

MILFORD SELECT BOARD: AGENDA
September 21, 2023 – 5:00 PM, ROOM 03, TOWN HALL

Remote Public Hearing/Invitation to Speak access now requires advanced registration. Please register online here: <http://tiny.cc/k63bvz> Any member of the public may now register to access the zoom webinar as an attendee. Public attendees will be able to view the zoom LIVE and request to speak at the “Public Hearing/Invitation to Speak.”

A.) SCHEDULED APPOINTMENTS-Police Chief Interviews and Appointment

1. 5:00 PM Benjamin Murphy- Deputy Chief, Berlin, CT
5:30 PM John Sanchioni- Deputy Chief, Milford, MA
6:00 PM Robert Tusino- Deputy Chief, Milford, MA

2. 6:30 PM Appointment/Process to Appoint New Police Chief

The listing of matters above are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.

A-1
9-21-23

BENJAMIN MICHAEL MURPHY

Career Overview

Background combines twenty one years of experience in progressively responsible roles within the New Britain Police Department. Currently serving as the Interim Chief of Police for the 165-person department. Highly experienced investigator. Trained in investigative procedures and techniques, interview and interrogation. Strong interpersonal, organizational and communication skills. Able to communicate and work effectively with individuals from the broadest spectrum of cultural, ethnic and socioeconomic backgrounds. Outstanding ability to maintain composure and make clear decisions in high stress situations. Extensive experience in public relations and as a media liaison. Excelled in law enforcement by implementing a servant style of leadership, complimented by a sincere and energetic desire to grow and mentor subordinates.

Selected Career Highlights

Elevated to the rank of Interim Chief of Police from January 2023 – April 2023
Three years as the Deputy Chief of Police from March 2020 – Present
More than two years as Captain – in both Patrol and Criminal Investigations.
Three and a half years of experience within the Criminal Investigation Division.
One and a half years in the Professional Standards Division.
Twelve years total of supervisory experience as a Sergeant and Lieutenant
Experience as Internal Affairs Investigator, Police Academy Trainer.
Eleven years as a SWAT team member including three as Team Commander.
Lead Representative for recruiting, student and officer mentoring programs, active shooter trainer for schools and stakeholders.
Liaison for New Britain Schools for various events, initiatives and programs.
Experience includes: budgets, grant writing, internal affair investigations, major crimes and large scale demonstrations.

EXPERIENCE

NEW BRITAIN POLICE DEPARTMENT – New Britain, Connecticut
Providing Excellent Policing through Innovation, Integrity and Building Partnerships with the Community

2002-Present

Interim Chief of Police (January 2023-April 2023)

Deputy Chief (Jun 2020-Present)

Serve as second in command and report directly to the Chief of Police. Direct the efforts of three Captains from separate divisions, with overall accountability for the management and performance of 163 Sworn Officers. Direct day to day Operations including: Review of Use of Force Incidents, Policy Updates/Revisions/Implementation, Community Programs and internal initiatives. Initiated and currently manage the department Wellness Program. Serve as Interim Chief when necessary. Consult on a variety of strategic and operational issues, including critical incidents, budgets, grants and public events.

Acting Deputy Chief (Mar-Jun 2020)

Captain – Criminal Investigation Division (Sep 2019-Mar 2020)

As Division Commander, oversaw a Divisional Lieutenant, four Sergeants, 1st & 2nd shift Detectives, Youth Detectives, Special Services Unit and the Records Division. Oversaw the investigation of major crimes to include homicides, serious assaults and high-level felonies. Worked collectively with Captain, colleagues and outside agencies.

Captain – Patrol (2018-Sep 2019)

As Division Commander oversaw five separate Patrol shifts which consisted of 3 Lieutenants, 15 Sergeants and 78 Officers. Day to day operations included deployment, school visits/initiatives, community events and serious internal affair investigations. Worked collectively with the Union President and Representatives on a variety of issues. Ran point on highly notable demonstrations and employee strikes - most noteworthy several that followed an officer involved shooting. All demonstrations were conducted without an arrest or any use of force.

