

EAST LYME BOARD OF SELECTMEN  
SPECIAL MEETING OF FEBRUARY 18, 2026  
MINUTES

PRESENT: Dan Cunningham, Ann Cicchiello, Rose Ann Hardy, Candice Carlson, Cindy Collins. Jason Deeble joined via Zoom for a portion of the meeting

ALSO PRESENT: Finance Director Kevin Gervais, Police Chief Kevin Glenn, Interim Emergency Management Director Julie Wilson and IT Director Dan Cleary

Mr. Cunningham called the special meeting to order at 5:30 p.m. and led the Pledge of Allegiance.

2. Budget Review

109 IT

Dan Cleary reviewed the IT budget line by line; increases are due to contractual and salary increases, and proposed updates to the current systems are necessary.

Notable items include:

- IT now supports all departments and operations in town, eliminating the line item for STAR computers as a consultant.
- Experienced a UPS failure which caused a fire in the server room at PSB; additional expenses and man hours expended.
- Received a State grant to interconnect all of the town buildings to a main server at PSB. The first two buildings to be interconnected using this grant are Fire Station 2 and the Public Safety Building.
- He has all computers on a five-year replacement cycle; there are currently 40 machines in need of replacement.
- Some of the major projects in the Capital Improvement Plan are the Public Safety Building server replacement, wifi expansion (hoping for a grant for this), and cameras at Town Hall and Community Center that will broadcast live at Dispatch.
- Will investigate opportunities for regionalization.
- Working with the Board of Education to utilize the school's discount on purchasing computers.

214 Emergency Management

Julie Wilson presented on this budget; her detailed presentation is attached hereto as Exhibit #1.

215 Dispatch

226 Animal Control Officer

216 Police

Chief Glenn presented on this budget; details attached hereto as Exhibit #2.

- ACO is shared with Waterford and shares the cost of salaries. East Lyme is responsible for the vehicle and the people; Waterford is responsible for the building.

RECEIVED FOR RECORD  
EAST LYME, CT  
2026 FEB 26 P 2:24  
Dan Cleary  
Town Clerk

- He had originally requested a second vehicle for the ACO, but that was removed from the budget.
- He had requested money to re-institute the bicycle patrols downtown in the summer, but this was removed.
- Chief requested that the Board of Selectmen consider funding all four officers that he is asking for in this year's budget. It has been reduced to one full-time in July 2026 and another starting on January 1, 2027.

It was discussed that the Fire Service budget will be reviewed at an upcoming special budget meeting.

To watch a recording of this meeting, pull a full transcript of the meeting, or to view full budget information, please visit [www.eltownhall.com](http://www.eltownhall.com).

3. Adjourn

**MOTION (1)**

Ms. Cicchiello MOVED to adjourn the February 18, 2026, special budget meeting of the Board of Selectmen at 7:36 p.m.

Seconded by Ms. Collins. Motion passed 6-0.

Respectfully Submitted By:



Sandra Anderson  
Recording Secretary

# FISCAL YEAR 2026/2027



**JULIE C. WILSON**

*Interim Emergency Management Director*

**EMERGENCY MANAGEMENT**

**BUDGET PRESENTATION**

**FEBRUARY 2026**

# MISSION STATEMENT

The mission of East Lyme Emergency Management is to strengthen community resilience and preparedness. Working to educate residents, businesses, employees, and first responders about potential threats through public outreach, planning, training, and exercises.

East Lyme Emergency Management fosters open communication and coordination between public safety departments, regional partners, and the community, and is committed to:

- Proactively identifying and addressing vulnerabilities to keep East Lyme safe.
- Maintaining capabilities and resources to effectively respond to all hazards to protect lives, property, and the environment.
- Implementing mitigation strategies to reduce disaster impacts.
- Ensuring our operations, plans, and training enable a swift, coordinated disaster response and recovery.
- Partnering with the whole community for an inclusive, efficient recovery.

Exhibit #1

*Planning to Prepare is Preparing to Fail. Prevention - Protection - Mitigation - Response - Recovery*



## • EAST LYME HEALTH & SAFETY- MONTHLY MEETINGS

- EMPLOYEE INJURY REPORTS
- FIRST AID KITS / AED
- EMPLOYEE TRAINING
- ANNUAL HEALTH & SAFETY FAIR
  - SPONSORSHIPS
  - VENDORS
  - PUBLIC
- TOWN-WIDE BUILDING INSPECTIONS FOR OSHA COMPLIANCE

### **“Excellence in Risk Management Award”**

*Recognizing the  
“Substantial Impact on Total Cost of Risk”  
as a result of their dedicated focus on  
reducing workplace injuries and improving  
the general health and wellness of all  
employees.*

CIRMA EXCELLENCE IN  
RISK MANAGEMENT AWARD

*Excellence*

IN RISK  
MANAGEMENT  
AWARD

Presented to

Town of  
East Lyme

for

SUBSTANTIAL IMPACT ON  
TOTAL COST OF RISK



## 2025 REPORT

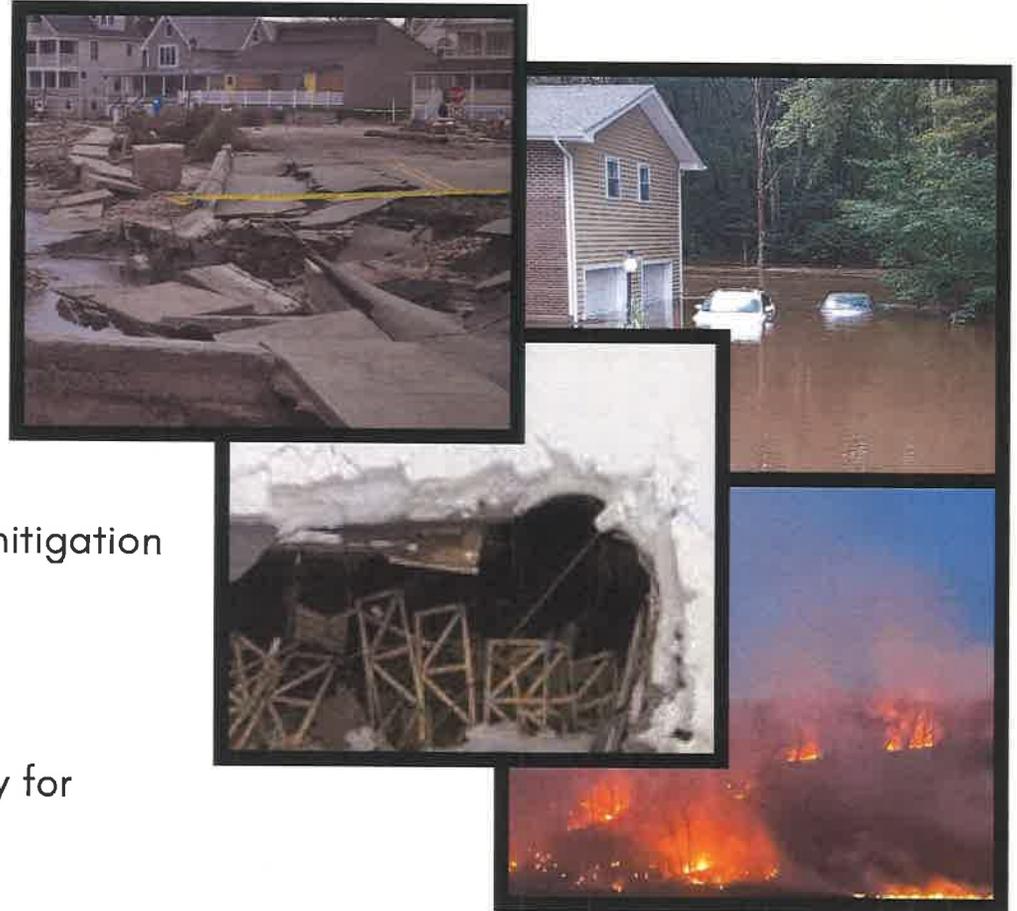
- ***Physical & Cyber Security Assessments were completed at no cost to the Town***
  - W&S
  - Public Safety
  - General Town Government
- **Purpose:**
  - Assess
  - Identify
  - Recommend
- **Comprehensive reports**
  - Commendable actions noted
  - Vulnerabilities found
  - Options for Consideration





