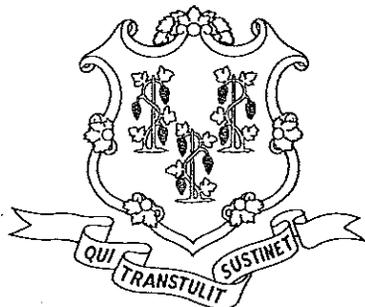


# Municipal Police Training Council

Connecticut  
General Assembly



LEGISLATIVE  
PROGRAM REVIEW  
AND  
INVESTIGATIONS  
COMMITTEE

**SUNSET 1982**

CONNECTICUT GENERAL ASSEMBLY

LEGISLATIVE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE

The Legislative Program Review and Investigations Committee is a joint, bipartisan, statutory committee of the Connecticut General Assembly. It was established in 1972 as the Legislative Program Review Committee to evaluate the efficiency and effectiveness of selected state programs and to recommend improvements where indicated. In 1975 the General Assembly expanded the Committee's function to include investigations and changed its name to the Legislative Program Review and Investigations Committee. During the 1977 session, the Committee's mandate was again expanded by the Executive Reorganization Act to include "Sunset" performance reviews of nearly 100 agencies, boards, and commissions, commencing on January 1, 1979.

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SUNSET REVIEW 1982  
MUNICIPAL POLICE TRAINING COUNCIL

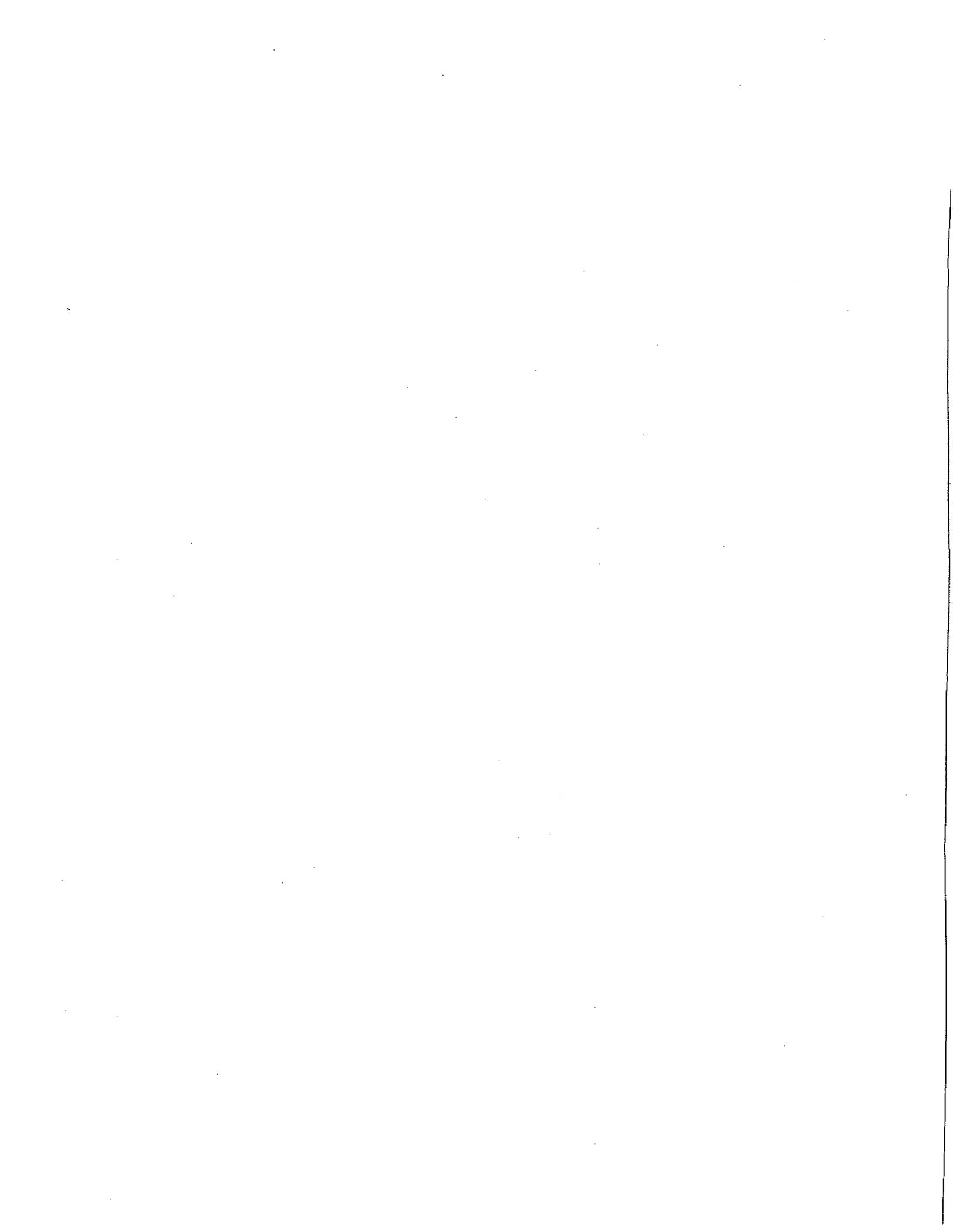
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## MUNICIPAL POLICE TRAINING COUNCIL

### SUMMARY

The Municipal Police Training Council was established in 1965. It was set up as a 12 member council with numerous powers, the most important of which were the authority to approve all police basic recruit training schools conducted by municipalities, set minimum requirements full time police officers must meet before being eligible for permanent appointment, certify police officers who have met minimum requirements as eligible for permanent appointment, and recommend in-service training programs.

In 1981, P.A. 81-426 gave the council the power to set the minimum training requirements and the time period within which they must be met for all municipal police officers not just full time officers. Public Act 81-426 also gave the council authority to set, rather than recommend, in-service training requirements and certify those officers who have met them.

The Municipal Police Training Council, through its staff, offers a 480 hour basic recruit training program for all police officers except state police. A majority of the estimated 288 recruits trained by the council staff are from small and medium sized police departments that simply do not have sufficient candidates to justify their own training program.

Occasionally large police departments send recruits to the council for training. However, the council's rule limiting to four the number of recruits in a class from a single department makes the program unattractive to larger departments which generally hire several officers at one time. Each time a police department chooses to provide its own recruit training, the council must review and approve the program before it can officially begin. In addition, before certifying graduates of outside academies for permanent appointment, the council requires each to pass the same series of tests administered to its own graduates.

In the area of in-service training, the Municipal Police Training Council, in addition to setting standards, also sponsors programs and grants money to local police departments, combinations of local departments, and the state police. Most of the money granted to police departments for in-service training is from federal funds. Through these two approaches, the

council has provided in-service training on such topics as advanced criminal investigation, middle level management, crime prevention, and legal training to over 4,000 police officers in fiscal 1981.

The Municipal Police Training Council consists of 17 members: one chief administrative officer of a town or city, one member of the faculty of the University of Connecticut, eight members of the education committee of the Connecticut Chiefs of Police Association, five public members, and two ex officio members (commissioner of public safety and FBI special agent-in-charge of Connecticut). The council has a state funded staff of 17 plus two federally funded positions. The council is located within the Department of Public Safety for administrative purposes only.

The Municipal Police Training Council's estimated budget for the 1981-82 fiscal year was \$1,024,205. This included \$916,652 in general funds and \$107,553 in federal funds. The council's budget is financed \$1 assessment on each \$10 fine imposed by state courts on most motor vehicle violations.

The Municipal Police Training Council has fairly routine procedures for carrying out its responsibilities. Although during the period the council was under review, it did not develop any new standards, its method over the years has been to rely on consultants to develop and recommend standards which the council can discuss and adopt with or without modifications. When approving a recruit training school, the council relies on the staff to review the proposed program and make recommendations which it then discusses and votes upon. In certifying police officers for permanent appointment, the council simply requires candidates to pass a battery of tests administered by the staff.

The Municipal Police Training Council meets once every month except during July and August. A typical meeting is attended by 11 members and lasts approximately one and a half hours. It is run by the chairman, but the agenda is set by the executive director.

