



Connecticut State Police Staffing Standards

Background

The primary responsibility of the Department of Emergency Services and Public Protection (DESPP), as outlined in its mission, is “to protect and improve the quality of life for all...” From the inception of the Connecticut state police force in 1903, and throughout most of its history, state law has required a minimum number of sworn state police personnel to help fulfill the department’s main duties and responsibilities.

As Connecticut’s state police force adapted and expanded its roles and responsibilities to account for changes occurring in the state, namely highway development and construction, crime, and technology, the statutory minimum staffing level increased 18 times until 1973. From 1973-1998, no specific number of sworn state police personnel was required in statute. This changed in 1998, when P.A. 98-151 set sworn state police staffing at no less than 1,248.

The statutory staffing level remained unchanged until 2012, when it was eliminated by Section 243 of P.A. 12-1 June SS. Instead, the act requires the department’s commissioner to appoint and maintain a sufficient number of sworn state police personnel to efficiently maintain the operation of the Division of State Police.

The act further requires the program review committee to conduct a study of state police staffing standards. PRI is to examine several specific areas as part of its study, and recommend standards to the legislature and the DESPP commissioner for determining the proposed staffing level of the Division of State Police for purposes of the biennial budget.

The program review committee authorized its study on June 29, 2012, for completion no later than March 1, 2013.

Main Points

The Division of State Police within the Department of Emergency Services and Public Protection is the primary law enforcement agency for the state’s highways and properties along with primary police jurisdiction in 81 municipalities. The division consists of two key offices with main responsibilities for police services: Office of Field Operations and Office of Administrative Services; additional units exist within the division to provide specialized services. State police patrol services are organized into 11 troops (i.e., barracks) within three districts. Each troop patrols a specific geographic territory, assists local police departments (primarily with investigating major crimes), and works with federal and local authorities on special initiatives.

With the exception of Alaska, no other state has as functionally comprehensive a state police force as Connecticut.

Fifty-five municipalities rely on the police services of Resident State Troopers (RST). Towns without police departments, or only employing trained constables, may contract with the Division of State Police for RSTs. Contracts last a maximum of two years, may be renewed or cancelled, and specify the types of services provided and the cost of such services (state law requires towns pay 70% of RST costs and the state, 30%).

Information on staffing levels of sworn state police personnel:

- There has been an 11% decrease in the Connecticut State Police (CSP) force within the past three years.
 - During FYs 2005-09, while the total number of CSP sworn officers rose slightly (5%), the number of patrol troopers remained unchanged.
- As of June 1, 2012, there were 1,069 Connecticut State Police.
 - Within the Division of State Police, 76% were sworn officers.
- In FY 11, approximately 44% of CSP were patrol troopers assigned to one of the 11 barracks.
 - Approximately 1 in 20 of these patrol troopers was out on leave or performing light duty at some point during FY 11.
- The CT State Police Training Academy is the source of new state troopers.
 - One in five enrollees withdraws from the training program.
 - Given the attrition rate, more applicants would have to be offered spots in order to reach targeted numbers of new CSP.

Next Steps

PRI staff will examine the relationship between staffing levels (including the use of overtime) and public and trooper safety related measures, such as response time, solvability (crime clearance rates), safety/crime statistics, highway accident/fatality/safety statistics, consumer satisfaction, and trooper injuries.

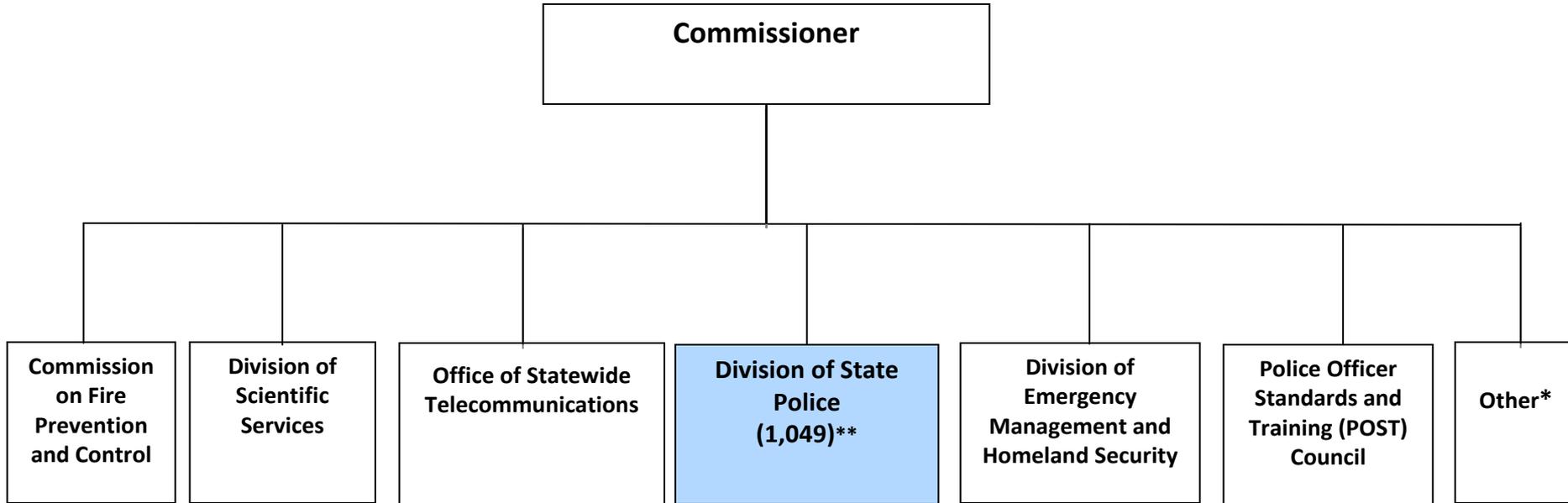
Connecticut State Police Staffing Standards

