

TOWN OF EAST LYME  
BOARD OF POLICE COMMISSIONERS  
SPECIAL MEETING OF NOVEMBER 18, 2021

MINUTES

MEMBERS PRESENT: Dan Price, Giancarlo D'Angelo, Stephen Rebelowski, Joseph Perkins, Tony Buglione and Regina Hitchery.

EXCUSED: Mark Powers

ALSO IN ATTENDANCE: Chief Mike Finkelstein, Lieutenant Mike Macek and Lieutenant Dana Jezierski

Chairman Price called the meeting to order at 6:00 p.m. and led the Pledge of Allegiance.

2. Delegations

Ms. Robin Forshaw, 45 Hope Street, spoke to the Board and stated that she is the applicant of the Request for Action for a crosswalk at Hope and Methodist Streets that is on tonight's agenda. She stated that she and her fellow neighbors and the Board of Directors of 45 Hope Street are concerned for the safety of pedestrians trying to cross the street in that area to access downtown. She noted that there have been a lot of changes in that area, including an increase in pedestrian traffic, but no changes to the crosswalks. They are asking for a crosswalk at the corner of Hope Street and Methodist Street.

3. Approval of Minutes

MOTION (1)

Motion by Mr. D'Angelo to approve the regular meeting minutes of October 14, 2021, as submitted.

Seconded by Mr. Rebelowski. Motion passed 6-0.

4. Old Business - Local Traffic Authority – Crosswalk at Hope and Methodist Streets

MOTION (2)

DISCUSSION: Chairman Price stated that the Commission is in receipt of the Town Engineer's opinion on this matter, which is attached hereto as Exhibit 1. He reported that the Town Engineer does not recommend removing the existing crosswalk and replacing it with a crossing at the requested location of Hope and Methodist Streets. He did state, however, that the Engineering Department does feel that additional study of pedestrian circulation in this area could be warranted and they will review this further.


Mr. D'Angelo MOVED to deny the local traffic authority request for a crosswalk at Hope Street and Methodist Street as per the Town Engineer's recommendation, attached hereto as Exhibit 1. The Engineering Department has deemed that a study of pedestrian circulation in this area could be warranted.

Seconded by Mr. Buglione. Motion passed 6-0.

5. Lieutenants' Reports

Lt. Jezierski reported that all our officers are now outfitted with body cameras and that they went live on November 1st, with only two officers left that need to be trained. She stated that the graduation for the recruits in the academy has been moved again to December 29th. She reported that they are both doing very well and that they are scheduled to do field training with Sgt. Priest once they graduate. She noted that the graduation date of December 29th is not set in stone and may change again. Lt. Jezierski reported that she continues her work of reviewing policies with Daigle Law; she is currently working on Section 5. She reported that Sgts. VanOverloop and Turcotte are field testing new uniforms; the cost is comparable to the current uniforms. She reminded the

FILED

Dec 10 2021 AT 8:20 AM/PM  
  
EAST LYME TOWN CLERK

Police Commission Special Meeting  
November 18, 2021  
Page 1 of 3

Commission that each officer has a \$1,300 stipend for their uniforms. Lt. Jezierski reported that three officers are in crisis intervention training this week, and it is the goal to get as many officers as possible into this training; there is another one scheduled for January and another group of officers will attend that. She noted that overtime reimbursement is available for this particular training so that will not be deducted from the overtime budget line.

Lt. Macek reported that he has been in communication with the General Manager at Monaco Ford, the new owners of Crest Ford, and that although they have shown interest in building a relationship with the Police Department, they are not sure that they want to do fleet work. He will continue discussions with them in the hopes that we can work together in the future. For now, MHQ has guaranteed us two new cars and have agreed to remove our existing equipment from the old vehicles and re-install into the new vehicles; the quote has been re-worked to reflect this. Mr. D'Angelo inquired as to why we are not moving forward with the Chevy Tahoe's as discussed at the last meeting, and Lt. Macek stated that they did not respond back after the bid paperwork was sent over. Chief Finkelstein cannot justify pursuing the Chevy vehicles since MHQ has the Fords available and held for us. Lt. Macek reported that the Draeger breathalyzer has been received, calibrated and certified and is ready for use. The one vehicle that was dented has been fixed and is back out on the road, and the skiff has been pulled from the water, winterized and moved into storage for the season. Lt. Macek reported that all the scheduled holiday events are moving forward with proper permits in place; there will be some changes in how this year's holiday stroll will operate.

## 6. Chief's Report

Chief Finkelstein reviewed his monthly report for October 2021, which is attached hereto as Exhibit 2. His reported included a thank you for Officer Bergantino for his assistance with a vessel that broke its mooring. He reported a positive performance evaluation for Officer VanOverloop who safely observed a handgun in the pocket of a vehicle passenger during a motor vehicle stop. A positive performance evaluation was given for Officers Langman and VanOverloop for their successful dealing with a psychiatric incident where an individual presented himself to Officers armed; the situation was de-escalated, and the individual safely disarmed by said Officers. Chief Finkelstein reported that all the body cameras have been deployed and that the entire system is a benefit to the Department and a great tool. He noted that Axon View is an effective tool that allows transfer of video evidence easily between officers and residents in a time where Ring camera footage is often used as evidence. He reported that work continues with Daigle Law to get certified, and they are adding sections weekly, but we may have to pause due to funding issues as initial estimates for the entire project may have been low. Working with the PowerDMS policy software is making the process a little easier and allows for seamless inclusion of everyone involved. The Chief reported that the budget is on target except for part-time dispatcher overtime, which continues to be a problem. He reviewed some of the recent newspaper headlines regarding the good work of our officers in the community, including an article showcasing the annual Walk of Horror put on annually by Officer Hallbauer and the Police Cadets; they held another successful event this year. Chief Finkelstein reported that the Everbridge program will be rolled out soon and will provide emergency and town specific information to residents that opt into the program. He stated that the recent crime spree involving stolen vehicles in our community are really all crimes of opportunity; if the car is unlocked and the keys are in it, they will take it. If the vehicle is locked, they move on. Chief Finkelstein reviewed the budget as he intends to present it to the Board of Selectmen and Board of Finance. He noted that the line item for salaries will remain at zero because all three of the union contracts are up for negotiation in the new year so salaries will be filled in once the contracts are finalized. Mr. Rebelowski inquired as to why the part-time officer line jump from one to three; it was explained that when two of our Officers left the Department, they were given the option to work shifts if we should require extra staffing and kept in the system. He noted that there is a summary sheet included which outlines all the increases and decrease from last year's budget. He is proposing adding five additional tasers this year which will get everyone their own taser. He is working with Finance to separate all the equipment into a line item of its own to make that clearer. The Chief noted the line item