The Legislative Program Review and Investigations Committee's sunset review of the Municipal Training Police Council focused on the quality and relevance of the training provided, the efficiency of the overall training operation, and the role of the council as a policy and oversight body.

#### Quality of Training

The committee's first concern dealt with the training

itself. In making its evaluation, the committee relied heavily on results of a survey of a randomly selected sample of local police chiefs. The survey revealed that 82 percent of the 38 chiefs responding were either satisfied or very satisfied with the recruit training. Similarly, 92 percent expressed satisfaction with the in-service program. A question concerning the chiefs' perceptions about the responsiveness of the recruit and in-service training produced nearly the same result.

On the basis of this information and in the absence of any contrary evidence presented at the public hearing, the committee concluded there was no overwhelming problem with the training provided by or through the Municipal Police Training Council.

### Operating Efficiency

During its review, the committee learned that both the council and the state police, although sharing the same facility and providing training on many of the same topics and skills, maintain completely separate training staffs. Further analysis uncovered no valid reason why the two staffs should function independently.

*Therefore, the Legislative Program Review and Investigations Committee recommends the training staff of the Municipal Police Training Council be merged with the training staff of the Department of Public Safety's division of state police.*

The committee believes if this recommendation is adopted, the state could save between \$67,000 and \$95,000. The money would come from eliminating three positions from either or a combination of the two existing administrative hierarchies and eliminating the council's accounting position. The committee did not specify whether the administrative positions eliminated should come from the state police or council staff but strongly believed retaining both would be an unnecessary duplication and expense.

The committee concluded the existing workload would make it unwise to eliminate any instructional staff. The committee also reasoned that combining the two staffs under one director would allow for greater development and use of specialized instructors.

### Role of the Council

In evaluating the operation of the Municipal Police Training Council, the committee relied on observations of the

council's meetings over a six month period by committee staff, interviews and testimony of council members, and analysis of minutes of council meetings. The committee found the council tends to drift into endless unresolved debates over minor issues while substantive matters are generally tabled or not brought up at all.

The committee concluded the current council is an ineffective mechanism for developing policy and exercising oversight of the staff. However, the committee acknowledged some method for local input was needed particularly in light of its recommendation to combine the state and municipal police training staffs.

*Therefore, the Legislative Program Review and Investigations Committee recommends the Municipal Police Training Council be reduced in size from seventeen members to nine and be composed as follows:*

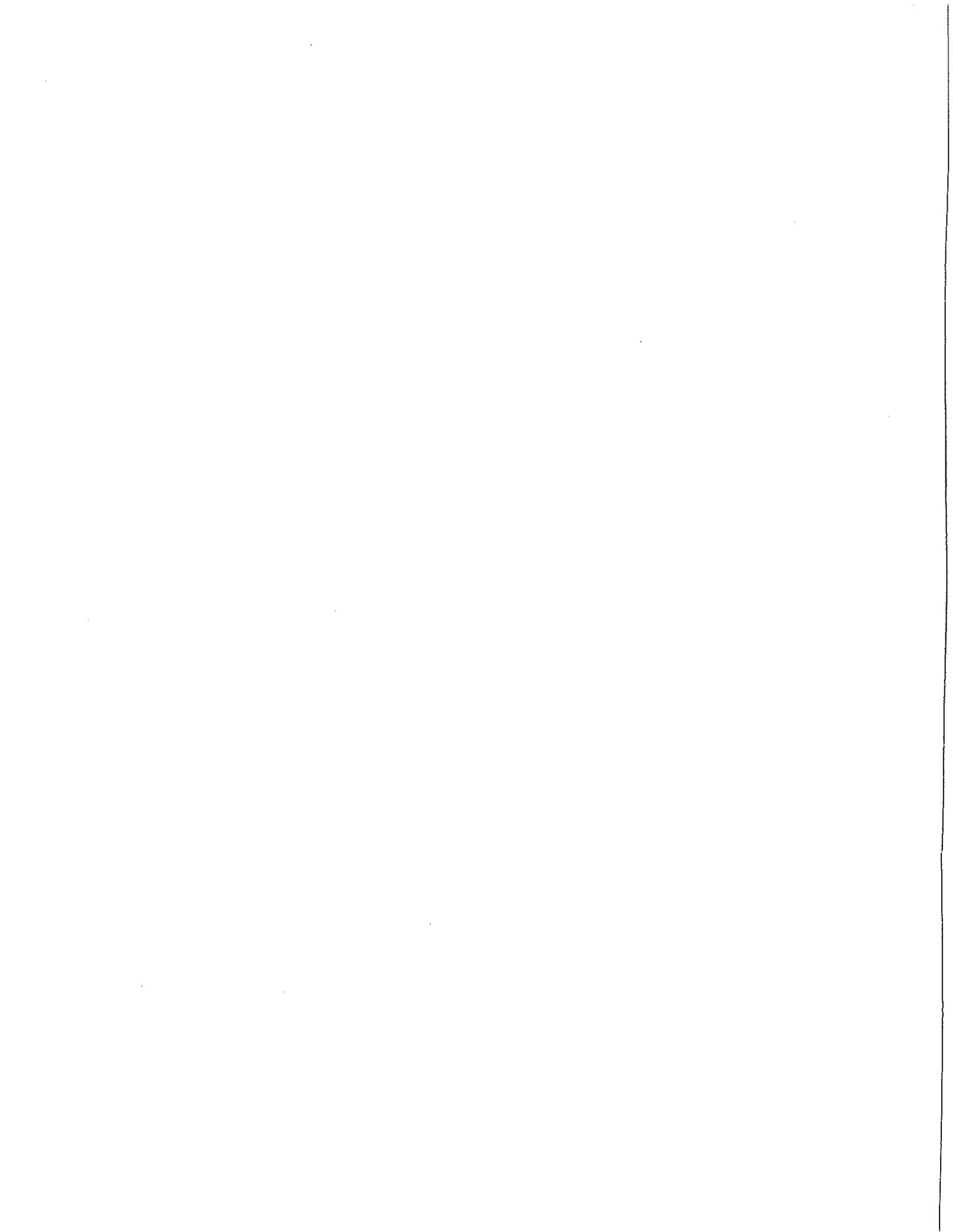
- *commissioner of the Department of Public Safety*
- *four local police chiefs appointed by the governor from departments of representative size and geographic location*
- *one training officer from a local police department appointed by the governor, and*
- *three public members with experience in personnel training and management appointed by the governor.*

The Legislative Program Review and Investigations Committee, in reviewing the statutory powers and duties of the Municipal Police Training Council, found them to be complex and in some cases unnecessary. In an effort to simplify the council's mission and avoid any misunderstanding, the committee recommends *the Municipal Police Training Council be given the following powers and duties with respect to all police officers except state police:*

- *to develop and periodically update a comprehensive municipal police training plan*
- *to set minimum training requirements which must be met for employment as a full-time, part-time or probationary police officer*
- *to certify police officers who have satisfied the minimum training requirements necessary for new or continuing employment as a full-time, part-time or probationary police officer*

- *to approve or revoke the approval of any police training school*
- *to provide, contract for, or approve all recruit and in-service training required to meet police officer certification requirements*
- *to develop objective and uniform criteria for granting any waiver of regulations established by the council,*

The Legislative Program Review and Investigations Committee left to the legislature's Public Safety Committee the recommendations as to what role the restructured Municipal Police Training Council should have with respect to the selection of a director and the organization, policies, and procedures of the combined municipal and state police training academy. The committee took this approach because it believes an additional public hearing was needed to make this determination.



## INTRODUCTION

### Purpose and Authority for the Sunset Review

Chapter 28 of the Connecticut General Statutes provides for the periodic review of certain governmental entities and programs and for the termination or modification of those which do not significantly benefit the public health, safety, or welfare. This law was enacted in response to a legislative finding that there had been a proliferation of governmental entities and programs without sufficient legislative oversight.