Staff Update

September 25, 2012

Department of Emergency Services and Public Protection

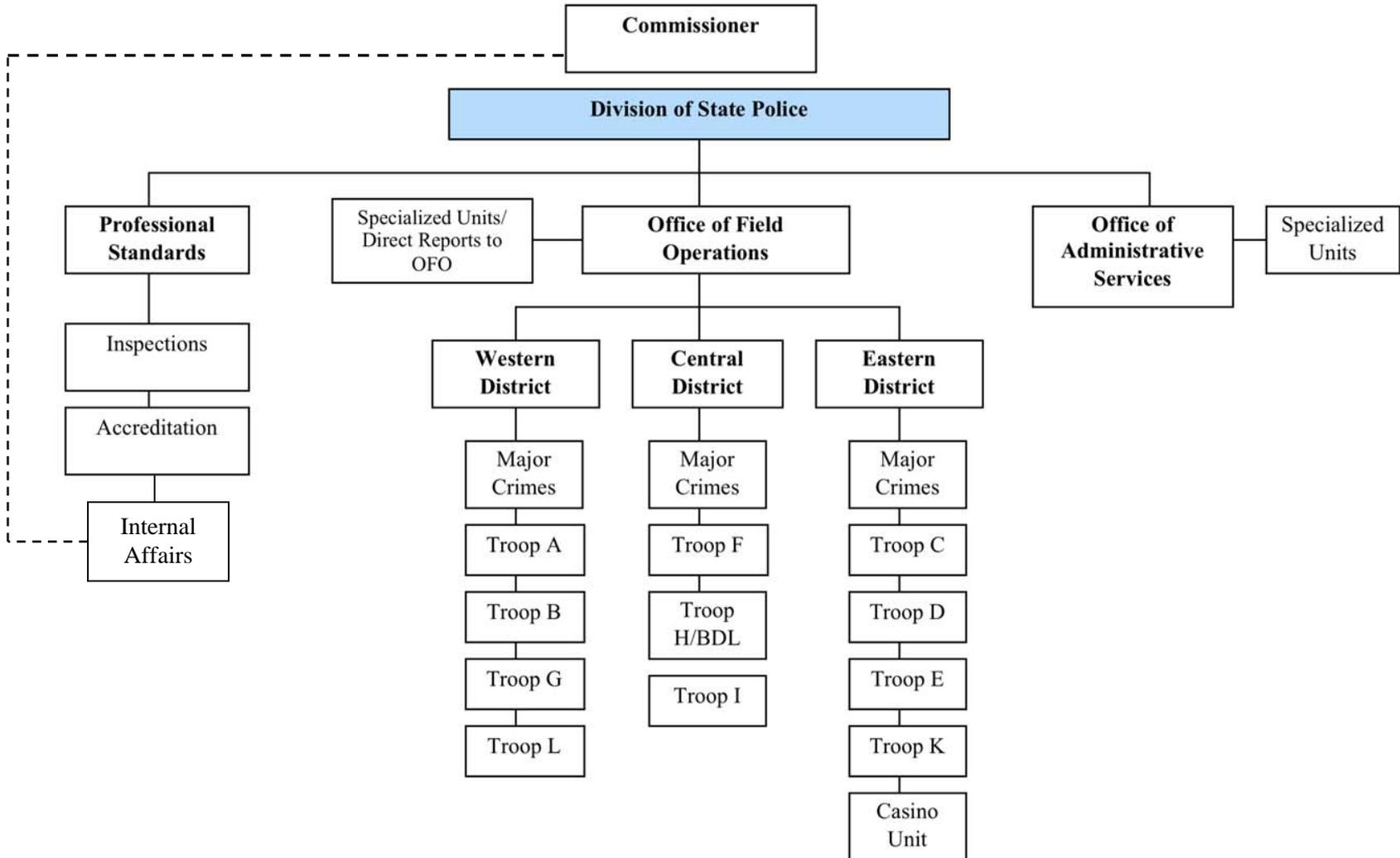
Commissioner and Staff



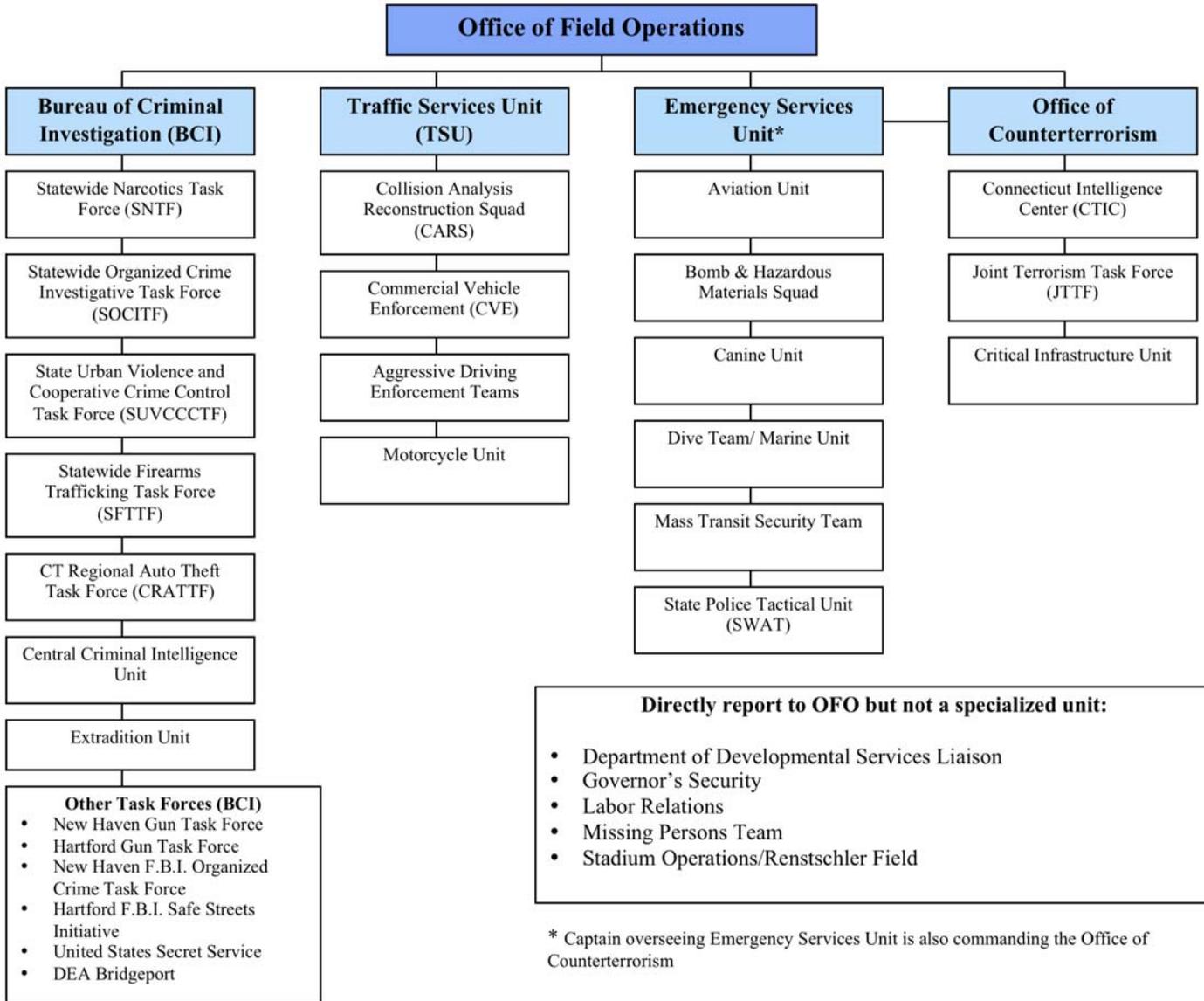
*Other includes: Human Resources, Fiscal Services, Equal Employment Compliance, Legal/Government Affairs, STOPS, Professional Standards

** Sworn personnel

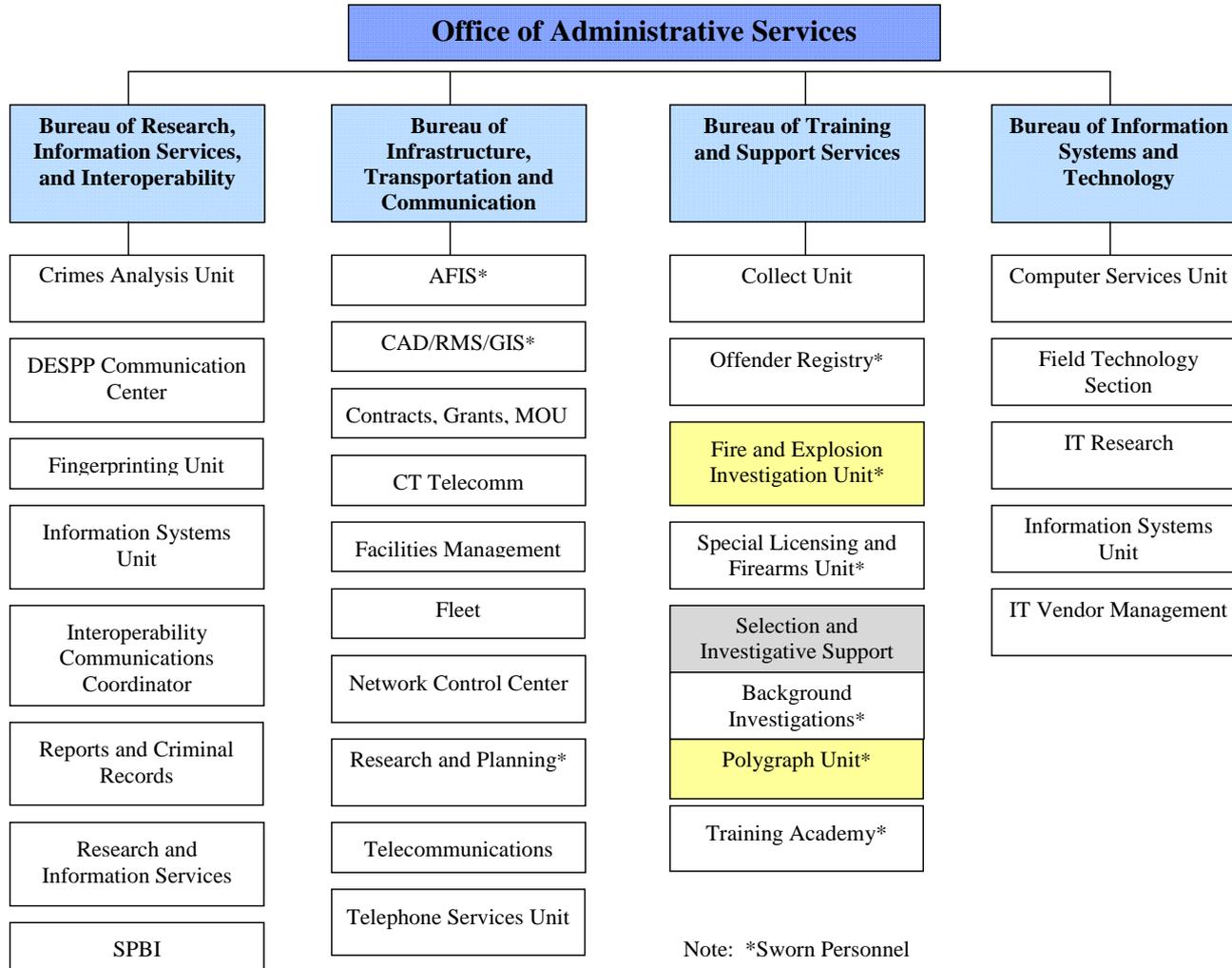
**Department of Emergency Services and Public Protection
Division of State Police**



