

CHATHAM BOROUGH POLICE DEPARTMENT



ANNUAL REPORT 2010

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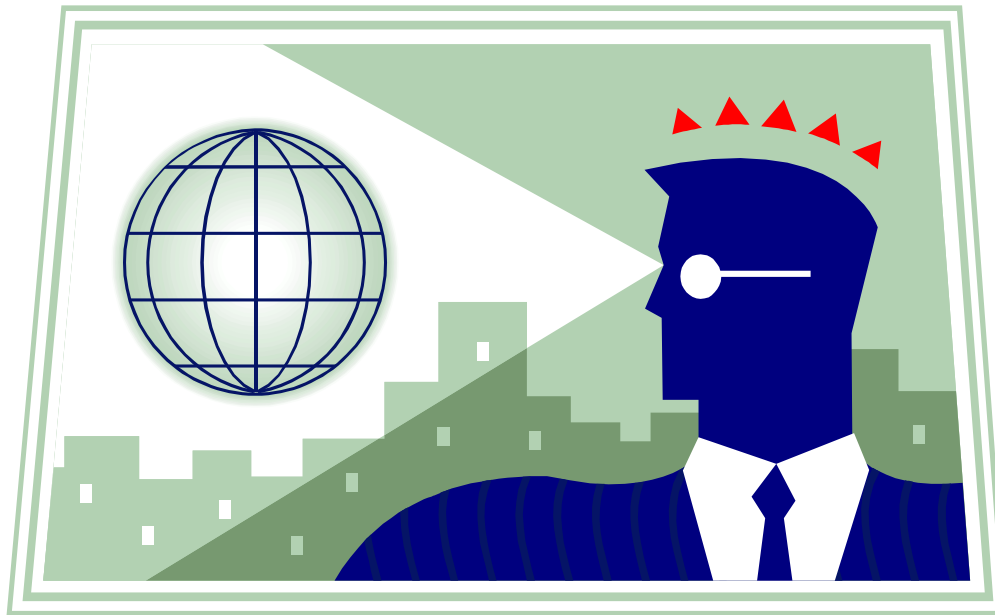
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SECTION ONE

VISION STATEMENT

AND

MISSION STATEMENT



CHATHAM BOROUGH POLICE DEPARTMENT

VISION STATEMENT

THE CHATHAM BOROUGH POLICE DEPARTMENT:

- **Will provide quality and professional law enforcement services to the community. Commitment to the professional development of the employees of the Chatham Borough Police Department.**
- **Recognize that the quality of life issues are important to the community and the members of the Chatham Borough Police Department.**
- **The Chatham Borough Police Department shall respond to the changing needs of the community and its members. This shall be accomplished through the principles of community policing, leadership, teamwork, and dedication by all members of the department.**

CHATHAM BOROUGH POLICE DEPARTMENT MISSION STATEMENT

THE CHATHAM BOROUGH POLICE DEPARTMENT:

Will commit its resources in partnership with the community to:

- **Promote a safe and secure environment, free from crime and fear of crime,**
- **Maintain order and provide for a safe and expeditious flow of traffic,**
- **Practice our core values of integrity, respect, service, and fairness.**

INTEGRITY

Integrity is the hallmark of the Chatham Borough Police Department and we are committed to the highest performance standards, ethical conduct, and truthfulness in all relationships. We hold ourselves accountable for our actions and take pride in a professional level of service and fairness to all.

RESPECT

We treat all persons in a dignified and courteous manner, and exhibit understanding of ethnic and cultural diversity, both in our professional and personal endeavors. We guarantee to uphold the principles and values embodied in the constitutions of the United States and the State of New Jersey.

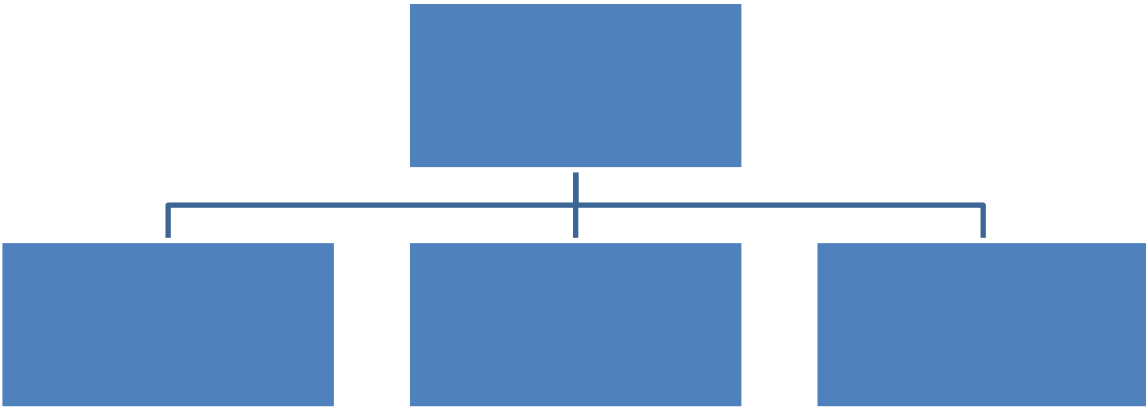
SERVICE

We provide service in a courteous, efficient, and accessible manner. We foster community and employee involvement through problem-solving partnerships.

FAIRNESS

We treat all people impartially, with consideration and compassion. We are equally responsive to our employees and the community we serve.

