



Town of Waterford, Connecticut, Police Commission Meeting Agenda
Training Room at the Waterford Police Department

11/14/2022 5:00 pm

Zoom Access: <https://us02web.zoom.us/j/86111609361>

Meeting ID: 861 1160 9361 Passcode: 336586

Find your local number: <https://us02web.zoom.us/u/kTaBSyGzx> +1 929 205 6099 US (New York)

Call to order and establish quorum:

Pledge of Allegiance:

Public input:

Acceptance of minutes: October 11, 2022 Regular Meeting

Correspondence:

- a. Detective Bonkowski and Officer Sangermano recognition
- b. Thank you letter from the Terri Brodeur Breast Cancer Foundation
- c. Thank you note from TBBCF 2022 Walk Chair, Stacy Tattar
- d. Thank you note from the Murray and Piposar families
- e. Thank you note from the Schrader family
- f. Thank you note and donation from Sandi McCourt
- g. Thank you letter from Paul J. Narducci, State's Attorney
- h. Email from James Deveny, LEC
- i. Thank you letter from Don Kester, NTOA

Dawley Business Recognition

MADD Awards for Officers Caler and Scarpa

Traffic Commission Review:

Chief's report:

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

Old Business:

- a. Police Chief Selection Process with HR Director and Town Labor Attorney

New Business:



**MINUTES
BOARD OF POLICE COMMISSIONERS**

October 11, 2022 at 5:00 p.m.
Zoom Meeting ID: 814 3906 0592

PRESENT: Chairperson T. Sheridan, Commissioner Brule, Commissioner M. Gelinas,
Commissioner J. Dimmock

ABSENT: Commissioner C. Gamble

DEPARTMENT: Chief M. Balestracci, LT T. Silva, LT N. VanOverloop, Sgt P. Flanagan,
Traffic Officer J. Nickerson, CSO Alex Hunt

PLEDGE OF ALLEGIANCE:

PUBLIC INPUT:

No public input.

CALL TO ORDER AND ESTABLISH A QUORUM:

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

ACCEPTANCE OF MINUTES:

MOTION: Made by Commissioner Dimmock and seconded by Commissioner Brule to accept the minutes from the September 12 Regular Meeting. Commissioner Gelinas abstained. The motion passed.

MOTION: Made by Commissioner Gelinis and seconded by Commissioner Dimmock to accept the minutes from the September 29 Special Meeting. Commissioner Sheridan abstained. The motion passed.

CORRESPONDENCE:

Correspondence was reviewed.

TRAFFIC COMMISSION REVIEW:

Traffic report received.

CHIEF'S REPORT:

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

OLD BUSINESS:

- a. Commissioner Dimmock discussed the Police Chief Selection Process Policy draft that he emailed to Commissioners for review. It was stated that all further discussion on this topic will take place at Commission meetings.

MOTION: Made by Commissioner Gelinas to send draft to Human Resources for review. Seconded by Commissioner Brule. Passed unanimously.

- b. Chief Balestracci presented the Shoreline Traffic Accident Reconstruction Team Agreement to the Commission with minor changes made by the Town Attorney, for approval to bring before the RTM. Commissioner Sheridan asked if there would be an extra cost to the Town to purchase equipment. Chief Balestracci answered no and explained that regional grant money will be applied for to buy equipment, saving money for both towns.

MOTION: Made by Commissioner Dimmock and seconded by Commissioner Gelinas to approve forwarding the agreement to the RTM. Passed unanimously.

NEW BUSINESS:

- a. Discussion of exploring Nexgen and State radio systems. Chief Balestracci stated that surrounding area towns are using the State radio system and Nexgen, and that Waterford is the outlier in eastern CT. The current RMS/CAD provider is not very responsive, and the annual costs of the new system are significantly cheaper than the cost of our current system.
- b. The Annual Budget for FY 23-24 will be presented to the Commission in November.
- c. The Annual Report will be completed and emailed to Commissioners next week.
- d. Commissioner Gelinas requested the following corrections be made to the 2023 Meeting Schedule: change May 8, 2022 to May 8, 2023 and June 12, 2022 to June 12, 2023. Corrections were made.

A request was made to add a discussion of traffic pattern changes on Cross Road to the agenda.

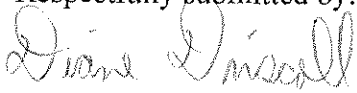
MOTION: Made by Commissioner Gelinas and seconded by Commissioner Dimmock to approve the request. Passed unanimously.

Traffic Officer Jake Nickerson presented a plan developed by the State for a change of signage and lane painting on Cross Road to correct a current unsafe traffic pattern.

MOTION: Made by Commissioner Dimmock and seconded by Commissioner Gelinas to approve the plan as presented. Passed unanimously.

MOTION: Made by Commissioner Dimmock and seconded by Commissioner Gelinas to adjourn the meeting at 5:39 p.m. Passed unanimously.

Respectfully submitted by:

A handwritten signature in cursive script, appearing to read "Diane Driscoll".

Diane Driscoll
Recording Secretary

Marc Balestracci

From: Marc Balestracci
Sent: Friday, October 7, 2022 12:33 PM
To: Timothy Silva
Cc: David Ferland; Nicole VanOverloop; Kylie Sangermano; Police Sergeants; Leigh Bonkowski
Subject: RE: Catalytic converter investigation.

Good afternoon,

Thank you for forwarding this to me. I will make sure this is brought before the Police Commission at the November meeting, (October agenda and packets are already finalized).

I was updated about this case as it progressed and I agree, the work performed by both Detective Bonkowski and Officer Sangermano was excellent. Keep up the great work, the prosecutorial discretion used to deny the arrest warrant application should not discourage you as your investigation delivered for our community. For that, I thank you.

Thank you,

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



From: Timothy Silva <tsilva@waterfordct.org>
Sent: Friday, October 7, 2022 10:55 AM
To: Marc Balestracci <mbalestracci@waterfordct.org>
Cc: David Ferland <dferland@waterfordct.org>; Nicole VanOverloop <nvanoverloop@waterfordct.org>; Kylie Sangermano <ksangermano@waterfordct.org>; Police Sergeants <WFDPPDSergeants@waterfordct.org>; Leigh Bonkowski <lbokowski@waterfordct.org>
Subject: Fwd: Catalytic converter investigation.

Chief-

Please see the below email from Det. Bonkowski. Officer Sangermano and Det Bonkowski worked a catalytic converter thefts case from the 82 Mart. This case in my opinion should have ended in an arrest warrant but the court denied it.

Although this case didn't end as it should've for our victim and jurisdiction, it did assist in furthering along the FBI's investigation into the same group. As a result the FBI reached out to thank us for our investigative efforts in the information provided to them.

