



STATE OF CONNECTICUT
DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION
DIVISION OF STATE POLICE



Colonel Brian F. Meraviglia
Deputy Commissioner

Major Alaric J. Fox
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TO: Commissioner Dora B. Schriro, Department of Emergency Services and Public Protection, Colonel Brian F. Meraviglia, Commanding Officer, Division of State Police, Lieutenant Colonel Warren Hyatt, Commanding Officer, Office of Field Operations

FROM: Major Alaric J. Fox, Chief of Staff, Office of the Deputy Commissioner

DATE: August 27, 2014

SUBJECT: Connecticut State Police Staffing Study

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Ma'am / Sirs:

Beginning in early 2014 the Division of State Police, within the Department of Emergency Services and Public Protection, undertook an agencywide staffing study of state police personnel. The purpose of this study was threefold:

1. Compliance With Connecticut General Statute 29-4: Public Act 12-1 modified an earlier version of Conn. Gen. Stat. 29-4 by replacing a provision requiring the Commissioner of the Department of Public Safety¹ to “appoint and maintain a minimum of 1,248 sworn state police personnel” with provisions requiring the commissioner to appoint and maintain a sufficient number of sworn state police personnel to efficiently maintain operation of division and to develop certain recommendations as to future proposed agency staffing levels. This section provided in pertinent part as follows:

Sec. 29-4. State police force. Appointment of officers. Divisions and task forces. Personnel actions. Recommended standards re staffing level. (a) On and after June 15, 2012, and until July 1, 2013, the Commissioner of Emergency Services and Public Protection shall appoint and maintain a sufficient number of sworn state police personnel to efficiently maintain the operation of the Division of State Police as determined by the commissioner in the commissioner’s judgment. On and after July 1, 2013, the commissioner shall appoint and maintain a sufficient number of sworn state police personnel to efficiently maintain the operation of the division as determined by the

¹ Now the commissioner of the Department of Emergency Services and Public Protection.

commissioner in accordance with the recommended standards developed pursuant to subsection (f) of this section.

(b) On or before February first of each odd-numbered year, the commissioner shall submit a report to the joint standing committees of the General Assembly having cognizance of matters relating to public safety and appropriations and the budgets of state agencies, in accordance with section 11-4a, providing an assessment of the number of sworn state police personnel necessary to perform division operations for the biennium beginning July first of that year. If such report recommends a staffing level of less than one thousand two hundred forty-eight sworn state police personnel, the commissioner shall include in such report an assessment of the impact to public safety and any potential negative impact specifically attributable to such deviation in staffing level.

2. Analysis of Staffing Needs for Future Planning Purposes: Staffing within the Connecticut State Police has fluctuated greatly over an extended period of time. In the late 1990s and early 2000s agency staffing increased greatly under certain federal grants that were then available. Back to back, and overlapping recruit training classes, led to (sworn) agency staffing that exceeded a statutory figure of 1,248 troopers. Since that time agency staffing has experienced a downward trend and department responsibilities have increased. With the addition of each new state police training troop agency staffing spikes upward for a limited period until the long-term impact of attrition is again experienced. Additionally, the hiring of recruit employees is also, by definition, done in arrears. Thereafter, newly retained “trooper trainees” must attend and successfully complete a six-month long training academy program, followed by a two-to-three month long Field Training Officer Program. Both of these phases are integral to the development and success of a new state police trooper, although both exacerbate the “arrears” effect present in the retention of new trooper trainees.

3. Compliance With CALEA Mandate 16.1.2: This provision provides in pertinent part as follows: *“The agency allocates personnel to, and distributes them within, all organizational components in accordance with documented workload assessments conducted at least once every three years.”* In accordance with this reaccreditation process the Connecticut State Police are scheduled to undergo an on-site inspection in approximately December 2015. This review is also intended to ensure compliance with this standard.

Introduction

Throughout early and mid 2014 several working groups, focused primarily on the executive level command staff, and additionally, the master-sergeant level, were briefed as to the scope and detail of this assignment. Executive level command staff personnel were subsequently assigned to conduct, as applicable, a comprehensive review of the sworn staffing within their respective divisions, offices, bureaus, troops, units, and other relevant subdivisions. Each was provided copies of an “Agencywide 2012 Staffing Study and Analysis” as a baseline, as well as a formula² from which to calculate minimum patrol staffing levels for the agency’s eleven troop commands. Each had available full access to criminal activity statistics through NexGen data runs, basic troop GIS images, data and documentation, and Connecticut State Police index crime and arrest statistics. Each was also charged with the development of any unique or singular considerations, such as increased statutory mandates, the dissolution of municipal police departments within assigned areas of jurisdiction, task force requests and needs, overtime expenditure rates, and other appropriate metrics, which impacted or reflected upon, their staffing needs. Certain functions (Bureau of Criminal Investigation, Major Crime Squads, Office of Counter-Terrorism, Emergency Services Unit, and most functions within the Office of Administrative Services) whose job responsibilities could not be adequately described or documented through the provision and analysis of raw “criminal activity” data were permitted and encouraged to develop independent, yet defensible, justification for their asserted manpower needs.

Beyond the review of the aforementioned data an analysis of the department’s current staffing levels³ was undertaken through a personnel data run provided by Human Resources. The current staffing levels in each command were then compared to the “proposed staffing levels” that had been advanced by given department commanders. In certain (limited) circumstances “optimal staffing levels,” a level which was identified as being more robust than “proposed staffing levels” were identified by certain commanders for those specific locations where highly compelling arguments could be made for additional increases to the patrol staffing formula on an individualized basis. In the case of subordinate commanders, “proposed staffing levels” were, by definition, approved by their supervising commanders. Finally, it was further presumed that submitting commanders were in the most informed position to assess what their realistic personnel needs were. As such, no independent analysis was possible, or was made by this writer, to either verify or dispel the asserted staffing calculations that were submitted.

Each command was provided with a response reporting date of not later than Wednesday, August 20, 2014. These submissions form the basis for the staffing information provided herein.

Civilian Staffing Levels

It must also be noted that this review did not include an assessment of civilian staffing levels within the Division of State Police. Such calculations are beyond the statutory charge embodied in Conn. Gen. Stat. 29-4, the primary motivator of this study. The import of the non-inclusion of

² Hereinafter “The Freeman Formula.”

³ For the sake of across-the-board consistency, “current staffing levels” were identified as including the number of sworn personnel who were/are assigned to a given command, including those people who might be in a temporary duty status elsewhere, or otherwise unavailable due to a worker’s compensation injury, light duty status, maternity leave, military deployment, etc. The failure to include these individuals as members of any given command would result in the potential double-counting (of people assigned to an alternate location on a TDY basis) or the skewing of “the Freeman Formula” by failing to take into account (average) leave time utilized by department employees.

civilian employees is that as civilian staffing levels rise (at least within certain division functions), the need for sworn personnel within these same functions would typically wane. Similarly, as civilian staffing levels within certain division functions falls, the need or tendency to fulfill at least some of the functions of a given unit with sworn personnel becomes increasingly necessary. This is particularly true in those instances where work backlogs within certain functions begin to have a measurable impact on the division's responsiveness to members of the public. As such, it must be understood that sworn staffing needs are impacted by civilian staffing within the following division functions, in particular, all of which that have historically enjoyed at least some sworn complement within their staffing:

- Computer Crimes Unit (within the Division of Scientific Services)
- AFIS/Livescan Unit
- Connecticut Telecommunications Section
- Grants Administration Unit
- Facilities Management Unit
- Fleet Operations Unit
- COLLECT Unit
- Computer Services Unit
- Crimes Analysis Unit
- Fingerprint Unit
- Reports and Records Unit
- State Police Bureau of Identification
- CAD / RMS / GIS Unit
- Special Licensing and Firearms Unit
- Sex Offender Registry
- Deadly Weapons Offender Registry
- Legal Affairs Unit
- Labor Relations Unit
- All Troop and Headquarters Dispatch Functions

While it has been historically attractive to articulate an agency desire to ensure that "hazardous duty personnel perform hazardous duty work," our ability to achieve this laudable end is only as possible as our corresponding civilian personnel complement permits. As such, while this analysis does not include our civilian population, an awareness of civilian staffing needs must be considered in relation to sworn personnel staffing.

Patrol Staffing Function Under the Freeman Formula

Perhaps predictably, the single largest allocation of sworn state police personnel is to the patrol function out of the eleven barracks maintained throughout Connecticut. As is the industry norm, each of these barracks operates with a set number of "minimum patrols" which must be staffed on a 24/7/365 basis in order to ensure at least a minimal level of patrol coverage. This patrol coverage must, in turn, be adequate to satisfy at least a minimal level of public safety, and employee safety, even in the most remote geographic areas of the state.

As a result, the number of personnel that must be assigned (without incurring overtime expenses) to the patrol function at any given barracks can be calculated by factoring the number of minimum patrols per shift against the number of employees assigned to that work location. This analysis must, in turn, consider the work schedules of the assigned employees which must also include their contractual right to utilize their accumulated leave time, the agency's need to send the employees for periodic in-service and advanced training programs, their sick-time utilization, and finally, their use of any number of "other" types of leave time, including those that might be contractually granted or statutorily or administratively permissible⁴.

In an effort to develop a professional, reliable formula that could be used on a statewide basis to calculate uniform patrol needs, a group of department master-sergeants, under the direction of Master-Sergeant William Freeman, were convened to assess the number of troopers necessary to fulfill the minimum patrol staffing functions at each troop. Master-Sergeant Freeman and this cohort were specifically tasked to take into account the myriad reasons why a trooper assigned to a given command, ostensibly working their contractually mandated five days on / three days off on a year-round basis, would not, on any given day that might ordinarily be a workday, not be available to assume an assigned patrol. Examples of such absences from patrol ranged from the use of contractually authorized leave time, to sick time, to attendance at in-service or advanced training programs, to light-duty status. This formula, which described how many troopers were in fact necessary to fulfill a given troop's minimum staffing, became known as "the Freeman Formula."

This formula was further described by Master-Sergeant Freeman as follows: *A staffing analysis was conducted for patrol troopers at each individual troop using data from the daily worksheets from Fiscal Year 2013-14. The analysis was conducted for the purpose of determining the appropriate number of sworn patrol staff needed to eliminate backfill or direct overtime caused by contractual leaves such as vacation leave, personal leave, holiday compensation leave, sick leave, military leave, worker's compensation injury leave, other associated leave, as well as troopers on light duty status (able to contribute in a light duty capacity but unable to perform patrol functions), non-replaced troopers temporarily assigned to other areas in the agency, and troopers completing mandatory annual in-service training. The analysis was done by determining the percentage of days that a patrol trooper works to the number of days that a trooper is scheduled to work, and then relating it to the current minimum amount of patrols necessary to operate at each troop.*

The analysis was applied to patrol troopers that make up the current staffing of minimum patrol levels at each troop. Positions such as resident troopers, administrative troopers (i.e. evidence officers and court officers), and detectives were not included as they are not backfilled during a short term absence.

The information and data to conduct this analysis is described below as follows.

1. 228 - Number of days a patrol trooper is scheduled to work.
The standard patrol trooper is scheduled by contract to work a repetitive eight day cycle

⁴ Examples might include jury duty, maternity/paternity leave, funeral leave, military deployment, workers compensation leave, administrative (suspension) leave, etc.

consisting of five days on and three days off, or in other words, is scheduled to work 5/8ths of the days in the calendar year. $365 \text{ days} \times 5/8 = 228$.

2. *The number of patrol troopers assigned at each troop during each month of the fiscal year.*
3. *The total number of leave days taken, training days attended, light duty days used and temporary duty days used monthly during the period.*
4. *The minimum patrol levels at each troop*
5. *Three shifts with two platoons per shift.*

The application process:

1. *Each troop, using the daily work schedule sheets, tallied and totaled the categories listed in the first paragraph above first by day, then by month.*
2. *To determine the amount of scheduled days each month multiply the number of assigned troopers (T) times the number of scheduled days (228) in the year, times the number of days in the month and divide the total by the calendar days in the year (365). For example in the month of July: $(T \times 228 \times 31) / 365 = \text{Scheduled days for July}$*
3. *The total number of leave days (L) divided by the number of scheduled days (SD) results in the percentage of time that a scheduled trooper is away from patrol. $L / SD = \% \text{ off (away from patrol)}$*
4. *The %off minus 100% equals %on (spent on patrol) $\% \text{ off} - 100\% = \% \text{ on}$*
5. *Total each month's %on and divide by 12 to determine the 1 year average. $\% \text{ on} / 12 = \text{Avg/YR}$*
6. *Total each month's troopers and divide by 12 to determine the 1 year average.*
7. *Multiply the minimum patrol (MP) times 2 platoons, times 3 shifts and divide the total by the average % on to determine how many troopers needed for 100% (T100) coverage without OT. $(MP \times 2 \times 3) / \text{Avg } \% \text{ on} = T100$*
8. *Subtract average patrol troopers from T100 to determine how many troopers are needed to have 100%.*

Under this formula the number of patrol troopers necessary to fulfill the minimum patrols, on a 24/7/365 basis (taking into account all leave time and other work time that is not spent on actual patrol) could be accounted for for each troop. This formula forms the basis for the "proposed staffing levels" (which avoids "predictable" overtime expenditures) that is included for each of the eleven (11) troop commands contained herein.⁵

⁵ A departmenwide summary, and a troop by troop spreadsheet, are indexed at Tab #1 contained herein.

STAFFING ANALYSIS BY COMMAND

Troop "A" Southbury

Troop "A" Southbury is located off Interstate 84 in the Town of Southbury. The troop serves sixteen (16) towns encompassing a total patrol area of 505.5 square miles within Fairfield, Litchfield and New Haven Counties. Troop "A" patrols three major highways, Interstate 84, Route 7 and Route 8, totaling 81.3 miles. The I-84 corridor is a heavily traveled roadway and is a gateway to New England, linking New York to Boston. More than 124,900 vehicles utilize the 57.4 miles of I-84 within the Troop "A" area each day. This is in addition to the other major limited access highways (Rt. 7 and Rt. 8) that Troop "A" is responsible for patrolling (23.9 miles) and 80.6 miles of state highways within the troop's area of primary jurisdiction.

Troop "A" is responsible for primary law enforcement functions in six (6) of the sixteen (16) towns within its jurisdiction. Troop "A" provides technical assistance and support to the other ten (10) towns that possess organized police departments within this troop area. The Resident State Trooper Program is currently in operation in all six (6) of the towns under Troop "A"'s coverage. These towns contract with the department for one or more troopers to be assigned to their towns. The Resident Trooper provides police services, identifies and addresses all public safety issues and concerns within the town. The Resident Trooper in each town provides normal police services with the backing of the full complement of state police resources (from the troop and statewide, as necessary). Resident Troopers supervise and direct the activities of town police officers (constables). The Resident Troopers work with community leaders, members of the business community, educational institutions, and other town groups and citizens to identify and implement cooperative solutions to various public safety concerns. Resident Troopers promote and provide special programs to meet the needs of their communities.

Current Staffing Level: Seventy-four sworn individuals (inclusive of one lieutenant, one-master-sergeant, six sergeants, forty-eight troopers, four resident trooper sergeants and fourteen resident troopers).

Proposed Staffing Level: Eighty-nine sworn individuals (inclusive of one lieutenant, one-master-sergeant, six sergeants, sixty-three troopers, four resident trooper sergeants and fourteen resident troopers).

Troop "B" North Canaan

Troop "B" Canaan is located in the Town of North Canaan. The troop serves eleven (11) towns encompassing a total patrol area of 470.5 square miles within Litchfield County. Troop "B" also patrols 12 miles of Route 8. Troop "B" is responsible for patrolling twenty-three (23) state highways totaling 286.51 miles, as well as town highways within its troop patrol area. Troop "B" accounts for the largest geographic area of patrolled towns throughout the State of Connecticut.

Troop "B" is responsible for primary law enforcement functions in eleven (11) of the thirteen (13) towns within its jurisdiction. Troop "B" provides technical assistance and support to the towns of Winsted and Torrington that have organized police departments. The Resident State Trooper Program is currently in operation in a five (5) of the towns under Troop "B"'s coverage, including North Canaan, Salisbury, New Hartford, Norfolk and Barkhamsted.⁶ These towns

⁶ A recurrent theme in this review has been the increased reliance on the use of Resident Troopers to supplement patrol level staffing. It is noted by this writer that Resident Troopers were intended to provide patrol coverage to a

contract with the department for one or more troopers to be assigned to their towns. The Resident Trooper provides police services, identifying and addressing all public safety issues and concerns within the town. Resident Troopers supervise and direct the activities of town police officers. Resident Troopers work with community leaders, members of the business community, educational institutions and other town groups and citizens to identify and implement cooperative solutions to various public safety concerns. Resident Troopers promote and provide special programs to meet the needs of their communities.

Of particular note, the Troop “B” patrol structure, and allocated patrol level troop staffing, has remained the same since 1972.

Current Staffing Level: Fifty-one sworn individuals (inclusive of one lieutenant, one-master-sergeant, seven sergeants, thirty-eight troopers, and four resident troopers).

Proposed Staffing Level: Sixty-three sworn individuals (inclusive of one lieutenant, one-master-sergeant, seven sergeants, fifty troopers, and four resident troopers).

Optimal Staffing Level: *Eighty-one sworn individuals (inclusive of one lieutenant, one-master-sergeant, seven sergeants, sixty-eight troopers, and four resident troopers). A very strong argument can be made that Troop “B” needs to add two additional patrols per shift to improve trooper safety and improve response time. This Troop “B” patrol area is vast and when two troopers (typically one-half of the patrol complement for any given shift) are tied up with a call, it leaves only two remaining troopers to cover the entire Northwest corner of the State, having no constables or local police to provide back-up. The addition of two patrols per shift on a 24/7/365 basis would necessitate the assignment of eighteen additional troopers*

Troop “C” Tolland

Troop “C” Tolland, is located in Northern Connecticut and borders the Commonwealth of Massachusetts. Troop “C” provides a full range of police services for an area that encompasses ten (10) towns, three hundred and seventy (370) square miles, with a population of 148,140. The area is best described as a rural/residential environment with some small business and light industry. There are fifty-two (52) miles of limited access interstate highways and approximately eight hundred (800) miles of secondary roadways. The major travel routes include Interstate 84, Route 32, Route 74, Route 190, and Route 44.

