



Town of Waterford, Connecticut, Police Commission Meeting Agenda

Training Room at the Waterford Police Department

6/12/2023 5:00 pm

Call to order and establish quorum:

Pledge of Allegiance:

Public input:

Acceptance of minutes: May 8, 2023 Regular Meeting and June 1, 2023 Special Meeting

Correspondence:

- a. Thank you email from Ellen McMahon, Citizen's Academy
- b. Thank you email from Samantha Capozza, Citizen's Academy
- c. Thank you email from Victor Ferry, Citizen's Academy
- d. Email request from Richard Muckle requesting a four-way-stop at Douglas Lane and Vauxhall Street

Traffic Commission Review:

Chief's report:

- a. K9 Reports for May
- b. Youth Report for May
- c. Investigative Services Report for May
- d. Training Report for May
- e. Records Report for May
- f. Community Service Officer Report for May
- g. Patrol Report for May
- h. Animal Control Report for May
- i. Community Engagement Report for May
- j. Quarterly Peer Support and Officer Wellness Report

Old Business:

- a. Police Chief Selection Process

New Business:

- a. Police Commissioner Nominations
- b. FBI National Command Course



MINUTES
BOARD OF POLICE COMMISSIONERS
May 8, 2023 at 5:00 p.m.

PRESENT: Commissioner Brule, Chairperson T. Sheridan, Commissioner M. Gelinas,
Commissioner C. Gamble, Commissioner J. Dimmock via phone at 5:05pm

DEPARTMENT: Chief M. Balestracci, LT T. Silva, LT N. VanOverloop, Sgt T. Gelinas,
Traffic Officer J. Nickerson, Training Officer N. Surdo

PLEDGE OF ALLEGIANCE:

PUBLIC INPUT:

Resident Bill O'Donnell introduced himself to the Commission.

CALL TO ORDER AND ESTABLISH A QUORUM:

Commissioner 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 Gelinas and seconded by Commissioner Gamble to accept the minutes from the April 10, 2023 Regular Meeting. Motion passed.

CORRESPONDENCE:

Correspondence was reviewed.

TRAFFIC COMMISSION REVIEW:

Traffic Officer Nickerson presented the sign proposal for North Phillips Street.

MOTION: Made by Commissioner Gelinas and Seconded by Commissioner Gamble to approve the sign proposal for North Phillips Street. Motion passed unanimously.

Traffic Officer Nickerson presented the sign proposal for Coolidge Court.

MOTION: Made by Commissioner Gelinas and Seconded by Commissioner Gamble to approve the sign proposal for Coolidge Court. Motion passed unanimously.

Traffic Officer Nickerson presented the sign proposal for Burlake Road.

MOTION: Made by Commissioner Gelinas and Seconded by Commissioner Gamble to approve the sign proposal for Burlake Road. Motion passed unanimously.

CHIEF'S REPORT:

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

OLD BUSINESS:

- a. Discussion of the current draft of the Police Chief Selection Process Policy.

MOTION: Made by Commissioner Gelinas and Seconded by Commissioner Gamble to approve the current draft of the policy contingent on final review of Human Resources and the town labor attorney. Motion passed unanimously.

NEW BUSINESS:

- a. Discussion of the draft of the letter to the First Selectman requesting an increase to the Police Department by three sworn officers. Commissioner Gelinas was concerned that the proposed Data Center and the Exit 74 construction project, neither of which were mentioned in the letter, should be included. Commissioner Dimmock suggested that more than three additional officers were needed due to the growth of the Town. Commissioner Sheridan agreed with the need for more officers but did not agree that three should be requested at one time. Commissioner Sheridan suggested adding one additional officer a year for three years. Discussion ensued. Chief said it's important to note that Sgt Gelinas is applying for a grant to help with funding to deal with long standing challenges and preparing for the future, specifically traffic and school safety.

MOTION: Made by Commissioner Gamble and Seconded by Commissioner Dimmock to move the letter as is to the Board of Selectman and the Personnel Review Board. Motion passed 4-1 with Commissioner Sheridan voting against it as he feels it should be a three-year plan.

MOTION: Made by Commissioner Gelinas and Seconded by Commissioner Gamble to adjourn the meeting at 6:00 p.m. Motion passed unanimously.

Respectfully submitted by:



Diane Driscoll
Recording Secretary



**SPECIAL MEETING MINUTES
BOARD OF POLICE COMMISSIONERS
June 1, 2023 at 5:00 p.m.**

PRESENT: Commissioner C. Gamble, Commissioner M. Gelinas, Commissioner J. Dimmock

ABSENT: Commissioner R. Brule, Commissioner T. Sheridan

DEPARTMENT: Chief M. Balestracci, LT N. VanOverloop

CANDIDATE: Thomas Olsen

CALL TO ORDER AND ESTABLISH A QUORUM:

Commissioner Gamble called the meeting to order at 5:04 p.m. in the General Meeting Room of the Waterford Police Department. A Quorum was established.

MOTION: Made by Commissioner Dimmock and seconded by Commissioner Gelinas to enter into Executive Session to conduct the Police Officer Interview at 5:05 p.m. Chief Balestracci was included in the Executive Session. Motion passed unanimously.

The Board came out of Executive Session at 5:57 p.m. no votes or actions were taken while in Executive Session.

MOTION: Motion made by Commissioner Dimmock and Seconded by Commissioner Gelinas to extend an offer to the candidate for the current vacancy, contingent on the candidate successfully completing the hiring process and background investigations. Passed unanimously.

MOTION: Made by Commissioner Dimmock and Seconded by Commissioner Gelinas to adjourn the meeting at 5:58 p.m. Passed unanimously.

