



Town of Waterford, Connecticut, Police Commission Meeting Agenda

Training Room at the Waterford Police Department

11/13/2023 5:00 pm

Call to order and establish quorum:

Pledge of Allegiance:

Public input:

Acceptance of minutes: October 10, 2023 Regular Meeting

Correspondence:

- a. Thank you letter to SRO Lane from the grandparent of a student
- b. Thank you letter to Officer N. Surdo from the NTOA
- c. Thank you email regarding Officer J. Bunce from Norwich Police Department

Traffic Commission Review:

Chief's Report:

- a. K9 Reports for October
- b. Youth Report for October
- c. Investigative Services Report for October
- d. Training Report for October
- e. Records Report for October
- f. Community Service Officer Report for October
- g. Patrol Report for October
- h. Animal Control Report for October
- i. Community Engagement Report for October

Old Business:

- a. Police Chief Selection Process
- b. Recording of Commission Meetings

New Business:



MINUTES
BOARD OF POLICE COMMISSIONERS
October 10, 2023 at 5:00 p.m.

PRESENT: Commissioner R. Brule, Commissioner M. Gelinas, Commissioner T. Sheridan
Commissioner Dimmock via phone

ABSENT: Commissioner C. Gamble

DEPARTMENT: Chief M. Balestracci, LT N. VanOverloop, LT D. Ferland,
LT P. Flanagan, Traffic Officer J. Nickerson, Officer R. DiFusco

CALL TO ORDER AND ESTABLISH A QUORUM:

Commissioner Gelinas called the meeting to order at 5:00p.m. in the General Meeting Room of the Waterford Police Department. A Quorum was established.

PLEDGE OF ALLEGIANCE:

PUBLIC INPUT:

ACCEPTANCE OF MINUTES:

MOTION: Made by Commissioner Sheridan and seconded by Commissioner Dimmock to accept the minutes from the September 11, 2023 Regular Meeting. Motion passed.

Diane and Tom Harrington of the Kelsey S. Harrington Foundation were recognized for their positive impact on our community.

Gordon "Smitty" Beals was recognized for his 20 years of service in the Waterford Fire Police.

Chief Balestracci presented an Exceptional Service Award to Detective R. Carroll II and Investigator T. Zaldivar for their exceptional teamwork on a water rescue.

CORRESPONDENCE:

Correspondence was reviewed.

TRAFFIC COMMISSION REVIEW:

TO Nickerson informed the Commission that he received a four-way stop sign request for the intersection of Ridgewood Avenue and Birch Street. He said more data is needed before it is presented to the Commission for review.

CHIEF'S REPORT:

- a. K9 Reports for September
September report was received.
- b. Youth Reports for September
September report was received.
- c. Investigative Services for September
September report was received.
- d. Training Report for September
September report was received.
- e. Records Report for September
September report was received.
- f. Community Service Officer Report for September
September report was received.
- g. Patrol Report for September
September report was received.
- h. Animal Control Report for September
September report was received.
- i. Community Engagement Report for September
September report was received.

OLD BUSINESS:

- a. Police Chief Selection Process – Moved to next month.
- b. Recording Commission Meetings – Moved to next month.

NEW BUSINESS:

- a. Annual Report Draft – There was a brief discussion regarding the Annual Report Draft.

MOTION: Made by Commissioner Sheridan and seconded by Commissioner Gelinis to appoint Commissioner Gelinis to edit and approve the Annual Report on behalf of the BOPC. Motion passed unanimously.

- b. Review of 2024 Meeting Schedule – Schedule was approved by the Commission.

MOTION: Made by Commissioner Sheridan and seconded by Commissioner Dimmock to enter into Executive Session at 5:20 p.m. Chief Balestracci was included in the Executive Session. Motion passed unanimously.

The Board came out of Executive Session at 6:00 p.m. no votes or actions were taken while in Executive Session.

MOTION: Motion made by Commissioner Sheridan and Seconded by Commissioner Dimmock to promote Officer Jake Nickerson to the rank of Sergeant effective immediately. Passed unanimously.

MOTION: Made by Commissioner Sheridan and seconded by Commissioner Dimmock to enter into Executive Session at 6:03 p.m. Chief Balestracci was included in the Executive Session. Motion passed unanimously.

The Board came out of Executive Session at 6:45 p.m. no votes or actions were taken while in Executive Session.

MOTION: Motion made by Commissioner Dimmock and Seconded by Commissioner Sheridan to extend an offers to candidates Brandon Winakor & Tanner Suplita for the current vacancies, contingent on the candidates successfully completing the hiring process and background investigations. Passed unanimously.

MOTION: Made by Commissioner Sheridan and Seconded by Commissioner Gelinis to adjourn the meeting at 6:50 p.m. Motion passed unanimously.

