



APPENDIX C – SPECIFIC IMPACT GRANT APPLICATION

BD-21-1068-1068C-1068L-56499

Please complete each section of this Application

1. PROJECT INFORMATION

a) NAME OF MUNICIPALITY/GOVERNMENT ENTITY/DISTRICT

Town of Foxborough Police Department

b) PROJECT NAME (LIMIT 10 WORDS)

2021-MGC Grant

c) BRIEF PROJECT DESCRIPTION (LIMIT 50 WORDS)

To secure funds to pursue additional specialized training for personnel in a variety of high liability areas. Additionally to obtain equipment that will enhance our capabilities over an ever expanding mission, as well as pedestrian safety.

d) CONTACT PERSON(S)/TITLE (Persons with responsibility for this grant)

Lieutenant Ken Fitzgerald

e) PHONE # AND EMAIL ADDRESS OF CONTACT PERSON(S)

508-698-7003 (office)

508-734-0214 (cell)

kfitzgerald@foxboroughpolice.com

f) MAILING ADDRESS OF CONTACT PERSON(S)

Foxborough Police Dept.
8 Chestnut St.
Foxborough, MA 02035
Attn: Lt. Fitzgerald

2. IMPACT DESCRIPTION/CONNECTION TO GAMING FACILITY

a) Please describe in detail the impact that is attributed to the operation of a gaming facility.

To summarize we have seen impact in two main areas, those being traffic related issues and calls for service/crime at Hotels.

The biggest impact that has been observed in the Town of Foxborough is an increase in traffic, as well as calls for service to our hotels and lodging facilities. This pattern was discussed in detail during the 2020 grant application period. What we have seen in the year since is a slight dip in traffic numbers (likely attributed to Covid19) however calls for service and crime at the area hotels has remained a constant.

According to Christopher Bruce, the author of *Assessing the Impact of Gambling on Public Safety in Massachusetts Cities and Towns*, "The types of calls for service to increase are those highly correlated with the number of cars and visitors to a community, such as traffic issues and reports of lost property and suspicious activity". Since the inception of The PPC we have seen an increase in traffic collisions and traffic related calls for service. Foxborough has all of the major routes to PPC running through our community, including Rte 1, 106, 140, 115, 95, 495, and a variety of surface roads which serve as tributaries to these roadways.

Of note in Mr. Bruce's 2019 **Analysis of changes in police data following four years of activity at Plainridge Park Casino** "Although I related similar increases "likely" in Plainville and North Attleborough, in Foxborough's case, most hot spots seem around the stadium and **not on routes to PPC**. The increase is also a bit too steep to not involve some kind of change in policy or practice for recording such events.

We would contend that this conclusion is a drastic mistake. PPC and Gillette Stadium are on the same roadway (Route 1) less than 3 miles apart, in fact it is impossible to get onto PPC property without being on Route 1. Route 1 in Foxborough is home to the largest cluster of hotels, restaurants, night clubs, and other retail, and entertainment venues. Additionally there have been no changes to policy or practice for reporting in Foxborough. Our internal statistics for Washington Street (Route 1) which are attached to this request show in the 5 years leading up to PPC (2011-2015) a total of 227 traffic crashes on Washington Street. In the 5 years since PPC has been open 2016-2020 that number has **increased 14%** to 258. Additionally the number of police reports taken on Washington Street has jumped **33%** from 469 in the pre PPC period to 625 post PPC.

What we also experience is a heavy transient population. This population is drawn to the Route 1 corridor by a variety of features, the biggest being Gillette Stadium and Patriot Place. However the presence of the Casino being a 24 hour operation (pre-Covid) seemed to be the after-hours place for people to gather. Additionally there are the folks who come to the Casino then stay to enjoy the other activities in the area. The lack of hotels and motels in Plainville forces those wishing to stay in close proximity to the Casino and other attractions to Foxborough.

We have noted an increase in criminal activity and calls for service at our hotels since the inception of PPC. This increase was noted by Christopher Bruce's **Analysis of changes in police data following four years of activity at Plainridge Park Casino**. "As the closest major hotel cluster to Plainridge Park (there are 7 within the town limits, plus two in nearby Mansfield), there were concerns from the beginning

that Foxborough might see an increase in activity at hotels. During the first year, this predicted increase failed to come to fruition, but both calls for service and crimes remained at traditional levels. **But both 2017 and 2018 saw a spike in activity at Foxborough hotels.** Of note since 2019 we now host 9 hotels in Foxborough. The closest hotel to PPC on Route 1 is 4 miles away and has seen an increase in police reports taken of over **120%** in the 5 years since PPC has opened, from 46 in the 2011-2015 period to 101 during the 2016-2020 period.

As a result our staff is interacting with a diverse group of people, and engaging in investigation of more serious offenses. Recent examples include sexual/human trafficking issues, narcotics distribution, fatal and non-fatal opioid overdoses, firearms crimes, stolen vehicles, as well as increased medical calls for persons in mental health or substance induced crisis.

These types of calls and crimes were once fairly uncommon for our Agency. Unfortunately they are now happening at an alarmingly increased rate in our hotels. Our staff though well trained are not all fully trained and equipped to properly investigate or mitigate these situations. We also see a diverse customer base at these venues and hotels, much more diverse than the demographics of Foxborough.

Of real concern to us in the age of "police reform" is our staffs training on dealing with persons in crisis, implicit bias, procedural justice, de-escalation, as well as other modern trending topics. In addition our staff is lacking specialized training in dealing with serious traffic collisions, human trafficking, and narcotic investigations. The public demands a well-trained police department, which we have. However specialized training and evolving trends are a demand that tax an already overburdened training budget. The increased services and specialties that our staff are expected to perform and deal with require a considerable amount of additional training time and financial investment to accomplish.

b) Please provide documentation, specificity or evidence that gives support for the determination that the operation of the gaming facility caused or is causing the impact (i.e. surveys, data, reports)

Bruce's 2019, Analysis of changes in police data following four years of activity at Plainridge Park Casino.

Bruce's 2018, Assessing the Impact of Gambling on Public Safety in Massachusetts Cities and Towns.

c) How do you anticipate your proposed remedy will address the identified impact?

We are seeking a 3 part remedy, including funds for training, funds for "soft" vehicles for specialized investigations and undercover work, and funds for some additional traffic safety measures on arterial routes to PPC.

