

**CITY OF NORWALK
BOARD OF POLICE COMMISSIONERS
REGULAR MEETING**

DECEMBER 15, 2025

BY VIDEO CONFERENCE AND TELECONFERENCE

Members of the public can call in and listen to a meeting. They will not be able to speak or see any of the meeting participants. Each meeting will use a unique Meeting/Webinar ID. Please find the information using the link above.

Members of the public who wish to provide “live comments” will need to register in advance and use the Zoom meeting platform. All participants will be muted upon entering the meeting. To speak, click the “raise your hand indicator” and you will be called on by the host of the meeting during the public comment section. Please find the information using the link above.

Members of the public who wish to view the meeting, but are not participating, can view a live stream on the City of Norwalk YouTube channel. This stream is delayed by approximately 20 seconds. Please find the information using the link above. The meeting recording and minutes will be posted on the City of Norwalk website within seven (7) days after the meeting.

Members of the public who wish to provide public comment are encouraged to submit those via e-mail in advance of the meeting. For these comments to be read into the record, they should be submitted at least three hours in advance of the meeting start time. Please email Chief James Walsh at jwalsh@norwalkct.gov to provide written comments prior to the meeting.

ATTENDANCE: Mayor Rilling, Commissioner Tony Lopez, Commissioner Ronald Paladino, Commissioner Nate Sumpter, Commissioner Fran Collier-Clemmons

STAFF: Chief James Walsh; Deputy Chief Terry Blake; Deputy Chief Melissa Lepore; Deputy Chief Joseph Dinho

CALL TO ORDER

Mayor Rilling called the meeting to order at 4:21 PM.

I. ROLL CALL

Mayor Rilling called the roll and stated that all those listed in the attendance were present.

II. ACCEPTANCE OF MINUTES OF NOVEMBER 17, 2025

**** COMMISSIONER COLLIER-CLEMMONS MOVED TO APPROVE THE MINUTES AS SUBMITTED.**

**** THE MOTION PASSED UNANIMOUSLY.**

III. PUBLIC PARTICIPATION

There was no public participation.

IV. RECOGNITION

A. NOVEMBER OFFICER OF THE MONTH- OFFICER KADEN DARROW, OFFICER KRISTEN CURRAN AND OFFICER LAM NGUYEN

Chief Walsh read the following letter into the record:

I am honored to inform you that you have been selected as Officer of the Month for November 2025 for your collective efforts and teamwork in finding and apprehending an armed, wanted shooting suspect.

On Sunday, November 30, 2025, Norwalk Combined Dispatch received a being on the lookout from the Bridgeport Police Department that they were tracking a stolen car that was occupied by a shooting suspect who had committed a shooting just a few hours earlier. An electronic GPS ping detected the vehicle in the area of Connecticut Avenue and Price Street. Officer Kaden Darrow began patrolling the area and observed the suspect vehicle circling in the CVS parking lot at the corner of Connecticut Avenue and Scribner Avenue. Officer Darrow maintained observation on the car as he radioed the situation, tactically planning a safe way to stop and apprehend the perpetrator. Officers Curran and Nguyen quickly arrived on scene, and all three officers were able to stop the vehicle as the suspect attempted to leave the lot and conduct a felony stop to remove the suspect from the car. The suspect was taken into custody without incident, and a firearm was recovered from the stolen car he was driving. Bridgeport Detectives arrived on scene and took the suspect into custody for the shooting assault that occurred hours earlier.

I would like to recognize Officer Kaden Darrow, Officer Kristen Curran and Officer Lam Nguyen for their teamwork and collective efforts in safely apprehending a shooting suspect who had just shot someone hours earlier and was found in possession of the handgun used while driving a stolen car. In recognition of their bravely and dedication, I am naming them Officers of the month for November 2025.

Officer Curran thanked the commission for the recognition for herself and for the other officers.