Lieutenant – (1st & 2nd Shift) Patrol (2013-2018)

As Shift Commander, oversaw six Sergeants and 25-40 Officers respectively between a primary and swing shift. Duties

included deployment of personnel, enforcing sector responsibility, community policing and internal affair investigations/complaints.

Lieutenant – Professional Standards Lieutenant

Responsible for the New Britain Police Academy, Traffic Division, Internal Affairs, Community Events, Auxiliary Functions for the agency and Dog Pound. Oversaw three Sergeants and multiple Units/Officers.

Acting Lieutenant (2012-2013)

Sergeant – (2nd & 3rd) Patrol (2008-2012)

Oversaw a squad of 6-8 Officers spanning several shifts. Working between 2nd and 3rd shift provided an opportunity to engage with stakeholders such as business owners, night club owners, special details/hires such as private party vendors. Mentored, developed, coached and trained new officers. Assigned as the designated Neighborhood Revitalization Zone Sergeant for Oak/North Street.

Acting Detective (2005-2008)

Assigned to the Criminal Investigations Division on a Warrant unit to apprehend wanted individuals. Worked collectively with various local, state & federal agencies. This special assignment was initially founded with allocated funding for three months – The agency extended the assignment for more than three years due to the success of our work. Consistently served more than 60 warrants monthly for the duration of our assignment. Warrant service was also utilized for assistance on major crime scenes and temporarily reassigned to investigate an uptick of robberies/burglaries closing out several numerous cases throughout the duration.

Patrol – Park Unit (Summer 2004)

This detail involved working with Park and Recreational personnel and addressing quality of life issues within city parks.

Patrol Officer (2002-2005)

Performed general law enforcement and police service duties, including protection of life and property, assisting citizens, enforcement of criminal and motor vehicle laws, providing medical aid, community relations, motor vehicle accident and criminal investigations. Worked independently and efficiently to investigate all manners of calls for police service. Secured and monitored crime scenes. Gathered evidence. Presented court testimony. Performed numerous public service duties.

EDUCATION

NICHOLS COLLEGE – Dudley, Massachusetts

Masters of Science, Counter Terrorism, enrolled 2022 (in progress)

CHARTER OAK STATE COLLEGE – New Britain, Connecticut

Bachelor of Science, Criminal Justice, 2020

Graduated with Honors

SENIOR MANAGEMENT INSTITUTE for POLICE – Police Executive Research Forum – Boston, Massachusetts

Graduate, Session# 83

FBI NATIONAL ACADEMY – Quantico, Virginia

Graduate, Session# 278

Section Leader - 5 of

230

SOUTHERN POLICE INSTITUTE – Louisville, Kentucky

Command Officers Course Session# 79

MILFORD POLICE ACADEMY – Milford, Connecticut

Graduate, 2002

BERLIN HIGH SCHOOL – Berlin, Connecticut

Graduate, 1998

Professional Development

Numerous courses, workshops, seminars, and conferences. Extensive self-study throughout career. Lifetime learner. Includes:

Leadership: PERF – Senior Management Institute for Police Class 83 (2022); FBI National Academy Graduate Class 278 (2019); Southern Police Institute Command Development Course Graduate Class 79 SPI (2017); FBI LEEDA Trained - Trilogy Award (3 classes: Supervisor, Executive & Command Leadership) (2016); SWAT Command Decision Making & Leadership – NTOA (2015); Bullet Proof Leadership - Ron Glidden (2015); Legal Issues for First Line Supervisors – CT POST Academy (2010); Weapons of Mass Destruction Command Course – Center for Domestic Preparedness (2009); Command Training Completion: First Line Supervisor Course – Roger Williams University (2009); First Line Supervisor Training & Critical Incident Management – CT POST Academy (2008)

Instruction: Fair and Impartial Policing Instructors Course – Fair and Impartial Policing (2015); Extreme Close Quarter Fighting