Respectfully submitted by:



Diane E. Driscoll
Recording Secretary

Dear Officer Lane,

I wanted to let you know what a wonderful job it is that you do. I know that my granddaughter, [REDACTED] is able to make it through the school day because of your kindness and understanding. She has been through more trauma in the last ten years than anyone her age should have to go through and she is suffering emotionally because of it, but your presence has been a beacon for her to follow and has become extremely important to her.

I have heard that you are so helpful to many families in this community and help these kids and sometimes take money out of your own pocket to do this. What I am giving you here is not a gift but a donation to help you keep doing what you do. What you do is so important to these kids and to us as parents and grand parents. As I've heard many times "There is no manual on how to raise kids" but some of the things I've heard you say to help us deal with these problems come out as magic to us, and have worked. You are truly an asset to the school and the community.

I cant thank you enough!





October 25, 2023

Training Coordinator Nicolas Surdo
Waterford Police Department
41 Avery Lane
Waterford, CT 06385

Dear Sir,

Thank you for bringing the Supervising Patrol Critical Incidents course to your agency. We appreciate all the effort you put into hosting this course and your assistance in making it run smoothly.

Please let us know if the NTOA may be of service to you or your agency at any time in the future.

Thank you again, and be safe.

Sincerely,

A handwritten signature in black ink that reads "Don Kester".

Don Kester
Director of Training and Education

Diane Driscoll

From: Marc Balestracci
Sent: Thursday, October 26, 2023 7:37 AM
To: Diane Driscoll
Subject: FW: Thank you

Please forward to BOPC meeting

Thank you,

Marc Balestracci
Chief of Police
Waterford Police Department
41 Avery Lane, Waterford, Connecticut
860-442-9451 Ext. 2282



From: Nicole VanOverloop <nvanoverloop@waterfordct.org>
Sent: Thursday, October 26, 2023 6:52 AM
To: John Bunce <jbunce@waterfordct.org>
Cc: Marc Balestracci <mbalestracci@waterfordct.org>
Subject: FW: Thank you

John,

From the Norwich Police Department.

Nice job being able to squeeze them in amongst all you other responsibilities.

Nicole

From: Pete Karasuk <PKarasuk@cityofnorwich.org>
Sent: Wednesday, October 25, 2023 11:56 AM
To: Nicole VanOverloop <nvanoverloop@waterfordct.org>
Subject: Thank you

CAUTION: This email originated from outside of the organization.
Do not click links or open attachments unless you recognize the sender's email address and know the content is safe.

Lt,

Just wanted to reach out and say thank you for letting us use Ofc. Bunce for a cellular dump for our recent murder. I contacted him last minute and he was more than accommodating and efficient in getting the extraction done.

Thank you,

Detective Peter Karasuk
Norwich Police Department
Detective Division
70 Thames St, Norwich, CT 06360
(PH) (860) 886-5561 x3155
(FX) (860) 886-4552



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WATERFORD POLICE DEPARTMENT TRAFFIC REPORT

• October 2023 •

Traffic Complaints:

Route 213 at Route 156 received a complaint that the traffic island is not visible at night. TO checked the intersection and found the signage to be adequate.

Construction Reviews

A secondary review for a hotel at 295 Willetts Ave was completed and engineers confirmed line of sight measurements were adequate for the two roadways. Sgt Nickerson requested engineers look at the design of the parking lot as there are concerns of high speeds using the parking lot as a cut through between roadways.

Upcoming Events

High School Turkey Trot 11/18/23

Pearl Harbor Road race 12/3/23

Stop Sign Request

A request for a Stop Sign for Ridgewood Ave and Birch Street. See attached report prior to discussion and vote.

Waterford Ambulance

A request for signage and roadway painting was received. See attached proposal for a discussion and vote.