(The commissioners congratulated Officer Kaden Darrow, Officer Kristin Curran, and Officer Lam Nguyen)

V. CHIEF'S EXECUTIVE REPORT

A. NOVEMBER EXECUTIVE REPORT

Sworn Personnel Updates

Chief Walsh reported on patrol staffing as of November 30, 2025, stating that there are 181 sworn personnel. Officer Shannan Sherry and Officer Steven Luciano are on administrative leave, and Officer Lillian Martinez is on administrative restricted duty. Officer Vidal Gonez retired on November 14th, and Detective Timothy Marquis retired on November 30th.

Chief Walsh said 156 sick days, and 51.3 workmen's compensation days were used; three officers are on light duty due to injuries. He noted that sick days used in November were down 16% from last month.

Chief Walsh said that Officers Kim, Corkins, Lowe, and Vanslyke are attending the POST Academy, and that Officers Kim and Corkins will graduate on December 17, 2025. There are currently two backgrounds underway, as two conditional offers have been given.

Civilian Personnel Updates

Chief Walsh provided an update on civilian personnel, stating that 20 telecommunicators/supervisors are assigned to combined dispatch, one conditional offer has been made, and the background investigation is underway and should be completed this week. There are 14 civilian employees assigned to support staff positions, and they are fully staffed. There were no further changes to civilian personnel.

Departmental Initiatives

Chief Walsh reported on departmental initiatives and current issues and said that in November 2025, members of the Special Services Division began an enforcement effort on Vape and Smoke shops that have failed to register per the new city of Norwalk vape ordinance. Of the 48 shops in town, 26 are registered, and 14 were cited for failing to register, and others were provided a deadline to register due to new ownership. We are also coordinating with other city agencies (the town clerk and Planning and Zoning) to ensure further compliance with city codes.

The Viper 911 program was implemented in the 911 system, which automatically translates non-English-speaking callers into English text for proper emergency communications.

They just went to contract and are in the initial phases of implementation of the AXON translations program, which will begin on January 12th. This program will allow the officer to speak with non-English speaking individuals during calls for service. NPD has entered into a 90-day test program and plans to implement it in next year's operating budget for \$83,000. This is a state-of-the-art download into the Axon body cameras, which translates 38 languages.

Finance and Current Fiscal Year Budgeting

Chief Walsh provided an overview of the November 2025 budget status and noted that patrol overtime was down 10% from November 2024. 32% of the overall overtime budget is used through five months. There was an increase in the training overtime due to the rescue task force training. The current budget submission for fiscal year 2026/27 is 7.2% over last year's submission. The capital budget also includes several items for other general purchases over the next five years.

Chief Walsh said in November that 795 extra work jobs were requested by vendors; 697 were completed, which is an 88% staffing rate. Officers worked 8,379.50 hours for 55 different extra work clients. Officers called off 135 jobs.

Chief Walsh noted that 40% of the operating budget for salaries has been used and is tracking properly through the year, and 32% of the operating budget for overtime has been used for the entire police department.

Commissioner Paladino asked Chief Walsh to elaborate on the SVU division overtime. Chief Walsh said that, per capita, they are the busiest division in the police department and handle the most cases among all investigators, and some of those cases are very lengthy. Hence, the overtime is significant, but they are doing great work, which Deputy Chief Blake monitors.

Mayor Rilling said the case over the weekend with the barricaded subject was remarkable. No one was hurt, and the officers used their training and experience. He thanked Chief Walsh and the officers for their work.

Chief Walsh said the children's Christmas party was held this past weekend and was a great event. He thanked and recognized Commissioner Paladino for all of his support.

VI. OPERATIONS REPORT

A. NOVEMBER PATROL AND INVESTIGATIVE SERVICES REPORT

Deputy Chief Blake reported on the Detective Bureau's activity and said that 46 cases were opened in November, noting that a suspect was arrested on an outstanding warrant and

charged with sexual assault in the second degree. They continue to monitor the sexual offender registry and deadly weapons offender registry. They have also been extremely busy in November with a variety of cases that remain open as they work to close them and make arrests.

