

# Department of Emergency Services and Public Protection



## *At a Glance*

**DR. DORA B. SCHIRO, Commissioner**

**Colonel Brian F. Meraviglia, Deputy Commissioner**

**William P. Shea, Deputy Commissioner**

**DESPP Headquarters, 1111 Country Club Road, Middletown, CT 06457-2389**

***Established - July 1, 2011, by PA 11-51***

***Statutory authority - CGS Titles 28 and 29; Section 7-294a et seq.; and Section 7-323j et seq., as amended***

***Number of positions authorized - 1,733***

***Current number of employees - 1,622 including 1,149 Troopers and 473 civilians***

***Recurring operating expenses FY2016 - \$186 million***

***Organizational structure - DESPP is comprised of six divisions including the Commission on Fire Prevention and Control, the Division of Emergency Management and Homeland Security, the Division of Statewide Emergency Telecommunications, the Police Officer Standards and Training Council, the Division of Scientific Services, and the Division of State Police.***

## **Office of the Commissioner:**

The Office of the Commissioner is responsible for providing a coordinated, integrated program for the protection of life and property and for statewide emergency management and homeland security. The office oversees all administrative and management functions of the department and includes fiscal services and grants administration, labor relations, human resources, Equal Employment Opportunity, internal affairs, legislative and public information, constituent and

victims services, information technology, infrastructure planning and facilities management, and legal affairs.

## **COMMISSION ON FIRE PREVENTION AND CONTROL**

The Commission on Fire Prevention and Control (CFPC) serves as the state's focal point for fire service training, public fire and life-safety education and professional competency testing and certification. The mission of the commission is to prevent or mitigate the effects of fire and disasters through leadership and collaboration with municipalities, fire departments and regional fire schools by delivery of quality consulting services, technical assistance, training, education, and professional competency certification of career and volunteer fire service personnel. The Commission is charged with and has primary responsibility for training, public fire and life safety education and professional competency certification for members of Connecticut's fire service.

The Commission is overseen by State Fire Administrator and its units are comprised of the Office of State Fire Administration, the Connecticut Fire Academy, and Certification Unit. Appointed members of the Commission represent the statewide fire service organizations and serve to advise the Commissioner.

### **Office of State Fire Administration**

The Office of State Fire Administration provides overall coordination, management, and support of division activities and facilities including the administration of grants. The Office provides consulting services to communities regarding fire department administration, Juvenile Firesetter Intervention, and Volunteer Recruitment and Retention. In addition, oversight of the Statewide Fire Rescue Disaster Response Plan continues as a priority with staff serving as Fire Service Liaisons in the State Emergency Operations Center during statewide emergencies. Support continues to be provided to the Connecticut Statewide Honor Guard to ensure Connecticut's fallen firefighters and their family members are properly supported and honored. Coordination and collaboration with the independent Regional Fire Schools continues with planned major upgrades to several facilities planned for FY2016 and FY2017. The Academy's roof replacement project commenced in 2015 and is nearing completion. Several emerging trends were addressed by several of the divisions including SFA through the development of curriculum and or model procedure guides for response to opioid overdoses (naloxone), Ebola, earthquake preparedness, and response to civil disturbances. A purchase order was placed for the first of two federally funded replacement fire pumpers to replace the Academy's aging fleet. Communications and information dissemination to fire service constituents continued primarily through the CFPC email Listserv with over 4,000 messages transmitted during the year as well as expanded use of both Twitter and Facebook.

### **Training Unit (Connecticut Fire Academy)**

The Training Division delivers a diverse range of training and education programs ranging from the comprehensive 14-week resident Recruit Firefighter Training program to Fire Officer and

technical specialty level courses with collegiate transfer credits. Courses are available for delivery throughout the state and at the Connecticut Fire Academy in Windsor Locks.

During FY2015 444 training programs were delivered reaching 6,864 students, providing a total of 189,524 contact hours. Special seminars and specialized training including Rescue Week and the Annual June Fire School provided training to over 1,000 students. Also, continued delivery of the Candidate Physical Ability Test (CPAT) to assist municipalities in identifying future firefighters with the capability of career and lifelong success. A total of 1,817 candidates were registered with 1,270 testing. An overall passing rate of 78.5% was achieved. Thirteen CFA training programs continue to be approved by Charter Oak State College for collegiate transfer credit adding value to our students. Collaboration with the Military Department and Department of Public Health at the New England Disaster Training Center at Camp Hartell in Windsor Locks provides unique training opportunities for all emergency responders. Finally, the CFA Bookstore realized \$437,233.59 in sales with a total of 18,560 items sold. Revenue derived from sales at the Connecticut Fire Academy Bookstore is reinvested into maintaining and expanding available publications, internal printing and support of Connecticut Fire Academy's programs.

### **Certification Unit**

The Certification Unit administers professional competency and certification examination of fire service personnel developed from National Fire Protection Association (NFPA) consensus standards in support of the statewide fire service training and educational framework. The Unit is internationally accredited by both the International Fire Service Accreditation Congress (IFSAC) and the National Board on Fire Service Professional Qualifications (NBFSQP) adding value to fire service personnel achieving certification. The Unit conducted 50 NFPA 1,403 Live Fire Training Audits, developed and administered 8 promotional examinations for municipalities, conducted 101 psychomotor examinations, and 142 cognitive examinations resulting in 2,484 certifications issued to fire service personnel with the overall written examination passing rate of 72%.

The Director continues to be an active voting member of accrediting boards and has been appointed to serve as a member of the IFSAC Site Visit Team Committee. In addition, the Director participated as an active member of the Agency's Lean Committee and is the Certifying Official for the Department of Veterans Affairs (VA) ensuring the Academy's compliance with all pertinent VA regulations.

### **Division of Emergency Management and Homeland Security**

The Division of Emergency Management and Homeland Security (DEMHS) is charged with developing, administering, and coordinating a comprehensive and integrated statewide emergency management and homeland security program that encompasses all human-made and natural hazards, and includes prevention, mitigation, preparedness, response, and recovery components to ensure the safety and well-being of the citizens of Connecticut.

The duties of DEMHS include coordination with state and local government personnel, agencies, authorities, and the private sector to ensure adequate planning, equipment, training, and exercise

activities with regard to emergency management and homeland security; coordination and as may be necessary, consolidation of homeland security communications and communications systems of the state government with state and local government personnel, agencies, authorities, the general public and the private sector; coordination of the distribution of information and security warnings to state and local government personnel, agencies, authorities and the general public; establishing standards and security protocols for the use of any intelligence information; and providing a coordinated, integrated program for state-wide emergency management and homeland security. DEMHS maintains an Emergency Management and Homeland Security Statewide Strategy, developed in coordination with stakeholders from state and local governments and private and nongovernmental partners. Critical missions of DEMHS include terrorism prevention, coordination of emergency preparedness, response, recovery, and mitigation, and administration of federal emergency management and homeland security grant programs, including disaster aid. DEMHS puts into place measures to respond to emerging threats, including, within the Office of Counterterrorism (OCT), a fully operational and staffed State Fusion Center. DEMHS coordinates the state's response to emergencies, working with municipalities, other state agencies and federal and nongovernmental partners, including operation of the State Emergency Operations Center (SEOC) when activated by the Governor.