Specialized Units under the Office of Field Operations



Units under the Office of Administrative Services



Note: *Sworn Personnel

Indicates specialized Unit



Troop Overview

| Troop | Total Population 2010 | Total Population 2000 | % Change in Population | Total Land Area (sq. miles) 2010 | Public Road* Mileage | State Highway** Mileage |
|--------------|-----------------------|-----------------------|------------------------|----------------------------------|----------------------|-------------------------|
| A | 394,086 | 371,709 | 6% | 487.26 | 2,374 | 372 |
| B | 79,170 | 76,098 | 4% | 513.56 | 1,134 | 304 |
| C | 133,554 | 118,828 | 12% | 360.82 | 1,169 | 257 |
| D | 88,843 | 82,136 | 8% | 447.17 | 1,173 | 293 |
| E | 231,970 | 220,158 | 5% | 438.59 | 1,583 | 403 |
| F | 185,138 | 174,367 | 6% | 406.48 | 1,516 | 334 |
| G | 1,031,423 | 997,660 | 3% | 483.24 | 4,060 | 581 |
| H | 829,723 | 794,081 | 4% | 634.94 | 3,766 | 773 |
| I | 330,877 | 315,125 | 5% | 255.14 | 1,656 | 284 |
| K | 118,795 | 110,125 | 8% | 423.19 | 1,215 | 304 |
| L | 150,518 | 145,278 | 4% | 391.97 | 1,375 | 261 |
| Total | 3,574,097 | 3,405,565 | 5% | 4,842.36*** | 21,021 | 4,165 |

*A public road is any road or street owned and maintained by a public authority and open to public travel. [23 U.S.C. 101(a)]. Under this definition, a ferryboat is not a public road (Federal Highway Administration). Number does not reflect whether CSP has jurisdiction.

**Highway - includes any state or other public highway, road, street, avenue, alley, driveway, parkway or place, under the control of the state or any political subdivision thereof, dedicated, appropriated or opened to public travel or other use. (C.G.S. Sec. 14-1(40)) Number does not reflect whether CSP has jurisdiction.

***Total area would be 5,120.52 sq. miles if including water systems.

Source: U.S. Census Bureau 2010, 2000 Data; Connecticut Department of Transportation: Bureau of Policy and Planning 2010 Data.

Consolidation Efforts

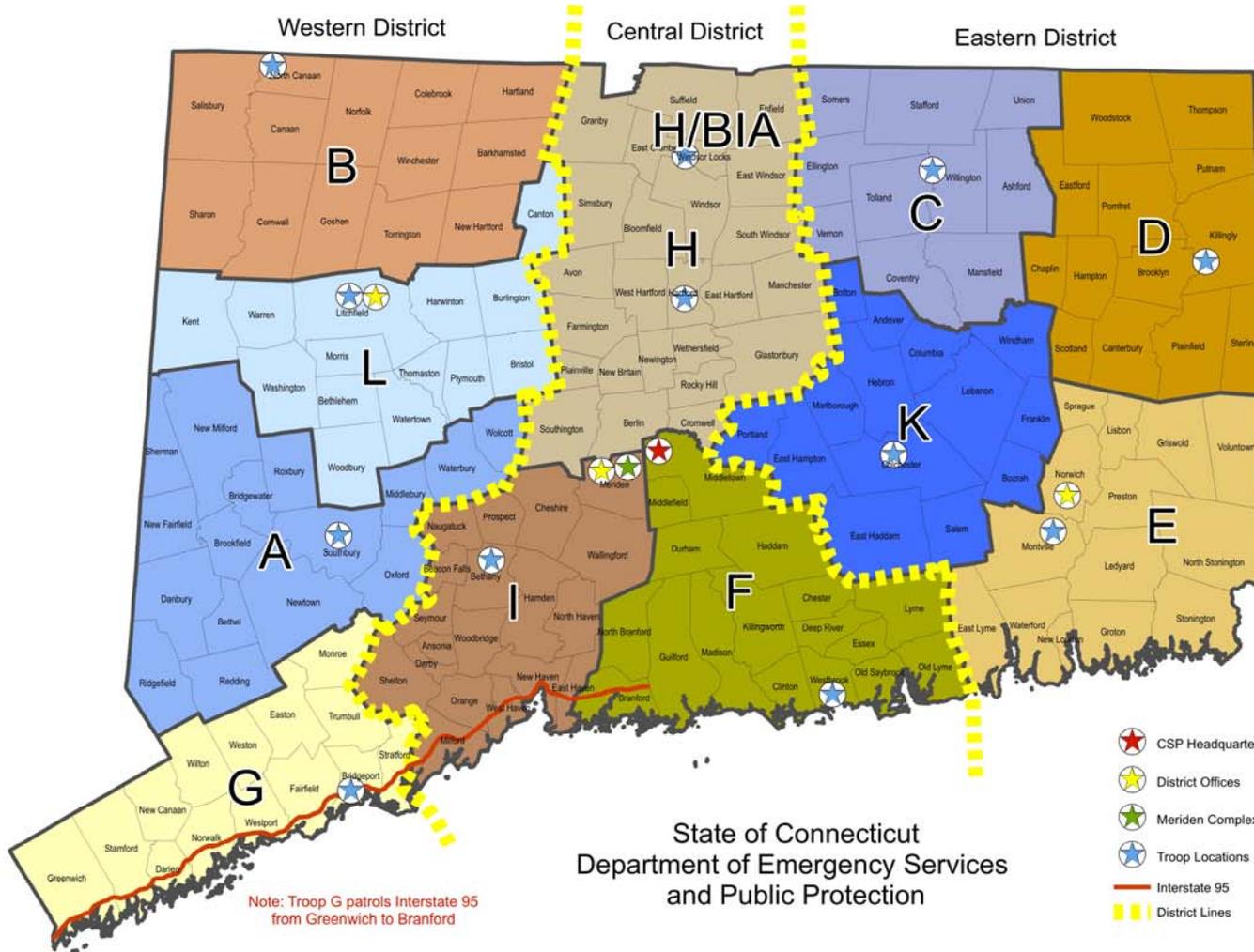
Dispatch Consolidation:

- Troops Consolidated: A, B, L
- Function Consolidated: Dispatch
- Prior to the consolidation, each of the dispatch centers was staffed with a sworn officer and at least one civilian dispatcher each shift
- Primary reason for the consolidation was to redeploy the sworn officers from the dispatch function back to patrol
- Central and Eastern districts considered for consolidation at future date

Troop Consolidation:

- Troops H and W merged in 2012; Bradley International Airport is patrolled by Troop H

