

**PRINCETON COUNCIL MEETING**  
**December 3, 2013**

A special meeting of the Mayor and Council was held on this date at 7:00 p.m. in the Main Meeting Room in the municipal complex, 400 Witherspoon Street, Princeton, NJ 08540. The purpose of the meeting is to review the Police Report as prepared by The Rodgers Group.

**NOTICE OF MEETING**

The Clerk read the following statement.

The following is an accurate statement concerning the providing of notice of this meeting and said statement shall be entered in the minutes of this meeting. Notice of this meeting as required by Sections 4a, 3d, 13 and 14 of the Open Public Meetings Act has been provided to the public in the form of a written notice. On November 27, 2013 at 10:10 a.m., said schedule was posted on the official bulletin board in the Municipal Building, transmitted to the Princeton Packet, the Trenton Times, the Trentonian, the Town Topics, and filed with the Municipal Clerk.

**ROLL CALL**

The Municipal Clerk then called the roll.

Present: Mesdames Butler, Crumiller, Howard and Messers Liverman, Miller and Simon and Mayor Lempert.

Absent: None.

Also Present: Ms. Monzo

Mayor Lempert opened the meeting by welcoming the public and thanking the people who participated in the focus groups.

Frank E. Rodgers, Philip M. Coyne and Vance J. Mattis were present for The Rodgers Group, LLC.

Mr. Rodgers began by thanking the Mayor and Council and said that a new police chief was needed, and soon. They recommended without reservation that a police chief be promoted from within its own ranks. Mr. Rodgers said that department has coalesced around its current leadership and that the anxiety associated with the merger of the two police departments has been alleviated with transparent and tangible evidence of progress directly attributable to the agency's current leadership is abundantly clear.

Mr. Rodgers referred to pages 64-79 of the report as The Executive Summary. The report reviewed aspects of the Police Department through the use of focus groups, personality tests, questionnaires and surveys. Focus groups were comprised of members of the public, police officers and town officials. Mr. Rodgers said that the level of transparency is one that he had not experienced anywhere else.

Ms. Crumiller that she was concerned that problems may fester below the surface. Mr. Rodgers said that what he found was arguably to the contrary and that this department had an openness to cooperate. Ms. Crumiller

asked that given our track record whether there were any suggestions on how to improve as it is our duty to make sure that the problems don't happen again.

Mr. Crumiller said that she supported the idea of a chief, but is concerned that the same problems would present themselves again and that it would be just too much pressure on one person. Maybe it was time for a change, she said. Mr. Rodgers said that he and his associates strongly recommend against it noting that the focus group responses showed a shift of positive and shared communication. He said that attempting to interject a police director in is simply unnecessary and would erode much of the progress made by the agency to date.

Ms. Crumiller left the meeting at 7:00 p.m.

Mr. Rodgers said that you've been doing nothing but change for the last year and the last thing that you need is more change.

Ms. Howard said that she felt that it was important that we continue improving the police departments' relationship with the community. Mr. Rodgers said that there is a great return on the investment when elaborating with the community. He said that there is a genuine level of support of the police department and that support is reflected in the core product. The department has the ability to seal the deal and move forward.

Mr. Miller asked if what was found in our police department reflect the norm. Mr. Rodgers said that yes, very much so.

Ms. Butler said that she feels like she was reading a different report and that having a balance of personalities would be better. Mr. Rodgers said that police force shows evidence of all four personalities used in the study.

Mr. Simon asked that in regard to 1, 3, and 5 year strategic target plans, does our department have the skills to formulate such a plan. Mr. Rodgers said that he thought that they were on the right tract.

Ms. Howard thanked The Rodgers Group for the "road map". She said that she took away from this exercise to stay the course and need for leadership. She asked what a strategic plan looks like. Mr. Coyne equated it to a GPS and that you need to know your destination.

Mr. Miller said that of the thirteen recommended actions, some come clearly to the elected officials. Mr. Rodgers said that the recommendations would become a substantial portion of the strategic plan after the first of the year.

Mayor Lempert opened the discussion up for public comment.

Jan Weinberg asked to discuss the current relationship between the administrator and the police department. Ms. Howard said that the Administrator is designated as the appropriate authority. Mr. Rodgers said that he found it to be a good collaborative relationship.

Mr. Liverman said that the report reiterated what he has known for years that we have a great police department, we are fortunate and that Captain Sutter has done a great job.

Mayor Lempert thanked everyone and said that this has been a useful exercise for the police department to go through. She said that the police department is one of the successes of consolidation, showing that you can do more with less.

There being no further business, the meeting was adjourned at 7:35 p.m.

Linda S. McDermott  
Municipal Clerk