

TOWN OF HEBRON  
PUBLIC SAFETY TASK FORCE  
TOWN OFFICE BUILDING  
REGULAR MEETING

RECEIVED

2019 MAY -7 A 9:33  
*J. J. [Signature]*  
HEBRON TOWN CLERK

Wednesday, May 8, 2019

7:00 p.m.

AGENDA

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1. Call to Order
2. Pledge of Allegiance
3. Approval of Minutes – May 1, 2019 Meeting
4. Community Policing in Hebron  
Other Communities' Experiences  
Community coverage  
Police Response Times  
  
Guest: Marshall Porter, Glastonbury Chief of Police
5. Next Meeting – Wednesday, May 15, 2019
6. **Public Comment.** This section of the agenda is reserved for persons in attendance who wish to briefly address the Task Force. The Task Force requests that comments be limited to three minutes or less.
7. Meeting Adjournment

MISSION STATEMENT: The mission of The Public Safety Task Force is to gather relevant data to advise the Board of Selectmen on decisions concerning:

1. How do we best staff our police department in the Town of Hebron?
2. What are cost-effective ways to reduce crime in Hebron?
3. What are the best ways to protect our schools?

**TOWN OF HEBRON**  
**Public Safety Task Force**  
**May 1, 2019**  
**Organizational Meeting**

**RECEIVED**  
 2019 MAY 27 A 6:40  
*[Signature]*  
**HEBRON TOWN CLERK**

**Town Office Building, 15 Gilead Street, Hebron, CT**

**Members Present:** F. Carino, J. Miller, D. Luke, K. Shea, J. Collins, D. Huppe, D. Larson, H. Petit, A. Nadeau, E. Bromley, R. Stanford

**Staff Present:** A. Tierney, Town Manager; F. Villani, Assistant Town Clerk; D. Greenwood, Resident State Trooper

1. **Call to Order:** The Public Safety Task Force Organizational Meeting was called to order by J. Collins at 7:00 PM
2. **Pledge of Allegiance:** The Pledge of Allegiance was recited.
3. **Swearing In Ceremony:** F. Villani, Assistant Town Clerk swore in members
4. **Member Introductions:**

Members introduced themselves:

F. Carino – Supervisory Juvenile Prosecutor, Office of the Chief State's Attorney, 41 years of experience who sits on two (2) Juvenile Review Boards and handles juvenile training; J. Miller, Hartford Police Sgt., background in community policing, law enforcement since 1996, currently Special Investigations Unit supervising 13 detectives, Community Services Bureau, West End of Hartford, problem solving in policing; D. Luke, Retired State Police Sgt, worked at Troop K and Troop E, currently Head Safety Officer, East Hampton High School; K. Shea, former Hebron BOE Chair and former BOF member, former member of Safety Committee at RHAM, extensive background in school safety issues, father and brother in law enforcement, J. Collins, Chair of this Task Force, member of BOS, PhD Soil Scientist and Entrepreneur, D. Huppe, Hebron Fire Department, Retired Fire/Rescue/EMS Battalion Chief, Manchester Fire Department, former New Britain Police Officer; D. Larson: Alternate, Hebron BOS Chairman, Fire Service/Emergency Management; H. Petit: Alternate, Vice Chair Hebron BOE; A. Nadeau, BOE recommended Hebron parent, may rotate with another parent approved by the Task Force Chairman; E. Bromley, current BOE Chair, works in field of Juvenile Justice, sits on Juvenile Review Board and Juvenile Auto Theft Committee; R. Stanford, BOE recommended, Manchester Police Lt., SRO Supervisor. A. Tierney will be an ex-officio member of the Public Safety Task Force.

5. **Discuss Mission, Charge and Schedule:**

J. Collins reviewed the purpose of this committee and the Mission Statement: The Mission Statement of The Public Safety Task Force is to gather relevant data to advise the Board of Selectmen on decisions concerning:

1. How do we best staff our police department in the Town of Hebron?
2. What are cost-effective ways to reduce crime in Hebron?