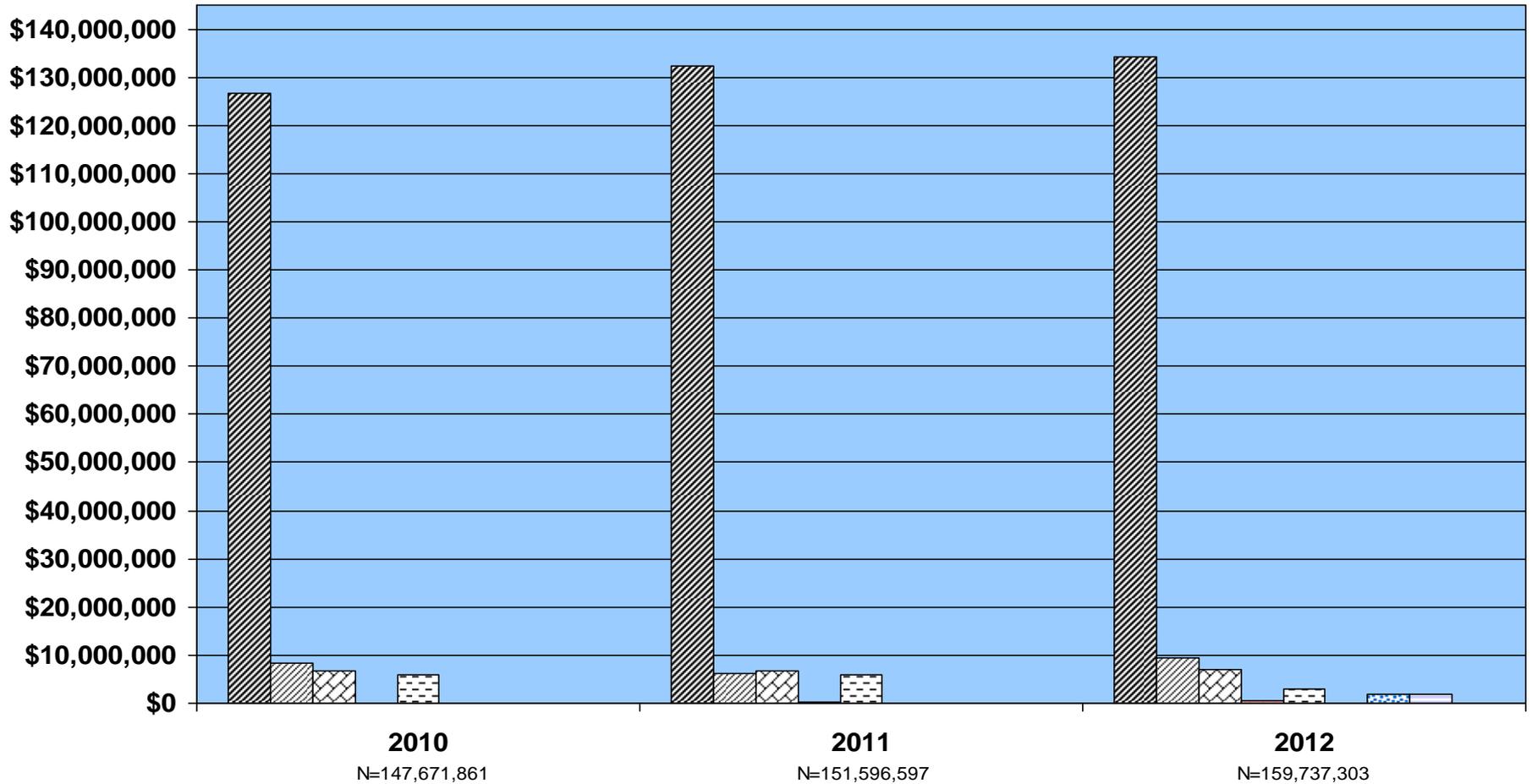
Connecticut State Police Facilities



Map Prepared by OSET GIS Division
16 August 2012

Source: Connecticut State Police

DESPP General Fund Expenditures by Function FYs 2010-2012

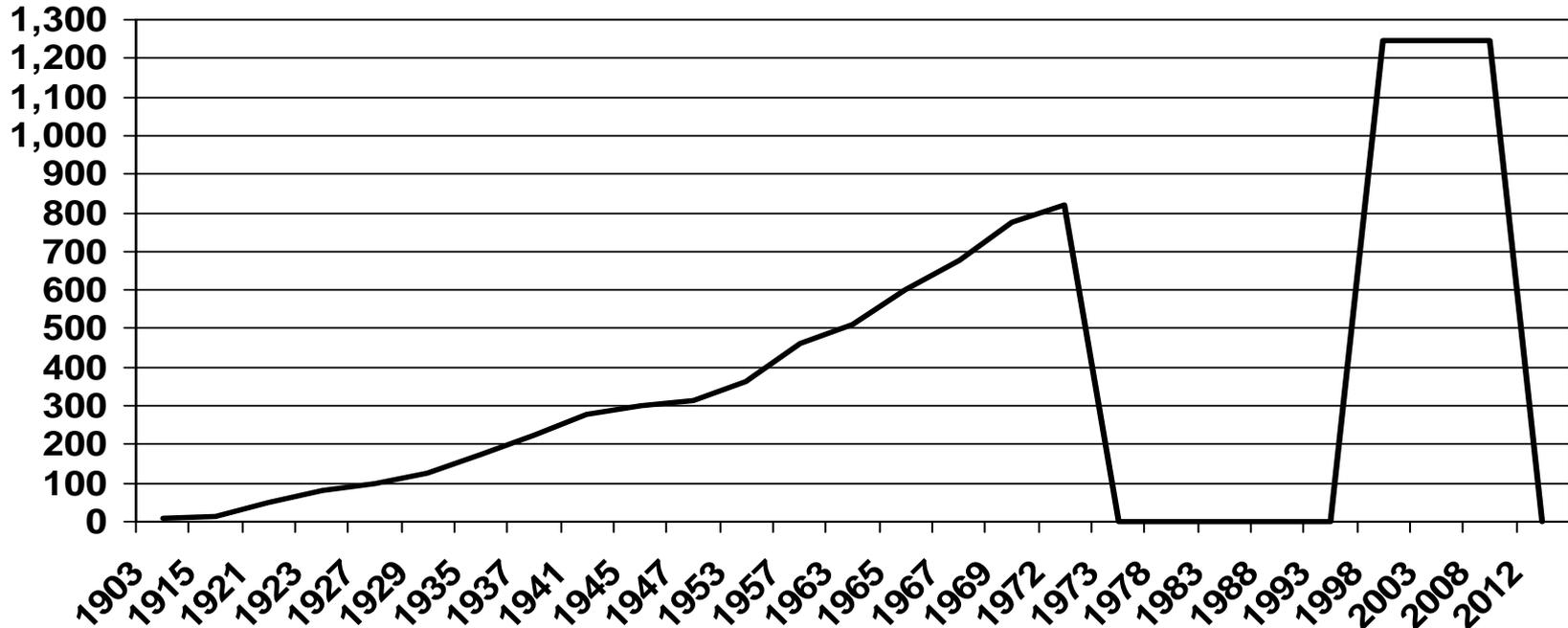


- ▨ Police Services
- ▨ Forensic Services
- ▨ Fire, Emergency, Bldg. Svcs.
- ▨ POST
- Other

- ▨ Agency Mgt. Svcs.
- ▨ Protective Svcs./Emergency Svcs. Homeland Sec.
- ▨ Fire Investigation and Telecomm
- ▨ Fire Prevention Commission

Source of data: DESPP

Statutory Number of State Police Officers Appointing Authority Shall or May Appoint and Year Changed

