



STATE OF CONNECTICUT
DEPARTMENT OF EMERGENCY SERVICES
AND PUBLIC PROTECTION

**An Addendum to the Report to the Connecticut General Assembly
Public Safety and Security and Appropriations Committees**

January 31, 2017

Division of State Police

The Connecticut State Police (State Police) is proud to be the first state police department in the nation. The State Police, one of six divisions within the Department of Emergency Services and Public Protection (DESPP), is charged with the protection of the state's residents and visitors and the promotion of public safety through the appropriate enforcement of the state's laws. The State Police achieved and has maintained accreditation through both the Commission on Accreditation for Law Enforcement Agencies (CALEA), the national accrediting body, since 1988, and the Police Officer Standards and Training Council (POSTC), Connecticut's accrediting authority, since 2004.

As of January 1, 2017, the State Police workforce includes 1,201 sworn positions of which complement, 1,074 positions are filled and 127 are vacant.¹ Of the 1,074 filled sworn positions, 70 individuals are unavailable for a full duty sworn assignment due to worker's compensation leave related to on-the-job injuries (43), other leave status' including maternity leave, medical leave and family medical leave (19), military leave (2), pending disability retirement (1), and suspended police powers pending investigation and for disciplinary or other reasons (5).²

The State Police consists of three offices. The largest office is the Office of Field Operations (OFO), which provides direct law enforcement services to the residents and visitors of the state. The Office of Administrative Services (OAS) provides logistical support to all six of DESPP's divisions and operates the state's several registries and licensing bureaus. The Office of Professional Standards and Support Services (OPS&SS) investigates complaints about department personnel, conducts recruitment, selection and training of State Police personnel,

¹ Information about posts and positions in the Addendum to the Report represents the number of troopers at any given location on January 1, 2017.

² The Addendum contains seven staffing tables that include information about both the allocation of permanently assigned and temporarily filled TDY placements. Affected Troopers' TDY assignments based upon their specific restrictions and the department's contractual obligations.

conducts internal inspections to ensure troops and units are compliant with applicable department policies, ensures ongoing accreditation, and provides investigative support services. The division is led by the Colonel of the State Police. The Colonel per statute is also a Deputy Commissioner³, and reports directly to the Commissioner.

Office of the State Police Colonel

The Colonel is the Commanding Officer of the Division of State Police and a Deputy Commissioner of the Department of Emergency Services and Public Protection. The Colonel is assisted by a Chief-of-Staff (COS) in the day-to-day management of the Division of State Police. The COS is currently a lieutenant. Operating within the Office and reporting directly to the Colonel's COS is the STOPS unit, a peer support program for first responders, which consists of one sergeant. The Public Information Officer responds to media inquiries and disseminates information to the public about state police activities. There are two Officers, one sergeant and one Trooper, both of whom report to the Colonel's COS.

Five sworn staff work in the Office of the Colonel including one colonel, one lieutenant, two sergeants and one trooper.

Office of Field Operations

The Office of Field Operations (OFO) is responsible for the delivery statewide of state police services through three geographical districts with three corresponding Major Crime Units (Western, Central and Eastern) and 11 troops. The troops provide primary law enforcement services for 80 of the 169 towns in Connecticut as well as most state property, and patrol approximately 7,000 miles of state highway. The Office also includes three specialty units – the Bureau of Special Investigations (BSI), the Traffic Services Unit (TSU), and the Emergency Services Unit (ESU), provides Executive Security, and operates the State Police Message Center. A lieutenant colonel oversees OFO.

Each troop's minimum patrol coverage⁴ is based upon a common set of characteristics including its census, total patrol area in miles, miles of interstate and state roads, volume of traffic, the number and nature⁵ of calls for service, the most frequently occurring and most serious crimes,

³ Pursuant to Conn. Gen. Stat. § 29-1b(a).

⁴ Each troop description includes the current minimum staffing for that troop area; some troops have an added patrol on shifts or days of the week that requires them, and in some locations and at some times are supplemented by other personnel, including constables and resident troopers, which are not included in the minimum staffing numbers.

⁵ The nature of calls is important because each type of call has its own staffing and time requirements. For example, domestic violence (DV) calls and suspected narcotics overdoses both require a minimum of two troopers and on average, take more time to complete than do other calls. The State Police have primary jurisdiction in far more towns in the Eastern District (ED) than either Central (CD) or Western (WD) Districts and responds to more DV and overdose cases in eastern Connecticut. As a result, although the total census is lower in the ED, the need for staffing is as great as in CD and WD.

response times, and other unique characteristics of its communities. Top among these other characteristics are the number of communities with their own police department, and the number of communities in which the State Police is the sole or primary law enforcement agency within each troop area. Given staffing levels are lower now than before, and providing police protection is our top priority, the State Police assigns its available sworn personnel first to the troops to maintain patrol strength. The cumulative impact on BSI, TSU and ESU is of concern to the department, however.



Western District

The Western District consists of four troops – Troop A, Troop B, Troop G, and Troop L and encompasses Litchfield County and portions of Hartford, New Haven and Fairfield Counties. It includes 56 municipalities, with a total population of 1,330,795, about 37 percent of the state’s residents.⁶ The district is the primary source of law enforcement for 26 of the 56 communities;

⁶ See, 2015 Crime in Connecticut report at <http://www.dpsdata.ct.gov/dps/ucr/data/2015/Crime%20in%20Connecticut%202015.pdf>.

a combined population of 131,471 or 10 percent of the district’s population. It fielded 273,302 911 calls, recorded 7,946 crimes⁷, and made 3,630 arrests⁸ during CY2016.⁹

Sworn positions (FTE)	District	Troop A	Troop B	Troop G	Troop L	Totals
Major	1	0	0	0	0	1
Captain	1	0	0	0	0	1
Lieutenant	0	1	1	1	1	4
Master Sergeant	0	1	1	1	1	4
Sergeant	0	7	7	10	7	31
Sergeant (Resident Trooper)	0	3	0	0	1	4
TFC/Trooper	0	47	35	61	39	182
Resident TFC/Trooper	0	15	4	0	8	27
School Resource Officer	0	0	0	2	0	2
Light Duty	0	3	4	5	2	14
Total Filled	2	77	52	80	59	270

Troop A Southbury

Troop A Southbury is located off Interstate 84 in the Town of Southbury. The troop encompasses a total patrol area of 505.5 square miles within Fairfield, Litchfield and New Haven Counties, with a total population of 391,637 persons. Troop A patrols three major highways – I-84, Route 7, and Route 8, totaling 81.3 miles. The area consists largely of suburbs with business and industrial areas, primarily along the I-84 corridor through the greater Waterbury area.

There are 16 municipalities in the Troop A area. Six towns are the primary law enforcement jurisdiction of the State Police (Bridgewater, New Fairfield, Oxford, Roxbury, Sherman, and Southbury), while the remaining 10 municipalities have organized police departments (Bethel, Brookfield, Danbury, Middlebury, New Milford, Newtown, Redding, Ridgefield, Waterbury and Wolcott). All six of the towns under primary State Police jurisdiction participate in the Resident State Trooper Program, with a combined total of 18 troopers and sergeants assigned as Resident Troopers, supervise a total of 39 constables (32 full time and 7 part time) in five municipalities (Bridgewater, New Fairfield, Oxford, Roxbury and Southbury). State Police personnel provides assistance and support to the towns with organized police departments upon request.

The three most serious crimes reported in CY2015 in order of severity were Murder, Rape and Robbery. The three most frequently reported crimes in Troop A during CY2016 were Operating

⁷ Crime statistics include both criminal charges and motor vehicle offenses and violations.

⁸ Arrest statistics are based upon individuals’ arrests and may include multiple charges.

⁹ Throughout this report, the crime data cited is from the 2015 Crime in Connecticut report, the most current publication, cited above. CSP arrest data, which can be generated directly from the internal records management system, is nearly real-time, and so totals from CY 2016 have been used throughout.

under the Influence, Failure to Drive in Proper Lane, and Driving under Suspension. In CY2016, the average response time, in minutes, from the time the call was received to the time the primary unit arrived for Troop A was 11.75 minutes.¹⁰ During CY2016, Troop A personnel fielded 52,986 911 calls.

