



ANNUAL REPORT

2019

EAST HAVEN POLICE DEPARTMENT

471 North High Street, East Haven, Connecticut
www.easthavenpolice.com





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TOWN OVERVIEW

The Town of East Haven is a shoreline community located in New Haven County on the east side of the New Haven Harbor – Long Island Sound bordering New Haven, North Haven, North Branford and Branford.

Adopted in 1969, the Town of East Haven has a Mayor-Council form of municipal government in which the Mayor of East Haven is elected by its voters every two (2) years. Under the present form of government, the Mayor is the chief executive officer of the Town of East Haven. In addition to the Mayor, there are also fifteen (15) council members who are elected at-large every two (2) years.



The Town of East Haven has an active Police Department and a Fire Department that are available to members of the community 24-hours a day. The Town of East Haven also has several schools throughout its districts that serve Kindergarten through 12th Grade. The schools include Deer Run School, the East Haven Academy, Ferrara School, Momauguin School, Tuttle School, Joseph Melillo Middle School, and the East Haven High School.

According to the Connecticut Economic Resource Center Town Profile of 2019, the Town of East Haven's land area consists of 12 square miles with a population size (2013-2017) of 29,006; the population per square mile is 2,358. The population consists of the following race/ethnic elements: White/Caucasian (77% of the population), Hispanic/Latino (14.6% of the population), Asian (4.4% of the population), Black/African American (2.3% of the population), Other/Multi-Race (1.5% of the population), and Native American (0.2% of the population).



In further accordance with the Connecticut Economic Resource Center Town Profile of 2019 (<https://s3-us-west-2.amazonaws.com/cerc-pdfs/2019/east-haven-2019.pdf>) the median age (2013-2017) of the residents of the Town of East Haven is 43 years old and the median household income is \$63,051.00. In addition, the Town's major employers are Home Depot, Town Fair Tire, Stop & Shop, ShopRite, and the Town of East Haven.

HISTORY OF THE EAST HAVEN POLICE DEPARTMENT

The East Haven Police Department (EHPD) was established in 1925 during the tenure of First Selectman Robert H. Gerrish, and the first Chief of Police was Hugh Farrell. The Police Department was originally located at the Town of East Haven's Town Hall, but was later moved to its current location at 471 North High Street when the new building was completed in 1974.

The current patch worn by EHPD officers has a depiction of the Old Stone Church, of which according to published records was completed in 1774. Originally, the EHPD officer's patch had a State emblem with the municipality's name. At some point during Chief Pascarella's tenure (1965-1993), the patch was changed from a standard State patch to a drawing of the Old Stone Church. The Old Stone Church is one of the most recognized landmarks in the Town of East Haven.



In 1993, the newly appointed Chief of Police James Criscuolo requested that a new patch be designed in the style similar to that of the New York City Police Department (NYPD). The patch changed shape and a new depiction of the Old Stone Church was penned by Sergeant Ed Peterson (Retired), completing the redesign.

Currently, there are over 50 sworn officers and also civilian staff that comprise the Police Department.



CHIEF'S ADDRESS

Chief Edward R. Lennon, Jr.

It is my sincere distinction to present the East Haven Police Department (EHPD) Annual Report for 2019. I am honored and proud to serve the Town of East Haven with the many sworn and civilian members of the EHPD. Our dedicated, committed, and professional employees have worked tirelessly over the last year to provide the best policing services to the East Haven community and visitors to the Town of East Haven.

The Department was extremely active during 2019, responding to 28,241 calls for service. This is a very nominal decrease (-1.38%) in calls for service from the previous year, however, it is an overall increase in calls for service over the last ten (10) years of 44 percent (%). While increasing in calls for service by over 44%, the Department still maintains the same staffing complement of sworn personnel, without a reduction in services provided to our community.

We continue to use our community-based outreach programs to help us reduce crime. Overall, there were no major increases or decreases in crime over the last year.

Our most notable community engagement endeavors for 2019 include our School Liaison Program, High School Cadet Program, College Internship Program, Cooperative Agreement with the HOPE Domestic Violence Family Justice Center, the East Haven Police Athletic League (EHPAL), Coffee with a Cop, and countless other spontaneous outreach events while officers are on patrol. In addition, the Department plans to hold its 3rd Citizens Police Academy (Fall 2020) and intends to participate in the “National Night Out” events in 2020 to further engage with the community. The Department will also continue to maintain a presence by utilizing our two community substations located at the Town Beach and in the lobby of the East Farm Village apartment complex on Messina Drive.

Beginning in 2018 until present, the EHPD has been working collaboratively with the East Haven Fire Department (EHFD) and the East Haven Board of Education (EHBOE) to improve the safety of our schools. The target goal is to have an updated safety plan with all EHBOE employees and teachers; and most importantly, have students educated and trained before the beginning of the 2020-2021 school year. The project includes implementing the ALICE™ (Alert Lockdown Inform Counter Evacuate) approach to school safety preparedness. In 2019, key instructors and trainers from the EHPD, EHFD, and EHBOE attended ALICE™ train-the-trainer classes in order to prepare to redeliver the program to all police personnel, fire personnel, teachers, students, and other EHBOE employees.

The Department is steadfast in ensuring we have all options available to offer the best level of preparation and protection for our community's most precious assets – our children. Furthermore, the EHPD will also provide guidance to any business, organization, or house of worship that wants to learn the ALICE™ approach to preparedness.

The Department has also maintained a consistent level in addressing quality of life issues throughout the community. Some of the quality of life issues we have prioritized include traffic violations and enforcement, parking issues in the beach area, and addressing the serious opioid epidemic.

We have been able to address various traffic issues through both education and enforcement. Although the Department does not have a dedicated officer or group of officers that specifically focus on traffic offenses, our patrol officers have been committed to tackling these issues as part of their routine patrol efforts. We have also been able to conduct electronic speed surveys of specific areas through the use of speed sign technology which works by informing traveling motorists of their speed by displaying it on a screen while also allowing for the Department to conduct accurate traffic flow studies. This allows us to better deploy our resources to address community traffic issues. An overview of our traffic enforcement efforts begins on page 11.

The Department continues to address parking issues throughout Town, and specifically, the area adjacent to and surrounding the Town beach from Memorial Day to Labor Day. The Department staffs the police substation during various times on Saturdays, Sundays, and holidays from late June until Labor Day. One of the primary responsibilities of that officer is to check the areas adjacent to the beach for parking violations. We have received many comments and concerns from residents about the parking issues that still occur in the beach area, and recommend that further legislative guidance be established to address these concerns. The Department is more than willing to participate in conversations regarding this matter.

Further, the Department continues to address issues regarding drugs and narcotics, specifically opioids. As part of an officer's regular patrol activities, they are able to combat street level users and dealers of drugs. We are also able to conduct large scale investigations with the assistance of partner agencies. Currently, the Department partners with and has personnel assigned to the Federal Bureau of Investigation's (FBI) Safe Streets/Violent Crimes Task Force and the Drug Enforcement Administration (DEA) Task Force. Both task forces provide high level investigative assistance to the Department regarding large cases involving drugs, guns, and violent crimes. However, this does not completely allow the Department to address the low-level quality of life issues to the level we would like for the community. In the future, we will look to evaluate staffing in order to better address this issue.

Besides enforcement, the Department works with prevention and public health organizations such as the East Shore District Health Department (ESDHD), the Connecticut State Department of Public Health (DPH) and the Connecticut State Department of Mental Health and Addiction Services (DMHAS). We believe that partnerships with these organizations may aid us in being proactive and focusing on solving addiction and other serious threats to public health before they become more serious epidemics.

In 2019, the EHPD, EHFD, and East Haven Public Safety Communications Center (EHPSCC) began a two phase \$1.6 million dollar upgrade to the Town's overall emergency radio system. The project was broken up into two equal phases of \$800,000 each. The upgrade, once completed, will ensure that the Town's overall emergency communications are capable of handling major incidents and crises. The upgrade project included updating our old analog system to a P25 digital simulcast system that significantly improves operability and communications in known radio dead spots, greatly improving officer and firefighter safety. In late December 2019, most of the Phase I upgrade was completed. Parts of Phase II are already in the process of being engineered for an anticipated completion in the summer of 2020.

