



**Town of Waterford, Connecticut, Police Commission Meeting Agenda**

**Training Room at the Waterford Police Department**

**5/13/2024 5:00 pm**

Call to order and establish quorum:

Pledge of Allegiance:

Public input:

Acceptance of minutes: April 8, 2024 Regular Meeting

Correspondence:

- a. Letter from Meghan Scanlon, President and CEO of CT Coalition Against Domestic Violence
- b. Email from LT Flanagan
- c. Email from James Deveny, Academy Commandant, LEC
- d. Email from Mark Braunstein
- e. Email from Taylor Stino
- f. Email from Richard Piaseczynski, Security Manager, Travelers

Presentation of the *Waterford Police Department Life Saving Award* to Sgt. Matthew Fedor and Sgt. Zachary Caler.

Traffic Commission Review:

Chief's Report:

- a. K9 Reports for April
- b. Youth Report for April
- c. Investigative Services Report for April
- d. Training Report for April
- e. Records Report for April
- f. Community Service Officer Report for April

- g. Patrol Report for April
- h. Animal Control Report for April
- i. Community Engagement Report for April

Old Business:

- a. Recording of Commission Meetings

New Business:

- a. Approval of SRO/ASO agreement with the Board of Education
- b. Executive Session for police officer candidate interviews and possible action.



**MINUTES  
BOARD OF POLICE COMMISSIONERS**

April 8, 2024 at 5:00 p.m.

**PRESENT:** Commissioner C. Gamble, Commissioner R. Brule, Commissioner M. Gelinas, Commissioner J. Dimmock

**ABSENT:** Commissioner T. Sheridan

**DEPARTMENT:** Chief M. Balestracci, LT P. Flanagan, Admin. Sgt. Michael Fedor, Detective Sgt. R. Avdevich, Officer M. Devine, Officer M. Sylvestre, Officer P. Barrows, Officer Z. Bushwack, Officer Z. Caler, Officer S. Rogers

**CALL TO ORDER AND ESTABLISH A QUORUM:**

Commissioner Gamble called the meeting to order at 5:00 p.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 Dimmock and seconded by Commissioner Gelinas to accept the minutes from the March 11, 2024 Regular Meeting. Motion passed.

### **CORRESPONDENCE:**

Correspondence was reviewed.

Chief Balestracci presented an email notification to the Commission that he received from the DOT regarding the installation of centerline rumble strips (CLRS). The rumble strips would be embedded in part of Route 85 during resurfacing scheduled for the current year. The grooves will not be as deep as those on Connecticut highways, therefore they will not be as loud. The notification must be signed by the First Selectman and returned to the CTDOT's Traffic Safety Engineering group by April 19. The Commission had no objections or concerns regarding the planned installation of CLRS.

### **TRAFFIC COMMISSION REVIEW:**

Traffic report was received.

### **CHIEF'S REPORT:**

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

**OLD BUSINESS:**

- a. Recording Commission Meetings – This is an ongoing project and will stay on the agenda.

**NEW BUSINESS:**

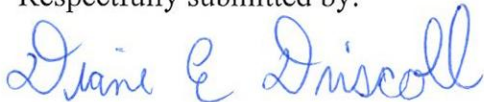
**MOTION:** Made by Commissioner Dimmock and seconded by Commissioner Gelinas to enter into Executive Session for Sergeant interviews at 5:14p.m. Chief Balestracci was included in the Executive Session. Motion passed unanimously.

The Board came out of Executive Session at 7:39 p.m. No votes or actions were taken while in Executive Session.

**MOTION:** Motion made by Commissioner Dimmock and Seconded by Commissioner Gelinas to promote Officer Caler to the rank of Sergeant effective April 22, 2024 and to continue the remaining officers on an active promotion list for one year from today's date. Motion passed unanimously.

**MOTION:** Made by Commissioner Dimmock and Seconded by Commissioner Gelinas to adjourn the meeting at 7:41p.m. Motion passed unanimously.

Respectfully submitted by:



Diane E. Driscoll  
Recording Secretary



Connecticut Coalition Against Domestic Violence

## Member Organizations

The Center for Family Justice  
Bridgeport, CT

The Center for Empowerment  
and Education  
Danbury, CT

Domestic Violence Program  
United Services  
Dayville, CT

Network Against Domestic Abuse  
Enfield, CT

Harmony Project  
YWCA Greenwich  
Greenwich, CT

Interval House  
Hartford, CT

Project SAGE  
Lakeville, CT

Chrysalis Domestic Violence  
Services  
Meriden, CT

New Horizons  
Middletown, CT

Prudence Crandall Center  
New Britain, CT

The Umbrella Center for  
Domestic Violence Services  
New Haven, CT

Safe Futures  
New London, CT

Domestic Violence Crisis Center  
Norwalk, CT

The Umbrella Center for  
Domestic Violence Services  
Ansonia, CT

Domestic Violence Crisis Center  
Stamford, CT

Susan B. Anthony Project  
Torrington, CT

Safe Haven  
Waterbury, CT

Domestic Violence Program  
United Services  
Willimantic, CT

March 18, 2024

Chief Marc Balestracci  
41 Avery Lane  
Waterford, CT 06385

Dear Chief Balestracci,

Congratulations! You have been chosen as one of **Connecticut's First 100 Plus leaders of 2023-2024** because of your exemplary professional and personal contributions to victims of domestic violence. Your passion and commitment to improving the lives of domestic violence survivors and their families is extraordinary.

You were nominated by **Katherine Verano**, who recognizes your courage and strength and honors your efforts to provide advocacy, justice and hope to domestic violence survivors.

We are looking forward to celebrating you at our **First 100 Breakfast Celebration** on Friday, May 10, 2024, at the Marriott in Hartford Connecticut. Enclosed you will find your commemorative invitation along with additional details regarding this event.

The work that we do as change makers often goes overlooked. You join an exclusive group of individuals who have dedicated their time, talents and much of their lives to helping survivors and their families through the darkest, often most dangerous, and uncertain circumstances of their lives. Through your actions, you have raised your voice for survivors while providing individuals and families with support, guidance, hope and a safer, brighter future free from violence.

Your partnership and commitment to justice and hope for victims, survivors and families of domestic violence goes beyond your job title or role in your community. Thank you for your help in creating meaningful change by demonstrating your commitment to ending domestic violence in Connecticut.

I am honored to be a partner with you in this work. We hope that you will be our guest at the breakfast this May. Please RSVP to Lauren Schleicher at **[lschleicher@ctcadv.org](mailto:lschleicher@ctcadv.org)** if you are able join us.

To purchase tickets for your family and friends to join us in celebrating you, please go to: **<https://www.ctcadv.org/upcoming/events/first100>**.

Congratulations again, I look forward to celebrating with you in May!

Warmly,

Meghan Scanlon  
President and CEO

# first 100 plus *Class of 2024*

Luisa Hernandez Abreu

Atty. John Andreini

Atty. Jennifer Antognini-O'Neill

Dianne Antos

Katherine Arenas

Kathryn Arroyo

Chief Marc Balestracci

Sheena Beck

Whit Betts

Sunindiya Bhalla

Sheldon Bishop

Dr. Kevin Borrup

Luke Bronin

De'Saunie Brown

Lisa Budris

Mayor Jeff Caggiano

Dr. Lucinda Canty

Valentina Cardona

Jackie Carraway

Dana Casser

Atty. Ileana Polanco Cavazos

Isiz Cortes

Toshi Countryman-Bey

Rev. Dr. Davida Foy Crabtree

Officer Elizabeth Curto

Chief William Darby

Yvonne de St. Croix

Joseph DiNino

Nancy & Michael Fama

Rep. Kate Farrar

Rep. Antonio Felipe

Atty. Connie Frontis

Amy D. Gagliardi

Rosa Davis Gallaher

Karen Gaston

Thomas Giard III

Fabiola Giguere

Faye Tway Grant

Gary Grant

Oralee Hamilton

Philip Hamilton

Rachel Henderson

Jelly Infante

Donna Kelly

Tracey Kelly

Robert Kennedy Sr.