Respectfully submitted by:

Diane E. Driscoll
Recording Secretary

Diane Driscoll

From: Marc Balestracci
Sent: Wednesday, May 17, 2023 9:10 AM
To: Diane Driscoll
Subject: Fwd:

For the BOPC meeting please.

Begin forwarded message:

From: Ellen McMahon
Date: May 17, 2023 at 8:53:02 AM EDT
To: Eric Fredricks <efredricks@waterfordct.org>
Cc: Marc Balestracci <mbalestracci@waterfordct.org>

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

Good Morning, Eric and Marc ~

Eric, I took my survey home by accident last night. I will drop it at the desk this morning when I go to the Post Office.

Congratulations on putting together a great GREAT CPA! It was a great learning experience. All of the instructors had the perfect balance of information and humor. Aside from the fact that I died at least four different times on Skills night, I loved every single minute and am very sorry that our classes have come to an end. These last 10 weeks, I have so looked forward to Tuesdays. Honestly, as a voter, I believe the CPA should be mandatory for every single member of the Board of Selectman and Finance! Period.

I seriously doubt that you use volunteers, but if you ever do for a big project.....call me. I would happy to give you an extra pair of hands.

The men and women to make up the WPD are a dream team. We are lucky to have each and every one of you. I would like to mention and thank your families who are asked to make sacrifices all the time for you to do what you do.

With my deepest admiration and pride,
Ellen

Diane Driscoll

From: Marc Balestracci
Sent: Wednesday, May 17, 2023 9:13 AM
To: Diane Driscoll
Subject: Fwd: Citizen's Academy

For BOPC meeting please. Please black out the email addresses of the senders.

Begin forwarded message:

From: Samantha Capozza
Date: May 17, 2023 at 9:10:20 AM EDT
To: Marc Balestracci <mbalestracci@waterfordct.org>
Subject: Citizen's Academy

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

Good Morning Chief,
I wanted to thank you for hosting the Citizen Police Academy. I know how much time was donated by officers and appreciate all the work you and Officer Fredericks put into it. I've had friends and family working in law enforcement but after completing all the classes I now realize I only knew the surface of what it entails and all the training that is required. Every officer who presented exerted knowledge and responded to all questions and concerns professionally and passionately. I enjoyed all aspects of it and am proud to live in a town that has a PD that truly upholds a sense of community and transparency. In another life I hope to hold a career in law enforcement. Thank you again for such an enjoyable class.

-Sam Capozza

Diane Driscoll

From: Marc Balestracci
Sent: Wednesday, May 17, 2023 11:33 AM
To: Diane Driscoll
Subject: FW: Wtfd. P.D. Citizen Police Academy course

For the BOPC please.

Thank you,

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

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

From: Victor Ferry <VHKMF@yahoo.com>
Sent: Wednesday, May 17, 2023 11:19 AM
To: Marc Balestracci <mbalestracci@waterfordct.org>
Cc: Cathy Gonyo <cathy@cathygonyo.com>; Anne Ogden <alogden1228@gmail.com>; Eric Fredricks <efredricks@waterfordct.org>
Subject: Wtfd. P.D. Citizen Police Academy course

CAUTION: This email originated from outside of the organization.
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Marc,
As you may remember, Yours Truly took the class in 1997 upon retiring from full time education responsibilities in Waterford. I remember well your request that Waterford Rotary consider funding a re-instituted Citizen Police Academy approximately 12 or so years ago. Obviously, the matter was approved unanimously after a motion by YT and John Ferguson. Waterford Rotary has continued to support WPD in this initiative ever since.

This year, YT decided to audit the course simply to ascertain how the class had evolved and what was new and different. The experience was truly impressive and left me very appreciative to be a part of a community so well served by its law enforcement personnel.

Here are details to support my opinion:

The dedication, education, preparation, knowledge and skills required to become a police officer have dramatically changed since 1997. Exceptionally detailed assessment skills coupled with technical, situational and human analysis and basic understandings of human nature and response to authority have become integral to the policing profession. There's more, but these comments set the tone of this message. Each instructor related to the audience, each had a

command knowledge of the topic they presented and the class, as observed, related very well to each instructor. The instructional techniques were effective and attendees were heard expressing their appreciation.

The presenters of the 8 or 10 sessions I attended, who volunteered to serve as instructors, reflected these attributes; clearly they honored their profession. The personal and professional excellence they demonstrated is a credit to the evolution of the policing profession in Waterford.

It is my hope Waterford Rotary will be able to continue to financially support this worthwhile program. Cathy Gonyo and Officer Eric Fredricks (with Hodges) have provided leadership within Rotary that should allow this to continue.

Sincerely,

Vic Ferry, 42 year Rotarian

Sent from my iPad

Diane Driscoll

From: Marc Balestracci
Sent: Tuesday, May 30, 2023 3:59 PM
To: Diane Driscoll
Subject: FW: Stop sign consideration

From: Richard Muckle <rmuckle@comcast.net>
Sent: Tuesday, May 30, 2023 1:19 PM
To: Marc Balestracci <mbalestracci@waterfordct.org>
Cc: Tim Condon <trc18@snet.net>
Subject: Stop sign consideration

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Chief Balestracci:

As a longtime resident at 864 Vauxhall Street, my family utilizes Douglas Lane for access to Route 85 and I-395. As we encounter the intersection of Douglas Lane and Vauxhall Street we have become very aware of the dangers of this intersection. Looking south the line of sight is obscured by the rising angle of the roadway on Douglas and the greenery of typical landscapes and contours of the neighborhood.