Deputy Chief Blake reported on the Special Services activity and said they opened 43 cases, noting that a search warrant was executed at 30 Day Street, and a suspect was arrested for possession of narcotics with intent to sell. A search warrant was executed at El Torito for illegal gambling, and the gambling machines were seized, and the owner was arrested. A search warrant was executed at A-to-Z Wholesaler on Taft Street for a large amount of Nitrous Oxide canisters. The manager was arrested for possession of a restricted substance. 11 city ordinance violations were issued to various vape shops for noncompliance.

Deputy Chief Blake reported on Special Victims activity and noted that they opened 47 cases in November, including the arrest of a suspect by warrant and charges of threatening in the first degree, falsely reporting an incident in the second degree, and misuse of the 911 system. They assisted with forensic examinations for three serious accidents. Deputy Chief Blake noted that the Special Victims Unit is also responsible for investigating missing children, which has been significant lately and has contributed to the significant increase in overtime. There were 33 family violence cases.

Deputy Chief Bake reported on the Marine Unit's activity for November. There were four calls for service, and 235 year-to-date, with 23 people rescued. He provided an overview of the activity.

Deputy Chief Blake reported on the Patrol Division's highlights, noting that the Abandoned Vehicle Unit had 60 calls for service, resulting in eight vehicles being towed. Deputy Chief Blake said 1,507 citations were issued in November, bringing the year's total to 13,453, and he provided an overview of the highlights.

Deputy Chief Blake said there were 5,832 calls for service and 127 total arrests in November. He provided an overview of the calls for service by platoon and noted that the second platoon is always the busiest in the department.

VII. COMMUNITY AFFAIRS

A. NOVEMBER COMMUNITY POLICING AND TRAINING REPORT

Deputy Chief Dinho reported on the Community Police Services Division, stating that they handled 957 calls for service in November. He said 23 events were attended and provided an overview of the major events they had attended/assisted with during November.

Deputy Chief Dinho reported on the Traffic Unit and stated that in November, they conducted 417 motor vehicle stops, and he provided a breakdown of the activity. He noted that 216 of the motor vehicle stops were Norwalk residents and 26 were out-of-state residents.

Deputy Chief Dinho said the accident reconstruction team had four new accident investigations this month, with various warrants submitted to Stamford Court for review.

Deputy Chief Dinho stated that there were 87 selective enforcement locations and identified some of them. The Traffic Unit was given an award on November 7th, and the department was recognized at the AAA community traffic safety award luncheon and presented a gold award for its enforcement efforts in Norwalk. Additionally, Sergeant Calise was also recognized by the Traffic Safety Leadership award.

Deputy Chief Dinho provided an overview of the Behavioral Health Unit, which opened 29 cases in November, addressed 29, closed 17, hospitalized 12, referred seven for services, and worked with families on nine.

Deputy Chief Dinho provided an overview of the November training, stating that there were nine subject areas and 194 attendees.

Deputy Chief Dinho reported that Animal Control addressed 54 incidents. There were four animal bites, five infractions, and three dogs were adopted.

Commissioner Paladino said that community policing is an important aspect of the police department, a great program, and that the officers do a great job.

Commissioner Sumpter said he attended the Veterans Day ceremony at City Hall and found it well done. As a veteran, he enjoyed being there.

Commissioner Collier-Clemmons said she has been proud to see the growth of the community policing idea within the police department, which has integrated into all other departments and has brought respect from the community for the police, as well as for the police for the community. The community has learned to trust our police department to respond and be treated with dignity and respect. She thanked the administrators who enforce the policy of community policing.

Mayor Rilling said a Christmas party was held at the new South Norwalk School, and it was a great event. He thanked BJ Lawless of BJ Ryans for providing the food, as they always do. He said the children now see police officers in a different light, and it impresses him that the chief and the three deputy chiefs attend all the events and demonstrate their dedication.