Katherine King

Michele King

Jennifer Lombardi

Cheryl Longo

Lori Longo

Rosemary Lopez

Mike Lyngaas

First Selectman

Wendy Mackstutis

Inspector Adam Marcus

Janell Martin

James McSwain

Ellen Merrill

Penni Micca

Jennifer Morin

Sarah Muska

Officer Evan Niger

Selina Osei

Melissa Picknelly

Chief Roderick Porter

Michael Porto

Jessica & Nate Pryzbek

Laura Rankin

Scott Redfern

Janeilys Reynoso

Sheila Rivest

Rose Romatzick

Rep. Christopher Rosario

John Royce

Brittany Sanchez

Marelia Sanchez-Moreno

Aniyah Santana

Ret. Det. Charles  
"Chip" Schofield

Susanne Schreiber

Elisa Schroth

Det. Sgt. Liam Seabrook

Marie-Cecile Sene

Amanda Sharp

Annette Simmons

Julia Smith

Jennifer Steadman

Susan Stringer

Gayen Sullivan

Chelsea Tacuri

Dante Tagariello

Dr. Jules Tetreault

Chief Jason Thody

Dr. Tracy Tyree

Caroline Ugurlu

Debra R. Vazquez

Julian Vega

Sofia Veronesi

Ronald Wertz

Dr. Alexandre West

Blair Young

Josh Zabin

**Presenting Sponsor**



## Diane Driscoll

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**From:** Marc Balestracci  
**Sent:** Friday, April 12, 2024 10:48 AM  
**To:** Patrick Flanagan; Christian Charron; Stephen Colkos; Nicolas Surdo; Kylie Sangermano  
**Cc:** Michael Firmin; Michael Fedor; Diane Driscoll  
**Subject:** RE: Motorsports Nation Arrest

Thank you for the email Lt. Flanagan.

I was listening on the radio when some of the work was being performed and after reading associated reports, I agree that everyone involved did a great job. These types of cases can be quite complex and the teamwork and abilities you all demonstrated is commendable.

This will be forwarded to the Police Commission for the May monthly meeting.

Thank you,

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



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**From:** Patrick Flanagan <pflanagan@waterfordct.org>  
**Sent:** Friday, April 12, 2024 8:53 AM  
**To:** Christian Charron <ccharron@waterfordct.org>; Stephen Colkos <scolkos@waterfordct.org>; Nicolas Surdo <nsurdo@waterfordct.org>; Kylie Sangermano <ksangermano@waterfordct.org>; Marc Balestracci <mbalestracci@waterfordct.org>  
**Cc:** Michael Firmin <MFirmin@waterfordct.org>; Michael Fedor <mfedor@waterfordct.org>  
**Subject:** Motorsports Nation Arrest

Chief Balestracci,

On 4/11/24 Day shift responded to Motorsports Nation for a Larceny of a UTV valued at nearly \$29,298.36 which had occurred on 3/25/24. There was credit card fraud involved and multiple persons involved in the investigation. Off. Charron and Off. Cokos did an excellent job obtaining the facts and circumstances of case and putting things together. They reached out to the victim in Arizona and took a complaint from her over the phone. Sgt. Firmin coordinated with Sgt. Fedor relaying the information to evening shift. Based on the coordination efforts of Day shift, Management at Motorsports called dispatch during eves and reported that the suspect was back in the store attempting

to obtain the title. Off. Sangermano and Off. Surdo promptly responded and detained the suspect. Working with the states attorney's office, it was determined that there were elements of the crime which occurred on 4/11/24 and the suspect was taken into custody for Larceny in the First Degree. Officer Surdo, working closely with Off. Charron and Off. Colkos, did an excellent job putting the arrest report together for court. A warrant will be prepared for additional charges (Forgery, Credit Card Fraud).

This was a well-coordinated effort between day shift and evening shift bringing an end to a known fraudulent scam. Nice work!

Lt. Patrick Flanagan  
Waterford Police Department  
41 Avery LN Waterford, CT  
(860) 442-9451 ext 2271  
[PFlanagan@WaterfordCT.org](mailto:PFlanagan@WaterfordCT.org)



## Diane Driscoll

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**From:** Marc Balestracci  
**Sent:** Wednesday, April 17, 2024 3:36 PM  
**To:** Diane Driscoll  
**Subject:** FW: Promotional Assistance

For the BOPC meeting please

Thank you,

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



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**From:** James Deveny <james.deveny@lec-ct.org>  
**Sent:** Wednesday, April 17, 2024 3:31 PM  
**To:** Pat Daley <pdaley@cityofnorwich.org>; Brian Wright <bwright@newlondonct.org>; Marc Balestracci <mbalestracci@waterfordct.org>  
**Subject:** Promotional Assistance

**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.

Chiefs,

I would like to thank you for the assistance in the Newington Police Detective oral panel examinations.

Sgt. Rich Avdevich, Det. Heriberto Rivera and Det. Elizabeth Harsley were well prepared and professional.

As you are aware, the LEC could not conduct these promotional examinations without your assistance. This process was a benefit to the LEC as Newington Police requested our assistance and paid the LEC, which in the long run assists all agencies within the LEC.

JIM

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**James P. Deveny**  
Executive Director  
Academy Commandant  
Law Enforcement Council  
11 Stott Avenue  
Norwich, CT 06360  
*Phone: 860-887-1214*

## Diane Driscoll

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**From:** Marc Balestracci  
**Sent:** Thursday, April 18, 2024 7:33 AM  
**To:** Diane Driscoll  
**Subject:** FW: traffic enforcement on Vauxhall Rd Ext at 4:30pm today

For the BOPC meeting please.

Thank you,

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



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**From:** Mark Mathew Braunstein  
**Sent:** Wednesday, April 17, 2024 5:22 PM  
**To:** Marc Balestracci <mbalestracci@waterfordct.org>  
**Subject:** traffic enforcement on Vauxhall Rd Ext at 4:30pm today

**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.**

Captian Balestracci -

Thanks for increased traffic enforcement on Vauxhall Road Ext. I understand that speed enforcement is a primary concern, but tailgating also is a danger to those of us who drive within speed limits but are threatened by potential speeders behind us. Tailgating is routine on this road, especially when heading uphill and northwest, away from New London.

Today at 4:30pm on Vauxhall Road Ext an officer pulled over a maroon red car, I assume for tailgating, and the two turned right onto Greentree Drive. I was the car that the maroon car was tailgating. If you wish for me to attest to the tailgating incident, please call on me. Thanks!

## Diane Driscoll

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**From:** Marc Balestracci  
**Sent:** Monday, April 22, 2024 7:24 AM  
**To:** Diane Driscoll  
**Cc:** Patrick Flanagan  
**Subject:** FW: Note of Appreciation for 911 call tonight

For the BOPC meeting please. Please redact the sender's email address.

Thank you,

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

-----Original Message-----

**From:** Taylor Stino  
**Sent:** Sunday, April 21, 2024 9:18 PM  
**To:** Marc Balestracci <mbalestracci@waterfordct.org>; Andrew Farrior <AFarrior@waterfordct.org>  
**Cc:** Robert Brule <rbrule@waterfordct.org>  
**Subject:** Note of Appreciation for 911 call tonight

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.

Good Evening,

I called 911 tonight after hearing a verbal altercation in my neighborhood which was alarming for myself and my family to hear. I would like to praise your dispatcher, Bobby, for the way he handled my call. He was kind and calming on the other end of the phone in a time where I wasn't really sure what would happen next.

I would also like to praise the waterford officers for their very prompt response. Thank you for all that you do each and every day for our community. It is a very comforting feeling knowing that we have a great group of officers protecting our town.

Sincerely,  
Taylor Stino

## Diane Driscoll

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**From:** Marc Balestracci  
**Sent:** Friday, April 26, 2024 2:24 PM  
**To:** Diane Driscoll  
**Subject:** FW: Travelers, "Bring your kid to work day"  
**Attachments:** 2024 Little Umbrella's Day 1.jpg; 2024 Little Umbrella's Day 2.jpg

For BOPC meeting please.

Thank you,

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



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**From:** Piaseczynski, Richard <RPIASECZ@travelers.com>  
**Sent:** Friday, April 26, 2024 10:23 AM  
**To:** Marc Balestracci <mbalestracci@waterfordct.org>  
**Cc:** Gove, Tracey G <TGOVE@travelers.com>; Wardwell, Jim P <JWARDWEL@travelers.com>  
**Subject:** Travelers, "Bring your kid to work day"

**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.**

Chief Balestracci,

This is a letter to express our appreciation for you allowing Officer Fredricks and K-9 Hodges to join us on April 25, 2024, as Travelers hosted our Annual "Little Umbrella's Day" (Bring your child to work day). This year we had over 1,000 kids ages 12 and under on our campus in Hartford. Between kids and adults there were approximately 4,200 people in our facilities that day.

As a retired LEO and now a Corporate Security Manager with the Travelers I am writing you to say thank you for allowing Officer Fredricks and K-9 Hodges to come to our campus. Since I was assigned to this event and asked to coordinate with Police and Fire Department's the "Comfort dogs" have been a tremendous hit with both the kids and

parents. The crowds that come to see and pet the dogs have been overwhelming. They are our number one request each year.