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Arrest and Control – CT POST Academy (2010); Police Baton Train the Trainer – LOCKUP (2010); Police Ground Fighting LOCKUP System – LOCKUP (2009); Explosive Entry Training – TEES (2009); Chemical Munitions, Less Lethal, Flashbang Instructor – CTS (2008); Handcuffing Instructor – LOCKUP (2008); Basic Instructor Development – CT Post Academy (2008); Advanced LOCKUP Instructor – LOCKUP (2007); Close Quarter Combat Deadly Encounters – LOCKUP (2007); LOCKUP Instructor – LOCKUP (2005); Hidden Compartments w/in Vehicles – CT POST Academy (2005)

Miscellaneous Training: ALERRT Active Shooter – ALERRT/FBI (2019); Dealing with Difficult People – Ron Glidden (2016); Tactical Operations Liability Training – CT POST Academy (2016); Advanced ALICE active Shooter Training – ALICE (2016); Police Internal Affairs Investigation – IPTM (2014); Police Response to Active Shooter Instructor Certification – NTOA (2013); Managing the Field Training Unit – FTO Solutions LLC (2013); High Risk Hostage Rescue – NTOA (2012); Law Enforcement Active Diffusion Strategies – LOCKUP (2012); Mechanical and Ballistic Breaching – TEES (2011); Peer Support Terrorism Workshop – CCSU (2011); LED Counter Terrorism Workshop – CT POST Academy (2011); Effective Interactions between Police and Youth – OPM (2010); Special Legal Topics and Issues – OPM (2010); Legal Training on Housing Matters – CT POST Academy (2010); Crisis Intervention Team Training – CABLE (2010); Basic SWAT School – NTOA (2009); Bulletproof Mind – Col. Grossman (2009); Interview and Interrogation – BowMac Educational Services (2005); DWI Enforcement - IPTM (2005); Body Language Non-Verbal Communication – MCTFT (2005); Risk Management Critical Decision Making – MCTFT (2005).

PROFESSIONAL AFFILIATIONS

Faculty Member; Speaker – [Dedication 2 Community](#)

Faculty Member; Instructor – [Team Training Associates](#)

First line supervisor and Executive leadership training

Member – [National Tactical Officers Association \(NTOA\)](#)

Member – [International Association Chiefs of Police \(IACP\)](#)

Member – [FBI LEEDA](#)

Member – [FBINAA National Associates](#)

Youth Leadership Coordinator – [CT FBINAA](#)

Member – [Police Executive Research Forum](#)

Corporator – [Boys and Girls Club of America](#)

Board Member – [Opportunities Industrialization Center of New Britain](#)

Former Chairperson – [New Britain Youth and Family Commission](#)

VOLUNTEER / COMMUNITY ENGAGEMENT

Coach – [Berlin Bears Youth](#) & [BHS Football](#) (2014-2022)

Served in various coaching capacities for Newington, New Britain, and Berlin Football

Coach, Football / Weightlifting Girl's Lacrosse – Berlin High School & Berlin Bulldogs Lacrosse (2020-Present)

Volunteer Coach – New Britain High School Football/Weightlifting - Present

President – [Berlin Youth Football](#)

Coach – [New Britain Police Athletic League Inc.](#)

Volunteer – [Special Olympics](#)

School Speaker – New Britain and Berlin Public Schools

Fundraiser – Organized multiple events which generated thousands of dollars for New Britain charitable organizations and officers in need.

JOHN SANCHIONI

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June 23, 2023

Milford Police Department

RE: Chief of Police

Dear Hiring Manager,

I am writing to express my interest in the Chief of Police position. I am a self-motivated and progress-driven Deputy Chief of Police with an extensive background in this industry. I have developed and executed strategies that I believe will bring value to Milford Police Department.

In my Deputy Chief of Police position with Milford Police Department, I handled tasks very similar to what you outlined in your job ad. With my ability to learn, I know I can quickly close any knowledge gaps to become an asset to your team.

I have effective communication skills and the motivation to take on challenging work. I'm also skilled at training police procedures, departmental policy implementation and records maintenance. I am confident that I have the drive, knowledge and experience you need.

I've attached my resume with additional details of my work experience and qualifications. If you have any questions, please feel free to contact me.

