

Town of Colchester, Connecticut

127 Norwich Avenue, Colchester, Connecticut 06415

Mary Bylone, First Selectman

Board of Selectman Agenda
Special Meeting

Tuesday, May 18, 2021 @ 7:00 PM

(ALL ITEMS ON THIS AGENDA ARE SUBJECT TO POSSIBLE ACTION)

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/89205508640?pwd=RG03T3hVYW5oRVhDYTIvM3k1ZnVqZz09>

Or Telephone:

US: +1 312 626 6799 or +1 929 205 6099 or +1 301 715 8592 or +1 346 248 7799

or +1 669 900 6833 or +1 253 215 8782

Webinar ID: 892 0550 8640

Passcode: 173304

RECEIVED
COLCHESTER, CT
2021 MAY 17 PM 6:44
Gayle Furman
GAYLE FURMAN
TOWN CLERK

1. CALL TO ORDER
2. Executive Session to Discuss the Performance of a Police Officer
3. Discuss the Performance of the Police Commissioner James Stavola
4. Discuss the Performance of Police Commissioner Carol Vaillancourt
5. Discuss Taras Rudko's Complaint to the Board of Selectmen dated May 17, 2021,
6. Discuss Police Statistic Discrepancy in the FY 2021-2022 Budget Book
7. ADJOURN

April 28th, 2021

Dear Sgt. Rondinone,

I am writing to you directly to express my concern regarding a statement that was made during the Police Commission Meeting dated April 26th 2021 by one of your officers.

Officer [REDACTED] made a reference about the past commissioners that sometimes the running joke in his office was that they were going to make decisions for the water department when they didn't know anything about water. He also mentioned that Chairman Stavola was the only chairman with prior police knowledge.

I find this statement alarming and offensive. The comment that Officer [REDACTED] made implies that civilians have no business being on the commission. All Commissioners I have worked with have spent countless hours attending meetings, doing research, participating at special functions all for the better of our community. These actions are to be commended not ridiculed or to make fun of. The commission goals have basically remained the same. Unfortunately, it was the lack of support from the management that yielded in no past results.

Perhaps you are unaware prior to your employment in Colchester I connected with Mayor Bob Chatfield from Preston to discuss increasing extra duty fee's and how those funds were used to pay for weapons and purchase police cars. I did this on my personal time for the interest of our commission. It was presented and was the failure of the police department for not executing it.

Our Police Commission goals have basically remained the same from year to year. I am alarmed as I feel that your department only responds to topics brought up by our current commissioners with past police experience. Although I find value in having ex-police officers at the table I also see the value of civilians.

I have had several conversations with Chairman Stavola regarding the purchase of a trailer, repairs on the shed and even your office environment. That has been a topic for me for years as I was listening to you all and heard the total frustration in your voices. I didn't forget.

I now clearly see why our commission has had significant turnover throughout the years. I feel it is because your officers prefer to work with ex-cops than civilian volunteers.

I would like to mention, although we may not be former police officers we all are valuable members of the commission. Our commission, made up of civilians and past police officers offers a great check and balance for the police department and community. To make a statement and say that any chairman is the reason for the results is unjust and just short-sided.

Bravo! As a woman civilian and an active member of this commission and community I feel your police officer cut down board women civilian members with slight. I heard the attack on me

personally by Officer [REDACTED] and his point was received. He made me feel as a woman civilian having no police experience on the commission that it dis-credits all the long hours of hard work that I have done for the police department and town for the past 4 years.

I can't help but wonder if additional diversity training is necessary with this officer.

I am looking forward to your reply and comments.

Sincerely,

Carol Vaillancourt
Police Commission Vice-chair

Cc: Sgt. Edwards
Donna Swineburne

May 05,2021

Good Morning Police Commissioner Vaillancourt,

I am in receipt of you letter dated April 28, 2021, which a copy is attached. In response to your letter, I have the comments from Officer [REDACTED] transcribed and they are also attached. I also interviewed Officer [REDACTED] regarding this matter. I strongly agree with you, if someone or their opinion were looked down upon because of their race, ethnicity or gender that is unacceptable. In review of the transcribed comments and my interview with Officer [REDACTED], I did not uncover any facts to support those serious allegations. While off duty and as a Colchester resident Officer [REDACTED] attended a public police commission meeting, where he was directly asked a question by Police Commissioner Stavola. While off duty, Officer [REDACTED] then expressed his first amendment right and answered the question. While off duty at the public Police Commission meeting, Officer [REDACTED] stated that for as long as he has been employed, Commissioner Stavola is the first person to hold the chair position with prior police knowledge, meaning a career in law enforcement, of which, he had the right to express his sentiments. I want to make it perfectly clear; I believe it is prudent to have a wide variety of backgrounds including non law enforcement backgrounds on the Police Commission.

Commissioner Vaillancourt, be assured that the Colchester Resident Troopers Office strives to achieve professionalism and portray a positive image. I regret that we failed to convey that impression to you in this matter. My hope is that any future interaction with members of the Colchester Police Department and Colchester Resident State Troopers office are more positive for you.

Very Respectfully/



Sergeant Michael Rondinone

Date: 5/8/2021

Subject: Police Commission Complaint

Yesterday I was notified that an article was published in the River East detailing a complaint made by Police Commission member Carol Vaillancourt against Colchester Officer [REDACTED] and the Police Commission.

I have reviewed the original written complaint, Resident Trooper Sergeant Rondinone's response, and the article published in the River East. I concur with Sergeant Rondinone that nothing said by Officer [REDACTED] during the Police Commission meeting on 4/26/2021 constitutes discrimination of any protected class. I sincerely believe that Officer [REDACTED] did not intend to offend anyone with his remarks, however I understand how Commissioner Vaillancourt misinterpreted them.

During the 4/26/2021 meeting Officer [REDACTED] was directly asked to give his opinion on the performance of current Police Commission Chair, James Stavola. Officer [REDACTED] responded by indicating that Stavola is the first chairman in his time employed in Colchester with prior police experience. He then made an analogy that indicated he preferred leadership with firsthand understanding of our career. The first statement made by Officer [REDACTED] is simply a statement of fact. The second statement and analogy is his opinion, which I find to be unremarkable. I believe that Americans in all industries would prefer supervision or direction to come from a person(s) who understands their profession or industry. The praise of one does not equate to the slight of another. At no time were any remarks made about the past performance of Commissioner Vaillancourt. I commend all the hard work the Police Commission has done this year both by members who are prior law enforcement and civilians. The statements made by Officer [REDACTED] are protected by our 1st amendment freedom of speech. Freedom of speech does not end when an individual is offended, rather it exists specifically for the purpose of being critical of our elected and appointed officials; without being subject to repercussion. Anyone who has attended this year's Board of Finance meetings should be aware that numerous members of the board of finance and local government have been criticized both personally and professionally. I do not believe that any member of local government should be exempt from criticism from their fellow town residents, or town employees.

