

Easthampton Police Department

Mission Statement

The mission of the Easthampton Police Department is to provide excellence in police service through aggressive pursuit of violators of the law, prevention of crime & disorder and continued bridge building with our community.

This is accomplished by a partnership of the police and the public to enhance the quality of life, reduce the fear of crime, preserve the peace and impartially enforce the law.

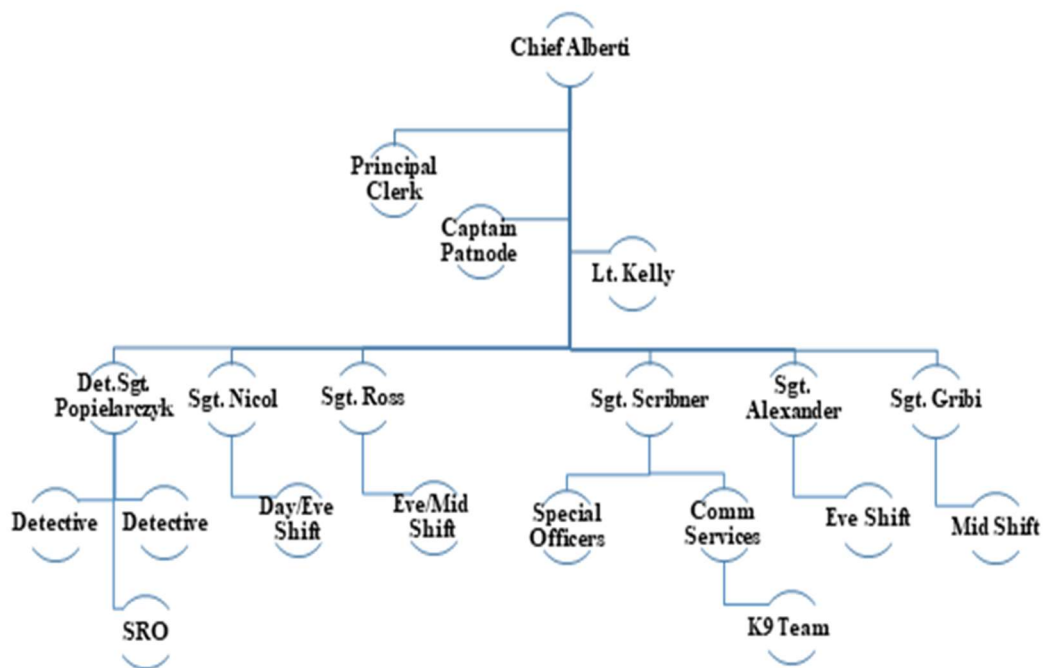
The Easthampton Police will maintain the highest standard of integrity and respect the dignity of each individual. Our services will be rendered with courtesy, civility and in adherence with the constitutions of the United States of America and the Commonwealth of Massachusetts.

HONOR | SERVICE | INTEGRITY

OUR MISSION is to be the model of excellence in policing by working in partnership with the community and others to:

- **FIGHT** crime and the fear of crime, including terrorism;
- **ENFORCE** laws while safeguarding the constitutional rights of all people;
- **PROVIDE** quality service to all of our residents and visitors; and
- **CREATE** a work environment in which we recruit, train, and develop an exceptional team of employees.

Organizational Overview



Positions

Staffing:

Our mission is carried out by an amazing team of people that include, patrol officers, investigators, community service officers and administration. There are currently twenty-eight (28) fulltime officers, nine (9) part-time officers and one (1) full-time administrative assistant to the Chief of Police that staff our Department.

In FY'20 we once again evaluated our staffing and restructured shifts in order to be more efficient and save valuable tax dollars. Some of these changes included new minority hires, as we continue to work towards diversifying our department, as a result of retirements. We have 2 new hires heading to the MPTC Police Academy in February of 2020 for 26 weeks and we expect to fill these shifts with new Special Police Officers. Thereby, decreasing overtime and adding to officer safety with shifts filled that may have otherwise gone unfilled.

We will continue to have an officer assigned to the Northwestern District Attorney's Anti-Crime Task Force. This Task Force Position is funded by the DA's Office in both regular salary and overtime. The Department reaps the benefit of having a member in this Task Force by adding the Task Force as a force multiplier to City investigations, police operations and asset forfeiture dispersed through the DA's Task Force. In addition, as collateral duties, we will continue to have officers assigned to the ATF Task Force and the FBI's Gang Task Force.