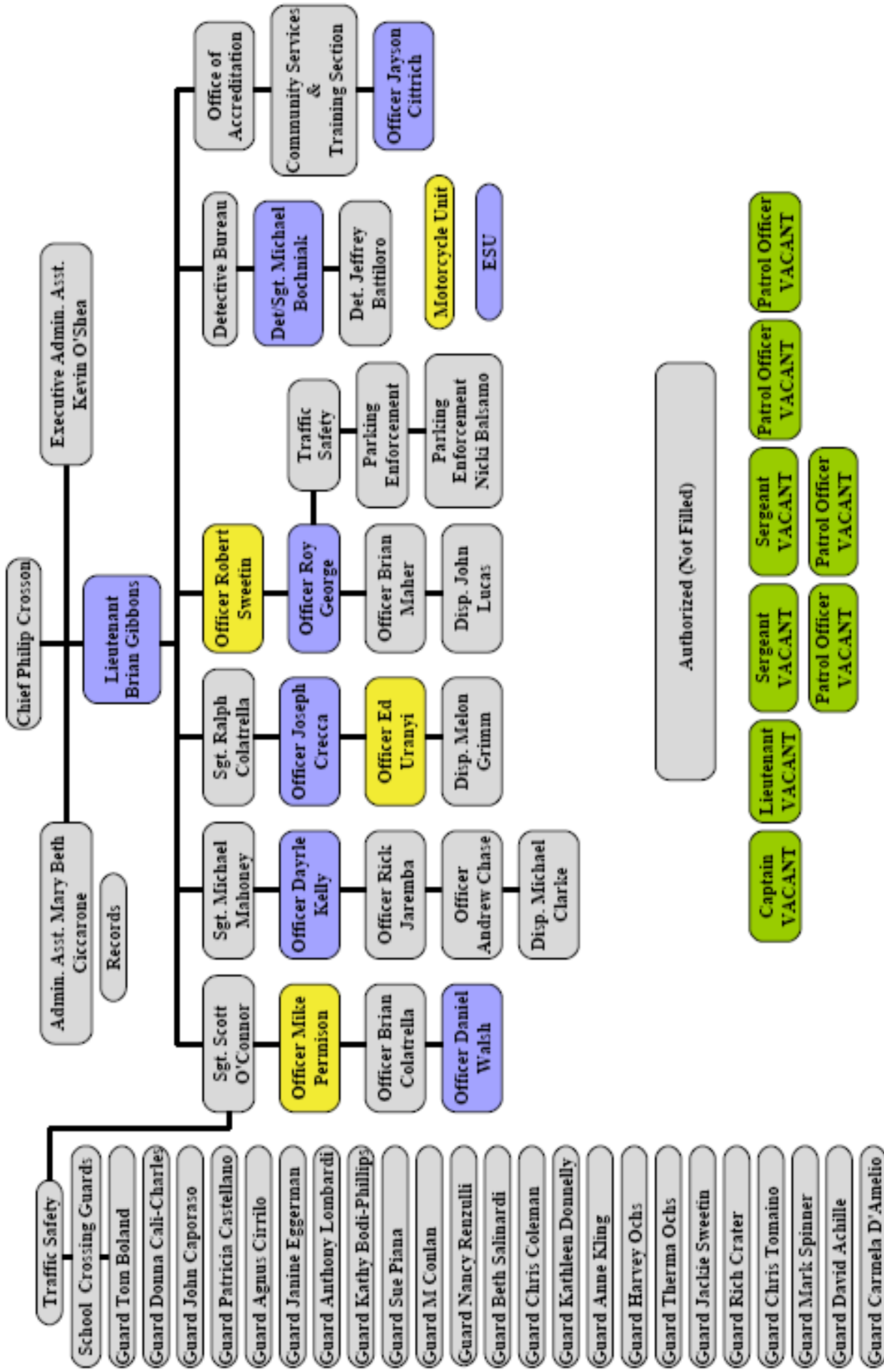
SECTION TWO
ORGANIZATIONAL CHART
AND
DEPARTMENT EMPLOYEES



Chatham Borough Police Department

Table of Organization

As of December 31st, 2010



CHATHAM BOROUGH POLICE DEPARTMENT

PERSONNEL 2010

POLICE OFFICERS:

Chief John Drake III *
Chief Philip J. Crosson, Jr.
Lieutenant Brian K. Gibbons
Sergeant Scott O'Connor
Det / Sgt. Michael Bochniak
Sergeant Michael Mahoney
Sergeant Ralph Colatrella
Detective Jeffrey Battiloro
Officer Scott Davis *
Officer Edward Uranyi
Officer Robert Sweetin
Officer Roy George
Officer Jayson Cittrich
Officer Brian Maher
Officer Michael Permison
Officer Joseph Crecca
Officer Brian Colatrella
Officer Daniel Walsh
Officer Richard Jaremba
Officer Andrew Chase
(*TERMINAL LEAVE)

TELECOMMUNICATORS:

John Lucas	Michael Clarke
Eugene Herchick	Melon Grimm

SUPPORT/RECORDS STAFF:

Administrative Assistant Mary Beth Ciccarone
Executive Administrative Assistant Kevin O'Shea

PARKING ENFORCEMENT/ POLICE MATRON:

Nicolina Balsamo

SCHOOL GUARDS:

C. Coleman	C. Fronzoni
K. Bodie	M. Grimm
T. Boland	L. Kelly
D. Cali Charles	A. Kling
J. Caporaso	T. Ochs
A. Cirillo	J. Tu
H. Ochs	L. Pimentel
A. Lombardi	N. Renzulli
K. Donnelly	L. Salinardi
S. Piana	S. Serbanica
J. Eggerman	J. Sweetin
P. Casteliano	

RETIREMENTS:

Chief John W. Drake
Officer Scott Davis

April 1st, 2010
February 1st, 2010

RESIGNATIONS/TERMINATIONS:

Tele-communicator Eugene Herchick

May 4, 2010

PROMOTIONS:

Chief Philip J. Crosson, Jr.
Lieutenant Brian K. Gibbons

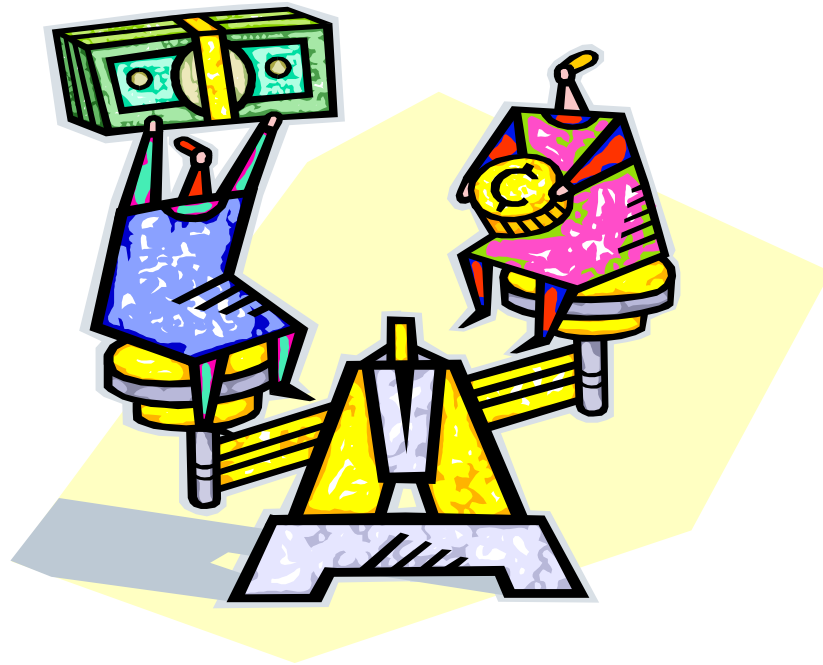
NEW HIRES:

Officer Andrew Chase

SECTION THREE

2010 BUDGET

INFORMATION

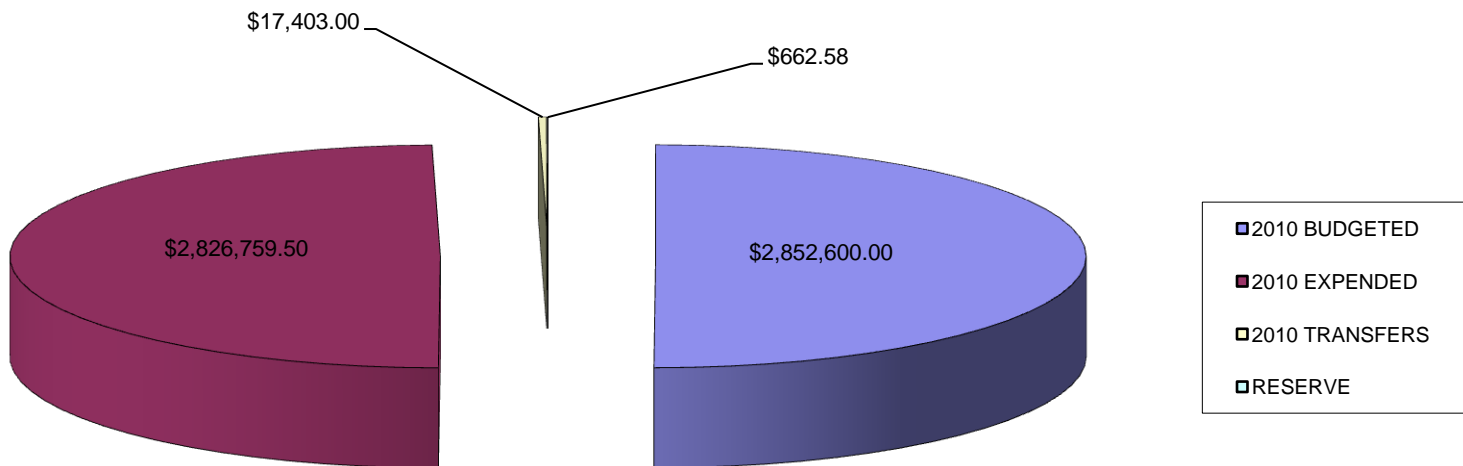


**CHATHAM BOROUGH POLICE DEPARTMENT
2010 SUMMARY BUDGET**

DESCRIPTION	2010 BUDGETED	2010 EXPENDED	2010 TRANSFERS	RESERVE
Police Salary & Wages	\$2,685,000.00	\$2,666,346.83	\$18,653.00	\$0.17
Police Operating Expenses	\$167,600.00	\$160,412.67	\$1,250.00	\$662.41
Totals	\$2,852,600.00	\$2,826,759.50	\$19,903.00	\$662.58

As of December 31, 2010, the budget was \$ 662.58 under budget.

2010 Police Department Budget



SECTION FOUR
2010 GOALS
AND
ACHIEVEMENTS



GOALS AND ACHIEVEMENTS FOR 2010

Goal: Improve communication within the agency, with the community and with surrounding law enforcement agencies.

Achievement: This process is on-going and in progress. To date, the agency and I have made great strides in opening communication among each other, the community and with surrounding law enforcement agencies. Our public information process has improved and has developed more consistent media relations. Community and police interaction has been expanded and internally communication has become commonplace at all levels.

Goal: Prepare for a successful Reaccreditation on-site during September 2010.

Achievement: Due to limited staffing and economic constraints the Chatham Borough Police Department has withdrawn from national accreditation with CALEA and anticipates the pursuit of Accreditation beginning in 2011.

Goal: Purchase a portable wireless P.A. system for firearms range.

Achievement: This program has been postponed until such time as funding becomes available. I have requested capital funding for the acquisition of this equipment in my proposed 2011 capital budget.

Goal: Review and revise the Police Department Table of Organization.

Achievement: This goal has been completed and the table of organization now reflects our current staffing levels and positions of assignment.

Goal: Recruit and hire three probationary police officers.

Achievement: This goal was pursued during 2010 and met with one new hire. The governing body indicated that they would attempt to fill the remaining vacancies later this year with another hire anticipated in September if funding was available. As of this date, no new hires have been approved as the Borough continues to maneuver through difficult financial conditions facing the state including the 2% imposed tax cap.

Goal: Implement Crime Reports and Command Central.

Achievement: Initial funding for this purchase was approved through forfeiture funds and the software was acquired. The agency is working collectively with the vendor to ensure that all reporting requirements are met. We have gone live with this program and have posted news releases to make the community aware that they can log on and access current information on police activity in the community.

Goal: Implement NIXLE Communications.

Achievement: This program is under review by the Chief as several options are being examined. This is a voluntary information system that will allow the agency to make non-emergency and emergency notifications and alerts to the public however; there are currently some concerns about staffing this program properly to ensure that messages are sent out timely and effectively.

Goal: Review and update current Neighborhood Watch Program.

Achievement: This program is not currently active however, it is currently being reviewed. The new Community Services Officer has been very busy this year with the county mandated School Security Initiative. This initiative was well behind schedule when he assumed his new role and he did an outstanding job of catching it up and producing a great product to the county. With that complete he will now focus on streamlining some of the other training and services functions as well as readdressing the neighborhood watch program more applicable to today's technological advancements. Implementation of Crime Reports and Command Central is the first step toward educating the public of crime trends in Chatham which is also a primary goal of the Neighborhood Watch Program.