Seventy-seven sworn individuals are assigned to Troop A, including one lieutenant, one master sergeant, seven sergeants, 50 troopers, three Resident Trooper sergeants and 15 Resident Troopers. Minimum patrol staffing is six troopers on patrol, one desk officer, and one sergeant.

Troop B North Canaan

Troop B North Canaan is located in the northwest corner of the state. The troop encompasses a total patrol area of 470.5 square miles within Litchfield County with a total population of 80,180. Its geographic area is the largest of the 11 troops. Troop B is responsible for patrolling 23 state highways totaling 286.51 miles, as well as 840.83 miles of town highway and a portion of Route 8.

The Troop B area consists of 13 municipalities of which, 11 (Barkhamsted, Canaan, Colebrook, Cornwall, Goshen, Hartland, New Hartford, Norfolk, North Canaan, Salisbury, and Sharon) are the primary law enforcement jurisdiction of the State Police, while the remaining two (Torrington and Winchester) have organized police departments. Four of the towns under primary State Police jurisdiction (Barkhamsted, New Hartford, North Canaan and Salisbury) participate in the Resident State Trooper Program, with a total of four troopers assigned to these communities as Resident Troopers. The resident troopers supervise eight constables (five full time and three part time) in three of those municipalities (Barkhamsted, New Hartford and Salisbury). The seven towns (Colebrook, Cornwall, Goshen, Hartland, Norfolk, North Canaan and Sharon) in the area that are under State Police primary law enforcement jurisdiction but do not utilize the Resident State Trooper Program are covered by the general patrols from the Troop. State Police personnel also provide assistance and support to the towns with organized police departments upon request.

The three most serious crimes reported in CY2015 in order of severity were Murder, Rape and Robbery. The three most frequently reported crimes in Troop B during CY2016 were Operating under the Influence, Disorderly Conduct and Failure to Appear 2nd Degree. In CY2016 the average response time, in minutes, from the time the call was received to the time the primary unit arrived for Troop B was 15.86 minutes. During CY2016, Troop B personnel fielded 3,496 911 calls.

¹⁰ Response times cited in this addendum do not include "officer-initiated calls" (because the trooper is already at the scene and has called it in), as well as calls without a recorded arrival time and calls with response times greater than one hour (both of which are few in number and are indicative of data collection problems).

A total of 52 sworn individuals are assigned to Troop B, including one lieutenant, one master-sergeant, seven sergeants, 39 troopers and four Resident Troopers. Minimum patrol staffing is four troopers on patrol, one desk officer, and one sergeant.

Troop G Bridgeport

Troop G is located in Bridgeport at the junction of I-95 and Route 25 and Route 8 connectors. The Troop covers about 236 miles of limited access highway and is primarily responsible for the patrolling of I-95 from Greenwich to Branford and the Merritt Parkway from Greenwich to Stratford, a busy travel corridor between New York and Boston. This area is urban and heavily developed throughout, and has a total population of 696,601. It encompasses one of the most ethnically and economically diverse populations in the region and is home to four of the largest cities in the state and several of the most affluent towns in New England.

There are 14 municipalities in the Troop G area (Bridgeport, Darien, Easton, Fairfield, Greenwich, Monroe, New Canaan, Norwalk, Stamford, Stratford, Trumbull, Weston, Westport and Wilton), and the troop is also responsible for patrolling I-95 from Greenwich through Branford, and including the interstate in several towns in the Troop I and Troop F areas through which it passes. All 14 municipalities have organized police departments. Although Troop G does not provide primary police protection to any of the towns in its area, two Troopers are assigned to the Bullard Havens Technical High School in Bridgeport to serve as School Resource Officers (SROs).¹¹

The three most serious crimes reported in CY2015 in order of severity were Murder, Rape and Robbery. The three most frequently reported crimes in Troop G during CY2016 were Operating under the Influence, Failure to Drive in Proper Lane, and Failure to Appear 2nd Degree. In CY2016 the average response time, in minutes, from the time the call was received to the time the primary unit arrived for Troop G was 14.57 minutes. During CY2016, Troop G personnel fielded 207,443 911 calls.

A total of 78 sworn individuals are assigned to Troop G, including one lieutenant, one master-sergeant, 10 sergeants and 66 troopers and two SROs. Minimum patrol staffing is 10 troopers on patrol, one desk officer, and two sergeants.

Troop L Litchfield

Troop L Litchfield is located in the mid-northwest section of the state and covers approximately 421.9 square miles with 15.8 miles of limited access highway and 1273.4 miles of secondary improved roadways. Its total population is 162,377. Route 8 runs through the troop area. The area is primarily rural and residential in nature with denser housing and more businesses in the greater Bristol area.

¹¹ The Department of Education reimburses the department for costs of all SROs.

There are 14 municipalities in the Troop L area of which, 10 towns are the primary law enforcement jurisdiction of the State Police (Bethlehem, Burlington, Harwinton, Kent, Litchfield, Morris, Thomaston, Warren, Washington and Woodbury), while the remaining four have organized police departments (Bristol, Canton, Plymouth and Watertown). Six of the towns under primary State Police jurisdiction (Bethlehem, Burlington, Harwinton, Litchfield, Washington and Woodbury) participate in the Resident State Trooper Program, with a total of nine sergeants and troopers assigned to these communities as Resident Troopers. They also supervise a combined 42 constables (17 full time and 25 part time) in five municipalities (Bethlehem, Burlington, Litchfield, Washington and Woodbury). The three towns in the area that are under State Police primary law enforcement jurisdiction but do not utilize the Resident State Trooper Program (Kent, Morris and Thomaston) are covered by the general patrols from the Troop. State Police personnel provide assistance and support to the towns with organized police departments upon request.

The three most serious crimes reported in CY2015 in order of severity were Rape, Robbery and Aggravated Assault. The three most frequently reported crimes in Troop L during CY2016 are Operating under the Influence, Disorderly Conduct, and Failure to Appear in the 2nd Degree. In CY2016 the average response time, in minutes, from the time the call was received to the time the primary unit arrived for Troop L was 14.69 minutes. During CY2016, Troop L personnel fielded 9,377 911 calls.

A total of 59 sworn individuals are assigned to Troop L, including one lieutenant, one master-sergeant, seven sergeants, 41 troopers, one Resident Trooper sergeant and eight Resident Troopers. Minimum patrol staffing is four troopers on patrol, one desk officer and one sergeant.

Central District

The Central District consists of three troops – Troop F, Troop H (including Bradley International Airport which was previously known as Troop W), and Troop I. It encompasses portions of the counties of Hartford, Middlesex, Fairfield, and New Haven and includes 61 municipalities, with a combined population of 1,697,603 representing about 47% of the state’s residents. The district is the primary source of law enforcement for 14 of its 61 communities; a combined population of 82,512, five percent of the district’s population. It fielded 255,294 911 calls, recorded 6,635 crimes, and made 2,934 arrests in CY2016.

Sworn positions (FTE)	District	Troop F	Troop H	Troop I	Totals
Major	1	0	0	0	1
Captain	1	0	0	0	1
Lieutenant	0	1	1	1	3
Master Sergeant	0	1	1	1	3
Sergeant	0	6	13	7	26
Sergeant (Resident Trooper)	0	2	0	0	2

TFC/Trooper	0	31	66	34	131
Resident TFC/Trooper	0	13	1	3	17
School Resource Officer	0	0	4	3	7
Light Duty	0	1	9	6	16
Total Filled	2	55	95	55	207

Troop F Westbrook

Troop F Westbrook is located between exits 66 and 65 on I-95 southbound. The troop encompasses a total patrol area of 443.9 square miles within Middlesex, New Haven and New London Counties, with a total population of 213,938. Troop F patrols two major highways, I-95 and Route 9, totaling 76.5 miles. In addition to these roadways, Troop F is responsible for patrolling 256 miles of state highways and 516 miles of town highways within its patrol area. The area is a mixture of rural and suburban neighborhoods, with some light industrial areas and denser housing tracts clustered along the Connecticut coastline.