In order to execute its responsibilities, DEMHS is organized as follows: Office of the Deputy Commissioner; Office of Emergency Management to include Operations, Training, and Exercise Unit, All Hazards Planning Unit, Field Support Coordination Unit, and the Strategic Planning and Community Preparedness Unit; and the Office of Counterterrorism to include the Connecticut Intelligence Center (Fusion Center), Critical Infrastructure Unit, and an element assigned to the FBI's Joint Terrorism Task Force (JTTF).

DEMHS also coordinates the drafting and review of the school safety and security plan standards required by that legislation, as well as working with local school districts and municipal officials to assist in the filing of school security plans with DEMHS. In addition, DEMHS collects plans from higher education institutions and occupational schools.

In FY2015, DEMHS led the State of Connecticut's effort to attain accreditation as part of the Emergency Management Accreditation Program (EMAP). The accreditation process involved an on-site weeklong assessment of the State's program and required meeting 64 separate and distinct standards in the emergency management and homeland security disciplines. All 64 standards were met in the first review, which is a rare accomplishment. In April 2015, the State of Connecticut received full accreditation for its emergency management program.

### **Office of the Deputy Commissioner**

The Deputy Commissioner of DEMHS reports to the Commissioner of Emergency Services and Public Protection. The DEMHS Deputy Commissioner supervises the activities of this Division through the Office of Emergency Management and the Office of Counter Terrorism.

The Deputy Commissioner serves as the State's Homeland Security Advisor (HSA). As such, the HSA is the state's lead point of contact with the federal Department of Homeland Security (DHS) and advises the Governor on emerging threats, events, and responses.

The Deputy Commissioner also chairs the DEMHS Advisory Council, which was established by the DESPP Commissioner as an Emergency Support Function-based advisory board with designated supporting working groups. The DEMHS Advisory Council meets quarterly.

### **The Office of Emergency Management**

The DEMHS Office of Emergency Management (OEM) is headed by the State Emergency Management Director. The Director serves as state liaison to the Federal Emergency Management Agency (FEMA).

The mission of the OEM is to provide a coordinated, integrated program for statewide emergency management, including strategic and operational all-hazards planning, community preparedness, exercise, training, and grants planning and management. This mission includes: coordination and collaboration with state, local, federal, tribal, and private sector partners, as well as the public, to develop, maintain, exercise, and train on a comprehensive state-wide emergency management plan and program; to direct and coordinate all available resources to protect the life and property of the residents of Connecticut in the event of a disaster or crisis, through a collaborative program of prevention, planning, preparedness, response, recovery, mitigation, and public education; maintain, operate, and oversee the Governor's State Emergency Operations Center; and; administer the State's volunteer Urban Search and Rescue (USAR) team.

OEM consists of four Units. They are: Operations; Training and Exercise; All-Hazards Planning; Field Support Coordination, and; Strategic Planning and Community Program Management.

**The DEMHS OEM Operations, Training and Exercise (OTE) Unit** works under the Incident Command System of the National Incident Management System (NIMS) and includes the five DEMHS Regional Offices. This unit is also responsible for the Division Duty Officer Program.

A critical function of the OTE Unit is the operational coordination of the State Emergency Operations Center (SEOC). The OTE Unit coordinates and is responsible for monitoring of emergency situations as they develop and/or threaten communities; disseminating watches, warnings and emergency information to state agencies and local jurisdictions; the collection and consolidation of emergency related data and situation reports; assignment of tasks to state agencies and the deployment of state resources in a coordinated State response to support local emergency response operations; requesting and coordinating mutual aid assistance from other states through the Emergency Management Assistance Compact (EMAC); providing situation analysis and reporting to FEMA Region 1, and; requesting and coordinating Federal assistance through FEMA Region I.

In 2007, DEMHS developed with its local partners emergency preparedness regions. As outlined in the State of Connecticut Department of Emergency Management and Homeland Security

Regional Planning Model and DEMHS Advisory Bulletin 2007-1, these regions were created to facilitate emergency management planning and regional collaboration in lieu of county government, a structure Connecticut does not have. The Regional Emergency Planning Team (REPT) in each Region operates under bylaws which address its mission, membership and procedures. The multi-jurisdictional REPTs are supported by Regional Emergency Support Functions (RESF). These RESFs are discipline oriented workgroups that provide collaborative planning and resource support within each discipline.

To support the regional model, DEMHS maintains five regional offices. Regional Coordinators serve as the primary interface with the local chief elected officials/executive officers and emergency management directors. The Regional Offices are also supported by regional planners and secretaries, as well as trainers reporting to the OTE Manager.

The five DEMHS Regional Offices serve as direct points of contact to local jurisdictions. As such, each provides: distribution of warning and emergency information to local jurisdictions; onsite monitoring of localized emergencies; collection, verification and consolidation of local emergency situation reports and requests for assistance; assistance to local jurisdictions in regional budget development and funding requests; assistance to local governments in requesting training and exercise development assistance; guidance and assistance to local governments in Local Emergency Operations Plan (LEOP) development, review, and revision, including school safety and security plans; oversight of the development of Regional Emergency Support Plans, and; coordination of a regional response to ongoing emergency situations.

The OTE Unit is responsible for the establishment of training programs and the development, delivery and evaluation of exercises, in accordance with Homeland Security Exercise and Evaluation Program guidance. The OTE staff works collaboratively with local, state, tribal and federal partners to coordinate and conduct training and exercises in accordance with the state strategic plan developed and maintained by DEMHS. The substance of training and exercises is developed through the identification of local and regional needs, the DEMHS statewide strategy, and federal guidance.

The OTE Unit is also responsible for the administration and deployment of the Connecticut Urban Search and Rescue Team, which is a volunteer civil preparedness force, trained to locate, extricate and preserve life in the event of any large-scale structural collapse, regardless of the cause.

The DEMHS Duty Officer program, maintained by the OTE Unit, features DEMHS employees who also serve as on call employees. The Duty Officers rotate through a two-week period of being the primary on-call contact person. The Duty Officer receives calls for assistance after regular hours and sends out notifications to the DEMHS Command staff of all requests for state assistance. The Duty Officer also monitors any significant incidents, adverse weather conditions and reports situational awareness and conditions to the Command Staff and Regional Coordinators for distribution to external partners. The Duty Officer may staff the State EOC in a monitoring capacity during events at the request of the DEMHS Command Staff.