VIII. ADMINISTRATIVE REPORT

A. NOVEMBER ADMINISTRATION REPORT

Deputy Chief Lepore reported on the grants and inspections, stating that there were 12 DUI grant hires for November, resulting in 65 motor vehicle stops, 60 infractions issued, and nine DUI arrests. There were five Click It or Ticket grant hires for November, resulting in 39 motor vehicle stops and 29 infractions being issued. The next wave of hires is scheduled for May 2026.

One will be in November and the other in May 2026. They are awaiting written award notifications for the Project Safe Neighborhood Grant and have applied for the Bulletproof Vest Partnership Grant, which is expected to be confirmed by the end of the year.

Deputy Chief Lepore reported on the staff inspections, stating that the annual property room inspection was conducted in November. She provided an overview of the inspection and said that no major discrepancies were found and that a complete written report was provided to Chief Walsh for review. The Detective Bureau and Special Services evidence funds audit is scheduled for December.

Deputy Chief Lepore reported that the Crime Scene Unit fingerprinted 113 people (37 for pistol permits). She said 20 DVDs / photographs were created for case requests, 19 cases were processed for evidence, 84 patrol cases required camera/photograph downloads of scenes, eight cases were delivered to the State Forensic Lab for processing, 26 were returned to the police department, and 97 cases that were being stored at the state lab were returned for storage or disposition. There were 17 vehicles were stored for court cases. Two background checks were conducted for a massage therapist at the Spring Massage Spa. There were 10 solicitor permits processed for Smart Roofs Solar, Trinity Solar LLC., and Power Home Remodeling. No pawnbroker or precious metal permits were requested for the month. Eight vape shop applications were processed. The CSI unit vehicle was not deployed four times in November for pedestrian-involved motor vehicle accidents.

Deputy Chief Lepore reported on the professional standards and accreditation, stating that they worked with the Corporation Council on various legal cases and contracts. There was one student inquiry from UNH that is currently being vetted for an internship beginning in January 2026. Directive changes are currently being drafted to reflect legal and CALEA updates.

Deputy Chief Lepore reported on the body- and dashboard cameras, stating that no replacements or malfunctions had been reported.

Deputy Chief Lepore stated that 47 new requests for case videos had been received. Additionally, six cases were downloaded onto two external shares, 20 electronic shares were sent to Stamford Court, and two internal requests were received. Monthly performance audits are conducted on officers' equipment usage and video tagging. The activation rate for the month was 85.1%, and training was conducted in accordance with the state statute. As part of the contractual agreement with Axon, the police department received an upgrade to the body cameras midway through the five-year contract. They received the newest model, which was distributed to the entire police department, and new docking stations were replaced throughout headquarters. The old cameras are being collected, inventoried, and returned for destruction.

Deputy Chief Lepore reported on accreditation and said they are preparing to archive electronic 2025 standard files, setting the foundation for the 2029 files, organizing CALEA annual reporting requirements for individual divisions, and collecting year-end files/reports.

IX. EXECUTIVE SESSION

A. DISCUSSION OF PERSONNEL MATTERS

**** COMMISSIONER COLLIER-CLEMMONS MOVED TO ENTER INTO EXECUTIVE SESSION.**

Executive session began at 5:06 PM

Executive session ended at 5:20 PM

During executive session there were no motions made and no votes were taken.

IX. PERSONNEL MATTERS

A. DISABILITY PENSION REQUEST- DETECTIVE LUIS SERRANO

**** COMMISSIONER LOPEZ MOVED TO APPROVE THE DISABILITY PENSION REQUEST FROM DETECTIVE LUIS SERRANO, EFFECTIVE JANUARY 1, 2026.**

**** THE MOTION PASSED UNANIMOUSLY.**

The commissioners thanked Detective Serrano for his commitment to the city and wished him well in his future endeavors. Chief Walsh also recognized Detective Serrano and said he has been with the department for 15 years and has done great police work, and wishes him the best of luck.