I am deeply discouraged that I, as well as Officer [REDACTED] and other members of this department, have had positive interactions with Commissioner Vaillancourt in the past. She has toured our office space, assisted with distribution of glow sticks to children on Halloween and observed oral interviews of potential new hires. Despite a history of a friendly and cordial relationship, at no time did Commissioner Vaillancourt reach out directly to Officer [REDACTED] to ask him to clarify his comments before filing this complaint with Sergeant Rondinone and Sergeant Edwards.

Discrimination is an extremely serious allegation and one which was publicly levied against Officer [REDACTED] who is a longtime resident and employee of the Town of Colchester, with no evidence to support this complaint or due process. Furthermore, at no time since 4/26/2021 was Officer [REDACTED] contacted to discuss these concerns or allegations prior to a complaint being filed. I find the lack of communication from Commissioner Vaillancourt to be not only

disturbing, but outright offensive. I no longer have confidence that Commissioner Vaillancourt can exercise unbiased judgment in oversight of the Colchester Police Department and recommend that Commissioner Vaillancourt is removed from the Police Commission.

I encourage any member of any board or commission, or any town employee, who feels that their feelings are more important than other's first amendment rights to resign their position immediately. Meritless complaints do nothing but distract from the goal of moving this department and the Town of Colchester forward.

Respectfully Submitted,

Corporal Craig Scheel
Colchester Police Union President

To the Board of Selectmen:

I am submitting this correspondence as a formal complaint with the following two points:

1. I have had the opportunity to review the interview packet submitted by Mr. Stavola and in fact the term "removed" was used; however, the nature of his removal was not disclosed. I find it disheartening that certain members of the Board of Selectmen were aware of the nature of his removal and failed to disclose it during the public meeting. I do understand that I had the opportunity to pose the question during that interview; however, I know the truth now and I would be remiss if I did not act on behalf of my constituents.
2. With regard to the complaint filed by Vice Chairman Vaillancourt dated May 3, 2021, there are three concerns that I gravitate toward immediately:
 - A. That Vice Chairman Vaillancourt is being denied access to information and is being put into a position to support data and/or conclusions that are being presented to the public without taxpayer oversight.
 - B. That Chairman Stavola additionally is behaving as a bully and creating a toxic working environment, subjecting commission members to ridicule and what amounts to public votes of forced allegiance.
 - C. That both Chairman Stavola and First Selectman Bylone are fostering an environment of unprofessionalism counterproductive to the mandate of the commission.

The First Amendment right is afforded to everyone as evidenced by the Police Union's stance on Officer ██████ right in commenting, albeit they were demeaning. I would argue that an officer acting in his/her official capacity should be held to a higher bar of professionalism. It would appear not everyone present held that belief, as witnessed by the fact that Stavola and Bylone did nothing in their leadership capacity to address this inappropriate behavior which could be construed as insubordinate, disrespectful and should therefore be actionable.

The fact that there seems to be a disconnect by all parties regarding the role of the Police Commission leaves me troubled. The Police Commission's role is to act as taxpayer-based oversight entity to provide transparency and accountability to the public in conjunction with management as to the operations of our local police force.

In conversations with Vice Chairman Vaillancourt, she has stated that she did in fact ask for supporting data both on the political removal of the SRO and the police crime and call statistics that were being used to present to the public. This request for data was not provided to Vice Chairman Vaillancourt. As a result, Sargent Edwards presented inaccurate data to the public to justify the addition of two additional police officers on the basis of increased call volume and overall crime.

Both Chairman Stavola and First Selectman Bylone unilaterally worked on the data that ended up in the police presentation to the public. When the inaccuracies between the two budget books were brought to light during a public Board of Finance presentation by Mr. Bisbikos well over a month ago, the public was promised by the First Selectman Bylone that this would be examined and rectified. To date, the data has not been corrected in this year's budget book. As a result, the public will be asked to decide at the town's referendum based on inaccurate data. There needs to be an explanation as to why that data

was inaccurate and why it still remains that way. The truth of the matter is that both call volume and crime has been declining. A noteworthy point to mention is that Chairman Stavola also attended other boards and passed the inaccurate data to them to create a false narrative to justify the additional officers.

The Police Commission held a special session that entered into a closed-door executive session hearing to discuss the actions of both Vice Chairman Vaillancourt and Officer [REDACTED]. Vice Chairman Vaillancourt was denied her statutory ability to call for the discussion of her actions and performance to be public. As a result of this denial the commission proceeded to engage in an illegal meeting. Two quick points here. 1. Vice Chairman Vaillancourt refused to participate in the session. 2. Had the Vice Chairman entered into this session she would be precluded from publicly disclosing any topics of discussion in order to defend herself.

The following is the statute outlining executive sessions:

“(6) “Executive sessions” means a meeting of a public agency at which the public is excluded for one or more of the following purposes: (A) Discussion concerning the appointment, employment, performance, evaluation, health or dismissal of a public officer or employee, provided that such individual may require that discussion be held at an open meeting; (B) strategy and negotiations with respect to pending claims or pending litigation to which the public agency or a member thereof, because of the member’s conduct as a member of such agency, is a party until such litigation or claim has been finally adjudicated or otherwise settled; (C) matters concerning security strategy or the deployment of security personnel, or devices affecting public security; (D) discussion of the selection of a site or the lease, sale or purchase of real estate by the state or a political subdivision of the state when publicity regarding such site, lease, sale, purchase or construction would adversely impact the price of such site, lease, sale, purchase or construction until such time as all of the property has been acquired or all proceedings or transactions concerning same have been terminated or abandoned; and (E) discussion of any matter which would result in the disclosure of public records or the information contained therein described in subsection (b) of section 1-210.”

Considering these details, one could most certainly draw the conclusion as an elected official and as a taxpayer that both Chairman Stavola and First Selectman Bylone got caught in a lie. As a result of being caught they are using their political influence to silence and remove an individual that exposed this deception. I personally believe that Vice Chairman Vaillancourt has served in the best interest of the citizens of Colchester and in fact should be commended for attempting to provide the transparency that we all deserve.

I would also be remiss if I did not mention the fact that the Board of Selectmen is choosing to not address Vice Chairman Vaillancourt’s complaint against Chairman Stavola, which was issued first and entered into the public record during the May 6, 2021 Board of Selectmen meeting. There was no discussion allowed under correspondence to address the complaint. However, we are allowing for a complaint based on political retribution to be strongly considered against Vice Chairman Vaillancourt.

Monday, May 17, 2021

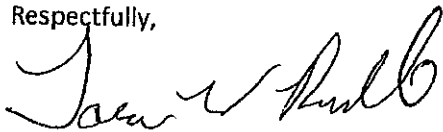
As a side note Vice Chairman Vaillancourt also submitted her complaint to the Diversity and Inclusion Committee, which is comprised of all females, of which two sit on the Board of Selectmen. I find it difficult that there has been zero engagement by the committee to communicate with a woman who is asking for help to address a toxic working environment. An example of this would be Chairman Stavola forcing a public vote of confidence in a Police Commission session after news media articles addressing his removal.