There are 17 towns in the Troop F area of which, 10 towns are the primary law enforcement jurisdiction of the State Police (Chester, Deep River, Durham, Essex, Haddam, Killingworth, Lyme, Middlefield, Old Lyme and Westbrook), while the remaining seven have organized police departments (Branford, Clinton, Guilford, Madison, Middletown, Old Saybrook and North Branford). Nine of the towns under primary State Police jurisdiction (Chester, Deep River, Durham, Essex, Haddam, Killingworth, Middlefield, Old Lyme and Westbrook) participate in the Resident State Trooper Program, with a total of 15 sergeants and troopers assigned to these communities as Resident Troopers. They also supervise a total of 20 local constables (10 full time and 10 part time) in five municipalities (Chester, Deep River, Essex, Old Lyme and Westbrook). Lyme, the only town in the area that is under State Police primary law enforcement jurisdiction but does not utilize the Resident State Trooper Program, is covered by means of the general patrols from the Troop. State Police personnel provide assistance and support to the towns with organized police departments upon request.

The three most serious crimes reported in CY2015 in order of severity were Murder, Rape and Robbery. The three most frequently reported crimes in Troop F during CY2016 were Operating under the Influence, Operating under Suspension, and Failure to Drive in Proper Lane. In CY2016 the average response time, in minutes, from the time the call was received to the time the primary unit arrived for Troop F was 14.59 minutes. During CY2016, Troop F personnel fielded 10,344 911 calls.

A total of 55 sworn individuals are assigned to Troop F, including one lieutenant, one master-sergeant, six sergeants, 32 troopers, two Resident Trooper sergeants and 13 Resident Troopers. Minimum patrol staffing is four troopers on patrol, one desk officer, and one sergeant.

Troop H Hartford

Troop H Hartford is located in the city of Hartford and is responsible for the north-central portion of the state, with a total population of 827,335. The troop patrols approximately 290

miles of limited access highway, including the heavily-trafficked I-91 and I-84 corridors every day. Similar to Troop G, the majority of the troop patrol responsibility consists of interstate highways, though the area also includes over 200 state buildings and six correctional facilities. Property values and the average household income are generally at or above the state average, with the exception of some inner-city areas.

There are 25 towns in the Troop H area of which, 24 towns have organized police departments (Avon, Berlin, Bloomfield, Cromwell, East Hartford, East Windsor, Enfield, Farmington, Glastonbury, Granby, Hartford, Manchester, New Britain, Newington, Plainville, Rocky Hill, Simsbury, Southington, South Windsor, Suffield, West Hartford, Wethersfield, Windsor and Windsor Locks). East Granby, the only town under primary State Police jurisdiction, participates in Resident State Trooper Program, where one Resident Trooper supervises six full time constables. Troop H also assigns a total of four troopers to the Cheney Technical High School in Manchester, Prince Technical High School in Hartford, and E.C. Goodwin Technical High School in New Britain to serve as SROs.

The Troop H area includes Bradley International Airport (BIA), with over 3 million enplanements in CY2016, and is managed and operated by the Connecticut Airport Authority (CAA). The CAA is required to meet the Airport Security Program requirements of Transportation Security Administration (TSA) Regulations under 49 CFR 1542. Pursuant to the CAA's Airport Security Plan, State Police assigns four patrol troopers, one sworn supervisor and two dispatchers every shift pursuant to a memorandum of agreement with the CAA.

Also within the Troop H area is CTFAstrak, a bus rapid transit system that opened in 2015. CTFAstrak consists of approximately 9.4 miles of dedicated bus lanes, 10 bus stations operating between Hartford and New Britain, and five contiguous miles of bicycle and pedestrian paths. Its busway is an open access road that intersects with a number of local streets along the route. DOT estimates monthly ridership on the CTFAstrak Express is approximately 14,000 passengers.

The three most serious crimes reported in CY2015 in order of severity were Murder, Rape and Robbery. The three most frequently reported crimes in Troop H during CY2016 were Operating under the Influence, Failure to Drive in Proper Lane and Reckless Driving. In CY2016 the average response time, in minutes, from the time the call was received to the time the primary unit for Troop H was 11.13 minutes. During CY2016, Troop H personnel fielded 148,054 911 calls, plus 2,884 additional 911 calls at BIA.

A total of 95 sworn individuals are assigned to Troop H, including one lieutenant, one master-sergeant, 14 sergeants, 74 troopers, one Resident Trooper and four School Resource Officers. Minimum patrol staffing is seven troopers on patrol, one desk officer, and one sergeant, plus an additional four troopers on patrol and one sergeant at BIA.

Troop I Bethany

Troop I Bethany is responsible for the south-central section of the state, with a total population of 656,330. The troop covers 169.6 miles of heavily traveled limited access highways, to include

I-91 and I-691, Routes 15 and 8, and the Wharton Brook and Route 40 connectors. The troop area is diverse, ranging from rural areas with horse farms and large properties to densely populated cities, but consists primarily of suburbs with urban pockets and some industrial developments in the greater New Haven area.

There are 19 towns in the Troop I area of which, three towns are the primary law enforcement jurisdiction of the State Police (Beacon Falls, Bethany and Prospect), while the remaining 16 have organized police departments (Ansonia, Cheshire, Derby, East Haven, Hamden, Meriden, Milford, Naugatuck, New Haven, North Haven, Orange, Seymour, Shelton, Wallingford, West Haven and Woodbridge). All three towns under primary State Police jurisdiction participate in the Resident State Trooper Program. A combined three troopers assigned to the three communities as Resident Troopers also supervise a total of 33 local constables (3 full time and 30 part time) in all three municipalities (Beacon Falls, Bethany and Prospect). State Police personnel provide assistance and support to the towns with organized police departments upon request. Additionally, three Troopers are assigned to the Platt Technical High School in Milford, Eli Whitney Technical High School in Hamden, and Wilcox Technical High School in Meriden, to serve as SROs.

The three most serious crimes reported in CY2015 in order of severity were Murder, Rape and Robbery. The three most frequently reported crimes in Troop I during CY2016 were Operating under the Influence, Failure to Drive in Proper Lane and Breach of Peace. In CY2016 the average response time, in minutes, from the time the call was received to the time the primary unit for Troop I was 12.51 minutes. During CY2016, Troop I personnel fielded 94,012 911 calls.

A total of 55 sworn individuals are assigned to Troop I, including one lieutenant, one master sergeant, seven sergeants, 40 troopers, three Resident Troopers, and three School Resource Officers. Minimum patrol staffing is four troopers on patrol, one desk officer, and one sergeant.

Eastern District

The Eastern District consists of four troops – Troop C, Troop D, Troop E, and Troop K – and encompasses Tolland, Windham, New London and portions of Hartford and Middlesex counties. The district includes 54 municipalities and two tribal nations, with a total population of 559,725, representing about 16% of the state’s residents. It is the primary source of law enforcement for 40 of the municipalities; a combined census of 293,087, covering 52% of the district’s population. The district fielded 54,639 911 calls, recorded 11,416 crimes, and effectuated 5,800 arrests in CY2016.

Table 3: Eastern District						
Sworn positions - FTE	District	Troop C	Troop D	Troop E	Troop K	Totals
Major	1	0	0	0	0	1
Captain	1	0	0	0	0	1
Lieutenant	0	1	1	1	1	4
Master Sergeant	0	1	1	1	1	4
Sergeant	0	7	7	7	7	28
Resident Troop Sergeant	0	2	0	2	1	5
TFC/Trooper	0	37	46	50	42	175
Resident TFC/Trooper	0	18	5	7	9	39
School Resource Officer	0	1	0	0	0	1
Light Duty Personnel	0	2	3	7	6	18
Total Filled	2	69	63	75	67	276

Troop C Tolland

Troop C Tolland is located in northern Connecticut and has 52 miles of limited access interstate highways and approximately 800 miles of secondary roadways, and a total population of 125,194 within its 370 square miles in Tolland and Windham counties. The troop area also includes the University of Connecticut, with an estimated student body of over 20,000 students at the main campus in Storrs when school is in session. The area is both rural and residential with some small businesses and light industry. The major travel routes include I-84, Route 32, Route 74, Route 190 and Route 44.