I wanted to ensure you were aware of their efforts and the good work done over a protracted period of time.

Lt. Timothy Silva

Begin forwarded message:

From: Leigh Bonkowski <lbonskowski@waterfordct.org>
Date: October 7, 2022 at 10:09:38 AM EDT
To: Timothy Silva <tsilva@waterfordct.org>
Subject: Catalytic converter investigation.

LT,

I Just had a long conversation with an FBI agent who has been working federal charges against several of our catalytic converter thieves. It is worth noting, that because of Officer Sangermano's Investigative efforts, they have used her information to assist in attempting to bring federal charges against call Roberto Alacia and his group.

The FBI agent wanted to pass on his thanks and kudos to the investigative efforts of our agency in cooperation with others in order to obtain information against this group. Whether or not the charges are ever brought against him, I think it is worth noting that our agency has thanked us for our efforts.

Please feel free to pass this on to Officer Sangermano and her supervisors for her effort in her case. Even though her warrant was denied by our court, the information we have obtained through search warrants etc, has assisted in other cases.

Thank you,
Det. Bonkowski



**TERRI
BRODEUR
BREAST
CANCER
FOUNDATION**

Celebrating our 17th Anniversary as a Foundation

"Funding saves lives. Discoveries in the lab save lives. Funding from the Terri Brodeur Breast Cancer Foundation jumpstarted my career." ~ Dr. Priscilla Brastianos, Director of the Central Nervous System Metastasis Program at Massachusetts General Hospital-Harvard Medical School, an American Association for Cancer Research "NextGen Star," and a TBBCF research grant recipient.

October 5, 2022

Board of Directors

President
Patricia Burmahl

Vice President
Pamela Morris Watt

Secretary
Sandy Maniscalco

Treasurer
Stacey Gualtieri, CPA

Co-founder
Sandy Maniscalco

Development and Outreach
Director
Amelia Caster

Operations Director
Kathleen Davis

Board Members
Howard Eversilver, MD
Lisa Carroll
Tricia Cunningham
John LaMallina, PhD
Max Logan
Stephen Sheehan, Esquire
Michelle Sottile Hoyt
Ellen Swerzewski
Gabrielle Tudisco
Debbie Yotter

Waterford Police Department
Chief Marc Balestracci
41 Avery Lane
Waterford, CT 06385

Dear Chief Balestracci,

On behalf of the Terri Brodeur Breast Cancer Foundation, I wanted to personally thank you and your department members for their assistance and support at our 17th Annual Walk for a Cure held on Saturday, October 1st.

Investigator Zaldivar helped our walkers cross Rope Ferry Road towards Babe Ruth field. At this point in the event, we have many walkers, some who have been walking 5 hours (much of it in the rain). Having Investigator Zaldivar there helping them safely cross the street with a smile and encouragement helped push our walkers to keep going.

Officer Fredericks and K-9 Officer Hodges came to Harkness Park to help greet our walkers when they came across the finish line. On a sunny day we usually have a much larger crowd there with a lot of children but Officer Hodges managed to meet many people and made a lot of new friends (so did Officer Fredericks!). We had many breast cancer survivors and their families in attendance and Officer Hodges truly lived up to his other title of "comfort dog".

With heartfelt thanks and appreciation for helping us find a cure for breast cancer by supporting our big fundraising event!!

Please extend our thanks to Investigator Zaldivar, Officer Fredericks and Officer Hodges (suggest an extra treat for K-9 Hodges too!).

Thanks again,

Patti L. Burmahl

Dear Mr. Balestracci,

Thank you for your
time & dedication!

Stay

Dear Friend of TBBCF,

On behalf of the Terri Brodeur Breast Cancer Foundation please accept our sincere
"THANK YOU" for your kindness and generosity in supporting our 17th Annual TBBCF
Walk for a Cure. We didn't let the rain dampen our spirits!

As you know, it takes a village to have a successful walk. Your department's presence
and support kept our walkers and volunteers safe, secure, and motivated throughout
the walk. A simple thank you doesn't seem to say enough but believe me - it's from the
bottom of our hearts!

Thanks again, and of course, we will be back next year to continue this fight against
breast cancer - we hope we can count on your support. Save the Date: Saturday,
October 7, 2023!

Sincerely grateful,

Stacy Tattar

Stacy Tattar - 2022 Walk Chair

With love from the
Murray family
Waterford, CT
and
The Piposar family
Old Lyme, CT

We are devastated by the events in Bristol.
We thank you for protecting us and for
putting your life on the line every day.
Donuts and bagels are not enough to
adequately thank you. Know that we
pray for you and support you. God protect
each of you and give you strength.

Thank You all
for everything You do.

We will keep

You in our
prayers -

*...and wishing you
a bright and
beautiful autumn.*

The Schraders

(oatmeal Chocolate chips)

20 OCTOBER 2022

TO ALL MEMBERS OF THE WATERFORD POLICE
DEPARTMENT. ..THANK-YOU SO MUCH FOR
ALL YOU DO EVERYDAY TO KEEP OUR
COMMUNITY SAFE!

AND CONGRATULATIONS ON BRINGING A BLACK
LABRADOR INTO YOUR K-9 UNIT. ..THEY ARE
GREAT DOGS, TOO - GOOD LUCK WITH HODGES
OFFICER FREDRICKS. I'M SURE YOU WILL DO
WATERFORD PROUD AT YOUR EVENTS.

Sincerely,

SHANE McCURT



PAUL J. NARDUCCI
STATE'S ATTORNEY

State of Connecticut
DIVISION OF CRIMINAL JUSTICE
OFFICE OF THE STATE'S ATTORNEY
NEW LONDON JUDICIAL DISTRICT

70 HUNTINGTON STREET
NEW LONDON, CONNECTICUT 06320
PHONE (860) 443-2835
FAX (860) 442-3019

October 20, 2022

Chief Marc Balestracci
Waterford Police Department
41 Avery Lane
Waterford, CT 06385

Re: **Domestic Violence Awareness Month Lethality Assessments Screening**

Marc
Dear Chief Balestracci:

As you are aware, October is Domestic Violence Awareness month, and I want to thank you and your department for all of your work in the investigation of domestic violence incidents, and specifically, in the implementation of lethality assessment screenings.

The law enforcement agencies of southeastern Connecticut has been instrumental in screening for lethality assessments. For example, in August, 2022, of the fifty-five (55) High Danger Assessments, fifty-four (54) of the victims had contacted Safe Futures for services. Clearly, your emphasis on the importance of conducting assessments has had a critical impact on addressing domestic violence. Waterford Police Department should be commended for its efforts.

Again, thank you for your work.

