



Town of Glastonbury

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ITEM #7
10-10-2023 Meeting

Jonathan K. Luiz
Town Manager

October 20, 2023

The Glastonbury Town Council
2155 Main Street
Glastonbury, CT 06033

Re: Town Manager's Report

Dear Council Members:

The following will keep you up to date on various topics.

1. Traffic Control Signal Project

The CT DOT has reviewed the intersection of Route 94 (Hebron Avenue) at Oak Street, Route 2 Exit 8 off-ramp, and Western Boulevard revealed that the traffic control signal is operating according to plan. Here are the DOT's findings: *"Route 2 off-ramp receives a minimum of 7 seconds of green time and can receive a maximum of 20 seconds of green time. It will only receive that maximum time if vehicles are continuously present to extend the phase. The total cycle time of this intersection can be up to 173 seconds if all phases receive their maximum times. It is important to reduce the risk of high-speed rear-end crashes at off-ramps by effectively managing queues to ensure that they do not extend too far such that a vehicle getting onto the off-ramp does not unexpectedly encounter the back of the queue. Based on the above, the CTDOT will not be reducing the amount of green time for the Route 2 off-ramp at this time."* Should you have any questions or comments about the DOT's findings, please provide them to me so I can forward to the DOT for review and response.

2. Secretary of State Award – Democracy Cup

Just a friendly reminder that Glastonbury will be the recipient of the Democracy Cup for highest voter turnout in the 2022 Election for the city category. A formal event to receive the Cup and recognize poll workers and staff who are integral to the success of our elections is scheduled for Wednesday, October 25th at 2:15 p.m. in the Town Hall Council Chambers. The presentation will be by the Secretary of the State. Town Council members and the public are encouraged to attend. Registrars of Voters and staff, Town Clerk and staff, and poll workers will also be in attendance.

3. Eversource Work – Chestnut Hill Road Area

Eversource will soon begin work replacing existing substation equipment and hardware with new, more reliable equipment at its Hopewell 22R Substation located off Chestnut Hill Road. The project, called the Hopewell 22R Transformer Replacements Project, will take place on Eversource property. Eversource will send a notice to property owners. The company said the work will not interrupt electric service to residents' properties, and that all project workers will carry identification. Initial work is slated to begin in November 2023 and continue for several months. Eversource has indicated that all construction activities and restoration will be completed by Summer of 2024.

4. November Newsletter

The Town's November Newsletter is attached. Of note, it contains information about the Town's new bamboo ordinance and opportunities for people to adopt dogs that Animal Control has been caring for.

5. Quarterly Police Department Donations

Attached is a summary of the third quarter donations made to the Glastonbury Police Department.

6. Quarterly Report from the Police Chief

Attached is the latest quarterly report from Police Chief Porter. Chief Porter has been asked to consult with his GPD Leadership Team (from Agents up to Captain) on the question of what the GPD can do differently to deter crime in Town and to report back to me with his suggestions to be discussed. All final plans from the Chief will be shared with the Town Council.

7. State Grant Opportunities for Farmers

Glastonbury Town staff recently became aware of two timely grant opportunities available to local farmers through the State of Connecticut. As a courtesy, a letter summarizing these funding sources was sent by email to 19 local farmers, and by USPS mail to an additional 12 farmers on Tuesday, October 17, 2023. (Email addresses were not available for the latter). A brief summary of these grant programs is provided below for your reference.

- **The Climate Smart Agricultural Grant** supports the implementation of energy projects (on-farm energy efficiency and renewable energy) and/or soil health equipment and practices. The grant program includes an applicant match requirement. The agency is offering 2 tiers of funding, with the first application cycle closing at the end of October 2023, and the second to occur in the Spring of 2024. For more info, visit: <https://ctrctd.org/climate-smart-agriculture/>
- **Farm Transition Grant** funds projects in several categories: "New Farmer Micro grant," infrastructure investments, research & development, and innovation & diversification. The grant program includes an applicant match requirement. Although the website has not yet been updated for the 2023 grant cycle, the Grant Coordinator advised Town staff that the 2023 application period is slated to begin November 1, 2023 and close January 10, 2024. For more info, visit: <https://portal.ct.gov/DOAG/ADaRC/Publications/Farm-Transition-Grant>

8. Gregory Foran Named Recipient of the 2023 Distinguished Award

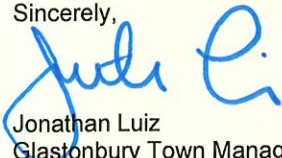
The Connecticut Recreation and Parks Association, Inc. (CRPA) has selected Glastonbury Parks Superintendent and Tree Warden Greg Foran as the recipient of its 2023 Distinguished Service Award. The annual award is earned by CRPA members that have made outstanding contributions over a significant number of years to the fields of recreation and/or parks. This is truly a testament to Greg's hard work and dedication over the years. Town staff is very proud of Greg. He is certainly deserving of this award.

9. Wall of Honor Open House – Veterans Day

The Town will host an open house reception at Town Hall to provide citizens an opportunity to view the recently updated Wall of Honor. Following a community outreach campaign, the Wall was recently updated to incorporate an additional 38 service men and women and was relocated to the main lobby to better showcase our local heroes. On Saturday, November 11th, Council Members and residents are encouraged to stop by Town Hall between 10:45 a.m. and 12:00 p.m. to view the Wall and socialize with fellow citizens. Attendees will also have the opportunity to express their sentiments through a special activity. Town staff will have red, white, and blue hearts available on which attendees can write their appreciation, stories, or other sentiments for veterans or related agencies and initiatives. The hearts/sentiments will be collected and displayed near the Wall following the event. This program is being coordinated in partnership with the Glastonbury Veterans Service Commission and is planned to complement its annual holiday program as follows:

- 10:00 a.m. – Veterans Service Commission (VCS) Ceremony begins at Hubbard Green
- 10:45 a.m. – 12:00 p.m. – Wall of Honor Open House at Town Hall
- 11:00 a.m. – Brief welcome remarks
- 11:15 a.m. – 11:30 a.m. – VSC guests will depart to the Veterans Cemetery to dress the Veterans' graves and will then proceed to Giovanni's for a light lunch to conclude the day's events.

Sincerely,



Jonathan Luiz
Glastonbury Town Manager

JL/sal
Attachments



GLASTONBURY AT A GLANCE

NOVEMBER 2023

Upcoming Events

The list below is a SAMPLING of upcoming events. For a complete list of programming and associated fees/details, please review the Town Events Calendar: www.glastonburyct.gov/events; [Parks & Recreation brochure](#); Sharing Tree (Senior) Newsletter - www.glastonburyct.gov/sharingtree; and WTML website at www.wtmlib.info.

- [11/2 - Open House at Herbert T. Clark Assisted Living Facility](#) - 2:00 - 4:00 PM at 43 Canione Road
- [11/4 - Free Brush Disposal Day](#) - 7:00 AM @ the Transfer Station
- [11/6 - Tips for Better Sleep](#) - 6:30 PM @ WTML
- [11/9 - Learn the Ukulele: Teen Program](#) - 6:30 PM @ WTML
- [11/9 - Vaccination Clinic for Flu, COVID-19, and RSV](#) - 2:00 PM @ the RCC
- [11/13 - The History of New England's Maritime Knitting](#) - 6:30 PM at WTML
- [11/18 - Household Hazardous Waste Collection Event](#) - 8:00 AM - 1:00 PM @ the Manchester facility
- [11/25 - Buy Local at the Boathouse!](#) - Visit the Glastonbury Boathouse between 12:00 PM and 4:00 PM and shop for locally-made gifts and crafts to kick-off the holiday season!
- [11/30 - Teen Watercolor Selfies](#) - 6:00 PM @ WTML

HOLIDAY CLOSURES

Town facilities will be CLOSED on

- 11/10 - Veterans Day Observed
- 11/23 - Thanksgiving Day
- 11/24 - Day after Thanksgiving

This includes Town Hall/Academy, WTML, the RCC, Youth & Family Services, the Bulky Waste Facility, and the Transfer Station. Town facilities will resume standard operating hours following the holidays.

Veterans Programs

In recognition of Veterans Day, the Town is hosting the following programs for our local heroes this month:

- [11/7 - Salute to Service: Veterans Day Luncheon](#) - 11:45 AM @ the RCC - Join us for lunch as we honor Veterans, near and far, who have sacrificed for our freedom. Please register/purchase tickets by November 3rd.
- [11/11 - Veterans Day Ceremony](#) - On Saturday, November 11th, the Glastonbury Veterans Service Commission (VSC) will host their annual Veteran's Day Ceremony at 10:00 AM at the Monuments at Hubbard Green. Following the ceremony, attendees are invited and encouraged to stop by Town Hall to see the recently updated Wall of Honor, which recognizes the service men and women of the Glastonbury community. The VSC will then proceed to the Veterans Cemetery to dress the Veterans graves, and the program will conclude with a light lunch at Giovanni's.
- [11/15 - Glastonbury Veterans & Allies Coffeehouse](#) - 9:00 AM @ the RCC - This group was established to provide a comfortable location for all veterans and allies to meet, learn, and socialize. The meetings are held monthly on Wednesday mornings. This coffeehouse will deliver information relating to veteran experiences, benefits, and service. Speakers are regularly scheduled for each event. Registration is encouraged, but walk-ins are welcome!