In 2019, the Department continued to equip our officers with adequate equipment to provide the best services to our community. We continued purchasing patrol rifles, protective vests, helmets, tourniquets, and other safety equipment. This is to further support the Department's ability to respond to active shooter incidents as part of the cooperative integration of the ALICE program with the BOE and the EHFD. The Department also continues to issue body worn cameras to all sworn personnel, which has been one of the most invaluable assets the Department has ever purchased. The body worn camera contract is due to expire in March 2021 and a subsequent proposed agreement will be presented to the Town in the latter half of 2020.

The Department continues to meet and exceed the minimum requirements set forth by the CT Police Officer Standards and Training Council (CT POSTC) requirements. Since 2012, the Department has established training squads so that both sworn and non-sworn personnel can attend training without having a dramatic impact on scheduling. It has also allowed the Department to reduce or spread out the cost of training throughout the year. The full breakdown of training is outlined beginning on page 16.

In 2019, the Department achieved Commission on Accreditation of Law Enforcement Agencies (CALEA™) accreditation for the first time in the Department's history. This was a tremendous feat for the entire Department. It shows the commitment of the men and women that since 2012, we were able to rebuild the Department from a distressed state of affairs to a progressive agency. Approximately 5%

of agencies in the United States and 20% of agencies in Connecticut are accredited. We joined our neighboring communities of North Haven, Guilford, and Madison who were already accredited. By attaining CALEA™ accreditation, the Department and Town are able to attest to the community that we meet or exceed national standards for progressive constitutional policing practices. This also provides a blueprint to the Department to establish policies and protocols that help to increase community advocacy, the ability to provide objective evidence for other government agencies, stronger defense against civil lawsuits, reduced risk and liability exposure, and greater accountability within our agency. Lastly, by obtaining CALEA™ accreditation, the EHPD is exempt from compliance with the audit requirements of CT Public Act # 18-161 and CT POST General Notice # 18-05.

As a result of retirements and promotions, several vacancies opened up at the end of 2019. Due to civil service testing process completion timelines, most hiring and promotions took place in January 2020. The exception to this, is that in September 2019, a new Deputy Chief of Police was promoted from the rank of lieutenant. This promotion created multiple supervisory vacancies. One vacancy was filled in October 2019 with the promotion of a detective to sergeant. At a minimum, the vacancies that are anticipated to be filled in 2020 are one (1) lieutenant, two (2) sergeants, two (2) detectives, and four (4) officers. The most difficult task in staffing the EHPD comes from hiring entry level candidates. The Department maintains strict hiring standards which results in a great number of applicants being rejected during the background investigation, polygraph exam, or psychological exam. The lack of quality police applicants is a nationwide problem. Despite this, the quality of applicants we do hire is outstanding. Currently, the EHPD has an operating strength of 57 sworn officers, however, only 54 sworn officers were funded in fiscal year 2019/2020. It is believed that the EHPD has not seen a personnel increase in more than thirty-five (35) years, however, records going back further do not exist. In fact, there have actually been cuts to funding positions when someone retires or gets promoted.

According to the Bureau of Justice Statistics in 2019, local enforcement agencies employ 2.17 sworn officers per 1,000 residents. Using this formula, the EHPD should be staffed with 62.27 officers based solely on Town population. However, this estimation does not take into account crime trends and other local criminal justice matters of concern.

By restoring positions and increasing staffing from fifty-four (54) to sixty-two (62) sworn personnel in 2020, the EHPD will have the ability to more adequately respond to all our calls for service while also providing other social and community services in response to the request for more involvement in the schools, directed traffic enforcement, beach/parking issues, and other quality of life issues. In addition, the increase also allows us to have the proper amount of supervision for these tasks. It should also be noted, that the EHPD has a less formal command structure, which is a deficiency that

needs to be corrected. Many of our smaller neighboring agencies have more command supervisors while serving an equal or smaller population. Lack of supervision was also one of the biggest deficiencies outlined by the U.S. Department of Justice as part of the investigation and Settlement Agreement (Consent Decree) the EHPD was previously under (2012 to 2017).

In the fiscal year 2020/2021 budget request, the EHPD would correct all of the command supervisory deficiencies, while also adding additional officers to serve as school resource officers (SRO) and to address the aforementioned quality of life issues.

From 1985 to 2019, the EHPD experienced a 144.30% increase in calls for service. However, over that same time period, the number of sworn personnel has remained the same. The EHPD has taken great strides to find ways to be more efficient through technology and other efforts, but the agency is at a point that additional personnel is required to keep up with the continuously increasing demands.

I hope you find this annual report informative and enlightening. I encourage you to visit our website at www.easthavenpolice.com and our social media pages on Facebook, Twitter, and Instagram for further details about the Department, our long-term plans and events, and to see the diligent work the men and women of the EHPD do daily.

“ The mission of the East Haven Police Department is to enforce the law and protect life and property by establishing proactive problem-solving partnerships with our citizens. ”

PATROL DIVISION

The EHPD Patrol Division is considered the back bone of the Department. In most cases, patrol officers are the ones who interact with the community in the initial stages of their need for law enforcement. This gives our officers the opportunity to demonstrate their knowledge, professionalism and compassion which hopefully gives community members a feeling of trust and willingness to have a working relationship with the Department as a whole.



The Patrol Division is responsible for patrolling within the boundaries of the Town of East Haven and protecting the Town's citizens, businesses and visitors.

The Patrol Division is divided into three (3) separate patrol shifts. Combined, the shifts consist of two (2) lieutenants, six (6) sergeants and thirty-three (33) officers. The Patrol Division members also have specialized skills or assignments to include school liaison officers and bicycle officers, as well as a Canine Unit.

Currently, the Department does not have any School Resource Officers, however, we have implemented the School Liaison Officer Program which consists of officers that are currently assigned to the day shift (0800-1600 hours). These officers are each assigned a school within the community to promote a strong relationship between the schools, the neighborhoods and the police. While assigned to the schools, officers become familiar with the students, administrators, faculty, and staff. The program increases officers' presence at schools, promoting open communication about issues of mutual concern or interest. Officers are required to make periodic appearances at the

schools during their normal course of patrol and be responsible for incidents which occur at their assigned school.

Bicycle officers are assigned primarily for special events such as the Town's annual Fireworks, Fall Festival and Road Race. However, during the summer months (late May to early September) officers are assigned to the beach area of Town. The bike officer is used to patrol the beach, splash pad area, Town parking area and surrounding streets. The amount of people visiting the beach tends to cause parking issues on several of the side streets in the area. The bike officer is also responsible for keeping these issues to a minimum and taking enforcement action when necessary.

Traffic Enforcement remains an important function of patrol to help make traveling within our jurisdiction as safe as possible. To assist with traffic enforcement, the Department uses hand held laser units to conduct speed enforcement and two (2) License Plate Readers mounted to patrol vehicles which assist in identifying vehicles that are unregistered, uninsured, stolen, used in crimes and possibly contain wanted or missing persons. A speed trailer is also used by the Department to remind operators of their speed and is capable of collecting data to determine best times and locations officers should conduct enforcement. The following types of data are collected by the speed trailer:

- Number of days of data
- Speed limit
- Average speed
- 50th percentile speed
- 85th percentile speed
- Pace speed
- Minimum speed
- Maximum speed
- Average volume of vehicles per day
- Total volume of vehicles

The gathering of this data assists the Department in assessing complaints of speeding in particular areas of concern and also helps us provide accurate quantifiable information when answering speeding complaints. Depending on funding, the Department would like to add a second speed trailer.

The Patrol Division made a total of 1,674 motor vehicles stops for the year 2019 compared to 1,818 for the year 2018. During this same year, there were a total of 445 accidents which was a slight decrease from 449 in 2018. Officers made a total of 56 DUI arrests in 2019 compared to 47 in 2018.

Increased staffing would potentially allow for the implementation of a School Resource Officer (SRO) Program. This program would free up officers for other duties as they would be responding less to calls for service in the schools as the SRO would handle such calls. With the current School Liaison Program there is the possibility of those officers leaving the program due to shift changes that occur every three months. The SRO would provide a more constant presence and

facilitate building stronger trusting relationships throughout the academic year between the students and the EHPD.