As you know it is extremely important for Police agencies to project the positives in policing and these K-9's and handlers do an excellent job projecting this to the community, which also projects such a positive image of your town. You should be very proud of these Officers and their professionalism! They are outstanding! Thank you again for allowing them to attend our event and we look forward to seeing them in the future.

Rich Paz

***Your partner in preparedness and response***

**Richard J Piaseczynski | Security Manager | Corporate Security**  
Travelers  
One Tower Square | 1GS  
Hartford, CT 06183  
Work: 860.594.9891  
Cell: 860.922.4295



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# The Waterford Police Department

## Traffic Officer Report

### April 2024



#### LINE OF SIGHT ISSUES:

- The bushes/trees along Cross Rd. at Marilyn Dr. have been trimmed back by the owner, improving the line of sight for vehicles exiting Marilyn.

#### DOT RELATED ISSUES.

- DOT electrical are checking the lights at Route 1 and Cross Rd/Spithead Rd. to ensure they are functioning properly. If they do not find any issues, they will refer the issue in hopes to address backups on Cross Rd. in the afternoon hours, specifically from 3:00 pm to 4:00 pm.

#### PARKING COMPLAINTS:

- Was able to resolve an ongoing parking complaint on David St. by getting the owner to move the vehicle onto the property. The vehicle was having some mechanical problems, but was moved.
- Several other parking complaints were received where no violations were observed.

#### ENFORCEMENT RELATED COMPLAINTS:

- Complaint of a truck speeding on MacKenzie Rd. The caller reported it has been an ongoing problem, but has become more of a problem since the road was recently paved.

#### REQUESTS FOR SIGNS OR CHANGE OF ROADWAY FEATURES:

A request was received regarding a concave traffic mirror being placed on Oswegatchie Rd. across from Point Comfort. The person making the request indicated that coming from the left of the intersection when exiting Point Comfort is hard to see. The intersection of Point Comfort is along the inside of a right curve for southbound traffic on Oswegatchie Rd. When exiting from Point Comfort, traffic coming from the right is easily observed well ahead of time. Traffic from the left side has a much short line of sight. A garage of the neighboring property is an obstruction to improving the line of sight in that area. Speaking with both DPW Personnel and UCONN T2 traffic personnel, both have indicated that they do not recommend concave traffic mirrors for intersections anymore. DPW indicated they will not be replacing any existing mirrors that may be in town. There is no history of traffic crashes at this location in the crash depository dating back to 2015.

A request for a speed sign and/or "Children at Play" sign for Locust Ct. The person requesting the signage indicated over the last 5 years he has observed more children in the neighborhood and believes that cars are going too fast for the roadway. Locust Ct. is approximately 1/3 of a mile long. No speed limit or other signage are on the roadway. Locust Ct. is not listed on the OSTA website for town speed limits.

Both parties were advised they could attend the upcoming meeting for open comment.



# The Waterford Police Department

## Traffic Officer Report

### April 2024



#### **SPEED TRAFFIC SIGN DEPLOYMENT:**

The two solar powered speed signs have remained in place at the below listed locations.

1. Vauxhall St Ext in the area of Twin Lakes Road, facing southbound traffic. The data shows that vehicle traffic during the month of April 2024 was at or below the speed limit approximately 32% of the time. An additional approximate 62% were traveling between 36 and 45 mph during that time. Leaving the remaining roughly 6% traveling at 46 mph or higher. This area has had additional enforcement conducted throughout the month of March and April, through the rural roads enforcement grant.
2. Willets Ave at the old Bank of America building, facing westbound traffic. I have spoken with UCONN T2 personnel and they are working to address the issue.

#### **SPECIAL EVENTS:**

- Preparations for the Waterford Day Parade have begun. The parade is scheduled for August 10, 2024. The permitting applications are being prepared to be submitted during the month of May. Multiple upcoming meetings have been scheduled and arrangements to have necessary personnel available on the day of the event.
- Highway Use Permit for the Kelley Half Marathon was approved at the town level and has been forwarded to DOT for state approvals. The event is scheduled to August 3, 2024.

#### **MESSAGE BOARD DEPLOYMENTS:**

| Location                      | Message                           |
|-------------------------------|-----------------------------------|
| Route 156 east of Albacore Dr | It's not a race; Leave some space |
| Route 1 near Crown Pizza      | Buckle Up; Phone Down             |

#### **TRAINING ATTENDED:**

During the month of April I attended the following trainings:

1. GY6 Initiative/wellness conference (1 day)
2. Local Traffic Authority 101 (1 ½ day)

#### **UPCOMING TRAINING:**

1. Mini Traffic Safety Summit (1 day)
2. Laser/Radar instructor course (40 hours)
3. Intox Instructor Recertification



# **The Waterford Police Department**

## **Traffic Officer Report**

### **April 2024**



#### **UPCOMING ROAD CONSTRUCTION WITH CLOSURE:**

No anticipated events that will require complete road closures.

#### **TRAFFIC ENFORCEMENT:**

I had the following traffic enforcement statistics for the Month of April

|                   |    |
|-------------------|----|
| Misdemeanor:      | 2  |
| Infractions:      | 10 |
| Written Warnings: | 14 |
| Verbal Warnings:  | 3  |
| Total Stops:      | 29 |



## THE WATERFORD POLICE DEPARTMENT



# K-9 Activity Report

April 2024

### K-9 Ozzy

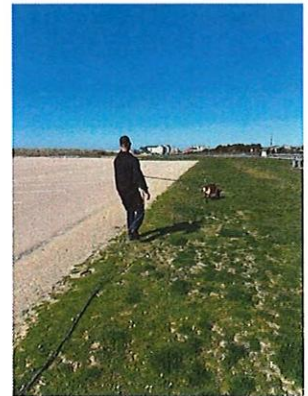
Monthly Uses: 1

2024 Uses: 11

### K-9 Tico

Monthly Uses: 4

2024 Uses: 13



### K-9 Usage

#### Ozzy

- ♦ K9 Ozzy and Off. Genung participated in a K9 demo/presentation for the Waterford Police Department Citizen's Academy.

#### Tico

- ♦ K9 Tico and Off. Surdo were requested to assist in locating an emotionally disturbed individual who had left his residence on foot. K9 Tico was deployed for a track from the residence and ultimately located the male on the Millstone Access Road.
- ♦ K9 Tico and Off. Surdo were requested to assist in a search and seizure warrant in Waterford. K9 Tico was first deployed for an open air sniff on the exterior and interior of a motor vehicle on the property. K9 Tico showed alert behavior and narcotics were located inside the vehicle. K9 Tico was then deployed for a search inside the residence. K9 Tico showed a final indication for the presence of narcotics on a safe inside the suspect's room. Inside the safe were numerous narcotics and a firearm.



### Monthly Training

- ♦ Monthly K-9 training was conducted on 4/9/24 and 4/23/24 in obedience, tracking, article search, building search, area search, narcotics detections, and apprehension work.



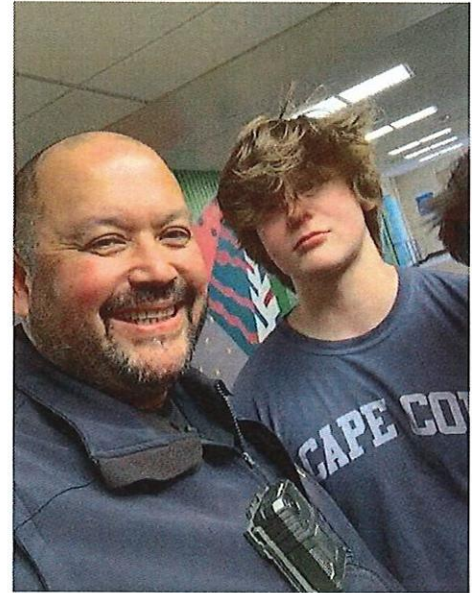
## THE WATERFORD POLICE DEPARTMENT

# Youth Office Activity Report



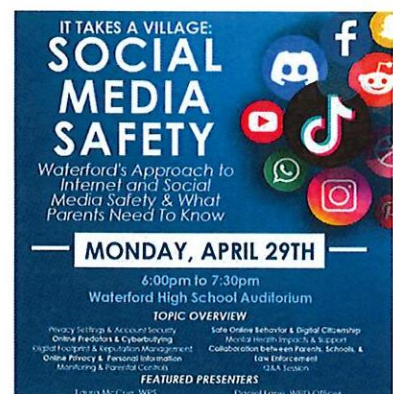
April 2024

- ♦ Off. Lane, Off. Malbaurn, and Off. Bunce teamed up with various other town departments (IT, Youth and Family Services, and Board of Education) to give a presentation on "Waterford's Approach to Internet and Social Media Safety and What Parents Need to Know".
- ♦ Off. Malbaurn attended a training "Responding to Bomb Threats and Swatting Hoaxes". The training was put on by the FBI and MA state police.
- ♦ Off. Lane attended a presentation at CLMS which was put on by the Jewish Federation of New London.
- ♦ Off. Malbaurn co-taught 3 health classes at WHS about teen driving laws, DUI, peer pressure, drinking, sexting, and statutory rape.
- ♦ Off. Lane responded to a situation at CLMS in which a female had suicidal ideations. Off. Lane conducted a risk assessment and worked closely with DCF as well as the student's family.

