



CITY OF MELROSE

POLICE DEPARTMENT

MICHAEL L. LYLE
Chief

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MELROSE POLICE DEPARTMENT FISCAL YEAR 2021 ANNUAL REPORT



MISSION STATEMENT

The Melrose Police Department pledges to maintain the highest standards of integrity, ethics, excellence and teamwork in the performance of our services while at the same time protecting the Constitutional rights of the citizens. Our mission is to strengthen public confidence in the organization, develop and maintain positive relationships with the community and promote the concept of teamwork for the benefit of all, while at the same time promoting a safe and friendly community through enforcement and education.

Chief:

Chief Michael L. Lyle

Lieutenants:

Patrol Commander Mark DeCroteau

Lt. Timothy Maher

Lt. James Mulrenan

Lt. Paul Norton

Sergeants:

Sgt. David Akell

Sgt. Brian Ladner

Sgt. David Mackey

Sgt. Jon Piasecki

Sgt. Joshua Crowley

Sgt. Michael Lynch

Det. Sgt. Paul McNamara

Sgt. Jonathan Goc

Sgt. MacIntosh

Sgt. Kevin Mulrenan

Patrol Officers:

Ronald Alley

James Applegate

Ashley Baldwin

Alexander Barranco

Alan Brown

Joseph Collins

Richard Connors

Richard Cooney

Levi DiFranza

John Doherty

Det. Daniel Ehlers

Det. Gregory Forestell

Stephen Galvin

Daniel Goodhue

Det. John Goodhue

Thomas Grant

Richard Green

Daniel Hanley

Cameron Hickey

Lucas Kaestner

Michael Maloney

Robert Mann

Sean Morris

Travis Nally

Dale Parsons

Michael Plumer

Daniel Riordan

Andrew Ruby

Paul Sasso

Joseph Stamegna

Brian Trainor

Alex Wilson

Civilian Personnel:

Office Manager/Executive Assistant to the Chief:

Administrative Assistant:

Parking Wardens:

Residents Tax Program:

Kimberly Upton (Full-Time)

Deborah MacLeod (Part-Time)

Ernest Karelak

Robert Hall

Rita Karelak

MESSAGE FROM THE CHIEF OF POLICE

It was an unprecedented year for the Melrose Police Department, our Community, and around the globe with the COVID-19 pandemic that has now spanned multiple fiscal years. While writing this annual summary report we seem to be emerging with fits and starts, but as I reflect back on how the pandemic has created unforeseen and in many ways unprecedented challenges for the public health sector, it created the same for law enforcement agencies. I was fortunate to be in constant contact with law enforcement leaders locally and nationally that were all encountering similar unprecedented challenges, and in response, had to take unprecedented actions to keep themselves, their officers, and their communities safe. Police officers and staff were, and are, often directly or indirectly involved in the pandemic response and have thus a higher risk of getting infected for every call-for-service, and in-station walk-ins. The Police Department was never closed and never locked down. However, we were often requested to enforce such actions as lockdowns, mask mandates, and social distancing rules; creating additional service demand for us as well as most other law enforcement agencies. The pandemic subsequently spread our officers thin across numerous ancillary duties relating to state restrictions and guideline enforcement.

Nevertheless, while the pandemic was rampant, the department never lost sight of our mission and worked tirelessly to build on our already existing positive community relations efforts. We are fortunate to have a supportive and respectful relationship with our residents. Communicating department protocols, training efforts, and operational challenges while listening to community concerns and working toward greater mutual understanding will continue to reinforce our commitment in partnership between the Police Department and the Melrose residents.



MELROSE POLICE DEPARTMENT - PROMOTIONS

Officer Nikolaus MacIntosh was promoted to Sergeant on March 1st, 2021. Sergeant MacIntosh has served our community for the past 7 years, and is one of the primary and well-regarded instructors of the Melrose Junior Police Academy. We are proud to have him in a leadership role in the department; he brings several years of community policing and law enforcement professionalism to the Chief's supervisory staff.



