



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

**Training Room at the Waterford Police Department**

**12/9/2024 5:00 pm**

Call to order and establish quorum:

Pledge of Allegiance:

Public input:

Acceptance of minutes: November 12, 2024 Regular Meeting

Correspondence:

- a. Thank You letter from a resident
- b. A Petition from the residents of Savi Ave and Tiffany Ave

Presentation of Chief's Awards

Traffic Commission Review:

Chief's Report:

- a. K9 Reports for November
- b. Youth Report for November
- c. Investigative Services Report for November
- d. Training Report for November
- e. Support Services Report for November
- f. Patrol Report for November
- g. Animal Control Report for November
- h. Community Engagement Report for November

Old Business:

- a. Recording of Commission Meetings

New Business:

- a. FY26 Budget Review
- b. Chief's Update



**MINUTES**  
**BOARD OF POLICE COMMISSIONERS**  
November 12, 2024 at 5:00 p.m.

**PRESENT:** Commissioner J. Dimmock, Commissioner C. Gamble, Commissioner M. Gelinas, Commissioner T. Sheridan arrived at 5:09

**ABSENT:** Commissioner R. Brule

**DEPARTMENT:** Chief M. Balestracci, LT N. VanOverloop, LT D. Ferland,  
LT P. Flanagan, Traffic Officer M. Devine, Officer N. Surdo, Office T.  
Krysztofiak

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

Commissioner Dimmock 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:**

Commissioner Gelinas noted the following errors in the October 15<sup>th</sup> minutes: On page 1 under the heading CALL TO ORDER AND ESTABLISH A QUORUM, "Commissioner Gamble" should be changed to "Commissioner Gelinas", and on page 3 in the first sentence of the second paragraph, the word "the" should be changed to the word "that".

**MOTION:** Made by Commissioner Gamble and seconded by Commissioner Gelinas to accept the minutes from the October 15, 2024 Regular Meeting with the noted corrections. Motion passed.

**CORRESPONDENCE:**

Correspondence was reviewed.

**TRAFFIC COMMISSION REVIEW:**

Traffic report was received.

Traffic Officer Devine presented a request to the Commission to approve a change to the parking signs on Windy Ridge Place from “No Parking Anytime” to “No Parking Beyond this Point” to allow for guest parking.

**MOTION:** Made by Commissioner Gelinas and seconded by Commissioner Gamble to approve signage change on Windy Ridge Place. Motion passed unanimously.

**CHIEF’S REPORT:**

- a. K9 Reports for October  
October report was received.
- b. Youth Reports for October  
October report was received.
- c. Investigative Services for October  
October report was received.
- d. Training Report for October  
October report was received.
- e. Support Services Report for October  
October report was received.
- f. Patrol Report for October  
October report was received.
- g. Animal Control Report for October  
October report was received.
- h. Community Engagement Report for October  
October report was received.

**OLD BUSINESS:**

- a. Recording Commission Meetings – The audio part of the project has gone out to bid and will be awarded soon. The video portion will be going out to bid soon.

**NEW BUSINESS:**

- a. Route 85 at Cross Road Development Intersection Changes – The State is planning to change this intersection from the current 3-way intersection to a 4-way intersection, due to an apartment complex that will be built on Route 85 directly across from Cross Road. This project is planned for summer 2025. The Commission reviewed the plan and had no objections.
- b. Retirement Commission Appointment

**MOTION:** Made by Commissioner Sheridan and Seconded by Commissioner Gelinis to appoint Commissioner Dimmock to the Retirement Commission. Motion passed unanimously.

Cold Case Podcast – Chief Balestracci informed the Commission that the Seidel case will be the subject of a podcast that has an audience of approximately 50 million listeners. The family of Kyle Seidel will be participating in interviews as well as the Chief and the detectives that are working on the case. Please see attachment for more information.

**MOTION:** Made by Commissioner Gamble and Seconded by Commissioner Sheridan to adjourn the meeting at 5:37 p.m. Motion passed unanimously.

Respectfully submitted by:



Diane E. Driscoll  
Recording Secretary



## Why audiochuck?

audiochuck is an independent podcast production company with **50+ million** monthly listeners. We strive to tell **victim-centric, awareness-driven** stories and have donated millions of dollars toward DNA testing, crime-stopping organizations, and more.

**The Deck** is a weekly show from audiochuck, with each episode telling the story of a victim featured in playing card decks distributed throughout the country. Our work wouldn't be possible without collaboration alongside law enforcement.

### BECAUSE OF THE DECK...



#### SILENE EADDY

Crime Stoppers received their first tip in years



#### KETTIE JONES

Tips were generated about the suspects' getaway car



#### RANDALL LEACH

Police got several tips about potential witnesses



#### LINDA SMITH

Law enforcement received a tip leading to a person of interest



#### OWACHIGE OSCEOLA

The Oklahoma AG's Office requested the case file for review



#### DALE WILLIAMS

A tipster called in a lead about an informant

## AGENCIES WE'VE WORKED WITH



## WHAT THEY'RE SAYING

"You guys did a heck of a job on that podcast. Thanks so much for being professional as well as protecting information I didn't want shared."

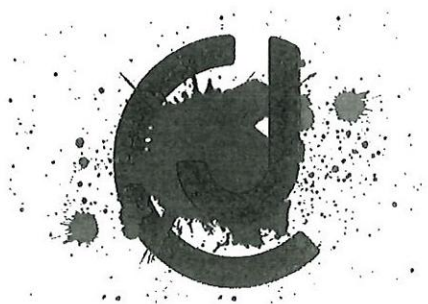
-Chief Deputy Jim Warren, Wabasha County (MN) Sheriff's Office

"I just wanted you to know that I am grateful ... and although initially a skeptic, I am now a believer in the power of the podcast."

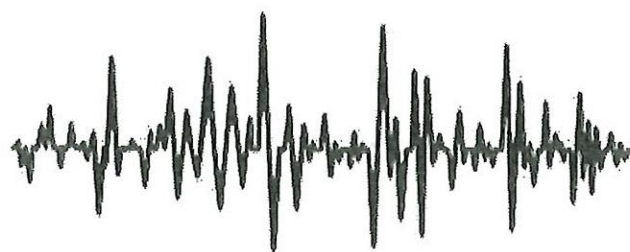
-Detective Jim Parks, Norman (OK) Police Department

"I never realized you had so many listeners. I've had quite a few local acquaintances tell me they've listened. It turned out really good and I appreciate your work."

-Detective Matt Hefner, Charlotte-Mecklenburg Police Department



**CRIME JUNKIE™**



**AUDIOCHUCK**

## Why audiochuck?

audiochuck is an independent media and podcast production company with **50+ million monthly listeners**. We tell **victim-centered, impactful** stories that raise awareness and provide listeners with a next step they can take to make a difference. audiochuck has donated millions of dollars to fund DNA testing, support local crime-stopper organizations, and more.

Crime Junkie is the #1 true crime weekly podcast with over a billion downloads to date. Hosted by #1 New York Times bestselling author, Ashley Flowers, Crime Junkie is dedicated to sharing **advocacy-driven** stories and inspiring our listeners to become active and responsible participants to make a positive impact for these cases and in the true crime space.

### BECAUSE OF CRIME JUNKIE...

#### JANE & JOHN DOES

11 Does have gotten their names back.

#### ALICIA NAVARRO

After episode aired, a significant tip was received that advanced the case.

#### SHAKARA CARTER

After being contacted by our reporter, the Police Chief personally reviewed their file and found that Shakara's DNA had not been tested against a suspect.

#### FATHER PATRICK RYAN

After listening to our episode, the Chief of Police requested a new search for evidence and found templates of fingerprints taken from the scene.

#### KAYSERA STOPS PRETTY PLACES

Change.org petition went from 6,700 signatures to over 285,000 after episode aired.

#### OWACHIGE OSCEOLA

The Oklahoma Attorney General's Office requested the case file for review.

[crimejunkiepodcast.com](http://crimejunkiepodcast.com)

## AGENCIES WE'VE WORKED WITH



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"You guys did a heck of a job on that podcast. Thanks so much for being professional as well as protecting information I didn't want shared."

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# Have you heard of Season of Justice?

Founded in 2021, Season of Justice is a nonprofit created by audiochuck's founder Ashley Flowers that's dedicated to providing funding to investigative agencies and families. SOJ provides grants to investigative agencies for advanced DNA analysis solutions, such as forensic genealogy and next-generation sequencing. The organization also awards grants to families to support awareness campaigns and other initiatives that can assist in pushing their cold cases forward. SOJ's goal is to provide financial resources for both investigative agencies and families in order to bring resolution to those impacted by unsolved violent crimes.

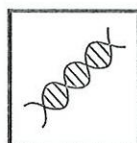
**Whether your agency chooses to work with audiochuck or not, SOJ is here to provide the funding you need to solve the unsolvable.**



More than \$1M awarded



140 unsolved cases assisted



11 Jane/John Does identified



6 cold case murders solved



[seasonofjustice.org](https://seasonofjustice.org)

Dear Police Office <sup>officers</sup> who  
pulled up to 2018 Nissan Sentra  
[REDACTED] including Officer  
Barrows,

Thank you so much for looking  
out for my daughter [REDACTED] I am  
thankful for each of you who took  
time out of your day to talk to me.  
It meant a lot. I had told her to  
turn herself in to you because I  
felt like you saw her as a human  
rather than just an addict. It is  
very unfortunate she chose not to,  
however, she is where she needs to  
be. I can rest a little bit now.  
All of you are wonderful!

[REDACTED]

Help Us Keep Our Kids Safe

# Slow Down Kids at Play

Savi Avenue Speed bump Petition

Waterford Connecticut

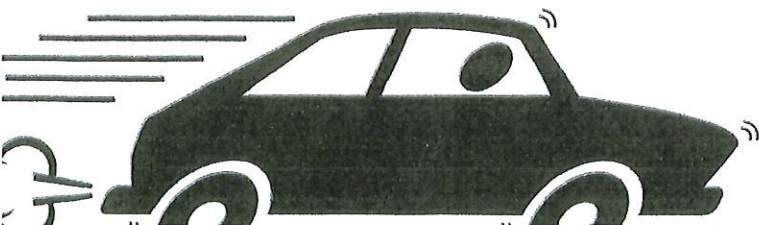
**SLOW DOWN!  
KIDS PLAYING**



**SLOW  
DOWN**



**SLOW  
DOWN**



# **Slow Down! Kids at Play**

**Savi Avenue Speed bump Petition**

**Waterford Connecticut**

**Help Us Keep Our Kids Safe**

Our story begins with a series of everyday occurrences on Savi Avenue in Waterford, Connecticut; Tania Dimitriou-Martin, Jess Morris and other neighborhood parents have repeatedly had to halt their routines to flag down drivers and urged them to slow down. This plea for safer driving is especially poignant since over 50 children, who engage in regular outdoor activities, reside in our neighborhood. The risk to our children's safety came to a head this past summer of 2024 which saw an alarming increase in the number of incidents involving neighborhood visitors and new residents driving at uncomfortable speeds. On our own initiative, we even placed signs in our yards, imploring drivers to decelerate. Now, we believe implementing a speed bump on our street is the most effective and permanent solution. According to the Federal Highway Administration, speed bumps reduce vehicle speeds by 20 to 40 percent, making neighborhoods safer for children. We, the parents, and residents of Tiffany Ave and Savi Ave, demand that the Waterford town officials install speed bumps on Savi Avenue to ensure the safety of our children. Do not let this problem escalate any further. Join us in making our neighborhood safer for our children. Please sign this petition.

Thank you - Andre Martin & Tania Dimitriou-Martin 17 Savi ave

Thank You - Jess Morris 22 Savi ave



# **The Waterford Police Department**

## **Traffic Officer Report**

### **November 2024**



#### **LINE OF SIGHT ISSUES:**

- I was contacted by a town Zoning Official in regards to a previously reported sight line issue Sea Breeze Dr. onto Niles Hill Rd. Zoning is working with the town attorney to resolve the issue with the homeowner.

#### **DOT RELATED ISSUES.**

- DOT conducted a study and approved a speed reduction on Rope Ferry Rd (Rt 156), from Boston Post Rd. (Rt 1) to North Rd. The speed limit will be changed from 35 mph to 30 mph in the near future.
- Traffic Light issues reported at Route 1 and Stosberg Rd. Strossberg Rd traffic was not getting green light when stopped for extended periods. DOT was contacted, responded and adjusted cameras and reinstalled loops detectors on Strosberg.
- Complaint of traffic light from Fog Plain Rd to Route 1 not cycling for Fog Plain Rd traffic. Observed for several cycles and tested pulling up to the light multiple times and follow up. No issues observed.
- DOT Engineering was contacted to review the traffic light timing and/or set up at Route 1 and Clark Lane. Multiple complaints about cars having trouble turning left from the Aldis parking lot and from Clark Lane.

#### **PARKING COMPLAINTS:**

- Changes have been made to Windy Ridge Place parking signs, that were approved in last month's meeting

#### **ENFORCEMENT RELATED COMPLAINTS:**

- Multiple speeding complaints for the area of Tiffany Ave and Savi Ave. A petition was also received requesting speed bumps be put on Savi Ave., due to large amount of children playing in the neighborhood. One of the reported offenders for speeding was identified and spoken to. A speed sign was utilized on Tiffany Ave near the intersection with Savi Ave. Multiple phone calls have been received requesting the continued use of the sign.

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

- None at this time.

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

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

1. Niantic River Rd. in the area of Old Niantic River Rd, facing southbound traffic. The data shows that vehicle traffic during the month of November 2024 was at or below the speed limit



# The Waterford Police Department

## Traffic Officer Report

### November 2024



approximately 12% of the time. Approximately 71% of the vehicles were traveling between 31 to 40. An increase in vehicles traveling above 41 mph was observed showing 17% traveling between 41-50 mph and .002% traveling above 51 mph.

2. Great Neck Road near Goshen Rd, in front of Great Neck School. The data shows that vehicle traffic during the month of November 2024 was at or below the speed limit approximately 31% of the time. Approximately 57% of the vehicles were traveling between 26 to 35. An increase in vehicles traveling between 36-45 mph at 12%. Approximately .001% were traveling at a speed of 46 mph or greater.

#### UPCOMING EVENTS:

1. Pearl Harbor Memorial Race; December 8, 2024

#### UPCOMING ROAD CONSTRUCTION WITH CLOSURE:

No large projects anticipated

#### TRAFFIC ENFORCEMENT:

| Officer          | Devine #88 | Diogo #95 | Combined |
|------------------|------------|-----------|----------|
| Infractions      | 1          | 257       | 258      |
| Written warnings | 5          | 107       | 112      |
| misdemeanor      | 0          | 4         | 4        |



## THE WATERFORD POLICE DEPARTMENT



# K-9 Activity Report

**November 2024**

### **K-9 Ozzy**

Monthly Uses: 1

2024 Uses: 36

### **K-9 Tico**

Monthly Uses: 3

2024 Uses: 39



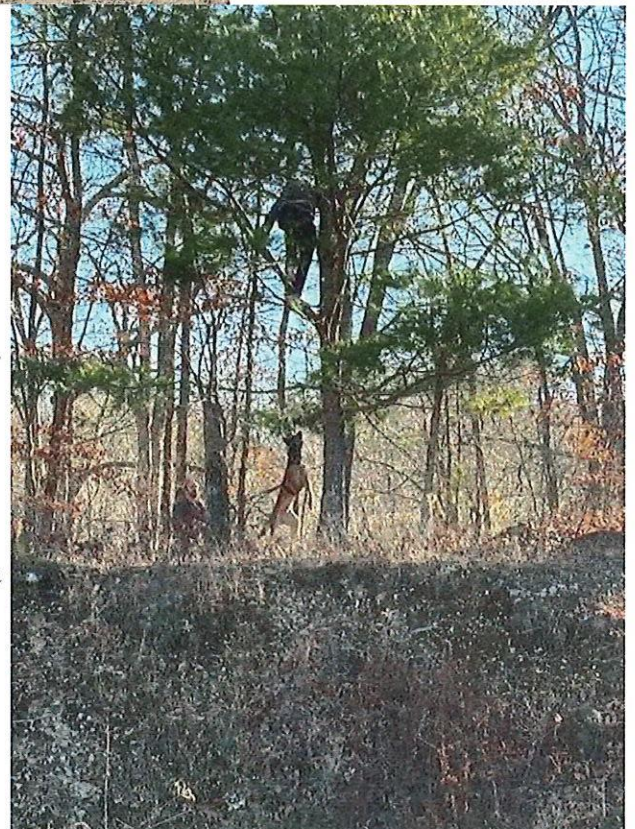
### **K-9 Usage**

#### **Ozzy**

- ♦ K9 Ozzy and Officer Genung assisted members of patrol in safely clearing a building that had signs of forced entry.