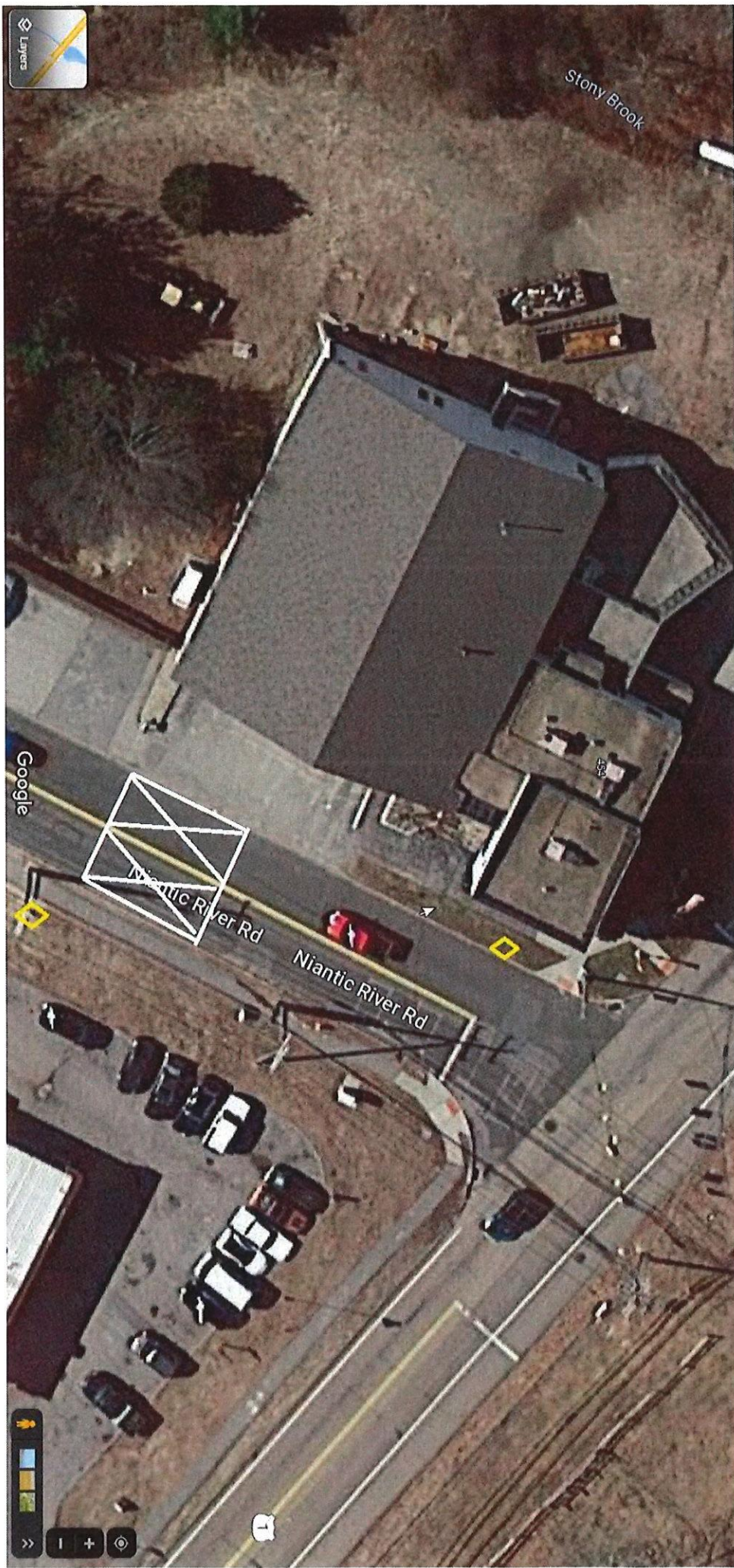
Niantic River Road Sign/Painting Request

Waterford Ambulance has moved into the old “Carlin” building located at 454 Route 1 at the intersection with Niantic River Road. The Ambulance bays are located on Niantic River Road and face the roadway.

With the ambulances entering the roadway and backing up from the roadway into the ambulance bays, a request was made for new signage and roadway painting.

Proposed are two (2) signs shown below and “DO NOT BLOCK style painting” shown on the second page. Both signage and painting are listed in the MUCTD as acceptable. Waterford Ambulance would cover the cost of these items as a private entity.





Stop Sign Request

Location: Ridgewood Ave at Birch Street

Complaint: Due to speeds during the summer months, complainant feels the intersection is unsafe due to the current line of sight at the intersection.

Current line of sight issues are known at this intersection. The Traffic Officer has already worked with public works to clear overgrowth from a fence line on Birch Street looking North. By clearing the brush, adequate line of sight has been achieved. Looking South, there was already adequate sight lines. Both directions now have 100+ feet of sight, with the south bound measuring to 140 feet. Absolute perfect line of sight in a neighborhood setting is around 150 feet per State of Connecticut engineers. Other engineers list is closer to 100 feet for a "stopping condition". As speeds increase, the need for larger line of sight increase.

The complaint involves the traffic flow primarily in the summer months, thus a speed study cannot be completed currently, as it would not reflect the conditions in the complaint. As always, if the speeds are elevated and causing the reaction time issues at the intersection, Stop Signs shall not be used to mitigate the speeding issue according to the Manual for Uniform Traffic Decisions (National Highway Code)

The intersection of Ridgewood Ave and Peninsular Ave, has a far worse line of sight issue. I reached out to the homeowner, whose shrubs cause the issue and he has begun to correct the issue. I anticipate achieving around 100 ft of sight after corrective measures.

Since 2015, only one accident has been recorded at the intersection of Birch Street and Ridgewood Ave. The accident occurred due to a vehicle running the stop sign on Birch Street, attempting to continue straight onto Birch Street. The vehicle struck another vehicle trying to turn left from Birch onto Ridgewood Ave. Both operators had a stop sign to obey.

No accidents were recorded involving Peninsular Ave.



