



WILLIAMSTOWN POLICE DEPARTMENT

Michael J Ziemba
Interim Chief

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December 2020 Until Present: A Year in Review

The Police Chief oversees the Police Department and Dispatch Center. All of these employees are hard-working, dedicated professionals. Williamstown is very fortunate to have these professionals in these incredibly trying times not only locally but also across the country. Every aspect of the policing profession changes what seems like almost daily. The men and women of these respective departments adopt these changes with open arms, welcoming new techniques in policing and resisting complacency. I consider this Town as well as this agency to be part of my family and I care about and respect each and every one of them for collectively helping to make this town safe. In the year 2021/2022, your Police Department looks forward to continuing to listen to community input, having transparency and finding new ways to address the concerns of the community we serve. Other goals for the coming year are continuing to update policies and procedures to set the Department on the path toward accreditation. All this while continuing to engage with the community we serve.

One of the duties of the Police Chief is to be the team leader from within the agency, but also the face of the department externally to the public. No function is too big or small. In a town such as Williamstown, the Chief may be in the Office one day working on administrative tasks, but answering patrol calls the next or answering the phone in Dispatch.

We still offer our Training/EOPS Room (during non-Covid spike times) as a community meeting space should any groups desire to take advantage of this.

Follow us on Facebook as “Williamstown Police Department, Massachusetts”. Visit our newly created website at williamstownmapolice.com

Pandemic Issues: In response to the global coronavirus pandemic the Police Department was forced to change the way we deliver many services while learning to adapt with the addition of PPE (personal protective equipment). While we continued to maintain normalcy as far as responding to immediate calls for service, any calls for service that could be handled by phone or email were done just that way thus limiting human contact. In an effort to keep our employees and

the public safe, we limited access to interior sections of the station, keeping only the main entrance and lobby off of Dispatch open to the public.

When responding to calls for service, we encouraged people to meet us outside in the open air instead of going into their homes if possible.

All of these extra safety measures have helped us to this point and thankfully, we have had no exposure to the virus and we hope to continue that trend.

Administration / Personnel:

Lieutenant (currently Interim Chief) Michael Ziemba

Sergeant: Paul Thompson

Officers: Kevin Garner, Tania Hernandez, Craig Eichhammer, John McConnell, Shuan William, Scott Skorupski, Brad Sacco & Anthony Duprat

Dispatchers / Reserve Officers: Laurie Tuper (Dispatch), David Jennings (Reserve), Calvin Dzedziak (Reserve), Christine Lemoine (Dispatch) and Haley Sigsbury (Dispatch), Ryan Dubie (Part-time)

Custodian: Arthur Kittler (until Nov 2021) / James Blair

Crossing Guards: Bill Cote, Rosella Cote, Linda Nichols
Scott Parks (Part-time)

Dispatch:

Our Police Department is staffed 24 hours a day, seven days a week. Aside from Police dispatches, we also dispatch for Williamstown Fire and Northern Berkshire EMS, as well as serving as the after-hours point of contact for both the Department of Public Works and the State Department of Transportation

Calls for service are generated through Dispatch in a variety of ways. They can be personnel initiated via the radio or the cruiser's Mobile Data Terminal (MDT), a person can simply walk-into the station requesting assistance, or they may come in through phone calls to the business, emergency or 911 phone lines. Since December 1st 2020 until the time of this report on 11/12/21, the Department received/returned 14,102 calls on the business lines and another 4251 calls on the emergency or 911 lines.

There were 8352 calls for service requiring some sort of action and are listed below by Call-Type category.

<u>CALLS BY CATEGORY</u>	December 2020 to Present
911 ABANDONED CALLS	74
911 TEST CALLS	64
911 WRONG NUMBER CALLS	204
911 HANG UP CALL	75
911 SILENT CALLS	96
911 OVERFLOW – NORTH ADAMS	3
ABANDONED MV	0
AIRCRAFT INCIDENT	0
ALARM – BURGLAR	145
ALARM – OTHER	0
AMBULANCE CALL – WILLIAMSTOWN	897
AMBULANCE CALL – HANCOCK	31
AMBULANCE CALL – MUTUAL AID	7
AMBULANCE CALLS – NEW ASHFORD	7
AMBULANCE CALL - NORTH ADAMS	8
AMBULANCE CALLS – POWNAL	4
AMBULANCE TRANSFERS	207
ANIMAL BITE	16
ANIMAL CONTROL	228
ALARM PERMITS ISSUED	4
ALARM PERMIT RENEWALS	4