On a personal note: Chairman Stavola's wife attempted to publicly slander me by making false statements to the Rivereast newspaper in the April 23, 2021 edition. I rebuked her claims in the following week's paper, clearly restating my comments that actually were made and recorded both online and during the Board of Finance Budget Workshop via Zoom. One must ask the question, was she acting as his proxy? Furthermore, Chairman Stavola issued a false and unsubstantiated quote he attributed to Mr. Bisbikos in the May 14th edition of the Rivereast in an attempt to slander and politically assassinate his character. All this in an attempt to move the public's eye away from the complaint issued by the Vice Chairman against Chairman Stavola outlining his bullying, lack of professionalism and outright lying to the public.

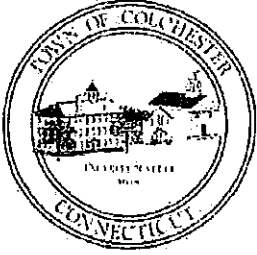
In closing, it saddens me to see Our First Selectman acting unilaterally as a bully and perpetuating that behavior in eliciting the assistance of Mr. Stavola to do the same to push a political agenda. I am asking that the Board of Selectman join me in correcting this mistake by placing a motion on the table to remove Chairman Stavola.

I ask that this correspondence be added to the minutes of our next meeting and that the topic be included as an agenda item as well.

Respectfully,



Taras W. Rudko
Member, Board of Selectmen
Town of Colchester



Town of Colchester, Connecticut

127 Norwich Avenue, Colchester, Connecticut 06415

*Received
w/ Jim
12/10/19*

DATE: 12/10/2019

BOARDS & COMMISSIONS APPLICATION

Name: James Stavola

Address: 41 Natalie Lane Colchester, CT. 06415

Home Phone: 860-537-8920 Email ewajim@aol.com FAX: 860-537-7782

Cell Phone: 860-490-5206 Town Residency 15 Years

Party Affiliation: Democrat Republican Unaffiliated (check one)

Commission or Board you are interested in serving on: Police Commission

Educational Background: List name and location of school, # of years attended, Subjects/Major, Did you graduate?

High School: Wethersfield High School, Wethersfield, CT 4 years, graduated

College: Manchester Community College, Manchester, CT 2 years, associates degree, Criminal Justice

Trade, Business
Or Correspondence
School

CONTINUED ON REVERSE SIDE

Work Experience: List length of employment, name and address of employer, position & reason for leaving:

1969 - 1999 Wethersfield Police Department, retired

1999 - 2002 State of Conn. Sheriffs Department, transferred to -

2002 - 2004 State of Conn. Judicial Branch Victim Advocate, retired

Are you capable of making the commitment of time necessary to serve on this Board or Commission? Yes

Why are you interested in serving? What I like about community service there are opportunities to improve and leave your mark on the global and local community in a helpful, caring, compassionate and understanding way. I have always volunteered in some capacity throughout my life. As residents of Colchester, it is important we cultivate a neighborhood and community spirit. When you volunteer, you give part of yourself, your time, energy, skills, and feelings. My volunteering for the Police Commission gives me the ability to make certain the Town of Colchester is properly policed and our Officers have the appropriate equipment and training.

Do you have any experience or familiarity with this area? Yes. My law enforcement experience of 30 years gives me the vast knowledge, experience and understanding of the interpretation of state statues, securing federal and state grants, understanding the dynamics of community betterment, line-item budgets, and Robert Rules of Order. I also possess and demonstrate integrity, engagement of teamwork and the ability to collaborate for the good of our Town and Police Department. (Previously on the Colchester Police Commission 2008-2009 prior to being removed March 25, 2009. See attached list of accomplishments and reference letters.)

If you are not appointed to this board or commission, would you be interested in other forms of public service?

Which ones? No

Date: 12/10/19

Signature: James Stowe

First Selectman

From: cmsmailer@civicplus.com on behalf of Contact form at Colchester CT
<cmsmailer@civicplus.com>
Sent: Friday, December 20, 2019 10:45 PM
To: First Selectman
Subject: [Colchester CT] Police Commission (Sent by Carol Vaillancourt, carolv0113@icloud.com)

Hello mbylone,

Carol Vaillancourt (carolv0113@icloud.com) has sent you a message via your contact form (<https://www.colchesterct.gov/user/34/contact>) at Colchester CT.

If you don't want to receive such e-mails, you can change your settings at <https://www.colchesterct.gov/user/34/edit>.

Message:

Hello, Mrs. Bylone.

Thank you for taking the time to speak to me the other day. It was nice getting to know you and I am looking forward to the wonderful things you will bring to our town.

As you know The Town Of Colchester Police Commission is a five-member Commission. With this being said, we have been searching for two additional members to complete the Commission for quite some time now. The need for two additional members is not only to complete our Commission but so we can be more productive going forward. In saying this and as the Police Commission Chairman I would like to formally recommend Beatrice Farlekas and Jim Stavola as our fourth and fifth member of our Commission. I feel their experience and background would not only qualify them for these positions but feel they would be great assets to the Colchester Police Commission.

If you have any questions or comments, please feel free to contact me.

Sincerely,
Carol Vaillancourt
860.978.6710

Jim Stavola
Police Commission Accomplishments 2008-2009

1. ***"Police Applicant Interview Assessment Process and Form"*** where all applicants were asked the same interview questions and receive a numerical scoring in various categories. This process and form standardized the interview process and greatly reduced the Town's liability should an applicant choose to challenge its hiring practices.
2. ***"Cruiser Repairs"*** – Funds were located in the Town's Emergency Equipment Fund to have the police cruisers repaired. Cruisers were unable to be turned off due to poor wiring which drained the vehicles' battery. Prior to the repairs the vehicles were running at a cost of \$4.00 per gallon only to waste the taxpayers' money and place additional wear and tear on our vehicles.
3. ***"Fund Raising Process"*** – which was acceptable and approved by the Board of Selectmen to allow the Police Commission to raise money through citizen donation for police budget shortfalls, youth scholarships, cancer research, etc. The events would give the Police Commission and Officers community visibility and trusted relations with its residents.
4. ***"Police Website Enhancements"*** – Created a draft document to be an excellent source for the Colchester citizens to become aware of our Town's bicycle and child safety programs, Internet safety and identity theft resource, drug program education and wellness, etc. In addition, links to have citizens ability to view police code of ethics, town stats, photo gallery, press releases, career opportunities, Police Commission Project Log were suggestions to also be included.
5. Drafted a ***"Colchester Police Youth Program"*** - waiting to be presented to the Police Commission and Board of Selectmen with the intention of conducting a simulated law enforcement program for students who have completed their junior year in high school and have expressed a desire to enter into a law enforcement career.
6. ***"Police Inventory Supply Process and Form"*** – Eliminated shortages and overstocking of department supplies to avoid wasteful spending. The procedure assisted the resident trooper supervisor in knowing what equipment is needed.
7. ***"Police Commission Project Log"*** – Created to assist the Police Commission in tracking the status of all 'work in progress' projects. The Project Log is updated monthly to ensure Police Commissioner accountability and project progress when reporting to the First Selectman, Police Officers, and citizens as to the status of ongoing projects.
8. ***"Research and Reporting"*** – Monthly basis in active researching and contacting Chiefs of Police to determine what state and federal grants may be available to our Officers, Board of Selectmen and Police Commission for the good of the Town.



