

# Minutes of Town of East Lyme Board of Finance Special Meeting - 03/29/23

**Date and time:** 03/29/23 6:30 PM to: 03/29/23 8:30 PM

**Present:** Brooke Stevens, Recording Secretary, Denise Hall, Chairperson, John T. Birmingham, Vice Chair, Peter Derosa, Paul Maxfield, Richard Steel, Absent:, Lauren McNamara

**CC:** Kevin Gervais, Finance Director, Dan Cleary, IT Director, Kevin Seery, First Selectman, Julie Wilson, Deputy Director of Public Safety, Michael Finkelstein, Chief of Police, Lt. Michael Macek, John MacDonald, Niantic Fire Chief, Chris Taylor, Flanders Fire Chief, Bill Bundy, Fire Marshal

**Location:** East Lyme Town Hall

**Link:** <https://app.meetingking.com/meetings/396525>

## Topics

### 1. Call Meeting to Order & Pledge

**Note** Chairperson Hall called the March 29th, 2023, Special Meeting of the Board of Finance to order at 6:32 p.m., and led the Pledge of Allegiance.

### 2. Delegations

**Note** There were none.

### 3. New Business- Budget Reviews

#### 3-1. Information Technology #109

**Note** Dan Cleary, the IT Director for the Town of East Lyme, came forward to present his proposed budget and said some of the following:

You'll see some decrease in the amount of consulting hours we're using with outside contractors.

Since he started, he and Carmen Ames have been able to take over most of the day-to-day operations.

The plan going forward is to use money with those outside resources to do things beyond our day-to-day capabilities.

So bigger projects, rollouts, deployments, things like that, where they need an extra set of hands, they can call on an outside contractor, and they'll have some money for that.

There's some a little bit of increase in money spent on training that's both for internal IT staff, and for information security training for all town employees.

This includes ransomware and cyber-attacks training.

They're in the process right now of renegotiating our copier lease.

At the end of this fiscal year, we'll own all the copiers.

Not all the copiers will need to be replaced exactly at five years, the idea is to stagger replacement over a few years, so they'll replace the ones that are in immediate need.

Prices have gone up, so he's not exactly sure where that number is going to fall.

There are no major increases.

The rest is basically just continued support contracts for the town, for the PD site.

There is a slight increase to our internet bandwidth across the town, as everything is going up cost wise.

They're increasing the number of cameras at PD, and that the PD relies on across the town.

RECEIVED FOR RECORD  
EAST LYME, CT  
2023 APR 12 A 8:16  
Carmen Ames  
TOWN CLERK

**Note** Ms. Hall asked about any planned spending for the future and Mr. Cleary discussed how he and Mr. Gervais have been exploring cyber insurance and its requirements, and much of the town staff training, they can do themselves.

**Note** Mr. Gervais said in terms of actual expenditures, the server hardware is getting to the end of its useful life, and included in that is a longer-term plan for secure offline storage.

**Note** Mr. Cleary said longer term, they also have a plan for replacing the computer equipment across the town. He added it's currently a tight budget, and it brings us to about an 8% replacement rate a year; the town has 120 computers which translates into 10 years' worth of stretching out the life of each computer.

**Note** Mr. Cleary said changing that rate to 16% or 20% would put them on target for a normal PC lifecycle; without additional expenditures, it would just be part of the ongoing maintenance.

**Note** Mr. Cleary said there's an over arching effort to kind of bring all the "IT islands"- the PD, the Community Center, and so forth, under one umbrella; we can see initiatives in certain areas of the town in different departments that are being duplicated, and efforts might be being duplicated in other parts of the town, so if they can get everyone on the same page it tends to save and make the town more streamlined in the long run.

**Note** Mr. Derosa said they're encouraging him to look for opportunities to bring the schools into that consolidation as well.

**Note** Mr. Cleary said it's not anything that's come up so far, as far as integrating with the schools, but there's certainly overlap there, and he's sure that they can work on that in the future.

**Note** Mr. Seery said the town has their own IT Staff while the schools still use the consultants, and the concern was if we started right now without a formal program, the IT Director would spend most of his time elsewhere, when he is needed for the town side.