**The DEMHS All-Hazards Planning (AHP) Unit** is responsible for all-hazards planning, program design and development, administration, coordination, development and maintenance of plans and programs to enhance Connecticut's prevention, preparedness, response, and recovery capabilities.

The AHP Unit includes a Radiological Emergency Preparedness (REP) section, whose work includes planning, coordination, development, maintenance, exercises, and training for the State's Radiological Emergency Response Plan (RERP) for Millstone's Nuclear Power Station.

The Connecticut RERP details the steps that would be taken to protect the public in response to an emergency situation at both Indian Point Nuclear Power Station in New York State and Millstone Nuclear Power Station in Waterford. This plan is constantly under review and is exercised with local, state, and federal agencies as well as the neighboring States of New York and Rhode Island. REP staff's preparedness plans and exercises are evaluated by the United States Department of Homeland Security's Federal Emergency Management Agency and the U.S. Nuclear Regulatory Commission.

The REP staff ensures that the ten communities around Millstone, the five Host Communities, the Transportation Staging Area, and support towns are all trained and have up to date plans and procedures on state and local Emergency Operations Centers and radiological monitoring.

The DEMHS AHP Unit includes a Disaster Recovery section and a Hazard Mitigation section that works with other DEMHS personnel to facilitate preliminary damage assessments and Presidential Declaration requests, and then coordinates federal Public Assistance, Individual Assistance, and Hazard Mitigation disaster relief and mitigation funds for state and federal governments, eligible non-profit organizations, and individuals.

The DEMHS AHP Unit works closely with the Strategic Planning and Community Preparedness Unit on strategic planning and disaster recovery. AHP Unit staff draft and revise the state's emergency management plans, including the State Response Framework. DEMHS staff members also work with other states, as well as the Eastern Provinces of Canada, to provide coordinated, collaborative emergency planning and preparedness.

**The DEMHS Field Support Coordination Unit** performs a number of functions designed to enhance and support field operations, including statewide interoperable communications. The Unit also provides direct communications from the State Emergency Operations Center to the five DEMHS Regional Offices and to every municipality in Connecticut as needed during a significant incident. This unit is responsible for internal logistics for the Division on a daily basis and during activations of the SEOC.

**The DEMHS Strategic Planning and Community Preparedness Unit (SPCP)** works closely with the agency's Fiscal Unit and the DEMHS All Hazards Planning Unit on strategic planning and disaster recovery, as well as program and financial management of grant programs to enhance Connecticut's prevention, preparedness, response, and recovery capabilities.

The chief programmatic responsibilities of SPCP Unit include the collaboration with the OTE and AHP Units on oversight and direction for the regional collaboration planning initiative, which established Regional Emergency Planning Teams in each of the five DEMHS regions.

SPCP staff coordinates the execution of regional spending plans that address identified preparedness and planning needs; supports the DEMHS Advisory Council's Regional Collaboration Committee; oversees the expansion and sustainment of the Emergency Management Performance Grant, which continues to provide critical resources to municipal emergency management programs; collaborates with the Field Support Coordination Unit, including executing interoperable communications programs such as the State Tactical On-Scene Communications System (STOCS), and; collaborates with the AHP Unit to administer federal disaster assistance programs to state and local governments, eligible non-profit organizations and individuals.

### **The Office of Counterterrorism**

The Office of Counterterrorism (OCT) utilizes 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. The purpose of the OCT includes maintaining and operating the Connecticut Intelligence Center (CTIC), including coordinating the collection, analysis and distribution of information and security warnings to state and local government personnel, agencies and authorities, and the general public; establishing standards and protocols for the use of any intelligence information; and working with federal, state, local, and private sector representatives on intelligence and critical infrastructure issues.

**Connecticut Intelligence Center (CTIC) Unit** includes a co-located team of federal, state and local partners including DESPP, the CT Department of Correction, Connecticut National Guard, Federal Bureau of Investigation (FBI), the United States Coast Guard, and the Office of the United States Attorney, federal 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, and pertinent vetted information to authorized and appropriate agencies within the first responder and private sectors. CTIC staff includes five regional intelligence liaison officers (corresponding to the five DEMHS regions). CTIC operates under a privacy, civil rights, and civil liberties protection policy.

**The Critical Infrastructure (CI) Unit** within OCT 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 minimal operational capabilities of government and are necessary to the wellbeing of the economy. The CI Unit identifies these key assets, assesses their vulnerabilities, participates in multi-agency deter and protect activities, and develops a mitigation strategy designed to improve security at those sites. The CI Unit also works with the OEM and the State Emergency Operations Center during emergencies to assist in preparedness, response, protection, and recovery issues related to the state's critical infrastructure.

**The Joint Terrorism Task Force (JTTF)** is led by the Federal Bureau of Investigation (FBI) to which the Office of Counterterrorism (OCT) personnel are assigned. The JTTF focuses

primarily on terrorism-related issues, with specific regard to terrorism investigations with local, regional, national, and international implications. The JTTF is a multi-jurisdictional task force who works collaboratively with our local, state and federal law enforcement partners to conduct terrorism-related investigations and serve a distinct, but complementary role in securing the homeland.

## **DIVISION OF STATEWIDE EMERGENCY TELECOMMUNICATIONS**

The Division of Statewide Emergency Telecommunications (DSET) provides for the development and maintenance of coordinated statewide emergency service telecommunications for public safety organizations and the residents of the State of Connecticut.

DSET provides for statewide Enhanced 9-1-1 planning and implementation, public safety telecommunicator training and certification, as well as public safety frequency coordination. DSET provides funding for numerous projects and agencies including funding for seven regional communications centers, 22 cities with populations greater than 40,000, nine multi-town Public Safety Answering Points (PSAP), six State Police dispatch centers, 13 coordinated medical emergency direction centers (CMEDs), as well as transition grants for regionalization and capital expenses. DSET's FY2016 budget for services, equipment and grants is \$28,603,406. DSET provides all state and local public safety agencies with street centerline and street address information, geographic information systems (GIS) for emergency response purposes. Statewide mapping initiatives continue to ensure that street centerline data is accurate for all emergency responders.

DSET is led by a Director who manages the overall Statewide Emergency Telecommunications organization and 9-1-1 Program and is supported by a Telecommunications Manager, Planning Specialist, Geographic Information Specialists, Engineers, Grants and Contracts Specialist and Office Administrators.

### **Next Generation 9-1-1**

DSET has begun the process of replacing the Connecticut's E9-1-1 System. The existing system and equipment are no longer being manufactured and the software is not being supported. In addition, the current E9-1-1 system is not capable of effectively processing Next Generation 9-1-1 (NG 9-1-1) emergency calls that include calls received from internet connected devices, or devices that can transmit text messages, pictures, video, and data from telematics and automatic crash notification systems. NG 9-1-1 is an Internet Protocol based system, providing system wide monitoring and recording capabilities and will be capable of receiving and displaying text, video and photos.