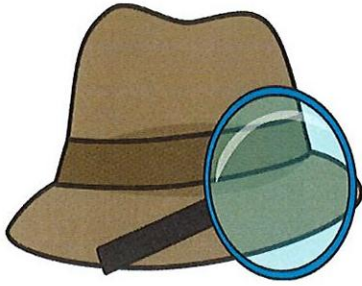


### Month at a Glance

0 – Home Visits  
1– CAD Report  
5– Case Reports  
1– 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



April 2024

In the month of April 2024 the Investigative Services Division worked or assisted with 28 investigations.

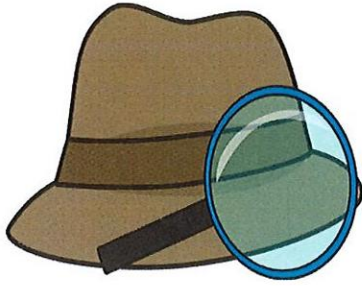
## Current Active Investigations (20 Cases):

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

|                     |                  |
|---------------------|------------------|
| Homicide—1          | Pistol Permits—4 |
| Burglary—3          | JV Sex Assault—4 |
| Larceny—1           | J/V Complaint—1  |
| ID Theft—1          | Overdose—1       |
| Risk of Injury—1    | Sex Assault—1    |
| Child Pornography—1 | School Threat—1  |

## Year to Date Statistical Report

| Case Numbers | Search Warrants | Background Checks | Arrests           | Sex Assaults |
|--------------|-----------------|-------------------|-------------------|--------------|
| 39           | 5               | 4                 | 9                 | 12           |
| Ex-Parte's   | Auto Theft      | Burglary          | Unattended Deaths | Robbery      |
| 0            | 0               | 0                 | 7                 | 0            |
|              |                 |                   |                   |              |



THE WATERFORD POLICE DEPARTMENT

# Investigative Services Division



April 2024

## April 2024 Updates:

Lieutenant VanOverloop attended an event hosted by the Police Chiefs' Association in Plainville, CT.

Sergeant Avdevich, Lieutenant VanOverloop and Administrative Assistant Jen Anderson attended a ZOOM meeting explaining the upcoming changes to the CT Pistol Permit Process.

Detective Bonkowski attended Advanced Hostage Negotiation Training in Burlington, Vermont while Sergeant Avdevich attended a Background Investigations training in Fairfield, CT.

Detective Bonkowski taught the CT Boating Certification Course to local law enforcement.

Detective Carroll completed Fire Investigation School and was sworn in as a Fire Investigator with the Town of Waterford.

## April 2024 Investigations:

Investigative Services Investigated the untimely passing of a thirty-six (36) year old male who was located in his vehicle in the Wal-Mart parking lot. The case is not suspicious in nature.

Detective O'Connell was assigned an untimely passing of a sixty-eight (68) year old female who died unexpectedly in her home. This case is also non suspicious.

After reports of a package left on the side of the roadway Investigative Services staked out the package and waited for activity on the package. Later on that day a male made a pickup on the package and was subsequently detained arrested on scene for drug charges.

Detective Bonkowski executed a Search warrant at an address on Wild Rose Ave after a months long drug investigation that stemmed from suspicious activity at the residence. A male subject was arrested on scene for numerous drug charges.

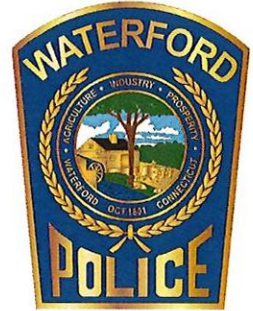
Investigator Zaldivar continued with the child pornography investigation from last month (March). The investigation is slowly working towards a search warrant at the residence.

Detective Bonkowski arrested a male subject on a First Degree Sexual Assault charge.



# TRAINING REPORT

## APRIL 2024



### New Officer Updates

**Hiring Process:** The Waterford Police Department continues its efforts in recruiting and hiring. Training is continuing with the new hiring process to fill one current vacancy and three upcoming vacancies (two of which are due to the increase in sworn officers).

**Recruit Status:** Recruit Dylan Luce and Recruit Tanner Suplita have completed their sixteenth week at the Eastern Regional Police Academy hosted by Law Enforcement Council of Connecticut. They continue to excel and the instructors have given positive feedback on their time at the academy thus far.

Officer Arpin and Officer Gorman successfully completed all field training requirements and were certified by the Police Officers Standards Training Council.

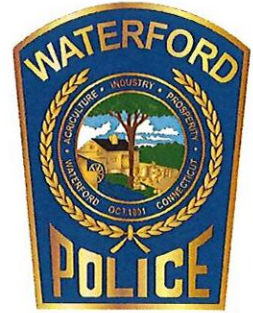
Recruit Boxley was sworn in and started with the department on April 15th to conduct orientation and training prior to the academy. Recruit Boxley started the City of New Britain Police Department Satellite Basic Recruit Academy on April 26th hosted by the City of New Britain Police Department. This academy is expected to be completed in November.





# TRAINING REPORT

## APRIL 2024



Officer Ewing and Officer Charron attended a two-day De-Escalation Principles and Practice Training at the Connecticut Police Academy. This class is designed to reduce the unnecessary or avoidable use of force in the field by police officers. The training builds on situational awareness, body language, and appropriate approaches and distancing based upon active and passive threats.

Detective Bonkowski attended a three-day Advanced Crisis Negotiation training in Burlington, VT. This training included a review of critical basis course concepts and then built upon those concepts to provide officers with the best practices in the field of negotiations. Negotiation strategies from actual incidents and case studies were used and then there were practical exercises and scenarios as well.

Officer Ewing and Officer Robinson completed a two-week Basic Swat School training. This in-depth training took place in various parts of the state and included rigorous physical fitness training as well as practical skills including but not limited to the following: room clearing, hallway operations, recon and mission planning, and basic negotiation skills.

Officer Bushwack and Officer Rodriguez attended a three day Field Training Officer class. This in depth class taught officers the Field Training Officer's role in assisting probationary officers in certifying for solo patrol operations by applying the knowledge and skills acquired during basic police training and using them according to our agencies policy, procedures, and community service delivery standards and the POST Field Training and Evaluation Program.



## The Waterford Police Department Records Department

### Activity for April 2024

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 |
|--------------------------------|---------------------------------|--------------------------------|---------------------------------|-------------|----------------------|---------------------------|
| 529                            | 134                             | 33                             | 42                              | 127         | 117                  | 7                         |
| 70%                            | 22%                             | 0%                             | 8%                              | 21%         | 11%                  | -22%                      |

| Protective Order Entries | Officer Tasking Requests | Case Erasures | State/Federal Report Entries | Supervisor Tasking Requests | DCF Requests |
|--------------------------|--------------------------|---------------|------------------------------|-----------------------------|--------------|
| 39                       | 22                       | 337           | 0                            | 17                          | 19           |
| 86%                      | 29%                      | 43%           | 0%                           | -6%                         | 90%          |

| Court Request | Case Copies | Abstracts |
|---------------|-------------|-----------|
| 21            | 1           | 379       |
| -13%          | -50%        | 41%       |

- Records personnel were trained on the new DHQ roll call program as they frequently add information regarding new and served warrants. The training also included the new procedure for attaching active restraining and protective orders to give access to officers.
- The March 2024 Record's Report showed 188 Ticket/Written Warning Entries, which should have been 311. The report only accounted for Written Warnings.