The authority for undertaking the initial review in this oversight process is vested in the Legislative Program Review and Investigations Committee. This committee is charged, under the provisions of section 2c-3 of chapter 28, with conducting a performance audit of each entity or program scheduled for termination. This audit must take into consideration, but is not limited to, the four criteria set forth in section 2c-7. These criteria include: (1) whether termination of the entity or program would significantly endanger the public health, safety, or welfare; (2) whether the public could be adequately protected by another statute, entity, or program or by a less restrictive method of regulation; (3) whether the governmental entity or program produces any direct or indirect increase in the cost of goods or services and, if it does, whether the public benefits attributable to the entity or program outweigh the public burden of the increase in cost; and (4) whether the effective operation of the governmental entity or program is impeded by existing statutes, regulations, or policies, including budgetary and personnel policies.

In addition to the criteria contained in section 2c-7, the Legislative Program Review and Investigations Committee is required, when reviewing regulatory entities or programs, to consider, among other things: (1) the extent to which qualified applicants have been permitted to engage in any profession, occupation, trade, or activity regulated by the entity or program; (2) the extent to which the governmental entity involved has complied with federal and state affirmative action requirements; (3) the extent to which the governmental entity involved has recommended statutory changes which would benefit the public as opposed to the persons regulated; (4) the extent to which the governmental entity involved has encouraged public participation in the formulation of its regulations and policies; and (5) the manner in which the governmental entity involved has processed and resolved public complaints concerning persons subject to review.

In accordance with its legislative mandate, the Legislative Program Review and Investigations Committee reviewed sixteen entities and programs scheduled to terminate July 1, 1982. Contained in this report to the General Assembly is the result of the committee's review of the Municipal Police Training Council,

### Methodology

The Legislative Program Review and Investigations Committee's sunset review was divided into three phases. The initial step focused on collecting quantitative and qualitative data related to each entity's background, purpose, powers, duties, costs, and accomplishments. Several methods were used by committee members and staff to obtain this information. These include: (1) a review of statutes, transcripts of legislative hearings, entity records (including minutes, complaint files, test results and reports), and data and statutes of other states; (2) staff observations of numerous meetings held by each entity between January and August of 1981; (3) surveys of persons connected with each entity; (4) formal and informal interviews of selected individuals serving on, staffing, affected by, or knowledgeable about each entity; and (5) testimony received at public hearings.

During the second phase, the staff organized the information into descriptive packages and presented them to the committee. The presentations took place in public sessions designed to prepare committee members for the hearings, identify options for exploration, and alert entity officials to the issues the committee would pursue at the hearings. Seven public hearings concluded this phase.

The final step of the review involved committee members and staff following up on and clarifying issues raised at briefings and public hearings. During this period, the staff prepared decision papers and presented recommendations to the committee. The committee, in public sessions, then debated and voted upon recommendations for the continuation, termination or modification of each entity.

## BACKGROUND

### Legislative History

In 1965 the Municipal Police Training Council was established by P.A. 575. It was set up as a 12 member council with numerous powers, the most important of which were the authority to approve all police basic recruit training schools conducted by municipalities, set minimum requirements full time police officers must meet before being eligible for permanent appointment, certify police officers who have met minimum requirements as eligible for permanent appointment, and recommend in-service training programs.

Until 1981 there was only one significant change in the council's powers. This change occurred in 1967 when the council was given the authority under P.A. 67-669 to hire an executive director.

Other legislative changes pertaining to the Municipal Police Training Council prior to 1981 included extending the statutory definition of a police officer to encompass elected constables (P.A. 69-684) and the special police at the University of Connecticut in Storrs (P.A. 72-119). The 1971 session of the General Assembly altered the definition to exclude police supervisory personnel. The Executive Reorganization Act (P.A. 77-614) placed the Municipal Police Training Council in the Department of Public Safety for administrative purposes, and in 1979, P.A. 79-560 added five public members to the council.

In 1981, P.A. 81-426 became law. Under this act, the council was given the power to set the minimum training requirements and the time period within which they must be met for all police officers except state police. This extended the council's authority to set basic training requirements, which must be met in order not to forfeit employment, for all police officers, including those working on a less than full time basis. Public Act 81-426 also gave the council authority to set, rather than recommend, in-service training requirements and certify those officers who have met them. Other significant features of the act include changing the 480 hour recruit training requirement from regulation to statute, thereby slightly weakening the power of the council and making all probationary police officers register with the council within ten days of their hiring.

### Police Training in Connecticut

The Municipal Police Training Council, through its staff, offers a 480 hour basic recruit training program for all police

officers except state police. The training is provided at the Connecticut Police Academy in Meriden, which the council shares with the state police training division. A majority of the estimated 288 recruits trained by the council staff are from small and medium sized police departments that simply do not have sufficient candidates to justify their own training program. The cost of this training, exclusive of recruit salaries, is paid by the council.

Occasionally large police departments send recruits to Meriden for training. However, the council's rule limiting to four the number of recruits in a class from a single department makes the program unattractive to larger departments which generally hire several officers at one time. Each time a police department chooses to provide its own recruit training, the council must review and approve the program before it can officially begin. In addition, before certifying graduates of outside academies for permanent appointment, the council requires each to pass the same series of tests administered to its own graduates. The council estimates 180 recruits will be trained in academies operated by local police departments during the 1982 fiscal year.

The council provides money to locally operated recruit training schools for a mandatory emergency vehicle driving course at Southern Connecticut State College and ammunition used in firearms training. The money is reimbursed on a per student basis at a rate of \$120 for the driving course and \$51 for ammunition. The outside recruit training programs do not receive any other financial support from the council.

In the area of in-service training, the Municipal Police Training Council, in addition to setting standards, also sponsors programs and grants money to local police departments, combinations of local departments, and the state police. The in-service programs the council sponsors directly are generally operated on a contractual basis by outside professionals. Participation in these programs is on a first-come, first-served basis, although 20 percent of the places are reserved for the state police. Most of the money granted to police departments for in-service training is from federal funds provided by the Connecticut Justice Commission. Through these two approaches, the council has provided in-service training on such topics as advanced criminal investigation, middle level management, crime prevention, and legal training to over 4,000 police officers in fiscal year 1980-81.

## Structure

The Municipal Police Training Council consists of 17 members:

- one chief administrative officer of a town or city
- one member of the faculty of the University of Connecticut
- eight members of the education committee of the Connecticut Chiefs of Police Association
- five public members
- two ex officio members (commissioner of public safety and FBI special agent-in-charge of Connecticut)

The council has a state funded staff of 17 plus two federally funded positions. Included among the staff are an executive director, two field program consultants responsible for liaison with local police departments, a director of training, nine training officers and six support personnel. Appendix B contains an organizational chart.

The Municipal Police Training Council is located within the Department of Public Safety for administrative purposes only.

## Purpose, Powers and Duties

The purpose of the Municipal Police Training Council is to set standards for all police training, except state police, and to certify police officers who have completed the required training. To accomplish this, the council has the following powers and duties with respect to all police officers except state police:

- to approve or revoke approval of any municipal police training school
- to certify instructors at municipal police training schools
- to register all probationary police officer candidates within ten days of their hiring

- to require that all probationary police officer candidates receive 480 hours of basic training
- to certify police officers who have satisfactorily completed minimum basic training requirements
- to set requirements for in-service training programs and set minimum courses of study and attendance
- to certify police officers who have satisfactorily completed in-service training programs
- to require that any police officer hired on a less than full time basis receive basic training before being eligible for certification
- to study police training and standards
- to consult with universities, colleges, institutes, departments, and agencies to develop police training programs
- to employ staff and perform such functions as may be necessary to carry out the purposes of the council
- to accept contributions, grants, gifts, donations, services and other financial assistance

#### Fiscal Information

Table I-1 contains a summary of the Municipal Police Training Council's budget for each of the last three years. Of particular note is that most of the money in the category labeled "Other" is used to purchase outside professional instruction.

The overall increases in the council's budget correspond to changes in state law. Public Act 78-321 placed an additional fee on most motor vehicle fines of \$1 on each \$10 levy. Public Act 79-534 mandated that this assessment, although placed in

the general fund should be used for the purpose of providing additional funds for police training. According to the state auditors, a forecast of revenues generated from the assessment is then used to project the council's budget. At present, revenues from the assessment are running in excess of \$1.2 million annually.