Of the ten (10) towns in Troop “C”’s area all but one are located in Tolland County. Troop “C” provides primary police services for eight (8) of the ten (10) towns in the troop area. The towns of Vernon and Coventry have their own organized full time police departments. Support of these municipalities is usually limited to support received from specialized state police units. Of the remaining eight (8) troop-area towns five (5) have rather robust resident troop programs, including programs in Ellington, Mansfield, Somers, Stafford and Tolland, making it the largest program in the department. It is anticipated that the resident trooper program will continue to grow with its partnership towns as their population increases. It is also noted that actual “troop” patrol staffing levels, which have been unchanged for a period of time in excess of twenty-five (25) years, would be highly challenged to keep up with the rate of calls for service were it not for

particular contracting community above and beyond normal (and adequate) troop level patrol staffing. As such, patrol level staffing, through the troops, must be adequate in and of itself, and not merely adequate because of the additional availability of Resident Trooper personnel.

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the financial commitment to law enforcement that these towns have provided through their commitment to the Resident Trooper program. It is similarly noted that this level of Resident Trooper program commitment could be lessened, or fully withdrawn, by the participating towns, upon provision of the contractually mandated notice.

Since 2000, Tolland County population has grown 6.4%, which is the largest growth of any county in Connecticut. This population growth is predicted to continue.

Additionally, Troop "C" is also home to the Eastern District Consolidated Dispatch Center which necessitates "double" teams of supervision on each shift⁷. Presently, the "operations (dispatch) sergeant position is filled exclusively through the use of overtime.

Current Staffing Level: Seventy-three sworn individuals (inclusive of one lieutenant, two master-sergeants, seven sergeants, thirty-nine troopers, three resident trooper sergeants and twenty-one resident troopers).

Proposed Staffing Level: One hundred and two sworn individuals (inclusive of one lieutenant, two master-sergeants, thirteen sergeants, sixty-two troopers, three resident trooper sergeants and twenty-one resident troopers).

Troop "D" Danielson

Troop "D" Danielson personnel are responsible for providing all law enforcement services to approximately 120,000 residents, living in eleven (11) towns, encompassing approximately 397.5 square miles of territory, 40 miles of interstate highway (I-395 & I-695) and 1,000 miles of secondary roadway. The eleven (11) towns covered in the troop area are Brooklyn, Canterbury, Chaplin, Eastford, Hampton, Killingly, Pomfret, Putnam, Scotland, Sterling and Woodstock. The Town of Plainfield and the Borough of Putnam, both located in the northeast section of Connecticut and within the troop area, are policed by their own independent municipal police departments. There are resident state troopers assigned to the towns of Brooklyn, Chaplin, and Killingly.

The majority of property values throughout Troop "D"'s area are much lower than those in the central and western part of the state and the area can be described as demographically depressed with regard to both education and income. The majority of the troop area is rural in nature with the exception of a few densely populated town boroughs consisting primarily of low income housing. While this region of Connecticut has not developed as quickly as other areas throughout the state, it has recently introduced a retail complex in Killingly and there are plans for further retail development in Brooklyn. It is also home to numerous industrial, agricultural, and manufacturing businesses. Interstate 395 traverses the troop area and has a moderate flow of traffic as it is the major conduit from Massachusetts into northeast Connecticut and the casinos located in Montville and Ledyard respectively. While I-395 and I-695 are the responsibility of Troop "D" Danielson personnel, personnel from the Traffic Services Unit are also assigned to conduct enforcement efforts in the area from time to time.

⁷ Including the "operations sergeant" who supervises the district dispatch operations and must remain inside Troop "C," and the patrol supervisor who functions as a field/patrol supervisor.

There are simply not enough personnel assigned to Troop “D” Danielson to adequately police the assigned area. This results in extended response times, less availability for back-up and a greater risk to personnel responding to calls, an overwhelming caseload, reduced opportunities for proactive preventative policing, and overall job dissatisfaction and frustration. Based on existing statistics, Troop “D” Danielson personnel carry the highest criminal caseloads in the state and handle more calls for service (seven per trooper per shift on average) and more reportable cases (0.37 per trooper per shift on average) than any other barracks in the district. Moreover, the reportable incidents handled by Troop “D” Danielson personnel are predominantly complex criminal matters which require much more attention than the calls for service handled by the majority of state police personnel in other jurisdictions.

It should also be noted that when compared to statistics compiled over the past twelve (12) years, Troop “D” Danielson is expected to conclude 2012 with the highest number of calls for service it has had in this twelve (12) year period, the highest number of infractions issued in this period, the highest number of reportable cases in the past nine (9) years, the highest number of DUI arrests in the past seven (7) years and the lowest number of motor vehicle accidents in the past seven (7) years.

Current Staffing Level: Sixty-three sworn individuals (inclusive of one lieutenant, one-master-sergeant, five sergeants, forty-eight troopers, and eight resident troopers).

Proposed Staffing Level: Seventy sworn individuals (inclusive of one lieutenant, one-master-sergeant, six sergeants, fifty-four troopers, and eight resident troopers).

Optimal Staffing Level: *Seventy-nine sworn individuals (inclusive of one lieutenant, one-master-sergeant, six sergeants, sixty-three troopers, and eight resident troopers). A very strong argument can be made that it is time for Troop “D” to add one patrol to each of its shifts, such an increase representing an upward fluctuation that has not occurred in approximately twenty years. This additional patrol, would help mitigate departmental response time, trooper backup-considerations, trooper safety, work caseload, solvability rates and preventative policing efforts. The addition of such a patrol, if staffed on a 24/7/365 basis, would require a parallel increase to staffing above this level. This additional patrol (on a 24/7/365 basis) would require the addition of nine patrol troopers. Troop “D” is one of the troops that are identified as suffering from particularly acute patrol coverage owing to its geographic size, absence of significant municipal police assistance, and high call for service volume.*

Troop “E” Montville

Troop “E” Montville is located in the southeastern corner of the State of Connecticut and consists of nine (9) towns which the Connecticut State Police have primary police jurisdiction over and seven (7) additional towns in the troop area in which the state police provide assistance to organized municipal police departments. Additionally, the Troop “E” Montville area of responsibility also encompasses two (2) tribal nations, both with significant casino operations.⁸

Troop “E”’s area has a dramatic mix of patrol obligations with a number of small rural towns, off-set by I-95, the largest interstate highway in Connecticut. The Troop “E” area is home to a number of the country’s leading leisure destinations including Foxwoods/MGM Grand Casinos,

⁸ Casino Unit staffing, as a function within the Bureau of Criminal Investigation, is addressed separately herein.

Mohegan Sun Casino, Mystic Seaport, and Mystic Marine Life Aquarium, as well as the United States Submarine Base in Groton and the United States Coast Guard Academy in New London. The towns in Troop "E"'s area under State Police primary jurisdiction are East Lyme, Griswold, Ledyard, Lisbon, Montville, North Stonington, Preston, Sprague, and Voluntown, constituting a total of 320 square miles and an estimated population of 90,000 people. The remaining towns in the troop area that are patrolled by municipal police departments are Groton Town, Groton City, Groton Long Point, New London, Norwich, Stonington, and Waterford, which cover an additional 180 square miles. During events such as OPSAIL and SAILFEST the local departments in the troop area seek assistance from state police resources out of Troop "E" Montville.

Troop "E" also covers fifty-two (52) miles of limited access highway on Interstate 95, Interstate 395, and Route 2, as well as 826 miles of secondary roadway. Troop "E" borders the State of Rhode Island and has a significantly high number of fugitive cases for persons in Rhode Island, Massachusetts, New York, and New Jersey.

The Resident State Trooper programs at Troop "E" are diverse in their structure. Three of the Resident Trooper programs, East Lyme, Ledyard and Montville, have one Resident State Trooper Sergeant assigned with twenty (20) to twenty four (24) full-time local officers in each town. These Resident Trooper programs have 24/7 operational coverage with their own dispatch facilities and reports management systems.

Other Resident Trooper programs in the Troop "E" area include one resident trooper in the towns of Lisbon and Sprague, two resident troopers in the borough of Jewett City in the town of Griswold, two resident troopers in Preston, and three resident troopers in the town of North Stonington. Troop "E" does not have a Resident Trooper Sergeant assigned to these resident trooper programs; the Resident Troopers are assigned to patrol sergeants who act as liaison sergeants to the towns. The resident troopers and local officers assigned to these programs utilize bike patrols and marine boat patrols as available and as appropriate.

Current Staffing Level: Seventy-two sworn individuals (inclusive of one lieutenant, one-master-sergeant, seven sergeants, fifty-one troopers, three resident trooper sergeants and nine resident troopers).

Proposed Staffing Level: Eighty-seven sworn individuals (inclusive of one lieutenant, one-master-sergeant, seven sergeants, sixty-six troopers, three resident trooper sergeants and nine resident troopers).

Optimal Staffing Level: *Ninety-nine sworn individuals (inclusive of one lieutenant, one-master-sergeant, ten sergeants, seventy-five troopers, three resident trooper sergeants and nine resident troopers). A very strong argument can be made that Troop "E" needs to add one additional patrol per shift to deal with the high number of calls for service, particularly traffic volume and traffic crashes (especially those dealing with DWI offenses) that stem, in large part, from the increase in population and traffic associated with the two area casinos. Similarly, very strong consideration is necessary as to reinstating the late evenings (1800 to 0200) sergeant position at Troop "E," which was staffed for a short period in 2012. The additional patrol (on a 24/7/365 basis) would require the addition of nine patrol troopers; the addition of this sergeant position would be the equivalent of three additional positions.*

Troop "F" Westbrook

Troop "F" Westbrook is located off I-95 southbound, between exits 66 and 65, in the Town of Westbrook. The troop serves seventeen (17) towns, encompassing a total patrol area of 443.9 square miles, within Middlesex, New Haven and New London Counties. Troop "F" patrols two major highways, Interstate 95 and Route 9, totaling 76.5 miles. The I-95 corridor is a heavily traveled roadway and is the corridor linking New York and Boston. Approximately 123,000 vehicles utilize the 42 miles of I-95 within the Troop "F" area each day. In addition to these roadways, Troop "F" is responsible for patrolling 256 miles of state highways and 516 miles of town highways within its troop patrol area.

Troop "F" is responsible for primary law enforcement functions in ten (10) of the seventeen (17) towns within its jurisdiction. Troop "F" provides technical assistance and support to the other seven (7) towns within the troop area that have organized local police departments. The Resident State Trooper Program is currently in operation in nine (9) of the towns under Troop "F"'s coverage. These towns contract with the department for one or more troopers to be assigned to their Resident Trooper Programs. The resident trooper provides police services, identifying and addressing all public safety issues and concerns within the town. Resident troopers supervise and direct the activities of town police officers, work with community leaders, members of the business community, educational institutions and other town groups and citizens to identify and implement cooperative solutions to various public safety concerns. Resident Troopers promote and provide special programs to meet the needs of their communities.

In addition, Troop "F" also conducts police operations and investigations at Connecticut Valley Hospital, Whiting Forensic Institute, Connecticut Juvenile Training School, Middlesex Community College, the Vinal Technical School in Middletown, the Middletown Superior Court, the Yankee Nuclear Power Plant Nuclear Storage area, the Connecticut Department of Motor Vehicles Old Saybrook, Mount Saint John's Juvenile Facility in Deep River, and the Lake Grove Juvenile School in Durham. Troop "F" is also responsible for Cockaponsett State Park, George Seymour State Park, Haddam Island State Park, Chatfield Hollow State Park, Nehantic State Forest, Hammonasset Beach State Park, Wadsworth Falls State Park, Miller Pond State Park, Cedar Lake and Lake Beseck, and all Department of Transportation offices and garages, and all state owned commuter parking lots within the Troop "F" area of responsibility.

Current Staffing Level: Sixty sworn individuals (inclusive of one lieutenant, one-master-sergeant, seven sergeants, thirty-eight troopers, and thirteen resident troopers).

Proposed Staffing Level: Eighty-three sworn individuals (inclusive of one lieutenant, one-master-sergeant, seven sergeants, sixty-one troopers, and thirteen resident troopers).

Troop "G" Bridgeport

Troop "G" is located in Bridgeport at the junction of Interstate 95 and the Route 25/8 connectors. Troop "G" Bridgeport is primarily responsible for the patrolling of Interstate I-95, from Greenwich to Branford and the Merritt Parkway from Greenwich to Stratford. Troop "G"'s area of responsibility is only twelve (12) miles from Metropolitan New York City. The troop encompasses one of the most ethnically and economically diverse populations in the country. Troop "G" serves four of the largest cities in the state and several of the most affluent towns in the entire nation, all of which are located in the center of one of the busiest transportation

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corridors in the United States. Troop “G” covers over 236 miles of limited access highway and serves a population of over one million residents.

Troop “G” Bridgeport has the distinction of being the busiest “911” communications dispatch center in the state with more than 270,000 911 calls per year. In addition to emergency calls, the troop handles over 180,000 administrative and routine calls annually making the dispatch center the busiest in the state.

Troop “G” continues to focus on issues such as aggressive driving, speeding, and high accident incidence areas. To accomplish this task the troop utilizes regular patrol troopers, unmarked cars, and HIM (highway incident management) techniques. Through the assistance of DOT and by keeping a close eye on statistics, personnel are deployed to “hot spots” to target motor vehicle violations that cause the most severe problems. The troop area encompasses limited access highways which serve fifteen (15) towns in Fairfield County and six (6) towns in New Haven County. This geographical area contains approximately 916,829 residents in Fairfield County and 462,422 residents in New Haven County, thus encompassing approximately 1,379,251 of the 3,574,097 residents of this state, making it the most populated section of the State of Connecticut.

The I-95 corridor, known as the “gateway to New England,” is a heavily traveled roadway linking New York to Boston. Recent DOT traffic count information for I-95 in Fairfield and New Haven counties indicates that over 150,000 cars and trucks use this highway on a daily basis⁹. This patrol area is the main travel route to and from New York City for numerous commuters and commercial traffic. Being the main travel route to New York from the east, the roadway also draws commuter and commercial traffic from bordering counties. This section of highway contains four of the major cities, with the largest populations in Connecticut, to include Stamford, Norwalk, Bridgeport, and New Haven.

Current Staffing Level: Seventy-two sworn individuals (inclusive of one lieutenant, one-master-sergeant, nine sergeants, sixty-one troopers).

Proposed Staffing Level: One-hundred sworn individuals (inclusive of one lieutenant, one-master-sergeant, nine sergeants, eighty-nine troopers).

Optimal Staffing Level: *One hundred and nine sworn individuals (inclusive of one lieutenant, one-master-sergeant, nine sergeants, ninety-eight troopers). A very strong argument can be made for an increase to patrol staffing at Troop “G” which would be assigned to Route 15. During rush hour and peak travel time the current staffing level and high traffic volume prohibits safe and rapid responses to accidents and calls for assistance. This patrol would enhance the agency’s coverage abilities and improve public and trooper safety. This optimal staffing level increase of nine additional troopers would allow the staffing of one additional patrol on Route 15.*

⁹ This count does not include the numerous vehicles that use Route 15 (approx. 76,000) and sections of Route 7, 8, 25, 34, and I-91 (approx. 90,000) in the patrol area of Troop “G”.

Troop "H" Hartford

Troop "H" Hartford: Troop "H" Hartford is responsible for the north central section of the state. The troop patrols approximately 290 miles of limited access highway with more than 300,000 motor vehicles traversing the Interstate 91 and Interstate 84 corridors every day. The majority of the troop area is covered by interstate highways, over 200 state buildings, and six correctional facilities and it is surrounded by cities and suburban areas. In general, this region of the state has kept up with development and prosperity as compared to other parts of the state. Property values and the average household income are generally at or above the state average, with the exception of some inner-city areas.

Included within the Troop "H" area of responsibility are all law enforcement functions within Bradley International Airport. Bradley International Airport is managed and operated by the Connecticut Airport Authority. Bradley International Airport has developed from a small Connecticut regional airport to the nationally ranked fifty-first (51st) busiest airport (in terms of enplaned passengers) and thirty-fourth (34th) busiest (in terms of cargo handled) in the United States. Today, with over one hundred and twenty-nine (129) firms on the airport and over 5,000 people directly employed, Bradley Airport has become a significant economic node in the north central region of the State of Connecticut. The Bradley International Airport serves over seven and one half million passengers each year. The Connecticut Airport Authority is required to meet the requirements of Transportation Security Administration, Regulation 49 CFR 1542 Airport Security, and the federally approved "Airport Security Program." This requirement mandates four patrol troopers and one supervisor to every shift assigned to airport grounds.

The towns of Avon, Berlin, Bloomfield, Cromwell, East Granby, East Hartford, East Windsor, Enfield, Farmington, Glastonbury, Granby, Hartford, Manchester, Newington, New Britain, Plainville, Rocky Hill, Simsbury, Southington, South Windsor, Suffield, West Hartford, Wethersfield, Windsor, and Windsor Locks make up the troop area. However, state police personnel are only responsible for the town of East Granby as the remainder of the troop area has their own organized municipal police departments. The troop provides a full range of police services to East Granby through the Resident State Trooper Program. East Granby is approximately 17.6 square miles in area and has an approximate population of 4,745. The Troop H area of responsibility is unique in that its troopers are assigned to traditional areas of policing in addition to being assigned to "counterterrorism" roles when patrolling the Bradley International Airport. Additionally, Troop "H" is the only troop in the state that has Airport Police Officers, TSA Bomb Detecting Canines and dispatches both fire and EMS service to the airport proper.

Current Staffing Level: Ninety-one sworn individuals (inclusive of one lieutenant, two-master-sergeants, twelve sergeants, seventy-four troopers, and two resident troopers).

Proposed Staffing Level: One-hundred and thirteen sworn individuals (inclusive of one lieutenant, two-master-sergeants, twelve sergeants, ninety-six troopers, and two resident troopers).

Optimal Staffing Level: *One-hundred and twenty-two sworn individuals. A very strong argument can be made for an increase to patrol staffing at Troop "H," by one patrol. During rush hour and peak travel time the current staffing level and high traffic volume prohibits safe and rapid responses to accidents and calls for assistance. This patrol would enhance the*

agency's coverage abilities and improve public and trooper safety. This optimal staffing level increase of nine additional troopers would allow the staffing of this one additional patrol.