Our training goal is that we can get a portion of our front line patrol staff trained in some of the most current and cutting edge trends, to enhance our service to the community and guests, while decreasing liability to our staff. We seek to have a patrol force that is trained in industry best practices and comfortable with dealing with a diverse demographic of visitors to the community. We also would seek to offer additional traffic and investigative training to a portion of our staff.

On the investigative front, additional training for our detectives and Special Enforcement Unit on matters pertinent to the trends that we see at our hotels. These being complex drug, firearm, human trafficking/exploitation, and other serious criminal investigations. We have a robust training budget, which encompasses all of the critical and state mandated functions each year, as well as a limited amount of additional training (16hrs per officer per year). This would help us be able to be self-sufficient in crash investigations, and provide the highest level of service to our citizens. Training is a paramount demand of 21st century police departments. The funds requested would allow us to train a sufficient number of our staff to be fully prepared to meet ongoing and future demands.

In regards to equipment we are at a serious disadvantage when it comes to undercover operations, surveillance, and drug investigations. Historically we have done only a light amount of this type of work, however this workload has increased exponentially for us in the past few years. My staff is unable to safely execute surveillance and anti-crime operations at our hotels due to the nature of their fleet of unmarked vehicles. These vehicles are all Ford products and to even to most untrained eye are "police cars". Our only "soft car" is a 2008 BMW drug seizure which has 150,000 miles and is constantly out of service due to mechanical issues. None of my unmarked fleet is due to be replaced until FY24/25, which is far too long to put complex criminal investigations on hold for. Replacing 3 of our vehicles with new "soft" (non-police looking) vehicles will help to enhance our Detectives ability to conduct surveillance and complex criminal investigations. In addition to the local benefit our Detectives are all members of NORPAC a regional drug and major crime task force, of which Plainville and Wrentham are both member agencies as well. We also closely partner with Mansfield on complex criminal investigations and the soft cars will be a benefit to all 4 impact communities. Our unmarked fleet is on a 10 year replacement plan, so these vehicles would be projected to last well into the future.

The third impact of traffic safety is crosswalk-pedestrian safety. Route 140 which is a main arterial Route between Routes 95, 115 and Route 1 has a number of dated crosswalks in the center of Foxborough. We would be seeking to replace the basic yellow crosswalk sign, with a modern sign with integrated LED amber warning lights, which are solar powered and activate when a pedestrian is entering the crosswalk. This will serve to enhance both motorist and pedestrian safety in and around the busy center of Foxborough, at non traffic signal controlled crosswalks.

3. PROPOSED USE OF SPECIFIC IMPACT MITIGATION FUNDS. (Please attach additional sheets/supplemental materials if necessary.)

a) Please identify the amount of funding requested.

\$283,130 (explained below)

b) Please identify below the manner in which the funds are proposed to be used. Please provide detailed scope, budget and timetable for the use of funds.

Vehicles and traffic safety signals would be ordered as soon as grant money is awarded. Training would be scheduled throughout the year. We have agreements with many of the training vendors to be the host facility for training and would set an ambitious schedule to get things moving

The breakdown of expenses is as follows:

Traffic Safety Equipment-\$48,930 (see quote \$6990x7 crosswalks) DPW to install at no additional cost.

Traffic Subtotal- **\$48,930**

For training there is a two part cost, the (expected/estimated) cost of each course and the cost of OT to either send the Officer or to backfill his or her position during the training.

Traffic Related Training (Crash Reconstruction 3-part series, 80 hours per Officer per portion)
Tuition for 3 members- \$8955 (\$995 pp, per class)

OT cost to replace/send \$44,600 (avg \$62/hr x 720hrs)

Implicit Bias, CIT, procedural justice, de-escalation, and similar/related Training:

Tuition for 8 members \$6240 (Estimate \$195/per class, \$1560, 4 topics)

OT cost to send/replace \$15,872 (avg \$62 x 256 hrs)

Investigative/specialized training- Human trafficking, drugs, gang, violent crime, firearms, and similar.
Estimated tuition for 8 members to 4 courses \$15840 (estimated \$495/pp per course)

OT cost to replace/send \$39,680 (3 of 5 members require no backfill)

The \$62 is the average OT rate of our staff, since it is impossible to determine exactly who will attend what training a year out from today. This number was/is the safest assumption/number to use, however there is a possibility that the final number expended may come in under the requested amount. Additionally this request is made with the assumption that training will be occurring and not limited/cancelled due to COVID.

Training Expenses (estimate) Subtotal- **\$31,035**

Training Wages (estimate) Subtotal- **\$100,152**

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Vehicles- My pricing is all from the 2019 MPAC/GBPC bid list, which did not change for 20 or 21, however vendors are allowed a slight increase each year. Based on the published bid prices we would be requesting the following amounts, if there were increases on the 21 model year vehicles we can absorb that nominal amount through our regular fleet budget:

Jeep Grand Cherokee Laredo (or similar)- \$27,819 (MPAC/GBPC Bid price)

Dodge Durango SXT (or similar)- \$26,944 (MPAC/GBPC Bid price)

Ford Ranger (or similar)- \$30,250 (MPAC/GBPC bid price)

Emergency equipment up-fit (blue lights, siren, police radio, weapon storage, etc) Approximately \$6000 per vehicle.

Vehicle subtotal- **\$85,013**

Up-Fit subtotal- **\$18,000**

Total Request- \$283,130

c) Please provide documentation (e.g. - invoices, proposals, estimates, etc.) adequate for the Commission to ensure that the funds will be used for the cost of mitigating the impact from the operation of a gaming establishment.

Please see attached:

Traffic signal estimate

Unmarked vehicle up-fit

FPD employee wages/OT rates

Training flyers (of similar courses) - note the flyers are examples to show the duration and cost of similar trainings. None of the vendors have released their training schedules for FY22 yet, so we will require some flexibility in scheduling based on what is offered next year.

NOTE- the Greater Boston Police Council/MPAC vehicle bid is not attached, it is a massive excel workbook. Any vehicles approved by the Commission would be purchased off of the bid list, through an authorized vendor.

d) Please describe how the mitigation request will address the impact indicated.

The training funds will allow us to train a substantial portion of our staff heavily in areas which have a direct correlation to the increased traffic and hotel activity we see as a result of not only PPC but area growth in general. Having our staff properly trained to respond appropriately to persons of a different demographic background than they may be used to of comfortable dealing with is a huge priority.