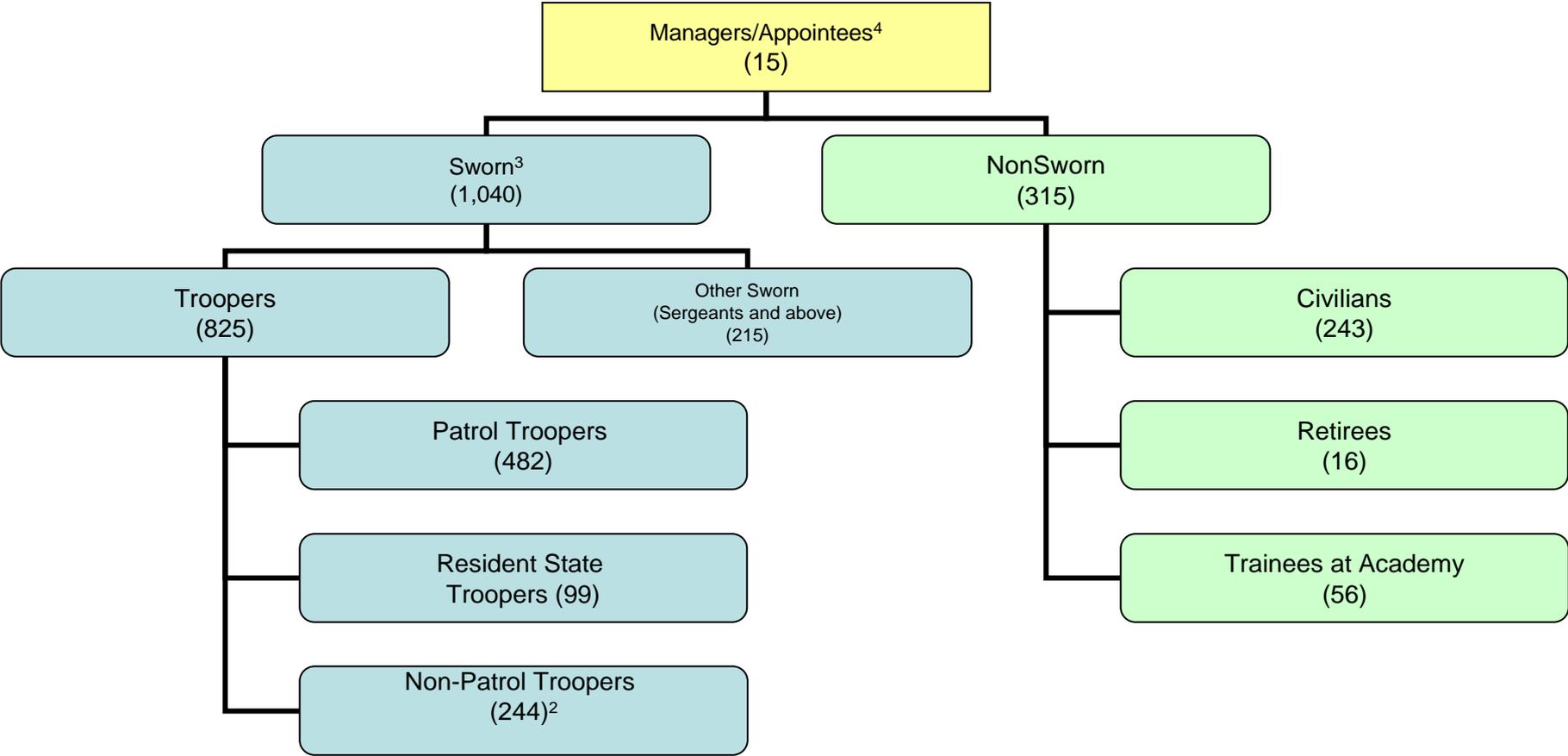


Notes: From 1903-1953 state statute required that a specific number of state police officers “shall” be appointed. From 1953-1973, “shall” was replaced with “may” but continued to include specific numbers. From 1973-1998, no particular number of police officers was indicated in statute, only that the appointing authority may appoint an adequate number to efficiently maintain the department’s operation (shows as “0” in the graph above). In 1998, state law was changed to require the commissioner to appoint and maintain - by July 1, 2001 -a minimum of 1,248 sworn state police personnel. In 2003, the deadline to reach the required minimum staffing level was extended to “on or after July 1, 2006.” The minimum staffing level was eliminated from statute in 2012, and the commissioner was required to appoint and maintain a number that he finds sufficient to efficiently maintain the operation of the state police division until July 1, 2013. Beginning July 1, 2013, the commissioner is required to set the number in accordance with standards recommended by PRI.

Sources: PRI staff analysis; Office of Legislative Research
 Program Review & Investigations Committee

Division of State Police Current Staffing Levels¹

N=1,370



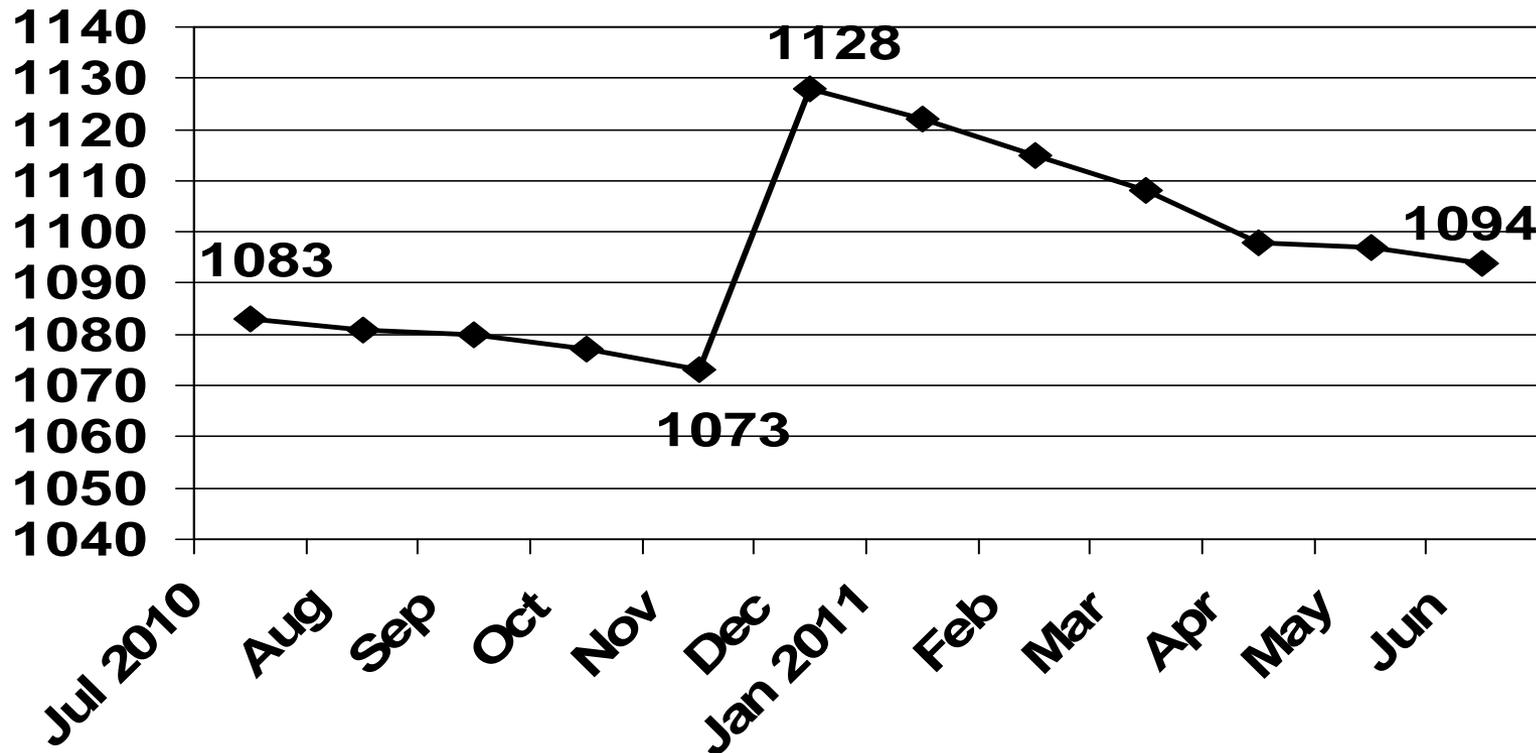
¹Source: CORE-CT June 1, 2012

²e.g., Traffic Services, Casino Unit, Three Major Crimes Units, Bureau of Criminal Investigations

⁴Includes 9 sworn officers

³ There are also 20 additional sworn officers serving in other non-CSP units such as the Division of Scientific Services Computer Crimes Investigations Unit (10) and Division of Professional Standards and Compliance Internal Affairs Unit (4).

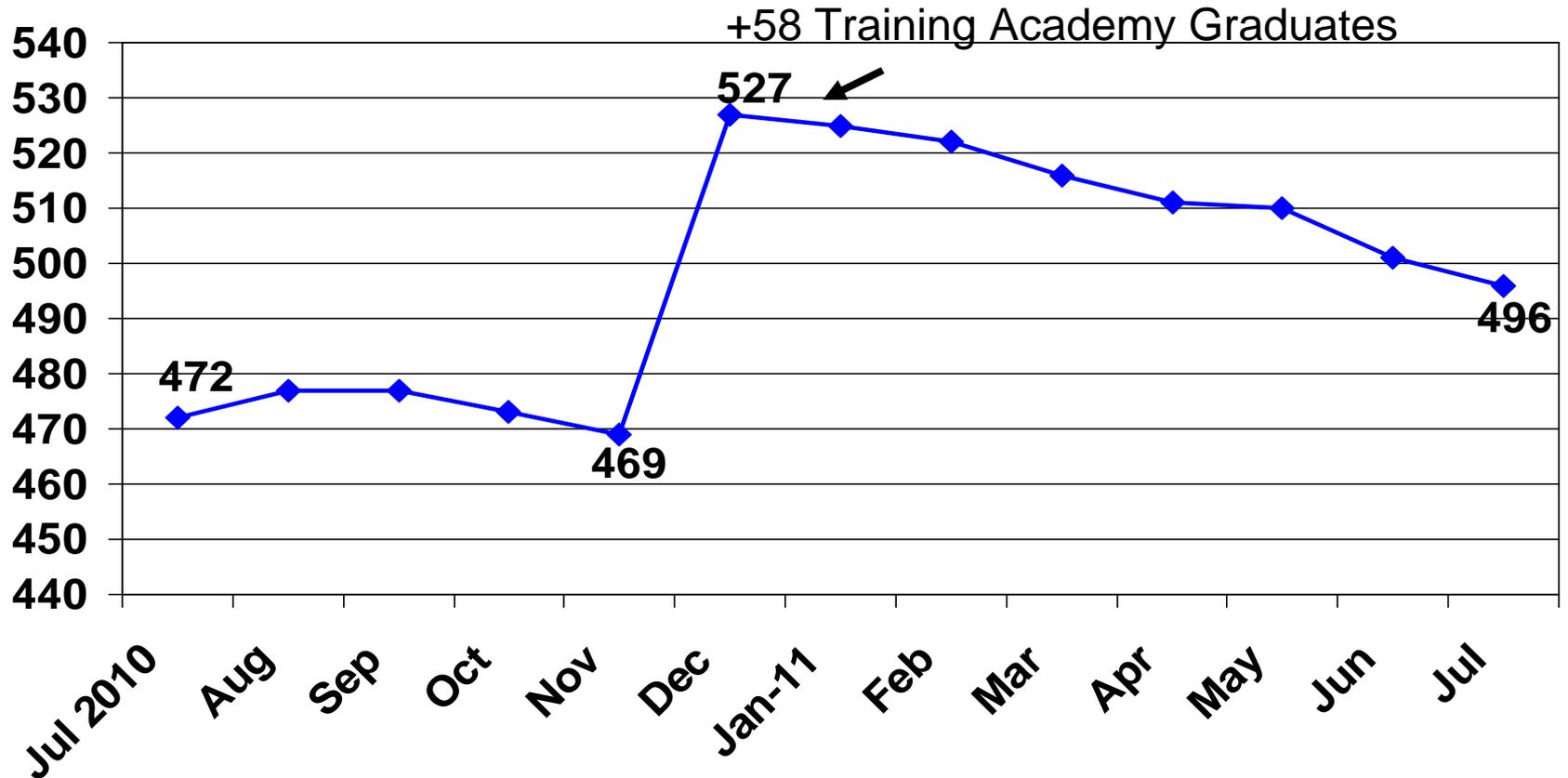
Monthly Number of Sworn Officers within Division of State Police for FY 11



