



TOWN OF HAMDEN, CONNECTICUT POLICE COMMISSION

Hamden Government Center
2750 Dixwell Avenue
Hamden, Connecticut 06518
Tel: 203287-7070
Fax: (203) 287-7075

Agenda: The Police Commission, Town of Hamden, will hold a Special Meeting on Wednesday, February 19, 2020 at 5:30 p.m. in room C-107, Hamden High School. The Agenda items are as followed.

1. Call to order/Roll Call
2. Approval of minutes of the meeting of January 8, 2020
3. Public comments on agenda action items
4. Correspondence
5. Department Report
 - a) Review of department activity
6. Old Business
6. New Business
 - a) Review of 2020-2021 budget request for Police Department
 - b) Set date for disciplinary hearing for Officer Stephen Phipps
7. Report of the Chairman
8. Executive Session
9. Review of Policies and Procedures
10. Adjournment



HAMDEN POLICE DEPARTMENT
2900 Dixwell Avenue, Hamden, CT 06518
Tel: (203) 230-4015 • Fax: (203) 288-4876
Email: jcappiello@hamdenpd.com



John Cappiello
Chief of Police

February 13, 2020

Pat Destito
Pharmaceutical Data Services, Inc.
61 Autumn Ridge Road
Hamden, CT 06514

Dear Mr. Destito,

On behalf of the Hamden Police Department, I want to extend to you my sincere appreciation and gratitude for the generous donation in the amount of \$1,000.00 that you submitted to the department recently for the Hamden Gun Buyback program.

The donation will be put to great use.

Thank you again.

Sincerely,

John Cappiello
Chief of Police

/sa

Cc: Mayor Curt Balzano Leng
Hamden Police Commissioners



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John Cappiello
Chief of Police

February 6, 2020

Paul J. Auletta
301 Summerhaven Drive N
E Syracuse, NY 130573126

Dear Mr. Auletta,

Thank you for your generous donation to the Hamden Animal Facility Gift Fund. We are thrilled to have your support.

Your donation in the amount of \$50.00 will be deposited into the Hamden Animal Facility Gift Fund Account.

Thank you again, and please feel free to contact the Hamden Police Department for any assistance that we can provide in the future.

Sincerely,

John Cappiello
Chief of Police

Cc: Hamden Police Commissioners
Mayor Curt Balzano Leng



The Hamden Woman's Club, Inc., G.F.W.C.
HAMDEN, CONNECTICUT

Hamden Police Dept
c/o Animal Shelter
2900 Dixwell Ave.
Hamden CT 06518

Enclosed is a \$25.00 donation from the Hamden Woman's Club
To support the animal facility gift fund.

Hamden Woman's Club, Inc.
101 Still Hill Road
Hamden, Ct 06518



HAMDEN POLICE DEPARTMENT CITIZEN'S COMMENDATION FORM



DIRECTIONS: Anyone can submit a commendation of appreciation for outstanding service to the community by a police employee. Complete this form and mail or bring it in to the police department at the address listed below. We also accept any commendations submitted in written format.

Mail to: Hamden Police Department
Attention: Office of the Chief of Police
2900 Dixwell Avenue
Hamden, CT 06518



Your Name Patricia Erdman

Street Address 37 Tokoneke Dr

City Meriden State CT Zip Code 06450

Home Phone (203) 634-8911 Daytime Phone (203) 631-7086

Involved Employee (s) Name Sgt. Curran Badge # _____

Name Officers Hall, Falcigno, Gliffort Badge # _____

Name Sgt. Doherty Badge # _____

Description, if name(s) unknown _____

Location of Occurrence From Our Lady of Mt Carmel Church to Hamden Plains Cemetery

Date of Occurrence Dec. 23, 2019 Time 12:00(ish)

Description of Event/Occurrence The family of Daniel Bevins would like to thank the Hamden Police Dept for providing our family with police assistance during our fathers funeral procession from Our Lady of Mt Carmel Church to Hamden Plains Cemetery. Driving across town 2 days before Christmas at 12:00(ish) would have been impossible without your assistance. I can't thank the officers and Sgt's enough.

I'm sure our dad was looking down grinning from ear to ear. Thank You Again!

(Attach additional pages, if necessary)

Patricia Erdman, Stephen Bevins, Gerabline DeCapua, Michael Bevins

and Danny Bevins

FOR OFFICIAL USE ONLY
HPD Employee Receiving Commendation Form
Name _____ Badge # _____ Date _____



January 4, 2020

30 Sherman Street
West Hartford, CT 06110

For Immediate
PRESS RELEASE

The 2019 CT United Ride Disbursements
Sponsored by the UPFFA of CT

Fred Garrity Jr, the Exec Director of The CT United Ride and Peter Carozza the President of The UPFFA of CT are proud to announce that the UPFFA of CT has disbursed \$24,000 from the 2019 CT United Ride to the following recipients.

The CT United Ride has followed the same course of support for its 19 events following the initial fundraising Ride in September of 2001; by supporting CT Fire, Police, the United Way and those groups who make our event safe, while paying tribute to those who lost their lives, those who gave their lives, and those who continue to put their lives on the line each day to keep us safe. That is why we ride.

We thank all the municipalities, police and fire, all of our riders, sponsors, volunteers, and supporters for helping continue this patriotic remembrance which has become the largest event of its kind in the State of CT.

Save the Date: The 2020 CT United Ride will be held on Sunday August 30, 2020

The CT Professional Fire Fighters Emergency Relief Fund	\$6500
The Hundred Club of CT (Law Enforcement)	\$6500
United Way of Coastal Fairfield County	\$2000
Bridgeport Police Cadet/Explorers	\$500
Fairfield Police Cadet/Explorers	\$500
Trumbull Police Cadet/Explorers	\$500
Stratford Police Cadet/Explorers	\$500
Norwalk Police Cadet/Explorers	\$500
Newtown Police Cadet/Explorers	\$500
Danbury Police Cadet/Explorers	\$500
Hamden Police Cadet/Explorers	\$500
Waterbury Police Cadet/Explorers	\$500
Wilton CERTS	\$500
Monroe CERTS	\$500
Trumbull CERTS	\$500
Bridgeport Fire Charitable Foundation	\$1000
Bridgeport Police Memorial Fund	\$1000
Fairfield Fire Charitable Foundation	\$1000



For more information contact Exec Director Fred Garrity Jr @ 203-257-2176



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Tel: (203) 230-4015 • Fax: (203) 288-4876
Email: jcappiello@hamdenpd.com

John Cappiello
Chief of Police

January 9, 2020

Anna J. Mulvey
18 Windsor Road
Hamden, CT 06517

Dear Ms. Mulvey,

On behalf of the Hamden Police Department, I want to extend to you my sincere appreciation and gratitude for the generous donation in the amount of \$40,000.00 that you submitted to the department recently. The Legislative Council approved the acceptance of the donation at a regular meeting that was held on January 6, 2020.

The donation will be put to great use for the purchase of a FARO Focus 3D Laser Scanner, a Public Safety Forensic and Product Design application scanner that captures fast, straightforward and accurate measurements of complex objects in the analysis of crime scenes, accident reconstruction and other related situations.

Thank you again, and please feel free to contact the Hamden Police Department for any assistance that we can provide in the future.

Sincerely,

John Cappiello
Chief of Police

Cc: Mayor Curt Balzano Leng
Hamden Police Commissioners

BIKERS AGAINST ANIMAL CRUELTY INC.



P.O. Box 68, North Haven, CT 06473
www.BikersAgainstAnimalCruelty.org

Greg Belcher, President

baac.president@bikersagainstanimalcruelty.org

*Bikers Against Animal Cruelty Inc. (B.A.A.C.) is a 501(c)(3)
nonprofit organization run solely by volunteers.*

Ad
\$ 429.98 By B.A.A.C. A medical expense for
Hamden Imp # 72 known as "Bvd", A male Pit mix
that needed a growth removed from the inside lower right
eyelid



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Fax: (203) 287-7075

The Police Commission, Town of Hamden, will hold a Special Meeting to interview for the promotion of two Sergeant's and one Detective position(s) on Thursday, February 20, 2020 at 5:30 p.m., in the Commission Conference Room, Police Department, 2900 Dixwell Avenue, Hamden, CT, 06518.

POSTC Model Policy

Police Motor Vehicle Pursuit Policy

Sec. 1. Purpose

The purpose of this policy is to establish a Uniform Statewide Pursuit Policy in accordance with the provisions of 14-283a-1 to 14-283a-4, inclusive and section 14-283a of the Connecticut General Statutes. This policy shall serve as the minimum standard for all police pursuits in Connecticut, involving POSTC Certified Police Officers. Additional requirements adopted by an individual police agency shall not conflict with any provision of this policy.

Sec. 2. Policy

Pursuits of fleeing motor vehicles may present a danger to the lives of the public, officers, and those vehicle occupants involved in the pursuit. Each police agency shall be responsible for assisting police officers in the safe performance of their duties.

Sec. 3. Definitions

1. "Pursuit" means an attempt by a police officer in an authorized emergency vehicle to apprehend any occupant of another moving motor vehicle, when the driver of the fleeing vehicle is attempting to avoid apprehension by maintaining or increasing the speed of such vehicle or by ignoring the police officer's attempt to stop such vehicle.
2. "Authorized emergency vehicle" means a police vehicle equipped with operable emergency equipment, including audible siren and red or blue flashing lights, while such vehicle is being operated by a police officer.
3. "Primary unit" means the police vehicle operated by a police officer that initiates a pursuit or any police vehicle operated by a police officer that assumes control of the pursuit.
4. "Secondary unit" means any police vehicle operated by a police officer that becomes involved as a backup to the primary unit and follows the primary unit at a safe distance.
5. "Supervisor" means a person designated by the police agency to have supervisory control over the operation of the agency's vehicles during a pursuit.
6. "Communications" means the central dispatch center or personnel staffing the central dispatch center of the police agency in the jurisdiction where the pursuit is occurring.
7. "Uniform Statewide Pursuit Policy, known as "the policy" or "this policy," means Sections 14-283a-1 to 14-283a-4, inclusive, of the Regulations of Connecticut State Agencies.
8. "Police agency" means the Division of State Police within the Department of Public Safety, including local police officers serving in municipalities with a Resident State Trooper, or an organized municipal police department.

9. "Crime of Violence" -An offense in which physical force, the attempted use or threatened use of physical force, is used against another person(s) for the purpose of, injuring, damaging or abusing another person(s), or any offense that is a felony and that involves a substantial risk that physical force against another person may be used in the course of committing the offense.

Sec. 4. Procedures

A. Initiation of Pursuit

1. A police officer may only engage another vehicle in a pursuit if the officer has reasonable suspicion to believe that the driver or occupant has committed or is attempting to commit a crime of violence, or there are exigent circumstances that warrant the need to apprehend the suspect in a timely manner because of the potential for harm to the public if the apprehension does not occur. The officers must be able to articulate the exigent need to apprehend the driver or occupant because of the potential harm or risk to the public.
2. Offenses that constitute infractions, property crimes, (to include stolen motor vehicles), non-violent misdemeanors and non-violent felonies shall not be justification to engage in a pursuit of another vehicle, absent articulable exigent circumstances.
3. The officers involved in the pursuit and their supervisor's shall continuously reassess the factors listed above to determine whether the pursuit shall continue or be terminated.
4. A pursuit shall not be undertaken, even if allowable by other provisions of this policy, unless and until the officer, based upon the information available to him/her at the time, shall make an objectively reasonable determination that the threat of imminent death or serious physical injury to the officer, the public or both, created by the pursuit is less than the immediate or potential danger to the public, should the suspect(s) or occupant(s) remain at large. A decision to engage in a pursuit shall be based upon the following:
 - a. The underlying crime for which the operator or occupants are suspected of committing;
 - b. Whether the identity of the operator or occupant is known and apprehension by other means is possible;
 - c. That the immediate danger to the public and the police officer created by the pursuit is less than the immediate danger to the public should the occupants of the pursued vehicle remain at large;
 - d. Location, speed, direction of other traffic, population density, type of vehicle being pursued and operators driving behaviors;
 - e. Environmental factors such as, weather, time of the day, visibility;
 - f. Relative capability of the police vehicle(s) and the vehicle being pursued;
 - g. Road conditions, including surface type, wet, icy, dry roadway. Road typography, traffic controls;
 - h. The presence of other people in the police vehicle;
 - i. Population density, vehicular and pedestrian traffic.

Sec. 5. Pursuit Operations

1. All authorized emergency vehicle operations shall be conducted in strict conformity with Sections 14-283a-1 to 14-283a-4, inclusive, of the Regulations of Connecticut State Agencies, and section 14-283a of the Connecticut General Statutes.
2. Upon engaging in or entering into a pursuit, the pursuing vehicle shall activate appropriate warning equipment. An audible warning device shall be used during all such pursuits.
3. Upon engaging in a pursuit, the police officer shall immediately notify communications of the location, direction and speed of the pursuit, the description of the pursued vehicle and the initial purpose of the stop. The police officers shall keep communications updated on the pursuit. Communications personnel shall immediately notify any available supervisor of the agency or agencies involved in such pursuit, clear the radio channel of non-emergency traffic, and relay necessary information to other police officers of the involved police agency or agencies, and adjacent police agencies in whose direction the pursuit is proceeding.
4. When engaged in a pursuit, police officers shall drive with due regard for the safety of persons and property.
5. Unless circumstances dictate otherwise, a pursuit shall consist of no more than three police vehicles, one of which shall be designated as the primary unit. No other personnel shall join the pursuit unless instructed to participate by a supervisor.
6. The primary unit involved in the pursuit shall become secondary when the fleeing vehicle comes under police air surveillance or when another unit has been assigned primary responsibility.

Sec. 6. Supervisory Responsibilities

1. When made aware of a pursuit, the appropriate supervisor shall evaluate the situation and conditions that caused the pursuit to be initiated, the need to continue the pursuit, and shall monitor incoming information, coordinate and direct activities as needed to ensure that proper procedures are used. Such supervisor shall also have the authority to terminate the pursuit. When the agency supervisor communicates a termination directive, all agency vehicles shall disengage warning devices and cease the pursuit.
2. Where possible, a supervisory police officer shall respond to the location where a vehicle has been stopped following a pursuit.

Sec. 7. Pursuit Tactics

1. Police officers not engaged in the pursuit as the primary or secondary unit shall not normally follow the pursuit on parallel streets unless authorized by a supervisor or when it is possible to conduct such an operation without unreasonable hazard to other vehicular or pedestrian traffic.
2. When feasible, available patrol units having the most prominent markings and emergency lights shall be used to pursue, particularly as the primary unit. When a pursuit is initiated by other than a marked patrol unit, such unit shall become the secondary unit when a marked unit becomes available as the primary unit, and such unit shall disengage from the pursuit when another marked unit becomes available as the secondary unit.
3. Motorcycles may be used for a pursuit in exigent circumstances including, but not limited to, situations where a felony has been committed, deadly force has been used by a vehicle occupant, or the pursuit is necessary to preserve a life, provided that weather and related

- conditions allow such pursuit to continue. Motorcycles shall disengage from the pursuit when support from marked patrol units becomes available.
4. Once the pursued vehicle is stopped, police officers shall utilize appropriate police officer safety tactics and shall be aware of the necessity to utilize only the force the police officer reasonably believes to be necessary to take occupants into custody.
 5. All intervention techniques short of deadly force shall be used when it is possible to do so in safety and when the police officers utilizing them have received appropriate training in their use. Such techniques shall include, but not be limited to, boxing in the vehicle or using controlled termination *devices such as stop sticks*.
 6. Roadblocks are prohibited unless specifically authorized by the supervisor in charge after consideration of the necessity of applying deadly physical force to end the pursuit.

Sec. 8. Use of Firearms during a Pursuit

1. *Officers shall not discharge their firearms at a moving vehicle or its occupants unless, the occupants are using, or threatened the use of deadly physical force, against the officer or another person present, by means other than the vehicle.*

a. This does not preclude exigent circumstances such as, but not limited to, where the officer reasonably believes there are no other means available to avert the threat of the vehicle, or if such vehicle is being utilized as a weapon against the officer(s), or another person, such as in a vehicle ramming attack.

b. No officer should intentionally position his or her body into the path of a fleeing motor vehicle, unless such action is a tactic approved by the law enforcement unit, that employs such police officer and in accordance with an established written policy. Whenever possible, the involved officer should make an effort to move to an area of safety if the vehicle becomes a threat, including retreating from the threat, if practical.

Sec. 9. Termination of the Pursuit

1. The police officer serving as the primary unit engaged in the pursuit shall continually re-evaluate and assess the pursuit situation, including all of the initiating factors, and terminate the pursuit whenever he or she reasonably believes that the risks associated with continued pursuit are greater than the public safety benefit of making an immediate apprehension.
2. The pursuit may be terminated by the primary unit at any time.
3. A supervisor may order the termination of a pursuit at any time and shall order the termination of a pursuit when the potential danger to the public outweighs the need immediate apprehension. Such decision shall be based on information known to the supervisor at the time of the pursuit.
4. A pursuit may be terminated if the identity of the occupants has been determined, immediate apprehension is not necessary to protect the public or police officers, and apprehension at a later time is feasible.
5. A pursuit may be terminated when the police officers are prevented from communicating with their supervisors, communications or other police officers.

6. *A pursuit shall be terminated if the police officer knows or is reasonably certain, that the fleeing motor vehicle is being operated by a juvenile and the suspected offense is not a violent felony.*

Sec. 10. Inter-Jurisdictional Pursuits

1. The primary unit shall notify communications when it is likely that a pursuit will continue into a neighboring police agency's area of law enforcement responsibility or cross the state line. Municipal police agencies and the State Police shall notify each other whenever entering the other's area of law enforcement responsibility.
2. A pursuit into a bordering state shall comply with the laws of both states and any applicable inter-agency agreements.
3. In all cases where a pursuit enters an area of law enforcement responsibility of a police agency other than that of the initiating police agency, the police agency in pursuit shall be responsible for immediately notifying the police agency responsible for such area. The desk officer or duty supervisor for the police agency responsible for such area shall determine if assistance is necessary and police officers from police agencies other than the initiating agency shall not join the outside pursuit unless:
 - a. Directed by such duty supervisor or desk officer; or
 - b. The involved pursuit unit is unable to request assistance; or
 - c. The situation demands immediate assistance. The supervisors of the respective police agencies involved in the pursuit shall communicate with each other to determine the respective responsibilities of each police agency and to determine which police agency will assume primary operational control of the pursuit. The supervisors shall also communicate with each other regarding any external conditions pertinent to the continued conduct of the pursuit. Communications between police agencies shall be controlled by inter-agency police radio systems, if they exist, or by telephone, or by both.
4. In all cases where the pursuit enters a municipality without a regularly organized police department, notification shall be made to the State Police troop responsible for that area. Such troop shall maintain radio communications with all local police officers serving in any such municipality.
5. *Agencies pursuing a vehicle into another jurisdiction must most notify that jurisdiction as soon as practical, provided that agency with all available information pertinent to the pursuit, including but not limited to:*
 1. *The reason(s) for the pursuit, or primary offense the driver or occupant(s) are believed to have committed*
 2. *Location, speed, and direction of travel*
 3. *Vehicle and occupant(s) description*
 4. *The number of vehicles and agencies involved in the pursuit*
 5. *Whether assistance is requested/needed or not*
 6. *Other available information as to the conditions of the pursuit*

The pursuing agency will notify the other jurisdiction whether or not the pursuit has been terminated or is leaving their jurisdiction.

Any agency involved in the pursuit may, at its discretion, choose to terminate its involvement in a pursuit at any time. The supervisor and the police officers involved in the pursuit shall make their own determination whether their officers shall enter, continue or terminate the pursuit within their jurisdiction.

Sec. 11. Post-Pursuit Reporting

1. *Whenever a police officer engages in a pursuit, the police officer shall file a written report on the appropriate form required by his or her agency describing the circumstances. This report shall be reviewed by the appropriate supervisor or supervisors to determine if policy has been complied with and to detect and correct any training deficiencies.*
2. *Each police agency shall periodically analyze its police pursuit activity and identify any additions, deletions or modifications warranted in agency pursuit procedures.*
3. *Post-Pursuit reports shall be completed for each police pursuit in accordance with department policy and training.*
4. *In accordance with Section 14-283a-1 to 14-283a-4, inclusive and section 14-283a of the Connecticut General Statutes Not later than January 31, 2020, and annually thereafter, each Chief of Police and the Commissioner of the Department of Emergency Services and Public Protection shall submit an annual report to the Police Officers Standards and Training Council regarding pursuits by police officers, on the standardized form developed and promulgated by POSTC*
5. *Each police agency involved in the pursuit must report their involvement to POSTC on the designated reporting form. Departments shall indicate on the form whether they were the initiating agency or a secondary unit.*

Sec. 12 Other Pursuit Considerations

1. *High speed operation - A police officer in pursuit may operate their vehicle at a speed that the condition of the vehicle, existing road, traffic, environmental conditions, and the officer's driving abilities will safely permit.*
2. *Number of involved pursuit vehicles - No more than three police vehicles shall be actively involved in a pursuit, unless directed otherwise by a commander, superior officer, or supervisor, however, all police officers should be alert to the progress and location of any nearby and ongoing pursuit.*
3. *Offensive driving tactics are limited - Deliberate contact between vehicles, (i.e., intentional collision, PIT Maneuver, or ramming) shall not be attempted unless permission is obtained from a supervisor, in accordance with established written policy*
4. *Spacing of Vehicles - All police units in active pursuit shall space themselves at reasonable and safe distances to permit adequate braking and reaction times if any preceding vehicle stops, slows, turns, becomes disabled or collides with any vehicle or object.*

5. *Police officers shall operate available emergency warning lights and their vehicle siren to alert other motorists to unexpected pursuit vehicle maneuvers.*
6. *A police pursuit vehicle entering any intersection against traffic control signals or signs shall slow to safe speeds and be prepared to slow or stop to avoid any collision.*

Sec. 13. Forced Stop Procedures (Alternative Measures)

1. *Forced stop procedures, to include but not limited to PIT Maneuver, Boxing-in, and Intentional collision. Roadblocks), short of deadly force, may be considered to stop a fleeing vehicle;*
2. *Forced stop procedures may be considered when the necessity for an immediate apprehension outweighs the dangers presented to all parties involved and innocent persons.*
3. *Forcing vehicles to stop usually presents serious safety hazards to participants and any innocent persons who are present.*
4. *Forced stop procedures must be reasonably and properly applied by police officers who have received appropriate training in their use and have received authorization from their supervisor, absent exigent circumstances.*
5. *Forced stop procedures shall be conducted in accordance with department policy and training.*

A. Roadblocks

1. *Use of a roadblock, ramming or forcing a vehicle from the roadway may be employed if deadly force can be reasonably applied to apprehend one of the following persons, after all other reasonable alternatives have been exhausted or would be ineffective;*
 - *A dangerous fleeing felon - A person for whom there is reasonable cause to believe that the person has committed a violent felony involving an actual or threatened attack which the police officer has reasonable cause to believe could or has resulted in death or serious physical injury; or*
 - *Any person who is operating a motor vehicle recklessly and in such a manner as to be reasonably likely to cause death or serious injury to any other person should they be allowed to continue operation of the vehicle.*
 - *The use of a roadblock shall be used in accordance with department policy and training.*

B. Boxing-In

1. *Boxing in shall only be performed at relatively low speeds. The use of such a tactic must be carefully coordinated with all involved vehicles, taking into consideration the circumstances and conditions apparent at the time, as well as the potential risk of injury to police officers, the public and the occupants of the violator vehicle.*

2. *Boxing in normally requires two or more police units to position themselves around the violator to form a box at low speeds pursuits. Once the fleeing vehicle is blocked, the police pursuit vehicles slowly and gradually reduce their speed, causing the violator to stop.*
 3. *It must be anticipated that a violator may attempt to maneuver past the lead blocking vehicle or intentionally collide with it or one of the other blocking vehicles to move out of the box*
 4. *Boxing-in techniques shall be used in accordance with department policy and training.*
- C. *Intentional Collision of the Offending Vehicle*
1. *A deliberate contact between a police vehicle and a violator's vehicle and is intended to cause the violator to spin or leave the roadway in a slow and controlled manner.*
 2. *This technique should be used in accordance with department policy and training.*
 3. *When considering intentional collision of a violator, each police officer and supervisor must be aware that these actions may result in serious physical injury or death and may activate the vehicle airbags or fuel system shut-offs causing the police vehicle to become disabled.*
- D. *Tire Deflation Devices -- Stop Sticks*
1. *Police officers must first complete a department required training course on the use of Tire Deflation Devices. These devices shall only be used in accordance with department policy.*
 2. *Stop Sticks shall not be deployed to stop Motorcycles, or other vehicles with less than four (4) wheels.*

Sec. 14. Vehicle Pursuit Training

Police officers who drive police vehicles shall be given initial and biennial update training in the agency's pursuit policy and in safe driving tactics. The provisions of Sections 14-283a-1 to 14-283a-4, inclusive, of the Regulations of Connecticut State Agencies shall be a part of the curriculum for all police basic recruit-training and re-certification programs in Connecticut.