Goal: Prepare for and upgrade the current outdated and undersized police department men's locker room.

Achievement: This program has been postponed until funding is complete. In 2010, \$17,000.00 in capital funding was secured for this project however; the lowest bid was approximately \$36,000.00. To that end, I have requested additional capital funding in the 2011 capital budget in hopes of completing this project in 2011.

SECTION FIVE

2011 GOALS

AND

OBJECTIVES



GOALS AND OBJECTIVES TO BE ACHIEVED FOR 2011

Goal: Transition emergency services dispatch to the Morris County Communications Center.

- A. Research costs/savings and service options associated with the transition of dispatch services to Morris County Communications Center.
- B. Working collectively with other emergency services disciplines; research advantages/disadvantages of transitioning dispatch services to Morris County Communications Center.
- C. Prepare reports and documents for Public Safety Committee to review and evaluate in relation to a communications transition.
- D. Provide presentation(s) on our research and findings to the Public Safety Committee, elected officials and residents of Chatham Borough.
- E. Request approval for necessary authorization and funding to transition dispatch services to Morris County if deemed appropriate based on evaluation findings.
- F. Enter into a written agreement with Morris County Communications Center to assume emergency services dispatch responsibilities for the Borough of Chatham.
- G. Develop necessary policy and procedure changes needed to transition dispatch to Morris County.
- H. Distribute updated policies and procedures to all employees and begin training with regard to changes resulting from a transition to Morris County dispatch services.
- I. Transition to Morris County Communications Center for dispatch services and monitor the effects of the transition and services.
- J. Make any adjustments necessary associated with the transition to make certain the transition is smooth, services are up to standard, public and officer safety is maintained and communications remain fluid and professional.
- K. Maintain status reports and updates to the Borough Administrator, elected officials and residents of the Borough of Chatham as needed.

Goal: Review options available in 2011 to pursue accreditation for the Chatham Borough Police Department.

- A. Review and compare options available for accreditation to include NJSACOP Accreditation Program and CALEA Accreditation (CALEA has just launched a new accreditation program with fewer mandatory standards to help smaller agencies achieve a higher level of professionalism through accreditation).
- B. Obtain support of the governing body and the members of the agency.
- C. Enroll in the selected accreditation program.
- D. Begin self-assessment phase in pursuit of successful accreditation.

Goal: Purchase a portable wireless P.A. system for the firearms range.

- A. Research available equipment that properly meets agency needs and ensures officer safety.
- B. Request funding for the purchase of the system in the 2011 Capital Budget.
- C. Purchase the system based on approved funding.
- D. Train firearms instructors in the use of the system.

- E. Implement the system in our firearms training as soon as practical but no later than the fall 2011 semi-annual firearms qualifications.

Goal: Implement NIXLE Communications.

- A. Setup system to include administrators and users
- B. Develop policy detailing what notifications are to be made and by whom.
- C. Begin community awareness campaign to sign up residents who are interested to receive notifications through NIXLE.
- D. Begin publishing unadulterated press releases, emergency notifications, alerts and community advisements.

Goal: Prepare for and upgrade the current outdated and undersized police department men's locker room.

- A. Request additional funding for the locker room project in the 2011 Capital Budget.
- B. Begin discussions with the Borough Administrator and Finance Committee during the budget process to secure funding for the project.
- C. Obtain additional quotes and bids as necessary to begin the project.
- D. Hire authorized contractor(s) to complete the project.
- E. Monitor progress of the project to include ADA compliance.
- F. Maintain communication with the Borough Administrator and the Governing body as to the status of the project.
- G. Publicize completion of the project as a borough improvement in compliance with ADA.

Goal: Purchase a new SUV to begin the replacement of the aging unmarked police vehicle(s) currently assigned to the Detective Bureau.

- A. Research available SUV options under New Jersey state contract or county co-op.
- B. Request funding for acquisition of the SUV in the 2011 capital budget.
- C. Purchase and equip the SUV to be used by detectives to carry necessary equipment needed to properly respond and investigate crime scenes in any weather conditions.
- D. Press new SUV into service in the unmarked fleet assigned to the Detective Bureau.

Goal: Replace failing in-car camera systems as a result of our initial vendor going out of business; coupled with no local repair vendors qualified to service our current camera systems that are in operation.

- A. Research available options and vendors under New Jersey state contract or county co-op.
- B. Request funding in the 2011 capital budget for the acquisition of necessary in-car camera equipment to replace current failed/failing equipment.
- C. Purchase the new equipment and complete installations in all marked vehicles.
- D. Update department policies and procedures in relation to the use of newly acquired in-car camera equipment.
- E. Train agency personnel on the proper use and maintenance of equipment.
- F. Implement use of new in-car camera equipment.

Goal: Replace 3 ballistic tactical vests for members of the Emergency Services Unit.

- A. Research available options and vendors under New Jersey state contract or county co-op.
- B. Request funding in the 2011 capital budget for the acquisition of 3 new ballistic tactical vests.
- C. Purchase 3 ballistic tactical vests.
- D. Distribute new ballistic tactical vests to the 3 members of the Emergency Services Unit for use.