Troop "I" Bethany

Troop "I" Bethany is responsible for the south-central portion of the state. The troop area consists of nineteen (19) municipalities. Troop "I" covers 169.6 miles, of heavily traveled limited access highways (LAH), to include; I-91, I-691, Route 15, the Wharton Brook connector, the Route 40 connector and Route 8. Major secondary roads that impact the troop include Route 63 (5.7 miles) and Route 69 (10 miles). The troop area as a whole is very diverse ranging from rural areas with horse farms and large properties to densely populated cities.

The troop area is made up of the towns of Ansonia, Beacon Falls, Bethany, Cheshire, Derby, East Haven, Hamden, Milford, Naugatuck, New Haven, North Haven, Orange, Prospect, Shelton, Wallingford, West Haven and Woodbridge. Troop "I" patrol personnel assist local law enforcement agencies with the detection, investigation and prosecution of criminal matters or other law violations. The patrol troopers respond to calls for services at state facilities within the City of New Haven and other towns within the troop's jurisdiction.

Troop "I" provides full police services for the towns of Beacon Falls, Bethany and Prospect through the Resident Trooper program. The towns are rural suburbs located north of New Haven and south of Waterbury. The Troop is responsible for all state facilities within the patrol area, including the New Haven Superior Court, Derby Superior Court, Milford Superior Court, Meriden Superior Court, New Haven JD (Part A), the Department of Children and Families (New Haven Office), Department of Children and Families (Meriden Office), Workers Compensation Commission (New Haven Office), Department of Developmental Service (Wallingford Office), and the Department of Developmental Services (New Haven Office). Troop "I" patrols respond to these facilities for complaints ranging from burglary alarms, to violence in the workplace incidents, to civil disorder issues. The Department of Correction facilities are a major client of Troop "I" patrol troopers who respond on a daily basis to their facilities. Due to the requirements necessary to enter the facilities and conduct a thorough investigation this routinely results in the assigned trooper out of service for hours. The facilities within Troop "I"'s area include the Cheshire Correctional Center, Maloney Correctional Center, New Haven Correctional Center, Union Avenue Detention Center, Manson Youth Institute, New Haven Juvenile Correctional Center, Boys Village (Milford), Crossroads Halfway House (New Haven), Roger Sherman and Project Moore Halfway House (New Haven), and the Sierra Halfway House. The Troop is also responsible for incidents at the following state schools: Platt Technical School (Milford), Emitt O'Brien Tech School (Ansonia), Eli Whitney Technical School (Hamden), and Wilcox Technical School (Meriden). Finally, the troop also has responsibility for other state properties in the troop area, including the Connecticut Police Academy (Meriden), the Connecticut State Police Meriden Complex; Auto Theft Facilities (Seymour and Cheshire); Altobello Complex (Meriden) Osbornedale State Park (Derby) Indian Well State Park (Shelton), Sleeping Giant State Park (Hamden), Naugatuck State Forest, Wharton Brook State Park, I-91 Wallingford Rest Area, and the Route 15 Rest Areas (North Haven and Orange).

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Current Staffing Level: Fifty-two sworn individuals (inclusive of one lieutenant, seven sergeants, forty troopers, and four resident troopers).

Proposed Staffing Level: Seventy-seven sworn individuals (inclusive of one lieutenant, one master-sergeant, seven sergeants, sixty-four troopers, and four resident troopers).

Optimal Staffing Level: *Ninety-five sworn individuals (inclusive of one lieutenant, one master-sergeant, seven sergeants, eighty-two troopers, and four resident troopers). Troop "I" patrol staffing, as with many other troop locations, has not increased in approximately twenty-plus years. During this same time period both population within the state and law enforcement responsibilities have increased. Current Troop "I" patrol staffing is inadequate to address the area's policing needs and the addition of two patrols, on a 24/7/365 basis, represents an optimal staffing level increase for this command. Eighteen additional troopers would be necessary to staff these two additional patrols.*

Troop "K" Colchester

Troop "K" Colchester is responsible for the mid-northeast section of the state, encompassing Windham County. The troop area consists of fifteen (15) municipalities. Route 2 traverses the troop area. Route 2 maintains a moderate traffic flow when compared to other interstate highways of Connecticut, primarily allowing traffic to operate in an east and west direction from Norwich to the Glastonbury town line and serving as the main highway between the southeastern portion of the state and the greater Hartford area. Troop "K" Colchester is responsible for 360 square mile, 98 miles of limited access highway, approximately 700 miles of secondary roadways and serve approximately 113,571 citizens. 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 other parts of Connecticut in development and prosperity. Property values and the average household income are within the median average compared to the rest of the state. Resident Trooper programs are currently operational in the towns of Andover, Bolton, Columbia, Colchester, East Haddam, Hebron, Lebanon, Marlborough and Salem.

The towns of Andover, Bolton, Bozrah, Columbia, Colchester, East Haddam, East Hampton, Franklin, Hebron, Lebanon, Marlborough, Portland, Salem, Windham and Willimantic make up the troop area. Connecticut State Police personnel are responsible for all police services within this area with the exception of the towns of East Hampton, Portland, and Willimantic. These towns are policed by their own police departments. These departments on occasion request the services of the state police personnel, including but not limited to Major Crime, ESU-Dive team, Bomb Squad, Canine Unit and other specialty services.

Current Staffing Level: Sixty-three sworn individuals (inclusive of one lieutenant, one-master-sergeant, five sergeants, forty-four troopers, one resident trooper sergeant and eleven resident troopers).

Proposed Staffing Level: Eighty sworn individuals (inclusive of one lieutenant, one-master-sergeant, six sergeants, sixty troopers, one resident trooper sergeant and eleven resident troopers).

Troop “L” Litchfield

Troop “L” Litchfield is responsible for the mid-northwest section of the state. The troop area consists of fourteen (14) towns. Route 8 traverses the troop area, having relatively low to moderate traffic when compared to other interstate highways within Connecticut. The majority of the troop area is rural in nature with the exception of towns with high density population. In general this region of the state has kept pace with other parts of Connecticut in development and prosperity. Property values and the average household income are above average compared to the rest of the state.

The following towns make up the troop area: Bethlehem, Kent, Warren, Washington, Woodbury, Litchfield, Morris, Harwinton, Burlington, Canton, Bristol, Plymouth, Thomaston and Watertown. Connecticut State Police personnel are responsible for all of the geographic troop area, with the exception of the towns of Canton, Plymouth, Bristol, Thomaston and Watertown, which are policed by municipal police departments.

Troop “L” covers approximately 421.9 square miles, 15.8 miles of limited access highway (one direction of Route 8 north and southbound) and over 1273.4 miles of secondary improved roadways. Resident Trooper programs are currently operational in the towns of Bethlehem, Washington, Woodbury, Litchfield, Harwinton and Burlington.

In May of 2012, the “Dispatch Consolidation” pilot project for Troops “A” Southbury, “B” North Canaan, and “L” Litchfield was put into effect. The dispatchers from Troop “A” and Troop “B” were transferred and assigned to Troop “L”.

Current Staffing Level: Sixty-one sworn individuals (inclusive of one lieutenant, one-master-sergeant, ten sergeants, forty troopers, one resident trooper sergeant and eight resident troopers).

Proposed Staffing Level: Seventy-five sworn individuals (inclusive of one lieutenant, one-master-sergeant, ten sergeants, fifty-four troopers, one resident trooper sergeant and eight resident troopers).

Deputy Commissioner’s/Colonel’s Office

The colonel (commanding officer) of the Division of State Police also serves as the Deputy Commissioner of the Department of Emergency Services and Public Protection. The colonel is assisted by a Chief-of-Staff in the day-to-day management of the Division of State Police.

Current Staffing Level: Two sworn individuals (one colonel and one major).

Proposed Staffing Level: Two sworn individuals (one colonel and one major) (no change).

Division of Scientific Services Functions (Computer Crime-Investigation;
Computer Forensic Analysis; Firearms/Toolmarks)

The Division of Scientific Services includes three functions that are staffed with sworn state police personnel. These include the Computer Crime-Investigation Unit, the Computer Forensic Analysis Unit, and the Firearms/Toolmarks Unit. The Computer Crimes Unit within the Division of Scientific Service supports all state police troops, specialized units, local municipalities and several federal agencies by conducting complex and in-depth computer related investigations that have a criminal nexus. The Connecticut State Police Computer Crime

Unit is the lead agency for the State of Connecticut regarding Internet Crimes Against Children Investigations, a.k.a., ICAC.

The unit receives federal funding through the Office of Juvenile Justice and Delinquency Prevention to sustain ICAC computer related investigations that involves the exploitation of persons under the age of eighteen (18). The unit works closely with the Federal Bureau of Investigation Cyber Crime Unit, Immigration and Customs Enforcement, the U.S. Attorney's Office, local state's attorneys, and the Department of Corrections (Parole) Office to ensure computer related investigations and offenders who utilize electronic devices as the instrument of a criminal act are appropriately prosecuted and measures are taken to avoid recidivism. As of August 2012, the Computer Crime Unit is managing three (3) grant awards which fund equipment upgrades, training opportunities, overtime stipends, and internet lines for the Computer Crime Unit and its affiliate members. The Computer Crimes unit has two components, Investigations and Forensics.

The Firearms/Toolmarks Unit examines evidence for the identification of markings made through tool or weapon operations, as part of criminal investigations from throughout the state

Current Staffing Level: Thirteen sworn individuals (two sergeants and eleven troopers).

Proposed Staffing Level: Thirteen sworn individuals (two sergeants and eleven troopers) (no change).

*Bureau of Professional Standards and Compliance/Internal
Affairs Unit, Accreditation Unit, Inspections Unit*

The Bureau of Professional Standards and Compliance, is divided into three (currently operational) sub-components, as well as a fourth sub-component (that is not currently staffed or operational) as are set forth herein:

Internal Affairs Unit: The Internal Affairs Unit investigates and processes all complaints, inquiries and commendations from the public. The unit also maintains statistics and completes an annual report on the Use of Force statistics within the department, in addition to completing an annual Racial Profiling Report, which includes a review of any racial profiling complaints made against department personnel.

Accreditation Unit: The Accreditation Unit maintains the required standards of compliance for the Division of State Police, as dictated by the Commission on the Accreditation of Law Enforcement Agencies (CALEA), as a nationally accredited law enforcement agency. The Accreditation Unit also ensures compliance with Connecticut accreditation standards and serves as a liaison with other agencies throughout the state and across the country to influence and institute effective policies, rules, and regulations governing law enforcement agencies.

Inspections Unit: This unit conducts proactive announced and unannounced inspections of all commands within the Division of State Police in order to ensure compliance with agency policies and procedures as well as CALEA and Connecticut accreditation standards, all in an effort to enhance operational efficiency and effectiveness, correct deficiencies and mitigate risk. Currently the Inspections Unit consists (1) assigned Lieutenant, responsible to conduct (51)

Troop/Unit Staff Inspections, (55) Resident Trooper Staff Inspections, and all Annual Evidence Room Inspections and Annual Unannounced Evidence Audits department-wide.

Risk Management Unit: The Risk Management Unit is responsible for identifying and recommending action to the Commissioner to minimize risks or harm to agency employees, the physical infrastructure, fiscal impact and environmental resources of the agency. (This unit is not currently staffed.)

It is noted that until 2011 these functions, coupled with other functions that have since been absorbed within the Office of Administrative Services, possessed “office-level” status as the “Office of Professional Standards and Training” and were under the command of a state police lieutenant colonel. The responsibilities of the Internal Affairs Unit was also expanded, by definition, with the creation of the Department of Emergency Services and Public Protection which served to re-codify certain state agencies and thereby broadened the mission of the department’s internal affairs function by broadening the size and scope of this department.

Current Staffing Level: Eleven sworn individuals (inclusive of one major, one captain, five lieutenants, and four sergeants)¹⁰.

Proposed Staffing Level: Fourteen sworn individuals (inclusive of one major, one captain, six lieutenants, and six sergeants)¹¹.

Optimal Staffing Level: Fifteen sworn individuals (inclusive of one major, two captains, six lieutenants, and six sergeants)¹²

Office of Administrative Services – Staff Function

The Office of Administrative Services consists of a myriad of organizational functions that are other than “field” functions. For reporting purposes each office unit was instructed to report their function, and staffing needs, independently. The office is also staffed by a limited number of personnel who serve in an administrative capacity in the provision of oversight to this function.

Current Staffing Level: Four sworn individuals (inclusive of three sergeants and one trooper).

Proposed Staffing Level: Four sworn individuals (inclusive of three sergeants and one trooper) (no change).

¹⁰ Further breakdown by unit within the Bureau of Professional Standards and Compliance is as follows: One major as the bureau commanding officer and the following unit breakdowns: Internal Affairs: One captain, three lieutenants, three sergeants; Accreditation Unit: One lieutenant and one sergeant; Inspections Unit: One lieutenant.

¹¹ This figure represents one additional lieutenant and sergeant to Internal Affairs, and one sergeant to Risk Management.

¹² This figure representing one additional captain (beyond the proposed staffing level) in order to reconstitute the Risk Management Unit.

OAS Bureau of Field Technology, Infrastructure & Transportation Administration / Bureau of Information Systems and Technology Administration¹³

The Bureau of Field Technology, Infrastructure and Transportation is responsible for all infrastructure and transportation components throughout the Department of Emergency Services and Public Protection as well as an abundance of support, planning, regulatory, and technological responsibilities for the Division of State Police. Each of these functions is accomplished by four primary sections within the bureau and a multitude of specialized units within each section. The four sections within the Bureau of Field Technology, Infrastructure and Transportation include, Field Technology, Regulatory and Support Services, Infrastructure, and Transportation. Additional bureau responsibilities include the direct oversight of the grants, contracts, and certain Memorandums of Understanding, the issuance and monitoring of special duty overtime projects to sworn personnel, and various projects and programs as designated by the commissioner or deputy commissioner of the department.

The commanding officer of the Bureau of Field Technology, Infrastructure and Transportation is tasked with planning, developing, coordinating, and managing all Capital Infrastructure projects. Currently there are fourteen (14) active projects initiated for FY '14 through the Department of Administrative Services, Division of Construction Services. These projects carry an estimated total cost of over \$85 million with allowed bonding of just over \$51 million, and specific details regarding these Capital Improvement / Bond Management initiatives are further depicted within the Infrastructure Section.

The commanding officer of the Bureau of Field Technology, Infrastructure and Transportation also serves as the co-chairman of the Capital Equipment Fund Committee. As the co-chairman of the Capital Equipment Fund Committee, the commanding officer works in conjunction with the department's Chief Financial Officer to establish long term planning objectives in regard to the prioritization and acquisition of all agency capital purchases. The Capital Equipment Purchase Fund is administered by the Secretary of the Office of Policy and Management and capital equipment is inclusive of items that cost in excess of \$1,000.00 (except necessary data processing equipment which may be less than \$1,000.00) with an anticipated useful life of not less than five years from the date of purchase.

Additionally, the commanding officer of the Bureau of Field Technology, Infrastructure and Transportation serves as the commanding officer of the Emergency Operations Center. During statewide activations, this requires coordinated agency responses to natural or manmade disasters directly with the deputy commissioner of the Division of Emergency Management and Homeland Security.

Current Staffing Level: Four sworn individuals (inclusive of two captains, one lieutenant, and one sergeant).

Proposed Staffing Level: Four sworn individuals (inclusive of two captains, one lieutenant, and one sergeant) (no change).

¹³ For ease of application, the subunits of "Field Technology, Infrastructure and Transportation Administration, along with "Information Systems and Technology Administration" were combined for these reporting purposes.

AFIS/Livescan Unit

The AFIS/Livescan Unit is responsible for the management of the Automated Fingerprint Identification System (AFIS), Livescan and Mug shot computer systems including system security and the integrity of all AFIS files in the State of Connecticut. The unit diagnoses and troubleshoots network or communications problems; coordinates with vendors who provide maintenance services under contract; provides help desk type problem resolutions assistance to all AFIS users with interface to the state system; and performs related work as required. The unit will be increasing the number and complexity of AFIS/Livescan machines that it will be responsible for including technical and administrative support for non-criminal justice agencies purchasing machines conducting computerized background checks.

Current Staffing Level: No sworn individuals (civilian staffed).

Proposed Staffing Level: Not Applicable

Connecticut Telecommunications Section

The Connecticut Telecommunication Section is tasked to maintain several communication sub-systems that are integrated into providing a statewide telecommunications resource for the Department of Emergency Services and Public Protection (DESPP), as well as a number of other State agencies and other users. The sub-systems consist of the physical plant (sites and equipment), digital private microwave radio network, digital trunked simulcast radio network, 800 MHz mutual aid radio network, interoperability systems, statewide console network, emergency telephone system (ETS), and the network management system

Current Staffing Level: No sworn individuals (civilian staffed).

Proposed Staffing Level: Not Applicable

Grants Administration Unit

The Grants Administration Unit is responsible for the overall programmatic management of all federal and state grants within the Department of Emergency Services and Public Protection, Division of State Police. The unit serves as liaison between senior management, program managers and fiscal grant administration as well as the awarding state or federal agency. Consideration of the administrative consolidation of this function, with the Research and Planning Unit, is also offered by the incumbent commanding officer.

Current Staffing Level: No sworn individuals (civilian staffed).

Proposed Staffing Level: Not Applicable

Facilities Management Unit

The Facilities Management is tasked with the following responsibilities:

- Coordinate, maintain facilities and grounds in safe and usable condition at fifty-two (52) locations on a 24/7/365 basis. These locations house individual troop, office, training and mixed business use throughout the State of Connecticut encompassing in excess of 950,000 square feet.
- Daily Maintenance Requests: Utilizing in house trade staff, the Facilities Management Unit completes approximately 1,200 maintenance programs and trouble calls on an

annual basis. In addition the unit utilizes outside vendors for support of all trades for an additional 650 service requests. Using outside resources on such a regular basis significantly increases agency “bottom line costs.”