1. *Pursuit Training Programs shall consist of:*
 - a. *Knowledge of applicable statutes*
 - b. *Court decisions impacting police pursuits*
 - c. *Department policy*
 - d. *Supervisory and individual responsibilities in a police pursuit*
 - e. *Reporting requirements*
 - f. *Inter-jurisdictional considerations*
 - g. *Pursuit driving skills and techniques.*

Hamden Police Department General Orders

Policy Number: 024-010

Effective Date: November 13, 2013

Section: Patrol

Rescinds: August 1, 2008

Title: Pursuit of Motor Vehicles

Approved By: Police Commission

Approval Date: January 1, 2014

PURPOSE

To establish the departmental procedure concerning the use of police vehicles in pursuit situations.

POLICY

The Hamden Police Department, the main agency in charge of public safety within the Town of Hamden, has the responsibility of implementing measures to guarantee the wellbeing of all people. As such, the Department's public policy includes measures to ensure compliance with vehicle and traffic regulation on public roads and highways.

It is the responsibility of the Department to assist officers in the safe performance of their duties. To fulfill these obligations, it shall be the policy of this Department to regulate the manner in which emergency response driving and vehicular pursuits are undertaken and performed.

If pursuit is undertaken, each officer is strictly responsible for compliance with Connecticut General Statutes 14-283, Rights of Emergency Vehicles and 14-290, Exemptions of Motor Vehicle Laws. In addition, each officer is responsible for a thorough understanding of, and adherence to, the procedures that follow. No Officer or supervisor shall be criticized or disciplined for a decision not to engage in a vehicle pursuit based on the risk involved, even in circumstances where this general order would permit the commencement or the continuation of the pursuit.

Definitions

Authorized emergency vehicle: A police vehicle equipped with operable emergency equipment, including audible siren and red/blue flashing lights, while such vehicle is being operated by a police officer.

Hamden Police Department General Orders

Barricade: Any movable or stable method used to restrain or impede free flow of motor vehicles on a public road or highway in order to detain or apprehend a suspect or suspects that are either driving a motor vehicle or traveling as passengers.

Boxing In: Surrounding a violator's moving pursuit vehicle by emergency vehicles, which are then slowed to a stop along with the violator's vehicle.

Communication: The central dispatch center or personnel staffing the central dispatch center of the police agency in the jurisdiction where the pursuit is occurring.

Heading Off: An attempt to terminate a pursuit by pulling ahead of, behind, or toward a violator's moving vehicle to force it to the side of the road to otherwise come to a stop.

High Speed: Any operation of an official vehicle over the identified speed limit in the area of operation.

Intervention Technique: Any device by its design used to reduce the risks or dangers associated with police pursuits that, when deployed and contact is made, will cause the fleeing vehicle to sustain flattened tires and force it to slow down.

Low Speed pursuit: An attempt by an officer, with emergency lights and siren engaged to stop a vehicle that is traveling at or below the speed limit.

Police Agency: The Division of State Police within the Department of Public Safety, including local police officers serving in Municipalities with a Resident State Trooper, or an organized municipal police department.

Primary Unit: The police vehicle operated by a police officer that initiates a pursuit or any police vehicle operated by a police officer that assumes control of the pursuit.

Public Risk: The degree of risk to the public posed by the actions of the suspect. It is generally comprised of the following elements: the risk inherent in the initial act or crime committed by the suspect, and the risk faced by the public should the suspect be allowed to escape and remain at large.

Hamden Police Department General Orders

Pursuit: An attempt by a police officer in an authorized emergency vehicle to apprehend one or more occupants of another moving motor vehicle when the driver of the fleeing vehicle is attempting to avoid apprehension by maintaining or increasing his speed or by ignoring the police officer's attempt to stop him.

****The mere fact that an officer has activated his/her lights and siren does not constitute a pursuit.****

Follow: An officer is following a suspect vehicle when prior to pursuit he is attempting to get close enough to alert the suspect vehicle of the officer's intent to stop such vehicle. A follow is also the action of traveling in the direction of the suspect vehicle after the termination of a pursuit. Officers following termination shall operate their vehicles in conformance with all motor vehicle laws.

Roadblock: An obstruction used in the roadway, natural or manmade, having the purpose of stopping vehicular traffic.

Secondary Unit: Any police vehicle that becomes involved as a backup to the primary unit and follows the primary unit at a safe distance.

Street Paralleling: Driving the police vehicle on a street parallel to a street on which a pursuit is occurring.

Supervisor: A person designated by the policy agency to have supervisory control over the operation of the agency's vehicles during a pursuit.

Terminate: To immediately stop or cease the pursuit by pulling over to the side of the road or turning onto a side street. The pursuing officer and all units involved in the pursuit shall cease involvement in the pursuit and return to non-emergency driving operation. Following behind or paralleling a vehicle with or without emergency equipment activated after the pursuit has been terminated is not authorized.

Tire Deflation Device (Stop Sticks): A tire-puncturing apparatus which can be placed on a road surface in front of a moving vehicle such as an automobile. A special spike is used to first penetrate the tire's surface and then embed a hollow quill in the tread of the tire such that the tire will deflate at a controlled rate, rather than causing a blowout and subsequent loss of control of the vehicle.

Uniform Statewide Pursuit Policy: known as "the policy" or "this policy", means Sections 14-283a-1 to 14-283a-4, inclusive, of the Regulations of Connecticut State Agencies.

Hamden Police Department General Orders

Vehicle Contact Action: Any action undertaken by the pursuing officer intended to result in contact between the moving police vehicle and the pursued vehicle.

Vehicle Paralleling: A deliberate offensive tactic by one or more law enforcement vehicles to drive alongside the pursued vehicle while it is in motion.

Violation: An offense which is not a crime, for which the only sentence authorized is a fine and which is not expressly designated as an infraction. C.G.S. § 53a-27.

Violator: Any person operating a motor vehicle that a police officer reasonable believes: (1) has committed a violation or a crime as defined by Connecticut General Statutes, or (2) poses an immediate threat to the safety of the public or other police officers.

A. State Statutes.

Motor vehicles in the custody and use of officers in the performance of their duties shall be exempt from any traffic regulations of any town, city or borough and from provisions of Chapter 248 and of Chapter 246 of the C.G.S. so far as such exemption is necessary for the effective enforcement of any of the provisions of the Statutes. Section 14-283 states that:

1. Emergency vehicle, as used in this section, means any ambulance or emergency medical service organization vehicle responding to an emergency call, any vehicle used by a fire department or by any officer of a fire department while on the way to a fire or while responding to an emergency call but not while returning from a fire or emergency call, or any state or local police vehicle operated by a police officer answering an emergency call or in the pursuit of fleeing law violators.
2. The operator of any emergency vehicle may:
 - a. Park or stand such vehicle, irrespective of the provisions of this chapter.

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- b. Proceed past any red light or stop signal or stop sign, but only after slowing down or stopping to the extent necessary for the safe operation of such vehicle.
 - c. Exceed the posted speed limits or other speed limits imposed by or pursuant to Section 14-218a or 14-219 as long as he does not endanger life or property by so doing.
 - d. Disregard statutes, ordinances or regulations governing direction of movement or turning in specific directions.
3. The exemptions herein granted shall apply:
- a. Only when an emergency vehicle is making use of an audible warning signal device, including but not limited to a siren, whistle or bell which meets the requirements of subsection (f) of section 14-80, and visible flashing or revolving lights which meet the requirements of sections 14-96p and 14-96q.
 - b. To any state or local police vehicle properly and lawfully making use of an audible warning signal device only.
 - c. The provisions of this section shall not relieve the operator of an emergency vehicle from the duty to drive with due regard for the safety of all person and property.

B. Emergency Driving General.

- 1. Marked police vehicles engaged in an emergency response, day or night, will utilize emergency lights, siren and alternating headlights.
- 2. Only unmarked vehicles equipped with alternating headlights, siren, and authorized emergency lights will engage in an emergency response or pursuit.
- 3. In cases of crimes in progress, the siren will be utilized up to the point where it may be heard at the scene of the crime; the lights will be utilized until they may be visible at the scene.

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4. Once the emergency response is terminated, and the use of lights and siren are discontinued, officers will respond in obedience to all traffic laws.
5. Unmarked police vehicles not equipped with emergency response equipment will not be operated in an emergency response.
 - a. If dispatched to a high priority incident in an unmarked vehicle without emergency response equipment, officers will respond in obedience to all traffic laws.
 - b. Unmarked police vehicles may temporarily engage in a pursuit authorized in Sections B and C (below) only until a marked unit is available at which time the unmarked unit will disengage and/or become the back-up or an assisting unit.
6. Non-sworn employees will NOT engage in emergency response or pursuit driving.
7. Officers will not engage in an emergency response or pursuit driving while transporting non-departmental persons (prisoners, witnesses, etc.) unless:
 - a. The passenger is a ride-along observer who has signed a Liability Release Form, or
 - b. When necessary to preserve life when a timely ambulance transport is not available.
8. The officer's supervisor will be responsible for the management of any emergency response, including the responsibility to terminate same.
9. Escorts of civilian vehicles will only be conducted in medical emergencies when:
 - a. Such escort is necessary to preserve life and timely ambulance transport is not available, or
 - b. Permission is granted by an immediate supervisor.

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C. Initiation of Pursuit.

1. All officers must, prior to starting a pursuit, secure their seatbelts and activate all audible and visible emergency warning signals, and shall take any proper precautions in order to safeguard their life, as well as the life and property of others.
2. Officers must not assume that all persons who flee from the police and refuse to yield are felons. Experience has shown that most pursuits involve misdemeanor and motor vehicle violations only. Officers should also be aware that, in the heat of a chase, the violator frequently refuses to give up and the officer, likewise, feels the obligation to succeed in the pursuit. This psychological phenomenon may cloud an officer's judgment and may cause him to continue a chase beyond the point where common sense and good judgment would require the pursuit to be terminated.
3. The decision to initiate a pursuit shall be based on the pursuing police officer's conclusion that the immediate danger to the police officer and the public created by the pursuit is less than the immediate or potential danger to the public should the occupants of such vehicle remain at large. Officers must constantly evaluate the risks involved with initiating or continuing a pursuit or emergency response, and assess if the risks associated with the pursuit outweigh the possible benefits. In deciding whether to initiate a pursuit, the police officer shall take the following factors into consideration:
 - a. Road, weather and environmental conditions.
 - b. Population density and vehicular and pedestrian traffic.
 - c. Whether the identity of the occupants is known and immediate apprehension is not necessary to protect the public or police officers and apprehension at a later time is feasible.
 - d. The relative performance capabilities of the pursuit vehicle and the vehicle being pursued.
 - e. The presence of other persons in the police vehicle.

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- f. The seriousness of the offense must be considered.
- g. The speed involved.
- h. The time of day, type of area (residential v. commercial), and type of road.
- i. The officer's driving skills/specialized training and officer's familiarity with the roadway/area.
- j. Availability of additional police vehicles to assist at the scene or to intercept pursued vehicles.
- k. Whether alternate means of apprehension exist.
- l. Characteristics and driving behavior exhibited by the suspect(s) and the potential danger caused by the pursued vehicle.
- m. Ability to maintain radio communications.
- n. Officers shall only pursue felony suspects.
- o. Supervisors may authorize a pursuit for a non-felony offense, only when there is an immediate and articulable danger to the public should the occupants of the vehicle continue without police intervention, such as:
 - I. When an operator of the vehicle is believed to be intoxicated and operating a vehicle in a manner that is endangering the public.
 - II. A driver who is believed to be armed and indicating suicidal and/or homicidal intent.

D. Prohibitions.

- 1. High speed vehicle pursuits are prohibited under the following conditions:
 - a. When non-law enforcement officers are present in the vehicle;

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- b. Pursuits of motorcycles;
 - c. During severe weather conditions;
 - d. The police vehicle does not have functioning emergency equipment (lights and siren);
 - e. The identity of the violator has been established to the point that a later apprehension and identification is likely through other means, unless there exists an immediate need for apprehension.
2. All intervention tactics such as low speed tactical intervention techniques, and speed channeling are prohibited.
 3. Officers shall not pursue any off-road type vehicles, which include three and four wheeled ATVs, dirt bikes, motorized scooters, go-peds, mopeds, go-carts, and any other recreational type vehicle that may be operated on public roads or property. Very often these vehicles are operated by youths who are incapable of handling the pressures involved in pursuit situations. In only the most extreme situations, where allowing the operators escape creates a severe risk of serious injury or death to either an officer or another citizen, a supervisor may allow the pursuit.
 4. Officers are prohibited from discharging firearms at or from a moving vehicle or bicycle unless officers reasonably believe deadly force is necessary to defend the officer or a third person from the use, or imminent use, of deadly force. For purposes of this policy, officers will not discharge their firearms at moving vehicles except under extreme circumstances.

Procedures

A. General.

1. All authorized emergency vehicle operations shall be conducted in strict conformity with Sections 14-283a-1 to 14-283a-4, inclusive, of the Regulations of Connecticut State Agencies, and Section 14-283a of the Connecticut General Statutes. Officers shall not drive with reckless disregard for the safety of other motorists or pedestrians.

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2. Upon engaging in, or entering into a pursuit, the pursuing vehicle shall activate appropriate warning equipment. An audible warning device shall be used during all such pursuits.
3. All personnel on the same channel will refrain from radio transmissions during the pursuit except for short transmissions of their locations as safety permits. A secondary channel will be utilized for other emergencies.
4. Dispatch personnel shall immediately notify the on-duty supervisor, clear the radio channel of non-emergency traffic, enter the pursuit into the CAD system, and relay necessary information to other Hamden Police Officers, and adjacent police agencies in whose directions the pursuit is proceeding.
5. Motorcycles may engage in a pursuit only under the most critical and unusual circumstances where immediate apprehension is necessary to alleviate a danger to public safety. As soon as a marked police vehicle is available to assume the pursuit, the motorcycle will withdraw from active pursuit. Motorcycles will not engage in pursuit in inclement weather.

B. Number of Police Units.

1. The primary unit in pursuit and one back up unit will be responsible for the actual pursuit. Other assisting units will take parallel courses and remain in the area of the pursuit.
2. When feasible, available patrol units having the most prominent markings and emergency lights shall be used to pursue, particularly as the primary unit. If the pursuit is initiated with an unmarked vehicle, such unit shall become the secondary unit when a marked unit becomes available. The unmarked unit shall disengage when another marked unit becomes available as the secondary unit.
3. No more than two police vehicles (to include patrol vehicles from other agencies) and one supervisor will follow behind the suspect vehicle in a pursuit.
4. The primary pursuit unit shall become the secondary unit when the fleeing vehicle comes under police air surveillance, or when another unit has been assigned primary responsibility.
5. The secondary unit will become the primary unit when the primary unit becomes disabled or is unable to continue the pursuit.

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6. The back-up unit shall follow at a safe distance and shall be responsible for all radio communications, allowing the primary pursuing unit to devote full attention to driving.
 - a. Exception: If the primary pursuing unit is a two-officer vehicle, the unit may opt to maintain responsibility for radio communications. In such a case, the passenger officer will assume responsibility for all communications.
7. The back-up unit will maintain a safe distance behind the primary pursuing unit that is reasonable and prudent under the existing conditions. Other than one supervisor, no other units will follow behind these two units.
8. Police officers, not engaged in the pursuit as the primary or secondary unit, shall not follow the pursuit on parallel streets unless authorized by a supervisor.

C. Duties of Primary Unit.

1. Upon commencing pursuit, the officer shall:
 - a. Immediately activate both siren and emergency lights (the purpose of the lights and siren is primarily to warn motorists of unusual vehicular movement.)
 - b. Shall maintain continual communication with central communications and communicate the following information:
 - i. Identity of the officer's unit.
 - ii. Description of the vehicle and/or occupants.
 - iii. The exact location and direction of travel.
 - iv. Initial purpose of the stop reason for pursuit (officer shall clearly articulate this information).
 - v. Description of pursued vehicle and license plate number.
 - vi. Weapons involved, if any.
 - vii. Operation of pursued vehicle, e.g., reckless, slow etc.
 - viii. Speed of pursuit.
 - c. Shall keep his/her voice as normal and coherent as possible.

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d. Shall maintain a reasonable distance between vehicles.

D. Duties of Secondary Unit.

1. Only one direct police pursuit vehicle is recommended; however, the Shift Supervisor may send a secondary unit to assist in the pursuit.

a. Authorized secondary units shall:

- i. Advise Central Communications and the primary unit of his location and intentions at all relevant times.
- ii. Respond, preferably on a route, which converges with the pursuit.
- iii. Assist the primary unit should a confrontation with the pursued be realized.
- iv. Assist the primary unit should he become disabled.
- v. Assume position as primary unit, if circumstances warrant.

b. There shall be no attempt by officers to pass the primary pursuing unit unless a request is made to do so by the primary unit or unless directed by a supervisor.

E. Additional Units.

1. Shall be directed into position to assist primary and secondary units by the Shift Supervisor. Shall not become directly involved in pursuit.

F. Duties of Central Communications personnel.

1. Shall notify a field supervisor that a pursuit is in progress.
2. Shall advise all units not involved in the chase to refrain from all unnecessary radio communications.
3. Shall continually monitor the pursuit and advise a field supervisor of all pertinent information.

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4. When it is anticipated that the pursuit will enter another jurisdiction, appropriate Police Department will be notified and furnished with all pertinent information.

G. Duties of Supervisor.

1. Primary command responsibility of a pursuit shall rest with a field Supervisor.
2. He/she will know the reason for the pursuit, speed involved and general circumstances.
3. He/she will make a continuing determination whether the pursuit will continue or be terminated.
4. He or She will be responsible for the completeness and accuracy of all reports related to the pursuit.
5. Will ensure that all of his/her personnel have a complete and correct understanding of this policy.
6. Where possible a supervisory police officer shall respond to the location where a vehicle has been stopped following a pursuit.
7. Supervisors shall terminate any pursuit that does not conform to the restrictions of this policy, as outlined herein; or any pursuit where the risk to continue the pursuit outweigh the benefits.
8. If the pursuit is terminated, the supervisor will confirm that all units have ceased the pursuit.

H. Inter-Jurisdictional Pursuits.

1. The primary unit shall notify Communications when it is likely that a pursuit will continue into a neighboring police agency's jurisdiction or cross the state line.

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2. When a pursuit enters another agency's jurisdiction Communications shall immediately notify that police agency.
 3. When a pursuit enters another agency's jurisdiction, the primary officer or supervisor, taking into consideration distance traveled, unfamiliarity with the area, and other pertinent facts, should determine whether or not to request the other agency to assume the pursuit.
 - a. Units from this Department involved in the pursuit will discontinue the pursuit when advised that another agency has assumed the pursuit and our assistance is, no longer needed. Upon discontinuing the pursuit, the primary unit may proceed upon request or at the direction of a supervisor from this Department, to the termination point to assist in the investigation.
 - b. The role and responsibilities of officers at the termination point of the pursuit initiated by this Department shall be coordinated with appropriate consideration of the units from the agency assuming the pursuit.
 - c. Notification of a pursuit in progress should not be construed as a request to join the pursuit. Request to or from another agency to assume a pursuit should be specific.
- I. Outside Agency Pursuits.
1. This Department shall not join a pursuit by another police agency that enters this jurisdiction unless specifically requested to do so by that agency.
 - a. The exception to this is when a single unit from the initiating agency is in pursuit. Under this circumstance, a unit from this Department may join the pursuit until sufficient units from the initiating agency join the pursuit.
 - b. The agency that initiates a pursuit shall be responsible for conducting the pursuit.

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- c. When a request is made for this Department to assist or take over a pursuit from another agency that has entered this jurisdiction, the Shift Commander or a supervisor is responsible for approving or denying the request. The Shift Commander or supervisor should consider the following factors when making this decision:
 - i. Ability to maintain the pursuit.
 - ii. Circumstances serious enough to continue the pursuit.
 - iii. The public's safety within this jurisdiction.
 - iv. Safety of the pursuing officers.

- d. This Department's assistance to another agency involved in a pursuit in this jurisdiction will terminate at the town limits provided that the pursuing officers have sufficient assistance. Ongoing participation from this Department may continue only until sufficient assistance is present.