## Hazard Mitigation Committee

- Identify and assess potential hazards
- Develop comprehensive, cost-effective mitigation strategies
- Research and secure available funding opportunities
- Ensure our community maintains eligibility for post-disaster recovery assistance
- Reduce insurance costs



# REGIONAL & STATE MONTHLY MEETINGS

Serving on multiple Emergency Support Function (ESF) committees within our region provides East Lyme with strategic advantages, including:

- **Enhanced Emergency Response Coordination**
- **Access to Shared Resources and Expertise**

- • **Regional Meetings**
- • **Regional & State Meetings**

- **ESF-1** Transportation & Transportation Security- **\*Member**
- **ESF-2** Communications, Public Alert & Warning
- **ESF-3** Public Works, Critical Infrastructure
- **ESF-4** Fire Prevention & Control
- **ESF-5** Emergency Management - **\*Chair**
  - School Security Working Group - **\*Chair**
  - Incident Management Team - CT IMT4 - **\*Member**
- **ESF-6** Mass Care
- **ESF-7** Logistics, Resource Support, & Private Sector
- **ESF-8** Public Health & Medical Services
- **ESF-9** Search & Rescue
- **ESF-10** Hazardous Material Response

- **ESF-11** Agriculture, Animal, & Natural Resources
- **ESF-12** Energy & Utilities Restoration
- **ESF-13** Law Enforcement & Homeland Security
- **ESF-14** Long Term Recovery & Mitigation
- **ESF-15** External Affairs & Public Information
- **ESF-17** Cybersecurity - **\*Chair**
- **ESF-20** Port Security



# 2025 Regional & State Trainings

- ✓ **Region-4 Amtrak - ACELA Training**
  - Mass Casualty / School Reunification TTX - EOC - 3/11/2025
- ✓ **Region-4 Annual Cybersecurity Training**
  - Cyber-attack on a municipal sewer system - 4/11/2025
- ✓ **Region-4 School Security**
  - Mass Casualty / School Reunification TTX - EOC - 7/24/2025
  - Full-Scale Exercise - ELHS - 8/6/2025
- ✓ **EPZ Towns - Annual Millstone Exercise**
  - Plume Event - EOC - 9/4/2025
- ✓ **Governors Annual State Emergency Planning & Preparedness Initiative (EPPI)**
  - Severe Drought / Wildfires - 9/9/2025
- ✓ **Annual State Cyber Nutmeg**
  - Annual event designed to heighten awareness on cybersecurity threats and defenses 10/10/2025



# GRANTS

	<b>AWARDED</b>
<b>NSEF</b> - Nuclear Safety Emergency Fund through 2026	\$ 743,382
<b>EMPG</b> - Emergency Management Performance Grant through 2024	\$ 70,881
<b>EMPG</b> - Pending word from the State Grants Division on 2025 status	\$ <u>9,394</u>
<b>2017-2025 AWARDS TOTAL: \$ 823,657</b>	

## Grant Funds Awarded Have Covered:

- One Quarter + \$10K of the EMDs Salary/Fringe Benefits **Annually**
- 100% of our EOC and EOC Communications Room Buildout, Equipment, & Furniture
- Portable Radios / Laptops
- New Traffic Control Trailer / Traffic Cones / Signs & Stands
- Multiple Mobile Electronic Messaging Signs
- EMD Vehicle
- RV Power Outlets for Public Safety Trailers (Spring 2026)

<b><u>Congressionally Directed Spending Grant: 4/2024 Communications Tower</u></b>	<b>PENDING</b> \$ 304,331
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**GENERAL FUND BUDGET FY 2026/2027**

		2025	2026	2026	2027	2027	2027	2027	
		Actual	Adopted	Amended	Dept Head	1st Selectmen	Bd Selectmen	Bd Finance	
		Expense	Budget	Budget	Requested	Proposed	Proposed	Proposed	Adopted
<b>1054223 - Public Safety/Emergency Management</b>									
<b>Personnel Services</b>									
51618	Director	33,816	24,446	24,446	25,118	25,118			2.75%
51625	EoC Staff Activation	2,429	1,000	1,000	1,000	2,000			100.00%
53520	Comms Officer & Radiological Officer	1,835	1,891	1,891	1,929	1,929			1.99%
51905	Longevity/Shift Differential	550	550	550	700	700			27.27%
51619	Deputy Emergency Management Dire	79,510	80,236	80,236	84,504	82,442			2.75%
<b>NEW</b>	Administrative Assistant - Part Time	0	0	0	26,198	0			#DIV/0!
<b>Personnel Services Total</b>		<b>118,140</b>	<b>108,123</b>	<b>108,123</b>	<b>139,448</b>	<b>112,189</b>	<b>0</b>	<b>0</b>	<b>3.76%</b>
<b>Services - Contracted/Operat</b>									
<b>NEW</b>	Drone	0	0	0	18,952	0			#DIV/0!
348	Radio Maintenz <b>MOVED TO IT</b>	45,483	0	0	0	0			#DIV/0!
<b>Services Contracted/Operatic</b>		<b>45,483</b>	<b>0</b>	<b>0</b>	<b>18,952</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>#DIV/0!</b>
<b>Operating Expenses</b>									
55305	Telephones <b>MOVED TO IT</b>	12,818	13,010	13,010	0	0			-100.00%
58900	Training	849	3,150	3,150	1,710	1,710			-45.71%
<b>NEW</b>	Vehicle Maintenance	0	0	0	2,000	0			#DIV/0!
55800	Transportation Allowance	682	0	0	0	0			#DIV/0!
56100	Misc Supplies	15,495	4,295	4,295	4,948	4,948			15.20%
<b>Operating Expenses Total</b>		<b>29,844</b>	<b>20,455</b>	<b>20,455</b>	<b>8,658</b>	<b>6,658</b>	<b>0</b>	<b>0</b>	<b>-67.45%</b>
<b>Public Safety/Emergency Mgt Total</b>		<b>193,467</b>	<b>128,578</b>	<b>128,578</b>	<b>167,058</b>	<b>118,847</b>	<b>0</b>	<b>0</b>	<b>-7.57%</b>

25/26 Actual Reimbursed Expenses:		26/27 Expected Reimbursed Expenses:		Less Expected Annual Reimbursements:	
NSEF EMD AnnualSalary Reimb.	-36,270	NSEF EMD AnnualSalary Rein	-37,267		
EMPG EMD Salary Reimb.	-9,394	EMPG EMD Salary Reimb.	-10,000		
		EMPG PPE Reimbursable 100%	-923		
	147,803		118,868		-7.55%