ASSAULT	13
ASSIST OTHER AGENCY – DPW	41
ASSIST OTHER AGENCY – FIRE	48
ASSIST OTHER AGENCY – MGRSD	5
ASSIST OTHER AGENCY	164
ASSIST OTHER AGENCY – RMV	2
ASSIST OTHER AGENCY – POLICE	75
ASSIST OTHER AGENCY – UTILITY	51
ASSIST OTHER AGENCY – WCSS	8
ASSIST OTHER AGENCY – REPO	4
BREAKING & ENTRY	2
BIAS MOTIVATED CRIME	1
B.O.LO.	102
BUILDING CHECK	1989
BURGLARY	0
BURN PERMITS	56
COMPUTER CRIMES	1
DISTURBANCE	115
DISABLED MV	79
DOMESTIC DISTURBANCE	23
ESCORT / TRANSPORT	5
FINGERPRINTING	27
FIRE DISPATCH – WILLIAMSTOWN	217

FIRE DISPATCH – MUTUAL AID	8
FORGERY	0
FIREARMS OFFENSE	1
FOREST WARDEN DISPATCH	15
ILLEGAL DUMPING	9
IMMIGRATION DETAINER REQUESTS	0
JUNK MOTOR VEHICLE	5
JUVENILE OFFENSES	2
K-9 REQUEST – WILLIAMSTOWN	5
K-9 REQUESTS – OTHER AGENCY	7
LARCENY	43
LICENSE TO CARRY	41
LIQUOR LAW VIOLATION	1
MEDICAL ASSISTANCE	82
MISSING PERSON	13
MOTOR VEHICLE LOCKOUT	69
MOTOR VEHICLE ACCIDENT	112
MOTOR VEHICLE STOP	693
NARCOTICS INVEST	2
NOISE COMPLAINT	20
PARKING COMPLAINT	25
PERSONNEL COMPLAINT	5
PROPERTY DAMAGE	15

ANNOYING PHONE CALLS	2
PARKING CHECK	297
POWER OUTAGE	3
PUBLIC RECORDS REQUEST	220
FOUND / LOST PROPERTY	58
PUBLIC SERVICE	154
PUBLIC SERVICE EVENT	35
RECOVERED STOLEN MV	0
ROAD CONDITIONS	83
ROBBERY	0
SERVE RESTRAINING ORDER	16
SEXUAL OFFENSES	5
SUDDEN DEATH	3
SECTION 12	11
SHOPLIFTING	8
SUSPICIOUS MOTOR VEHICLE	76
AUTO THEFT	0
SOLICITING	19
SEX OFFENDER REGISTRATION	8
SPEED TRAILER ASSIGNMENT	2
SYSTEM TROUBLE	7
SERVE SUMMONS	12
SUSPICIOUS ACTIVITY	219

THREATS / HARASSMENT	42
TRAFFIC CONTROL	422
TRAFFIC COMPLAINT	168
TRESPASS	17
UNWANTED GUEST	21
VANDALISM	18
VIOLATION RESTRAINING ORDER	8
SERVE WARRANT	8
WELL-BEING CHECK	135
TOTAL CALLS FOR SERVICE:	8352

Criminal Activity:

The Police Department applied for seventy-three (73) criminal charges against forty-nine (49) adults, and nine (9) criminal charges against six (6) juveniles since December 1st 2020. An additional two (3) adults were placed into Protective Custody. The following is a breakdown of offense types based upon the Federal Bureau of Investigations (FBI) National Incident-Based Reporting System (NIBRS):

<u>OFFENSES BY NIBRS CODE:</u>	December 2020 to Present
FORCIBLE RAPE / SODOMY	1
FORCIBLE FONDLING	2
ROBBERY	0
AGGRAVATED ASSAULT	4
SIMPLE ASSAULT	10