Glastonbury Youth & Family Services presents...



November 2, 3 & 4, 2023
7:00 p.m. Curtain
Gideon Welles Auditorium

Tickets \$12.50 per person
online at www.showfix2u.com
(then go to Buy Tickets and search "Glastonbury Youth")

Godspell
is presented through special arrangement with Music
Theatre International (MTI). All authorized
performance materials are also supplied by MTL
www.mtisnows.com

Local Crafter Pop-Up Shops at the RCC

This Winter, the Town is launching a new "Pop-Up Shop" program at the Riverfront Community Center! This unique opportunity will allow local vendors to showcase their small craft businesses during the monthly Special Luncheons, and between the hours of 10:00 AM – 2:00 PM. Glastonbury artisans & crafters are invited to apply for a space at one of the monthly events, and the Town will select one vendor for each Pop-Up Shop. For more information, please visit the [Pop-Up Shop web page](#) or contact Ronda Guberman, Senior Center Supervisor, at Ronda.guberman@glastonbury-ct.gov.

Save the Date for Santa's Run 2023!

The annual Santa's Run Road Race will be held on Sunday, December 3rd, 2023. (Snow Date: December 10th). Pre-registration by mail or online only is now open, and walk-in registration will begin on Monday, November 13th. To view race information, please visit www.glastonburyct.gov/santasrun.

Featured Artist at WTML: Kevin Savage

The next Featured Artist at Welles-Turner Memorial Library is Kevin Savage. His exhibit, "New England Through My Lens" features seasonal photos from locations around Glastonbury, along with a few other landscape scenes from some of his favorite places across New England. Savage's works will be on display at WTML from November 1st - January 9th, with an artist's reception to be held on November 8th at 6:30 PM.

Kevin is a self-taught, freelance photographer based in Glastonbury. His photography journey started as a hobby while hiking nearby trails and running along sections of the Connecticut River in town. Kevin's work focuses on New England landscape scenes, particularly country roads, barns, and farmland. [Click here to read more about the artist.](#)

The Featured Artist Program is sponsored by the Second Century Fund.



Sewer Use Bill - Rate Increase & Reminder

Sewer Use charges are due November 1, 2023 and payable by November 30, 2023. Unpaid Sewer Use charges will be considered delinquent as of December 1, 2023. Interest is charged at a rate of 1 ½% per month back to the due date of November 1, 2023 in accordance with the provisions of C.G.S. Sec 12-146.

Please note: The Water Pollution Control Authority (WPCA) held its regular meeting in October, at which time they voted to approve a 3% increase to the sewer use rate, (from \$3.30/ccf to \$3.40/ccf), to cover the increased costs of electricity and diesel fuel. They also increased the minimum bill from \$60 to \$75 and the special meter fee from \$20/year to \$30/year. These adjustments will be reflected in the November 2023 bills. For more information on deadlines and payment options, visit the [Revenue Collection section of the Town website](#).

No Shave November

In November 2023, the Glastonbury Police Department (GPD) will participate in the annual 'No Shave CT' campaign. Funds raised will benefit the CT Cancer Foundation's Cancer Patient Assistance Program. This program helps Connecticut cancer patients with essential needs, including rent/mortgage, utilities, and food. For the entire month of November, GPD officers will not shave to inspire donations towards this meaningful cause. 100% of donations will go to Connecticut cancer patients. [Click here to learn more or donate.](#)

Municipal Election 2023

The Municipal Election will be held on Tuesday, November 7, 2023. The Registrars of Voters will also host an Election Day Registration event in Conference Room D of Town Hall from 6:00 AM - 8:00 PM. To view a sample ballot, voter registration details, or more information about the election, please visit www.glastonburyct.gov/vote.

Bamboo Ordinance Enacted to Protect Public & Private Property

On September 26, 2023, the Glastonbury Town Council adopted a Bamboo Ordinance to “protect both public and private property from the damaging effects of certain non-native plants,” including running bamboo. Effective October 16, 2023, the Ordinance prohibits the planting or growing of running bamboo on any property within town, unless done so with plans for containment and effective root barriers as approved by a licensed arborist or forester and the Town of Glastonbury.

Within the Ordinance, running bamboo is defined as “any bamboo plant in the genus *Phyllostachys*, including *Phyllostachys aureosulcata*.” The Ordinance does not cover “clumping” bamboo species, such as *Fargesia*, or ground cover/shrub bamboos such as *Pleioblastus*. Property owners are encouraged to review the “[Quick Guide to the Identification of Phyllostachys](#)” developed by CT DEEP and UCONN to learn more about how to identify bamboo species and to help determine if any plantings on their property are subject to the Ordinance regulations.

Property owners who identify running bamboo on their property should take corrective action to remove and remediate such plantings within a reasonable timeframe. Suggested removal processes are outlined in the Town Ordinance, with additional resources available through the Connecticut Invasive Plant Working Group website at www.cipwg.uconn.edu/bamboo.

Failure to comply with Ordinance regulations may result in Town action, including fines. Glastonbury residents are encouraged to use replacement plantings or other measures to achieve the aesthetic or screening benefits that bamboo may provide, and to maintain ongoing compliance with these regulations. Please [click here to view the full press release](#), including the new Ordinance, and answers to FAQs.

Watch Town Meetings OnDemand!

Did you know that you can watch recordings of meetings held by the boards and commissions listed below?

- Town Council
- Board of Education
- Board of Finance
- Town Plan and Zoning Commission
- Architectural & Site Design Review Committee
- Conservation Commission / IWWA
- Zoning Board of Appeals

To watch recorded meetings at your convenience, visit www.glastonburyct.gov/vod to access the Town of Glastonbury Video OnDemand portal.

Newsletter Update - Special holiday edition coming next month!

With the holiday season quickly approaching, the Town will be distributing a special *Holiday Edition* of this newsletter, *Glastonbury at a Glance*, to include news and events for the months of December 2023 AND January 2024. The *Holiday Edition* will be distributed in late-November. Accordingly, it is possible that additional programs and events may be offered during this time period that were not included in the Holiday publication. Such additions will be announced through the Town website, social media, and other communication channels. Accordingly, residents are encouraged to subscribe to Town eNotifications and follow Town communication channels to stay informed of timely opportunities. The newsletter will resume its monthly frequency with the February 2024 edition, to be distributed in late-January.

Dogs in Need of Adoption from Animal Control Facility

The Glastonbury Animal Control Facility currently has 2 adult rabbits and several dogs who have been in their care for many months and are seeking good homes. A photo and biography of each dog is provided below. If you would like to consider adopting one of these furry friends, please contact the Animal Control Shelter at **(860) 633-7227**. Thank you in advance for your consideration!



Hank the Tank:

Approx. 4 years old; ~80-85 lbs

Hank is our longest tenant here! Hank is a very high energy bulldog mix. We love to call him a bowling ball of love with how he greets us. Our unit would love to see him paired with a family with bulldog/Pitbull experience. Hank is a neutered male, up-to-date rabies vaccinated, good with children, housebroken, and could possibly be homed with one other large dog. Hank has not been cat tested.

Mama Lilly

Approx. 4 years old; 55 to 60 lbs

Mama Lilly loves her cuddles, pets, and pretty much anything that involves her human companion. Her favorite thing is going for walks and sniffing around, or finding a nice soft patch of grass to lay on. Lilly walks well on leash, although she can always use a tune-up. Lilly loves to "zoomie" around the backyard, especially after bath time, and take toys available to her back to her kennel. Lilly is an unaltered female, Staffordshire Terrier mix, up-to-date rabies vaccinated, dog selective, loves people, would do well with kids 10 years of age, and not cat tested.



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Rocky

Approx. 2 years old; 55- 60 lbs

Rocky is high energy and willing to adventure. He loves to cuddle, but loves to play more. Rocky can be quite stubborn, but snaps out of it quickly when he is presented with a treat. Rocky loves routine: the same thing at the same time, every single day. He would benefit to be with an active family that has Staffordshire Terrier experience and willing to become his best friend. Rocky is an unaltered male, not kid/cat tested, high prey drive, housebroken, and up-to-date rabies vaccinated.

Rufus is a high energy, Staffordshire Terrier mix who has a lot of personality, and goes from being super playful to cuddling until he starts snoring. He loves tugging on his leash at the beginning of his walk and then quickly settles into a rhythm. His favorite thing to do is have a ball or rope in his mouth while walking with his human. Rufus is an unaltered male, up-to-date rabies vaccinated, friendly with people, not cat tested. Could be homed with children over 12 years of age. Rufus is currently very jumpy and has a lot motivation to run and would be best matched with an active person/family.

Rufus

Approx. 1 year old; 50 - 55 lbs



Stella

Approx. 2 years old; 50-55 lbs

Stella is a sweet little girl. She lives for cuddles and prefers to have all the attention to herself. Stella is very high energy and would love a fenced in yard where she can do her "zoomies" around her person/people. Stella is not fond of prong collars (metal or plastic). Stella is a Pitbull mix, unaltered female, UTD rabies vaccinated, dog selective, good with children, almost housebroken, and okay with cats, but needs more training.