Patrol has also seen a slight decrease in the amount of domestic violence calls with a total a total of 397 calls for service for the year 2019 compared to 410 for the year 2018. Patrol will continue to provide safety plans, assist in putting victims in touch with Domestic Violence Advocates and other resources such as the Connecticut Coalition Against Domestic Violence (CCADV), the HOPE Family Justice Center of Greater New Haven and The Umbrella Center for Domestic Violence Services, both of which are subsidized through BHcare (our local mental health agency) with whom we have a longstanding partnership. Routine follow ups with victims will ensure their safety and help reduce reoccurrences.

DEPARTMENT FLEET VEHICLES

The EHPD fleet vehicles are assigned to the Patrol Division, Detective Division and Administrative Staff, and are outfitted appropriately for their designated usage.

Department personnel inspect departmental vehicles prior to use on a daily basis, and the Fleet Coordinator is notified of noticeable issues.

Service to the fleet vehicles is provided by the Town of East Haven's Public Works Department. Service include oil change, brake inspection and replacement, tire inspection and replacement, lube, and various other mechanical maintenances and repairs to ensure they operate safely.



The front-line vehicles, which are used by the Patrol Division on a 24-hour basis, are comprised of Dodge Chargers, Ford Taurus', and Ford Explorers. The average miles per month per front-line vehicle for 2019 was approximately 2,500 miles (approximately 30,000 miles per front-line vehicle annually).

DETECTIVE DIVISION

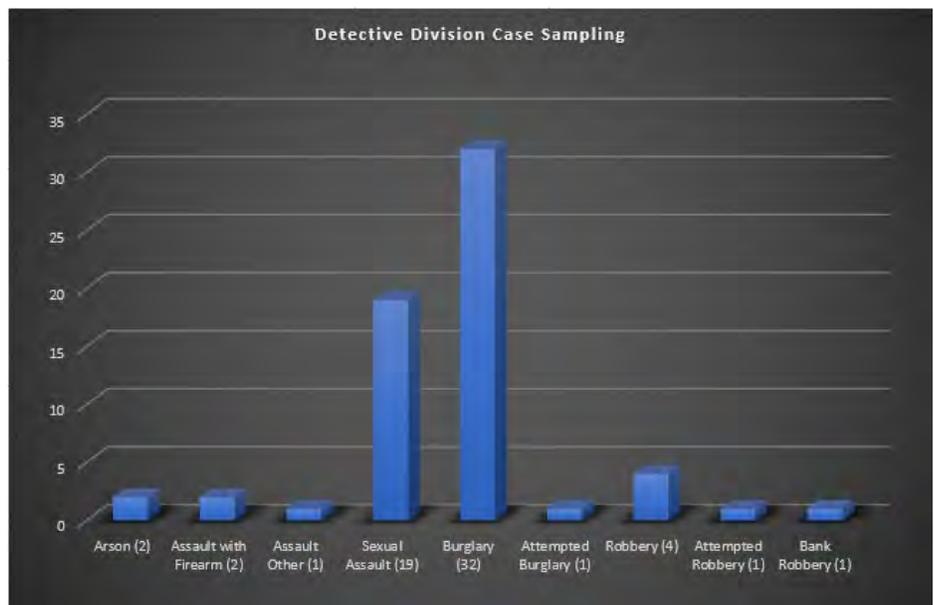
The Detective Division, commanded by a captain, is comprised of one (1) sergeant and six (6) detectives. Throughout 2019, the Detective Division was understaffed for extended periods of time due to one (1) long-term injury and one (1) recent sergeant promotion and subsequent reassignment to patrol.

The Detective Division is responsible for or assisting with criminal investigations regarding violent crimes, narcotics, burglaries, thefts, as well as other nonviolent crimes. The Detective Division is also responsible for processing crime scenes and the collection of evidence. They also conduct extensive background investigations for potential new hires for the Department, the East Haven Fire Department (EHFD) and the East Haven Public Safety Communication Center (EHPSCC).

Several detectives are certified instructors for the Department, members of the South Central Connecticut Traffic Unit (SCCTU), South Central Regional Special Weapons and Tactics Team (SCRSWAT) and members of the Department's Juvenile Review Board. One (1) detective is assigned to conduct domestic violence incident follow ups to ensure victims have all the services and resources needed to remain safe. These specialized assignments are above and beyond the responsibilities of the Detective Division.

The Detective Division also provides assistance to the Patrol Division when needed and takes great pride in mentoring our patrol officers, teaching them investigative techniques to enhance their skills, knowledge of the job and broaden their experience.

The Detective Division was involved in the investigations of two hundred one (201) major cases for the year 2019 that require more investigation than a patrol officer has available responding to calls. The chart is a small sampling of cases the Detective Division investigated.



JUVENILE REVIEW BOARD

The EHPD Juvenile Review Board ("JRB") is a community-based diversionary and prevention program designed as an alternative response to a crime or wrongdoings perpetrated by troubled, or in trouble, youth and serves to reduce youth involvement with the juvenile justice system.

The EHPD JRB accepts referrals from Juvenile Court, Police or School for delinquency or status offenses committed in the Town of East Haven. Youth referred to the Board must be under the age of 18, accept responsibility for their actions, have no previous court or police involvement and not have committed a felony. Also, a parent/legal guardian must agree to JRB participation and involvement. There are three ways that a youth can be referred to the Juvenile Review Board:

- A police officer may decide to divert someone rather than sending him/her to Juvenile Court
- The school can refer a student for consistent defiance of school rules, truancy, indecent or immoral conduct
- Parents can refer their child for being out of control

The EHPD JRB collaborates with the youth and their families to design a reparative action plan that emphasizes accountability, responsibility and repairing the harm done to people and relationships. The JRB plan consists of a combination of formal and informal responses to address the referral incident, as well as identifying the needs of youth and their families to recommend services and supports to increase skills for future success.

The JRB's recommendations may require that the youth offender perform a specified number of community service hours, work or make monetary restitution, attend individual or family counseling, submit to a psychiatric evaluation, participate in a drug/alcohol treatment program, apologize to the victim, do research and write a paper on a subject relevant to the incident, or anything else the JRB believes would be beneficial.

The Board consists of police personnel, school social workers and administrators, principals from the middle school and high school, clergy, juvenile probation, and a representative from the Town of East Haven Youth Services Bureau. Additionally, a juvenile prosecutor or a representative from DCF may participate in a case review when appropriate. This highly dedicated group of people, who represent a variety of disciplines, are able to assist and support youth and their families through difficult times.

The intent of this process is not punitive, but rather educational to strengthen competencies and knowledge of resources to reinforce the stepping stones of youth development and to deter future occurrences.

In 2019, the JRB oversaw seven (7) cases: Breach of Peace Charges (5), Marijuana Possession (1), and Motor Vehicle Charges (1).

Since its inception in 2013, the EHPD JRB has sustained a 90% success rate and reduced repeat offenses.

TRAINING DIVISION

In 2019, the East Haven Police Department (EHPD) has continued to provide training to officers that exceed the requirements of the Connecticut Police Officer Standards and Training Council (CT POST). In addition to providing training to all sworn personnel, the EHPD also provides training to our civilian staff which relates to their role or assignment at the EHPD.



The EHPD strives to develop and train its officers with the most competent, current, and high-quality training available to the law enforcement community. This commitment will aid the EHPD in better serving the community and the employees of the agency. In addition, it also helps the EHPD to develop an open relationship amongst all ranks, positions, and roles so that all personnel know and can take a personal stake in meeting the training goals of the EHPD.