Looking to the left, the line of sight is similarly difficult and complicated by the downhill transition of Vauxhall Street.

This e-mail is a request to make this intersection a four-way-stop. With all traffic required to stop this will make this a much safer intersection to transition.

Thank you for your prompt attention to this request.

Sincerely,
Richard F. Muckle
864 Vauxhall Street
Quaker Hill, Connecticut 06375

cc:T. Condon
Chairman RTM Public Safety Standing Committee

WATERFORD POLICE DEPARTMENT TRAFFIC REPORT

• May 2023 •

Traffic Complaints:

The Traffic Officer (TO) received 5 Complaints for speeding. Roadways included Gurley Road, George Street, Niantic River Road, Ridgewood Ave and Vauxhall Street. Most of the roadways are under continuous efforts to reduce speeds via equipment, signage and enforcement.

Trailer Display Signs

The display signs and battery powered speed display signs were used within the town's school zones to notify operators of the zones.

Speed Bumps

The temporary speed bumps have been removed to disabling damage. The bumps were not safe as they had jagged edges and would not remain stationary. More permanent solutions are being sought for the next school year.

Parade

Planning for the annual parade has started and permit has been issued from the State. TO has begun planning for both traffic impact, participant safety and overall security for the event.

Upcoming Events

August 5th John Kelly Road race- Largest race of the season. Route uses RT 213, Pleasure Beach area, back to RT 213 to RT 156 to RT 1. The Roadways will remain open during the race.

August 12th Waterford Parade- Held from the High School to North Road. Roadway will be closed for approximately 1-1.5 hours

August 27th- Motorcycle Dream Ride- Route is along RT 85 will little impact on intersections

Training

TO instructed the Citizens Academy, LEC academy and our departments annual Firearms qualification during May



THE WATERFORD POLICE DEPARTMENT



K-9 Activity Report

May 2023

K-9 Neo

Monthly Uses: 4

2023 Uses: 20

K-9 Ozzy

Monthly Uses: 8

2023 Uses: 25

Training

Monthly K-9 training was conducted on 05/09 & 05/23 in obedience, tracking, article search, area search, and narcotics.

K-9 Usage

Neo

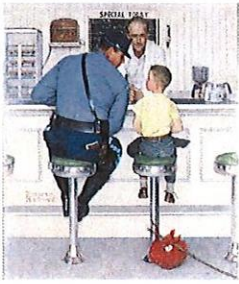
- On 05/05/2023 Officer Epps and K-9 Neo assisted Groton City Police with a traffic stop after officers observed the vehicle leaving a hotel that is heavily associated with narcotics. K-9 Neo was deployed for an exterior open air sniff and an interior search of the vehicle. K-9 Neo alerted to where Groton City Officers had located "crack" cocaine inside a food container in the vehicle.
- On 05/12/2023 K-9 Neo was utilized for an exterior open air sniff and an interior search of a suspicious vehicle. K-9 Neo showed alert behavior for the presence of narcotics throughout the interior of the vehicle. A wax fold baggie was located in the rear passenger compartment of the vehicle.
- On 5/16/2023 & 05/25/2023 K-9 Neo and K-9 Ozzy were deployed for a demonstration at the Waterford High School for their Criminal Justice Classes.



Ozzy

- On 05/03/2023 Officer Genung and K-9 Ozzy assisted East Lyme Police with a search of hiking trails for a missing autistic teenager. K-9 Ozzy tracked on the trails for several hundred yards until East Lyme Officers advised they located the male a couple hundred feet in front of where K-9 Ozzy was tracking to.
- On 05/30/2023 Officer Genung and K-9 Ozzy assisted New London Police on a perimeter with shooting suspects that were barricaded. After some time the suspects surrendered and were taken into custody.





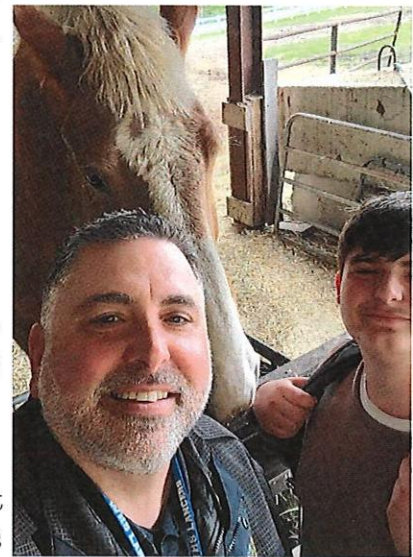
THE WATERFORD POLICE DEPARTMENT

Youth Office Activity Report



May 2023

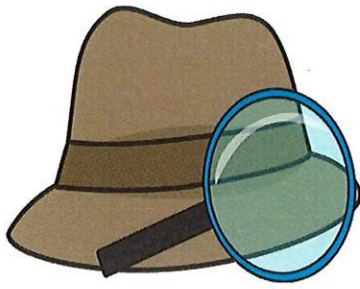
- ♦ SRO Malbaurn and SRO Lane coordinated with school administrators because of a viral TikTok video about National School Shooting Day that they found out about. It was identified as a hoax, but extra officers were on school grounds for the day.
- ♦ SRO Malbaurn and SRO Lane continue to conduct numerous meetings with parents and students during the month involving various concerns including social media and mental health issues. These issues occur during and outside of school hours, but often carry into the school day and sometimes create disturbances while in school.
- ♦ SRO Lane and SRO Malbaurn attended a Regional Safety Meeting hosted by the Secret Service to discuss security and safety measures with other SRO's and school administrators in order to ensure a coordinated effort if something were to happen.
- ♦ SRO Malbaurn and SRO Lane attended many end of school year events. Some of these events include picnics at the town beach, school concerts, junior and senior prom, as well as assisting with the Special Olympics Torch Run to name a few.
- ♦ SRO Lane taught numerous classes on the topic of sexting to the 8th graders.
- ♦ SRO Malbaurn continues to meet with a student at the Waterford Country School that he has been mentoring because of the students behavior and substance abuse issues.