NG 9-1-1 software and hardware will be deployed in 103 PSAPs. Public education initiatives are being developed and include input from stakeholders to address changes in how 9-1-1 calls, video and photos will be handled. The NG 9-1-1 system has been installed at the first 20 pilot PSAPs. Full implementation will be completed during 2016.

## **Public Safety Data Network (PSDN)**

The PSDN is an ultra-high speed and flexible fiber optic data network that will serve as a base transport infrastructure and interconnectivity pathway for public safety related applications and services throughout the State. Its primary purpose is to provide the connectivity for NG 9-1-1 services. Additionally, the network will provide connectivity to allow for the integration of systems and applications so that vital information and resources can easily be shared among various public safety entities throughout the State. To date there have been 87 requests for use of the network by various municipal and state public safety organizations.

## **Broadband Technology Opportunity Program (BTOP)**

Part of the American Reinvestment Recovery Act, BTOP awarded the State of Connecticut \$93 million of federal funds to upgrade and expand Connecticut's broadband network. This grant was matched with \$24 million from the E9-1-1 surcharge. This joint effort between the Department of Emergency Services and Public Protection and the Bureau of Enterprise Services and Technology included installation of over 5,500 miles of fiber to connect to 555 public safety agencies which serve 25,000 first responders. Additionally, in conjunction with the Connecticut Education Network (CEN), it provides broadband service to 120 educational institutions.

## **Regionalization**

There are currently 103 PSAPs and one State Police secondary PSAP serving the 169 towns/cities of Connecticut. The cost of equipping these PSAPs with hardware, software and technology is the state's responsibility. Next Generation 9-1-1 improvements make this requirement one of significant proportions. It has long been a goal of DSET and the Enhanced 9-1-1 Commission to reduce the number of PSAPs by encouraging consolidation. To achieve this goal DSET has funded a number of studies requested by local governments to consider mergers of dispatch and 9-1-1 centers. DSET also provides a number of financial incentives, such as funding to relocate telephone and radio equipment, as well as to design and plan new communications centers, for the purpose of consolidation. DSET is currently proposing regulation changes to funding models that will provide a more equitable distribution of funds, while at the same time continue to encourage consolidation of PSAPs.

## **The Connecticut Emergency Notification System: CTAlert**

Connecticut's statewide emergency notification system (CTAlert), powered by the Everbridge Aware emergency notification system application, provides critical information to the public during emergencies. CTAlert has two main components:

- A geo-notification function which allows alerts to be sent to the public in any geographic area in the state.
- A public safety employee notification function known as "Aware" which allows public safety agencies to send messages to improve the coordination of their emergency response personnel.

The system is available for use by a number of state agencies, and most of the 103 9-1-1 PSAPs in the state. The Citizen Opt-In Web Page is accessible by the public via the Internet and allows

users to list up to three additional locations in the state that they wish to also receive alerts about. During 2014, 103 CTAlerts were broadcast to the public, delivering over 540,000 messages to Connecticut residents.

### **Geographic Information Services (GIS)**

DSET provides a critical Geographic Information System function for the State. GIS uses a computer based tool to store, manipulate, manage and analyze spatial/geographic data.

GIS is the backbone of the NG 9-1-1, as the system relies on the location accuracy of the map to ensure prompt dispatching of emergency services to 9-1-1 callers. In addition to 9-1-1, the GIS group provides and supports the mapping data for the State Police Computer Aided Dispatch system, the CT Alert Emergency Notification system, the State Emergency Operations Center during disaster exercises and activations, and other state and municipal entities as required. They also coordinate and manage statewide ortho-imagery flights which provide high resolution aerial images.

### **Translation Services**

Since 2005, DSET has provided translation services to 103 PSAPs in Connecticut. DSET contracted with Language Line, to provide interpretation of over 175 languages to non-English speaking callers. DSET continues to provide this critical link between non-English speaking callers (nearly one in five in Connecticut) and public safety responders.

### **Frequency Coordination**

DSET provides chairmanship and plan development for the six-state New England 700 MHz, 800 MHz and 4.9 GHz planning committees. The creation of a regional plan and the subsequent approval by the FCC has paved the way for all New England states to utilize the new public safety 700 MHz spectrum that became available in June 2009 as part of the transition to digital TV. The federal grant money that has been received will facilitate the creation of a 700 MHz platform on the current state 800 MHz system for statewide interoperability purposes.

### **Public Education**

DSET works with local PSAP personnel, as well as community agencies, to distribute age appropriate materials for children, Pre-K through second grade, to educate children on when and how to use 9-1-1. Public education efforts to encourage participation in CTAlert include public service announcements in both Spanish and English which are aired on Connecticut television and radio stations. Plans are also under development for a public education campaign to support the deployment of the text-to-911 feature within NG 9-1-1.

### **Emergency Medical Dispatch**

Each PSAP is required to provide emergency medical dispatch (EMD) or have it be provided by a private safety agency. EMD refers to instructions provided to the 9-1-1 caller by emergency

telecommunicators prior to the arrival of medical services. DSET provides funding to all PSAPs for the training, certification and ongoing education for this critical service.

## **POLICE OFFICER STANDARDS AND TRAINING COUNCIL**

The Police Officer Standards and Training Council (POSTC) has a three-fold mission. First, it is committed to providing innovative, credible and responsive high quality basic, advanced and specialized training to Connecticut police officers in an economical manner and in amounts sufficient to enable them to acquire the knowledge and skills necessary to serve the public with commitment, empathy and competence. POSTC is committed to adopting and enforcing professional standards for certification and for decertification of Connecticut's police officers, in a manner consistent with the law, considerate of the regulated community and uncompromising as to basic values, and ethics. The Council is charged with developing, adopting and revising a comprehensive accreditation standards program for local law enforcement units, to grant accreditation to those units that demonstrate their compliance with such standards and to conduct assessments to determine such unit's compliance with such standards.

Division responsibilities are to provide basic police and in-service police training and set entry-level educational, licensing and training standards for all non-state police division police officers in the State of Connecticut; accredit training programs offered to police recruits in police academies; control the certification of police instructors; establish procedures for certified review training; oversee and award credit for certified review training of veteran officers and recertify triennially those who qualify; and encourage the growth of professional development, and continuing education programs for police officers. In addition to town and city police, the division also regulates, and oversees the training of police personnel from the four police departments of the Connecticut State Universities, the University of Connecticut, the Department of Motor Vehicles, the Department of Environmental Conservation Law Enforcement Unit; and numerous other state agency law enforcement units.

