

STATE OF CONNECTICUT  
DEPARTMENT OF EMERGENCY SERVICES & PUBLIC PROTECTION  
OFFICE OF THE COMMISSIONER

February 1, 2019

Senator Cathy Osten, Co-Chair, Appropriations Committee  
Representative Toni E. Walker, Co-Chair, Appropriations Committee  
Senator Paul Formica, Ranking Member, Appropriations Committee  
Representative Gail Lavielle, Ranking Member, Appropriations Committee

Senator Dennis Bradley, Co-Chair, Public Safety and Security Committee  
Representative Joseph Verengia, Co-Chair, Public Safety and Security Committee  
Representative JP Sredzinski, Ranking Member, Public Safety and Security Committee  
Senator Tony Hwang, Ranking Member, Public Safety and Security Committee

Connecticut General Assembly  
Legislative Office Building  
300 Capitol Avenue  
Hartford, CT 06106

**RE: Report on Staffing Requirements Pursuant to Conn. Gen. Stat. § 29-4(b)**

Honorable Co-Chairs and Ranking Members of the Appropriations and Public Safety and Security Committees:

Subsection (b) of Conn. Gen. Stat. § 29-4 requires the Commissioner of the Department of Emergency Services and Public Protection (DESPP), on or before February first of each odd-numbered year, to "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... 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."

Subsection (a) of Conn. Gen. Stat. § 29-4 requires that, “[o]n 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 commissioner in accordance with the recommended standards developed pursuant to subsection (f) of [§ 29-4].”

Subsection (f) requires the Legislative Program Review and Investigations Committee to “conduct a study to develop recommended standards for use by the Commissioner of Emergency Services and Public Protection in determining the commissioner's proposed level of staffing for the Division of State Police for purposes of the biennial budget.”

This report is intended to comply with both the letter and spirit of Conn. Gen. Stat. § 29-4 by reporting our current staffing levels and the staffing levels that are needed to efficiently meet the agency's statutory mandates in this next budget cycle.

As of January 1, 2019, there remains a total of 1,201 allocated sworn positions (all General Fund Full Time Employees) of which 920<sup>1</sup> are filled and 236 are vacant. Of the 920 filled sworn positions, a total of 60 are currently unavailable for a full duty sworn assignment for reasons including worker's compensation leave related to on-the-job injuries (32); other leave status' including maternity leave, medical leave and family medical leave (17); military leave (5); a pending disability retirement (1); and suspended police powers for disciplinary or other reasons (5). Where possible, sworn personnel able to work in light duty capacities have been assigned to administrative duties consistent with labor contract provisions.

## Projections

As forecast in the 2017 Addendum Report, attrition within the agency was much higher than average during this reporting period. On January 1, 2017, the agency employed 1,074 sworn members. **On January 1, 2019, the agency had 920 sworn members, representing a 14% decrease in strength from the 2017 report.**

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<sup>1</sup> This number does not include the 45 State Police recruits currently in the academy.

In FY2019, a total of 389 sworn Connecticut State Police (CSP) personnel were eligible to retire, or roughly 42% of the current compliment of sworn personnel. Given conservative estimates of actual retirements by those eligible to retire in FY2020 and FY2021<sup>2</sup>, the projected sworn staffing number for the agency at the end of FY2021 is anticipated to be 800 troopers. **Even with these stabilized losses, an estimated 55% of all sworn staff will be eligible for retirement at the start of FY2023.**

The 126<sup>th</sup> Trooper Trainee Class graduated 25 Trooper Trainees in August 2018. Two of those graduates did not successfully complete the field training program. The Department has a current class of 45 recruits in the 127<sup>th</sup> Trooper Training Class. The current employment list expired on December 31, 2018. Future classes will have to be populated from a list derived from a new recruitment and selection process, which takes approximately 12 months from announcement to publication of the list. Each Trooper Trainee class is approximately seven months in duration and is followed by a period of field training that lasts approximately 10 weeks. Conversations with the Governor's office and the Office of Policy and Management (OPM) are on-going in regard to new classes and expedited testing and selections procedures.

**Projected Staffing Levels, FY2020 – FY2021<sup>3</sup>**

Total Sworn Positions (1/1/19)	1,201
Number of Filled Sworn Positions (1/1/19)	920
Troopers expected to resign/retire	(29) (remainder of FY2019)
<b>Number of Filled Sworn Positions</b>	<b>936<sup>4</sup> (end of FY 2019)</b>
Troopers expected to resign/retire	(68) (end of FY2020)
<b>Number of Filled Sworn Positions</b>	<b>868 (end of FY 2020)</b>
Troopers expected to resign/retire	<u>(68)</u> (end of FY2021)
<b>Number of Filled Sworn Positions</b>	<b>800 (end of FY 2021)</b>

<sup>2</sup> This estimate presupposes that only 68 eligible sworn employees actually retire each fiscal year.

<sup>3</sup> Staffing assumptions include the average monthly attrition rate stabilizes and does not include any future Trooper Trainee Classes.

<sup>4</sup> This number assumes that all 45 State Police recruits graduate and successfully complete their field training program.

## Discussion

Conn. Gen. Stat. § 29-4 (a) and (f) require that the commissioner use the Program Review and Investigations (PRI) committee recommended standards to appoint and maintain a sufficient number of sworn state police personnel. Those standards consist of the following:

1. Officers respond to 9-1-1 calls within 15 minutes at least 50 percent of the time;
2. Functions explicitly stated in statute are provided;
3. CSP fully meets contractual obligations to towns to provide resident state troopers;
4. There is an adequate number of troopers to staff the 230 patrols taking into consideration the shift relief factor;
5. Patrol and resident state trooper supervision is sufficient based on a 1:8 span of control;
6. The two-officer minimum requirement for domestic violence, fatal accidents, untimely death/homicide calls for service is met [at least 90 percent of the time]; and
7. The use of regular duty overtime has not shown a sustained increase [three years in a row].

In addition, the commissioner must take the following into consideration:

- Staffing of functions provided at commissioner's discretion per Conn. Gen. Stat. § 29-7;
- Occurrence of patrol troopers on light duty @ 2.3 per 100 patrol troopers;
- Occurrence of patrol troopers on leave duty @ 5.6 per 100 patrol troopers;
- Occurrence of sergeants on leave/light duty @ 4.6 per 100 sergeants;
- One master sergeant per troop; and
- On average, CSP sworn management positions @ ratio of 1 sworn manager for every 20 sworn non-managers.

The Department's total number of 1,201 allocated sworn positions (all General Fund Full Time Employees) is sufficient to meet today's minimum patrol requirements. However, the agency has fallen well short of this number and forecasted attrition, while difficult to accurately predict,

paints a dire picture for the years ahead unless aggressive steps are taken to fill and keep these positions filled on a continuous basis.

Currently, in order to maintain the required minimum patrol staffing at an acceptable level of overtime in light of the attrition of sworn personnel who have not yet been replaced, investigative and support units have been substantially reduced by the transfer of personnel to patrol assignments. While this has mitigated some overtime expenses for patrol minimum staffing, the cuts to the investigative and support components have significantly hindered what those units are able to do. Further reductions in these areas would actually or effectively eliminate some of these units, and drastically impair the others, including statutorily mandated units.<sup>5</sup>

While the elimination of overtime in a public safety organization is not possible due to the unpredictable nature of the work, it is possible to operate the division of state police with less overtime. Further reductions in overtime can only be accomplished by increasing staffing beyond the current levels to be able to cover unavoidable absences due to circumstances such as injury, illness, required training, military leave, and others with troopers on straight time. In addition, hiring of troopers would have to keep pace with attrition and the number of tenured troopers would have to remain sufficient to cover minimum staffing without overtime for the time it takes to fill vacant positions and train the newly hired troopers.

### **Additional Reporting Requirements and Recommendations**

The Department undertook a top to bottom review of troop activities and trooper assignments. Patrol strength has not changed appreciably for many years, however, troop demographics and the number and nature of calls for service have. The Division of State Police successfully operates the troops without adverse impact to the public or our troopers. However, this good result is achieved with increasingly considerable effort, and each additional sacrifice comes with a

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<sup>5</sup> For example, units such as the Statewide Narcotics Task Force (CGS 29-176), the Statewide Organized Crime Investigative Task Force (CGS 29-166) and the Statewide Urban Violence Cooperative Crime Control Task Force (CGS 29-179f) are mandated by statute.

reciprocal tradeoff. An addendum providing detailed information about the three districts, 11 troops and additional CSP activities is attached for your information.

I am available at your convenience to discuss these important issues. Thank you kindly for your time, commitment, and consideration.

Sincerely,



James C. Rovella  
Commissioner



STATE OF CONNECTICUT  
DEPARTMENT OF EMERGENCY SERVICES  
AND PUBLIC PROTECTION



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

January 31, 2019

Division of State Police

The Division of State Police is charged with the protection of the residents Connecticut and the promotion of public safety through the appropriate enforcement of the state's laws. The Connecticut State Police consists of approximately 920<sup>1</sup> sworn troopers and is proud to be the oldest state police agency in the nation. The Connecticut State Police has been accredited through the Commission on Accreditation for Law Enforcement Agencies (CALEA) since 1988, and is also accredited in Connecticut by the Police Officer Standards and Training Council (POSTC).