- Exterior Building Maintenance: These tasks are completed using in house trade labor and contractors. Work includes window replacement, correcting building water infiltration, gutters, roofing repair, masonry repair and sealing, etc.
- Interior Building Maintenance: Contracted services for building repairs and maintenance i.e.: office build out and renovations, cabinetry, painting and staining, carpet and tile work.

Current Staffing Level: No sworn individuals (civilian staffed).

Proposed Staffing Level: Not Applicable

Fleet Operations Unit

The Fleet Operations Unit maintains approximately 2,000 vehicles and is comprised of a “Vehicle Maintenance Unit” and an “Electronics Maintenance Unit.” The Vehicle Maintenance Unit is responsible for vehicle acquisitions, vehicle maintenance, vehicle repairs, and the disposal of all agency vehicles. The Electronics Maintenance Unit is responsible for and coordinates the installation, repair, and removal of all installed electronic equipment in state police vehicles.

It is noted that due to unit understaffing, certain tasks within this unit are performed by contract providers costing the state significant sums of money.

Current Staffing Level: No sworn individuals (civilian staffed).

Proposed Staffing Level: Not Applicable

Research and Planning Unit

The Research and Planning Unit is tasked with the following responsibilities:

- Coordinate, maintain, edit, and disseminate the Administrations and Operations Manual when necessary by either a complete distribution or on a case by case distribution.
- Research, draft, and edit materials for incorporation into the Administration and Operations Manual. Sources of changes include suggestions and requests from personnel in the field of all ranks, case law from training academy bulletins and other sources, public acts upon notification of publication, or self-initiated including ideas from trade publications, newsletters and journals.
- Revise and update the three (3) Administration and Operations manuals that the department issues (sworn, the full department manual (including chapter 20), the civilian manual, and the resident trooper program manual).
- Assist the department accreditation manager in maintaining compliance with C.A.L.E.A. and state accreditation standards. Additional assistance is provided to the Inspections and Risk Management Unit under the Bureau of Professional Standards and Compliance when required.
- Maintain a library with up-to-date samples of all DPS/DESPP forms electronically and update/revise those forms as needed. Liaison with Reports and Records to assign report form numbers and insure compliance with the State Library retention schedule.

- Create new forms for various units within the Department of Emergency Services and Public Protection (DESPP) as required by statute or as requested by personnel.
- Research and prepare Administration and Operations Manual Freedom of Information Act requests for the DESPP Legal Affairs for upcoming litigation or requests by the general public.
- Complete surveys as requested by the command staff and department members in the field or specialized units and assist sworn and civilian personnel and units with procedural questions.
- Liaison with personnel of police agencies, in-state and out-of-state, on policy writing, status of past and current policy and how to start or maintain procedure manuals.
- Organize data and duplicate CD-ROM/DVD disks for distribution throughout the agency for various units, such as Homeland Security, Crimes Analysis, and Traffic Units, using a CD-ROM duplicator. These also include training CDs containing various Power Point programs, civilian handbooks, as well as numerous training aids, materials and documentation for command staff personnel.
- Assemble data, compile and publish the annual pursuit report to the Commissioner at the beginning of each calendar year for the previous year as well as a trend analysis report which is submitted to the Office of Field Operations and the Accreditation Unit to meet compliance with C.A.L.E.A Standards.
- Maintain historical records related to procedural changes which date back to 1988 when the Administration and Operations Manual was first issued. Authenticate and certify documents required for court appearances as the department keeper of business records related to the Administration and Operations Manual or written policy changes.
- Participate in various committees as required. Participation may include immediate work on policy or to prepare for future policies as needed.
- Perform special assignments as assigned by the Commanding Officer of the Bureau of Infrastructure, Transportation and Communication. Current projects include a complete rewrite of the Administrative and Operations Manual to produce the sixth edition.
- Responsible for maintaining an up-to-date department-wide organizational chart in an electronic format and make it available to the entire department via the A&O Manual.
- Members of the unit attend meetings and training vital to the operational development of the department, perform other administrative support as requested and make necessary recommendations to the Colonel.

Current Staffing Level: One sworn individual (trooper).

Proposed Staffing Level: Two sworn individuals (one lieutenant and one trooper).

Background Investigation Unit

The Background Investigative Unit conducts all background investigations on sworn and civilian department personnel, including potential state police recruits that have successfully proceeded through the various selection processes.

Additionally, the unit conducts Background Investigations for several state agencies, including the Department of Children and Families, the State Treasurer's Office, the Department of Special Revenue and the Governor's Office. The Background Unit has recently taken on the Licensing Backgrounds for both the Foxwoods and Mohegan Sun Casinos.

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The Background Investigation Unit is unable, because of current staffing levels, to complete requested investigations in an expeditious manner. The volume of work, along with the need for detail and accuracy (taking into account the potential “exposure” that would be associated with a deficient background investigation) has far exceeded the personnel assigned to this function.

Current Staffing Level: Four sworn individuals (inclusive of two sergeants and two troopers).

Proposed Staffing Level: Eleven sworn individuals (inclusive of one lieutenant to serve as the commanding officer, two sergeants, and eight troopers).

COLLECT Unit

COLLECT is a statewide law enforcement database system that runs twenty-four hours a day, seven days a week. The system is designed for the safety of law enforcement officers and provides the criminal justice community with timely information. The National Crime Information Center (COLLECT/NCIC/NLETS) is a national law enforcement system that is managed by the FBI. Both COLLECT and NCIC provide timely information regarding stolen property and a wide variety of “persons files” such as wanted, persons, missing persons, registered sex offenders, and supervised persons on release. COLLECT also provides its users with access to other state agency files, such as DOC, DMV, PRAWN, OBTS, POR and JEB.

COLLECT continues the process of upgrading the currently forty (40) year-old “legacy system” to COLLECT V2. COLLECT V2 meets NCIC 2000 standards and provides our users with full NCIC 2000 functionality. The COLLECT V2 system has become an important conduit for several other state agency systems as its new architecture allows other agencies to easily tap into the V2 for data. COLLECT is also responsible for the programming of MNI/CCH. MNI/CCH has also not been upgraded in forty (40) years. Due to the FBI’s requirement for XML “rapsheets,” MNI/CCH itself must be modernized.

Current Staffing Level: No sworn individuals (civilian staffed).

Proposed Staffing Level: Not Applicable

Computer Services Unit

The Computer Services Unit (CSU) is tasked to provide effective and efficient solutions and services for the information technology needs of the agency and relevant information needs of Connecticut law enforcement agencies, the criminal justice community, and the public at large. “CSU” is the IT research, development, delivery, and support function across all agency functions. The unit currently consists of one manager and one supervisor with thirteen IT Analysts (ten hardware support and three programmers) supporting 1,600+ agency employees, approximately 4,800 IT devices, 90+ agency facilities statewide including but not limited to all troop locations, districts, headquarters, resident trooper locations, specialty units, Brainard facility, and Rentschler Field, all agency cruisers and specialty vehicles and mobile communications vehicles, and support and service for all planned and impromptu events (i.e. UCONN Spring Weekend, electronic surveillance support, etc.)

Current Staffing Level: No sworn individuals (civilian staffed).

Proposed Staffing Level: Not Applicable

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Crimes Analysis Unit

The Crimes Analysis Unit (CAU) is mandated by state law to provide Connecticut crime statistics from one hundred and two (102) police departments throughout Connecticut to the FBI. Twenty (20) of these one hundred and two (102) agencies report index crime data via the Uniform Crime Reporting (UCR) Summary Program. In 1993, CAU became involved in the National Incident-Based Reporting System (NIBRS); eighty-two (82) agencies report their index crime data via NIBRS electronically by email. This unit also receives from these one hundred and two (102) agencies reports of all family violence (FV) incidents resulting in an arrest and all "Hate Crime" incidents. This unit also provides data to other state police agencies that are under executive order to produce certain documents, including but not limited to, racial profiling information. These programs are the only programs in the state capturing this type of information.

Current Staffing Level: No sworn individuals (civilian staffed).

Proposed Staffing Level: Not Applicable

Fire and Explosion Investigation Unit

The Fire and Explosion Investigation Unit's primary responsibilities are to assist the local fire marshals, local police, and state police troops and units with the investigation of fires and explosions. As of October 1, 2013, SB 929 returned statutory responsibility for the regulation, inspection, and enforcement of regulations pertaining to Explosives and Blasting, Pyrotechnics, and Model Rocketry to DESPP and falls within the FEIU's area of responsibility. The unit is also tasked under a Memorandum of Understanding with the Department of Consumer Protection with the investigation of all serious injury and/or fatal carnival ride accident investigations, the inspection of circus tents, as well as the set up inspections of all carnival and fixed amusement rides set up in the state. The unit is also responsible under an additional Memorandum of Understanding to assist the Department of Construction Services with assisting the State Fire Marshal, State Building Inspector, and the Codes and Standards Committee with investigations of local fire marshals and building officials, to assist the Office of Education and Data Management with training, and to assist the state crane inspector with investigations as required under the State of Connecticut Crane regulations, Demolition Regulations, and Hoisting Regulations.

The FEIU is the only investigative unit assigned to ESU. The calls for the unit are generated by requests from local fire marshals through the state police message center. All of the troopers and sergeants are required to maintain ninety (90) hours of in-service training in a three-year period to maintain their fire marshal certification. Additional certification and training is required for the inspection of amusement rides.

Due to the type of investigations conducted, troopers are assigned to investigate the initial cause and origin of a fire and then work with a local detective division or state police major crime unit to complete a criminal investigation. This concept has worked well in major investigations where investigative resources were needed to complete interview or other criminal investigative functions while FEIU troopers processed the fire scene to provide valuable scene information for arrest and prosecution of offenders. In the case of other investigations involving amusement

rides, cranes and demolition, the FEIU troopers complete cases on their own due to the specific nature of the offense and the familiarity with the codes and regulations to be enforced.

Staffing within the unit is below the level that it was in 2009. The workload increases each year as does the increase in fires and reduction of staff. Each trooper assigned to the unit is past due on reports. Report submission is on average three (3) to eight (8) months after the investigation based on the severity of the case, injuries, or fatalities and the need for case reports to support prosecution.

Current Staffing Level: Fifteen sworn individuals (inclusive of two sergeants and thirteen troopers (detectives)).

Proposed Staffing Level: Twenty-one sworn individuals (inclusive of one lieutenant, three sergeants and seventeen troopers (detectives)).

Fingerprint Unit

The Fingerprint Unit is responsible for the processing of seventy-one (71) different categories of fingerprint supported background checks. Their responsibilities include fingerprinting the general public, provision of fingerprint information assistance, fingerprint identifications for state, local and federal agencies, and the processing, categorization, and response related to, fingerprint cards.

Current Staffing Level: No sworn individuals (civilian staffed).

Proposed Staffing Level: Not Applicable

Polygraph Unit

The Polygraph Unit is responsible for conducting polygraph examinations in support of law enforcement pre-employment selection processes. These examinations are conducted for both local police agencies as well as for our own agency. In addition to pre-employment examinations, unit members conduct polygraph examinations in support of criminal investigations being conducted by department personnel, as well as local police agencies and courts.

Current Staffing Level: Four sworn individuals (inclusive of two sergeants and two troopers)¹⁴.

Proposed Staffing Level: Five sworn individuals (inclusive of two sergeants and three troopers)¹⁵.

Reports and Records Unit

The Reports and Records Unit is the central repository for all state police investigative reports. Each troop and specialized unit sends the original copy of all reports to this office. Reports and Records works in concert with the Connecticut Public Record Administrator to administer the agency records retention program. This involves tracking and setting retention periods for all agency record series according to state statutes and regulations. Other areas of responsibility include the agency mail handling center and the duplication center. The mail handling area

¹⁴ Note that all of these individuals are operational polygraph examiners.

¹⁵ Note that all of these individuals are operational polygraph examiners.

ensures timely delivery of interdepartmental and postal mail throughout the department. The duplication center is where most agency forms, training booklets, and other materials are printed for use by our agency.

Current Staffing Level: No sworn individuals (civilian staffed).

Proposed Staffing Level: Not Applicable

Selection and Investigative Support Section

The Selection Unit is responsible for the overall administration and day to day operation of all division recruit and selection functions. The unit actively recruits State Police Trooper Trainee applicants throughout all of the New England states, Pennsylvania, New York, New Jersey and other states as permitted. This unit also coordinates selection and testing needs with the Department of Administrative Services for the initial applicant testing phases of the selection process. The unit thereafter administers the majority of the recruit selection process.

The unit works in conjunction with the Polygraph Unit which administers pre-employment polygraph examinations, and the Background Investigation Unit, which administers pre-employment background checks. The unit is responsible to oversee all state police recruitment activities, administer and monitor the state police selection process that selects candidates for recruit training, administers the Selection Management Committee, liaisons with the Department of Administrative Services with respect to applicant testing, and monitors PSA's with specific vendors to include psychologists, medical doctors and laboratory services for drug screening.

The current absence of personnel within this unit minimizes the outreach of this unit to potential employment applicants, which in turn minimizes the potential diversity of recruit personnel. Additionally, the processing period for trooper trainee applicants is approximately one year from written examination to academy entry, caused in large part by the minimal number of personnel available within this unit to process applicants through the assorted testing/application phases.

Current Staffing Level: Three sworn individuals (inclusive of one major, one master-sergeant and one trooper).

Proposed Staffing Level: Seven sworn individuals (inclusive of one major, one master-sergeant and five troopers).

OAS Regulatory & Support Services Staff

The OAS Regulatory Services Section operates under the umbrella of the Bureau of Field Technology, Infrastructure and Transportation, within the Office of Administrative Services. Regulatory Services is divided into three sub-components, the Special Licensing and Firearms Unit, the Sex Offender Registry Unit, and the Deadly Weapon Offender Registry Unit.

Current Staffing Level: One sworn individual (captain).

Proposed Staffing Level: One sworn individual (captain) (no change).

Special Licensing and Firearms Unit

The Special Licensing and Firearms Unit (SLFU) is responsible to insure that all statutory and regulatory mandates are complied with, in regard to pistol permitting and revocation, all handgun sales and transfers and all dealer firearms sales, the licensing and regulation of private detective agencies, private detectives, security service companies and security guards (including mandated training for armed and unarmed guards, and corporate and jobsite inspections), professional bondsmen, bail enforcement agents, and the issuance of special police powers. SLFU is responsible for the regulation and oversight of firearms and firearms laws, as provided for by state and federal statutes, the licensing, regulation and oversight of professional boxing, amateur boxing, MMA and sparring within the state, and the licensing and regulation of Pawn Dealer, Second Hand Dealer and Precious Metal and Stones Dealers. With the recent consolidation of agencies and retirements this unit also became responsible for the licensing of fireworks and explosives applicants. Several MOUs are in place for various procedures mandated by Connecticut General Statutes.

Special Licensing and Firearms was inundated with numerous requirements upon passage of Public Act 13-3, as amended by Public Act 13-220. As there were several portions of the Acts which were effective immediately upon passage, there was no lead in time for development of procedure. Eight (8) of the thirty-four (34) staff requested in conjunction with this legislation were received in July of 2013, one of which has since transferred to another state agency.

The newly created Large Capacity Magazine Declaration process yielded 36,932 individual applications. Each declaration requires a receipt and may contain multiple entries for individual magazines all requiring entry into the Special Licensing Weapon Registration System (SLWRS).

The extension of the Assault Weapon Ban yielded 50,242 certificate applications. Each certificate requires a background check, issuance of a certificate number and weapon information entered into SLWRS.

The process for Long Gun Eligibility Certificates is established and has been since July 2013. The demand has increased as the Certificates are required for purchase or transfer on April 1st, 2014.

The addition of Mixed Martial Arts as a full regulatory function for both professional and amateur events requires additional staff upon approval of the regulations currently with the regulatory review board. Public Act 13-259.

Current Staffing Level: Ten sworn individuals (inclusive of one lieutenant, two sergeants, and seven troopers).

Proposed Staffing Levels: Sixteen sworn individuals (inclusive of one lieutenant, two sergeants, and thirteen troopers).

Sex Offender Registry Unit

The agency's Sex Offender Registry Unit (SORU) and the DNA Collection Unit (DNA-CU) ensure the tracking of the current 5,315 registered sex offenders in the state. The unit is responsible to send address verification letters every ninety (90) days, provides certain statutory notification to local law enforcement agencies, town managers, local school officials, prepare

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and review investigative reports for registrants who commit registry violations, prepare and review arrest warrant applications for registry violations that occur in state police jurisdictions, collect certain biological samples for DNA analysis from convicted felons not placed into confinement or probation, and to handle and store these biological samples.

Approximately twelve (12) to twenty (20) new DNA violations are sent to the Registry each month. At the current time the Registry does not have a dedicated DNA investigator. This responsibility rests with SORU investigators. The Registry acquires approximately 400 new sex offense violations each month and twelve to twenty (12-20) violations regarding the submission of DNA by convicted felons. On September 1, 2013, the unit consisted of three (3) sworn personnel. The sex offense backlog consisted of approximately 9,613 violations committed amongst 3,506 Offenders. The Sex Offender Registry was allocated three (3) retired troopers in September 2013 through the 2012 federal sex offender grant SORNA 2012-AW-BX-0053. Their primary task was to complete investigative reports for open/backlog violations. As a result of their efforts the backlog on June 30, 2014, had decreased by 51.43%.

Current Staffing Level: Six sworn individuals (inclusive of one lieutenant, one sergeant and four troopers).

Proposed Staffing Levels: Eight sworn individuals (inclusive of one lieutenant, one sergeant and six troopers).

Deadly Weapon Offender Registry Unit

The Deadly Weapon Offender Registry was established and has been maintained within the Department of Emergency Services and Public Protection as of this year. The registry was brought to fruition as a direct result of 54-280 CGS (*Formerly Public Act 13-3 as amended by Public Act 13-220). Effective January 1, 2014, the Department of Emergency Services and Public Protection was required to create, maintain, and update this registry. This legislation requires that those subjects convicted of deadly weapon related offenses be registered with the Department of Emergency Services and Public Protection. There are a wide array of tasks, all of which are associated with facilitating the registration of this population of registrants, necessary for this process. The DWOR unit has received a significant amount of correspondence from judicial officials, correction officials, and law enforcement personnel in working to fulfill the obligations outlined within the legislation.

Parallels can be drawn between the DWOR and the Sex Offender Registry (SOR) that are worthy of consideration with respect to staffing needs.