QUARTERLY POLICE DEPARTMENT DONATIONS
2023 3rd Quarter

Date	Donor	Amount	Purpose	1	2	3	4	5
7/5/2023	Linda Depamphilis	\$ 10.00	Police Equipment & Special Gifts	Yes	No	No	No	No
7/13/2023	Christopher Sarli	\$ 50.00	Animal Care	Yes	No	No	No	No
8/7/2023	Linda Depamphilis	\$ 10.00	Police Equipment & Special Gifts	Yes	No	No	No	No
8/23/2023	First Church	\$ 1,000.00	K9	Yes	No	No	No	No
9/7/2023	Linda Depamphilis	\$ 10.00	Police Equipment & Special Gifts	Yes	No	No	No	No

#1 - Align with Town Policies, programs, goals and objectives?

#2 - Create a conflict of interest, or have the potential to negatively influence Town operations or reputation?

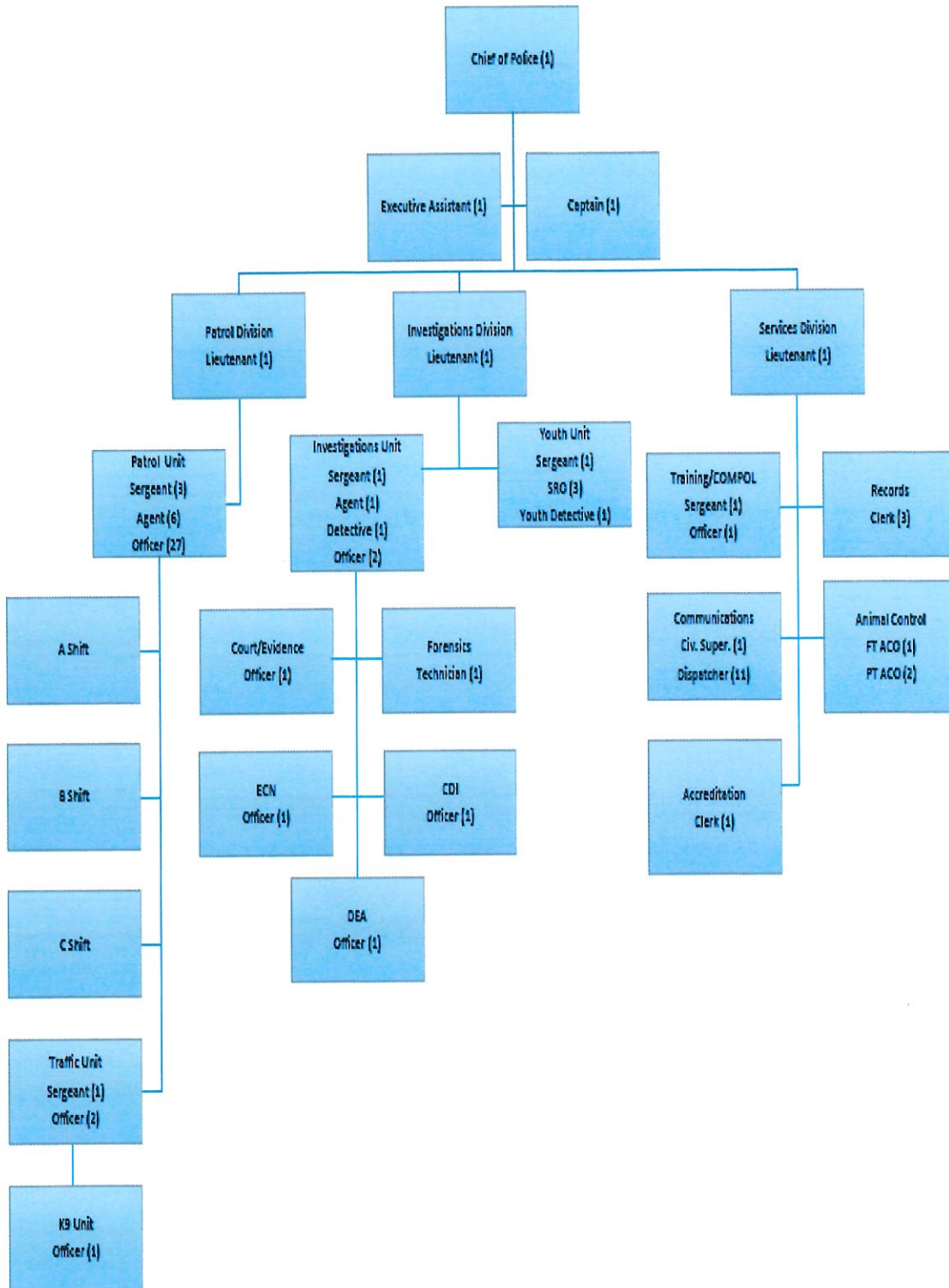
#3 - Require an ongoing level of operating and maintenance expenses making it unduly burdensome or cost prohibitive?

#4 - Result in added operating or capital costs for which funding is not available or appropriated?

#5 - Pose a burdensome level of additional potential liability and insurance requirements or legal obligations?

Glastonbury Police Department
Quarterly Report
July 1, 2023 through September 30, 2023

Organizational Chart



Recruitment and Retention

We have seven police officer vacancies and anticipate several more over the next year. We work closely with HR to improve our hiring processes and attract excellent candidates. HR recently began more frequent entry-level police officer testing to maximize our chances of retaining qualified applicants. We maintain a recruitment plan to assist us in our recruitment efforts (Appendix A).

Several certified police officers, non-certified police officer candidates, and dispatcher candidates are in our background process. We hope to fill our existing vacancies by the end of next quarter.

We maintain a recruitment team that participates in various career events and other outreach efforts. This quarter the team represented GPD at the University of New Haven's Career Exposition, where they obtained information from 28 students who may be interested in careers with GPD as a police officer or dispatcher. The team also attended the Hartford Athletic Hiring Exposition and obtained information from 25 interested candidates. The team is scheduled to participate in 3 events in October.



The police chief serves on a CCSU advisory board to develop a Public Safety Track for undergraduate students and to ensure that CCSU students are prepared for the demands of 21st-century policing. The Advisory Board provides valuable input and recommendations to CCSU faculty on current challenges in recruitment, hiring, retaining, and promoting officers. GPD will be participating in an upcoming Women in Law Enforcement Summit; an effort to attract more women to the profession.

GPD has recently partnered with CCSU on their internship program for students who are enrolled in the Justice for Fraud Victims program and those in the Criminal Justice tract. Our first intern recently started.



Pictured left to right: Detective Chris Kopencey, CCSU Professor Julie Schnobrich-Davis, CCSU student/GPD Intern Izzy Lonerio, Police Chief Marshall Porter

We regularly monitor staffing to determine whether levels are adequate to ensure public safety and community demands. Connecticut averages 1.7 officers per 1,000 inhabitants. The same is true for towns in the Northeast and New England with populations between 25,000 and 49,999. Glastonbury's 2021 population estimate according to the US Census Bureau (released in May 2022) is 35,054. The Police Department is currently staffed at 1.7 officers per one thousand residents. No national or industry standard recommends the number of officers based on population size, and the per capita approach to staffing fails to consider more relevant factors such as individual community demand and character, number and type of calls for service, and officer workload. However, the per capita measure is useful for comparison purposes.

The following personnel actions occurred during the quarter:

- Officer Suarez is scheduled to graduate from the New Britain Police Academy in November
- Officer Caruso was promoted to Agent
- Dispatcher Solomon-Mennes was hired
- Dispatcher Howard resigned before completing her training
- Dispatcher Hilliman resigned before completing her training
- Officer Hemingway resigned
- Officer Graham resigned

NIBRS

The National Incident-Based Reporting System (NIBRS), is a system in which law enforcement collects data on a broad array of crimes, then transmits that information to the FBI for analysis and publication. NIBRS data is automatically generated as a byproduct of the Glastonbury Police Department's computer-aided dispatch/records management system. NIBRS improves our understanding of crime and public safety and can be used for tactical or strategic analysis at the local, state, and national levels. At its most basic level, a quick glance at NIBRS data can help us detect trends and allows us to compare our data against other agencies. Appendix E depicts GPD NIBRS data (number of victims) for the indicated time periods.

It is important to note that the NIBRS program does not measure or consider all factors that have an impact on crime. Superficial conclusions are sometimes drawn from crime and arrest data. These conclusions may lead to simplistic and/or incomplete analyses that can create misleading perceptions. Valid assessments are possible only with careful study and analysis of the range of unique conditions affecting each local law enforcement jurisdiction.

For example: not all motor vehicle theft offenses involve cars or trucks. There have been several thefts of dirt bikes, ATVs, etc. from unsecured sheds/barns that are categorized as stolen motor vehicles for NIBRS purposes.

