

The Old Saybrook Department of Police Services provides diverse traditional and non-traditional law enforcement services to our community, **twenty-four hours a day, seven days a week**. For the better part of each day, our Department is the only municipal government agency open to serve the citizens and visitors of our community.

Old Saybrook citizens and those who visit our community expect, demand, and deserve prompt, professional law enforcement services. Business owners and residents alike depend on the police department to create a safe and sound atmosphere. This atmosphere, preserved by the Department of Police Services, enhances the local economy by making our community attractive to new businesses, patrons, and tourists. Parents demand that their children live in a safe community where they are befriended by the police. This includes the delivery of proactive services to students and faculty within our public and parochial schools. Our senior population requires nontraditional programs that provide them with crime prevention tips, identity protection, and prompt response to a medical crisis with superior equipment and well-trained personnel. As a Police Agency we are proud to meet the challenges presented and partner with the Old Saybrook community each day.

The quality of life we enjoy in Old Saybrook begins with the safety and security of our community.

The Old Saybrook Department of Police Services is responsible for the operation and administration of the Town's Emergency Communications Center. The Center is staffed with trained, certified personnel that meet State mandates maintaining various State and National emergency communication certifications. The Emergency Communications Center is responsible for all emergency and non-emergency telephone, radio, and facsimile communications for Old Saybrook's law enforcement, fire services, emergency medical services, and emergency management agencies. In addition to these duties, the center is the only after-hours point of contact for municipal departments including those that assist our agency in emergencies such as the building department and regional public health department, the office of the fire marshal, the Office of the First Selectman, and the department of public works. Public Safety Dispatchers serve as the vital link between those who need help and those that can provide help. The services that are provided by the Emergency Communication Division are unparalleled in the area and are essential to the success of Old Saybrook's First Responder Community. In the past fiscal year the Center has received 30,292 calls and placed 12,498 phone calls. Out of the calls received in this period of time 4,649 were 911 calls. Additionally, our Public Safety Dispatchers serve as our vital records clerks, processing and transmitting paperwork to court, satisfying records requests, and ensuring vital, confidential records are properly safeguarded.

The Men and Women of the Department of Police Services are proud of our role as the community's Primary Medical First Responder. When a medical emergency occurs in Town, our Old Saybrook Police Officers are first to arrive with lifesaving knowledge, skills, and equipment. Police officers who are Emergency Medical Technicians are able to provide advanced care, administer lifesaving medication (including Epinephrine and Narcan), all within minutes from a call for help. This service placed a hazardous demand on our personnel over the past year as they responded to COVID-19 Positive patients in need of medical aid, placing their own health in jeopardy to perform lifesaving work. In the past year, we responded to 1,338 medical emergencies. We are proud to offer this level of service, which is unmatched in our area and enjoy working with the members of the Old Saybrook Ambulance Association.

In the Department's traditional law enforcement role, we continue to provide superior service. This past year, the Department logged 20,716 incidents. An "incident" is any type of call for service and/or self-initiated activity by a police officer, excluding motor vehicle law enforcement. As an example, an "incident" can be the direction of school traffic, responding to a burglar alarm, an actual burglary, providing emergency medical services, an accident investigation, a domestic violence matter, checking on the wellbeing of a prisoner, caring for a suicidal person, conducting a narcotics investigation, administrative matters, a parking complaint, performing a security check, and/or the investigation of a serious assault. There were 258 custodial arrests last year. (An individual involved in a custodial arrest is transported to the Police Department, processed in our detention facility and then either released on bond or transported to the Middletown Superior Court on the next available court date.) Out of the 258 custodial arrests last year, only 16 were of persons under the age of 18.

Law Enforcement services remain a very personal and private issue for those individuals involved. We remain discreet in the public reporting of matters to maintain as much privacy for crime victims that reside in our small community.

In addition to calls for services last year, Old Saybrook Police Officers conducted 1,763 motor vehicle stops. Of these stops, 624 drivers were given verbal warnings, 761 received written warnings, 187 were issued an Infraction and 112

were given a summons to appear in court for their motor vehicle violation. The remaining motor vehicle stops resulted in arrests for DUI (27), possession of illegal drugs, and/or the apprehension of a person on an outstanding warrant.