In addition to the training required by CT POST, the EHPD elects to send individual officers or groups of officers to training in several other areas. The training that EHPD officers received in 2019 is listed below:

- Accident Reconstruction
- Advanced Crash Investigation
- Advanced Impaired Driving
- ALICE™ Train-the-Trainer Training
- Basic Crash Investigation
- Breath Alcohol Recertification
- CALEA™ Conference
- Car Seat Installation Certification
- COLLECT Training
- Collecting Advertiser ID Evidence in Criminal Investigations
- Connecticut Regional Public Information Officer Conference
- Criminal Law Update
- Crisis Intervention Team Training
- Crisis Negotiation
- Cultural Diversity
- Digital Video Retrieval Training and Triage Toolkit
- Domestic Violence and Sexual Violence
- Domestic Violence Investigation
- Event Data Recorder
- Firearms
- Firearms Instructor Certification Class
- Firearms Qualification
- First Amendment Conference
- First Line Supervision
- FTO Certification
- Government Workplace Searches Webinar
- Honor Guard Training
- Human Trafficking
- Implicit Bias
- iNPUT ACE™ Training
- John M. Bailey Seminar
- Juvenile Law Update
- K9 In-Service Training
- Laser/Radar Certification
- Legal Update
- LOCKUP™ Arrest and Control Recertification
- Mental Health Issues
- Narcotics Operations Undercover Operators Edition

- Nutrition
- Policy and Procedures Update
- Rape Crisis
- Regional Active Aggressor/Shooter Response Training
- Response to Crimes in Progress
- Social Media and Open Source Investigations
- South Central Regional Special Weapons and Tactics (SCR-SWAT)
- Street Gangs in Narcotics Investigations
- Taser™ Recertification/Certification
- Tweed Airport Mock Incident Response Training
- UCONN Crash Conference
- Use of Force Summit

High liability classes include training on firearms, defensive tactics, Conducted Electrical Weapon (CEW) (TASER™) use, use of force, etc. Conducting smaller classes for these high liability training sessions allows for better instructor/student interaction and helps to ensure that students are understanding and retaining the training they are receiving.

The training needs of the EHPD and of individual officers are continually reassessed and regular communication between supervisors and the Training Division helps identify future training opportunities and determine which officers made need additional training in a specific area. The Training Division is also constantly adapting to include all legislative updates which have a direct impact on the Department and its daily operations. During 2019, the most significant update was in regards to motor vehicle pursuits. Due to the high liability of motor vehicle pursuits, all personnel were trained on the new Public Act.

One such step focuses on the initial training recruits receive after graduating the Academy. Before beginning field training with a Field Training Officer (FTO), they are required to complete several days of administrative training with special emphasis on policies and procedures. High liability policies are discussed in depth and are signed off on through the use of PowerDMS. Legal review training is conducted annually Department-wide and proves to be thought-provoking and valuable to a Department guided by progressive modern policing strategies.

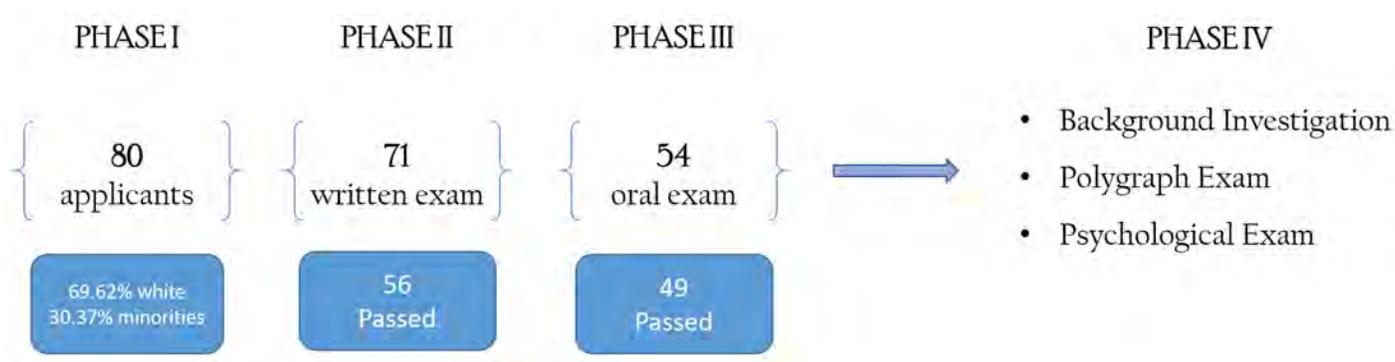
In conclusion, the EHPD recognizes that in order to achieve these goals, highly competent, effective, and pertinent training must be offered to employees, both sworn and non-sworn of all ranks. By using training to improve the abilities and skills of all employees, the EHPD will reduce liability to the Town and offer better police services to the community we are sworn to protect.

Recruitment

In 2019, the EHPD was involved in several initiatives to attract a greater number of qualified, diverse candidates. In April 2019, officers of the EHPD attended a job fair at Albertus Magnus College, speaking with several interested college students and fielding questions about the application process.

The East Haven Civil Service Commission advertised for the position of entry level Police Officer and the EHPD used various outlets to advertise and reach out to community members in an effort to attract the greatest number of quality candidates possible. This included advertisement in the local media and the Department’s Facebook page.

In addition, for the first time in the Departments history, a recruitment video was filmed. Similar recruitment videos have been created by larger police departments across the nation. The Department saw an excellent response considering the application was only available to apply within a 3-week window in comparison to a typical time frame of 60-90 days. Through the use of Facebook analytics, we learned that EHPD’s recruitment video reached thousands of people, with a reach spanning the country from Connecticut to California and many states in between. Furthermore, we were able to determine our target audience which will assist us with future community engagement and recruitment efforts. The results of the most recent hiring process are as follows:



When analyzing all the applicants that chose to report a racial/ethnic background, it was discovered that 69.62% of candidates were White (Non-Hispanic) and 30.37% were minorities. The 30.37% of minority applicants is well above the 2010 East Haven Population Census data which shows 25.5% of East Haven residents who identify themselves as a minority race or ethnicity. This shows that the East Haven Police Department is receiving a more diverse applicant pool than is reflected in the East Haven community.

As there were no patrol officer vacancies, the EHPD did not hire an entry level or certified police officer in 2019. Due to several anticipated promotions in January 2020, an aggressive timeline for a recruitment plan was formulated to recruit and vet entry level officer candidates for a Police Academy that began in January 2020.

RECORDS DIVISION

In 2019, the Records Division was staffed by two (2) full-time civilian clerks and one (1) part-time civilian clerk. This unit is primarily responsible for maintaining the majority of the Department's records and providing reports, and other requested documents to the public in accordance with Connecticut's Freedom of Information Act (CT FOIA), as well as providing documents to court. The Records Division is also responsible for processing the initial steps for pistol permit applications and files firearms transfer records, processes court subpoenas, COLLECT/NCIC Validations, and collects fees for various permits and parking fines.



Summary of Records Unit Activity – 2019

Revenue



\$33,318

SPECIALTY UNITS

CANINE UNIT

The Canine Unit is an invaluable tool that is used in the assistance of apprehending suspects, locating missing persons, crowd control, locating hidden narcotics, evidence location, and community relations. In 2019, K-9 Ace was used thirty-seven (37) times; however, this was much less than the seventy-two (72) in 2018. The annual statistics comparison follows – 2019 / 2018:



2019 / 2018



K-9 teams from left, Officer Kevin McGuire and K-9 Ace, Officer Danny Palma and K-9 Enzo, and Officer Fred Sego and K-9 Mack



Photo: Mark Zaretsky / Hearst Connecticut Media

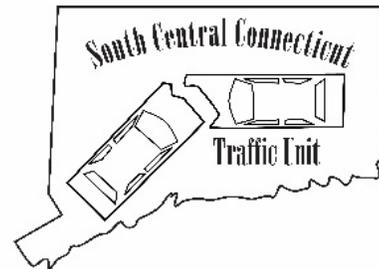
A long-term goal of the K-9 Program was to expand the unit to include additional K-9 teams. Having additional K-9 teams will assist in tracking dangerous criminals and will help to further address the opioid epidemic in East Haven. In early 2020, a second and third team were funded. K-9 Enzo and K-9 Mack, along with their handlers, completed K-9 Academy training in March 2020.

The Department has received overwhelming support for its K-9 Program and plans to pursue additional support through private donations and fundraising in 2020.