### 3. What are the best ways to protect our schools?

J. Collins explained that meetings will essentially be data driven and will hear what the committee members have to say after reviewing the data presented. There will be data and statistical information distributed, please forward any comments or additional information to J. Collins or D. Lanza. Informative speakers are encouraged. This will be a panel of expert opinions on what Hebron can do better for crime prevention, the right mix of law enforcement, SRO's and knowledgeable professional individuals with a background in the critical areas, J. Collins stated that this is a group of competent people that will get things done. At the end of the Task Force meetings, there will be a summary report. Each member will be given time to review the draft report and comment on it, before it is presented to the Board of Selectmen. J. Collins will be a non-voting member of this Task Force for preference votes, this Task Force is a work in progress and all suggestions are welcome. K. Shea asked about split votes and what is the role of the alternate? On process votes, if there are any, the Chairman will break the tie. J. Collins stated that in the event an alternate needs to step in, that alternate should be apprised of all information and meetings that have taken place. J. Collins continued, it is critical that everyone needs to feel like they have been heard and this is a fair process. J. Collins stated that there has been a spike in crime and auto thefts, there is a real fear factor and not having a background in law enforcement – this is an important process. The BOS received SRO questions and had added \$130,000 and a police cruiser to the current budget. J. Collins also stated that he appreciated all members time that will be put into this process and all members of this Task Force came highly recommended. All information gathered will be raw data on Hebron and that any data relating to Hebron can be obtained at the state level. J. Collins stated that he has had discussions with several neighboring towns and Glastonbury has a lot of experience and good information. Glastonbury has transitioned from a small town to a city and has a small police force. There was discussion regarding the Town of Glastonbury Superintendent and that their school system currently has armed guards and SRO in the schools. A notebook with information distributed to members was reviewed. After all the presenters, and at the end of the Task Force meetings, members are encouraged to email their comments to D. Lanza and the Chairman – and these comments will be considered in the final report.

### 6. Overview of Crime and Law Enforcement in Hebron

Resident Tpr D. Greenwood and Town Manager A. Tierney presented. There was a PowerPoint presentation of slides that each member had received in their notebook to follow along. Tpr Greenwood reviewed tonight's discussion goals: crime rates in Hebron, police staffing, roles and responsibilities and proposed police staffing alternatives. Tpr Greenwood presented his law enforcement history, reviewed and updated his training and his involvement in surrounding towns. Tpr Greenwood reviewed the Hebron Crime Rates statistical data, which was comprised of "just reported" crimes and not all calls. J. Miller made an observation that the collection is variable. Tpr Greenwood stated that the information was accumulated from two different groups of raw data, pointing out that Hebron has a higher population than most of the other surrounding towns, with the exception of Colchester and East Haddam. There were six (6) motor vehicle thefts in 2018, part of the issue is that Hebron is very accessible via Rt 2, Rt 85 and Rt 66, the major roads are easy on/easy off and that targets are hit from individuals who come from out of town. J. Miller discussed CompStats, a combination of management, philosophy and organizational management tools used in police departments and what Hartford does to track arrests. There was discussion regarding arrests vs. recovery. J. Miller asked if Hebron manages shifts based on crime rate statistics, Tpr Greenwood responded, not at this time with the limited staff of himself and three (3) part time officers, stating that Troop K doesn't have the

additional staff at this time either. There was discussion regarding resources and response times and further discussion regarding how calls get coded and that local/state/federal agencies all code differently. J. Collins asked if there are goals for response times? Tpr Greenwood stated that depending on where the officer was when the call came it, realistically if he was in one part of Hebron and had to travel to the other end of Hebron it could be 18 minutes, there are currently no districts in Hebron. A. Tierney commented that all calls are prioritized depending on severity. There was discussion regarding who covers for an on duty officer who gets a priority call. There was lengthy discussion, Hebron has a regional school in town; calls for service vs. calls for crime. Calls for service could include traffic stops, assisting other towns or agencies, patrol assists and calls from businesses etc. A. Tierney stated, logistically, where the town of Hebron is situated, it brings traffic through the center town. Tpr Greenwood discussed the cost of having a resident trooper, Town of Hebron is responsible for the HR of part time officers, while the Resident Trooper, who is under contract by agreement with the State Police, handles the policing. Included in the agreement with the State Police, are the handling of the radios, use of jail facilities and reporting which can get very costly. There was discussion regarding SRO's vs Security Guards, liability/insurance issues and who supervises or trains the security guards. Tpr Greenwood explained that he has no supervision over personnel that are not sworn in, such as security personnel. There was discussion about neighboring towns, the high volume of traffic through those towns due to access to the highway, there was additional discussion regarding law enforcement in Hebron and the current limitations; Tpr Greenwood is full time and there are three (3) part time officers that each work a minimum of 4 hours a day totaling 12 hours a week, typically working 1 hour in the morning at Hebron Elementary School directing traffic, then patrol for the remaining four hour shift. Patrol coverage is typically 8 am to 2:30-4:30 pm; administrative duties were discussed, which can also take away from patrol duties. There is one full time SRO at RHAM, and additional coverage needed for dances, football games, road construction etc. The SRO position at RHAM includes a vehicle which is reimbursed and reflected in the budget, this position is also available for high alert critical situations should they arise. Responsibilities and limitations of Constables vs State Police Personnel was discussed. This Task Force will have a general overview of what qualifications and certifications any future law enforcement employees should have. There was additional discussion regarding armed security guards from outside the community and what kind of impact, investment or obligation they would have in a community where they don't reside. The Security Guard role is security vs SRO, SRO as law enforcement can have a positive impact, resulting in reduced suspensions, arrests and disciplinary actions, as well as, an educator improving the relationship between students in a school environment and law enforcement. During school hours there are young, inexperienced drivers that attend RHAM and often speed through the center of town, there was discussion regarding the high number of motor vehicle deaths in Hebron last year, only two of those accidents had drivers that were older than 17 years old. There was additional discussion regarding the high volume of drop off traffic at the schools, when the school were built, most students took the bus as transportation to and from school, now more parents drive their children to and from school. There was discussion about the lack of coverage hours, there are rarely evening shifts with the limited personnel. A. Tierney stated that part of this discussion will be looking at adding shifts and during the time when the instances of crimes rose, additional plain clothes law enforcement was working the evening shifts on patrol. There was discussion regarding the addition of shifts and how to balance that, making it viable for an officer should additional staff be hired but also keeping the part time hours in place, closing discussion about the cost of full time benefits.