Of note in the 3rd quarter:

1. M/V thefts are down
2. Thefts from m/v's are down
3. Burglaries are down
4. Identity theft is up

Motor vehicle thefts and related crimes (including thefts of catalytic converters and tires/rims) have been increasing again throughout the region and state after having declined in 2022 as compared to 2021 (Glastonbury motor vehicle thefts declined 20.5% during that period). Our investigators confirm that surrounding towns, and communities throughout the state are experiencing a similar uptick. GPS has been a leader in addressing these crimes over the past several years. In 2019 we created a local auto theft team staffed with Glastonbury officers dedicating 100% of their time to motor vehicle thefts and related crimes. The idea caught on and soon thereafter, multiple jurisdictions throughout the state began forming their own regional teams. Our local team joined forces with capital region departments in what is now called the Greater Hartford Regional Auto Theft Task Force (GHRATTF). We still have staff assigned to the GHRATTF and they have been very successful in combating these crimes. The last GHRATTF annual report for the period 10/04/2021 through 10/03/2022 reported:

- 345 recovered stolen motor vehicles
- 144 auto theft arrests
- 90 arrest warrants served
- 35 other arrests
- 42 firearms recovered
- 23 juvenile arrests (19% of all arrests)
- 59% of stolen vehicles were recovered in Hartford (203)
- 79% of recovered vehicles had been stolen outside of Hartford

- Auto thefts in Glastonbury were reduced by 71% as compared to one year prior to the start of the GHRATTF

Each motor vehicle theft is thoroughly investigated. This includes collecting fingerprint and DNA evidence from every recovered stolen vehicle, which has proven fruitful, as our staff have solved multiple crimes and made numerous arrests through forensic analysis of this evidence. All stolen vehicles from the 3rd quarter were recovered. GPD arrested four suspects by warrant during the 3rd quarter for motor vehicle thefts and related crimes, and all were made possible through examination of forensic evidence and investigation into fraudulent credit card transactions.

Our staff engaged in numerous outreach campaigns to educate and warn our citizens. This includes distributing fliers to local businesses that they can display in their windows, distributing free vehicle steering wheel lock devices in neighborhoods and at National Night Out, warning citizens about car theft, and advising them of steps they can take to minimize their risk of becoming victims. Our officers look for open garage doors and unoccupied, running vehicles, and will stop to caution citizens about their increased risk for victimization. We have conducted numerous social and other media campaigns.

Our officers proactively patrol areas that may be more susceptible to theft. Case numbers on the midnight shift have doubled, the result of officers conducting property checks. This has proven effective, as officers have disrupted thefts and other crimes on numerous occasions. The suspects always engage our officers in pursuit, and officers are forced to disengage, as state law does not allow police to pursue offenders for property crimes.

We utilize technology to help us disrupt and investigate crimes. Our automated license plate reader (ALPR) program was recently implemented. As I mentioned previously, ALPRs will not prevent all crime, but it has already been successful in alerting our staff to the presence of stolen motor vehicles and has allowed us to interrupt and identify offenders.

Our increase in identity theft crimes is largely out of our control and is almost entirely the result of a massive uptick in fraudulent unemployment claims made to the Department of Labor, believed to be the result of their recent switch to an online reporting system which may have been breached. Communities statewide are experiencing a similar uptick. Our efforts focus on educating and warning citizens to help minimize their victimization, help them take steps to protect themselves from further attacks and try to recover their losses. We are participating in a one-year trial of a software system that could help us in our efforts to recover losses from certain fraud crimes, something that has proven to be exceptionally difficult.

The Connecticut Police Chief's Association (CPCA) continues to work closely with legislators and our lobbyists to ensure that our concerns about the impact proposed legislative changes will have on crime are heard. Some of these concerns have included:

- Raise the age legislation
- Access to juvenile records
- Legalization of marijuana
- Decriminalization of certain offenses
- The "Clean Slate" law
- Penalties for motor vehicle theft
- Penalties for weapons violations
- Deceptive interview practices
- Restrictive pursuit policy

- Restrictions on motor vehicle consent searches

I've included a link below to a related article from North Branford in which the Town Council passed a resolution this week urging Governor Lamont and the state legislature to act due to an uptick in crime, including stolen cars, burglaries, robberies, and a recent incident where a resident was shot when he interrupted a daytime burglary/motor vehicle theft. The Glastonbury Town Council has been a leader in addressing the increase in crime as well, urging the governor in 2021 through a resolution to amend laws concerning juvenile crime and to better address public safety issues.

[North Branford Town Council calls on state to act after recent uptick in crime \(wfsb.com\)](https://www.wfsb.com/story/news/politics/2021/07/27/north-branford-town-council-calls-on-state-to-act-after-recent-uptick-in-crime/7541174002/)

Our staff collaborate to address local issues, and they are given autonomy to problem solve. We communicate often and hold regular staff meetings. We have planned a departmentwide supervisory meeting during the upcoming quarter to address the increase in certain crimes and provide staff the opportunity to share ideas and express any needs they have to be successful.

Glastonbury Police Department

Busiest Days of the Week

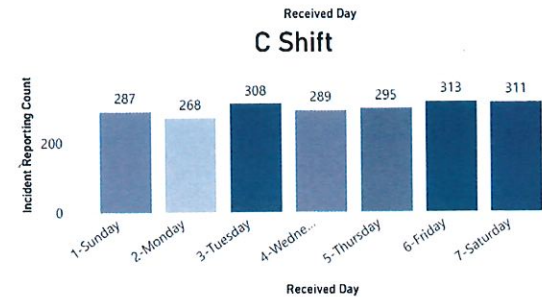
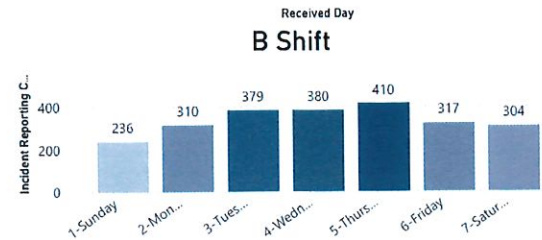
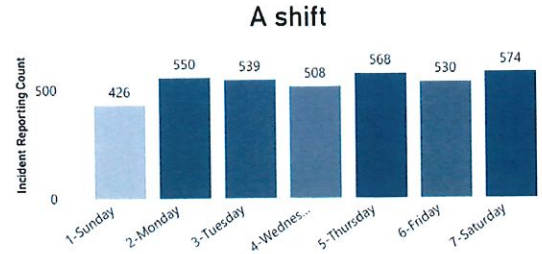
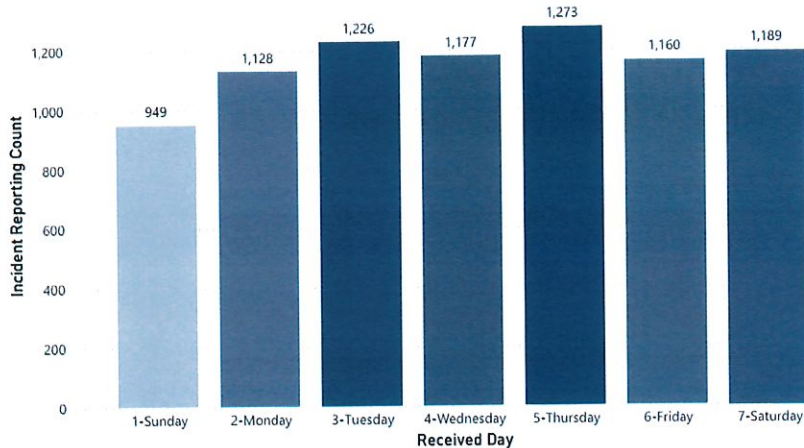


Received Year
 Select all
 2019
 2020
 2021

Received Month
 Select all
 01 - January
 02 - February
 03 - March

Call Source
 All

Overall Call Volume by Day of the Week



Calls for Service	8,102	
Criminal Arrests	Adult: 140	Juvenile: 3
Drug Arrests	6	
DUI Arrests	11	

Motor Vehicle Enforcement Activity

Total Stops	Arrests	Summons	Infraction	Written Warning	Verbal Warning	No Disposition
620	12	24	94	260	217	13

Section 54-1m of the Connecticut General Statutes requires an annual analysis of traffic stops to be conducted for all police departments in Connecticut as part of the Alvin W. Penn Racial Profiling Law enacted by the Connecticut General Assembly in 1999. GPD's CAD/RMS system automatically transmits motor vehicle stop data to the Institute for Municipal and Regional Policy (IMRP). The IMRP analyzes the data and publishes an annual report on their findings. Appendix B contains data reported to IMRP for the reporting quarter.