	<b>Department Total</b>	<b>161,809</b>	
<b>TOWN OF EAST LYME</b>			<b>FY 2026/2027</b>
<b>Dept No.</b>		<b>1054223</b>	
<b>Dept</b>	<b>Public Safety/Emergency Mgt</b>		
	<b>Account</b>	<b>26/27</b>	
<b>Acct.</b>	<b>Description</b>	<b>Budget</b>	<b>Supporting Description of Activity</b>
<b>Personnel Services</b>			
51619	Director	<b>25,118</b>	EMD Position Stipend - Reflects a 2.75% increase. (I) EMD currently receiving \$250/wk
51625	EOC Staff Activation	<div style="display: flex; align-items: center;"> <span style="color: green; font-size: 2em; margin-right: 5px;">↑</span> <div style="text-align: right;"> <p>2,000</p> <p><del>1,000</del></p> </div> </div>	For essential dispatch and operations personnel to cover EOC operations for Millstone and State EPPI drills requiring EOC staffing, storms and other real-world emergencies.
53520	Comms Officer & Radiological Officer	<b>1,929</b>	For EOC Communications Officer, Radiological Officer monthly stipends at <b>\$80.36 per month x 12 months. Amount requested reflects a 2% COLA.</b>
51905	Longevity/Shift Differential	<b>700</b>	Non-affiliated annual benefit for (I)EMD based on 20 years of service.
51619	Deputy EMD	<div style="display: flex; align-items: center;"> <span style="color: red; font-size: 2em; margin-right: 5px;">↓</span> <div style="text-align: right;"> <p><del>84,504</del></p> <p>82,442</p> </div> </div>	Deputy EMD annual salary plus 2.5% step increase for excellent performance review (8/2025) and anticipated 2.75% COLA
<b>*NEW</b>	<del>Administrative Assistant</del>	<div style="display: flex; align-items: center;"> <span style="color: red; font-size: 3em; margin-right: 5px;">X</span> <div style="text-align: right;"> <p><del>26,198</del></p> </div> </div>	This position, originally submitted at the advisement of the First Selectman in the 2025/2026 FY budget, is being requested again as it was cut during the last budget process. Emergency Management has experienced extreme growth in responsibilities since 2020. This expansion exceeds the capability of one person, routinely requiring additional work hours on a weekly basis. A part-time (20 hr./week) administrative assistant is essential to keeping up with the clerical demands of this office, and will provide more time for the EMD to focus on mitigation efforts and the preparedness of our community. This position will be responsible for secretarial and administrative support work of moderate complexity performed under the direction of the Emergency Management Director. This position would additionally act as the Functional Needs Coordinator in the EOC during emergencies. <b>The position would be without benefits and equivalent to a grade 6 level III Administrative Assistant at \$25.19/hour.</b>
<b>Public Safety/EM Dept Total</b>		<div style="display: flex; align-items: center;"> <span style="color: red; font-size: 2em; margin-right: 5px;">↓</span> <div style="text-align: right;"> <p><del>136,449</del></p> <p>112,18</p> </div> </div>	

Operating Expenditures			
55305	Telephone	0	All landline and cellular expenses now fall under the IT Department Budget - This budget line can be removed.
*NEW	<del>Drone Program</del>	<del>18,952</del>	Drone: Recognized by both Boards and the CIP Committee last year as a critical asset for public Safety. This 5 year drone program would sink with our current Axon Police camera system. <b>Please see attached documentation.</b>
58900	Training & Supplies	1,710	\$1,000 EOC training expenses (3 mandatory State and Federal trainings in 2026)   \$250 for state and regional conference fees and online training opportunities  \$260 NEMA - National Emergency Management Association Dues: NEMA offers its members learning opportunities through a multitude of venues including Lessons Learned workshops at conferences, access to award-winning research publications, opportunities to share and discuss best practices, and high-quality learning opportunities through workshops, publications and access to online tools.  \$200 IAEM - International Association of Emergency Managers Dues: IAEM offers members: Access to the largest network of top emergency management experts who can offer solutions, guidance and assistance - A members-only monthly newsletter that is the definitive source for current emergency management issues and trends - Access to conferences, workshops and webinars that provide educational benefits (only members may access recordings posted following the event) - Professional development through in-person meetings, networking, continuing education and training opportunities. All annual fees above provide membership benefits for the Emergency Management Director.
*NEW	<del>Vehicle Maintenance</del>	<del>2,000</del>	This would be a new budget line item to cover the cost of maintenance and repairs for the EMD vehicle and public safety trailers.
55800	Transportation Allowance	0	
56100	Misc Supplies	4,948	\$800 - Supplies: paper, various document files, labels, writing pads, binders, dividers, batteries, pens, pencils, highlighters, tape, staples, etc.   \$75 Mobile Accessories: case, screen protectors, chargers   \$275 - EOC Laser printer supplies   \$450 EOC public notice posters / brochures / sign supplies   \$100 Outside printing services: business cards   \$1,000 EOC activation - command staff supplies during storms / large scale emergencies   \$25 Postage   \$1,000 EOC Equipment / Repairs   \$300 Weather Link Subscription   \$923 PPE (Reimbursable at 100% from EMPG funds).
Operating Expenditures Total		↓ -25,360	
		6,658	
Public Safety/EM Total		161,809	

118,847

<b>GENERAL FUND BUDGET FY 2026/2027</b>										
		2025	2026	2026	2027	2027	2027	2027		
		Actual	Adopted	Amended	Dept Head	1st Selectman	Bd Selectmen	Bd Finance		
		Expense	Budget	Budget	Requested	Proposed	Proposed	Proposed	Amended	
<b>1054202 - Dispatch</b>										
<b>Personnel Services</b>										
51619	Dispatchers	532,110	574,413	574,413	574,413	574,413				0.00%
51620	PT Dispatchers	2,532	10,000	10,000	10,000	10,000				0.00%
51630	Overtime	203,537	170,000	170,000	174,675	174,675				2.75%
51905	Longevity/Shift Differential	9,556	9,058	9,058	9,000	9,000				-0.64%
51800	Training Payroll	10,162	7,000	7,000	7,000	7,000				0.00%
<b>Personnel Services Total</b>		<b>757,898</b>	<b>770,471</b>	<b>770,471</b>	<b>775,088</b>	<b>775,088</b>	<b>0</b>	<b>0</b>		<b>0.60%</b>
<b>Operating Expenses</b>										
58900	Training	578	5,000	5,000	5,000	5,000				0.00%
56101	Uniforms	4,000	4,000	4,000	4,000	4,000				0.00%
56100	Misc Supplies	330	1,500	1,500	1,500	1,500				0.00%
<b>Operating Expenses Total</b>		<b>4,908</b>	<b>10,500</b>	<b>10,500</b>	<b>10,500</b>	<b>10,500</b>	<b>0</b>	<b>0</b>		<b>0.00%</b>
<b>Public Safety/Emergency Mgt Total</b>		<b>762,805</b>	<b>780,971</b>	<b>780,971</b>	<b>785,588</b>	<b>785,588</b>	<b>0</b>	<b>0</b>		<b>0.59%</b>



## GENERAL FUND BUDGET FY 2026/2027

		2025 Actual Expense	2026 Adopted Budget	2026 Amended Budget	2027 Dept Head Requested	2027 1st Selectmen Proposed	2027 Bd Selectmen Proposed	2027 Bd Finance Proposed	Amended
<b>1054215 - Public Safety/Animal Control</b>									
<b>Personnel Services</b>									
51618	ACO	118,407	122,273	122,273	125,636	125,636			2.75%
51630	Overtime	18,778	12,000	12,000	12,330	12,330			2.75%
58900	Training	0	0	0	1,000	1,000			#DIV/0!
<b>Personnel Services Total</b>		<b>137,185</b>	<b>134,273</b>	<b>134,273</b>	<b>138,966</b>	<b>138,966</b>	<b>0</b>	<b>0</b>	<b>3.49%</b>
<b>Operating Expenses</b>									
55300	Telephone ✘	0	1,320	1,320	0	0			-100.00%
57300	Equipment	118	1,000	1,000	1,000	1,000			0.00%
55400	Advertising	66	200	200	200	200			0.00%
56101	Uniforms	660	1,700	1,700	1,700	1,700			0.00%
56190	Veterinary Services	239	6,000	6,000	6,000	6,000			0.00%
58900	Training	2,877	3,000	3,000	3,000	3,000			0.00%
<b>Operating Expenses Total</b>		<b>3,960</b>	<b>13,220</b>	<b>13,220</b>	<b>11,900</b>	<b>11,900</b>	<b>0</b>	<b>0</b>	<b>-9.98%</b>
<b>Public Safety/Animal Control Total</b>		<b>141,145</b>	<b>147,493</b>	<b>147,493</b>	<b>150,866</b>	<b>150,866</b>	<b>0</b>	<b>0</b>	<b>2.29%</b>