The Comprehensive Municipal Police Training Plan trains approximately 250 municipal police officers per year at the residential Connecticut Police Academy in five annual classes of 50 students each. The division also intends to certify, inspect and audit up to eight satellite police academies around the state which supplement the Meriden academy, primarily sponsored by the larger municipal police agencies in this state.

Additionally, the training plan includes providing and or sponsoring in-service training programs to accommodate approximately 7,300 sworn in-service officers in this state to assist them in complying with POSTC mandated 60 hour review training cycle every three years. The process of reviewing the entire recruit training curriculum to reflect developments in police training nationwide and to provide current, comprehensive and meaningful training to students has been completed. This revised curriculum became effective on July 1, 2015, and will guide Recruit Training over the next three to five years with an annual review to identify additional changes if needed.

The Training Council consists of 18 members appointed by the Governor and two ex-officio members who serve by virtue of their position. These two members are the Commissioner of the Department of Emergency Services and Public Protection and the Chief State's Attorney. Administration of the POST Academy is assigned to the Office of the Police Academy Administrator with one clerical person and an Information Analyst. There are four functional units, the Basic Training Unit, the Field Services Unit, the Certification/Compliance Unit and the Accreditation Unit.

The division's planning function is performed by a Council subcommittee studying the issues and making recommendations to the full Council. That subcommittee's long-term efforts, along with the full Council, have concentrated on exploring the feasibility of a new driver training venue as this agency provides driver training to all law enforcement agencies in the state that fall under POSTC jurisdiction.

### **Public Service**

Recognizing the difficulty that police agencies are having recruiting and hiring new officers, POSTC has greatly expanded guided tours of the facility during business hours to select groups of young people interested in policing and currently involved in some association with law enforcement. These tours have been provided in the last 12 months to members of the Federal Bureau of Investigation National Academy Associates Youth Leadership Program, members of the Rockville High School Criminal Justice Club, members of the West Hartford College Police Academy and students from Torrington High School. Tours and visits have been provided for the University of New Haven, the Stratford Police PAL Public Safety Experience, the Metropolitan District Commission Youth Group and the Norwalk Miracle Temple Church Summer Youth Program. The tours permit students to observe the daily routines of Academy life including driver training, firearms range, driving simulators, physical fitness and academics.

### **Improvements/Achievements**

The most significant achievement was the Reaccreditation of this Agency as a Public Safety Academy by the Commission on Accreditation for Law Enforcement Agencies in 2014.

The Basic Training Course Curriculum review and update has been completed and became effective July 1, 2015. The entire Basic Training Curriculum is reviewed once every five years to assure contemporary issues are included and existing courses are modified. This update includes new trends and developments in policing, legislative changes and best practices. This review now requires the successful completion of eight hundred and sixty-seven hours of Recruit Training plus four hundred hours of supervised Field Training before Recruits are fully certified law enforcement officers.

A third significant achievement was the required five year review of the Basic Training Curriculum by Charter Oak State College. POSTC has again been accredited by Charter Oak and Recruits will continue to receive college credit for their work at the POST Academy. This review assures that POSTC maintains the standards and quality to be accredited by the College.

Charter Oak College will award 26 college credits to each recruit who successfully completes the Basic Training Program.

The Basic Training Division conducted five recruit training sessions over a 12 month time period comprising 245 recruit officers representing 69 Police agencies statewide. POSTC staff has provided mandatory driver training at the Meriden Campus for Recruits from five satellite police academies amounting to another 132 Recruit Officers. Three POSTC staff members have been trained to teach Fair and Impartial Policing which is now part of its Recruit Curriculum.

The POSTC Firearms Range Master brings new and innovative initiatives to the highly regarded existing program including low light firearms training and plans to continue, and improve, the quality instruction in firearms that POSTC has historically provided.

The division's "part time" emergency medical instructor who is a full time specialist in the emergency medical field has incorporated training on the administration of naloxone to reverse opioid overdoses into our training. With this addition POSTC will continue to graduate highly trained Medical Response Technicians (MRTs) who are qualified to function as First Responders for their agencies.

Ongoing use of the "Wilcox Township" training village now includes regular firearms "simunition" training for police officers to experience "shoot-don't-shoot" situations under the supervision of firearms training instructors. These "real world" scenarios in actual buildings (Wilcox) are valuable in allowing the officer to experience live situations and actually demonstrate the skills and abilities previously learned.

The Field Services Training Division which provides in-service training sponsored 104 course offerings in which 3,905 police officers were trained in executive development, supervisory and management topics, legal update, civil liability, use of force, search and seizure, courtroom presentation, electronic recording of certain custodial interrogations, statement taking, Fair and Impartial Policing, criminal and crash investigation, drug enforcement techniques, critical incident response, advanced firearms, and other specialized and technical training programs.

In partnership with the State's Department of Banking, POSTC has expanded financial crimes investigative training to prepare major case detectives to pursue complicated white collar crime cases. Training included Identity Theft, Social Media, Financial Investigations, Financial Records Examination and Analysis and Financial Crimes against Seniors. The Division Management worked with the Connecticut Department of Transportation, Office of Highway Safety, providing DUI Enforcement, Advanced Roadside Impaired Driving Enforcement (ARIDE), Data Driven Approach to Crime and Traffic Safety (DDACTS), and two Police Traffic Radar Instructor Courses. The Division provided four 'Mental Illness Train-the-Trainer' sessions, three 'Crisis Intervention Strategies for Youth' courses and eight 'Responding to Situations Involving People with Mental Illness' programs in conjunction with the Department of Mental Health and Addiction Services.

The agency's website, [www.ct.gov/post](http://www.ct.gov/post), is a vital source of information for the law enforcement community, personnel, and the general public. The "Latest News" feature on the homepage

allows for important announcements to be displayed in a timely manner. These announcements are beneficial to the public and the law enforcement community in providing resources for issues such as domestic violence, suicide, and matters involving crimes of family violence, juvenile law, etc. State mandated information can be posted in a timely and efficient manner. These publications can be conveniently downloaded offsetting agency printing and mailing costs while allowing the law enforcement community to have immediate access. The “Career Opportunities in Law Enforcement” web page links visitors to law enforcement agencies actively recruiting entry level and certified police officers. This assists police agencies in their recruiting process and aids the interested public in how and where to seek information to begin a career in law enforcement. In-Service Training Division “Training Courses” page is the source for officers to find the latest training classes available to them as offered by POSTC. Officers can apply for classes utilizing the online application form. “Advisories” are issued by the Certification Division giving vital information for law enforcement. Information is posted regarding the certification of police officers and instructors. “Decertified Officers” link is a primary resource for police departments nationwide for verifying certification status of an individual.