for towing/evidence and stated that we have always utilized the facility owned by the Council of Governments (COG) for free because we are a member municipality, but they sold that facility so now have that added expense. He reported that the testing/accreditation line item is for CALEA accreditation which is now mandatory under the Police Accountability law. The Commission discussed adding a second K-9 Officer and discussed the lack of local training opportunities soon; the Chief explained that there is training available in South Carolina, but he feels that would take away from our K-9 Officers training together with the local K-9s that they will be working with. The Commission will discuss at a later date the type of K-9 we will employ and available training options. Chief Finkelstein noted that the entire IT budget is currently in the Public Works budget, but that 67% of that budget belongs to the Police Department and Dispatch. He stated that the Dispatch staffing goal is to have two people on each shift except overnight shifts, seven days a week; he would like to discuss this further as this goal needs to be met. The building expenses are still up in the air as we are hoping to move in some time in December; they are meeting weekly to discuss the progress and materials for the roof are anticipated to be delivered the first week in December which would allow the roof work to get finished at that time.

7. Chairman's Report

There was none.

8. Public Comment

There was none.

9. Commission Response

There was none.

10. Executive Session

MOTION (3)

Mr. D'Angelo MOVED to enter into executive session for the purpose of discussing personnel issues, and to include First Selectman Nickerson, Chief Finkelstein, Lt. Macek and Lt. Jezierski. Seconded by Mr. Rebelowski. Motion passed 6-0.

The Commission entered into executive session at 7:15 p.m. They returned at 7:25 p.m. with no formal votes taken.

11. Adjournment

MOTION (4)

Mr. D'Angelo MOVED to adjourn the November 18, 2021, special meeting of the East Lyme Police Commission at 7:26 p.m. Seconded by Mr. Buglione. Motion passed 6-0.

Respectfully submitted,



Sandra Anderson  
Recording Secretary

Town of

P.O. Drawer 519  
Town Engineer  
Alexander T. Klose, P.E.



East Lyme

108 Pennsylvania Ave  
Niantic, Connecticut 06357  
Phone: (860) 691-4112  
AKlose@eltownhall.com

November 16, 2021

Daniel Price, Chairman  
Police Commission  
Town of East Lyme

**Re: Request for Action – Corner of Hope & Methodist Streets**

This office has reviewed the request for additional study of stop control signage and a crosswalk at the intersection of Hope Street and Methodist Street. At this time additional stop signs are not warranted. However, additional study of pedestrian circulation in this area could be warranted, and this office plans to do so.

Currently there is a stop sign on Methodist Street, and a stop bar and crossing sign at the existing crosswalk on Hope Street. The *Manual on Uniform Traffic Control Devices* (MUTCD) does not recommend placing stop signs or yield signs on a road solely for the purposes of speed control.

The general concerns of the requesting party are recognized, and we agree that a crosswalk could potentially be better suited in this vicinity. The issue with placing a crosswalk in this proposed location at this time is the proximity to the existing crosswalk on Hope Street. The existing crosswalk connects sidewalk from the northern side of Hope Street to sidewalk that runs from the southern side of Hope Street to Main Street (Route 156). We would not recommend removing this crossing and replacing it with a crossing at the requested location at this time.

This office will look into the possibility of creating a new connection to Main Street utilizing a crossing in the requested area and a greater pedestrian circulation study in this area.

Please do not hesitate to contact me directly for any questions or concerns.

Alex Klose, P.E.  
Town Engineer

# EAST LYME POLICE DEPARTMENT

Chief's Monthly Report – October 2021



## CONTENTS

**Section 1 : Noteworthy incidents/information**

**Section 2 : Staffing**

**Section 3 : Administrative**

**Section 4 : Statistical Activity Summary**

## **Section 1: Noteworthy Incidents/Information**

- Thank you letter for Officer Bergantino and his assistance with vessel that broke its mooring.
- Positive performance evaluation for Officer VanOverloop who safely observed a handgun in the pocket of a vehicle passenger during a motor vehicle stop of a suspicious vehicle.
- Positive performance evaluation for Officers Langman & VanOverloop for their dealing with a psychiatric incident, where the involved individual presented himself to Officers armed with a rifle. Officers were able to de-escalate the situation and disarm the individual safely.
- Body Camera Deployment
- Work with Daigle Law Firm continues with policy update/review towards accreditation.
- Uniform committee has been re-established and has met.

## **Section 2: Staffing**

Probationary Officers Desjardins and Gries are attending the POST academy and doing very well. Late December 2021 graduation is anticipated.