**GENERAL FUND BUDGET FY 2026/2027**

	2025 Actual Expense	2026 Adopted Budget	2026 Amended Budget	2027 Dept Head Requested	2027 1st Selectmen Proposed	2027 Bd Selectman Proposed	2027 Bd Finance Proposed	Amended
<b>1054201 - Public Safety/Police Department</b>								
<b>Personnel Services</b>								
51618 Police Chief	\$ 286,106	\$ 154,138	\$ 154,138	\$ 158,377	\$ 158,377			2.75%
51619 Administrative Assistant	\$ 57,736	\$ 56,701	\$ 56,701	\$ 66,788	\$ 66,788			17.79%
51630 Overtime	\$ -	\$ 2,000	\$ 2,000	\$ -	\$ -			-100.00%
51905 Longevity	\$ 1,950	\$ -	\$ -	\$ -	\$ -			#DIV/0!
51620 Part time Clerical	\$ 33,297	\$ 35,232	\$ 35,232	\$ 37,128	\$ 37,128			5.38%
<u>51635 Police Officers</u>	<u>\$ 2,338,570</u>	<u>\$ 2,649,133</u>	<u>\$ 2,649,133</u>	<u>\$ 2,711,925</u>	<u>\$ 2,610,618</u>			-1.45%
51640 PT Officers	\$ 988	\$ 14,187	\$ 14,187	\$ 14,000	\$ 14,000			-1.32%
51625 ★ Foot Patrol/Parade Duty	\$ 24,504	\$ 35,000	\$ 35,000	\$ -	\$ -			-100.00%
51645 Overtime	\$ 326,017	\$ 360,000	\$ 360,000	\$ 505,050	\$ 505,050			40.29%
51650 ★ Overtime - Boat Duty	\$ 1,805	\$ 16,000	\$ 16,000	\$ -	\$ -			-100.00%
51626 Longevity/ Shift Differential	\$ 23,281	\$ 31,054	\$ 31,054	\$ 34,156	\$ 34,156			9.99%
51655 Holiday Pay	\$ -	\$ -	\$ -	\$ 140,811	\$ 135,551			#DIV/0!
51800 ★ Training	\$ 70,140	\$ 70,000	\$ 70,000	\$ -	\$ -			-100.00%
51900 Grant Overtime (Reimbursement)	\$ 300	\$ -	\$ -	\$ -	\$ -			#DIV/0!
<b>Personnel Services Total</b>	<b>\$ 3,164,694</b>	<b>\$ 3,423,445</b>	<b>\$ 3,423,445</b>	<b>\$ 3,668,234</b>	<b>\$ 3,561,668</b>	<b>\$ -</b>	<b>\$ -</b>	<b>4.04%</b>

**Services - Contracted/Operations**

54300	Rep & Maint (Computer, Radio, Boat)	\$ 22,675	\$ 24,000	\$ 24,000	\$ 25,200	\$ 25,200	\$ -	\$ -	5.00%
<b>Services Contracted/Operations Total</b>		<b>\$ 22,675</b>	<b>\$ 24,000</b>	<b>\$ 24,000</b>	<b>\$ 25,200</b>	<b>\$ 25,200</b>	<b>\$ -</b>	<b>\$ -</b>	<b>5.00%</b>

**300 Operating Expenses**

55300	Telephones & Equipment	\$ 7,099	\$ 8,700	\$ 8,700	\$ 8,700	\$ 8,700			0.00%
53010	Professional and Business Exp	\$ 12,531	\$ 13,700	\$ 13,700	\$ 14,200	\$ 14,200			3.65%
55990	Other Purchased Services	\$ 9,049	\$ 3,000	\$ 3,000	\$ 4,000	\$ 4,000			33.33%
56270	Fuel - Boat	\$ 2,578	\$ 6,500	\$ 6,500	\$ 6,500	\$ 6,500			0.00%
56101	Uniforms	\$ 45,986	\$ 50,000	\$ 50,000	\$ 60,000	\$ 60,000			20.00%
56100	Misc Supplies	\$ 13,976	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000			0.00%
56115	Canine Maintenance	\$ 6,219	\$ 7,500	\$ 7,500	\$ 8,000	\$ 8,000			6.67%
56110	Training Supplies	\$ 51,782	\$ 75,000	\$ 75,000	\$ 85,000	\$ 85,000			13.33%
53950	Public Relations	\$ 1,050	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000			0.00%
56103	Prisoner Expenses	\$ 4,236	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500			0.00%
53028	Testing/Accreditation	\$ 10,086	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000			0.00%
<b>Operating Expenses Total</b>		<b>\$ 164,591</b>	<b>\$ 217,900</b>	<b>\$ 217,900</b>	<b>\$ 239,900</b>	<b>\$ 239,900</b>	<b>\$ -</b>	<b>\$ -</b>	<b>10.10%</b>

<b>Public Safety/Police Department Total</b>		<b>\$ 3,351,960</b>	<b>\$3,665,345</b>	<b>\$3,665,345</b>	<b>\$ 3,933,334</b>	<b>\$ 3,826,768</b>	<b>\$ -</b>	<b>\$ -</b>	<b>4.40%</b>
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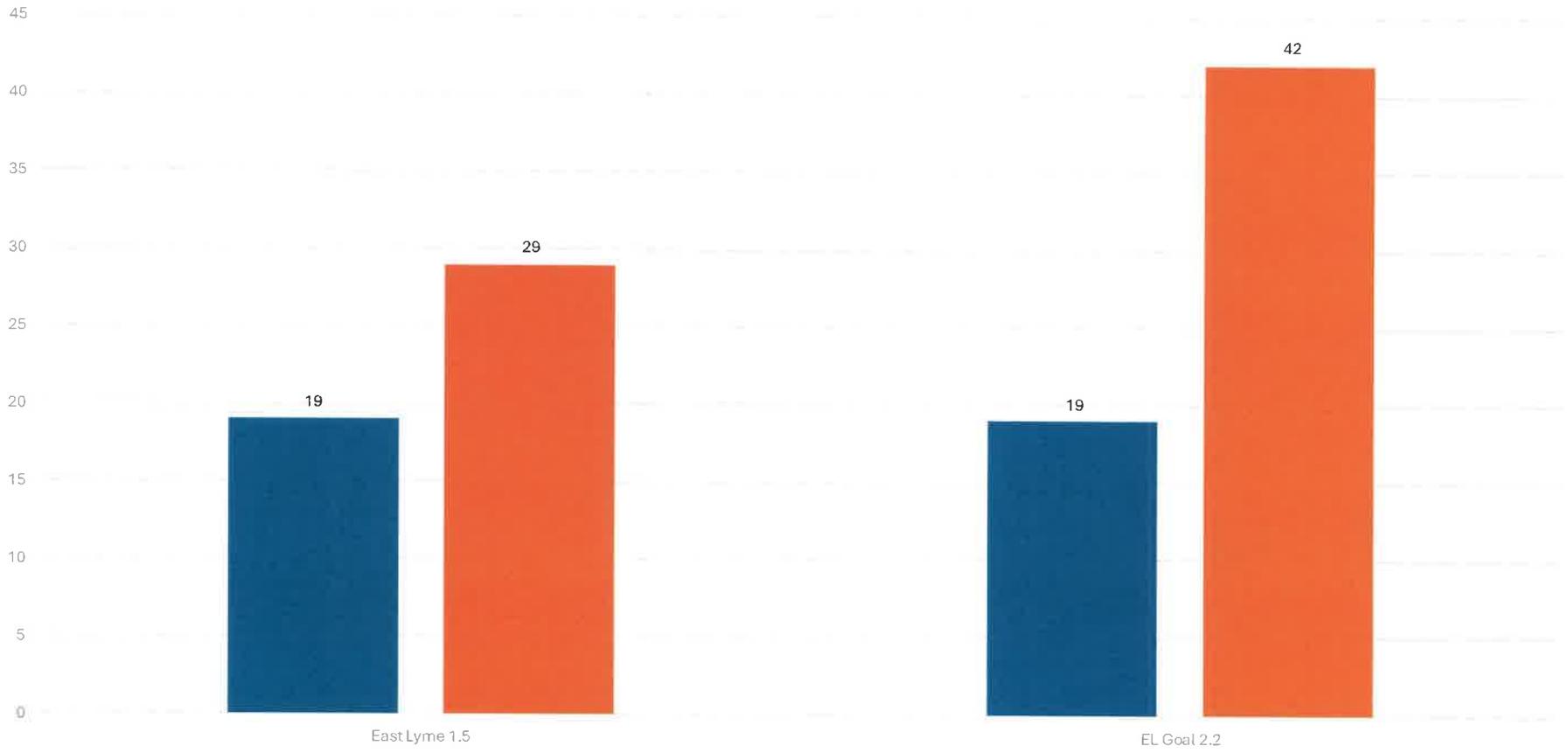
**Police**