SOUTH CENTRAL CONNECTICUT TRAFFIC UNIT – ACCIDENT RECONSTRUCTION

The South Central Connecticut Traffic Unit (SCCTU) consists of police officers employed by the East Haven Police Department (EHPD), North Haven Police Department (NHPD), North Branford Police Department (NBPD), Branford Police Department (BPD), Madison Police Department (MPD) and the Guilford Police Department (GPD). The SCCTU operates under a police mutual assistance compact in accordance with C.G.S. §7-227a.

Officers assigned to the SCCTU receive advanced training to investigate serious injury and fatal motor vehicle collisions. These training classes include, but are not limited to, At-Scene Traffic Crash Investigation, Advanced Crash Investigation, Traffic Crash Reconstruction, Pedestrian/Bicycle Crash Investigation, Motorcycle Crash Investigation, and Driving Under the Influence (DUI) Enforcement.



The SCCTU utilizes many tools to investigate and document the scene of a serious injury or fatal motor vehicle crash. These tools include a digital camera and digital video camera, an LTI Impulse LR 200 Laser with a Mapstar Angle Encoder, a Bosch CDR Event Data Recorder Imager, a Nikon Total Station, and a FARO 3D Laser Scanner.

The FARO 3D Laser Scanner was purchased in 2015, and is still a cutting-edge piece of technology for creating a scale diagram of the scene of an incident. The 3D Laser Scanner and other items like it are quickly becoming the industry standard for traffic crash investigations. All of these tools are housed within the South Central Connecticut Police Services Crime Scene Vehicle, which is used as a mobile investigation office to investigate serious injury or fatal motor vehicle collisions and major crime scenes.

East Haven currently has six (6) officers that are trained to investigate serious injury or fatal motor vehicle collisions and are assigned to the SCCTU. In 2019, the SCCTU was utilized to investigate ten (10) total incidents, four (4) of which occurred within the Town of East Haven.

SOUTH CENTRAL REGIONAL SPECIAL WEAPONS AND TACTICS TEAM

The East Haven Police Department recognized that a mutual agreement with neighboring police departments allows for the sharing of specially trained officers and other law enforcement resources among jurisdictions that would normally be beyond the capability of an individual department acting independently. As a result, the Department is an active participant of the South Central Regional Special Weapons and Tactics Team (SCRSWAT).



The SCRSWAT is comprised of officers from the East Haven Police Department (EHPD), North Haven Police Department (NHPD), North Branford Police Department (NBPD), Branford Police Department (BPD), Guilford Police Department (GPD), and the Madison Police Department (MPD). The EHPD currently has five (5) officers assigned to the SCRSWAT, and they are required to train twice a month.

The team added two (2) new members in 2019: one (1) EHPD officer and one (1) NHPD officer. In 2019, the SCRSWAT team responded to two (2) activations, one (1) on a North Haven Search and Seizure Warrant, and one (1) mutual aid request to New Haven for a shooting. Additionally, the team was consulted four (4) additional times, however, the situations were resolved prior to team activation. The team has acquired new radios with encrypted functionality for operations, a DEMHS grant award of nine (9) night vision systems, and each team member has now been outfitted with a night vision targeting system mounted on each rifle.



AWARDS & RECOGNITION

Recommendations for Commendations submitted by supervisors are reviewed periodically throughout the year by the Awards Committee. Twenty-six (26) awards were conferred in 2019:

MEDAL OF MERIT

The Medal of Merit is awarded to a member of the Department who, in the line of duty, performs an outstanding act at personal hazard, not meeting the stringent requirements for the Medal of Honor. The Medal of Merit is awarded in cases involving an armed adversary.

Andino, Jonathan (DR 18-0244 / CN 18-30331)
Brochu, Justin (DR 18-0244 / CN 18-30331)
Coppola, William (DR 18-0067 / CN 18-6592)
Delgado, David (DR 18-0067 / CN 18-6592 and DR 18-0244 / CN 18-30331)
McGuire, Kevin (DR 18-0244 / CN 18-30331)

COMMENDATION MEDAL

The Commendation Medal is awarded to a member of the Department or to any other person, who contributes to an unusually effective police accomplishment.

Carangelo, Joseph (DR 18-0074 / CN 18-7573)
Michalowski, Ryan (DR 18-0072 / CN 18-2406)
Mulhern, Joseph (DR 18-0072 / CN 2406)
Rasile, Luke (DR 18-0072 / CN 2406)

UNIT CITATION MEDAL

The Unit Citation Medal is awarded to a group of officers acting in concert to accomplish a specific task, and whose efforts and accomplishment exceed the normal requirements of police service.

Anderson, Jason (DR 18-0180 / CN 18-13154)
Andino, Jonathan (DR 18-0251 / CN 18-31852)
Coppola, William (DR 18-0251 / CN 18-31852)
Delgado David (DR 18-0251 / CN 18-31852)
Fraenza, John (DR 18-0180 / CN 18-13154)
Juliano, Michael (DR 18-0251 / CN 18-31852)
Nguyen, Jimmy (DR 18-0251 / CN 18-31852)
Savo, Kyle (DR 18-0180 / CN 13154)

CHIEF'S LETTER OF RECOGNITION

A Letter of Recognition is awarded to a member of the Department, or to any other person, who contributes to effective police accomplishment which does not meet the requirement of a Commendation Medal.

K9 Ace (DR 18-0101 / CN 18-7866)
McGuire, Kevin (DR 18-0049 / CN 18-2796; DR 18-0046 / CN 18-3188; DR 18-0101 / CN 18-7866)
Palma, Donato (DR 18-0049 / CN 18-10025 and DR 18-0102 / CN 18-10025)
Peterson, Joseph (EHPSCC) (DR 18-0088 / CN 18-5391)
Savo, Kyle (DR 18-0046 / CN 18-3188)

Other Departmental Awards

Medal of Honor. The Medal of Honor is awarded to a member of the Department who, in the line of duty beyond the normal requirement, performs an exceptionally outstanding act at the risk of his/her life.

Purple Heart Medal. The Purple Heart Medal is awarded to a member of the Department who, in the line of duty, who sustains a major wound inflicted by an armed adversary.

Silver Medal. The Silver Medal is awarded to a member of the Department who has received ten commendations.

Bronze Medal. The Bronze Medal is awarded to a member of the Department who has received at least five commendations.

Dedicated Service Medal. The Dedicated Service Medal is awarded to a member of the Department who continuously and unselfishly devotes his/her energy to police service above the normal requirements.

EAST HAVEN ROTARY CLUB

Joseph Buonome Memorial Public Safety Award

Officer David Torello
(retired June 2019)

MOTHER'S AGAINST DRUNK DRIVING

Law Enforcement Recognition Award

Officer Kevin McGuire
(2020, 2019, 2017, 2016)

Officer Jonathan Trinh
(2020, 2019, 2018)

THE EAST HAVEN POLICE ATHLETIC LEAGUE

The East Haven Police Athletic League (EHPAL) is A 501-C 3 Non-Profit Organization overseen by the Chief of Police and an Executive Board comprised of Officers and members of the community.

The mission of EHPAL is to promote interaction between community members, especially young people, and East Haven police officers through recreational and educational activities. Building trust with area youth by participating in athletic and competition-based activities with the goals of instilling the core values of sportsmanship, self-discipline, and teamwork by providing a safe, recreational environment that promotes self-esteem, confidence and physical fitness for those who participate.



During 2019, EHPAL enrolled 12 East Haven youth into our martial arts and boxing programs with Mike Conroy's American Martial Arts. East Haven officers stopped in regularly to support those students and encourage their effort. EHPAL also sponsored our first "Biddy Basketball Team."

EHPAL also hosted a Halloween Costume Party and Movie Night where officers were able to check out some awesome costumes, share popcorn, and watch a "spooky" movie with youth from Town. During the Tree Lighting Celebration, EHPAL provided a craft station where children designed their own Christmas ornament with help from East Haven Police officers.

A recent bingo fundraiser was well-attended and a second bingo night is planned for summer 2020. Other upcoming events include a Sports Night and the East Haven Chamber of Commerce Wing Challenge with a percentage of the proceeds donated in support of our EHPAL Program.