Through the first eight months of 2014 the DWOR registry has received over 1100 advisements of person(s) who may require registration from the Department of Corrections and the Judicial Branch. Of these 1100 advisements, 485 individuals have completed their registration. 352 investigations have been completed into non-compliance with registry requirements. There is a backlog of nearly 100 investigative reports. Over 250 violation letters have been mailed to persons found to be in violation of various aspects of the statutory requirements of the legislation. It is anticipated that through the remainder of this year that the registry will continue to grow and over the next five years the registry will grow exponentially as individuals will be added and no persons will be removed due to the five-year registration term.

Current Staffing Level: Three sworn individuals (three troopers).

Proposed Staffing Levels: Six sworn individuals (six troopers).

State Police Bureau of Identification (SPBI)

The State Police Bureau of Identification (SPBI) is responsible for the retention and dissemination of all criminal history records for the State of Connecticut, and to process requests for background checks that are both “fingerprint supported” and “name and date of birth only.” Requests can be for various reasons including but not limited to, challenged positive identification, criminal (from the courts and police departments), personal record search, guard applications, job applicants, letters of good conduct, pardons, pistol permits, vendors, and individuals working with children (in accordance with the “Adam Walsh Act (AWA)). Schools and child welfare agencies must also complete state and federal background checks on their prospective employees.

Current Staffing Level: Two sworn individuals (troopers)¹⁶.

Proposed Staffing Level: Two sworn individual (troopers) (no change).

State Police Training Academy and Firearms Training Unit

The State Police Training Academy is responsible for the provision of Recruit, In-Service, Remedial, and Advanced Training Programs for both sworn and civilian members of the Connecticut State Police, as well as other designated law enforcement and non-law enforcement personnel. Additionally, the Connecticut State Police Training Academy encompasses the State Police Firearms Training Unit and the DARE program. While cross-over of instructor skill-set is frequent, all four of these functions must maintain adequate staffing for the Training Academy to fulfill its agency mission.

It should also be noted that the Training Academy report broke down staffing needs based on those periods when a Training Troop is in session, as opposed to those instances where a Training Troop is not in session. (Therefore, for purposes of this study, calculations were made assuming that a Training Troop was in session.)

It is additionally noted that the Connecticut State Police 124th Training Troop, consisting of seventy¹⁷ recruits, is currently in training at the State Police Training Academy. For purposes of this report, however, these seventy individuals were added to agency totals at the conclusion of the report, rather than account for them within this section.

Current Staffing Level: Twenty-six sworn individuals (inclusive of one captain, three sergeants and twenty-two troopers).

Proposed Staffing Levels: Forty-one sworn individuals (inclusive of one captain, two master-sergeants, four sergeants and thirty-four troopers).

¹⁶ This unit is staffed primarily with civilian department personnel.

¹⁷ Up-to-date figure as of August 21, 2014.

CAD / RMS / GIS Unit

The CAD/RMS Training and Implementation Unit is responsible for the management of the Computer Aided Dispatch (CAD) and Report Management System (RMS) utilized by all sworn Department of Emergency Services and Public Protection (DESPP) and Division of State Police personnel. The unit is also responsible for researching and purchasing mobile technologies, diagnosing and troubleshooting existing equipment, performing repairs, and providing help desk type support for over nine hundred and seventy (970) troopers in the field. The unit works closely with private vendors and other state and federal agencies to ensure seamless integration of various systems and technologies. In addition, the unit works directly with a current onsite vendor (NexGen) to ensure constant compliance with new software designs and technology to meet the agency needs in these areas of responsibility. There is currently only one (civilian) employee that is responsible for all after hours and emergency support. This is an area that has been identified as a single point of failure should this employee is unavailable for service. Overall, there are only three individuals in this unit that are responsible for providing support to over 1100 personnel. This unit is responsible for the most widely used software application amongst sworn personnel. The support provided ranges from hardware, software, and user issues. The CAD/RMS Field Technology Unit has taken on more and more responsibility/projects even though staffing levels have not been replenished or increased. Many of these projects require research, development, testing, procurement, inventory, installation, deployment, training, support, maintenance, re-assessment, and refresh cycles. This unit has justifiably found itself at the forefront of numerous technological advances and projects a few of which are outlined below:

- Consolidated Dispatch Tasks/ State Wide Map Development.
- New Vehicle Development/Deployment
- Electronic Citation Program.
- License Plate Reader Program.
- Mobile Data Terminal Deployments.
- System Access Validations for all DESPP employees.
- Data Driven Approach to Crimes and Traffic Safety (DDACTS).
- National Incident Based Reporting System process development.
- Connecticut Impaired Drivers Record Information System.
- Model Minimum Uniform Crash Criteria reporting development for all Connecticut collisions.

With these increased responsibilities and very worthwhile programs comes the need to adequately and efficiently manage these projects from all the standpoints listed above. Current staffing is inadequate to achieve this end.

Current Staffing Level: One sworn individual (trooper).

Proposed Staffing Level: One sworn individual (trooper) (no change).

Bureau of Criminal Investigation

The Bureau of Criminal Investigations (BCI) consists of ten (10) specialized investigative units within the Department of Emergency Services and Public Protection. These units include: The Statewide Narcotics Task Force (SNTF); The Statewide Organized Crime Investigative Task Force (SOCITF), The Statewide Urban Violence Cooperative Crime Control Task Force (SUVCCCTF), The Connecticut Regional Auto Theft Task Force (CRATTF), The Statewide Firearms Trafficking Task Force (SFTTF), The Central Criminal Intelligence Unit (CCIU), the Extradition Unit, the Casino Investigative Unit, The Electronic Surveillance Lab (ESL), as well as the Evidence Control Unit.

Each of these units conducts a myriad of both long-term and short-term criminal investigations that are focused on the detection and suppression of various criminal enterprises whose activities negatively impact the quality of life of the citizens of Connecticut. While primarily staffed with State Police personnel, some of the Bureau's units and task forces are augmented with personnel from several local police departments, federal law enforcement agencies, the Connecticut Motor Vehicle Department, and the Connecticut National Guard. Many investigations rely upon established partnerships, coordination and collaboration with the FBI, DEA, ATF, Coast Guard, United States Immigrations & Customs and other local, state, and federal law enforcement agencies.

The various investigative units under the authority of the Bureau of Criminal Investigations (BCI) are specialized and designed to perform long term, intensive investigations. These units require unique training and the investigations they conduct are typically long term and time consuming endeavors. The units within BCI are also available to work cooperatively with any local, state, and federal law enforcement agency as well as provide technical and investigative support for state police troops and units upon request.

1. Evidence Control Unit:

The BCI Evidence Control Unit is responsible for the intake, storage and disposal of all the drug/narcotic evidence seized by all State Police Troops/Units. BCI Evidence also conducts the intake, storage and disposal of all evidence, firearms, currency and vehicles seized by units within BCI. The intake, storage and disposal of seized vehicles at the Seymour impound lot is part of the unit's duties. BCI Evidence is responsible for scanning, count verification and the deposit of all seized currency for BCI Units, as well as the distribution of all seized currency, to the courts, Drug Asset Forfeiture or return to the owner. BCI Evidence complies with court ordered requests for drug testing by transporting/retrieving drug/narcotics to the Forensic Lab for examination. BCI Evidence complies with court orders from all GAs and JDs within the State of Connecticut, orders must be completed within 90 days, which include the destruction of evidence, for appropriate police use or the return of property to the owner. BCI Evidence conducts a monthly burn at an incinerator in Bridgeport; to dispose of old files, evidence and Drug/narcotic items. It coordinates with DESPP Fleet to have vehicles issued to State Police, put into service as a BCI vehicle. BCI Evidence ensures audits from Examiner of Seized Property, Drug Asset Forfeiture and Fiscal Services are correct and current.

The BCI Evidence Control Unit also is responsible for ordering, storage and disbursement of all Drug test kits, printer ribbon and labels for the evidence printers for all of the State Police Units.

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BCI Evidence Control Unit issues web gear, raid shirts and raid jackets to all new BCI Troopers, new members to BCI that are local officers also issued a State Police radio.

2. Extradition Unit:

The Extradition Unit consists of Connecticut State Police personnel that facilitate the coordination of documents between the judicial system (courts), the Governor's Office, and the Secretary of State's Office, for extraditions and renditions of prisoners for both state and local police agencies, and also facilitates the transfer of prisoners to out of state law enforcement entities. The unit also coordinates efforts to locate fugitives wanted in other states that may be residing in Connecticut for any state or local law enforcement agency.

3. Statewide Narcotics Task Force:

The Statewide Narcotics Task Force (SNTF) was established in July 1977 by the Connecticut legislature. SNTF is legislatively mandated, CGS 29-176 for the cooperative enforcement of Connecticut laws concerning the manufacture, distribution, sale, and possession of narcotics and controlled substances.

To enhance administrative coordination, the legislature established the SNTF within the Department of Emergency Services and Public Protection, Division of State Police. This legislation further provided for interagency control by creating an SNTF policy board. The policy board formulates, directs, and supervises SNTF policies and operating procedures. The policy board consists of the Commissioner of Public Safety, Chief State's Attorney, Connecticut Agent-in-Charge of the Drug Enforcement Administration (DEA), President of the Connecticut Chiefs of Police Association and five chiefs of police designated by the Association. Each policy board member has an equal vote in the conduct of SNTF business.

Operationally, SNTF is divided into an administration section and five field offices covering all areas of Connecticut. Field office functions are directed by State Police supervisors. State and local police department officers entering SNTF as investigators or undercover officers are screened by SNTF supervisors and their appointments are confirmed by the policy board.

The unit conducted 1417 investigations, executing 356 search warrants and effecting 600 arrests. In addition, the unit seized 215 firearms and 50 vehicles. Total Narcotics Seizures for FY 2013/14 yielded a street value for drugs seized at \$23,871,098; and cash seizures for FY 2012/13 (last available year) at \$436,137.

In addition to day to day investigations, both self-initiated and in response to requests to support local, state and federal agencies, SNTF is involved in several specialized programs. These include the Drug Endangered Children program, Domestic Cannabis Eradication and Suppression program, Domestic Highway Enforcement program, Clandestine Laboratory Response Team, New England High Intensity Drug Trafficking Area, and various local, state and federal task forces.

Over the past several years the unit has become more specialized and, unfortunately, reactive rather than pro-active due to our staffing. SNTF personnel are also frequently called upon to address manpower issues associated with BCI shortages as well as being utilized to participate

with federal task forces. At present, SNTF has committed one detective to an FBI Organized Crime Taskforce (via a TDY transfer to SOCITF), one detective to the HSI Task Force (Via a TDY transfer from Troop H), one sergeant and two detectives to States Attorney's Shooting Taskforce (Hartford), one sergeant to the ATF task force (New Haven) and one detective to the DEA Taskforce, for a total of six (6) "taskforce" detectives. It is also noted that presently two TDY sergeants to BCI are assigned to ATF task force endeavors (TDY via BCI) in Waterbury and Norwalk. It is also noted that if assigned permanently to SNTF these two sergeants would fully staff each of the five field offices with two supervisors each.

It is documented that our Local Officer Incentive JAG grant under a violent crimes reduction grant allows for a maximum of 25 task force officers (TFOs) to be covered under this program. Staffing continuously fluctuates regarding TFO's, depending on the participation from local communities police chiefs. Additionally, the Local Officer Incentive JAG grant funds stipends for two (2) Bridgeport police officers assigned to the Statewide Urban Violence Cooperative Crime Control Task Force (SUVCCCTF) in Bridgeport. Furthermore two DEA agents, two HSI agents (one full time, one part time) are assigned among the field offices.

The five field offices under the control of the SNTF are specialized and designed to perform long term, intensive narcotic investigations. These units require unique training, certifications and additional funding to function proficiently.

Each office contributes personnel and / or resources to specialized endeavors including the Drug Endangered Children program, Domestic Cannabis Eradication and Suppression program, Domestic Highway Enforcement program, Clandestine Laboratory Response Team, New England High Intensity Drug Trafficking Area (NE HIDTA), and various local, state and federal task forces. Certain additional office initiatives are as follows:

- **Hartford Shooting Task Force:** Due to the nexus between the firearm violence associated with the illegal narcotics trade, two members of Statewide Narcotics Task Force (SNTF) are presently assigned to this squad. The detectives expertise as street-level narcotics investigators, proficiency in the area of informant cultivation / management and effectiveness while working alongside local law enforcement is critical to the success of this initiative. The Hartford Shooting Task Force began in August of 2008 and was dismantled in 2010. Due to the increase in narcotic related gun violence, the initiative was reassembled in July 2011, with two prior members of the task force assigned from SNTF, one sergeant and one detective. Between July 2013 and June 2014, members of the Hartford Shooting Task Force have arrested approximately 113 subjects in connection with previously unsolved, fatal and / or non-fatal shootings in the capital city. From July 2013 – June 2014 the Shooting Task Force has seized approximately 53 guns, served 36 felony arrest warrants, served 8 search warrants, made 108 Felony Arrests and made 5 misdemeanor arrests.
- **Domestic Cannabis Eradication Program:** This program produced outdoor cultivation statistics during calendar year 2013 as follows: 15 plots eradicated; 554 cultivated plants eradicated; bulk/processed marijuana seized: 202 pounds. 17 people were arrested on 44 state charges; \$110,720 -value of cash and other assets seized; 18 firearms seized. The

indoor cultivation statistics during calendar year 2013 were as follows: 21 grow locations identified; 566 cultivated plants eradicated; bulk/processed marijuana seized: 88 pounds. 33 people were arrested on 130 state charges; \$211,265 – value of cash and other assets seized; 21 weapons seized.

- Drug Endangered Children Program: A two pronged focus, including narcotics enforcement efforts and reporting and training / education.
- Domestic Highway Enforcement (DHE) Program: This program concentrates on narcotics trafficking on major state roadways. Numerous intelligence reports indicate that narcotics frequently are being transported by commercial vehicles (tractor-trailers), passenger vehicles, buses, trains and commercial parcel services as well as the United States Post Office into and within the State of Connecticut. The program is administered by SNTF, all eleven state police troops participate, involving operational planning, implementation, statistical reporting, time tracking, analysis and referrals to other law enforcement agencies.
- Clandestine Laboratory Response Team: This team is responsible for response to (and is presently experiencing an increase in) laboratories other than methamphetamine, to include designer drugs, butane honey oil and indoor marijuana grows where the use of personal protective equipment is now the professional norm. Annual training and recertification of personnel serving within this function is required.
- New England High Intensity Drug Trafficking Area (NE HIDTA): The New England High Intensity Drug Trafficking Area funds a majority of SNTF's budget for equipment, training, investigative overtime and incidentals. Program tracking is cumbersome and time consuming, nevertheless critical to secure and ensure funding that is necessary to operate. Without NE HIDTA funding, SNTF would be minimally functional, in no way proactive and virtually ineffective as DESPP funding for SNTF endeavors is minimal.

In conclusion, with current agency staffing levels many proactive activities must be abandoned to prioritize emergent or nuisance issues. As such, SNTF's ability to take on significant investigations enabling the dismantling of drug trafficking organizations (DTO's) utilizing tools such as court authorized wiretaps and its ability to conduct long term racketeering and money laundering investigations are limited or compromised. Low staffing levels prevent the pursuit of complex investigations as they require a significant commitment of personnel. Seizures of assets to include real property, vehicles and currency are negatively impacted. Another consequence of low staffing is the frequent occurrence of overtime to complete assignments and insure daily coverage of both supervisors and detectives. Narcotic investigations are not only a specialized skill but are extremely dangerous. The risk of personnel encountering armed criminals prepared to attack sworn personnel with firearms is ever present and the safety of assigned personnel should never be compromised by low staffing levels.

4. Statewide Organized Crime Investigative Task Force:

The Statewide Organized Crime Investigative Task Force, (SOCITF) was established by statute (CGS Sec. 29-179f) in 1973, the oldest specialized unit within BCI. SOCITF has a great deal of

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flexibility in meeting the Bureau's core mission. SOCITF specializes in gambling, prostitution, political corruption, and other long and strategic investigations of corruption. The task force compliments federal investigative efforts and works cooperatively with many federal agencies. Over the past few years, SOCITF has assumed the lead role of human trafficking activities in the State of Connecticut with the passage of recent legislation.

5. Connecticut Regional Auto Theft Task Force:

The Connecticut Regional Auto Theft Task Force was established by statute in 1994. (CRATTF) is responsible for criminal investigations as related to automobile theft that occurs within the confines of the State of Connecticut. The task force also participates in joint investigations with federal, state and local law enforcement agencies as well as the various insurance investigators on complex investigations. In 2009 CRATTF staffed three regional offices (Hartford, New Haven, and Bridgeport). The unit is currently housed in Meriden.

6. Statewide Firearms Trafficking Task Force:

The Statewide Firearms Trafficking Task Force (SFTTF) was founded by statute (CGS 29-38f) in 2000 after a spike in gun trafficking and firearm related violence associated with street gang activities. At its inception, SFTTF was staffed with personnel from multiple federal, state, and local law enforcement agencies. There is a policy board for oversight with limited to no outside funding sources for this task force. It is noted that (current) TDY sergeants are assigned to firearms violence reduction projects in Norwalk and Waterbury. These assignments have a defined start and end date.

7. State Urban Violence Cooperative Crime Control Task Force:

The State Urban Violence Cooperative Crime Control Task Force, (SUVCCCTF) was formed in 1993, under the authority of CGS Sec. 29-179f, as the result of serious and increasing gang problems/activities in the state's urban environments. The statute provided for a commanding officer and other personnel, "as the Commissioner of Public Safety may deem necessary to address current trends." At its inception the task force was staffed with personnel from local, state and federal agencies, and local officer incentive stipends were paid to participating municipalities. In July 2006 state legislation changed the name of SCCCTF to the State Urban Violence and Cooperative Crime Control Task Force (SUVCCCTF). This legislation provided that the Task Force "shall conduct and coordinate investigations in connection with crimes of violence and other criminal activity deemed beyond the ability of local authorities to contain." The mission of the unit is to properly identify crimes associated with organized group/gangs, illegal firearms activity, crimes of violence and law enforcement problems of mutual concern which is operating in a specific target area. Once the existence of these crimes has been established, the assigned personnel, utilizing specialized enforcement techniques, initiate an investigation directed toward the criminal activity. Specific enforcement concentration is given to crimes involving firearms, high impact crimes and violent crimes against persons which threaten the day to day living routines of the citizens that reside in the established target areas.