- e. In the event that a pursuit from another agency terminates within this jurisdiction officers from this Department shall provide appropriate assistance to officers from the other agency including, but not limited to, scene control, coordination and completion of supplemental reports and any other assistance requested or needed.

- f. A pursuit into a bordering state shall comply with the laws of both states and any applicable inter-agency agreements.

J. Termination of Pursuit.

- 1. When an officer receives a communication that the pursuit be terminated he/she shall do so immediately, reporting to central communications the final location and direction of travel of the pursued vehicle at the time of termination.

- 2. The pursuing officer shall voluntarily terminate pursuit if he/she determines that the safety of the public, conditions of the road, weather, traffic or other factors so necessitate. He/she shall notify central communications of the decision and relay the final location and direction of travel of the pursued vehicle at the time of termination.

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3. The pursuing officer shall also voluntarily terminate pursuit when radio contact is lost and officers are prevented from communicating with their supervisors, dispatch personnel, or other officers; or when the pursued vehicles location is no longer known by pursuing officers.
4. When a pursuit is terminated either by the officer or any supervisor the pursuing officer will execute a 90 degree turn as soon as practical. If not possible the officer will take the actions necessary to include stopping his or her vehicle with the intention of eliminating all perceptions that the pursuit may not be over. If after the termination of a pursuit contact is made with the fleeing vehicle by any officer the pursuit will not be reestablished.
5. Should an officer be authorized to forcefully terminate a pursuit, there are three alternatives to be utilized in ONLY the most extreme emergencies. Forceful alternatives will be utilized ONLY when:
 - a. The officer believes that the occupants pose an imminent threat of serious physical injury or death to the public if their apprehension is delayed.
 - b. The operation of the vehicle is so dangerous that allowing the violator to continue creates an imminent threat of serious physical injury or death to the public.
 - c. It must be remembered that the Supreme Court has ruled the forceful ending of a pursuit is the Use of Deadly Force and must be governed by department policy.
6. Forceful alternatives for terminating pursuits must be authorized by a shift supervisor and include:
 - a. Boxing In:
 - i. One Pursuit Vehicle: Under ordinary circumstances, no one officer should attempt to slow the violator's vehicle from in front by braking his patrol vehicle. This places the officer in an extremely vulnerable position and may result in injury to, alternatively, the death of, the officer.

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- ii. Two Pursuit Vehicles: This technique might be successfully utilized on multi-lane highways when two patrol vehicles are available to block off the violation from the front. However, this procedure is also very dangerous and is discouraged.
- iii. Boxing in a suspect vehicle is prohibited unless expressly authorized by a supervisor.

b. Ramming:

- i. Ramming will only be used when all reasonable steps of apprehension have been taken.
- ii. Only a situation wherein the violator constitutes an immediate and continuing serious hazard and all other efforts to affect an apprehension have failed would warrant such drastic action.
- iii. The vehicle should be rammed from the side if possible. Striking the vehicle from the front or rear is likely to cause the vehicle to spin out-of control, possibly resulting in injuries to the officer or innocent citizens.
- iv. The supervisor must be notified immediately of the results.

c. Roadblock:

- i. Officers should have definitive knowledge that the person or persons they are pursuing are fleeing to avoid prosecution for a felony before requesting permission to employ such severe measures as hastily improvised road-blocks.
- ii. The improvised roadblock generally consists of the placing of a vehicle or hastily erected barricades across the roadway at some distance ahead of the fleeing vehicle to force a stop. Several cases are on record where improvised roadblocks of this type, due to the lack of sufficient warning have resulted in serious injury to innocent persons, as well as to the violators. Therefore, each particular incident must be weighed by the officer with this thought in mind. It cannot be overemphasized that hastily improvised roadblocks should be avoided. The use of the roadblock is directly associated with the Seriousness of the crime, and when a lack of this knowledge exists, it is much better to give the violator the

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benefit of the doubt rather than to suffer the consequences of a hasty decision.

- iii. The Shift Supervisor should, if possible, assume command at the scene of the roadblock. If he/she is unable to reach the scene, he/she must assign a specific officer to assume command of the roadblock.
- iv. Generally, vehicles should be parked at a 45 degree angle to the traffic flow.
- v. No person(s) shall be allowed to remain inside the vehicles used to block the roadway.
- vi. Fixed barriers may also be used and should be strong and well-marked, augmented by markers, flares, and reflectors.
- vii. There should be sufficient illumination from some light source for officers to be readily recognizable.
- viii. If a car is stopped, officers should approach on the driver's side from the left rear of the vehicle rather than walking straight out from the side of the road or in front of the stopped vehicle.

K. Controlled Access Highways

1. Pursuit vehicles shall not pursue a vehicle the wrong way on a controlled access highway. The following options are to be considered.
 - a. Maintain visual contact with the suspect vehicle by paralleling it on the correct side of the highway.
 - b. Request assisting units to observe the Exits available to the suspect vehicle, and block access to the highway for other vehicles which may head into the path of the suspect vehicle.

L. Traffic Control Devices.

1. Extreme care will be used when passing traffic signs or signals. Police vehicles will stop to ensure that all vehicular and pedestrian traffic is aware and yielding to the emergency vehicle.
2. When two or more emergency operated vehicles approach an intersection at the same time from different directions where traffic control devices are

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installed, said devices and the Vehicle and Traffic Act will determine the right-of-way.

M. Intervention Devices.

1. Officers trained in the use of Stop Sticks may deploy them to stop a vehicle that is in pursuit, after receiving permission from the on-duty supervisor. (See General Order 024-028 Road Spikes.)

N. Use of Firearms.

1. Firearms shall not be discharged at or from moving vehicles EXCEPT as outlined in general order 1-6 "use of deadly force".

O. Use of Unmarked Vehicles.

1. Shall not become involved in pursuit situations unless equipped with blue and/or red flashing lights and siren.
2. Shall terminate such pursuit as soon as a marked police vehicle is in position to assume the pursuit.
3. May assume the major responsibilities of the secondary unit as listed above.

Q. Apprehension.

1. The primary and back-up units and supervisor are responsible for the activities at the apprehension site. No other units will respond unless requested by the primary unit or supervisor as dictated by the situation.

R. After Pursuit Reporting Procedures.

1. The primary officer shall complete the appropriate crime/arrest reports.
2. Each officer involved in the pursuit will submit a pursuit report detailing all actions taken, including, but not limited to, the deployment of stop sticks,

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blocking side streets, etc. The report shall be completed by the end of the officer's shift.

3. The supervisor overseeing the pursuit shall complete a post-pursuit memorandum to be reviewed by the Captain of Patrol and forwarded to the Commander of Field Services Bureau. If the incident falls within the definition of failure to yield, rather than pursuit, no supervisory memorandum is required. The post-pursuit memorandum shall contain, at minimum, the following information.
 - a. Whether any person involved in the pursuit or subsequent arrest was injured, specifying the nature of that injury and differentiating between the suspect driver, a suspect passenger, and officers involved.
 - b. The violation(s) that caused the pursuit to be initiated.
 - c. The identity of the officers involved in the pursuit.
 - d. The means or methods used to stop the suspect being pursued.
 - e. All charges that the suspect(s) were arrested for.
 - f. The conditions of the pursuit, including but not limited to, all of the following:
 - i. Duration of pursuit.
 - ii. Distance traveled during the pursuit in miles or tenths thereof.
 - iii. Number of officers involved in the pursuit.
 - iv. Number of police units involved in the pursuit and vehicle numbers.
 - v. Time of day.
 - vi. Weather conditions.
 - vii. Maximum speeds reached during the pursuit.
 - viii. Relevant information as to the manner in which the pursued vehicle was being operated.

S. Police Vehicle Inspection.

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1. Upon termination of the pursuit, a motor vehicle repair order, shall be completed for each vehicle used in pursuit, and an inspection requested as soon as possible. Any vehicle which is suspected to have suffered damage in a pursuit shall be removed from service for inspection.

T. Training

1. Police officers who operate police vehicles shall be given initial and periodic update training in the agency's pursuit policy and in safe driving tactics. The provisions of Section 14-283a-1 to 14-283A-4, inclusive, of the Connecticut State Agency Regulations shall be a part of the curriculum for all police basic recruit training and re-certification programs in Connecticut.
2. This policy shall be reviewed at least once a year with each Hamden Police Officer.

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Policy Number: 024-010

Effective Date: November 13, 2013

Section: Patrol

Rescinds: January 1, 2014

Title: Pursuit of Motor Vehicles and
Emergency Operations

Approved By: Police Commission

Approval Date:

PURPOSE

To establish the departmental procedure concerning the use of police vehicles in pursuit situations and emergency operations.

POLICY

It is the policy of the Hamden Police Department to balance the risk of a vehicular pursuit with the need to immediately apprehend a fleeing suspect, with the safety of the public being the highest priority. The content of this policy is to be followed when initiating a pursuit and terminating a motor vehicle pursuit. No officer or supervisor shall be criticized or disciplined for a decision not to engage in a vehicle pursuit based on the risk involved, even in circumstances where this general order would permit the commencement or the continuation of the pursuit.

Definitions

Authorized emergency vehicle: A police vehicle equipped with operable emergency equipment, including audible siren and red/blue flashing lights, while such vehicle is being operated by a police officer.

Communication: The central dispatch center or personnel staffing the central dispatch center of the police agency in the jurisdiction where the pursuit is occurring.

Intervention Technique (Stop Sticks): Any device by its design used to reduce the risks or dangers associated with police pursuits that, when deployed and contact is made, will cause the fleeing vehicle to sustain flattened tires and force it to slow down.

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Motor vehicles in the custody and use of officers in the performance of their duties shall be exempt from any traffic regulations of any town, city or borough and from provisions of Chapter 248 and of Chapter 246 of the C.G.S. so far as such exemption is necessary for the effective enforcement of any of the provisions of the Statutes. Section 14-283 states that:

1. Emergency vehicle, as used in this section, means a police vehicle operated by a police officer answering an emergency call or in the pursuit of fleeing law violators.
2. The operator of any emergency vehicle may:
 - a. Park or stand such vehicle, irrespective of the provisions of this chapter.
 - b. Proceed past any red light or stop signal or stop sign, but only after slowing down or stopping to the extent necessary for the safe operation of such vehicle.
 - c. Exceed the posted speed limits or other speed limits imposed by or pursuant to Section 14-218a or 14-219 as long as he does not endanger life or property by so doing.
 - d. Disregard statutes, ordinances or regulations governing direction of movement or turning in specific directions.
3. The exemptions herein granted shall apply:
 - a. Only when an emergency vehicle is making use of an audible warning signal device, including but not limited to a siren, whistle or bell which meets the requirements of subsection (f) of section 14-80, and visible flashing or revolving lights which meet the requirements of sections 14-96p and 14-96q.
 - b. To any state or local police vehicle properly and lawfully making use of an audible warning signal device only.

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reasonably believes (s)he cannot apprehend the person by other readily available means, or when the subject vehicle poses a risk of imminent danger to the public.

3. *Offenses that constitute Infractions, property crimes, (to include stolen motor vehicles), non-violent misdemeanors and non-violent felonies shall not be justification to engage in a pursuit of another vehicle, absent articulable exigent circumstances.*
4. *The officers involved in the pursuit and their supervisor's shall continuously reassess the factors listed above to determine whether the pursuit shall continue or be terminated.*
5. *A pursuit shall not be undertaken, even if allowable by other provisions of this policy, unless and until the officer, based upon the information available to him/her at the time, shall make an objectively reasonable determination that the threat of imminent death or serious physical injury to the officer, the public or both, created by the pursuit is less than the immediate or potential danger to the public, should the suspect(s) or occupant(s) remain at large. A decision to engage in a pursuit shall be based upon the following:*
 - a. *The underlying crime for which the operator or occupants are suspected of committing;*
 - b. *Whether the identity of the operator or occupant is known and apprehension by other means is possible;*
 - c. *That the immediate danger to the public and the police officer created by the pursuit is less than the immediate danger to the public should the occupants of the pursued vehicle remain at large;*
 - d. *Location, speed, direction of other traffic, population density, type of vehicle being pursued and operators driving behaviors;*
 - e. *Environmental factors such as, weather, time of the day, visibility;*
 - f. *Relative capability of the police vehicle(s) and the vehicle being pursued;*
 - g. *Road conditions, including surface type, wet, icy, dry roadway. Road typography, traffic controls;*
 - h. *The presence of other people in the police vehicle;*
 - i. *Population density, vehicular and pedestrian traffic.*

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unit. No other personnel shall join the pursuit unless instructed to participate by a supervisor.

6. The primary unit involved in the pursuit shall become secondary when another unit has been assigned primary responsibility.

B. Pursuit Tactics:

1. Police Officers not engaged in the pursuit as the primary or secondary unit shall not normally follow the pursuit on parallel streets unless authorized by a supervisor or when it is possible to conduct such an operation without unreasonable hazard to other vehicular or pedestrian traffic.
2. When feasible, available patrol units having the most prominent markings and emergency lights shall be used to pursue, particularly as the primary unit. When a pursuit is initiated by other than a marked patrol unit, such unit shall become the secondary unit when a marked unit becomes available as the primary unit, and such unit shall disengage from the pursuit when another marked unit becomes available as the secondary unit.
3. Motorcycles may be used for pursuit in exigent circumstances including, but not limited to, situations where deadly force has been used by a vehicle occupant, or the pursuit is necessary to preserve a life, provided that weather and related conditions allow such pursuit to continue. Motorcycles shall disengage from the pursuit when support from marked patrol units become available.
4. Tire Deflation Devices – Stop Sticks
 1. Police officers must first complete a department required training course on the use of Tire Deflation Devices. These devices shall only be used in accordance with department policy.
 2. Stop Sticks shall not be deployed to stop Motorcycles, or other vehicles with less than four (4) wheels.
5. “Forced Stop Procedures” such as PIT maneuver, boxing-in, intentional collision, and roadblocks are not to be used.

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4. Will ensure that all his/her personnel have a complete and correct understanding of this policy.
5. Supervisor shall respond to the location where a vehicle has been stopped following a pursuit.
6. Supervisors shall terminate any pursuit that does not conform to the restrictions of this policy.
7. If the pursuit is terminated, the supervisor will confirm that all units have ceased the pursuit.

E. Inter-Jurisdictional Pursuits.

1. The primary unit shall notify Communications when it is likely that a pursuit will continue into a neighboring police agency's jurisdiction or cross the state line.
2. When a pursuit enters another agency's jurisdiction Communications shall immediately notify that police agency.
3. When a pursuit enters another agency's jurisdiction, the primary officer or supervisor, taking into consideration distance traveled, unfamiliarity with the area, and other pertinent facts, should determine whether to request the other agency to assume the pursuit.
 - a. Units from this Department involved in the pursuit will discontinue the pursuit when advised that another agency has assumed the pursuit and our assistance is, no longer needed.
 - b. The role and responsibilities of officers at the termination point of the pursuit initiated by this Department shall be coordinated with appropriate consideration of the units from the agency assuming the pursuit.
 - c. Notification of a pursuit in progress should not be construed as a request to join the pursuit. Request to or from another agency to assume a pursuit should be specific.

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believes that the risks associated with continued pursuit are greater than the public safety benefit of making an immediate apprehension.

2. The pursuit may be terminated by the primary unit at any time.
3. A supervisor may order the termination of a pursuit at any time and shall order the termination of a pursuit when the potential danger to the public outweighs the need immediate apprehension. Such decision shall be based on information known to the supervisor at the time of the pursuit.
4. A pursuit may be terminated if the identity of the occupants has been determined, immediate apprehension is not necessary to protect the public or police officers, and apprehension at a later time is feasible.
5. A pursuit may be terminated when the police officers are prevented from communicating with their supervisors, communications or other police officers.
6. *A pursuit shall be terminated if the police officer knows or is reasonably certain, that the fleeing motor vehicle is being operated by a juvenile and the suspected offense is not a violent felony.*

I. After Pursuit Reporting Procedures.

1. Whenever a police officer engages in a pursuit, the police officer shall file a written report on the appropriate form required by his or her agency describing the circumstances. This report shall be reviewed by the appropriate supervisor or supervisors to determine if policy has been complied with and to detect and correct any training deficiencies.
2. Each police agency shall periodically analyze its police pursuit activity and identify any additions, deletions or modifications warranted in agency pursuit procedures.
3. Post-Pursuit reports shall be completed for each police pursuit in accordance with department policy and training.

Hamden Police Department General Orders

3. The supervisor overseeing the pursuit shall complete a post-pursuit memorandum to be reviewed by the Commander of Field Services Bureau. The post-pursuit memorandum shall contain, at minimum, the following information.
 - a. Whether any person involved in the pursuit or subsequent arrest was injured, specifying the nature of that injury and differentiating between the suspect driver, a suspect passenger, and officers involved.
 - b. The violation(s) that caused the pursuit to be initiated.
 - c. The identity of the officers involved in the pursuit.
 - d. The means or methods used to stop the suspect being pursued.
 - e. All charges that the suspect(s) were arrested for.
 - f. Request for audio copy of the pursuit from Communication Supervisor including all transmissions and/or phone calls
 - g. Request all body camera videos be preserved from all officers involved in the pursuit.
 - h. The conditions of the pursuit, including but not limited to, all of the following:
 - i. Duration of pursuit.
 - ii. Distance traveled during the pursuit in miles or tenths thereof.
 - iii. Number of officers involved in the pursuit.
 - iv. Number of police units involved in the pursuit and vehicle numbers.
 - v. Time of day.
 - vi. Weather conditions.
 - vii. Maximum speeds reached during the pursuit.
 - viii. Relevant information as to the manner in which the pursued vehicle was being operated.



Hamden Police Department Monthly Report January 2020



Personnel Matters and Events

On January 13, 2020, Acting Chief John Cappiello was appointed as Chief of the Hamden Police Department.



Pictured left to right: Hamden Police Chief John Cappiello, Hamden Town Clerk Vera Morrison, and Hamden Mayor Curt B. Leng



Hamden Police Department Monthly Report January 2020



Personnel Matters and Events (continued)

Effective on January 13, 2020, Sergeant Mark Katz was re-assigned to the Patrol Division from the Special Victims Unit within the Field Services Bureau.

Effective on January 13, 2020, Sergeant Colin Kearns was re-assigned to the Major Crimes Unit of the Detective Division from the Patrol Division within the Field Services Bureau.

On January 6, 2020, the Legislative Council authorized the Town to accept a donation of \$40,000.00 dollars from Ms. Anna Mulvey of Hamden. The generous gift by Ms. Mulvey will allow the department to purchase a Faro 3D crime scene scanner. The Faro will replace our current crime scene mapping equipment (Total Station) for both accident and major crimes scene investigations





Hamden Police Department Monthly Report January 2020



Personnel Matters and Events (continued)

Swearing-in ceremony for 3 new certified officers.



Pictured left to right: Hamden Mayor Curt B. Leng, Officer Joel Hernandez, Officer Vincenzo Palma, Chief John Cappiello, and Officer Steven Teague



Hamden Police Department Monthly Report January 2020



Personnel Matters and Events (continued)

Southern Hamden Block Watch meeting at Albertus Magnus College





Hamden Police Department Monthly Report January 2020



Personnel Matters and Events (continued)

Let's Make a Move Health and Wellness event at Church Street School





Hamden Police Department Monthly Report January 2020



Traffic Calming

Members of the Traffic Division deployed the Speed Compliance Units on Ridge Road and Haverford Street, Ridge Road and Pickwick Road, West Todd and Joyce Road, Evergreen Avenue and Dickerman Street, Treadwell Road and Lake Street, Mather Street and Lake Street, Davis Street and Hartford Turnpike, Woodin Street and Belden Road and Leeder Hill Drive



Members of the Traffic Division conducted selective enforcement in the following areas in response to complaints from residents: Hartford Turnpike and High Meadow Road, Mill Rock Road and Winchester Avenue, Whitney Avenue and Route 40 connector, Woodin Street and Sunset Road, and West Woods Road in front of West Woods School



Hamden Police Department Monthly Report January 2020



Training – K-9

K-9 Units participated in monthly training throughout areas in town. The training curriculum included:

- Low light building searches
- Narcotics detection; vehicles & buildings
- Aggression Control
- Obedience
- Evidence / Article recovery
- Urban/Residential Tracking
- Suspect apprehensions across river





Hamden Police Department Monthly Report January 2020



Training – Dispatchers

During the month of January, department wide training for all dispatchers consisted of Collect recertification





Hamden Police Department Monthly Report January 2020



Incidents of Special Interest (continued)

At 4:58 p.m., a female victim was placing groceries into her vehicle in the parking lot of 2335 Dixwell Avenue. A "young black male" grabbed her handbag from her shopping cart and was observed entering a white sedan.

At 5:18 p.m., a female victim had her purse stolen from her shopping cart in the parking lot of the Hamden Plaza. The male that had stolen her purse was last observed entering a white Toyota Corolla, which was occupied by several young male juveniles. Shortly thereafter, Officer Kyle Sampognaro located the white Toyota Corolla, which had been reported stolen. He located the occupied stolen vehicle, in the area of Dixwell Avenue and Skiff Street. Officers attempted to conduct a motor vehicle stop, which was immediately terminated, when the stolen vehicle fled at a high rate of speed in a heavily populated area. The stolen vehicle was last observed traveling southbound on Route 15.

On January 24, 2020, David Hall was arrested at Meriden Superior Court on the strength of an arrest warrant. Hall, 59, of 237 Goodrich Street, Apartment 3, Hamden was charged with 4 counts of Failure to Register as a Sex Offender. He was arraigned later in the day. The arrest warrant was based on an incident that occurred on December 26, 2019, when the Hamden Police Department was notified by the Department of Emergency Services and Public Protection Sex Offender Registry Unit that registered sex offender David Hall had not been in compliance with the sex offender unit. Hall had failed to verify his address. Sergeant Colin Kearns of the Major Crimes Unit conducted an investigation, which led to the application of an arrest warrant for Hall that was approved by the court.