The agency’s Certification Division is currently administrated by one employee, the Compliance/Certification Officer. The Certification Division has five main responsibilities:

**Certification, Recertification, and Decertification of police officers:** There are approximately 7,269 certified police officers in the state representing 162 police departments and law enforcement agencies which statutorily report to the Police Officer Standards and Training Council. During the past year approximately 2,300 police officers were recertified and 11 officers were decertified for violation of Connecticut General Statute Section 7-294d for either felony convictions or Making False Statements (False Police Reports).

**Issuance of Law Enforcement Instructor Certifications:** There are 1,372 POSTC-certified law enforcement instructors authorized to issue review training credit hours required by the police officers for recertification.

**Conduction of pre-inspections and continued unannounced inspections:** Inspections of the CT Police Academy in Meriden and Council-approved satellite basic police recruit training academies hosted by the Bridgeport, Hartford, Milford, New Britain, New Haven and Waterbury Police Academies are conducted regularly. These inspections ensure operational compliance (required curriculum, hours to be completed, proper learning environment, and certification of instructional staff) per Council regulations. During the year, with the exception of the Hartford Police Academy, all other academies hosted at least one basic recruit training section and approximately 26 pre-inspections and unannounced inspections were conducted by the Certification Officer resulting in no significant findings.

**Certification of field training officers:** Certification is done by verifying that the potential field training officer has at least three years of certified police service, has completed a field training program of at least 32 hours and has the backing of his or her Chief Law Enforcement official that he or she serves in good standing.

**Certification Committee Meetings:** The Certification Officer is responsible for impaneling Certification Committee meetings, setting the certification-related issue agenda items, making written recommendations to the Certification Committee for a vote and then preparing the Certification Committee recommendations to the full Council agenda for their vote. During the period, the Certification Officer hosted five Certification Committee meetings involving numerous agenda items.

The primary function of the Accreditation Unit is to maintain the Police Academy's International Accreditation through the Commission on Accreditation For Law Enforcement Agencies, Inc., of (CALEA). The Academy has been accredited through CALEA since July, 2004. Since the initial assessment, the Academy has been reaccredited three times, the latest occurring in November, 2013. The next scheduled assessment will be in December, 2016, followed by the award conference in March, 2017. The accreditation unit developed, for the past two CALEA assessments, a paperless file and review system which met the CALEA requirements, was user friendly for the assessors and also met the goals of the Governor's LEAN Project. CALEA's electronic version of standards will soon come to an end as CALEA will no longer support that version. CALEA has contracted with an accreditation software tracking firm (Power DMS) which will become mandatory after the 2016 assessment. The cost of the software will be rolled into the current cost of doing business with CALEA.

The second responsibility of the Accreditation Unit is to administer and manage the Police Officer Standards and Training Council's State Accreditation Program in compliance with Sec. 7-294d(22). During the past year, 16 Police Agencies in Connecticut have been reaccredited, one agency has upgraded to Tier II Accreditation and one agency became accredited for the first time obtaining Tier I State Accreditation.

Presently, there are 30 police agencies accredited in Connecticut through this program; 14 of these are dually accredited through CALEA and POSTC. During the past year, the Unit has conducted three Accreditation Manager training sessions and one session for Accreditation Assessor training.

### **Division of Scientific Services**

The Division of Scientific Services (DSS) provides forensic support to local, state and federal agencies throughout Connecticut. This division is divided into three sections. They are the Chemistry Section (including toxicology, controlled substances, and arson), the Biology/DNA Section, and the Identification Section (including computer crimes).

The division is led by a Director and each of the three sections is headed by a Deputy Director. Reporting to the Deputy Directors are various titles consisting of Forensic Science Examiners I and II, Chemists, Lab Assistants, Evidence Control Officers and State Police Sergeants and Detectives. The Quality Assurance unit is comprised of the Quality Assurance Manager and Forensic Biology and DNA Quality Assurance Manager. The lab support area is managed by a Leadership Associate which following a year of training leads to the target class of Scientific Services Laboratory Administrative Manager.

## **Evidence Receiving Section**

The Evidence Receiving Section of the DSS is the first point of contact for all agencies submitting evidence to the Laboratory. This Section plays an integral role in maintaining the proper storage and chain of custody of all evidence. The submitting agencies are divided between local, federal and state agencies. The majority of cases submitted to the DSS are from local agencies. The Division of Scientific Services has performed testing for out of state agencies in the areas of arson, GSR and video analysis in special cases and circumstances. In 2014, the LIMS (Laboratory Information Management System) was combined to include all Toxicology/Controlled Substances cases into the same database as the rest of the Division. The combining of all cases coming into the Laboratory allows cases to easily be transferred and examined in multiple areas of the Laboratory.

The majority of forensic cases submitted to the Division of Scientific Services consist of evidence for Forensic Biology/DNA, Toxicology/Controlled Substances, Latent Prints, and Firearms examination. These cases are derived from sexual assaults, property crimes, and DUI related incidents. A significant amount of analysis in the DNA Section is comprised of convicted offender samples for CODIS (Combined Index DNA Identification System). In 2014, 4,975 offender samples were submitted to DSS for processing.

## **Case Management Section**

Under the direction of Governor Malloy, Agencies were tasked to initiate the Lean approach to eliminate waste and inefficiency in their work processes. The Case Management Section was created in 2013 as a Lean initiative. This Section's main goal is to act as the primary conduit between submitting agencies and the examiners. The Case Management section communicates with the submitting agencies for additional information or samples to complete analysis on the cases. This Section is also in communication with the State's Attorney's Offices regarding cases requiring expedited casework, pending trials or dispositions.

The Case Management Section currently coordinates the flow of casework to the Forensic Biology/DNA Section. The next phase for this Section will be to expand its case management coordination to the other Sections of the DSS. The creation of the Case Management Section has allowed examiners to focus on performing examinations and analysis instead of administrative duties. The Section has also prioritized cases according to pending court dates, arrests or other circumstances.

The Case Management Section is also responsible for coordinating the DNA and Firearms Outsourcing Project. This Section reviews the cases, contacts the submitting agency for additional information as necessary, and sends the evidence to contract laboratories for analysis. To date, the Division of Scientific Services has outsourced 1695 DNA cases and 310 Firearms cases. The majority of the outsourced DNA cases are property crimes. This outsourcing project has been instrumental in reducing the backlog of cases in DNA and Firearms.

## **Forensic Biology Section**

The Forensic Biology Section examines evidence collected in sexual assaults, homicides, assaults, robberies, and property crimes. The Section identifies the presence of blood, semen, and other body fluids, such as fecal material, saliva, or urine. In addition, examiners collect samples from objects for “touch DNA” examination. The forensic examiners in this Section also use their training and experience to determine which samples will be forwarded to the DNA Section for further analysis. In September of 2013, in an effort to streamline analysis and eliminate redundancy of paperwork and documentation, Forensic Biology began to perform the preparation of all extraction samples for DNA testing. This change eliminated duplication in documentation of a sample and streamlined the analytical process. The Forensic Biology Section receives approximately 980 cases per year. The types of evidence examined by this Section may range from swabs, bloody weapons, clothing and bedding to larger bulkier items.