8. Central Criminal Intelligence Unit:

Central Criminal Intelligence Unit, (CCIU) was formed in 1967 and reorganized by CGS 29-4 in 1973. It does not have a policy board and it receives no special funding for its operations. This

unit has taken on certain additional responsibilities over the years, some of which are outside its traditional scope. The primary responsibility of CCIU is to lend background support to complex investigations through numerous electronic checks. CCIU, is the department's liaison to the intelligence community.

9. The Electronic Surveillance Lab:

The Electronic Surveillance Lab (ESL): The Electronic Surveillance Lab is a sub-unit of CCIU, operates the wiretap plant and its associated technology and equipment. It also maintains the technology for electronic eavesdropping and surveillance under the appropriate and lawful circumstances.

BCI Summary: Bureau of Criminal Investigations specialized units are undeniably unique. The benefit they provide the State of Connecticut is unmatched by any other state or municipal agency. The men and women who are assigned to these specialized units receive innovative training and develop expertise in their area of responsibility. The experience that they develop cannot be matched by other law enforcement personnel assigned to the field.

Additionally, it also stands to reason that personnel assigned to the BCI special investigations units should remain constant, wherever possible. The ability to investigate complex, long-term cases that require specific training will still be necessary, and technological advancements, particularly in the area of telecommunication, have also added to the complexities of these investigations.

The availability to have specialized unit(s) take over intricate cases from field officers not only puts those officers back in the field but also guarantees that investigations are given the appropriate resources to bring them to successful conclusions.

BCI Workload Analysis: The following charts represent the number of investigative cases generated in direct relationship to manpower assigned to the above referenced BCI units.

	Personnel 2009	Cases 2009	Personnel 2010	Cases 2010	Personnel 2011	Cases 2011	Personnel 2012	Cases 2012
C.R.A.T.T.F.	7	268	5	88	5	58	2	42
S.F.T.T.F	5	59	4	59	2	38	2	36
S.O.C.I.T.F.	8	4	7	7	8	9	6	18
E.S.L.	2	62	2	97	2	91	2	625 services
SUVCCCTF	2	22	3	29	4	55	2	72
C.C.I.U.	4	1315	1	981	1	820	1	1100

	2013 Personnel Assigned	2013 Cases Investigated
C.R.A.T.T.F.	1 Sgt (shared) 2 Dets.	34 arrests, 50 recovered vehicles, assists CSP-33 & assists other agencies-60
S.F.T.T.F	1 Sgt (shared) 1 Det.	19 cases, 1055 firearm traces, 31 firearms seized
S.O.C.I.T.F.	1 Sgt (shared) 3 Dets.	83 cases, 6 search warrants, 22 search warrants (assists)
E.S.L.	1 Sgt (shared) 2 Dets	588 services provided –GPS, Covert cameras, wiretaps & etc
S.U.V.C.C.C. T.F.	1 Sgt (shared) 1 Det.	162 cases, 40 search warrants, 126 arrests, 57 firearms seized
C.C.I.U.	1 Analyst	973 services provided- Background check, postal check, FINCEN, Labor check, Tax check, Accurint

10. Casino Unit¹⁸:

The Casino Unit was originally founded in 1994 as a result of a compact between Governor Lowell P. Weicker and the Mashantucket Pequot and Mohegan tribes respectively. At the time of its inception, Casino Unit personnel were the sole law enforcement provider on and within all casino properties, responsible for providing all police services as well as conducting background investigations on all individuals and entities seeking a gaming license. In July of 2013, Governors Bill 6373 was passed granting the Mohegan Sun Police and Mashantucket Tribal Nation Police law enforcement authority and jurisdiction within each casino pending the acceptance of a memorandum of understanding between the State and each casino. The Mohegan Sun Police and Mashantucket Tribal Nation Police entered into such memoranda of understanding with the State of Connecticut in May and August of 2014, respectively, thus modifying the role of the Casino Unit. The Casino Unit is currently responsible for detecting and investigating all criminal behavior occurring on the gaming floors within each Connecticut Casino. There are approximately five million square feet of gaming areas that the Casino Unit is responsible for within the Mohegan Sun and Foxwoods Casinos. It is estimated that there is a transient population ranging from 55,000 to 150,000 visiting the Connecticut's casinos each day.

During the past twelve months, Casino Unit personnel answered 2191 calls for service, investigated 610 cases, conducted 614 background investigations, made 287 criminal arrests and

¹⁸ Note that Casino Unit statistics are not included within the above, broader BCI Activity Table as a result of a recent alteration in their function and their recent assignment within the Bureau of Criminal Investigation.

issued 163 infractions for simple trespass, creating a public disturbance and/or possession of marijuana.¹⁹

Current Staffing Level: Sixty-six sworn individuals (including two captains, four lieutenants, seventeen sergeants, and forty-three troopers (detectives).

Proposed Staffing Level:²⁰ One hundred and seven sworn individuals (including one major, two captains, nine lieutenants, twenty-eight sergeants, and sixty-seven troopers)²¹.

Office of Field Operations and Related Functions: Legal Affairs Unit/Labor Relations Unit/Governor's Security Unit/Public Information Office/STOPS Unit/Special Services Unit/Traffic Services Unit

Several department functions, the majority of which fell under the Office of Field Operations, were codified under this heading for reporting purposes only. For reporting purposes each office/unit was instructed to report their function, and staffing needs, independently.

Office of Field Operations / Command Function

The administrative function of the Office of Field Operations falls under the command of a lieutenant colonel. He is assisted in day-to-day operations by a state police master-sergeant. It is also noted that this office currently has no chief of staff assigned to it. The volume and complexity of work within this function necessitate the assignment of a chief of staff within this function.

Current Staffing Level: Two sworn individuals (one lieutenant colonel and one master-sergeant).

Proposed Staffing Level: Three sworn individuals (one lieutenant colonel, one chief-of-staff (captain or lieutenant) and one master-sergeant/sergeant).

Legal Affairs Unit

The Legal Affairs Unit liaisons with the Office of the Attorney General and the Office of the Chief State's Attorney and provides legal advice for the department that is concerned with claims filed against the department or department personnel; freedom of information (FOI) requests for department public records other than for completed criminal investigation or traffic accident

¹⁹ It is noted that these functions occurred within the prior "routine police services function" of Casino Unit personnel and that this unit has now morphed into its originally intended, investigative role.

²⁰ Calculation of an optimal staffing level within a proactive function, such as the Bureau of Criminal Investigation, is extremely challenging. Investigators will detect and investigate as much criminal behavior as personnel staffing and financial resources permit.

²¹ These personnel would be further assigned as follows: BCI Administrative Personnel: One major, one captain, and one lieutenant (to oversee the Evidence Control Unit, Extradition Unit, and conduct inspections and inventory); Evidence Control Unit: One sergeant and four troopers; Extradition Unit: One sergeant and two troopers; Statewide Narcotics Task Force: One captain (unit commanding officer), three lieutenants (area commanders), thirteen sergeants (two supervisors per field office), thirty-two troopers (which serves to allow the creation of a Domestic Highway Enforcement Team of one sergeant and three troopers per district); Statewide Organized Crime Investigative Task Force: One lieutenant, one sergeant, and three troopers; Connecticut Regional Auto Theft Task Force: One lieutenant, one sergeant, three troopers; Statewide Firearms Trafficking Task Force: One lieutenant, three sergeants, six troopers; Statewide Urban Cooperative Crime Control Task Force: One lieutenant, three sergeants, six troopers; Central Criminal Intelligence Unit: No sworn personnel; Electronic Surveillance Lab: One sergeant, three troopers; Casino Unit: One lieutenant, four sergeants, eight troopers.

investigation reports; collective bargaining issues; service of civil process; outside employment issues and other conflicts of interest; and has oversight over the Firearms Review Board.

Current Staffing Level: One sworn individual (trooper)²².

Proposed Staffing Level: One sworn individual (trooper) (no change).

Labor Relations Unit

The Labor Relations Unit represents the department in all phases of collective bargaining, conducts all employee grievance hearings at initial levels, and represents the department in grievance proceedings at advanced levels. Additionally, this unit also provides advice and assistance to department members in a wide array of issues pertaining to internal affairs investigations, disciplinary considerations, performance evaluations, pre-disciplinary hearings, labor law, grievance resolution, matters of contractual interpretation, and personnel related topics.

Current Staffing Level: One sworn individual (major)²³.

Proposed Staffing Level: One sworn individual (major) (no change).

Governor's Security Unit

The Governor's Security Unit is located in the basement at the Governor's Mansion in Hartford. The Governor's Security Unit protects the Governor and Lieutenant Governor of the State of Connecticut and their immediate families through prevention, planning, innovative use of technology and dedicated service, provided in accordance with Connecticut General Statute 29-5f.

Demands for service in this unit are unpredictable and can vary based on existing credible threats, travel schedule, and the governor's appearance at public events. The Governor's Security Unit places a premium on confidential and discrete service as they strive to achieve their mission based upon high ethical, professional, and legal standards, in a manner that respects the rights and dignity of all persons, and makes responsible use of available resources.

Limited unit resources necessitate significant overtime expenditures within this unit.

Current Staffing Level: Sixteen sworn individuals (inclusive of one lieutenant, two sergeants, and thirteen troopers).

Proposed Staffing Level: Nineteen sworn individuals (inclusive of one lieutenant, two sergeants, and sixteen troopers).

Public Information Office

The Public Information Office (PIO) is a multiple functioning unit that simultaneously manages several areas of responsibility. The unit has statewide responsibility to assist and support all state police troops and units by providing media support to all department functions. PIO staffing has dropping from the 2009-2010 timeframe to the present. The presence of only one sworn agency member within the office necessitates that replacement individuals, from other

²² This unit is also staffed with multiple civilian attorneys and other legal personnel.

²³ This unit is also staffed with two civilian Labor Relations Specialists.

functions, be obtained to ensure continuous office coverage when the incumbent employee is out or otherwise unavailable.

Current Staffing Level: One sworn individual (lieutenant).

Proposed Staffing Level: Two sworn individuals (one lieutenant and one sergeant).

STOPS Unit / Special Services Unit

STOPS Unit: In 2006 the Connecticut General Assembly instructed that peer counseling services be established within the Connecticut Department of Public Safety (DPS), Division of State Police (Connecticut Department of Emergency Services and Public Protection (DESPP)). The Connecticut Department of Mental Health and Addiction Services (DMHAS) was assigned the responsibility of implementing program services, in collaboration with DPS (DESPP).

In turn, in October 2007 the Connecticut Department of Emergency Services and Public Protection (DESPP), Division of State Police, entered the ranks of states that began to provide Peer Support Programs for first responder personnel and dispatchers through the department STOPS program. It was recognized that public safety personnel are exposed daily to a variety of potentially traumatic events, including human tragedies such as abused and distressed children, the aftermath of domestic violence, horrific motor vehicle accidents, disturbing crime scenes, disasters, and acts of terrorism. Recent work on police officer stress sums up significant trauma-related problems associated with police work: Police officers are 30% more likely to experience health problems than other personnel, three times more likely to experience disrupted family life which may involve abuse of their spouses, five times more likely to abuse alcohol, six times more likely to experience anxiety, ten times more likely to be depressed, yet sadly, they are the least likely of most occupational group members to seek help.

Special Services Unit: The Special Services Unit is a confidential counseling and referral resource for employees who have problems which adversely affect their lives, family, and job performance. The unit is also the administrator of agency light duty assignments, and the continual care of injured, ill and out of work employees, to include off-duty related injuries. The unit strives to return injured workers to productive work at the earliest medically approved opportunity in order to speed recovery for temporarily disabled employees and prevent despondency and deterioration of basic work skills resulting from prolonged absences from work. This unit services all sworn and civilian employees in the six divisions within the Department of Emergency Services and Public Protection (DESPP). Other unit responsibilities include arranging firearms and in-service qualification for injured/overdue employees, securing appropriate vehicles and weapons for out/returning employees, coordination with the Selections Unit for Training Troop medical examinations, analysis of "full-duty issues" (attendance, work performance, work environment, family, domestic, etc.), service as the Department Infectious Disease Coordinator and Liaison, Chairman of the EEO Employee Advisory Committee, Member of the Threat Assessment Team for Workplace Violence, Chairman of the Department Safety Committee, STOPS Steering Committee member, Mental Health Coordinator for the STOPS Critical Incident Stress Management Teams (CISM), Family Support Program Coordinator, Military Support Headquarters coordinator and tracker, Member of the OEF/OIF Committee with the Department of Veterans Affairs, and Coordinator of Psychological Services contract.

Current Staffing Level: Three sworn individuals (inclusive of one sergeant within STOPS and two troopers within the Special Services Unit).

Proposed Staffing Level: Three sworn individuals (inclusive of one sergeant and two troopers) (no change).

Traffic Services Unit

The Traffic Services Unit (TSU) is headquarters-based command with responsibility for the delivery of specialized traffic enforcement services statewide. The unit is comprised of a several components promoting statewide traffic safety through education, enforcement and investigation. The unit is commanded by the “State Traffic Coordinator,” charged under Section 14-315 of the C.G.S. with coordinating statewide traffic safety and enforcement programs. The State Traffic Coordinator also serves as program manager for federal grant funding obtained by the agency for traffic safety programs and equipment utilized throughout the department. The “Traffic Enforcement Teams,” with current staffing of zero (0) troopers, enforce laws related to speed and other hazardous moving violations. The “Commercial Vehicle Enforcement Teams,” consisting of nineteen (19) troopers, enforce laws related to weight and safety of commercial motor vehicles. The “Collision Analysis Reconstruction Squad Team” (CARS), which includes five (5) troopers, investigates the cause and contributing factors of collisions. Additional, collateral functions within the Traffic Services Unit include the “Motorcycle Program” (which coordinates training and utilization of the department’s motorcycle patrol troopers), the “Seatbelt Convincer” and “Rollover Demonstrator” programs (traffic safety educational initiatives), the “Breath Alcohol Testing Vehicle” (a self-contained chemical testing and processing vehicle that is deployed at DUI checkpoints), and the “Railroad Liaison Office” (state police liaison to railroads and their associated federal oversight agencies). Additionally, the Traffic Services Unit works closely with the U.S. Secret Service, U.S. Department of State and U.S. Capitol Police to provide dignitary protection for such high level officials as the president of the United States, foreign heads of state, and high-ranking cabinet members in their official travels within Connecticut. The unit also provides high security prisoner escorts for the Department of Correction and the Judicial Branch during sensitive prisoner movements between correctional and court facilities. The unit also conducts public outreach traffic safety presentations; and investigative assistance to other federal, state and local law enforcement entities. Further, the unit also conducts traffic safety and investigation training for law enforcement officers, including courses pertaining to the use of electronic speed measuring equipment, as well as advanced collision investigation equipment.

Finally, traffic enforcement itself is primarily carried out and coordinated in two categories; Traffic Enforcement Teams and Commercial Vehicle Enforcement Teams. A Memorandum of Understanding, signed between the Connecticut Department of Emergency Services and Public Protection, and the Connecticut Department of Motor Vehicles, dated July 1, 2013, and effective until June 30, 2015, states “State Police will supply nineteen (19) troopers to commercial motor vehicle enforcement, nine (9) to Weigh Station Scales, and ten (10) to roving commercial enforcement”. With that said, the Traffic Services Unit no longer has Traffic Enforcement Teams throughout the state, only possessing adequate personnel to staff the commercial enforcement teams. Unit staffing is, at present, approximately less than one-half of 2009 staffing levels. It is further noted that while the objective of the Traffic Enforcement Teams is the

promotion of highway safety, and not the generation of revenue, personnel within the Traffic Enforcement function do in fact generate more in revenue than their cost.

Current Staffing Levels: Twenty-seven sworn individuals. (The Traffic Services Unit has nineteen (19) troopers assigned to Commercial Truck Enforcement and five (5) Troopers assigned to the CARS Unit. These twenty-four (24) sworn troopers are supervised by three (3) sergeants²⁴.)

Proposed Staffing Levels: Sixty-three sworn individuals. (In order to maintain the unit's current function, and to re-staff the Traffic Enforcement Team, an increase of thirty-six (36) troopers (inclusive of thirty (30) troopers²⁵, five sergeants²⁶, and one supervising lieutenant) to a total of sixty (60) troopers, would allow the full reconstitution of the Traffic Enforcement Teams.

Eastern District Major Crime Squad

The Eastern District Major Crime is responsible for the overall investigation of all major crimes committed within the forty-two (42) eastern district towns policed by the state police. They also investigate major crimes committed within the local police patrolled towns, within the district area, when so requested by the local police administration or the county state's attorney's office. Major crimes are defined as, but not limited to, homicides, police involved shootings, assaults likely to result in death, bank robberies, kidnappings, suspicious deaths in which a criminal act is a possibility, suspected arsons, suspicious explosions or any fire or explosion from which a fatality results, and any other felony investigation that would be likely to require extensive or complicated investigative efforts beyond the capabilities of troop or town police investigators.

The Eastern District Major Crime Unit has two components, troop criminal investigative units and the district van unit. These units work together when an incident requires additional personnel or an expertise is needed for an investigation. The Eastern District Major Crime Van Unit is responsible for investigating and processing all homicide or suspicious death cases occurring with the eastern district. If the death occurs within a state police patrolled town, they assume the complete investigation. If the death occurs in a local police jurisdiction, they may process the crime scene, assist the local police with their investigation or assume the complete investigation at the request of the local state's attorney or police chief. This unit is also responsible for investigating all fatal police involved shootings and other police involved shootings if requested by the state's attorney. They are also used by local police departments to process evidence, vehicles, and crime scenes for other serious crimes not resulting in a death.

The vast majority of major crime cases are carried by unit detectives. The supervising sergeant does conduct investigations of a sensitive nature, or those involving a member of a law enforcement agency. The caseload of unit detectives may not be large in numbers, but all

²⁴ One sergeant is assigned CARS Unit supervision and two are assigned to supervise the balance of the Traffic Services Unit. It is also noted that this produces a level of supervisory/subordinate ratio of eight to one (8/1), which is on the "high end" of that recommended by department guidelines.

