

Chief Edward Lee

Self-Evaluation

This past year has been quite eventful filled with changes, new faces, and many challenges in my first year of Chief of Police.

Right away I took the opportunity to speak with every employee to get their assessment of the Department, as well as an idea of their involvement and goals for the betterment of the Department.

Additionally, I spent a lot of time meeting with community members and addressing their concerns. Undoubtedly, the major concern of the community is traffic issues. These are some of the steps we have taken to improve the situation.

- Traffic study Committee (Engineering, education, enforcement)
- Traffic Calming policy and Traffic Calming Request form
- Traffic Officer, Ken Camerota – to handle complaints; supplied with additional tools, such as new radar and traffic study equipment.
- Extra patrols and enforcement utilizing state grants for speed control assignments.

As far as the Department, it was a process of building morale, engaging each member, and seeking out how they could contribute.

I created or filled more specialty positions within the Department. This has been a great help in building morale, as well as giving officers a feeling of accomplishment.

- License to Carry Officers
- Medical Officer
- Firearms Officers
- School Resource Officer
- Social Media Officer
- Breathalyzer Operator
- Training Officers
- Agency Armorer

Metro-Lec Regional Team

- Swat Officers
- Hostage Negotiation Officer
- Marine Unit Officer
- Dive Unit Officer

- Bicycle and Motorcycle Officers

Retirements- Needed to fill two high ranking officer's positions:

- Deputy Chief Carol Brzuszek
- Sgt Jack Suhr Hans

Promotions- We held a successful process for Deputy Chief as well as two sergeant positions:

- Deputy Chief Jay McDevitt
- Sgt. Will Crowley
- Sgt. Frank Molla

New Hires- As a result of the civil service process we were able to hire two new recruits:

- Justin Gaudreau
- Colin Diaz

Training- Lack of training was a complaint from many officers. This was remedied through extra training as listed below:

- Leadership (FBI LEEDA)
- Police Reform Training under new POST guidelines
- Legal updates
- Specialty Training (Firearms, Taser, Use of Force)

Accreditation- I have begun the process to obtain for certification and accreditation.

- Policies Procedures

Technology

- Software DTS- able to streamline scheduling payroll, detail, as well as tracking officer's time off
- Upgrades for detectives (new technology and software for identifying criminals)
- Computers (updated six (6) new computers for the Department)
- New updated laptops for each cruiser

Challenges

- Covid- Majority of Department vaccinated and boosted; Assisted in vaccination program for residents.
- Omicron – More than half the Department tested positive in a short period of time. Managed proper protocols and staffing despite shortage of staff.
- October Storm- Worked together with Fire, DPW, and CERT team to combat effects of the biggest storms in Norwell history.

- Police reforms Post Commission (IA reporting; Adjusting policies and procedures, as well as instituting training to be following the law)

We overcame these obstacles, continue to handle challenges and are constantly looking for new ways to improve and to provide the best service we possibly can for the Town of Norwell.