There are 10 municipalities in the Troop C area of which, eight towns are the primary law enforcement jurisdiction of the State Police (Ashford, Ellington, Mansfield, Tolland, Somers, Stafford, Willington and Union), while the remaining two have organized police departments (Coventry and Vernon). Five of the towns under primary State Police jurisdiction participate in the Resident State Trooper Program (Ellington, Mansfield, Tolland, Somers and Stafford), with a combined total of 20 sergeants and troopers assigned to these communities as Resident Troopers and who supervise a total of 31 local constables (7 full time and 24 part time) in four municipalities (Ellington, Mansfield, Somers and Stafford). The three towns in the area that are under State Police primary law enforcement jurisdiction but do not utilize the Resident State Trooper Program (Ashford, Willington and Union) are covered by the general patrols from the Troop. State Police personnel provide assistance and support to the towns with organized police departments upon request.

The three most serious crimes reported in CY2015 in order of severity were Murder, Rape and Robbery. The three most frequently reported crimes in Troop C during CY2016 were Operating

under the Influence, Larceny in the 6th Degree and Disorderly Conduct. In CY2016 the average response time, in minutes, from the time the call was received to the time the primary unit for Troop C was 15.51 minutes. During CY2016, Troop C personnel fielded 9,194 911 calls.

A total of 69 sworn individuals are assigned to Troop C, including one lieutenant, one master-sergeant, seven sergeants, two Resident Trooper sergeants, 39 troopers, 18 Resident Troopers, and one School Resource Officer. Minimum patrol staffing is five troopers on patrol, one desk officer, and one sergeant.

Troop D Danielson

Troop D Danielson is located in the northeast corner of the state. The troop area has a total population of 86,532 and encompasses about 397.5 square miles including approximately 40 miles of interstate highway (I-395 and I-695) and approximately 1,000 miles of secondary roadway. Most of the troop area is rural in nature with the exception of a few densely populated boroughs consisting primarily of low income housing. The troop is also home to a number of small industrial, agricultural and manufacturing businesses.

There are 13 municipalities in the Troop D area of which, 11 towns are the primary law enforcement jurisdiction of the State Police (Brooklyn, Canterbury, Chaplin, Eastford, Hampton, Killingly, Pomfret, Scotland, Sterling, Thompson and Woodstock), while the remaining two have organized police departments (Plainfield and Putnam). Three of the towns under primary State Police jurisdiction are served by the Resident State Trooper Program (Brooklyn, Chaplin and Killingly), with a combined five troopers assigned as Resident Troopers. None of the towns that have Resident Troopers also employ any constables. The eight towns in the area that are under State Police primary law enforcement jurisdiction but do not utilize the Resident State Trooper Program (Canterbury, Eastford, Hampton, Pomfret, Scotland, Sterling, Thompson and Woodstock) are covered by the general patrols from the Troop. State Police personnel provide assistance and support to the towns with organized police departments upon request.

The three most serious crimes reported in CY2015 in order of severity were Murder, Rape and Robbery. The three most frequently reported crimes in Troop D during CY2016 were Operating under the Influence, Failure to Appear 2nd Degree, and Disorderly Conduct. In CY2016 the average response time, in minutes, from the time the call was received to the time the primary unit arrived for Troop D area was 16.59 minutes. During CY2016, Troop D personnel fielded 6,978 911 calls.

A total of 63 sworn individuals are assigned to Troop D, including one lieutenant, one master-sergeant, seven sergeants, 49 troopers and five Resident Troopers. Minimum patrol staffing is five troopers on patrol, one desk officer, and one sergeant.

Troop E Montville

Troop E Montville is located in the southeastern corner of Connecticut and covers 52 miles of limited access highway on I-95, I-395 and Route 2, and 826 miles of secondary roadway. Troop E shares boundaries with two tribal nations, the Mohegan Indian Tribe and the Mashantucket Pequot Tribe. The total population excluding tribal residents is 231,968

There are 14 towns in the Troop E area of which, eight towns are the primary law enforcement jurisdiction of the State Police (East Lyme, Griswold, Lisbon, Montville, Preston, Sprague, North Stonington and Voluntown), while the remaining six have organized police departments (Groton, Ledyard, New London, Norwich, Stonington and Waterford). Seven of the areas under primary State Police jurisdiction (East Lyme, Lisbon, Montville, Sprague, Preston, and North Stonington, plus the Jewett City section of Griswold), are served by the Resident State Trooper Program, with a total of nine sergeants and troopers assigned to these communities as Resident Troopers. The Resident Troopers also supervise a combined 49 local constables (48 full time and one part time) in two municipalities (East Lyme and Montville). The areas that are under State Police primary law enforcement jurisdiction but do not utilize the Resident State Trooper Program (Voluntown and the rest of Griswold), are covered by the general patrols from the Troop. State Police personnel provide assistance and support to the towns with organized police departments upon request.

The three most serious crimes reported in CY2015 in order of severity were Murder, Rape and Robbery. The three most frequently reported crimes in Troop E during CY2016 were Operating under the Influence, Disorderly Conduct, and Failure to Drive in Proper Lane. In CY2016, the average response time, in minutes, from the time the call was received to the time the primary unit arrived for Troop E was 13.84 minutes. During CY2016, Troop E personnel fielded 29,943 911 calls.

A total of 57 sworn individuals are assigned to Troop E, including one lieutenant, one master-sergeant, seven sergeants, 57 troopers, two Resident Trooper sergeants and seven Resident Troopers. Minimum patrol staffing is six troopers on patrol, one desk officer, and one sergeant.

Troop K Colchester

Troop K Colchester is responsible for the mid-northeast section of the state, encompassing much of Windham County. The troop area covers 360 square miles, 98 miles of limited access highway, approximately 700 miles of secondary roadways and serves approximately 116,031 residents. The majority of the troop area is rural in nature with the exception of some small town boroughs with high density populations. In general this region of the state has kept pace with its counterparts in Connecticut in development and prosperity.

There are 14 towns in the Troop K area of which, 12 towns are the primary law enforcement jurisdiction of the State Police (Andover, Bolton, Bozrah, Columbia, Colchester, East Haddam, Franklin, Hebron, Lebanon, Marlborough, Salem and Windham (excluding the Willimantic section)), while the remaining towns have organized police departments (East Hampton, Portland and the Willimantic section of Windham). Nine of the towns under primary State

Police jurisdiction (Andover, Bolton, Columbia, Colchester, East Haddam, Hebron, Lebanon, Marlborough and Salem), participate in the Resident State Trooper Program, with a total of nine troopers assigned to these communities as Resident Troopers. The Resident Troopers in five of the towns (Colchester, East Haddam, Hebron, Lebanon and Marlborough) supervise a combined tally of 25 constables (16 full time and 9 part time). The three towns in the area that are under State Police primary law enforcement jurisdiction but do not utilize the Resident State Trooper Program (Bozrah, Franklin and Windham) are covered by the general patrols from the Troop. State Police personnel provide assistance and support to the towns with organized police departments upon request.

The three most serious crimes reported in CY2015 in order of severity were Murder, Rape and Robbery. The three most frequently reported crimes in Troop K during CY2016 were Operating under the Influence, Disorderly Conduct and Failure to Appear 2nd Degree. In CY 2016 the average response time, in minutes, from the time the call was received to the time the primary unit arrived for Troop K was 17.50 minutes. During CY2016, Troop K personnel fielded 8,524 911 calls.

A total of 67 sworn individuals are assigned to Troop K, including one lieutenant, one master-sergeant, seven sergeants, 48 troopers, one Resident Trooper sergeant and nine Resident Troopers. Minimum patrol staffing is five troopers on patrol, one desk officer, and one sergeant.