Month at a Glance

4 – Home Visits
3 – CAD Report
8 – Case Reports
1 – Arrests

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



THE WATERFORD POLICE DEPARTMENT

Investigative Services Division



May 2023

In the month of May 2023 the Investigative Services Division worked or assisted with 23 active investigations.

Current Active Investigations (18 Cases):

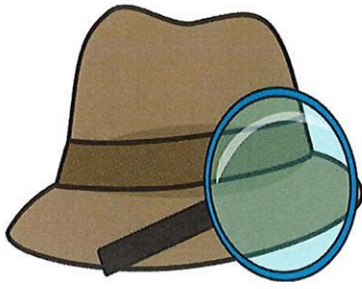
(These numbers do not include assists to the Patrol Division)

Homicide—1	Fraud—1
Burglary—3	Pistol Permits—16
Crypto Scam—1	Narcotics—2
Suspicious Death—1	Background Investigations—3
Monogram Scam—1	Embezzlement-1

Year to Date Statistical Report

Det. Sgt. Mike Fedor has been utilizing Neighborhood Watch Captains as a conduit for security footage related to car thefts, car burglaries, and catalytic converter thefts. By utilizing the Neighborhood Watch as a force multiplier, Investigative Services has been able to obtain data from privately owned security cameras when crimes occur within the community.

Case Numbers	Amount Investigated	Recovered - Seized	Search Warrants	Sex Assaults	Arrests
50	\$172,268.98	\$119,387.00	18	8	18
Ex-Parte's	Auto Theft	Burglary	Unattended Deaths	Robbery	Background Checks
0	1	4	2	1	4



THE WATERFORD POLICE DEPARTMENT

Investigative Services Division



May 2023

May 2023 Updates:

Investigative Services Members attended a 2-day Fraud Conference that focused on financial trends.

Det. Carroll, as a firearm instructor, was assigned to annual firearms training during May.

May 2023 Investigations:

On Wednesday, May 3, 2023, Investigative Services participated in a regional warrant sweep designed to locate and arrest various subjects who had active arrest warrants. The operation was organized by the Ledyard Police Department and had been approved by the Norwich and New London Judicial Districts. The 6 hour operation netted 12 arrests.

Invest. Zaldivar began an investigation into a bullet hole found in a local residents vehicle. The victim's report of how the damage occurred did not match that of the evidence at the scene. The evidence indicated the vehicle was shot while stationary. The victim reports believing the shot occurred while driving on Hartford Road. An extensive area search was conducted and no supporting evidence could be located to support the victim's account. No other damage or victims were located.

On May 14, 2023 at about 10:00 PM, Det. Bonkowski was called in for a reported attempted robbery. The robbery was alleged to have occurred 2 hours earlier in Waterford. The victim fled from the scene of the incident and hid under a vehicle in New London. While hiding under the uninvolved vehicle, the unwitting owner entered the car and drove off, causing injury to the victim who was hiding. The victim was transported to the hospital for his injuries and then reported the robbery. The victim became uncooperative and refused to press charges.

Det. O'Connell began an investigation into a possible misappropriation of funds from a deceased male's bank accounts. The reported loss, which has not yet been confirmed was \$100,000.00. This case is on-going.

Det. Bonkowski, assisted by other members of Investigative Services, responded to a report of a CPR in progress call in the Quaker Hill section of Waterford, CT. Responding Patrol Officer noted injuries to the victim who was transported by emergency medical personnel to the local hospital. The victim later died and the investigation is on-going.

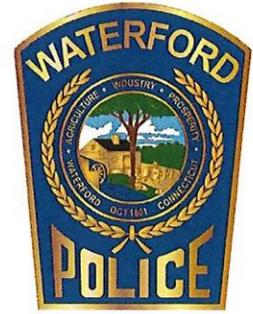
Task Force Report:

In the month of May, the VCTF executed 1 search warrant resulting in the recovery of narcotics which will be linked to a federal case in Groton. The Task Force located a File 1 (stolen motor vehicle) used in a shooting in Norwich. Lastly, VCTF had approximately 5 other narcotics and warrant related arrests as well as currently investigating a Waterford drug case in which we have two search warrants going to court.



TRAINING REPORT

MAY 2023



New Officer Updates

Hiring Process: The Waterford Police Department continues its efforts in recruiting and hiring. Members of the agency administered the entry level physical agility test (Cooper) held an oral board and also conducted Chief's Interviews. A Commission meeting is scheduled for June 1, 2023 to give a conditional offer of employment to one (1) candidate.

Recruit Andrew Reed is continuing his training at the Law Enforcement Council (LEC) Eastern Regional Police Academy and continues to accelerate. Recruit Reed successfully completed his week long firearms training.

In-House Trainings: All members of the Waterford Police Department have successfully completed their annual firearms qualification. The six (6) hour day incorporates one-hour Use of Force training mandated by the State of Connecticut and five hours of firearms skills, to include speed, accuracy, multiple targets, and firearm malfunctions. Instructors also review proper handling of the shotgun and less lethal shotgun.