#### **Tico**

- ♦ Officer Surdo located a suspicious vehicle and an occupant of the vehicle had an arrest warrant. K9 Tico was shortly after deployed for an open air sniff of the vehicle as the vehicle owner admitted to recent narcotic use. K9 Tico showed alert behavior on the outside of the vehicle and located a glass smoking pipe with chore boy right outside of the vehicle. The female suspect was found to have a small quantity of crack cocaine on her person.
- ♦ The Groton Town Police Department had attempted to stop a motor vehicle as the operator had just committed a larceny and had an active arrest warrant. The vehicle traveled into Waterford and eventually came to a stop. The operator of the vehicle fled from the vehicle on foot, engaged GTPD officers in a foot pursuit and was shortly after taken into custody. Officer Surdo deployed K9 Tico for an article search and no contraband was located.



### **Monthly Training**

- ♦ Monthly K-9 training was conducted on 11/5/24 and 11/19/24 in obedience, tracking, article search, building search, area search, narcotics detections, and apprehension work.



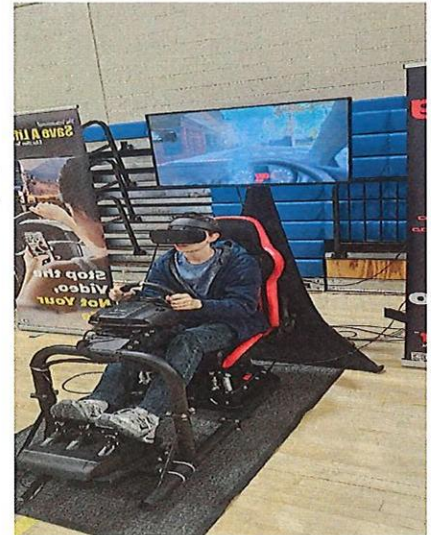
## THE WATERFORD POLICE DEPARTMENT

# Youth Office Activity Report



November 2024

- ♦ On November 20, 2024 SRO Malbaurn collaborated with the Department of Labor to conduct underage purchases of nicotine / vape products. This was in response to several complaints about two businesses in town selling these products to juveniles. Two citations were issued as a result of the investigation.
- ♦ SRO Lane hosted a “meet and greet” holiday event during CLMS drop-off on the last day of school before the Thanksgiving break. Numerous police officers attended the event handing out candy canes to students.
- ♦ Both SRO Malbaurn and SRO Lane attended the “Battle of the Bay” football game at ELHS. The game was a success and there were no incidents reported.
- ♦ SRO Lane conducted several home visits throughout the month checking on truant students as well as one having a mental health crisis.
- ♦ SRO Malbaurn hosted/attended an event in which a company came to WHS with driving simulators educating students on the hazards of distracted driving.
- ♦ SRO Winters assisted elementary school administrators conducting drills.



### Month at a Glance

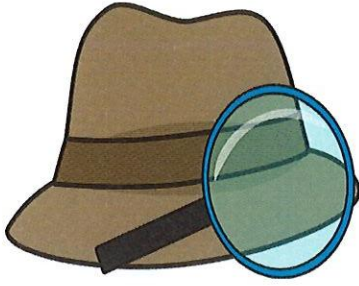
2 – Home Visits

6 - CAD Report

2– Case Reports

Arrests - 0 / JRB Referrals– 1

SROs Lane, Malbaurn and Winters 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 b/w the department and the youth in our community.



THE WATERFORD POLICE DEPARTMENT

# Investigative Services Division



November 2024

In the month of November 2024 the Investigative Services Division worked or assisted with 33 investigations.

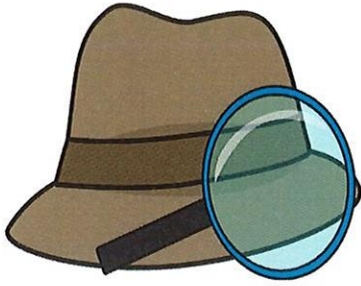
## Current Active Investigations (25 Cases):

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

|                      |                  |
|----------------------|------------------|
| Homicide—1           | Pistol Permits—8 |
| Burglary—2           | JV Sex Assault—1 |
| Larceny—1            | Narcotics—1      |
| ID Theft—2           | Shots Fired—1    |
| Risk of Injury—1     | Untimely—5       |
| Jewelry Store Grab—1 | Skimmer—1        |

## Year to Date Statistical Report

| Case Numbers | Search Warrants | Background Checks | Arrests           | Sex Assaults |  |
|--------------|-----------------|-------------------|-------------------|--------------|--|
| 91           | 9               | 10                | 17                | 15           |  |
| Ex-Parte's   | Auto Theft      | Burglary          | Unattended Deaths | Robbery      |  |
| 0            | 0               | 2                 | 18                | 0            |  |



THE WATERFORD POLICE DEPARTMENT

# Investigative Services Division



November 2024

## **November 2024 Updates:**

Investigative Services worked with Intern Juliana Giortzakos for her second and final visit in Investigative Services. Jen Anderson set up numerous serious crimes that have occurred in the Town of Waterford throughout the years for Intern Giortzakos to review and get a chance to see what a complex case entails.

Investigative Services completed two (2) potential dispatcher candidate background investigations at the request of Emergency Management.

Detective O'Connell attended a three (3) day training hosted by The Narcotics Enforcement Officers Association NESPIN in Newport Rhode Island. This is a large conference held yearly where a wide variety of topics are covered in regards to police investigations.

Detective Ray Carroll prepared for a national podcast that will be coming to the Waterford Police Department to interview the Seidel family as well as Detective Carroll in regards to the unsolved murder of Kyle Seidel in December of 2012.

## **November 2024 Investigations:**

While on duty Detective Sergeant Avdevich observed a vehicle driving erratically while traveling behind it in his unmarked police cruiser. After conducting a motor vehicle stop the female suspect was arrested on numerous drug charges after the motor vehicle stop led to a search of the vehicle.

After receiving a letter in the mail from an alleged victim of a sexual assault Investigator Zaldivar was assigned to follow up. Investigator Zaldivar is in the process of investigating the alleged sexual assault and stalking case that occurred over the span of numerous years by a subject that is known to the alleged victim. This case is still under investigation.

Detective O'Connell responded to the death of an adult male by suicide on Glendale Road. The case is under further investigation though deemed not suspicious.

Investigative Services has also begun a new investigation into an anonymous and credible report of drug activity from a residence in the Willetts Avenue area of town. This case will progress in the upcoming month.

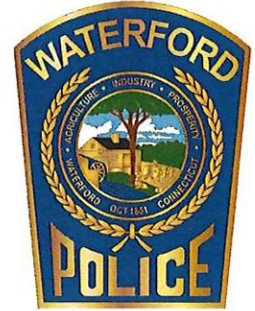
After observing a suspicious vehicle in the shopping district Det. Sgt. Avdevich and Detective Bonkowski enacted a motor vehicle stop. Through the course of the motor vehicle stop drugs were located on the occupants of the vehicle as well as inside of the vehicle resulting in their arrests.

Detective Bonkowski was assigned to investigate a burglary in the now closed Café NV Restaurant. A potential suspect has been identified and the case is under further investigation.

Investigator Zaldivar was assigned to investigate a case of a potential accidental shooting in which the subject shot himself in the neck with a pistol. The subject's firearms were seized as a precaution and the subject has been released from the hospital.



# TRAINING REPORT NOVEMBER 2024

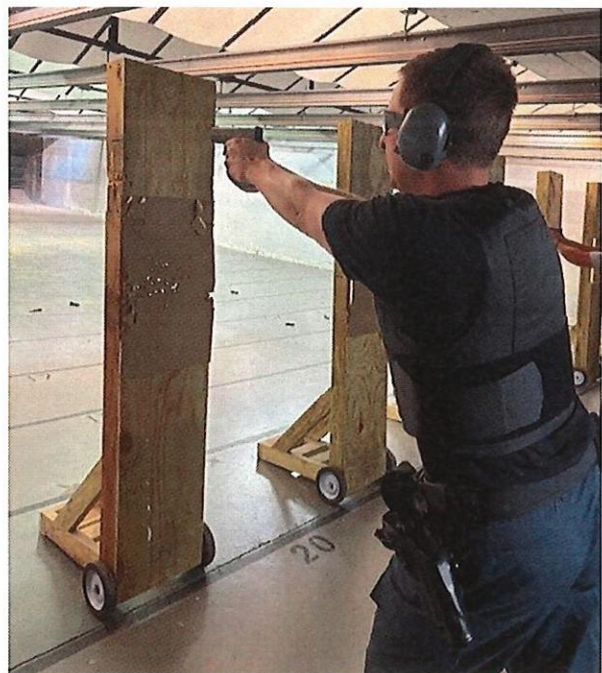


## New Officer Updates

**Hiring Process:** The Waterford Police Department continues its efforts in recruiting and hiring. Training is continuing with the new hiring process to fill two current vacancies.

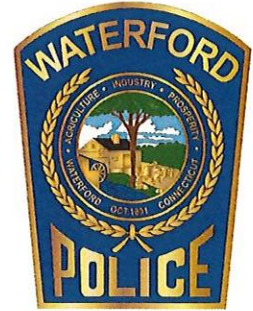
**Recruit Status:** Recruit Boxley graduated from the City of New Britain Police Department Satellite Basic Recruit Academy and started her twelve to sixteen week Field Training Program here at the Waterford Police Department.

Recruit Maselli and Recruit Abram completed their fourteenth week at the Eastern Regional Police Academy hosted by the Law Enforcement Council of Connecticut.





# TRAINING REPORT NOVEMBER 2024



Officer Maffeo, Chief Balestracci, and Lieutenant Ferland hosted a four-day Advanced DUI course here at the police department for our officers and various other officers all over the state. This training placed a heavy emphasis on properly administering and interpreting the Standardized Field Sobriety Tests as well as touch on topics such as report writing, urine/blood collection kits, and a wet lab just to name a few.

Officers in the entire department completed a roll call training on Law Enforcement and Citizens with Special Needs. This training was focused mostly on how to interact and deal with citizens with dementia and other Alzheimer related illnesses.



Detective O'Connell attended a three-day Criminal Investigation School in Newport, RI. This is an annual training hosted by the Narcotics Enforcement Officers Association. Some of the topics discussed are investigating officer involved shootings, fentanyl updates, call and geolocation data for narcotics investigations, current police surveillance techniques, and the emotional toll on police officers and their families after critical incidents just to name a few.

Officer Surdo went to a one-day Search and Seizure class. Topics like the 4th, 5th, and 6th amendment, due process, the exclusionary rule, interrogation issues, the terry doctrine, protective sweeps, and search warrant exceptions were just some of areas discussed.

Sergeant Avdevich and Lieutenant Flanagan attended a one-day media training at WFSB studios. This training discussed topics like on camera interviews, writing news releases social media best practices, news conferences, and drone use just to name a few.





# Support Services Report

November 2024



## Records Activity

|                          |     |      |
|--------------------------|-----|------|
| FOI Requests             | 190 | 12%  |
| Warrants                 | 17  | -48% |
| Phone Calls              | 157 | 1%   |
| Walk in Assists          | 147 | -11% |
| Background Checks        | 5   | -44% |
| Protective Orders        | 36  | 80%  |
| Officer Tasking Requests | 64  | 0%   |
| Case Erasures            | 302 | 7%   |
| DCF Requests             | 19  | -10% |
| Court Requests           | 15  | 25%  |
| Abstracts                | 336 | -16% |
| Video Requests           | 11  | -48% |

- \* Records personnel have been assisting the Administrative Sergeant with redacting reports to be utilized as proofs for the accreditation process.
- \* Records began the process of reviewing all case files from 2014 in preparation for the destruction of applicable cases in accordance with the State of Connecticut records retention schedule.
- \* The CSOs covered 80 shifts during the month, equating to over 631.5 hours of shift coverage.
- \* The CSOs have been tasked with completing monthly cruiser inspections and assisting with additional tasks associated with the agency's accreditation efforts.

## CSO Activity

|                       |    |
|-----------------------|----|
| Adult Arrests         | 24 |
| Juvenile Arrests      | 0  |
| Firearms Transfers    | 27 |
| Pistol Permits Issued | 0  |
| Walk In Complaints    | 27 |

## Fingerprints

|                          |    |
|--------------------------|----|
| Pistol Permits           | 10 |
| Employment               | 10 |
| Miscellaneous            | 6  |
| Peddler/Precious Permits | 10 |
| Total Fingerprints       | 36 |



# Patrol Report

Commissioners Activity Report

November 2024



## MV Theft Suspect Taken into Custody

On September 10th day shift responded to the Great Neck Country Club for a stolen Mercedes E350. The stolen vehicle was observed on a FLOCK camera traveling West on RTE 156 into East Lyme. After an lengthy investigation, the vehicle was located in Wethersfield. Subsequent investigative leads led officers to Norwich where a suspect was located with the key to the stolen motor vehicle. Two arrest warrants were applied for and on November 11, 2024 one of the suspect was located and taken into custody in the city of Hartford. The suspect was transported to the Waterford PD where he was charged with Larceny of a Motor Vehicle. The US Marshals Service also had an active warrant for the suspect and he was held on a detainer.



Pictured at left is the motor vehicle which was captured on a FLOCK camera leaving Waterford and entering East Lyme shortly after it was stolen.

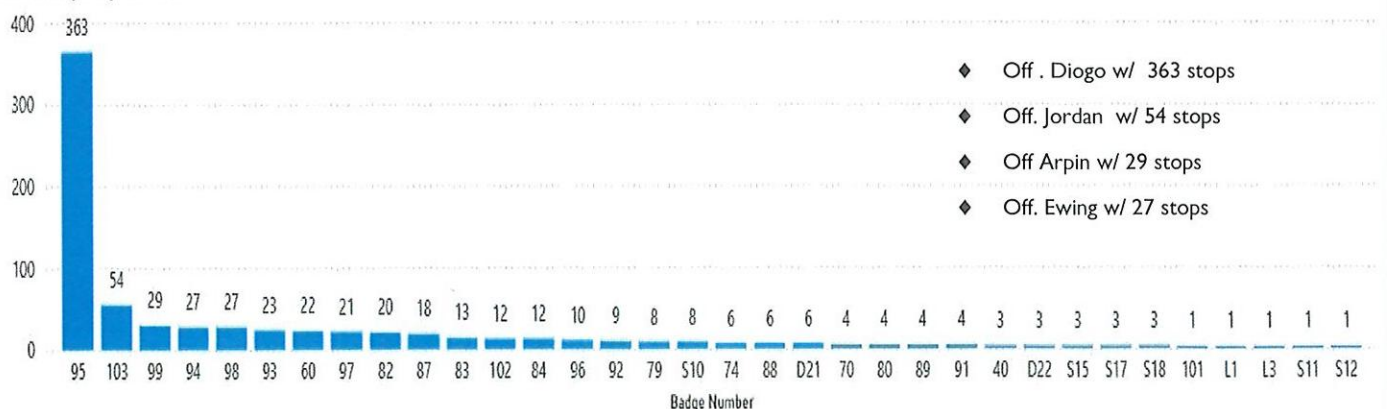
## Patrol Calls for Service Monthly Snap Shot:

|                                  |      |
|----------------------------------|------|
| Total Service Calls              | 2985 |
| Case Numbers                     | 142  |
| Arrests                          | 73   |
| Juvenile Arrests                 | 1    |
| Larcenies                        | 34   |
| Arrest Warrants                  | 6    |
| Domestic Violence Investigations | 12   |
| Traffic Crash                    | 54   |
| DUI Investigations               | 6    |
| EDP / Welfare Checks             | 31   |
| School Checks                    | 103  |
| Motor Vehicle                    | 730  |
| Written Warnings                 | 300  |
| Infractions                      | 301  |
| Verbal Warnings                  | 94   |
| Misdemeanor                      | 27   |
| Other                            | 8    |

## 911 Call: Man Shoots Himself in Neck

On November 12, 2024 the midnight shift was sent to an address on 1st Avenue for a man that had shot himself in the neck. Police and EMS provided first aid and the subject was transported to the hospital for further evaluation. Off. Reed and Inv. Zaldivar completed a Risk Protection Order as well as a Risk Warrant. Five firearms were seized from the residence as well as a silver sword.

## Traffic Stops by Officer





### **Car Rolls Over at Pleasure Beach Boat Launch**

On November 25, 2025 Off. Arpin, Off. Suplita, Off. Rogers, Off. Boxley, and Sgt. Fedor responded to the Pleasure Beach Boat Launch for a one car motor vehicle accident. Upon arrival, officers located two subjects who had self-extricated themselves from the overturned motor vehicle. Further police investigation led to the arrest of the female operator for Driving Under the Influence of Drugs and/or Alcohol. The female was processed, held, and later released on a non-surety bond.