The Division of State Police is divided into three offices. The largest is the Office of Field Operations, which provides direct law enforcement services to the residents of the state. The Office of Administrative Services provides logistical support to the department while maintaining several registries and licensing bureaus, and the Office of Professional Standards and Support Services investigates complaints against department personnel, inspects division personnel and facilities, ensures ongoing agency accreditation with national and state accreditation standards, conducts recruitment, selection and training of sworn State Police personnel, and provides investigative support services. The division is led by the Colonel of the State Police. The Colonel per statute is also a Deputy Commissioner<sup>2</sup>, and reports directly to the Commissioner.

Office of the Deputy Commissioner/State Police Colonel

The Colonel is the Commanding Officer of the Division of State Police and a Deputy Commissioner of the Department of Emergency Services and Public Protection. The colonel is assisted by a Chief-of-Staff (COS) in the day-to-day management of the Division of State Police. The COS is currently a lieutenant. Operating within the Office and reporting directly to the Colonel's COS is the STOPS unit, a peer support program for first responders, which consists of one trooper. The Public Information Office handles media inquiries and dissemination of information to the public via radio, television, print and social media, and includes two troopers that report to the Colonel's COS.

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<sup>1</sup> The staffing referenced in this document is based upon a one-day snapshot taken on January 1, 2019 and is a 14% reduction in staffing levels from the 2017 report. This does not include the 45 State Police recruits currently in the academy.

<sup>2</sup> Pursuant to Conn. Gen. Stat. § 29-1b(a).

A total of five sworn staff are assigned to the Office of the Deputy Commissioner, including one colonel, one lieutenant, and three troopers.

### Office of Field Operations

The Office of Field Operations (OFO) is responsible for the delivery of police services statewide through three geographical districts (Western, Central and Eastern), which include a total of 11 Troops and three Major Crime Units. Troopers from State Police Troops provide primary law enforcement services for 79 of the 169 towns in Connecticut and most state property, and cover approximately 7,000 miles of state highway. The Office coordinates the activities of the State Police Message Center, the Bureau of Special Investigations, the Traffic Services Unit, the Governor's Security Unit, the Emergency Services Unit and the Cyber, Intelligence & Counter Terrorism Unit. OFO is overseen by a Lieutenant Colonel, and is assisted by a lieutenant serving as a Chief of Staff and an administrative sergeant.

Each troop's minimum patrol coverage is based on a common set of characteristics including its census, total patrol area in miles, miles of interstate and state roads, volume of traffic, the number of communities with their own police departments and the number of communities in which the Connecticut State Police (CSP) is the sole or primary law enforcement agency, other unique characteristics of its communities, the nature and number of calls for service, its most frequently occurring and most serious crimes, and response times. Information about posts and positions in this Addendum to the Report represents the number of troopers at any given location on January 1, 2019.





### Western District

The Western District consists of four troops, Troop A, Troop B, Troop G and Troop L. It encompasses Litchfield County and portions of Hartford, New Haven and Fairfield Counties and includes 56 municipalities, with a total population<sup>3</sup> of 1,294,931, representing about 36 percent of the state's residents. The District is the primary source of law enforcement for 26 of the region's 56 locales.

Sworn positions (FTE)	District	Troop A	Troop B	Troop G	Troop L	Totals
Major	1	0	0	0	0	1
Captain	1	0	0	0	0	1
Lieutenant	0	1	1	1	1	4
Master Sergeant	0	1	1	1	1	4
Sergeant	0	5	4	7	5	21
Sergeant (Resident Trooper)	0	3	0	0	1	4
TFC/Trooper	0	39	28	55	32	153
Resident TFC/Trooper	0	13	4	0	8	25
School Resource Officer	0	0	0	2	0	3
<b>Total</b>	<b>2</b>	<b>62</b>	<b>38</b>	<b>66</b>	<b>48</b>	<b>216</b>

### Troop A - Southbury

Troop A - Southbury is located off Interstate 84 in the Town of Southbury. The troop serves 16 towns encompassing a total patrol area of 505.5 square miles within Fairfield, Litchfield and New Haven Counties, with a total population of 398,772 persons. Troop A patrols three major highways - I-84, Route 7 and Route 8, totaling 81.3 miles. The area consists largely of suburbs with business and industrial areas, primarily along the I-84 corridor through the greater Waterbury area.

Troop A performs the primary law enforcement functions in six of its 16 towns and provides assistance and support as needed to the organized police departments in the remaining 10 towns. The Resident State Trooper Program is currently in operation in all six of the towns under Troop A's coverage - Bridgewater, New Fairfield, Oxford, Roxbury, Sherman, and Southbury. A total of 15 troopers/sergeants are assigned to these six communities as Resident Troopers.

The three most serious crimes reported in CY2018 in order of severity were Rape, Robbery and Aggravated Assault. The three most frequently reported crimes in Troop A during CY2018 were Operating under the Influence, Larceny and Disorderly Conduct. The three most frequent reasons for calls for service during CY2018 were patrol checks, traffic services and traffic stops. In CY2018 the average response time, in minutes, from the time the call was received to the time the primary unit arrived (not including "officer initiated calls," calls without a recorded "arrival time," or calls with response times greater than one hour) for Troop A was 8.37 minutes. During CY2018, Troop A personnel fielded 47,801 emergency 911 calls.

<sup>3</sup> Population data is derived from the 2017 Connecticut Census.

A total of 62 sworn individuals are assigned to Troop A, including one lieutenant, one master-sergeant, five sergeants, 39 troopers, three resident trooper sergeants and 13 resident troopers. **This represents a 19% decrease in sworn personnel at this Troop.**

#### Troop B - North Canaan

Troop B - North Canaan is located in the Town of North Canaan. The troop serves 13 towns encompassing a total patrol area of 470.5 square miles within Litchfield County with a total population of 72,480. Its geographic area is the largest of the 11 troops. Troop B is responsible for patrolling 23 state highways totaling 286.51 miles, as well as 840.83 miles of town secondary roadways and a portion of Route 8.

The Troop B area consists of 13 municipalities of which, 11 (Barkhamsted, Canaan, Colebrook, Cornwall, Goshen, Hartland, New Hartford, Norfolk, North Canaan, Salisbury, and Sharon) are the primary law enforcement jurisdiction of the State Police, while the two remaining towns (Torrington and Winchester) have organized police departments. Four of the towns under primary State Police jurisdiction (Barkhamsted, New Hartford, North Canaan and Salisbury) participate in the Resident State Trooper Program with a total of four troopers assigned to these communities as Resident Troopers. The resident troopers supervise eight constables in three of those municipalities (Barkhamsted, New Hartford and Salisbury). The seven remaining towns that are under the primary jurisdiction of the State Police are covered by the general patrols from the Troop. State Police personnel also provide assistance and support to the towns with organized police departments upon request.

The three most serious crimes reported in CY2018 in order of severity were Rape, Robbery and Aggravated Assault. The three most frequently reported crimes in Troop B during CY2018 were Disorderly Conduct, Larceny and Operating under the Influence. The three most frequent reasons for calls for service during CY2018 were for administrative services, patrol checks, and traffic stops. In CY2018 the average response time, in minutes, from the time the call was received to the time the primary unit arrived (not including "officer initiated calls," calls without a recorded "arrival time," or calls with response times greater than one hour) for Troop B was 12.18 minutes. During CY2018, Troop B personnel fielded 3,884 emergency 911 calls.

A total of 38 sworn individuals are assigned to Troop B, including one lieutenant, one master-sergeant, four sergeants, 28 troopers and four resident troopers. **This represents a 27% decrease in sworn personnel at this Troop.**

#### Troop G - Bridgeport

Troop G is located in Bridgeport at the junction of I-95 and Route 25/8 connectors. The Troop covers about 236 miles of limited access highway and is primarily responsible for the patrolling of I-95 from Greenwich to Branford and the Merritt Parkway from Greenwich to Stratford, both heavily traveled corridors between New York and Boston. This area is both urban and heavily developed throughout. Troop G is also the busiest 911 communications dispatch center in the state with 158,860 emergency 911 calls handled in CY2018.

The Troop G area covers 14 cities and towns, all with organized police departments, and covers the I-95 corridor through six additional municipalities in the Troop I and Troop F areas. The area has a total population of 665,902. The municipalities in the Troop G area maintain their own police departments and thus there are no resident trooper towns; however, the Troop assigns two troopers to the Bullard Havens Technical High School in Bridgeport to serve as School Resource Officers.<sup>4</sup>

The Troop focuses on aggressive driving, speeding and high accident incidence areas, deploying a combination of regular patrol troopers, unmarked cars, and related highway incident management techniques to reduce accidents, injuries and deaths. With input by the Department of Transportation (DOT) and guided by data, troopers are assigned to “hot spots” to reduce motor vehicle violations.