MELROSE POLICE DEPARTMENT NEW OFFICERS

The Melrose Police is pleased to announce that we have three new officers serving in the department, and one recruit in the Reading Police Academy.

- Officer Andrew Ruby
- Officer Thomas Grant
- Officer Cameron Hickey
- Academy Recruit - John Doherty

Both Officer Ruby and Officer Grant were sworn in to the MPD on February 1st 2021, and Officer Hickey was sworn in on June 14th 2021.

A police academy recruit is immersed in police training for 22 weeks. Upon graduation, anticipated in October 2021, our newest recruit will be sworn in as a full-time Melrose Police Officer and will begin his field training. Field training is 10-12 weeks long whilst they learn the nuances of the great City of Melrose and its Community. During Field Training they will be patrolling a regular shift along with another officer, or Patrol Sergeant.

PERSONNEL CHANGES

The following personnel changes and adjustments were experienced by the police department in fiscal year 2021. There was an unfortunate number of retirements during this fiscal year; they were all valuable members of the Melrose Police and have served our community well over the years.

Assignment Changes:

Officer John Goodhue was assigned to the Detective bureau on February 3rd, 2021. Detective Goodhue is an outstanding member of the department and is also assigned the role of Civil Rights Officer. We are fortunate to have him in these roles under the leadership of Detective Sergeant McNamara.

Retirement:

- Sergeant Charles Byrnes
- Prosecutor Mark Antonangeli
- Officer Pamela Daye
- Officer Joseph Donovan
- Officer William Higgins
- Officer Kevin Stanton

MELROSE POLICE DEPARTMENT K-9 TEAM



Melrose Police K9-Nero and his handler Officer Trainor continue to patrol together several days a week participating in drug enforcement investigations, tracking and apprehending suspects or missing persons. Nero was instrumental in two notable drug investigations and in each case found large quantities of drugs that were seized and removed from public distribution and the distributors apprehended. Nero assists our neighboring communities as requested, both as part of investigations but also for demonstrations. K9-Nero and handler Officer Trainor were invited to do a K9 demonstration for the Angel Cancer Foundation as well as our own Junior Police Academy; it's always the highlight of the event. K-9 Nero continuously trains with Officer Trainor to fine tune his tracking skills and is considered a valuable partner for federal, state and local operations.



BUDGET

The Melrose Police department administered a budget of \$5,186,618.00. The majority of the budget consists of salaries and wages for employees. The budget was funded by appropriations by city government and also operates under grant monies obtained from both the federal and state government.

The staffing levels in the Melrose Police Department consisted of 1 Chief, 4 Lieutenants, 10 Sergeants, 32 officers, 1 Office Manager, 1 Part-time Assistant, and 3 part-time civilians. The roster breakdown of Lieutenants, Sergeants and Patrol Officers for the fiscal year of 2021 under Chief Lyle is listed above.

FY2021 POLICE DEPARTMENT REVENUE

	FY 21	FY 20
Police Detail Admin Fee	282,823.76	249,582.56
Police False Alarms - Mel	1,850.00	2,150.00
Police Dept. Photostats/Finger Prints	175.00	475.00
Police Pistol Permits (LTC)	10,274.00	8,475.00
Police Hackney Account	0.00	50.00
Parking and Traffic Enforcement	160,072.50	158,777.50
Citations Chapter 90	6,750.00	7,160.00
TOTAL REVENUE	\$461,945.26	\$426,670.06

FY2021 GRANT AWARD FUNDING

State 911 Support and Incentive Grant	90,505.00 (increase of \$9,318 from FY20)
State 911 EMD Grant	18,000.00 (level funded from FY20)
State 911 Training Grant	82,089.51 (increase of \$22,000.50 from FY20)
Bulletproof Vest Grant	6,712.50 (level funded from FY20)

CALLS FOR SERVICE

The department reported the following crime statistics to the State and Federal Government in compliance with the National Incident-Based Reporting System (NIBRS) standards for the 12 month period of July 1st 2020 through June 30th 2021. The Melrose Police Department logged **6785** calls-for-service that were not Officer initiated or walk-ins.