THE WATERFORD POLICE DEPARTMENT



K-9 Activity Report

October 2023

K-9 Ozzy

Monthly Uses: 6

2023 Uses: 56

K-9 Tico

Monthly Uses:

2023 Uses: 3



K-9 Usage

Ozzy

- ♦ K9 Ozzy and Off. Genung responded (off duty) to 334 Rope Ferry RD for a narcotics sniff. Officers had recovered a firearm and several bundles of fentanyl on the operator. Upon conducting an open air / interior narcotics sniff, K9 Ozzy alerted to the driver's seat area. Located in a void between the center console and the drivers seat were approximately 10 additional bags of fentanyl.
- ♦ K9 Ozzy responded to Norwich to assist in locating a violent felon with an active assault 1st warrant who had fled a residence. K9 Ozzy assisted searching several buildings in the area. The suspect was located in the area by the responding officers on scene.

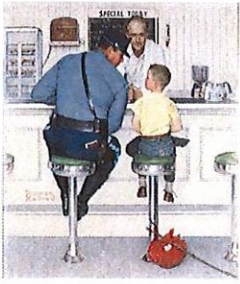
Tico

- ♦ Off. Surdo and K-9 Tico responded 9 Wilson AVE in Quaker Hill for a missing/distraught individual. It was determined that the subject had gone missing in the middle of the night. K9 Tico deployed for a track in the front yard. He tracked West through several yards and then North along the train tracks. He went over a small land bridge onto Mamacoke Island where the subject was ultimately located. He was committed to the hospital on a emergency police committal.



Monthly Training

- ♦ Monthly K-9 training was conducted on 10/10/23 and 10/24/23 in obedience, tracking, article search, building search, area search, narcotics detections, and apprehension work.



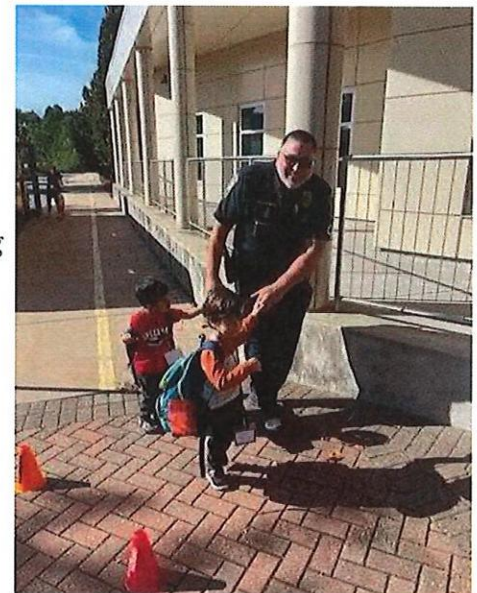
THE WATERFORD POLICE DEPARTMENT

Youth Office Activity Report



October 2023

- ♦ SRO Lane was advised of a distraught student at CLMS. After investigating he determined that sending the student to the hospital for a mental health evaluation was the best course of action.
- ♦ SRO Lane held a meet and greet at CLMS providing donuts to students in the morning. Several patrol officers, community engagement officer Fredericks, and K-9 Hodges all attended the Halloween event.
- ♦ SRO Malbaurn attended Waterford High School's "Lancer College Fair" in the fieldhouse which showcased all WHS clubs. It was also attended by numerous college representatives throughout the northeast.
- ♦ SRO Malbaurn sat in on a recent parent/principal advisory meeting and spoke about his roles and responsibilities while in the high school.
- ♦ Several home visits as well as police investigations were conducted by both SRO's throughout October.
- ♦ SRO Malbaurn and SRO Lane continue to conduct numerous meetings with parents and students during the month involving various concerns including social media and mental health issues. These issues occur during and outside of school hours but are often dealt with by the SRO's working jointly with school administration.



Month at a Glance

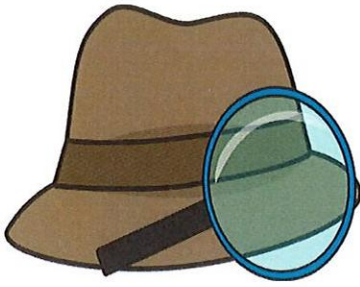
3 – Home Visits

3 – CAD Report

7 – Case Reports

0 – Arrests

SRO Lane & SRO Malbaurn continue to meet and talk with students on a daily basis for school, personal, and social related topics in an effort to develop lasting relationships between the department and the youth in our community.



THE WATERFORD POLICE DEPARTMENT

Investigative Services Division



October 2023

In the month of October 2023 the Investigative Services Division worked or assisted with 38 investigations.