One Officer has been on FMLA

## **Section 3: Administrative**

### Accident Analysis

- 17 September
- 5 Flanders Rd
- 5 Boston Post Rd

### Animal Control Division Activity

- 14 Animal Incident Calls in East Lyme

### Budgetary

- PD Budget – 38% (38% target) OT – 38%
- Dispatch – 38% OT – 40% PT – 60%
- ACO – 38%

### Emergency Committals

- 2 overdoses
- 0 Narcan use

## Crime Analysis

- NIBRS – 31.8% increase 2021 over 2020 YTD (71 more criminal investigations)

## East Lyme Police Department in the news

# East Lyme police charge man with driving at officer

7

Published October 11, 2021 12:56PM | Updated October 12, 2021 4:12AM

By **Taylor Hartz** Day staff writer

# New Haven teen charged in East Lyme with having credit card from stolen car

3

Published October 13, 2021 7:42PM | Updated October 13, 2021 8:01PM

By **Taylor Hartz** Day staff writer

# East Lyme's Walk of Horror provides holiday diversion for all ages





# Make the impossible possible': Famed forensic scientist brings inspirational message to East Lyme

## Police issue bulletin for missing East Lyme woman

Published October 04, 2021 8:32PM

### Section 4: Statistical Activity Summary

Calls for Service	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
	1383	1169	1522	1549	1539	1278	1433	1243	1442	1463			14,021

### CALLS FOR SERVICE—DETAILED

Calls for Service - Type	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
911 Abandon/Hang Up	82	58	62	66	83	143	134	136	101	119			991
Alarms	55	38	51	41	49	62	56	62	55	62			531
Animal Incident	11	15	9	11	17	20	19	26	21	14			163
Assist Other Agency	9	11	20	24	22	16	15	14	17	24			172
Assist Citizen/ Complaint	66	40	63	90	130	125	118	91	90	89			902
Disabled MV	13	18	11	9	7	11	21	19	9	17			135
Disturbance	18	13	18	14	21	19	8	17	18	15			161
Erratic Operation	7	9	4	14	7	12	15	7	14	13			101
ETOH Person	1	2	1	3	1	1	3	1	1	3			17
Larceny	8	10	15	8	8	14	15	16	18	18			130
Lockouts	11	6	10	7	6	10	13	6	12	11			92
MV Accidents	9	15	17	15	17	12	22	19	13	17			155
MV Stops	108	84	179	152	168	214	310	240	122	116			1593

Parking Complaints	2	11	0	5	13	20	23	14	11	15			114
Patrol/Bank /Building Checks	320	247	392	458	364	235	318	259	208	264			3,063
Psych/Suicidal calls	2	4	6	5	9	3	3	4	8	8			52
Suspicious Pers/Veh/Incident	24	24	18	12	20	22	23	18	30	29			220
Untimely Death	2	2	0	2	1	0	2	1	3	1			14
Well Being Check	14	10	11	14	4	29	22	18	20	24			166
Vandalism	3	3	2	8	5	6	5	6	3	2			43

**\*\*Selected areas of CFS only\*\***

**MOTOR VEHICLE ACTIVITY**

MV Accidents	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
2021	9	15	17	15	17	12	22	19	13	17			155

MV Stops	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
2021	108	84	179	152	168	214	310	240	122	116			1,593

David Cruise  
Brown House, South Side of  
Griswold Island  
Niantic, CT 06357  
and  
33 Allen Hill Rd  
Princeton, MA 01541  
October 17, 2021

Dear Chief,

I wanted to inform you of the helpful conduct today of one of your officers and to thank him, the dispatch officer, you, and your department.


I'm Dave Cruise. I was born in Niantic and have lived at least some part of every year in town for 60 years. My boat broke loose from the East side of Griswold Island during the weather front that came through last night.

Without a power boat on island, I started searching by kayak at about 5:15am. I reported the problem to your department at about 6:15. Your officer, William Bergantino met me on the mainland at Giants Neck. He took my information and helped me get to another power boat just after dawn. Almost as soon as I resumed my search with the new power boat, I was called by your officer. He told me that he and my boat were at the Old Black Point Beach Club. The surf was high and he was wet. The boat was tied with an effective knot to keep it out of the most damaging surf.

I want to thank your officer, William Bergantino. His actions and coordination prevented further damage. I hope he was not wet and miserable for the rest of his shift.

Thank you.

Best Regards,

  
David Cruise

**Town of East Lyme Police Department  
OFFICER'S PERFORMANCE OBSERVATION REPORT**

**COPY**

**NAME:** RYAN VANOVERLOOP

**RANK:** PATROLMAN

**ID#** 933

**DEPARTMENT:** East Lyme Police

**OFFICER STATUS:**

Permanent  Probationary

**Rating Period:**   08/28/2021

**DATE OF EVENT:** 08/28/2021

**Instructions**

1. Read A&O Manual Section 4.8.3 before completing this form.
2. Evaluate performance observed only during the period designated above, check one box which represents your best objective evaluation for a major category of job related factors. Do not rate a sub-category unless it deviates substantially from the general rating. When it does, place the letter in the rating box which the sub-category merits and explain the deviation as a comment.
3. Rating Standards

**Superior:** Performance for the factor is excellent, Consistently exceeding expectations, Always follows through and does what he or she is tasked to do.  
**Very Good:** Meets all expectations. Strives for excellence. Sometimes exceeds requirements.  
**Satisfactory:** Consistently competent performance for the factor and sometimes exceeds requirements.  
**Needs Improvement:** Total performance occasionally or periodically falls short of normal standards, the rater believes the employee can and will make required improvements. May have slipped in performance or be new to the job or rank.  
**Unsatisfactory:** Performance for the factor is clearly inadequate. The employee has demonstrated inability or unwillingness to improve.

**JOB RELATED FACTORS**

**1. JOB KNOWLEDGE**

- a. What he or she knows through education, training, experience
- b. Specialized training;
- c. Policies and procedures;
- d. Federal, state, and local law;
- e. Court rulings.

	Superior*	Very Good	Satisfactory	Needs Improvement	Unsatisfactory*	Not Observed
	<b>A,E.</b>					

**2. ANALYTICAL SKILLS**

- a. Identifies problems;
- b. Knowledge of pertinent information;
- c. Determination of cause;
- d. Arrives at logical conclusions.