In FY21, the Police Department took **1938** reports. Of these, **367** were criminal offenses reported to the Federal government (NIBRS). These criminal offense reports included Part 1 offenses, which include homicide, rape, robbery, assault, burglary, arson, larceny (except motor vehicle theft) and motor vehicle thefts. The total Part 1 offenses were **193**.

Case activity of note included the following reported offenses: **10** motor vehicle theft offenses, 4 driving under the influence offenses, **1** rape offense, **4** offenses of robbery, **69** assaults, **14** counts of burglary/Breaking and Entering, **93** assorted larceny offenses, and **64** reports of vandalism.

There were **99** criminal complaints (summoned) issued, **46** arrests, and **9** incidents of protective custody made by Melrose Police Department officers in fiscal year 2021.

TRAFFIC

The Melrose Police Department issued **235** Massachusetts Uniform Citations in the fiscal year 2021: these included **35** civil citations, **121** written warning citations, **56** criminal citations, and **19** arrest citations.

Additionally, the Parking Clerk's Office reports the Melrose Police Department issued **4510** parking violations during the fiscal year 2021, registering **\$160,072.50** in revenue (*Kelly and Ryan*, 06/30/2021).

The Melrose Police Department took over three hundred fifteen (**315**) reports of incidents involving motor vehicle crashes within the City of Melrose during the fiscal year 2021. There was a total of **204** Massachusetts Motor Vehicle Crash Reports filed and investigated. These accidents resulted in injuries to **41** individuals. In FY 2021, there was two (**2**) fatal motor vehicle accident investigated, three (**3**) pedestrian and five (**5**) cyclist/bicycle accidents investigated.

REPORT REQUESTS

This is the first year reporting the number of Police Report Requests in the annual report. For the last two fiscal years the number of report requests remained fairly consistent; in CY21 the increase is staggering. We are averaging 100 report requests per month. An approximate year over year comparison is below. This count does not include the multiple report requests that we receive from Attorneys that are seeking to build their customer base by harvesting from weekly city and town accident reports. In FY21 we had 6 Attorney Offices requesting weekly reports. Since the report requests come in many different media (email, phone, online submission, in-person, mail, fax, and via city hall) we have added a 1.32% increase to account for non-documented report requests. With the new online report feature available on the Melrose Police Website, we strive to improve the accuracy of the Report

Request Log File in the future. The report request form is found here and we are encouraging all to submit their report requests using this form.

<https://melrosepolice.net/report-request/>

Fiscal Year	Records Request Count
FY2019	790
FY2020	704
FY2021	937

CITIZEN COMPLAINTS:

The Melrose Police Department investigates all citizen complaints. During the Fiscal Year 2021 and under the direction of the Chief or his designee one (1) citizen complaint was reviewed involving officers' alleged conduct. This one complaint resulted in a written reprimand.

The Melrose Police Department takes all citizens' complaints very seriously and investigates these personnel matters with due diligence. The Melrose Police Department will always strive to improve customer service and relationships with citizens and all members of our community.

SPECIALIZED TRAINING:

The Melrose Police attended the following specialized training programs during FY2021.

- Under his new assignment in the Detective Bureau, Detective Goodhue attended intensive training in the following areas of expertise:
 - Sexual Assault Investigator
 - Street Level Narcotics Investigation
 - Background Investigation, and
 - Civil Rights Training
- Annual In-Service Officers Training
All officers attended 40 hours of in-service training through the Municipal Police Training Council as well the annual required 8 hours of firearms recertification held at the Bedford Police Department outdoor range.
- 911 Training Grant
The following courses were offered for Police Officers and Dispatchers FY21 through the state 911 required training grant. These courses were modified due to COVID-19 concerns. All officers participated in monitored online training classes.