**Note** Mr. Steel said it makes sense to include the schools if you're developing a common infrastructure or power system.

**Note** Mr. Cleary said there are software license benefits to that as well.

**Note** Mr. Maxfield asked about offsite data storage and Mr. Cleary detailed some of the pretty vigorous backups that occur within the town, that result in multiple copies, in multiple different locations.

### **3-2. Emergency Management #214**

**Note** Julie Wilson, Deputy Director of Public Safety, came forward to present her proposed budget and said some of the following:

They have a couple of standard increases.

They're requesting 2% cola for the Communications Officer and Radiological Officer who get a monthly stipend.

In terms of building maintenance, the actual department has figured them into their budget, so they would like to put those funds into an emergency resource fund based upon the current climate.

If something's happening, and we have a large event around the corner, and there's a concern about a copycat, they'll have those funds to use for resources for additional protection measures.

They did use additional resources last year at Celebrate East Lyme, given the events that occurred in Chicago.

It's just an extra security measure.

By combining the telephone services in the building, they have seen a \$3,000 annual reduction.

There's a small bump up for regular annual monthly membership fees for training.

They've requested the same transportation allowance.

She has done a lot of traveling across the state this year for trainings for emergency management, and that's definitely something that they would like to keep in place.

For Miscellaneous supplies, the only changes is the DLC software that was purchased using ARPA funds. It was a 12,400 expense.

It's the emergency management software that's going to help them tremendously with efficiency and enable them to offer our residents online forms for filling out information, that are automatically updated on an annual basis.

Emails get sent out.

All the information is captured for somebody who might need assistance with evacuations or with power during a storm, because they are medically dependent on their power.

Essentially, they have a special list of our residents, so we know who needs help.

Right now, they spend hours making sure that's kept up to date.

They're also branching out into the police department as well.

And a lot of their forms are now going to be available online for residents to be able to fill out and submit, instead of having to mail it in, or come and drop it off in person.

**Note** Ms. Hall asked how residents know this service is available to them and Ms. Wilson replied that it has always been done through the State, when they send out the Millstone Nuclear Power Safety booklet; forms would be sent to residents to fill out by hand, returned to the State, and forwarded back to Public Safety, to input into a spreadsheet.

**Note** Ms. Wilson said probably within the next month, a lot of these forms are going to be online, and they'll announce it on social media that they're going to be available. She thinks the software is going to be a huge help to them, and to the residents.

### 3-3. Police Department #216

**Note** Chief Finklestein said some of the following regarding the Police Department budget:

The Police Commission did a staffing study two years ago, and they're still nowhere near the numbers he showed you from Waterford and Stonington.

One position has been added this year, he has two people in the academy, one of which is replacing a retiree.

They're trying to maintain that staffing.

The staffing study had asked for two officers, they put in for three, and the Selectman cut that back to two.

**Note** The Commission further discussed the budget for the Police Department and what the landscape looks like in regard to more officers retiring.

### 3-4. Police, Dispatch, and ACO Power Point Presentation

**Note** Chief Finklestein said they're going to do a power point presentation for the Police Department, Dispatch, and Animal Control, then discuss each budget, and answer any questions.

 [PD Dispatch ACO Power Point Presentation.pdf](#)

**Note** Chief Finklestein discussed the Power Point Presentation and the function of each interwoven department in detail, and highlighted some of the following:

The Police Department provides police services to the residents in the town.

The Dispatch Center handles all 911 calls originating within the town and provides dispatching for the Police Department, Flanders Fire Department, Niantic Fire Department, and the East Lyme Ambulance. it provides monitoring and dispatch services for the East Lyme Water and Sewer Department and provides control for the Channel 22 services.

The East Lyme Waterford Animal Control division provides Animal Control Services for both of those towns combined, as a regional resource.

For the Police Department, the minimum patrol that they require each shift is one sergeant and two patrol officers, who are responsible for 34 square land miles and miles of coastline waterways.

Their staffing is at 1.84 staff per 1000 population, which is now the 10th lowest in the State.

The Connecticut average is 2.51, that includes police dispatch, support services and animal control.