# CSO Monthly Statistical Report

## April

## 2024



### Waterford Arrests

#

|                        |           |
|------------------------|-----------|
| Adult                  | 23        |
| Juvenile               | 1         |
| <b>Total Processed</b> | <b>24</b> |

### Fingerprints

#

|                            |           |
|----------------------------|-----------|
| Pistol Permits             | 21        |
| Employment                 | 13        |
| Miscellaneous              | 15        |
| Peddler / Precious Permits | 1         |
| <b>Total Fingerprints</b>  | <b>46</b> |

### Firearms

#

|                              |    |
|------------------------------|----|
| <b>Firearms Transfer</b>     | 46 |
| <b>Pistol Permits Issued</b> | 12 |

### Initial Complaints (3A's)

#

|              |           |
|--------------|-----------|
| <b>Total</b> | <b>41</b> |
|--------------|-----------|

- CSO's covered 75 shifts during the month equaling 599hrs of shift coverage. Sgt Nickerson trained 4 of the newer CSO's in prisoner control and searching during a 4 hr training session this month





# Patrol Report

Commissioners Activity Report

April 2024



## Fraudulent UTV Purchase: Larceny 1st Arrest

On 4/11/24 patrol responded to Motorsports Nation for a reported fraudulent purchase of a UTV. Off. Charron and Off. Colkos worked closely with the victim in Arizona as well as the business putting the facts and circumstances of the case together. Ultimately the suspect returned to the business in an attempt to pickup the vehicle's title and was taken into custody for Larceny in the First Degree. An arrest warrant was prepared for additional charges and sent to New London Superior court for review.



## Patrol Calls for Service Monthly Snap Shot:

|                                  |      |
|----------------------------------|------|
| Total Service Calls              | 2422 |
| Case Numbers                     | 182  |
| Arrests                          | 88   |
| Juvenile Arrests                 | 5    |
| Larcenies                        | 43   |
| Arrest Warrants                  | 7    |
| Domestic Violence Investigations | 8    |
| Traffic Crash                    | 56   |
| DUI Investigations               | 3    |
| EDP / Welfare Checks             | 56   |
| School Checks                    | 95   |
| Motor Vehicle Stops              | 712  |
| Written Warnings                 | 187  |
| Infractions                      | 215  |
| Verbal Warnings                  | 284  |
| Misdemeanor                      | 26   |

## Stop and Shop Larceny leads to Arrest

On April 7, 2024 Off. Barrows, Off. Gorman, and Det. O'Connell were dispatched to Stop and Shop for a larceny. The suspect fled on his bicycle and then on foot into the woods. A perimeter was quickly established and K9 track ensued. Patrol units located the suspect in a newly constructed Waterford Woods condo. The suspect was taken into custody for several outstanding warrants (held by outside agencies) as well as Waterford PD charges for burglary charges, trespass charges, and the larceny charge.

## SELF INITIATED MOTOR VEHICLE ACTIVITY BY BADGE NUMBER





## Emailed Bomb Threat

On April 6, 2024 Channel 12 NBC news received an email threatening to place explosives at numerous Planet Fitness locations through out Connecticut (one of which was in Waterford, CT). Patrol responded to the area and worked with staff to evacuate the building. A sweep of the building and adjacent businesses was conducted by evening shift. The Waterford Police Department then worked with Federal partners (FBI) and state partner (CTIC) to share information on this incident. The FBI is currently the lead investigation on this nationwide incident.

## Warrant Sweep: Evading Operator from February Incident Located

On April 23, 2024 Sgt. Epps, Det. Bonkowski, Off. Reed, and Off. Winakor partook in a Waterford PD warrant sweep. During the operation four persons wanted by the Waterford PD were located. One suspect had been involved in an evading MVACC at Longhorn Steakhouse several months prior and was uncooperative with the investigation. A warrant was signed and the subject was subsequently located at his residence in Colchester, CT. An additional suspect from a separate evading MVACC was located at his work place in East Lyme, CT and taken into custody.

## Traffic Stop Leads to Drug Arrest

On 4/18/24 Sgt. Epps and Off. Winakor conducted a motor vehicle stop on RTE 156. While speaking with the operator there were several indicators of narcotic activity present and probable cause was developed to search the vehicle. Located in a center console was a white rock like substance which later tested positive for the presence of Cocaine. Also located was a glass smoking pipe. The operator was taken into custody for Possession of Narcotics, Possession of Drug Paraphernalia, and Failure to Properly Display Registration Plates.



*In the Community Interest*





## THE WATERFORD POLICE DEPARTMENT

# Animal Control Report



April 2024

- ♦ On 4/15/24 after multiple calls from multiple neighbors regarding a particular dog barking incessantly, animal control was again called to the residence. The dog owners are extremely adversarial, and feel that the neighbors complaining about them is "harassment" and that we should tell the neighbors to "stop it". ACO has issued verbal and written warnings for the nuisance dog statute, which covers "excessive barking". While the owners do have a bark collar for the young German Shepherd, they are now refusing to utilize it and have informed the ACO that they want me to be issued tickets so they can go to court before a judge. The ACO has created a barking dog log, which enlists the help of the complainants to monitor and document the barking by date, time and duration to aid in a successful prosecution should it come to that.
- ♦ On 4/25/24 a Belgian Malinois was captured by residents, who were able gain the dog's confidence and secure it with a leash. The dog had been roaming for at least 5 days, mainly through East Lyme. The ACO spent several hours over those day attempting to capture the dog. The dog has no microchip and the owner remains unknown.
- ♦ The ACO assisted an East Lyme resident who's dogs killed a raccoon. The raccoon tested positive for rabies and the ACO assisted with making proper notifications to state agencies.



|                      | Waterford | East<br>Lyme |
|----------------------|-----------|--------------|
| Calls for Service    | 76        | 48           |
| After Hour Call Outs | 3         | 2            |
| Tickets Issued       | 1         | 0            |
| Warnings Issued      | 3         | 2            |
| Dog Bites            | 3         | 2            |
| Animals Redeemed     | 6         | 6            |
| Animals Adopted      | 1         | 0            |
| Animals DOA          | 1         | 0            |
| Euthanized           | 0         | 1            |
| Total Processed      | 8         | 7            |
| Money Taken In       | \$20      | \$435        |
| Donations            | \$5       | \$390        |

*"Speaking for those who have no voice"*



## THE WATERFORD POLICE DEPARTMENT



# Community Engagement Report April 2024

**Internships:** Intern Rodriguez shadowed Day Shift Patrol, Evidence Officer Maffeo, Evening Shift Patrol, Midnight Shift Patrol, and Investigative Services. Intern Robinson shadowed the Records Department and Community Service Officer Brown. Intern Robinson received a tour of the Groton Town Police Department and assisted at the Mock Traffic Stop Event for Autistic Drivers/Passengers. Both interns attended the Citizen's Academy.

**Citizen's Academy:** 23 participants attended classes about the School Resource Officers, Investigative Services, Use of Force, Dispatch, Marine Patrol, the K-9 Unit, and Electronic Crime Investigations. Participants witnessed a Phazzer Demo and K-9 Demo. Patrol Ride Alongs began for participants.



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

**Assistance to Youth Officers:** Spoke about traffic stop safety at Rae's Driving School. Attended the Social Media Safety Presentation.

**K-9 Officer Hodges:** Attended Groton Town Police's Coffee with a Cop, a Brian Dagle Foundation Wellness Event, Travelers Insurance's Family Day, and a Kiwanis Club of New London Meeting. Spoke about the police facility dog program to Norwich Youth Services and at the Connecticut Library Association Conference.

**PATH:** Organized a recruitment event where attendees learned about each part of the police officer hiring process. Attendees partook in mock interviews and received a tour of the Waterford Police Department.

**Officer Wellness:** Visited Waterford Dispatch with Hodges for National Public Safety Telecommunicator Week. Organized a basketball game between Waterford Police Officers and Waterford Country School staff/students. Attended the GY6 Wellness Conference.

**Rotary Club:** Attended three Rotary Student Ceremonies.

**Advance Services Programs:** 1 new registrant was added to the program.

**Interaction with Senior Services:** Held a Senior Safe Driving Class with Officer Devine.

**Mock Traffic Stop Event for Autistic Drivers/Passengers:** Organized event where Autistic drivers and passengers got to experience a routine traffic stop. Multiple Southeastern Connecticut Police Departments and the SCSU Autism Center participated in the event.

**Agreement By and Between  
the Waterford Police Department  
and the Waterford Board of Education  
for the School Resource Officer Program  
and the Armed Security Officer Program**

This Memorandum of Understanding (“Agreement”) is made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2024, by and between the Waterford Police Department (the “Department”) and the Waterford Board of Education (the “Board”).

**INTRODUCTION**

The School Resource Officer (“SRO”) Program involves the placement of law enforcement officers within the education environment of the Waterford Public Schools (the “District”). The SROs are Waterford police officers employed and assigned by the Department to serve as liaisons between the school community and the Department and to support the school administration and staff in maintaining a safe and positive school environment. The SROs are visible and active law enforcement figures at the schools to which they are assigned.