Source: CORE-CT

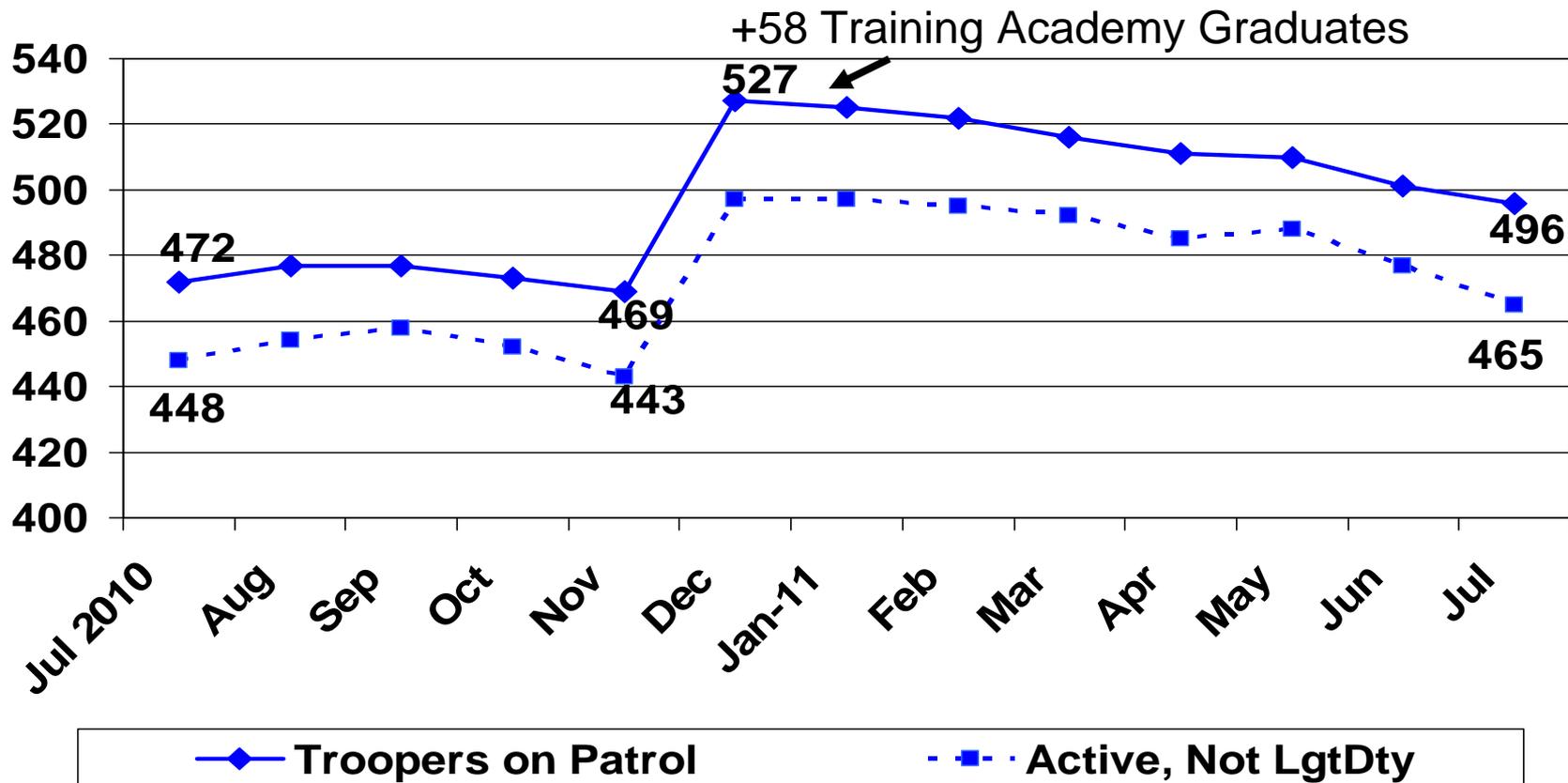
Excludes sworn officers outside of the Division of State Police

Number of Troopers Assigned to Patrol¹ for FY 11



¹Includes Troopers assigned to Barracks area patrol; includes those on light duty and on leave

Number of Troopers Assigned to Patrol¹ for 1 Year Period

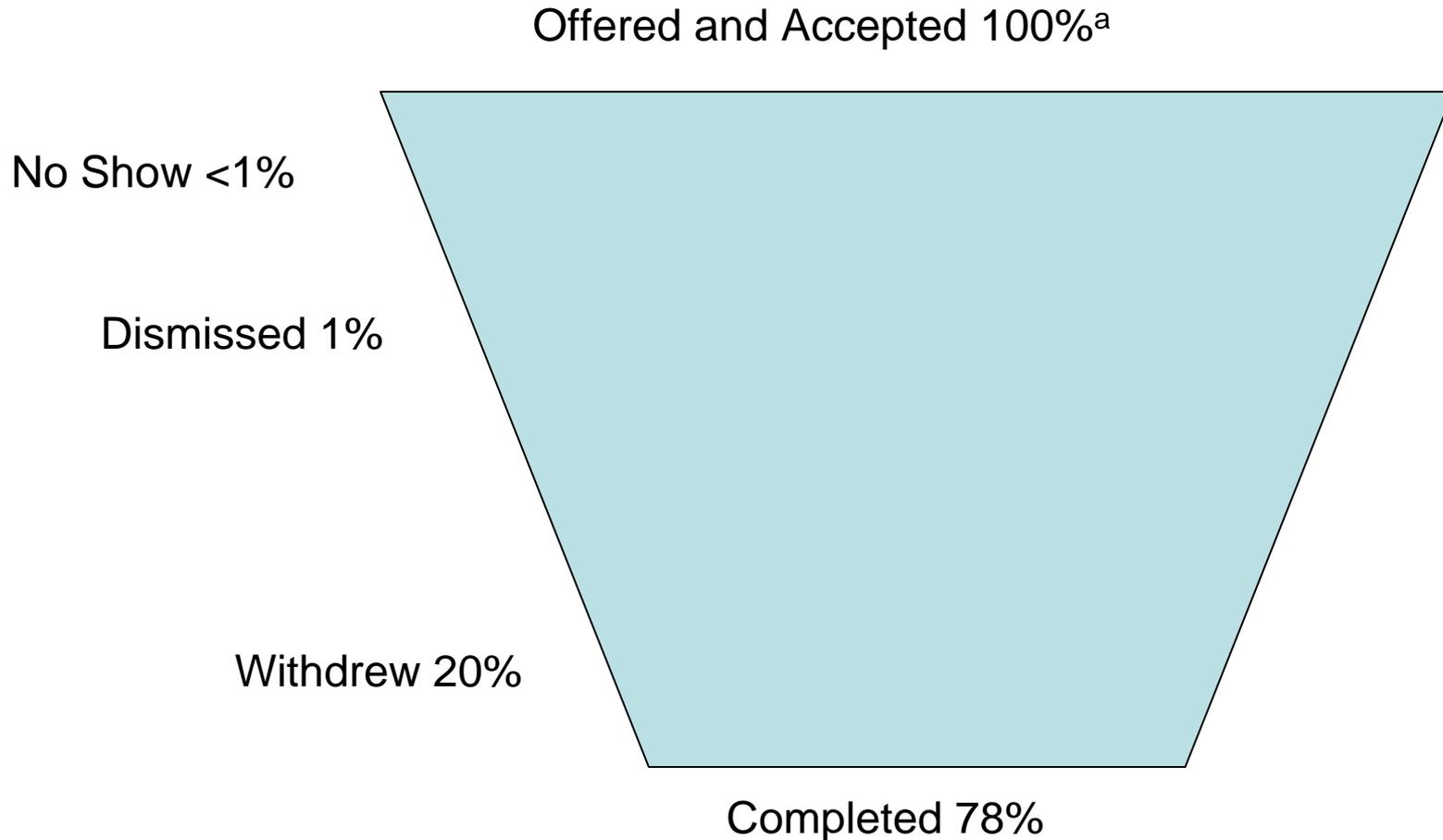


¹Includes Troopers assigned to Barracks area patrol; includes those on light duty and on leave