Additional Office of Field Operations Responsibilities

In addition to overseeing the operations of the 11 troops and the three districts' Major Crimes Units, the Office of Field Operations (OFO) coordinates the activities of the Bureau of Special Investigations (BSI), the Traffic Services Unit (TSU), and the Emergency Services Unit (ESU). Each of these units performs specialized services that are critical to the fulfillment of the State Police's responsibilities and those of the state's law enforcement and criminal justice systems.

Table 4: Additional, Critical Field Sworn Activities						
Sworn positions (FTE)	OFO Staff	Major Crimes	BSI	TSU	ESU	Totals
Lt. Colonel	1	0	0	0	0	1
Major	0	0	1	0	0	1
Captain	0	0	2	0	1	3
Lieutenant	2	3	3	1	1	10
Master Sergeant	0	0	0	0	0	0
Sergeant	4	14	15	5	5	43
TFC/Trooper	13	65	41	22	15	156
Light Duty	0	2	3	1	2	8
Total Filled	20	84	65	29	24	222

Major Crime Units

Each of the three State Police Districts has a Major Crime Unit; its primary roles are one, to investigate crimes requiring lengthy or complex analysis such as homicides, serious assaults and sexual assaults, and two, to investigate all police-involved shooting deaths in Connecticut. The Major Crime Units also serve as an investigative resource for Troop investigators. Operating under the auspices of Major Crimes, the statewide Missing Persons Team investigates complex missing person and “cold case” cases, frequently alongside state and local or federal partners. Investigative efforts by detectives in this unit resulted in the identification of Michelle Garvey, a 14 year old who went missing from New London in 1982 and was identified in 2014 as having been a homicide victim in Texas soon after she went missing. They currently have over a dozen cases of missing persons or unidentified remains with DNA submissions awaiting hit notifications from the national database.

The Major Crime Units have 86 sworn staff including three lieutenants, 14 sergeants and 69 troopers.

Bureau of Special Investigations

The Bureau of Special Investigations (BSI) consists of nine specialized units. They are Statewide Narcotics Task Force (SNTF), Statewide Organized Crime Investigative Task Force (SOCITF), Statewide Urban Violence Cooperative Crime Control Task Force (SUVCCCTF), Connecticut Regional Auto Theft Task Force (CRATTF), Statewide Firearms Trafficking Task Force (SFTTF), Central Criminal Intelligence Unit (CCIU), Extradition Unit (EU), Fire and Explosion Investigation Unit (FEIU), and Counterterrorism Unit (CTU). The first seven units – SNTF, SOCTIF, SUVCCCTF, CRATTF, SFTTF, CCIU, AND EU – conduct long and short-term criminal investigations focused on the detection and suppression of criminal enterprises. While primarily staffed with State Police detectives, both local police department and National Guard personnel frequently participate. State police investigations often also include FBI, DEA, BATFE and U.S. Coast Guard personnel.

The eighth unit – FEIU – consists of specially trained investigators who conduct cause and origin investigations of fatal and serious fires across the state and regulates explosives and fireworks, among other duties.

The ninth unit – CTU – consists of an additional three specialized groups – the Joint Terrorism Task Force (JTTF), the Critical Infrastructure Protection Group (CIPG), and the Connecticut Intelligence Center (CTIC). Its mission is to develop in partnership with federal, state and local liaisons, unified measures to prevent, mitigate and manage incidents that could affect our safety, security and sense of well-being in Connecticut. The CTU coordinates the collection, analysis and timely distribution of information and security warnings to state and local government personnel, agencies and authorities, and the public-at-large; establishes standards and protocols for the use of intelligence; and works with federal, state, local, and private sector partners on intelligence and critical infrastructure issues.

A total of 68 sworn staff are assigned to BSI, including one major, two captains, three lieutenants, 15 sergeants and 47 troopers.

Traffic Services Unit

The Traffic Services Unit (TSU) provides specialized traffic enforcement services and promotes traffic safety in Connecticut through education, enforcement and investigation. Commercial Vehicle Teams focus on commercial motor vehicles' compliance with weight and safety regulations. The Unit also trains and utilizes motorcycle patrol troopers, conducts traffic safety demonstrations with the Seatbelt Convincer and Rollover Demonstrator programs, assists state and local police with DUI enforcement with a self-contained chemical testing and processing vehicle deployed at DUI checkpoints, and acts as liaison to the railroads and their associated federal oversight agencies. TSU is a regular recipient of US DOT federal grants, critical to State Police special enforcement efforts throughout the year. The Unit also works closely with the U.S. Secret Service, Department of State, and Capitol Police to provide dignitary protection within Connecticut.

Within TSU, the Collision Analysis Reconstruction Squad (CARS) investigates the causes and contributing factors of serious, fatal and high profile collisions.

Pursuant to a Memorandum of Understanding with the Department of Motor Vehicles, CSP supplies 19 troopers to commercial motor vehicle enforcement of which, nine report to weigh station scales and 10 to roving commercial enforcement.

Thirty sworn staff is assigned to TSU, including one lieutenant, five sergeants and 24 troopers.

Emergency Services Unit

The Emergency Services Unit (ESU) provides specialized assistance to the Troops and the state's local law enforcement community. ESU consists of the Aviation Unit, Bomb Squad, Crisis Negotiators, Dive Team/Marine Unit, Mass Transit Security Team, Paramedics, the State Police Tactical Unit (SWAT), the Canine Unit (providing training for both CSP's patrol and specialty canine teams and the majority of Connecticut's municipal police departments). Many of ESU's specially trained staff have acquired more than one area of expertise and serve on more than one of the ESU teams.

Twenty-six sworn staff are assigned to ESU including one captain, one lieutenant, five sergeants and 19 troopers.

Office of Administrative Services

The Office of Administrative Services (OAS) consists of two bureaus. The Bureau of Strategic Information Services (BSIS) provides the regulatory support, policies, and law enforcement technology for the State Police. The Bureau of Business Development (BBD) oversees all of the infrastructure and the fleet for the department, and maintains investigative reports for the CSP and fingerprint records for the entire state. The majority of staff assigned to OAS are civilians; the limited number of permanent assigned full duty sworn personnel in the unit perform law enforcement functions including investigations, supervisory reviews, and enforcement for non-compliance. A lieutenant colonel oversees the Office.

Sworn positions (FTE)	OAS
Lt. Colonel	1
Major	1
Captain	1
Lieutenant	3
Sergeant	6
TFC/Trooper	2
Light Duty	9
Total Filled	23

Bureau of Strategic Information Services

BSIS encompasses three areas – the Regulatory Services Section, the Research, Development, and Planning Section, and the Special Duty Overtime Coordinator.

Regulatory Services consists of the Special Licensing and Firearms Unit (SLFU), the Sex Offender Registry Unit (SOR), and the Deadly Weapon Offender Registry Unit (DWOR). SLFU is responsible for the regulation of firearms and firearms dealers, as well as the licensing, regulation and oversight of several other related activities and events. These related activities and events include professional and amateur combative sports (boxing and mixed martial arts), pawn, secondhand, precious metal and stones dealers, fireworks and explosives applicants, professional bondsmen, bail enforcement agents, security officers, security services, private detectives, and private detective agencies. The SOR monitors the state’s 418 registered sex offenders. It works as well with state and local agencies on investigations and regulatory violations. SOR also conducts supervisory reviews of convicted sex offenders moving from other states into Connecticut and of current Connecticut registrants to establish the validity of the registration to mitigate risks in accordance with state and federal law. The DWOR registers and tracks any person convicted of a deadly weapon offense who is released into the community. The registry currently contains 716 active registrations of convicted offenders.

The Research, Development, and Planning Section includes the Research and Planning Unit, the Criminal Justice Business Applications Unit, the COLLECT Training, Certification and Security Unit, and the Field Technology Unit. Research and Planning supports field operations through the research and development of department policies and procedures, routinely incorporating

current research and the field’s best practices. The Criminal Justice Business Applications Unit works to automate how the division collects, analyzes, and disseminates data to better deploy resources and improve public safety and effectiveness of Troopers in the field and maintains many of the statewide law enforcement computer systems. The Field Technology Unit evaluates and implements field technologies that aid field personnel to be safer and more effective. The COLLECT Training, Certification and Security Unit is responsible for all aspects of the Connecticut On-Line Law Enforcement Telecommunications System, an information network utilized statewide by law enforcement agencies and that links to the FBI’s National Crime Information Center (NCIC) database.