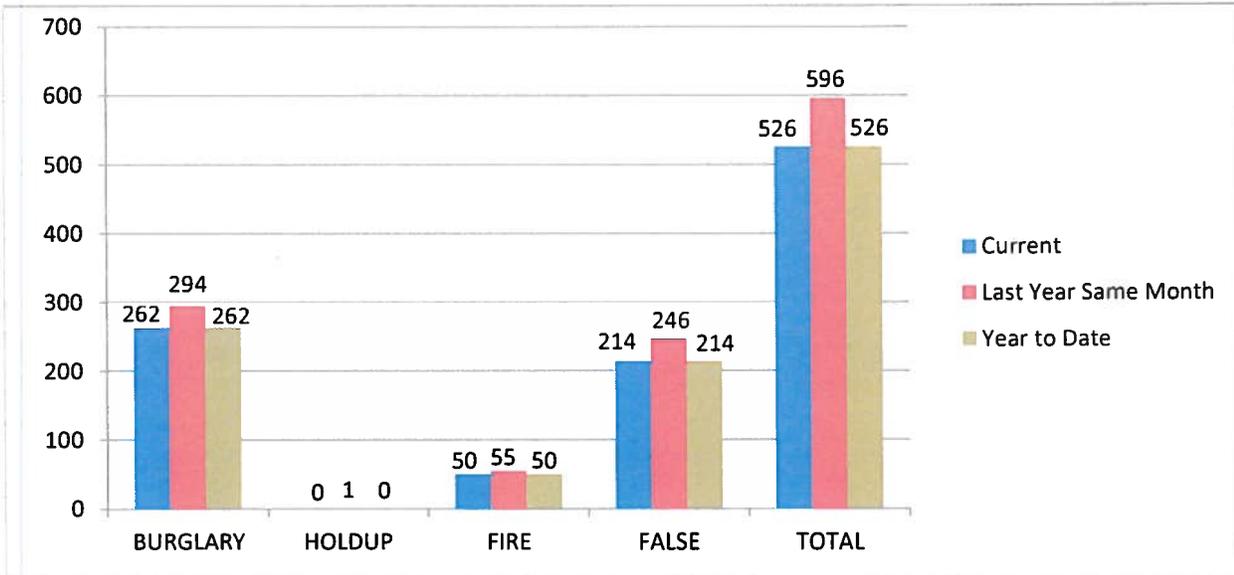
On January 28, 2020, members of the Patrol Division responded to Go On Gas, 144 Arch Street on the report of a larceny. Officer Jay Bunnell was advised that management hired a "new overnight employee." During his first solo shift, the store owner utilized an app on his cell phone to view the store cameras. He quickly ascertained that the new employee had left. The store owner immediately responded to the store and ascertained that the new employee had stolen numerous items including lottery tickets, 89 boxes of cigarettes and money. The total loss is valued at \$17,183.00. In addition to stealing the aforementioned items, the new employee stole his employment folder, which contained his personal information. Hence, the store owner does not know the new employee's name. Officer Jay Bunnell is continuing with the investigation.

On January 30, 2020, members of the Street Interdiction Team responded to Quinnipiac University regarding a student that was in the possession of illegal drugs. Investigation led to the search of the student's motor vehicle, where officers located and seized 45.3 grams of marijuana, 11 grams of hallucinogenic mushrooms, 9.4 grams of cocaine and 26 pills (Xanax). Zachary Roberts, 20, was charged with 2 counts of Possession of Narcotics, Possession of Hallucinogens, Possession of Marijuana and Possession of Drug Paraphernalia. Roberts was scheduled to appear in Meriden Superior Court on February 13, 2020.

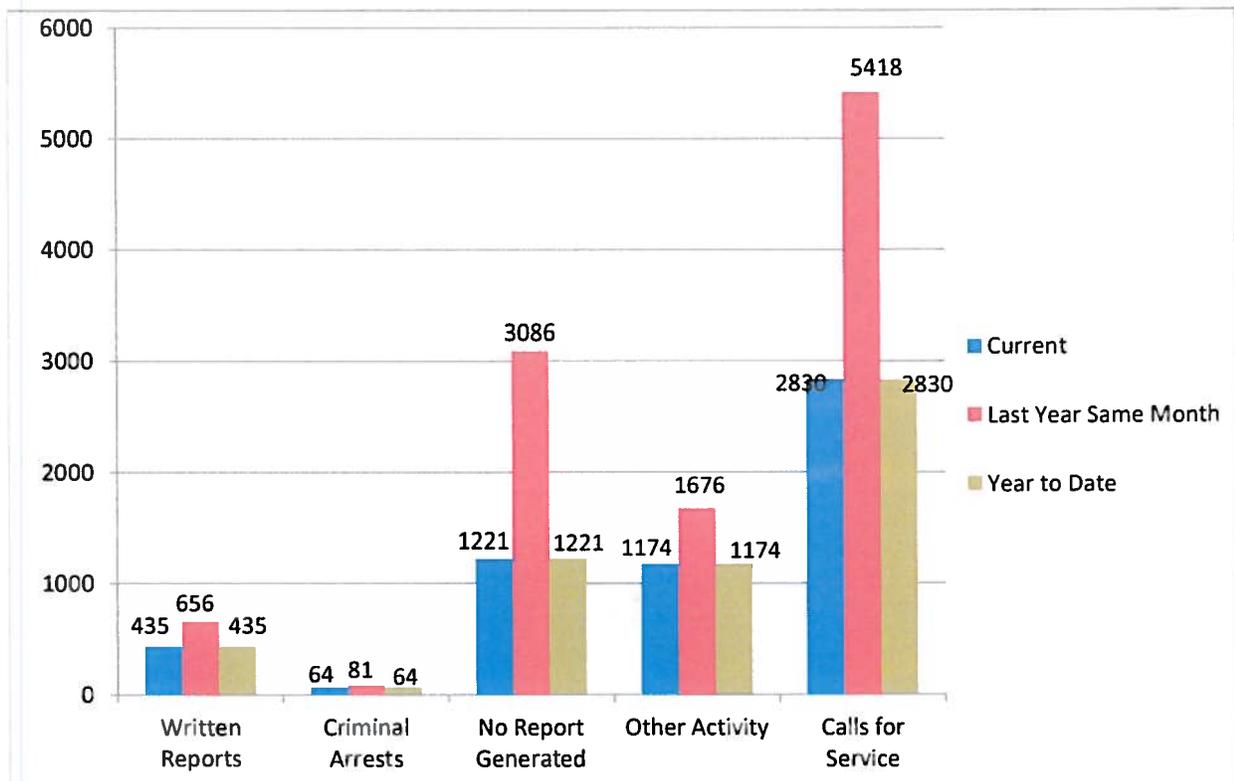
January 2020

Patrol Division

Alarms



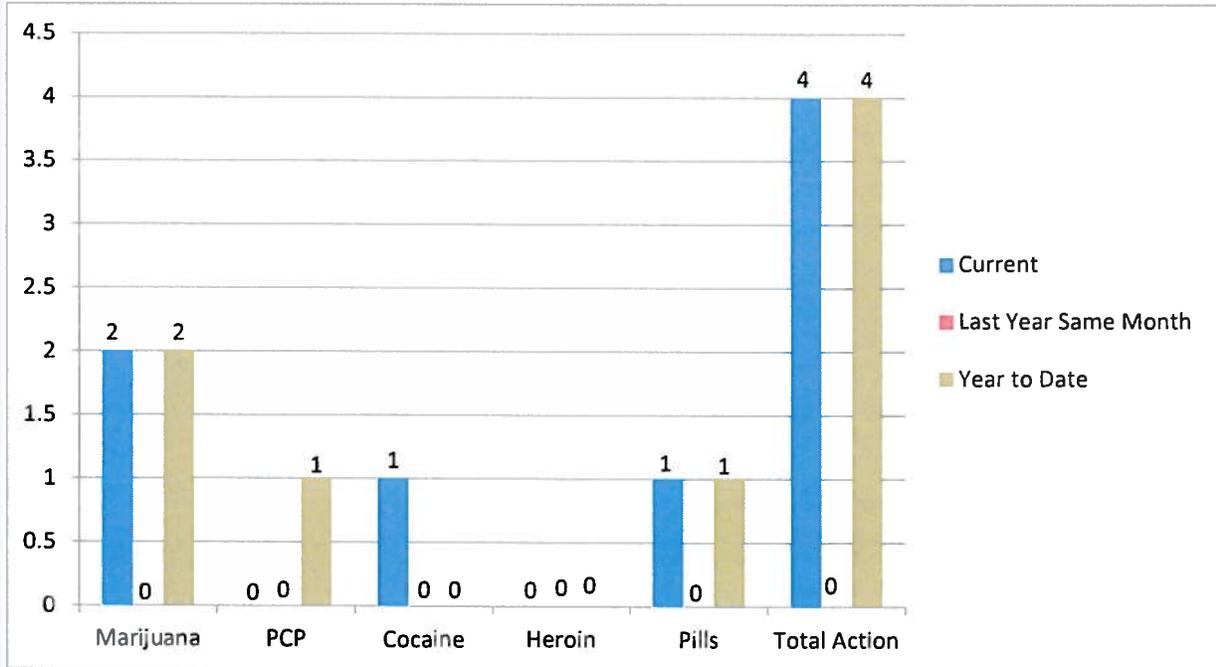
Calls for Service



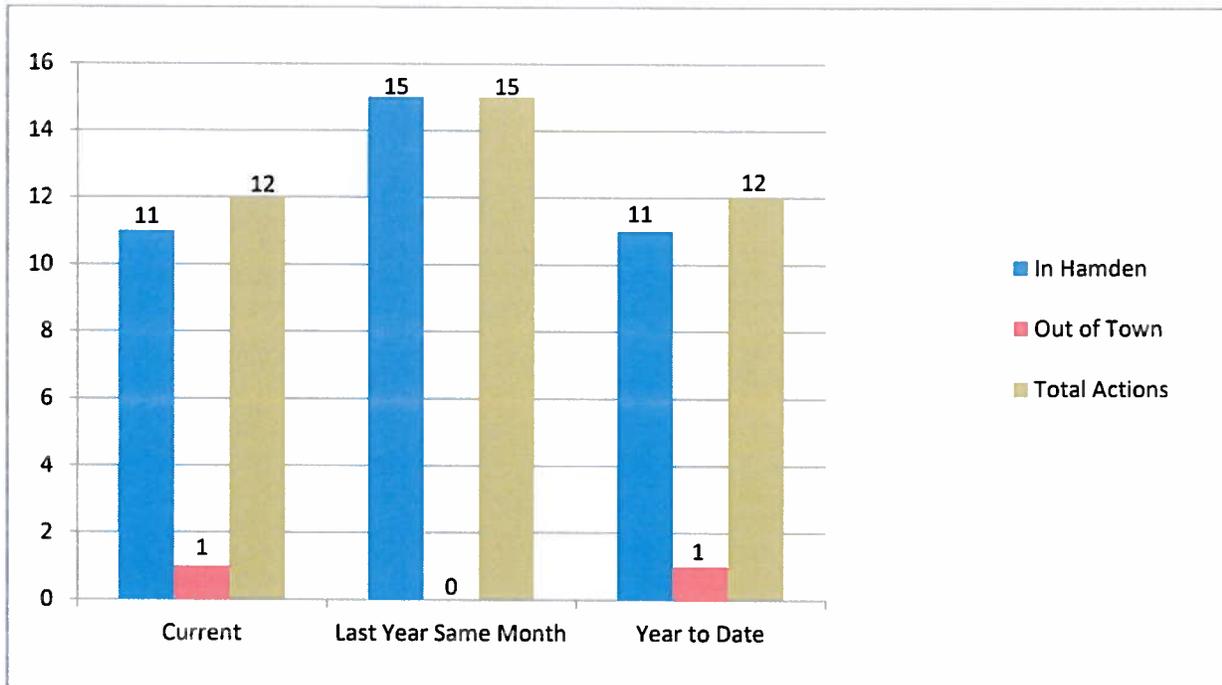
January 2020

Patrol Division (cont.)