Sincerely,

Paul J. Narducci
State's Attorney

PJN/m

Diane Driscoll

From: Marc Balestracci
Sent: Monday, October 31, 2022 11:10 AM
To: Diane Driscoll
Subject: FW: Recert Training

For the BOPC meeting please.

Thank you,

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



From: James Deveny <james.deveny@lec-ct.org>
Sent: Monday, October 31, 2022 10:13 AM
To: Marc Balestracci <mbalestracci@waterfordct.org>
Cc: Wilfred Blanchette III <wilfred.blanchette@lec-ct.org>
Subject: Recert Training

CAUTION: This email originated from outside of the organization.

Do not click links or open attachments unless you recognize the sender's email address and know the content is safe.

Chief,

As you are aware, we had recert training last week, October 24-28, 2022. On Thursday morning, after not feeling well Wednesday, I tested positive for Covid. Training was scheduled Thursday at your PD. I contacted Lt. David Ferland to ask if he could monitor the class and assist the LEC in getting the paperwork done and introduce the instructors.

Without hesitation, Lt. Ferland stepped up and advised me he would take care of it. A short time later, Lt. Ferland contacted me and advised that if he was needed, he would come to the LEC on Friday and complete the recert training week for me.

I cannot express how much this was appreciated. Without the assistance of Lt. Ferland, I do not believe the LEC could have finished the recert week, which would have meant the officers attending would have been short on credit hours.

It is such a pleasure to work with you and members of your department who continually assist the LEC not only in recertification, but outside training and are excited about the upcoming regional academy.

If at all possible, I would appreciate it if you could express my gratitude to Lt. Ferland for his outstanding assistance. I have thanked him numerous times while speaking to him during those two days while dealing with my Covid, but wanted to let you know what his assistance meant to me personally and to the LEC.

Thank you and your department for always being there for me and the LEC.

Jim Deveny



October 31, 2022

Officer Nicolas Surdo
Waterford Police Department
41 Avery Lane
Waterford, CT 06385

Dear Sir,

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

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

Thank you again, and be safe.

Sincerely,

A handwritten signature in black ink, appearing to read "Don Kester".

Don Kester
Director of Training and Education

WATERFORD POLICE DEPARTMENT TRAFFIC REPORT

• October 2022 •

Traffic Complaints:

The Traffic Officer (TO) received numerous complaints for speeding, parking and other traffic violations notably in the Summer Street and East Neck areas. Our battery speed signs were placed in the areas of complaints to aid in notifying drivers of their elevated speeds along with numerous traffic stops being recorded.

Road Permits

T.O. processed the request for Rec and Park's Pearl Harbor Master's race. Event will take place on Dec 4, 2022 and will mark the 38th year of the event.

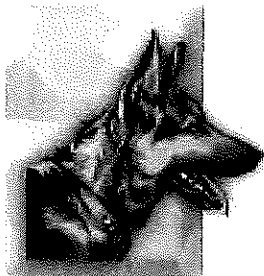
T.O. met with Fire Police Captain Beals to create an ops plan for the upcoming motorcycle gift run on November 6, 2022.

Trailer Display Signs

Signs were deployed at the Quaker Hill Green and Boston Post Road displaying messages related to speed mitigation.

Training

T.O. aided fellow instructors at the Waterford Police Range for 2 weeks of training. The training included department wide scenario based weapons training and a new patrol rifle operator school.



THE WATERFORD POLICE DEPARTMENT



K-9 Activity Report

October 2022

K-9 Neo

Monthly Uses: 3

2022 Uses: 38

K-9 Ozzy

Monthly Uses: 6

2022 Uses: 47



K-9 Usage

Neo

- ♦ On October 4, 2022 K-9 Neo conducted a track for a missing juvenile, which was terminated after a short distance. The juvenile was later located by officers.
- ♦ K-9 Neo participated in K-9 demonstrations for Ballestrini's Daycare and the Fall Festival at Camp Harkness

Ozzy

- ♦ On October 7, 2022 officers were dispatched to an armed robbery of a gas station in Quaker Hill. K-9 Ozzy was deployed and tracked through an adjacent cemetery where the track ended abruptly, and likely where the suspect entered a vehicle. K-9 Ozzy also conducted article searches in the area and successfully located evidence.
- ♦ On October 15, 2022 Officer Genung was conducting a business check of a vacant building and located lights on inside and an unsecured entry door. K-9 Ozzy was deployed on-leash for a building search and a key holder arrived to secure the building.
- ♦ K-9 Ozzy participated in K-9 demonstrations for Waterford's Harvest Fest and the Fall Festival at Camp Harkness

Training

- ♦ Officer Epps and Officer Genung attended a 1-day K-9 Medical Course
- ♦ Monthly K-9 training was conducted on 10/11 & 10/25 in obedience, tracking, article search, building search, area search, and aggression.



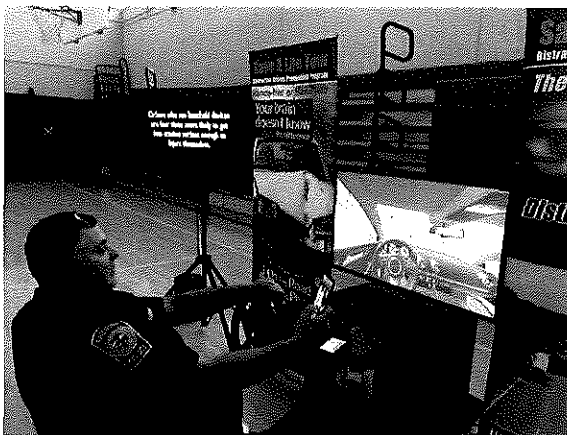
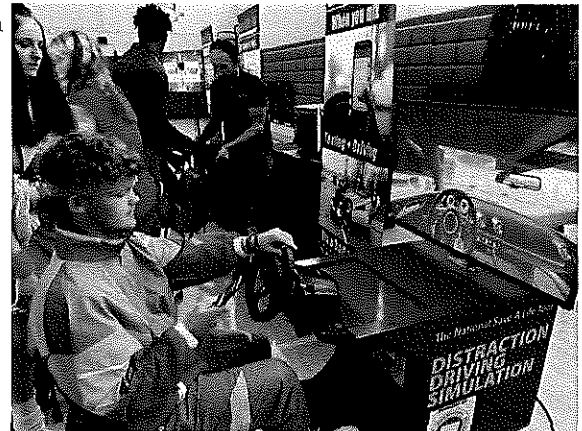
THE WATERFORD POLICE DEPARTMENT