INTIMIDATION	4
ARSON	0
BREAKING & ENTERING / BURGLARY	1
SHOPLIFTING	10
THEFT FROM A BUILDING	7
THEFT FROM A MV	1
ALL OTHER LARCENIES	36
MV THEFT	3
COUNTERFEITING / FORGERY	0
LARCENY BY FALSE PRETENSE	0
CREDIT CARD THEFT	1
IMPERSONATION	0
HACKING/COMPUTER INVASION	0
EMBEZZLEMENT	0
STOLEN PROPERTY OFFENSES	0
PROPERTY DESTRUCTION / VANDALISM	15
NARCOTIC VIOLATIONS	2
INCEST	0
STATUTORY RAPE	1
PORNOGRAPHY / OBSCENE MATERIAL	5
WEAPONS VIOLATIONS	2
BAD CHECKS	0
DISORDERLY CONDUCT	3

DRIVING UNDER THE INFLUENCE	5
DRUNKENNESS	3
FAMILY OFFENSES (NON-VIOLENT)	0
LIQUOR LAW VIOLATIONS	1
TRESPASS	2
ALL OTHER OFFENSES	50
TRAFFIC OFFENSES / TOWN BYLAWS	78
TOTAL	248

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Traffic Enforcement:

Traffic enforcement is a portion of the Police Department’s duties. The town has approximately eighty-six (86) miles of public roadways, with the major routes being State Routes 2, 7, and 43. Specific traffic complaints are received regularly at the Police Department. As cell phone technologies advance with improved reception, more motorists are calling to report the improper operation of other motorists. When possible, patrols are directed to these areas in an attempt to locate the specific motor vehicle. A second type of complaint commonly received is when a resident or group of residents in a specific neighborhood report speeding vehicles in a specific section of town. To assist in strategizing enforcement in these specific areas, the Police Department deploys a speed monitoring trailer to record the number of vehicles, speed, direction and time of day to allow for a more specific enforcement action. This trailer also serves as a deterrent as well by displaying both the posted road speed and the vehicle’s speed, and then flashing when the posted speed is exceeded. In addition to the mobile trailer, we also have two (2) permanent speed monitoring signs installed on Route 43 (Water Street and Green River Road); two (2) signs on School Street and two (2) signs on North Hoosac Road.

From December 2020 until present, the Police Department responded to motor vehicle crashes.

<u>CRASH ACTIVITY SUMMARY</u>	December 2020 to Present
FATAL MV CRASHES	1
CRASHES INVOLVING PEDESTRIANS / CYCLISTS	1
TOTAL MV CRASHES:	104

<u>TRAFFIC ENFORCEMENT</u>	December 2020 to Present
CRIMINAL MOTOR VEHICLE VIOLATIONS	79
CIVIL MOTOR VEHICLE VIOLATIONS	34
WARNING MOTOR VEHICLE VIOLATIONS	616
TOTAL MOTOR VEHICLE STOPS:	729

<u>PARKING ENFORCEMENT</u>	December 2020 to Present
HANDICAP ZONE	0
PROHIBITED AREA	3
DOUBLE PARKING	0
ALL NIGHT PARKING	277
WITHIN 10' OF FIRE HYDRANT	0
ACROSS PRIVATE DRIVE / ROAD	0
WITHIN 20' OF INTERSECTION	1
UPON CROSSWALK / SIDEWALK	0
WRONG DIRECTION OR MORE THAN 12" FROM CURB	4

SNOW & ICE REMOVAL	1
UPON BRIDGE OR APPROACH	0
OVERTIME PARKING	0
TOTAL PARKING TICKETS:	286

<u>NON-MOTOR VEHICLE CITATIONS</u>	December 2020 to Present
CIVIL POSSESSION OF ONE (1) OUNCE OR LESS OF MARIJUANA	1
UNLICENSED DOG	0
DOG RUNNING AT LARGE	0

Training:

Training is a very important element for effective policing. Laws are constantly being created or updated, and technology is rapidly advancing in the world of law enforcement. There is a delicate balance between staying current, and sometimes even ahead of these changes, while working within the strict confines of a budget. The Police Department recognizes the importance of training, and every year all officers receive forty (40) hours of state mandated In-Service training through classroom sessions conducted by the Berkshire County Chiefs of Police Association, or online through various agencies such as the Municipal Police Training Committee, Massachusetts State Police or the Municipal Police Institute. We have recently started our annual in-service training that is mandated by the MPTC (Massachusetts Police Training Council). This year's topics include: Legal Updates, Mass Gatherings, Cultural Competency, De-Escalation and Use of Force, Human Trafficking, CPR & First Responder, Responding to Emergencies of Persons with Mental Health Issues, Officer Wellness, Critical Incident Stress Management, Suicide Prevention. These are the required instruction classes as well as our Firearms Training and other elective trainings.