APPENDIX

STATISTICAL DATA

USE OF FORCE

AND

MOTOR VEHICLE PURSUITS

It is the East Haven Police Department's (EHPD) highest priority to value and protect human life. The public authorizes the police to use force that is objectively reasonable for the protection of human life. As such, it is the policy of the Department for officers to use only the amount of force necessary to bring a person or incident under control in pursuit of this mission.

The Department maintains a motor vehicle pursuit and use of force policies and procedures, training, and review mechanisms that ensure force by officers is used in accordance with the rights, privileges, and immunities secured and protected by the United States Constitution and/or laws of the United States; and that any unreasonable uses of force are identified and responded to appropriately. These policies and procedures ensure officers use non-force techniques to effect compliance with police orders whenever feasible, use force only when strictly necessary, use force in a manner that avoids unnecessary injury to officers and civilians, and de-escalate the use of force at the earliest opportune time.

Members of the Department are expected to use only that degree of force that is objectively reasonable in making a lawful arrest, placing a person into protective custody, effectively bringing an incident under control, or preventing harm to or death(s) of others or themselves.

Officers who use more force than objectively reasonable to gain control of a subject or to prevent harm to another person shall be subject to severe discipline or discharge from the Department.

Use of Force Reporting Process

A use of force incident is defined as a situation involving one or more officers using force against one or more subjects in order to effect an arrest, place a person into protective custody, effectively bringing an incident under control, or preventing harm to or death(s) of others or themselves.

A use of force incident may require multiple officers to use different types of force during the incident (i.e., taser, non-compliant handcuffing).

Therefore, the responsibility of officers using, observing, or discovering a use of force that rises above "*de minimis*" force to notify their supervisor(s) of such reportable force as soon as possible. Officers involved in the use of reportable force shall document such force in a Use of Force Report that completely and accurately describes the use of force; officers are held strictly accountable for material omissions or inaccuracies in a Use of Force Report.

Supervisors review all uses of force except for those that are designated to be investigated by the Internal Affairs Officer. When appropriate, a supervisor will respond to the scene of a use of force

incident to assist in a thorough and complete review of the incident. Upon reviewing a use of force, the reviewing supervisor documents his/her findings in a Supervisory Force Review Report.

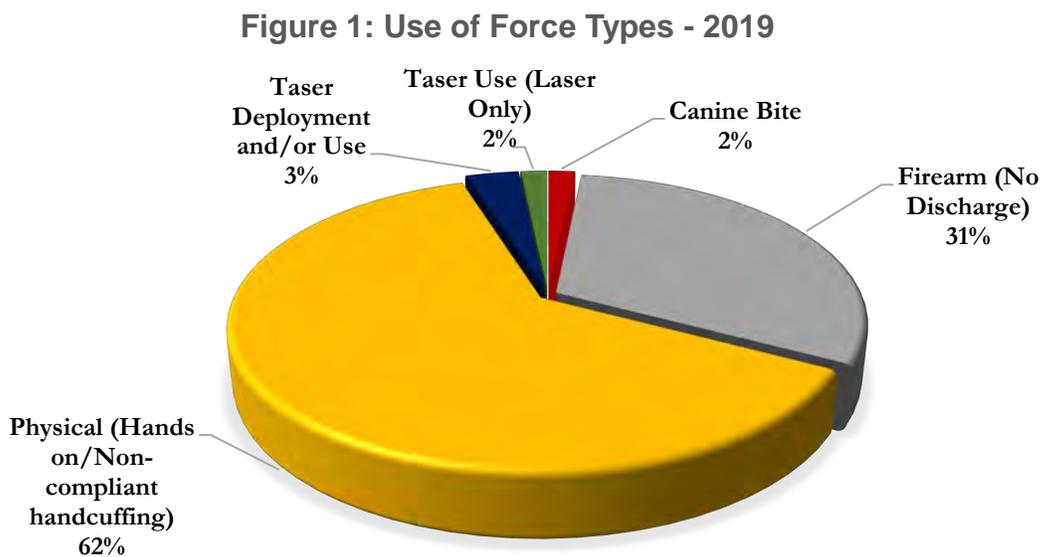
The appropriate Division Head reviews Supervisory Force Review Reports to ensure findings are supported by a preponderance of the evidence. If necessary, the Division Head may order additional investigation to ensure the completeness of the use of force review.

Use of Force Categories

- Baton
- Canine Bite
- Chemical Agent (Tear Gas)
- Firearm (Discharge)
- Firearm (No Discharge)
- O.C. Spray
- Other (i.e. Force stop of a motor vehicle)
- Physical (Hands-On/Non-compliant Handcuffing)
- Pursuit
- Taser Deployment and/or Use
- Taser Use (Laser Only)

Use of Force – 2019

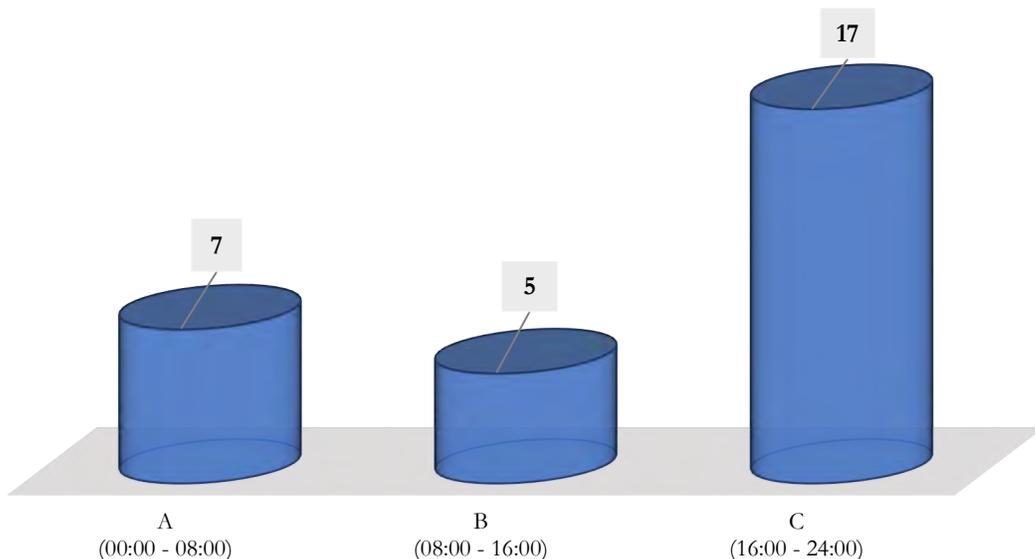
There were 29 incidents upon which one type or multiple types of force from the aforementioned categories were utilized. The total number of subjects to whom force was used against in the 29 incidents were 32, and the total number of officers involved amounted to 55. As depicted in Figure 1, various types of force were deployed during the 29 incidents and were found to be objectively reasonable.



As depicted in Figure 1, the highest percentage of force type used during 2019 was Physical (Hands-on/Non-compliant Handcuffing), which accounted for 62% of the overall types of force used by officers. Firearm (No Discharge) accounted for 31% of the overall types of force used by officers; Taser Use (Laser Only) amounted to 2%; Taser Deployment and/or Use accounted for 3% while the category of Canine Bite accounted for 2%.

The Department has officers assigned to three (3) shifts: Midnight Shift (A) 00:00 – 08:00, Day Shift (B) 08:00 – 16:00, and Evening Shift (C) 16:00 – 24:00. Figure 2, depicts the number of uses-of-force incidents per shift during 2019:

Figure 2: Number of Use of Force Incidents Per Shift - 2019



The highest number of incidents involving uses of force occurred on the Evening Shift with seventeen (17) incidents; the Midnight Shift had seven (7) incidents, and five (5) incidents occurred on the Day Shift.

Of the twenty-nine (29) use of force incidents, there were thirty-two (32) arrests and three (3) emergency/exam committals. A total of thirty-one (31) males and two (2) females were involved in these incidents.

There were a total of 1,034 arrests and 295 emergency committals overall for the Department.