Accredited Since 2002

Monroe Police Department



John L. Salvatore
Chief of Police

7 Fan Hill Road
Monroe, Connecticut 06468
Telephone: 203-452-2830
Fax: 203-261-4769

November 26, 2019

Honorable Mary Bylone
First Selectman
Town of Colchester
127 Norwich Avenue
Colchester, Connecticut 06415

Dear First Selectman Bylone:

I am writing in reference to the appointment of James Stavola to the Town of Colchester Police Commission. Jim was an officer of the Wethersfield Police Department for 30 years before retiring in 1998. I worked with him for 20 of those years, first as his junior and later one of his sergeants and then his Division Commander. He had a reputation as an officer compassionate for the people he served and proud and loyal to the Town and Police Department he represented. Fellow officers knew they could depend on Jim when involved in any high-risk incident. He was recognized for extraordinary performance, which involved more than one confrontation with armed subjects threatening him, who were subdued without injury to anyone involved.

Jim Stavola volunteered for community events and fundraisers for less-fortunate individuals. He was known as a community service officer before "community policing" was a popular trend in law enforcement.

I know Jim will bring passion and dedication to the position, should he be appointed to the Police Commission. He will act in the best interests of the Town of Colchester and the men and women of the Colchester Police.

If I can be of further assistance, please do not hesitate to contact me.

Regards,

John L. Salvatore
Chief of Police

JLS/sas

6E



OFFICE OF THE CITY MANAGER

December 2, 2019

Ms. Mary Bylone
First Selectwoman
Town of Colchester, Connecticut

Dear Honorable First Selectwoman,

I have been asked by Mr. James Stavola to write this letter in his behalf regarding the vacancy and his interest to serve on the Colchester Police Commission.

I have known Mr. Stavola for close to forty years and during twenty of those years I had the distinct pleasure of working beside him as a peer and later as his direct supervisor and bureau commander at the Wethersfield, Connecticut Police Department.

I have always known Retired Officer Stavola to care about the duties assigned to him and his professional ethics were sound. He always cared very much about the reputation of the town he worked for and even more important he displayed empathy and compassion towards his peers and supervisors. Officer Stavola understood the tenements of community policing and forged long lasting relationships with the community he served. His professional communication style with the public was open and friendly. When he made mistakes he would be the first to take responsibility and accept the consequences for his actions.

It is refreshing to see that Mr. Stavola is willing to step into the arena of serving the citizens as a volunteer on the Colchester Police Commission. Unfortunately many good candidates are not willing to serve leaving a noticeable void in government boards and commissions. Mr. Stavola will fill that void with excellence.

Sincerely,

Mark R. Hafner
City Manager

233 Windmill Hill
Wethersfield, CT 06109

December 3, 2019

Town of Colchester
Board of Selectmen
127 Norwich Avenue
Colchester, CT 06415

This is a reference letter for James Stavola for the position of Police Commissioner.

I have known Jim for 28 years. I became friendly with Jim when I was hired by the Wethersfield Police Department in May 1991. He helped train me when I was on Field Training. As I got to know Jim better, I realized that he had a deep appreciation for law enforcement. He has a great deal of law enforcement experience and will make good decisions for the Town of Colchester Police Commission.

Jim always offered his help to me with anything I was confronted with. I worked with Jim until he retired in 1999. I know that Jim had a great 30 career as an officer in Wethersfield from 1969 to 1999.

I know that Jim is an honest person. He has integrity and will do the right thing even when nobody is watching. Although Jim and I both have retired from the Wethersfield Police Department, we do see each other several times a year at various events, including retirement parties. I consider him a good friend.

I am currently a Captain with the Windsor Police Department. I have been a police officer for a total of 28 years. I feel that Jim Stavola would be an excellent addition to the Police Commission for the Town of Colchester.

Feel free to contact me at home (860) 571-0011 or on my cell phone (860) 982-4836. I would be happy to answer any questions you may have.

Sincerely,


Andrew L. Power



State of Connecticut
DIVISION OF CRIMINAL JUSTICE

OFFICE OF
THE CHIEF STATE'S ATTORNEY

KEVIN T. KANE
CHIEF STATE'S ATTORNEY

300 CORPORATE PLACE
ROCKY HILL, CONNECTICUT 06067
PHONE (860) 258-5800 FAX (860) 258-5858

December 2, 2019

Honorable Mary Bylone
First Selectman
Board of Selectman
127 Norwich Ave
Colchester, CT 06415

Dear First Selectman Bylone,

I am writing in support of James (Jim) Stavola, who is seeking a position on the town of Colchester's Police Commission. I have worked in law enforcement for the past thirty-nine years and have had the pleasure of knowing Jim, both professionally and personally, for the entirety of those years. Jim and I worked together on the Wethersfield police force for twenty-five years. During my early years on the job, I had the good fortune of having Jim as my mentor. Throughout my years working with Jim, he made sound decisions and always provided the correct advice. As my supervisor, Jim was always there to guide and assist when needed. His knowledge of all aspects of police work is vast and he is level headed in all matters relating to police policy and operations.

Prior to moving to Colchester, Jim was admired and loved by the entire Wethersfield community, including town leaders and fellow police officers. I highly recommend Jim for a position on your Police Commission. I believe Jim will be a huge asset to the town of Colchester.

Thank you for your attention in this matter and please contact me directly if you have any questions.

Very truly yours,

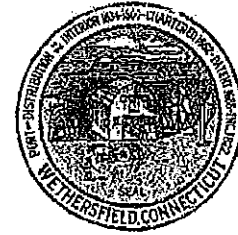
A handwritten signature in cursive script that reads "Craig Davis".

Craig Davis, Police Inspector
Division of Criminal Justice
Office of the Chief State's Attorney
300 Corporate Place
Rocky Hill, CT 06067
(860)258-5905-office
(860)883-7823-cell



James Cetran
Chief of Police

*Wethersfield Police
Department*
250 Silas Deane Highway
Wethersfield, CT 06109



Tel 860 721-2900
Fax 860 721-2995

November 26, 2019

Mary Bylone, First Selectman
Town of Colchester
127 Norwich Avenue
Colchester, CT 06415

Dear Ms. Bylone,

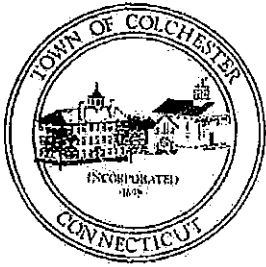
I am writing this letter as a recommendation for James Stavola to be a Police Commissioner for the Town of Colchester. I have known Jim Stavola for over forty years. He actually was one of the veteran police officers who broke me in as a rookie officer in the mid seventies. Through that time and since, I have learned that Jim is honest, loyal, trustworthy, and a very ethical individual who does the right thing even if it is not the popular thing.