### **911 call leads to Breach of Peace / Interfering Arrest**

On November 1, 2024 day shift was sent to the Aldi's parking lot for a male running at vehicles and chasing people through the parking lot. Police arrived on scene and subsequently located the intoxicated male suspect on Woodland Grove. Off. Jordan and Off. Luce exited their vehicles and attempted to make contact with the suspect. He screamed several vulgarities at officers and took off running. Officers, believing that there could be a threat to the public, chased after the suspect and used force (takedown) to detain him. The suspect was charged with Breach of Peace CGS 53a-181 and Interfering w/ Police CGS 53a-167a.

### **Witness To Domestic Incident Calls 911**

On November 4, 2024 evening shift was dispatched to the Crystal Mall for the report of a physical domestic violence altercation between a male and female. The witness, who met with police upon arrival, advised that she had observed a physical altercation occur ending with the male body-slammng the female to the ground. An intensive search was conducted in the area of the Crystal Mall but the male was not located. Off. Genung obtained statements from all parties on scene and sent an arrest warrant affidavit to the New London Superior Court for review. Ultimately both parties, the male and female, were arrested. The female was arrested for Breach of Peace CGS 53a-181 and the male was arrested via warrant for Breach of Peace CGS 53a-181.



*In the Community Interest*





THE WATERFORD POLICE DEPARTMENT

# Animal Control Report



November 2024

- ♦ On 11/1/24 and 11/8/24 the ACOs took in 2 small kittens that were turned over by residents. Although the ACOs don't typically take in "stray" cats, these two were too young to survive on their own. The ACOs will care for the kittens until they are old enough to be adopted.
- ♦ On 11/22/24 the ACOs took temporary custody of a dog at the request of the police department after the operator of a motor vehicle was sent to the hospital for a medical emergency. The operator's family later took custody of the dog.

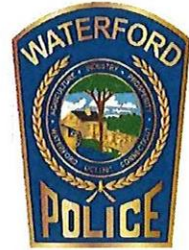


|                      | Waterford | East<br>Lyme |
|----------------------|-----------|--------------|
| Calls for Service    | 51        | 29           |
| After Hour Call Outs | 3         | 3            |
| Tickets Issued       | 0         | 0            |
| Warnings Issued      | 0         | 0            |
| Dog Bites            | 7         | 4            |
| Animals Redeemed     | 5         | 0            |
| Animals Adopted      | 3         | 2            |
| Animals DOA          | 0         | 0            |
| Euthanized           | 0         | 0            |
| Total Processed      | 8         | 2            |
| Money Taken In       | \$175     | \$55         |
| Donations            | \$55      | \$5          |

*"Speaking for those who have no voice"*



## THE WATERFORD POLICE DEPARTMENT



# Community Engagement Report November 2024

**Internships:** Intern Juliana Giortzakos shadowed the Records Department, Evening Shift Patrol, Court/Evidence Officer Maffeo, SRO Lane, CSO Bertrand, Day Shift Patrol, Dispatch, Investigative Services, and CSO Robinson. She had exit interviews with Chief Balestracci and Officer Fredricks. Reviewing resumes for the upcoming Spring Semester Intern.

**Assistance to Youth Officers:** Attended the Friendship School Resource Fair. Spoke at Great Neck School for Youth Promise. Conducted a police department tour for the WHS Criminal Justice Class. Spoke about traffic stop safety at Rae's Driving School. Held Read to Hodges at the Waterford Library.

**Special Olympics Efforts:** Spoke about Police Facility K-9s at the Athlete Leadership Training Day. Attended monthly Torch Run Council Meeting.



**Domestic Violence Follow-ups:** Conducted 6 follow-ups with DV victims.

**K-9 Officer Hodges:** Conducted a K-9 Demo at Great Neck School. Assisted Pierce Country Sheriffs with starting a comfort dog program. Participated in a Lawrence & Memorial Hospital debrief after the untimely death of an employee. Visited all polling locations on Election Day to interact with polling staff. Attended the Waterford Veterans Day Ceremony. Visited Oswegatchie School after the untimely death of a student.

**Interaction with Senior Services:** Attended a Senior Social and Coffee with a Vet.

**Stuff the Bus:** Waterford Schools collected food donations for the Waterford Community Food Bank. The classrooms that collected the most food got a special visit from Hodges.

**National Torch Run Conference:** Attended the National Torch Run Conference with various Connecticut law enforcement officers to represent Special Olympics CT in San Antonio, Texas. Attended classes regarding new ways to fundraise, participated in the LETR International 5K, and interacted with officers and athletes from around the world.

**Citizen's Academy:** Assisted Montville Police in starting their own Citizens Academy.

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

**Recruiting:** Participated in two mock police officer interviews for Mitchell College. Held recruitment sessions at Eastern CT State University and Central CT State University.

**Officer Wellness:** Hodges visited Groton Town Police Department and Waterford Dispatch.

**TOWN OF WATERFORD  
FY2026 BUDGET REQUEST  
POLICE DEPARTMENT**



## **BUDGET FUNCTION**

The Waterford Police Department is a 24-hour, 7-day a week and 365 days per year public safety and community outreach agency. As the police department is staffed around the clock, we are able to assist other agencies with their needs while also serving in a law enforcement capacity.

The police department employs 52 sworn officers, 17 part-time Community Service Officers, 5 support staff personnel and 1 custodian.

The Animal Control Officer program is a split cost with the Town of East Lyme and employs two full-time Animal Control Officers.

# TOWN OF WATERFORD FY2026 BUDGET REQUEST POLICE DEPARTMENT



## BUDGET SUMMARY

The Waterford Police Department prides itself as being an integral part of the town and our municipal government. Our agency is passionate about community outreach and engagement, strengthening our relationships with the community we serve and delivering high quality police services. We work closely with other town departments and the Board of Education in an effort to make Waterford a safe place to live, work and visit.

As the police department attempts to be completely transparent in the presentation of our budget request, the following factors are critical elements to consider this year:

This year's request is an increase of 2.10% from last year, totaling \$149,225. This increase is primarily driven by the collective bargaining agreement between the Town of Waterford and the Waterford Police Union as well as costs that are outside of the control of the police department, such as auto maintenance and repairs and F.I.C.A. increases.

The collective bargaining agreement between the Waterford Police Union and the Town of Waterford was approved by the Representative Town Meeting (RTM) on November 14, 2022. This agreement impacts this year's budget request by representing a wage increase for every Waterford Police Officer of 2.75% effective July 1, 2025.

The collective bargaining agreement between the civilian staff who work at the police department and the Town of Waterford was approved by the Representative Town Meeting (RTM) on November 14, 2022. This agreement also impacts this year's budget request by representing a wage increase for every civilian employee of 2.5% effective July 1, 2025.

These wage increases, approved by the RTM, cause the F.I.C.A. line item request to rise by \$10,945.

To summarize, the 51000 series increase in our budget request is \$154,017, whereas the 52000 series decreased \$1,281, the 53000 series decreased \$7,011 and the 54000 series increased from \$0 to \$3,500.

# TOWN OF WATERFORD FY2026 BUDGET REQUEST POLICE DEPARTMENT



Other high profile items in the budget request are explained below:

**Replacement Overtime:** The replacement overtime request in the police department budget had been flat from FY2019 through FY2024. Although each officer who needed to be replaced received contractual increases of a combined 12.25% during those years, and also received step increases from the same agreements, the annual budget request did not request increases in an attempt to present a reasonable budget to the town. Funding was historically transferred to cover shortages and or shifts were not filled appropriately. This line was increased in last year's request by \$17,416, to allow us the ability to fill an additional 50 vacant shifts (at Officer 1 pay rate), as we continue to staff below the needed level frequently. We held the line level this year, to fully review the impact of last year's increase, but wanted to note that every officer who needs to be replaced is costing more due to the 2.75% increase in pay received by the RTM.

**Vehicle Maintenance and Repairs:** Our department has faced significant challenges with our fleet. Not only does it take between 12-18 months to acquire a new vehicle when needed and approved, but the vehicles we do have are in need of constant repair. The strain on our vehicles when others are out of service or delayed in being replaced, compounds the challenges and results in additional repairs and maintenance. We have increased the vehicle maintenance and repair line items after considerable review of past spending, current trends and forecasted availability. As of October 30, 2024, we have already replaced three transmissions, costing approximately \$17,000 of a line item that was approved for the fiscal year at \$18,000.

**Board of Education Agreement:** In a recently negotiated agreement between the Waterford Police Department and the Waterford Board of Education, the School Resource Officer program will see increases in funding from the BOE. In 2025-2026, the department will receive \$90,000 to offset the School Resource Officers positions and an additional \$12,000 to offset the police services requested at school functions and sporting events. This is an increase to the department of \$33,000 from the previous year as the number of SROs increased from two, to three. This increase directly lowers our request to the town as it does not increase our replacement overtime request. This transfer of funding is now listed in the Replacement Overtime Line Item (51820) to more accurately show where the funding is used. Although this funding supports the SRO program, it does not cover the cost of three full-time officers nor does it accurately portray the dedicated security our agency provides to every school throughout the year.

# TOWN OF WATERFORD FY2026 BUDGET REQUEST POLICE DEPARTMENT



**Consistant review of spending and reductions:** The department has decreased costs in many areas of the budget request as well, not considering the BOE stipend, our reductions total \$22,033. In every budget series, we continue to review the need, costs and overall impact each expenditure has on our budget and adjust when appropriate.

## Budget Explanations By Category

### 51000 Series

|                     |                                                                   |
|---------------------|-------------------------------------------------------------------|
| 51110 Admin         | \$15,992 increase due to Union contract agreement with town       |
| 51210 Clerical      | \$10,624 increase due to Union contract agreement with town       |
| 51220 Custodial     | \$2,609 increase due to Union contract agreement with town        |
| 51420 Patrol        | \$169,162 increase due to Union contract agreement with town      |
| 51421 Marine Patrol | \$952 increase due to Union contract agreement with town          |
| 51430 Inv. Services | \$38,884 increase due to Union contract with town                 |
| 51435 CSO Program   | \$812 decrease due to staffing adjustments                        |
| 51810 Overtime      | Line item remains level                                           |
| 51820 Rep. Overtime | Line item decreased \$90,000 due to BOE funding being applied     |
| 51830 Training      | \$4,339 increase due to review of program and BOE stipend changes |
| 51920 FICA          | \$10,945 increase due to budgeting guidelines                     |

# TOWN OF WATERFORD FY2026 BUDGET REQUEST POLICE DEPARTMENT



## 52000 Series

|                       |                                                                            |
|-----------------------|----------------------------------------------------------------------------|
| 52010 Advertising     | Line item remains level                                                    |
| 52020 Postage         | Line item remains level                                                    |
| 52030 Prof. Fees      | Line item remains level                                                    |
| 52040 Serv. Contracts | \$1,143 increase due to item returned from IT budget and other adjustments |
| 52050 Prof Dues       | \$2,405 increase due to regional SRT funding program and other adjustments |
| 52060 Printing        | Line item remains level                                                    |
| 52080 Telephone       | \$713 increase based on averages                                           |
| 52300 Training/Ed     | Line item remains level                                                    |
| 52305 OSHA            | \$1,500 decrease due to current needs of department                        |
| 52370 Uniforms        | \$4,387 decrease due to reduction of proposed new hires needed             |
| 52520 LEC             | \$345 increase in fee                                                      |

## 53000 Series

|                      |                                                                                                  |
|----------------------|--------------------------------------------------------------------------------------------------|
| 53010 Off. Supplies  | Line item remains level                                                                          |
| 53020 Other Supplies | Line item remains level                                                                          |
| 53070 Auto Repairs   | \$2,000 increase based off projections/history                                                   |
| 53080 Auto Maint.    | \$1,000 increase based off projections/history                                                   |
| 53090 Fuel & Lube    | This line remains level                                                                          |
| 53100 Tires          | \$984 increase due to increase in cost per tire and recent expenditures                          |
| 53180 Equip/Supp     | \$6,445 decrease due to inventory, review of past expenditures and needs during next fiscal year |

# TOWN OF WATERFORD FY2026 BUDGET REQUEST POLICE DEPARTMENT



|                    |                                                                                |
|--------------------|--------------------------------------------------------------------------------|
| 53210 Sel. Enforce | \$1,250 decrease due to current needs of department                            |
| 53220 Marine       | \$3,300 decrease due to capital improvement project being requested for FY2026 |
| 53260 ACO          | Line item remains level                                                        |

## 54000 Series

|                 |                                                                                |
|-----------------|--------------------------------------------------------------------------------|
| 54020 Equipment | \$3,500 increase for Training/Community Room needs. This line was \$0 in FY25. |
|-----------------|--------------------------------------------------------------------------------|

## Looking Ahead

**Staffing:** The Waterford Police Department increased staffing levels in FY2025. Currently, there are no plans for an additional increase in staff as we believe we are well positioned for the challenges before us. Retaining the employees we have is a concern, as trends continue to show employees in every field, including law enforcement, are able to move between agencies at will when seeking increased pay and benefits. To remain competitive in retaining valued employees and attracting new employees, collective bargaining agreements must be evaluated.

The collective bargaining agreement for the police union expires on June 30, 2026 whereas the collective bargaining agreement for civilian staff at the police department expires on the same date. These agreements will have significant impacts on the department's current and future employees, but on the annual budget as well.

**Capital Project Needs:** The Waterford Police Department continues to operate in an older building, which is functional and appropriate for our current and long-term needs. However, we will continue to seek upgrades in various parts of the building to meet current standards and to provide a safe environment for staff and the public. The facility is in considerable need of repairs to the roof, HVAC system and parking lot. These projects, controlled by another town department, will need funding as will the smaller internal projects mentioned in the department's five and ten year capital plan.

## Excerpts from the Uniform Crime Report

\*The requirements for law enforcement service vary greatly from one locale to another based upon each jurisdiction's unique demographic traits and characteristics. A small community situated between two larger cities, for example, may require a greater number of law enforcement personnel than a community of the same size that has no urban center nearby. Similarly, the needs of a community having a highly mobile or seasonal population may be very different from those of a city with a relatively stable population. A community that incorporates legal gambling establishments will have different law enforcement challenges than one in which the presence of a large military base is the dominant influence, just as a small college town will have different needs than one comprised predominantly of retirees.

\*The functions of law enforcement are also significantly diverse throughout the Nation. The responsibilities of state police and highway patrol agencies vary considerable from one jurisdiction to another. Their duties range from traffic enforcement on state highways and interstate roadways to major investigative responsibilities for all violent crimes committed statewide. Nationally, the overall role of law enforcement continues to be expanded and redefined in light of the constant threat from international and domestic terrorism. When attempting any comparison of law enforcement employee rates, the data user must consider these differing service requirements and responsibilities.

In view of these differing service requirements and responsibilities, care should be used when attempting any comparison of law enforcement rates. The rates presented should be viewed as guides or indicators, not as recommended or preferred police strengths. Adequate personnel for a specific locale can be determined only after careful study and analysis of the various conditions affecting service requirements in that jurisdiction.

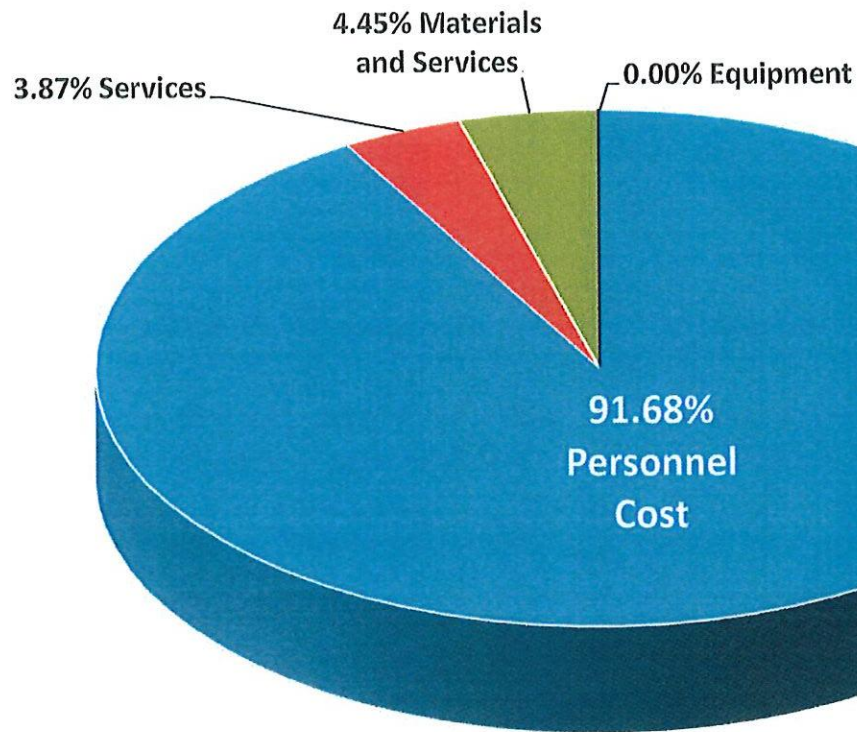
New London County is home to 23 jurisdictions with a mix of organized police departments, constabularies and state police coverage.