Twenty-six sworn staff are assigned to BSIS including one captain, two lieutenants, five sergeants and 18 troopers.

Bureau of Business Development

BBD oversees all of the department’s infrastructure, fleet, and identification activities and maintains its criminal records. The Infrastructure Planning and Management Unit coordinates key physical infrastructure projects encompassing both maintenance and repair and expansion and replacement, to sustain the department’s 58 buildings across 27 sites statewide. Currently, 14 projects are underway, totaling \$85 million with over \$51 million in bond funds allocated. The Fleet Administration Unit oversees the maintenance and continued development of the department’s 1900 assets including State Police’s 1,740 patrol, specialty and other vehicles. The Identification and Records Section encompassing the State Police Bureau of Identification (SPBI), Reports and Records Unit (RRU), Fingerprint Identification Unit (FIU), and Crimes Analysis Unit (CAU), provides crimes analysis and statistical reporting, public dissemination of reports, and the collection and cataloging of all fingerprint and criminal history data within the State.

Three sworn staff is assigned to BBD, including one major and two troopers.

Office of Professional Standards and Support Services

The Office of Professional Standards and Support Services is composed of the Bureau of Professional Standards and Compliance, the Bureau of Selections, Training and Support Services, the Legal Affairs Unit and the Labor Relations Unit. A lieutenant colonel oversees the Office.

Table 6: Office of Professional Standards and Support Services	
Sworn positions (FTE)	OPS & SS
Lt. Colonel	1
Major	2
Captain	1

Lieutenant	7
Sergeant	12
TFC/Trooper	18
Light Duty	4
Total Filled	45

Bureau of Professional Standards and Compliance

The BPSC consists of the Internal Affairs Unit (IA), the Accreditation Unit, and the Inspections Unit. The Internal Affairs Unit conducts administrative investigations of both sworn and civilian employees of the Department when warranted as well as constables under the supervision of Resident State Troopers and occasionally, employees of other municipal police departments. The Unit also investigates and processes other complaints, inquiries and commendations from the public, including civilian complaints filed pursuant to Conn. Gen. Stat. § 7-294bb. Additionally, the unit reviews and maintains statistics on department uses of force and conducts an annual review of racial profiling complaints made against department personnel. The Accreditation Unit maintains the required standards of compliance for the division of State Police with respect to both CALEA and POSTC continuous accreditation. The unit also serves as a liaison with other agencies nationwide concerning departmental rules, regulations, and policies. The Inspections Unit conducts staff inspections of all Department commands and facilities and maintains data on the condition of facilities and results of such inspections.

BPSC has 11 sworn staff including one major, six lieutenants, and four sergeants.

Bureau of Selection, Training and Investigative Support Services

The Bureau is comprised of the State Police Training Academy including the Firearms Training Unit, the Recruitment and Selection Unit, Background Investigative Unit and the Polygraph Unit. The Training Academy trains State Police Trooper Trainees applicants selected for employment and provides mandatory in-service training and specialized law enforcement training for all post-probationary sworn personnel. The Recruitment and Selection Unit is responsible for the overall administration and daily operation of CSP recruitment and selection functions. It actively recruits State Police Trooper Trainee applicants with particular emphasis on increasing the diversity of the workforce, coordinates the development of tests and testing schedules with the Department of Administrative Services (DAS), and arranges for psychologists, physicians, and laboratory services for drug screening to complete the selection process. The Background Investigative Unit (BIU) conducts a background investigation of all potential civilian and sworn department personnel. The unit also performs background investigations for several state agencies including the Departments of Children and Families and Special Revenue, the State Treasurer's Office, and the Governor's Office. The unit also conducts licensing backgrounds for upper level employees of the Foxwoods and Mohegan Sun Casinos. The Polygraph Unit conducts pre-employment polygraph exams for law enforcement applicants in Connecticut

including the State Police and local police departments as well as polygraph exams in support of criminal investigations of sworn state and local personnel by their agencies and the court.

A total of 34 sworn staff are assigned to BSTISS, including one captain, one lieutenant, eight sergeants and 24 troopers; additional sworn staff is temporarily reassigned to the Training Academy from other assignments to provide specialized instruction as needed.¹²

Labor Relations Unit

The Labor Relations Unit is the department representative with respect to the negotiation, implementation and oversight of the bargaining unit contracts of employees across all divisions. The responsibilities of the Unit include representation of the department in collective bargaining, oversight in disciplinary matters, processing grievances, and advising managers with regard to contract interpretation, policy recommendations and managerial and supervisory relations with employees.

There is one sworn individual assigned to the Labor Relations Unit, a major.

Legal Affairs Unit

The Legal Affairs Unit provides legal support to the department, including litigation support to the Office of the Attorney General (OAG) and private counsel assigned by the OAG to handle department business, assists with employee responses to discovery requests and subpoenas, review of records for release under the Freedom of Information Act, participation in administrative proceedings, oversight of the adoption of department regulations, and drafting and/or reviewing contracts and memoranda of agreement.

The Legal Affairs Unit has two sworn staff, both troopers, both temporarily assigned.

Sworn Personnel Assigned to the Division of Scientific Services

The Computer Crimes and Electronic Evidence Lab (CCEEL), located in the Division of Scientific Services (DSS), conducts complex and in-depth computer-related investigations that have a criminal nexus. It consists of two sections, Computer Crime Investigations and Computer Forensics Analyses. The investigative component conducts both proactive and reactive criminal investigations, assists other federal, state and local law enforcement agencies, and provides trainings and various community resources. The computer forensic component performs forensic analysis on a wide range of electronic evidence, provides expert testimony and maintains a high level of technical expertise in the field of computer forensic. The CCEEL is the

¹² Throughout the year, the State Police offers a number of classes concurrently at the CSP Academy including Trooper Trainee initial training, in-service training for sworn personnel, remedial and post-promotional training for sworn personnel, and new employment and in-service training for civilian staff.

state's lead investigative unit for internet crimes against children including those involving the exploitation of persons under the age of 18 for which it receives federal funding through the Office of Juvenile Justice and Delinquency Prevention.

There are seven sworn staff including one sergeant and six troopers assigned to the Division.

Summary

As of January 1, 2017, the division's allocation of General Fund uniformed, full time employees (FTE) is 1,201 authorized sworn positions of which, currently 1,074 are filled and 127 are vacant. Of the 1,074 filled sworn positions, 70 individuals are unavailable for a full duty sworn assignment due to worker's compensation leave related to on-the-job injuries (43), other leave status' including maternity leave, medical leave and family medical leave (19), military leave (2), pending disability retirement (1), and suspended police powers pending investigation and for disciplinary or other reasons (5). Among the 1,074 filled sworn positions in the division, 1,002 are troopers and sergeants, with fewer than four percent permanently assigned to support functions.¹³

The Division of State Police has undergone significant change and made many adaptations in order to continue to provide the high level of service upon which the state has come to rely despite recent and increasing fiscal constraints. As discussed in detail during budget hearings and earlier submissions, summarized below, the department undertook a number of cost saving measures and implemented management strategies to achieve optimal outcomes within current staffing levels. To follow is a brief recap of the many steps we have undertaken.

¹³ Including personnel permanently assigned to the Training Academy, Internal Affairs, Selections, Backgrounds, Accreditation, Legal Affairs and various positions in OAS.