SECTION SIX

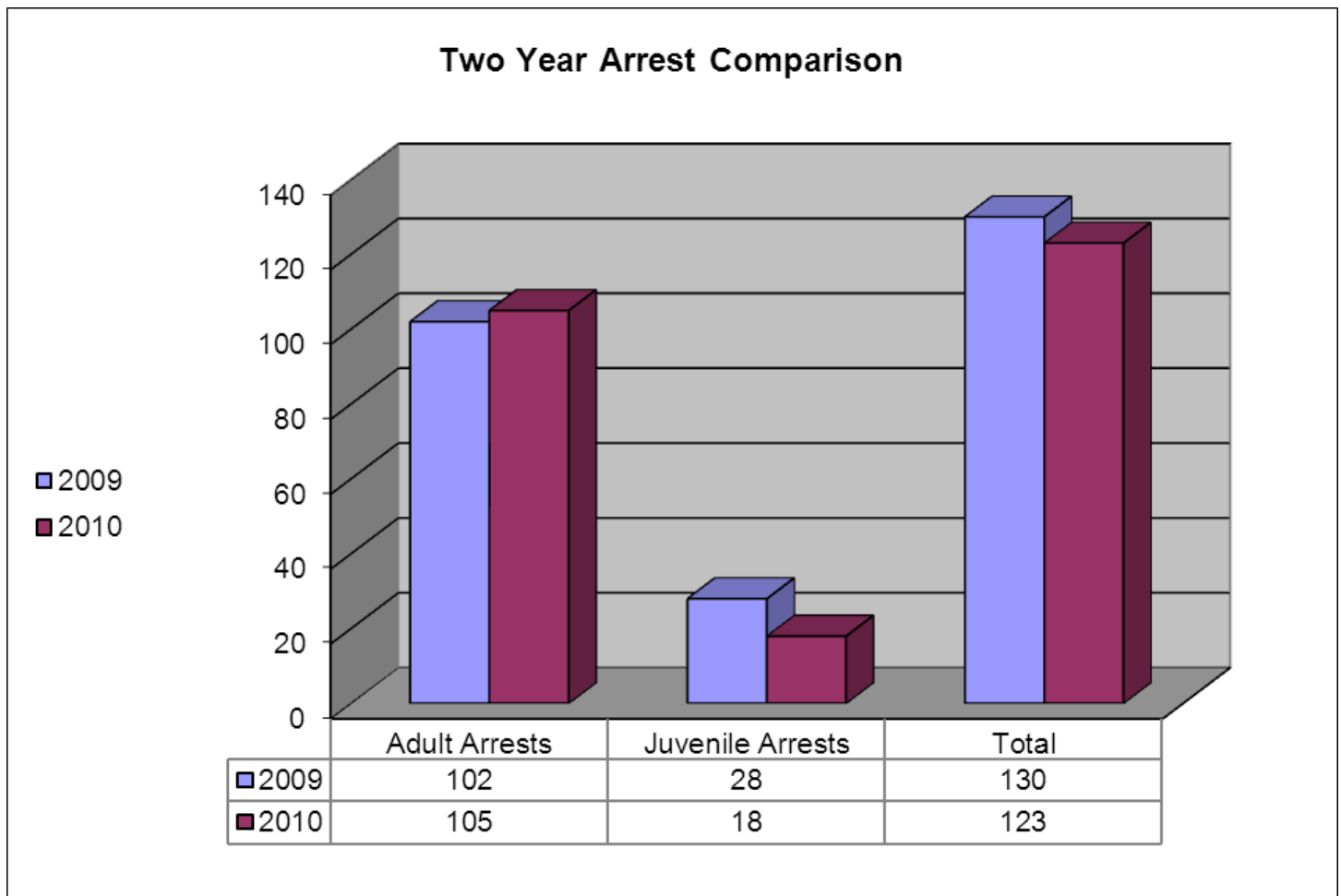
ARREST COMPARISONS

CRIME AND SERVICES
COMPARISONS



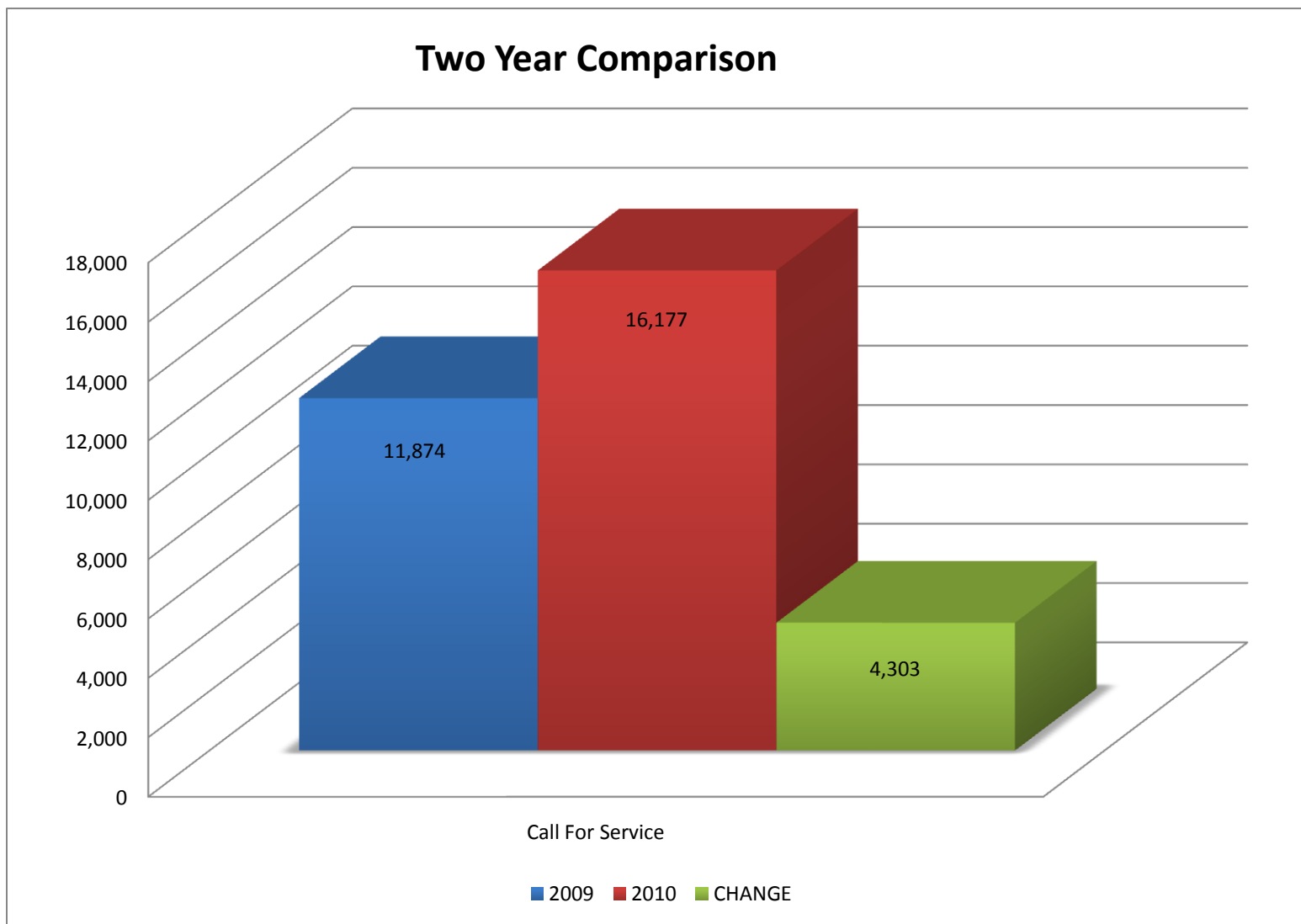
**CHATHAM BOROUGH POLICE DEPARTMENT
TWO YEAR ARREST COMPARISON**

	2009	2010	% of Change
Adult Arrests	102	105	2.94%
Juvenile Arrests	28	18	-35.71%
Total	130	123	-5.38%