	<b>ABCD</b>					
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**3. COMMUNICATION SKILLS**

- a. Report organization and clarity;
- b. Report neatness and legibility;
- c. Reports timely distributed;

						<b>X</b>
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**4. GENERAL POLICE SERVICES**

- a. Assists to motorists;
- b. Medical assists;
- c. Resolution of disputes.

						<b>X</b>
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**5. APPEARANCE**

- a. Personal appearance;
- b. Uniforms & equipment;
- c. Assigned vehicle.

						<b>X</b>
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**6. INTERPERSONAL RELATIONS**

- a. Attitude and judgment in dealings with other police officers and public;
- b. Telephone & radio skills;
- c. Attitude displayed toward others.
- d. Speaks clearly and effectively.

	<b>AD</b>					
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**7. ATTENDANCE**

- a. Consider tardiness;
- b. Occasions of Absenteeism.

						<b>X</b>
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**JOB RELATED FACTORS**

**8. Special Technical Skills**

- a. Firearm other than service pistol;
- b. EMT;
- c. Accident Reconstructionist;
- d. Intoxilyzer Operator;
- e. MRT training/Certification;
- f. \_\_\_\_\_
- g. \_\_\_\_\_

Superior*	Very Good	Satisfactory	Needs Improvement	Unsatisfactory*	Not Observed
			COPY		X

**9. Productivity**

- a. Assignment considerations;
- b. Quality versus quantity.

B					
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**10. Incident Scene Management**

- a. Investigative skills;
- b. Scene protection;
- c. Evaluates & organizes resources;
- d. Evidence collection/processing
- e. Coordinates resources.

					X
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CRIME SCENES

					X
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ACCIDENT SCENES

					X
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**11. Other Factors (optional)**

List other job related factors evaluated such as judgment, dependability, suggestions for improvements, stressful events, etc.

- a. RELIABILITY
- b. COMPOSURE
- c. TACTICS
- d. WORK ETHIC

ABCD					
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**RATING SUPERVISOR'S COMMENTS; CASE #21-00011896**

On 0828/2021 at approximately 0145 hours, Officer Vanoverloop, who was plainly visible and identifiable in the clearly marked police cruiser he was operating and wearing his East Lyme Police Department uniform, was patrolling the commercial district of Flanders Road, when he observed a black sedan, which contained at least two (2) occupants, parked in the lot of the Citgo Gas Station at 202 Flanders Road, which closed at about 2200 hours. Officer Vanoverloop was cognizant of several recent burglarious invasions of commercial businesses in this area, including one at this particular establishment, wherein there was an attempt to steal the ATM, so he turned into the parking lot and investigated this suspicious vehicle.

While Officer Vanoverloop was traveling slowly through the parking lot, in a northerly direction, the operator of the suspicious vehicle began driving southerly, until their respective vehicles were parallel to each other. Officer Vanoverloop had rolled down the window on his driver's door, extended his left arm outside, and motioned for the operator, who made eye contact with him, to stop; however, the operator ignored his signal and continued driving out of the lot and onto Flanders Road. At that juncture, Officer Vanoverloop activated the emergency lights of his patrol car and followed the vehicle, whereupon he conducted an investigatory stop. He communicated, via radio, with the East Lyme Emergency Communications Center, and Officer Bergantino, who was nearby, arrived promptly to provide assistance.

As Officer Vanoverloop approached the driver's side of the vehicle, he observed sudden, furtive movements by the occupants, who were sitting in the driver's seat and front passenger seat, respectively. He observed both of them fidgeting, shifting, and moving their arms and torsos suspiciously. Officer Bergantino approached the vehicle from the passenger side. Officer Vanoverloop engaged the driver in conversation, and he noticed the passenger was holding a black backpack over his lap in such a manner that it appeared the passenger was attempting to conceal something beneath it. When he ordered the passenger to remove the backpack from his lap and place it on the floor at his feet, the passenger complied, and Officer Vanoverloop saw the butt of a handgun protruding out of the

SUPERVISOR'S COMMENTS (CONT):

right front pocket of the man's jeans. In response to this observation, Officer Vanoverloop drew from his holster his department issued firearm, which he aimed at the passenger and announced, "Gun." He then gave the occupants clear instructions before saying, "Front right pocket," to Officer Bergantino, who had armed himself with his department issued pistol. The two officers then acted as an efficient team, with Vanoverloop providing cover for Bergantino, who removed the pistol and backpack from the passenger, and secured both objects, prior to removing the occupants from the vehicle and performing thorough searches of each person and the vehicle. The occupants were restrained and separated while the officers conducted their investigation. The Glock .40 caliber pistol they recovered was loaded with a full magazine of ammunition, and the weapon had been reported stolen in 2005. The possessor of the stolen firearm was taken into custody and charged with several felonies.

Officer Vanoverloop's performance is worthy of recognition. He demonstrated good patrol habits, sound tactics, impressive communication skills, and superior composure throughout a highly stressful and dangerous encounter. He and Officer Bergantino worked well as a team. Their recovery of a stolen handgun most likely prevented other felonies from occurring.

RATED OFFICER'S COMMENTS;

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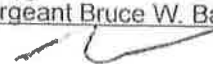
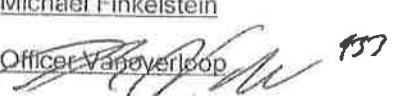
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Rating Supervisor:*	 Sergeant Bruce W. Babcock	907    507	ID#907	Date: 10/20/2021
Chief of Police	 Michael Finkelstein		ID# 901	Date: 10/20/21
Rated Officer**:	 Officer Vanoverloop	933	ID # 933	Date: 10/22/21

\* Comments or explanation required to justify factors rated Superior or Unsatisfactory  
 \*\* Signature Indicates only that the rated officer has read and discussed this evaluation with rating supervisor, but does not signify agreement  
 \*\*\* Must be signed by Human Resources if being incorporated into an annual evaluation

**Town of East Lyme Police Department  
OFFICER'S PERFORMANCE OBSERVATION REPORT**

COPY

NAME: WILLIAM LANGMAN

RANK: PATROLMAN

ID# 926

DEPARTMENT: East Lyme Police

OFFICER STATUS:

Permanent

Probationary

Rating Period:

09/22/2021

DATE OF EVENT: 09/22/2021

**Instructions**

1. Read A&O Manual Section 4.8.3 before completing this form.
2. Evaluate performance observed only during the period designated above, check one box which represents your best objective evaluation for a major category of job related factors. Do not rate a sub-category unless it deviates substantially from the general rating. When it does, place the letter in the rating box which the sub-category merits and explain the deviation as a comment.
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- Very Good:** Meets all expectations. Strives for excellence. Sometimes exceeds requirements.
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- Unsatisfactory:** Performance for the factor is clearly inadequate. The employee has demonstrated inability or unwillingness to improve.