The three most serious crimes reported to State Police in CY2018 in order of severity were Rape, Robbery and Aggravated Assault. The three most frequently reported crimes in Troop G during CY2018 were Operating under the Influence, Drug Narcotic Violations and Disorderly Conduct. The three most frequent reasons for calls for service during CY2018 were traffic accidents, traffic services, and traffic stops. In CY2018 the average response time, in minutes, from the time the call was received to the time the primary unit arrived (not including “officer initiated calls,” calls without a recorded “arrival time,” or calls with response times greater than one hour) for Troop G was 10.07 minutes. During CY2018, Troop G personnel fielded 158,860 emergency 911 calls.

A total of 66 sworn individuals are assigned to Troop G, including one lieutenant, one master-sergeant, 7 sergeants, 55 troopers and two School Resource Officers. **This represents a 15% decrease in sworn personnel at this Troop.**

#### Troop L - Litchfield

Troop L - Litchfield is responsible for the mid-northwest section of the state. The troop area consists of 14 towns and covers approximately 425.2 square miles, 15.8 miles of limited access highway, over 1,273.4 miles of secondary improved roadways and has a total population of 157,777. Route 8 runs through the troop area. The area is primarily rural and residential in nature with denser housing and more businesses in the greater Bristol area. Troop L performs the primary law enforcement functions in 9 of the 14 towns within its jurisdiction and provides “as needed” assistance and support to the remaining five towns with organized police departments; Bristol, Watertown, Plymouth, Thomaston, and Canton.

Seven of the towns under primary State Police jurisdiction (Bethlehem, Burlington, Harwinton, Kent, Litchfield, Washington, and Woodbury) participate in the Resident State Trooper Program, with a total of one sergeant and eight troopers assigned to these communities as Resident Troopers. They also supervise a combined total of 42 constables in five of these municipalities.

The three most serious crimes reported in CY2018 in order of severity were Murder, Rape and Robbery. The three most frequently reported crimes in Troop L during CY2018 are Operating under the Influence, Disorderly Conduct and Drug Narcotic Violations. The three most frequent reasons for calls for service during CY2018 were patrol checks, traffic services and traffic stops. In CY2018

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<sup>4</sup> The Department of Education reimburses the department for the trooper coverage.

the average response time, in minutes, from the time the call was received to the time the primary unit arrived (not including “officer initiated calls,” calls without a recorded “arrival time,” or calls with response times greater than one hour) for Troop L was 9.71 minutes. During CY2018, Troop L personnel fielded 9,796 emergency 911 calls.

A total of 48 sworn individuals are assigned to Troop L, including one lieutenant, one master-sergeant, five sergeants, 32 troopers, one resident trooper sergeant and eight resident troopers. **This represents an 18% decrease in sworn personnel at this Troop.**

### Central District

The Central District consists of three troops; Troop F, Troop H (including Bradley International Airport) and Troop I. It encompasses portions of the counties of Hartford, Middlesex, Fairfield, and New Haven and includes 61 municipalities, with a combined population of 1,697,603, representing about 47 percent of the state’s residents. The District is the primary source of law enforcement for 14 of its 61 communities.

Sworn positions (FTE)	District	Troop F	Troop H <sup>5</sup>	Troop I	Totals
Major	1	0	0	0	1
Captain	1	0	0	0	1
Lieutenant	0	1	1	1	3
Master Sergeant	0	1	1	1	3
Sergeant	0	4	9	5	18
Sergeant (Resident Trooper)	0	1	0	1	2
TFC/Trooper	0	29	62	32	123
Resident TFC/Trooper	0	11	1	3	15
School Resource Officer	0	1	4	3	8
<b>Total Filled</b>	<b>2</b>	<b>48</b>	<b>78</b>	<b>46</b>	<b>174</b>

### 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 17 towns, encompassing a total patrol area of 443.9 square miles, within Middlesex, New Haven and New London Counties, with a total population of 210,741. Troop F patrols two major highways, I-95 and Route 9, totaling 76.5 miles. In addition to these roadways, Troop F is responsible for patrolling 256 miles of state highways and 516 miles of town highways within its patrol area. The area is a mixture of rural and suburban neighborhoods, with some light industrial areas and denser housing tracts clustered along the Connecticut coastline.

Troop F is responsible for primary law enforcement functions in 10 of the 17 towns within its jurisdiction and provides assistance and support to the other seven towns within the troop area with their own local police departments. The Resident State Trooper Program is currently in operation in nine towns under its coverage with a total of 12 resident troopers and one resident trooper

<sup>5</sup> Troop H totals include staffing at the satellite Troop location at Bradley International Airport (BIA).

sergeant. The Coginchaug School District (that covers the towns of Middlefield and Durham School System) has a School Resource Officer Program separate from any town functions.

The three most serious crimes reported in CY2018 in order of severity were Murder, Rape and Robbery. The three most frequently reported crimes in Troop F during CY2018 were Operating under the Influence, Simple Assault and Vandalism. The three most frequent reasons for calls for service during CY2018 were administrative services, patrol checks, and traffic stops. In CY2018 the average response time, in minutes, from the time the call was received to the time the primary unit arrived (not including "officer initiated calls," calls without a recorded "arrival time," or calls with response times greater than one hour) for Troop F was 9.52 minutes. During CY2018, Troop F personnel fielded 11,701 emergency 911 calls.

A total of 48 sworn individuals are assigned to Troop F, including one lieutenant, one master-sergeant, four sergeants, 29 troopers, one resident trooper sergeant, 11 resident troopers, and one school resource officer. **This represents a 16% decrease in sworn personnel at this Troop.**

### Troop H - Hartford

Troop H - Hartford is responsible for the north-central portion of the state, with a total population of 792,284. The troop patrols approximately 290 miles of limited access highway, including the heavily-trafficked I-91 and I-84 corridors. The troop area contains these interstate highways, over 200 state buildings, six correctional facilities and is surrounded by cities and suburban areas.

Troop H performs the primary law enforcement functions in one of the 25 towns within its jurisdiction (East Granby), and provides assistance and support to the remaining towns with organized police departments as needed. Troop H has one resident trooper assigned to East Granby, and also staffs four School Resource Officers at three state schools - the Cheney Technical High School in Manchester, Prince Technical High School in Hartford, and E.C. Goodwin Technical High School in New Britain.

The Troop H area of responsibility includes Bradley International Airport (BIA), serving 6,436,407 passengers in CY2017 up 6.2 % from 2016. BIA is managed and operated by the Connecticut Airport Authority (CAA). The CAA is required to meet the requirements of Transportation Security Administration (TSA) Regulations (including 49 CFR 1542 - Airport Security), and the federally approved Airport Security Program. Pursuant to the CAA's Airport Security Plan, the department is required to assign four patrol troopers, one sworn supervisor and two dispatchers every shift to provide for the traveling public's safety and airport security.

Also within the Troop H area is CTFAstrak, a rapid transit system that opened in 2015. CTFAstrak consists of approximately 9.4 miles of dedicated bus lanes, 10 bus stations operating between Hartford and New Britain, and five contiguous miles of bicycle and pedestrian paths. The busway is constructed as an open access road and intersects with a number of local streets along its route. Weekly ridership is approximately 12,000 passengers according to DOT estimates. Annual ridership is 3.4 million.

CT Rail opened in June 2018 and provides service between New Haven and Springfield Massachusetts. CT Rail runs a total 17 trains a day between New Haven and Hartford with 12 of

those trains continuing to Springfield. Troop H jurisdiction with regard to CT Rail encompasses crimes that occur on the CT Rail train cars while in Troop H jurisdictional boundaries, crimes that occur in the station parking lots in Berlin and Windsor Locks, at the Berlin Train Station and the "High Level Platform" at the Hartford Station. Average monthly ridership is approximately 15,500 passengers.

The three most serious crimes reported in CY2018 in order of severity were Rape, Robbery and Aggravated Assault. The three most frequently reported crimes in Troop H during CY2018 were Operating under the Influence, Drug Narcotic Violations and Disorderly Conduct. The three most frequent reasons for calls for service during CY2018 were traffic accidents, traffic services and traffic stops. In CY2018 the average response time, in minutes, from the time the call was received to the time the primary unit arrived (not including "officer initiated calls," calls without a recorded "arrival time," or calls with response times greater than one hour) for Troop H was 7.12 minutes. During CY2018, Troop H personnel fielded 126,388 emergency 911 calls, plus 3,120 additional emergency 911 calls at BIA.

A total of 78 sworn individuals are assigned to Troop H, including one lieutenant, one master-sergeant, 9 sergeants, 62 troopers, one resident trooper and four school resource officers. **This represents a 22% decrease in sworn personnel at this Troop.**

#### Troop I - Bethany

Troop I - Bethany is responsible for the south-central section of the state, with a total population of 653,402. The troop area consists of 19 municipalities and 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 also impact the troop and include Routes 63 and 69. The troop area is diverse, ranging from rural areas with horse farms and large properties to densely populated cities, but consists primarily of suburbs with urban pockets and some industrial developments in the greater New Haven area.