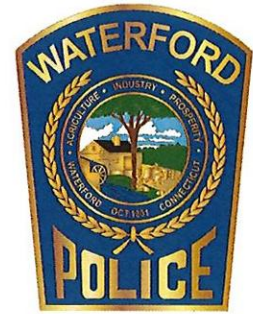


THE WATERFORD POLICE DEPARTMENT



TRAINING REPORT

MAY 2023



Officer Kylie Sangermano and Officer Stephen Colkos attended a five-day Crisis Intervention Training (CIT) in Guilford, CT. The course brings community and law enforcement resources together to address common issues related to mental health. All members of the Waterford Police Department have attended the Crisis Intervention Training.

Officer Ryan Scarpa attended a one-day Social Media and Open Source Investigations training in Warwick, RI. The training covered the rise of popularity of social media platforms, how to navigate, search and exploit all major social media networks.

Chief Marc Balestracci attended a two-day Connecticut Police Chiefs Association (CPCA) Executive Training in Uncasville, CT. The training spoke about recent shootings across the country, and other legal trends.

Officer Nicholas Genung attended a one-day POST-C Physical Fitness Assessment Battery Examiner course in Meriden, CT. The course trained officers how to properly administer the POST Councils fitness test.

Officer Genung, Officer Swarr and Officer Ewing attended a one-day CT Case Law course in Waterford, CT. The course focused on federal and state case law and the Accountability Bill.

Officer Stephen Colkos attended a four-day Basic Investigative Photography course in Middletown, CT. The course focused on crime scene photography, exposure, use of filters, alternate light source, among many more.

Detective Raymond Carroll attended a one-day GLOCK Armorers course in Bloomfield, CT. The one-day course instructs attendees how to breakdown, reassemble, diagnose issues and replace parts on the GLOCK firearm.

The Waterford Police Department Records Department

Activity for MAY 2023

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

Ticket/Written Warning Entries	Freedom of Information Requests	Motor Vehicle Accident Entries	Warrants (Entering or clearing)	Phone calls	Walk in Lobby Window	Background Check Requests
107	126	77	30	151	105	11

Protective Order Entries	Officer Tasking Requests	Case Erasures	State/Federal Report Entries	Supervisor Tasking Requests	DCF Requests
61	20	178	0	17	18

Court Request	Case Copies	Abstracts
26	21	196



CSO Monthly Statistical Report May 2023



Waterford Arrests

#

Adult	29
Juvenile	0
Total Processed	29

Fingerprints

#

Pistol Permits	19
Employment	22
Miscellaneous	8
Peddler / Precious Permits	0
Total Fingerprints	49

Firearms

#

Firearms Transfer	54
Pistol Permits Issued	5

Initial Complaints (3A's)

#

Total	50
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- CSO's covered 73 shifts during the month.
- Hiring process has started for new CSO's. Conditional offers have been extended.
- CSO Flanagan submitted his letter of resignation effective June 19, 2023. CSO Flanagan was hired by the Connecticut State Police and starts the training academy on June 16.



Patrol Report

Commissioners Activity Report

May 2023



Identity Theft / Larceny Arrest

On May 24, 2023 while officers were doing a business check of Home Depot, employees notified them of two suspicious males that were currently in the store. These males were committing numerous large scale fraudulent returns and identity theft's using U-Haul box trucks at various Home Depot stores throughout the state. Officers conducted surveillance outside of the store, and a short time later made contact with the males as they were leaving. Officers seized over \$1,300 worth of merchandise that the males charged to someone else's card illegally. The two males were charged with Identity Theft and Conspiracy to Commit Larceny 4th Degree.



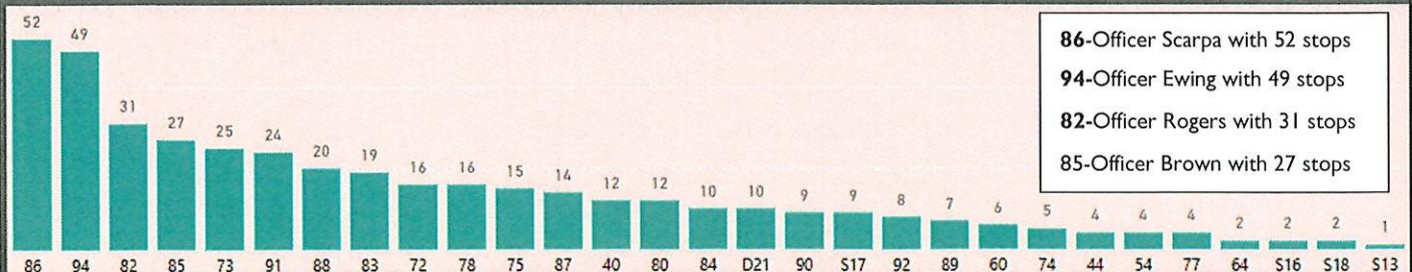
Fatal Motor Vehicle Accident Arrest

On May 8, 2023 an arrest was made in regards to a double fatal motor vehicle accident that occurred on February 18, 2023 on Cross Road. The suspect turned himself into the police department and was charged with Operating Under the Influence of Drugs/Alcohol, two counts of Manslaughter 2nd Degree with a Motor Vehicle, two counts of Reckless Endangerment 1st Degree, Reckless Driving, Failure to Drive in the Proper Lane on a Multiple-Lane Highway, Operation of a Motor Vehicle when the Registration is Suspended, and Operating a Vehicle without Insurance.