²⁵ This would allow the assigned of ten troopers per district for speed/hazardous moving violations enforcement per district.

²⁶ This would allow the assigned of one Traffic Enforcement Sergeant per district, one full-time "grants applications" sergeant (to solicit and complete funding opportunities for unit personnel), and one executive-officer/administrative sergeant.

assigned cases assigned require extensive investigation and can be open for extended periods of time.

With additional staffing being assigned to this unit, it would allow for the investigation of unsolved and cold case homicide cases that are currently worked on when active cases are completed.

Troop Criminal Investigative Units typically consists of one sergeant and four to five detectives assigned to each of the four Eastern District Troops. These units are used to investigate serious crimes or incidents occurring within the troop areas. These crimes/incidents include, but are not limited to untimely deaths, sexual assaults, armed robberies, crimes involving children, large larcenies, forgeries, burglaries, etc.

It is noted that, unlike the Western District and Central District Major Crime Squads, there is currently no unit commander (lieutenant) in the Eastern District Major Crime Squad. The unit “van supervisor” is serving in this capacity and as the broader “unit commander.” Further, the five (5) additional detectives identified below would be assigned with one (1) to the major crime van, one (1) each to the detective units at Troop “D” and Troop “E” (merely to keep up with work demand), and two detectives to work on pending “cold cases” within the Eastern District.

Current Staffing Level: Twenty-nine sworn individuals (inclusive of five sergeants and twenty-four troopers).

Proposed Staffing Level: Thirty-five sworn individuals (inclusive of one lieutenant, five sergeants and twenty-nine troopers).

Central District Major Crime Squad

The Central District Major Crime Squad is responsible for investigating serious crimes and conducting complex investigations within the troop areas that comprise the Central District. Investigating detectives conduct investigations for statutory violations as well as special investigations assigned by the commanding officer or supervisor. Additionally, supervisors in the Major Crime Squads are often assigned internal affairs investigations that originate out of professional standards or headquarters. In addition to their investigative responsibilities, detectives within the CDMCS assigned to the headquarters or crime van unit, conduct the homicide investigations that fall under the authority or control of this unit. This group of detectives is also responsible for the securing and processing of crime scenes. Trained detectives assigned to the crime van to process crime scenes are responsible for recovering forensic evidence as well as establishing circumstantial evidence necessary for conviction. Detectives document the crime scenes by photographing, videotaping and sketching the crime scene. They preserve and collect evidence as well as submit evidence to the State Police Forensic Lab for analysis to include but are not limited to DNA testing for purposes of identifying a suspect.

Each of the three troops within Central District has a major crime squad field office that is supervised by a Major Crime sergeant and detectives.

Statewide Missing Person Team: An additional “off-shoot” of the Central District Major Crime Squad is the “Statewide Missing Person Team.” This team was comprised of detectives and a

sergeant from within the three Major Crime Districts. This team was initiated as a result of the Connecticut Legislative Public Act 2011-102. The purpose of this team is to utilize experienced Major Crime Detectives to assist with the investigation of missing persons and to support requirements of the legislation. This team has numerous different initiatives in collaboration with other local, state and federal agencies both law enforcement and non-law enforcement. These initiatives involve investigations of active missing persons, to include all Amber Alert requests as well as the response of the Child Abduction Response Team (CART) and reviews of all Silver Alerts. Detectives are assigned to review long duration missing person investigations (cold cases) as well as assisting and collaborating with various agencies in these investigations or assuming the primary jurisdiction in these investigations. This team works in collaboration with the State of CT Office of the Chief Medical Examiner in regards to submission and comparisons of DNA for matches of missing persons as well as the Department of Justice National Missing and Unidentified Persons System commonly known as NamUs.gov and the DESPP Scientific Services Laboratory. The team also works closely with the Missing Person Clearinghouse and the CT Broadcasters Association Amber Alert Committee and the National Center for Missing and Exploited Children.

Current Staffing Level: Twenty-six sworn individuals (inclusive of one lieutenant, five sergeants, and twenty detectives).

Proposed Staffing Level: Thirty-three sworn individuals (inclusive of one lieutenant, five sergeants, and twenty-seven detectives).

Optimal Staffing Level: Thirty-five sworn individuals (inclusive of one lieutenant, five sergeants, and twenty-nine detectives²⁷). Based on the available data and the work that exists within the Statewide Missing Person Team, as well as the evident legislative desire to make this function a priority, the Missing Person Team can justify the assignment of two (2) troopers (detectives) to reach a minimally adequate staffing level within this function.

Western District Major Crime Squad

The Western District Major Crime Squad performs those same major crime services that are provided by the Eastern and Central District Major Crime Squads. Their responsibilities can also be generally differentiated as to their “major crime van” function and their “troop detective” function. This command has also been negatively impacted by agencywide attrition considerations.

Current Staffing Level: Thirty sworn individuals (inclusive of one lieutenant, four sergeants, and twenty-five troopers).

Proposed Staffing Level: Thirty-five sworn individuals (inclusive of one lieutenant, four sergeants, and thirty troopers).

Division of Homeland Security Functions

The Office of Counter Terrorism (OCT), the state police component within the Division of Homeland Security, works to utilize all resources within state government to develop unified safety and security measures to deter, prevent, mitigate and manage criminal and/or terrorist incidents threatening the quality of life of the citizens of Connecticut. The Office of Counter Terrorism includes Connecticut State Police (CSP) personnel assigned to the Division of

²⁷ This figure represents an additional two troopers (detectives) for the Statewide Missing Person Team.

Emergency Management and Homeland Security (DEMHS). Connecticut State Police personnel assigned to this division serve as liaisons and are responsible for coordinating efforts and fostering partnerships with local, state, and federal agencies so as to implement unified safety and security measures to prevent, mitigate, and manage incidents threatening the citizens of Connecticut. These sworn state police officers engage in law enforcement related investigations and operations with a homeland security mission. The Office of Counter Terrorism presently consists of the Critical Infrastructure Unit (CIU), members of the FBI's Joint Terrorism Task Force (JTTF) and the Connecticut Intelligence Center (CTIC). Each of these units has a complex and unique function and set of responsibilities.

The OCT is located at 25 Sigourney Street, Hartford. Along with office space, the OCT also contains a secure room equipped with the ability to receive and disseminate information at the "Secret Classified" level. All members of the OCT have a minimum of a "secret level" security clearance, to include all state agency and local liaisons.

In the coming months, the Fusion Center (CTIC) will be responsible for implementing the State of Connecticut's first law enforcement criminal intelligence database, CrimNtel. CrimeNtel will be made available to all law enforcement agencies across the state and will allow all law enforcement to share law enforcement sensitive information. This project will initially absorb a very significant amount of manpower and then less manpower to sustain, once implemented. Additionally, due to the much needed, recent technology upgrades to include a hiperwall, social media investigation software, crimNtel, and the ongoing coplink project, the proposed staffing at OCT is critical to the success of these projects, which includes the biggest law enforcement information sharing project in this state's history. This critical staffing would allow the fusion center to become better postured to eventually become a twenty-four hour watch center.

Current Staffing Level: Seven sworn individuals (including two assigned to the Office of Counter-Terrorism²⁸, two assigned to the Critical Infrastructure Protection Unit²⁹, one assigned to the Joint Terrorism Taskforce³⁰, and two assigned to the CTIC/Fusion Center³¹).

Proposed Staffing Level: Fifteen sworn individuals (including the addition of one lieutenant, three sergeants, and four troopers) to fulfill current unit job responsibilities.

Emergency Services Unit

The Emergency Services Unit is headquartered at the Fleet Administration Building in Colchester and provides specialized assistance to all State Police Troops/Units as well as to local, federal and state agencies. ESU also has offices at the Meriden Complex (Canine Unit), Brainard Field in Hartford (Aviation), and Union Station in New Haven (MTST). The Emergency Services Unit consists of the following units: Aviation Unit, Bomb Squad, Canine Unit, Crisis Negotiators, Dive Team / Marine Unit, Mass Transit Security Team, Paramedics, and the State Police Tactical Unit (SWAT). Canine Unit personnel function as a specific sub-unit within the Emergency Services Unit and they are responsible for the initial and in-service

²⁸ Two troopers.

²⁹ One sergeant and one trooper.

³⁰ One trooper.

³¹ Two troopers.

training of all department patrol and specialty canines, as well as the provision of these same services for the majority of municipal police departments within the State of Connecticut.

ESU is a statewide command responsible for providing the above mentioned resources to state, local, and federal agencies upon request. Because of the unique missions and responsibilities of ESU, as well as the mission sets and equipment currently in the ESU inventory, ESU has a full time cadre of personnel who are augmented by part-time troopers who are assigned to other functions within the department. In many cases individual troopers have more than one specialty (example: a tactical team member who may also be a bomb technician, diver, and have an explosive detection canine). Due to the increased myriad responsibilities of this function, including training, equipment oversight and maintenance, operational assignments, and grant management, further command support is also needed within this function.

Current Staffing Level: Twenty-seven sworn individuals (inclusive of one major, one captain, four sergeants, and twenty-one troopers).

Proposed Staffing Level: Thirty-seven sworn individuals (inclusive of one major, two captains, four sergeants, and thirty troopers)³².

Headquarters Communications Center (Message Center)

The Department of Emergency Services and Public Protection/Connecticut State Police Communications Center is responsible for a multitude of communications and dispatch related functions. These responsibilities range from answering simple inquiries through the telephone to assisting with the coordination and deployment of essential services, both civil and law enforcement related, during major weather or criminal incidents. Essentially, the staff at the Communications Center is responsible for the safety of all the citizens and law enforcement personnel of Connecticut by way of maintaining the communication lines amongst emergency service agencies and the state's citizenry.

The Communications Center consists of one (1) supervising sergeant and civilian dispatch personnel. The civilian dispatchers perform all the task required of the Message Center. The Communications Center is required to have two dispatchers on for each of the three shifts throughout the day.

Current Staffing Level: One sworn individual (sergeant).

Proposed Staffing Level: One sworn individual (sergeant) (no change).

Eastern District Headquarters

A district (approximately one third of the state is under the command and direction of one major (who serves as the district's commanding officer) and one captain (who serves as the district's executive officer). This level of supervision provides oversight to the four troops within the district and the district's major crime squad, ultimately reporting to the Office of Field Operations.

³² Additional personnel would be assigned as follows: One (1) captain to an administrative function within the Emergency Services Unit and four (4) troopers to aviation unit staffing, two (2) troopers to canine unit staffing, and three (3) troopers to ESU staffing

Current Staffing Level: Two sworn individuals (inclusive of one major and one captain).

Proposed Staffing Level: Two sworn individuals (inclusive of one major and one captain (no change)).

Central District Headquarters

A district (approximately one third of the state is under the command and direction of one major (who serves as the district's commanding officer) and one captain (who serves as the district's executive officer). This level of supervision provides oversight to the three³³ troops within the district and the district's major crime squad, ultimately reporting to the Office of Field Operations.

Current Staffing Level: Two sworn individuals (inclusive of one major and one captain).

Proposed Staffing Level: Two sworn individuals (inclusive of one major and one captain (no change)).

Western District Headquarters

A district (approximately one third of the state is under the command and direction of one major (who serves as the district's commanding officer) and one captain (who serves as the district's executive officer). This level of supervision provides oversight to the four troops within the district and the district's major crime squad, ultimately reporting to the Office of Field Operations.

Current Staffing Level: Two sworn individuals (inclusive of one major and one captain).

Proposed Staffing Level: Two sworn individuals (inclusive of one major and one captain (no change)).

School Resource Officer (SRO) Program

Beginning in approximately 2000 the Connecticut State Police began participation in a "School Resource Officer Program." This program, which has become a commonly accepted, positive aspect of modern-day professional policing, placed state troopers within certain schools within state police jurisdictions. The tasks and responsibilities of State Police SROs were broad ranging, but generally included the following:

- Provided law enforcement and police services to the school, school grounds and areas adjacent to the school. Investigate allegations of criminal incidents in accordance with agency policies and procedures. Enforced state and local laws and ordinances. Made appropriate referrals to juvenile authorities or other governmental agencies.
- Worked to prevent juvenile delinquency through close contact and positive relationships with students. In addition the SROs developed crime prevention programs and conducted security inspections to deter criminal or delinquent activities. The SROs monitored crime statistics and worked with local state police officers and students together to design crime prevention strategies.

³³ It is acknowledged that since the merger of Troop "W" Bradley Field with Troop "H" Hartford, that the Central District maintains only three (3) recognized troops. It is also noted, however, that district staffing and areas of responsibility did not diminish with the consolidation of these two troops.

- Established and maintained a close partnership with school administrators in order to provide for a safe school environment. Assisted school officials with their efforts to comply with Board Of Education policies and procedures. Ensured school administrators safety by being present during school searches, which might involve weapons, controlled dangerous substances, or in cases where the student's emotional state might present a risk to the administrator. Assisted school administrators in emergency crisis planning and building security matters. Provided input for school personnel in handling crisis situations, which might arise at the school.
- Promoted a law enforcement presence within the school community. Attended and participated in school functions. Built working relationships with the school's staff as well as with student and parent groups.
- Developed and implemented classes in law related education to support the educational efforts of the faculty. Worked closely with teachers in designing and presenting law-related topics and the role of police in our society.
- Worked with guidance counselors and other student support staff to assist students and to provide services to students involved in situations where referrals to service agencies are necessary. Assisted in conflict resolution efforts.
- Initiated interaction with students in the classroom and general areas of the school building. Promoted the profession of police officer and be a positive role model. Increased the visibility and accessibility of police to the school community.

Despite the success of this program, and in an effort to locate and reassign available personnel back to the patrol function, the Connecticut State Police discontinued their involvement in the School Resource Officer program in approximately 2008. Significant resistance to this decision was offered from impacted groups (Boards of Education, School Superintendents, PTA Organizations, Elected Officials) but the decision, made solely as a cost savings measure, stood. As a result, the Connecticut State Police recognize the need for, and value associated with, an SRO program, but have been unable, owing to budget constraints, to effectuate such a program since that time. This staffing study calls for the reconstitution of this program under the "optimal staffing formula."

At present, Troops "G", "H," and "I" have SROs that are assigned out of these troop locations, out of the troop personnel complement (as opposed to flowing from a dedicated SRO Program), with these individuals being paid for by the State Technical Schools under assorted MOUs.

Optimal Staffing Level:

<i>Troop "A"</i>	0^{34}
<i>Troop "B"</i>	0^{35}
<i>Troop "C"</i>	2^{36}

³⁴ This command has staffed their schools with local constabulary personnel, working out of the resident trooper program, to the current satisfaction of appropriate school administrators.

³⁵ This command has staffed their schools with local constabulary personnel, working out of the resident trooper program, to the current satisfaction of appropriate school administrators.

³⁶ It is noted that in addition to these two positions for Troop "C," the Town of Tolland is currently in discussion with Connecticut State Police personnel as to "converting" one of their currently serving Resident Troopers into a School Resource Officer for those periods when school is in session. This Resident Trooper would return to town patrol duties when school was out of session. It is unclear if the Town of Tolland would opt to retain a full-time

<i>Troop "D"</i>	2
<i>Troop "E"</i>	2
<i>Troop "F"</i>	2
<i>Troop "G"</i>	2 ³⁷
<i>Troop "H"</i>	2 ³⁸
<i>Troop "I"</i>	2 ³⁹
<i>Troop "K"</i>	2
<i>Troop "L"</i>	0 ⁴⁰

Total To Reconstitute the SRO Program within the Connecticut State Police: 16

School Resource Officer (independent of this Resident Trooper "conversion") if one were otherwise available to them.

³⁷ Please note that Troop "G" currently utilizes two troopers as SROs, for the state technical schools, that are paid for by the state technical schools.

³⁸ Please note that Troop "H" currently utilizes two troopers as SROs, for the state technical schools, that are paid for by the state technical schools.

³⁹ Please note that Troop "I" currently utilizes one trooper as an SRO, for the state technical schools, that are paid for by the state technical schools.

⁴⁰ This command has staffed their schools with local constabulary personnel, working out of the resident trooper program, to the current satisfaction of appropriate school administrators.

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INCUMBENT AGENCY STAFFING LEVELS

With assistance from Ms. Felicia Emanuel, Department of Emergency Services and Public Protection Human Resources Unit, a data-run on current staffing within the Division of State Police was completed and provided to this writer on August 19, 2014, reflecting division staffing as of August 1, 2014⁴¹. This data-run was necessary to establish current division staffing levels as a baseline for both present and future manpower calculations. It is noted that this report showed a total division complement of 1,155 sworn employees, which includes the currently serving seventy state police academy recruits (“trooper trainees”) as of this date.

This data-run, updated to include the appropriate training academy complement, reflects current sworn staffing within the Division of State Police of 1,155 incumbent employees. These employees are further broken down as follows:

Sworn Personnel:	1,085	
Trooper Trainees:	70	(Currently Assigned to the State Police Training Academy)
<hr style="width: 25%; margin-left: 0;"/>		
Total:	1,155	

As such, “proposed staffing needs,” and “optimal staffing needs,” as detailed above and as summarized below, must be calculated in relation to this incumbent level of agency staffing. It is further noted that while these seventy trooper trainees are not currently serving in a law enforcement role (beyond their training responsibilities), these individuals will graduate from the Connecticut State Police Training Academy on December 11, 2014, and then will assume independent patrol duties approximately eight to ten weeks thereafter, contingent upon the successful completion of the Field Training Officer program.

⁴¹ See material indexed at Tab #2 herein.

STAFFING NEEDS – SUMMARY AND CONCLUSION

Based on the aforementioned data, and individualized troop and unit staffing studies referenced herein, and making use of the “Freeman Formula” to calculate out patrol level staffing, the following manpower needs have been calculated for the Division of State Police. Future personnel assignments and distributions should take into account these calculations in the allocation and designation of division personnel.