❖ **ICAT De-Escalation**

During De-escalation Training, Dispatchers and Officers were introduced to strategies that will give them the tactical advantage while dealing with a subject, but especially a subject in crisis. Based on the principles of ICAT (Integrating Communication Assessment and Tactics), they were shown how to apply police intervention in a process that attempts to slow the interaction down. Police encounters at times can be volatile. De-escalation focuses on the time, distance and conversation the officers need to have with the subject to gain the tactical advantage to bring this encounter to a conclusion that is safe for the subject, general public and the officer.

❖ **Implicit Bias**

- Define Implicit Bias / Define Explicit Bias
- Discuss the Science involved with Implicit Bias
- Discuss "mental shortcuts" utilized by the brain
- Learn Techniques to help decrease bias
- Discuss the possible impacts bias has on policing
- Discuss "real life" scenarios where officers must navigate their way through the pitfalls that are related to bias
- Discuss how the Fourth Amendment is related to Implicit Bias
- Discuss how the Presidents 6 Pillars on 21st Century Policing fit in with Implicit Bias

❖ **Procedural Justice**

- Increase officer and community safety.
- Understand the power dynamic of police encounters
- Understand the human components of procedural justice
- Community perceptions of police tactics, use of force
- Recognize the impact of technology
- Discuss the term "Police Legitimacy"
- Discuss the impact of officer wellness
- Understand the term and responsibility of "Duty to Intervene"

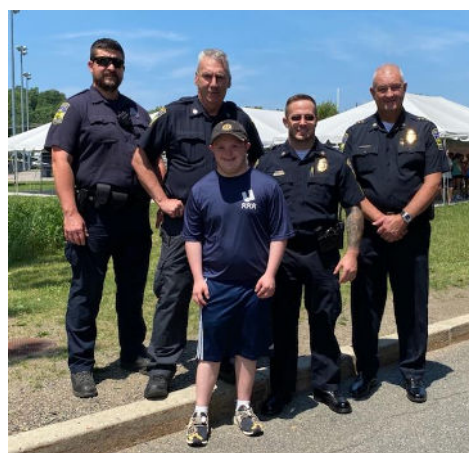
❖ **Verbal Judo for Telecommunication Professionals**

- Better understanding of the communications process and communication obstacles
- Recognize the Importance of 'Professional Listening'
- Increased Job Satisfaction
- Lower Job Stress
- Increased Caller Satisfaction

- Ability to Get More Accurate Information from Excited Callers
- Steps to Gain Compliance through Verbal Control Techniques
- Patented Phrases and Easy to Remember Verbal -Tactics to Assist in Deescalating Irate Callers
- Better Self-Control
- Increased Awareness of Cultural and Ethical Issues
- Improvement of Department Professionalism
- Better Inter-Agency Relationships
- Increased Ability to Identify Danger Signs and Pre-Attack Indicators
- Strengthened Co-Worker Relationships