FY11: Number of Patrol Troopers Terminating, Experiencing Leave, Light Duty

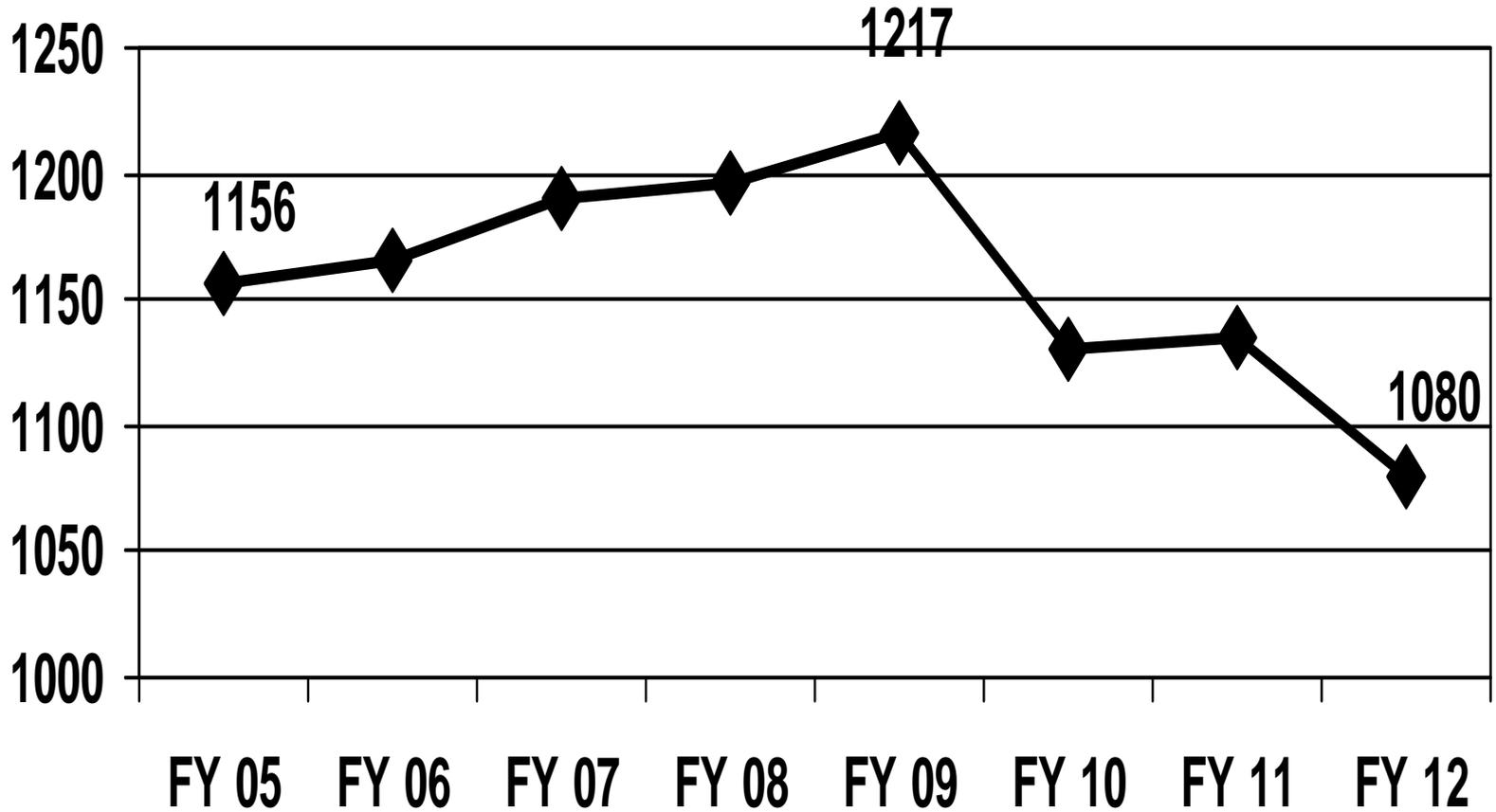
- Termination due to:
 - Retirement (12)
 - Unsatisfactory Work by Trainee (1)
- Leave due to:
 - Military (18)
 - Worker's Comp (39)
 - FMLA (16)
 - Other (3)
- Light Duty due to injury:
 - On the job (18)
 - Off the job (8)

Reasons Why Training Academy Recruits Do Not Graduate

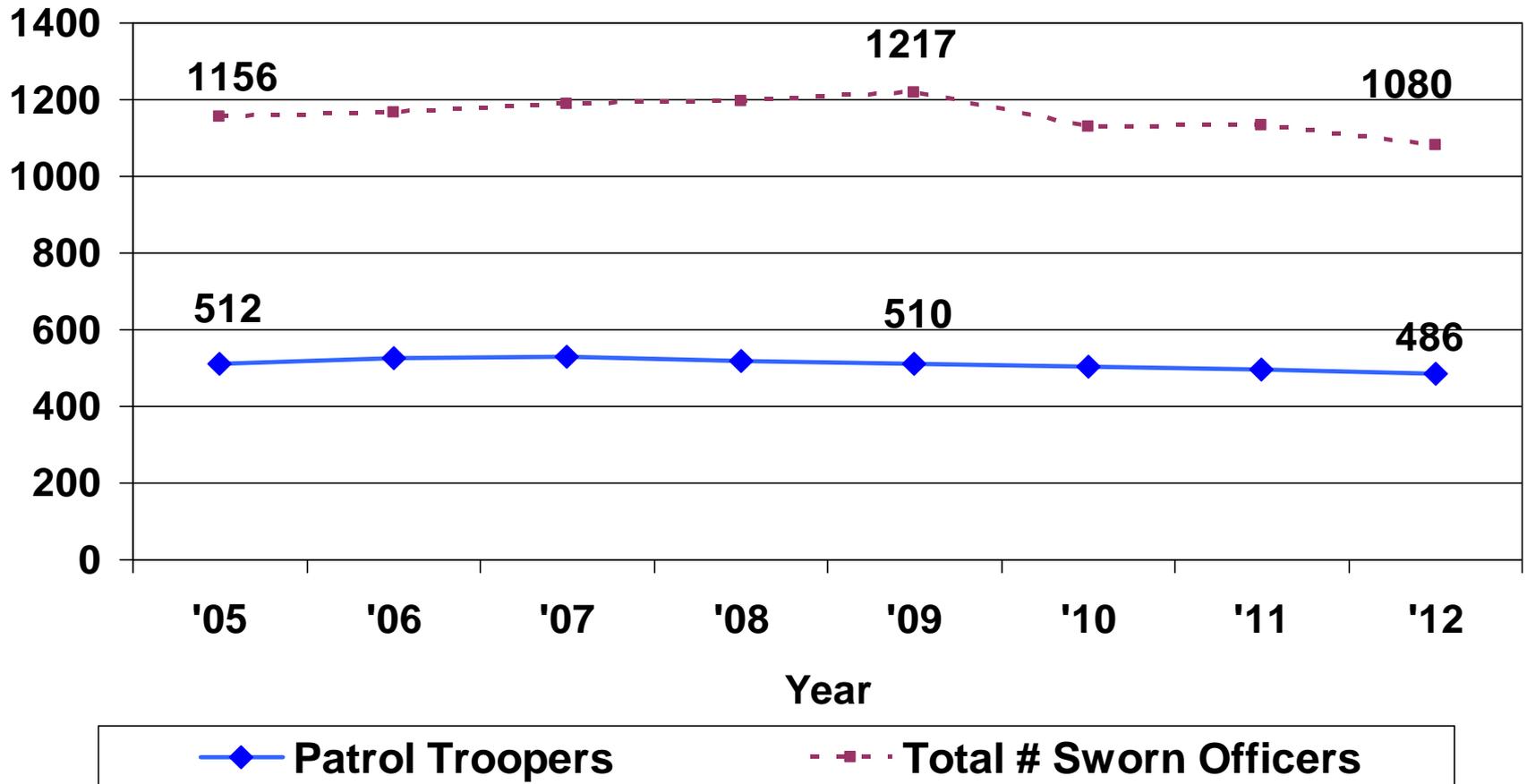


^aOf 644 offers made, 47 declined and 19 deferred, resulting in a total of 578 who accepted offers.
Source: PRI staff analysis, CT State Police Training Academy statistics for 8 classes during 2002-2010 (114th-121st classes).