The Armed Security Officer (“ASO”) Program involves the employment of armed security officers by the District to work in District schools and assist the school administration and other school staff in promoting a safe and positive school environment and taking steps to avoid and prevent school violence.

This Agreement is founded on the following principles:

- The vast majority of student misbehavior can and should be addressed through classroom and in-school strategies and by maintaining a positive school climate.
- The response to school disruptions should be reasonable, consistent, and fair, with appropriate consideration of relevant factors, such as the age of the student and the nature and severity of the incident.
- The District and the SRO Program will utilize a graduated response model, described in Section VII of this Agreement, which provides increasingly more serious consequences for continued student misconduct.
- ASOs shall have no role with respect to the discipline of students or managing student behavior unless the student poses a direct and imminent threat to others.
- Collaborative establishment of clear and consistent guidelines for school and police personnel with regard to non-emergency disruptive behavior at school and school-related events promotes the best interests of students, the school system, law enforcement, and the community at large.

When determining consequences for a student’s disruptive behavior the following factors shall not be considered: (1) the student and/or family’s race, ethnicity, gender, gender identity or expression, sexual orientation, religion, national origin and/or membership in any other protected class, and/or (2) the economic status of the student and family.

## **THE SRO PROGRAM**

### **I. Goals and Objectives**

- Establish a positive working relationship between the Board and the Department in a collaborative effort to prevent juvenile delinquency and assist in student development;
- Maintain a safe and secure environment on school campuses that will be conducive to learning;
- Promote positive attitudes regarding the role of police officers in today's society; and
- Strive to ensure a consistent response to incidents of student misbehavior, clarify the role of law enforcement in school disciplinary matters, and reduce unnecessary involvement of police and court agencies for misconduct at school and school-related events.

### **II. Supervision of School Resource Officers**

The Department agrees to provide three SROs for the District. The SROs will be assigned to the following schools:

- Waterford High School
- Clark Lane Middle School
- The three elementary schools (Great Neck Elementary School, Oswegatchie Elementary School and Quaker Hill Elementary School) on a rotating basis

The Department, in consultation and agreement with the Superintendent of Schools, will determine which Waterford police officers will assume the roles and responsibilities of an SRO.

SROs shall remain employees of the Department and shall not be employees of the Board. As such, the Department agrees to provide fully uniformed and armed SROs to the District. The Department agrees to fund and provide all required training, as well as advanced, ongoing training, to ensure SROs are current in best law enforcement practices and certifications. Whenever possible, such training will take place when school is not in session.

The Board acknowledges that the SROs will remain subject to the administration, supervision, and control of the Department. However, while acting in the capacity of an SRO, the SROs shall take direction from school administration with the exception that, while in the performance of law enforcement duties, the SROs will follow Department protocols.

The school administration shall meet annually with each SRO and the Chief of Police or designee to discuss the job performance of the SRO. The Lieutenant or other supervising officer shall submit a written report to the Chief of Police on the SRO.

### **III. Appointment, Term and Schedule**

The Chief of Police or designee, in consultation and agreement with the Superintendent of Schools, will assign each SRO's work days and shifts. The SROs' duty hours shall be determined by the provisions of the collective bargaining agreement between the Department and the Waterford Police Union and shall, whenever possible, conform as much as possible to the school day. It is understood that during these shift/hours, the SROs may be ordered by the Department to be off campus to conduct such tasks as may be required by their school assignment or other assignment designated by the Department. It is the responsibility of the SROs to notify their school principals of their work schedule.

The SROs may be assigned, as part of their regular duties, for designated special events, such as the alcohol-free school parties, homecoming events, prom events and graduation events whenever possible. If such attendance requires overtime, overtime is subject to the approval of the SROs' supervisor at the Department. All applicable collective bargaining agreements will be followed for assignment of overtime.

### **IV. Uniform and Equipment of School Resource Officer**

SROs will wear their approved Department uniform with appropriate logos and name badges depending on the type of school activity and program and/or the request of the school or Department. It is understood that the SROs will carry their Department-approved duty firearm and other Department-issued equipment.

The SRO is responsible for carrying such equipment or otherwise storing and securing such equipment, including firearms and ammunition, in accordance with Department protocols. In no event shall such equipment be stored in a school building or on school grounds.

Such duty firearm and other Department-issued equipment shall only be used in accordance with the policies and standards of the Department and applicable law.

### **V. Duties and Responsibilities of the School Resource Officers**

- The SROs will abide by applicable Board policies and District regulations.
- The SROs will collaborate with school administrators, as well as local law enforcement, fire service, public safety and emergency management agents, as may be appropriate, in emergency crisis planning and building security matters. Among other things, the SRO will assist the school administration in conducting lock down drills and offer suggestions regarding how to maintain and improve good order and school safety in all schools.
- The SROs will bring any observed concerns to the attention of the school administration and assist in the development and implementation of plans and strategies to limit, prevent and/or minimize potentially or actual dangerous situations on or near the school campus or at school activities.
- The SROs may be a resource for instruction in the following areas: law-related education, violence de-escalation, diffusion, safety programs, alcohol and drug prevention, crime prevention, and other pertinent subjects.

- The SROs will present topics to students on various law enforcement/safety issues, as requested by the school administration.
- The SROs will contact the principal of the school about any observed juvenile delinquency, incidents, charges, and arrests within a timely manner and in accordance with applicable law.
- The SROs shall maintain records as required by the Department and as requested by the District for their use in evaluating and reviewing the SRO Program and this Agreement.
- The SROs will assist the Superintendent, principals, faculty, and staff to foster and maintain a safe learning environment.
- The SROs will complete, while in the performance of their duties as school resource officers and during periods when assigned to be at the school, any separate training specifically related to social-emotional learning and restorative practices, physical restraint and seclusion, and other trainings, as appropriate that is provided to certified employees of the school(s) to which the SRO is assigned.
- If a conflict develops between the SROs' legal responsibilities as sworn police officers and their responsibilities to the District, the SROs' legal responsibilities as sworn police officers shall take precedence. However, the SROs shall inform the school principal, the Superintendent and the Chief of Police/or designee of such conflict and shall work with school officials to suggest a means of avoiding, and if necessary, resolving future conflicts.
- The SROs will work proactively to develop positive relationships with students and staff and be available to students, parents, and staff who freely want to discuss concerns.
- The SROs shall be available for flexible scheduling to reasonably accommodate designated after school and evening school activities whenever possible within the context of the prevailing Waterford Police Union's labor agreement.
- The SROs have no role in regular school discipline or enforcement of school rules, although an SRO may provide assistance to school personnel at the request of a school administrator. The SRO will work collaboratively with the Superintendent to determine the goals and priorities for the SRO Program and the parameters for SRO involvement, when deemed appropriate, in school disciplinary matters, consistent with the terms of this Agreement and the Graduated Response Model described in Section VII.
- The SROs shall not use physical restraint or seclusion, as defined in Conn. Gen. Stat. § 10-236b, on a student except as an emergency intervention to prevent immediate or imminent injury to the student or to others. Before using physical restraint or seclusion on a student, an SRO shall have participated in the training required for school employees to engage in physical restraint or seclusion of students, as described in Board Policy and Administrative Regulations #5140. Any use of force by an SRO to restrain any student must be the least amount necessary to detain the student,

reasonable in light of the totality of the circumstances, and in compliance with Board Policy and Administrative Regulations #5140 and all applicable laws.

- The SRO will abide by applicable law and the Department's general orders concerning investigations, interviews and searches of students or staff on school property or at school functions under the jurisdiction of the Board. At no time will SROs direct or demand that school personnel search a student.
- The SRO will consult with and coordinate activities through the Superintendent or building principal(s) at the building(s) to which the SRO is assigned. Except in emergency or exigent situations, the SRO will not take any official law enforcement action without notifying the school administration in accordance with Section VIII, below. The SROs shall notify the school principal or their designee and the Superintendent whenever any law enforcement action has been taken while performing in the role of SRO.
- The SRO will act swiftly and cooperatively when responding to emergencies at school, including but not limited to disorderly conduct by trespassers and the possession and/or use of weapons on school grounds, consistent with Department policy and protocols.

## **VI. Graduated Response Model**

The Board and the SRO Program will utilize the following graduated response model, which provides increasingly more serious consequences for continued student misbehavior/misconduct.