Current Active Investigations (31 Cases):

(These numbers do not include assist's to the Patrol Division)

Homicide—1	Pistol Permits—12
Burglary—5	Background Investigation—3
JV Sex Assault—2	Monogram Scam—1
Untimely—2	Fraud-2
Juvenile Complaint—1	ID Theft—1
Facebook Threats—1	

Year to Date Statistical Report

Case Numbers	Search Warrants	Background Checks	Arrests	Sex Assaults	
103	28	15	21	15	
Ex-Parte's	Auto Theft	Burglary	Unattended Deaths	Robbery	
0	3	9	6	1	



THE WATERFORD POLICE DEPARTMENT

Investigative Services Division



October 2023

October 2023 Updates:

Sergeant Avdevich and Lieutenant VanOverloop attended a three day Basic Crime Scene investigation course held at the Waterford Police Department by Spector Training. The course was meant as a refresher for Sergeant Avdevich and Lieutenant VanOverloop as they take over supervision of the Investigative Services Division.

The Investigative Services Division was also assigned five (5) background Investigations this month. Two (2) of the backgrounds investigations took precedence as they were for new police officer candidates while the rest are also almost completed for the position of Community Service Officer.

October 2023 Investigations:

October was a busy month for the Investigative Services Division with assists to outside agencies East Lyme Police Department for car breaks, Cheshire Police Department for a suspect involved in car thefts residing in Waterford and the Connecticut Intelligence Center (CTIC); as well as numerous assists to the Patrol Division.

After Temple Emmanuel received a bomb threat via email Detective Carroll expedited a search warrant for the email records pertaining to the threat. It was soon learned that numerous synagogue's throughout Connecticut had received the same threat. The Connecticut Intelligence Center (CTIC) took over the investigation and all information gathered was provided to them.

Detective O'Connell assisted patrol in an elderly scam of \$100,000 dollars through social media where the suspects portrayed themselves to be a top political figure. This is an ongoing investigation with search warrants in process.

Investigation Services also responded to a large scale burglary at Self Storage Solutions on RTE 85 after numerous units were broken into during the overnight hours. One motorcycle was quickly recovered in New London and the investigation continues.

Investigator Zaldivar was assigned to investigate a threat made to the Waterford Police Department via Facebook. A search warrant is in process and the investigation is ongoing.

Detective Bonkowski along with other members of Investigative Services were proactive in making a drug arrest after observing suspicious activity in the Town of Waterford from a couple in a vehicle in the Dollar General parking lot along with other parking lots in Waterford.



THE WATERFORD POLICE DEPARTMENT

Investigative Services Division



October 2023

.Task Force Report:

In the month of October, the VCTF were asked to assist in the arrest of two outstanding violent offenders in Norwich and Groton. VCTF had approximately nine (9) other narcotics and warrant-related cases. Lastly, the VCTF conducted several days of surveillance for ongoing investigations in surrounding areas.



TRAINING REPORT OCTOBER 2023



New Officer Updates

Hiring Process: The Waterford Police Department continues its efforts in recruiting and hiring. The hiring process for entry level and certified officers is open and will remain open for the next several months. Recruit Dylan Luce successfully completed the Physical, Psychological and background phases of the process. Candidates Tanner Suplita and Brandon Winakor have completed the Polygraph and Psychological phases of the process.

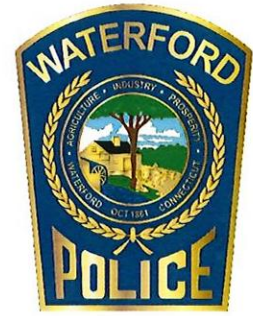
Recruit Status: Officer David Diogo and Officer Andrew Reed have met all field training requirements and were certified by the Police Officers Standards Training Council.



THE WATERFORD POLICE DEPARTMENT



TRAINING REPORT OCTOBER 2023



An Officer Wellness seminar was attended by Sergeant Richard Avdevich and Officer Mark Devine. The seminar, sponsored by the CPCA , provided specific information related to maintaining the physical, emotional and psychological wellness of officers.

Officer Edwards attended a two day Recruitment for Law Enforcement training program. The training provided up to date methods for creating more personalized contacts between departments and police applicants in a competitive hiring climate.

Officer Steven Rogers attended a seminar on Identifying Criminal Vehicles and Occupants. The one day course is designed to enhance understanding and awareness in locating and identifying criminal vehicles and activity during motor vehicle traffic stops and encounters,

Officer Zachary Caler continued an intensive, two week, training as a certified Drug Recognition Expert, often used to detect and identify the various types of drug impaired driving.

A two day NTOA Critical Incident Supervisors course was attended by Sergeant Matthew Fedor and Sergeant Pat Epps. The course discussed the characteristics, basic strategies, and mistakes commonly made in large scale critical incidents, from previous critical incident encounters.

Officer Christian Charron attended a five day Law Enforcement Spanish Language and Culture training. The POSTC sponsored course provided attendees with the basics to gather information and ask formal and informal questions in Spanish.