Youth Office Activity Report



October 2022

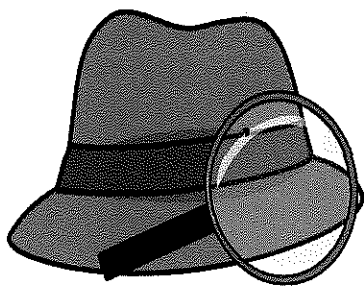
- ◆ Lockdown Drills were conducted Oswegatchie Elementary and Waterford High School.
- ◆ SRO Lane began the Youth Promise program at Oswegatchie School and continued with Great Neck School and Quaker Hill School
- ◆ SRO Malbaurn assisted in the investigation of a suspicious note left on a dollar bill in a bathroom at the high school. School administration decided to handle the matter as a school issue.
- ◆ A serious medical issue involving a student occurred at Clark Lane Middle School, causing the school to initially go into a lockdown while medical personnel treated the student. SRO Malbaurn, SRO Lane, Officer Fredricks and K-9 Hodges assisted with the incident, as well as the debrief and follow-up with students and staff emotionally affected.
- ◆ SRO Malbaurn coordinated the "Save a Life Tour" at Waterford High school which educates teen drivers on the dangers of distracted driving. The presentation provided the opportunity for students to utilize distracted driving virtual reality driving simulators.
- ◆ Both SROs spent time with our department's college intern to give her insight into the daily tasks of a School Resource Officer.
- ◆ SRO Malbaurn coordinated with Youth Services to obtain new eyeglasses for a student wearing a broken pair.



Month at a Glance

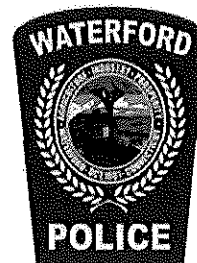
- 2- Home Visits
- 3- CAD Report
- 4- Case Reports
- 0- Arrests

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



THE WATERFORD POLICE DEPARTMENT

Investigative Services Division



October 2022

During the month of October 2022 Investigative Services Division was assigned or assisted with 19 new cases.

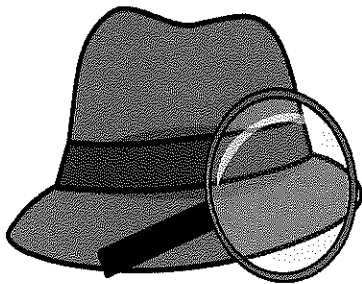
Current Active Investigations (23 Cases):

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

Homicide—1	Sex Assault—1	Robbery—1
Burglary—3	Larceny—2	Untimely—5
Pistol Permits—1	Fraud—1	Assist—1
Narcotics—2	Suicide—2	Harassment —1
Weapons Compliance—1	Spa Investigation—1	

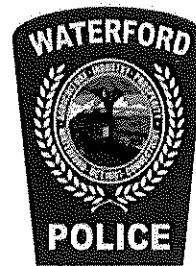
Year to Date Statistical Report

Case Numbers	Amount Investigated	Recovered - Seized	Search Warrants	Sex Assaults	Arrests
117	\$278,427.90	\$26,885.00	23	18	18
Ex-Parte's	Auto Theft	Burglary	Unattended Deaths	Robbery	Background Checks
7	1	7	13	2	17



THE WATERFORD POLICE DEPARTMENT

Investigative Services Division



October 2022

October 2022 Arrests:

Following arrest was the result of a Patrol Investigation and warrant process. Detective Bonkowski was able to locate the suspect and complete the arrest. The suspect had 2 active warrants at the time.

10/27/22—Stephanie Eoanou, 32-years-old, Larceny Second and Conspiracy

10/27/22—Stephanie Eoanou, 32-years-old, Failure to Appear Second Degree

October 2022 Investigations:

Oct. 7.— Armed Robbery of the Price Cutter, Investigator Zaldivar processed the scene and is the primary case officer. Five other armed robberies occurred the same night, with the same suspect description. The suspect in our robbery is connected to other robberies throughout Connecticut and New York. The Investigative Services Division is working with the F.B.I. New Haven Office to connect the crimes for federal prosecution.

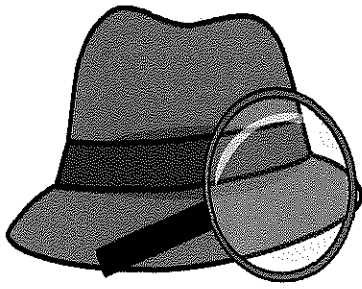
Unattended Death Investigation— Mother found 30-year-old daughter deceased. Items seized during the investigation tested positive for Fentanyl. Cause of death not yet determined by the State Medical Examiner. Investigation on-going.

2 Officer background investigations were completed

Larceny— Det. Bonkowski began investigating the theft of approximately \$60,000.00 in rare coins. A suspect was developed through the trial use of new software system, L.E.A.D.S. Online. Coins were sold to a wholesaler prior to being located.

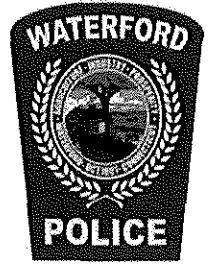
Assist to Florida Law Enforcement—A Waterford resident was the victim of a crime in Florida. Det. Carroll assisted in conducting an interview, written statement, and photo line-up for Florida investigation.

Detectives Bonkowski and Carroll conducted an out of state follow-up interview for an on-going cold case.



THE WATERFORD POLICE DEPARTMENT

Investigative Services Division



October 2022

Neighborhood Watch:

Det. Sgt. Michael Fedor held the monthly Neighborhood Watch Meeting on Tuesday October 4th, 2022 in person at the Waterford Police Department. The following neighborhoods were present: Pleasure Beach, Roxwood Rd., Myrock Ave., North Rd, Rope Ferry Commons and Windy Ridge.

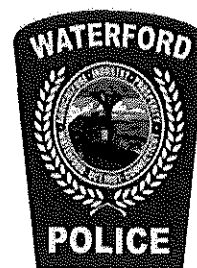
The following topics were discussed during the meeting:

- Traffic Stop statistics for the months of June, July, August and September. The enforcement action was focused in the areas of North RD, Fog Plain, Rope Ferry RD and Cross RD. These assigned posts are selected by the patrol Lieutenant with input from traffic office and neighborhood watch.
- The placement of no parking signs on Myrock and Windy Ridge were discussed. Det. Sgt. Fedor spoke with Traffic Office about possible adjustments if allowed by statute/ordinance.
- Trumbull RD association is having their annual meeting this month.
- North Rd noticed pink markings on the road, curious if this was for upcoming roadwork, vandalism or permanent approved road markings.
- Discussion regarding possible updated road marking in the area of Pleasure Beach. Members in that area were advised to attend town meetings to advocate for more signage (on road using paint or with actual signage) if that is what they wished to have added. At this time the use of assigned traffic enforcement, temporary speed signage and patrol checks of parking areas would continue.
- Discussion over the use of personally owned cameras for security and how often they are used to solve crimes. Det. Sgt. Fedor explained they have been important in previous crimes, but one of the easiest and cheapest solutions is to minimize opportunity by locking car doors and removing valuables left in plain view in vehicles.
- Myrock Ave residents have been attending town meetings to discuss concerns over construction and increased traffic.
- Overgrown bamboo near Roxwood that had been discussed in a previous meeting was cut back by the town after a request made through Neighborhood Watch.
- Community Engagement Officer Fredricks and K9 Hodges were present.