The dedicated members of the Animal Control Division continue to work tirelessly to ensure that domesticated animal's rights are protected, lost animals are reunited with their rightful owners, and great homes are found for those looking for a new family. All Animal Control Division Members are per diem employees, being compensated only when they are called to work. This fiscally efficient program requires the dedication of special employees. Each of who is dedicated to the welfare of domesticated animals and works in conjunction with our sworn law enforcement staff to complete sensitive investigations concerning the cruelty to animals and/or animal bites.

The Marine Patrol had a very busy and successful season. The pandemic seemed to have caused an increase of positive marine activity in Old Saybrook's waters. We continue to appreciate the support of the marine community and their positive voices encouraging the continuation of proactive patrols during the boating season. In addition to countless safety inspections, impromptu boating education "seminars", and emergency responses to vessels and/or persons in distress, a total of 45 vessels were stopped for various violations.

Giving Back....

Department members spent much time this past year volunteering to assist those in need. Our Shorts4Saybrook Campaign ended on September 30th, 2020. Police Officers donated \$5 per day to wear our summer uniform, consisting of a polo shirt and shorts. The police union then matched each officer's donation – dollar for dollar. Additionally, the community supported the Shorts4Saybrook Program by making donations. In total, the Department raised \$28,365.61 for Saybrook Cares. Saybrook Cares is a subcommittee of the Town's COVID-19 Long Term Recovery Taskforce. Funding was provided to applicants with financial hardships caused by COVID-19. It was our pleasure to partner with the Town and the CARES Subcommittee to provide much needed financial support to our community members.

COVID-19 did not stop the Department from conducting its' annual events that our residents have come accustomed to and rely on for assistance. Our annual "Give the Cops the Bird" campaign yielded much success once again. Department Members collected more than 700 turkeys and over 3,000 lbs of food that provided Old Saybrook Families in need with all the fixings for both a Thanksgiving and Christmas Dinner. This year, care bins were made for each family in need and were handed out through an efficient drive through process at the police department. Remaining turkeys were donated to similar charities around the State. The Department thanks Youth and Family Services, Stop and Shop, and the Connecticut Food Bank for their support with this important community service project. The Holiday Season was also negatively impacted by COVID-19, almost causing the collection of new toys to be postponed. However, the members of OSPD would simply not permit the cancellation of this important event for our community's youth! Instead, we used the police department to collect, sort, store, and then deliver new unwrapped toys for our annual "Make a Child's Wish Come True" Campaign. Once again partnering with Youth and Family Services, the collected toys, games, books, and stuffed animals were distributed to those in need at the police department. This year families were able to get a free live tree from Walmart, wrapping paper, and a big hello from Santa himself!

We are appreciative of the generosity of all citizens who make these community give back campaigns an enormous success! The Department is very thankful for those employees who gave their own time to participate in these valuable and necessary community events. Everyone's efforts have made a true positive impact on the lives of our citizens in need and demonstrate the Department's bond with the community.

COVID-19.....

The Department continued its proactive response to the COVID-19 Public Health Pandemic that begin in March 2020. Chief Spera continued to serve as the Incident Commander for Old Saybrook's response and recovery activities related to the public health pandemic throughout the entire fiscal year. Indisputably, the Department's most significant contribution to the health and welfare of Old Saybrook's citizens this past year was the management of the Town of Old Saybrook COVID-19 Vaccination Clinic. Formally opening in January of 2021, The Old Saybrook Drive Through Vaccine Clinic was operated and managed by the Old Saybrook Department of Police Services. This

extremely efficient operation became the model to which all other mass vaccination clinics in the State of Connecticut were created.

How it all worked....