Lieutenant David Ferland and Lieutenant Patrick Flanagan attended a two day Command Presence seminar, designed for command staff.

The Waterford Police Department Records Department Activity for OCTOBER 2023

This activity reflects daily activity for the reporting month inclusive of; administrative and court paperwork or processing, contact with members of the public, and state or federal mandated reporting requirements.

Ticket/Written Warning Entries	Freedom of Information Requests	Motor Vehicle Accident Entries	Warrants (Entering or clearing)	Phone calls	Walk in Lobby Window	Background Check Requests
350	152	37	50	156	114	16

Protective Order Entries	Officer Tasking Requests	Case Erasures	State/Federal Report Entries	Supervisor Tasking Requests	DCF Requests
36	19	235	0	30	15

Court Request	Case Copies	Abstracts
32	2	275

- Records staff attended the annual Freedom of Information Act training conference. This training provided up to date information regarding FOI laws applicable to law enforcement and provided the opportunity for questions and clarification from staff.



CSO Monthly Statistical Report October 2023



Waterford Arrests

#

Adult	31
Juvenile	0
Total Processed	31

Fingerprints

#

Pistol Permits	11
Employment	17
Miscellaneous	2
Peddler / Precious Permits	2
Total Fingerprints	32

Firearms

#

Firearms Transfer	32
Pistol Permits Issued	2

Initial Complaints (3A's)

#

Total	24
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- CSO's covered 64 shifts during the month.
- 2 New CSO's finishing up hiring process, awaiting results of physicals



Patrol Report

Commissioners Activity Report

October 2023



Suspicious MV Call Leads to Gun/Drug Arrest

On October 7, 2023 at 1819 hours Off. Fredricks, Off. Bunce, Off. Genung and Lt. Flanagan responded to the Marina Bay Cottages for a suspicious vehicle. Upon making contact, officers observed the operator making furtive movements and it appeared he was attempting to conceal something. The operator was removed from the vehicle and a probable cause search was conducted. Located in the vehicle was a loaded firearm, ammunition, and approximately 36 individually packed bags of heroin. The operator was arrested for a series of narcotics and firearms related charges.



Patrol works with probation for DV Arrest

In September, day shift took a complaint of a violation of a protective order. It was reported that the victim of a domestic violence incident had received items in the mail from the offender. Off. Diogo, after getting permission granted from the court, worked with state of CT probation to obtain GPS coordinates from an ankle monitor worn by the offender. The coordinates placed the offender at the post office at the date and time the packages were sent. On 10/30/23 the suspect was taken into custody and charges with Crim. Viol. Of a Protective Order.

Patrol Calls for Service Monthly Snap Shot:

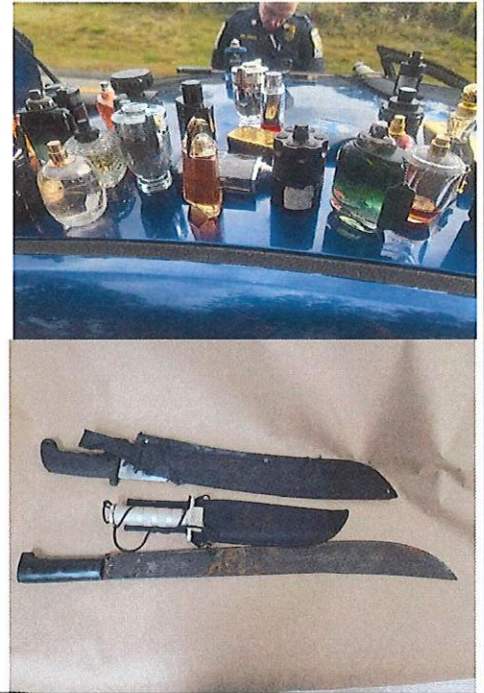
Total Service Calls	2665
Case Numbers	178
Arrests	74
Juvenile Arrests	3
Larcenies	42
Arrest Warrants	21
Domestic Violence Investigations	10
Traffic Crash	73
DUI Investigations	7
EDP/Welfare Check	41
School Checks	107
Motor Vehicle Stops	580
Written Warnings	136
Infractions	130
Verbal Warnings	292
Misdemeanor	22

SELF INITIATED MOTOR VEHICLE ACTIVITY BY BADGE NUMBER



**Larceny Call leads to Weapons in a MV Arrest**

On October 16, 2023 Waterford Police Dispatch received a call about several Hispanic males committing a larceny at Uta Beauty and fleeing in a Blue Chevy Cruz with NJ Plates. Off. Diogo who was traveling on RTE 85 when the call came into dispatch, spotted the vehicle and conducted a motor vehicle stop as it attempted to get onto I-395 south. Diogo observed furtive movements in the vehicle and requested additional backup units. After conducting a probable cause search of the vehicle, 27 bottles of stolen perfume were recovered and seized. Also located in the vehicle were three machete style weapons. The three occupants were arrested on larceny and weapons charges. A bulletin was put out to surrounding agencies which assisted other jurisdictions in their investigations with these same suspects.