The Easthampton Police Department does not have a minimum manning clause in its union contract. However, our agency must still determine what staffing level is minimally acceptable to meet the needs of the community and provide for the safety of our officers. In the calendar years **2009 thru 2019 approximately 800+ beats were left open per year**. This means that an officer was not filling a position that was in the existing beat structure. Patrol coverage was lost, officer safety was jeopardized and the ability to

conduct investigations was diminished. As some of the personnel are not replaced when scheduled for time off, the FY '21 budget reflects the cost of filling "patrol beats" only.

With ongoing staffing shortages, it is important to note that in 2019, there were **135 line of duty deaths** in the United States. In addition, we are still faced with the epidemic of police suicide in our profession. There were a record number of **228 police suicides** in 2019, this number is up from 172 in 2018. EPD officers are trained in Crisis Intervention, Crisis Incident Stress Management and knowing the signs to look for in an effort to combat this epidemic.

The Detective Bureau (DB) is currently staffed with two (2) Detectives and (1) Detective Sergeant. The DB was reduced in 2009 with mid-year budget cuts from 4 Detectives to 2. Currently, we staff 3 Detectives in the Bureau, down from our 2009 complement of 4. The DB continues to investigate all major felonies reported to the Department. In all, approximately 200 felonies were investigated, resulting in 29 felony arrests in 2019. This number is typically on the rise as the sophisticated cybercrime investigations and sexual assault investigations are becoming more and more prevalent. We are still short one (1) detective's position, but we are proposing a SRO/Juvenile Detective below for FY '21.

This proposed budget includes the School Resource Officer (SRO) position that we are advocating to merge into a SRO/Juvenile Detective. Once again, this position will be solely funded by the police department budget even though several years ago the Easthampton School District assisted with the salary of the SRO. The SRO's position continues to assist the Department in providing a liaison with the students and schools in our community. The SRO investigated several juvenile and school related issues this past year and is an asset to the School District. The positive outcomes and decrease in juvenile criminal charges can be directly attributed to the SRO and the partnership with the School Department. Therefore, for budgeting purposes, this funding request will ask for the additional detective's position by combining the existing School Resource Officer with a Juvenile Detective position. This position is vital to the efficient functioning of the investigative arm of the Police Department with the added benefit to the School District and children of the City. This SRO/Detective will assist in sharing the burden of the Detective Bureau by being added to the 24/7, 365 days per year "on call" rotation. Moreover, we will be able to save investigative overtime and use these savings to fund the difference in salary for this new SRO/Detective position.

Training:

The FY '21 budget will continue to have a line item dedicated to training. This line item is vital to the Department in providing needed mandatory and supplemental training. Training is a necessity for a police department to run effectively, efficiently and it also greatly reduces the liability placed on the city, and its officers. The onus of training still falls upon the individual departments to meet the requirements set forth by the Commonwealth of Massachusetts. The Commonwealth continues to mandate training that has never been funded, placing the burden on the Department. For FY'21, the Commonwealth will again require forty (40) hours of In-Service Training for each officer. We are fortunate that several of our officers volunteered to attend the In-Service "Train the Trainer" at the Police Academy so they can teach the rest of the organization the seven (7) separate blocks of in-service training at the Easthampton Public Safety Complex. In addition, in FY '21, we are exploring a cost saving measure by attending our In-Service Training online in an effort to help control our training overtime costs. Any additional training is at the Chief's discretion, with a continued focus on Cybercrime training, Crisis Intervention training and Active Shooter training. Training is the one area that we consistently have a shortfall and risk running into a deficit each year. **During training and wherever possible, officers voluntarily adjust their schedules to an administrative schedule to save training overtime.**

Community Outreach:

We are truly committed to our community outreach and officer liaison programs for betterment of our community, our partnerships and the quality of life for our citizenry. So much so, that in FY'19 we created a **Community Services Sergeants** position. We are often requested to attend a number of events, meetings and outreach programs. We are also requested to have a liaison officer for a number of diverse groups within our community. While we are eager to continue our bridge building and crime reduction with our partners in the community, it does have an impact on our budget and patrol responsibilities. The community of Easthampton deserves and expects to have the benefit of a Police Department that is fully capable and prepared to respond to their needs in an effective, empathic, efficient and timely manner. The Easthampton Police Department is committed to neighborhood policing and the continued connection to the people we protect and serve.