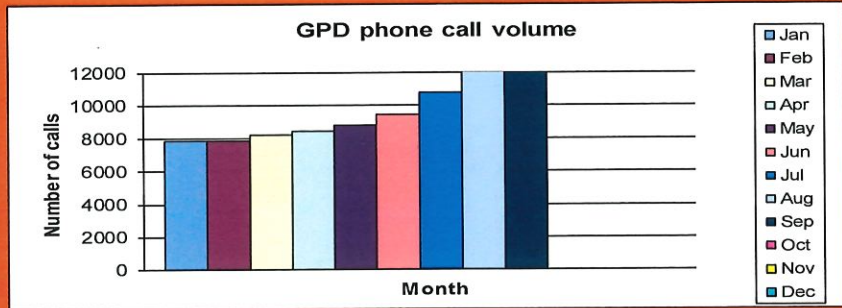
TOWN OF GLASTONBURY

Communications Unit

Incoming phone summary report for year: 2023

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Routine	6455	6592	7097	7217	7441	8004	9344	96253	95879			
911	1448	1289	1122	1239	1383	1440	1473	1196	1341			
TOTAL	7903	7881	8219	8456	8824	9444	10817	97449	97220	0	0	0
2022	8540	7135	8745	7946	9253	8454	9091	9027	9083	7963	8000	8488
2021	8084	6324	8535	7750	8925	9071	10003	9777	8615	8950	7399	7485
Per day average	254.94	271.76	265.13	281.87	284.65	314.80	348.94	3,143.52	3,240.67	0.00	0.00	0.00

	YTD TOTAL	YTD DAILY AVG
Routine	244,282	669.27
911	11,931	32.69
TOTAL	256,213	701.95
Total 2022	101,726	
Total 2021	100,918	



Patrol Unit

- Officers completed 14 Risk Protective Order (RPO) Applications (Officers complete RPOs when they have reason to believe a person is a danger to themselves or others but the person does not have a pistol permit or any registered weapons).
- Officers completed 45 Police Emergency Exam Requests (PREE). PREEs are completed when an officer believes an individual is a harm to himself and others, or gravely disabled and wants to have them evaluated at a hospital.
- Officers conducted 3,413 property checks.
- Patrol Officers have been reassigned during several shifts to locate and apprehend wanted subjects.
- Patrol Officers have been conducting bicycle and foot patrols when staffing and calls for service allow.
- Marine Patrol officers have paired with Rocky Hill PD to conduct marine patrols. They have conducted several vessel inspections and participated in one operating under the influence arrest (in Rocky Hill).
- We are exploring the possibility of obtaining a marine patrol vessel from a neighboring agency gratis.
- Staffing on the midnight shift was increased this year to address an increase in motor vehicle thefts and related crimes on the shift.

K-9

K-9 Soleil and Officer Cavanaugh complete monthly training in obedience, evidence recovery, building searches, area searches, box searches, apprehension/handler protection, tracking, narcotics detection (vehicles or rooms), and obstacles. The team participated in numerous community policing demonstrations at local businesses, church groups, National Night Out, and Camp Courant in Farmington. The team was called upon to track missing and wanted persons and to search for case and drug evidence. On August 26th, the team participated in the Hometown Foundation Inc. Dream Ride Police K9 Challenge and took home 3rd place.

Animal Control

Calls for Service	211
Barking Dog	10
Roaming Dog	59
Dog Bites	7
Other Dog Complaints (e.g., welfare, injured)	24
Cat Complaints (e.g., feral, domestic, stray)	13
Cat Bites	1
Animal Cruelty	0
Wildlife Complaints (e.g., rattlesnake, fox)	95
Sick/Injured Wildlife	46
# Infractions	6
# Misdemeanor Summons	0
# Written Warnings	0
# Town Code Violations	0

Traffic Unit

GPD maintains a Traffic Unit staffed by three sworn officers (one Sergeant and two Officers). The Traffic Unit is responsible for planning, analyzing, inspecting, and coordinating the Department's traffic activities, including formulating operational plans for special events. The Traffic Unit Sergeant works with other town departments (e.g., Plan and Zoning, Engineering, Board of Education) and citizen groups on matters related to traffic safety. The Traffic Unit Sergeant provides a quarterly accident analysis to staff (See appendix F).

Officers assigned to the Traffic Unit conduct selective enforcement based on an analysis of traffic statistics and citizen requests. The analysis includes a review of accident statistics based on location, time of day and nature of violations, peak traffic periods, and traffic complaints. Officers assigned to the traffic unit investigate motor vehicle complaints of a serious or repetitive nature. Traffic officers use radar and laser speed measuring devices and other traffic enforcement techniques such as high visibility preventative patrols and unmarked vehicles as part of their traffic enforcement activities.

The Traffic Unit Sergeant liaisons with the Department of Transportation regarding grant-related highway traffic safety initiatives and is responsible for applications, assignments, and reporting on traffic grant activities (e.g., Click It or Ticket, DUI, Distracted Driving).

Traffic Unit officers receive specialized training in accident investigation and investigate all accidents involving fatalities, serious personal injury, school bus (with passengers), and complex accidents that may require special training, equipment, or expertise. Our CAD/RMS system automatically transmits accident data to the DOT for analysis. Detailed analysis of motor vehicle accident data is available to authorized users through GPD programs and the Connecticut Crash Data Repository, a web tool designed to provide access to select crash information collected by state and local police.

Total Motor Vehicle Accidents	105
Fatal Motor Vehicle Accidents	1
Serious Injury Accidents	2
Minor Injury Accidents	30

Investigations Division

The Investigations Division's primary function is to assist the Patrol Division with investigations that cannot be completed due to time and geographic limitations and to investigate serious crimes. The major functions of the Investigations Division include conducting criminal investigations, apprehending criminals, developing and utilizing informants, processing complex crime scenes, conducting background investigations, maintaining professional relationships with other criminal justice agencies, and recovering stolen property. Several specialized units are assigned to the Investigations Division.

One investigator is assigned full-time to the Center for Digital Investigations (CDI). This is an off-site facility staffed by investigators from numerous agencies. Their primary function is to perform forensic analysis on electronic evidence. The majority of their investigations deal with drug, sex, and financial crimes.

Two investigators are assigned to narcotics teams (one regional and one federal). The federal task force was created specifically to address the opioid crisis. Many of their investigations are lengthy and complex. The US Attorney press releases I forward announcing the arrest and conviction of certain drug and sex offenders are typically the result of work from task force and CDI investigations.

The civilian forensic technician documents and processes evidence at and from crime scenes. He is our liaison to the state lab. The technician performs all non-criminal fingerprinting services amongst numerous other functions (e.g., retrieves surveillance footage from various locations in and out of town, photographs town functions, processes video evidence, and creates ID cards for town employees).

The court/evidence officer is our liaison to the courts. He is responsible for transporting prisoners, processing court paperwork, and managing all evidence housed at the police department.

The Youth Unit consists of one supervisor, three School Resource Officers, and one Youth Detective.

Investigations Unit

Total New Cases	122
Total Criminal Investigations	52
Pistol Permit Investigations	34
Fingerprinting Services	94
Employment Background Investigations	9
Total Stolen Vehicles	5
Total Catalytic Converter Thefts	16

Youth Unit

Total Cases	91
Total Criminal Investigations	27

- The Youth Detective conducted numerous investigations into alleged abuse/neglect and sexual assault.
- SROs conducted numerous welfare and truancy checks, criminal investigations, and unfounded threats.
- SROs conducted numerous educational/safety programs in their assigned schools.

Community Outreach

Our community outreach officer performed the following activities during the quarter in cooperation with other GPD and town staff.

- Conducted 42 Criminal History Checks for potential applicants for the Town of Glastonbury Housing Authority.
- Attended town and community-based meetings include Community Case Review. Topics discussed involve senior safety and ongoing issues with residents such as hoarding, evictions, homeless individuals and other multi-department situations. Issues such as when to involve police often come up and are discussed.

- Held monthly meetings with InterCommunity Health staff to discuss pertinent cases.
- Disposed of approximately 318.25 pounds of narcotics that were collected over the quarter as part of GPD's prescription drug takeback program.
- Conducted 20 car seat inspections.
- Submitted articles to the Glastonbury Citizen and Glastonbury newsletter covering various topics of concern related to public safety and community outreach.
- Communicate with the community through the Department's social media pages.
- Attended the WACY Camp for 'Cones with Cops' day. We brought ice cream and played games with the campers.
- Visited the Learning Experience Day Care to show the children the police cruiser and answer questions.
- Attended Camp Courant in Farmington, CT.
- Provided a police department tour for WACY campers. Answered questions from the children. Pizza and ice cream were provided.
- Attended a Rotary Club dinner highlighting Mental Health Awareness.
- Provided a cruiser visit to the KinderCare Day Care and spoke to the children about safety.
- Attended Camp Sunrise for the 'Cones with Cops' event. The campers were able to ask questions and interact with School Resource Officers from the Youth Unit.
- Attended Practical Aspects of Peer Support and Officer Wellness Training.
- Attended the First Church Bible Camp with Officer Cavanaugh and K9 Soleil, who conducted several K9 demonstrations for the campers. Spoke to the children about safety.
- Hosted the first annual National Night Out. Many Town departments and businesses participated, including Youth and Family Services, Parks and Recreation, Glastonbury Fire Department, Glastonbury EMS, Social Services, Starbucks, DEA, MADD CT, and ADT. It is estimated over 1000 people attended the event and it was received well by the community. This event gave the public an opportunity to interact with officers of all ranks in a comfortable and fun environment. Over 20 PD staff participated, including K9 Soleil.
- Met with a refugee family with four children who were relocated to Glastonbury. Discussed how to contact 911 in the event of an emergency and a car seat was provided from Safe Kids CT for one of the children.
- Attended the Olive Branch Open House ribbon cutting with State Representative Barry, Senator Blumenthal and Lieutenant Governor Bysiewicz. The Olive Branch is a free store for DCF families to obtain clothing, toys, and other personal items.
- Attended Bright Horizons Day Care where Officer Cavanaugh put on a K9 demonstration for the children.
- Participated in the Glastonbury Social Services Back to School Bike Rodeo event at the Riverfront Community Center. Three bikes were purchased from Walmart and raffled off to attendees.
- Attended the Walk for Overdose Awareness, organized by Youth and Families Substance Abuse Prevention Coordinator Mirela Mujcinovic.
- Participated in the Special Olympics Over The Edge fundraiser at Mohegan Sun. Over \$2500 was raised for the GPD team.