**Bomb Threat**

On October 3, 2023 day shift responded to Temple Emanu-El for two threatening emails in which it was reported explosives would be left at the place of worship. Patrol officers arrived on scene and worked with staff to voluntarily and safely evacuate the building. Bomb sniffing dogs were requested on the regional hotline and Mohegan Sun responded with two explosive detection canines. EMS personnel were put on standby and a perimeter was developed. The building was cleared of all explosives by the teams. The patrol division made notification to the FBI and provided necessary information to WPD's investigative services division.

Domestic Violence Arrest via Warrant

On October 19, 2023 a report was filed in the lobby of the WPD about a DV incident which occurred several days prior. It was reported by the victim that she was assaulted by her nephew. The suspect allegedly prevented her from calling 911, snapped her glasses, and struck her in the right eye with his hand. A warrant application was immediately prepared and sent to court for review. The warrant was signed and officers immediately responded to the suspect's residence to take him into custody. The suspect was charged with Assault on an Elderly Person, Interfering with an Emergency Call, Criminal Mischief Second Degree, and Disorderly Conduct. The suspect was processed, held on a \$150,000.00 bond, and then transported to court the following day for his appearance.



In the Community Interest





THE WATERFORD POLICE DEPARTMENT

Animal Control Report



October 2023

- ♦ On 10/12/23 animal control took in a very young cat that had a prolapsed rectum, normally a condition this serious would be cost prohibitive to address at a vet and the decision to euthanize would be made, however, even with its lower intestine hanging out, this cat was still extremely affectionate, putting and cuddling with anyone who would hold it. The decision was made to try and save the cat. Donations poured in from the public and after surgery, stitches, special diet and medications, the cat is recovering nicely and is currently up for adoption



- ♦ 10/20/23 ACO Ryan received a call about a juvenile beaver found in the Niantic River. Beavers are fresh water dwelling creatures and this little guy should still have been with his mother, and not in the brackish water of the Niantic River. He was safely captured and taken to a wildlife rehabilitator.
- ♦ 10/23/23 ACO Yuchniuk was invited as a guest speaker at the Waterford Rotary Club meeting, to speak with them about what our ACO's do for our towns.



	Waterford	East Lyme
Calls for Service	147	27
After Hour Call Outs	0	2
Tickets issued	1	0
Warnings issued	0	0
Dog Bites	1	2
Animals Redeemed	8	3
Animals Adopted	3	1
Animals DOA	2	1
Euthanized	0	1
Total Processed	13	6
Money Taken In	\$670	\$25
Donations	\$540	\$10



THE WATERFORD POLICE DEPARTMENT



Community Engagement Report October 2023

Internship: Intern Mackenzie Andrews shadowed multiple Community Service Officers, the Records Department, Evening Shift Patrol, Dispatch, Investigative Services and Day Shift Patrol. She assisted at Coffee with a Cop, the Waterford High School Job Fair, Mitchell College's Recruitment Class, and a Trunk or Treat Event. She went to the WPD Firearm Range to learn about our firearms.

Domestic Violence Follow-ups: Conducted 3 follow-ups with DV victims.

K-9 Officer Hodges: Attended Coffee with a Cop, Lowe's Fire Safety Day, K-9 Clifton's Birthday Party, and the Waterford Library's Read to Hodges. Visited WFSB Connecticut to be interviewed for their Amazing K-9 Duos Segment. Spoke to officers about the comfort dog program at CIT Training. Interacted with a sexual assault victim at New London Court.



Interaction with Senior Services: Visited Bayview Health Care. Attended the Senior Fraud Prevention Presentation. Held a crime prevention class at the WTFD Library.

Officer Wellness: Attended the Defenders LEMC's Suicide Awareness Fundraiser and the Battle of the Badges Pickleball Tournament. Assisted with two incident debriefs for Bristol Police. Assisted with organizing the WPD vs. WFD softball game. Taught Gracie Survival Tactics at LEC Recertification Class.

Recruiting: Attended the Waterford High School Job Fair. Held two recruitment sessions at Eastern CT State University and one session at Mitchell College.

Assistance to Youth Officers: Spoke at all three Waterford Elementary Schools for Youth Promise. Gave Ballestrini's Child Care Center a tour of the police department. Organized a bicycle helmet giveaway at the Waterford Community Center. Attended Laps with Lance at Oswegatchie School. Spoke about traffic stop safety at Rae's Driving School.

Breast Cancer Awareness Month: Participated in the Terri Brodeaur Breast Cancer Walk with the other Police Comfort K-9 Handlers. The team raised \$1,649.

Cognitive Issues Programs: 1 participant added to the program.

Rotary Club: Attended monthly meeting.