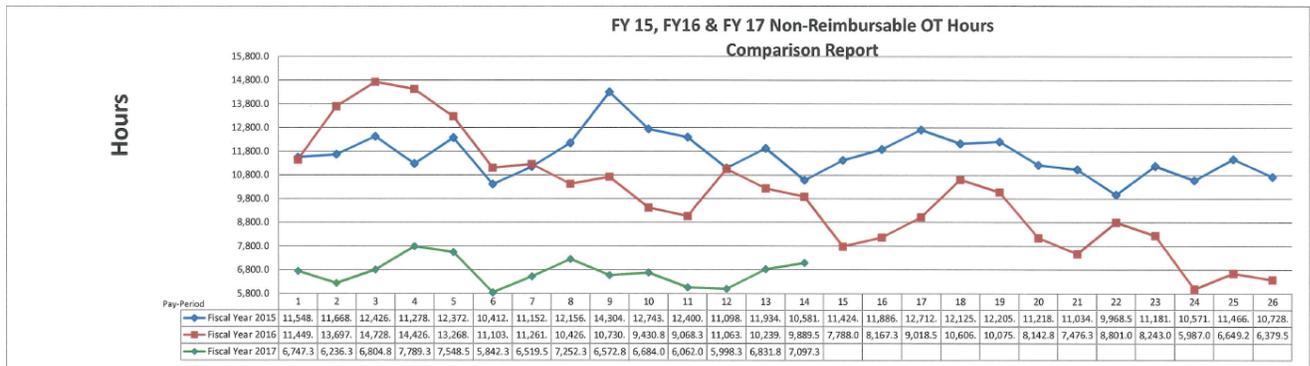
Table 7: Allocation of All Sworn Personnel as of January 1, 2017

	Colonel	LT Colonel	Major	Captain	Lieutenant	M/Sergeant	Sergeant	RT Sergeant	Det/TFC/Trp	RT	SRO	Total
Office of Field Operations												
OFO Staff (incl GSU and MC)	0	1	0	0	2	0	4	0	13	0	0	20
Troop A	0	0	0	0	1	1	7	3	50	15	0	77
Troop B	0	0	0	0	1	1	7	0	39	4	0	52
Troop G	0	0	0	0	1	1	10	0	64	0	2	78
Troop L	0	0	0	0	1	1	7	1	41	8	0	59
WDMC	0	0	0	0	1	0	5	0	23	0	0	29
WDHQ	0	0	1	1	0	0	0	0	0	0	0	2
WD Total	0	0	1	1	5	4	36	4	217	27	2	297
Troop F	0	0	0	0	1	1	6	2	32	13	0	55
Troop H	0	0	0	0	1	1	14	0	74	1	4	95
Troop I	0	0	0	0	1	1	7	0	40	3	3	55
CDMC	0	0	0	0	1	0	4	0	22	0	0	27
CDHQ	0	0	1	1	0	0	0	0	0	0	0	2
CD Total	0	0	1	1	4	3	31	2	168	17	7	234
Troop C	0	0	0	0	1	1	7	2	39	18	1	69
Troop D	0	0	0	0	1	1	7	0	49	5	0	63
Troop E	0	0	0	0	1	1	7	2	57	7	0	75
Troop K	0	0	0	0	1	1	7	1	48	9	0	67
EDMC	0	0	0	0	1	0	5	0	24	0	0	30
EDHQ	0	0	1	1	0	0	0	0	0	0	0	2
ED Total	0	0	1	1	5	4	33	5	217	39	1	306
ESU	0	0	0	1	1	0	5	0	19	0	0	26
BSI	0	0	1	2	3	0	15	0	47	0	0	68
TSU	0	0	0	0	1	0	5	0	24	0	0	30
OFO Total	0	1	4	6	21	11	129	11	705	83	10	981
Office of Administrative Services												
OAS Staff	0	1	0	0	1	0	1	0	0	0	0	3
Business Development	0	0	1	0	0	0	0	0	2	0	0	3
Strategic Info Services	0	0	0	1	2	0	5	0	18	0	0	26
OAS Total	0	1	1	1	3	0	6	0	20	0	0	32
Office of Professional Standards												
OPS Staff	0	1	0	0	0	0	0	0	0	0	0	1
Professional Stds & Compliance	0	0	1	0	6	0	4	0	0	0	0	11
Selections, Training and Invest	0	0	0	1	1	0	8	0	24	0	0	34
Labor Relations	0	0	1	0	0	0	0	0	0	0	0	1
Legal Affairs	0	0	0	0	0	0	0	0	2	0	0	2
OPS Total	0	1	2	1	7	0	12	0	26	0	0	49
Colonel/Dep Cmsr	1	0	0	0	1	0	2	0	1	0	0	5
Div. Scientific Services	0	0	0	0	0	0	1	0	6	0	0	7
CSP Total	1	3	7	8	32	11	150	11	758	83	10	1074
Light Duty	0	0	0	0	0	0	1	0	69	0	0	70
	Colonel	LT Colonel	Major	Captain	Lieutenant	M/Sergeant	Sergeant	RT Sergeant	Det/TFC/Trp	RT	SRO	Total

Overtime Reduction

Throughout FY2016, the department continued to enact measures to inform and improve the management of personal services spending in general and overtime (OT) spending in particular. Within six months, these efforts began to produce significant savings, upwards of 40% in some pay periods. Department spending dropped to \$18.4 million for non-reimbursable OT in FY2016, still a significant sum but appreciably less than in prior years. In FY2013, OT spending totaled \$20.8 million; in both FY2014 and FY2015, it totaled \$20.7 million. By the end of FY2016, the

average non-reimbursable OT hours expended in the final 3 pay periods was 6,339 hours, compared to 10,922 during the same time period in FY2015. These improvements have continued, with an average of 6,684 hours per pay period through the second quarter of FY2017.



Improved Management

Reassignment of full duty troopers to patrol: The State Police undertook a major staffing analysis in FY2014 and again in FY2016. The FY2014 analysis revealed the number of troopers required to fill a 7-day post with minimal and infrequent OT is 2.85 FTE. While the sworn workforce is currently too low to achieve these optimal staffing of patrols, the division evaluated the activity levels at each troop location and determined which troops had the greatest need for personnel and made reallocations accordingly. Over the course of the 2016 analysis, CSP identified an additional 27 full duty troopers working in specialized assignments, all of whom were permanently returned to patrol assignments. Troopers in specialized units perform critical investigative and support functions, and none of the transfers were easy decisions. No additional transfers would be possible without collapsing investigative functions entirely.

Further consolidation of units with like-duties: The State Police identified several opportunities to consolidate like duties within specialty units, thereby optimizing activities and outcomes and in several instances, also returning sworn personnel to patrol. For example, the responsibilities of the Special Services Unit were consolidated into Human Resources and the STOPS program, allowing the reassignment of SSU personnel.

Curtailing or discontinuing discretionary OT spending: Historically, State Police provides non-reimbursable OT assistance to municipalities and other state agencies at a significant cost to the department. Examples include general crowd and traffic control at large events such as Sailfest, Hartford Riverfest, at Squantz Pond State Park during the summer and at Rentschler Field UCONN games and the Big E in the fall. Each of these longstanding commitments was reevaluated, distinguishing those that could implicate safety concerns. Recognizing the impact of eliminating or reducing non-essential assistance on the recipients, the division gave as much

notice as possible and in most instances, were able to modify past practices and provided assistance without incurring additional cost or negatively impacting public safety. Now rigorously enforced, all non-reimbursable OT assignments are contingent on pre-approval from command level officers, and only OT dedicated to minimum staffing for patrol and investigations is approved without conditions.

Prioritizing other activities and assignments, and allocating personnel resources accordingly: The State Police performs a number of important but not statutorily-directed services for other state and local agencies and the public. The division has curtailed activities in some instances and suspended others to lower OT spending. In all cases, State Police has reassessed all of its discretionary duties and improved the ways in which they are executed to achieve the greatest degree of efficiency and effectiveness.

Optimizing outputs: The State Police first reviewed and then revamped practices in key areas such as recruitment, testing, and public information. As a result, a number of critical tasks such as clearing applicants for employment and informing the public are accomplished more quickly and less costly than before.