Patrol Calls for Service Monthly Snap Shot:

Total Service Calls	2409
Case Numbers	184
Arrests	99
Juvenile Arrests	3
Larcenies	29
Arrest Warrants	2
Domestic Violence Investigations	15
Traffic Crash	54
DUI Investigations	10
EDPI/Welfare Check	43
School Checks	63
Motor Vehicle Stops	415
Written Warnings	139
Infractions	36
Verbal Warnings	214
Misdemeanor	26

SELF INITIATED MOTOR VEHICLE ACTIVITY BY BADGE NUMBER





Risk of Injury Arrest

On May 10, 2023 officers were dispatched to an address on Cross Road for the report of a non-verbal toddler walking on the sidewalk and in the roadway. The toddler was reported to be unsupervised with no one else around. The callers secured the toddler in their car until officers arrived. Once officers arrived they investigated and determined the toddler was home alone with an 8 year old sibling that did not know the toddler left the house. The officers were eventually able to make telephone contact with the mother who was not at home, and later determined she left the children home alone while she went for a job interview and went to the grocery store. The mother was charged with Risk of Injury to a Child.

EDP Committal / Interfering Arrest

On May 16, 2023 officers were dispatched to an address on Fog Plain Road for the report of a male on the roof of his home that was upset regarding an incident that happened with a family member. When officers arrived the male was breaking windows while on the roof and stated he wanted the police to shoot him. The male was bleeding from his arms, and kept stating he wanted to die. The male then grabbed a large piece of broken glass and used it to cut his forearm. The officers were able to talk the male into the house, and then once inside the suspect was not cooperative. Officers attempted to gain control of the male in order to handcuff him, but the male resisted and caused officers to use physical force in order to handcuff him. The male was ultimately sent to the hospital for a psychological evaluation and also charged with Disorderly Conduct, Criminal Mischief, and Interfering with an Officer.

Evading Motor Vehicle Accident Arrest

On May 15, 2023 officers were dispatched to Vauxhall Street near Grabner Drive for the report of a one car motor vehicle accident where the operator fled the scene. Officers were able to get a description and direction of travel for the male operator from a witness. A K-9 track was conducted and officers located a male matching the operators description on Waterview Drive. The male, who is under the age of 21, was belligerent and appeared to be under the influence of alcohol. Alcohol was later found on his person. The male was arrested and charged with Illegal Possession of Liquor by a Minor, Evading Responsibility, Reckless Driving, Failure to Drive in Proper Lane, and Improper Turn.

Suspicious Person Arrest

On May 23, 2023 Sergeant Flanagan observed a male pushing a shopping carriage full of merchandise on RTE 85 towards New London. This behavior is consistent with individuals who steal merchandise from nearby businesses, therefore he stopped and made contact with the male. The male initially gave a false name, but after an investigation officers figured out the males legal name and determined he had two warrants for Larceny. It was also determined that the merchandise was stolen from Target. The male was taken into custody for the warrants and was also charged with Larceny 6th Degree for the stolen merchandise from Target.



In the Community Interest





Monthly Report May 2023

	WATERFORD	EAST LYME
CALLS FOR SERVICE	120	32
AFTER HOURS CALL OUTS	3	2
DOG BITES	5	4
INFRACTIONS	0	0
WRITTEN WARNINGS	1	0
ANIMALS REDEEMED	5	3
ANIMALS ADOPTED	4	0
ANIMALS DOA	2	1
EUTHANIZED	0	0
ANIMALS PROCESSED TOTAL	7	4
TOTAL MONEY TAKEN IN	\$ 290.00	\$ 190.00
DONATIONS TAKEN IN	\$ 130.00	\$ 175.00

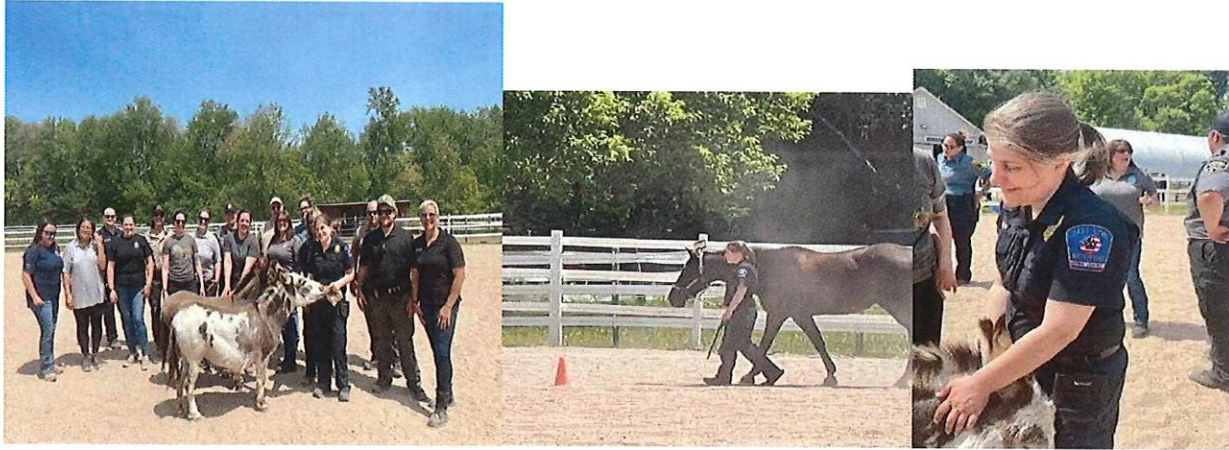
- 1) Ahh springtime! All the animals are awake and looking for food and girlfriends! this time of year, we handle numerous calls regarding baby, injured or orphaned wildlife. While this is actually a DEEP responsibility, we often go above and beyond to try and help the baby animals. Transporting them to wildlife rehabilitators in the hopes that they can survive.