The latest Connecticut uniform Crime Reporting statistics places Waterford as one of the busier police departments in New London County. While activity remains high, the Waterford Police Department has the highest crime solve rate in the county for the latest reporting period at 65.94% (NIBRS2023).

WATERFORD POLICE DEPARTMENT  
FY 2025-2026 BUDGET

|                        |        |
|------------------------|--------|
| Personnel Cost         | 91.68% |
| Services               | 3.87%  |
| Materials and Supplies | 4.45%  |
| Equipment              | 0.00%  |

**2024-2025 Request**

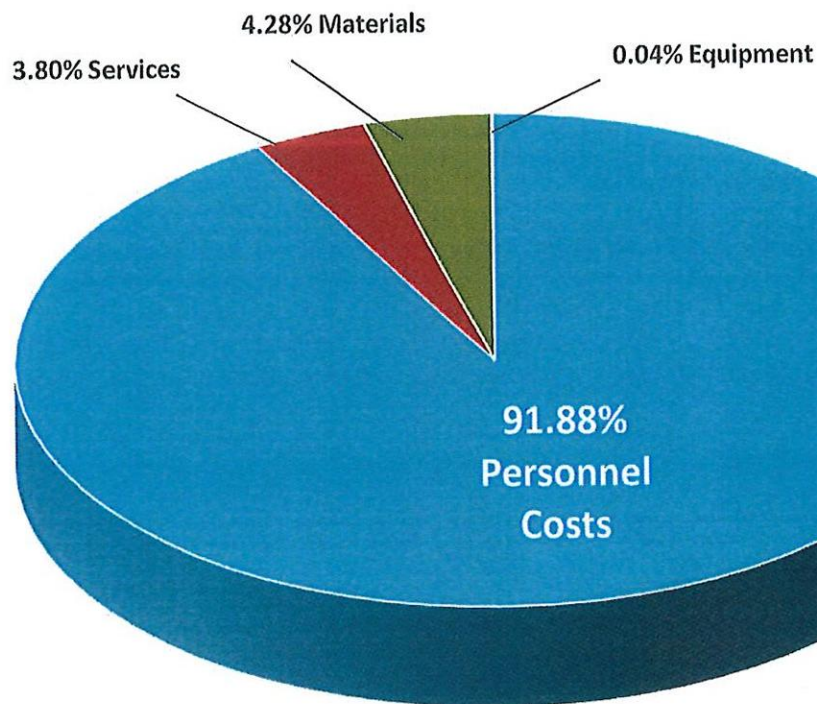


WATERFORD POLICE DEPARTMENT  
FY 2025-2026 BUDGET

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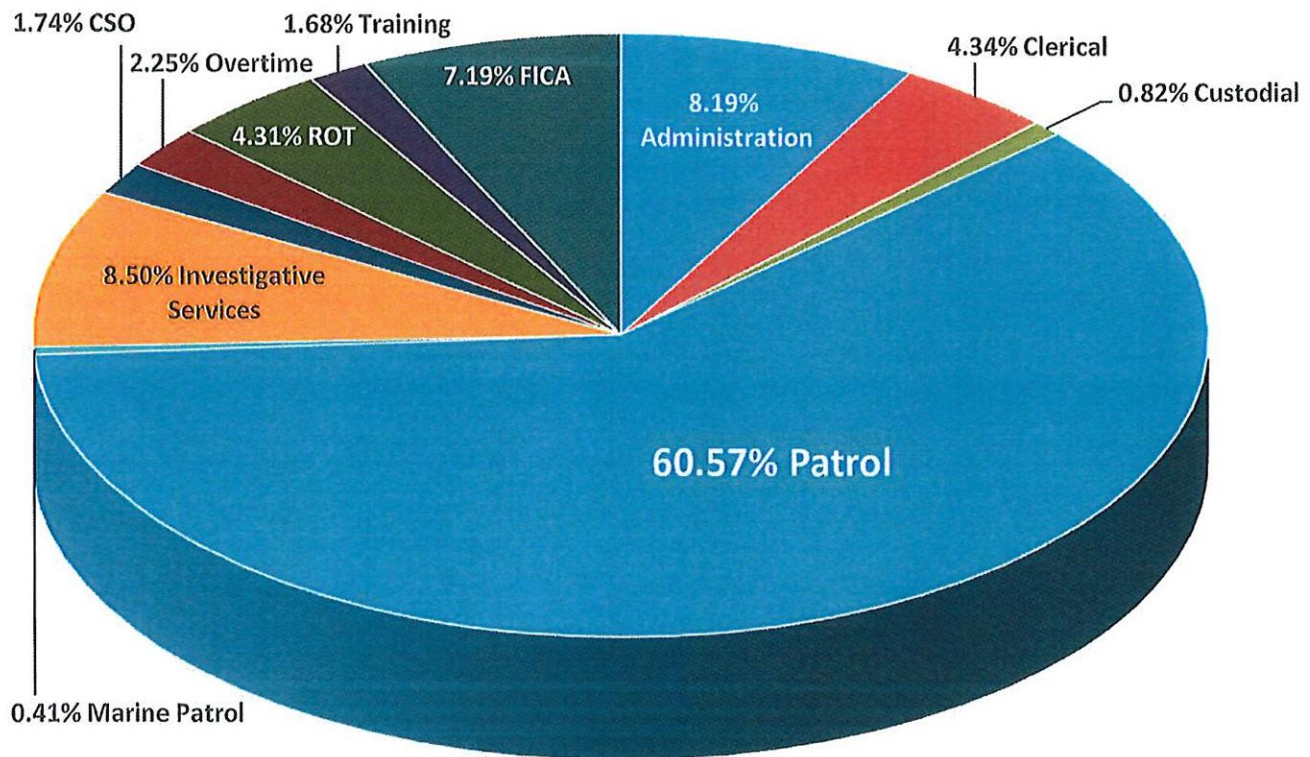
|                        |         |
|------------------------|---------|
| Personnel Cost         | 91.88%  |
| Services               | 3.80%   |
| Materials and Supplies | 4.28%   |
| Equipment              | 0.04%   |
|                        | 100.00% |

**2025-2026 Request**



**51000 Series Breakdown**

|                        |         |
|------------------------|---------|
| Administration         | 8.19%   |
| Clerical/Technical     | 4.34%   |
| Custodial              | 0.82%   |
| Patrol                 | 60.57%  |
| Marine Patrol          | 0.41%   |
| Investigative Services | 8.50%   |
| CSO Program            | 1.74%   |
| Overtime               | 2.25%   |
| Replacement OT         | 4.31%   |
| Training               | 1.68%   |
| FICA                   | 7.19%   |
|                        | 100.00% |



| ANNUAL BUDGET    |                            | DEPT/AGENCY: |           | 10129 POLICE COMMISSION |            |           | FISCAL YEAR 2025-2026 |          |           |          |         |          |          |
|------------------|----------------------------|--------------|-----------|-------------------------|------------|-----------|-----------------------|----------|-----------|----------|---------|----------|----------|
|                  |                            | COLUMN 1     | COLUMN 2  | COLUMN 3                | COLUMN 4   | COLUMN 5  | COLUMN 6              | COLUMN 7 | COLUMN 8  | COLUMN 9 |         |          |          |
|                  |                            | 2023/24      | 2024/25   | 2024/25                 | ACTUAL     | 2025/26   | 2025/26               | 2025/26  | 2025/26   | 2025/26  |         |          |          |
|                  |                            | ACTUAL       | R.T.M.    | TRANSERS                | EXPENDED   | DEPT/AGY  | APPR                  | APPR     | BD OF FIN | R.T.M.   |         |          |          |
| LINE ITEM        |                            | EXPENDED     | APP.      | ADD.                    | 11/30/2024 | REQUEST   | BD/COMM.              | BD/SEL   | RECOMM.   | APPROVED |         |          |          |
| 10129            | DESCRIPTION                |              |           |                         |            |           |                       |          |           |          | BOPC %  | BOS %    | BOF %    |
| 51110            | ADMINISTRATION             | 497,183      | 530,425   |                         |            | 546,417   |                       |          |           |          | 3.01%   | -100.00% | -100.00% |
| 51210            | CLERICAL/TECHNICAL         | 265,019      | 279,275   |                         |            | 289,899   |                       |          |           |          | 3.80%   | -100.00% | -100.00% |
| 51220            | CUSTODIAL                  | 48,482       | 52,179    |                         |            | 54,788    |                       |          |           |          | 5.00%   | -100.00% | -100.00% |
| 51420            | PATROL                     | 3,393,088    | 3,873,698 |                         |            | 4,042,860 |                       |          |           |          | 4.37%   | -100.00% | -100.00% |
| 51421            | MARINE PATROL              | 22,939       | 26,477    |                         |            | 27,429    |                       |          |           |          | 3.60%   | -100.00% | -100.00% |
| 51430            | INVESTIGATIVE SERVICES     | 510,450      | 528,321   |                         |            | 567,205   |                       |          |           |          | 7.36%   | -100.00% | -100.00% |
| 51435            | COMMUNITY SERVICE OFFICERS | 125,450      | 116,846   |                         |            | 116,034   |                       |          |           |          | -0.69%  | -100.00% | -100.00% |
| 51810            | OVERTIME                   | 154,948      | 150,075   |                         |            | 150,075   |                       |          |           |          | 0.00%   | -100.00% | -100.00% |
| 51820            | REPLACEMENT OVERTIME       | 563,764      | 377,924   |                         |            | 287,924   |                       |          |           |          | -23.81% | -100.00% | -100.00% |
| 51830            | TRAINING                   | 70,274       | 116,221   |                         |            | 111,882   |                       |          |           |          | -3.73%  | -100.00% | -100.00% |
| 51920            | F.I.C.A. *                 | 422,398      | 468,902   |                         |            | 479,847   |                       |          |           |          | 2.33%   | -100.00% | -100.00% |
| SUB-TOTAL        |                            | \$6,073,995  | 6,520,343 |                         | 0          | 6,674,360 | 0                     | 0        | 0         | 0        | 2.36%   | -100.00% | -100.00% |
| 52000            | SERVICES                   |              |           |                         |            |           |                       |          |           |          |         | #DIV/0!  |          |
| 52010            | ADVERTISING                | 0            | 300       |                         |            | 300       |                       |          |           |          | 0.00%   | -100.00% | -100.00% |
| 52020            | POSTAGE                    | 1,179        | 1,500     |                         |            | 1,500     |                       |          |           |          | 0.00%   | -100.00% | -100.00% |
| 52030            | PROFESSIONAL FEES          | 27,628       | 17,871    |                         |            | 17,871    |                       |          |           |          | 0.00%   | -100.00% | -100.00% |
| 52040            | SERV. CONT. & REPAIRS      | 13,825       | 24,551    |                         |            | 25,694    |                       |          |           |          | 4.66%   | -100.00% | -100.00% |
| 52050            | PROFESSIONAL ASSOC. DUES   | 1,739        | 3,020     |                         |            | 5,425     |                       |          |           |          | 79.64%  | -100.00% | -100.00% |
| 52050            | PRINTING                   | 758          | 800       |                         |            | 800       |                       |          |           |          | 0.00%   | -100.00% | -100.00% |
| 52080            | TELEPHONE                  | 33,809       | 32,552    |                         |            | 33,265    |                       |          |           |          | 2.19%   | -100.00% | -100.00% |
| 52300            | TRAINING & EDUC.           | 59,280       | 85,500    |                         |            | 85,500    |                       |          |           |          | 0.00%   | -100.00% | -100.00% |
| 52305            | OSHA COMPLIANCE            | 2,252        | 3,500     |                         |            | 2,000     |                       |          |           |          | -42.86% | -100.00% | -100.00% |
| 52370            | UNIFORM ALLOWANCE          | 98,403       | 90,345    |                         |            | 85,958    |                       |          |           |          | -4.86%  | -100.00% | -100.00% |
| 52520            | LAW ENFORCEMENT COUNCIL    | 16,711       | 17,212    |                         |            | 17,557    |                       |          |           |          | 2.00%   | -100.00% | -100.00% |
| SUB-TOTAL        |                            | 255,584      | 277,151   |                         | 0          | 275,870   | 0                     | 0        | 0         | 0        | -0.46%  | -100.00% | -100.00% |
| 53000            | MATERIALS & SUPPLIES       |              |           |                         |            |           |                       |          |           |          |         | #DIV/0!  |          |
| 53010            | OFFICE SUPPLIES            | 944          | 1,000     |                         |            | 1,000     |                       |          |           |          | 0.00%   | -100.00% | -100.00% |
| 53020            | OTHER SUPPLIES             | 6,990        | 7,000     |                         |            | 7,000     |                       |          |           |          | 0.00%   | -100.00% | -100.00% |
| 53070            | AUTO REPAIRS               | 21,049       | 18,000    |                         |            | 20,000    |                       |          |           |          | 11.11%  | -100.00% | -100.00% |
| 53080            | AUTO MAINTENANCE           | 20,049       | 18,000    |                         |            | 19,000    |                       |          |           |          | 5.56%   | -100.00% | -100.00% |
| 53090            | FUEL & LUBRICANTS          | 122,935      | 108,603   |                         |            | 108,603   |                       |          |           |          | 0.00%   | -100.00% | -100.00% |
| 53100            | TIRES                      | 15,213       | 13,912    |                         |            | 14,896    |                       |          |           |          | 7.07%   | -100.00% | -100.00% |
| 53180            | POL. EQUIP. & SUPP.        | 43,029       | 44,135    |                         |            | 37,690    |                       |          |           |          | -14.60% | -100.00% | -100.00% |
| 53210            | SELECT. ENFORCEMENT        | 500          | 1,500     |                         |            | 250       |                       |          |           |          | -83.33% | -100.00% | -100.00% |
| 53220            | MARINE PATROL              | 4,599        | 6,000     |                         |            | 2,700     |                       |          |           |          | -55.00% | -100.00% | -100.00% |
| 53260            | ANIMAL CONTROL PROGRAM     | 100,000      | 100,000   |                         |            | 100,000   |                       |          |           |          | 0.00%   | -100.00% | -100.00% |
| SUB-TOTAL        |                            | 335,308      | 318,150   |                         | 0          | 311,139   | 0                     | 0        | 0         | 0        | -2.20%  | -100.00% | -100.00% |
| 54000            | EQUIPMENT                  |              |           |                         |            |           |                       |          |           |          |         | #DIV/0!  |          |
| 54020            | EQUIPMENT                  | 7,111        | 0         |                         |            | 3,500     |                       |          |           |          | 100%    | #DIV/0!  | #DIV/0!  |
| SUB-TOTAL        |                            | 7,111        | 0         | 0                       | 0          | 3,500     | 0                     | 0        | 0         | 0        | 100%    | #DIV/0!  | #DIV/0!  |
| DEPARTMENT TOTAL |                            | 6,671,998    | 7,115,644 |                         | 0          | 7,264,869 | 0                     | 0        | 0         | 0        | 2.10%   | -100.00% | -100.00% |

**WATERFORD POLICE DEPARTMENT  
FY 2025-2026 BUDGET REQUEST**

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**BREAKDOWN 10129-51000 SERIES – SALARIES**

**Page #**

|             |                        |          |
|-------------|------------------------|----------|
| 10129-51110 | ADMINISTRATIVE         | 13,19    |
| 10129-51210 | CLERICAL/TECHNICAL     | 13,19    |
| 10129-51220 | CUSTODIAL              | 13,19    |
| 10129-51420 | PATROL                 | 13,20    |
| 10129-51421 | MARINE PATROL          | 13,21    |
| 10129-51430 | INVESTIGATIVE SERVICES | 13,20,23 |
| 10129-51435 | CSO'S                  | 13,22    |
| 10129-51810 | OVERTIME               | 13,23,24 |
| 10129-51820 | REPLACEMENT OVERTIME   | 14,25    |
| 10129-51830 | TRAINING – SALARIES    | 14,26    |
| 10129-51920 | F.I.C.A.               | 14,27    |

**BREAKDOWN 10129-52000 SERIES – SERVICES**

|             |                               |        |
|-------------|-------------------------------|--------|
| 10129-52010 | ADVERTISING                   | 14     |
| 10129-52020 | POSTAGE                       | 14     |
| 10129-52030 | PROFESSIONAL FEES             | 14     |
| 10129-52040 | SERVICE CONTRACTS & REPAIRS   | 14, 28 |
| 10129-52050 | PROFESSIONAL ASSOCIATION DUES | 14, 29 |
| 10129-52060 | PRINTING                      | 15     |
| 10129-52080 | TELEPHONE                     | 15, 30 |
| 10129-52300 | TRAINING & EDUCATION          | 15, 31 |
| 10129-52305 | OSHA COMPLIANCE               | 15     |
| 10129-52370 | UNIFORM ALLOWANCE             | 15, 32 |
| 10129-52520 | LAW ENFORCEMENT COUNCIL       | 15     |