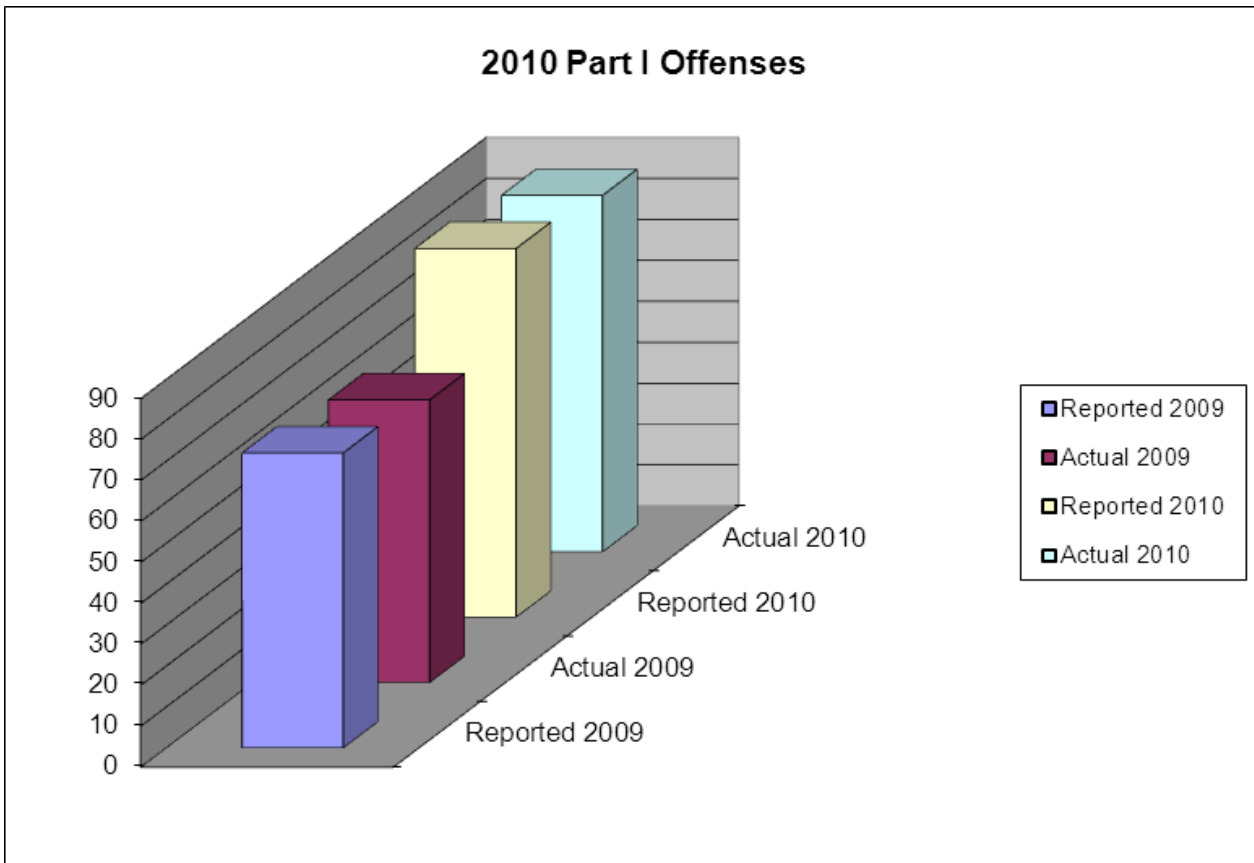
**CHATHAM BOROUGH POLICE DEPARTMENT
TWO YEAR CALL FOR SERVICES COMPARISON**

2009	2010	CHANGE
11,874	16,177	36.2%



**CHATHAM BOROUGH POLICE DEPARTMENT
TWO YEAR PART I OFFENSES COMPARISON**

OFFENSES	REPORTED 2009	ACTUAL 2009	REPORTED 2010	ACTUAL 2010	% of Change
HOMICIDE	1	1	0	0	100.00%
RAPE	0	0	0	0	0.00%
ROBBERY	0	0	0	0	0.00%
ASSAULT	7	7	15	15	114.29%
BURGLARY	13	12	14	14	16.67%
THEFT	45	43	60	57	32.56%
M.V. THEFT	6	6	1	1	-83.33%
ARSON	0	0	0	0	0.00%
TOTALS	72	69	90	87	26.09%



Part I offenses that have not been determined to be false or unfounded are forwarded to the F.B.I. for computation in the community's crime rate. These offenses are used to determine a community's crime rate based upon the numbers of crimes reported per 1,000 residents. There was a 26.09% increase in the actual Part I offenses in 2010.