This section receives approximately 385 ‘CT 100’ Sexual Assault Evidence Collection Kits per year. In addition, this Section receives kits in which no examination is conducted due to non-prosecution. Per State of CT Statute, CGS 19a-112a (d), Sexual Assault Kits collected from victims not wishing to pursue the incident with law enforcement must be held for 60 days at the Laboratory. In 2014, 174 kits were submitted to DSS for Administrative holds.

When multiple types of examinations are required on case evidence, the Forensic Biology Section will typically process the evidence first and then forward the evidence to the other laboratory units. In a streamlining effort, the Forensic Biology Section now examines submitted hairs located in a case for human origin and the presence of an attached tissue fragment. Human hairs with tissue are forwarded to DNA for analysis. This change in workflow has decreased the backlog in the Section and has also identified the best samples for forensic analysis.

The Forensic Biology Section has a caseload increase this year as a consequence of the restructuring of the workflow. The examiners in this Section are responsible for preparing all samples being forwarded for DNA analysis both in-house or to a contract laboratory. The task of sample preparation was previously conducted by the DNA examiners.

## **DNA Section**

The DNA Section is comprised of three units. They are Nuclear, Database, and Mitochondrial DNA. DNA stands for deoxyribonucleic acid, which is the genetic material that determines who we are, both as individuals and human beings. DNA is located in the nuclei and mitochondria of cells, and can be isolated from various body fluids and epithelial cells sloughed from our bodies. The Nuclear Casework Group uses the type of DNA found in the nucleus of the cell. This type of DNA testing utilizes STR (short tandem repeats) which has a high power of discrimination, can be automated, and successfully utilized with degraded samples.

From 2008-2013, the DNA Section analyzed approximately 1,000 cases per year. This does not include re-opened cold cases examined using advanced technologies developed after 2003. In 2014, 3200 cases were reported which included outsourced cases. Each DNA case may be comprised of multiple requests depending on the type of samples submitted and the type of DNA required to generate the most probative genetic information.

The DNA Database Unit's primary purpose is to search DNA profiles from evidence to generate matches to convicted offender DNA profiles as well as DNA profiles from other criminal cases. CODIS also includes indices to aid in the identification of missing persons and unidentified human remains. Eligible profiles from forensic samples and CT convicted offenders are uploaded to the national database for searching against other state databases.

The Database Unit reports two types of hits. They are Offender Hits and Forensic Hits. Offender Hits are a match of a genetic profile from evidence to a known sample submitted from a convicted offender. In casework samples, a "hit" is defined as a match between two forensic evidence samples from different cases, which include unidentified remains and missing persons. Forensic hits may provide the submitting agencies with an investigatory lead or can be used to track or establish serial-type crimes.

Operational improvements that occurred in 2013 and continuance of this structure in 2014 has resulted in a 297% increase in CODIS entries and a 319% increase in CODIS Hits when compared to 2012. In calendar year 2012, 393 Forensic profiles were entered; while in calendar year 2014, 1564 profiles were entered into CODIS. Mitochondrial DNA (mtDNA) analysis is used when nuclear DNA analysis is not feasible. Such cases include unidentified remains in which bones have been located, or in cases in which a hair is present with no tissue-like material. In the case of hair examinations, the Forensic Biology Section will examine the macroscopic and microscopic characteristics of the hair, and determine if the hair is human or animal. If human, the Section may determine if the hair was forcibly removed or naturally shed, and if the hair is cosmetically treated, damaged, or diseased. The Trace Section will also determine if a tissue fragment is present. A hair will be sent to the Mitochondrial DNA Section for further analysis if it has been deemed unsuitable for nuclear DNA testing.

Mitochondrial DNA testing traces a person's matrilineal or "mother-line" ancestry using the DNA profile from the mitochondria. The Mitochondrial DNA profile is passed down by the mother, to all her children. As a result, forensic comparisons can be made using a reference sample from any maternal relative, even if the unknown and reference sample are separated by many generations. For this reason, mitochondrial DNA can play an important role in missing persons and unidentified remains investigations, mass disasters and other forensic investigations involving samples with limited biological material.

In 2013, the DNA Section developed a separate laboratory area and workflow to handle database convicted offender samples and "knowns" submitted for cases analysis. The separate laboratory area and workflow allows the database samples and "knowns" to be processed quickly and minimizes the possibility of cross transfer with question case samples. "Knowns" are a forensic term used to describe a sample submitted for comparison or elimination purposes. In the case of a property crime, the "knowns" may be from homeowners for elimination purposes. Previously, elimination "knowns" were not routinely submitted in cases. Due to the increased communication with the submitting agencies, there has been progress in the submission of elimination "knowns," which has improved comparisons in DNA casework and has also eliminated the entry of profiles into the CODIS Database that may not be probative. In 2014, DSS processed 1,427 "knowns" submitted for case analysis.

## **Arson and Chemistry Section**

The Arson/Chemistry Section of the DSS analyzes evidence from suspected arsons, bombings and unknown (non-poisonous/non-drug) substance cases. The Section utilizes both classical wet chemistry techniques and intricate instrumental analyses as appropriate for each case. The members of this Section participate in the training of fire investigators in the collection and preservation of arson/explosive evidence. This Section also assists the DESPP Canine Training Unit in the preparation of the detection dogs in the detection of accelerants. In 2014 the section received 85 requests for analysis.

## **Instrumentation**

The Instrumentation Section's main function is to examine evidence for the presence of gunshot residues, but the Section also assists the Trace Section in the identification of paints and other structural components of materials submitted for examination. Evidence is examined by SEM (Scanning Electron Microscope) analysis. In 2014 the section received 82 requests for analysis.

## **Trace Section**

The Trace Section examines paint, hairs, fibers, ropes, tape, and other evidence items. These types of evidence can be used to indicate transfer of hairs/fibers/paint or other material from one source to another, and therefore indicate contact between individuals or objects. Trace materials collected are examined under stereomicroscopes in order to locate items of possible interest, for example, a paint chip or a fiber. Trace items recovered from evidence, are then analyzed using microscopic examination, infrared spectroscopy or Scanning Electron Microscopy and compared to known samples or standard material. If a known and a questioned sample show the same properties with all possible tests conducted they may be reported to be similar.