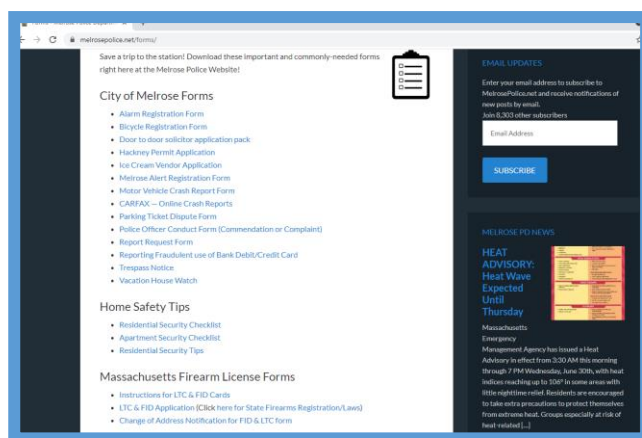
COMMUNITY POLICING

Community policing has always been a cornerstone of the Melrose Police Department. Regrettably it was only prudent to postpone the 2020 Melrose Police Department Junior Police Academy last summer due to COVID restrictions. But as restrictions eased, we were confident we could safely end the fiscal year and start the new fiscal year with the return of the Junior Police Academy. The enrollment was completely full in mere days; and the Junior Police Academy was once again a tremendously successful program for the Melrose Youth. Funded entirely through donations and fundraising, the Melrose Police hosted three Junior Police Academies in the months of June and July 2021; students attended a one-week course under the direction of Sergeant Nikolaus MacIntosh, SRO Officers James Applegate and Robert Mann, Ashley Baldwin, Alan Brown and Junior Officer - James Kavanaugh, or more widely known as “JFK”. The overwhelming success of this community program would not have been possible if not for the support from the community as well as members of the Melrose Police Department. A total of **160** children attended this FY21/22 program.





The Melrose Police Department website continues to be a valuable source of information as well a key community policing strategy for communicating safety tips and alerts, and current messages and news blogs from the Chief. Many commonly used forms are now online and can be submitted more easily through the Melrose Police website as well as safety guides and home safety tips are available for our tech-savvy community and serve as effective means for the community to reach out to the Melrose Police.



The Melrose Police Department is a long-time member of the New England Massachusetts Law Enforcement Council (NEMLEC). Simply stated, this law enforcement council coordinates a collaborative partnership of police agencies in a region that share knowledge, resources and personnel for the benefit of public safety. This allows one agency, if they request aid, to increase its resources temporarily in response to an emergency or event. NEMLEC's member agencies are committed to

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sharing assets and ensuring that communities are prepared for unplanned special occurrences. Melrose Officer Alan Brown is an 18 year member of the NEMLEC Motorcycle Unit. He is often called to augment resources all over MA for investigations, emergency management, crowd management and many other special events.



As the department continues its commitment to Community Policing, the Chief and all department staff will continue to support the events and initiatives instituted in the past whilst always striving to expand the services the police department provides to the residents of Melrose. Many people experienced isolation during this pandemic; birthdays were especially hard. Upon request, the Melrose Police led motor parades in efforts to celebrate several important life events for both our young residents and our Super Seniors. The Melrose Police Department is honored to be asked to support these events and will always do our best to make ourselves available to the residents of Melrose.



GOALS AND OBJECTIVES FY2021

1. The Melrose Police Department will secure funding to migrate to electronic citations (e-citations). The rationale for this is to reduce the amount of time expended during a car-stop. ***This goal was not completed due to the COVID-19 Pandemic. It has been rescheduled for a September 2021 implementation.***
2. The Melrose Police Department will seek funding from various sources to support a police training simulator to supplement our annual firearms qualification. This would also include scenario-based shooting where the officer received instant feedback from the trainers as far as his or her interaction during the simulation. This feedback will enable the department's efforts to support implicit bias training. ***This goal was not completed due to the COVID-19 Pandemic resulting in the suspension of specific targeted grants.***
3. The Melrose Police Department will seek additional grant funding for enhanced de-escalation training. ***This goal was completed.***
4. Continue to advocate for additional law enforcement personnel. ***This goal was partially completed. We did not receive additional personnel, only replacement personnel for separated officers.***
5. Automate several of the standard online forms on the Melrose Police Department Website. ***This goal was completed.***

GOALS AND OBJECTIVES FOR FY 2022

1. Implementation of Body Camera Pilot Program
2. Night Shift Traffic Officer: Dedicated Traffic Enforcement Officer during the evening shift
3. DPH Grant Implementation:
 - Melrose Stoneham collaboration hire Social Worker splitting time between both Departments
 - Melrose Police Department to start HUB program to establish a team approach when dealing with families and individuals who may need services from multiple agencies
 - DPH Grant Social Worker will chair the HUB Community Meetings
4. Launch Online Incident Reporting
 - Opportunity for residents to file incidents online

Respectfully Submitted,
Michael L. Lyle