Drug Arrests



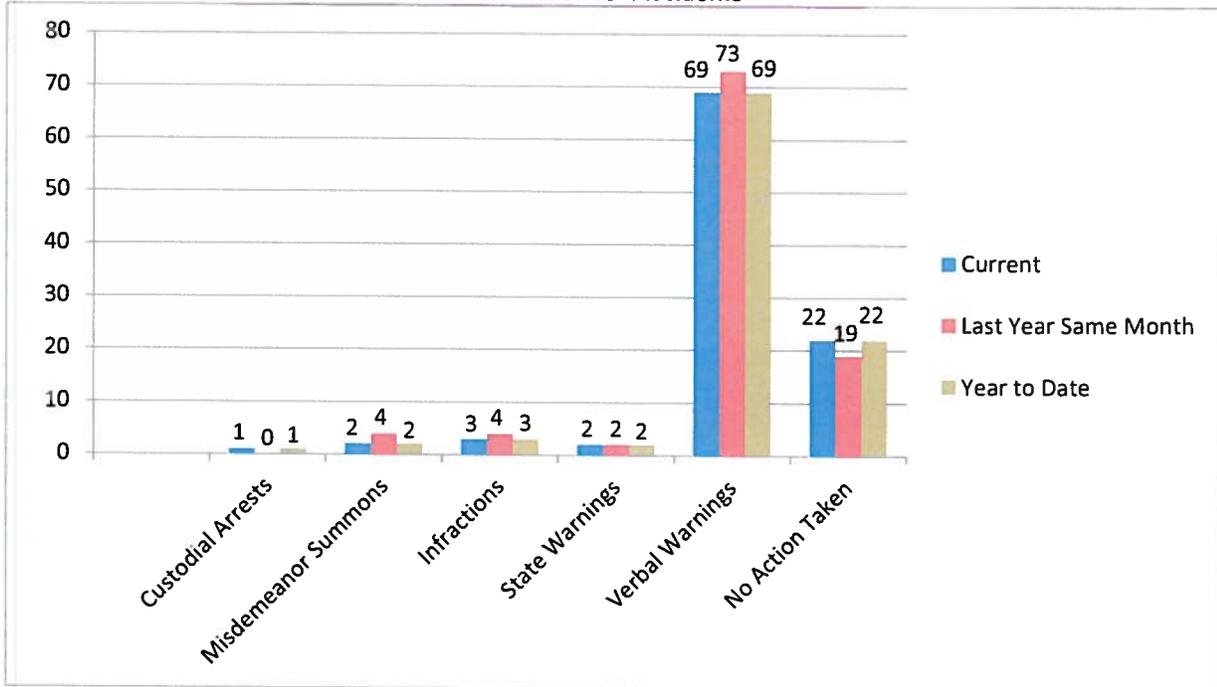
K-9 Response



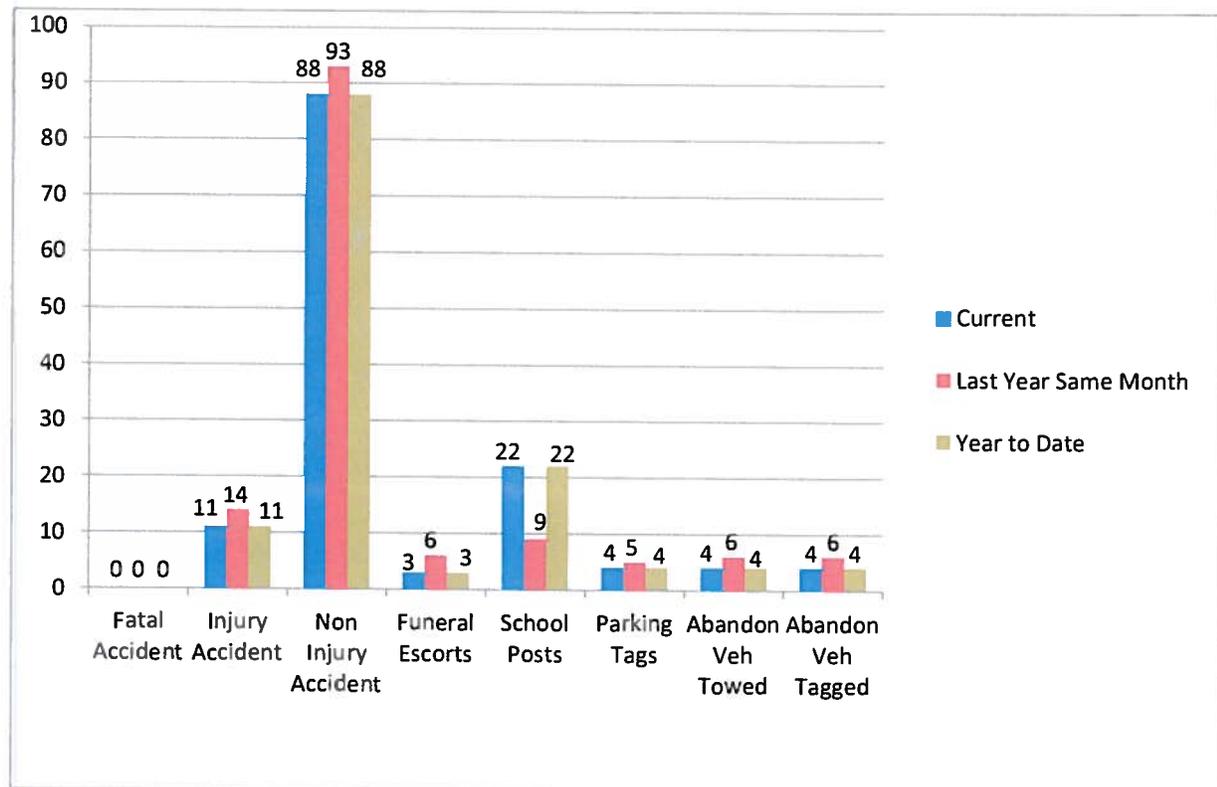
January 2020

Traffic Division

Enforcement Action for Accidents

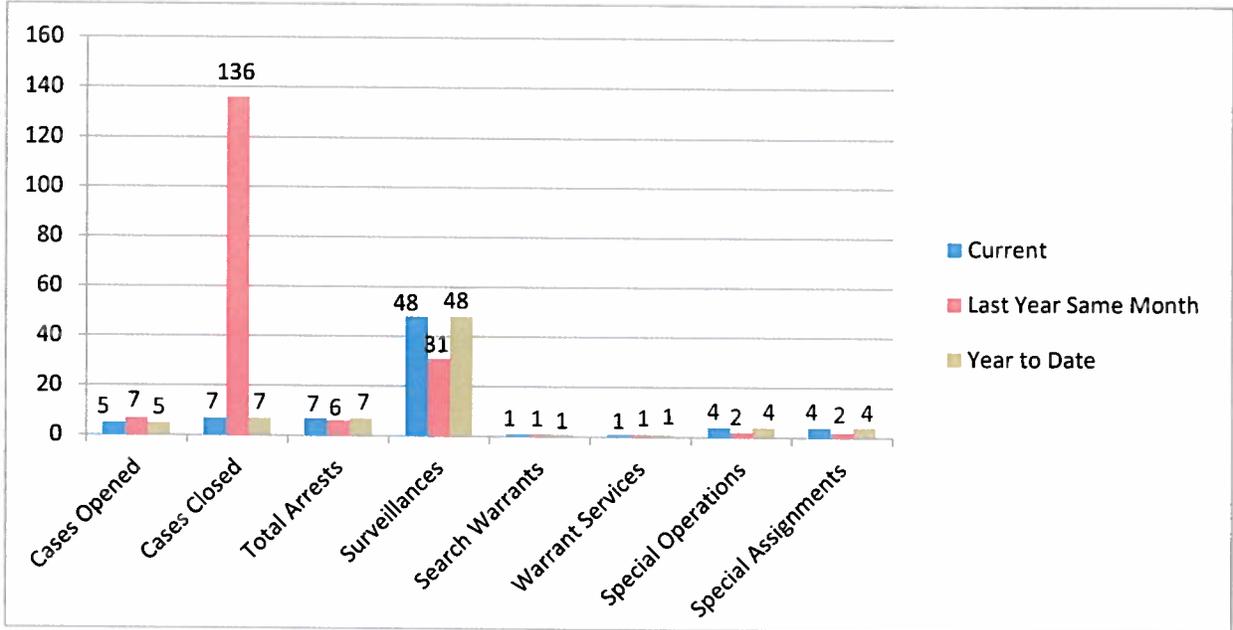


Activity Stats

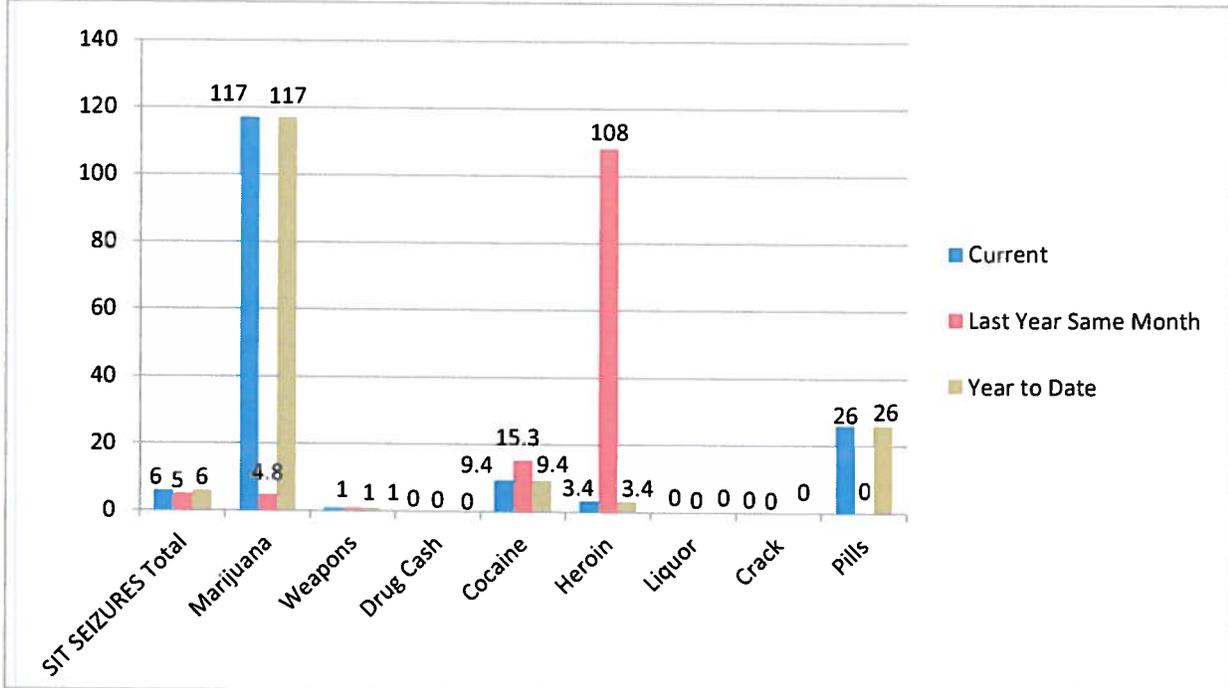


Street Interdiction Team

Activity Stats

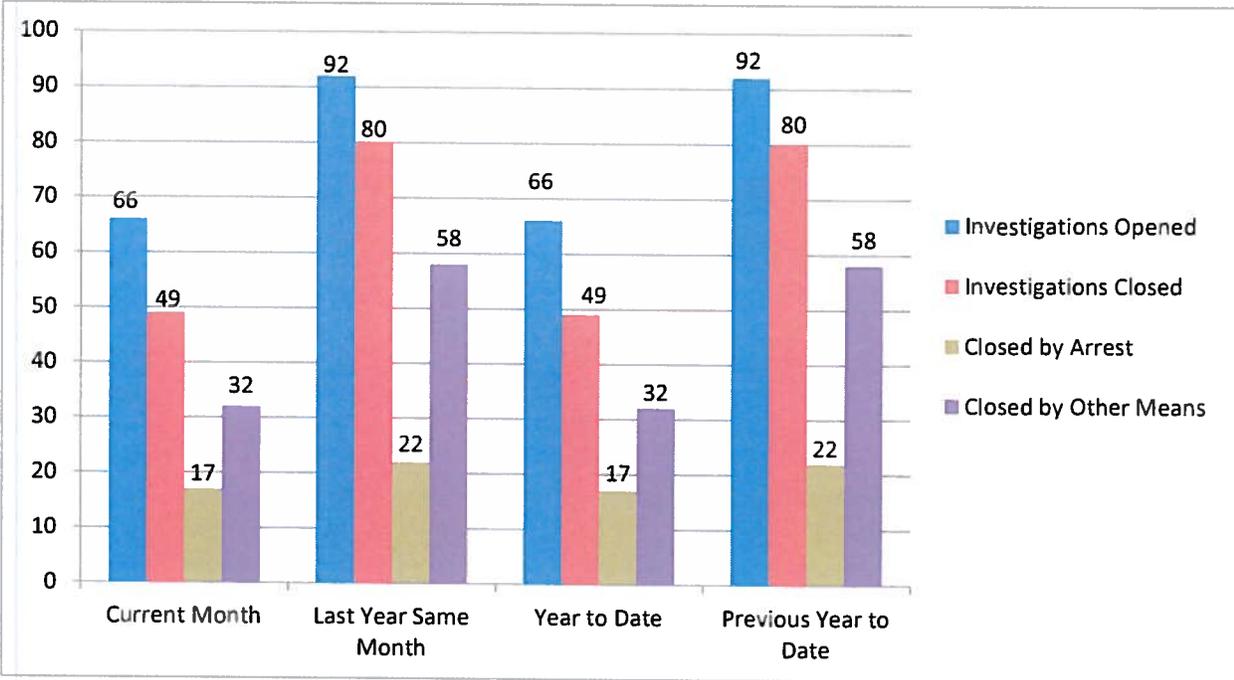


SIT Seizures

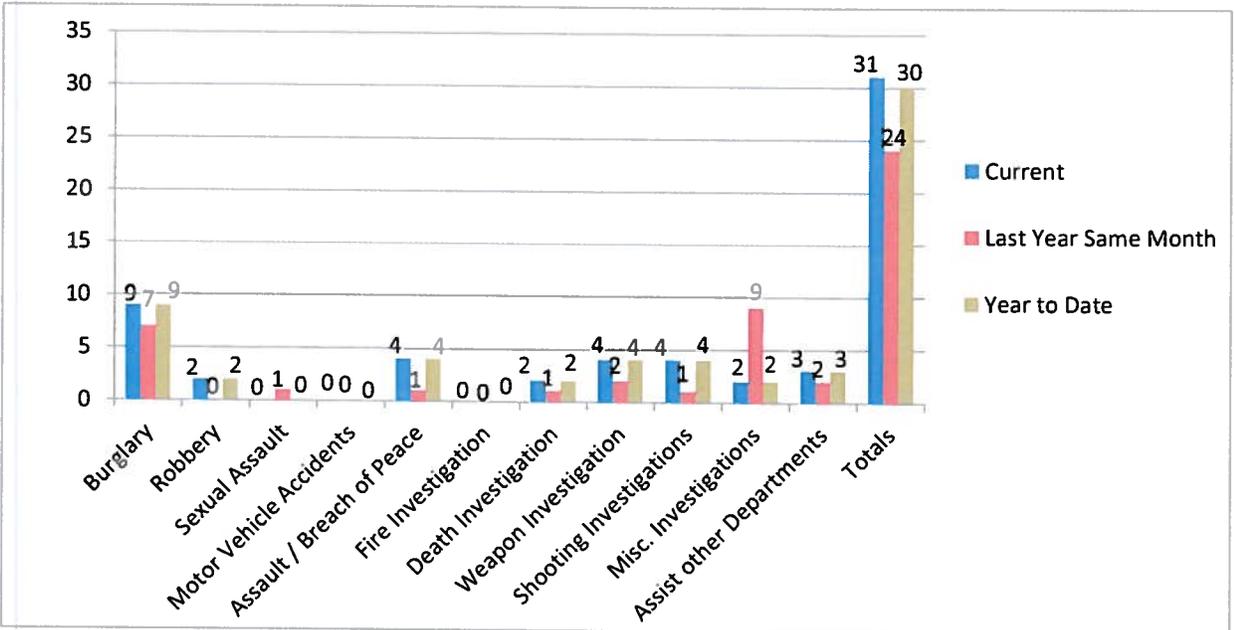


Detective Division (cont)

Activity Stats



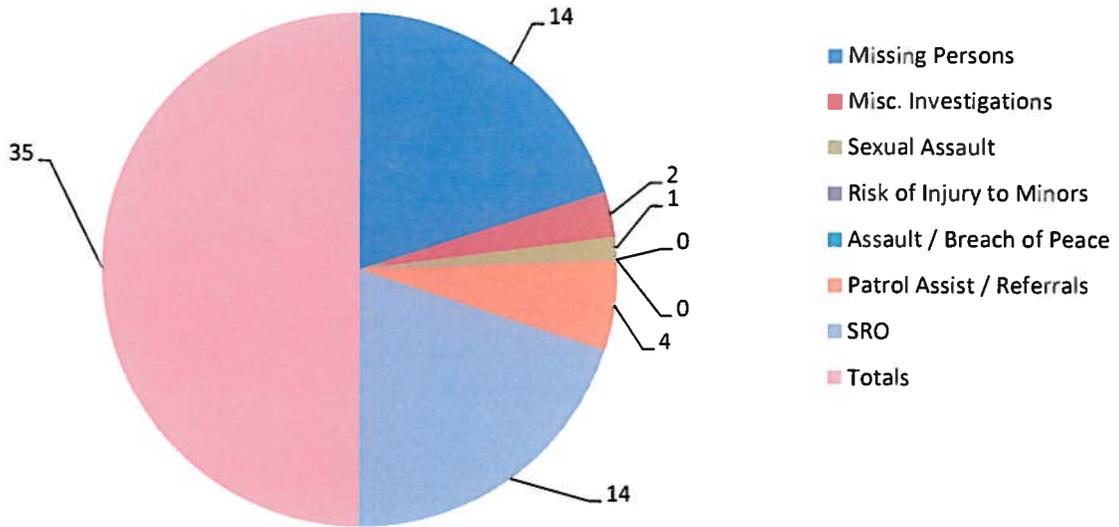
Investigations Assisted



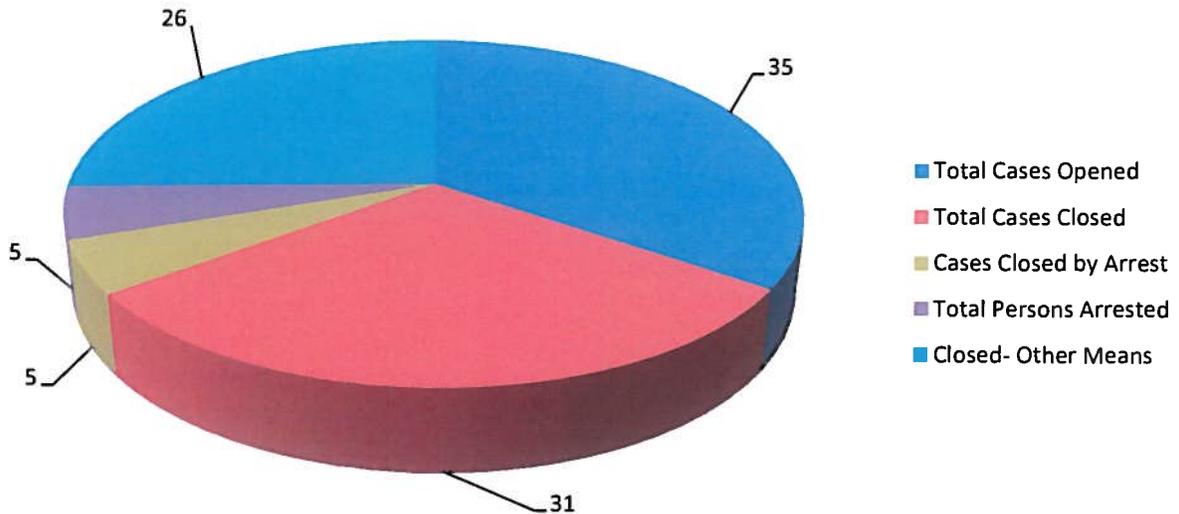
January 2020

Special Victim's Unit

Total Cases Opened



SVU Totals



Police

Activity Title

Armory

Mission Statement

The Hamden Police Department is composed of individuals who work cohesively to preserve the peace, deter and prevent crime, apprehend offenders, pursue justice for victims, promote traffic safety, and educate the public. We remain committed to expanding our diverse, professional workforce through bias free recruitment, hiring and promotion. The Department fosters and preserves the public trust through community-oriented policing strategies.

Program Description

The armory staff of the Hamden Police Department is responsible for providing resources, services and support in the areas of officer safety and law enforcement equipment. This equipment includes firearms and less lethal options including electronic control weapons, batons and chemical agents. The primary functions of the armory staff include development and implementation of course curriculum to comply with state mandated certification requirements, including coordinating and scheduling related training events with other bureaus. The armory staff is tasked with ensuring that equipment is properly maintained. Additionally, they seek to be able to repair and service much of the department's equipment to keep costs down.

Objective 1

To provide our sworn personnel with the highest level of firearms training in an environmentally conscious manner.

Police

Activity Title

Armory

	<p>The State of Connecticut Police Officer Standards and Training Council (POSTC) establishes training standards for police officers. Firearms training and qualification is one of those standards. Our department continues to be environmentally conscious in the selection of ammunition fired by our officers during qualification sessions. Under appropriate circumstances, we purchase ammunition that expels less toxicity from the burning gases making them safer for our officers to breath and that also contains less lead in the projectiles, offering environmentally friendly exposure during training exercises. Police shooting ranges require that attending departments use only environmentally clean ammunition. The use of a firearm by a police officer in the line of duty is the potential source of major civil liability if training is not accomplished on a regular basis. The department requires our police officers to qualify bi-annually with their Department-issued handgun and special weapons such as the shotgun, AR-15, M-4 and the M-16 rifles, far exceeding the state required minimum standard. The department recently instituted an advanced patrol rifle training program that requires additional funding for the ammunition that is expended during the training. The price of ammunition fluctuates based upon supply and demand, and world events.</p>
Description	<p>Emergency Services Unit (ESU) personnel participate in additional weapons training approximately 12 times per year requiring the expenditure of live ammunition. Sworn personnel expend approximately 400 rounds of ammunition per year during training sessions, with (ESU) personnel exceeding that amount. Additionally, the (ESU) trains with specialized weaponry such as highly accurate police rifles and less lethal ammunition delivered from shotguns and 40 mm munitions launcher.</p>

Objective 2

To continue to reduce outside expenses normally incurred with repairs to armory equipment.

Description

By maintaining the repair tools in the armory and the training needs of the armory staff to continue as a repair facility for police related equipment.

Objective 3

To reduce officer injuries and diminish civil liability.

Police

Activity Title

Armory

Description	
<p>The department maintains efficiency and/or training certifications with specialized, less lethal equipment, such as beanbags, baton round projectile launchers, electronic control weapons and chemical restraint weapons (OC-Pepper Spray). These less lethal devices enable us to resolve potentially deadly situations thus reducing the chance of a fatal result.</p>	

Police

Activity Title

Support Services Bureau

Mission Statement The Hamden Police Department is composed of individuals who work cohesively to preserve the peace, deter and prevent crime, apprehend offenders, pursue justice for victims, promote traffic safety, and educate the public. We remain committed to expanding our diverse, professional workforce through bias free recruitment, hiring and promotion. The Department fosters and preserves the public trust through community-oriented policing strategies.

Program Description The Support Services Bureau is primarily responsible for providing support for all Department field operational personnel. This includes development and management of the department's operating budget; maintaining all property and evidence seized during police investigations; storing and maintaining all Department records and documents; managing all Department communication systems through the Central Communications Division; and establishment of Department goals and objectives to provide the most cost effective and professional delivery of law enforcement services.

Objective 1 To manage the police department within the approved operating budget, while delivering the most effective and efficient police services to our residents, business owners and visitors.

Description Monitoring daily expenditures and limiting non-essential expenses by prudently assigning personnel, while complying with collective bargaining agreements, and providing strict management of incidents and events that potentially incur overtime.

Objective 2 To reduce and prevent crime through crime prevention education and instruction delivered to our residents, business owners and visitors.

Police

Activity Title Support Services Bureau

Description	
	<p>The Department's Community Liaison Unit manages the delivery of crime prevention and community outreach services. The Department continues to participate in a variety of community and youth events including the annual Halloween party, Holiday Toy Drive, Food Truck Festivals, Farmers Markets, Silver Bells Festival, YMCA Summer Camps and After School Programs, Shop with a Cop, Brooksvale Fall Festival, National Night Out, as well as at community block watch and civic association meetings. This unit is also responsible for managing crime prevention programs that include personal and internet safety, as well as resident/business security surveys upon request. These programs necessitate the need for literature and equipment associated with subject material.</p>

Police

Activity Title

Support Services Bureau

Objective 3

To maintain the Police Explorers Program that was established in 2014.

Description	The department established a Police Explorer Program, identified as Post 290, in 2014 under the Boy Scouts of America and Northeast Regional Law Enforcement Education Association (NERLEEA) that targets young adults in the 14-21 age group with an opportunity to learn about and consider a career in police work, while also focusing on the value of higher education, self-discipline and respect for authority. The program includes approximately 25 Explorers, and is managed and supervised by Post Advisors. The Explorers meet weekly and receive classroom instruction and participate in practical exercises on police-related topics, such as motor vehicle stops, DUI, juvenile laws, computer crime, and cultural awareness, to name a few. In addition to weekly meetings, we anticipate that our Explorers will assist our department at events including road races, festivals, concerts, and ceremonies, among others, as well as at community awareness programs. This program requires funding to cover costs related to uniforms, equipment, annual registration fees, competitions and classroom materials.
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Objective 4	To fund the expenses needed for the Citizen's Police Academy that is held bi-annually in the spring and fall.
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Police

Activity Title

Support Services Bureau

	<p>The department sponsors a Citizen's Police Academy that is structured and intended to educate and teach members of the community about police practices and procedures, department structure and functions, and day-to-day operations. We believe that informed and educated stakeholders are more supportive of their police officers, and also more influential within their own neighborhoods and communities. Increased community rapport, trust, and fellowship with department personnel are additional benefits expected to be realized from this endeavor. Academy classes are held once a week for 12 weeks where classroom instruction is provided on police-related topics such as motor vehicle stops, crime prevention, police technology, DUI, juvenile laws, use of force, CPR, patrol procedures, firearm safety, computer crimes and Internet safety, and cultural awareness, to name a few. Practical exercises are part of the instruction as well. This program requires funding to cover costs related to classroom and educational materials, as well as equipment. Over the last couple of years, the program has been praised by participants and allowed the department the opportunity to develop new and lasting relationships within the community.</p>
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<p>Objective 5</p>	<p>To maintain effective management and oversight of the Hamden Youth Center, while forging meaningful and long lasting relationships with our youth.</p>
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<p>Description</p>	<p>The Hamden Youth Center sponsors many activities to our youth throughout the year for middle and high school-aged students. Some of the programs include; after school programs, Discovery dances, summer camps, field trips and community oriented events. Another part of the program is designed to build positive relationships with members of the Police Department by interacting in activities such as sporting events, mentoring and team building events. The Youth Center staff had an arrangement with Quinnipiac University, whereby the university would provide a paid intern to the Center at a cost of \$3.00 per hour to the town, with QU funding the remainder of the wages.</p>
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<p>Objective 6</p>	<p>To sustain the Street Outreach Worker Program (SOWP), which is currently funded.</p>
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Police

Activity Title

Support Services Bureau

Description	<p>The Town contracted with Connecticut Violence Intervention Program for a Street Outreach Worker Program (SOWP). This program utilizes a "Public Health" risk reduction model with the goal of decreasing violence among teens and young adults. The SOWP employs several best practice strategies including: 1) outreach and engagement of youth at high risk of gun violence; 2) maintaining a presence in neighborhoods where youth gun violence occurs and intervening in potentially violent situations to head off violence; preventing retaliation for community violence by offering nonviolent solutions and having a presence at hospitals following shootings; 3) establishing and using a network of social service referrals to provide assistance at all times to those in need; 4) creating partnerships with the Town, community, schools, law enforcement, hospitals, faith-based and service provider organizations to help create a comprehensive response to gun violence in the city; 5) advocating for teens and young adults, to help youth negotiate challenges they encounter in court, schools and community"</p>
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Objective 7	<p>To fund an Information Technology Technician position that is desperately needed to improve the daily experience of our end-users; minimize or otherwise eliminate unnecessary down time; maintain and enhance network security; and provide basic desktop support, otherwise currently being performed by the IT Manager.</p>
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Description	<p>Our Information Technology Division is currently staffed by an Information Technology Manager. The workload and production expected to be delivered from this division far exceeds the current human resource allocation in this division. The present network infrastructure consists of approximately 50 virtual servers, 3 Storage Area Networks (SAN) units, 32 Mobile Data Terminals (MDT), 300+ nodes (end units), and 20+ switches. This equipment and other apparatus are located at Police Headquarters, and extends to the Hamden Government Center, the Highwood and Mount Carmel Substations, and to the vast majority of our marked police vehicles. Lastly, the security equipment installed in other Town buildings over the last few years have added more video technology to the operation of this division.</p>
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Police

Activity Title Training Division

Mission Statement The Hamden Police Department is composed of individuals who work cohesively to preserve the peace, deter and prevent crime, apprehend offenders, pursue justice for victims, promote traffic safety, and educate the public. We remain committed to expanding our diverse, professional workforce through bias free recruitment, hiring and promotion. The Department fosters and preserves the public trust through community-oriented policing strategies.

Program Description The Training Division provides a comprehensive police education program designed to meet and exceed state mandated training requirements in an ever-increasing array of topic areas. One of the largest risks for a municipality is a civil lawsuit stemming from allegations of failure to train its police officers in accordance with best practices and industry standards. Our department believes that our thorough training program has mitigated such civil liability claims. In addition to monthly in-service training, the Training Division provides classroom instruction and field training for recruits, crossing guards and dispatchers. The Training Division also coordinates assignment to external training classes offered by the State of Connecticut, other law enforcement agencies and education institutions. This division also acts as the department's quartermaster in the management and distribution of uniforms and equipment assigned to personnel.

Objective 1 To continue to provide mandated police training instruction in accordance with Connecticut General Statutes, specifically 7-294a, 7-294d, 7-294e, 7-294f, 7-294g, 7-294h, 7-294i, 7-294m, 7-294n, 7-294o, 7-294q, 7-294r, 7-294s, 7-294y, 7-294bb, and 7-294cc.