If you have questions regarding about this matter, please contact me at (860) 721-2908.

Very truly yours,

A handwritten signature in cursive script that reads "James Cetran".

James Cetran
Chief of Police
Wethersfield Police Department
250 Silas Deane Highway
Wethersfield, CT 06109



Town of Colchester, Connecticut

127 Norwich Avenue, Colchester, Connecticut 06415

Mary Bylone, First Selectman

Board of Selectman Special Meeting Minutes
Thursday, July 16, 2020 @ 7:00 PM
Zoom Meeting

Members Present: First Selectman Mary Bylone, Selectmen Rosemary Coyle, Denise Mizla, Denise Turner and Taras Rudko

Others Present: Director of Public Works, Jim Paggioli, Director of Parks and Recreation Tiffany Quinn, Chair of BOE, Mary Tomasi, Chair of Commission on Aging Marjorie Mlodzinski, Registrar Sheila Tortorigi, Board of Finance Member Andreas Bisbikos, Fox 61, News Channel 8

RECEIVED
COLCHESTER, CT
2020 JUL 20 AM 11:04
Mary Bylone
SAYLE FURMAN
TOWN CLERK

1. CALL TO ORDER: First Selectman called the meeting to order at 7:00 p.m.
2. PLEDGE OF ALLEGIANCE
3. ADDITIONS OR DELETIONS TO AGENDA:

R. Coyle motioned to add the Proclamation Citing Racism as a Public Health Crisis to 9a on the agenda, seconded by D. Turner. **MOTION CARRIED 5/0**

4. CITIZEN'S COMMENTS: NONE

5. CONSENT AGENDA:

D. Turner asked to have minutes removed from Consent Agenda for Correction.

D. Mizla asked to have the Contract with Civic CMS removed from Consent Agenda for a Question.

R. Coyle motioned to approve Consent Agenda as amended, seconded by D. Mizla. **MOTION**

CARRIED 5/0

6. Approve the minutes of the June 18, 2020 Board of Selectmen Meeting

D. Turner motioned to approve the minutes with the correction to Liaison reports to note that the Conservation Commission was working on enforcement issues on Middletown Road, not Reservoir Road as noted in the minutes. R. Coyle noted a typo in item #7 that it should say

“departments,” D. Turner motioned to approve the minutes with changes, seconded by R. Coyle.

MOTION CARRIED 5/0.

7. D. Mizla asked if the contract with Civic CMS was the contract for the town website. It was noted the company changed names. D. Mizla motioned to approve the contract with Civic CMS and to authorize the First Selectman to sign the contract in the amount of \$3,276, seconded by D. Turner. **MOTION CARRIED 5/0**
8. Boards and Commissions – Interviews and/Possible Appointments and Resignations
 - a. Agriculture Commission Possible Appointment of Leslie Curtis from Alternate to Member with a term to expire on 11/30/2022: No action was taken. [Item tabled].
 - b. Police Commission – Resignation – Chris Cameron – R. Coyle motioned to accept his resignation with regret, seconded by D. Mizla. **MOTION CARRIED 5/0.**
 - c. Police Commission – To be Interviewed – Kevin Gustin with a possible term to expire on 1/2/2023. K. Gustin expressed interest in the Police Commission due to his history with the Coast Guard and an interest in supporting our local Police Department. He will attend a meeting before being considered for appointment by the Board of Selectmen.
9. Discussion and Possible Action on the Consolidation of the Town Hall and BOE Postage Meter Contract:

R. Coyle Motioned to approve the lease of a new postage meter with Quadient for the period of July 20, 2020 through July 1, 2025 and authorize the First Selectman to sign all necessary documents, seconded by D. Mizla. **MOTION CARRIED 5/0**
10. Discussion and Possible Action on Fireworks Contract with Legion Fireworks Co., Inc, for Trick or Trunk, Friday, October 30, 2020:

T. Rudko motioned to approve the contract with Legion Fireworks in the amount of \$7,150 and authorize the First Selectman to sign it, seconded by D. Mizla. **MOTION CARRIED 5/0.**
11. Discussion and Possible Action on Plan for Diversity and Inclusion in Colchester:

The FS and D. Turner proposed an ad hoc committee to work to develop [on] the structure and charge of a formal commission. The ad hoc committee would consist of nine members representing the Board of

Selectmen, Board of Education, Social Services, Youth Services, Law Enforcement, a parent, a youth, a community member and member of the clergy. The ad hoc committee would then make a recommendation to the Board of Selectmen to create a formal commission. R. Coyle motioned to form an ad hoc committee that would design and develop the structure and charge of a Commission on Diversity and Inclusion, seconded by D. Mizla. Discussion followed regarding the extent of institutional racism in the Town of Colchester and the need for such a committee.

R. Coyle moved the question to close debate, seconded by D. Mizla. Bylone, Coyle, Turner, Mizla in favor, Rudko against **MOTION CARRIED.**

Then a vote on the main motion to establish the ad hoc committee was taken, [put to vote,] Bylone, Coyle, Turner, Mizla in favor, Rudko against **MOTION CARRIED.**

a. Proclamation citing Racism as a Public Health Crisis:

- i. FS Read a portion of the Proclamation stating that Colchester is one of many towns in Connecticut to issue such a proclamation.

12. Discussion and Possible Action on the 2021 Revaluation Contract:

Town Assessor, John Chaponis gave an explanation of revaluation in Connecticut. D. Turner motioned to Approve awarding RFP 028-2021.1 for revaluation contractor services to VGSI at a cost of \$123,600 plus \$30 per “full inspection” and \$300 per “half day” of informal hearing and authorize the First Selectman to execute the contract, seconded by R. Coyle. **MOTION CARRIED 5/0.**

D. Mizla motioned to approve awarding RFP 028-2021.2 for revaluation contractor services to Lawrence Revaluation Services at a cost of \$35,000 plus \$300 per “half day” of informal hearings and authorize the First Selectman to execute the contract, seconded by R. Coyle. **MOTION CARRIED 5/0.**

13. Discussion and Possible Action on Norton Park Project Plan – Phase I and II:

D. Mizla motioned to approve the Norton Park Project Plan Phase I and II as proposed on July 9, 2020, seconded by R. Coyle. **MOTION CARRIED 5/0.**

14. Discussion and Possible Action on Norton Park Brochure – Fundraising:

- a. D. Mizla motioned to approve the Norton Park Brochure for fundraising, seconded by R. Coyle.

MOTION CARRIED 5/0.

15. CITIZEN'S COMMENTS: Three residents commended the Board of Selectmen on the formation of the Committee to develop a Commission on Diversity and Inclusion. One resident wanted to ensure proper safety protocols related to COVID-19 would be followed for the fireworks display.

