers to be awarded a ten percent increase in salary after two years of service to the Police Department.

Commissioner Herrington pointed out his area of concerns with the Police Officer Incentive Plan.

After talking briefly about the Incentive plan, Commissioner Davis offered the motion to defer Agenda Items 3, 4, 5 and 8 until a work session. Commissioner Darrisaw seconded the motion. The motion passed unanimously.

On the matter of the Golden Isles Arts and Humanities Association Commissioner Davis moved and Commissioner Herrington seconded the motion to designate the Association as the joint City/County Coordinating Organization for the Cultural Arts.

The Meeting was adjourned by motion of Commissioner Darrisaw at 1:17 P. M.

#### **MEETING ADJOURNED.**

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Mayor

Attest \_\_\_\_\_  
City Clerk