JOB RELATED FACTORS

**1. JOB KNOWLEDGE**

- a. What he or she knows through education, training, experience
- b. Specialized training;
- c. Policies and procedures;
- d. Federal, state, and local law;
- e. Court rulings.

Superior*	Very Good	Satisfactory	Needs Improvement	Unsatisfactory*	Not Observed
A,E.					

**2. ANALYTICAL SKILLS**

- a. Identifies problems;
- b. Knowledge of pertinent information;
- c. Determination of cause;
- d. Arrives at logical conclusions.

ABCD					
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**3. COMMUNICATION SKILLS**

- a. Report organization and clarity;
- b. Report neatness and legibility;
- c. Reports timely distributed;

					X
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**4. GENERAL POLICE SERVICES**

- a. Assists to motorists;
- b. Medical assists;
- c. Resolution of disputes.

					X
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**5. APPEARANCE**

- a. Personal appearance;
- b. Uniforms & equipment;
- c. Assigned vehicle.

					X
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**6. INTERPERSONAL RELATIONS**

- a. Attitude and judgment in dealings with other police officers and public;
- b. Telephone & radio skills;
- c. Attitude displayed toward others.
- d. Speaks clearly and effectively.

					X
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**7. ATTENDANCE**

- a. Consider tardiness;
- b. Occasions of Absenteeism.

					X
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**JOB RELATED FACTORS**

**8. Special Technical Skills**

- a. Firearm other than service pistol;
- b. EMT;
- c. Accident Reconstructionist;
- d. Intoxilyzer Operator;
- e. MRT training/Certification;
- f. \_\_\_\_\_
- g. \_\_\_\_\_

Superior*	Very Good	Satisfactory	Needs Improvement	Unsatisfactory*	Not Observed
					X

**9. Productivity**

- a. Assignment considerations;
- b. Quality versus quantity.

					X
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**10. Incident Scene Management**

- a. Investigative skills;
- b. Scene protection;
- c. Evaluates & organizes resources;
- d. Evidence collection/processing
- e. Coordinates resources.

					X
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CRIME SCENES

					X
--	--	--	--	--	---

ACCIDENT SCENES

					X
--	--	--	--	--	---

**11. Other Factors (optional)**

List other job related factors evaluated such as judgment, dependability, suggestions for improvements, stressful events, etc.

- a. RELIABILITY \_\_\_\_\_
- b. COMPOSURE \_\_\_\_\_
- c. TACTICS \_\_\_\_\_
- d. COURAGE \_\_\_\_\_

ABCD					
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**RATING SUPERVISOR'S COMMENTS; CASE #21-00013101**

On 09/22/2021 at approximately 1030 hours, Officer Langman and Officer Vanoverloop, both of whom were wearing their police uniforms and operating marked police cruisers, responded to [REDACTED] Road, Niantic, CT., to perform a wellness check of the resident, [REDACTED], a convicted felon, with whom most members of the East Lyme Police Department are familiar. [REDACTED] has an extensive criminal history and a propensity for violence, including acts of aggression toward, and resistance to, police officers. He is afflicted with alcoholism, drug addiction, and mental illness. Their response was predicated upon the request of [REDACTED], who described her concerns for her [REDACTED] mental and physical health during a lengthy interview with Officer Langman to whom she expressed her fear that her son would become violent.

When the officers arrived at the domicile, they observed a broken pane of glass on two different windows and all of the window blinds lowered completely, thereby preventing them from visual observation into the living quarters. Moreover, the area proximal to the front door, which is the primary access point, presented tactical limitations, because there is an elevated deck with a railing attached to the wall, and the width of the deck measures approximately five feet (5'). The presence of a bench on the deck further reduced the space near the entrance.

Officer Langman assumed the contact position at the front door, and Officer Vanoverloop covered him from a position behind him. Officer Langman knocked loudly on the front door and heard the sound of the door being unlocked, whereupon the door swung open rapidly, in a manner that was unusual for a normal encounter, and he observed [REDACTED] standing behind the door, with his body bladed suspiciously, as if he were concealing something with his right hand, which was not visible. Officer Langman placed his foot on the threshold to prevent [REDACTED] from closing the door and attempted to engage [REDACTED] in conversation. [REDACTED] neither responded to nor made eye contact with Officer Langman, and he stared vacantly into the distance. [REDACTED] paused before raising his right arm, bringing into view the black firearm he was wielding, which Officer Langman recognized, through his training and



SUPERVISOR'S COMMENTS (CONT):

experience as both a police officer and Rifleman in the United States Marine Corp, as a black Heckler and Koch MP5 rifle.

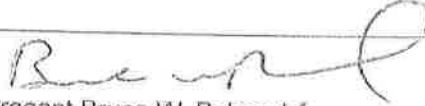
In response thereto, Officer Vanoverloop withdrew from his holster his department issued pistol and kept his weapon in the low ready position, because Officer Langman, who had no other options, was standing directly between him and the potential assailant. Officer Langman, who was standing within an arm's length of the potential assailant, reacted immediately and dynamically by grabbing [redacted] arm and pulling him to the ground while disarming him. After Officer Vanoverloop quickly secured his weapon, he assisted Officer Langman in the control and restraint of [redacted] whom they restrained with handcuffs. [redacted] who was inebriated, made several irrational comments, such as the following, "Why didn't you shoot me?" and, "I wanted you to shoot me." [redacted] actions and comments support the hypothesis that he wanted to "commit suicide by cop." [redacted] was charged with criminal violations and transported to the hospital for an Emergency Examination. The rifle proved to be an airsoft gun; however, it appeared to be an actual rifle.