While performing these mandated trainings, continual training on our policy reform has been ongoing since December of 2020. This process involves adapting each policy to our agency (from an already accredited agency) and then formatting it for review by the entire department. Each policy is then acknowledged and signed off on to ensure accurate accountability from every member.

Many training opportunities were held on site in our training room where we are able to host multiple dates and invite surrounding law enforcement agencies to participate and network, also allowing many to attend while on shift to reduce overtime costs.

All Williamstown Police Officers are also certified Dispatchers, and therefore, all officers and civilian staff are mandated by the state to also receive a minimum of sixteen (16) hours annually of In-Service training in the Emergency Medical Dispatch (EMD) field.

We also conduct training within the Police Department, as well as for other agencies, with our own staff functioning as instructors. Within the department, our instructor handles the annual qualifications of handgun & long gun at the firearms range. In addition to the In-Service trainings and certifications, the following are some of the specialized trainings that were able to be attended:

- All employees completed their mandated Conflict of Interest Laws for Municipal Employees course & exam and reviewed the Town Policy manual.
- All Officers completed Defensive Tactics Training as well as CPR/First Responder
- Many elective offerings were taken by a variety of members in the Department: Animal Cruelty Investigations, FBI-LEEDA Leadership Training, Ethics, John Reid Investigation/Sexual Assault Invest Certification, Implicit Bias, Communication and De-Escalation, CJIS Policy Review (and In Person Class for those that violated this policy last year), Police Law and Liability, Police Reform Act,

Grants:

Since December 2020, the following grant money was awarded to the Department. In most instances, the grants come with specific rules regarding

implementation and they generally do not allow their use to supplant any portion of the operating budget.

<u>SOURCE</u>	<u>PURPOSE</u>	<u>AMOUNT</u>
State 911 Public Safety Answering Point (PSAP) Support	Dispatch Equipment & Personnel Costs	\$38,392.00
State 911 Public Safety Answering Point (PSAP) Training	EMD Training	\$29,330.88

Last winter we applied for funding and learned in September that we were awarded roughly \$10,000 in matching costs from the Ballistic Vest Grant through a federally funded program. This will offset the cost of body armor for all the Officer’s whose vests were due to expire and have been replaced (5-year life span on these items).

Specialized Assignments:

While each officer serves in both the patrol and dispatch roles as their primary function, some are given specialized assignments to enhance our role in public safety. The specialized assignments often require additional specialized training and allow the officers to work regularly with other agencies to further hone their skills. In return, the department fosters relationships that work seamlessly when additional resources and manpower are needed from outside agencies.

- **Animal Control:**

All officers respond to the various animal calls received within the year and enforce the Town Bylaws as they apply to dogs & cats. Oftentimes, callers are redirected to private pest control companies for nuisance wildlife calls as the Department is not authorized to relocate any wildlife. Dogs and cats with possible rabies exposure through bites or wounds of an unknown origin are viewed and quarantined as required by law. To maintain a level of consistency, Chief Ziemba fills this role of Animal Inspector.

- **Berkshire Law Enforcement Task Force (BLETF):**

While assigned to the BLETF-DEU (Digital Evidence Unit), WPD has assisted in numerous investigations with the BLETF, along with the downloading of cell phones & similar electronic devices (tablets/gps). The information that has been gained from these data extractions have helped law enforcement significantly strengthen the criminal cases they were derived from.

Since the implementation of the DEU eight (9) years ago, a growing number of towns from Berkshire County, along with the patrol barracks of the Massachusetts State Police, have taken advantage of having a Digital Evidence Unit in the county. DEU members have assisted in numerous investigations by assisting other police officers in authoring and obtaining the necessary search warrants in order to be granted permission to search these electronic devices for evidence of a crime.