Training Unit

In order to maintain their certification, Connecticut police officers are mandated to complete certain training on a schedule as determined by the training academy (POST). CALEA requires certain additional training. GPD has a cadre of training officers in various subjects. We complete some mandatory and additional training in-house. Officers attend in-service training every three years. We also send staff to a variety of additional training based on their needs and interests. The following in-house training was provided throughout the quarter:

- Body-worn camera
- Racial profiling
- Anti-bias
- First-line supervisor for new supervisor(s)
- Accident reconstruction
- Crime scene processing
- Drug Recognition Expert
- Association of Public Safety Communications Officer training
- Freedom of Information
- Records Retention
- Video redaction and preparation for Freedom of Information
- Detective training at Yale University hosted by the State's Attorney's Office
- Human Trafficking training
- Peer-to-peer sharing Dark Web investigations
- Virtual cryptocurrency training
- National Crimes Against Children training
- Unexplained Child Death and Following the Evidence in Child Abuse and Child Exploitation Cases training

Use of Force

Connecticut General Statute 7-282e requires each law enforcement unit to report a record of any use of force incident that meets the following criteria:

1. When a police officer witnesses another police officer use what the witnessing officer objectively knows to be unreasonable, excessive, or illegal use of force or is otherwise aware of such force by another police officer.
2. When a police officer uses physical force that is likely to cause serious physical injury, as defined in C.G.S. 53a-3 to another person or the death of another person, including, but not limited to:
 - a. Striking another person with an open or closed hand, elbow, knee, club, or baton, kicking another person
 - b. Using OC spray, CEW, or a less lethal projectile
 - c. Using a chokehold or neck restraint
 - d. Pointing a firearm, less lethal launcher, or CEW laser sight at a person
 - e. The discharge of a firearm, for other than training, testing, or to dispatch an animal
 - f. Any incident where a police officer uses physical force that is likely to cause serious physical injury, as defined in C.G.S. 53a-3, to another person or the death of another person.

3. Connecticut General Statute 54-1t requires each law enforcement unit to report a record of any incident involving the use of an electronic defense weapon.

There was one use of force incident this quarter in which an officer pointed a firearm at a subject who was allegedly armed and had fired a round off in a residence. The use of force was reviewed and determined to be within policy.

Motor Vehicle Pursuits

In accordance with Connecticut General Statutes, GPD submits an annual report to the Police Officers Standards and Training Council regarding pursuits by police officers. There were no motor vehicle pursuits this quarter, but there were multiple incidents where officers opted not to pursue fleeing motorists as doing so would have violated state law and policy.

Projects/Miscellaneous

- Flock Automatic License Plate Reader Program (ALPR): Installation is complete and staff have begun using the system.
- Juvenile Review Board (JRB): Youth Unit staff continue to examine the possibility of transitioning from our current youth review system to a Juvenile Review Board
- Police Cadet Program: Youth Unit staff are preparing to reinitiate a cadet program (formerly Police Explorers).
- Fuel Tank Replacement: The fuel tank replacement project has been completed.
- Public Safety Radio System Infrastructure upgrade: We received two bids and are preparing to select a vendor.
- Accreditation: Our fourth-year CALEA remote review is complete and went well. We will have our on-site review the week of November 6 to determine whether we will achieve reaccreditation.
- Sidewalk: Work on the department sidewalk is anticipated to begin next quarter.
- Fentanyl PSI: YAC/Youth and Family created and published a professionally produced PSA on Fentanyl

Notable Cases/Arrests

- Dive team called out for car in water in Hartford.
- Suspect in July People's Bank robbery plead guilty in federal court and faces 20 years.
- Suspect in 2020 burglary and m/v theft out of garage arrested after DNA hit.
- Panhandler @ Fox Run Mall was arrested during an unrelated investigation after officers found there were warrants for his arrest.
- Suspect in 2022 theft of diamond rings from a residence arrested by warrant. Suspect had been performing an energy audit.
- Suspects arrested by warrant for two, 2023 thefts of m/vs out of driveways after being identified through fingerprint, DNA, and video evidence collected by investigating officers.
- Untimely death of victim found in Stop & Shop lot on Glastonbury Boulevard deemed not suspicious.
- Suspect accused of inappropriately touching a client at a massage parlor, 730 Hebron avenue arrested by warrant.
- Suspect arrested by warrant after stealing jewelry from an elderly resident's apartment at 1175 Hebron Avenue while working at the facility.
- Suspect in burglary and m/v theft out of garage in 2022 arrested by warrant based on DNA, fingerprint, and social media evidence.
- Arrest pending for suspect in 5 commercial burglaries.
- Several charged with possession/consumption of alcohol after complaints of a party at Eastbury Pond.
- Juvenile charged with burglary at 171 Hubbard.
- Suspect arrested for two burglaries of a Manchester Road residence.
- Narcotics task force officers participated in the investigation of a Oxycodone and Fentanyl pill trafficking ring that resulted in the suspected being sentenced to federal prison.
- Glastonbury officers were instrumental in the investigation of an armed robbery that resulted in a 28 year federal sentence for the suspect, who had been committing robberies and car jackings throughout the state.

GLASTONBURY POLICE DEPARTMENT RECRUITMENT/SELECTION PLAN 2023

Recruitment in the Community

In accordance with the Town of Glastonbury's Equal Employment Opportunity Plan, and with the purpose of reaching a large and diverse candidate population, the Town's Human Resources Department, in cooperation with the Police Department, will announce job openings in multiple venues as indicated in the recruitment plan. Announcements are established so the applicant can gather information on the town, the position, and the recruitment process. The Town of Glastonbury does not automatically disqualify police department applicants due to past minor arrests and/or financial difficulties, as we understand the impact this can have on minority hiring opportunities.

Recruitment Plan

The department will work in conjunction with the Human Resources office in establishing the recruitment efforts for the police department. The department will maintain a recruitment plan, a statement of objectives, and a plan of action to achieve those objectives and conduct an annual analysis to include progress toward objectives and revisions as needed. Female and minority employees may participate in job fairs and other functions to demonstrate a commitment to equal employment. We recognize word of mouth as an effective recruitment strategy, but are aware it can lead to implicit bias and reduced minority hiring; therefore, any recruiting completed in this fashion is carefully vetted.

Policy Evaluation/Procedure for Grievances/Budget

The police department, as a National Law Enforcement Accredited Agency, complies with CALEA standards that require the police department to maintain an equal employment opportunity plan and a recruitment plan with provisions for progress and revision. If an employee feels they have been discriminated against, they follow procedures in accordance with collective bargaining agreements and the Town Employee Manual. The Human Relations Commission would serve as a fair hearing body in response to complaints regarding discrimination or inequity of treatment. Expenses for the administration of the recruitment and selection process are provided for in the Town's General Fund Budget.

Community Profile/Department Profile

The Town of Glastonbury is located in Central Connecticut, in Hartford County, and is the oldest Inland settlement east of the Connecticut River. Residents of Hartford first settled it in 1636. The boundaries were enlarged several times after that date, making the town one of the largest in the State of Connecticut. Home to approximately 35,054 people (according to the US Census Bureau's data released May 2022) Glastonbury is spread over 52.2 square miles. Glastonbury maintains a Town Council/Town Manager form of government. Eight schools comprise the Glastonbury Public Schools System including one high school, one 7th and 8th grade middle school, a 6th grade school, and a total of five Kindergarten to 5th grade elementary schools. There are four fire stations in the Town of Glastonbury. The Emergency Medical Services provided for town residents and visitors are provided through the Glastonbury Emergency Medical Services and Ambulance Service of Manchester.

The Glastonbury Police Department has an authorized strength of sixty-one full-time police officers, twelve public safety dispatchers, six full-time civilians, one full-time animal control officer, and three part-time civilian employees (two animal control officers and one part-time community service officer). The Table of Organization for the Department is attached (see Appendix B). There are currently four sworn officers and three dispatcher vacancies.

The Police Department's sworn officers are comprised of fifty males, and eight females (13%). Six sworn officers are members of minority groups (10%).

Marshall S. Porter
Chief of Police
Glastonbury Police Department
2108 Main Street
Glastonbury, CT 06033
860-652-4202

Objectives & Goals	Strategy is Designed to Close this Gap:	Plan of Action	Possible Tactics/Team Action	Progress	Individual/s Responsible	Deadline/s & Results
Online/Media Recruiting	Ensure we are reaching majority of potential applicants.	Placing vacancy announcements online is more effective and economical than using most traditional forms of advertising. Sites specific to police employment, as well as general job search sites should be considered. As the internet is so dynamic, decisions on which sites to use may need to be made based on best information available at the time of the job announcements.	Job Bank NE Minority News P.O.S.T. Town of Glastonbury Web Site Policeone.com National Minority Update Glastonbury Citizen Facebook.com (w/paid ad "boost") Indeed LinkedIn	Completed	HR and PD	Ongoing. Increased online minority/veteran media recruitment
Campus Recruiting Job Fairs	Need to improve overall applicant pool.	College, high school, and workplace recruiting can be a very effective method for attracting applicants for police jobs.	Attend job fairs at GHS, colleges, (particularly those with Criminal Justice or related programs), and other job fairs.	Maintaining relationships with colleges for future job fair opportunities.	Training/Youth/ CPO/HR	Job fairs have been unavailable due to COVID.
Targeted Recruitment	Lack of diversity in workforce	The desire to create a more diverse workforce requires reaching out to potential minority and female candidates.	Target minority media publications. Target minority communities with job ads. Target colleges and universities.	See online recruiting.	HR/Captain	Over the course of the last two years, 4 new officers were hired; 3 Caucasian males, 1 Hispanic male and one African American male dispatcher.