Each officer demonstrated a high level of composure and courage in an extremely stressful and dangerous situation. Either of them would have been justified if he had used deadly force to stop the deadly threat he encountered. Both are reliable police officers, who strive to employ sound tactics in the field, and their joint performance throughout this incident is worthy of recognition

RATED OFFICER'S COMMENTS;

Multiple horizontal lines for writing the rated officer's comments.

Rating Supervisor:\*

  
Sergeant Bruce W. Babcock

ID#907

Date: 10/19/2021

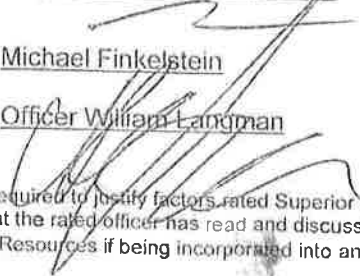
Chief of Police

Michael Finkelstein

ID# 901

Date: 10/20/21

Rated Officer\*\*:

  
Officer William Langman

ID # 927

Date: 11-19-21

Comments or explanation required to justify factors rated Superior or Unsatisfactory

Signature indicates only that the rated officer has read and discussed this evaluation with rating supervisor, but does not signify agreement

\* Must be signed by Human Resources if being incorporated into an annual evaluation

**Town of East Lyme Police Department  
OFFICER'S PERFORMANCE OBSERVATION REPORT**

NAME: RYAN VANOVERLOOP

RANK: PATROLMAN

ID# 933

COPY

DEPARTMENT: East Lyme Police

OFFICER STATUS:

Permanent

Probationary

Rating Period:

09/22/2021

DATE OF EVENT:09/22/2021

**Instructions**

1. Read A&O Manual Section 4.8.3 before completing this form.
2. Evaluate performance observed only during the period designated above, check one box which represents your best objective evaluation for a major category of job related factors. Do not rate a sub-category unless it deviates substantially from the general rating. When it does, place the letter in the rating box which the sub-category merits and explain the deviation as a comment.
3. Rating Standards

- Superior:** Performance for the factor is excellent, Consistently exceeding expectations, Always follows through and does what he or she is tasked to do.
- Very Good:** Meets all expectations. Strives for excellence. Sometimes exceeds requirements.
- Satisfactory:** Consistently competent performance for the factor and sometimes exceeds requirements.
- Needs Improvement:** Total performance occasionally or periodically falls short of normal standards, the rater believes the employee can and will make required improvements. May have slipped in performance or be new to the job or rank.
- Unsatisfactory:** Performance for the factor is clearly inadequate. The employee has demonstrated inability or unwillingness to improve.

JOB RELATED FACTORS

**1. JOB KNOWLEDGE**

- a. What he or she knows through education, training, experience
- b. Specialized training;
- c. Policies and procedures;
- d. Federal, state, and local law;
- e. Court rulings.

	Superior*	Very Good	Satisfactory	Needs Improvement	Unsatisfactory*	Not Observed
<b>A,E.</b>						

**2. ANALYTICAL SKILLS**

- a. Identifies problems;
- b. Knowledge of pertinent information;
- c. Determination of cause;
- d. Arrives at logical conclusions.

<b>ABCD</b>						
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**3. COMMUNICATION SKILLS**

- a. Report organization and clarity;
- b. Report neatness and legibility;
- c. Reports timely distributed;

						<b>X</b>
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**4. GENERAL POLICE SERVICES**

- a. Assists to motorists;
- b. Medical assists;
- c. Resolution of disputes.

						<b>X</b>
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**5. APPEARANCE**

- a. Personal appearance;
- b. Uniforms & equipment;
- c. Assigned vehicle.

						<b>X</b>
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**6. INTERPERSONAL RELATIONS**

- a. Attitude and judgment in dealings with other police officers and public;
- b. Telephone & radio skills;
- c. Attitude displayed toward others.
- d. Speaks clearly and effectively.

						<b>X</b>
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**7. ATTENDANCE**

- a. Consider tardiness;
- b. Occasions of Absenteeism.

						<b>X</b>
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**JOB RELATED FACTORS**

8. **Special Technical Skills**  
 a. Firearm other than service pistol;  
 b. EMT;  
 c. Accident Reconstructionist;  
 d. Intoxilyzer Operator;  
 e. MRT training/Certification;  
 f. \_\_\_\_\_  
 g. \_\_\_\_\_

Superior\*      Very Good      Satisfactory      Needs Improvement      Unsatisfactory\*      Not Observed

					X
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9. **Productivity**  
 a. Assignment considerations;  
 b. Quality versus quantity.

					X
--	--	--	--	--	---

10. **Incident Scene Management**  
 a. Investigative skills;  
 b. Scene protection;  
 c. Evaluates & organizes resources;  
 d. Evidence collection/processing  
 e. Coordinates resources.

					X
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CRIME SCENES

					X
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ACCIDENT SCENES

					X
--	--	--	--	--	---

11. **Other Factors (optional)**

List other job related factors evaluated such as judgment, dependability, suggestions for improvements, stressful events, etc.

- a. RELIABILITY  
 b. COMPOSURE  
 c. TACTICS  
 d. COURAGE

ABCD					
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**STATING SUPERVISOR'S COMMENTS; CASE #2100013101**

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SUPERVISOR'S COMMENTS (CONT):

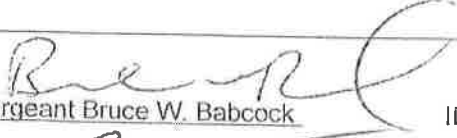


experience as both a police officer and Rifleman in the United States Marine Corp, as a black Heckler and Koch MP5 rifle.