FY2020 Accomplishments

- An overall reduction in crime!

- Liaison Officer Appointments: Our Community Services Sergeant is a conduit to the Community Relations Committee, to supervise all of the Liaison Officers, and to engage in all things Community Policing related with the community. The specific liaison officers are Mental Health Liaison, Domestic Violence, Veterans Affairs, Elder Services, Juvenile, LGBTQ and Civil Rights.
- Diversified our workforce with the addition of female and minority officers.
- Graduated 5 new Special Police Officers from our challenging and compressive FTO Program.
- Continued our Walking-Bike Beat Officer in the summer months.
- Continued our Triad (Seniors and Law Enforcement Together) program and provided salt during the winter months to Easthampton Seniors.
- Continued expansion of our robust EPD Social Media program and Interactive EPD Website.
- Annual Cook Out with a Cop program.
- Monthly Coffee with a Cop program.
- Continued Department restructuring and training philosophy to save overtime.
- Re-appointments of Task Force Officers to DA's Anti-Crime Task Force, ATF and FBI Gang Task Force.
- The EPD DB attends the regional investigators meetings in WMASS.
- The DA's Office Child Advocacy Center partnership.
- Continued partnership with Hampshire HOPE/DART program and additional DART Officers added to support community members suffering from substance use disorder.
- Participation in the IACP's One Mind Campaign for mental health and crisis training.
- Participation in Veteran PTSD training programs and support of our Veterans. Partnered with Boston based "Home Base" for Veteran and Family Care outreach through MA General Hospital via our "No Shave November" program and partnered with Holyoke PD for "Manuary" program, benefiting support services for suicidal Veterans and Police Officers.
- Domestic Violence High Risk Assessment Team through the DA's Office.
- Continued Traffic Grant Enforcement programs.
- Narcan program to help prevent the overdose related deaths in our community.
- A very successful and model Connecticut River Marine Task Force assisting the Environmental Police with water safety and enforcement in Easthampton and partners along the CT River. Our Easthampton Police Marine Unit trained in

water rescue, enforcement and boating safety with MA Environmental Police/Coast Guard. Our Marine Unit supported the community by effective law enforcement on the once lawless Connecticut River and an increased presence at the Easthampton Rt. 5 boat ramp, in the busiest public boat ramp in the Commonwealth.

- Once again, youth engagement through various programs including the Easthampton Police Associations donations of youth sunglasses, footballs and Jr Police sticker badges.
- Acquired Grant Awards: DART, Active Shooter, Highway Safety – Traffic, OUI Enforcement, Distracted Driving Enforcement and K9 Equipment.
- Conducted traffic studies on most major roadways in the City along with directed traffic patrols. This information is shared on our social media pages.
- Officer Andrew Beaulieu and K9 Gino continue to be extremely successful with a total of 86 K9 Team deployments in 2019. Of these 15 arrests were made, 28 tracks, 13 building searches, 16 narcotic searches, 6 area searches, 21 school drug searches, drug search warrants and apprehension searches. In addition, our K9 Team attended countless community events and trainings.
- Participated in the Drug Enforcement Agency (DEA) National Drug Take Back Initiative resulting in collection of unused, unwanted medications.
- Continued success with our School Resource Officer who spends time in the Elementary Schools, the Middle School and the High School.
- Hired new Dispatchers, each of whom is certified in Emergency Medical Dispatch (EMD) allowing them to provide medical aid over the phone to 911 callers.
- Managed public safety for major events including several road races, parades, Mill Side concert events and numerous weekend festivals.
- Our Easthampton Police Department Motor Unit has had great success in several community activities, in addition to its main purpose of traffic enforcement and safety.
- Participated and hosted the 2019 Mayor’s Toy drive to provide more than \$10,000 worth of toys to those less fortunate families in Easthampton.
- Continued partnership with the Easthampton CERT Program.
- EHS and Westfield State University Student Internship program.
- Partnership with Easthampton’s Community Coalition and Youth Coalition.

- Our Honor Guard has represented our Department at Fenway Park, Springfield Thunderbirds and a multitude of local events including the swearing in of our City Officials.
- Facilitation of the safety and security for the recreational cannabis industry here in Easthampton and additional site inspections for new businesses.
- Safety and Security assessments for local businesses and non-profits in Easthampton.
- Partnered with the Mayor’s Office and the Planning Department on multiple complex projects in the City, including spearheading a new cellular monopole/radio tower to generate new revenue for the City.