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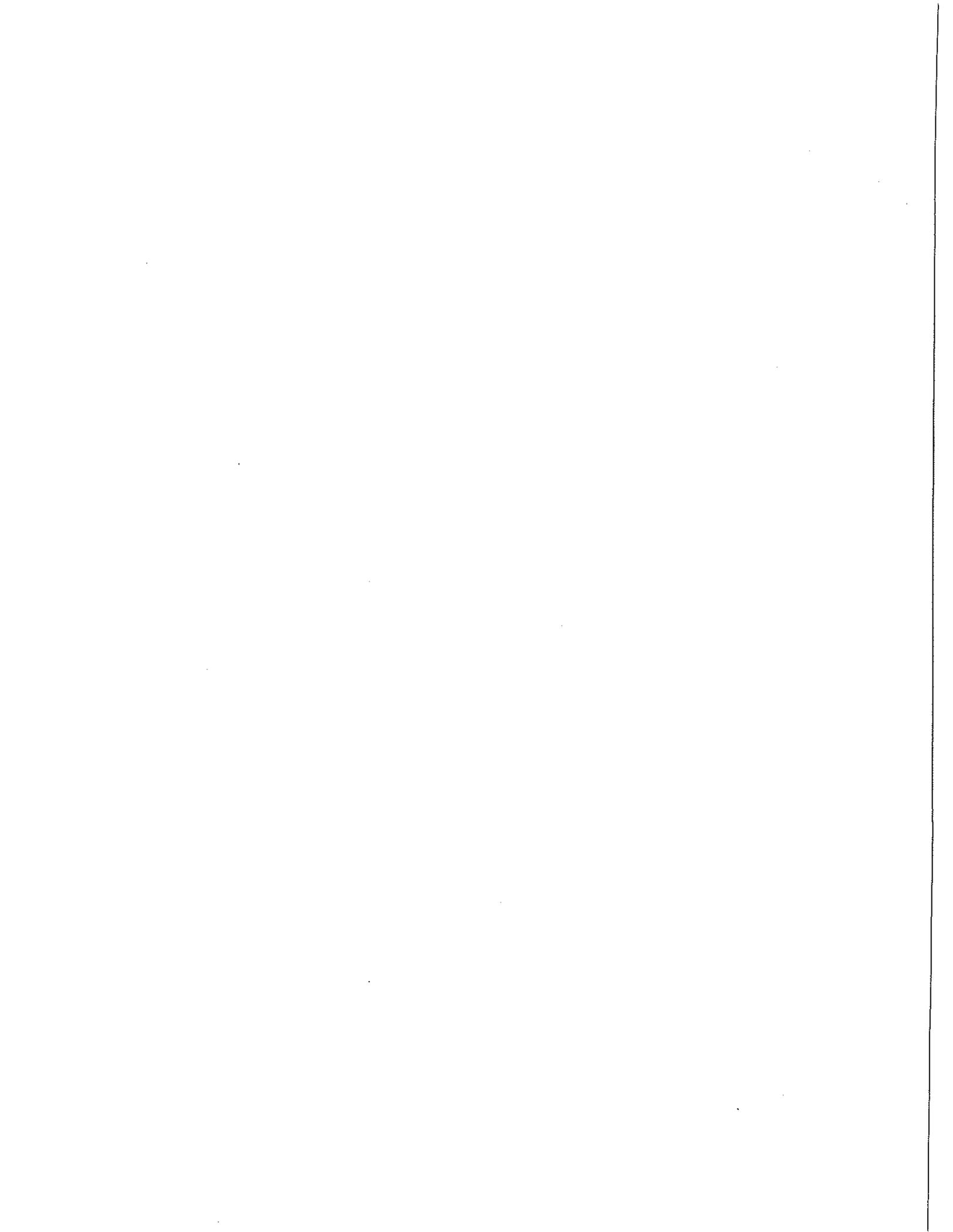
Table I-1. MPTC Budget.

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	<u>1979-80</u>	<u>1980-81</u>	<u>1981-82</u>
Council	\$ 948	\$ 2,418	\$ 2,000
Staff	294,693	323,334	335,607
Other	254,814	407,217	579,045
Federal funds	<u>87,509</u>	<u>142,219</u>	<u>107,553</u>
Total	\$637,964	\$875,188	\$1,024,205

Source: MPTC budget submission.

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## ACTIVITIES

Table II-1 shows the number of police officers who received training in various categories as a result of programs provided, approved, or sponsored by the Municipal Police Training Council. Training in the first two categories, recruit and basic police re-qualification was provided in courses taught by the council staff; training in the outside academies category was given in schools approved by the council, and in-service training was generally in programs sponsored by the council.

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Table II-1. Number of Criminal Justice Personnel Trained.

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	<u>1979-80</u>	<u>1980-81</u>	<u>1981-82*</u>
Recruit	260	314	342
Police Re-qualification	52	55	60
Outside Academies	No Data	No Data	180
In-service	4,259	5,402	7,015

\*Estimated

Source: MPTC budget.

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As can be seen in Table II-1, the largest number of personnel trained are those already on the job. A total of 56 in-service training programs were offered through the council in fiscal year 1980-81. The programs ranged in length from 3 hours to 120 hours and in attendance from 10 to 400.

Table II-2 presents a random selection of 10 of the 56 in-service programs presented during the 1981 fiscal year. The table identifies the program, its length, and the number of participants.

The Municipal Police Training Council has fairly routine procedures for carrying out its responsibilities, although during the period the council was under review, it did not develop any new standards. Its method over the years has been to rely on consultants to develop and recommend standards which the council can discuss and adopt with or without modifications. When approving a recruit training school, the council relies on the staff to review the proposed program and make recommendations

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Table II-2. Sample of In-service Programs.

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<u>Program Title</u>	<u>Length</u>	<u>No. Participants</u>
Accident Investigation-On Scene	80 hours	40
Accident Investigation-Technical	120 hours	31
Community Crime Prevention	24 hours	57
Conspiracy	24 hours	12
Court Security Officer	80 hours	69
Driving While Impaired	40 hours	50
Hostage Negotiation	8 hours	325
Response to Hostage Taking	40 hours	31
Victim/Witness Assistance	16 hours	23
Youth Officer Development	16 hours	32

Source: MPTC budget submission.

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which it then discusses and votes upon. The council has, on occasion, requested members of the department seeking approval to appear at the meeting at which the school is scheduled to be discussed. In certifying police officers for permanent appointment, the council simply requires candidates to pass a battery of tests administered by the staff.

#### Typical Council Meeting

The Municipal Police Training Council meets once every month except during July and August. A typical meeting is attended by 11 members and lasts approximately one and a half hours. It is run by the chairman, but the agenda is set by the executive director.

The meeting begins with the approval of the minutes from the previous meeting. The next item is a review of correspondence. Routine letters are disposed of in minutes with brief explanations from either the chairperson or the executive director. Those more complex, such as a notice indicating that a regional law enforcement group has formed a committee to study problems at the police academy, are rare, but often spark the few really substantive discussions of policy issues that occur.

About half the meeting is devoted to a presentation by the in-service training coordinator. This consists of a detailed explanation of five to ten requests from individual and combinations of local police departments for money to run in-service

training programs or purchase training equipment. The council members often ask several questions aimed at determining the applicability and quality of this training. This entire program is funded with federal money from the Connecticut Justice Commission. As a condition of the award, the council must decide on all requests from local police departments.

If any items of a policy nature are on the agenda, they are usually in the form of a subcommittee report. They have included such items as a policy for night supervision at the academy and the adoption of a mission statement for the council. Generally a position will be advocated by two or three members of the council and actively debated by a few others. However, seldom is any closure achieved. Usually the issue is either referred to a subcommittee or the executive director for further study.

The final topic is the executive director's report. Because much of the director's report has either been covered in other parts of the meeting or is very routine, it usually lasts ten minutes or less.

At this point, the meeting is adjourned and about two-thirds of the council members retire to the academy's dining room for lunch and informal discussion of the council's business.