The Old Saybrook Police Department was responsible for the overall planning, management, and execution of the vaccination clinic. Thirty-nine (39) temporary, per diem disaster employees including licensed nurses, a licensed paramedic, emergency medical technicians, and other support positions were hired by the police department to staff the clinic. Additionally, existing full and part time police department employees staffed and supported the clinic. These dedicated employees served throughout the clinic's operation, staffing required positions to meet the public's demands. They worked through rain, sleet, snow, frigid temperatures, and clouds of yellow pollen to make sure that everyone who desired a vaccine received one. *(Temporary, per diem disaster employees are used during emergency operations to provide emergency protective measures while causing no long-term employment liabilities for the Town of Old Saybrook.)*

The Connecticut River Area Health District (CRAHD) under the leadership of Director Scott Martinson, was responsible for vaccine allocation (ordering, inventory, and storage), obtaining required medical authorization, the scheduling of vaccinators, and data management using the vaccine administering management system (VAMS). CRAHD's Public Health Nurse Sherry Carlson played an integral part in the vaccination clinic's leadership team, serving in the prominent leadership position of vaccine/vaccination coordinator. The Department applauds them for their efforts, leadership, and commitment to public health.

The Old Saybrook Office of Emergency Management provided assets and assisted in the coordination of obtaining additional supplies required to make the vaccination clinic a success. The Old Saybrook Public School District served as a gracious host allowing us to install an office trailer, a large tent, and other support items at the Old Saybrook Middle School. We thank Superintendent Jan Perruccio and Director of Operations Facilities, and Finance Julie Pendleton for their leadership, support, and very accommodating collaborative spirit. (It's not easy being the landlord of a drive through vaccination clinic!)

At the onset of the clinic, it became apparent that the federal and state system to register persons to receive a vaccination was not user friendly and created technical obstacles for those who were in the most need to receive the first available vaccinations. Old Saybrook Police Officers went door to door at our elderly housing complex to personally sign people up to receive the vaccine. School district employees communicated with ESL families to ensure they understood the resources available to them. Additionally, throughout, the clinic's operation various Old Saybrook specific registration systems were established to ease the experience and aide people with registering to receive a vaccine. This was done through a live email and phone-based help desk, creating our own websites, and purchasing/administrating private scheduling software. Our goal was to make the registration process as easy and user friendly as possible. Public Safety Dispatchers Dan Adams and Andrea Gosselin coordinated these efforts assisting thousands in making their vaccination appointments.

During its operation, the vaccination clinic provided the Moderna, Johnson & Johnson, and Pfizer vaccines to the public. Several events were held to encourage those who were hesitant to receive the vaccine, to get vaccinated. These included unscheduled appointment days, the ability to choose the vaccine, breakfast sandwiches, hamburgers, hot dogs, and of course ice cream served out of our very own ice cream truck! Before departing our clinic, those recently vaccinated received a "vaccinated" sticker and a lollypop. Many were presented these items by the clinic's star volunteer Selectman Scott Giegerich. Selectman Giegerich donated hundreds of hours and became a very positive fixture at our clinics. We thank him for his work.

By the end of June, when the clinic closed, more than twenty-seven thousand (27,000) vaccinations were administered.

The Chief and his team are now in the process of filing for reimbursement from the Federal Emergency Management Agency's Public Assistance Program.

Department Milestones

In July of 2020, following a lengthy promotional process, the Police Commission promoted Patrolman Solomon Hardy to the position of Patrol Sergeant. Sergeant Hardy is the first black Patrol Sergeant in the history of the Department of Police Services. The Commission also promoted Lieutenant Jeffrey M. DePerry to the rank of Captain. He is the second Captain in the history of the Department and serves as the Chief's Second in Command. Finally, the Commission awarded Chief Michael A. Spera a third star to his rank insignia, making him the first three-star Chief of Police in the Department history.

In August of 2020, the Old Saybrook Police Commission approved the Chief's fleet replacement plan. The plan called for the financed purchase of ten (10) police package Chevrolet Tahoes. Boards of Selectmen and Finance also approved the plan. This is the third time that the Town has approved such a project. The replacement program has yielded much success over the past nine years reducing and flat funding vehicle maintenance costs, flat funding capital funding for police vehicles, and most of all ensuring that our police officers have reliable and safe vehicles to perform their duties.

In December of 2020 the Police Commission approved a new Records Management and Computer Aided Dispatch System. The state vendor NexGen was awarded the project under its current state contract. Work began immediately on the complex project. First steps of data migration are expected to be completed in Fall of 2021 with the system operational by the end of 2021. The last time the Department updated its records management system was in 1999.