Police

Activity Title

Training Division

Description	To provide State of Connecticut certified training courses throughout the year in topic areas as mandated in the Police Officer Recertification Program established by the Police Officers Standards and Training Council (POSTC) and Connecticut General Statutes. These topics include legal update, firearms, gang related violence, missing persons, de-escalation, eyewitness identification, managing the mentally ill, electronic defense weapons, allegations of police misconduct, crimes motivated by bigotry or bias, domestic violence, use of force, body-cameras, rape crisis, child abuse, suicide intervention and juvenile matters.
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Objective 2	To provide personnel with specialized training based on job responsibilities and assignment.
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Description	The department provides additional, specialized training to personnel throughout the year in topics such as, but not limited to, firearms; electronic control weapons; trauma informed sexual assault investigation, body-worn recording equipment; fair and impartial policing, defensive tactics, basic, intermediate and advanced crime scene processing; DUI; motor vehicle accident reconstruction; narcotics and vice investigations; emergency medical dispatch (EMD); de-escalation tactics; computer crimes; basic, intermediate and advanced interview and interrogation; Special Weapons and Tactics (SWAT); as well as management and executive level training courses. The department makes this training available through various current and relevant law enforcement training opportunities and offers this specialty training based upon personnel assignment and job duties.
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Objective 3	To continue to provide quality uniforms and equipment for all police personnel, consistent with industry standards.
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Police

Activity Title

Training Division

Description	The Department strives to equip all of our sworn personnel and crossing guards with the highest quality uniforms beyond what is required by their respective Collective Bargaining Agreements. The police department is a structured organization and its rules and regulations require our personnel to appear neat, orderly and uniformed. With an emphasis on the importance of this objective, the department will continue to present itself with a professional image to the public.
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Objective 4	The hiring of 2 Training Assistants will allow us to prepare the department for the accreditation process, which includes updating department policies and meeting required standards as established by Law Enforcement Accreditation programs.
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Description	The purpose of a Law Enforcement Accreditation program is to improve the delivery of public safety services, primarily by: maintaining a body of standards, developed by public safety practitioners, covering a wide range of up-to-date public safety initiatives; establishing and administering an accreditation process; and recognizing professional excellence. Maintaining "accredited status" is an on-going project for all accredited law enforcement agencies and requires constant monitoring and periodic updating of policies and procedures to ensure compliance with internationally accepted law enforcement accreditation standards. Specially, the accreditation's goals are to: strengthen crime prevention and control capabilities; formalize essential management procedures; establish fair and nondiscriminatory personnel practices; improve service delivery; solidify interagency cooperation and coordination; and increase community and staff confidence in the agency.
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Police

Revenue Request		Actual	Budget	Revised Budget	YTD Revenue	Dept. Projection	Dept. Request	Department	Comments/Justification
Organization	Object	2018-2019	2019-2020	2019-2020	2/6/2020	2019-2020	2020-2021		
10324-	2202	1,165	5,000	5,000	2,815	5,000	5,000		Registration fees for Youth Center camps that are conducted throughout the year and during the summer.
10324-	2401	2,274,691	2,500,000	2,500,000	1,643,911	2,200,000	2,250,000		This account covers the revenue related to police protection and traffic control for third party vendors. The increase in the request reflects an anticipated wage increase. The revenue exceeds the expense because the Town adds 25% to the cost in accordance with the police collective bargaining agreement
10324-	2403	13,370	18,000	18,000	7,140	15,000	18,000		Fees for pistol permit applications.
10324-	2405	560	250	250	155	250	250		Fees for Bingo, Amusement and Raffle license applications, as outlined in the Connecticut General Statutes.
10324-	2406	8,120	8,000	8,000	2,300	8,000	8,000		Fees for vendor, precious metals and stones, and pawn license applications as outlined in the Connecticut General Statutes.
10324-	2408	29,188	55,000	55,000	15,170	40,000	40,000		Fees for false alarm ordinance violations and failure to register alarms from residential and commercial buildings.
10324-	2410	8,129	10,000	10,000	9,284	10,000	10,000		Fees for police background checks and fingerprint processing.
10324-	2411	122,875	150,000	150,000	84,906	110,000	110,000		The Town bills third party vendors per hour for use of police vehicles at extra duty assignments. This rate and fee are outlined in the police collective bargaining agreement.
10324-	2412	33,013	20,000	20,000	9,158	20,000	20,000		State of Connecticut reimbursement for moving violations.
10402-	2402	10,575	7,000	7,000	9,729	9,729	8,460		Reimbursement from various grants (BVP), schools and training
10624-	2404	3,825	20,000	20,000	2,050	5,000	5,000		Local parking tag violations.
10924-	2407	6,088	6,000	6,000	4,739	6,000	6,000		Fees collected for police documents, in accordance with the Freedom of Information Act (FOIA).
Total Revenues		2,511,599	2,799,250	2,799,250	1,791,357	2,428,979	2,480,710		

Expenditure Request

Organization	Object	Description	Actual	Budget	Revised Budget	YTD Expended	Dept. Projection	Dept. Request	Department	Comments/Justification
			2018-2019	2019-2020	2019-2020	2/6/2020	2019-2020	2020-2021		
12401-	0110	REGULAR SALARIES	10,686,037	11,675,398	11,675,398	6,711,720	11,000,000	12,147,370		This account covers expenses related to police protection and traffic control for third party vendors. The increase in the request reflects anticipated wage increases.
12401-	0110E	EXTRA DUTY SALARIES	1,825,696	2,000,000	2,000,000	1,342,755	1,900,000	1,950,000		This account covers expenses related to police protection and traffic control at town events and programs managed by Public Works, Board of Education, Arts, Recreation and Culture, and the July 4th fireworks display. The increase in the request also reflects anticipated wage increases.
12401-	0110T	EXTRA DUTY TOWN JOBS	200,612	175,000	175,000	139,366	210,000	220,000		

Expenditure Request		Actual	Budget	Revised Budget	YTD Expended	Dept. Projection	Dept. Request	Department
Organization	Object Description	2018-2019	2019-2020	2019-2020	2/6/2020	2019-2020	2020-2021	Comments/Justification
12401-	0130 OVERTIME	1,207,529	1,000,000	1,000,000	809,618	1,250,000	1,250,000	Personnel from all bureaus may be called upon to stay over a normal shift or be called in on an overtime basis to assist in operations due to his/her special training and duty assignment for major incidents, crime scene processing, accident investigation and reconstruction, as well as for time-consuming follow up and report completion. The Police collective bargaining agreement also requires a minimum staffing of uniform patrol supervisors and officers on each shift. Contractual language stipulates a "one - under" concept for approving time-off for employees assigned to the patrol division, thereby necessitating replacement of personnel on an overtime basis. Overtime can also be triggered for training classes that can include six-day work weeks depending on the Training Division schedule, as well as for prisoner detention supervision.
12401-	0131 SHIFT DIFFERENTIAL	94,835	95,000	95,000	56,989	95,000	95,000	This account covers shift differential payments for bargaining unit employees in the Police and Civilian Dispatcher Unions according to contractual language outlined in their respective labor agreements.
12401-	0132 BICYCLE UNIT O/T	146,033	200,000	200,000	104,624	200,000	200,000	This account allows the department to assign personnel on foot or bicycle for directed, preventive patrols in areas including, but not limited to, the Farmington Canal Trail and adjoining parking areas along the trail; the Hamden Mart and Plaza shopping areas; at Rochford Field and Villano Park; in neighborhoods including Spring Glen East and West, Highwood East and West, Whitehaven North and South, State Street North and South, Woodin Street, and Hamden Plains.
12401-	0134 PAY DIFFERENTIAL	568	500	500	487	500	500	Pay differential is used to compensate bargaining unit employees who temporarily work in a higher job classification. The Town Hall and Supervisors collective bargaining agreements both contain language that outline this provision.
12401-	0138 GARCIA OVERTIME	4,467	7,000	7,000	4,938	7,000	7,000	This account covers the higher rate of pay for Police bargaining unit personnel who work more than 86 hours within a two week period in accordance with federal guidelines. The rate of pay will increase as a result of anticipated contractual salary increases.
12401-	0139 OVERTIME-MUNICIPAL EVENTS	799	4,000	4,000	1,625	4,000	5,000	This account is used for the department to hire sworn officers for security and traffic control for community events, including; Food Truck Festivals, Freddie Fiker Parade, compliance check for permits, licensed vendors, and National Night Out. The expenses associated with the July 4th fireworks display has been moved to the Town Extra-Duty account #12401-0110T.
12401-	0140 LONGEVITY	285,729	321,940	321,940	165,514	321,940	312,569	Longevity is a benefit calculated based on years of service paid to all eligible Department employees (Crossing Guards longevity appears in a separate account). In accordance with applicable collective bargaining agreements. The Longevity benefit for Police Officers adjusts each year based on increases in contractual salary schedules. This account also covers the sick time incentive benefits for sworn police officers outlined in the police union collective bargaining agreement. The longevity payments will increase as a result of anticipated contractual salary increases.
12401-	0150 HOLIDAY PAY	595,567	610,000	610,000	386,194	610,000	625,000	The collective bargaining agreements for all Department personnel stipulate payments for specific holidays throughout the calendar year. The holiday pay will increase as a result of anticipated contractual salary increases.
12401-	0170 MEAL ALLOWANCE	3,035	3,000	3,000	2,131	3,000	3,500	The collective bargaining agreement for the Civilian Dispatchers requires payments for meals for personnel required to work 4 or 8 hours beyond or before a regular shift with less than 24 hours notice.
12401	0332 ANIMAL ACC/CARE/TREATMENT	9,636	12,000	12,000	2,774	12,000	12,000	This account covers costs for the Department's K-9 teams. This account includes expenses related to physicals, veterinary services for injuries and illnesses, food purchases, vacation boarding and all other necessary supplies. Each K-9 team is assigned a marked Department vehicle that contains specialized equipment purchased with funds from this account. These expense descriptions are outlined in the Police collective bargaining agreement and are required by the Department to provide.

Expenditure Request		Actual	Budget	Revised Budget	YTD Expanded	Dept. Projection	Dept. Request	Department
Organization	Object Description	2018-2019	2019-2020	2019-2020	2/6/2020	2019-2020	2020-2021	Comments/Justification
12401	0360 BUSINESS TRAVEL	229	950	950	195	950	1,000	The Police Department must occasionally send sworn personnel outside of Connecticut to properly and effectively follow-up on major investigations. Including interviews with persons, collection of evidence, extradition and transportation of arrested persons and to collaborate with other law enforcement agencies. Personnel are also occasionally assigned to specialized training seminars outside of Connecticut. This account funds expenses related to, but not limited to, airfare, lodging, daily stipend for food and rental vehicle costs. This account must be funded as the unpredictable nature of police work necessitates the ability of the Department to travel in an instant.
12401	0366 JUVENILE REVIEW BRD	60,000	60,000	60,000	60,000	60,000	60,000	The town of Hamden contracts with an outside agency to manage the Juvenile Review Board.
12401	0460 TELEPHONE SERVICE	189,639	187,500	187,500	121,695	190,000	195,000	This account covers expenses for all Police Department telephone services including E-911 and cellular devices, and internet/phone services for the 2 Police Substations. The Department must provide a wireless data link for approximately 35 mobile data terminal accounts for field operations.
12401	0515 PRINTING/REPRODUCTION	1,184	1,000	2,000	468	2,000	2,000	This account covers expenses related to printing of various documents, parking tags, third party accident reports, certificates, etc....
12401	0541 DUES/SUBSCRIPTIONS	1,000	2,250	2,250	825	2,250	2,250	Fees associated with memberships to various professional organizations, including, but not limited to, New England State Police Information Network (NESPIN), ARRESTHISTORY.COM, Connecticut Police Chiefs Association (CPCA), FBI National Academy, International Association of Chiefs of Police (IACP), Police Executive Research Forum (PERF) and the South Central Criminal Justice Administration (SCCJA). Also, fees for state required licenses are covered by this account.
12401	0550 POSTAGE	320	500	500	337	500	600	This account covers expenses related to the shipping and/or delivery of materials that can not be delivered through the normal process, such as biological evidence to laboratories, certified mail and police equipment being returned for repair. This account must be funded due to the unpredictable nature of police work and the need to have certain items delivered without delay.
12401	0556 RENTAL - EQUIPMENT	522	1,500	1,500	180	1,500	1,500	This account covers costs related to equipment and supplies for the Property Division including, but not limited to, a large safe deposit box for seized money and valuables as well as a bar code system. The department has an annual auction for found property, that under state law, the department is required to advertise the event in a local publication. The expenses related to the auction are funded from this account.
12401-	0575 COMPUTER EQPMT/MNT.	2,188	16,000	16,000	504	16,000	25,000	This account funds expenses related to the purchase of hardware and software related to the Police Department IT infrastructure which includes, but is not limited to laptops, tablets, E-Signature pads, modems, printers and their associated accessories.

Expenditure Request		Actual	Budget	Revised Budget	YTD Expended	Dept. Projection	Dept. Request	Department Comments/Justification
Organization	Object Description	2019-2019	2019-2020	2019-2020	2/6/2020	2019-2020	2020-2021	
12401-	0590 PROFESSIONAL/TECH SERVICE	344,797	455,701	455,701	143,611	455,701	587,245	This account covers costs associated with fees for notaries public, attorneys, investigators and Language Line which is a 24 hour language translation service. This account covers the purchase of department maintenance agreements/licenses including, but not limited to: the Automated Fingerprint Identification System (AFIS), personnel scheduling and notification system software, video enhancement system, (EMD) software, voice recorder, telephone system, mobile data software, cellular telephone forensic equipment software, records management system, building security/video system, body-camera data storage and licenses, and policy compliance software. This account also funds the purchase of cleaning supplies and paper products for the department, as well as the service contract with an outside cleaning company. All statements of individuals under investigation for capital or AIB felonies must be audio and video recorded. These transcription expenses are outsourced to a private vendor. Telestaff upgrade is needed as version 2.92 will no longer be supported, and the increase is funded from this account. This account includes additional funding for a new program based on the principles of 'Restorative Justice' called 'Youth Court', as an alternative to the Juvenile Court System.
12401-	0610 OFFICE SUPPLIES	978	2,000	2,000	33	2,000	2,000	This account funds expenses related to the purchase of toner cartridges, printer supplies, pens, scissors, staplers, staples, calculators, to name a few. All persons held in the custody of the Police Department must be fed up to three times per day and the current cost of each meal is \$5.00. This account also covers expenses for functions hosted by the Police Department, which include the Police Explorers Program, Citizens Police Academy and training events.
12401-	0670 FOOD PRODUCTS	4,185	5,000	5,000	2,731	5,000	5,500	This expense is captured in the Computer Equipment and Maintenance account 12401-0575.
12401-	0681 COMPUTER SUPPLIES	0	0	0	0	0	0	This account covers the costs for office supplies and equipment.
12401-	0710 OFFICE EQUIPMENT	3,949	1,000	1,000	630	1,000	1,000	This account funds the purchases of publications and reference materials.
12401-	0718 BOOKS, MAPS, MANUALS	0	100	100	0	100	100	Stipend for Police Chief as Director of Traffic Department.
12401-	0942 STIPEND	14,856	15,000	15,000	9,230	15,000	15,000	The Street Outreach Worker Program (SOWP), was previously funded in the 12401-0590 account.
12401-	7074 STREET OUTREACH PROGRAM	0	58,000	58,000	30,000	60,000	60,000	This account funds the salaries for the School Crossing Guards in accordance with contractual wages effective on July 1, 2020. There are currently 21 full-time and 3 part-time Crossing Guard positions funded.
12452-	0110 REGULAR SALARIES	257,454	288,710	288,710	147,791	288,710	274,802	Longevity is a benefit calculated based on years of service paid to all eligible School Crossing Guards in accordance with the applicable contractual article.
12452-	0140 LONGEVITY	3,214	3,646	3,646	3,055	3,646	3,142	The Town Hall Union collective bargaining agreement includes a benefit for full-time crossing guards to be compensated with up to three (3) days of pay during the school year when school is closed.
12452-	0180 SCHOOL CLOSING	3,641	3,500	3,500	1,248	3,746	3,850	In accordance with the Town Hall Union collective bargaining agreement, each full-time Crossing Guard is entitled to a \$200 clothing allowance. Additional funding is requested for the 3 spare Crossing Guards.
12452-	0672 UNIFORM PURCHASE ALLOW	5,598	5,650	5,650	4,000	5,650	5,650	In accordance with the Town Hall Union collective bargaining agreement, each full-time Crossing Guard is entitled to a cleaning allowance in the amount of \$125 per year.
12452-	0674 UNIFORM CLEANING ALLOW	3,675	3,675	3,675	3,675	3,675	4,000	

Expenditure Request		Actual	Budget	Revised Budget	YTD Expended	Dept. Projection	Dept. Request	Department
Organization	Object Description	2018-2019	2019-2020	2019-2020	2/6/2020	2019-2020	2020-2021	Comments/Justification
12453-	0175 EDUCATION INCENTIVE	141,745	150,000	150,000	132,396	150,000	150,000	The Police Collective Bargaining Agreement, specifically articles 19 and 23, stipulate education and Emergency Medical Technician (EMT) benefits played to qualifying employees on a yearly basis. Education benefits are determined by credits earned and area of study. Account also covers the cost of contractually required tuition reimbursement for members of the Police Union not to exceed \$15,000 per year for the entire membership and \$600 per year for members of the Supervisors, Town Hall and Dispatcher Unions (not to exceed \$600 per year for each of the 22 employees \$13,200). Article 19 of the Police Union contract also requires the Department to pay for all text books prescribed by schools attended by police officers. The (EMT) benefit is also a contractual item payable to all eligible employees of the Police and Dispatcher Unions at 4% of the annual salary for Police Officers and \$500 per year for Dispatchers. The (EMT) benefit for Police Officers adjusts each year based on increases in contractual salary schedules. The increase in funding requested is based upon anticipated contractual salary increases, and potential modifications to Article 19 of the police collective bargaining agreement.
12453-	0590 PROFESSIONAL/TECH SERVICE	39,500	46,000	46,000	38,571	46,000	55,000	This account covers the costs for educational materials for topics such as Bias-Based Policing, Use of Force, Officer Salary, Blood-Borne Pathogens, and Hazardous-Materials. This account also covers costs associated with the Citizens Police Academy.
12453-	0616 EDUCATIONAL MATERIAL	580	7,500	7,500	582	7,500	7,500	This account covers the clothing allowance in accordance with article 20 of the Police Labor Agreement for 109 officers at \$750 each, and Chief and Deputy Chief at \$2500.00 each. Also, replacement of damaged or lost equipment as required by article 36 of the Police Labor Agreement. Clothing and equipment for officers assigned to the Bicycle and Emergency Services Units are also purchased from this account. The purchase of approximately 20 bullet-resistant vests (\$846 per vest) will be needed to be replaced, in keeping with the National Institute of Justice standards. New Police Officers must be supplied with initial equipment and uniforms in accordance with the collective bargaining agreement. Funding for ESU members at \$200 per member.
12453-	0672 UNIFORM PURCHASE ALLOW	112,274	125,000	125,000	68,627	125,000	130,000	This account covers the Cleaning Allowance for Police Officers in accordance with article 20 of the Police collective bargaining agreement. Employees receive \$300 per year. Additionally, this account covers costs associated with the cleaning of blood-borne pathogen contaminated uniforms and equipment, as mandated by OSHA.
12453-	0674 UNIFORM CLEANING ALLOW	31,350	35,000	35,000	34,000	34,000	35,000	This account covers Training Division protective gear, including striking pad equipment, and protective head gear. This account also funds the supplies necessary for managing body camera recording requests (DVD's) from the courts and the public.
12453-	0710 OFFICE EQUIPMENT	210	500	500	0	500	750	This account funds the purchase of annual updates and inserts for the Police Officers Law Enforcement Field Manual (Red Book) and for complete copies for newly hired officers. These updates include recent United States and Connecticut Supreme Court decisions, any changes or additions to the Connecticut General Statutes applicable to law enforcement personnel and case law decisions impacting areas such as search and seizure, juvenile matters and constitutional matters. The purchase of Drug Identification Books This account is also used to cover the costs of materials needed for new recruits while attending the police academy.
12453-	0718 BOOKS,MAPS,MANUALS	1,360	1,500	1,500	1,392	1,500	1,500	

Expenditure Request		Actual	Budget	Revised Budget	YTD Expended	Dept. Projection	Dept. Request	Department
Organization	Object Description	2018-2019	2019-2020	2019-2020	2/6/2020	2019-2020	2020-2021	Comments/Justification
12454-	0506 CONFIDENTIAL EXPENDITURE	500	1,500	1,500	500	1,500	1,500	The Detective Division utilizes confidential expenditures in order to assist in cultivating information from persons during police investigations. The account also covers fees associated with payments to pawn shops for recovered stolen property, laboratory costs and remote computing services.
12454-	0611 GENERAL SUPPLIES	0	1,000	1,000	0	1,000	4,000	This account is utilized for the cost of new recording media required for archiving statements, label maker replacement tape, receipt books, equipment bags and recording devices, including digital voice recorders and digital photo capturing equipment to meet the demands of the latest industry standards. The increase in funding reflects the purchase of crime scene barriers and clearly marked police polo shirts, as well as the digital voice recorders that will be used in the field.
12454-	0710 OFFICE EQUIPMENT	0	500	500	57	500	500	This account funds the purchase of desk file organizers, desk name plates, dry erase boards, multi-media storage devices and miscellaneous office equipment.
12455-	0536 COMPUTER CRIME LAB EQUIPMENT REPAIRS - OTHER	3,018	5,000	5,000	3,035	5,000	10,000	This account covers costs associated with the purchase of new computer software and hardware including, but not limited to, AOL power tools, Erasease, forensic utility tools, CD's, DVD's, and supplies for the purpose of solving computer crimes. The increase in funding is related to the purchase of new equipment and the necessary training in forensic techniques that will be apparent in its use.
12455-	0561 OTHER	0	50	50	0	50	50	This account covers costs related the repair of crime scene equipment, including cameras.
12455-	0611 GENERAL SUPPLIES	829	3,000	3,000	1,668	3,000	3,000	This account covers costs for evidence packaging materials for the proper processing and storage of evidence, as well as all property seized by the department. The proper packaging of evidence is essential to protect its integrity and allow future forensic or laboratory examination in a controlled environment. Packaging materials are also required for property that is temporarily seized from arrested persons who are transferred to other detention facilities. All crime scene supplies necessary for investigations including tape, Nihydrin crystals, fingerprint powders, ink pads, aluminum Faraday bags, buccal swabs, brushes, cyanoacrylate, lifts, labels, ink, impression casting materials and debris sifting shovels and screens are purchased from this account.
12455-	0665 MEDIA PRODUCTION SUPPLIES	1,513	2,250	2,250	600	2,250	2,500	This account covers the purchase of supplies necessary for the proper documentation of crime scenes and serious motor vehicle accidents through the use of digital and conventional tools. These supplies include items such as, but not limited to, color film, color film developing, acetone, flash memory cards, computer photo paper, camera filters, photo albums, photo album refills, batteries (AA, AAA, CR123, 9 volt, C, D), DVD's, as well as color ribbon and lamination products.
12455-	0755 SAFETY EQUIPMENT	517	2,500	2,500	367	2,500	3,000	Crime scene safety equipment such as disposable coveralls and shoe coverings, rubber gloves, respirator filters, eye protection, rain gear, portable canopies and tables, utility tarps and rope, power inverter, dry safe kit and disposable respirators with valves that are necessary to ensure proper protection from biohazards, chemical hazards and safety hazards.
12455-	0784 MEDIA PRODUCTION EQUIPMENT	1,445	1,500	1,500	0	1,500	1,500	Expenses related to the purchase of crime scene recording equipment and accessories. The current Crime Scene Unit cameras are considered obsolete and in need of replacement. The Crime Scene Unit must stay current with technological advances in the documentation of crime scenes. The vast majority of the department's photographic procedures are found in digital technologies.
12456-	0611 GENERAL SUPPLIES	0	50	50	0	50	50	This account is utilized for the purchase of new recording media required for archiving statements and recording devices, storage devices and DVD's

Expenditure Request		Actual	Budget	Revised Budget	YTD Expended	Dept. Projection	Dept. Request	Department
Organization	Object	2018-2019	2019-2020	2019-2020	Z/6/2020	2019-2020	2020-2021	Comments/Justification
12459	0130 OVERTIME	123,869	35,000	35,000	35,000	85,000	50,000	This account funds Central Communications Division overtime expenses in accordance with Article 40.9 of the Dispatchers Union Labor Agreement. These expenses occur when minimum and extra staffing is required. This account also covers additional staffing hired for special events, such as "Mischief Night", Halloween, 4th of July Fireworks, and Traffic Safety campaigns. The Department also uses State of Connecticut E-911 funding related to overtime expenses for Central Communications for staff replacement.
12459	0351 EDUCATION SEMINARS	0	250	250	0	250	250	State of Connecticut Emergency Medical Dispatch (EMD) mandated training for dispatchers and Quality Assurance Program (QAP) costs are currently funded yearly by utilizing State of Connecticut E-911 funding due to Hamden's Public Safety Answering Point (PSAP) status. The funding requested is for memberships and dues for Central Communications personnel.
12459	0611 GENERAL SUPPLIES	0	500	500	45	500	750	This account funds purchases for Central Communications supplies including, CD mailers, CD-Rs, cleaning materials for consoles, and Flash memory media devices.
12459	0710 OFFICE EQUIPMENT	2,014	4,500	4,500	409	4,500	5,500	This account covers costs associated with office equipment in the Central Communications Division. Wireless headset controllers are needed for each station at a cost of \$450.00 per unit. The work stations are motorized and continuously adjusted for operator comfort, for standing or sitting at various settings.
12459	0782 RADIO/COMMUNICATION EQUIPMENT	3,222	5,000	5,000	3,609	5,000	6,100	This account funds the purchase of replacement portable batteries, microphones and antennas which are not covered by a service contract. Accidental, physical damage is also not covered. This account also covers costs associated with car antennas, and miscellaneous radio parts and additional funding is needed to cover these types of expenses.
12460	0513 CONTRACT SERVICE FOR YOUTH CENTER	0	0	0	0	0	0	The funding for the Contract Service for the Youth Center has been captured in the Regular Salaries account # 12401 - 0110
12460	0590 PROFESSIONAL TECH SERVICES	7,895	15,000	15,000	5,598	15,000	15,000	This account funds transportation fees related to field trips and venue costs. Entertainment expenses such as DJ's, photo booths, and entertainers are also funded from this account. Registration fees for schools, training, membership dues, and seminars are also funded from this account.
12460	0611 GENERAL SUPPLIES	6,391	15,000	15,000	3,751	15,000	15,000	This account funds expenses for the Community Liaison Unit for crime prevention education, drug awareness, child abduction prevention talks, bicycle and helmet safety lectures to school groups, and presentations in personal safety and home security for the community. These include youth and senior groups, civic associations, church groups and block watch teams. Supplies include brochures and Hamden police sticker badges, coloring books, and writing instruments. Additionally, to cover costs for community events including the annual Halloween party, summer concerts, Food Truck Festivals, movie nights, Brooksyvale Fall Festival, farmers markets, Hamden Fathers Football and Cheerleading Association, Police & Youth Program, YMCA Before and After School Program and National Night Out. Costs associated with our car seat installation program are also captured in this account. This account also funds general supplies for the Youth Center.
12460	0650 RECREATIONAL SUPPLIES	1,270	1,750	1,750	927	2,000	2,500	This account funds the supplies, equipment, and shirts for the Youth Center, including sports equipment, books, art supplies, videos, educational supplies and materials.
12460	0670 FOOD PRODUCTS	4,587	6,250	6,250	1,984	6,250	6,500	This account funds the Food products used for after school programs, camps, field trips and of school celebration sponsored by the Youth Center.
12460	0762 POLICE EXPLORER PROGRAM	8,897	11,000	11,000	3,513	11,000	12,000	This account covers all expenses related to the Police Explorers Program that include uniforms, equipment, membership fees, classroom supplies, registration, transportation, and accommodation fees for annual Cadet Police Academy.