We also recognize our limitations in regards to traffic collision investigation and reconstruction, these funds will allow 3 officers to be trained to the level of accident reconstructionist. This is a vital piece of training that has been missing in Foxborough for years. Serious bodily injury crashes, fatal crashes, and high dollar value property damage crashes cost lives and millions of dollars each year. We have an obligation to the residents and guests to be able to properly mitigate and investigate when a serious collision occurs.

Finally on the training front, our detectives are well trained, however there are only 3 of them and they are not the front line responders. Being able to train a number of our patrol officers on complex investigations, human trafficking, drug investigations, sex crimes, exploitation, and interview and interrogation will enhance our abilities to keep our guests at local hotels safe, and give our front line staff the tools to recognize and deal with these issues on their own, and immediately.

The traffic signal lights will serve to enhance pedestrian safety, as well as motorist safety on one of our busiest roadways, second only to Route 1.

The "soft" unmarked vehicles will help our staff when confronted with surveillance and investigative issues. Being able to leverage these vehicles during surveillance and drug operations will give our staff the ability to blend in with the environment without being exposed as law enforcement by the mere sight of the vehicle. The addition of 3 soft cars will give staff the flexibility to conduct long term investigations while not alerting the targets of the investigations to their presence. We have found that the bulk of our staffs surveillance work is in and around our hotel and short term lodging facilities.

e) How will you provide the data for reporting? How will you measure the effectiveness of the proposed project in mitigating impacts?

The capital items (vehicles and traffic safety signals) will simply be reported as delivered/installed. Effectiveness of the vehicles will be measured by the staff assigned to them and their ability to conduct complex investigations in a more discreet manner, and reporting back their successes through the chain of command.

The traffic crosswalk signals will also be measured in effectiveness by the likely reduction in complaints of violations and difficulty crossing by pedestrians.

Training is difficult to measure the success of. However as staff become trained in highly specialized fields, we will expect to see the dividends on how they are able to solve, resolve, and mitigate crimes and complex situations. We will also take into account productivity, quality of reporting, citizen compliments internal and external stakeholder feedback as well as other benchmarks to review the effectiveness of specialized training.

4. RELEVANT EXCERPTS FROM HOST OR SURROUNDING COMMUNITY AGREEMENTS

a) Please describe and include excerpts from any relevant sections of any Host or Surrounding Community Agreement.

"The project will increase traffic related accidents on the roads of the Town"

b) Please explain how this impact was either anticipated or not anticipated in that Agreement.

The impact of traffic was anticipated and we have responded to it with enforcement and education, the traffic signals will address the engineering component of the three E's of traffic safety.

The hotel impact seemed to have slipped through the cracks and does not appear to have been anticipated pre-2015, when PPC was being planned.

5. INTERNAL CONTROLS/ADMINISTRATION OF FUNDS

a) Please provide detail regarding the controls that will be used to ensure that funds will only be used to address the impact.

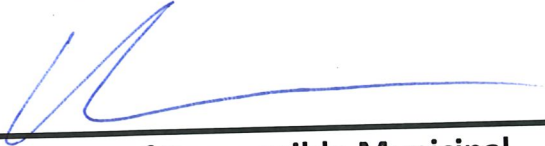
All funds will be maintained by the Finance Department. They will create specific sub-accounts for Training tuition, Training OT, and Capital Purchases. These accounts will be separate from our normal budget accounts and our administrative staff will only bill to those accounts purchases or wages related to capital items or training identified as part of the grant. Any expenditures from the accounts would be subject to sign off from the division commander (me) or Department head (Chief).

b) Will any non-governmental entity receive funds? If so, please describe. If non-governmental entities will receive any funds, please describe what reporting will be required and how the applicant will remedy any misuse of funds.

NO

6. CERTIFICATION BY MUNICIPALITY/GOVERNMENTAL ENTITY

On behalf of the aforementioned municipality/governmental entity I hereby certify that the funds that are requested in this application will be used solely for the purposes articulated in this Application.



Date: 1/27/2021

**Signature of Responsible Municipal
Official/Governmental Entity**

Kenneth Fitzgerald
(print name)

Lieutenant, Administrative Division Commander
Title:

Foxborough Police Department

Geographical Analysis From 01/01/2016 Thru 12/31/2020

<u>Street</u>	<u>Incident</u>	<u>Arrest</u>	<u>Accident</u>	<u>Citation</u>	<u>Interview</u>	<u>Order</u>	<u>P</u>	<u>Ticket</u>
Foxborough MA								
WASHINGTON ST	625	335	258	1233	0	6	0	0
Totals:	625	335	258	1233	0	6	0	0

Foxborough Police Department

Geographical Analysis From 01/01/2011 Thru 12/31/2015

<u>Street</u>	<u>Incident</u>	<u>Arrest</u>	<u>Accident</u>	<u>Citation</u>	<u>Interview</u>	<u>Order</u>	<u>P</u>	<u>Ticket</u>
Foxborough MA								
WASHINGTON ST	469	545	227	975	0	0	0	1
Totals:	469	545	227	975	0	0	0	1

Foxborough Police Department

Geographical Analysis From 01/01/2011 Thru 12/31/2015

<u>Street</u>	<u>Arrest</u>	<u>Accident</u>	<u>Citation</u>	<u>Interview</u>	<u>Order</u>	<u>P</u>	<u>Ticket</u>
Foxborough MA							
46 WASHINGTON ST	67	16	30	0	0	0	0
46	67	16	30	0	0	0	0
Totals:							

Foxborough Police Department

Geographical Analysis From 01/01/2016 Thru 12/31/2020

<u>Street</u>	<u>Arrest</u>	<u>Accident</u>	<u>Citation</u>	<u>Interview</u>	<u>Order</u>	<u>P</u>	<u>Ticket</u>
Foxborough MA							
101 WASHINGTON ST	52	8	29	0	0	0	0
101	52	8	29	0	0	0	0
Totals:							

105 Wash A.B.V. Hotel



Ocean State Signal Co.
 27 Thurber Blvd
 Smithfield, RI 02917
 Tel: 401-231-6780 Fax: 401-231-4390
www.oceanstatesignal.com

TO: Chris Gallagher - DPW
 LOCATION: Foxborough, MA
 ITEM NUMBER: Solar RRFB Crosswalk System
 INTERSECTION: Town Commons