## ANALYSIS AND RECOMMENDATIONS

The Legislative Program Review and Investigations Committee's sunset review of the Municipal Training Police Council focused on the quality and relevance of the training provided, the efficiency of the overall training operation, and the role of the council as a policy and oversight body.

### Quality of Training

The committee's first concern dealt with the training itself. In making its evaluation, the committee relied heavily on results of a survey of a randomly selected sample of local police chiefs. Questions from the survey dealing with the quality and responsiveness of the training are presented below.

On a scale ranging from 1 = very satisfied to 4 = very dissatisfied, how would you describe the quality of the training provided by or through, the Municipal Police Training Council?

Very Satisfied			Very Dissatisfied	
1	2	3	4	
10	21	6	1	Recruit training
15	19	2	1	In-service training

On a scale ranging from 1 = very responsive to your department's needs to 4 = very unresponsive to your department's needs, how would you describe the training provided by or through, the Municipal Police Training Council?

Very Responsive			Very Unresponsive	
1	2	3	4	
13	17	6	1	Recruit training
16	18	4	0	In-service training

An examination of the responses shows 82 percent of the chiefs surveyed were either satisfied or very satisfied with the recruit training. Similarly, 92 percent expressed satisfaction with the in-service program. The question concerning the chiefs' perceptions about the responsiveness of the recruit and in-service training produced nearly the same result.

On the basis of this information and in the absence of any contrary evidence presented at the public hearing, the committee

concluded there was no overwhelming problem with the training provided by or through the Municipal Police Training Council. Therefore, the committee did not explore the issue in any greater depth.

### Operating Efficiency

During its review the committee learned the state was supporting two autonomous police training systems. Both the council and the state police, although sharing the same facility and providing training on many of the same topics and skills, maintain completely separate staffs. Further analysis by the committee uncovered no valid reason why the two staffs should function independently.

*Therefore, the Legislative Program Review and Investigations Committee recommends the training staff of the Municipal Police Training Council be merged with the training staff of the Department of Public Safety's division of state police.*

The committee believes if this recommendation is adopted, the state could save between \$67,000 and \$95,000. The money would come from eliminating three positions, including one clerical, from either or a combination of the two existing administrative hierarchies and eliminating the council's accounting position. The latter recommendation is based on the belief the Department of Public Safety could assume the council's business-related functions. The committee did not specify whether the administrative positions eliminated should come from the state police or council staff but strongly believed retaining both would be an unnecessary duplication and expense.

The Legislative Program Review and Investigations Committee concluded the existing workload would make it unwise to eliminate any instructional staff. In fact, combining training staffs would make it possible to reduce the local recruit backlog by simply adding a local class whenever the state police instructors did not have a recruit class in residence. Also having state police instructors teach some local classes would enable the council to satisfy those chiefs who prefer the state police method of training. At the same time, keeping the council's present training officers would continue the existing training methods for those chiefs who prefer their approach. The committee also reasoned that combining the two staffs under one director would allow for greater development and use of specialized instructors.

## Role of the Council

In evaluating the operation of the Municipal Police Training Council, the Legislative Program Review and Investigations Committee relied on observations of the council's meetings over a six month period by committee staff, interviews and testimony of council members, and analysis of minutes of council meetings. The committee found the council tends to drift into endless unresolved debates over minor issues while substantive matters are generally tabled or not brought up at all. For example, the council refused to discuss an overall mission statement proposed by one of its own subcommittees. Rather, it voted to refer the statement to the Connecticut Chiefs of Police Association for approval before even acknowledging its existence, despite the fact that eight police chiefs (nearly 9% of the state total), including some of the most influential in the chiefs association, sit on the council. Perhaps more surprisingly, the council never discussed, and indeed the vast majority of its members were not aware, of a bill debated and passed by the General Assembly (P.A. 81-426) which tremendously alters the council's powers and duties.

The committee concluded the current council is an ineffective mechanism for developing policy and exercising oversight of the staff. It believes much of this problem is related to the size of the council and, to a lesser extent, the lack of police representation on the council based on department size and geographic location. However, the committee acknowledged some method for local input was needed particularly in light of its recommendation to combine the state and municipal police training staffs.

*Therefore, the Legislative Program Review and Investigations Committee recommends the Municipal Police Training Council be reduced in size from seventeen members to nine and be composed as follows:*

- *commissioner of the Department of Public Safety*
- *four local police chiefs appointed by the governor from departments of representative size and geographic location*
- *one training officer from a local police department appointed by the governor, and*
- *three public members with experience in personnel training and management appointed by the governor.*

The Legislative Program Review and Investigations Committee, in reviewing the statutory powers and duties of the Municipal

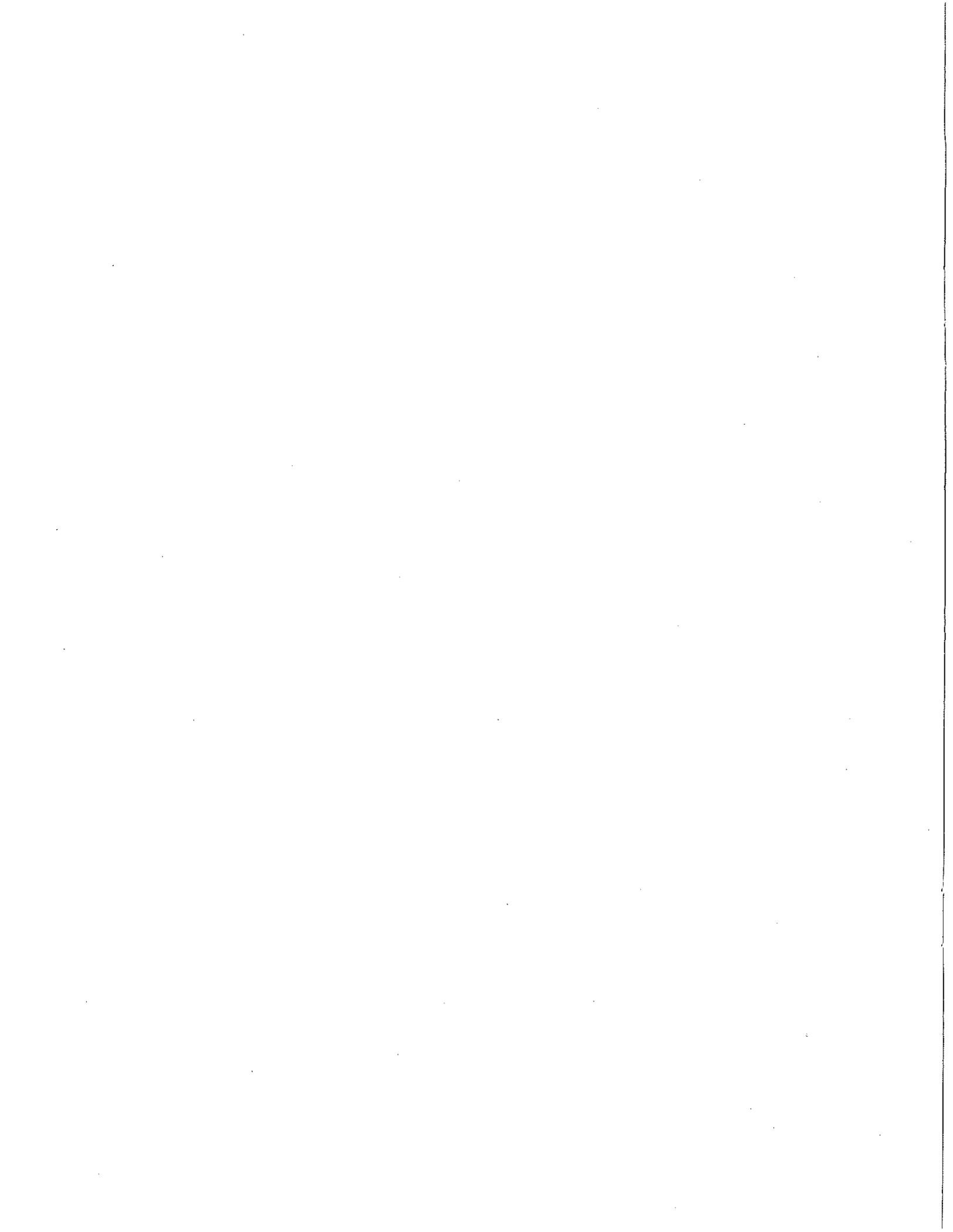
Police Training Council found them to be complex and in some cases unnecessary. In an effort to simplify the council's mission and avoid any misunderstanding, *the Legislative Program Review and Investigations Committee recommends the Municipal Police Training Council be given the following powers and duties with respect to all police officers except state police:*