He thinks they do a tremendous job doing much more with much less than neighboring towns.

For Police, employee salaries are 2.75 contractual.

They've asked for the addition of two officers for salary, equipment, and tuition for the police academy for them.

Foot patrol is something they want to increase as Main Street gets busier, and as more and more businesses are added to Main Street.

Unfortunately, with a two-person minimum patrol with one sergeant, the South patrol encompasses all of your beach communities from Waterford to Old Lyme, up to the Middle School area.

it's very easy for that officer get tied up and not get to spend time on Main Street, so generally they've had an overtime shift in the summer.

They're asking for the addition of one cell phone, since they're probably going to do a change with their investigators.

Both fuel and uniform costs continue to rise.

They're looking to add a second K9 Officer to the roster.

**Note** Mr. Steel said the slide where he had the comparison of the personnel and the budgets, it seemed like the three towns he had as comparators had vastly larger budgets, not just more police officers, and asked if he knows what they spend their funds on.

**Note** Chief Finklestein said he made the same observation but doesn't know the specifics of Old Saybrook's budget, but he believes that Stonington and Waterford are very much employee driven towns.

**Note** Mr. Steel asked what the differences are between 2021 and 2022 in terms of a police presence?

**Note** Chief Finklestein discussed how he thinks they're experiencing more criminal activity, more crimes are being reported, and they're encountering much more complex investigations; Not just the mailbox knocked down, but Cybercrime, where somebody has \$60,000 stolen and they need to follow up, to search.

**Note** Chief Finklestein discussed reactive versus proactive policing, and how proactive is the better approach, but requires them to get the officers out there.

**Note** Mr. Steel asked what kind of service is being sought for the 16,000 plus calls, and Chief Finklestein replied that the calls include everything, and if he consults the report he supplies to the Police Commission each month, he will see a specific breakdown for every type of call they receive.

**Note** Chief Finklestein detailed how they try to keep officers on patrol as much as possible, but the Sargeant specifically, is required to do a fair amount of paperwork within the Police Department as well. He said they're always seeking more staffing, because he does believe their patrol hours are woefully low and would like to see more officers scheduled per shift.

**Note** Ms. Hall asked about 2020 and Chief Finklestein replied that everyone saw lulls in 2020 because few people in society were making contact with one another. He added that the large increase in 2021 and 2022 has had a tremendous impact on their ability to do their job, which is why staffing is so important.

**Note** Ms. Hall asked if he thinks there's an underlying cause across all the different arrests and investigations, and Chief Finklestein replied that he thinks it's societal, but that most of them are financially driven.

**Ques** Ms. Hall asked if the addition of the IT Director this year has freed up some of the large amount of time previously spent on IT related matters?

**Note** Chief Finklestein shared that it's been a tremendous weight off of their shoulders, Star Computers did a terrific job, but unfortunately, they had to facilitate so much of the work, whereas now, they make a quick phone call to Mr. Cleary, to address the matter.

**Note** Mr. Steel asked if there have been any issues with response time given the new location of the Police Department?

**Note** Chief Finklestein said he's aware of no issues and hasn't received a single complaint.

**Note** Lt. Macek offered that the traffic has picked up exponentially coming into the Police Department front door, and he's definitely seeing an increase compared to what they saw down here on Main Street.

**Note** Ms. Hall asked them to run through the budgets and Chief Finklestein opted to begin with Dispatch.

### **3-5. Dispatch #215**

**Note** Chief Finklestein said some of the following regarding the Dispatch budget:

There's not a tremendous request for an increase.

moving to 8 full-time dispatchers this year has been a huge benefit.

They have noticed a significant stabilization of the overtime in part-time positions.

They're asking only for the contractual raises.

Moving into the new facility, all of the equipment being brand new, has been a tremendous benefit.

### **3-6. ACO #226**

**Note** Chief Finklestein said some of the following in regard to the ACO budget:

The biggest change that took place inside Animal Control was a shift from having a full-time officer and a part-time officer, to having two full-time officers.

Operationally it has worked out tremendously so far.

It has balanced the schedule much better.

When you look at the number of animals processing calls in 2022 Waterford had 843 calls for service, while East Lyme had 379 calls for service.