DATE: 11/20/2020
 FROM: James-Michael Trotta
 DUE DATE: _____
 PROJECT #: _____

Quantity	ITEM/MATERIAL DESCRIPTION	TOTAL	\$6,990.00
1	Solar Powered RRFB Crosswalk System c/o:		
	2 (ea) 15' Aluminum Decorative Fluted Pedestal Black		
	2 (ea) 55W Solar Control System w/ Radio Black		
	4 (ea) RRFB-XL Light Bar w/ Ped Indication Black		
	2 (ea) Bulldog ADA PPB w/ 9x12 Frame & R10-25 Sign - Black		
	4 (ea) 30" W11-2 Pedestrian Crossing Sign FYG		
	2 (ea) 24x12 W16-7L Down Left Arrow Sign FYG		
	2 (ea) 24x12 W16-7R Down Right Arrow Sign FYG		
	8 (ea) Sign Mounting Hardware Kit		
	Notes:		
	A) Quoting Standard ADA Ped Buttons - NOT APS		
	B) Does Not Include Concrete Foundations or Anchor Bolts		

TERMS AND CONDITIONS:
 The above price is NET F.O.B shipping point with **free shipping** to one destination in Massachusetts.
 Terms quoted are Net Thirty and this quote is guaranteed for 30 days.

BEST REGARDS,

 James-Michael Trotta

Norfolk County Two Way
 553B East St
 Walpole, MA 02081
 508-326-1709
 Norfolk2way@gmail.com

Estimate



ADDRESS
Foxboro Police Department 8 Chestnut St. Foxboro, Ma 02035

ESTIMATE #	DATE	EXPIRATION DATE
1249	01/25/2021	02/28/2021

QTY	ITEM	DESCRIPTION	RATE	AMOUNT
			390.00	390.00
1	Whelen HHS3200			
1	front inner edge	XLP low current duo half bar. blue/white	586.00	586.00
2	Whelen TION DUO Smoked lens	Blue/white. Mounted in the grill	108.00	216.00
2	Whelen TION SOLO smoked lens	Blue. Mounted in grill	95.00	190.00
2	Whelen TION DUO Smoked lens	blue/white. rear side 1/4 glass	108.00	216.00
1	wig wags		50.00	50.00
2	Magnetic mic clip		35.00	70.00
1	Whelen SA315P New Projector Siren Speaker	Whelen 100 watt speaker	213.00	213.00
1	Sak1	speaker mount	27.00	27.00
2	Whelen Vertex White	taillights	73.00	146.00
2	Whelen Vertex Red	taillights	73.00	146.00
1	Whelen Smart logic flasher		175.00	175.00
1	Shop supplies		150.00	150.00
1	Radio Install	Labor for radio install	75.00	75.00
12	Labor		75.00	900.00
1	Rockland		1,890.00	1,890.00

QTY	ITEM	DESCRIPTION	RATE	AMOUNT
4	equipment drawer Whelen SpitFire ION Super-LED	blue. in rear window	120.00	480.00
			TOTAL	\$5,920.00

Quote is valid for 30 days. All prices subject to change. Labor is an estimate and could be more/less. A 50% down payment is required on all jobs.

Accepted By

Accepted Date

DEPARTMENT RATES AS OF 1/4/2021

	HOURLY	BASE	STIPEND	DESCRIP	NIGHT STIP	ED %	EDUCATION	OT RATE
Alberts	\$36.78	\$33.62	\$1.48	DET		5	\$1.68	\$55.17
Allen	\$33.98	\$29.37			\$1.38	11	\$3.23	\$50.97
Azevedo	\$43.04	\$33.62	\$1.01	SRO		25	\$8.41	\$64.56
Bohnenberger	\$38.46	\$33.62	\$1.48	DET		10	\$3.36	\$57.69
Buckley	\$38.99	\$33.62	\$0.50	TO	\$1.51	10	\$3.36	\$58.49
Byrnes	\$35.30	\$33.62				5	\$1.68	\$52.95
Cannata	\$35.13	\$33.62	\$1.51	AD/FIR				\$52.70
Caparell	\$31.35	\$27.00			\$1.38	11	\$2.97	\$47.03
Chamberlin	\$60.83	\$48.66				25	\$12.17	\$91.25
Collins	\$42.06	\$41.03				2.5	\$1.03	\$63.09
Colvin	\$36.86	\$31.91			\$1.44	11	\$3.51	\$55.29
DiMartino	\$35.41	\$30.66			\$1.38	11	\$3.37	\$53.12
DiModica	\$35.13	\$33.62			\$1.51			\$52.70
Dion	\$39.67	\$33.62			\$1.51	13.5	\$4.54	\$59.50
Drayton	\$51.09	\$41.03			\$1.85	20	\$8.21	\$76.64
Fitzgerald	\$60.83	\$48.66				25	\$12.17	\$91.24
Foscaldo	\$51.29	\$41.03				25	\$10.26	\$76.94
Gallagher	\$36.98	\$33.62				10	\$3.36	\$55.47
Godino	\$36.81	\$33.62			\$1.51	5	\$1.68	\$55.22
Golemme	\$37.66	\$31.91			\$1.44	13.5	\$4.31	\$56.49
Grace	\$84.76	\$84.76						\$127.14
Headd	\$33.62	\$33.62						\$50.43
Hoffman	\$47.38	\$41.03			\$1.84	11	\$4.51	\$71.07
Hole	\$36.86	\$31.91			\$1.44	11	\$3.51	\$55.29
Kilroy	\$43.04	\$33.62	\$1.01	CRT		25	\$8.41	\$64.56
Mattson	\$35.80	\$33.62	\$0.50	FLEET		5	\$1.68	\$53.70
McCarthy, P	\$27.00	\$27.00						\$40.50
McGrath, R	\$33.57	\$30.66			\$1.38	5	\$1.53	\$50.36
McGrath, S	\$36.98	\$33.62				10	\$3.36	\$55.47
McKay	\$40.34	\$33.62				20	\$6.72	\$60.51
Monterroso	\$38.33	\$33.62	\$1.01	SRO		11	\$3.70	\$57.50
Morrison	\$41.82	\$33.62	\$1.48	DET		20	\$6.72	\$62.73
Noonan	\$75.48	\$60.38				25	\$15.10	\$113.21
O'Leary	\$51.09	\$41.03			\$1.85	20	\$8.21	\$76.64
Parah	\$34.96	\$33.62	\$0.50	AR		2.5	\$0.84	\$52.44
Politsopoulos	\$33.98	\$29.37			\$1.38	11	\$3.23	\$50.97
Pollister	\$36.14	\$33.62	\$1.01	K9	\$1.51			\$54.21
Saulnier	\$35.41	\$30.66			\$1.38	11	\$3.37	\$53.12
Smith	\$31.35	\$27.00			\$1.38	11	\$2.97	\$47.03
Grenier	\$34.27							\$51.40
Daniels	\$37.70							\$56.55

Average OT Rate
 Plus 2% COLA effective Spring 21 Town Meeting, new average

60.7900
 62.0000



**SRR Training, NESPIN, the Andover, MA Police Department
present**

Basic Crash Investigation

Motor vehicle crashes are part of a patrol officer's everyday life. However, they are for the most part, poorly investigated, because officers are poorly trained. Across the Nation in 2018, an estimated 36,540 people were killed on our public ways in motor vehicle crashes, compared to 16,214 homicides/manslaughters during the same time period. Yet, we still find crash investigators receiving less training, why? Hopefully, that trend will change as technology is changing every day.