16. FIRST SELECTMAN'S REPORT:

There have been 59 cases of COVID in Colchester, 11 of those cases were at Harrington Court.

All the Town Hall Departments are open. The Senior Center will likely not be opening after Labor Day as had initially been planned.

The Schools are working on a reopening plan for this fall.

The Town has been dealing with significant issues related to the servers, and Novus Insight is working diligently to resolve these.

The gas line is almost completed. Halls Hill Road work has begun, Paper Mill Road Rehabilitation is ongoing.

The approved budget is now posted online at the Town Website.

17. LIAISON REPORTS

Senior Center Building Committee - R. Coyle reported that the Committee approved two invoices from Silver Petrucelli. They have a consensus on Design #12 and the architect will begin working on that design to create a final plan.

Long Term Recovery Committee- R. Coyle reported the COVID impact survey has gone out to residents and will close on July 20, at which point a survey will go out to business owners. The surveys are trying to assess the impact that COVID has had on the Colchester Community.

Commission on Aging -- R. Coyle reported that the Commission elected their officers and still needs [moved] two alternate[s to] members [status]. The COA Annual Report was presented to the Board of Selectmen.

Open Space Committee – The DEEP Grant for \$150,000 to purchase property on Middletown Road was submitted. An application for a subdivision on Stanavage Rd. recommended fee in lieu for the open space requirement. Salmon River Watershed Sampling Project is seeking volunteers.

Board of Education – D. Mizla reported the BOE is forming a Diversity Committee to get a scope of what the committee will be doing. Reopening plan must [has to] be submitted to the state by July 24, including three plans 100% back in school, a hybrid of 50% in school[,] and 50% distance learning, and 100% distance learning. Students to return to school on August 31st.

Norton Park Committee – D. Mizla reported that Patricia Young, with an organization that works with the 8-mile watershed, did a presentation to inform the group about the watershed.

Planning and Zoning – T. Rudko reported that the Commission discussed development within the town center district, and the differences between allowances and special permitting, and adjusting the amount of density of housing units. There is an interested party in the Hilltop Marina property.

Historic District Commission – D. Turner reported there were two meetings on the green to discuss the grant the town has received to make improvements on the green. This includes resurfacing the green, making improvements to the gazebo and other landscape improvements.

Board of Assessment Appeals – D. Turner reported they met briefly to reverse a [an incorrect] decision that had been made about an automobile.

CHVFD Exemption Revision Committee – D. Turner reported that they are currently working on eligibility requirements.[,] Once those are in place, hope to get the ordinance revised and brought [to get it] back to the BOS.

Police Commission – FS reported that the Police Commission approved the permanent selection of Sergeant Tim Edwards. They discussed the requirements for the Corporal Position. They discussed the requirements coming from the state government including body and vehicle cameras.

Sewer and Water Commission – FS reported that the commission discussed the sewer main break and the repairs that are needed.

Conservation Commission – FS Reported that the commission is looking into a situation where someone is filling in a wetlands area.

18. ADJOURN

D. Turner motioned to adjourn at 8:53 p.m., seconded by R. Coyle. **MOTION CARRIED 5/0**

Please see the minutes of future meetings for any corrections hereto.

Respectfully Submitted by:

Heide Perham, Executive Assistant to the First Selectman

5.3 Police Commission Operating Policy

Purpose

The Police Commission, First Selectman, Resident Trooper Supervisor, Board of Selectmen, and Board of Finance all have some role in the makeup and operation of the department. In order to ensure that all parties have a full and complete understanding of their roles, the following policy is adopted.

Administration

1. The First Selectman's office is the Human Resources office for the town.
2. All personnel information including, but not limited to offer letters, disciplinary matters, and grievances shall originate from the First Selectman's office.
3. All personnel information shall reside in the First Selectman's office.

Chain of Command

1. Commissioners shall respect the order of command as set forth in the Colchester Police Rules and Regulations Manual at all times.
2. Individual commissioners have no authority except as stated in ordinance 18-31 which is "Liaison officer to Division of State Police". Only the commission acting as a body has authority.
3. No commissioner shall issue orders or requests to officers. Such requests will be directed to the Resident Trooper Supervisor or his designee.
4. Commissioners shall understand that they do not have any police powers within the town of Colchester.

Communication

1. As stated in the charter, the commission, as a body and as individual officials, reports to the First Selectman.
2. The commission shall respond to any request from the First Selectman as soon as possible by discussing at the next regular commission meeting or by calling a special meeting if necessary.

3. The First Selectman shall respond to any request from the commission in a timely manner

Rules and Regulations

1. The commission shall keep the rules and regulations governing the police department current and in accordance with applicable laws and best practices.
2. When advised by the Resident Trooper Supervisor that a rule or regulation needs to be changed, the commission shall enact such change within three months or provide a reason why they are not able to do so.
3. The commission shall abide by the Colchester Police Rules and Regulations.

Hiring

1. When an officer vacancy occurs, the commission shall first obtain the authority to hire from the First Selectman. This is to ensure that the funds needed to hire an officer are not needed for some other purpose.
2. The First Selectman's office shall do any necessary advertising for the position.
3. The commission shall designate the hiring process to be followed after consulting with the Resident Trooper Supervisor.
4. The Resident Trooper Supervisor shall oversee the hiring process enacted by the commission including all testing, background checks, and interviews.
5. Any meeting of the commission for hiring purposes must be a warned meeting with agenda and minutes. The commission may enter executive session as provided for in the Freedom of Information Act.
6. The commission shall either vote to make an offer to a candidate or will empanel a subcommittee to make the decision and vote to make an offer. Any vote by the commission or a subcommittee must be done in a warned meeting with an agenda and minutes. The commission or subcommittee may enter executive session as provided for in the Freedom of Information Act.
7. The commission is the sole authority that decides who to hire.
8. All offers shall come from the First Selectman's office after the Police Commission or subcommittee has voted to hire.

Promotions

1. The commission shall only promote officers when there is a budgeted position to be filled.
2. If the commission wishes to promote an officer and there is not a budgeted position, the commission shall obtain the necessary budget transfers from the Board of Selectmen and Board of Finance. Once the transfer is complete, the commission may conduct the promotion.
3. All promotions must be in accordance with the collective bargaining agreement.

Discipline

1. All discipline must be in accordance with the collective bargaining agreement.
2. For any action that may result in discipline greater than a written reprimand, the commission shall immediately inform the First Selectman prior to taking any action so that legal counsel may be consulted.

Collective Bargaining

1. Prior to the commencement of collective bargaining with the police union on successor contracts, the First Selectman shall meet in executive session with the commission. The commission shall make the First Selectman aware of their concerns and recommended changes to the contract.
2. The First Selectman shall negotiate on behalf of the town. The First Selectman may involve others, including commission members, in negotiations.

Annual Budget

1. The commission shall recommend a police department budget to the First Selectman for the next fiscal year by January 1st.
2. The First Selectman shall advise the Police Commission of any proposed changes to the budget and allow them to comment.
3. While the commission may make recommendations, it is ultimately the First Selectman's budget that will be presented to the Board of Selectmen and the Board of Finance.