**BREAKDOWN 10129-53000 – MATERIALS & SUPPLIES**

|             |                             |       |
|-------------|-----------------------------|-------|
| 10129-53010 | OFFICE SUPPLIES             | 16    |
| 10129-53020 | OTHER SUPPLIES              | 16    |
| 10129-53070 | AUTOMOBILE REPAIRS          | 16    |
| 10129-53090 | GASOLINE                    | 16,33 |
| 10129-53100 | TIRES                       | 16    |
| 10129-53180 | POLICE EQUIPMENT & SUPPLIES | 16    |
| 10129-53210 | SELECTIVE ENFORCEMENT       | 17    |
| 10129-53220 | MARINE PATROL               | 17    |
| 10129-53260 | ANIMAL CONTROL PROGRAM      | 17    |

**BREAKDOWN 10129-54000 – EQUIPMENT & FURNITURE**

|             |                       |    |
|-------------|-----------------------|----|
| 10129-54020 | EQUIPMENT & FURNITURE | 34 |
|-------------|-----------------------|----|

**WATERFORD POLICE DEPARTMENT  
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**51000 SERIES – SALARIES**

A detailed breakdown is attached

|                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                              |                           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|---------------------------|
| <b><u>10129-51110</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b><u>ADMINISTRATION</u></b>                                                 | <b><u>\$546,417</u></b>   |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                               | CHIEF OF POLICE                                                              |                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                               | LIEUTENANT                                                                   |                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                               | LIEUTENANT                                                                   |                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                               | LIEUTENANT                                                                   |                           |
| Expended FY24 \$497,183                                                                                                                                                                                                                                                                                                                                                                                                                                       | FY23 \$564,211    FY22 \$532,495    FY21 \$481,981    FY20 \$546,583         |                           |
| <b><u>10129-51210</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b><u>CLERICAL/TECHNICAL</u></b>                                             | <b><u>\$289,899</u></b>   |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                               | OFFICE COORDINATOR                                                           |                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                               | SECRETARY III - Investigative Services                                       |                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                               | DATA TECHNICIAN - Records                                                    |                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                               | ACCTS. REC/SECRETARY - Records                                               |                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                               | EVENING SECRETARY - Records                                                  |                           |
| Expended FY24 \$265,019                                                                                                                                                                                                                                                                                                                                                                                                                                       | FY23 \$249,536    FY22 \$237,394    FY21 \$310,999    FY20 \$270,884         |                           |
| <b><u>10129-51220</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b><u>CUSTODIAN</u></b>                                                      | <b><u>\$54,788</u></b>    |
| Expended FY24 \$48,482                                                                                                                                                                                                                                                                                                                                                                                                                                        | FY23 \$45,833    FY22 \$36,838    FY21 \$17,559    FY20 \$37,729             |                           |
| <b><u>10129-51420</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b><u>PATROL</u></b>                                                         | <b><u>\$4,042,860</u></b> |
| This line item consists of regular force wages subject to contractual increases to include most contractual benefits and requirements of State and Federal Law.                                                                                                                                                                                                                                                                                               |                                                                              |                           |
| Expended FY24 \$3,393,088                                                                                                                                                                                                                                                                                                                                                                                                                                     | FY23 \$3,332,029    FY22 \$3,255,806    FY21 \$3,284,650    FY20 \$3,209,509 |                           |
| <b><u>10129-51421</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b><u>MARINE PATROL</u></b>                                                  | <b><u>\$27,429</u></b>    |
| This line item consists of wages from May through October in partnership with East Lyme Police, the Transportation Security Administration and USCG Sector Long Island Sound operations. See Page 21.                                                                                                                                                                                                                                                         |                                                                              |                           |
| Expended FY24 \$22,939                                                                                                                                                                                                                                                                                                                                                                                                                                        | FY23 \$27,391    FY22 \$17,754    FY21 \$23,519    FY20 \$24,601             |                           |
| <b><u>10129-51430</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b><u>INVESTIGATIVE SERVICES</u></b>                                         | <b><u>\$567,205</u></b>   |
| This line item consists of three Detectives, one assigned Investigator and one assigned Detective Sergeant.                                                                                                                                                                                                                                                                                                                                                   |                                                                              |                           |
| Expended FY24 \$510,450                                                                                                                                                                                                                                                                                                                                                                                                                                       | FY23 \$503,035    FY22 \$456,319    FY21 \$478,474    FY20 \$553,154         |                           |
| <b><u>10129-51435</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b><u>COMMUNITY SERVICE OFFICERS</u></b>                                     | <b><u>\$116,034</u></b>   |
| We are authorized seventeen Community Service Officers who work on a part-time basis. They are stationed at the front window 24 hours a day, 7 days a week to be available to the public and are the first point of contact for a citizen seeking assistance. The CSO is responsible for booking prisoners, conducting fingerprinting services to the public, providing security to the building and performing miscellaneous tasks for officers. See Page 22 |                                                                              |                           |
| Expended FY24 \$125,450                                                                                                                                                                                                                                                                                                                                                                                                                                       | FY23 \$115,538    FY22 \$118,808    FY21 \$112,913    FY20 \$120,035         |                           |
| <b><u>10129-51810</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b><u>OVERTIME</u></b>                                                       | <b><u>\$150,075</u></b>   |
| This line item is designed to cover costs associated with extended hours of duty, special investigations, community events, K9 responsibilities, holiday patrols and other efforts. A detailed breakdown sheet has been provided. It is important to note that clerical overtime is also contained within this line item. See Page 23 and 24.                                                                                                                 |                                                                              |                           |
| Expended FY24 \$154,948                                                                                                                                                                                                                                                                                                                                                                                                                                       | FY23 \$144,732    FY22 \$163,944    FY21 \$128,640    FY20 \$141,043         |                           |

**WATERFORD POLICE DEPARTMENT  
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**51000 SERIES (continued)**

**10129-51820**                      **REPLACEMENT OVERTIME**                      **\$287,924**

This line covers the cost to fill vacancies in patrol due to early-ins, holdovers, vacation days, holidays, personal time use, sick time, injuries, FMLA leave, military leave, funeral days and openings due to retirements and new officers away at the police academy. This funding allows open shifts to be staffed when vacancies are created. See Page 25

Expended FY24 \$563,764      FY23 \$423,028      FY22 \$352,540      FY21 \$422,264      FY20 \$330,723

**10129-51830**                      **TRAINING – SALARIES**                      **\$111,882**

Training salaries are strictly related to wages, which are paid at a time-and-a-half rate, when training is not available on an officers' regularly scheduled shift. Included are mandatory recertification trainings and other trainings that may be required in the development of personnel relative to changing police trends and assignments. See Page 26.

Expended FY24 \$70,274      FY23 \$97,627      FY22 \$74,854      FY21 \$76,507      FY20 \$92,821

**10129-51920**                      **F.I.C.A.**                      **\$479,847**

This tax is calculated at a rate of 7.65% for fiscal year 2026 as directed by the Board of Finance Guidelines. See Page 27.

Expended FY24 \$422,398      FY23 \$413,071      FY22 \$385,882      FY21 \$391,804      FY20 \$392,297

**52000 SERIES – SERVICES**

**10129-52010**                      **ADVERTISING**                      **\$300**

This line item reflects legal notification requirements including local media ads and other special notices needed by the department.

Expended FY24 \$0              FY23 \$223              FY22 \$278              FY21 \$429              FY20 \$169

**10129-52020**                      **POSTAGE**                      **\$1,500**

This line item covers postage fees for department related equipment that must be shipped to vendors for service, as well as metered monthly postage.

Expended FY24 \$1,179      FY23 \$1,406      FY22 \$775      FY21 \$994      FY20 \$1,331

**10129-52030**                      **PROFESSIONAL FEES**                      **\$17,871**

The Police Department is required to utilize outside professional resources which may include, but are not be limited to, psychologists, therapists, polygraph examiners, doctors, evaluators and consultants; all of whom perform tasks required by our agency (hiring process). This includes the mandated periodic drug screening (\$136 each) and mental health assessments (\$190 each) for all officers as a result of the Bill on Police Accountability. Police physicals and confidential counseling (contractual) is taken from this line item as well. K-9 kenneling, routine and emergency medical expenses are also paid from this line item.

Expended FY24 \$27,628      FY23 \$12,866      FY22 \$12,044      FY21 \$10,961      FY20 \$11,258

**10129-52040**                      **SERVICE CONTRACTS AND REPAIRS**                      **\$25,694**

This line item covers service agreements for the department, such as cable tv, water coolers, copiers and wrecker services. The line item also covers equipment not covered by contracts. See Page 28.

Expended FY24 \$13,825      FY23 \$15,632      FY22 \$29,324      FY21 \$34,395      FY20 \$34,345

**10129-52050**                      **PROFESSIONAL ASSOCIATION DUES**                      **\$5,425**

This line item covers professional association dues for members of the department in law enforcement-related organizations - state, regional, and international. See Page 29.

Expended FY24 \$1,739      FY23 \$1,319      FY22 \$1,460      FY21 \$865      FY20 \$1,735

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The fee to be a member in the organization is \$17,557. Eighteen police departments in the eastern portion of the state support the Law Enforcement Council of Eastern Connecticut. The L.E.C. provides base line testing for new officers, promotional testing for our agency, recruitment, tri-annual base line training for POST-C requirements, equipment, assistance with special event operations and cross-town cooperation. They began hosting a regional police academy in 2023, to which we participate in.

**WATERFORD POLICE DEPARTMENT  
FY 2025-2026 BUDGET REQUEST**

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**53000 SERIES – MATERIALS & SUPPLIES**

**10129-53010**                      **OFFICE SUPPLIES**                      **\$1,000**

Supplies include, but are not limited to, printer cartridges and other items which have to be purchased because they are police-related and are not used by other departments; i.e., labels and paper publications needed for informational purposes.

Expended FY24 \$945              FY23 \$954              FY22 \$823              FY21 \$834              FY20 \$532

**10129-53020**                      **OTHER SUPPLIES**                      **\$7,000**

This figure directly relates to the purchase of janitorial supplies for our building and necessary consumables; i.e., toilet paper, hand towels, soap, frozen dinners for prisoners, batteries, light bulbs and other misc. items for a 24/7/365 building.

Expended FY24 \$6,990              FY23 \$6,322              FY22 \$7,042              FY21 \$6,916              FY20 \$6,497

**10129-53070**                      **AUTOMOBILE REPAIRS**                      **\$20,000**

This line item relates to the cost of repairs to our vehicles that are not covered by warranty.

Expended FY24 \$21,049              FY23 \$40,238              FY22 \$31,939              FY21 \$32,385              FY20 \$31,178

**10129-53080**                      **AUTOMOBILE MAINTENANCE**                      **\$19,000**

This line item relates to the cost of regular maintenance to our vehicles that are not covered by warranty.

Expended FY24 \$20,049

**10129-53090**                      **GASOLINE**                      **\$108,603**

This year's allocation is based on the history of use as well as discussions with the Finance Director on projected costs per gallon. It is being kept at level funding for FY2026. Marine gasoline is at a rate of \$4.82 a gallon. See Page 33

Expended FY24 \$122,935              FY23 \$125,859              FY22 \$65,813              FY21 \$69,125              FY20 \$87,523

**10129-53100**                      **TIRES**                      **\$14,896**

This request is for the purchase of approximately 98 tires. Purchase and replacement of each tire consists of the install, balancing, replacement of stems and labor, totaling approximately \$152 per tire.

Expended FY24 \$15,213              FY23 \$12,550              FY22 \$12,518              FY21 \$12,460              FY20 \$8,293

**10129-53180**                      **POLICE EQUIPMENT AND SUPPLIES**                      **\$37,690**

There are five sections to this line item. The amount requested reflects current prices of consumables such as batteries, ammunition and the purchase or replacement of necessary equipment as required by procedure. The breakdown is as follows:

\$19,250    Ammunition for Pistol, Rifle, Shotgun, Electronic Control Device (ECD) cartridges, less lethal impact munitions (Combined Tactical Systems).

\$1,940    2 x Electronic Control device (ECD) replacements @ \$970.00 each, which are less lethal delivery systems.

\$6,000    Naloxone, Patrol Gloves, Spit Shields, Tyvek Booties, Flares, Crime Scene Tape, Hazmat Tape, Uniform Patches, Badges, Lock-Out supplies, Pepper Spray, Keys, Asps, Finger Print Ink, Batteries, First Aid Supplies, bicycle supplies, also includes K9 Supplies, K9 Food and Equipment (Harnesses, Leads, Muzzles, Tracking, Training, Cleaning Supplies). Digital recording and storage equipment, memory cards, USB devices and replacement body cameras as needed.

\$8,500    Ten (10) Ballistic Vest Replacements @ \$850.00 each.

\$2,000    Evidence Collection kits, Urine Collection Containers and Kits, Blood Collection Containers and Kits, Evidence Bags, DNA Collection Kits, Finger Print Powder, Finger Print Lift Kits, Evidence Storage Boxes, Brushes, Adhesive Measurement Tape, Nine Types of Narcotic Test Kits, GSR Collection Kit. Filters for fumer and hood.

Expended FY24 \$43,029              FY23 \$34,654              FY22 \$35,023              FY21 \$38,964              FY20 \$46,710

**WATERFORD POLICE DEPARTMENT  
FY 2025-2026 BUDGET REQUEST**

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**53000 SERIES (continued)**

**10129-53210**                      **SELECTIVE ENFORCEMENT**                      **\$250**

This money is used for the controlled purchase of illicit substances, to pay informants, administer polygraph tests to suspects and pay for undercover work expenses.

Expended FY24 \$500              FY23 \$1,000              FY22 \$1,500              FY21 \$2,000              FY20 \$2,500

**10129-53220**                      **MARINE PATROL**                      **\$2,700**

This year's request is significantly reduced due to our Capital Improvement Project request, however the line historically covers equipment maintenance and replacement from May through October. Included in the line item is marine-related safety equipment such as inclement weather gear, fire extinguisher maintenance, life raft re-pack and flares. Marine maintenance represents two (2) scheduled haul-outs and oil changes, sanding and painting of the hull of the vessel, zinc replacement and miscellaneous maintenance costs.

Expended FY24 \$4,599              FY23 \$5,944              FY22 \$2,228              FY21 \$12,239              FY20 \$2,100

**10129-53260**                      **ANIMAL CONTROL SUPPLY**                      **\$100,000**

The \$100,000 amount is established at the direction of the Finance Director for the maintenance and operation of the Waterford/East Lyme Animal Control Officer program which is shared with the Town of East Lyme. The Waterford Police Department is responsible for including this amount in our budget requests, but the funding is simply transferred to the Town of East Lyme.

Expended FY24 \$100,000              FY23 \$60,000              FY22 \$60,000              FY21 \$60,000              FY20 \$30,000

**54000 Series - Equipment**

**10129-54020**                      **EQUIPMENT**                      **\$3,500**

This line item is used for the purchase of specialized equipment, furniture and small office equipment. See Page 34.