THE WATERFORD POLICE DEPARTMENT



Training Report October 2022



New Officer Updates

Hiring Process: Officer Christopher Ewing has completed all parts of the hiring process to include a thorough background investigation. Officer Ewing's hire date is November 14th, 2022. He will complete a four (4) week Field Training & Evaluation Program. Police Candidate Andrew Reed has also successfully passed the background investigation and is scheduled to attend the first Law Enforcement Council (LEC) police academy in January, 2023 in Norwich, CT.

Recruit(s): Recruit McComic continues his field training and is currently with his fourth phase Field Training Officer, Officer Megan Sylvestre.

In-house training:

Advanced Impaired Driving: Lieutenant Ferland & Officer Maffeo hosted a four-day Advanced Impaired Driving class, with a strong emphasis on administering and interpreting the standardized field sobriety tests (SFSTs).

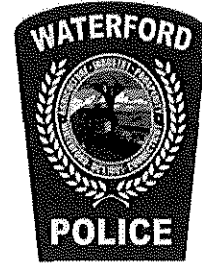
Scenario Based Training: Waterford Police Department conducted a week long breaching and force on force training. The training consisted of an hour and a half long instruction on single officer/two officer door entry and a two and a half hour scenario based training. Officers were put into four different scenarios, which required de-escalation, communication and working as a team.

Basic Rifle Operator: The Waterford Police Department firearm instructors conducted a three-day Basic Rifle Operator course. Four of the police departments newer officers went through the demanding course and are now qualified to carry a personally owned or police department issued rifle on patrol.



Training Report

October 2022



Chief Balestracci, Officer Fredricks and Officer Devine attended a one-day Officer Wellness Symposium. The symposium focused on current and specific information about Connecticut's requirements related to the emotional and psychological well-being of officers and assist in developing in-house programs.

Officer Noah Brown attended a five-day Triple Certification Instructor Training: Handcuffing, OC Spray & Police Baton. This intensive course focused on developing integrated concepts within the less lethal options used by law enforcement.

Detective Leigh Bonkowski and Officer Nicolas Surdo attended a one-day training hosted by the Spector Criminal Justice Training Network titled Comprehensive Annual Legal Updates. The training provided legal updates related to their authority to stop, arrest, search and interview & interrogation in accordance with U.S. and Connecticut Constitutions.

The Waterford Police Department hosted a two-day Supervising Patrol Critical incidents course by the National Tactical Officers Association (NTOA). The course is designed to provide patrol supervisors with the information and tools needed to manage a critical incident prior to the arrival of the SRT.

The Waterford Police Department Records Department

Activity for OCTOBER 2022

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

Ticket/Written Warning Entries	Freedom of Information Requests	Motor Vehicle Accident Entries	Warrants (Entering or clearing)	Phone calls	Walk in Lobby Window	Background Check Requests
182	184	71	51	237	148	8

Protective Order Entries	Officer Tasking Requests	Case Erasures	State/Federal Report Entries	Supervisor Tasking Requests	DCF Requests
48	50	239	0	23	11

Court Request	Case Copies	Abstracts
28	0	228



CSO Monthly Statistical Report October 2022



Waterford Arrests

#

Adult	23
Juvenile	0
Total Processed	23

Fingerprints

#

Pistol Permits	8
Employment	22
Miscellaneous	2
Peddler / Precious Permits	3
Total Fingerprints	35

Firearms

#

Firearms Transfer	39
Pistol Permits Issued	5

Initial Complaints (3A's)

#

Total	50
--------------	-----------

- Aizhane Glenn has started her training.
- CSO's covered 75 shifts during the month



Patrol Report

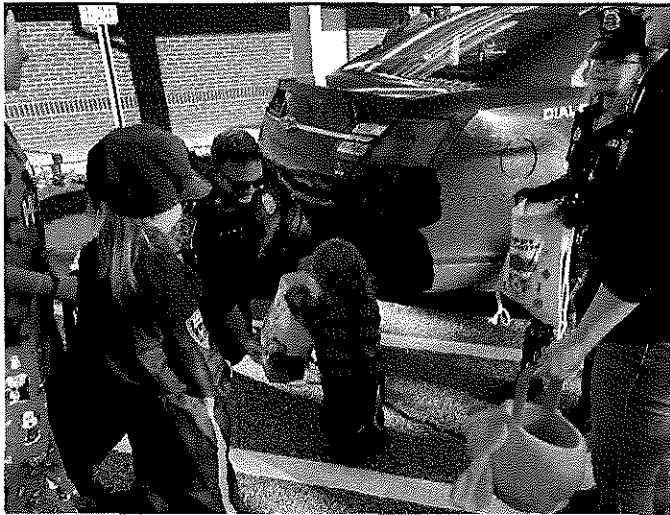
Commissioners Activity Report

October 2022



Erratic Operator with Medical Emergency

On October 4, 2022 Officer Barrows conducted a motor vehicle stop of an erratic operator. While speaking with the operator Officer Barrows observed that she may be suffering from a medical issue. Officer Barrows was able to get the vehicle secured as the operator began having a seizure. Officer Barrows summoned medical assistance and carefully removed the operator from the vehicle and into the recovery position and rendered medical aid until the arrival of EMS



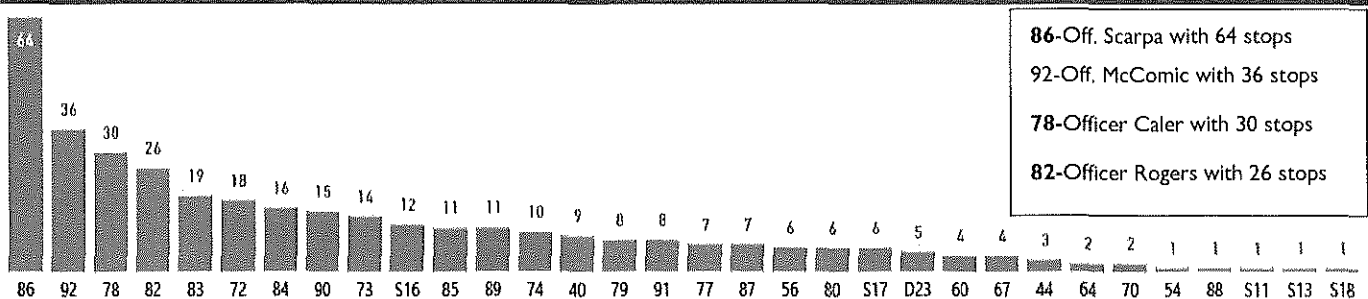
Patrol Calls for Service Monthly Snap Shot:

Total Service Calls	2558
Case Numbers	207
Arrests	79
Juvenile Arrests	0
Larcenies	37
Arrest Warrants	17
Domestic Violence Investigations	9
Traffic Crash	76
DUI Investigations	7
EDP/Welfare Check	45
School Checks	88
Motor Vehicle Stops	364
Written Warnings	89
Infractions	39
Verbal Warnings	208
Misdemeanor	28

Focused Motor Vehicle Enforcement

Officer Scarpa began a 4-week assignment focused on motor vehicle enforcement. During this time Officer Scarpa will conduct enforcement efforts of various types of motor vehicle violations throughout the town in an effort to increase safety for the motorists and residents of the community.

SELF INITIATED MOTOR VEHICLE ACTIVITY BY BADGE NUMBER





Burglary Arrest

Officer Robinson began a burglary investigation in September where 2 custom guitars were stolen. Officers were able to locate the guitars at an area pawn shop and the investigation developed 3 suspects involved in the incident. Warrants were issued and 2 of the suspects were arrested in October.

Squatters in Abandoned Building

On October 14, 2022 Officer McComic and Officer Epps were on patrol when they observed a suspicious vehicle behind an abandoned commercial building. Officers made contact with a male outside of the building who informed him that he and his wife were recently evicted from their residence and found this abandoned building online, deciding to "move in". The owner of the property was contacted and stated that the male and female did not have permission to be on the property. The subjects were cited and trespassed from the property.

Armed Robbery

On October 7, 2022 Officers were dispatched to an armed robbery of a gas station in Quaker Hill. Responding officers secured the scene and obtained initial information that connected the incident to additional armed robberies in area towns.

Statewide Swatting Calls

On October 21, 2022 numerous schools throughout the state received calls regarding active shooters with multiple victims in local schools. The reports were determined to be fictitious in an attempt to mobilize multiple law enforcement resources. As a precautionary measure, patrol officers were stationed at each of the schools in Waterford and coordinated with the Board of Education to ensure enhanced security.

Honor Guard

The Department has made a concerted effort to revamp and utilize an Honor Guard for community events. The Honor Guard is coordinated by Sgt. Firmin and consists of Officer Caler, Officer Rogers, Officer Barrows, Officer Robinson, Officer Girardi, Officer Brown and Officer Donovan. During the month of October the Honor Guard participated in the opening ceremony for the Unified Soccer Tournament hosted by Waterford Schools, and represented the department at the funeral for the 2 Bristol officers killed in the line of duty.



In the Community Interest

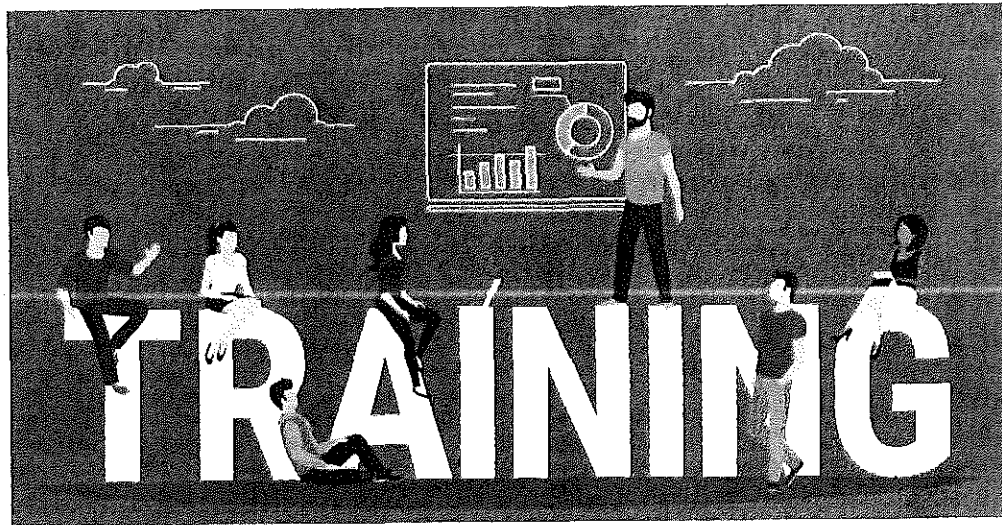




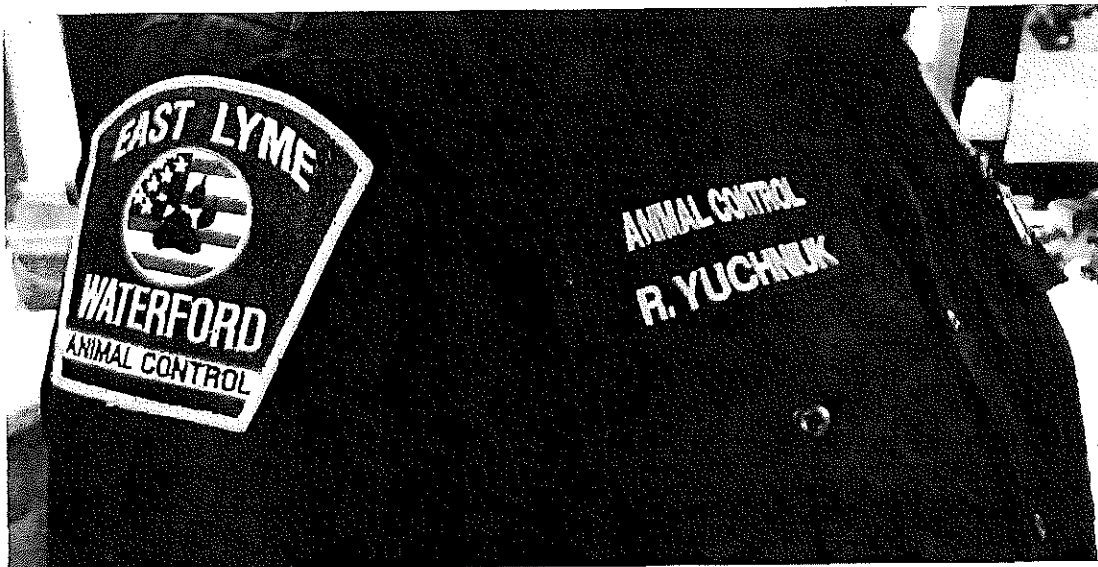
Monthly Report October 2022

	WATERFORD	EAST LYME
CALLS FOR SERVICE	87	26
AFTER HOURS CALL OUTS	9	2
DOG BITES	3	2
INFRACTIONS	2	0
WRITTEN WARNINGS	1	0
ANIMALS REDEEMED	9	5
ANIMALS ADOPTED	2	1
ANIMALS DOA	0	0
EUTHANIZED	1	0
ANIMALS PROCESSED TOTAL	12	6
TOTAL MONEY TAKEN IN	\$ 130.00	\$ 1215.00
DONATIONS TAKEN IN	\$ 20.00	\$ 935.00