This **80-hour** course will provide police officers with the knowledge and skills they need, to conduct an initial assessment at each and every crash they encounter. Unless collected, recorded and preserved at the time of a crash, valuable evidence can be lost forever. The following subjects and more will be covered to assist officers in making more complete investigations:

Workshop Content:

Introduction to Traffic Crash Investigations	Proceeding to the Scene
Traffic Crash Series of Events	Protecting the Scene
The Human Element	Interview Skills in Relation to Operators, Passengers and Witnesses
Environmental and Traffic Factors	Skid Marks vs. Yaw Marks
Establishing Drag Factors	Determining Speed Estimates
Vehicle Inspections: Brakes, Steering Systems, Front Wheel Drive,	Perception Reaction Times
Suspension Systems, Tires, Occupant Protection Systems	
Speed Estimates	Blue Blitz Traffic Template
Field Measurements and Scale Diagrams	Crash Photography
Physical Evidence Collection	Preservation of Physical Evidence
Crash Reports	Courtroom Preparation

Please note:

Due to COVID-19 Restrictions in MA only 24 attendees will be allowed in the class. Please register early to assure yourself of a seat.

Cost: \$995.00 per attendee

Where: Andover Police Department, 32 N. Main Street, Andover, MA 01810

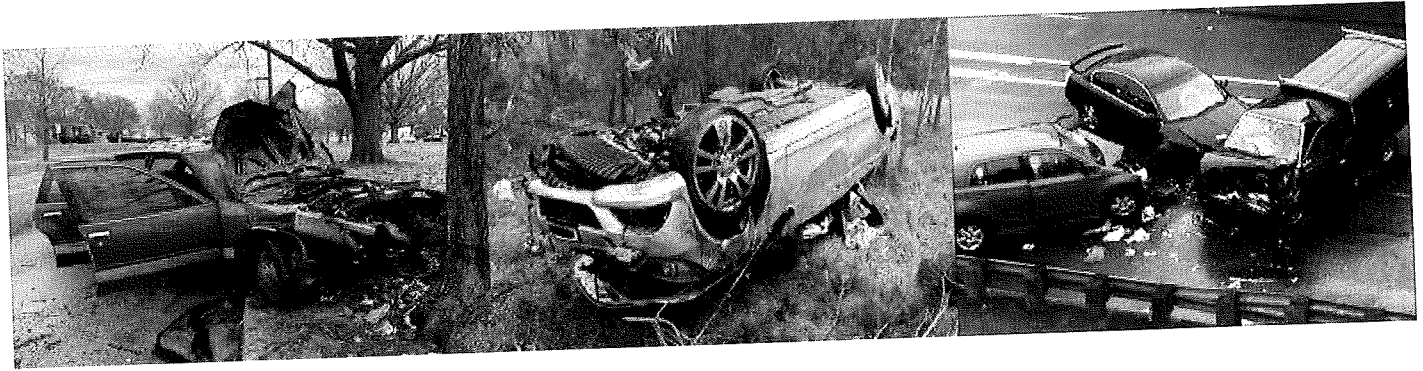
When: January 04-15, 2021

Check-in first day only: 7:30AM – 8:00AM **Class Hours:** 8:00AM – 4:00PM

Purchase Orders and/or Checks Should be Sent to: SRR Traffic Safety Consulting, LLC, 7 Marion Avenue, Andover, MA 01810

Inquiries can be Directed to: Chief Reggie Redfern (Ret.) Phone: 413-626-9554 Email: reggie@srrtraining.com
Sgt. Chuck Edgerly Phone: 978-490-0647 Email: CEDG@andoverps.net

Instructor: Dale Farmer, has been a reconstructionist since 1996 and retired from the Kingsport, TN PD in September 2013 after 31 years in law enforcement. In 2001, he received accreditation from ACTAR (#1182) and was certified as a DRE in 2005. Mr. Farmer formed Farmer Collision Analysis in 1999 and investigates crashes in Tennessee, Virginia, Arkansas, North Carolina and Kentucky. Mr. Farmer has testified numerous times as an expert in crash investigations and crash reconstruction in Tennessee and Kentucky in Civil, Criminal and Federal Courts. Mr. Farmer currently teaches crash investigation and DUI enforcement classes for the Tennessee Governors Highway Safety Office, Walters State Community College Law Enforcement Academy and the Tennessee Attorney Generals Conference. He joined the growing list of professional instructors for SRR Training in 2016. Mr. Farmer is currently member of the Board of Directors for ACTAR and is nationally known for his expertise in crash reconstruction and his teaching ability in this field.



**SRR Training, NESPIN and the Andover, MA Police Department
present**

Advanced Crash Investigation

The death of an individual in a motor vehicle crash is no less important, painful or traumatic on family members than a person who may have been killed in a robbery. Each requires a thorough investigation. After years of accepting motor vehicle crashes as “accidents” police departments are now training more officers in the skills necessary to investigate crashes that lead to serious physical injury and death just as they would at any other crime scene.

This course is designed for those officers who wish to enhance their knowledge and skill level in relation to crash investigation far beyond that of a first responder. The content of this course significantly extends the learning curve beyond what is offered in SRR Traffic Safety Consulting’s *Basic Crash Investigation* course, yet follows that course in direct succession. This class is a requirement for those individuals wishing to advance to Crash Reconstruction.