Expended FY24 \$7,111              FY23 \$4,203              FY22 \$10,162              FY21 \$5,395              FY20 \$15,201

**WATERFORD POLICE DEPARTMENT  
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CONTRACTUAL PAY RATES**

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| PAY RATES<br>EFFECTIVE JULY 1, 2025 | HOURLY<br>RATE | OVERTIME<br>RATE | DAILY<br>RATE | WEEKLY<br>RATE | ANNUAL<br>RATE |
|-------------------------------------|----------------|------------------|---------------|----------------|----------------|
| LIEUTENANT -- STEP 1                | 52.69          | 79.04            | 421.52        | 2,107.60       | 109,595.20     |
| LIEUTENANT -- STEP 2                | 55.33          | 83.00            | 442.64        | 2,213.20       | 115,086.40     |
| LIEUTENANT -- STEP 3                | 58.09          | 87.14            | 464.72        | 2,323.60       | 120,827.20     |
| SERGEANT -- STEP 1                  | 47.79          | 71.69            | 382.32        | 1,911.60       | 99,403.20      |
| SERGEANT -- STEP 2                  | 50.18          | 75.27            | 401.44        | 2,007.20       | 104,374.40     |
| SERGEANT -- STEP 3                  | 52.69          | 79.04            | 421.52        | 2,107.60       | 109,595.20     |
| DETECTIVE -- STEP 1                 | 43.35          | 65.03            | 346.80        | 1,734.00       | 90,168.00      |
| DETECTIVE -- STEP 2                 | 45.52          | 68.28            | 364.16        | 1,820.80       | 94,681.60      |
| DETECTIVE -- STEP 3                 | 47.79          | 71.69            | 382.32        | 1,911.60       | 99,403.20      |
| OFFICER -- STEP 1                   | 34.09          | 51.14            | 272.72        | 1,363.60       | 70,907.20      |
| OFFICER -- STEP 2                   | 35.99          | 53.99            | 287.92        | 1,439.60       | 74,859.20      |
| OFFICER -- STEP 3                   | 37.64          | 56.46            | 301.12        | 1,505.60       | 78,291.20      |
| OFFICER -- STEP 4                   | 39.52          | 59.28            | 316.16        | 1,580.80       | 82,201.60      |
| OFFICER -- STEP 5                   | 41.34          | 62.01            | 330.72        | 1,653.60       | 85,987.20      |
| OFFICER -- STEP 6                   | 43.35          | 65.03            | 346.80        | 1,734.00       | 90,168.00      |
| OFFICER - FIRST CLASS               | 45.54          | 68.31            | 364.32        | 1,821.60       | 94,723.20      |
| COMMUNITY SERVICE OFFICERS          | 18.42 Avg      |                  |               |                |                |

ADMINISTRATION LINE ITEM 10129 51110 -- BASIC SALARIES

| DATE HIRE | POSITION        | ID# | PRESENT<br>STEP | HOURLY<br>RATE | ANNUAL<br>RATE | ON CALL<br>ST/TIME | HOLIDAYS | DUE DAY<br>PAYOUT | SICK TIME<br>PAYOUT | LONGEVITY | COLLEGE<br>CREDITS | TOTAL   | FICA   |
|-----------|-----------------|-----|-----------------|----------------|----------------|--------------------|----------|-------------------|---------------------|-----------|--------------------|---------|--------|
| 03/01     | Chief of Police | C1  |                 | 70.8800        | 147,447        | 0                  | 0        | 0                 |                     | 600       | 1,200              | 149,247 | 11,417 |
| 07/13     | Lieutenant      | L1  | 2               | 55.3300        | 115,086        | 6,713              | 3,098    | 6,197             |                     |           | 1,200              | 132,295 | 10,121 |
| 11/02     | Lieutenant      | L2  | 3               | 58.0900        | 120,827        | 7,048              | 3,253    | 6,506             |                     |           | 1,200              | 138,835 | 10,621 |
| 05/09     | Lieutenant      | L3  | 1               | 52.6900        | 109,595        | 6,393              | 2,951    | 5,901             |                     |           | 1,200              | 126,040 | 9,642  |
| SUB-TOTAL |                 |     |                 |                | 492,956        | 20,155             | 9,302    | 18,604            | 0                   | 600       | 4,800              | 546,417 | 41,801 |

CLERICAL/TECHNICAL LINE ITEM 10129 51210 -- BASIC SALARIES

| DATE HIRE | POSITION      | ID# | PRESENT<br>STEP | HOURLY<br>RATE | ANNUAL<br>RATE | SHIFT<br>DIFF | HOLIDAYS | DUE DAY<br>PAYOUT | SICK TIME<br>PAYOUT | LONGEVITY | TOTAL   | FICA   |
|-----------|---------------|-----|-----------------|----------------|----------------|---------------|----------|-------------------|---------------------|-----------|---------|--------|
| 03/22     | Off Coord     |     | 3               | 31.2304        | 56,839         |               |          |                   |                     |           | 56,839  | 4,348  |
| 04/99     | Secretary III |     | 7               | 36.1530        | 65,798         |               |          |                   |                     | 600       | 66,398  | 5,079  |
| 02/16     | Accls Rec/Sec |     | 6               | 31.2304        | 56,839         |               |          |                   |                     |           | 56,839  | 4,348  |
| 01/22     | Data Tech     |     | 3               | 26.9700        | 49,085         |               |          |                   |                     |           | 49,085  | 3,755  |
| 04/97     | Eve Sec       |     | 7               | 32.7919        | 59,681         | 455           |          |                   |                     | 600       | 60,736  | 4,646  |
| SUB-TOTAL |               |     |                 |                | 288,244        | 455           |          |                   |                     | 1,200     | 289,899 | 22,177 |

CUSTODIAL LINE ITEM 10129 51220 - BASIC SALARY

| DATE HIRE | POSITION  | ID# | PRESENT<br>STEP | HOURLY<br>RATE | ANNUAL<br>RATE | ON CALL<br>ST/TIME | HOLIDAYS | DUE DAY<br>PAYOUT | SICK TIME<br>PAYOUT | LONGEVITY | COLLEGE<br>CREDITS | TOTAL  | FICA  |
|-----------|-----------|-----|-----------------|----------------|----------------|--------------------|----------|-------------------|---------------------|-----------|--------------------|--------|-------|
| 09/21     | CUSTODIAN |     | 4               | 26.3404        | 54,788         |                    |          |                   |                     |           |                    | 54,788 | 4,191 |
| SUB-TOTAL |           |     |                 |                | 54,788         |                    |          |                   |                     |           |                    | 54,788 | 4,191 |

|                 |  |  |  |  |         |        |       |        |   |       |       |         |        |
|-----------------|--|--|--|--|---------|--------|-------|--------|---|-------|-------|---------|--------|
| TOTAL THIS PAGE |  |  |  |  | 835,988 | 20,610 | 9,302 | 18,604 | 0 | 1,800 | 4,800 | 891,104 | 68,169 |
|-----------------|--|--|--|--|---------|--------|-------|--------|---|-------|-------|---------|--------|

**WATERFORD POLICE DEPARTMENT  
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| PATROL DIVISION |     |      | LINE ITEM 10129-51420 - BASIC SALARIES |                |                |                    |          |                   |                     |                    |                              |         |
|-----------------|-----|------|----------------------------------------|----------------|----------------|--------------------|----------|-------------------|---------------------|--------------------|------------------------------|---------|
| DATE HIRE       | ID# | Rank | PRESENT<br>STEP                        | HOURLY<br>RATE | ANNUAL<br>RATE | ON-CALL<br>ST/TIME | HOLIDAYS | DUE DAY<br>PAYOUT | SICK TIME<br>PAYOUT | COLLEGE<br>CREDITS | TOTAL Annual<br>Payroll Cost | FICA    |
| 10/03           | 12  | SGT  | 3                                      | 52.6900        | 109,595        |                    | 2,951    | 5,901             | 2,529               | 1,200              | 122,176                      | 9,346   |
| 12/13           | 16  | SGT  | 2                                      | 50.1800        | 104,374        |                    | 2,810    | 5,620             |                     | 1,200              | 114,005                      | 8,721   |
| 08/05           | 17  | SGT  | 3                                      | 52.6900        | 109,595        |                    | 2,951    | 5,901             | 2,529               | 1,200              | 122,176                      | 9,346   |
| 08/05           | 18  | SGT  | 3                                      | 52.6900        | 109,595        |                    | 2,951    | 5,901             | 2,529               | 1,200              | 122,176                      | 9,346   |
| 06/15           | 10  | SGT  | 2                                      | 50.1800        | 104,374        |                    | 2,810    | 5,620             |                     | 1,200              | 114,005                      | 8,721   |
| 07/13           | 14  | SGT  | 1                                      | 47.7900        | 99,403         |                    | 2,676    | 5,352             |                     | 1,200              | 108,632                      | 8,310   |
| 07/18           | 15  | SGT  | 1                                      | 47.7900        | 99,403         |                    | 2,676    | 5,352             |                     | 900                | 108,332                      | 8,287   |
| 03/99           | 40  | PFC  | 7                                      | 45.5400        | 94,723         |                    | 2,550    | 5,100             |                     | 800                | 103,174                      | 7,893   |
| 07/99           | 41  | PFC  | 7                                      | 45.5400        | 94,723         |                    | 2,550    | 5,100             |                     | 1,200              | 103,574                      | 7,923   |
| 03/00           | 42  | PFC  | 7                                      | 45.5400        | 94,723         |                    | 2,550    | 5,100             | 2,186               | 600                | 105,160                      | 8,045   |
| 05/00           | 43  | PFC  | 7                                      | 45.5400        | 94,723         |                    | 2,550    | 0                 |                     | 1,200              | 98,473                       | 7,533   |
| 05/00           | 44  | PFC  | 7                                      | 45.5400        | 94,723         |                    | 2,550    | 5,100             | 2,186               | 1,200              | 105,760                      | 8,091   |
| 07/01           | 46  | PFC  | 7                                      | 45.5400        | 94,723         |                    | 2,550    | 2,186             | 2,186               |                    | 101,645                      | 7,776   |
| 08/05           | 53  | PFC  | 7                                      | 45.5400        | 94,723         |                    | 2,550    | 2,915             |                     | 740                | 100,928                      | 7,721   |
| 01/06           | 54  | PFC  | 7                                      | 43.3500        | 90,168         |                    | 2,428    | 4,855             |                     | 150                | 97,601                       | 7,466   |
| 02/09           | 60  | OFC  | 6                                      | 43.3500        | 90,168         |                    | 2,428    | 4,855             | 2,081               | 1,200              | 100,732                      | 7,706   |
| 08/11           | 64  | OFC  | 6                                      | 43.3500        | 90,168         |                    | 2,428    | 4,855             | 2,081               | 1,200              | 100,732                      | 7,706   |
| 12/13           | 70  | OFC  | 6                                      | 43.3500        | 90,168         |                    | 2,428    | 4,855             |                     | 1,200              | 98,651                       | 7,547   |
| 09/15           | 74  | OFC  | 6                                      | 43.3500        | 90,168         |                    | 2,428    | 2,081             |                     | 690                | 95,366                       | 7,296   |
| 07/18           | 79  | OFC  | 6                                      | 43.3500        | 90,168         |                    | 2,428    | 4,855             |                     | 1,200              | 98,651                       | 7,547   |
| 12/18           | 80  | OFC  | 5                                      | 41.3400        | 85,987         |                    | 2,315    | 4,630             |                     | 1,200              | 94,132                       | 7,201   |
| 04/19           | 82  | OFC  | 5                                      | 41.3400        | 85,987         |                    | 2,315    | 4,630             |                     | 1,170              | 94,102                       | 7,199   |
| 11/19           | 83  | OFC  | 5                                      | 41.3400        | 85,987         |                    | 2,315    | 4,630             |                     | 1,200              | 94,132                       | 7,201   |
| 06/20           | 84  | OFC  | 4                                      | 39.5200        | 82,202         |                    | 2,213    | 4,426             |                     | 1,200              | 90,041                       | 6,888   |
| 08/20           | 87  | OFC  | 4                                      | 39.5200        | 82,202         |                    | 2,213    | 4,426             |                     | 160                | 89,001                       | 6,809   |
| 08/20           | 88  | OFC  | 5                                      | 41.3400        | 85,987         |                    | 2,315    | 2,811             |                     | 1,200              | 92,313                       | 7,062   |
| 08/20           | 89  | OFC  | 4                                      | 39.5200        | 82,202         |                    | 2,213    | 0                 |                     | 610                | 85,025                       | 6,504   |
| 12/20           | 91  | OFC  | 4                                      | 39.5200        | 82,202         |                    | 2,213    | 0                 |                     | 1,200              | 85,615                       | 6,550   |
| 12/21           | 92  | OFC  | 3                                      | 37.6400        | 78,291         |                    | 2,108    | 1,506             |                     | 1,200              | 83,105                       | 6,358   |
| 12/22           | 93  | OFC  | 3                                      | 37.6400        | 78,291         |                    | 2,108    | 1,506             |                     | 600                | 82,505                       | 6,312   |
| 11/22           | 94  | OFC  | 4                                      | 39.5200        | 82,202         |                    | 2,213    | 0                 |                     | 1,200              | 85,615                       | 6,550   |
| 09/23           | 95  | OFC  | 4                                      | 39.5200        | 82,202         |                    | 2,213    | 0                 |                     | 310                | 84,725                       | 6,481   |
| 11/23           | 96  | OFC  | 1                                      | 35.9900        | 74,859         |                    | 2,015    | 0                 |                     | 600                | 77,475                       | 5,927   |
| 11/23           | 97  | OFC  | 3                                      | 37.6400        | 78,291         |                    | 2,108    | 0                 |                     | 600                | 80,999                       | 6,196   |
| 11/23           | 98  | OFC  | 2                                      | 35.9900        | 74,859         |                    | 2,015    | 0                 |                     | 600                | 77,475                       | 5,927   |
| 2/24            | 99  | OFC  | 3                                      | 37.6400        | 78,291         |                    | 2,108    | 0                 |                     | 1,200              | 81,599                       | 6,242   |
| 4/24            | 101 | OFC  | 2                                      | 35.9900        | 74,859         |                    | 2,015    | 0                 |                     | 1,200              | 78,075                       | 5,973   |
| 2/24            | 102 | OFC  | 3                                      | 37.6400        | 78,291         |                    | 2,108    | 0                 |                     | 1,200              | 81,599                       | 6,242   |
| 7/24            | 103 | OFC  | 3                                      | 37.6400        | 78,291         |                    | 2,108    | 0                 |                     | 1,200              | 81,599                       | 6,242   |
| 7/24            | 104 | OFC  | 2                                      | 35.9900        | 74,859         |                    | 2,015    | 0                 |                     | 1,200              | 78,075                       | 5,973   |
| 7/24            | 105 | OFC  | 2                                      | 35.9900        | 74,859         |                    | 2,015    | 0                 |                     | 1,200              | 78,075                       | 5,973   |
| TBD             | 106 | OFC  | 1                                      | 34.0900        | 70,907         |                    | 1,909    | 0                 |                     |                    | 72,816                       | 5,570   |
| TBD             | 107 | OFC  | 1                                      | 34.0900        | 70,907         |                    | 1,909    | 0                 |                     |                    | 72,816                       | 5,570   |
| SUB-TOTAL       |     |      |                                        |                | 3,763,427      | 0                  | 101,323  | 120,073           | 18,307              | 39,730             | 4,042,860                    | 309,279 |

| INVESTIGATIVE SERVICES |     |     |                 |                |                |                    |          |                   |                     |                    |                              | LINE ITEM 10129-51430 - BASIC SALARIES |  |
|------------------------|-----|-----|-----------------|----------------|----------------|--------------------|----------|-------------------|---------------------|--------------------|------------------------------|----------------------------------------|--|
| DATE HIRE              | ID# |     | PRESENT<br>STEP | HOURLY<br>RATE | ANNUAL<br>RATE | ON-CALL<br>ST/TIME | HOLIDAYS | DUE DAY<br>PAYOUT | SICK TIME<br>PAYOUT | COLLEGE<br>CREDITS | TOTAL Annual<br>Payroll Cost | FICA                                   |  |
| 08/11                  | 11  | SGT | 3               | 52.6900        | 109,595        | 4,795              | 2,951    | 5,901             | 2,529               | 1,200              | 126,971                      | 9,713                                  |  |
| 06/05                  | 21  | DET | 3               | 47.7900        | 99,403         | 4,349              | 2,676    | 5,352             | 2,294               | 1,200              | 115,275                      | 8,819                                  |  |
| 07/13                  | 22  | DET | 2               | 45.5200        | 94,682         | 4,142              | 2,549    | 5,098             | 2,185               | 1,200              | 109,856                      | 8,404                                  |  |
| 12/08                  | 23  | DET | 2               | 45.5200        | 94,682         | 4,142              | 2,549    | 5,098             |                     | 960                | 107,431                      | 8,218                                  |  |
| 09/16                  | 75  | INV | 2               | 45.5200        | 94,682         | 4,142              | 2,549    | 5,098             |                     | 1,200              | 107,671                      | 8,237                                  |  |
| SUB-TOTAL              |     |     |                 |                | 493,043        | 21,571             | 13,274   | 26,548            | 7,008               | 5,760              | 567,205                      | 43,391                                 |  |
| TOTAL                  |     |     |                 |                | 4,256,470      | 21,571             | 114,597  | 146,622           | 25,315              | 45,490             | 4,610,065                    | 352,670                                |  |

**WATERFORD POLICE DEPARTMENT  
FY 2025-2026  
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LINE ITEM 10129-51421 - MARINE PATROL

Two Officers from April 1 through October 31

**Patrols:** (70) Shifts totaling 372 hours

46- (6) Six hour shifts (1 Mate/1 Captain)

24- (4) Four hour shifts (1 Mate/1 Captain)

**(6) Hour Shifts:**

| Position | Average Salary Per Hour | Hours Worked | Shift Total | Season Total |
|----------|-------------------------|--------------|-------------|--------------|
| Mate     | \$64.84                 | 6            | \$389.04    | \$8,947.92   |
| Captain  | \$73.69                 | 6            | \$442.14    | \$10,169.22  |

**(4) Hour Shifts:**

| Position | Average Salary Per Hour | Hours Worked | Shift Total | Season Total |
|----------|-------------------------|--------------|-------------|--------------|
| Mate     | \$64.84                 | 4            | \$259.36    | \$3,890.40   |
| Captain  | \$73.69                 | 4            | \$294.76    | \$4,421.40   |

**Special Events:**

New London Fireworks (1 Mate/1 Captain for 6 Hour shift)

East Lyme Day/Fireworks (1 Mate for 6 Hour shift)

Niantic Bay Triathlon (1 Mate for 4 Hour shift)

Coast Guard Academy Graduation (1 Mate/1 Captain for 6 hour shift)

Average of Three (3) After-hours Call-out

**\$27,429**

**Marine Patrol Total:**

Shift rates were calculated on a wage based average of the following:

Mate hours averaged at \$64.84 Captains hours averaged at \$73.69.