- 2) 5/10/23 assisted the wpd, citizen in quaker hill found deceased, took custody of her dog and 2 cats pending location of next of kin. The animals were ultimately signed over to the shelter and we are trying to find them good homes.
- 3) 5/11/23 citizen reports a stray cat came into her basement and had a litter of kittens, we trapped the mother cat and collected the kittens, they are currently residing at the animal shelter



- 4) 5/16/23 AACO Ryan attends a training class on handling horses and large farm animals, this training will come in handy as we do have numerous horses, cows, goats, pigs, donkeys and alpacas in town, they sometimes escape and run free. A thousand-pound animal running scared on the roadway is a substantial threat to life and property if not handled properly.



- 5) 5/16/23 Animal Control assisted the WPD who had arrested a citizen at Wal Mart. There was a dog in the vehicle, we took the dog in for safekeeping until the owner could arrange for it to be picked up, this is a service we provide free of charge for anyone.





THE WATERFORD POLICE DEPARTMENT



Community Engagement Report May 2023

Internships: Intern Brian Dec shadowed Midnight Shift Patrol and Administrative Sergeant Gelinas. Intern Dec had exit interviews with Chief Balestracci and Officer Fredricks. Intern Anthony Jessuck shadowed Traffic Officer Nickerson, Dispatch, Day Shift Patrol and Training Officer Surdo. Intern Jessuck helped out at the Clark Lane Middle School Job Fair.

Citizen's Academy: Participants attended classes about the Traffic Office and Drone Unit. They went to the WPD Firearm Range to learn about our firearms. They acted in mock scenarios on Skills Day and had their graduation.

Rotary Club: Attended multiple Rotary Student of the Year ceremonies.

Domestic Violence Follow-ups: Conducted 8 follow-ups with DV victims.



Assistance to Youth Officers: Gave police department tours to Lake Pond Baptist Academy Kindergartens, Waterford High School Seniors, and Cub Scouts. Attended Quaker Hill School Raptor Run Fundraiser and the Friendship School's Spring Fling. Spoke to the WHS Criminal Justice Class. Spoke about traffic stop safety at Rae's Driving School.

K-9 Officer Hodges: Visited McCarthy Oil after an employee passed away in a motor vehicle accident. Interacted with juveniles that were involved in a Risk of Injury Incident. Interacted with attendees at Donut with a Cop Event and the Waterford Library Fair.

ICISF World Congress: Presented the WPD Comfort K-9 Program to police officers and first responders from all around the world at a first responder wellness conference.

Officer Wellness: Assisted with Officer Lapkowski's portrait and memorial patches. Attended the Officer Wellness High Hopes Event.

Recruiting: Attended job fairs at Clark Lane Middle School and Three Rivers Community College. Held a recruitment sessions during Waterford High School lunch waves.

Interaction with Senior Services: Attended the Senior Luncheon.

Cognitive Issues Programs: 1 new registrant for the program.

Quarterly DV Meeting: Hosted the CT Coalition Against Domestic Violence meeting.

Torch Run: Officers participated in event to raise awareness for the CT Special Olympics and \$1,400 was raised for the Adopt-A-Mile Program. Our new Special Olympics Ambassador, Brandon Knight, participated in the event with us.



The Waterford Police Department



Peer Support and Officer Wellness Report

June 3, 2023

Peer Support Team members:

Officer Gil Maffeo
Officer Eric Fredricks
Officer Peter Barrows
Officer Mark Devine (Coordinator)

Peer Support and Officer Wellness Meeting(s):

On June 1, 2023, Officer Fredricks, Officer Barrows, Chaplain Joe Parise and I met to go over recent events and future plans. We discussed a proposed peer support policy as well as the chaplain guidelines which were submitted when the program was implemented.

A planned joint peer support meeting with Fire personnel, EMS personnel, and Communications personnel is in the works. Trainings and approaches will be discussed and evaluated.

Planned Additional Team members:

Officer Bushwack's name has been submitted to attend the Practical Aspects of Peer Support and Officer Wellness training. This is the basic course for peer support team member training. The training he is applying to is scheduled for July 26-28, 2023 @ Foxwoods Mashantucket Pequot Public Safety Building

LEC Regional Peer Support Team:

- At this time there have been no meetings for the LEC regional peer support team, with the last meeting being in February. The LEC peer program was a topic of the LEC Chiefs Meeting plans are being made to have three chiefs involved to help establish a steering committee. Topics discussed in the February meeting included the following:
 - 1) Regional Confidentiality Policy
 - 2) How/when the team would be activated... Diffusing prior to debriefing.
 - 3) Creating "point people" to assemble the teams in the event of a critical incident or crisis
 - 4) Making sure our civilian staff is included
 - 5) Training
 - 6) The use of our department Chaplains prior to debriefings
 - 7) Monthly/Bi-Monthly meeting in a Hybrid Zoom/In person format
- LEC has been going through a transition period with Executive Director Wilfred Blanchette III, leaving to take the position of chief of police for the Montville Police Department.

Programs for Officer Wellness:

- Sergeant Firmin put out information on a personal financial planning meeting for department members. This was planned as an outside event. Some officers indicated interest, but the program is being pushed off until later in the summer or fall.



The Waterford Police Department



Peer Support and Officer Wellness Report

- Fundraisers for the Waterford Police Union are being planned which will also give officers, support staff and members of the public to engage in activities outside of the work setting.
- Tour De Force golf tournament is scheduled for July 24, 2024, which is another opportunity for officers and support staff to engage in some fun activities outside of the work setting.
- Chaplain Joe Parise has been coming in on Thursday mornings to make himself available, with open office time. He has also brought Flanders Donuts for our personnel on multiple Thursdays that he has come in.