Troop I is responsible for primary law enforcement functions in three of the 19 towns within its jurisdiction and provides assistance and support to the other 16 towns within the troop area with their own local police departments. The Resident State Trooper Program is currently in operation in those three towns with a total of 3 resident troopers in Beacon Falls, Bethany and Prospect. It also staffs three School Resource Officers, one each at Platt Technical High School in Milford, Eli Whitney Technical High School in Hamden, and Wilcox Technical High School in Meriden.

Patrol troopers also respond to calls for services at state facilities in the City of New Haven and other towns in the troop's jurisdiction. The Troop is also responsible for incidents at state schools in the area - Platt Technical High School in Milford, Emmett O'Brien Technical High School in Ansonia, Eli Whitney Technical High School in Hamden, and Wilcox Technical High School in Meriden.

As with Troop H in Hartford, Troop I also covers a portion of the CT Rail system specific to calls for service at facilities located in North Haven, Wallingford and Meriden that require a police investigation or assistance.

The three most serious crimes reported in CY2018 in order of severity were Negligent Manslaughter, Rape and Robbery. The three most frequently reported crimes in Troop I during CY2018 were Operating under the Influence, Disorderly Conduct and Drug Narcotic Violations. The three most frequent reasons for calls for service during CY2018 were patrol checks, traffic services and traffic stops. In CY2018 the average response time, in minutes, from the time the call was received to the time the primary unit arrived (not including “officer initiated calls,” calls without a recorded “arrival time,” or calls with response times greater than one hour) for Troop I was 8.07 minutes. During CY2018, Troop I personnel fielded 77,417 emergency 911 calls.

A total of 46 sworn individuals are assigned to Troop I, including one lieutenant, one master sergeant, five sergeants, 32 troopers, three resident troopers, one resident trooper sergeant, and three school resource officers. **This represents a 16% decrease in sworn personnel at this Troop.**

### Eastern District

The Eastern District consists of four troops, Troop C, Troop D, Troop E, and Troop K. The District encompasses Tolland, Windham, New London and portions of Hartford and Middlesex counties, and includes 51 municipalities.

Sworn positions (FTE)	District	Troop C	Troop D	Troop E	Troop K	Totals
Major	1	0	0	0	0	1
Captain	1	0	0	0	0	1
Lieutenant	0	1	1	1	1	4
Master Sergeant	0	1	1	1	1	4
Sergeant	0	5	5	5	6	21
Sergeant (Resident Trooper)	0	2	0	1	1	4
TFC/Trooper	0	32	41	43	40	156
Resident TFC/Trooper	0	17	5	6	10	38
School Resource Officer	0	0	0	0	0	0
<b>Total Filled</b>	<b>2</b>	<b>58</b>	<b>53</b>	<b>57</b>	<b>59</b>	<b>229</b>

### Troop C - Tolland

Troop C - Tolland is located in Northern Connecticut bordering Massachusetts. Troop C provides the primary police services for eight towns (Ashford, Ellington, Mansfield, Somers, Stafford, Tolland, Union and Willington). It also encompasses the towns of Coventry and Vernon which have their own full time police departments. These 10 towns have a combined population of 132,616. The town of Mansfield, which is home to the University of Connecticut, has a seasonal population during the school year of approximately 27,000 students residing within its 370 square miles. The University is home of the Gampel Pavilion which has a seating capacity of 10,167 people and hosts approximately 17 events each school year. The main campus and campus properties are covered by the University of Connecticut Police, however the State Police are responsible for roadways leading into and out of campus as well as the town of Mansfield.

Troop C covers 52 miles of limited access interstate highways and approximately 800 miles of secondary roadways. The major travel routes include Interstate 84, Route 32, Route 74, Route 190

and Route 44. Troop C covers 4 state parks and forests, which have a combined acreage of 19,668, to include a 300 acre pond, which is also patrolled by DEEP. In the town of Mansfield there is a large damn (Mansfield Hollow Lake/Reservoir) which provides drinking water to the City of Willimantic and the damn helps control flooding on the Thames River watershed. This area is reported to have approximately 574,900 visitors per year. Troop C covers three correctional facilities in the town of Somers and is responsible to respond to these for criminal complaints. In the town of Ellington Troop C covers a small privately owned but public airport and Crystal Lake (200 acres), which has significant boating and recreational traffic in the summer. In the town of Stafford is the Stafford Motor Speedway (seating capacity 8,000) which hosts approximately 20 events annually. Troop C area also has a freight rail line and numerous railroad crossings that span from the town of Mansfield north to the Massachusetts line. In the town of Willington there is a large truck stop area as well as a large distribution center for Fed Ex. There is also a large seasonal campground (Wilderness Lake) which has 100 RV sites. In the town of Ashford there are several large campgrounds to include the Hole in the wall gang camp (approx. 5,000 participants a yr.), The JN Webster Boy Scout Camp (approx. 6,000 participants a yr.), Camp CONNRI (approx. 500 participants a yr.) and Brialee campground, which has 356 available camp/RV sites. The town of Somers is host to the annual Four Town Fair, which has an attendance between 30,000-40,000 people.

The Resident State Trooper Program is currently in operation in Ellington, Mansfield, Somers, Stafford and Tolland. They utilize a total of 17 resident troopers and three sergeants. The three remaining towns (Ashford, Union and Willington) that are under the primary jurisdiction of the State Police are covered by the general patrols from the Troop.

The three most serious crimes reported in CY2018 in order of severity were Rape, Robbery and Aggravated Assault. The three most frequently reported crimes in Troop C during CY2018 were Operating under the Influence, Disorderly Conduct and Larceny. The three most frequent reasons for calls for service during CY2018 were administrative services, patrol checks and traffic stops. In CY2018 the average response time, in minutes, from the time the call was received to the time the primary unit arrived (not including "officer initiated calls," calls without a recorded "arrival time," or calls with response times greater than one hour) for Troop C was 10.52 minutes. During CY2018, Troop C personnel fielded 8,730 emergency 911 calls.

A total of 58 sworn individuals are assigned to Troop C, including one lieutenant, one master-sergeant, five sergeants, two resident trooper sergeants, 32 troopers, and 17 resident troopers. **This represents a 16% decrease in sworn personnel at this Troop.**

#### Troop D - Danielson

Troop D - Danielson provides primary law enforcement services to all but two of the 14 jurisdictions in the area; only Plainfield and the Borough of Putnam are policed by their own independent municipal police departments. The Troop D area has a total population of 87,429. Troop D encompasses about 397.5 square miles including 40 miles of interstate highway (I-395 & I-695) and 1,000 miles of secondary roadway. A total of five resident state troopers are assigned to the three towns of Brooklyn, Chaplin and Killingly.



The three most serious crimes reported in CY2018 in order of severity were Rape, Robbery and Aggravated Assault. The three most frequently reported crimes in Troop D during CY2018 were Disorderly Conduct, Operating under the Influence and Drug Narcotic Violations. The three most frequent reasons for calls for service during CY2018 were administrative services, patrol checks and traffic stops. In CY2018 the average response time, in minutes, from the time the call was received to the time the primary unit arrived (not including "officer initiated calls," calls without a recorded "arrival time," or calls with response times greater than one hour) for Troop D area was 10.76 minutes. During CY2018, Troop D personnel fielded 7,517 emergency 911 calls.

A total of 53 sworn individuals are assigned to Troop D, including one lieutenant, one master-sergeant, five sergeants, 41 troopers and five resident troopers. **This represents a 16% decrease in sworn personnel at this Troop.**

### Troop E - Montville

Troop E - Montville is located in the southeastern corner of Connecticut and encompasses 16 towns including seven where CSP provides primary police protection and nine that maintain organized municipal police departments. Troop E shares boundaries with two tribal nations with their own police departments, and significant casino operations. The Troop E area has a total population of 227,361.

Troop E covers 52 miles of limited access highway on I-95, I-395 and Route 2 and 826 miles of secondary roadway. Troop E borders Rhode Island and manages a significant number of fugitive cases for persons in Rhode Island, Massachusetts, New York and New Jersey. The area has an unusual mix of patrol obligations with a number of small rural towns, off-set by I-95, the largest interstate highway in Connecticut, and tourist attractions including Mystic Seaport and Mystic Marine Life Aquarium, the United States Submarine Base in Groton, the United State Coast Guard Academy in New London, the Millstone Nuclear Plant in Waterford and the two casinos.

The Troop operates five Resident State Trooper programs with a total of six resident troopers. Resident troopers are located in Lisbon, Sprague, Jewett City, Preston, and North Stonington. In addition Troop E has one Resident State Trooper Sergeant assigned to the town of Montville, which has a constabulary of 23 full-time, POST certified local officers, an Animal Control Officer, and three civilian clerical personnel.

The three most serious crimes reported in CY2018 in order of severity were Murder, Negligent Manslaughter and Rape. The three most frequently reported crimes in Troop E during CY2018 were Operating under the Influence, Disorderly Conduct and Larceny. The three most frequent reasons for calls for service during CY2018 were administrative services, patrol checks and traffic stops. In CY2018 the average response time, in minutes, from the time the call was received to the time the primary unit arrived (not including "officer initiated calls," calls without a recorded "arrival time," or calls with response times greater than one hour) for Troop E was 8.79 minutes. During CY2018, Troop E personnel fielded 24,904 emergency 911 calls.