Sincerely,
John Sanchioni





JOHN SANCHIONI

SUMMARY

Deputy Chief offering experience leading daily activities of Milford Police Department. Hired, supervised and coached officers while monitoring performance. Successfully managed budget and directed staff meetings for administrative oversight. Worked cohesively with Chief of Police for consistent decision-making and operations. Accomplished Deputy Chief with 36 years of experience building and directing effective officers. Demonstrated expertise in training and management. Dedicated to maintaining security and safety for citizens by continually updating department procedures.

EXPERIENCE

Deputy Chief Of Police

Milford Police Department | Milford, MA | February 2021 - Current

- Developed and enforced department procedures, rules and tactics.
- Managed department budget and approved fund expenditures.
- Conducted employee evaluations to assess and document performance.
- Monitored staff activities and completion of assignments.
- Supported recruitment, interviewing and hiring process to attract qualified police force.
- Attended conferences and training sessions to remain updated on law enforcement and police department oversight.
- Investigated misconduct cases to suggest appropriate discipline.
- Reviewed paperwork and case files submitted by subordinate officers to verify accuracy and conformance to strict policies.
- Collaborated with divisional commanders to maintain consistency in all operations.
- Handle all public records requests.

Defensive Tactics Instructor

Milford Police Department | Milford, MA | January 2000 - Current

In charge of all the defensive tactics and use of force training for the department. Training to include:

- Baton
- Handcuffing
- OC pepper spray
- Use of Force
- Empty hand strikes
- Electronic weapons (TASER)

Firearms Instructor

Milford Police Department | Milford, MA | January 1999 - Current

Coordinate all the firearms training for the department. In charge of the purchasing of ammunition and weapons for the department. Training to include:

- Handgun (semi-auto and revolver)
- Shotgun
- Rifle

CONTACT

SKILLS

- Officer Training
- Work Scheduling
- Public Relations
- Policy Development

EDUCATION AND TRAINING

Certificate

Advanced Employment Law
Municipal Police Institute, Grafton, MA
December 2021

Master of Arts

Criminal Justice
Anna Maria College, Paxton, MA
May 1994

Bachelor of Arts

Criminology
Bridgewater State University,
Bridgewater, MA
May 1986

High School Diploma

Milford High School, Milford, MA
June 1981



Police Sergeant

Milford Police Department | Milford, MA | January 2003 - February 2021

- Reviewed paperwork and case files submitted by subordinate officers to verify accuracy and conformance to strict policies.
- Responded quickly to calls, questions and complaints from citizens to help in various situations.
- Collaborated with divisional commanders to maintain consistency in all operations.
- Informed shift officers of properties to watch and noted criminals understood to be in patrol areas.
- Monitored serving of warrants and assisted in making required arrests.
- Understood and followed oral and written directions.

Detective

Milford Police Department | Milford, MA | January 1999 - January 2003

- Produced and submitted accurate and detailed reports to complete files and support criminal cases.
- Managed surveillance of individuals, specific properties and events.
- Conducted investigations of suspects and interviewed witnesses to obtain statements.
- Executed and obtained search warrants and subpoenas to obtain evidence for resolution of criminal matters.
- Documented facts and statements gathered from complainants, witnesses and accused persons.
- Managed investigations and prepared criminal cases for court.
- Prepared detailed reports and affidavits for courts by obtaining information through physical surveillance and thorough investigations.
- Served warrants for individuals and property searches.
- Obtained and executed search and arrest warrants in full compliance with legal protections.
- Interviewed suspects, informants and witnesses to gain clearer picture of criminal acts and collect statements.
- Testified in court cases to back up case evidence and detail timelines.
- Secured evidence from crime scenes, bodies and secondary locations, carefully following sound evidentiary practices and chain of custody requirements.
- Managed crime scene investigations by collecting evidence, performing fingerprinting and taking videos and photos of scenes.

Adjunct Professor

Newbury College | Brookline, MA | January 1994 - January 2002

Courses Taught:

- Introduction to Criminal Justice
- Evidence and Court Procedure I
- Evidence and Court Procedure II
- Criminalistics
- Police Administration
- Critical Issues in Criminal Justice
- White Collar Crime
- Corrections

Patrol Officer

Milford Police Department | Milford, MA | December 1987 - January 1999

- Monitored and investigated suspicious persons and situations and unusual



activities.