A	Police Vehicles- Upfit with Equipment	\$	170,000		\$	170,000	\$	170,000
A	Patrol Rifles	\$	30,000		\$	30,000	\$	30,000
B	Regional Tactical Team Equipment	\$	25,000		\$	25,000	\$	25,000
C	Animal Control Van and Upfit (1/2 by Waterford)	\$	30,000	(30,000)	\$	-	\$	-
A	Ballistic Vests	\$	12,100		\$	12,100	\$	12,100
D	Dispatcher Chairs	\$	7,000		\$	7,000	\$	7,000
E	Patrol Bicycles	\$	14,000	(14,000)	\$	-	\$	-

**GENERAL FUND BUDGET FY 2026/2027**

		2025	2026	2026	2027	2027	2027	2027	Amended
		Actual	Adopted	Amended	Dept Head	1st Selectmen	Bd Selectman	Bd Finance	
		Expense	Budget	Budget	Requested	Proposed	Proposed	Proposed	
<b>1054201 - Public Safety/Police Department</b>									
<b>Personnel Services</b>									
51618	Police Chief	\$ 286,106	\$ 154,138	\$ 154,138	\$ 158,377	\$ 158,377			2.75%
51619	Administrative Assistant	\$ 57,736	\$ 56,701	\$ 56,701	\$ 66,788	\$ 66,788			17.79%
51630	Overtime	\$ -	\$ 2,000	\$ 2,000	\$ -	\$ -			-100.00%
51905	Longevity	\$ 1,950	\$ -	\$ -	\$ -	\$ -			#DIV/0!
51620	Part time Clerical	\$ 33,297	\$ 35,232	\$ 35,232	\$ 37,128	\$ 37,128			5.38%
51635	Police Officers	\$ 2,338,570	\$ 2,649,133	\$ 2,649,133	\$ 2,711,925	\$ 2,610,618			-1.45%
51640	PT Officers	\$ 988	\$ 14,187	\$ 14,187	\$ 14,000	\$ 14,000			-1.32%
51625	Foot Patrol/Parade Duty	\$ 24,504	\$ 35,000	\$ 35,000	\$ -	\$ -			-100.00%
51645	Overtime	\$ 326,017	\$ 360,000	\$ 360,000	\$ 505,050	\$ 505,050			40.29%
51650	Overtime - Boat Duty	\$ 1,805	\$ 16,000	\$ 16,000	\$ -	\$ -			-100.00%
51626	Longevity/ Shift Differential	\$ 23,281	\$ 31,054	\$ 31,054	\$ 34,156	\$ 34,156			9.99%
51655	Holiday Pay	\$ -	\$ -	\$ -	\$ 140,811	\$ 135,551			#DIV/0!
51800	Training	\$ 70,140	\$ 70,000	\$ 70,000	\$ -	\$ -			-100.00%
51900	Grant Overtime (Reimbursement)	\$ 300	\$ -	\$ -	\$ -	\$ -			#DIV/0!
<b>Personnel Services Total</b>		<b>\$ 3,164,694</b>	<b>\$ 3,423,445</b>	<b>\$ 3,423,445</b>	<b>\$ 3,668,234</b>	<b>\$ 3,561,668</b>	<b>\$ -</b>	<b>\$ -</b>	<b>4.04%</b>

### Current Staffing vs. Goal Staffing





# 29 Officers

- 2 – Command Staff
- 2 – Detectives
- 7 – Supervisors
- 2 – Military Deployment
- 1 – Long-Term Light Duty
- 15 – Patrol Officers
- 3 - Shifts
- 5- 3 Schedule



OFFICE OF LEGISLATIVE RESEARCH  
PUBLIC ACT SUMMARY



PA 20-1, July 2020 Special Session—HB-6004  
*Emergency Certification*

AN ACT CONCERNING POLICE ACCOUNTABILITY.

TABLE OF CONTENTS:

# 28 Chapters

- Certification & Decertification
- Behavioral Health Assessments
- Illegal Drug Screenings
- Crowd Management Training
- Implicit Bias Training
- Reports on Recruiting Minority Employees
- Reporting on Police Transparency and Accountability
- Studies on the Impact of Social Workers
- Body Cameras and Dashboard Cameras
- Reporting on force used
- Changes in Records Keeping
- ACCREDITATION

# Post Accreditation

- ☰ Tier I
  - ▶ ☰ Chapter 1 Communications
  - ▶ ☰ Chapter 2 Evidence and Property
  - ▶ ☰ Chapter 3 Holding Facility
  - ▶ ☰ Chapter 4 Juveniles
  - ▶ ☰ Chapter 5 Management
  - ▶ ☰ Chapter 6 Officer's Authority
  - ▶ ☰ Chapter 7 Operations
  - ▶ ☰ Chapter 8 Personnel Operations
  - ▶ ☰ Chapter 9 Prisoners
  - ▶ ☰ Chapter 10 Records
  - ▶ ☰ Chapter 11 Recruiting, Hiring and Promotions
  - ▶ ☰ Chapter 12 Reserved for Future Use
  - ▶ ☰ Chapter 13 Training
  - ▶ ☰ Chapter 14 Use of Force
  - ▶ ☰ Chapter 15 University and College Law Enfor

Tier 1:

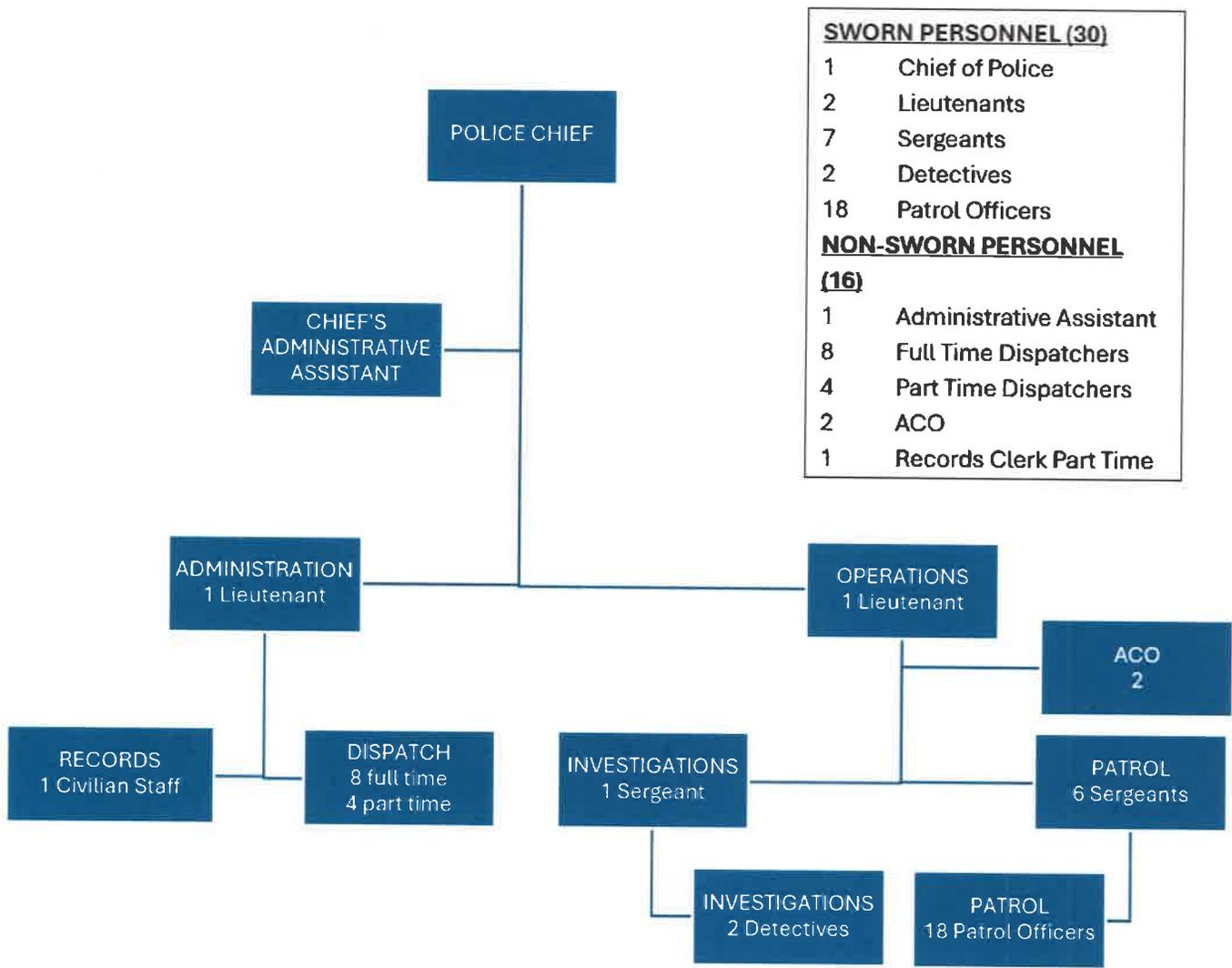
- ☰ Tier II
  - ▶ ☰ Chapter 1 Communications
  - ▶ ☰ Chapter 2 Evidence and Property
  - ▶ ☰ Chapter 3 Holding Facility
  - ▶ ☰ Chapter 4 Management
  - ▶ ☰ Chapter 5 Operations
  - ▶ ☰ Chapter 6 Personnel
  - ▶ ☰ Chapter 7 Prisoners
  - ▶ ☰ Chapter 8 Records
  - ▶ ☰ Chapter 9 Training
  - ▶ ☰ Chapter 10 Temporary Holding
  - ▶ ☰ Chapter 11 University and College