Analysis – Patterns & Trends

The table below is a comparison of data collected from use of force incidents during 2018 and 2019:

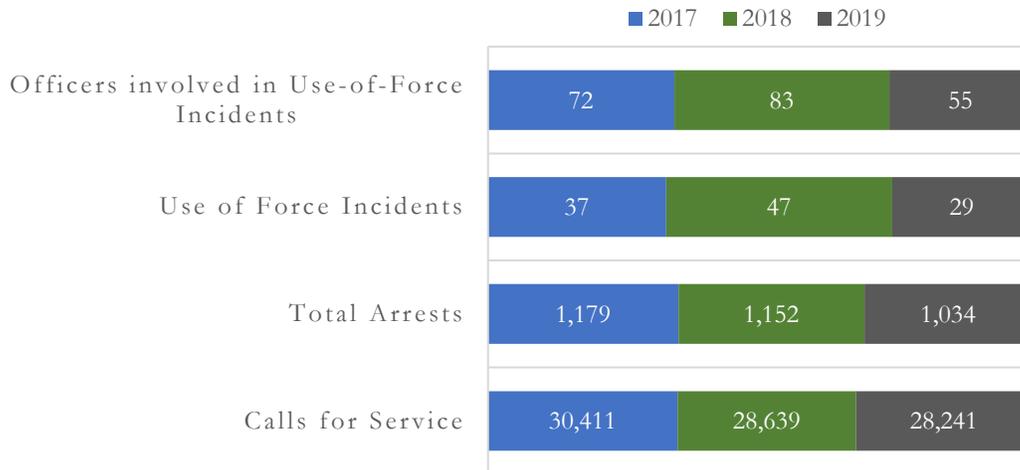
Description	2018	2019	Difference 2018 vs. 2019	Percentage Change 2018 vs. 2019
Calls for Service (Includes self-initiated activities)	28,639	28,241	-398	-1.39%
Total Arrests	1,152*	1,034	-119	-10.24%
Total Use of Force Incidents	47	29	-18	-38.30%
Total of Officers involved in Use of Force Incidents	83	55	-38	-33.73%

*The previous numbers of arrest as reflected in the 2018 Annual Use of Force Report was inaccurate due to a computer programming error which has since been rectified.

In 2019, there were no serious injuries to subjects and officers involved in the aforementioned uses of force; a total of four (4) officers sustained minor injuries. In comparison, two (2) officers sustained serious injuries in 2018 although there were no serious injuries to non-police persons.

When comparing the Use of Force to the CFS for 2019, officers used force less than 1% of the time during a CFS.

Figure 3: Use of Force: 2017 - 2019



The graph presents a comparison of data collected from use of force incidents during 2017 through 2019.

An analysis of the 2017 through the 2019 use of force data was conducted in order to identify possible trends and patterns over a 3-year period. In comparing these years, the bulk of the use of force incidents occurred between the hours of 1600 – 2400, which is the evening shift. The encounters resulting in uses of force stemmed mainly from various calls for service that were not self-initiated by officers. Furthermore, the majority of the use of force incidents involved white males, and the majority of all the subjects involved were between 16 years old and 36 years old. There were, however, no noticeable trends regarding injuries to both the subjects and/or officers.

In accordance with Policies and Procedures # 407 – Use of Force Review and Investigations, no officer was found to be in violation of the Department’s policy; therefore there was no requirement needed for any further training, equipment or policy modification.

The Department recognizes and treats each motor vehicle pursuit as a reviewable incident. Motor vehicle pursuit is defined as 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.

The decision to initiate a pursuit shall be based on the pursuing police officer's conclusion, along with the on-duty supervisor, 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.

Motor Vehicle Pursuit Reporting Process

Whenever a police officer engages or is involved in a pursuit, the police officer completes an Incident Report and a Use of Force Report describing the circumstances of the pursuit; officers are held strictly accountable for material omissions or inaccuracies in an Incident Report or Use of Force Report.

Supervisors review all uses of force including pursuits except for those that are designated to be investigated by the Internal Affairs Officer in accordance with Policies and Procedures # 407 – Force Investigations and Review. Upon reviewing a pursuit, the reviewing supervisor documents his/her findings in a Supervisory Force Review Report. As of January 1, 2019, supervisors must also complete a State of Connecticut Pursuit Tracking Form, which is then submitted to the State of Connecticut Department of Emergency Services and Public Protection.

The appropriate Division Head reviews Supervisory Force Review Reports to ensure findings are supported by a preponderance of the evidence. If necessary, the Division Head may order additional investigation to ensure the completeness of the pursuit/use of force review.

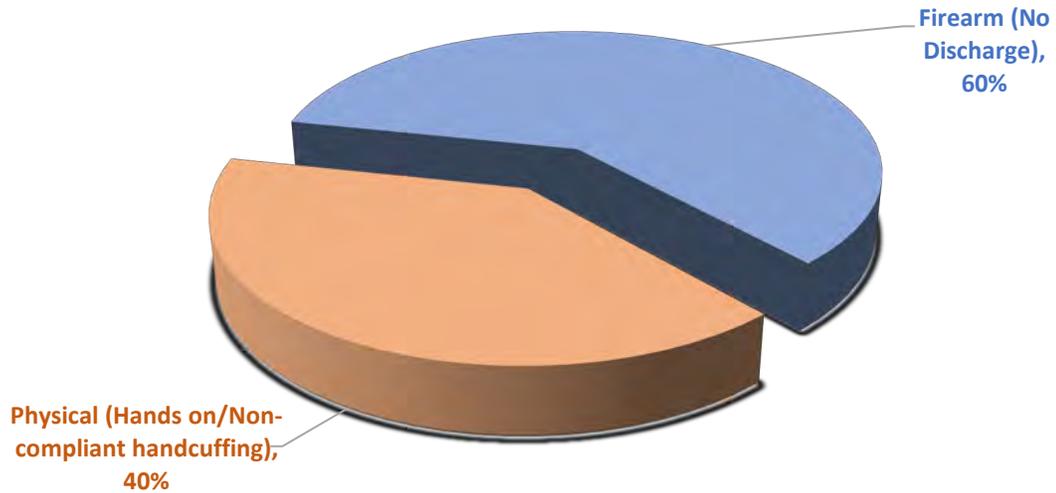
Motor Vehicle Pursuits – 2019

There were twenty-two (22) pursuits that involved thirty-two (32) officers. Of the twenty-two (22) pursuits, there were three (3) pursuits involving two (2) subjects in which additional uses of force were applied. The additional uses of force consisted of the following:

- Three (3) officers displayed their firearms during the two (2) incidents; this resulted in additional uses of force, which were categorized as Firearms (No Discharge).
- Two (2) officers used hands-on to control a resisting subject during one (1) of the incidents; this resulted in additional uses of force, which were categorized as Physical (Hands-on/Non-compliant Handcuffing).

Figure 4 depicts the percentage of the types of additional force used by members of the Department during two (2) of the twenty-two (22) pursuits in 2019.

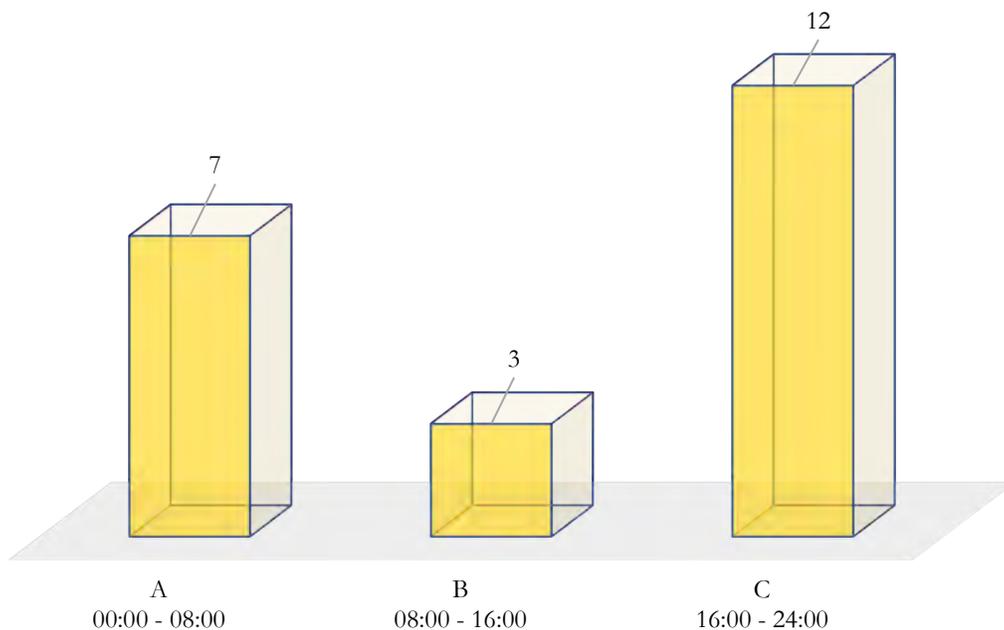
Figure 4: Types of Additional Uses of Force - 2019



As Figure 4 depicts, the highest percentage of additional force type used during those two (2) pursuits was Firearm (No Discharge), which accounted for 60% of the additional uses of force; Physical (Hands-on/Non-compliant handcuffing) amounted to 40% of the additional uses of force during the 2 pursuits in which additional force was used.