Workshop Content:

Math Review and Basic Crash Investigation/At-Scene Review
 Vehicle Lamp Examination
 Introduction to Physics and Newton’s Laws of Motion
 Introduction to Time/Distance
 Introduction to Conservation of Linear Momentum
 Introduction to Linear Perimeter Measurement
 Time/Distance Review
 Airborne Review

Vehicle Tire Nomenclature and Identification Codes
 Geometry and Trigonometry
 Vehicle Dynamics and Acceleration
 Introduction to Airborne Equations Pertaining to Flips, Vaults and Falls
 Vector Sum Analysis
 Field Projects – Linear Perimeter Measurements at Range
 Conservation of Linear Momentum Review
 Final Exam

Please note:

Due to COVID-19 Restrictions in MA only 24 attendees will be allowed in the class. Please register early to assure yourself of a seat.

Cost: \$995.00 per person

Where: Andover Police Department, 32 N. Main Street, Andover, MA 01810

When: March 01-12, 2021

Check-in: 7:30AM – 8:00AM **Class Hours:** 8:00AM – 4:00PM

To Register: Please go to www.srrtraining.com and register online.

Purchase Orders and/or Checks Should be Sent to: SRR Traffic Safety Consulting, LLC, 7 Marion Avenue, Andover, MA 01810

Inquiries can be Directed to: Chief Reggie Redfern (Ret.) Phone: 413-626-9554 Email: reggie@srrtraining.com
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SRR Training, NESPIN and the Andover, MA Police Department present

Crash Reconstruction

This 80-hour course is designed for those officers who wish to advance to the level of reconstructionist. The course contains reconstruction methodologies, derivation of equations sensitivity of the methods to uncertainties in field data and vehicle dynamics. Interested students should have completed SRR's Basic Crash Investigation and SRR's Advanced Crash Investigation or their equivalence as a prerequisite.

This highly technical course requires a strong background in mathematics on the part of the attendee. However, attendees of SRR's *Basic Crash Investigation* and *Advanced Crash Investigation* 80-hour courses will find that this training builds on the knowledge they gained in these two previously attended courses. Upon completing this course, students will:

Understand and be able to explain Newton's laws of motion
 Understand the difference between kinetic energy and potential energy and how they relate to speed
 Understand and effectively apply reconstruction formulas relating to:

- Minimum speed equations
- Airborne speed equations
- Critical speed equations
- Conservation of Linear Momentum
- Roadway friction adjustment for grade
- Speeds from crush damage

- Kinetic energy equations
- Combined speed equations
- Yaw radius equations
- Vector Addition
- Roadway friction adjustment for braking percentages

Students will also complete the course with a strong knowledge and understanding of the following topic areas:

- In-line Impacts
- Utility Pole Impacts
- Vector Analysis
- Fundamentals of Reconstruction Software Programs

- Oblique Impacts
- Multiple Departure Momentum Analysis
- Special Problems in Momentum
- Analysis of Information and Courtroom Preparation

Please note:

Due to COVID-19 Restrictions in MA only 24 attendees will be allowed in the class. Please register early to assure yourself of a seat.

Cost: \$995.00 per person

Where: Andover Police Department, 32 N. Main Street, Andover, MA 01810

When: May 03-14, 2021

Check-in: 7:30AM – 8:00AM **Class Hours:** 8:00AM – 4:00PM

To Register: Please register online at www.srrtraining.com -

Purchase Orders and/or Checks Should be Sent to: SRR Traffic Safety Consulting, LLC, 7 Marion Avenue, Andover, MA 01810

Inquiries can be Directed to: Chief Reggie Redfern (Ret.) Phone: 413-626-9554 Email: reggie@srrtraining.com
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SRR Training, NESPIN and the Town of Windsor, CT Police Department present
Motorcycle Crash Investigation

This **40-hour** course will provide police officers with the knowledge and skills they need, to investigate a motor vehicle crash involving a motorcycle. This course is designed to expand the thinking of current crash investigators with new ideas and concepts. According to NHTSA's latest findings dated August 2019, there were 51 deaths involved in the operation of a motorcycle in MA for 2017, and many times, it was not the fault of the motorcyclist.

This comprehensive 5-day course covers what you need to know in relation to these types of crashes to be able to complete the investigation. As our roads become more crowded and gas prices fluctuate, more and more people will be turning to cheaper transportation creating an increase of motorcyclists on our public ways. Motorcycle crash investigations are often challenging as the operation of a motorcycle is quite different from a motor vehicle such as a car or truck. So are the effects of steel vs. steel crash than steel vs. flesh crash. Presentation of crash examples and investigation techniques will be explored and studied along with the fact that students will have opportunities to review and use mathematical equations in relation to basic reconstruction concepts as they proceed through the course of study. Courtroom experience of the instructor will also be discussed along with suggestions for presentation methods to assist in the meeting of the requirements of our court systems for acceptance of applied techniques and demonstrative evidence such as diagrams and practical courtroom exhibits.

35 ACTAR CEUs will be awarded following successful completion of this course for ACTAR accredited reconstructionists.

Workshop Content:

Types of Motorcycles
 Operation of Motorcycles
 Evidence from the Roadway
 Math Review
 Types of Crashes
 Speed from Damage
 Turning Movements and Crashes
 Drag Factor Consideration
 Acceleration: Positive and Negative
 Airborne Speed
 Projects
 Tire Performance
 Course Review

Motorcycle Laws
 Examination of Motorcycles
 Evidence from the Vehicle
 Motorcycle Dynamics
 Curve Analysis
 Speed from Engine RPM
 Braking Abilities and Performance
 Motorcycle Performance
 Outdoor Projects
 The Human Factor
 Helmet and Safety Equipment
 Case Studies
 Written Final Exam

Cost: \$775.00

Where: Windsor Police Department, 110 Addison Road, Windsor, CT 06095

When: May 24-28, 2021

Check-in: 7:30AM – 8:00AM **Class Hours:** 8:00AM – 4:00PM

To Register: Please register at www.srrtraining.com on the course web page.


Purchase Orders and/or Checks Should be Sent to: SRR Traffic Safety Consulting, LLC, 7 Marion Avenue, Andover, MA 01810

Inquiries can be Directed to: Chief Reggie Redfern (Ret.) Phone: 413-626-9554 Email: reggie@srrtraining.com

Lt. Michele Neary, Training Supervisor, Phone: 860-298-4314 Email: neary@townofwindsor.com

Instructor: Dale Farmer, has been a reconstructionist since 1996 and retired from the Kingsport, TN PD in September 2013 after 31 years in law enforcement. In 2001, he received accreditation from ACTAR (#1182) and was certified as a DRE in 2005. Mr. Farmer formed Farmer Collision Analysis in 1999 and investigates crashes in Tennessee, Virginia, Arkansas, North Carolina and Kentucky. Mr. Farmer has testified numerous times as an expert in crash investigations and crash reconstruction in Tennessee and Kentucky in Civil, Criminal and Federal Courts. Mr. Farmer currently teaches crash investigation and DUI enforcement classes for the Tennessee Governors Highway Safety Office, Walters State Community College Law Enforcement Academy and the Tennessee Attorney Generals Conference. He joined the growing list of professional instructors for SRR Training in 2016. Mr. Farmer is currently member of the Board of Directors for ACTAR and is nationally known for his expertise in crash reconstruction and his teaching ability in this field.