Troop “A” Southbury

Current Staffing Level	Sworn:	74 ⁴²
Proposed Staffing Level	Sworn:	89 ⁴³

Troop “B” North Canaan

Current Staffing Level	Sworn:	51 ⁴⁴
Proposed Staffing Level	Sworn:	63 ⁴⁵
Optimal Staffing Level	Sworn:	81 ⁴⁶

Troop “C” Tolland

Current Staffing Level	Sworn:	73 ⁴⁷
Proposed Staffing Level	Sworn:	102 ⁴⁸

Troop “D” Danielson

Current Staffing Level	Sworn:	63 ⁴⁹
Proposed Staffing Level	Sworn:	70 ⁵⁰
Optimal Staffing Level	Sworn:	79 ⁵¹

⁴² Inclusive of one lieutenant, one master-sergeant, six sergeants, forty-eight troopers, four resident trooper sergeants, and fourteen resident troopers.

⁴³ Inclusive of one lieutenant, one master-sergeant, six sergeants, sixty-three troopers, four resident trooper sergeants, and fourteen resident troopers.

⁴⁴ Inclusive of one lieutenant, one master-sergeant, seven sergeants, thirty-eight troopers, and four resident troopers.

⁴⁵ Inclusive of one lieutenant, one master-sergeant, seven sergeants, fifty troopers, and four resident troopers.

⁴⁶ Inclusive of one lieutenant, one-master-sergeant, seven sergeants, sixty-eight troopers, and four resident troopers. This would allow Troop “B” to add in the two necessary patrols to achieve an appropriate level of staffing to satisfy public and employee safety.

⁴⁷ Inclusive of one lieutenant, two master-sergeants, seven sergeants, thirty-nine troopers, three resident trooper sergeants, and twenty-one resident troopers.

⁴⁸ Inclusive of one lieutenant, two master-sergeants, thirteen sergeants, sixty-two troopers, three resident trooper sergeants and twenty-one resident troopers).

⁴⁹ Inclusive of one lieutenant, one master-sergeant, five sergeants, forty-eight troopers, and eight resident troopers.

⁵⁰ Inclusive of one lieutenant, one-master-sergeant, six sergeants, fifty-four troopers, and eight resident troopers).

⁵¹ The additional of nine patrol troopers would serve to satisfy Troop “D’s” need to add an additional patrol to its current patrol structure.

Troop “E” Montville			
Current Staffing Level	Sworn:	72 ⁵²	
Proposed Staffing Level	Sworn:	87 ⁵³	
Optimal Staffing Level	Sworn:	99 ⁵⁴	
Troop “F” Westbrook			
Current Staffing Level	Sworn:	60 ⁵⁵	
Proposed Staffing Level	Sworn:	83 ⁵⁶	
Troop “G” Bridgeport			
Current Staffing Level	Sworn:	72 ⁵⁷	
Proposed Staffing Level	Sworn:	100 ⁵⁸	
Optimal Staffing Level	Sworn:	109 ⁵⁹	
Troop “H” Hartford			
Current Staffing Level	Sworn:	91 ⁶⁰	
Proposed Staffing Level	Sworn:	113 ⁶¹	
Optimal Staffing Level	Sworn:	122 ⁶²	
Troop “I” Bethany			
Current Staffing Level	Sworn:	52 ⁶³	
Proposed Staffing Level	Sworn:	77 ⁶⁴	
Optimal Staffing Level	Sworn:	95 ⁶⁵	

⁵² Inclusive of one lieutenant, one master-sergeant, seven sergeants, fifty-one troopers, three resident trooper sergeants, and nine resident troopers.

⁵³ Inclusive of one lieutenant, one-master-sergeant, seven sergeants, sixty-six troopers, three resident trooper sergeants and nine resident troopers).

⁵⁴ The additional of nine patrol troopers would serve to satisfy Troop “E’s” need to add an additional patrol to its current patrol structure and the additional of three sergeants would serve to provide adequate personnel to reconstitute the late evening shift sergeant.

⁵⁵ Inclusive of one lieutenant, one master-sergeant, seven sergeants, thirty-eight troopers, and thirteen resident troopers.

⁵⁶ Inclusive of one lieutenant, one-master-sergeant, seven sergeants, sixty-one troopers, and thirteen resident troopers).

⁵⁷ Inclusive of one lieutenant, one master-sergeant, nine sergeants, and sixty-one troopers.

⁵⁸ Inclusive of one lieutenant, one master-sergeant, nine sergeants, and eighty-nine troopers.

⁵⁹ Inclusive of one lieutenant, one master-sergeant, nine sergeants, and ninety-eight troopers. This would allow the staffing of one additional patrol on Route 15.

⁶⁰ Inclusive of one lieutenant, two master-sergeants, twelve sergeants, seventy-four troopers, and two resident troopers.

⁶¹ Inclusive of one lieutenant, two-master-sergeants, twelve sergeants, ninety-six troopers, and two resident troopers.

⁶² The additional of nine patrol troopers would serve to satisfy Troop “H’s” need to add one additional patrol to its troop complement, on a 24/7/365 basis.

⁶³ Inclusive of one lieutenant, seven sergeants, forty troopers, and four resident troopers.

⁶⁴ Inclusive of one lieutenant, one master-sergeant, seven sergeants, sixty-four troopers, and four resident troopers.

⁶⁵ The additional of eighteen patrol troopers would serve to satisfy Troop “I’s” need to add two additional patrols to its troop complement, on a 24/7/365 basis.

Troop “K” Colchester			
Current Staffing Level	Sworn:	63 ⁶⁶	
Proposed Staffing Level	Sworn:	80 ⁶⁷	
Troop “L” Litchfield			
Current Staffing Level	Sworn:	61 ⁶⁸	
Proposed Staffing Level	Sworn:	75 ⁶⁹	
Deputy Commissioner’s/Colonel’s Office			
Current Staffing Level	Sworn:	2 ⁷⁰	
Proposed Staffing Level	Sworn:	2	
Division of Scientific Services Functions (Computer Crime-Investigation; Computer Forensic Analysis, Firearms/Toolmarks)			
Current Staffing Level	Sworn:	13	
Proposed Staffing Level	Sworn:	13	
Bureau of Professional Standards and Compliance (Internal Affairs, Accreditation, Inspections)			
Current Staffing Level	Sworn:	11 ⁷¹	
Proposed Staffing Level	Sworn:	14 ⁷²	
Optimal Staffing Level	Sworn:	15 ⁷³	
OAS Staff Function			
Current Staffing Level	Sworn:	4 ⁷⁴	
Proposed Staffing Level	Sworn:	4	

⁶⁶ Inclusive of one lieutenant, one master-sergeant, five sergeants, forty-four troopers, one resident trooper sergeant, and eleven resident troopers.

⁶⁷ Inclusive of one lieutenant, one master-sergeant, six sergeants, sixty troopers, one resident trooper sergeant, and eleven resident troopers.

⁶⁸ Inclusive of one lieutenant, one master-sergeant, ten sergeants, forty troopers, one resident trooper sergeant, and eight resident troopers.

⁶⁹ Inclusive of one lieutenant, one master-sergeant, ten sergeants, fifty-four troopers, one resident trooper sergeant, and eight resident troopers.

⁷⁰ Inclusive of the state police deputy commissioner (colonel) and chief of staff (major).

⁷¹ Inclusive of one major as the bureau commanding officer and the following unit breakdowns: Internal Affairs: One captain, three lieutenants, three sergeants; Accreditation Unit: One lieutenant and one sergeant; Inspections Unit: One lieutenant.

⁷² Inclusive of one major, one captains, six lieutenants, and six sergeants, and continuing the non-operational status of the Risk Management Unit.

⁷³ Inclusive of one major, two captains, six lieutenants, and six sergeants, and allowing the reconstitution of the Risk Management Unit.

⁷⁴ Inclusive of three sergeants and one trooper.

OAS Bureau of Field Technology, Infrastructure & Transportation Administration / Bureau of Information Systems and Technology Administration

Current Staffing Level	Sworn:	4 ⁷⁵
Proposed Staffing Level	Sworn:	4
OAS AFIS/Livescan Unit		
Current Staffing Level	Sworn:	0
Proposed Staffing Level	Sworn:	0
OAS Connecticut Telecommunications Section		
Current Staffing Level	Sworn:	0
Proposed Staffing Level	Sworn:	0
OAS Grants Administration Unit		
Current Staffing Level	Sworn:	0
Proposed Staffing Level	Sworn:	0
OAS Facilities Management Unit		
Current Staffing Level	Sworn:	0
Proposed Staffing Level	Sworn:	0
OAS Fleet Operations Unit		
Current Staffing Level	Sworn:	0
Proposed Staffing Level	Sworn:	0
OAS Research and Planning Unit		
Current Staffing Level	Sworn:	1
Proposed Staffing Level	Sworn:	2 ⁷⁶
OAS Background Investigation Unit		
Current Staffing Level	Sworn:	4 ⁷⁷
Proposed Staffing Level	Sworn:	11 ⁷⁸
OAS COLLECT Unit		
Current Staffing Level	Sworn:	0
Proposed Staffing Level	Sworn:	0
OAS Computer Services Unit		
Current Staffing Level	Sworn:	0
Proposed Staffing Level	Sworn:	0

⁷⁵ Inclusive of two captains, one lieutenant, and one sergeant.

⁷⁶ Inclusive of one lieutenant as the unit commanding officer and one trooper.

⁷⁷ Inclusive of two sergeants and two troopers.

⁷⁸ Inclusive of one lieutenant to serve as the commanding officer, two sergeants, and eight troopers.

OAS Crimes Analysis Unit			
	Current Staffing Level	Sworn:	0
	Proposed Staffing Level	Sworn:	0
Fire and Explosion Investigation Unit			
	Current Staffing Level	Sworn:	15 ⁷⁹
	Proposed Staffing Level	Sworn:	21 ⁸⁰
OAS Fingerprint Unit			
	Current Staffing Level	Sworn:	0
	Proposed Staffing Level	Sworn:	0
OAS Polygraph Unit			
	Current Staffing Level	Sworn:	4 ⁸¹
	Proposed Staffing Level	Sworn:	5 ⁸²
OAS Reports and Records			
	Current Staffing Level	Sworn:	0
	Proposed Staffing Level	Sworn:	0
OAS Selection Unit			
	Current Staffing Level	Sworn:	3 ⁸³
	Proposed Staffing Level	Sworn:	7 ⁸⁴
OAS Regulatory & Support Services Staff			
	Current Staffing Level	Sworn:	1 ⁸⁵
	Proposed Staffing Level	Sworn:	1
OAS Special Licensing and Firearms Unit			
	Current Staffing Level	Sworn:	10 ⁸⁶
	Proposed Staffing Level	Sworn:	16 ⁸⁷
OAS Sex Offender Registry Unit			
	Current Staffing Level	Sworn:	6 ⁸⁸
	Proposed Staffing Level	Sworn:	8 ⁸⁹

⁷⁹ Inclusive of two sergeants and thirteen troopers (detectives).

⁸⁰ Inclusive of one lieutenant, three sergeants and seventeen troopers (detectives).

⁸¹ Inclusive of two sergeants and two troopers (all polygraph examiners).

⁸² Inclusive of two sergeants and three troopers (all polygraph examiners).

⁸³ Inclusive of one major, one master-sergeant, and one trooper.

⁸⁴ Inclusive of one major, one master-sergeant, and five troopers to serve as agency “recruiters” and reach the desired robust applicant pool and thereafter process their applications in a timely manner.

⁸⁵ Inclusive of one captain who serves as the commanding officer for the subordinate functions within this command.

⁸⁶ Inclusive of one lieutenant, two sergeants, and seven troopers.

⁸⁷ Inclusive of one lieutenant, two sergeants, and thirteen troopers.

⁸⁸ Inclusive of one lieutenant, one sergeant, and four troopers.

⁸⁹ Inclusive of one lieutenant, one sergeant and six troopers.

OAS Deadly Weapon Offender Registry Unit		
Current Staffing Level	Sworn:	3 ⁹⁰
Proposed Staffing Level	Sworn:	6 ⁹¹
OAS State Police Bureau of Identification (SPBI)		
Current Staffing Level	Sworn:	2
Proposed Staffing Level	Sworn:	2
OAS State Police Training Academy and Firearms Training Unit		
Current Staffing Level	Sworn:	26 ⁹²
Proposed Staffing Level	Sworn:	41 ⁹³
OAS CAD/RMS/GIS Unit		
Current Staffing Level	Sworn:	1
Proposed Staffing Level	Sworn:	1
BCI All Functions		
Current Staffing Level	Sworn:	66 ⁹⁴
Proposed Staffing Level	Sworn:	107 ⁹⁵
OFO / Command Function		
Current Staffing Level	Sworn:	2
Proposed Staffing Level	Sworn:	3
Legal Affairs Unit		
Current Staffing Level	Sworn:	1
Proposed Staffing Level	Sworn:	1
Labor Relations Unit		
Current Staffing Level	Sworn:	1 ⁹⁶
Proposed Staffing Level	Sworn:	1
OFO Governor's Security Unit		
Current Staffing Level	Sworn:	16 ⁹⁷
Proposed Staffing Level	Sworn:	19 ⁹⁸

⁹⁰ Inclusive of three troopers.

⁹¹ Inclusive of six troopers.

⁹² Inclusive of one captain, three sergeants, and twenty-two troopers.

⁹³ Inclusive of one captain, two master-sergeants, four sergeants and thirty-four troopers.

⁹⁴ Inclusive of two captains, four lieutenants, seventeen sergeants, and forty-three troopers (detectives).

⁹⁵ Inclusive of one major, two captains, nine lieutenants, twenty-eight sergeants, and sixty-seven troopers (detectives).

⁹⁶ One major.

⁹⁷ Inclusive of one lieutenant, two sergeants, and thirteen troopers.

⁹⁸ Inclusive of one lieutenant, two sergeants, and sixteen troopers.

HQ Public Information Office			
Current Staffing Level	Sworn:		1
Proposed Staffing Level	Sworn:		2
HQ STOPS / Special Services Unit			
Current Staffing Level	Sworn:		3
Proposed Staffing Level	Sworn:		3
OFO Traffic Services Unit			
Current Staffing Level	Sworn:		27
Proposed Staffing Level	Sworn:		63
Eastern District Major Crime Squad			
Current Staffing Level	Sworn:		29 ⁹⁹
Proposed Staffing Level	Sworn:		35 ¹⁰⁰
Central District Major Crime Squad			
Current Staffing Level	Sworn:		26 ¹⁰¹
Proposed Staffing Level	Sworn:		33 ¹⁰²
Optimal Staffing Level	Sworn:		35 ¹⁰³
Western District Major Crime Squad			
Current Staffing Level	Sworn:		30 ¹⁰⁴
Proposed Staffing Level	Sworn:		35 ¹⁰⁵
Division of Homeland Security Functions (Office of Counter Terrorism, Critical Infrastructure Protection Unit, Joint Terrorism Taskforce, CTIC/Fusion Center).			
Current Staffing Level	Sworn:		7 ¹⁰⁶
Proposed Staffing Level	Sworn:		15 ¹⁰⁷
Emergency Services Unit (Inclusive of the Canine Unit)			
Current Staffing Level	Sworn:		27 ¹⁰⁸
Proposed Staffing Level	Sworn:		37 ¹⁰⁹

⁹⁹ Inclusive of five sergeants, and twenty-four troopers (detectives).

¹⁰⁰ Inclusive of one lieutenant, five sergeants and twenty-nine troopers).

¹⁰¹ Inclusive of one lieutenant, five sergeants, and twenty troopers (detectives).

¹⁰² Inclusive of one lieutenant, five sergeants, and twenty-seven detectives.

¹⁰³ Inclusive of one lieutenant, five sergeants, and twenty-nine detectives, with the two additional detectives being assigned to the Statewide Missing Persons Team..

¹⁰⁴ Inclusive of one lieutenant, four sergeants, and twenty-five troopers.

¹⁰⁵ Inclusive of one lieutenant, four sergeants, and thirty troopers.

¹⁰⁶ Inclusive of one sergeant, and six troopers within these functions.

¹⁰⁷ Inclusive of one lieutenant, four sergeants, and ten troopers within these functions.

¹⁰⁸ Inclusive of one major, one captain, four sergeants, and twenty-one troopers.

¹⁰⁹ Inclusive of one major, two captains, four sergeants, and thirty troopers.

Headquarters Communications Center		
Current Staffing Level	Sworn:	1
Proposed Staffing Level	Sworn:	1
Eastern District Headquarters Command Staff		
Current Staffing Level	Sworn:	2 ¹¹⁰
Proposed Staffing Level	Sworn:	2
Central District Headquarters Command Staff		
Current Staffing Level	Sworn:	2 ¹¹¹
Proposed Staffing Level	Sworn:	2
Western District Headquarters Command Staff		
Current Staffing Level	Sworn:	2 ¹¹²
Proposed Staffing Level	Sworn:	2
School Resource Officer Program:		
Current Staffing Level	Sworn:	0
Proposed Staffing Level	Sworn:	0
Optimal Staffing Level	Sworn:	16

¹¹⁰ Inclusive of one major (commanding officer) and one captain (executive officer).

¹¹¹ Inclusive of one major (commanding officer) and one captain (executive officer).

¹¹² Inclusive of one major (commanding officer) and one captain (executive officer).

TOTAL STAFFING NEEDS BASED ON THE DATA PROVIDED:

Current Division Staffing Level:	Sworn:	1,085
Plus Current Recruit Training Class	Trainee:	70
Projected Agency Staffing Level as of December 11, 2014¹¹³:	Sworn:	1,155
Proposed Division Staffing Level:	Sworn:	1,458
Optimal Division Staffing Level¹¹⁴:	Sworn:	1,552
Future Hiring Needs to Reach “Proposed Staffing Level”:	Sworn:	303
Future Hiring Needs to Reach “Optimal Staffing Level”:	Sworn:	397

It is my hope that the foregoing is of assistance to you in this regard. In the event that I can be of any further assistance in either this or any other matter, please advise me at your earliest convenience.

Respectfully Submitted,

Major Alaric J. Fox
Chief of Staff
Office of the Deputy Commissioner

¹¹³ It is noted that additional department personnel will invariably separate from service through ordinary attrition over this period. This figure, therefore, merely represents a projected agency staffing level using current personnel calculations.

¹¹⁴ This figure representing the proposed division staffing level, plus the additional staffing needed to increase patrol level staffing at certain critical troop locations, plus sworn personnel to restaff the School Resource Officer Program.