In response thereto, Officer Vanoverloop withdrew from his holster his department issued pistol, but he kept the weapon in the low ready position, because Officer Langman stood directly between him and the potential assailant. Officer Langman, who was standing within an arm's length of the potential assailant, reacted immediately and dynamically by grabbing [redacted] arm and pulling him to the ground while disarming him. After Officer Vanoverloop quickly secured his weapon, he assisted Officer Langman in the control and restraint of [redacted] whom they restrained with handcuffs. [redacted] who was inebriated, made several irrational comments, such as the following, "Why didn't you shoot me?" and, "I wanted you to shoot me." [redacted] actions and comments support the hypothesis that he wanted to "commit suicide by cop." [redacted] was charged with criminal violations and transported to the hospital for an Emergency Examination. The rifle proved to be an airsoft gun; however, it appeared to be an actual rifle.

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RATED OFFICER'S COMMENTS:

Multiple horizontal lines for the rated officer's comments, which are currently blank.

Rating Supervisor:*	 Sergeant Bruce W. Babcock	ID#907	Date: <u>10/19/2021</u>
Chief of Police	 Michael Finkelstein	ID# 901	Date: <u>10/26/21</u>
Rated Officer**:	 Officer Vanoverloop	ID # 933	Date: <u>10/24/21</u>

Comments or explanation required to justify factors rated Superior or Unsatisfactory  
\* Signature indicates only that the rated officer has read and discussed this evaluation with rating supervisor, but does not signify agreement  
\*\* Must be signed by Human Resources if being incorporated into an annual evaluation

**Police Department**

Facility	-100%	Elimination
Radio Maintenance	40%	Addition of portable radios for new Officers
Boat storage/Maintenance	12%	Increased costs & needs
Professional Expenses	27%	Increase in 1033 program cost
Fuel – Boat	20%	Increase in fuel costs
Uniforms	11%	Increased costs & addition of 2 Officers
Training Supplies	25%	Finalize project to provide less lethal force capabilities to all Officers. Provide Taser, firearm and body camera for new Officers.
Towing/Evidence	100%	Addition of evidence destruction expenses twice a year
Testing/Accreditation	69%	Addition of funding to CALEA for accreditation

**GENERAL FUND BUDGET FY 2022/2023**

		2021 Actual Expense	2022 Adopted Budget	2022 Amended Budget	2023 Dept Head Requested	2023 Bd Selectmen Proposed	2023 Bd Finance Proposed	Adopted
<b>216 - Public Safety/Police Department</b>								
<b>100 Personnel Services</b>								
211	Police Chief	109,628	112,313	112,313				-100.00%
311	Administrative Assistant	52,396	60,632	60,632				-100.00%
314	Overtime	0	3,000	3,000				-100.00%
316	Longevity	650	750	750				-100.00%
412	Part time Clerical	26,992	26,208	26,208				-100.00%
511	Police Officers	1,775,074	2,038,336	2,038,336				-100.00%
512	PT Officers	17,469	13,048	13,048				-100.00%
513	Foot Patrol/Parade Duty	24,970	27,107	27,107				-100.00%
514	Overtime	358,951	330,239	330,239				-100.00%
515	Overtime - Boat Duty	13,436	22,559	22,559				-100.00%
516	Longevity	8,468	9,300	9,300				-100.00%
517	Training	41,618	58,810	58,810				-100.00%
519	Grant Overtime (Reimbursement)	0	10,000	10,000				-100.00%
<b>Personnel Services Total</b>		<b>2,429,651</b>	<b>2,712,302</b>	<b>2,712,302</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-100.00%</b>
<b>200 Services - Contracted/Operations</b>								
201	Facility Rental	46,950	8,658	8,658	0			-100.00%
214	Computer Maintenance	3,512	5,000	5,000	5,000			0.00%
221	Radio Maintenance	6,657	14,000	14,000	19,600			40.00%
291	Boat Storage/Maintenance	2,848	4,000	4,000	4,500			12.50%
<b>Services Contracted/Operations Total</b>		<b>59,967</b>	<b>31,658</b>	<b>31,658</b>	<b>29,100</b>	<b>0</b>	<b>0</b>	<b>-8.08%</b>
<b>300 Operating Expenses</b>								
201	Telephones	6,139	7,500	7,500	7,500			0.00%
240	Professional and Business Exp	900	1,090	1,090	1,390			27.52%
247	Law Enforcement Council	9,408	9,408	9,408	9,500			0.98%
302	Fuel - Boat	3,395	5,000	5,000	6,000			20.00%
313	Uniforms	45,125	41,300	41,300	45,975			11.32%

		2021 Actual Expense	2022 Adopted Budget	2022 Amended Budget	2023 Dept Head Requested	2023 Bd Selectmen Proposed	2023 Bd Finance Proposed	Adopted
320	Misc Supplies	15,549	20,000	20,000	20,000			0.00%
321	Canine Maintenance	2,485	3,500	3,500	3,700			5.71%
326	Training Supplies	32,332	40,375	40,375	50,665			25.49%
329	Public Relations	1,500	1,500	1,500	1,500			0.00%
332	Towing/Evidence	899	1,000	1,000	2,000			100.00%
335	Prisoner Expenses	0	5,000	5,000	5,000			0.00%
336	Testing/Accreditation	0	16,497	16,497	27,947			69.41%
333	Alarm monitoring	32	0	0	0			
<b>Operating Expenses Total</b>		<b>117,764</b>	<b>152,170</b>	<b>152,170</b>	<b>181,177</b>	<b>0</b>	<b>0</b>	19.06%
<b>Public Safety/Police Department Total</b>		<b>2,607,382</b>	<b>2,896,130</b>	<b>2,896,130</b>	<b>210,277</b>	<b>0</b>	<b>0</b>	-100.00%
01-05-500-502	Pistol, Fire & Lodging		Golf Carts	3,500				
01-05-500-502	Pistol, Fire & Lodging		Pistol Permits	17,150				
01-05-500-502	Pistol, Fire & Lodging		Vendor Permits	180				
01-06-600-601	Parking Fines		State Tickets	1,472		New Officer Equipment		
01-06-600-601	Parking Fines		Town Parking	600 Tickets		Body Camera	\$2,571	
	Towing Reimbursement			119		Taser	\$1,709	
	Police Chief Salary Reimb			50,303		Firearm	\$865	
	FBI OT Reiumb			14,885		Uniform	\$3,800	
01-08-800-817	Misc - Police		Reports	2,025		Radio	\$2,800	
	Total General Fund			90,234		Total	\$11,745	
32-08-800-814	Police Vehicle & Equip Fees		Outside Jobs	90,983				
	Fuel Reimbursement		Outside Jobs	2,880				
	Total Estimated Outside Jobs			93,863				