10%
of men in the
US are
victims of
sexual assault



**SRR Training, NESPIN and the Windsor Police Department
present**

Basic Sex Crime Investigations

Sexual Assaults are some of the most violating and personal crimes victims will ever experience, and the handling of these often delicate cases have the utmost importance. Attendees in this class will learn that there will be multiple parties and agencies involved and a variety of steps required to bring a successful prosecution in any sexual assault case. It is paramount that investigators and officers know what to look for when assigned to these types of offenses and how to proceed in the ensuing investigation.

This course is designed to equip patrol officers and new detectives with the information necessary to complete a successful Sexual Assault Investigation.

This course is not designed to make any officer or detective an expert in sex crimes cases, but will teach them the importance of handling these cases properly to bring offenders to justice and closure for the survivors.

Workshop Content:

First Responder to the Scene of a Sexual Assault
Evidence Awareness
Interviewing the Victim
Forensic Duties at the Scene
Open and Closed Ended Questions
Methods of Communication
Victim/Witness
Three Interview Styles
Conducting Successful Interviews
Before Initiating the Interview
Interview is Over Let the Interrogation Begin
How to Handle Special Circumstances
Elements for Testifying at PC Hearing
Preparation for Courtroom Testimony

Preliminary Investigation
Establishing a Suspect(s) M.O.
The Suspect
Evidence Handling
Custodial Interrogation
Non-Suspect/Suspect
5th and 6th Amendment Rights
Verbal Deception, Deceit and Manipulation
Three Considerations to Remember
Important Factors for Uniformed Officers
During the Interrogation
Mentally Ill and Persons with Diminished Capacity
Testifying in Court

Searching the Scene
Special Crimes Case Investigator
Suspect Interaction at the Scene
Interview and Interrogation
Stansbury v. California
Exculpatory/Inculpatory Statements
Escobedo v. Illinois
Interview Preparation
Who Will You Interview?
Characteristics of a Successful Interviewer
Confessions
Preparation and Testimony at a Probable Cause Hearing to Obtain a Warrant
Elder Abuse versus Child Abuse

Cost: \$495.00 per person

Where: Windsor Police Department, 110 Addison Road, Windsor, CT 06095

When: January 25-27, 2021

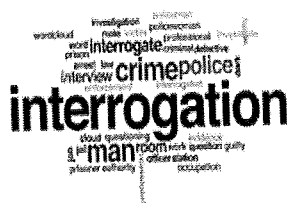
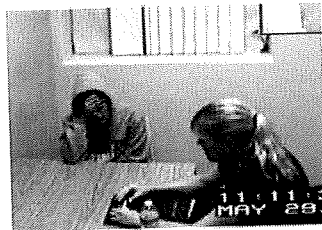
Check-in: 7:30AM – 8:00AM **Class Hours:** 8:00AM – 4:00PM

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Lt. Michele Neary, Phone : 860-298-4314 Email: neary@townofwindsorct.com

Instructor: Sergeant Brian Williams is currently assigned to the Norfolk Police Department's Special Crimes Unit. During his career with the Norfolk Police Department, Sergeant Williams has worked in all three patrol divisions of the Field Operations Bureau as well as various assignments within the Investigative Services Bureau to include General Assignment and Burglary squads as well as the Special Crimes Unit. He has received awards for Police Officer of the Quarter, American Legion – Police Officer of the Year and the Police Commendation award. Sergeant Williams has worked cases of all types; everything from minor thefts to a capital murder case and almost everything in between. He has spent most of his investigative time investigating Burglaries and Sexual Assault cases. He is currently spearheading an initiative to solve cold case rapes within his organization. Sergeant Williams is a native of Norfolk, Virginia, and holds a bachelor's degree in Business Administration with a specialization in Logistics. Prior to joining the Norfolk Police Department he served 4 years as a Nuclear, Biological and Chemical Defense Specialist with the U.S. Marine Corps. He joined the growing list of professional instructors for SRR Training in 2020.



SRR Training, NESPIN and the Town of Windsor, CT Police Department
present

Interview and Interrogation

This course of instruction is designed specifically for law enforcement officers. The focus of this training is to prepare investigators to utilize effective methods of interviewing and interrogation techniques. Attendees will be able to identify the differences between an interview and interrogation and learn ways to structure interrogations to identify and address deceptive verbal and non-verbal cues from suspects.

Attendees will receive instruction on identifying and dealing with false confession phenomenon and relevant legal rulings and case law pertaining to police interrogations. The goal of this training is to give law enforcement officers additional tools and confidence to successfully navigate in the interview room.

Who should attend: Detectives, Patrol Supervisors, Patrol Officers

Workshop Content

1. Identifying the differences between an interview and an interrogation
2. How the interviewer's demeanor affects the outcome
3. Communication processes
4. Listening skills, note-taking and videotaping
5. Developing an interrogation process
6. Dealing with denial and deception
7. Recognizing and deciphering verbal and non-verbal clues
8. Common body language indicators
9. Keys to successful interrogations
10. Juvenile interviews
11. False confessions
12. Interrogation and confession case law and legal standards

Cost: \$495.00 per person

Where: Windsor Police Department, 110 Addison Road, Windsor, CT 06095

When: November 30-December 02, 2020

Check-in: 7:30AM - 8:00AM Class Hours: 8:00AM - 4:00PM

To Register: Please complete the registration form that is attached to this course flyer and email to reggie@srrtraining.com.