In April of 2021 the Police Commission promoted Patrolman Mark Micowski to the position of Patrol Sergeant. Also in April Chief Spera appointed Detective Eric Williams to the position of Detective First Class, Patrolman Tyler Schulz to the special assignment position of K-9 Coordinator, and Patrolman Amanda Tourjee to the special assignment position of Community Policing Officer. Finally, for the first time in the Department history, two civilian employees were assigned supervisory positions. Public Safety Dispatcher Dan Adams was appointed Dispatch Supervisor and Public Safety Dispatcher Andrea Gosselin was appointed Records Supervisor.

In May of 2021 a report on sworn employee turnover was created and presented to the Police Commission at their and the Board of Selectmen's request. The report highlighted the long-standing national issues of recruitment and retention facing the law enforcement profession. It also identified the need for increased benefits to both retain and attract new employees. Both the Police Commission and the Board of Selectmen endorsed one of the report's recommendations and longstanding practice to compensate tenured police officers desiring to serve in Old Saybrook commensurate with their experience in accordance with the police union's collective bargaining agreement. The recommendation and endorsement were founded on the principle of attracting already certified personnel to fill vacancies rather than hire noncertified personnel that would have to be trained. This process drastically reduces costs and enhances the police operation.

Finally, the Department was honored to partner with the Public School District to strategize and execute plans to provide the Graduating Class of 2021 the best possible graduation experience in the strangest of times. This included credentialing graduation attendees and assisting with seating. We were also proud to organize and lead a Graduation Parade for the Class of 2021 so they could be celebrated by the community. Old Saybrook's community members lined the streets with signs, banners, and noise makers cheering our graduates on! Another example of how truly awesome the Old Saybrook Community is and how much we all support our RAMS!

The Department is proud of our Police Officers, Public Safety Dispatchers, and Support Employees for their professionalism, dedication, and superior service to the citizens and visitors of the Town of Old Saybrook. We will continue to work hard every day, not only providing traditional and nontraditional law enforcement services, but to maintain, enhance, and earn our positive relationship with those we serve based on a foundation of trust, service, transparency, and compassion.

As always, the Department of Police Services wishes to thank our fellow public safety agencies, municipal government departments, the public school district, and regional and state partners. Without their assistance and collaborative efforts, it would be difficult to deliver superior services.

Michael A. Spera, Chief of Police

TO BE WHERE EVER POLICE SALARIES ARE LISTED

On the next page is a list of Police Department Personnel and the compensation they received for services provided during the fiscal year. All full time certified police officers and dispatchers earn an annual salary. This is listed as “base salary.” Also listed in the “base salary” category are the educational, longevity, professional development, K-9 feeding/grooming and vacation cash out payments earned by an employee.

In addition to their regular schedules, officers are required to work above and beyond their forty (40) hour work week and therefore, earn additional compensation. This additional compensation includes the backfilling of vacation and sick days; maintaining minimum manpower on all shifts; staffing community events; responding to critical incidents that require more personnel resources than the on duty patrol shift offers, attending mandatory professional development, and working on investigations that take longer than the normal eight (8) hour work day. This category also includes monies earned when working Marine Patrol. Salary and the majority of “additional compensation” come from the Department’s Operating Budget (tax dollars). Some monies included in “additional compensation” are funded by State and Federal Grants such as DUI Checkpoints and Click It or Ticket initiatives.

The final category is compensation received from private duty jobs. “Private duty” is when a contractor hires a police officer to police a private social or business event for security reasons or a construction company hires a police officer to direct traffic at a construction site. When officers work these events, they do so on their time off, and thus earn additional compensation. The compensation earned comes directly from the individual or company that chose to hire the police officer (non-tax dollars). In addition to invoicing the private person/company for the police officer’s compensation and FICA, the Town also assesses a fee for the police vehicle that is used as well as for administrative processing. These funds are managed through an off budget account overseen by the Town Treasurer.

PLEASE ADD a COVID-19 Column.

“The COVID-19 column represents compensation earned while performing tasks related to the public health pandemic. Monies in this category are expected to be reimbursed by the federal government.”