- *to develop and periodically update a comprehensive municipal police training plan*
- *to set minimum training requirements which must be met for employment as a full-time, part-time or probationary police officer*
- *to certify police officers who have satisfied the minimum training requirements necessary for new or continuing employment as a full-time, part-time or probationary police officer*
- *to approve or revoke the approval of any police training school*
- *to provide, contract for, or approve all recruit and in-service training required to meet police officer certification requirements*
- *to develop objective and uniform criteria for granting any waiver of regulations established by the council.*

The powers and duties outlined above would give the council absolute authority to set training requirements for every category of police officer, except state police, which must be met before any person could be employed in any capacity as a sworn police officer. The requirement to periodically update the training plan should force the council and staff to keep a focus on police standards and training needs. Several existing powers and duties, such as the authority to accept gifts and the requirement to cooperate with universities, were eliminated because the committee believed they either duplicated other statutes or were unnecessary. The committee recommended the council's discretion in granting waivers be tightened to avoid any suspicion that such grants are unevenly applied.

The Legislative Program Review and Investigations Committee left to the legislature's Public Safety Committee the recommendations as to what role the restructured Municipal Police Training Council should have with respect to the selection of a director and the organization, policies, and procedures of the combined municipal and state police training academy. The committee took this approach because it believes an additional public hearing was needed to make this determination.

## APPENDICES



APPENDIX A

SUNSET 1982

ENTITY: Municipal Police Training Council (Sec. 7-294a to 7-294e)

ESTABLISHED: 1965 (P.A. 65-575)

PURPOSE: To set standards for all police training, except the state police, and to certify police officers who have completed the required training.

POWERS & DUTIES:

- approve or revoke approval of any police training school
- certify instructors at police training schools
- register all probationary police officer candidates within ten days of their hiring
- require all probationary police officer candidates receive 480 hours of basic training
- certify police officers who have satisfactorily completed minimum basic training requirements
- set requirements for in-service training programs and set minimum courses of study and attendance
- certify police officers who have satisfactorily completed in-service training programs
- require any police officer hired on a less than full time basis receive basic training before being eligible for certification
- study police training and standards
- consult with universities, colleges, institutes, departments and agencies to develop police training programs
- employ staff and perform such functions as may be necessary to carry out the purposes of the council
- accept contributions, grants, gifts, donations, services and other financial assistance

COMPOSITION: 17 Members

- one chief administrative officer of a town or city
- one member of the faculty of the University of Connecticut
- eight members of the education committee of the Connecticut Chiefs of Police Association
- five public members
- two ex officio members (commissioner of public safety and FBI special agent-in-charge of Connecticut)

STAFF: 19<sup>1</sup>

<u>BUDGET:</u>	1979-80	Estimated 1980-81	Projected 1981-82
Council	\$ 948	\$ 600	\$ 800
Staff	294,693	334,181	348,621
Other	254,814	473,319	615,819
Federal Funds	87,509	142,219	107,553
Total	<u>\$637,964</u>	<u>\$875,188</u>	<u>\$1,024,205</u>

STATISTICS

NUMBER OF MEETINGS: 10

AVERAGE ATTENDANCE: 11.4

NUMBER INDIVIDUALS TRAINED:

	1979-80	Estimated 1980-81	Projected 1981-82
Recruit	260	288	288
Re-qualification	52	55	60
In-service	3,775	4,000	4,590

OTHER STATES<sup>2</sup>

Number with standard and training commissions: 46

Organizational location

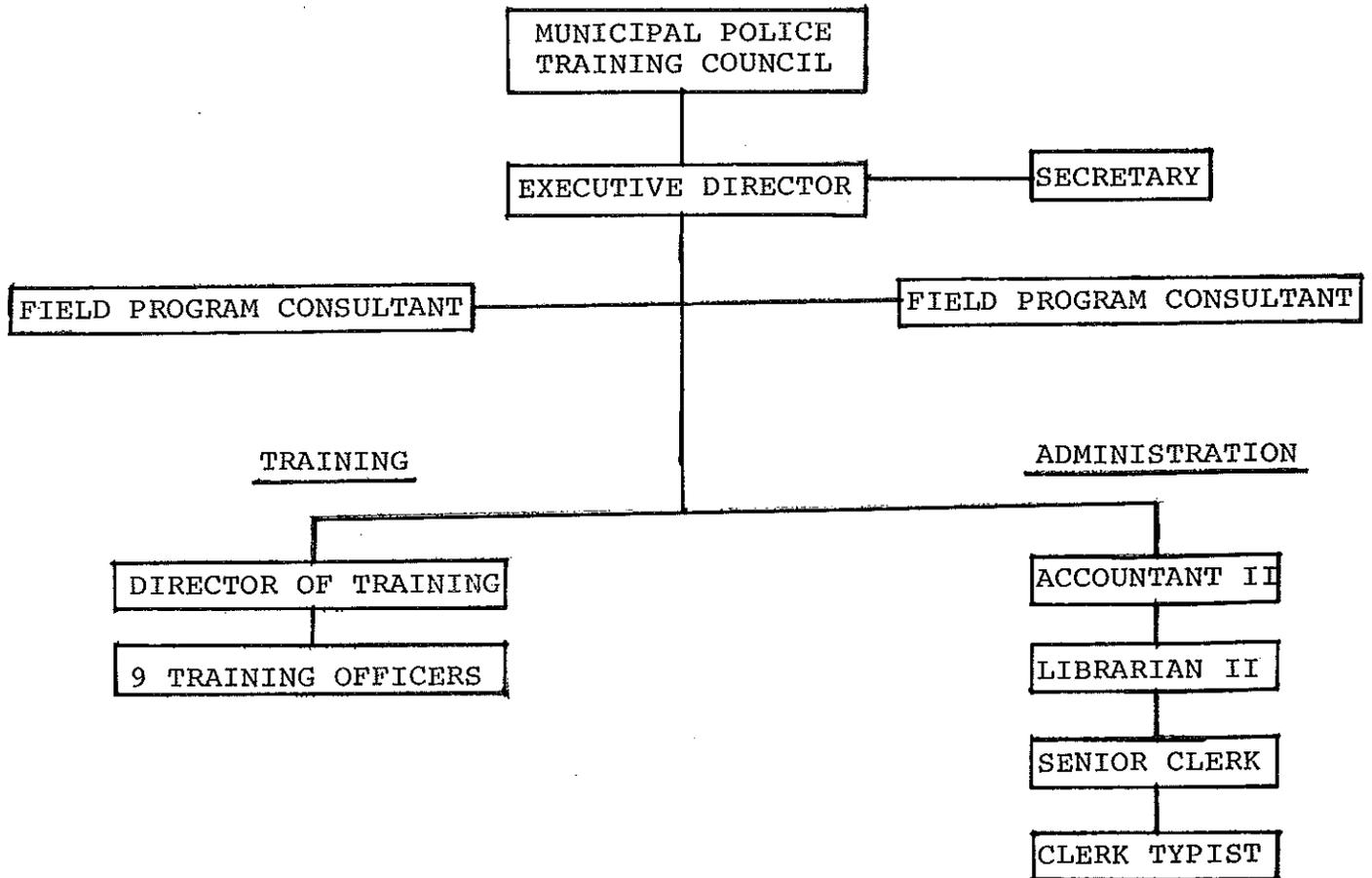
18 independent  
6 criminal justice planning agency  
6 attorney generals' office  
4 state police  
12 other