END OF REPORT

DRAFT (2) (3)

Purpose: To outline the procedure for appointing/hiring a new Chief of Police for the Town of Waterford Connecticut Police Department

To outline the procedure for appointing an Interim Chief of Police should the existing Chief of Police retire, separate from employment for any reason, or is deemed unable to perform the duties required.

To detail the criteria for application and potential promotion from within the agency and to detail the criteria required should it be necessary to seek a Chief of Police from outside the agency. This may refer to candidates within the State of Connecticut as well as nationwide if so desired.

Chief of Police: The **Board of Police Commissioners ("Board")** ~~Police Commission~~ will first consider internal candidates that meet the criteria set forth below. If no suitable candidate is identified, the **Board** ~~Police Commission~~ will then consider external candidates, taking into consideration what is best for the members of the agency as well as the Town of Waterford.

Internal Candidates Required:

- Bachelor's Degree related to Criminal Justice or Public Safety Administration ~~or related field~~
- Must hold/held a promoted rank as a Division Commander for a minimum of two years
- Continued police service of at least fifteen years
- **Police Officer Standards and Training Council (POSTC)** Certified
- **Valid** ~~Active~~ Connecticut driver's license

Internal Candidates Preferred:

- Master's Degree related to Criminal Justice or Public Safety Administration
- FBI National Academy or similar advanced training

Interested candidates will notify the **Board** ~~Police Commission~~ in writing of their intent to be considered for selection as Chief of Police and will submit all requested documentation as requested by the **Board** ~~Police Commission~~, which may include an updated resume and biography that outlines/illustrates qualifications.

Upon identifying all candidates from within the agency that wish to participate in the selection process and meet the required criteria, the Law Enforcement Council of Connecticut or other organization in contract at the time, will be notified that a Chief of Police selection process is being started by the Town of Waterford. The organization will be asked to organize a Chief of Police oral board interview process.

Upon completion of the external interview process, the **Board** ~~Police Commission~~ will obtain the results and consult with the Waterford Human Resources Director and Town Labor Attorney, if so desired, before initiating an interview process with the candidates advancing in the process.

To advance through this part of the process, all candidates shall have received a score or combined score of 80 and above.

If the existing Chief of Police is still active, an interview with them shall be held in executive session for the purpose of evaluating potential candidates. If the Chief of Police is no longer available, the **Board Police Commission** will meet with senior ranking officers who hold the rank of Lieutenant or above for additional perspective.

Upon completion of the oral interview process, the **Board Police Commission** may decide to appoint an Interim Chief of Police for a set probationary period before consideration of full appointment, appoint an Interim Chief during a period in which the **Board Police Commission** explores Connecticut certified external candidates or selects an Interim Chief of Police while a larger search is conducted.

Any internal candidates selected as Interim Chief of Police will coordinate with the Waterford Police Union, the Waterford First Selectman and the Town of Waterford Human Resources Director to finalize a Memorandum of Understanding in regards to compensation.

If no internal candidates are identified, a statewide/**national** search may be conducted. The posting will consist of the Town of Waterford Chief of Police job description and any other relevant details as determined by the **Board Police Commission** and the Human Resources Director. The following criteria will be **required** detailed for external candidates:

External Candidates Required:

- Bachelor's Degree related to Criminal Justice or Public Safety Administration or related field
- Must hold/held a promoted rank as a Division Commander for a minimum of two years
- Continued police service of at least fifteen years
- POSTC Certified or the ability to become certified before employment
- Valid Active Connecticut driver's license or the ability to obtain one before employment

External Candidates Preferred:

- Master's Degree related to Criminal Justice or Public Safety Administration
- FBI National Academy or similar advanced training
- Experience in Police Administration

Candidates who are interested will submit the application through the Town of Waterford Human Resources Department.

After obtaining all valid applications as detailed in the job posting, the **Board** will follow the process as detailed for internal candidates to include external interviews, **Board of Police Commissioners** Police Commission interviews and consultation with the Chief of Police and/or Lieutenants, the Human Resources Director and the Town of Waterford Labor Attorney, if so desired.

The **Waterford Board of Police Commissioners** reserves the right to make necessary changes to this process as long as they discuss and approve the changes in public at a properly advertised public meeting.

TOWN OF WATERFORD

CHIEF OF POLICE

Board of Police Commissioners
SUPERVISOR

PS-15
CLASSIFICATION

Board of Police Commissioners
REVIEW AUTHORITY

Police Department
DEPARTMENT

A. **PURPOSE OF POSITION:**

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

B. **SUPERVISION RECEIVED:**

Works under the direction of the Board of Police Commissioners, who establish policy and monitor management functions.

C. **SUPERVISION EXERCISED:**

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

D. **EXAMPLE OF DUTIES:**

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

8. Serves as second-in-command of the entire community and all its departments and resources, in the event of a declared disaster, as per Town Ordinance Chapter 4.5, Section 4.5.4 and serve as a member of the Emergency Management Advisory Council, as per Town Ordinance Chapter 4.5, Section 4.5.5.
9. Attends various town, state and national meetings and seminars to stay abreast of modern management and operational techniques.
10. Disciplines personnel as may be necessary and report any neglect of duty or violation of rules and regulations to the Board of Police Commissioners.

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

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

F. **PHYSICAL DEMANDS/WORK ENVIRONMENT:**

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

G. **EDUCATION AND TRAINING:**

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