PROMOTION- OFFICER STEPHANIE HOWARD

**** COMMISSIONER COLLIER-CLEMMONS MOVED TO APPROVE THE PROMOTION OF OFFICER STEPHANIE HOWARD TO DETECTIVE EFFECTIVE THURSDAY, DECEMBER 18, 2025.**

**** THE MOTION PASSED UNANIMOUSLY.**

PROMOTION- OFFICER JAIME ACOSTA TO DETECTIVE

**** COMMISSIONER PALADINO MOVED TO APPROVE THE PROMOTION OF OFFICER JAIME ACOSTA TO DETECTIVE EFFECTIVE THURSDAY, JANUARY 1, 2026.**

**** THE MOTION PASSED UNANIMOUSLY.**

DROP PLAN- DETECTIVE NIKOLAOS KOUGIOUMTZIDIS

**** COMMISSIONER SUMPTER MOVED TO APPROVE THE DROP PLAN FOR DETECTIVE NIKOLAOS KOUGIOUMTZIDIS, EFFECTIVE MARCH 1, 2026, AND ENDING MARCH 1, 3031.**

**** THE MOTION PASSED UNANIMOUSLY.**

BACHELOR'S DEGREE STIPEND- OFFICER STEPHANIE JAMES

**** COMMISSIONER LOPEZ MOVED TO APPROVE THE BACHELOR'S DEGREE STIPEND FOR OFFICER STEPHANIE JAMES.**

**** THE MOTION PASSED UNANIMOUSLY.**

TUITION REIMBURSEMENT- LIEUTENANT SOFIA GULINO

**** COMMISSIONER COLLIER CLEMMONS MOVED TO APPROVE THE TUITION REIMBURSEMENT IN THE AMOUNT OF \$ 2,772.50 FOR LIEUTENANT SOFIA GULINO.**

X. INFORMATIONAL LETTERS

A. COMPLIMENTARY LETTERS

Chief Walsh received a letter of gratitude from Chief Kullgren of the Newtown Police Department, extending the department's deepest gratitude to Officer Taborda and K-9 Chance on behalf of the Sandy Hook community for joining their fundraiser.

Chief Walsh said that he received a complimentary letter from Mrs. Pinto thanking the K-9 team for their first Friends of Sandy Hook permanent memorial fundraiser.

Chief Walsh said he received a complimentary email from Kelsey Marandola regarding Officer Spencer's professionalism when her car broke down at the busy intersection of West Rocks Road and the Walmart entrance.

(The commissioners congratulated the Officers)

Mayor Rilling thanked the Board of Police Commissioners and personally thanked Commissioner Collier-Clemmons, stating that she has been a tremendous commissioner and is greatly appreciated. He also thanked Chief Walsh and the three Deputy Chiefs, saying that he could not ask for a better team, and it has been an honor and a privilege to serve the men and women of the police department.

Commissioner Paladino thanked Mayor Rilling for his lifetime of service to the great City of Norwalk and the county, and wished him and his family good health and happiness, a happy and healthy retirement, and for the trust he placed in him.

Commissioner Lopez thanked Mayor Rilling for the opportunity to serve on the commission, appreciated his invaluable contributions, and wished him the very best.

Commissioner Collier-Clemmons said it has been a pleasure, privilege, and honor to serve as a police commissioner for the City of Norwalk and especially with Mayor Rilling.

Commissioner Sumpter wished everyone happy holidays.

ADJOURNMENT

****COMMISSIONER COLLIER-CLEMMONS MOVED TO ADJOURN.**

**** THE MOTION PASSED UNANIMOUSLY.**

The meeting was adjourned at 5:42 PM.

Respectfully submitted,

Dilene Byrd