<sup>1</sup> Includes two federally funded positions

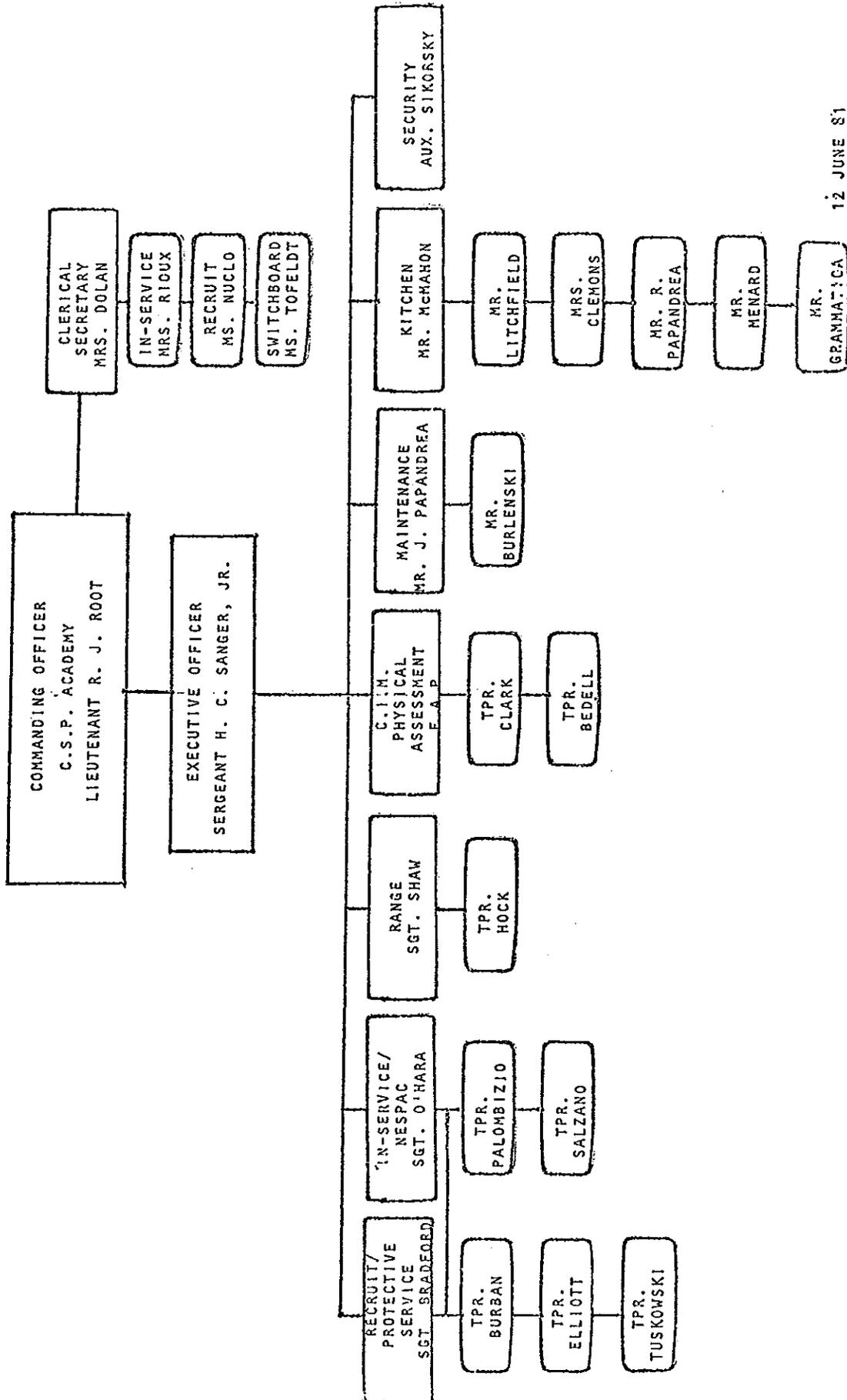
<sup>2</sup> As of January 1, 1979

APPENDIX B

MPTC  
ORGANIZATIONAL CHART



APPENDIX C



12 JUNE 51

## APPENDIX D

## LEGISLATIVE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE

1982 SUNSET REVIEW  
OF  
MUNICIPAL POLICE TRAINING COUNCILSurvey of Council Members

This questionnaire has been constructed to elicit information about the Municipal Police Training Council. Please follow the directions for each question as the results will not be valid unless you do so.

Please feel free to provide additional comment on either a specific question or the law enforcement training field in general. Any such comment may be included directly on the questionnaire or in a separate attachment.

1. Approximately how long have you been a member of the Municipal Police Training Council?

            
Years

            
Months

INSTRUCTIONS: For questions 2, 3 and 4, place the appropriate numbers in the space provided to the left of each statement.

2. Please rank the following council duties in the order of importance you attach to each (Examples: 1= Most important, 2 = Second most important, etc.).

- |          |  |
|----------|--|
| <u>4</u> | Approving municipal police basic recruit training schools  |
| <u>5</u> | Certifying instructors at municipal police training schools  |
| <u>1</u> | Setting minimum basic training requirements  |
| <u>3</u> | Certifying police officers who have satisfactorily completed basic recruit training requirements                 |
| <u>2</u> | Developing and recommending in-service training programs and setting minimum courses of study and attendance     |
| <u>6</u> | Consulting with universities, colleges, institutes, departments and agencies to develop police training programs |
| <u>7</u> | Accepting contributions, grants, gifts, donations, services and other financial assistance                       |

3. In your opinion what percentage of the council memberships' time is spent on performing duties devoted to each of the following? (The total should equal 100%.)

- |           |  |
|-----------|--|
| <u>5</u>  | Approving municipal police basic recruit training schools  |
| <u>5</u>  | Certifying instructors at municipal police training schools                                      |
| <u>15</u> | Setting minimum basic training requirements  |
| <u>5</u>  | Certifying police officers who have satisfactorily completed basic recruit training requirements |

<u>25</u>	Developing and recommending in-service training programs and setting minimum courses of study and attendance
<u>10</u>	Consulting with universities, colleges, institutes, departments and agencies to develop police training programs
<u>20</u>	Overseeing on-going training programs
<u>10</u>	Other (specify) <u>Budget discipline problems</u>

(Estimated from responses)

4. Using a scale of 1 = Excellent, 2 = Good, 3 = Fair and 4 = Poor, how would you rate the usefulness of the information the staff provides, to enable the council to take action in the following areas?

E	G	F	P	
			<u>2</u>	Approving municipal police basic recruit training schools
3	1	<u>1</u>	<u>2</u>	Certifying instructors at municipal police training schools
3	2	<u>1</u>	<u>2</u>	Setting minimum basic training requirements
4	3		<u>3</u>	Certifying police officers who have satisfactorily completed basic recruit training requirements
6	3		<u>1</u>	Developing and recommending in-service training programs and setting minimum courses of study and attendance
2	6		<u>1</u>	Employing staff and performing such functions as may be necessary to carry out the purposes of the council
4	4	<u>1</u>	<u>1</u>	Overseeing on-going training programs
1	1			Other (specify) <u>Budget discipline</u>

INSTRUCTIONS: Questions 5 through 9 include a number of statements. Please circle the number of the most appropriate option to the left of EACH of the statements.

5. What is the council's primary role in each of the following?

<u>Initiate</u> <u>Action</u>	<u>React to</u> <u>Staff Proposals</u>	<u>Not</u> <u>Involved</u>	
2	8		approving municipal police basic recruit training schools
2	8		certifying instructors at municipal police training schools
5	5		setting minimum basic training requirements
2	6	2	certifying police officers who have satisfactorily completed basic recruit training requirements
2	7	1	developing and recommending in-service training programs and setting minimum courses of study and attendance

(continued)

<u>Initiate</u> <u>Action</u>	<u>React to</u> <u>Staff Proposals</u>	<u>Not</u> <u>Involved</u>
----------------------------------	---	-------------------------------

3	5	2	Consulting with universities, colleges, institutes, departments and agencies to develop police training programs
2	3	5	Accepting contributions, grants, gifts, donations, services and other financial assistance
3	5	2	Overseeing on-going training programs

6. On a scale ranging from 1 = High Priority to 4 = Low Priority, please rate the following duties for their importance as a reason for continuing the council as the governing body of the municipal police training academy.