Classroom Intervention - The classroom teacher plays a prominent role in guiding, developing and reinforcing appropriate student conduct and is acknowledged as the first level of implementation of the school discipline code. As such, this model begins with a range of classroom management techniques that must be implemented prior to any other sanctions or interventions. Classroom intervention is managed by the teacher for behaviors that are passive and non-threatening such as dress code violations and violations of classroom rules. SROs should not be involved at this level. Classroom intervention options might include redirection, re-teaching, school climate initiatives, and moving seats, when appropriate. The teacher should initiate parental contact.

School Administration Intervention - Classroom interventions are supported by school administrators and other school staff who address more serious or repetitive problem school behaviors as well as misbehavior in school but outside of the classroom. Examples of behaviors at this level may include, but are not limited to: repetitive patterns, defacing school property; truancy; bullying; threatening; and other behaviors in hallways, bathrooms, courtyards and school buses. Administration intervention options might include time in the office, after school detention, loss of privileges, reparation, and/or parent conference.

Assessment and Service Provision - When the behavior and needs of the student warrant, an assessment process and intervention with the use of school services may be appropriate. This intervention is managed by the school administrator or a student assistance team. Repetitive truancy or defiance of school rules, and behaviors that interfere with others such as vandalism or harassment, may be examples that belong at this level as well as misbehaving students who would benefit from service provision. Assessment and service intervention options should include any classroom or school administration interventions and might include referral to a juvenile review

board (JRB) or community service or program, suspension, expulsion or referral to juvenile or superior court. Truant behavior should not lead to an out-of-school option. Police can be involved in their role on JRBs.

Law Enforcement Intervention – Outside of an emergency situation warranting SRO involvement, only when classroom, school and community options have been found ineffective, or when deemed appropriate by the administration or in an emergency, should the school involve the police, including the SRO, in a specific student intervention. Involvement of the police does not necessarily mean arrest and referral to court. This intervention is managed by the police. Law enforcement options may include, but not be limited to, verbal warning; conference with the student, parents, teachers and/or others; referral to a JRB and/or community agencies; and referral to court. In appropriate circumstances, law enforcement options may include arrest. Absent an emergency, any such arrest will be conducted in accordance with Section VIII, below.

## **VII. Police/SRO Activity at Schools**

The parties agree that employees of the Department and/or the assigned SROs (“Law Enforcement Professionals”) need to follow certain protocols when on school grounds in non-emergency circumstances as follows.

Except in an emergency, Law Enforcement Professionals seeking to conduct formal police interviews, interrogations, and/or arrests of any student on District property or at a school-sponsored activity shall inform the building principal. When making such request, Law Enforcement Professionals shall be aware of the potential disruption to the educational process that police action may cause and consider the necessity of such action based on:

- The potential danger to persons;
- The likelihood of destruction of evidence or other property; and
- The ability to conduct the investigation, arrest, or search elsewhere.

As such, Law Enforcement Professionals will work to minimize the potential for disruption through a coordinated effort with the schools.

When taking a student into custody, officers should make reasonable efforts to avoid making arrests or taking students into custody on the school premises or at a school-sponsored activity. Whenever possible, and except in the event of an emergency, students should be taken into custody out of sight and sound of other students.

## **VIII. Reporting of Investigations and Behavioral Interventions**

In accordance with state law requirements, each SRO shall submit a report to the Chief of Police for each investigation or behavioral intervention of challenging behavior or conflict that (1) is conducted by the SRO and (2) escalates to violence or constitutes a crime, no later than five school days after conducting such investigation or behavioral intervention. An "investigation or behavioral intervention" is "a circumstance in which a school resource officer is conducting (i) a fact-finding inquiry concerning student behavior or school safety, including, but not limited to, emergency circumstances, or (ii) an intervention to resolve violent or nonviolent student behavior or conflicts."

The SRO's report shall include: (1) the date, time and location of such investigation or behavioral intervention, (2) the name and badge number of the SRO, (3) the race, ethnicity, gender, age and disability status for each student involved in such investigation or behavioral intervention, (4) the reason for and nature of such investigation or behavioral intervention, (5) the disposition of such investigation or behavioral intervention, and (6) whether any student involved in such investigation or behavioral intervention was (a) searched, (b) apprised of such student's constitutional rights, (c) issued a citation or a summons, (d) arrested, or (e) detained, including the amount of time such student was detained. The SRO shall not include student names on the report.

All SROs shall use and complete Form A, attached hereto and incorporated herein. SROs and/or the Department shall not substitute their own form(s) for Form A and shall not submit any supplemental or additional documents in connection with Form A, unless required by law or mutually agreed upon by the parties in writing.

On a monthly basis, the Chief of Police shall compile and provide to the Superintendent of Schools all Form A documents completed by the SROs during the prior month.

#### **IX. Duties of the Waterford Public Schools**

The District shall provide to the SROs the following materials and facilities which are deemed necessary to the performance of the SROs.

- An office with a desk, chair, and drawers.
- Access to a computer terminal or computer hookup.
- Access to view all live-feed security cameras throughout the school to which they are assigned.
- SROs shall have access to student record information in accordance with the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C. § 1232g.

#### **X. Police Access to Images from School Cameras**

In the event of a criminal investigation, the Department or other law enforcement agencies may request access to school district video images, live or recorded, by making a written request for access to the Superintendent. Access may be granted by the Superintendent or other such certified administrator as designated by the Superintendent only when determined by the Superintendent to be appropriate under state and federal law. If access is granted, the Department shall abide by its policies and procedures with respect to evidence, juvenile records, and personally identifiable information.

In the absence of express permission from the Superintendent or designee, the Department (excluding SROs) may only access school district live streaming video and/or recorded images from school cameras in emergency circumstances (as defined above), including an emergency alarm originating from one of the school facilities or grounds or a 911 call pertaining to a school facility/grounds. Any such access by the Department shall only be made for the purpose of the Department and other law enforcement or first responders aiding in the public safety emergency response to a school facility.

The Department may also access school district camera footage live or recorded images if the Superintendent or a school administrator makes such a request, when the Superintendent or school administrator has determined that there is a significant and articulable threat to the health and safety of students or other individuals or when otherwise appropriate under state and federal law.

Other than a daily system test conducted by the Chief of Police or designee(s), conducted at a time when students are not present in the building, the Department will not routinely view school district video images, live or recorded, to monitor the schools or grounds.

Notwithstanding the above, the SRO will have access to live video images at the school at which the SRO is assigned, during the days and hours in which the SRO is performing such assignment, in order to help maintain school security.

## **XI. Funding of the SROs**

The SROs are Waterford police officers who are assigned to a District school site, usually for four days a week or more during the student school year. As such, the Board will reimburse the Waterford Police Department as follows:

|             |                                                                        |
|-------------|------------------------------------------------------------------------|
| 2024 – 2025 | \$57,500 (total) for SROs<br>\$11,500 (additional) for police services |
| 2025 – 2026 | \$90,000 (total) for SROs<br>\$12,000 (additional) for police services |
| 2026 – 2027 | \$93,750 (total) for SROs<br>\$12,500 (additional) for police services |
| 2027-2028   | \$97,500 (total) for SROs<br>\$13,000 (additional) for police services |

All other costs associated with the employment of the SROs (including but not limited to insurance, benefits, Department-issued equipment, and law enforcement-related training) shall be the responsibility of the Department.

## **XII. Data Collection and Monitoring**

The parties agree that they will provide baseline data for comparison purposes and regularly collect, share, monitor and report data resulting from the implementation of this Agreement.

Data Collection: On a regular basis, the following information will be collected:

School District: The School District will create a disaggregated report of the number and types of disciplinary actions rising to the level of suspension and/or expulsion, numbers and demographics of students involved, and the number of incidents that were referred to police.

Department: The Department will create a report on the types of positive SRO engagements and interactions undertaken by SROs during the quarterly reporting period (*e.g.*, providing training to students or staff on crime prevention, participating in a community basketball game, etc.). The SROs and Chief of Police shall also comply with

statutory reporting requirements for investigations and behavioral interventions, detailed in Section IX, above.

Monitoring and Oversight: On a regular basis, parties acknowledge and agree that a School/Police Collaboration Team ("Team") composed of at least two members from the Department and two members from the District will meet to assess the functionality of the Agreement and review relevant data and analysis. At least annually, the Team will prepare a report of activities and make recommendations for improvements to the SRO Program, this Agreement, and/or its implementation.

### **XIII. Removal of a School Resource Officer**

In the event that school administration feels that an SRO is not is not effectively performing their duties and responsibilities, the administrator shall contact the Superintendent. Within a reasonable amount of time, the Superintendent shall notify the Chief of Police. A meeting shall be conducted with the SRO to attempt to resolve any issues.