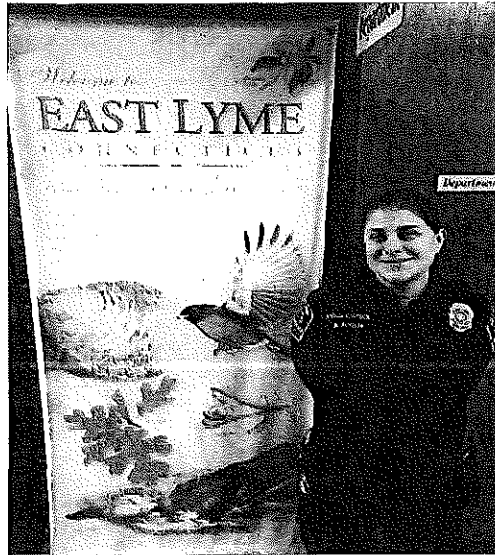
- 1) On 10/05/2022 your Animal Control Officers participated in a training class on identifying hybrid dog breeds, ACO's are statutorily mandated to complete a certain number of hours of training each year.



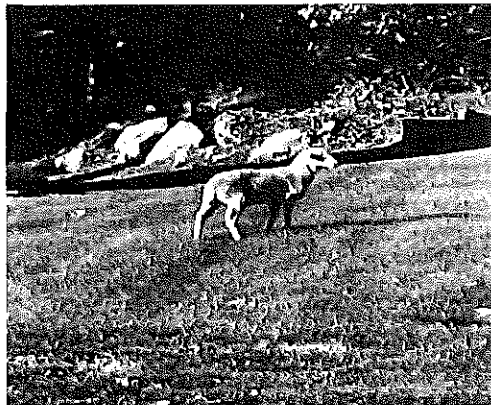
- 2) During the month of October, the Animal Control Officers participated in the pink patch project and wore pink patches to support breast cancer awareness. We created 100 patches to sell as a fundraiser, our hope is to raise \$1000.00 which will be donated to the Terrie Brodeur cancer center.



- 3) On 10/05/22 the East Lyme Board of Selectmen voted unanimously to make Allison Ryan a full time Animal Control Officer as an employee of the town of East Lyme, effective November 1st 2022.



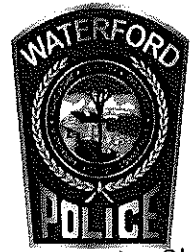
- 4) On 10/09/22 an adult sheep jumped off a transport truck and went on a great adventure throughout Waterford, while utilizing her larger brain capacity and opposable thumbs, ACO Ryan was able to capture him and end his reign of freedom. The livestock truck declined to return to get him, he was adopted out to live on a local farm.



- 5) On 10/09/2022 a cat was struck by a vehicle on Cross Road in Waterford, sadly the cats injuries were too severe and the cat was humanely euthanized at the vet. As always, an ACO stayed with the cat during the euthanization to provide some comfort to the animal as it passed. This is by far, the hardest part of our job. No owner ever came forward to claim the cat.



THE WATERFORD POLICE DEPARTMENT



Community Engagement Report October 2022

Recruiting/Internships: Intern Bennett helped at three community policing events. She shadowed Off. Maffeo, Off. Nickerson, midnight shift patrol, evening shift patrol, Investigative Services and SRO Lane. Held two recruitment sessions at Mitchell College.

Autism/Cognitive Issues Programs: 1 participant was added to Cognitive Issues Program. Participated in the Traffic Stop Practice Event for Drivers with Autism. Visited the Senior Services Cognitive Issues Group.

K-9 Officer Hodges: Visited the WTFD Library for Family Reading Time and Reading to Hodges. Spoke about facility K-9s at CIT training. Interacted with employees at Price Cutter due to the robbery incident. Represented WPD at Puppies Behind Bars' 25th Anniversary Event and during an interview with Fox News.

Interaction with Youth Services: Attended four after school programs. Coordinated a donation of bottled water from Walmart to the YS Food Pantry.



Assistance to Youth Officers: After medical incident at CLMS, Hodges visited all 7th grade classes and a staff debriefing. Organized a special visit to CLMS with multiple comfort K-9s. Attended the ECC Unified Soccer Tournament. Spoke about traffic stop safety to teen drivers at Rae's Driving School.

Rotary Club/Neighborhood Watch: Attended monthly meeting for both groups.

Domestic Violence Follow-ups: Conducted 8 follow-ups with DV victims. Attended SafeFutures' Safety Walk.

Coffee with a Cop: Organized National Coffee with a Cop Day event at the Crystal Mall Starbucks. Attended UCONN's Coffee with a Cop.

Seasonal Events: Organized bicycle helmet giveaways and touch-a-truck at WTFD Harvest Festival. Participated in Fall Fest at Camp Harkness and Trunk or Treat at Charter Oak HQ.

Officer Wellness: Organized a WPD vs. WFD softball game with Investigator Zaldivar. Visited Bristol PD twice with K-9 Hodges. Provided peer support to officers and their families at an incident debrief and wake/funeral services.

Interaction with Senior Services: Helped with Meals with Wheels' deliveries. Spoke at a Lunch & Learn about crime prevention for seniors.

Breast Cancer Awareness Month: Managing the Waterford Pink Patch Fundraiser. Interacted with participants at the Terri Brodeur Breast Cancer Walk.

DRAFT – ECD Comments
Interim and New Police Chief Appointment Processes

1. **Purpose:** To develop a revised procedure for appointing/hiring a new Chief of Police for the Town of Waterford Connecticut Police Department

 To establish a revised procedure for appointing an Interim Chief of Police should the existing Chief retire/leave/or deemed unable to perform the duties.

 Establish criteria for selection and promotion from within the agency, and criteria should it be necessary to select a *Chief of Police* from outside the agency, but within the State of Connecticut as well as nationwide.