	<u>High</u> <u>Priority</u>		<u>Low</u> <u>Priority</u>	
--	--------------------------------	--	-------------------------------	--

6	2	1	1	Approving municipal police basic recruit training schools
4	3	3		Certifying instructors at municipal police training schools
9		1		Setting minimum basic training requirements to be completed before a municipal police officer is eligible for continuing or permanent employment
5	1	3	1	Certifying police officers who have satisfactorily completed basic recruit training requirements
5	4	1		Developing and recommending in-service training programs and setting minimum courses of study and attendance
5	2	2	1	Consulting with universities, colleges, institutes, departments and agencies to develop police training programs
6	3	1		Employing staff
6	2	1		Overseeing on-going training programs
3				Other (specify) <u>Budget discipline</u>

7. On a scale ranging from 1 = Very Effective to 4 = Not Effective, please rate the performance of the council in the following areas. If you feel the council is not involved in a particular activity, please indicate this by choosing option Number 5.

<u>Very Effective</u>			<u>Not Effective</u>	<u>Not Involved</u>	
3	4	2		1	Approving municipal police basic recruit training schools
2	5	1		2	Certifying instructors at municipal police training schools
5	2	2		1	Setting minimum basic training requirements to be completed before a municipal police officer is eligible for continuing or permanent employment
2	4	2		1	Certifying police officers who have satisfactorily completed basic recruit training requirements
5	2	2			Developing and recommending in-service training programs and setting minimum courses of study and attendance
1	2	2	2	2	Consulting with universities, colleges, institutes, departments and agencies to develop police training programs
2	3	1	2	1	Employing staff
3	3	4			Overseeing on-going training programs
1					Other (specify) <u>Budget discipline</u>

8. On a scale ranging from 1 = Very Effective to 4 = Not Effective, please rate the performance of the MPTC staff on the following. If you feel the staff is not involved in a particular activity, indicate this by choosing option Number 5.

<u>Very Effective</u>			<u>Not Effective</u>	<u>Not Involved</u>	
4	2		4		Approving municipal police basic recruit training schools
4	2		3	1	Certifying instructors at municipal police training schools

(Continued on the next page)

Very Effective		Not Effective		Not Involved	
3	1		1	1	Setting minimum basic training requirements
4	1	1	1	1	Certifying police officers who have satisfactorily completed basic recruit training requirements
4	3		1		Developing and recommending in-service training programs and setting minimum courses of study and attendance
2	3	1	2		Consulting with universities, colleges, institutes, departments and agencies to develop police training programs
	4			3	Accepting contributions, grants, gifts, donations, services and other financial assistance
			1		Other (specify) <u>Budget discipline</u>

9. What is your opinion of each of the following alternatives pertaining to the MPIC?

Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion	
4	1	3	1		Continue the 17 member council and its present powers and duties
5	2	1	1		Continue the 17 member council but re-define its powers and duties to give it specific responsibility for setting academy policy and developing training plans
	1	3	5		Reduce the size of the council to nine or eleven members, but keep the present police to civilian ratio
		4	3	2	Continue the council (17, 11 or 9 members) but change the police representation to require a better distribution of department size and geographic location
1		1	4		Eliminate the council and put the academy under the control of the Department of Public Safety

APPENDIX E

Legislative Program Review and Investigations Committee

1982 SUNSET REVIEW  
OF  
MUNICIPAL POLICE TRAINING COUNCIL  
BOARD OF FIREARM PERMIT EXAMINERS  
CONNECTICUT JUSTICE COMMISSION

This questionnaire was constructed to elicit information about the Municipal Police Training Council, Board of Firearm Permit Examiners and the Connecticut Justice Commission. Please follow the directions for each question as the results will not be valid unless you do so.

Please feel free to provide additional comment on either a specific question or any of the areas in general. Any such comment may be included directly on the questionnaire or in a separate attachment.

QUESTIONS 1, 2 and 3 PERTAIN TO THE MUNICIPAL POLICE TRAINING COUNCIL. (For questions 1, 2 and 3, please circle the number to the left of each statement which best describes your opinion.)

1. On a scale ranging from 1 = very satisfied to 4 = very dissatisfied, how would you describe the quality of the training provided by, or through, the Municipal Police Training Council?

Very Satisfied		Very Dissatisfied		
1	2	3	4	
10	21	6	1	Recruit training
15	19	2	1	Inservice training

2. On a scale ranging from 1 = very responsive to your department's needs to 4 = very unresponsive to your department's needs, how would you describe the training provided by, or through, the Municipal Police Training Council?

Very Responsive		Very Unresponsive		
1	2	3	4	
13	17	6	1	Recruit training
16	18	4		Inservice training

3. What is your opinion of each of the following alternatives pertaining to the Municipal Police Training Council?

Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion	
1	2	3	4	5	
9	16	8	3	3	Continue the 17-member council and its present powers and duties
10	13	5	1	4	Continue the 17-member council but redefine its powers and duties to give it specific responsibility for setting academy policy and developing training plans
4	10	8	7	7	Reduce the size of the council to nine or eleven members but keep the present police to civilian ratio
8	11	5	3	6	Continue the council (either 17, 11 or 9 members) but change the police representation to require a better distribution of department size and geographic location
	1	4	25	5	Eliminate the council and put the academy under the control of the Department of Public Safety

QUESTIONS 4, 5 and 6 PERTAIN TO THE COMMITTEE'S REVIEW OF THE BOARD OF FIREARM PERMIT EXAMINERS.

4. In the past two years, has your department had a case appealed to the Board of Firearm Permit Examiners? (Please circle one)

Yes

No

13

24

5. Do you feel the administrative appeal mechanism the board provides should be continued? (Please circle one)

Yes

No

30

7

6. On a scale ranging from 1 = excellent to 4 = poor, how would you rate the overall performance of the Board of Firearm Permit Examiners?  
(Please circle one)

Excellent			Poor		No Opinion
6	15	7	2		6

QUESTIONS 7 and 8 PERTAIN TO THE CONNECTICUT JUSTICE COMMISSION  
(For questions 7 and 8, please circle the number to left of each statement which best describes your opinion)

7. On a scale ranging from 1 = excellent to 4 = poor, how would you rate the performance of the Connecticut Justice Commission in the following areas?

Excellent			Poor		No Opinion	
1	2	3	4		5	
4	9	12	8		4	Defining problem areas and establishing goals and priorities to improve the justice system
2	11	5	14		6	Developing a statewide plan to prevent crime and improve the justice system
3	8	11	11		5	Allocating federal and state funds to justice agencies
4	14	10	5		4	Collecting and analyzing data and statistics on law enforcement and the administration of the justice system.
3	8	11	5		11	Monitoring and evaluating funded programs
4	7	12	11		3	Coordinating interagency relationships
3	14	9	9		3	Providing technical assistance to justice agencies

8. If the federal requirement for a state planning agency is eliminated, what is your opinion of each of the following alternatives pertaining to the Connecticut Justice Commission?

<u>Strongly</u> <u>Agree</u>	<u>Agree</u>	<u>Disagree</u>	<u>Strongly</u> <u>Disagree</u>	<u>No</u> <u>Opinion</u>	
<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	
2	11	8	10	3	Continue the 21 member policy body, its staff and its responsibilities (e.g., problem identification, goal setting, planning coordination, etc.)
6	10	8	4	6	Reduce the 21 member policy body to about nine representatives from the major components of the justice system, confine its responsibilities to coordination and information exchange and reduce its staff to a size consistent with this role
2	3	9	9	9	Eliminate the 21 member policy body and assign its powers and duties along with any needed staff to the Office of Policy and Management
6	4	7	7	9	Eliminate the 21 member policy body and its staff

## APPENDIX F

### Legislative Changes

Section 7-294b of the Connecticut General Statutes should be amended to reflect the committee's recommendation to combine the municipal and state police training staffs into a single training academy.

Section 7-294b of the Connecticut General Statutes should be amended to reflect the committee's recommended change in the Municipal Police Training Council's membership.

Section 7-294d of the Connecticut General Statutes should be repealed and substituted with the powers and duties recommended by the committee.