**7. Next Meeting, Wednesday, May 8, 2019**

Next meeting scheduled for May 8, 2019; Community Policing in Hebron, topics to be discussed will be other community's experiences, community coverage and police response times. Invited guests will be Marshall Porter, Glastonbury Chief of Police and J. Collins will contact Dr. Alan Bookman, Glastonbury Public Schools Superintendent and ask him to attend.

**8. Public Comment - None**

**9. Meeting Adjournment**

Prior to adjournment, J. Collins thanked members for attending and participating in this Task Force, and commented that if any member has any additional questions or revisions to the agenda, please contact him to discuss. J. Collins also asked members if they had any comments. Each member commented; all comments were positive and looking forward to working on this Task Force. K. Shea thanked Tpr Greenwood and A. Tierney for their presentation and asked if F. Carino would give a presentation on his experience as a juvenile prosecutor, J. Collins suggested F. Carino present at the the May 22 meeting. D. Larson stated that this Task Force, with the knowledge and the presenters; has the potential to bring about results that could be used as a guideline with many other towns and even though this process is still in its infancy, getting answers to the questions asked will be ongoing. D. Huppe also thanked Tpr Greenwood for his presentation and asked a final question about shift resources that come Troop K.

A. Tierney closed the meeting, stating the fact that more savings may be found as certain items get ironed out due to state budgeting, such as, insurance is still going down, the teacher's pension being funded at the state or local level, as well as, the town has 100% collection on taxes, everyone is working together towards a common goal. In closing, A. Tierney stated that although Hebron is small, we have outgrown our Town Office Building, the town will be protected, but in order to bring on additional law enforcement staff, they will need to be outfitted with a place to report to, this will be a struggle and all the processing of this information will dictate how the town moves forward. J. Collins asked J. Miller to bring the CompStats to the next meeting on May 8, 2019.

Motion to adjourn at 9:16 pm. made by J. Collins, motion seconded by D. Larson. Motion passed unanimously.

Respectfully Submitted,

Marion Spaulding

Board Clerk

**Table 1. Adapted from McCabe, Police Staffing, Table 1, p. 9 to Include Hebron**

| Variable                       | Mean   | Minimum | Maximum | Hebron   |
|--------------------------------|--------|---------|---------|----------|
| Population                     | 67,745 | 5,417   | 83,302  | 9,507    |
| Officers per 100,000           | 201.2  | 35.3    | 465.1   | About 18 |
| Patrol Percent                 | 66.1   | 32.4    | 96.8    | ?        |
| Index Crime Rate, per 100,000  | 3235.1 | 405     | 9,418.8 | 380      |
| VCR                            | 349.3  | 12.5    | 1415.4  | 30       |
| PCR                            | 2885.9 | 379.7   | 8,111.6 | 290      |
| Average Response Time (Winter) | 11.0   | 3.1     | 26.9    | ?        |
| Average Response Time (Summer) | 11.2   | 2.4     | 26.0    | ?        |