FY2019 Trends

2019 Comstats:

The patrol force is the first response to all public safety calls for service. The vast majority of calls are usually patrol related, making patrol the backbone of the Department. It is important to note that our calls for service have increased by over 1000 calls from 2019. This is an increase of over 2000 calls for service from 2017. In addition to our community outreach programs, in the calendar year “2019” the Easthampton Police Department served the community as follows:

	<u>2018</u>	<u>2019</u>
<i>Calls for service</i>	17448	18570
<i>Arrests</i>	356	329
<i>Summons arrests</i>	191	194
<i>Juvenile arrests/summons</i>	17	7
<i>Warrant Arrests</i>	74	68
<i>Incidents were documented</i>	833	785
<i>Total Offenses committed</i>	1017	948
<i>Automobile crashes that required reporting</i>	297	314
<i>Restraining/Harassment Orders were issued</i>	74	69

<i>Calls for suicidal persons</i>	22	26
<i>Unattended death investigations</i>	13	13
<i>Parking Tickets issued totaling \$10,500</i>	358	559
<i>Citations issued totaling \$41,900.00</i>	1387	1217
<i>Firearms Licenses issued totaling \$28,886.00.</i>	332	375

Although our directed patrols and other crime suppression techniques have had a positive effect on the crime rate here in Easthampton, we continue to anticipate that crime levels will rise for several reasons, to include, the sophistication of criminal activity, the opioid crisis and an uncertain economy. Criminal activity continues to evolve with Cybercrime technology, resulting in internet scams, identity theft, child exploitation and other schemes. Policing and solving many of these crimes is difficult to keep up with, given rapidly changing technology and the global nature of such deceptions. It has become a regular occurrence that someone has been robbed of his/her money or identity or been scammed by someone that may live in another country. The fewer resources we have, the more inhibited our ability is to effectively deal with anticipated problems and crime where our community is being victimized.

Opioid Epidemic: The influx of drug overdoses and alcohol abuse that we have seen has devastating effects on not just the user, but the family and the community as a whole. Many of the petty crimes, car breaks, shoplifting, house breaks, home invasions and like offenses are due to desperation for quick money. Addiction does not discriminate. It has no race, age, gender, or income boundaries. Drug deaths in the United States in 2017 was 70,237 people, this is an increase of 135% from 2002 to 2016. With this, the number of opioid overdoses and deaths have drastically risen. During this same time frame, opioid-related overdose deaths have jumped 533%.

In Easthampton, we were called to 13 opioid related overdoses and of those, 2 resulted in death in 2019. There certainly would have been more deaths, had we not started a Narcan program where our officers are all trained in its use and carry it as part of their duty gear. We have saved many lives here in Easthampton by deploying Narcan. In addition, our Drug Addiction Response Team conducts follow-up visits with the overdose residents. The Easthampton Police Department is committed to continuing to work with the regional community and local social service providers to deliver assistance to those struggling with addiction and save lives!

Crosswalk safety: In 2020, we will continue to work with stakeholders to improve pedestrian safety—in particular crosswalk safety—by improving design, signage, education, and enforcement. Crosswalk safety has always been a priority concern, but with increased traffic volume, more residents, and the aggressiveness of drivers, the safety of pedestrians and crosswalk violations must be a dedicated education and enforcement focus to improve overall safety.

School Safety: School safety and security will continue to be a priority for the department as it is nationally. We will continue to work with school leaders to improve the school safety plan. We must ensure the safety of our children. The school resource officer visits all the schools daily and is heavily involved in the school culture, creating a safe environment for the students and faculty. The addition of a SRO/Juvenile Detective’s position will greatly benefit the safety in the schools for FY’21.

The legalization of Cannabis: The legalization of Cannabis in Massachusetts has created numerous challenges for law enforcement in addressing public safety concerns. Easthampton is home to a large retail dispensary and more planning on opening in FY’21. Some of the impacts on Easthampton Police practices and resources are:

- An increase of individuals operating motor vehicles under the influence of Cannabis. Field sobriety testing for Cannabis remains a major challenge in both the lack of technology for detection and recent case law.
- Cannabis industries are a significant cash storage and cash transport businesses due to federal banking restrictions, creating attractive targets for criminal activity such as burglaries, robberies and money laundering.
- Cannabis tourism will become a significant factor on our congested downtown area, no doubt creating traffic related issues.
- A risk of significant black/gray market Cannabis transactions arising from the combination of a dramatic increase in production, loosened controls, and increased opportunities for diversion.