Seasonal Events: Attended two Trunk or Treat events, the Waterford Lions' Spaghetti Dinner, Lakes Pond Baptist Church Fall Fest, the VCA Hospital's Haunted Hospital, the WTFD Library's Halloween Reading Time, and the Halloween Senior Breakfast. Assisted with the Carelot Children's Center trick or treating at the police department.

TOWN OF WATERFORD

CHIEF OF POLICE

Board of Police Commissioners
SUPERVISOR

PS-15 N/A
CLASSIFICATION

Board of Police Commissioners
REVIEW AUTHORITY

Police Department
DEPARTMENT

A. PURPOSE OF POSITION:

The Police Department is responsible for the preservation of the public peace, prevention of crime, apprehension of criminals, regulation of traffic, protection of the rights of persons, and protection of property, and enforcement of the laws of the State and ordinances of the Town. The Chief of Police is responsible for the overall administration of the department, long range planning and coordination of the department's operation and personnel. The Chief of Police must work in liaison with other town departments, as well as State and Federal agencies, to assure the responsibilities of the department are clearly met.

B. SUPERVISION RECEIVED:

Generally works under the direction supervision of the Board of Police Commissioners, who establish policy and monitor management functions; and the administrative supervision of the First Selectman as set forth in Town Charter 3.2.5, and at the direction of the First Selectman in a declared state of emergency, as accordance with Town Ordinance 2.108.030.

C. SUPERVISION EXERCISED:

Supervise all personnel assigned to and total operation of the Police Department. Has complete authority for budget control and decision making for all phases of the department's operation.

D. EXAMPLE OF DUTIES:

1. Directs and coordinates the day-to-day operation and activities of the department and reports on such operation to the Board of Police Commissioners, as required.
2. Supervises all employees of the department and plans, organizes, assigns and generally reviews all work.
3. Initiates and ~~causes to be carried~~ carries out a continuing program for instruction and training of personnel for the department.
4. Prepares and manages the total budget of the department.
5. Develops and preserves a system of records with respect to law enforcement and other activities of the department such as personnel, communications, etc., and render a monthly report to the Board of Police Commissioners, with respect thereto.
6. Personally direct the responses to and the investigation of major crimes or incidents as they occur.

7. Maintains a working relationship **and communication** with Town, State, and Federal **officials, departments and** agencies to assure proper handling of common interests.
8. Serves as second **third**-in-command of **all local government functions and public safety facilities, including school facilities and personnel,** ~~the entire community and all its departments and resources,~~ in the event of a declared disaster, as per Town Ordinance **2.108.030** ~~Chapter 4.5, Section 4.5.4~~ and serve as a member of the Emergency Management Advisory Council, as per Town Ordinance **2.108.050** ~~Chapter 4.5, Section 4.5.5~~.
9. Attends various town, state and national meetings and seminars to stay abreast of modern management and operational techniques.
10. Disciplines personnel as may be necessary and report any neglect of duty or violation of rules and regulations to the Board of Police Commissioners.

E. MINIMUM QUALIFICATIONS (Knowledge, Skill & Ability):

Evidence of demonstrated leadership and administrative ability with knowledge of modern police administration is essential. Must exhibit creative leadership and be thoroughly familiar with state-of-the-art law enforcement techniques. Must have a thorough knowledge of local, state and federal laws. Must have an understanding of government operations, be able to work within a municipal budget system and have knowledge of its purpose and goals. Must have the ability to administer police rules, regulations and policies within the limitations of a labor contract. Must be capable of carrying out responsibilities under extreme pressure of emergency situations. Thorough knowledge of citizen's rights and privileges under the Constitution, ability to read and interpret rules, regulations, laws and court decisions. Must have the ability to command respect and provide direction to subordinates. Ability to communicate effectively with associates and general public.

F. PHYSICAL DEMANDS/WORK ENVIRONMENT:

Must be able to pass a rigid physical examination and meet the physical demands of the Police Department. Must have the physical stamina to properly function under stressful conditions.

G. EDUCATION AND TRAINING:

Must have a Bachelor's Degree in Public **Safety** Administration, Criminal Justice, or a related field and a minimum of **fifteen (15)** ~~ten (10)~~ years' experience in a law enforcement agency, **with a minimum of two years in a division commander position, preferably with demonstrated command experience. Must be certified under the Police Officer Standards and Training Council (POSTC) and have a valid Connecticut motor vehicle operator's license, or the ability to obtain one prior to employment.** A Master's Degree related to Public Safety Administration or Criminal Justice, FBI National Academy or similar advanced training, and/or experience in police administration is preferred. Any equivalent combination of training and experience which provides the required skill, knowledge and ability, may be considered at the discretion of the Board of Police Commissioners. ~~Must be certified by the State of Connecticut, to serve as a police officer and in possession of a valid Connecticut Motor Vehicle Operator's License.~~