This shows an increase of \$952 from FY25 due to increased averages resulting from CBA increases approved by the RTM.

**LINE ITEM 10129-51435 - Community Service Officer Program**

Average CSO Pay  
**\$18.42**

**Community Service Officers**

|                           |                       |                       |               |
|---------------------------|-----------------------|-----------------------|---------------|
|                           | Hours Worked Per Week | Average Hourly Salary | Annual Salary |
| <b>CSO Shift Coverage</b> | 116                   | \$18.42               | \$111,109     |

|                             |                        |                       |                 |
|-----------------------------|------------------------|-----------------------|-----------------|
|                             | Training Hours Per CSO | Average Hourly Salary | Training Salary |
| <b>Semi-annual Training</b> | 4                      | \$18.42               | \$1,253         |

|                                           |                             |                    |                 |
|-------------------------------------------|-----------------------------|--------------------|-----------------|
|                                           | Training Hours Per New Hire | CSO Trainee Salary | Training Salary |
| <b>New CSO Training<br/>(3 New Hires)</b> | 72                          | \$17.00            | \$3,672         |

**TOTAL**

**\$116,034**

The Waterford Police Department employs (17) seventeen Community Service Officers (CSOs) in a part-time capacity. CSOs monitor the police building, are the first point of contact for citizens in the lobby and process and watch prisoners brought to the department by police officers. CSOs are scheduled 24 hours a day, 7 days a week, 365 days a year. The CSO program has been in place since the 1990s, serving as a low-cost on-the-job training for potential law enforcement officers, allowing higher paid, sworn officers, to remain on patrol. Several CSOs have been hired after performing well in the part-time role.

The average pay per CSO is currently \$18.42 per hour, with new hires starting at \$17.00 per hour. When a new CSO is hired, they require approximately (9) nine training shifts as well as mandated training such as COLLECT, CPR and Naloxone deployment. These additional shifts equal (72) seventy-two hours per CSO. In addition, semi-annual training for (4) four hours per CSO is held for updates in policy, law and defensive tactic training.

The total request for Community Service Officers is \$116,034. This request is reduced from the FY2025 request by \$812, as the department continues to review our staffing needs and consider increased employee salaries.

WATERFORD POLICE DEPARTMENT  
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|                                |
|--------------------------------|
| LINE ITEM 10129 51810 OVERTIME |
|--------------------------------|

|                                                    | PROJECTED<br>HOURS | PAY RATE<br>TIME & 1/2 | TOTAL          |
|----------------------------------------------------|--------------------|------------------------|----------------|
| PROJECTED - F.Y. 2026                              |                    |                        |                |
| EXIGENT DUTY (case work, court, storms, SRT, etc.) | 800                | 62.01                  | 49,608         |
| ACCIDENT INVESTIGATION TEAM (AIT)                  | 50                 | 68.28                  | 3,414          |
| INVESTIGATIVE SERVICES                             | 284                | 71.69                  | 20,360         |
| K9 UNIT                                            | 100                | 63.29                  | 6,329          |
| K9 MAINTENANCE                                     | 234                | 65.03                  | 15,217         |
| BOE Outside Details (Minus \$12,000.00 stipend)    | 260                | 68.28                  | 5,753          |
| COMMUNITY EVENTS                                   | 500                | 56.46                  | 28,230         |
| BUSINESS DISTRICT HOLIDAY PATROL                   | 269.69             | 62.01                  | 16,723         |
| OFFICE PERSONNEL OVERTIME                          | 48                 | 46.85                  | 2,249          |
| POLICE COMMISSION SECRETARY                        | 48                 | 46.85                  | 2,192          |
| <b>TOTAL</b>                                       | <b>2,594</b>       |                        | <b>150,075</b> |

The Board of Education stipend for police coverage at school events will be \$12,000 this year.

**WATERFORD POLICE DEPARTMENT  
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**Line Item 10129-51810 - OVERTIME BREAKDOWN**

|                                                                                                                                                                                                                                                                                                                                                                        |                  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| <b><u>Exigent Duty (case work, court, storms, Etc)</u></b>                                                                                                                                                                                                                                                                                                             | <b>\$49,608</b>  |
| Frequently we may require an Officer to holdover for an assignment on an accident investigation or other case where additional staffing is required. This may mean calling in early or holding over an Officer.                                                                                                                                                        |                  |
| <b><u>Accident Investigation Team (AIT)</u></b>                                                                                                                                                                                                                                                                                                                        | <b>\$3,414</b>   |
| This team is activated for fatal or near-fatal motor vehicle accidents crashes.                                                                                                                                                                                                                                                                                        |                  |
| <b><u>Investigative Services</u></b>                                                                                                                                                                                                                                                                                                                                   | <b>\$20,360</b>  |
| Includes call ins for violent crimes related to robbery, burglary, sexual assaults, high value larcenies and other crimes. This is also used for joint operations involving incidents that cross jurisdictional lines, such as trafficking, fentanyl related narcotic sales that lead to OD deaths, identifying suspects and assisting FBI, DEA and State task forces. |                  |
| <b><u>K-9 Unit</u></b>                                                                                                                                                                                                                                                                                                                                                 | <b>\$6,329</b>   |
| K-9 Call outs, community events, mutual aid.                                                                                                                                                                                                                                                                                                                           |                  |
| <b><u>K-9 Maintenance</u></b>                                                                                                                                                                                                                                                                                                                                          | <b>\$15,217</b>  |
| For contractually scheduled maintenance of the K-9 on days off.                                                                                                                                                                                                                                                                                                        |                  |
| <b><u>Board of Education Outside Details (Minus \$12,000 stipend)</u></b>                                                                                                                                                                                                                                                                                              | <b>\$5,753</b>   |
| Basketball and football games, dances, back to school night, graduation events and field trips.                                                                                                                                                                                                                                                                        |                  |
| <b><u>Community Events</u></b>                                                                                                                                                                                                                                                                                                                                         | <b>\$28,230</b>  |
| Road races, bicycle rodeo, sailfest traffic, harvest fest, safety fairs (Wal-Mart, Target Lowe's), Color Guard requests, motorcycle runs, open house, beach patrols, tours of the Police Department, town parade, Summer Music concerts at the Town Beach.                                                                                                             |                  |
| <b><u>Business District Holiday Patrol</u></b>                                                                                                                                                                                                                                                                                                                         | <b>\$16,723</b>  |
| High visibility patrols, business checks, plain clothes details, increased foot patrols of local businesses and banks during holiday season.                                                                                                                                                                                                                           |                  |
| <b><u>Office Personnel Overtime</u></b>                                                                                                                                                                                                                                                                                                                                | <b>\$2,249</b>   |
| Records destruction, training, new hires.                                                                                                                                                                                                                                                                                                                              |                  |
| <b><u>Police Commission Secretary</u></b>                                                                                                                                                                                                                                                                                                                              | <b>\$2,192</b>   |
| All regularly scheduled and special Board of Police Commissioners Meetings for the fiscal year.                                                                                                                                                                                                                                                                        |                  |
| <b>TOTAL REQUEST</b>                                                                                                                                                                                                                                                                                                                                                   | <b>\$150,075</b> |

**WATERFORD POLICE DEPARTMENT  
FY 2025-2026 BUDGET REQUEST  
Line Item 10129-51820**

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|                              | Amount<br>Requested                       | Amount<br>Appropriated | Town<br>Funded | Grant<br>Funded | Actually<br>Expended | Contractual<br>Increase |
|------------------------------|-------------------------------------------|------------------------|----------------|-----------------|----------------------|-------------------------|
| <u>Budget Year 2012-2013</u> | \$163,329                                 | \$163,329              | \$190,647      | \$60,894        | \$251,541            | 2.25                    |
| <u>Budget Year 2013-2014</u> | \$250,000                                 | \$150,000              | \$159,237      | \$60,679        | \$219,916            | 2.25                    |
| <u>Budget Year 2014-2015</u> | \$256,250                                 | \$196,250              | \$236,739      | \$20,000        | \$256,739            | 2.50                    |
| <u>Budget Year 2015-2016</u> | \$292,115                                 | \$292,115              | \$292,115      | \$0             | \$312,192            | 2.50                    |
| <u>Budget Year 2016-2017</u> | \$343,137                                 | \$343,137              | \$343,137      | \$0             | \$342,629            | 2.50                    |
| <u>Budget Year 2017-2018</u> | \$351,715                                 | \$351,715              | \$351,715      | \$0             | \$354,716            | 2.50                    |
| <u>Budget Year 2018-2019</u> | \$360,508                                 | \$360,508              | \$360,508      | \$0             | \$354,570            | 2.25                    |
| <u>Budget Year 2019-2020</u> | \$360,508                                 | \$360,508              | \$360,508      | \$0             | \$330,723            | 2.25                    |
| <u>Budget Year 2020-2021</u> | \$360,508                                 | \$360,508              | \$360,508      | \$0             | \$422,264            | 2.25                    |
| <u>Budget Year 2021-2022</u> | \$360,508                                 | \$360,508              | \$360,508      | \$0             | \$352,540            | 2.25                    |
| <u>Budget Year 2022-2023</u> | \$360,508                                 | \$360,508              | \$360,508      | \$0             | \$423,028            | 2.75                    |
| <u>Budget Year 2023-2024</u> | \$360,508                                 | \$360,508              | \$360,508      | \$0             | \$563,764            | 2.75                    |
| <u>Budget Year 2025-2026</u> | \$377,924                                 |                        |                |                 |                      |                         |
| <b>ROT Requested</b>         | \$377,924 (Minus BOE stipend of \$90,000) |                        |                |                 |                      | \$287,924               |

The replacement overtime request has been held artificially flat for years in an attempt to present a reasonable budget for the town. However, the cost to replace an officer who is out of work, or for vacancies within the agency, continues to increase. As stated in the 2000 Long Range Financial Management Plan, our full complement is 5 officers and a supervisor per shift, yet we routinely operate below that level to stay within the budget. This reduced staffing does have an impact on the services we provide as well as the safety of the officers working. This year's request is flat as we did receive an increase in this line last fiscal year, however the RTM did approve 2.75% raises for FY 26 which will again increase the costs of replacing officers.

At the request from the Board of Selectmen, the Board of Education stipend for the three full-time School Resource Officers has moved from the training salaries line to the replacement overtime line to more accurately show where the funding is used each year. This year's stipend is \$90,000.

**WATERFORD  
POLICE DEPARTMENT  
FY 2025-2026  
BUDGET REQUEST**

The Waterford Police Department strives to provide valuable and effective training opportunities to all officers. Especially with today's policing climate, we find adequate training a high priority to ensure that our officers are prepared and our community receives the highest quality of professional service they deserve.

|                                                   | Hours | Officers | Per Hour | Supervisors | Per Hour | Totals           |
|---------------------------------------------------|-------|----------|----------|-------------|----------|------------------|
| LEC Mandated Recertification Requirements (POSTC) | 12    | 10       | \$56.46  | 2           | \$67.91  | \$8,405          |
| In-House Mandated Training Requirements           | 15    | 28       | \$56.46  | 11          | \$67.91  | \$34,918         |
| Firearms Training and Use of Force Training       | 6     | 20       | \$56.46  | 3           | \$67.91  | \$7,998          |
| Rifle Training                                    | 4     | 16       | \$56.46  | 3           | \$67.91  | \$4,428          |
| Specialty Teams (AIT, SRT, K-9, Marine Patrol)    | 70    | 13       | \$56.46  | 1           | \$67.91  | \$56,132         |
| <b>TOTAL</b>                                      |       |          |          |             |          | <b>\$111,882</b> |

This line item covers the mandatory Connecticut Police Officers Standards and Training requirements. The POST mandated core curriculum training requires a minimum of 60 hours of training per officer during a three-year cycle. The Bill on Police Accountability outlined additional mandatory trainings for sworn officers, some which must be conducted annually. The Law Enforcement Council provides 40 of the required 60 hours, leaving the department to train an additional 20 hours per officer. This requirement also applies to the supervisors and in-part, the administrative staff. POST has limited training opportunities and as a result, efforts to obtain the required training is being hosted at the department or sought throughout the state and northeast.

This line item includes the mandatory trainings; COLLECT/NCIC training and certification, OSHA mandates, CPR training, Crisis Intervention, Advanced DUI, Advanced Roadside Impaired Driving Enforcement, Human Trafficking, Use of Force, Sexual Assault, Juvenile Crimes, Bigotry/Bias, Implicit Bias, Fair & Impartial Policing, Domestic Violence, Cultural Awareness, Citizen's with Special Needs, Procedural Justice training and others. Also included is firearms training with pistols and patrol rifles, as well as specialized trainings for assigned and promoted officers.

**WATERFORD POLICE DEPARTMENT  
FY 2025-2026 BUDGET REQUEST**

**LINE ITEM 10129-51920 FICA**

|                      | Line Item Amount | FICA Amount |
|----------------------|------------------|-------------|
| Administration       | \$546,417        | \$41,801    |
| Clerical/Technical   | \$289,899        | \$22,177    |
| Custodian            | \$54,788         | \$4,191     |
| Patrol               | \$4,042,860      | \$309,279   |
| Marine Patrol        | \$27,429         | \$2,098     |
| Detective Division   | \$567,205        | \$43,391    |
| CSO's                | \$116,034        | \$8,877     |
| Overtime             | \$150,075        | \$11,481    |
| Replacement Overtime | \$287,924        | \$22,026    |
| Training Wages       | \$111,882        | \$8,559     |
| Uniform Allowance    | \$78,000         | \$5,967     |
| <br>TOTAL            | <br>\$6,272,512  |             |
| FICA RATE            | 0.0765           |             |
| <b>AMOUNT NEEDED</b> | <b>\$479,847</b> |             |

WATERFORD POLICE DEPARTMENT  
FY 2025-2026  
BUDGET REQUEST

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LINE ITEM 10129-52040 SERVICE CONTRACTS & REPAIRS BREAKDOWN

| VENDOR                          | ITEM                            | MONTHLY<br>COST | # of Payments | TOTAL    |
|---------------------------------|---------------------------------|-----------------|---------------|----------|
| Transunion                      | Background Search Utility       |                 |               | \$1,935  |
| Ricoh                           | Copy Machine (3) \$88.325 ea    | 328             | 12            | \$3,936  |
| Ricoh                           | Extra Copies                    | 110             | 12            | \$1,320  |
| Quench Water                    | Cooler Rental (2)               | 84              | 12            | \$1,008  |
| Gym Equipment                   | Repairs/Maintenance             |                 |               | \$500    |
| TMDE Calibration Labs           | Speed Enforcement Certification |                 |               | \$1,195  |
| Breezeline                      | Cable TV                        | 179             | 12            | \$2,148  |
| Watchguard                      | General Repairs                 |                 |               | \$1,500  |
| Flock                           | Camera Service Contract         |                 |               | \$9,000  |
| 1033 Program                    | Military Surplus Access Fee     |                 |               | \$300    |
| Waltham                         | Pest Control                    |                 |               | \$720    |
| Crimedex (*)                    | Licensing and Support           |                 |               | \$632    |
| Wrecker Services (Case Invest.) |                                 |                 |               | \$1,500  |
| TOTAL                           |                                 |                 |               | \$25,694 |

WATERFORD POLICE DEPARTMENT  
FY 2025-2026  
BUDGET REQUEST

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|                                                     |
|-----------------------------------------------------|
| LINE ITEM 10129-52050 PROFESSIONAL ASSOCIATION DUES |
|-----------------------------------------------------|

|                                                              |       |
|--------------------------------------------------------------|-------|
| I.A.C.P. (International Association Chiefs of Police)        | 1,075 |
| NEAcop (New England Associaton Chief of Police)              | 100   |
| CPCA (Connecticut Police Chiefs Association)                 | 1,250 |
| NESPIN (New England State Police Information Network)        | 150   |
| NPWDA (National Police Working Dog Association) (2)          | 100   |
| FBI NA (FBI National Academy Members Association)            | 50    |
| SRT (Southeastern CT Special Response Team Annual Allotment) | 2500  |
| Waterford Rotary Club Membership                             | 200   |

|       |         |
|-------|---------|
| TOTAL | \$5,425 |
|-------|---------|

**WATERFORD POLICE DEPARTMENT**  
**FY 2024-2025 BUDGET REQUEST**  
 Breakdown of Expenditures for 24 Months  
 Line Item 10129-52080 Telephone

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| MONTH        | COST            |
|--------------|-----------------|
| October-22   | 2,895           |
| November-22  | 2,709           |
| December-22  | 2,878           |
| January-23   | 2,852           |
| February-23  | 2,893           |
| March-23     | 2,895           |
| April-23     | 2,958           |
| May-23       | 2,621           |
| June-23      | 2,620           |
| July-23      | 2,635           |
| August-23    | 2,490           |
| September-23 | 2,521           |
| October-23   | 2,709           |
| November-23  | 2,710           |
| December-23  | 2,672           |
| January-24   | 2,718           |
| February-24  | 2,620           |
| March-24     | 2,710           |
| April-24     | 2,987           |
| May-24       | 4,023           |
| June-24      | 2,576           |
| July-24      | 3,107           |
| August-24    | 2,968           |
| September-24 | 3,014           |
| <b>TOTAL</b> | <b>\$63,758</b> |

(\*)

Monthly Charges include MDT's

(\*) = Monthly charge was anomaly/not used in calculation

Mean Average       $2,772.07 \times 12 \text{ months} = \$ 33,265$

|              |           |
|--------------|-----------|
| F.Y. 2025/26 | \$ 33,265 |
|--------------|-----------|

**LINE ITEM 10129-52300 -- TUITION & EDUCATION**

**Professional Development & Education Tuition Related Materials**

Professional Development Training

\*\* Includes registration, travel and lodging fees and meal reimbursements

|                                       |          |
|---------------------------------------|----------|
| Training Conferences                  | 12,750   |
| Police Academy Fees & Range Materials | 13,050   |
| Investigative Services                | 4,600    |
| Publications                          | 1,700    |
| K-9 Yearly Training                   | 400      |
| Firing Range Trailer                  | 5,000    |
| Professional Development Training     | 23,000   |
| Total                                 | \$60,500 |

**Training Conferences:** Professional development conferences and associated expenditures including Use of Force, CPCA, IACP, Officer Wellness/Peer Support, FBINAA and the FBI Command College.