Purchase Orders and/or Checks Should be Sent to: SRR Traffic Safety Consulting, LLC, 7 Marion Avenue, Andover, MA 01810
Inquiries can be Directed to:

Chief Reggie Redfern (Ret.) Phone: 413-626-9554 Email: reggie@srrtraining.com

Lt. Michele Neary, Training Supervisor, Phone: 860-298-4314 Email: neary@townofwindsorct.org

Instructor: Lt. Michael Lovely, Norfolk, VA PD is currently assigned to the Homeland Security Division and serves as the Officer-in-Charge of the Hostage Crisis Negotiation Team. Over his career, Lieutenant Lovely has overseen hundreds of criminal investigations and has experience in handling many high-profile cases, including a home invasion case that left a mother paralyzed after she and her two young daughters fell victim to four armed robbers. As lead investigator of the case, Lieutenant Lovely brought about the successful apprehension, interrogation and prosecution all four felons. During his career with the Norfolk Police Department, Lieutenant Lovely has received the Distinguished Service Medal and his department's highest award, the Medal of Honor.



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Online Massachusetts Civil Rights Officer Training Class

2021-01-28

ONLINE with convenient ZOOM Platform

Instructor: Chief (Ret.) John Moore, Esq.

Register Now

From 9:00am to 3:00pm

Registration: 8:45am

Officers who attend this training will be instructed in accordance with role and responsibilities of a Civil Rights Officer for a law enforcement agency. Cognitive and technical aspects of this position, including but not limited to investigations of Hate Crimes and intimate knowledge of applicable state and federal laws and reporting requirements, will be explored in depth. In addition, softer skills of community outreach and conflict resolution are addressed through discussions and scenario-based training. The overall goal of this course will be to fully prepare officers for an assignment as their department's Civil Rights Officer as recommended by the Governor's Task Force on Hate Crimes.

Subject matters to be covered in this training shall include the following;

- The Massachusetts Civil Rights Act (M.G.L.c.12 sec.11H) and relevant case law
- State criminal statutes relative to Civil Rights (M.G.L.c.265 sec, 37 and 39(a))
- Definition of a Hate Crime pursuant to M.G.L.c.22C sec.32
- Collection of Hate Crime Data at the State level (M.G.L.c.22C sec.33-35)
- Role of the Massachusetts Attorney General in Hate Crime Prosecutions
- Reporting of Hate Crimes through the Executive Office of Public Safety and Security
- Analysis of a hate crime appellate case, Commonwealth v. Kelly, 470 Mass. 682 (2015)
- Review of International Association of Chiefs of Police – Investigating of Hate Crimes
- Viewing and discussion of, "A Prosecutor's Stand" (Hate Crime Mini-Documentary)
- Review of the federal Hate Crime Acts (18 U.S.C. 249)
- Analysis of the Hate Crime reporting at the federal level (34 U.S.C. 41305)
- Discussion on the mission of the Civil Rights Division of the Department of Justice

- Review of recent Hate Crime case examples at the State and Federal levels
- Discussion on the Core competencies of the Civil Rights Officer to include the practice of community policing to foster public trust, community engagement, crime prevention education, and conflict resolution
- Review of the sought-after characteristics of the Civil Rights Officer that encompass strong communication skills, high organizational aptitude, an interpersonal skill set, an empathetic mindset, and emotional intelligence
- Incorporation of constitutional policing, procedural justice, fair and impartial policing, and commitment to police legitimacy in the functions of the Civil Rights Officer

- Discussion on the difference between hate crimes and hate speech with a historical review of relevant case law and legislation
- Discussion on the Police Reform legislation applicable to civil rights issues such as qualified immunity and "no-knock" warrants

Register Now

- » Offline registration: pheagney@policelegacy.com or call [508-989-9848](tel:508-989-9848)
- » Cost: \$195 USD per official.

(508) 989-9848

Fax: (508) 622-1820

pheagney@policelegacy.com

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Commonwealth Police Legacy, Inc.

Paula Heagney, President

PO Box 752

Norton, MA 02766

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Introduction To Drug Investigations for Patrol Officers (2 Day)

Instructor:

Detective Sergeant Chuck Peterson (Ret)

 March 24, 2021 - March 25, 2021

 Woburn Police Department

 9:00 am - 3:00 pm

Price: \$289.00 (USD)

[Register](#)

Map & Directions



Google

Map data ©2021 Google

COURSE DESCRIPTION

A highly motivated & well trained uniformed Patrol Officer is one of the most effective weapons available to combat the distribution of illicit drugs. This class is valuable to all Patrol Officers, First Line Supervisor and FTO's . The class will cover the following subject matter:

TOPICS

- » Drug identification
- » Looking beyond the “stop”
- » Search and seizure
- » Hidden compartments
- » Search techniques
- » Informant development & management
- » Street interdiction
- » Vehicle inventories
- » Surveillance techniques
- » Interdiction stops
- » Non-traditional drug investigations for the patrol officer


This class will focus on providing officers with the motivation and tools necessary to initiate and conduct successful drug investigations. Emphasis will be placed on drug investigations developed utilizing information provided by intelligence sources and investigations directed towards stemming the flow of drugs into the officers jurisdiction.


Details	Price	Qty
General Admission	\$289.00 (USD)	0 <input type="button" value="v"/>

[Register Now](#)

Online event registration and ticketing powered by [Event Espresso](#)



 (508) 839-5725

 353 Providence Road
South Grafton MA, 01560

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Street Level Narcotics Investigation

8 DAY PROGRAM (weekdays only)

Instructor:


Patrolman C. Robert Mercer

Instructor:

Chief William G. Brooks, III

Instructor:

Detective Joseph L. Connors

 April 6, 2021 - April 15, 2021

 Woburn Police Department

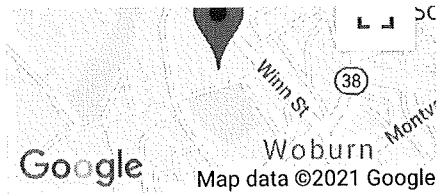
 9:00 am - 3:00 pm

Price: \$950.00 (USD)

[Register](#)

Map & Directions





PROGRAM DESCRIPTION

Officers will conduct an investigation that will include informant interviews, both electronic and manual surveillance, a controlled buy using an informant, a buy bust, a search warrant affidavit and the execution of a search warrant on an abandoned house using a raid plan.

Students will receive a 500-page manual that will have samples of raid plans, affidavits, informant contact sheets and court cases that apply to narcotics investigations.

The cost for this 8 day program is \$950. Departments may consider funding this training with Byrne-JAG task force grants, Law Enforcement Trust Funds (seized drug assets) or community policing grants.


LEARN


- How to develop informants
- The ability to write a search warrant
- Identify and conduct a variety of different narcotic investigations

Details	Price	Qty
General Admission	\$950.00 (USD)	0 <input type="checkbox"/>

[Register Now](#)



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