Budget Management

1. Budget management ultimately rests with the Board of Selectmen and the Board of Finance. The boards have the authority to adjust the budget and staffing as they deem appropriate throughout the budget year as they would with any other department.
2. The Resident Trooper Supervisor shall have daily management of the police department budget.
3. Should a budget transfer be required, the Resident Trooper Supervisor shall make that recommendation to the commission and/or the commission, in consultation with the Resident Trooper Supervisor, shall make the recommendation. The commission shall forward any transfer request to the Board of Selectmen.

All actions shall be governed by sections 18-27 through 18-39 of the town ordinances and sections 7-274 through 7-300 of state statutes.

CHARTER

ARTICLE VII
Appointed Officials and Appointed Boards

§ C-701. Appointed Officials.

The Board of Selectmen shall appoint the following Appointed Officials and such other Appointed Officials as required by the General Statutes:

A. Assessor.

The Board of Selectmen may appoint any other Appointed Officials as permitted by the General Statutes or this Charter.

§ C-702. Appointed Boards.

The Town shall have Appointed Boards as created pursuant to this Charter or required by the General Statutes; all of whose members shall be appointed as provided in this Charter.

§ C-703. Eligibility and Appointment of Appointed Officials.

Eligibility for appointment of Appointed Officials shall be governed, where applicable, by the General Statutes and/or the standards adopted by the Board of Selectmen. All Appointed Officials shall be appointed by the Board of Selectmen pursuant to procedures as adopted by the Board of Selectmen or permitted or required by the General Statutes.

§ C-704. Removal of Appointed Officials.

Appointed Officials shall be removed by the Board of Selectmen. If a removal procedure for a particular Appointed Official is not provided for in the General Statutes, then the Board of Selectmen may remove for any reason any Appointed Official, provided that such Appointed Official be notified in writing of the grounds for removal and given an opportunity to appear before the Board of Selectmen to respond to the grounds identified. If such Appointed Official desires such a meeting, such Appointed Official shall so notify the Board of Selectmen in writing within seven (7) days after notification of the grounds for removal. Such meeting shall be public only if such Appointed Official so requests. Such meeting shall be held no less than seven nor more than thirty (30) days after notification of the grounds for removal. The decision of the Board of Selectmen shall be final. The date of notification of the grounds for removal shall be deemed to be the date of delivery if delivered by hand and two (2) days after the postmark if delivered by mail.

§ C-705. Eligibility and Appointment of Members of Appointed Boards.

A. All Members of Appointed Boards shall be appointed by the Board of Selectmen pursuant to procedures adopted by the Board of Selectmen. Only Electors of the Town who do not

TOWN OF COLCHESTER
POLICE COMMISSION BYLAWS
Amended 01/24/2011

SECTION 1. PURPOSE AND AUTHORIZATION

The name of the Commission shall be the "Town of Colchester Police Commission," which hereinafter in this document is referred to as "the Commission." The Board of Selectmen shall appoint a five-member Police Commission. The powers, duties, organization and term of appointment for the Police Commission shall be governed by the General Statutes and Section 214 of the Town Ordinances. (**Charter, Article IX, C-901**).

The Commission shall have the authority and responsibility for the general supervision and management of the police officers of the Town of Colchester and the property and equipment used in connection therewith. (**Colchester Code, Chapter 18, Article VIII, Section 18-30A**).

SECTION 2. POLICE COMMISSION OFFICE

The office of the Commission shall be the Colchester Town Hall where the Commission records will be maintained. All correspondence shall be addressed to the Commission at: Office of the First Selectman, 127 Norwich Avenue, Colchester, CT 06415. Copies of all the agendas, minutes and resolutions of the Commission shall be stamped in and posted with the Office of the Town Clerk and put on the Town website within timelines applicable to each document.

SECTION 3. MEMBERSHIP

- A. The Commission shall consist of five (5) members appointed by the Board of Selectman.
- B. All members of the Commission shall participate fully in Commission meetings and activities and shall have such duties as may from time to time be assigned by the Commission.
- C. Resignation from the Commission shall be in written form and transmitted to the Chairman who shall promptly forward same to the First Selectman.

SECTION 4. COMMISSION MEETINGS

The Commission shall meet at 6:30 p.m. on the fourth Monday of every month, except when the Town Hall is closed due to public holiday or some other reason. In the event of such a scheduling conflict, an alternative meeting date may be scheduled by the Commission.

- A. All meetings of the Commission are open to the public, as required by the Connecticut General Statutes, unless otherwise specified.
- B. For, purposes of determining whether the Commission may conduct business, a majority of sitting Commission members shall constitute a quorum, but in no event shall a quorum consist of less than three (3) members.
- C. Minutes of the Commission meetings and hearings shall be kept and published in accordance with the Connecticut General Statutes.

- D. All mail addressed to the Commission shall be presented by the Chairman to the Commission at its first meeting held after such mail has been delivered. All mail shall be deemed 'received' when so presented.

SECTION 5. COMMITTEES & COMMITTEE CHAIR

- A. From time to time, the Commission may appoint such committees as may be deemed necessary or desirable. Any committee so appointed shall have the duties or responsibilities assigned to it at the time of appointment. The meetings of any committee so appointed are open to the public as required by the Connecticut General Statutes.
- B. Minutes of all committee meetings and hearings shall be kept and published in accordance with the Connecticut General Statutes.
- C. All mail addressed to any committee shall be deemed addressed to the full Commission and shall be treated in the same manner as set forth in Section 4, paragraph D.

SECTION 6. AMENDMENTS

These bylaws may be amended from time to time as deemed necessary or desirable by the Commission with a minimum of thirty (30) days notice of such proposed amendment being sent in writing to all Commission members and a 2/3 affirmative vote of the Commission.

SECTION 7. EFFECTIVE DATE

Bylaw amendments shall take effect immediately upon adoption by the Commission unless a proviso is also adopted specifying an implementation date.

All copies of these bylaws shall specify the effective date on all pages and amended date(s) on the last page.

SECTION 8. PARLIAMENTARY AUTHORITY

The rules contained in the current edition of Roberts Rules of Order shall govern the Commission in all cases to which they are applicable and in which they are not inconsistent with these bylaws, any special rules of order adopted by the Commission, Town of Colchester Charter or Ordinances, Board of Selectmen directives, or State statute.