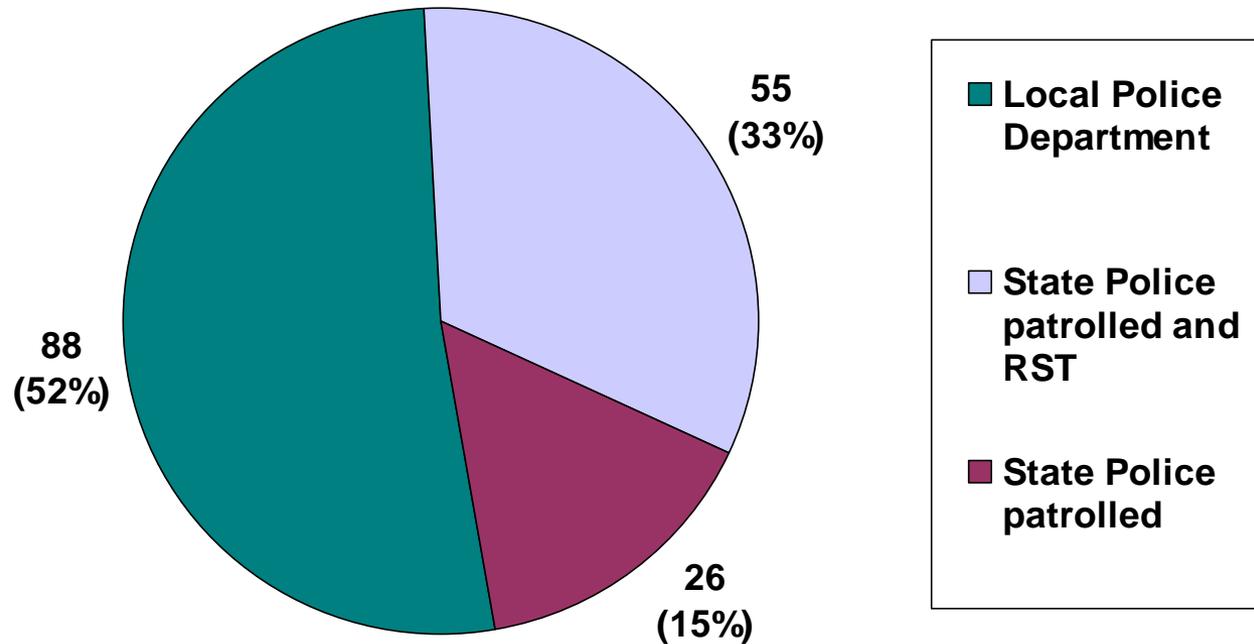
Average Number of CT State Police Officers



Proportion of Sworn Officers that are Assigned to Patrol

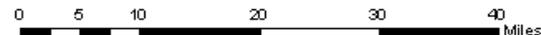
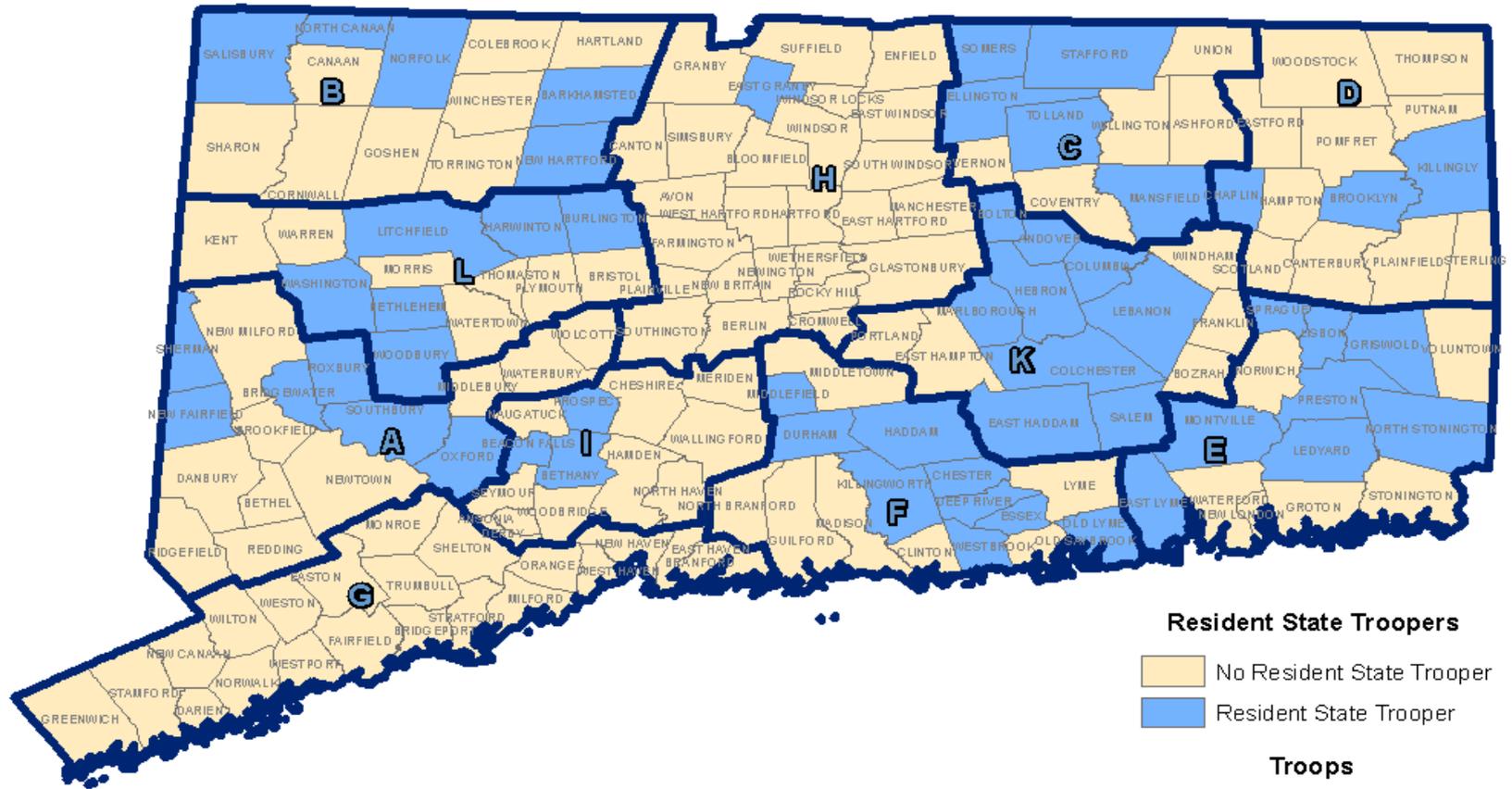


Types of Municipal Police Coverage (July 2012)



Source of data: DESPP

Connecticut State Resident Troopers



**Usage of Resident State Trooper Program (RST) by Municipalities
FYs 06-12**

| | FY 06 | FY 07 | FY 08 | FY 09 | FY 10 | FY 11 | FY 12 |
|---|--------------------|--------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| Number of towns using RST | 58 | 58 | 57 | 57 | 56 | 56 | 55 |
| Number of RSTs | 113 | 115 | 118 | 120 | 116 | 117.5 | 110.5 |
| Number of towns with more than one RST | 28 | 28 | 29 | 28 | 27 | 27 | 25 |
| Total cost to towns* | \$8,912,436 | \$9,787,182 | \$10,174,152 | \$10,512,080 | \$10,218,895 | \$10,716,381 | \$10,928,221 |
| Total cost to state* | \$3,180,894 | \$4,194,507 | \$4,360,351 | \$4,505,178 | \$4,379,527 | \$4,592,735 | \$4,683,524 |

* State law requires towns to pay 70% of the cost of a Resident State Trooper, while the state pays the remaining 30%. Based on a 2009 opinion by the Office of the Attorney General, the town share for RST overtime was 70%. This was increased to 100% in 2011 as a result of PA 11-51. The cost data presented above does not include costs associated with overtime.

Source of data: DESPP

Developing CT State Police Staffing Standards

- With the exception of Alaska, no other state has as functionally comprehensive a state police force as Connecticut
- There are no universally accepted best practices for determining police staffing levels
- Some information is available on best practices for response time, span of control, and allocation of patrol resources for local PDs and County Sheriff Offices
- Use of police staff-to-population ratio standards are challenged by the International Association of Chiefs of Police and others.

Study Design Overview

Public and Trooper Safety Related Measures

- 1) Response time
- 2) Solvability (clearance rates)
- 3) Safety/Crime statistics
- 4) Safety/Accidents/Highway Fatalities statistics
- 5) Consumer/citizen satisfaction with service
- 6) Trooper injuries

Intervening Factors:

- Geography/topography
- Population density
- Amount of overtime

- Community policing efforts
- Time spent reacting vs. proactive
- Policies, agency goals
- Budget

Staffing Level

All sworn officers
Patrol Troopers only