Expenditure Request		Actual	Budget	Revised Budget	YTD Expended	Dept. Projection	Dept. Request	Department
Organization	Object Description	2018-2019	2019-2020	2019-2020	2/6/2020	2019-2020	2020-2021	Comments/Justification
12460-	0784 GENERAL EQUIP OTHERS	2,999	4,000	4,000	77	4,000	4,000	This account covers costs associated with Bicycle Unit equipment including annual maintenance and repair of bicycles, tires, brake pads, tire tubes, and batteries for siren and lighting system. The Bicycle Unit is utilized for the 4th of July Fireworks Event, Arts, Recreation and Culture events, including the summer concerts, Brooksville Fall Festival, Food Truck Festivals, National Night Out, to name a few. The Bicycle Unit is also used for directed, preventative patrols in targeted areas including on the Farmington Canal Trail, adjoining parking areas along the trail, the Hardden Mart and Plaza shopping areas, and the Highwood, Whiteville, and Woodin Street neighborhoods. Due to the increase in funding in the Community Events accounts, we anticipate and increase in maintenance costs.
12461-	0611 GENERAL SUPPLIES	29,668	35,000	35,000	22,300	35,000	35,000	This account covers costs associated with ammunition, munitions, and cartridges for department-issued weapons, including firearms training and qualifications, electronic control weapons training, and for general repairs, replacements, cleaning, and upgrades. The Department continues to purchase ammunition that is environmentally safer. Police Officers are required to fire a minimum of two projectiles during training events per year for certification purposes.
12461-	0784 GENERAL EQUIPMENT OTHERS	1,601	3,000	3,000	167	3,000	4,750	Expenses including, but not limited to, impact rounds, chemical munitions, distraction munitions, non-lethal training ammunition, ballistic goggles, optics, repairs, tactical entry tools, rifle slings, improvements to tactical armor, holsters, and binoculars are funded in this account. The increase in funding is due to the training requirements of non-lethal munitions and the need to maintain certification.
12462-	740 VEHICLE REPLACEMENT			0	0	0	275,000	Our fleet of marked and unmarked vehicles, many that are operated 24 hours per day, 7 days a week are in need of replacement. Through past experience and evaluation, we have determined that police vehicles that reach 75,000 miles and higher tend to be in constant need of repair and are less reliable in the field. Reliable vehicles are necessary and critical for the department to deliver appropriate, safe and quality police service. Our vehicle fleet has not been upgraded in 4 years and we anticipate 10 vehicles will have approximately 150,000 miles and 25 vehicles with over 100,000 miles by July 1, 2020.
12462	0741 VEHICLE MAINTENANCE	23,024	24,000	24,000	15,240	24,000	24,000	This account is utilized to cover the costs for renting three unmarked vehicles for the Street Interdiction Team during the year. These vehicles are absolutely necessary tools used during undercover operations and drug interdiction investigations. The cost with the current vendor is set at \$1,905 per month for these vehicles.
12463-	0506 CONFIDENTIAL EXPENDITURES	5,160	5,000	5,000	3,257	5,000	5,000	The Street Interdiction Team continues to aggressively enforce drug related crimes. These investigations require confidential expenditures, otherwise known as "buy money". This money is utilized to pay confidential informants for information related to drug trafficking and various unsolved crimes.
12463-	0611 GENERAL SUPPLIES	0	1,000	1,000	0	1,000	1,000	This account is utilized to pay for field test kits, used to test drugs and narcotics seized by members of the entire department. These test kits are needed to support probable cause and criminal prosecutions when suspected drugs and narcotics are seized. The test kits for synthetic drugs are relatively new and more expensive.
12463-	0791 PHOTODUPLICATION EQUIPMENT	0	200	200	0	200	200	This account funds the purchase of supplies utilized by the Street Interdiction Team and surveillance van members, which includes batteries, and recording media.
12464-	0559 TOWING	3,029	3,000	3,000	2,277	3,500	4,000	The Police Department targets quality of life issues, that include the removal of vehicles abandoned on public roads and streets throughout Hardden for various reasons. These vehicles are towed after proper and legal notice is given to a registered owner. This account also covers expenses related to motor vehicles towed by the Department for investigative purposes.
12464-	0566 VEHICLE MAINTENANCE	6,058	6,750	6,750	2,913	6,750	6,750	This account covers police vehicle cleaning and washing.

Expenditure Request		Actual	Budget	Revised Budget	YTD Expended	Dept. Projection	Dept. Request	Department
Organization	Object Description	2018-2019	2019-2020	2019-2020	2/6/2020	2019-2020	2020-2021	Comments/Justification
12464-	0628 GAS/DIESEL FUEL	173,087	147,750	147,750	146,337	147,750	132,300	The Police Department anticipates using approximately 70,000 gallons of gasoline in the 2020/2021 fiscal year. The department is using a price of \$1.89 per gallon that was contracted through September 2021.
12465-	0719 TRAFFIC EQUIPMENT	865	2,000	2,000	683	2,000	2,000	This account covers costs for re-certification, maintenance and purchase of radar and laser units, as well as necessary Dräger Alcotest 9510 supplies. Traffic safety equipment is also funded in this account.
12465-	0755 SAFETY EQUIPMENT	12,448	15,000	15,000	6,879	15,000	20,000	This account covers costs for vehicle equipment, as well as to replace and repair departmental safety equipment. Maintenance and safety equipment items include, but are not limited to, vehicle decals, emergency light bars, strobes, vehicle computer supplies, highway safety flares, OSHA required equipment, batteries, first-aid and hazard supplies. The increase in funding is due to the aging fleet and anticipated increase for required safety equipment.
12491-	0599 CASH MATCH	13,825	13,950	13,950	13,500	13,950	13,950	This line item covers the South Central Criminal Justice Administration (SCCJA) costs including state mandated police executive training for the Chief and Deputy Chiefs (anticipated to be \$12,200). Also, to cover the cost of fees for South Central Area Network (SCAN) Regional Voice Communications System (\$1,500). This system provides the ability to communicate with other area agencies directly and is used in multi-jurisdictional operations. South Central Chiefs of Police Association Executive level training (\$250).
Total Expenditures		16,722,683	17,933,270	17,934,270	10,789,184	17,498,368	19,124,978	

Police

JOB CLASS	HRS	ADOPTED 19-20	CURRENT 19-20	REQUEST 20-21
0092 POLICE CHIEF	35		135,000	135,000
0093 DEPUTY POLICE CHIEF	35		118,748	121,276
7475 DEPUTY CHIEF	40		118,748	121,276
7477 POLICE CAPTAIN	40		111,996	114,383
7477 POLICE CAPTAIN	40		111,996	114,383
7478 POLICE LIEUTENANT	40		103,020	105,233
7478 POLICE LIEUTENANT	40		103,020	105,233
7478 POLICE LIEUTENANT	40		103,020	105,233
7478 POLICE LIEUTENANT	40		103,020	105,233
7478 POLICE LIEUTENANT	40		103,020	105,233
7478 POLICE LIEUTENANT	40		103,020	105,233
7478 POLICE LIEUTENANT	40		103,020	105,233
7479 POLICE SERGEANT	40		96,106	98,181
7479 POLICE SERGEANT	40		96,106	98,181
7479 POLICE SERGEANT	40		96,106	98,181
7479 POLICE SERGEANT	40		96,106	98,181
7479 POLICE SERGEANT	40		96,106	98,181

7479 POLICE SERGEANT
Police FY 2020 - 2021 department request

40

96,106

98,181

JOB CLASS	HRS	ADOPTED 19-20	CURRENT 19-20	REQUEST 20-21
7480 POLICE DETECTIVE	40		94,796	96,844
7480 POLICE DETECTIVE	40		94,796	96,844
7480 POLICE DETECTIVE	40		94,796	96,844
7480 POLICE DETECTIVE	40		94,796	96,844
7480 POLICE DETECTIVE	40		94,796	96,844
7480 POLICE DETECTIVE	40		94,796	96,844
7480 POLICE DETECTIVE	40		94,796	96,844
7480 POLICE DETECTIVE	40		94,796	96,844
7480 POLICE DETECTIVE	40		94,796	96,844
7481 POLICE OFFICER	40		87,316	89,215
7481 POLICE OFFICER	40		87,316	89,215
7481 POLICE OFFICER	40		87,316	89,215
7481 POLICE OFFICER	40		87,316	89,215
7481 POLICE OFFICER	40		87,316	89,215
7481 POLICE OFFICER	40		87,316	89,215
7481 POLICE OFFICER	40		87,316	89,215
7481 POLICE OFFICER	40		87,316	89,215

7481 POLICE OFFICER
Police FY 2020 - 2021 department request

JOB CLASS	HRS	ADOPTED 19-20	CURRENT 19-20	REQUEST 20-21
7481 POLICE OFFICER	40		87,316	89,215
7481 POLICE OFFICER	40		87,316	85,408
7481 POLICE OFFICER	40		87,316	85,408
7481 POLICE OFFICER	40		87,316	85,408
7481 POLICE OFFICER	40		87,316	81,805
7481 POLICE OFFICER	40		60,039	81,805
7481 POLICE OFFICER	40		60,039	81,805
7481 POLICE OFFICER	40		60,039	81,805
7481 POLICE OFFICER	40		40,026	81,805
7481 POLICE OFFICER	40		40,026	81,805
7481 POLICE OFFICER	40		40,026	0
7481 POLICE OFFICER	40		40,026	0
1098 ADMIN ASST TO THE CHIEF	35		81,173	82,999
1099 RECORDS DIVISION MGR	35		76,846	79,677
1129 IT MANAGER	35		89,830	91,851
9132 IT TECHNICIAN (NEW)	35		0	52,004

Police FY 2020 - 2021 department request

JOB CLASS	HRS	ADOPTED 19-20	CURRENT 19-20	REQUEST 20-21
9049 RECORDS TECHNICIAN	35		60,546	61,908
9049 RECORDS TECHNICIAN	35		60,546	61,908
9055 ADMINISTRATIVE TECH.	35		60,546	61,908
9052 CLERK TYPIST	35		47,433	52,635
9015 CUSTODIAN	40		57,470	58,760
TRAINING ASSISTANT	19		0	24,700
TRAINING ASSISTANT	19		0	24,700
TRAINING ASSISTANT	19		0	24,700
9484 COMMUNICATION TECHNICIAN	40		61,838	63,229
9484 COMMUNICATION TECHNICIAN	40		61,838	63,229
9484 COMMUNICATION TECHNICIAN	40		61,838	63,229
9484 COMMUNICATION TECHNICIAN	40		61,838	63,229
9484 COMMUNICATION TECHNICIAN	40		61,838	63,229
9484 COMMUNICATION TECHNICIAN	40		61,838	63,229
9484 COMMUNICATION TECHNICIAN	40		61,838	63,229
9484 COMMUNICATION TECHNICIAN	40		61,838	63,229
9484 COMMUNICATION TECHNICIAN	40		61,838	63,229
9484 COMMUNICATION TECHNICIAN	40		61,838	63,229
9484 COMMUNICATION TECHNICIAN	40		61,838	63,229

9484 COMMUNICATION TECHNICIAN
Police FY 2020 - 2021 department request

40

61,838

63,229

JOB CLASS	HRS	ADOPTED 19-20	CURRENT 19-20	REQUEST 20-21
9484 COMMUNICATION TECHNICIAN	40		61,838	63,229
9484 COMMUNICATION TECHNICIAN	40		61,838	63,229
9484 COMMUNICATION TECHNICIAN	40		61,838	63,229
9484 COMMUNICATION TECHNICIAN	40		61,838	63,229
9484 COMMUNICATION TECHNICIAN	40		61,838	63,229
TOTALS FOR POLICE SALARIES	0	11,612,890	12,052,939	
9424 YOUTH PROGRAM DIRECTOR	25		33,825	35,225
9900 YOUTH PROGRAM ASSISTANT	18		15,587	16,150
9900 YOUTH PROGRAM AIDE	18		13,252	13,752
9900 YOUTH PROGRAM AIDE	18		13,252	13,752
9900 YOUTH PROGRAM AIDE	18		6,626	13,752
9900 INTERN PROGRAM	0		1,800	1,800
TOTAL HAMDEN YOUTH CENTER	0	84,342	94,431	
TOTAL FOR POLICE DEPT	0	11,697,232	12,147,370	

JOB CLASS	HRS	ADOPTED 19-20	CURRENT 19-20	REQUEST 20-21
9482 SCHOOL CROSSING GUARD	0		11,889	12,157
9482 SCHOOL CROSSING GUARD	0		11,889	12,157
9482 SCHOOL CROSSING GUARD	0		11,889	12,157
9482 SCHOOL CROSSING GUARD	0		11,889	12,157
9482 SCHOOL CROSSING GUARD	0		11,889	12,157
9482 SCHOOL CROSSING GUARD-SPARE	0		6,350	6,500
9482 SCHOOL CROSSING GUARD-SPARE	0		6,350	6,500
9482 SCHOOL CROSSING GUARD-SPARE	0		6,350	6,500
TOTALS FOR CROSSING GUARDS		0	268,710	274,802

Police

<u>Employee Name</u>	<u>Longevity Amount</u>	<u>DOH</u>	<u>Years of Service</u>
John Cappiello	\$4,725.00	02/21/84	37
John Sullivan	\$4,244.65	06/23/95	26
Boguslaw Kicak	\$4,244.65	06/08/87	34
Ronald Smith	\$4,003.42	08/16/82	38
Kevin Samperi	\$4,003.42	02/26/93	28
Gabriel Lupo	\$3,683.16	06/08/87	34
Brian Carmody	\$3,683.16	08/07/89	31
Timothy Wydra	\$3,683.16	02/26/93	28
Frank McDermott	\$3,683.16	02/26/93	28
Robert D'Aniello	\$3,683.16	06/23/95	26
Lyle Bennett	\$3,156.99	08/12/98	22
David Ng	\$3,436.33	06/23/95	26
Brent Zuscin	\$3,436.33	06/23/95	26
Raymond Quinn	\$2,945.43	04/07/97	24
Michael Doherty	\$2,945.43	04/07/97	24
Michael Sigmon	\$2,945.43	12/30/98	22
Nathan Youngberg	\$2,945.43	01/15/99	22
Anthony Diaz	\$2,945.43	11/15/99	21
Jason Venditto	\$2,945.43	11/20/00	20
Colin Kearns	\$2,454.52	05/20/02	19
Michael Nawrocki	\$2,454.52	12/02/02	18
William C. Onofrio	\$2,454.52	12/06/04	16
Eric Goclowski	\$2,454.52	12/05/05	15
Gregg Curran	\$2,454.52	06/29/06	15
Mark Katz	\$1,963.61	07/02/07	13
Donald Remillard	\$3,389.55	01/04/88	33
John Inglese	\$3,389.55	02/20/89	32
John Marks	\$3,389.55	02/20/89	32
Sean Dolan	\$3,389.55	04/28/95	26
Scott M. Levenduski	\$3,389.55	04/28/95	26
Dennis Ryan	\$2,905.33	08/12/98	22
Michael DePalma	\$2,905.33	10/13/98	22
Angelo DeLieto	\$2,905.33	11/20/00	20
Brian Stewart	\$2,905.33	05/14/01	20
Joseph Liguori	\$2,421.11	12/09/02	18
Mark Sheppard	\$2,421.11	09/27/04	16
Matthew Barbuto	\$2,421.11	10/11/05	15
Jomo Crawford	\$2,421.11	12/05/05	15
Anthony Popolizio	\$3,122.54	01/04/88	33

Kevin R. Hall	\$3,122.54	04/19/89	32
Stephen P. Degrand	\$3,122.54	08/07/89	31
Dennis Putnam	\$3,122.54	04/28/95	26
Robert C. Villano	\$3,122.54	04/28/95	26
David Falcigno	\$2,676.46	08/12/98	22
Mark Atwater	\$2,676.46	08/12/98	22
Michael L. Pantera	\$2,676.46	08/12/98	22
Craig Appleby	\$2,676.46	10/13/98	22
John Glass	\$2,676.46	10/13/98	22
Robert Dunham	\$2,676.46	04/16/01	20
Eric Hallstrom	\$2,676.46	04/16/01	20
Brett Ferrara	\$2,676.46	05/14/01	20
Patrick McCue	\$2,676.46	05/14/01	20
Ronald Glifort	\$2,230.38	12/02/02	18
Nicholas D'Angelo	\$2,230.38	02/02/04	17
Joshua Cameron	\$2,230.38	02/02/04	17
Beatriz Montijo	\$2,230.38	02/02/04	17
Michael Mello	\$2,230.38	09/27/04	16
Jay Bunnell	\$2,230.38	09/27/04	16
Derick Manning	\$2,230.38	10/11/05	15
Timothy McKeon	\$2,230.38	10/11/05	15
Paul Calamita	\$2,230.38	10/11/05	15
Edward Stoor	\$2,230.38	12/05/05	15
Robert O'Neill	\$2,230.38	12/05/05	15
Jeremy Brewer	\$1,784.30	07/24/06	14
Nicholas Lovett	\$1,784.30	08/07/06	14
William Iannone	\$1,784.30	04/02/07	14
Angela Vey	\$1,784.30	10/10/07	13
William May IV	\$1,784.30	10/15/07	13
Joseph Venditto	\$1,784.30	10/15/07	13
Scott Jason	\$1,784.30	10/15/07	13
Stephen Phipps	\$1,784.30	10/15/07	13
Jennifer King	\$1,784.30	01/02/08	13
Timothy Brown	\$1,784.30	09/15/08	12
Shawn Nutcher	\$1,784.30	12/11/08	12
Robert Manfield	\$1,784.30	06/01/10	11
Gabriel Garcia	\$1,784.30	06/01/10	11
Justin Martin	\$1,338.23	05/23/12	9
Andrew Pfeiffer	\$1,338.23	05/23/12	9
Kelley Groleau	\$1,338.23	11/15/12	8
Enrique Rivera-Rodriguez	\$1,338.23	11/15/12	8
Peter Conti	\$1,338.23	01/03/13	8
Jenisse Perez-Hernandez	\$1,338.23	01/03/13	8
Christopher Sheppard	\$1,338.23	02/10/14	7
Christina Giori	\$1,338.23	02/10/14	7

Daniel Allen	\$1,338.23	02/10/14	7
Jay Hankins	\$892.15	07/28/14	6
Kyle Sampognaro	\$892.15	07/28/14	6
Rachel Zinni	\$892.15	10/16/14	6
Andrew Lipford	\$892.15	10/16/14	6
Luis Rivera	\$892.15	06/01/15	6
William Pesanelli	\$892.15	06/23/16	5
Devin Eaton	\$892.15	06/23/16	5
Darryl Cargill	\$0.00	03/01/17	4
Timothy Janus	\$0.00	03/01/17	4
Keron Bryce	\$0.00	01/15/18	3
Jinett Marte	\$0.00	01/15/18	3
Michael White	\$0.00	01/15/18	3
Jenna Davis	\$0.00	03/18/19	2
Brian Jackson	\$0.00	03/18/19	2
Elvin Rivera	\$0.00	03/18/19	2
Steven Teague	\$0.00	01/27/20	1
Vincenzo Palma	\$0.00	01/27/20	1
Joel Hernandez	\$0.00	01/27/20	1

\$225,548.93

SCHOOL CROSSING GUARDS

Andrew Nemit	\$175.00	01/04/16	5
Curtiss Anderson	\$0.00	01/30/20	1
Joan Caiafa	\$210.00	10/26/09	11
Laura Avery	\$300.00	11/05/97	23
Laura J. Richetelli	\$245.00	01/27/03	18
Lisa Liguori	\$0.00	10/01/19	1
Margaret A. Sullivan	\$230.00	10/17/05	15
Maria R. Viscuso	\$215.00	08/27/08	12
Maryann Roca	\$210.00	01/04/10	11
Mellissa Proscio	\$0.00	08/17/18	2
Nancy Gallucci	\$230.00	09/01/05	15
Nancy H. Shea	\$240.00	09/08/03	18
Phyllis Mucha	\$0.00	09/23/19	1
Rebecca A. Wetmore	\$220.00	01/07/08	13
Rissa Webb	\$187.00	09/10/13	7
Shelby Poe-Argentino	\$0.00	05/01/17	4
Stacey Ruggiero	\$0.00	01/02/18	3
Susan Foraker	\$175.00	01/14/16	5
Susan Mallardo	\$300.00	08/27/85	35
Theresa Baselice	\$300.00	09/27/95	25
Victoria DiCristofaro	\$205.00	03/15/11	10