Objectives & Goals	Strategy is Designed to Close this Gap:	Plan of Action	Possible Tactics/Team Action	Progress	Individual/s Responsible	Deadlines & Results
Internships	Need to improve overall applicant pool	Most interns are fulfilling an academic requirement of a college or university. The benefit having a "known" applicant who is familiar with agency operations.	Continue partnership with colleges and universities committed to internship programs. Reach out to schools with a higher minority population to help with targeted recruitment goal.	Participating in internship program with criminal justice colleges.	Training Unit/HR	Pending HR policy
Word of Mouth/Employees as Recruiters	Need to improve overall applicant pool.	We believe our employees make the best recruiters.	Remind staff that their input and referrals are appreciated and taken seriously in the hiring decision. Employees who are satisfied with their workplace are apt to pass the message along by word of mouth. Good employees want to work with similar employees, so they will recommend accordingly.	Employees notified of recruitment.	All employees	One recent hire was word of mouth and a female candidate is currently in the background process.
Improve Hiring Process Timelines	Hiring process takes too long and desirable applicants are accepting jobs elsewhere.	The police application process is notoriously lengthy, sometimes spanning several months. Most applicants participate in multiple processes and accept the first job offer.	Detectives and HR to streamline background and testing investigations.	Ongoing with improvements in timeline.	HR/Captain/ Detectives	Detectives have been streamlining backgrounds (e.g. grouping psych/poly closer together to accommodate applicants who travel for the process). HR increasing testing processes.

Objectives & Goals	Strategy is Designed to Close this Gap:	Plan of Action	Possible Tactics/Team Action	Progress	Individual/s Responsible	Deadline/s & Results
Review Recruitment Strategy Performance	We have no system in place to review strategy success.	Our current recruitment plan does not allow for data collection to review how applicants learned of the opening. Advertising in multi-media is costly and may not be the most effective method of recruitment.	Incorporate a question in the application to determine where the candidate learned of the job announcement. Review collected data to help in determining best future recruitment strategies.	Town Hall reviewing options. Town Hall reviewing options.	Town Hall to incorporate question. Individual departments to collect/review data and recommend strategies.	HR includes data in application process and will review.
Attract candidates interested specifically in GPD vs "shotgun approach"	Attract candidates to Glastonbury PD	Create policy. Familiarize staff. Ensure liability waivers are sound. Advertise program.	Create policy and implement ride along program.	Policy and program implemented April 2022	Patrol LT Shift Commanders Assigned officers	Implemented 2022

Selection Process

The steps in the selection process are listed below for both police officer and civilian applicants. This information is also on the Department's website.

TO ALL GLASTONBURY POLICE OFFICER APPLICANTS

The testing process for Glastonbury Police Officer candidates can take up to six months. A description of what is involved in these processes is listed below. Any applicant can reapply in the future if elements that existed for previous rejection have changed.

Selection Step Number	Description of the process
1	Physical Agility Test
2	Written Tests
3	Interview Panel (Glastonbury HR and PD)

4	Interview with Chief & Captain
5	Conditional Offer of Employment
6	Background Investigation (Includes Polygraph & Psychological Exams)
7	Recommendation from Chief to Proceed/Reject
8	Approval to Hire from Town Manager
9	Medical Exam and Stress Test
10	Police Academy
11	Field Training Program
12	Probationary Period

TO ALL GLASTONBURY POLICE DEPARTMENT CIVILIAN APPLICANTS

The testing process for Glastonbury Police Department civilian candidates can take up to six months. A description of what is involved in these processes is listed below. Length of process and testing processes will vary depending upon the position sought. Any applicant can reapply in the future if elements that existed for previous rejection have changed.

Selection Step	Description of the Process
1	Written Tests
2	Interview Panel (Glastonbury HR and PD)
3	Interview with Chief & Captain
4	Conditional Offer of Employment
5	Background Investigation
6	Recommendations from Chief to Proceed/Reject
7	Medical Exam
8	Approval to Hire from Town Manager

Appendix B

Run Date: 10/20/2023
Run Time: 13:54

Glastonbury Police Department

Page 1 of 1

Racial Profiling Traffic Stop Report By Agency
GLASTONBURY POLICE
2023-07-01 00:00 Thru 2023-09-30 23:59

	Gender		Ethnicity			Resident		Custodial Arrest		Enforcement Category			Authority for Search			
	Female	Male	Hispanic	M Eastern	N/A	Municipal	CT	Yes	No	General	Blind	Spot Chk	N/A	Consent	Invent	Other
White:	198	297	62	3	430	135	472	11	484	285	205	5	475	0	19	1
Black:	24	45	1	0	68	11	67	1	68	42	27	0	65	0	4	0
Indian:	7	10	0	0	17	4	14	0	17	7	10	0	17	0	0	0
Asian:	9	18	0	0	27	10	27	0	27	16	11	0	27	0	0	0
Unknown:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals:	238	370	63	3	542	160	580	12	596	350	253	5	584	0	23	1

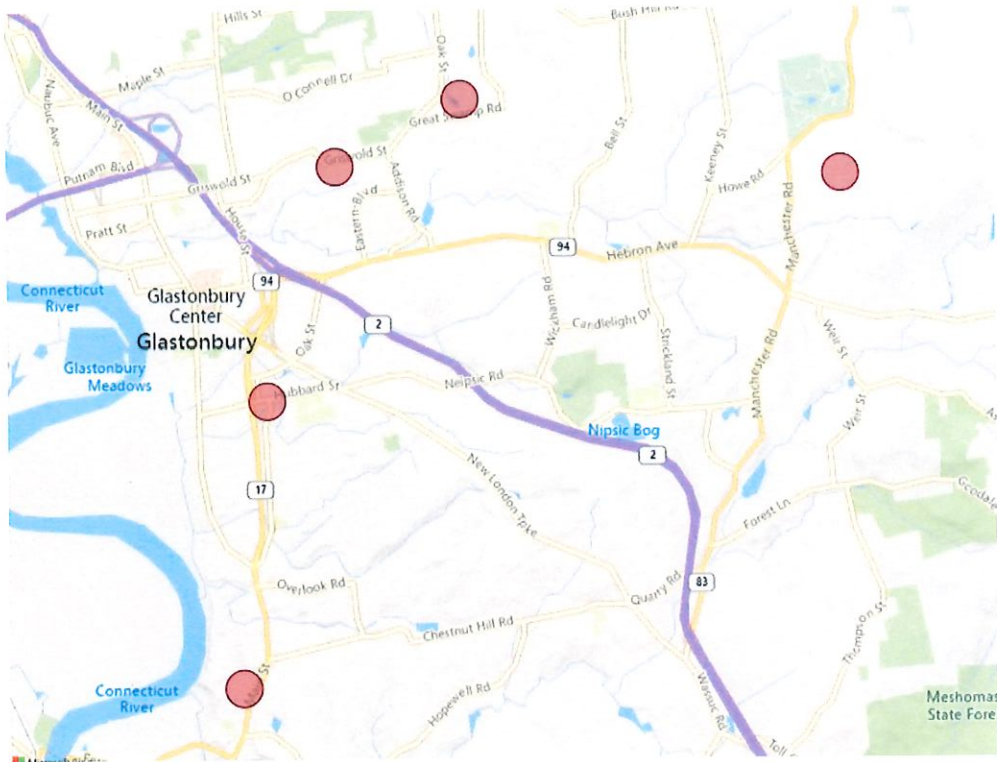
	Stop Nature		Veh Searched		Vehicle Towed		Result of Stop				Duration of Stop			Contraband				
	Invest	Violation Equip	Yes	No	Yes	No	UAR	Mis	Infract	Verbal	Written	None	0-15	16-30	Over 30	Yes	No	
White:	18	448	29	20	475	17	478	2	20	74	171	218	10	458	25	12	1	494
Black:	3	59	7	4	65	5	64	1	4	8	32	24	0	62	4	3	0	69
Indian:	0	16	1	1	18	0	17	0	0	4	6	7	0	17	0	0	0	17
Asian:	1	23	3	0	27	0	27	0	0	8	8	11	0	26	1	0	0	27
Unknown:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals:	22	546	40	25	583	22	586	3	24	94	217	260	10	563	30	15	1	607