A total of 57 sworn individuals are assigned to Troop E, including one lieutenant, one master-sergeant, five sergeants, 43 troopers, one resident trooper sergeant and six resident troopers. **This represents a 24% decrease in sworn personnel at this Troop.**

#### Troop K - Colchester

Troop K - Colchester is responsible for the mid-northeast section of the state, encompassing much of Windham County. The troop area covers 360 square miles, 98 miles of limited access highway, approximately 700 miles of secondary roadways and serves approximately 117,355 citizens.

There are 14 towns in the Troop K area of which, 12 towns are the primary law enforcement jurisdiction of the State Police (Andover, Bolton, Bozrah, Columbia, Colchester, East Haddam, Franklin, Hebron, Lebanon, Marlborough, Salem, and Windham (excluding the Willimantic section)). Nine of the towns under primary State Police jurisdiction (Andover, Bolton, Columbia, East Haddam, Hebron, Lebanon, Marlborough and Salem), participate in the Resident State Trooper Program, with a total of one sergeant and ten troopers assigned to these towns. The Resident Troopers in five of the towns supervise a total of 25 constables. The three remaining towns (Bozrah, Franklin and Windham) are covered by the general patrols from the Troop. State Police personnel provide assistance and support to the towns with organized police departments upon request.

The three most serious crimes reported in CY2018 in order of severity were Negligent Manslaughter, Rape and Robbery. The three most frequently reported crimes in Troop K during CY2018 were Operating under the Influence, Disorderly Conduct and Drug Narcotic Violations. The three most frequent reasons for calls for service during CY2018 were patrol checks, traffic services and traffic stops. In CY 2018 the average response time, in minutes, from the time the call was received to the time the primary unit arrived (not including "officer initiated calls," calls without a recorded "arrival time," or calls with response times greater than one hour) for Troop K was 12.28 minutes. During CY2018, Troop K personnel fielded 9,453 emergency 911 calls.

A total of 59 sworn individuals are assigned to Troop K, including one lieutenant, one master-sergeant, six sergeants, 40 troopers, one resident trooper sergeant and ten resident troopers. **This represents a 12% decrease in sworn personnel at this Troop.**

#### Additional OFO Responsibilities

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

Table 6: Additional, Critical Field Sworn Activities							
Sworn positions (FTE)	OFO Staff (incl. GSU/MC)	Major Crimes	Cyber, Intelligence & Counter Terrorism Unit	BSI	TSU	ESU	Totals
Lt. Colonel	1	0	0	0	0	0	1
Major	0	0	0	0	0	0	0
Captain	0	0	0	2	0	0	2
Lieutenant	2	3	1	1	1	2	10
Master Sergeant	0	0	0	0	0	0	0
Sergeant	7	12	2	10	3	4	38
TFC/Trooper	27	57	9	43	26	17	179
<b>Total Filled</b>	<b>37</b>	<b>72</b>	<b>12</b>	<b>56</b>	<b>30</b>	<b>23</b>	<b>230</b>

### Governor's Security Unit

The Governor's Security Unit (GSU) protects the Governor and Lieutenant Governor of the State of Connecticut and their immediate families through prevention, planning, innovative use of technology and dedicated services, 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 resources necessitate significant overtime expenditures within this unit. A total of 19 sworn staff are assigned to the GSU, including three sergeants and 16 troopers. **A lieutenant position within the Unit is currently vacant.**

### State Police Message Center

The Department of Emergency Services and Public Protection/Connecticut State Police Communications Center (referred to as the "Message Center" or "MC") 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 MC 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 MC is also responsible for the review and dissemination of all Amber and Silver Alerts in the State of Connecticut.

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

Sworn staffing in this area remains unchanged.

### Major Crime Units

Each District has a Major Crime Unit, whose primary role is to investigate crimes requiring extended or complex follow up procedures, including but not limited to, homicides, serious assaults, and sexual assaults. The Major Crime Units provide specialized assistance in processing and documenting complex crime scenes throughout the State. They are routinely called upon to assist local and federal agencies in this capacity. The Major Crime Units also serve as an investigative resource for Troop investigators. The Major Crime Units are statutorily mandated to investigate all police-related shooting deaths. At the direction of the State's Attorney, they are called upon to investigate allegations of criminal activity involving local police. The Missing Persons Team, comprised of veteran Major Crime Unit Detectives, was formed to investigate complex and/or cold missing persons cases. This team, working with federal and local partners, including the State's Attorney's Office and the Office of the Chief Medical Examiner, focuses on existing State Police missing persons' cases as well as those in local police jurisdictions. The Unit works closely with the Missing Person Clearinghouse, the Connecticut Broadcasters Association Amber Alert Committee and the National Center for Missing and Exploited Children.

A total of 72 sworn staff are assigned to the Major Crime Units, including three lieutenants, 12 sergeants and 57 troopers. **This represents a 16% decrease in sworn personnel in this Unit.**

### Cyber, Intelligence & Counter Terrorism Unit

The Cyber, Intelligence & Counter Terrorism Unit is comprised of the Cyber Crime Investigation Unit (CCIU), Connecticut Intelligence Center (CTIC), Critical Infrastructure Protection Unit (CIPU), and Counter Terrorism Unit (CTU) and supplements the Federal Bureau of Investigation's Joint Terrorism Task Force (JTTF).

The Cyber Crime Investigation Unit (CCIU) works to make the State of Connecticut more resilient to cyber-attacks. The CCIU investigates network intrusions, ransomware, business email compromises, computer intrusions, unlawful access, account high jacking, and cyber terrorism. CCIU also assists with investigating suspicious network activities at DESPP and other state agencies. The CCIU maintains liaison with regional and federal authorities and assists municipal police departments with cybersecurity investigations. The CCIU works in collaboration with the Connecticut Intelligence Center and the Federal Bureau of Investigation (FBI) to strengthen intelligence analysis. All members of the CCIU serve as FBI Task Force Officers and hold Top Secret clearances. In 2019, the CCIU began embarking upon public outreach and awareness efforts.

The Connecticut Intelligence Center (CTIC) - Homeland Security Intelligence gathering in Connecticut is conducted through the state fusion center known CTIC. Fusion centers operate nationwide across all levels of government. They receive, analyze, gather, and share threat-related information. CTIC includes a co-located team of federal, state and local partners (including DESPP, Department of Correction, Connecticut National Guard, Federal Bureau of Investigation (FBI),

United States Coast Guard, Office of the United States Attorney, Department of Homeland Security, and municipal police): CTIC collects, analyzes and disseminates both criminal and terrorism-related intelligence to law enforcement officials throughout the state, as well as pertinent vetted information to authorized and appropriate agencies within the first responder and private sectors. CTIC staff includes 5 regional intelligence liaison officers (corresponding to the 5 DEMHS regions). CTIC operates under a privacy, civil rights, and civil liberties protection policy.

The Critical Infrastructure Protection Unit (CIPU) – CIPU is the body of systems, networks and assets that are so essential that their continued operation is required to ensure the security of the state, nation, its economy, and the public's health and/or safety. CIPU works to assess and protect Connecticut's public and private critical infrastructure assets and key resources, both physical and cyber-based, that are essential to maintaining the minimal operational capabilities of government and are necessary to the well-being of the economy. The CIPU identifies these key assets, assesses their vulnerabilities, participates in multi-agency deterrence and protection activities, and develops mitigation strategies designed to improve security at those sites. The CIPU also works with the Office of Emergency Management and the State Emergency Operations Center during emergencies to assist in preparedness, response, protection, and recovery issues related to the state's critical infrastructure. CIPU is tasked with the assessment and protection of Connecticut's public and private critical infrastructure assets and key resources. CIPU offers the following services and capabilities to the State of Connecticut:

- Vulnerability Assessments
- Security Assessments
- Mitigation and Prevention Strategies
- School Security Outreach
- School Security walk-throughs
- Staff, Student, and Parent presentations/awareness training
- Situational Awareness Training
- Terrorism Awareness Training
- Critical Infrastructure Database/Repository Sector Specific Awareness Bulletins

The Counter Terrorism Unit (CTU) incorporates a variety of methods to prevent or thwart a terrorist attack. The CTU manages counter terrorism functions in Connecticut. The purpose of CTU is to utilize all resources within state government to develop unified safety and security measures to prevent, mitigate and manage incidents threatening the quality of life of the citizens of Connecticut.

Joint Terrorism Task Forces (JTTFs) are small cells of highly trained, locally based, passionately committed investigators, analysts, linguists, SWAT experts, and other specialists from dozens of U.S. law enforcement and intelligence agencies. It is a multi-agency effort led by the Justice Department and FBI designed to combine the resources of federal, state, and local law enforcement. Connecticut State Police Detectives assigned to work with the Department of Emergency Management and Homeland Security have been deployed to work within the multi-agency Joint Terrorism Task Force administered by the FBI. This Task Force is composed of local, state, and federal investigators who

are dedicated to combat terrorist activities within the State. Investigators derive their investigative powers from the FBI.