- Drafted incident reports detailing criminal activity, civil proceedings and varied incidents.
- Apprehended, arrested and detained criminal suspects and law violators.
- Wrote reports detailing events and people involved.
- Investigated crimes and interviewed witnesses and victims.
- Served active warrants and subpoenas and patrolled designated districts in police vehicles.
- Investigated motor vehicle accidents.
- Engaged in selected patrol in enforcing motor vehicle laws.

ROBERT L TUSINO

DEPUTY CHIEF OF POLICE

OBJECTIVE

To continue to serve the community I grew up in as Chief of Police while continuing the proactive approach of community partnership and understanding.

EDUCATION —

**Milford High School
Milford, MA 1988**
General Studies and
Activities

**Quinsigamond
Community College
Worcester, MA 1989**
Completed Studies for
EMT-B & EMT-I

**Blackstone Valley EMS
Educators
Uxbridge, MA 1997**
Paramedic Studies

**Dean College
Franklin, MA 2000**
Assoc in Criminal Justice

**Anna Maria College
Paxton, MA 2014**
B.S. in Emergency
Medical Services
Cum Laude

**Anna Maria College
Paxton, MA 2016**
M.S. in Health and
Emergency Services
Cum Laude

EXPERIENCE

01/1987 to 06/1989

Crane Operator • Foreman • GBInc, Douglas MA
Operate heavy machinery while organizing work crews.

05/1988 to 10/1994

EMT • Emergency Medical Technician • Alves/Reggurio Ambulance
Service, Milford MA
Provide emergency medical aid to the citizens of Milford and
surrounding municipalities.

07/2001 to 03/2007

Police Officer • Patrol Officer/Investigator • New York City Police
Department, N.Y.P.D. New York, NY
Assigned to the 5th Precinct Patrol Division, Special Operations,
Special Victims Unit, S.O.M.U.
Recipient of Meritorious Service Award 2002
C.O.P. of the Month 2002
Exemplary Police Service 2003, 2005
Awarded Commanders Day 2004
Marksman Award

12/2001 to Present

EMS • Paramedic • University of Massachusetts Medical Center
Worcester, MA
Provide emergency 911 response for the City of Worcester

03/2007 to Present.

Police Officer 2007/2017 • Sergeant *2017/2022 Deputy Chief *
2022/present Milford Police Department
Milford, MA
Patrol Officer, Tactical Paramedic, Patrol Sergeant, Special
Operations Commander, Deputy Chief of Police
Life Saving Award
Numerous Commendations

Currently I oversee Patrol Services, Fleet and Building Integrity,
Cyber/IT Security and Implementation, Internal Affairs, Family

Certifications

Mass/NY Cert Police Officer
Mass Cert Paramedic
MPTC Instructor
BLS CPR Instructor
Mass Cert DICO
Class A Drivers License
Mass Hydraulics License
EVOC Amb/Pol
Rappel Rescue
Internal Affairs Investigator
Public Records Certified
Advanced Civil rights Training
S.W.A.T. School Certified
Cert Tactical Paramedic
Sex Crimes Investigator

INSTITUTED PROGRAMS

The following programs were researched and instituted by me to better serve the community. These are not programs I was assigned to.

Narcan Program
Honor Guard
Family Services Unit
Police Paramedic Unit
In-Field Tourniquet Application
Infectious Control Officer
COVID 19 Response and Mobile Vaccination

LEADERSHIP

During the outbreak of COVID 19 there was much fear coupled with uncertainty. I immediately formulated a plan for the police department to provide police service while keeping officers and citizens safe. I was on-call 24/7, which often required me to come to work at all hours to address officer exposure and decontamination. I also formulated a vaccination program for members of the Milford Police Department as well as serving those citizens that are "home bound". The Milford Police Department was the only Police Agency to offer mobile vaccinations during the COVID 19 Pandemic.

REFERENCES

Available Upon Request