SECTION SEVEN

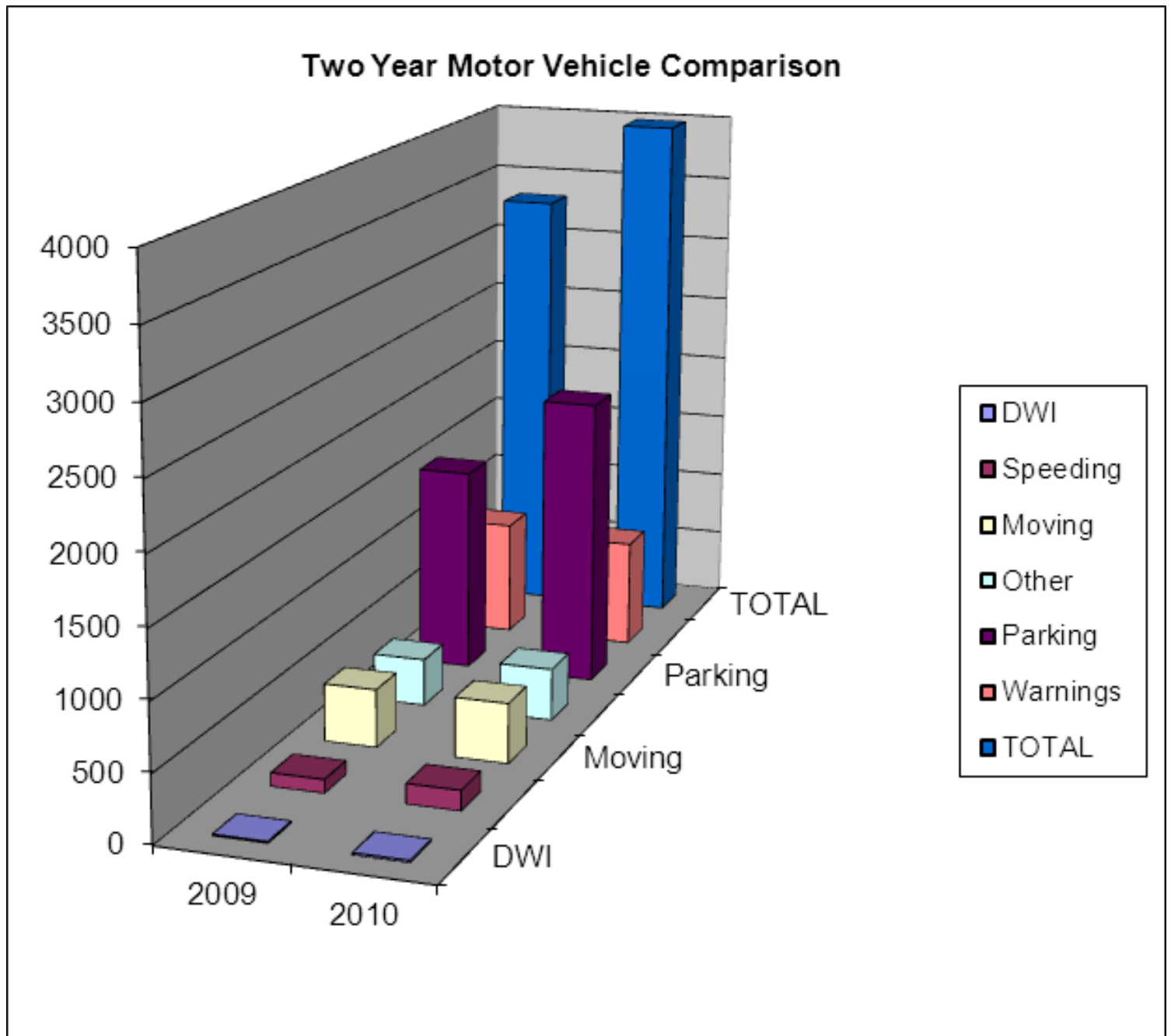
TRAFFIC ENFORCEMENT

ANALYSIS



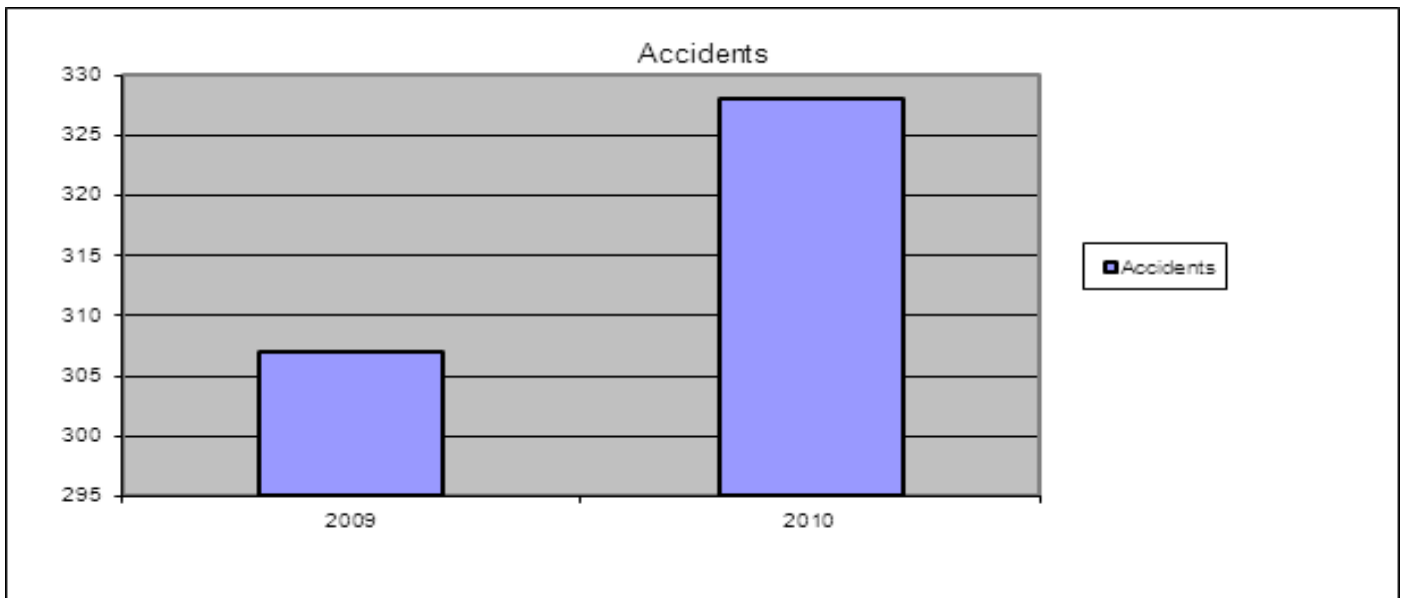
**CHATHAM BOROUGH POLICE DEPARTMENT
TWO YEAR MOTOR VEHICLE SUMMONS
COMPARISON**

	2009	2010	% of Change
DWI	12	16	33.3%
Speeding	101	149	47.5%
Moving	436	449	3.0%
Other	356	392	10.1%
Parking	1547	2165	39.9%
Warnings	872	815	-6.5%
TOTAL	3324	3986	19.9%