The Cyber, Intelligence & Counter Terrorism Unit is currently staffed with 12 sworn employees consisting of one lieutenant, two sergeants, and 9 troopers. **This unit is currently down 3 sergeants and 5 troopers.**

### Bureau of Special Investigations

The Bureau of Special Investigations (BSI) is comprised of a series of specialized investigative task forces and units, which have been implemented by statute, contract, Memorandum of Understanding (MOU), or upon a granted request to address immediate and long term quality of life issues. Many of the BSI units and task forces within the Bureau were formed to function with the integration of local police officers, who are granted special state police authority while assigned to the Bureau. The integration of the local police officers historically has provided an opportunity to increase investigative resources and enhance communications, cooperation, collaboration and support as an investigative force multiplier for and with the many local police agencies within the state. Over the past several years, the integration of the local officers has diminished. Various reasons contributing to this decrease, are budgetary and manpower shortfalls and limitations with the local officer incentive funding.

With the current manpower and funding challenges it has become necessary to closely and continually review the mission, vision and direction of the operations of the Bureau. State Police personnel within the various units are now frequently called upon to support each other in order to provide the necessary manpower that is needed to accomplish complex or long term investigations. Some of the units have become so reduced in terms of manpower (i.e. Statewide Firearms Trafficking Task Force) that units operate more as functions within BSI and not as full service units. Due largely to the significant staffing shortages, independent units no longer operate autonomously, but rather share manpower across investigative disciplines. While this arrangement helps to broaden the experience base of the various disciplines within the Bureau, it is burdensome and inefficient to overall operations.

Due to staffing challenges, creative efficiencies have been built into BSI. The detective assigned to Extradition/Governor's Warrants, additionally supports the BSI Evidence Unit, assisting in administrative and operations when available. Moreover, detectives assigned to the Electronic Surveillance Lab supports work functions within various units of BSI.

Command staff assigned to BSI presently consists of one captain who serves as the Acting Commanding Officer of BSI and additionally manages the Fire and Explosion Investigations Unit (a non-BSI unit that lacks a dedicated commanding officer); one captain, who serves as Commanding Officer of the Statewide Narcotics Task Force (SNTF); one lieutenant, who is assigned to SNTF, also supervising the Statewide Urban Violence Cooperative Crime Control Task Force (SUVCCCTF), Connecticut Regional Auto Theft Task Force (CRATTF), Statewide Firearms Trafficking Task Force (SFTTF), Statewide Organized Crime Investigative Task Force (SOCITF), Electronic Surveillance Laboratory (ESL), BSI Evidence, Central Criminal Intelligence Unit (CCIU), and detectives assigned

to federal task forces. These three commanders described above all work collaboratively and cooperatively together on a daily basis due to the shortage of commanders. Additionally, clerical staffing within BSI has been severely reduced in recent years with five of the eight office positions going unfilled.

A total of 56 sworn staff are assigned to BSI, including two captains, one lieutenant, ten sergeants and 43 troopers. **This represents an 18% decrease in sworn personnel in this Unit.**

### Traffic Services Unit

The Traffic Services Unit (TSU) provides specialized traffic enforcement services and promotes traffic safety in Connecticut through education, enforcement and investigation, and is funded in part with federal grants. Due to personnel reductions, Traffic Enforcement Teams which were previously deployed strategically to enforce traffic laws have been discontinued. Commercial Vehicle Teams focus on commercial motor vehicles' compliance with weight and safety regulations. The TSU also trains and utilizes motorcycle patrol troopers, conducts traffic safety demonstrations with the Seatbelt Convincer and Rollover Demonstrator programs, assists state and local police with Driving Under the Influence (DUI) enforcement with a self-contained chemical testing and processing vehicle deployed at DUI checkpoints, and acts as liaison to the railroads and their associated federal oversight agencies. The Unit also works closely with the U.S. Secret Service, Department of State and Capitol Police to provide dignitary protection within Connecticut. The Collision Analysis Reconstruction Squad (CARS) investigates the causes and contributing factors of serious, fatal and high-profile collisions. There is one CARS unit; staffed with one sergeant and seven troopers it provides a statewide response. CARS is frequently called upon to assist local police departments.

Pursuant to a Memorandum of Understanding (MOU) with the Department of Motor Vehicles, the State Police supplies a minimum of 19 troopers to commercial motor vehicle enforcement, including nine to weigh station scales and 10 to roving commercial enforcement.

A total of 30 sworn staff are assigned to the TSU, including one lieutenant, three sergeants and 26 troopers. Although there is a decrease in supervisory personnel (down one sergeant), the total staffing level in this Unit has not changed since the 2017 staffing report.

### Emergency Services Unit

The Emergency Services Unit (ESU) provides specialized assistance to the State Police Troops, federal law enforcement agencies, New England State Police agencies and Connecticut's local law enforcement community. ESU consists of the Aviation Unit, Bomb Squad, Crisis Negotiators, Dive Team/Marine Unit, Mass Transit Security Team, State Police Paramedics, State Police Tactical Team (SWAT) and the K9 Unit which provides training for both CSP's K9 patrol and specialty K9s, and for the majority of Connecticut's municipal police department K9 teams. Many of ESU's specially trained staff have developed more than one specialty and serve on more than one of the ESU teams.

In CY2018, the Emergency Services Unit was called out for 5,056 K9 tracks/ searches, 266 bomb calls, 45 tactical SWAT calls, and 32 incidents requiring the dive team. Most of these calls are located in State Police jurisdiction, however ESU has responded to assist outside police agencies requesting our assistance.

Additionally, the State Police K9 Unit currently trains and certifies approximately 190 canine teams around the country. The State Police K9 teams hold approximately 270 total certifications; that is the combination of, but not limited to, patrol, narcotics and search and rescue. The K9 Unit certifies several disciplines to include patrol, electronic storage, narcotics, explosives, fish and game, bloodhounds, accelerant, search and rescue. Each discipline requires a minimum of 12 in-service dates per year requiring additional hours from training staff.

A total of 23 sworn staff are assigned to ESU including two lieutenants, four sergeants and 17 troopers. **This represents a 12% decrease in sworn personnel assigned to this Unit.**

Sworn positions (FTE)	Colonel/Deputy Commissioner	OAS	OPS&SS	Totals
Colonel	1	0	0	1
Lt. Colonel	0	1	0	2
Major	0	0	1	1
Captain	0	2	1	3
Lieutenant	1	2	3	6
Master Sergeant	0	0	0	0
Sergeant	1	6	12	19
TFC/Trooper	3	20	35	58
<b>Total Filled</b>	<b>6</b>	<b>31</b>	<b>52</b>	<b>89</b>

### Office of Administrative Services

The Office of Administrative Services (OAS) is divided into the Bureau of Strategic Information Services (BSIS), which is tasked with enhancing the regulatory support, policies, and law enforcement technology of the agency, and the Bureau of Business Development (BBD), which oversees all infrastructure, fleet, and identification and records aspects of the agency. OAS is overseen by a lieutenant colonel, and is assisted by a lieutenant serving as a Chief of Staff and an administrative sergeant.

### Bureau of Strategic Information Services

The Bureau of Strategic Information Services (BSIS) is divided into the Regulatory Services Section and the Research, Development and Planning Section, as well as the Special Duty Overtime Coordinator. Regulatory Services consists of the Special Licensing and Firearms Unit (SLFU), the Sex Offender Registry Unit (SOR) and the Deadly Weapon Offender Registry Unit (DWOR). SLFU is responsible for the regulation of firearms and firearms dealers, as well as the licensing, regulation



and oversight of numerous other areas, including professional and amateur combative sports (boxing and MMA), pawn, secondhand, precious metal and stones dealers, fireworks and explosives applicants, professional bondsmen, bail enforcement agents, security guards, private detectives and more. The SOR monitors the state's 5,447 registered sex offenders. It works with state and local agencies on investigations and regulatory violations. SOR also conducts supervisory reviews of convicted sex offenders from foreign jurisdictions moving into Connecticut and of current Connecticut registrations to establish the validity of the registration to mitigate risks in accordance with state and federal law. The DWOR registers and tracks any person convicted of a deadly weapon offense who is released into the community. Legislation identifies numerous specific statutes which require registration of the offenders' names, identifying features, criminal history records, residential addresses, and electronic email addresses, as well as the annual renewal of registrant information. The DWOR contains approximately 1,620 active registrations of convicted offenders.

The Research, Development, and Planning Section works to support field operations through updating and expanding policies and procedures, and automating how we collect, analyze, and disseminate data to better deploy resources and improve the safety and effectiveness of Troopers in the field. This is accomplished through continual enhancements to statewide law enforcement computer systems, research and development of department policies and procedures that reflect current research and nationally recognized best practices, as well as development of effective field technologies that aid field personnel to be safer and more effective. Furthermore, personnel within this section monitor and regulate the use of COLLECT resources through mandated trainings, inspections, audits and the investigation of user violations to ensure compliance with FBI mandates governing COLLECT access. This section includes the Research and Planning Unit, the Criminal Justice Business Applications Unit, the COLLECT Training, Certification and Security Unit, and the Field Technology Unit.