Grand Total

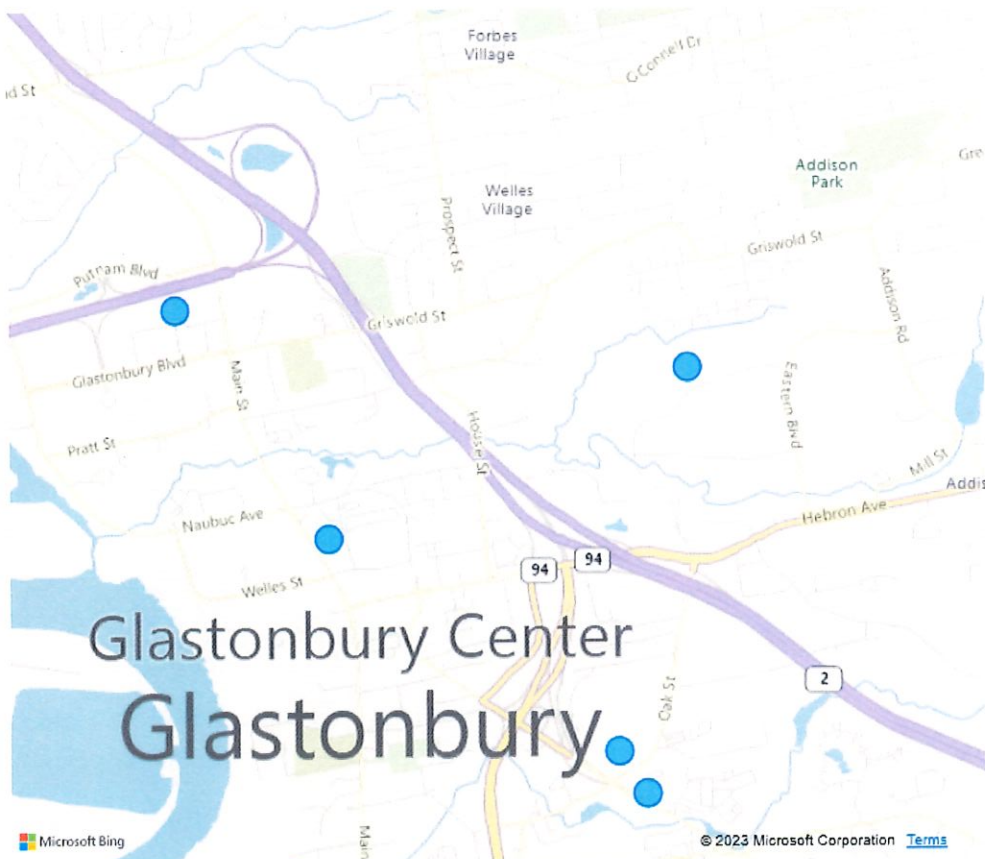
White:	495	81.41%	Male:	370	60.86%	Hispanic	63	10.36%
Black:	69	11.35%	Female:	238	39.14%	Middle Eastern	3	0.49%
Indian:	17	2.80%				N/A	542	89.14%
Asian:	27	4.44%						
Unknown:	0	0.00%						
Totals:	608	100.00%						

Appendix C

Location of Stolen M/V Cases



Location of Stolen Catalytic Converters



Appendix E

	1st Quarter	2nd Quarter	3rd Quarter	Total YTD	Total 2022	Total 2021
Aggravated Assault	1	0	1	2	7	6
All other Larceny	22	35	28	85	141	106
All Other Offenses	29	41	66	136	110	127
Animal Cruelty	1	0	0	1	0	0
Arson	0	0	0	0	1	1
Assisting or Promoting Prostitution	0	0	0	0	0	0
Bribery	0	0	0	0	0	0
Burglary/Breaking and Entering	13	16	12	41	30	52
Counterfeiting/Forgery	12	15	14	41	104	68
Credit Card/Automatic Teller Machine Fraud	5	4	8	17	36	28
Curfew/Loitering/Vagrancy Violations	1	0	0	1	1	0
Destruction/Damage/Vandalism of Property	45	27	39	111	163	111
Disorderly Conduct	25	26	25	76	116	99
Driving under the Influence	7	19	11	37	58	63
Drug Equipment Violations	5	2	7	14	19	22
Drug Narcotic Violations	10	4	4	18	27	25
Drunkenness	0	0	0	0	1	0
Embezzlement	2	0	1	3	0	1
Extortion/Blackmail	1	5	2	8	10	5
False Pretenses/Swindle/Confidence Game	8	9	9	26	58	76
Family Offenses, Nonviolent	5	7	4	16	13	27
Forcible Fondling	0	0	0	0	1	2
Forcible Rape	0	0	0	0	2	0
Forcible Sodomy	0	0	0	0	0	0
Fraud-Insufficient Funds Check	1	0	1	2	1	6
Hacking/Computer	1	3	2	6	9	7
Human Trafficking, Commercial Sex Acts	0	2	0	2	0	0
Identity Theft	38	99	146	283	125	75
Impersonation	1	0	4	5	6	1
Incest	0	0	0	0	0	0
Intimidation	2	0	3	5	14	6
Kidnap/Abduction	0	0	0	0	1	0
Liquor Law Violations	0	0	0	0	1	2
Motor Vehicle Theft	18	21	5	44	27	34
Peeping Tom	0	0	0	0	0	0
Pocket-Picking	0	0	0	0	0	0
Pornography Obscene Material	2	0	3	5	4	1
Prostitution	0	0	0	0	0	0
Purse-Snatching	0	1	1	2	1	0
Robbery	2	2	0	4	4	11
Runaway	0	1	0	1	0	0
Sexual Assault with an Object	0	0	0	0	0	0
Shoplifting	32	28	18	78	114	71
Simple Assault	6	5	4	15	54	39
Statutory Rape	0	0	0	0	1	1
Stolen Property Offenses	0	0	0	0	0	1
Theft From Building	5	7	4	16	29	28
Theft From Coin Operated Device	0	0	0	0	0	0
Theft From Vehicle	36	51	25	112	62	146
Theft of MV Parts or Accessories	10	15	16	41	82	56
Trespass of Real Property	8	5	10	23	12	12
Weapon Law Violations	2	1	2	5	5	4
Welfare Fraud	0	1	0	1	0	0
Wire Fraud	3	1	5	9	4	7

Appendix F

Date: Oct 17, 2023
TO: Shift Supervisors
FROM: Sergeant Saucier
SUBJECT: **M.V.A./Traffic Stop Analysis & Priority Selective Enforcement 3rd Quarter 2023**

Motor vehicle accident analysis for the Third QUARTER of 2023 showed 105 collisions, a 9% increase from 96 the same quarter last year.

Attached is an analysis of motor vehicle accidents with priority selective enforcement areas. This information provided is for dissemination to area patrols for further action.

Please encourage patrol officers to supply feedback to the Traffic Unit pertaining to locations that would benefit from the use of speed monitors.

cc: Chief
Captain
Patrol Division
A Shift
B Shift
C Shift
Training/Planning
File
Engineering

Shift Supervisors should use the data provided to develop strategies with Patrol Officers that will attempt to reduce MVA's in those areas identified. Keep in mind that selective enforcement is only one avenue to combat causative factors of MVA's. Supervisors should encourage Officers to explore new ways to reduce/eliminate causative factors utilizing their personal knowledge developed as a result of their permanent area assignments. Any suggestions for improvements including traffic signs, lighting, road changes, etc. are welcome and should be sent to the Traffic Unit for further action.

Overall, in the 3rd Quarter of 2023, the top three types of Motor Vehicle collisions were:

1. Fixed Objects (29)
2. Rear-End (24)
3. Angle (24)

Conducted Selective Enforcement Areas: (Request from Citizens/ Town Depts)

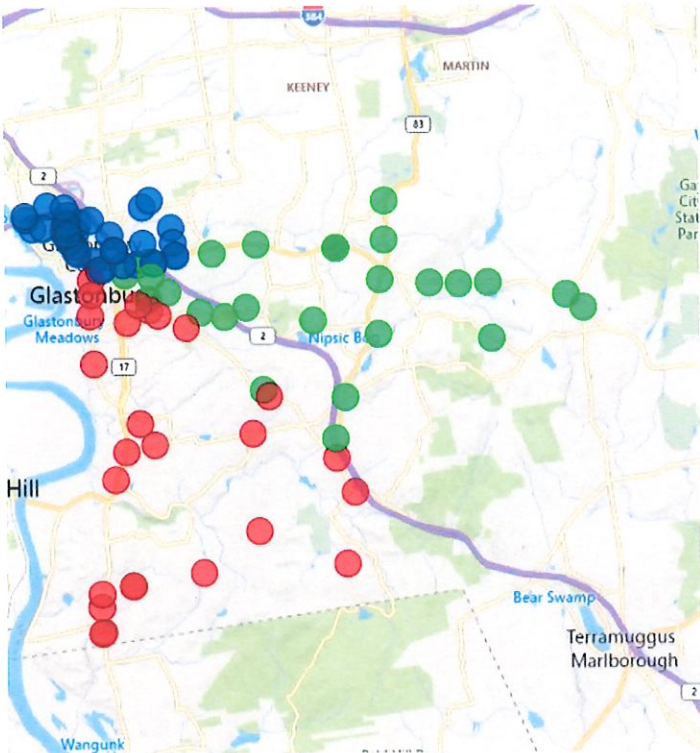
-Spring St Extension	Speeding
-Thompson St	Speeding cars/ATVs
-Riverview Rd	Kids on motorcycles
-Griswold St	Speeding
-Manchester Rd (1500 block)	Speeding
-Matson Hill	Speeding

Traffic Stops:

-This quarter showed 620 traffic stops. The illustrative maps on the following page showcase the correlation between the accident hotspot areas and where traffic enforcement is conducted.

- This quarter additionally showed 11 DUI arrests.

2023-Third Quarter- 105 Traffic Accidents



2023- Third Quarter- 620 Traffic Stops.