- **Investigations:**

The Town of Williamstown is a safe community that allows people to enjoy a very high quality of life to live, work and visit. However, as with all communities, Williamstown is not immune to crimes and the persons that commit them. To devote the necessary resources when serious incidents are reported to the Department WPD has an Investigator that maintains specific investigative certifications. Many incidents reported to the Department throughout the year can be handled while on a regular patrol. Other, more serious incidents require uninterrupted attention, and as this happens, the Investigator is assigned to the case.

- **K-9 Program:**

The Williamstown K-9 team is generally requested to respond to multiple calls for service in and around Williamstown. Several scenarios that may require the use of the K-9 for a search are: suspects that have just committed a crime and fled on foot; persons who have indicated that they wished to harm themselves and walked away; persons fleeing from a motor vehicle crash or stop, and lost or missing persons. Even in instances where a specific subject is not located, the tracks for suspects may provide vital information where evidence is found along the track, or ending in certain locations where motor vehicles were used to remove the suspect from the area.

The K-9 Unit also participated in public service events which covered a range of topics from informative presentations on the role and use of the K-9 to school children of varying ages, presentations and question and answer sessions and demonstrations at various local parades and block parties.

Training is a constant process for the K-9 Unit which, on average, logs many hours each month. Most training is done locally, in different scenarios, and in varying communities. Many times, training time is also spent with the Pittsfield Police Department, Adams Police Department and other local departments that benefit from a K-9 program. The training sessions are led by a certified Police K-9 Master Trainer.

Many local communities have recognized the benefit of having a certified K-9 Unit as part of the Police Department and have acquired one of their own. At the inception of Williamstown's K-9 program there were no grants that were offered to assist with expenses and startup costs, but that has now changed. Many area municipalities have been awarded these grants and now have K-9 Units trained to respond to calls for service, providing a larger resource of K-9 responses, easing the burden on the existing K-9 Units in the area.

To date, the new K-9 Units have selected either a Shepherd or Malinois canine, focusing training on tracking, article and/or narcotics detection and/or a patrol dog, leaving Williamstown's Shelby as the only bloodhound in all of Western Massachusetts. Bloodhounds are renowned for their scent tracking ability, and this is Shelby's only responsibility.

- **School Safety:**

Under normal circumstances, patrols are directed to the area of the Williamstown Elementary, Pine Cobble and Mt. Greylock Regional High School, and the surrounding streets during the commutes to and from school.

While Williamstown is a safe community, the Police Department has dedicated much time to planning and preparing for a variety of emergency scenarios. While we hope these tragic events that occur across the nation never become a reality here, training for them is unfortunately a necessity. Keeping the schools safe is a team effort and would not be possible without the full cooperation and communication between several agencies. These agencies consist primarily of educators and administrators of the Williamstown Elementary School, Mount Greylock Regional High School and Pine Cobble School, and the Williamstown Police Department. Neighboring agencies also play a vital role in school safety as

well. The Massachusetts State Police, North Adams Police and Lanesborough Police also assist and participate in our drills on a regular basis as their respective agencies would be called to respond if an event were to occur. In turn, WPD has assisted with drills and training in the North Adams, Adams, Florida, Lanesborough and Hancock Schools. Officers from each agency that are assigned to the school safety initiative communicate with and update each other on a regular basis regarding any changes/advancements in the schools.

To fully understand the topic of school safety and in an effort to stay current with national responses, WPD personnel are certified as instructors for the ALICE (Alert. Lockdown. Inform. Counter. Evacuate.) curriculum, a nationally recognized program designed to educate and instruct Law Enforcement responses to active threats within the schools.

This training is fact and statistics based and encourages a whole new way of addressing threats within the school; a drastic departure from the formerly accepted practices of simply locking students and staff into classrooms. The program also encourages attendance by school personnel and allows for law enforcement and school staff to take the curriculum practices back into the school for dissemination to the rest of the staff for implementation. This program, while more specifically designed for schools, can be adapted for most businesses, and can be presented by the Police Department upon request.