If the concerns cannot be resolved, the Superintendent shall request that the Chief of Police remove the SRO and assign a different officer to this SRO position. In such event, the Chief of Police shall recommend an SRO candidate to the Superintendent of Schools for approval. The Superintendent may decline the assignment of an SRO to any school in the District. The Chief of Police may remove or reassign the SRO, in accordance with the Department's rules, regulations and general orders.

The Department and the District agree to provide their employees with training relative to this Agreement and its purposes. The parties agree to maintain regular and open communication to evaluate the effectiveness of this Agreement and suggest improvement or adjustments that may be necessary.

## **ASO PROGRAM**

In the event that the District employs ASOs to work in District schools to assist the school administration and staff in promoting a safe and positive school environment and taking steps to prevent school violence, such ASOs shall meet all legal requirements for the position, as well as all requirements established by the District and the Department.

### **I. Appointment and Supervision**

When recruiting, hiring, and selecting ASOs, the Superintendent or designee shall consult with representatives from the Department and shall invite representatives from the Department to participate in interviews and the selection process.

With respect to their daily duties and general school security and safety, ASOs shall be supervised by the Superintendent or designee and the Department's Chief of Police or designee. The Superintendent or designee shall also be responsible for the evaluation and discipline of ASOs, with input from the Department.

The ASOs' general work schedule shall be determined by the Superintendent or designee. However, the Department's Chief of Police or designee will determine the rotation of schools to which each ASO reports on a daily basis. With respect to issues related to Authorized Equipment, as defined below, the ASO shall be under the supervision of the Department.

## **II. Authorized Equipment**

The Department shall provide ASOs with a Department-issued firearm and ammunition, Department-issued pepper spray, and Department-issued radio ("Authorized Equipment") for use when on duty for the Board. All equipment shall remain property of the Department and must be used in accordance with ASO's training, applicable law, Board policy and the accompanying regulations, and Department procedures. The Department may, in its discretion, withdraw its authorization for an ASO to carry Authorized Equipment. Such revocation will result in immediate revocation of the ASO's authority to carry a firearm or pepper spray on school grounds, and may result in the discipline of an ASO, up to and including discharge.

The Department shall ensure that ASOs have semi-annual firearm inspections performed by a POST Council-certified firearms instructor or certified armorer.

## **III. Certifications, Permits, Licenses and Training**

With respect to firearms, equipment, and related certifications and training, the Department shall ensure that the ASO meets all permit, certification, licensure and training requirements required to be an ASO and/or carry firearms on school property, in accordance with federal and Connecticut law and Board policy and administrative regulations. As such, the Department will provide written confirmation that ASOs are current in their trainings, permits, certifications, and licenses, and provide the Board with such written confirmation that each ASO:

- Meets the requirements of Conn. Gen. Stat. § 10-244a, including the requirement to receive annual training pursuant to Conn. Gen. Stat. § 7-294x and successfully complete annual firearms training provided by a certified firearms instructor that meets or exceeds the standards of the POST Council or 18 U.S.C. § 926C, as amended from time to time;
- Successfully completes additional training and re-training requirements, as required by law and/or determined by the Department and/or the Board, including but not limited to active shooter training, cardiopulmonary resuscitation ("CPR") training, automatic external defibrillator ("AED") training, Narcan administration training; and
- Holds all certifications, permits, and/or licenses required under federal and/or Connecticut law with respect to the duties and responsibilities of ASOs, including but not limited to certifications, permits and/or licenses to carry and use firearms or other equipment as an ASO.

### **TERM OF AGREEMENT**

It is understood that either party may terminate this Agreement voluntarily upon written notice of sixty (60) days. A request for revisions or modifications to this Agreement may be made by either party in writing.

This Agreement constitutes a final written expression of all terms of this Agreement and is a complete and exclusive statement of those terms. This Agreement may be modified in writing by consent of the parties.

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their authorized officers.

Signed, sealed and delivered in the presence of:

\_\_\_\_\_  
Thomas W. Giard III  
Superintendent, Waterford Public Schools

\_\_\_\_\_  
Date

\_\_\_\_\_  
Marc Balestracci  
Chief of Police, Waterford Police Department

\_\_\_\_\_  
Date

**FORM A**  
**Waterford Public Schools**  
**School Resource Officer (SRO) Report on Investigations and Behavioral Interventions**

*This form must be completed and provided to the Waterford Chief of Police within five (5) school days of conducting an investigation and/or behavioral intervention of 1) challenging behavior that escalates to violence or constitutes a crime, or 2) conflict that escalates to violence or constitutes a crime.*

*"Challenging behavior" means behavior that negatively impacts school climate or interferes, or is at risk of interfering, with the learning or safety of a student or the safety of a school employee.*

*"Investigation or behavioral intervention" means a circumstance in which a school resource officer is conducting (i) a fact-finding inquiry concerning student behavior or school safety, including, but not limited to, emergency circumstances, or (ii) an intervention to resolve violent or nonviolent student behavior or conflicts.*

*The SRO may only report investigations and/or behavioral interventions of challenging behavior or conflict that escalate to violence or constitute a crime. If the conduct did not escalate to violence or constitute a crime, it may not be reported in this form.*

**Name of School Resource Officer:** \_\_\_\_\_

**Badge Number:** \_\_\_\_\_ **School Affiliation:** \_\_\_\_\_

*Investigation and/or Behavioral Intervention Information:*

**Date of Investigation/Intervention:** \_\_\_\_\_

**Time of Investigation/Intervention:** \_\_\_\_\_

**Location of Incident:** \_\_\_\_\_

**The reason for and nature of such investigation and/or behavioral intervention:** \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

**The disposition of such investigation or behavioral intervention (check all that apply):**

- |                                                                               |                                                              |
|-------------------------------------------------------------------------------|--------------------------------------------------------------|
| • Referral to administration for possible discipline <input type="checkbox"/> | • Citation or summons issued <input type="checkbox"/>        |
| • Restorative practices implemented <input type="checkbox"/>                  | • Arrest of student(s) <input type="checkbox"/>              |
| • Peer mediation <input type="checkbox"/>                                     | • Search of student(s) by SRO <input type="checkbox"/>       |
| • Referral to student support services <input type="checkbox"/>               | • Management of crisis or emergency <input type="checkbox"/> |
| • Other: _____                                                                |                                                              |

Please complete the following section for each student involved in the investigation and/or behavioral intervention. **Do not include student names.** Identify additional students, if applicable, as "Student B," "Student C," etc. Demographic information for each student will be collected by the District from the school's information system and shared with the SRO for the limited purpose of complying with state reporting requirements.

|                                                                   | Age   | Gender                                                                                                  | Race/Ethnicity<br>(check all that apply)                                                                                                                                                                                                                                                                 | Does the student have a known disability?                   | During the investigation and/or behavioral intervention, was the student....                                                                                                                                                                                                                                          |
|-------------------------------------------------------------------|-------|---------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Student A</b>                                                  | _____ | <input type="checkbox"/> Male<br><input type="checkbox"/> Female<br><input type="checkbox"/> Non-binary | <input type="checkbox"/> Hispanic or Latino<br><input type="checkbox"/> White<br><input type="checkbox"/> Black or African American<br><input type="checkbox"/> Native Hawaiian or Other Pacific Islander<br><input type="checkbox"/> Asian<br><input type="checkbox"/> American Indian or Alaska Native | <input type="checkbox"/> Yes<br><input type="checkbox"/> No | <input type="checkbox"/> Searched by SRO<br><input type="checkbox"/> Apprised of constitutional rights<br><input type="checkbox"/> Issued a citation or a summons<br><input type="checkbox"/> Arrested<br><input type="checkbox"/> Detained <sup>1</sup> (if detained, note how long the student was detained: _____) |
| <i>Insert additional rows for Students B, C, D, as applicable</i> |       |                                                                                                         |                                                                                                                                                                                                                                                                                                          |                                                             |                                                                                                                                                                                                                                                                                                                       |

<sup>1</sup> Detained, for the purposes of this form, means detained by the SRO as a law enforcement action or placed under the direct  
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supervision of the SRO by a responsible administrator.

**This report was completed on:** \_\_\_\_\_.

**By signing below, I certify that the information I have provided in this report is true and accurate to the best of my ability and recollection. I have not maintained a copy of this report and I understand that the information set forth herein is confidential and may not be redisclosed except in accordance with state and federal law.**

\_\_\_\_\_  
School Resource Officer

\_\_\_\_\_  
Date

**I, the Waterford Police Department Chief of Police, received this report on: \_\_\_\_\_.**  
**I understand that the information set forth herein is confidential and may not be redisclosed except in accordance with state and federal law.**

\_\_\_\_\_  
Print

\_\_\_\_\_  
Signature

cc: Superintendent of Schools