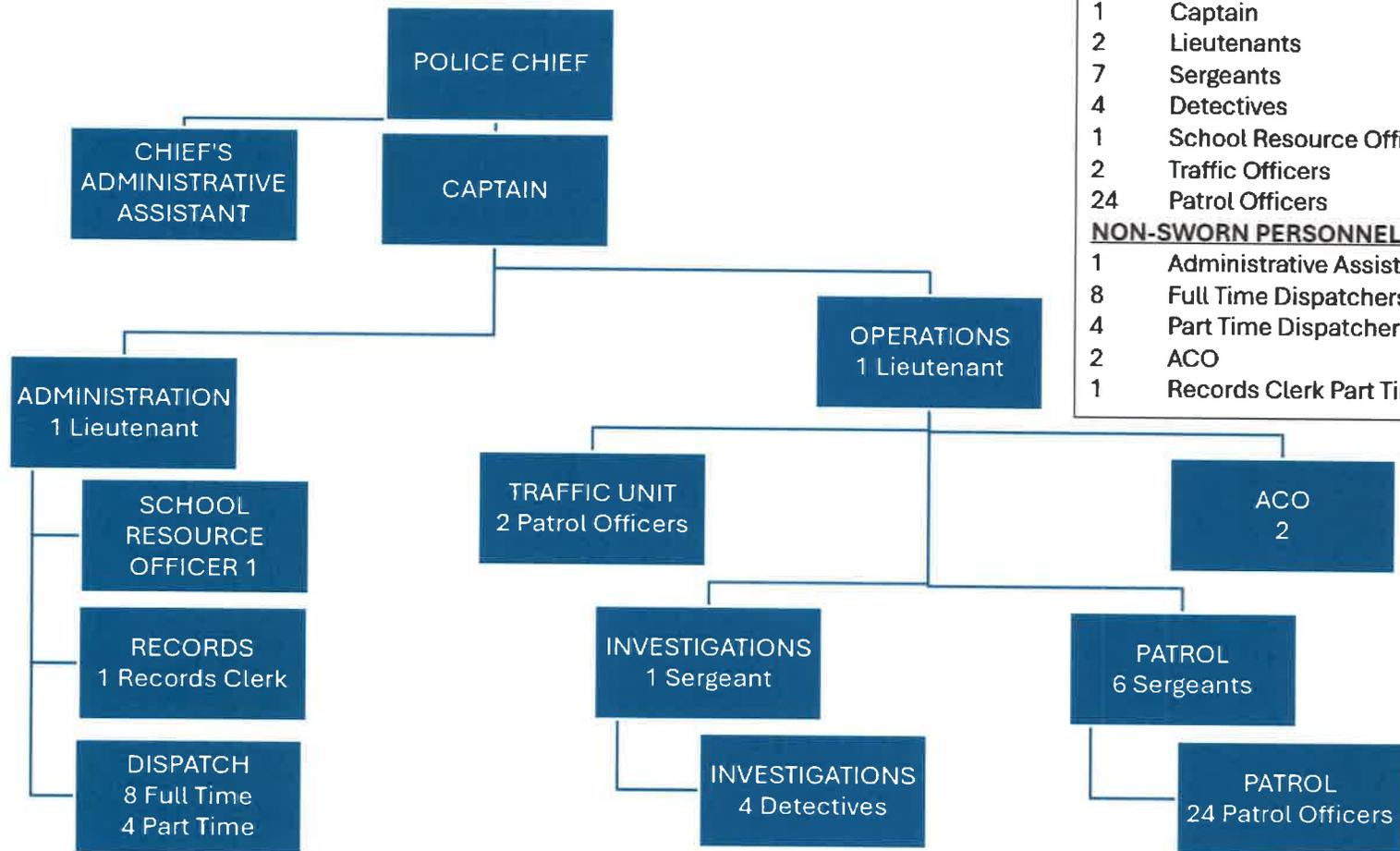
Tier 2:

- ☰ Tier III
  - ▶ ☰ Chapter 1 Communications
  - ▶ ☰ Chapter 2 Investigations
  - ▶ ☰ Chapter 3 Management
  - ▶ ☰ Chapter 4 Operations
  - ▶ ☰ Chapter 5 Patrol
  - ▶ ☰ Chapter 6 Personnel
  - ▶ ☰ Chapter 7 Records
  - ▶ ☰ Chapter 8 Recruiting
  - ▶ ☰ Chapter 9 Training

Tier 3:

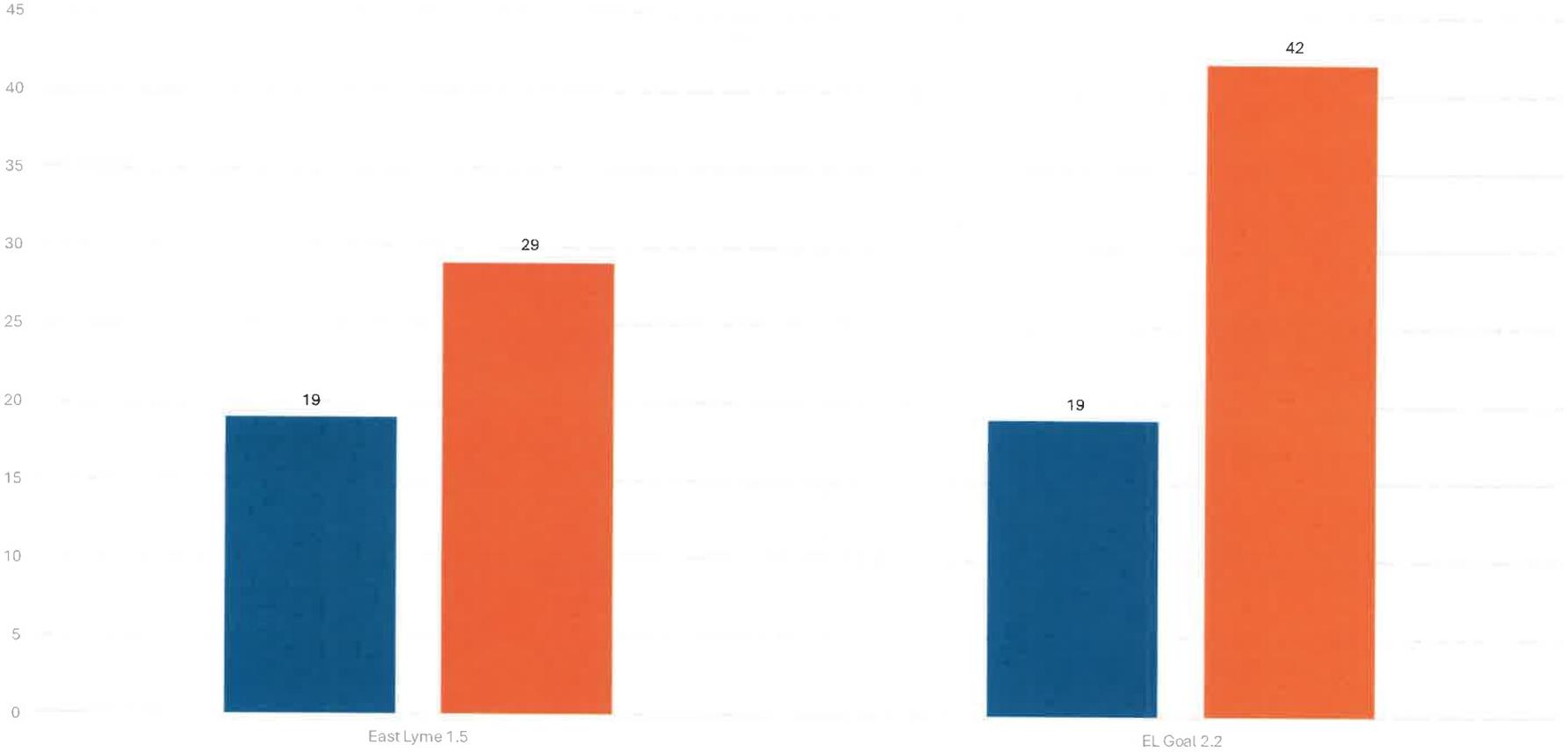




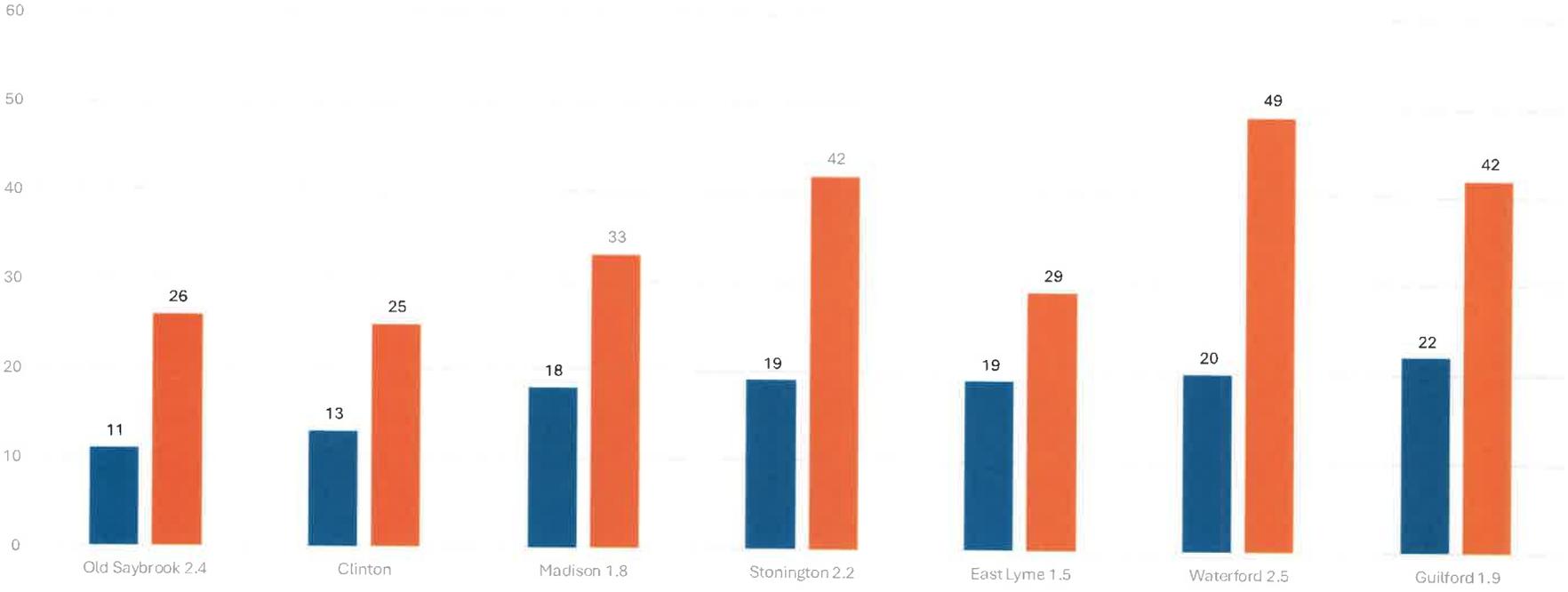


<b>SWORN PERSONNEL (42)</b>	
1	Chief of Police
1	Captain
2	Lieutenants
7	Sergeants
4	Detectives
1	School Resource Officer
2	Traffic Officers
24	Patrol Officers
<b>NON-SWORN PERSONNEL (16)</b>	
1	Administrative Assistant
8	Full Time Dispatchers
4	Part Time Dispatchers
2	ACO
1	Records Clerk Part Time