Williams College, Williamstown Elementary School, Mount Greylock Regional High School, Williamstown Youth Center, Pine Cobble School, Williamstown Commons, Sweet Brook Care Center and Images Cinema have also received this training presentation.

Programs

The Police Department continued its Community Policing approach throughout the last year, and will do so well into the future. Community Policing is a style of police work that puts heavy emphasis on partnering with the community and problem solving as many issues as possible that threaten to erode the quality of life within the community. A large emphasis is placed on the smaller, less obvious issues to help establish ways of dealing with them before they can become a source of erosion to the quality of life for the residents and visitors of our community. The Community Policing philosophy tackles the smaller issues that tend to lead up to these more serious crimes in an effort to prevent them from occurring altogether.

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- **A Safer Williamstown:**

This program allows the Police Department to issue an informational brochure to all residents that apply for and receive either a Firearms Identification Card (FID) or a License to Carry (LTC) a firearm. The brochure focuses on safe gun storage, gun safety rules, and important points of law. Through a partnership with Project Child Safe, the Police Department is also able to distribute gun safety locks, free of charge, to all residents. Anyone in need of gun safety locks should call or stop by the Williamstown Police Department. WPD issues (LTC) and Firearms Identification Card (FID) applications and renewals in conjunction with the state. This is generally done between 8AM - 2PM. Residents should call first to check availability.

The issuance of the FID or LTC by the Police Department has been expedited by the Police Department implementing MIRCS (Massachusetts Instant Record Check System). MIRCS is a program implemented through the Criminal History Systems Board for online instant record checks, photos and fingerprinting for firearms licensing applicants. It improves efficiency in the licensing process by confirming data and fingerprint identification immediately. This system allows for an electronic application process to reduce the delays caused by forwarding paper applications by mail.

- **Community Events/Planning:**

The Police Department usually stays busy directing traffic around numerous events throughout the year. Due to COVID issues, the only large event that was allowed to take place was Trick or Treat on Halloween. Multiple patrols assisted with traffic control and interaction with the children for a successful night with no injuries or issues.

- **Lock Box Program:**

Special attention is focused on the senior citizens of Williamstown such quality-of-life issues, crime prevention measures and identity thefts and scams. One such initiative continued in 2020 included the purchase of numerous Lock Box units that are utilized to secure a spare key at an individual's home. In the event that a person may be locked inside their residence and is in need of emergency care, responding officers and/or emergency personnel can access the key from the Lock Box and make entry without causing any damage to the residence.

- **Noise Abatement Program:**

This program partners the Police Department with Williams College Campus Safety & Security, Williams College administration representatives, landlords who rent to off-campus students and the students themselves. The purpose of this collaboration is to make students aware of the quality-of-life issues within their neighborhoods and how they can help maintain them and still have a college related social life. Referred to as the “Three strikes program” by some students, this project advises students about the consequences of repetitive police response to off campus housing and the consequences to tenants and property owners.

- **Prescription Round-Up:**

The Prescription Drop Box is now located outside of the Police Station entry door and it continues to be a valued tool for the community. The drop box is available 24/7 to the community as a safe alternative to dispose of unwanted, unused and expired medications.

*** SHARPS ARE NOT ACCEPTED ***

Outreach:

We continue to participate with the DOJ (Department of Justice) in their program of Strengthening Police and Community Relations. We’ve had three virtual meetings and have organized a planning committee to start the program off. The planning committee will ultimately reach out to a much larger group for participation in the actual event slated for the springtime. The process is methodical and purposeful on the part of the DOJ and we’ve made it as far as identifying groups of people that we would like to represent in the endeavor. Two more meetings are planned for this month and then perhaps a break for the Holiday’s due to availability of participants. I’m thankful for the community members that have agreed to spend their time on this endeavor.

We've had many positive comments on the new police department website that is linked with our Facebook page as well. It has proven to be a very useful way to get information out to the public.

We continue to participate in community events attending reading events and K-9 Demonstrations at all the area grade schools, both public and private. We've resumed random interaction with staff/students and classes at recess at the request of and with support of the school administrators.