Figure 5, below, depicts the number of pursuits per shift during 2019.

Figure 5 : Number of Pursuits Per Shift - 2019



The highest number of pursuits occurred on the Evening Shift (16:00-24:00), which amounted to twelve (12) occurrences. The Day Shift (08:00-16:00) accounted for three (3) pursuits, and seven (7) pursuits occurred on the Midnight Shift (00:00-08:00).

Of the twenty-two (22) pursuits, ten (10) apprehensions/arrests were made onsite or via an arrest warrant; one (1) arrest warrant is currently pending. Eleven (11) pursuits resulted in no arrest due to the unknown identity of the operator/offender. Three (3) of the pursuits resulted in motor vehicle accidents and one (1) person was reported to be injured. Based on known information, the majority of the offenders were males.

Data Comparison

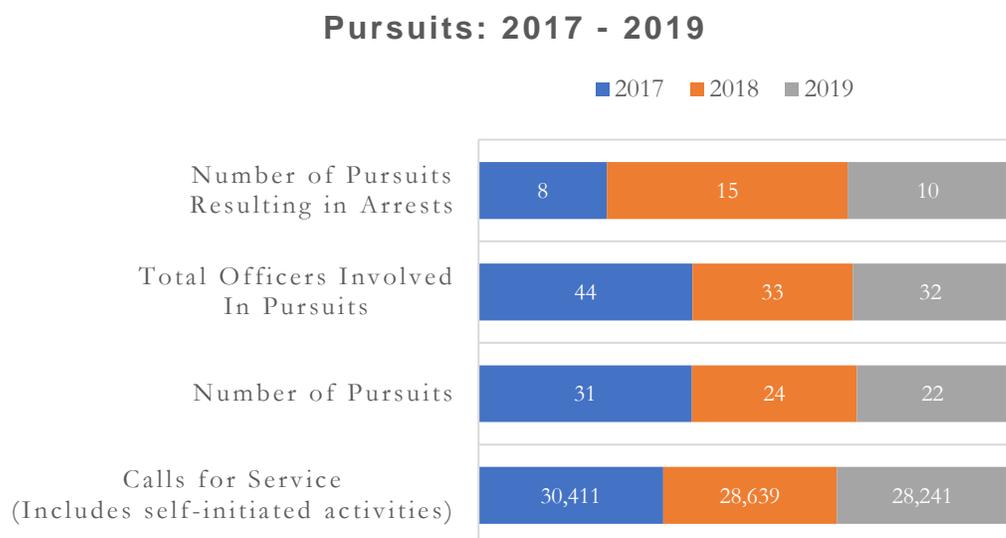
The table below is a comparison of data collected from pursuits during 2018 through 2019:

Description	2018	2019	Difference 2018 vs. 2019	Percentage Change 2018 vs. 2019
Calls for Service (Includes self-initiated activities)	28,639	28,241	-398	-1.39%
Number of Pursuits	24	22	-2	-8.33%
Total Officers Involved In Pursuits	33	32	-1	-3%
Number of Pursuits Resulting in Arrests	15	10	-5	-33.33%

In 2019, there were 28,241 Calls for Service (CFS). In comparison, there were 28,639 CFS in 2018, a decrease of 398 (1.39%) in 2019.

In 2019, one (1) person was reported to be injured, which resulted from an accident caused by the fleeing motor vehicle during a pursuit. In 2018, there were no reported injuries to persons.

When comparing the number of pursuits to the amount of CFS for 2019, pursuits accounted for less than 1%. The graph below is a comparison of data collected from pursuits during 2017 through 2019:



Analysis – Patterns & Trends

In comparing and analyzing pursuit reports and pursuit data from the past three (3) years (2017 – 2019), there is a noticeable downward trend in the number of pursuits and officers involved as calls for service decreased. Pursuits are being terminated earlier by the officer or supervisor for minor violations due to their training and increased awareness in liability.

Upon reviewing the 2019 pursuits, two (2) officers were verbally counseled for violating Policy and Procedures # 414 – Motorized Pursuits. However, no additional training was deemed necessary based on the officers not having any previous violations of Policy and Procedures # 414 – Motorized Pursuits. A review and an analysis of all the pursuits did not indicate any further violations.

An overall review of the policy and reporting procedures relating to pursuits was conducted, and there was a requirement needed for policy modifications to be in compliance with a new Connecticut Public Act 19-90. With the recent update to Policy & Procedures # 414 – Motorized Pursuits, which took effect on January 1, 2020, it is expected there will be a downward trend in the amount of pursuits for 2020.

BIAS-BASED PROFILING COMPLAINTS ADMINISTRATIVE REVIEW

The Department is committed to protecting the constitutional and civil rights of all persons. In doing so, the Department prohibits any form of discriminatory practices including all forms of bias-based policing.

The Internal Affairs/Professional Standards Officer (IAO) monitors and investigates any bias-based policing complaints. The IAO supports the effective supervision and management of all employees including the identification of and response to potentially problematic behaviors as early as possible, including any formal verbal or written complaints regarding bias-based policing.

All bias-based policing complaints are documented in the Department Review (DR) reporting system. An annual administrative review of the DR Reports for the year of 2019 were completed. The review revealed that one (1) bias-based policing complaint was submitted in December of 2019. The aforementioned complaint is currently under investigation and the outcome is pending.

Based on the administrative review of the Department's practices including citizens' concerns, no trends or patterns of bias-based policing were identified, and there no need for any policy modifications or change in the Department's practice in bias-based policing.

EARLY INTERVENTION SYSTEM (EIS)

It is the policy of the Department to intervene as rapidly as feasible to address problematic behavior to manage risk and liability.

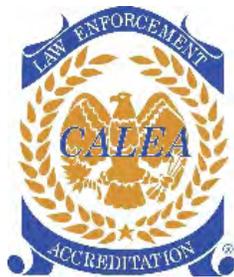
The Department regularly uses the Early Intervention System (EIS) and is monitored by the Internal Affairs/Professional Standards Officer (IAO). The EIS supports the effective supervision and management of officers and employees including the identification of and response to potentially problematic behaviors as early as possible.

Whenever an incident is triggered, a review is conducted and a report is written by the IAO. If a problematic behavior or incident needs to be addressed, the IAO notifies the employee's direct supervisor to mediate the matter. That supervisor would complete a Department Review Report outlining any intervention needed.

During 2019, the EIS triggered when officers met the threshold for the following categories.

- Pursuits
- Physical Uses of Force (Hands-On and Non-compliant Handcuffing)
- Firearm Use - No Discharge
- Taser Deployment or Use
- Arrest for Interfering with an Officer

After reviewing each instance of when the EIS was triggered, there was no need for intervention. The EIS has proven to be an effective tool for monitoring officers to enhance positive changes.



The East Haven Police Department is a nationally CALEA-accredited agency whose mission is to enforce the law and protect life and property by establishing proactive problem-solving partnerships with our citizens.

We strive to improve the delivery of public safety services by maintaining a body of standards developed by public safety practitioners covering a wide range of up-to-date public safety initiatives.