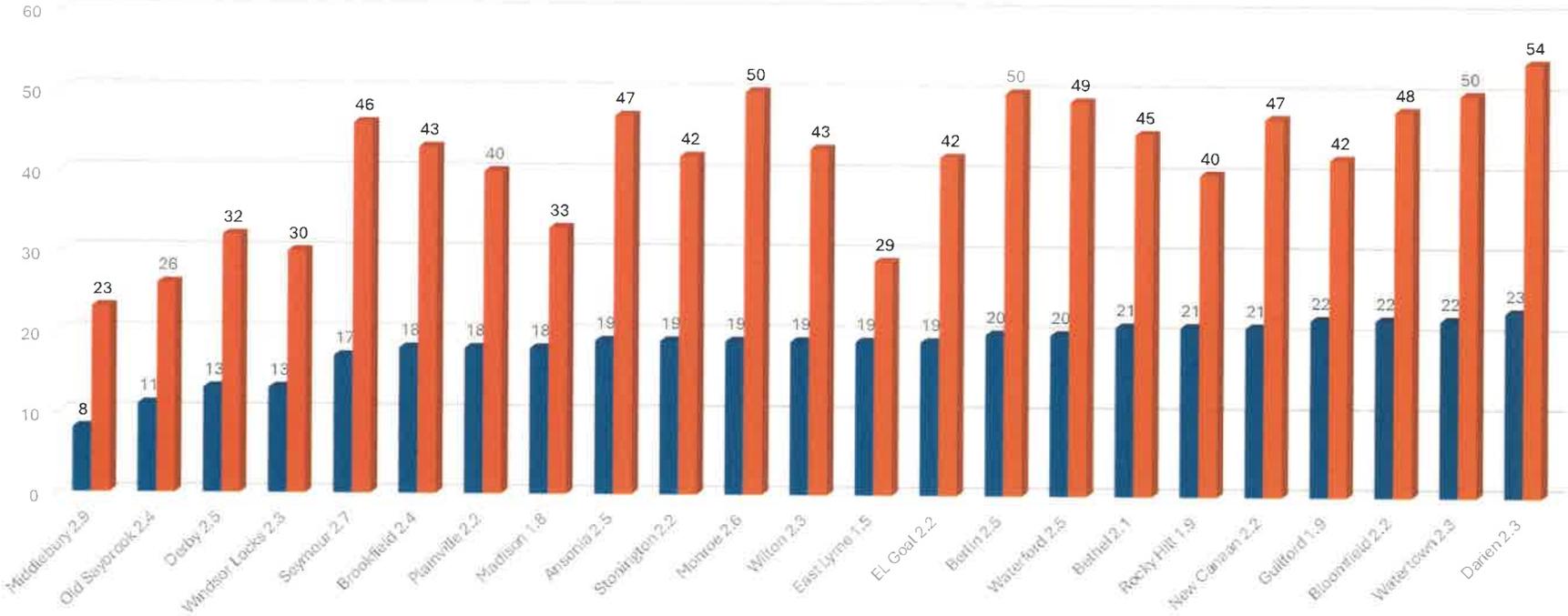
Current Staffing vs. Goal Staffing



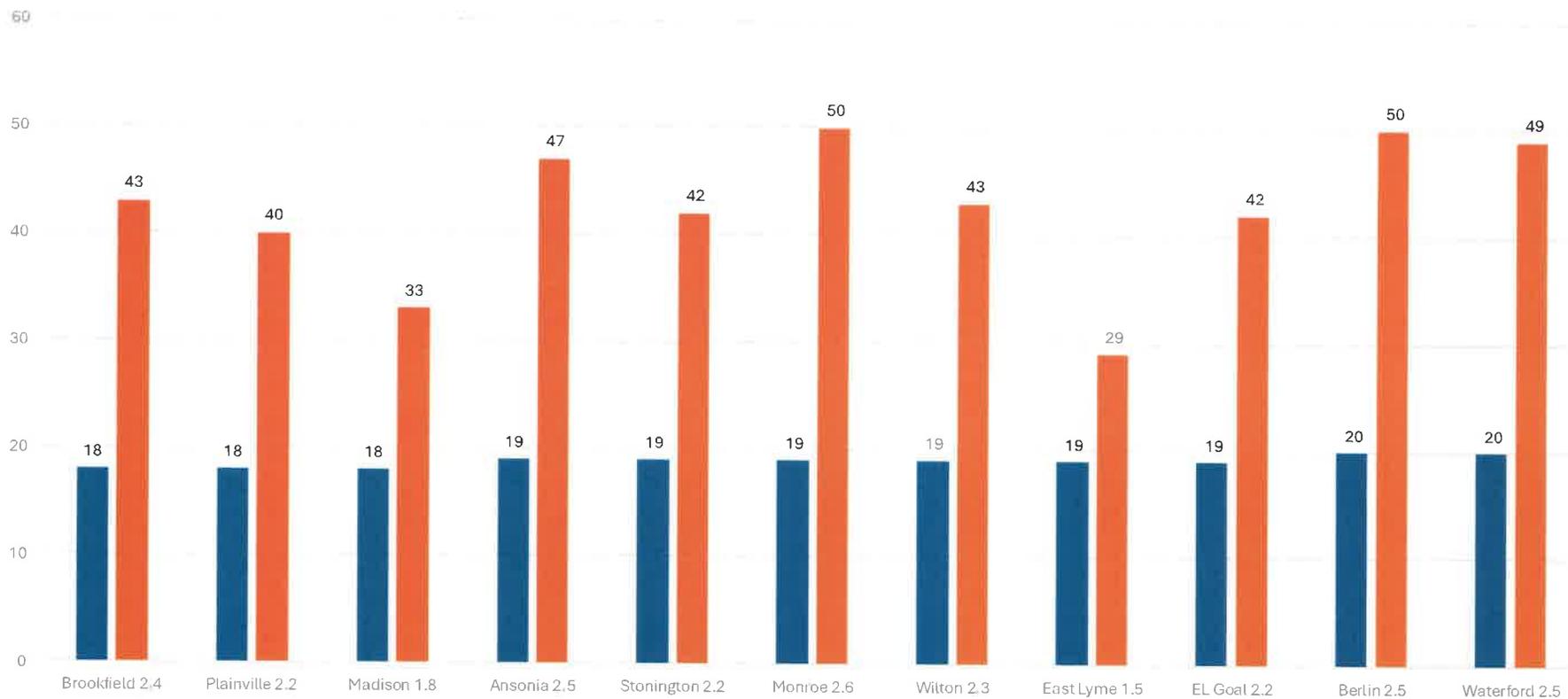
Shoreline Towns with Population Growth in Summer Months  
Average full-time population 17,400  
Average number of officers 36.2 (not including EL)



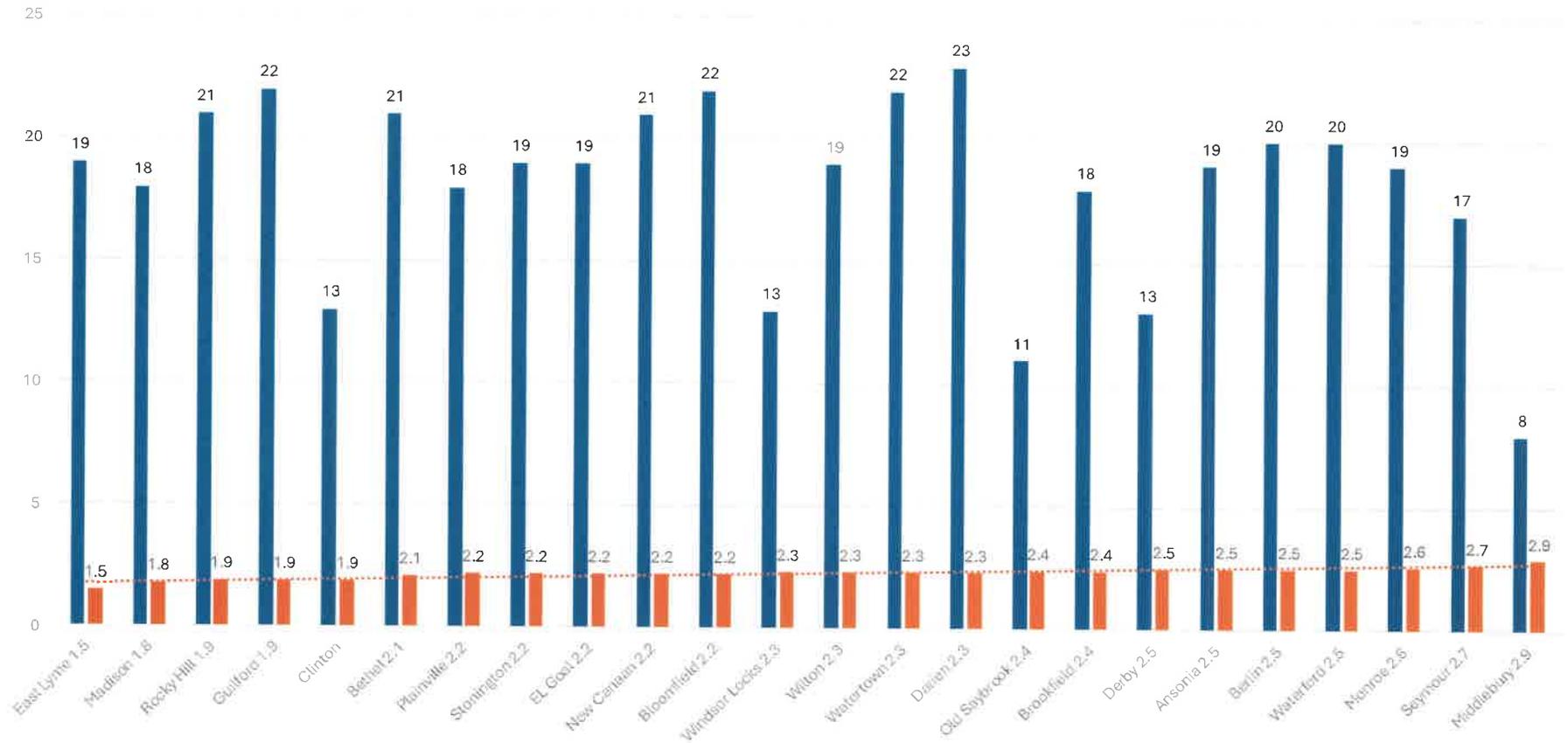
Average Population = 18,392  
 Average Number of Officers = 41  
 East Lyme Population 19,004  
 Number of East Lyme Officers = 29  
 Goal Number of East Lyme Officers = 42



Population +/- 1,000  
Average Population 18,969  
Average Number of Officers 46.8



Number of Officers per 1,000 Population



Square Miles of Land Compared to Number of Officers  
 14 of 19 Towns have more officers (Avg. 67 Officers)