Hub Initiative:

We are excited to participate in and help launch a coordinated group of professional service providers that will assist community members that are struggling on multiple fronts. This group effort is hopefully the start of many new alliances to assist people on multiple fronts. Below is a quote from Amber Besaw, the Executive Director for Northern Berkshire Community Coalition.

Good Afternoon,

I am reaching out to you with a personal invitation for you and your organization to join nbCC and other community stakeholders in a project aimed at helping at-risk community members within our northern Berkshire region.

In 2020, nbCC reconvened community stakeholders from the areas of mental health, substance abuse and addiction related services, the justice system, as well as other human service organizations for a follow up meeting to the 2017 Sequential Intercept Mapping, Community Justice Workshop. In the December 2020 Zoom meeting, stakeholders came together to give updates, changes, and current needs for north Berkshire. As a part of this conversation, it was documented that the number 1 identified priority was a "regular meeting of key community partners to discuss high-risk individuals". It was with this as the catalyst, nbCC reached out to Dan Cortez at the Chelsea Police Department to learn more about the Hub Model and the work being done in that community. Dan presented to a small group of community stakeholders and nbCC made the decision to move this model forward in our community, as a response to what we had learned in our December meeting. Below are links to online resources to help describe the work in Chelsea and what the Hub model is.

[Chelsea Hub](#)

[KFL&A Hub Model \(scroll down to find the video\)](#)

Since that time, nbCC and the Berkshire County Sheriff's Department have had conversations about the development of this model for the northern Berkshire region. In addition, we have also recently learned that Chief Michael Wynn of the Pittsfield Police Department has also learned about this model and has been working to build a Hub Table in central county. nbCC, the BCSD, and Chief Wynn have met and are now working together to coordinate the training of our

community stakeholders across the county to participate in a Hub Table, one in northern Berkshire and one in Pittsfield. We feel strongly that the coordination of this effort is the most effective and efficient way to move forward with these 2 initiatives, as many of our community partners for both regions are the same organizational entities.

You and your organization are key to the successful development of this initiative and taking our community coordination and support of at-risk community members to the next level in northern Berkshire. We hope that you will join this effort and be a part of making an even greater impact in our region. We look forward to hearing from you soon.

Reform:

We have incorporated roughly 30 of the 170 new policies into our department, phasing out older outdated versions for the modernized model that will ultimately allow us to follow through on the accreditation process. This policy process will slow slightly to allow for our required in-service training completion. I anticipate the policy update taking the better part of another year.

We have transitioned to more documentation, more accountability and better record keeping, following State mandates for Internal Affairs documentation and reporting. This adds transparency and ownership to the professional standards we are implementing.

The three Officers that were involved with the CJIS incident just completed a re-training course presented here at our department by members of the CJIS department overseeing our specific incident. We are still waiting for a final resolution in writing from CJIS on the issue.

Recruitment/Retention:

Based on some of the drastic changes brought about by the Police Reform Bill, it was necessary to enlist Officer Calvin Dziedziak into the next upcoming 21-week police academy in Reading Massachusetts starting this January. He is technically a part time officer but is working a fulltime rotation in the department to fill a vacant spot. His certification to work as a police officer was set by the state to expire this coming July if he was not academy trained. These are not rules that we make, nor did we have input in them, but we must abide by them.

Officer David Jennings is in a similar situation as Dzedziak, but simply based on the alphabet (“D” and then “J”) he has until the following July to be trained or he loses his certification.

Dispatch is at full staff and we are maintaining patrol staffing numbers at this time. There will be no additional officers added to our numbers, we will be simply filling vacancies as they occur in the near future. From hire date to patrol ready, it takes roughly one year to get a person certified to work as a police officer and we currently have two senior Officers eligible to retire at any moment.

Once we are through the current pressing issues that the town is facing, I’d also like to start an annual internal employee evaluation process as this was one of several issues that was discussed with the Levinson/L’Italian report. All the other recommendations are already being addressed since our leadership change in early December. I will also spell out each employee “job description” so they know what is expected of them.

That being said, there are MANY projects that I have in process at the moment in the department and I believe them to be necessary for the success of the department, the town and community members. I believe the department and community have embraced the changes made here and I want to see them through to the finish after having led this department through arguably the most tumultuous year since its inception.

Interim Chief Ziemba