A total of 25 sworn staff are assigned to BSIS including one captain, one lieutenant, five sergeants and 18 troopers. **This represents a 3% decrease of sworn personnel assigned to this Bureau.**

### Bureau of Business Development

The Bureau of Business Development (BBD) oversees all infrastructure, fleet, and identification and records aspects of the agency. Through the Infrastructure Planning and Management Unit, multiple key physical infrastructure projects are managed to improve the 58 facilities located at 27 different sites throughout the agency. The Fleet Administration Unit oversees the maintenance and continued development of the Department of Emergency Services and Public Protection's more than 1,700 vehicle assets, which includes State Police patrol, specialty and other vehicles. The Identification and Records Section, including the State Police Bureau of Identification (SPBI), the Reports and Records Unit, the Fingerprint Identification Unit, and the Crimes Analysis Unit, provides crimes analysis and statistical reporting, public dissemination of reports, and the collection and cataloging of all fingerprint and criminal history data within the State.

A total of two sworn staff are assigned to BBD, including one captain and one administrative duty trooper. **This represents a 33% decrease in sworn personnel assigned to this Unit.**

### Office of Professional Standards & Support Services

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

### Bureau of Professional Standards and Compliance

The Bureau of Professional Standards and Compliance (BPSC) consists of the Internal Affairs Unit (IA), the Accreditation Unit and the Inspections Unit. The Internal Affairs Unit conducts investigations of sworn and civilian employees of the Department, constables under the supervision of Resident State Troopers and occasionally other municipal police departments. The Unit also investigates and processes other complaints, inquiries and commendations from the public. Additionally, the unit reviews and maintains statistics on agency uses of force and conducts an annual review of racial profiling complaints made against department personnel. The Accreditation Unit maintains the required standards of compliance for the department with respect to accreditation with both the Commission on Accreditation for Law Enforcement Agencies (CALEA) and the Connecticut Police Officer Standards and Training Council (POSTC). The unit also acts as a liaison with other agencies nationwide concerning departmental policies, rules and regulations. The Inspections Unit conducts staff inspections of all Department commands and facilities and maintains data on the condition of facilities and results of such inspections.

BPSC has 7 sworn staff members including two lieutenants, four sergeant and one trooper. **This represents a 46% decrease in personnel assigned to this Unit.**

### Bureau of Selection, Training and Investigative Support Services

The Bureau of Selection, Training and Investigative Support Services (BSTISS) is comprised of the State Police Training Academy (including the Firearms Training Unit and the Photo/Video Production Unit), Recruitment and Selection Unit, Background Investigative Unit and the Polygraph Unit. The Training Academy trains qualified applicants as State Police Trooper Trainees and provides mandatory in-service training and specialized law enforcement training for the department. The Training Academy Staff also publishes training bulletins and updates the department on relevant changes to law and best practices for law enforcement personnel. The Recruitment and Selection Unit is responsible for the overall administration and day to day operation of CSP recruitment and selection functions. It actively recruits State Police Trooper Trainee applicants in the region and other states with emphasis on increasing the diversity of the workforce, coordinates the development of tests and testing schedules with the Department of Administrative Services, and arranging for psychologists, physicians, and laboratory services for drug screening to complete the selection process. The Background Investigative Unit (BIU) conducts a background investigation of all potential department personnel, including state police recruits. The unit also performs background investigations for several state agencies including the Departments

of Children and Families and Special Revenue, the State Treasurer's Office, and the Governor's Office. The unit also conducts licensing backgrounds for upper level employees of the Foxwoods and Mohegan Sun Casinos. The Polygraph Unit conducts pre-employment polygraph exams for law enforcement applicants in Connecticut including CSP and police departments as well as polygraph exams in support of criminal investigations of sworn state and local personnel by their agencies and the court.

A total of 43 sworn staff are assigned to BSTISS, including one captain, one lieutenant, eight sergeants and 33 troopers; additional sworn staff is temporarily reassigned to the Training Academy from other assignments when more than one form of instruction<sup>6</sup> is offered concurrently. **This represents a 32% increase of staff since the 2017 Staffing Report. However, this was necessary to accommodate the current recruit academy class and increased firearms training and qualification requirements with both the issued handgun and rifle.**

### Labor Relations Unit

The Labor Relations Unit is the agency representative with respect to the negotiation, implementation and oversight of the numerous bargaining unit contracts of employees of every division of the Department. The responsibilities of the Unit include representation of the agency in collective bargaining, oversight in disciplinary matters, processing grievances, and advising agency managers with regard to contract interpretation, policy recommendations and managerial and supervisory relations with employees. The office further represents the agency in all arbitration and Labor Board hearings while coordinating with agency Command and Executive Management.

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

### Legal Affairs Unit

The Department of Emergency Services and Public Protection Legal Affairs Unit processed more than 1,000 records requests in each of the last three years. At the same time, Legal Affairs Unit staff provides legal assistance to the entire Department of Emergency Services and Public Protection - approximately 1,500 managers and employees in six divisions in multiple locations. The Division of State Police, for instance, has many specialized units and locations throughout the state. The agency's legal staff also provides litigation support to the Office of the Attorney General (AG) and private counsel handling agency business, assists agency staff with their responses to discovery requests and subpoenas, advises on all matters relating to service of process, appears as witnesses in Freedom of Information Commission hearings, participates in other administrative proceedings, often as agency advocate, drafts and oversees adoption of all agency regulations, performs initial fact finding in all Commission on Human Rights and Opportunities complaints and assists the AG's office throughout the entire process, including mandatory mediation, fact finding hearings and, on occasion, litigation. Additionally, legal staff reviews all agency contracts and memoranda of agreement with other agencies, drafts contracts, memoranda of agreement and other documents, provides guidance on state ethics issues and assists agency staff with required financial filings,

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<sup>6</sup> Throughout much of the year, a number of classes are offered concurrently by the CSP Academy including initial trooper trainee academy classes, in-service training for current sworn personnel, remedial and post-promotional training for sworn personnel and new employment and in-service training for civilian staff.

handles special projects, serves on intra- and inter-agency committees and assists the legislative liaison as needed.

Before release, records requested by the public must be reviewed by trained staff in Legal Affairs and, for investigative and accident reports, the Reports & Records Unit. (Most recently, 50,000 reports were released agency wide in a full calendar year.) The reason that we must conduct such a careful review is a large number of statutes restricting release of records maintained by this department. The subjects of these statutes include, but are not limited to, erased records, the names of sexual assault victims, juvenile offenders and persons protected by protective orders, permits, certificates, registrations and declarations associated with firearms and the persons who possess them and records falling under the various exemptions of the Freedom of Information Act.

There are four civilian attorneys and one sworn attorney in the unit along with four paralegals.

#### Sworn Personnel Assigned to the Division of Scientific Services

The Computer Crimes and Electronic Evidence Lab (CCEEL), located in the Division of Scientific Services (DSS), includes investigative functions that are staffed with sworn state police personnel.

The CCEEL conducts complex and in-depth computer-related investigations that have a criminal nexus and consists of two sections, Computer Crime Investigations and Computer Forensics Analyses. The Unit is the state's lead investigative agency for internet crimes against children including those involving the exploitation of persons under the age of 18 for which it receives federal funding through the Office of Juvenile Justice and Delinquency Prevention.

A total of six sworn staff including one sergeant and five troopers is assigned to the Division. **This represents a 14% reduction in sworn personnel assigned to this function.**

#### Summary

As of January 1, 2019, there remains a total of 1,201 allocated sworn positions (all General Fund Full Time Employees) of which 920<sup>7</sup> are filled and 236 are vacant. Of the 920 filled sworn positions, a total of 60 are currently unavailable for a full duty sworn assignment for reasons including worker's compensation leave related to on-the-job injuries (32); other leave status' including maternity leave, medical leave and family medical leave (17); military leave (5); a pending disability retirement (1); and suspended police powers for disciplinary or other reasons (5). Where possible, sworn personnel able to work in light duty capacities have been assigned to administrative duties consistent with labor contract provisions.

The Division of State Police has undergone significant change and made many adaptations in order to continue to provide the high level of service it has traditionally provided in light of fiscal constraints and personnel shortages. Due to current political and fiscal uncertainties it is reasonable to assume that the trend of higher than average attrition rates will continue.

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<sup>7</sup> This number does not include the 45 State Police recruits currently in the academy.

In FY2019, a total of 389 sworn CSP personnel were eligible to retire, or roughly 42% of the current compliment of sworn personnel. Given conservative estimates of actual retirements by those eligible to retire in FY2020 and FY2021<sup>8</sup>, the projected sworn staffing number for the agency at the end of FY2021 is anticipated to be 800 troopers. **Even with these stabilized losses, an estimated 55% of all sworn staff will be eligible for retirement at the start of FY2023.**

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<sup>8</sup> This estimate presupposes that only 68 eligible sworn employees actually retire each fiscal year.