A lot of money is coming in donations, \$2,300 from Waterford and \$3,900 from East Lyme.

**Note** Ms. Hall said Ms. McNamara couldn't attend this evening but is curious about the increase from part-time to full-time.

**Note** Chief Finklestein reported there was a deficit, because you had a part-time employee making extremely low part-time wages, who was responsible for every Friday, Saturday, and Sunday; this was the most effective way, if you look at the number of calls for service, the responsibility of the two towns, having one and a half was woefully inadequate, especially when you compare it to other towns and populations, that have more people doing far less work.

**Note** Chief Finklestein noted the change has made it, so they don't encounter overtime, they're maintaining professional employees, rather than having part-time employees who may have to leave, because they're not being paid enough.

**Note** Ms. Hall asked if the division between towns is 50/50 for expenses as well as salaries?

**Note** Chief Finklestein explained that overtime is actual, if the ACO works overtime in Waterford, Waterford is billed for those hours, and they incur more in Waterford given that there are more calls there.

**Note** Mr. Maxfield asked about the potential impact on the Police due to the 4-year, Exit 74 interchange construction.

**Note** Chief Finklestein said it's going to be challenging, they've had had multiple meetings with the engineering firm the State has hired, and this is the largest project the Eastern District has done. He noted they're working with the State Police, Waterford, and Montville to discuss staffing, because no one office will be able to handle it all.

**Note** Chief Finklestein further discussed the Exit 74 Interchange construction work.

### **3-7. Niantic Fire #217**

**Note** Chief MacDonald came forward to discuss his proposed budget and noted some of the following: From July 1st to March 27th both Niantic Fire Department and Flanders Fire Department responded to 2,342 calls.

If anybody knows anyone who wants to be an EMT or a firefighter, please send them to us.

Training and fire prevention is going up from \$5,000 to \$6,000.

The reason for that is Firefighter 1 courses are increasing from \$800 - \$900 to \$1,250.

Firefighter 2 courses are up to \$950.

Everything else in the budget pretty much remained the same.

**Note** The Board discussed the Niantic Fire Department budget.

**Note** Mr. Maxfield asked about EMS calls and Chief MacDonald reported that total EMS calls is 1,787, which is for both Niantic and Flanders, while the total Fire calls is 555.

**Note:** Mr. Maxfield observed that the Ambulance Fund covers one firefighter from each department, and asked if there is additional revenue?

**Note:** Chief MacDonald explained that the Ambulance Fund covers all their fuel, and they allocate funds for rescue equipment and turnout gear, EMT classes, and ambulances.

**Note:** Mr. Maxfield said it would be nice to get a clearer picture of what the medical response is costing the town, because there's several different organizations here that are doing this one service, between the two fire departments.

**Note:** Mr. Seery said it might be helpful to meet with the Ambulance Fund so they can request this information going forward.

**Note:** Chief MacDonald discussed how vehicle maintenance is always a costly concern.

**Note:** Mr. Derosa asked about if the State is providing any increases to the training classes and Chief MacDonald replied that it has gotten a bit easier. He added that the EMT class is a different story, it's a six-month course, and you hope you get an EMT when they come out of it, since it's a 75% pass rate.

**Note:** The Board and Fire Chiefs further discussed training and the difficulties the classes pose.

### **3-8. Flanders Fire #218**

**Note:** Chief Taylor came forward to discuss his proposed budget and said some of the following:

This will be the eighth year that they haven't had an increase at all.

The only thing they had an increase on statistically was their firefighters line item and part timers.

They kept all their maintenance, their vehicle maintenance, radio maintenance, building maintenance, all the equipment mod the same.

This year we have I think it's a 3.15% increase overall including salaries.

He just held an aerial Operator class at Flanders.

They had nine members in town take it, and it was \$500.

They have a training budget of \$5,000, so that basically wiped out their whole training budget.

He's doing an instructor class coming up next month and doing an EMT class this month.

So, the training budget gets wiped out pretty fast.

To be a volunteer is very hard.

It takes over a year and a half to become an EMT, Firefighter One, Firefighter Two Member now.