FY2021 Goals and Objectives

GOAL 1: MAINTAIN STAFFING LEVELS

Objectives:

- Continue to diversify our workforce when openings arise due to attrition.
- Acquire mandated training for any departmental officers during FY’21.

- Continue to evaluate our Liaison Officer Program as we partner with the community.
- Implement more professional development training for our officers and staff.
- Work with the Community Relations Committee (CRC) to address any and all community issues and have a positive impact on the quality of life here in Easthampton.

GOAL 2: SCHOOL SAFETY

Objectives:

- Work with the Easthampton school administration to update their school safety plan and handbook.
- Continue to work with the School Building Committee on the safety and security of the much-anticipated new K-8 school.
- Work on adding “tools” to their plan that allows for additional safety and security options.
- Additional training for our SRO, including professional development.
- The addition of a SRO/Juvenile Detective’s position.
- Work with neighboring communities to conduct ongoing drills and training at area schools.
- Continue to evaluate implementation of school safety protocols throughout the school district.

GOAL 3: REPLACE AND UPGRADE EQUIPMENT

Objectives:

- Ensure that the department has standard, current equipment and tools necessary to perform our jobs.
- Evaluate the cruiser fleet (**The average line cruiser mileage is 81,000 miles**) and establish a program to efficiently rotate cruiser purchases.
- Purchase new 2020 **HYBRID** Police Interceptor Cruiser.
- Purchase additional Tasers for each Officer.
- Purchase and upgrade our Crisis Response equipment for critical incidents.
- Replace one of our 20-year-old ballistic shields.
- Evaluate a replacement program for our 15-year-old radios and move toward a digital system.

GOAL 4: ADMINISTER POLICIES TO ADDRESS ADDICTION

Objectives:

- Continue regional coalition efforts among law enforcement, social and medical service agencies to help those in need.
- Provide training for community members in the use of Narcan.
- Continue active membership in the Hampshire HOPE Coalition addressing the rise in prescription opioid misuse, heroin use, addiction, and overdose death in Hampshire County.
- The Easthampton Police has partnered with Hampshire HOPE to create our own Drug Addiction Response Team (DART) in conjunction with regional “recovery coaches.” The DART approach does not treat addicts as criminals, but as people in need of help. Officers identify individuals who have overdosed on narcotics or engaged in high-risk behavior related to their addiction and follow up with them within 48 hours of the initial call. Addicts in recovery will have a long-term connection to the resources they need to avoid relapse. We are adding 2 additional officers to the DART program.
- Continue to work with the Easthampton Youth Coalition to train and educate our youth on addiction.
- Search out and apply for applicable grants.

Programs & Services

Patrol

•Emergency Response • Accident Investigation • Traffic Enforcement • Juvenile Services
• School Resource Officer • Bike patrols • Motor Unit patrols • Diversity/Bias Officer
• Accident Reconstruction • Motor pool • Elder Services • Domestic Violence Team
• Firearms Licensing • Foot Patrols • K-9 Officer • Social Media • Veteran Affairs Officer
• Animal Control • Addiction Officer • Drug Recognition Experts • Arson Investigators
• Academy Training • Coffee with a Cop • Cook-Out with a Cop • Ice Cream citation program • Neighborhood Policing

Criminal Investigation

- Felony Investigations •Cyber Crime •Child Exploitation •Background Investigations
- Special Investigations •Identity Theft •Drug Awareness •Narcotics Investigations
- Crime Prevention •Crime Scene Services •Sexual Assault Investigators •Photography
- Finger Printing •Anti-Crime Task Force •Evidence collection, processing and storage

Administration and Communications

- Grants •Budgeting •Personnel Services •Expenses •Policies and Procedures •General Orders •City Officials and Departments Liaison •Internal Affairs •Keeper of the Records •Taxi Permitting/Inspections •Soliciting and Raffle Permitting •Human Resources •Clerical Duties •Detail Processing •Special Events and PIO/Social Media outreach
- 9-1-1 •Emergency Communications •Code Red Notification •Prisoner Monitoring •24 Hour Contact Point •Walk In Service