## Connecticut State Police Sworn Personnel Assignments as of January 1, 2019

\* Reflects Temporary Duty assignments not shown in previous tables

Office of Field Operations		
OFO Staff		3
Central District	CDHQ Staff	2
	Troop F - Operations	40
	Troop F - Residents	11
	Troop H - Operations	75
	Troop H - Residents	1
	Troop I - Operations	40
	Troop I - Residents	3
	Central District Major Crime	20
	<b>Total</b>	<b>192</b>
	Eastern District	EDHQ Staff
Troop C - Operations		38
Troop C - Residents		20
Troop D - Operations		48
Troop D - Residents		5
Troop E - Operations		46
Troop E - Residents		9
Troop K - Operations		46
Troop K - Residents		12
Eastern District Major Crime		27
<b>Total</b>	<b>252</b>	
Western District	WDHQ Staff	2
	Troop A - Operations	47
	Troop A - Residents	15
	Troop B - Operations	31
	Troop B - Residents	4
	Troop G - Operations	69
	Troop L - Operations	37
	Troop L - Residents	10
	Western District Major Crime	27
	<b>Total</b>	<b>242</b>
Emergency Services Unit	ESU Staff	9
	Aviation	2
	K-9	6
	Mass Transit	6
	<b>Total</b>	<b>23</b>
Cyber, Intelligence & Counter Terrorism Unit	CI&CTU Staff	1
	CTIC	2
	Counter Terrorism	5
	Cyber Crime	4
	<b>Total</b>	<b>12</b>
Bureau of Special Investigations	BSI Staff	3
	FEIU	12
	SNTF	21
	All Other BSI Functions	14
	<b>Total</b>	<b>50</b>
Traffic Services Unit	Traffic Operations	23
	CARS	7
	<b>Total</b>	<b>30</b>
Governor's Security		19
<b>Total Field Operations</b>		<b>823</b>

Office of Administrative Services		
OAS Staff		3
Bureau of Business Development		3
Bureau of Strategic Info. Services	BSIS Staff	1
	Regulatory Services Staff	1
	SLFU	13
	Offender Registries	8
	Research, Develop. & Planning	3
<b>Total</b>		<b>26</b>
<b>Total Administrative Services</b>		<b>32</b>

Office of Professional Standards and Support Services		
OPS&SS Staff		0
Professional Standards	Professional Stds. Staff	1
	Internal Affairs	5
	Accreditation & Inspections	3
	<b>Total</b>	<b>9</b>
Selections, Training & Investigative Support	Sel., Trng. & Inv. Sup. Staff	1
	Training Academy	29
	Recruitment & Selections	3
	Background & Polygraph	11
<b>Total</b>		<b>44</b>
Legal Affairs		1
Labor Relations		0
<b>Total Prof. Standards and Support Services</b>		<b>54</b>

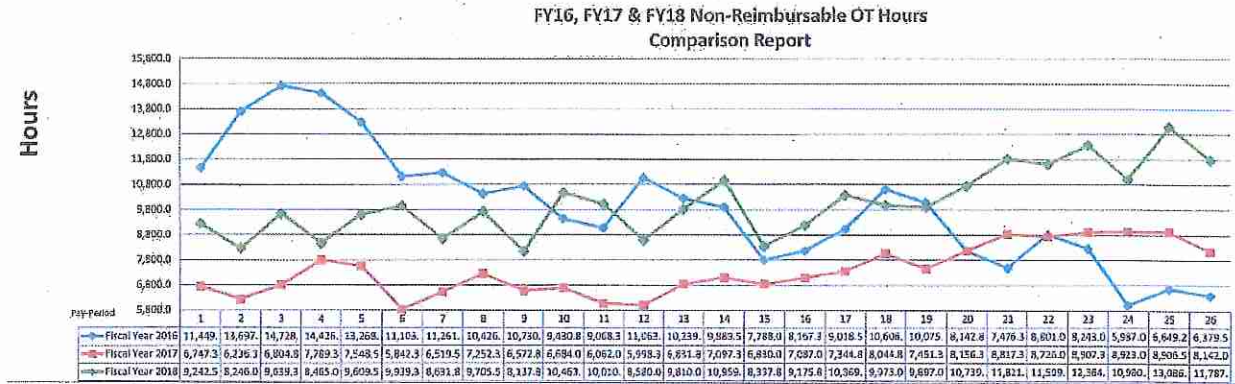
Commissioner's Office		
Colonel & Staff		2
PIO		2
STOPS		1
<b>Total Commissioner's Office</b>		<b>5</b>

Division of Scientific Services		
Computer Crimes		6
<b>Total Scientific Services</b>		<b>6</b>

<b>Total Agency Sworn Personnel</b>	<b>920</b>
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Overtime Expenditures

Due in large part to significant reductions in sworn-staffing levels, non-reimbursable overtime (OT) increased dramatically between FY2017 and FY2018. In FY2018 non-reimbursable OT totaled \$16.5M, compared to \$11.5M in FY2017, and \$15M in FY2016. At the end of FY2018, the average non-reimbursable OT hours expended in the final 3 pay periods was 10,000 hours, compared to 7,400 during FY2017.



As forecast in the 2017 Addendum Report, attrition within the agency was much higher than average during this reporting period. On January 1, 2017, the agency employed 1,074 sworn members. On January 1, 2019, the agency had 920<sup>9</sup> sworn members, representing a 14% decrease in strength from the 2017 report.

Related Staffing Concerns: Backlogs

Optimal use of sworn positions necessitates a sufficient number of civilian personnel in order to perform critical public safety support functions. Support staffing shortfalls impact the State Police’s timely performance of its mandated duties. The chronic shortage of civilian staff in the division and the department, coupled with an increase in underfunded or unfunded statutory mandates (such as the marked expansion of mandated non-criminal background checks) has had a cumulative impact on our efforts. The department’s efforts to return as many troopers as possible to patrol to maintain those critical functions has had the unintended consequence of exacerbating a number of longstanding backlogs. Listed below are the several backlogs about which we have the greatest concern.

Reports and Records - The number of requests for copies of case reports rose to 30,614 in CY2018, an 18.4% increase over CY2017. There currently exists a 17-month backlog in public requests for reports and records. Government requests are backlogged 10 months. The total backlog of reports in December 2018 was 18,414 requests; up 6.8% over November 2018. While still high, this number represents a 15% overall reduction for the year. This was achieved through the deployment of part-time retired workers and targeted overtime.

<sup>9</sup> This number does not include the 45 State Police recruits in the academy.

State Police Bureau of Identification Fingerprint Identification Unit - The Fingerprint Identification Unit, through the deployment of temporary light duty Troopers, was able to reduce its backlog of applicant and criminal fingerprint hard cards by (8%) from December 2016 through December 2017 (from 7,440 in 2016 to 4,480 in 2017) and eliminate it entirely by the end of December 2018.

State Police Bureau of Identification Criminal Records Unit - The current backlog of applicant requests is 13,766. This translates into wait times from one to three months (dependent upon the category). Efforts to combine the current Automatic Fingerprint Identification System (AFIS) upgrade project with the Master Name Index and Computerized Criminal History (MNI-CCH) modernization project were finalized in a December 2018 contract. It will take several months before efficiencies are achieved in this area.

Legal Affairs - Between May 2017 and January 2019, the Legal Affairs Unit received 1,687 FOIA requests. In order to address the backlog, the Legal Affairs Unit hired three new paralegals in the fall of 2018. The current backlog of unprocessed FOIA requests stands at 529.

Special Licensing and Firearms Unit - SLFU is experiencing delays entering DPS-3 (Firearms Transfer) forms into the database. At the end of CY2018, there was a backlog of 16,609 DPS-3 forms not yet entered into the database. This represents a 5% increase over the backlog that existed at the end of CY2017, which was 15,638.

Sex Offender Registry Unit - The SORU is in arrears entering 5,153 violations by 2,248 different registrants.

Deadly Weapon Offender Registry - The DWOR is currently working on 780 open cases involving registry violations that require investigative reports be completed.

Division of Scientific Services - The number of pending case requests increased 38 percent to 4,353 over the past year. The current backlog, many of them violent crimes, includes 3,197 case requests for DNA, an 18 percent increase over last year and only 37 percent of requests completed within 60 days; 124 requests for latent prints, a 96 percent increase, with 86 percent completed on time; and, 315 requests for firearms, a 271 percent increase with 79 percent completed timely. The increase in the backlog and requests greater than 60 days to complete is due to a 5 percent increase in submissions in combination with the inability to address staffing due to budgetary constraints.

### Next Steps and Recommendations

Even with the continued excellent oversight by management and outstanding cooperation of the workforce, the department does not believe it will be able to appreciably reduce the level of non-reimbursable overtime spending or make significant gains over agency backlogs with the current and trending staffing levels.

Maintenance of current staffing levels is necessary to reverse this trend, and that will require new recruit training classes sufficient in size and frequency to address attrition.



The department respectfully recommends the State maintains the currently authorized strength of sworn personnel of 1,201 troopers and take aggressive steps to fill and keep these positions filled on a continuous basis.