**Police Academy Recruit Training Fees and Range Materials:**

There is a potential for up to 3 officer vacancies due to retirements during the fiscal year. With those retirements comes an extensive hiring process including written and physical testing, multiple interviews and background checks. This amount also includes the State/LEC set tuition to attend the academy in the amount of \$3,800 per recruit, as well as additional materials the department is required to provide.

**Investigative Services:** The critical and specialized training needed by members of the Investigative Services Unit relies heavily on private vendors, with POST-C Academy offering only a few advanced trainings. Most of these trainings range between 3-5 days, costing an average of between \$400-600 per person. Some of these trainings are Death Investigations, Sex Assault Investigations, and Advanced Interview & Interrogation.

**Publications:** The annual updates to the criminal law Redbook for Officers and Detectives increased to \$1,700. This amount allows for annual updates and purchases for any new Officers.

**K-9 Annual Training:** This area has also remained consistent. Our agency has taken advantage of in-house trainers as well as utilizing regional efforts for K-9 training. The Connecticut Police Work Dog Association has also offered us free training at various times.

**Firearms Range Trailer:** The cost of utilizing the indoor range trailer increased to \$5,000. The training offers scenario based shoot / don't shoot drills. It also offers low light training as well.

**Professional Development Training/Patrol:**

Continual professional development trainings are required on an annual and triannual basis for all officers, with the number of minimum trainings required increasing in recent years. While the department frequently utilizes in-house instructors, many of the trainings are provided by private vendors at a significant cost. The department also requires trainings to acquire special skills and certifications including Crisis Intervention Training, Advanced Roadside Impaired Driving Enforcement, Basic Interview & Interrogation, and Basic Crime Scene Procedure to name a few.

**TUITION RELATED MATERIALS:**

In accordance with the labor agreement between the Town of Waterford and the Police Union Local 1948 \$25,000 is designated for the costs of officers advancing their education and covers tuition and related materials.

|                                    |          |
|------------------------------------|----------|
| Contractual Tuition & Material Cap | \$25,000 |
|------------------------------------|----------|

|                            |          |
|----------------------------|----------|
| Training & Education Total | \$85,500 |
|----------------------------|----------|

WATERFORD POLICE DEPARTMENT  
FY 2025-2026  
BUDGET REQUEST

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|                                                      |
|------------------------------------------------------|
| LINE ITEM 10129-52370 -- UNIFORM ALLOWANCE BREAKDOWN |
|------------------------------------------------------|

|                                                          |    |          |
|----------------------------------------------------------|----|----------|
| 52 OFFICERS X \$1,500 EACH (Contractual)                 | 52 | \$78,000 |
| 3 POSTC/LEC Required Uniforms & Equipment (\$1,986 each) |    | \$5,958  |
| POST required uniforms, books, bullet proof vest         |    |          |
| 1 CUSTODIAN (Contractual)                                |    | \$300    |
| 17 COMMUNITY SERVICE OFFICERS                            |    | \$1,000  |
| DAMAGED UNIFORMS (REPLACEMENT)                           |    | \$700    |

|       |          |
|-------|----------|
| TOTAL | \$85,958 |
|-------|----------|

WATERFORD POLICE DEPARTMENT  
FY 2025-2026  
BUDGET REQUEST

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|                                                                                |
|--------------------------------------------------------------------------------|
| <b>LINE ITEM 10129-53090 -- GASOLINE BREAKDOWN<br/>PAST 24 MONTH BREAKDOWN</b> |
|--------------------------------------------------------------------------------|

There are 3 expenses related to this Line Item:

#1 Regional Marine Boat Gasoline Share 96.5 gallons x 7 fills

|       |       |           |        |            |  |          |         |
|-------|-------|-----------|--------|------------|--|----------|---------|
| TOTAL | 676.3 | Gallons @ | \$4.40 | per gallon |  | SUBTOTAL | \$2,976 |
|-------|-------|-----------|--------|------------|--|----------|---------|

|    |                        |          |        |
|----|------------------------|----------|--------|
| #2 | Mileage Reimbursements | SUBTOTAL | 500.00 |
|----|------------------------|----------|--------|

|    |                      |               |                     |                         |
|----|----------------------|---------------|---------------------|-------------------------|
| #3 | Gasoline Consumption | <u>Date</u>   | <u># of Gallons</u> | <u>Price Per Gallon</u> |
|    |                      | 10/30/22      | 3,615               | \$2.86                  |
|    |                      | 11/30/22      | 3,530               | \$2.86                  |
|    |                      | 12/30/22      | 3,733               | \$2.86                  |
|    |                      | 01/31/23      | 3,385               | \$2.86                  |
|    |                      | 02/28/23      | 3,434               | \$2.86                  |
|    |                      | 03/31/23      | 3,669               | \$2.86                  |
|    |                      | 04/30/23      | 3,594               | \$2.86                  |
|    |                      | 05/31/23      | 3,345               | \$2.86                  |
|    |                      | 06/30/23      | 3,391               | \$2.86                  |
|    |                      | 07/31/23      | 3,510               | \$2.94                  |
|    |                      | 08/31/23      | 3,470               | \$2.94                  |
|    |                      | 09/30/23      | 3,473               | \$2.94                  |
|    |                      | 10/30/23      | 3,508               | \$2.94                  |
|    |                      | 11/30/23      | 3,047               | \$2.94                  |
|    |                      | 12/30/23      | 3,030               | \$2.94                  |
|    |                      | 01/31/24      | 3,027               | \$2.94                  |
|    |                      | 02/28/24      | 3,337               | \$2.94                  |
|    |                      | 03/31/24      | 3,702               | \$2.94                  |
|    |                      | 04/30/24      | 3,643               | \$2.94                  |
|    |                      | 05/31/24      | 3,574               | \$2.94                  |
|    |                      | 06/30/24      | 3,399               | \$2.94                  |
|    |                      | 07/31/24      | 3,659               | \$2.70                  |
|    |                      | 08/31/24      | 3,473               | \$2.70                  |
|    |                      | 09/30/24      | 3,357               | \$2.70                  |
|    |                      | <b>TOTALS</b> | <b>82,905</b>       | <b>2.88</b>             |

|              |         |                                 |                  |
|--------------|---------|---------------------------------|------------------|
| Mean Average | 82,905  | Gallons divided by 24 mo. 3,454 |                  |
|              | 3,454   | Gallons per month x 12          | 41,453           |
| 41,453       | 2.54815 | SUBTOTAL                        | \$105,627        |
|              |         | <b>TOTAL</b>                    | <b>\$108,603</b> |

**WATERFORD POLICE DEPARTMENT  
FY 2025-2026 BUDGET REQUEST**

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**LINE ITEM 10129-54020 - EQUIPMENT & FURNITURE**

**Training/Community Room:**

The Waterford Police Department Training Room/Community Room is now commonly used by the Town of Waterford as an emergency warming and cooling center during extreme weather conditions. This room is also heavily used as a regional training location for police as well as for the public and civic groups.

Replacing the kitchen style cabinets, sink and mini-refrigerator that is used for all functions is being requested, as well as additional display monitors and associated wiring/connectors for when the space is used and residents in the back of the room are unable to view the only screen located in the front.

|              |                |
|--------------|----------------|
| <b>TOTAL</b> | <b>\$3,500</b> |
|--------------|----------------|

**PROPOSED REVENUE BY DEPARTMENT  
GENERAL FUND  
FY 2025-2026**

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All revenues from each department must be listed in the following categories.

**DEPARTMENT: Police**

| LINE ITEM                      | 2022-2023<br>ACTUAL | 2023-2024<br>ACTUAL | 2024-2025<br>EXPECTED | 2024-2025<br>YTD | 2025-2026<br>PROPOSED | VARIANCE       |
|--------------------------------|---------------------|---------------------|-----------------------|------------------|-----------------------|----------------|
| Alarm Monitoring               |                     |                     |                       |                  |                       | \$0            |
| Alarm Penalties                |                     |                     |                       |                  |                       | \$0            |
| Ambulance Subsidy              |                     |                     |                       |                  |                       | \$0            |
| Beach Admission Fees           |                     |                     |                       |                  |                       | \$0            |
| Benefit Assessments            |                     |                     |                       |                  |                       | \$0            |
| Bulky Waste Fees               |                     |                     |                       |                  |                       | \$0            |
| Conveyance Tax                 |                     |                     |                       |                  |                       | \$0            |
| Copy Fees                      |                     |                     |                       |                  |                       | \$0            |
| East Lyme Animal Control Fee   |                     |                     |                       |                  |                       | \$0            |
| Enhanced E 9-1-1               |                     |                     |                       |                  |                       | \$0            |
| Fines/Parking Tickets          | \$425               | \$100               | \$75                  | \$175            | \$200                 | \$125          |
| Hazardous Household Waste      |                     |                     |                       |                  |                       | \$0            |
| Inspection Fees                |                     |                     |                       |                  |                       | \$0            |
| Interest/Lien Fees             |                     |                     |                       |                  |                       | \$0            |
| Inter-Municipal Revenues       |                     |                     |                       |                  |                       | \$0            |
| Miscellaneous                  |                     |                     |                       |                  |                       | \$0            |
| Permitting/Pistol Permits      | \$9,380             | \$8,415             | \$5,000               | \$1,890          | \$5,000               | \$0            |
| Program/Registration Fees      |                     |                     |                       |                  |                       | \$0            |
| Recording Fees                 |                     |                     |                       |                  |                       | \$0            |
| Regional Communications Fees   |                     |                     |                       |                  |                       | \$0            |
| Rentals                        |                     |                     |                       |                  |                       | \$0            |
| Sale of Recyclables            |                     |                     |                       |                  |                       | \$0            |
| State Operational Grants       |                     |                     |                       |                  |                       | \$0            |
| Tipping Fees                   |                     |                     |                       |                  |                       | \$0            |
| Versa Kart/Blue Box Purchases  |                     |                     |                       |                  |                       | \$0            |
| Police Report Fees             | \$2,087             | \$2,131             | \$2,000               | \$763            | \$2,000               | \$0            |
| School Resource Officers (BOE) | \$63,000            | \$66,000            | \$69,000              | \$61,334         | \$102,000             | \$33,000       |
| Cruiser Fees for Vendors       | \$75,100            | \$100,000           | \$75,100              | \$13,913         | \$50,000              | (\$25,100)     |
| Fingerprints/Records Check     | \$5,670             | \$4,410             | \$3,000               | \$975            | \$3,000               | \$0            |
| Solicitor Permits              | \$325               | \$295               | \$325                 | \$255            | \$325                 | \$0            |
| <b>TOTALS</b>                  | <b>\$155,987</b>    | <b>\$181,351</b>    | <b>\$154,500</b>      | <b>\$79,305</b>  | <b>\$162,525</b>      | <b>\$8,025</b> |

**TOWN OF WATERFORD  
PROPOSED REVENUE BY DEPARTMENT  
SPECIAL REVENUE  
FY 2025-2026**

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All revenues from each department must be listed in the following categories.

**DEPARTMENT:** Police

| LINE ITEM                    | 2022-2023<br>ACTUAL | 2023-2024<br>ACTUAL | 2024-2025<br>YTD | 2025-2026<br>PROPOSED | VARIANCE               |
|------------------------------|---------------------|---------------------|------------------|-----------------------|------------------------|
| <b>GRANTS</b>                |                     |                     |                  |                       |                        |
| DRE Support Grant            | 30,799              | 41,631              | 217              | 0                     | \$ (41,631.00)         |
| ARPA Theft and Violence      | 0                   | 34,774              | 0                | 0                     | \$ (34,774.00)         |
| Impaired Driving Grant       | 11,098              | 5,904               | 0                | 10,000                | \$ 4,096.00            |
| High Visibility - Cell Phone | 13,485              | 18,412              | 0                | 0                     | \$ (18,412.00)         |
| Stolen Vehicle Grant         | 0                   | 21,748              | 0                | 35,000                | \$ 13,252.00           |
| Rural Roads Grant            | 0                   | 49,291              | 0                | 0                     | \$ (49,291.00)         |
| Bullet Proof Vest Grant      | 0                   | 0                   | 0                | 0                     | \$0.00                 |
| JAG Grant                    | 18,896              | 0                   | 0                | 0                     | \$0.00                 |
| <b>DONATIONS</b>             |                     |                     |                  |                       |                        |
| Gardiner Family Foundation   | 10,000              | 10,000              | 0                | 10,000                | \$0.00                 |
| Daversa Partners             | 7,513               | 0                   | 0                | 0                     | \$0.00                 |
| McCourt Family               | 2,000               | 0                   | 0                | 0                     | \$0.00                 |
| Various K9 Donations         | 2,050               | 2,000               | 50               | 2,000                 | \$0.00                 |
| <b>PROGRAM FEES</b>          |                     |                     |                  |                       |                        |
|                              |                     |                     |                  |                       |                        |
|                              |                     |                     |                  |                       |                        |
|                              |                     |                     |                  |                       |                        |
|                              |                     |                     |                  |                       |                        |
|                              |                     |                     |                  |                       |                        |
| <b>MISC</b>                  |                     |                     |                  |                       |                        |
|                              |                     |                     |                  |                       |                        |
|                              |                     |                     |                  |                       |                        |
|                              |                     |                     |                  |                       |                        |
|                              |                     |                     |                  |                       |                        |
| <b>TOTALS</b>                | <b>\$95,841</b>     | <b>\$183,760</b>    | <b>\$267</b>     | <b>\$57,000</b>       | <b>\$ (126,760.00)</b> |

**WATERFORD POLICE DEPARTMENT**  
**FY 2025 - 2026**  
**BUDGET REQUEST**  
**ACTIVITY BREAKDOWN FOR COMMON CALLS**  
**(ANNUAL REPORT DATA FY2023/2024)**

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**Waterford Police call types, use of force<sup>2</sup>, and car stop data**

| Category                  | Number | Change from previous fiscal year |
|---------------------------|--------|----------------------------------|
| Arrests                   | 820    | -17%                             |
| Calls For Service         | 28,408 | +2%                              |
| Case Numbers              | 1,959  | -13%                             |
| Motor Vehicle Stops       | 5,627  | +29%                             |
| EDP/Welfare Checks        | 536    | +9%                              |
| Larceny/Shoplifting       | 407    | +16%                             |
| Domestic Violence         | 114    | +8%                              |
| Assault                   | 21     | +90%                             |
| Drug Overdose             | 11     | Level                            |
| Impaired Driving          | 52     | -38%                             |
| Missing Person            | 118    | -39%                             |
| School Checks             | 1,179  | +47%                             |
| Motor Vehicle Crashes     | 751    | -5%                              |
| Walk-in Complaints        | 557    | -5%                              |
| Alarms                    | 1,016  | +12%                             |
| Residence Checks          | 1,599  | -18%                             |
| Suspicious Person/Vehicle | 770    | -2%                              |
| Stolen Cars               | 14     | -41%                             |

**Motor Vehicle Stop Statistics**