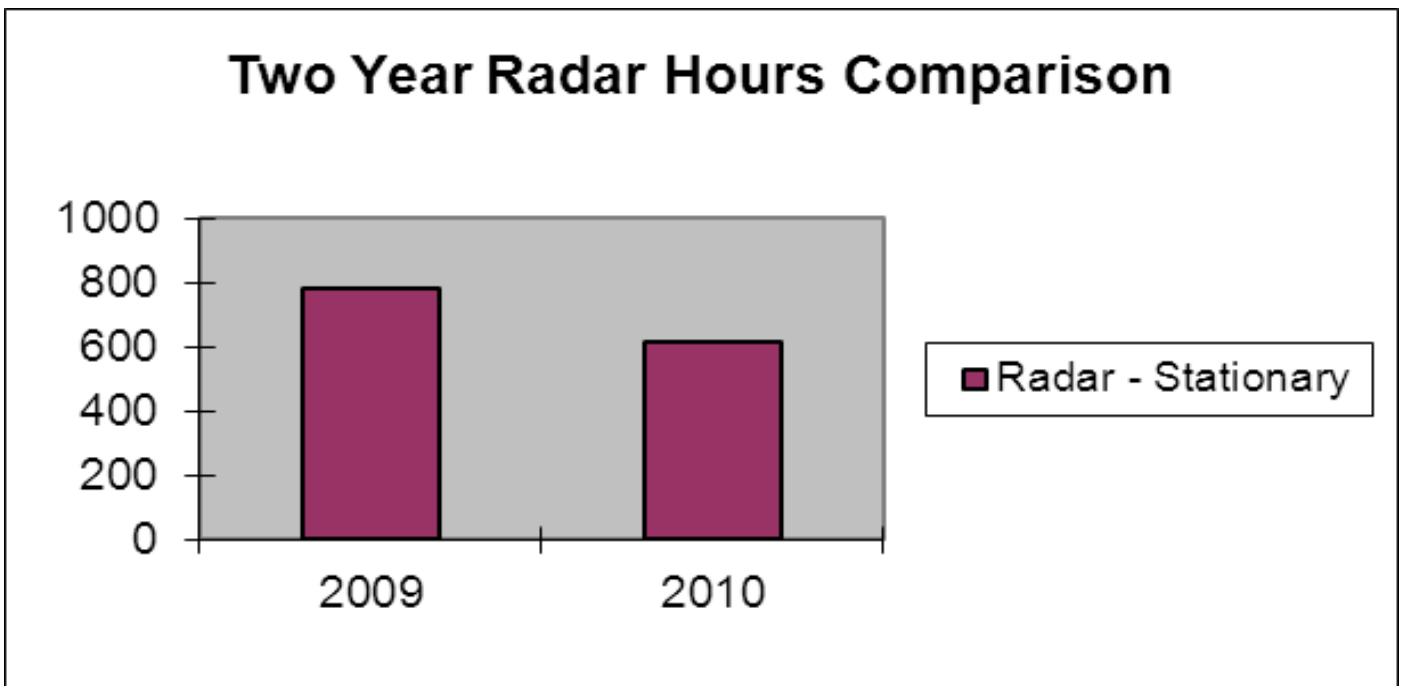
**CHATHAM BOROUGH POLICE DEPARTMENT
TWO YEAR MOTOR VEHICLE ACCIDENT COMPARISON**

Accidents	2009	2010	% of Change
	307	328	6.8%



TWO YEAR RADAR HOURS COMPARISON

	2009	2010	% of Change
Radar - Stationary	784	619	-21.0%



SECTION EIGHT

Communication, Cooperation and Community Involvement

As a new Chief assuming responsibility for the department and public safety in Chatham Borough, I was facing what appeared to be a time of difficult challenges. A declining economy paved the way for reductions in staffing while maintaining current service levels with less and the prospect of dealing with aging equipment. Recognizing that these challenges could result in low morale and increased sick leave, I prepared strategies to mitigate these effects.

In preparation for these challenges, I arranged to share the burden with the men and women who serve proudly here in the Borough and promised to keep them informed and involved as challenges were met and decisions were made affecting the agency and its members. In all, this opportunity was seized to meet and enhance my most primary goal of improving communication within the agency, the community and with surrounding law enforcement agencies. This open communication process allowed me to work collectively with the members, the community and surrounding law enforcement agencies to resolve many matters before they became stumbling blocks or hurdles on our way to improvement.

In fiscally challenging times such as these, we as a police department sought ways to ensure the community felt safe and involved even in light of staffing reductions. We used old fashioned cost saving measures to meet the challenges and to be visible in the community. We adopted a stronger commitment to the philosophy of community policing and took measures to be more visible in the community. We focused on targeting identified problem areas for enforcement action with the assistance of members of the community and the traffic committee to enhance pedestrian and motorist safety in lieu of relying on traditional random patrol. Moreover, we worked as a team supporting one another and the mission to achieve our goals.

In addition, we have implemented measures to keep the community well informed of our daily operations and enforcement actions by invoking the use of technology. Residents or anyone for that matter, can access CrimeReports.com, a website that electronically pin maps police activity in the community. This tool helps us conduct analysis to better target areas of criminal activity as well as areas needing additional enforcement action to curtail motor vehicle collisions or to improve quality of life. We continue to work collectively with our stakeholders to maintain and improve services as we continue to meet or exceed the communities' needs in these challenging times.

The future of policing is ever-changing as paradigms and philosophies are continually modified to meet the needs of the community while maintaining fiscal viability. As such, the continued success is directly linked to the open mindedness and cooperative spirit of the men and women who serve in this noble profession. We here in Chatham Borough are privileged to have such a devoted and dedicated team of men and women who are willing to go above and beyond to support the needs and goals of the agency and the community selflessly. As previously mentioned, paradigms and philosophies will change over time but the dedication to duty and professionalism of the police department will never fade because of the character and cooperation of the men and women who serve our community. The hurdles we meet, be it economic or otherwise, are only challenges for us to do things differently, more efficiently and more effectively.