The Ambulance Fund very graciously pays for fuel and the two lowest paid firefighters whether they belong to Niantic or Flanders.

He believes that contract ends next year.

**Note:** Mr. Seery discussed how they need to renegotiate and how more firefighters are needed.

**Note:** Mr. Taylor discussed how uniforms for firemen and fire apparatuses are very expensive; they're unable to go to True Value or a local uniform store to get what they need. He explained that Shipman's has this area, so he can only obtain the uniforms from them. Chief Taylor noted he got a quote for a pair of pants and coat the other day, and it was \$4,000 and it takes over a year to receive them.

**Note** Chief Taylor further made the following comments:

One of the problems he's having with the newer vehicles is computers.

During the last few years, a good portion of their maintenance budget has been spent on computers alone, which frequently become outdated.

Computers and water don't mix.

They try their best to keep their costs down.

**Note** Ms. Hall said they appreciate all they do for the town.

**Note** Chief Taylor emphasized how Niantic and Flanders are two Fire Houses, but they're both the Town of East Lyme. He commented that there have been issues in the past and a Fire Study determined they don't intermingle well. Chief Taylor said despite this, he and Chief MacDonald are constantly on the phone together, and work together whenever they can.

**Note** Mr. Birmingham asked how the Substation out by Rocky Neck is utilized and Chief Taylor replied that there is one full-time firefighter during the day, and one person in the evening, Monday thru Friday. He said unfortunately, that's probably the busiest Fire House between Crescent Point and AHEPA. Chief Taylor said we're continuing to build senior living facilities because they're needed, but our ambulances are going crazy because of them.

### 3-9. Fire Marshal #224

**Note** Fire Marshal Bundy came forward to introduce himself, review his budget, and said some of the following:

This year's proposed budget reflects similar line items from the last several years, but with the addition of a new line item, to create a position for a full time Deputy Fire Marshal.

Currently the department consists of a full-time Fire Marshal and one part-time Deputy Fire Marshal.

When he took over in May of last year, there was no Administrative Assistant.

He researched back to 2017, and the department was staffed with a full-time Fire Marshal, a full-time Deputy and a full-time Administrative Assistant.

Over the years although the budget has diminished in that respect, some of the responsibilities were reallocated to other departments, which included the reduction of staffing.

Unfortunately, some of our statutory requirements are still there, in terms of inspections, pre-planned reviews and investigations.

There are between 700 - 800 properties within the town that require some sort of inspection on either an annual, biannual, or every three years, in addition to all the plan reviews.

Current staffing is not sufficient.

In this January alone, approximately 15 inspections were required and the majority of them were not inspected.

The need for staffing is to be able to maintain our requirement to inspect these properties.

The Admin currently works 24 hours and he would like to increase that to 28 hours, so that he has 5 days coverage within the office.

The training operational has been upped from \$5,000 to \$10,000 in anticipation of a full-time Deputy.

They're mandated to complete training to maintain their certifications every three years.

Mr. Bundy further discussed the proposed budget and summarized the draft ordinance for a fee structure, which will be going before the Board of Selectmen for consideration, in a couple of days; East Lyme is one of the only towns in the area that doesn't charge for inspection and fire plan review services.

He anticipates an estimated revenue of \$75,000, which will offset the budgetary increases he is requesting.

**Note** Mr. Bundy discussed the nearby town that already have a fee structure. He noted that Waterford is currently presenting their own proposal as well.

**Note** The Board briefly discussed how the fee structure might offset some costs.



**Note** Mr. Derosa asked about the budgeted fire gear and Mr. Bundy explained that he budgeted \$10,000, because neither he nor the Deputy Fire Marshal have any turnout gear whatsoever.

**Note** The Board further discussed the Fire Marshal budget.

#### 4. Public Discussion

**Note** There was none.

#### 5. Board Comments

**Note** There was none.

#### 6. Adjournment

**Decision** MOTION (1)

Mr. Derosa moved to adjourn the March 29th, 2023, Special Meeting of the Board of Finance at 8:30 p.m.

Mr. Birmingham seconded the motion.

Motion carried, 5-0-0.