Amended: 01/24/2011

RECEIVED
COLCHESTER, CT
2011 FEB -3 PM 1:25

2020 – 2021 Accomplishments

- Promoted five Officers to the rank of Corporal
- Maintained staffing at 11 sworn members
- Updated all PCs and laptops with Microsoft Windows 10 and added signature pads to PCs for the ease of taking electronic statements
- Completed annual firearms and medical training for all sworn officers.
- All portable and mobile Police radios were programmed by the Connecticut State Police due to a mandatory upgrade of the radio infrastructure
- Continued Armorer training for 2 officers to reduce maintenance outsourcing for department firearms
- Participated in the Juvenile Review Board with Youth Services (COVID restricted)
- Purchases new Police Ford SUV Patrol Cruiser to update aging Police Cruiser fleet.
- Presented to childcare facilities, businesses and other community organizations, and community outreach programs to include “Coffee with a Cop”
- Participated in Prescription Drug Drop-Box Program
- Processed of over 125 Town Pistol Permits
- Acquired State of CT Grant funds for Driving under the Influence Enforcement through the Connecticut Department of Transportation.
- Utilized Canine “Josie” for community demonstrations, and patrol searches during motor vehicle stops to combat illegal drug transactions and transportation

Measures (January 1 – December 31)	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>
• Motor Vehicle Warnings:	383	975	944	1257
• Motor Vehicle Arrests:	669	1767	1681	2292
• Motor Vehicle Accidents:	190	242	265	274
• Criminal Investigations:	361	418	433	542
• Pistol Permits Issued:	127+	120+	115+	110+
• DWI Arrests:	24	44	52	39
• Calls for Service:	9604	10,955	11,030	13,891

2021 – 2022 Objectives

- Hire two Police Officers and train through the Colchester PD FTO program allowing more proactive policing, increased police presence while simultaneously minimizing overtime related issues due to mandated increased training demands
- Continue annual replacement of older Police Cruisers with new Police Cruisers
- Research facility expansion possibilities to include a possible firearms training location
- Continued Firearms Armorer recertification training for 2 officers
- Continue annual replacement of Police Cruiser Mobile Data Terminals equipment
- Implement a Colchester PD Drone program to aide in investigations to include but not limited to the following: crime scene and motor vehicle accident scene mapping, barricaded subjects, missing persons, state, and local law enforcement compliance
- Obtain Body worn cameras and mobile video cameras to comply with the 2020 Connecticut Police Reform Bill which takes effect July 1st, 2022
- Maintain and oversee training requirements and evaluations (both psychological and medical) for all sworn police officers related to the 2020 Connecticut Police Reform Bill

2019 – 2020 Accomplishments

- Promotion of an Officer First Class to the rank of Sergeant
- Maintaining staffing at 11 sworn members (1 School Resource Officer, 9 patrol officers and 1 Administrative Sergeant).
- Hired one Full Time Police Officer after conducting entry level Police officer hiring
- Updated all PCs and laptops with Microsoft Windows 10 and added signature pads to PCs for the ease of taking electronic statements
- Completed annual firearms training and medical training for all sworn officers.
- All of the Officer’s portable and mobile Police radios were programmed by the Connecticut State Police due to a mandatory upgrade of the radio infrastructure.
- Continued Armorer training for 2 officers to reduce maintenance outsourcing for department firearms.
- Continued participation in the JRB - Juvenile Review Board with Youth Services.
- Continuing implementation of Colchester-specific substance abuse program with school system (CARD – Colchester Acts to Resist Drugs with the incorporation of the DARE program).
- Purchase of new Police Ford pickup style Patrol Cruiser to update aging Police Cruiser fleet- now having 2 Ford F150 police pick-up trucks in the fleet. This addition will also better serve Police firearms training operations for recertification of all Colchester Officers annually.
- Presentations to childcare facilities, business groups and other community organizations.
- Participation in Prescription Drug Drop-Box Program.
- Processing of over 125 Town Pistol Permits.
- Acquired State of CT Grant funds for Driving under the Influence Enforcement through the Connecticut Department of Transportation.
- Utilized Canine “Josie” for Patrol, demonstrations for organizations in the community, searches during motor vehicle stops of violators in order to combat illegal drug transactions and transportation within the Town of Colchester.

Measures (January 1 – December 31)	2019	2018	2017
• Motor Vehicle Warnings:	975	944	30
• Motor Vehicle Arrests:	1767	1681	2292
• Motor Vehicle Accidents:	24	28	39
• Criminal Investigations:	415	433	542
• Pistol Permits Issued:	120+	115+	110+
• DWI Arrests:	44	52	39
• Calls for Service:	10,956	11,030	13,891

2020 – 2021 Objectives

- Continue annual replacement of older Police Cruisers with new Police Cruisers.
- Research Police Department facilities expansion possibilities.
- Continued Firearms Armorer recertification training for 2 officers.
- Continue annual replacement of Police Cruiser Mobile Data Terminals equipment assigned to Police Cruisers.
- Implement a Colchester PD Drone program to aide in investigations to include but not limited to the following: crime scene and motor vehicle accident scene mapping, barricaded subjects, missing persons, state and local law enforcement compliance, etc.

2018 – 2019 Accomplishments

- Maintaining staffing at 11 sworn members (1 School Resource Officer, 10 patrol officers).
- Completed annual firearms training for all sworn officers.
- All of the Officer’s portable and mobile Police radios were programmed by the Connecticut State Police due to a mandatory upgrade of the radio infrastructure.
- Continued Armorer training for 2 officers to reduce maintenance outsourcing for department firearms.
- Continued participation in the JRB - Juvenile Review Board with Youth Services.
- Continued participation in TRIAD Program with Senior Services.
- Continuing implementation of Colchester-specific substance abuse program with school system (CARD – Colchester Acts to Resist Drugs).
- Purchase of new Police Ford pickup style Patrol Cruiser to update aging Police Cruiser fleet. This addition will also better serve Police firearms training operations for recertification of all Colchester Officers annually.
- Presentations to child care facilities, business groups and other community organizations.
- Department involvement in Colchester Food Bank Food Drive and “Cop on Top” fundraiser for Special Olympics.
- Participation in Prescription Drug Drop-Box Program.
- Processing approximately 115 Town Pistol Permits.
- Acquired State of CT Grant funds for Driving under the Influence Enforcement through the Connecticut Department of Transportation.
- Utilized Canine “Josie” for Patrol, demonstrations for organizations in the community, searches during motor vehicle stops of violators in order to combat illegal drug transactions and transportation within the Town of Colchester.

Measures (January 1 – December 31)	<u>2018</u>	<u>2017</u>	<u>2016</u>
• Motor Vehicle Warnings:	944	1,427	1,239
• Motor Vehicle Arrests:	1,681	2,754	2,808
• Motor Vehicle Accidents:	262	308	280
• Criminal Investigations:	424	536	544
• Pistol Permits Issued:	107	156	182
• DWI Arrests:	29	46	73
• Calls for Service:	10,985	13,839	14,071

2019 – 2020 Objectives

- Based on an expected retirement of one or more senior Officer(s) in the near future, attempt to hire a new Police Officer(s) as needed to maintain staffing levels at the current 11 or more full time Officers.
- Continue annual replacement of older Police Cruisers with new Police Cruisers.
- Research Police Department facilities expansion possibilities.
- Continued Firearms Armorer recertification training for 2 officers.
- Continue annual replacement of Police Cruiser Mobile Data Terminals and Mobile Video Recorders equipment assigned to Police Cruisers.