\$3,442.00

NON-SWORN PERSONNEL

Carlo DiMeo	\$845.00	07/05/05	15
Christina Colaiacovo	\$675.00	02/21/12	9
Kathy Tam	\$1,020.00	1/8/2001	20
Pedro Rodriguez	\$600.00	01/20/15	6
Soraya M. Antonini	\$875.00	11/10/03	17
Tracy Matthews	\$595.00	03/28/16	5
Wendy Sherman	\$670.00	11/05/12	8

\$5,280.00**COMMUNICATION TECHNICIANS**

Heather Lajeunesse	\$0.00	01/05/17	4
Jaime Lynch	\$645.00	12/02/13	7
Jennifer Hall	\$595.00	01/04/16	5
John Sequino	\$0.00	10/07/19	1
Kevin Montagna	\$0.00	10/07/19	1
La-Tina Jenkins	\$595.00	01/04/16	5
Leslie Miller	\$920.00	09/25/02	18
Lisa Pelletier	\$1,020.00	06/30/00	21
Marangelly Morales	\$670.00	10/22/12	8
Matthew Erff	\$1,020.00	06/17/96	25
Michael DeCaprio	\$670.00	10/22/12	8
Osciana Ablack	\$0.00	10/07/19	1
Patricia Whelan	\$1,020.00	06/04/01	20
Renee DeNovellis	\$1,020.00	10/17/94	26
Stephen Cahill	\$1,020.00	02/28/00	21

\$9,195.00

Police Pro-Tech Account

BEI Voice Recorder Maintenance	\$6,500.00	March
New England Fitness Maintenance	\$530.00	May
Cellebrite- License	\$5,563.00	February
Priority Dispatch- License/Support	\$10,000.00	October
Kronos (Telestaff)- License/Support	\$25,000.00	February
Nexgen- License/Support	\$24,000.00	July
Net Motion- License/Support	\$8,000.00	February
Innovative Data Solutions (Power DMS) (License/Support)	\$2,200.00	January
CT. Comm. Phone- 24/7 Support	\$5,000.00	December
Thomas Reuters (Clear)	\$5,500.00	Yearly
Language Line	\$1,000.00	Yearly
Kagi Software - License	\$100.00	July
New England Computer (Arrest History)	\$300.00	January
AccessData (Forensic Tool Kit-) License	\$2,685.00	September
Barracuda Spam Filter	\$5,000.00	January
Sonicwall Content Filter	\$15,000.00	January
Verint- License/Support	\$6,000.00	January
PureStorage- License/Support	\$17,000.00	November
Untangle- License/Support	\$6,000.00	April
Sourcefire- License/Support	\$7,664.00	April
NESPIN	\$300.00	July
Digcert Wildcard-License	\$1,425.00	November
SAS SAN Storage-License/Support	\$4,860.00	November
VMware-License/Support	\$8,159.00	November
NexGen-Support	\$2,104.00	November
Magnet Forensics-License	\$1,550.00	September
Milford Police Virtra Tactical (Maintenance)	\$2,200.00	December
CDW	\$350.00	January
Dell (Telestaff server)	\$1,500.00	January
Dell (Verint servers)	\$4,500.00	January
Black Bag (Forensic)	\$2,000.00	December
Consolidated (HP license/support/Vmware licenses)	\$23,000.00	November
Consolidated (HP server and 2 storage nodes)	\$3,500.00	July
Third Party Support	\$10,000.00	Yearly
Penetration Test	\$10,000.00	Yearly
White Way Cleaners	\$2,500.00	Yearly
Post Reporting	\$7,500.00	Yearly
ATP Alarms (Substations)	\$672.00	Yearly
Taser (ECD)	\$7,622.00	Yearly
Taser Body Camera (License/Storage)	\$100,728.00	Yearly
Network Solutions	\$230.00	Yearly
Veeam- License/Support	\$7,400.00	March
PRTG-License/Support	\$3,000.00	March
Gemalto Cogent live scan	\$8,000.00	Yearly

Exablox-License/Support	\$2,500.00	October
QScend-Web Page	\$9,000.00	Yearly
Office365	\$10,000.00	Yearly
Nvidia Grid	\$6,000.00	Yearly
HP G10 Servers	\$4,000.00	Yearly
LeadsOnline	\$9,000.00	yearly
Securewatch-License	\$6,000.00	Yearly
Youth Court	\$60,000.00	Yearly
Horizon View	\$9,000.00	Yearly
Power Solutions-UPS Service Plan	\$5,000.00	Yearly
Cisco AMP	\$5,000.00	Yearly
Teradici Access License	\$3,500.00	Yearly

SUB-TOTAL **\$495,142.00**

Building:

Associated Electronic Systems (Security System)	\$12,500.00	Yearly
Access Control AMAG (Electronics, Support & Hardware)	\$17,389.00	Yearly
Advantage Maintenance (Building Cleaning)	\$41,551.00	Yearly
Advantage Maintenance (Cell Cleaning)	\$15,163.00	Yearly
Advantage Maintenance (Shower/Emergency call)	\$5,000.00	Yearly
Cleaning Supplies	\$7,500.00	Yearly

SUB-TOTAL **\$99,103.00**

TOTAL **\$594,245.00**

Summary
2020-2021 Capital Project Request

Department Number

61

Department Name

Police Department

Project Number	Project Name	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	Total
1	IT Infrastructure	350,000.00	425,000.00					775,000.00
2	Mobile Data Terminals	90,000.00	90,000.00					180,000.00
3	Police Vehicles	680,000.00	825,000.00					1,505,000.00
4	Desktop/Laptop Computers	40,000.00	40,000.00					80,000.00
5	AFIS Unit	25,000.00	25,000.00					50,000.00
6	Tactical Equipment	25,000.00	25,000.00					50,000.00
7	FF&E	35,000.00	35,000.00					70,000.00
8	Audio/Video System replacement	370,000.00	380,000.00					750,000.00
9	Safety Cameras	-	60,000.00					60,000.00
10	Telestaff upgrade	17,000.00	25,000.00					42,000.00
Total		1,632,000.00	1,930,000.00	-	-	-	-	3,562,000.00

2020-2021 Capital Project Request

Department Number
Department Name

Police Department 61 Project Ranking 1

Project Information

Project Name	IT Infrastructure	Is this project included in the most recent 5-Year Capital Improvement Plan?	Yes
Project Description	<p>Purchases for the continued investment in the Police Department's growing infrastructure. The maintenance of the infrastructure requires continual investment to sustain and operate at a functional level and expected response times.</p> <p>The current information systems hardware has approached the retired period and reached end of life. Most equipment currently in production such as servers, switches, storage units, approached their end of life in 2018. Our servers have reached over 85 % in capacity and are at a critical stage and need replacement and/or excessive costs. The replacement equipment will also minimize any outages or disruptions due to failing/aging hardware. Improved performance will also be a direct result throughout the organization resulting in quicker workflow. The newer computers and/or software will also protect the infrastructure from viruses/ransom ware that are becoming more complex to combat.</p>		
Rationale & Justification-Why the Town should spend money on this project/purchase. <i>(Why is the project necessary? What needs will be met by this project/purchase? How are these needs currently being addressed? What alternatives have been considered? Why is this the best option?)</i>	<p>Expected start date 1-Jul-20</p> <p>Expected useful life of project/purchase (years) 5</p> <p>Expected completion date 30-Jun-21</p>		

Financial Information

Estimated Total Project Cost	425,000	Professional and industry standard knowledge.
How was the project cost estimated?		
What other funding sources are available?	None	
What amount is available from other funding sources?	N/A	
Is the amount guaranteed? If not, what needs to be done to secure funding?	N/A	

Operating Impact

Estimated impact on Operating Budget (cost or savings resulting from new positions, reduced overtime, etc.)	Cost savings on out of warranty repairs and licensing, and reduced down time for end users.
How was operating impact calculated?	New equipment includes standard warranties.

2020-2021 Capital Project Request

Department Number
Department Name

Police Department	61	Project Ranking	2
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Project Information

Project Name	Mobile Data Terminals	Is this project included in the most recent 5-Year Capital Improvement Plan?	Yes
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Project Description

Purchase of new equipment to replace out of warranty and end-of-life hardware and software.

Rationale & Justification-Why the Town should spend money on this project/purchase.
(Why is the project necessary? What needs will be met by this project/purchase? How are these needs currently being addressed? What alternatives have been considered? Why is this the best option?)

There are Mobile Data Terminals (MDT's) and supplemental equipment in our fleet that are out of warranty and entering their end-of-life. MDT's provide our sworn members deployed in the field with remote access to DMV/DOC files, record management system, Connecticut On-Line Law Enforcement Communications Teleprocessing (COLLECT), electronic mail, automated scheduling system, and navigation system. Sworn personnel also complete and submit case incident reports in the field through the use of MDT's. MDT's provide sworn personnel with a virtualized office setting in their police vehicles while on patrol.

Expected start date	1-Jul-20	Expected completion date	30-Jun-21
Expected useful life of project/purchase (years)	5		

Financial Information

Estimated Total Project Cost	90,000
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How was the project cost estimated?

Quotes from various vendors and previous purchases.

What other funding sources are available?

None

What amount is available from other funding sources?

N/A

Is the amount guaranteed? If not, what needs to be done to secure funding?

N/A

Operating Impact

Estimated impact on Operating Budget (cost or savings resulting from new positions, reduced overtime, etc.)

N/A

How was operating impact calculated?

N/A

2020-2021 Capital Project Request

Department Number
Department Name

Police Department 61 Project Ranking 3

Project Information

Project Name

Police Cruisers

Is this project included in the most recent 5-Year Capital Improvement Plan?

Yes

Project Description

The Hamden Police Department must maintain a fleet of marked and unmarked vehicles, many that are operated 24 hours per day, 7 days a week. The amount of estimated time in hours that police vehicles remain idling or in motion is a more useful gauge in the evaluation process. Through past experience and evaluation, we have determined that police vehicles that are kept in the fleet beyond their anticipated life expectancy tend to be in constant need of repair and are less reliable in the field. Reliable vehicles are necessary and critical for the department to deliver appropriate, safe and quality police service. Police vehicles being manufactured today are much more fuel efficient than those manufactured just a few years ago. Replacing less fuel efficient vehicles in our fleet has reduced fuel consumption costs, and promotes a cleaner environment. The requested funding will allow the department to replace 15 vehicles.

Rationale & Justification-Why the Town should spend money on this project/purchase.
(Why is the project necessary? What needs will be met by this project/purchase? How are these needs currently being addressed? What alternatives have been considered? Why is this the best option?)

We have been unsuccessful over the last 4 years with the replacement of high mileage vehicles that incur higher repair costs, higher fuel consumption and decreased reliability. We currently have 29 vehicles with mileage between 100,000 and 150,000 miles. Several vehicles have been determined by the Town garage mechanics to be unsafe and have been removed from service. It is anticipated that this trend will continue to the point where we are unable to provide the necessary vehicles to adequately service our communities.

Expected start date
Expected useful life of project/purchase (years)

1-Jul-20
5

Expected completion date

30-Jun-21

Financial Information

Estimated Total Project Cost

825,000

How was the project cost estimated?

Quotes from local vendors.

What other funding sources are available?

None

What amount is available from other funding sources?

N/A

Is the amount guaranteed? If not, what needs to be done to secure funding?

N/A

Operating Impact

Estimated impact on Operating Budget (cost or savings resulting from new positions, reduced overtime, etc.)

Savings should be realized in decreased fuel consumption and a reduction in costly repairs.

How was operating impact calculated?

Newer vehicles operate more efficiently and require less maintenance.

2020-2021 Capital Project Request

Department Number
Department Name

61	Project Ranking	4
Police Department		

Project Information

Project Name	Desktop/Laptop Computers	Is this project included in the most recent 5-Year Capital Improvement Plan?	Yes
Project Description	The department seeks to purchase replacement computers that are used by all members of the department.		
Rationale & Justification-Why the Town should spend money on this project/purchase. <i>(Why is the project necessary? What needs will be met by this project/purchase? How are these needs currently being addressed? What alternatives have been considered? Why is this the best option?)</i>	The department seeks to purchase new computers to replace out of warranty and aging computers. The majority of our internal computers are over 5 years old and no longer support the newer software or operating systems. Associated expenses are not cost effective versus the purchasing of new models with included warranties and updated software.		
Expected start date	1-Jul-20	Expected completion date	30-Jun-21
Expected useful life of project/purchase (years)	5		

Financial Information

Estimated Total Project Cost	40,000	Quotes from various vendors and purchases.
How was the project cost estimated?		
What other funding sources are available?	None	
What amount is available from other funding sources?	N/A	
Is the amount guaranteed? If not, what needs to be done to secure funding?	N/A	

Operating Impact

Estimated impact on Operating Budget (cost or savings resulting from new positions, reduced overtime, etc.)	None
How was operating impact calculated?	N/A

2020-2021 Capital Project Request

Department Number
Department Name

Police Department	61	Project Ranking	5
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Project Information

Project Name	AFIS Unit	Is this project included in the most recent 5-Year Capital Improvement Plan?	Yes
Project Description	The department seeks to purchase a new Automated Fingerprint Identification System (AFIS)		
<p>Rationale & Justification-Why the Town should spend money on this project/purchase. <i>(Why is the project necessary? What needs will be met by this project/purchase? How are these needs currently being addressed? What alternatives have been considered? Why is this the best option?)</i></p>			
Expected start date	1-Jul-20	Expected completion date	30-Jun-21
Expected useful life of project/purchase (years)	5		

Financial Information

Estimated Total Project Cost	25,000	Quote from vendor.
How was the project cost estimated?		None
What other funding sources are available?		N/A
What amount is available from other funding sources?		N/A
Is the amount guaranteed? If not, what needs to be done to secure funding?		N/A

Operating Impact

Estimated impact on Operating Budget (cost or savings resulting from new positions, reduced overtime, etc.)	None
How was operating impact calculated?	

2020-2021 Capital Project Request

Department Number
Department Name

Police Department	61	Project Ranking	6
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Project Information

Project Name	Tactical Equipment	Is this project included in the most recent 5-Year Capital Improvement Plan?	Yes
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Project Description
The department seeks to continue to upgrade its tactical capabilities with the purchase of additional equipment including high precision rifles, less-lethal training weapons, night vision units and a thermal imaging camera.

Rationale & Justification-Why the Town should spend money on this project/purchase.
(Why is the project necessary? What needs will be met by this project/purchase? How are these needs currently being addressed? What alternatives have been considered? Why is this the best option?)

Our high precision rifles are more than 25 years old and although they are still functional, should be replaced with new rifles that are lighter, shorter, and more maneuverable for use by our marksman during a tactical situation. The less-lethal training weapons use simulations that are specifically designed for use against human targets during realistic training. Thermal imaging equipment provides high quality image resolution under varying light conditions and can be an invaluable tool during critical incidents when extreme conditions are present. The first phase of this project was approved in the 2017/2018 capital budget.

Expected start date	1-Jul-20	Expected completion date	30-Jun-21
Expected useful life of project/purchase (years)	5		

Financial Information

Estimated Total Project Cost	25,000	Quotes from various vendors.
How was the project cost estimated?		None
What other funding sources are available?		N/A
What amount is available from other funding sources?		N/A
Is the amount guaranteed? If not, what needs to be done to secure funding?		N/A

Operating Impact

Estimated impact on Operating Budget (cost or savings resulting from new positions, reduced overtime, etc.)	None
How was operating impact calculated?	

2020-2021 Capital Project Request

Department Number
Department Name

61	Police Department	Project Ranking	7
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Project Information

Project Name	Furniture and Fixtures Equipment	Is this project included in the most recent 5-Year Capital Improvement Plan?	Yes
Project Description	The department seeks to purchase furniture, repair counter tops, repair floors, update gym equipment and fixtures in several areas of the facility.		
Rationale & Justification-Why the Town should spend money on this project/purchase. <i>(Why is the project necessary? What needs will be met by this project/purchase? How are these needs currently being addressed? What alternatives have been considered? Why is this the best option?)</i>	The department has several areas that are in need of additional furniture and fixtures to improve efficiencies and overall operations, in addition to replacing worn out floors, outdated equipment, and damaged furniture. The department is also requesting to replace aged exercise equipment that is used regularly by all members of the department.		
Expected start date	1-Jul-20	Expected completion date	30-Jun-21
Expected useful life of project/purchase (years)	5		

Financial Information

Estimated Total Project Cost	35,000	Quotes from various vendors
How was the project cost estimated?		None
What other funding sources are available?		N/A
What amount is available from other funding sources?		N/A
Is the amount guaranteed? If not, what needs to be done to secure funding?		N/A

Operating Impact

Estimated impact on Operating Budget (cost or savings resulting from new positions, reduced overtime, etc.)	None
How was operating impact calculated?	N/A

2020-2021 Capital Project Request

Department Number
Department Name

61	Project Ranking	8
Police Department		

Project Information

Project Name	Audio/Video System replacement	Is this project included in the most recent 5-Year Capital Improvement Plan?	Yes
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Project Description

The department seeks to purchase a new video/audio recording system.

Our current video surveillance system has entered end of life cycle (no longer supported by manufacturer) and is only serviced by 3rd party vendors. This impacts response times for support, increased costs, and could put data in jeopardy in case of failure. The system was also never designed with backups in mind and thus any potential hardware failure can result in complete system data loss. Storage use is also over capacity as over time cameras have been added and data quality has been increased to try and correct image quality from existing antiquated cameras. Lastly, licensing costs have substantially increased and locked us in to specific operating systems which increase failure and vulnerability. Clients connected to the system are also running an insecure and outdated operating system due to version/licensing constraints. For security purposes the system has also been contained in its own network making video review/retrieval an excess amount of time and workload for many users. Connecticut General Statute 54 - 10, requires us to record and maintain all interviews regarding Class A and Class B felonies, and the Freedom of Information Act requires us to store recordings for a minimum of 30 days. The audio/video system has failed repeatedly during interviews, which puts the department at risk for failure to comply with the law.

Rationale & Justification-Why the Town should spend money on this project/purchase.
(Why is the project necessary? What needs will be met by this project/purchase? How are these needs currently being addressed? What alternatives have been considered? Why is this the best option?)

Expected start date
Expected useful life of project/purchase (years)

1-Jul-20	5
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Financial Information

Estimated Total Project Cost

How was the project cost estimated?

Quotes from various vendors

What other funding sources are available?
What amount is available from other funding sources?
Is the amount guaranteed? If not, what needs to be done to secure funding?

None
N/A
N/A

Operating Impact

Estimated impact on Operating Budget (cost or savings resulting from new positions, reduced overtime, etc.)

How was operating impact calculated?

None
N/A

2020-2021 Capital Project Request

Department Number
Department Name

61	Police Department	Project Ranking	9
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Project Information

Project Name	Safety Cameras	Is this project included in the most recent 5-Year Capital Improvement Plan?	No
Project Description	Installation of cameras throughout town, creating a safer environment		
Rationale & Justification-Why the Town should spend money on this project/purchase. <i>(Why is the project necessary? What needs will be met by this project/purchase? How are these needs currently being addressed? What alternatives have been considered? Why is this the best option?)</i>	<p>The installation of cameras throughout town would provide a safer environment for our residents. Video cameras are becoming more common place in today's society and have become a valuable tool for law enforcement. Many crimes are captured on cameras and allow law enforcement to make speedy apprehensions and/or arrests. Video cameras also provide law enforcement with the ability to view traffic flow and ascertain vital information to improve safety on our roadways. Many other municipalities have expressed their appreciation for the ability to view video of incidents that occur and it provides a transparency of the actual incident in question.</p>		
Expected start date	1-Jul-20	Expected completion date	30-Jun-21
Expected useful life of project/purchase (years)	5		

Financial Information

Estimated Total Project Cost	60,000	Quote from various vendors	
How was the project cost estimated?		None	
What other funding sources are available?		N/A	
What amount is available from other funding sources? Is the amount guaranteed? If not, what needs to be done to secure funding?		N/A	

Operating Impact

Estimated impact on Operating Budget (cost or savings resulting from new positions, reduced overtime, etc.)	\$7,000.00 in annual maintenance costs
How was operating impact calculated?	N/A

2020-2021 Capital Project Request

Department Number
Department Name

61 Police Department Project Ranking 10

Project Information

Project Name: Telestaff Upgrade
 Is this project included in the most recent 5-Year Capital Improvement Plan? Yes

Project Description

The department seeks to purchase the updated version of Telestaff that we currently use for our automated emergency scheduling and notification system.

Our current version of Telestaff is approaching end of life and support in September of 2020. This means that there are no longer any service packs and/or patches released to fix any bugs we run into, nor will be provided any support. Telestaff 2.92 is also not compatible with Windows 10, and we have had to implement unsupported fixes to make it functional. Workforce Telestaff (WFTS) has gone through a total software rewrite. It is an HTML5 application that is completely device-agnostic. This means we can access Telestaff on a phone, tablet or computer with total functionality, including administrative capability. It is also entirely browser-based (aka Internet Explorer, Google Chrome, etc.). From a security standpoint, WFTS is more secure with enhanced login protections and the ability to configure Single-Sign On. There are also many enhancements to the product including a multi-day roster view, assignment templates, workflows for denial/approval capabilities and more. Overtime positions are automatically assigned based on rules you configure. Employees are notified in entitlement order, and all employee overtime activity is tracked for auditing purposes. Scheduling and communication functionality is integrated in Workforce TeleStaff, which eliminates manual phone calls and expedites scheduling. The right employees are contacted in the right order, and all communications are automatically documented. TeleStaff finds and contacts employees by phone, text, email, and inter/intranet for quick scheduling and deployment. Vacant positions are automatically backfilled, and command post scheduling can be done via the web. Workforce TeleStaff also tracks hours related to emergency response and prepopulates its built-in FEMA reporting module.

Rationale & Justification-Why the Town should spend money on this project/purchase.
 (Why is the project necessary? What needs will be met by this project/purchase? How are these needs currently being addressed? What alternatives have been considered? Why is this the best option?)

Expected start date: 1-Jul-20
 Expected use/lie of project/purchase (years): 5
 Expected completion date: 30-Jun-21

Financial Information

Estimated Total Project Cost: 25,000
 How was the project cost estimated?
 Quote from vendor

What other funding sources are available?
 None
 What amount is available from other funding sources?
 N/A
 Is the amount guaranteed? If not, what needs to be done to secure funding?
 N/A

Operating Impact

Estimated impact on Operating Budget (cost or savings resulting from new positions, reduced overtime, etc.)
 None
 How was operating impact calculated?
 N/A