**Note** Respectfully Submitted,  
Brooke Stevens, Recording Secretary

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#### Next Meeting

Meeting title: East lyme board of finance special meeting  
Date and time: 04/03/23 06:30 pm to: 04/12/23 07:30 pm  
Location: East Lyme Town Hall



**East Lyme Police Department  
East Lyme Dispatch  
East Lyme Animal Control**

2023/24 budget proposal



# East Lyme Police Department Mission Statement

*The mission of the East Lyme Police Department is to serve the public in a professional manner. We take on the responsibility of making our community safe for all those that live, work or pass through our community. We strive to make our roads safe for motorists and pedestrians alike. It is our responsibility to work with other agencies and with the public we serve and treat everyone with respect and dignity.*

# Core Values

RESPECT for all persons both in and outside of the organization. We will inspire respect and confidence in the public trust by performing all duties impartially and respecting the dignity of all citizens and fellow employees.

STRIVE FOR EXCELLENCE in all our activities. We value professionalism and a team effort to provide effective public safety services.

Provide a high level of CUSTOMER SERVICE at all times. We will work cooperatively with other Town, state, federal agencies and citizen organizations to provide the highest level of service to our residents, businesses and visitors.

We will seek the highest levels of ETHICAL and MORAL conduct in our on duty and off- duty activities

# 6 Pillars of 21<sup>st</sup> Century Policing

## Building Trust & Legitimacy

Promoting trust and ensuring legitimacy through procedural justice, transparency, accountability and honest recognition of past and present obstacles

## Policy & Oversight

Developing comprehensive and responsive policies on key topics while also implementing formal checks/balances and data collection/analysis

## Technology & Social Media

Balancing embrace of technology and digital communications with local needs, privacy, assessments and monitoring

## Community Policing & Crime Reduction

Encouraging the implementation of policies that support community-based partnerships in the reduction of crime

## Training & Education

Emphasizing the importance of high quality and effective training and education through partnerships with local and national training facilities

## Officer Wellness & Safety

Endorsing practices that support officer wellness and safety through the re-evaluation of officer shift hours and data collection/analysis to help prevent officer injuries

The background of the slide is a faded photograph of two police officers in uniform. They are standing and looking at a laptop screen. The officer on the left is wearing a vest with 'POLICE' written on it. The officer on the right is also in uniform. The overall tone is professional and service-oriented.

## What we do

- The East Lyme Police Department provides Police services to residents and visitors of the Town of East Lyme.
- The East Lyme Police Department Dispatch center handles all 911 calls originating within the Town of East Lyme, provides dispatching for the East Lyme Police Department, Flanders Fire Department, Niantic Fire Department, and East Lyme Ambulance. It also provides monitoring and dispatch services for the East Lyme Water/Sewer Department and provides control for the Channel 22 services.
- The East Lyme/Waterford Animal Control Division provides animal control services for the Towns of East Lyme & Waterford.

# East Lyme Police Department

- The East Lyme Police Department is responsible for maintaining the safety and security of all residents and visitors to the Town of East Lyme. Currently, the resident population of East Lyme is 18,693. This does not include visitors to the Town's many beaches, shops and parks who significantly add to the Town's population and traffic.
  - Current Staffing – 28 Full Time Sworn Officers
  - Minimum Patrol – 1 Sergeant, 2 Patrol Officers
- Responsible for 34 sq land miles and miles of coastline/waterways
- East Lyme Staffing – 1.84\* Staff Per 1,000 population (10<sup>th</sup> lowest)
  - State of CT Staffing rate – 2.51\* Staff Per 1,000 population
- \*Includes Police, Dispatch, Support and Animal Control- 2021 Crime In CT

Town	Total number of Officers	Police budget	Population	PD staff per capita
East Lyme	28 Officers	\$2,974,987	18,693	1.84
Old Saybrook	25 Officers	\$5,235,254	10,084	3.30
Stonington	39 Officers	\$6,682,205	18,335	2.80
Waterford	49 Officers	\$6,488,214	19,571	3.19





*Staffing profile*

2022

28 Sworn Full Time Officers

(2 in Academy- Dec 2023 Patrol date)