 Modify to:

 To establish procedures for the appointment of an Interim Chief of Police, should the existing Chief retire, separate or be deemed unable to perform the duties, and for the appointment of a new Chief. Said procedures will identify criteria for appointment and/or promotion from within the agency, and criteria should the Board of Police Commissioners (BOPC) decide to open the process to candidates from outside the agency, including, for example, statewide candidates and/or nationwide candidates.
2. **Interim Chief: (future)** The BOPC may select an individual, internally or externally, to serve as an Interim Chief pending the outcome of a search for a permanent Chief. Any individual serving as Interim Chief may apply for the position of permanent Chief in accordance with the process below. An agreement between the Town and Police bargaining unit is required for any member of the Police bargaining unit to serve in the capacity of Interim Chief.
3. **Chief of Police:** The ~~Police Commission~~ BOPC will consider internal candidates that meet the ~~criteria~~ minimum qualifications, education and experience set forth in the Chief of Police Job Description, as may be amended from time to time. ~~this promotional process document. If no suitable~~ any internal candidate meets ~~these criteria~~ the minimum qualifications, education and experience set forth in the Chief of Police Job Description, the BOPC may still open the process to ~~is identified, the commission must consider~~ external candidates at any time, considering the totality of the circumstances (e.g., what is in the best interests ~~for the men and women of the agency as well as~~ of the Police Department, its members and the town in general). If no internal candidate meets the minimum

qualifications, education and experience set forth in the Chief of Police Job Description , the BOPC must open the process to external candidates.

Internal Candidates:*

Master's Degree related to Criminal Justice field/ Public Safety Administration
Or

Bachelor's degree related to Criminal Justice/Public Safety Administration **AND**
FBI National Academy

Must hold/held a promoted rank as a Division Commander for at least two years.

Continued police service of at least fifteen years.

POSTC Certified

*** NOTE:** Before setting out qualifications, education and experience in this appointment process outline, the Chief of Police Job Description, including the qualifications, education and experience, should be updated through the Personnel Review Board (PRB) process (as the criteria set forth above and in the job description below differ). I also suggest that there not be different criteria for internal and external candidates. The Job Description will then be used to evaluate whether internal (or external) candidates meet qualifications, education and experience for the position.

The current Chief of Police Job Description provides the following:

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

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

F. PHYSICAL DEMANDS/WORK ENVIRONMENT:

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

G. EDUCATION AND TRAINING:

Must have a Bachelor's Degree in Public Administration, Criminal Justice, or a related field and a minimum of ten (10) years' experience in a law enforcement agency, preferably with demonstrated command experience. Any equivalent combination of training and experience which provides the required skill, knowledge and ability, may be considered at the discretion of the Board of Police Commissioners. Must be certified by the State of Connecticut, to serve as a police officer and in possession of a valid Connecticut Motor Vehicle Operator's License.

Internal candidates will notify the ~~BOPC Police Commission~~ in writing of their intent to be considered for selection as Chief of Police and will submit an updated resume and biography that outlines/illustrates qualifications. Upon identifying all candidates from within the agency that wish to participate in a promotional process, and meet the ~~newly agreed-upon criteria~~ minimum qualifications, education and experience in the Job Description, the Law Enforcement Council will be notified that a promotional process is being considered, and request dates for a written test and/or oral board.

Upon completion of this testing process, by the Law Enforcement Council, the ~~Police Commission~~ BOPC, via the commission chairman will be advised of the results.

An interview process with the ~~Board of Police Commissioners~~ BOPC will be scheduled with all candidates ~~that~~ who received a ~~score or combined score (numerical score to be discussed and agreed upon)~~ a passing score from the Law Enforcement Council testing process (with such passing score determined by the BOPC before the testing begins). If the existing Chief is still present, an interview in executive session, will be conducted for the purpose of evaluating candidates. If the previous Chief is no longer available, it may be decided to meet with senior administrative staff officers, and/or a cross section of present members of the agency from each rank/division.

Upon completion of this oral interview process the ~~BOPC Commission~~ can decide to appoint an ~~Interim~~ Chief for a probationary period or appoint an Interim Chief during a period in which the ~~BOPC Commission explores~~ opens the process to external candidates within and/or outside of the state. ~~Connecticut-certified external candidates, or select an Interim Chief of Police while a nationwide search is conducted.~~

~~Any internal candidates selected as interim will meet with the Waterford Police Union and the Town of Waterford Human Resources to agree upon a mutual agreement for the Union member during the Interim period. [Note: this is covered above under "Interim Chief"]~~

Interim and New Police Chief Appointment Processes

1. Purpose: To establish procedures for the appointment of an Interim Chief of Police, should the existing Chief retire, separate or be deemed unable to perform the duties, and for the appointment of a new Chief. Said procedures will identify criteria for appointment and/or promotion from within the agency, and criteria should the Board of Police Commissioners (BOPC) decide to open the process to candidates from outside the agency, including, for example, statewide candidates and/or nationwide candidates.
2. Interim Chief: (future) The BOPC may select an individual, internally or externally, to serve as an Interim Chief pending the outcome of a search for a permanent Chief. Any individual serving as Interim Chief may apply for the position of permanent Chief in accordance with the process below. An agreement between the Town and Police bargaining unit is required for any member of the Police bargaining unit to serve in the capacity of Interim Chief.
3. Chief of Police: The BOPC will consider internal candidates who meet the minimum qualifications, education and experience set forth in the Chief of Police Job Description, as may be amended from time to time. If any internal candidate meets the minimum qualifications, education and experience set forth in the Chief of Police Job Description, the BOPC may still open the process to external candidates at any time, considering the totality of the circumstances (e.g., what is in the best interests of the Police Department, its members and the town in general). If no internal candidate meets the minimum qualifications, education and experience set forth in the Chief of Police Job Description, the BOPC must open the process to external candidates.

Internal candidates will notify the BOPC in writing of their intent to be considered for selection as Chief of Police and will submit an updated resume and biography that outlines/illustrates qualifications. Upon identifying all candidates from within the agency that wish to participate in a promotional process, and meet the minimum qualifications, education and experience in the Job Description, the Law Enforcement Council will be notified that a promotional process is being considered, and request dates for a written test and/or oral board.

Upon completion of this testing process, by the Law Enforcement Council, the BOPC, via the commission chairman will be advised of the results.

An interview process with the BOPC will be scheduled with all candidates who received a passing score from the Law Enforcement Council testing process (with such passing score determined by the BOPC before the testing begins). If the existing Chief is still present, an interview in executive session, will be conducted for the purpose of evaluating candidates. If the previous Chief is no longer available, it may be decided to meet with senior administrative staff officers, and/or a cross section of present members of the agency from each rank/division.

Upon completion of this oral interview process the BOPC can decide to appoint a Chief for a probationary period or appoint an Interim Chief during a period in which the BOPC opens the process to external candidates within and/or outside of the state.