TDY assignments were substantially discontinued: There had been a longstanding practice of temporarily reassigning troopers from one troop to another, or from a troop to non-patrol assignments in a TDY (Temporary Duty Yonder) capacity as a means to meet an immediate need. The temporarily vacated assignment was not left vacant however; instead it was routinely backfilled by another trooper on overtime. The practice of using temporary assignments has been strictly curtailed, with most troopers being returned to patrol. In cases where the TDY assignment was critical and absent circumstances where labor contracts require a testing process for permanent assignment, these TDY personnel were permanently transferred into their position, allowing for a more accurate tracking of overtime expenditures and allowing other transfers to be made to the areas of most need.

Greater oversight and improved utilization of troopers on light duty: Historically, the division reassigned troopers not currently cleared for full duty (typically due to injury or other health condition) in administrative duties at headquarters. Now, whenever possible, light duty troopers are kept in, or returned to, the field to perform duties consistent with their temporary restrictions, duties that full duty troopers had previously performed. Additionally, light duty troopers are being deployed on a temporary basis to fill vacant dispatcher positions that had been filled on an OT basis previously. The department also requested assistance from the Office of Labor Relations to expedite the return of light duty troopers to full duty upon receipt of information that they are able.

Offsetting reductions in General Funds (GF) by means of funds acquisitions: The department has always been adept at securing grants. Over the past year, all of the divisions have redoubled their efforts to offset shortfalls and attract new resources by every means possible, augmenting GF spending with new grant awards and extensions of existing funding programs, and by shifting from cash to in-kind matches wherever possible. During FY2016, the department received in excess of \$338 million in other funds.

LEAN-ing department practices: The department has participated in a number of LEAN events, internally and with other state agencies, in an effort to improve our service and efficiency while optimizing our limited resources. Several notable examples of LEAN processes that have been conducted or are in the process include the following.

Statewide Fueling Initiative: In conjunction with DOT and DEEP, DESPP is moving toward a statewide fueling system whereby all state vehicles could obtain fuel from a single network of fuel locations, rather than being limited to its own department. Currently, every department with a fleet operates its own fueling facilities. DESPP proposed that the state assign all fueling stations to one department and then, 'rightsize' that network. Rightsizing would eliminate facilities in over-served areas and facilitate the addition of facilities in areas with insufficient fueling facilities. Over time, the state could reduce the number of fueling locations statewide from over 100 to less than 60, without decreasing its fueling capacity. It would decrease however; capital expenditures and fueling staffing levels as well as the time state employees spend traveling to and from fueling locations.

Shared Fleet Maintenance Facilities: Last month DESPP and DAS co-presented a plan to OPM to build a fleet maintenance facility with 11 lifts in which both department's mechanics would work. They would be cross-trained to maximize the number of state vehicles serviced daily. The departments envision OPM would fund several additional facilities across the state over time.

Legal Affairs Case Management Initiative The department's IT unit is repurposing an under-utilized, state-owned software system designed to track and manage litigation matters to organize, process and track FOIA, litigation matters, hearings and other requests for assistance received by the Legal Affairs Unit. DAS BEST transferred the system to DESPP at no cost to our agency.

Facilities E-Maintenance: DESPP has initiated the use of a web-based, electronic facilities maintenance system creating a single point of contact to manage all facilities' repairs, optimizing deployment of maintenance personnel while creating a database to support timely completion of scheduled maintenance and emergency repairs. Adoption of Facilities E-Maintenance helps to extend the life of the department's HVAC systems and 50+ physical structures across the state.

Reports and Records: DESPP is piloting an application by which the public can access State Police accident news releases on-line. These news releases, typically completed by the end of the work shift in which a motor vehicle accident takes place, contain the basic information needed to initiate insurance claims, and implementation will reduce requests for reports in the future. The department expects this application will go-live statewide by April 1.

Related Staffing Concerns: Backlogs

Optimal use of sworn positions necessitates a sufficient number of civilian personnel in order to perform critical public safety support functions. Support staffing shortfalls impact the State Police's timely performance of its mandated duties. The chronic shortage of civilian staff in the

division and the department, coupled with an increase in underfunded or unfunded statutory mandates (such as the marked expansion of mandated non-criminal background checks) has had a cumulative impact on our efforts. The department's renewed efforts to return as many troopers as possible to patrol has had the unintended consequence of exacerbating a number of longstanding backlogs. Listed below are the several backlogs about which we have the greatest concern.

Regulatory Services Section

Special Licensing and Firearms Unit: SLFU is experiencing delays entering DPS-3 (Firearms Transfer) forms into the database. At the end of CY2016, there was a backlog of 20,073 DPS-3 forms not yet entered into the database.

Sex Offender Registry Unit: SORU is in arrears entering 2,264 violations by 1,405 different registrants.

Bureau of Business Development

Fleet Administration Unit: One function of the FAU is preparing vehicles for surplus and stripping damaged vehicles for parts to be reused. Insufficient staffing in the FAU and the loss of the use of resources from other state agencies due to their own budgetary restrictions have contributed to the unit's backlog. There is currently a backlog of 50 vehicles pending preparation for surplus, and an additional 20 vehicles to be stripped for parts.

Reports and Records Unit: The number of requests for copies of case reports rose to 21,698 in 2016, an increase of 4.9 percent over the previous year. At the same time, the number of requests processed decreased by 12.3 percent due to budgetary constraints, resulting in a year-end backlog of 17,167 case report requests, a 63.3 percent increase over 2015. In practice, a backlog of this magnitude means a requestor may now wait as long as 12 to 16 months after the case is closed to receive copies of reports for motor vehicle accidents and criminal cases. Lengthy delays create hardships for the bereaved; it can also affect criminal and civil litigation, the filing of insurance claims, and the settling of estates.

State Police Bureau of Identification: The number of criminal history records check requests rose to 147,074 in 2016, an increase of 22 percent from the year before. Combined with the effects of budgetary constraints, increasing the unit's backlog to 109 percent, and leading to wait times of several months. The backlog in criminal history records check requests may affect offers of employment, licensure and certifications.

Fingerprint Identification Unit: The Fingerprint Identification Unit processed over 192,000 fingerprint cards in 2016, an increase of 9.1 percent from the year before. Due to budget constraints, the backlog in that unit has increased by 765.1 percent, with 1680 criminal and approximately 4900 applicant submissions now in the queue. The impact can be significant, including delays in criminal case processing and employment decisions, and exceeding statutory deadlines.

Other

Legal Affairs: The number of requests for information responsive to subpoenas as well as litigation and FOIA requests rose to 1,151, an increase of 13 percent in the past year. In practice, a backlog of this magnitude means a requestor may wait as long as 16 months for a responsive reply. The backlog undermines our core commitment to public service and impedes the work of the Office of the Attorney General and others.

Information Technology: Implementation of reforms, several of them statutorily mandated and including body worn cameras and a viable criminal history system (AFIS and MNI/CCH) are significantly delayed and others not yet undertaken, due in part to staffing shortages in the department's IT unit. Its deficiencies also affect other units; the inability to complete IT projects timely would also help to mitigate backlogs elsewhere in the department.

Division of Scientific Services: The number of case requests, many of them violent crimes, pending at the state's crime lab rose to 3,500 over the past year. The increase is result of the 70 percent increase in the number of requests received in 2016 in combination with the inability to address staffing due to budgetary constraints. The current backlog includes 2,200 case requests for DNA, a 120 percent increase over last year and only 42 percent of requests completed within 60 days; 137 requests for latent prints, a 30 percent increase, with 39 percent completed on time; and, 92 requests for gunshot residue, a 56 percent increase with 60 percent completed timely.

Next Steps and Recommendations

With the continued excellent oversight by management and outstanding cooperation of the workforce, the department should be able to maintain the appreciably reduced level of non-reimbursable overtime spending, an average of 6,684 hours per pay-period in FY2017 we realized in the first half of FY2017. Maintenance of current staffing levels is necessary to sustain this result however, and that will require new recruit training classes sufficient in size and frequency to address attrition.

The department respectfully recommends the State maintains the currently authorized sworn headcount of 1,201 troopers and takes steps to keep as many of these positions filled on a continuous basis as possible.