Chief

2 – Lieutenants

6 – Sergeants

2 – Detectives

1 – Task Force Officer

1 – SRO

15 Patrol Officers

1 – Part Time Officer

8 – Fulltime Dispatchers

4 – Active Part Time Dispatchers

2 – Full Time ACO's

2 Support Personnel

# East Lyme Police Department Statistics

## 2022 Statistics

- 16,167 Calls for Service
- 1,654 Motor Vehicle Stops
- 245 Traffic Accidents
- 189 Pieces of evidence into evidence room
- 319 Arrests – 32% Increase 22 over 21 -28% Increase 21 over 20
- Force used in 4 of 319 arrests, only 2 physical force – 1.2%
- 58.7% Increase in criminal invests 22 over 21- 34.7% 21 over 20
- East Lyme Police Clearance rate – 43.04 %
- State of CT Clearance Rate – 30.22%

# What are the arrests for 2022?

- Assault – 31
- Breach/Disorderly Conduct – 54
- DUI – 65
- FTA – 46
- Drugs – 55
- Larceny - 37
- Violation of Probation – 13
- Violation of Protective Order - 17



# Highlights

- Axon In Car/Body/Evidence.com – 20,156 video uploads 2022
- Power DMS – 184 Policies/Documents created to achieve POST C Tier 1 accreditation
- Rapid SOS & Prepared Live In dispatch
- Migration to interoperable radio system with State and Region
- Inaugural Citizens Police Academy Class
- Highly successful participation in National Night Out
- Annual Tip A Cop for Special Olympics, Holiday Toy Drive, sponsor families for Holiday season



# East Lyme Police Training


Mandatory training for State certification

## Annual

- Body worn/Dashboard cameras – 1 hour
  - Firearms practical – 2 hours
  - POSTC use of force – 1 hour
  - CISS mandatory user training
  - Taser/less lethal mandatory training
- Breath alcohol testing certification mandatory training

## Triennially

- Rape crisis/Sexual Assault – 2 hours
  - Handling juveniles – 2 hours
    - Gangs – 1 hour
    - Bigotry/Bias – 1 hour
    - Implicit bias – 1 hour
- Domestic violence response – 2 hours
  - Police & the law – 7 hours
  - Cultural awareness – 1 hour
- Citizens with special needs – 1 hour
  - Human trafficking – 1 hour
  - Human relations – 2 hours


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- Patrol procedures – 2 hours
    - De-Escalation – 2 hours
  - Procedural justice – 1 hour
  - COLLECT/NCIC – 2 hours
  - Constitutional law – 1 hour
    - Police wellness – 1 hour
  - Substance abuse/suicide recognition – 2 hours
    - Active shooter response – 6 hours
    - Death notification – 1 hour
    - Stress management – 1 hour
    - Sexual harassment – 1 hour

#### **Examples of additional trainings over the past year**

- Investigating child sex crimes
  - EMT/EMR refresher
  - Drug Recognition Expert
- Advanced Accident Reconstruction
- Advanced roadside impairment driving enforcement
- Words matter De-escalation training
- Community/Police relations
- Crisis intervention training
  - Search & Seizure
- Supervising Critical Incidents
- Child Car Seat Technician
- Methods of Instruction
  - Peer Support
- White Collar Crime
  - Virtual Currency
  - Financial Crimes
- Red Flags in School Shootings

## Budget Increases

- Employee salaries – 2.75% contractual
- Addition of two Officers – Salary, Equipment, Tuition
- Overtime to meet actual
- Foot patrol/Parade – Increase visibility through Main Street during summer
- Training – Academy tuition for new Officers
- Boat Storage/Maintenance – Realized costs increase on both boats
- Telephone – Need for additional cellular phone

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- Law Enforcement Council – Increased assessment
  - Boat Fuel – Rising fuel costs
  - Uniforms – Cost to outfit two new Officers
  - Canine maintenance – Addition of 2<sup>nd</sup> K9
  - Training Supplies – Taser, Firearm, body camera for new Officers
  - Public relations – National night out, Citizens Police Academy
  - Testing and accreditation – Accreditation fee(s), employment testing