## East Lyme Police, Dispatch, ACO, Emergency Management IT 2022/23

Nexgen	Police, ELAA, Fire	\$17,880
Axon body cameras	Police	\$36,183.11
Power DMS	Police	\$5,300
InTime	Police	\$3,180
IDEMA	Police	\$4,590
Netmotion/AT&T Firstnet	Police	\$6,200
Hunter Camera	Police	\$399
Crown Castle	Police	\$13,920
Nutmeg	Police, Dispatch, FMO, Emergency Management	\$1,200 each location now. can they combine?
Eventide	Dispatch	\$ Placeholder (next year)
Everbridge	All Town Departments	\$7,500
Milestone Camera system	All Town Departments	\$ Placeholder *
Copier	PD, Dispatch, Emergency Management	IT Department
GIS	All Town Departments	Evaluating
Email	Police, Dispatch, Emergency Management	Awaiting updated cost including dispatchers
Power Phone	Dispatch, ELAA, Fire	\$158.98

\* all town parks / buildings / main st



# East Lyme Police Department

## *Staffing profile*

November 2021

26 Sworn Full Time Officers

Chief

2 – Lieutenants

6 – Sergeants

2 – Detectives

1 – Task Force Officer

1 – SRO

13 – Patrol Officers (2 in Academy)

3 – Part Time Officers

6 – Fulltime Dispatchers

4 – Active Part Time Dispatchers

2 – Less Active Part Time Dispatchers

1 – Full Time ACO

1 – Part Time ACO

2 Support Personnel

**GENERAL FUND BUDGET FY 2022/2023**

	2021 Actual Expense	2022 Adopted Budget	2022 Amended Budget	2023 Dept Head Requested	2023 Bd Selectmen Proposed	2023 Bd Finance Proposed	Adopted
<b>215 - Dispatch</b>							
<b>100 Personnel Services</b>							
212 Dispatchers	385,575	385,632	385,632				-100.00%
213 PT Dispatchers	47,572	34,952	34,952				-100.00%
214 Overtime	85,806	95,607	95,607				-100.00%
216 Longevity/Shift Differential	1,700	4,620	4,620				-100.00%
217 Training Payroll	4,967	6,000	6,000				-100.00%
<b>Personnel Services Total</b>	<b>525,620</b>	<b>526,811</b>	<b>526,811</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-100.00%</b>
<b>300 Operating Expenses</b>							
243 Training	0	4,735	4,735	5,000			5.60%
313 Uniforms	4,216	2,500	2,500	5,000			100.00%
320 Misc Supplies	2,420	2,500	2,500	2,500			0.00%
<b>Operating Expenses Total</b>	<b>6,636</b>	<b>9,735</b>	<b>9,735</b>	<b>12,500</b>	<b>0</b>	<b>0</b>	<b>28.40%</b>
<b>Public Safety/Emergency Mgt Total</b>	<b>532,256</b>	<b>536,546</b>	<b>536,546</b>	<b>12,500</b>	<b>0</b>	<b>0</b>	<b>-97.67%</b>
					<b>Revenue</b>	<b>0</b>	
					<b>Net Budget</b>	<b>0</b>	

**GENERAL FUND BUDGET FY 2022/2023**

	2021 Actual Expense	2022 Adopted Budget	2022 Amended Budget	2023 Dept Head Requested	2023 Bd Selectmen Proposed	2023 Bd Finance Proposed	
<b>226 - Public Safety/Animal Control</b>							
<b>100 Personnel Services</b>							
211 ACO	53,821	55,078	55,078				-100.00%
314 Overtime	2,374	5,745	5,745				-100.00%
412 PT/Asst ACO	21,593	22,812	22,812				-100.00%
417 Training	0	3,000	3,000				-100.00%
<b>Personnel Services Total</b>	<b>77,788</b>	<b>86,635</b>	<b>86,635</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-100.00%</b>
<b>300 Operating Expenses</b>							
201 Telephone	0	1,320	1,320	1,320			0.00%
223 Equipment	2,304	900	900	1,000			11.11%
250 Advertising	105	200	200	200			0.00%
313 Uniforms	853	1,700	1,700	1,700			0.00%
321 Veterinary Services	2,403	7,000	7,000	7,000			0.00%
326 Training	0	1,000	1,000	1,000			0.00%
<b>Operating Expenses Total</b>	<b>5,665</b>	<b>12,120</b>	<b>12,120</b>	<b>12,220</b>	<b>0</b>	<b>0</b>	<b>0.83%</b>
<b>Public Safety/Animal Control Total</b>	<b>83,452</b>	<b>98,755</b>	<b>98,755</b>	<b>12,220</b>	<b>0</b>	<b>0</b>	<b>-87.63%</b>
				<b>Revenues</b>		01-08-800-832	
				<b>Net Budget</b>		<b>0</b>	

12/17/2021