Trace examiners assist law enforcement agencies in the collection of trace evidence from vehicles involved in "hit and runs" or related crimes. The Trace Section employs the use of the PDQ (Paint Database Query) which is a database maintained by the RCMP (Royal Canadian Mounted Police) and the FBI. The PDQ currently contains approximately 77,000 paint layer samples from vehicles dating from 1960 to the present. This database assists law enforcement agents in their investigations of cases by providing the list of possible years, models and makes as the source of evidentiary paint samples. Trace examiners are cross-trained in the Forensic Biology area and assist in the preparation of DNA samples for outsourcing and in-house analysis.

## **Computer Crimes and Electronic Evidence Section**

The Computer Crimes and Electronic Evidence Section is comprised of state and local police officers working in conjunction with computer forensic science examiners. The Computer Crimes and Electronic Evidence Section was one of the founding members of the Internet Crimes Against Children Task Force Program (ICAC). The ICAC program is a national network

of 61 coordinated task forces representing over 2,000 federal, state, and local law enforcement and prosecutorial agencies. Since 1999, the Connecticut ICAC Task Force has continued to work with other federal, state and local law enforcement agencies in responding to cyber enticement, child exploitation and child pornography cases. Presently, the Connecticut ICAC Task Force consists of 42 affiliate local law enforcement agencies. As part of this Task Force, Connecticut is a recipient of ICAC funding from the United States Department of Justice.

The Computer Crimes and Electronic Evidence Section is divided into two separate units: the Investigations Unit and the Forensic Analysis Unit. The goal of the Forensic Analysis Unit is to examine seized computers and other electronic devices (cell phones, tablets, iPods, and gaming devices) for evidentiary value. A significant number of cases involve the exploitation of children in the areas of human trafficking and child pornography. This unit receives approximately 125 requests per year.

In 2013, the Computer Crimes and Electronic Evidence Section, the Chemistry Unit, and members of the DESPP Canine Training Unit, collaborated to train dogs with the ability to detect electronic storage devices. Currently, the State of Connecticut has two such canines in use and they have successfully aided investigators in the recovery of hidden electronic storage media. This project has gained national attention and is anticipated to develop further over the next few years as a full-fledged training program. In 2014, K-9 Selma was deployed on 37 searches to assist Federal, State, and local agencies. During these searches, Selma alerted to 169 electronic storage devices in which 61 were concealed or previously not detected by human search.

### **Multimedia and Image Enhancement Section**

The Multimedia and Image Enhancement Section was created in 2007 and achieved ASCLD/LAB accreditation in the fall of 2011. This Section accepts analog and digital video, audio and photographic evidence, providing duplications and enhancements as requested. This Section averages approximately 330 requests yearly. The majority of the cases submitted to this Section are for driving under the influence related charges. Other casework can arise from a variety of investigations including homicides, sexual assaults or child pornography.

The Multimedia and Image Enhancement Section also assists law enforcement agencies with video retrievals from the crime scene or related locations. In 2014, 82% of the crime scene assistance requests processed by the DSS were for video retrievals. This Section responded to 28 calls for assistance in retrieving video at scenes.

The Multimedia and Image Enhancement Section also has an examiner and a specialized photographer that provide photographic services to the DESPP for its graduations, award ceremonies, official portraits, special dedications and special programs such as DARE and CSP Youth Week. In 2014, this Section provided photography services for 80 events.

The Multimedia and Image Enhancement Section is also the archival repository for case images taken by the DESPP. In 2014, 3,772 cases were submitted to the DSS for archiving. This Section developed or printed images for 670 cases in this calendar year. This Section also provided FOIA/Discovery printing for 78 Reports and Records requests.

## **Latent Print Section**

The DSS Latent Print Section is comprised of six Forensic Science Examiners. This section examines a variety of physical evidence utilizing the latest physical and chemical print development techniques. This Section examines submitted photographs and lifts employing enhancement filters to bring out the best possible detail from latent evidence. Comparisons are conducted between the latent print and known impressions using the ACE-V (analysis, comparison, evaluation and verification) methodology. The DSS searches the Automated Fingerprint Identification System (AFIS) and currently uses the FBI's Next Generation Identification (NGI) system, which replaced the IAFIS (Integrated Automated Fingerprint Identification System). The DSS Latent Print Section also approves the personnel utilizing local AFIS systems in police departments. The Latent Print Section is able to use the latent print system to search latent prints left at crime scenes or developed from submitted evidence against a centralized national fingerprint repository. Both the AFIS and NGI systems return a list of potential candidates with corresponding fingerprint images and other related information for comparison purposes. The Latent Print Section also uploads all unidentified latent prints into an Unsolved Latent File (ULF) located in the NGI System. In 2014, there were 1,798 latent prints were entered into the AFIS and NGI systems. To date, the Section has had 314 hits (17.4% hit rate) to known fingerprint cards from arrested persons.

In May of 2013, the Latent Print Section began a Latent Pre-screening Project that has resulted in an 11% reduction of cases that would normally have been submitted for Latent Print examinations. The investigating agency submits a high resolution image of a latent print that has been developed at a scene for a determination if this print is of value for further analysis. In some cases, the high resolution images are of such good quality that an NGI/AFIS entry can be made. In 2014, this prescreening program resulted in hits being immediately reported in 17% of these cases.

## **Questioned Document Section**

The Questioned Document Section routinely examines evidence to determine the authenticity of a document or writing. Comparison of rubber stamp impressions to signature/handwriting comparison can also be provided. The Questioned Document Section also examines scratch-off lottery tickets prior to release into the Lottery System. Specifically, the Section exams the test lots of the lottery games for quality of its "scratch coating" to make sure that tampering or detection of numbers is not possible until the ticket is purchased. In 2013, the Questioned Documents Section examined 45 games and 172 books of tickets. The Imprint Section examines footwear and tire-tracks for characteristics that are unique or individualizing in nature. These characteristics may be used to make comparisons to known exemplars submitted for analysis. Known exemplars are tread or tire track patterns that are replicated from known objects.

The Imprint Section utilizes a shoeprint database called SICAR (Shoeprint Image Capture and Retrieval). This database is used to search for a footwear manufacturer by the physical characteristics of the shoe tread pattern. There are two examiners assigned to the Questioned Documents and Imprints Sections. These two Sections average approximately 60 requests yearly since 2011.

## **Firearms Section**

This section receives evidence consisting of various types and calibers of firearms, firearm components, ammunition, and ammunition components. The ammunition-type evidence is examined for microscopic markings to identify the possible make and model of the firearm that the ammunition evidence may have been used in. In addition, images taken of the cartridge casings submitted to DSS are entered into the National Integrated Ballistic Identification Network system (NIBIN), a database containing high resolution images of cartridge case evidence. These digital images can be compared to other images submitted by other Laboratories or Police Departments. The Division of Scientific Services this year has dedicated one examiner to enter submitted cartridge casing evidence into the NIBIN system for immediate searches. The DSS has entered 28,036 images/acquisitions into this system. The DSS has a total of 1,358 hits to date of entries made into this database.

This Section also examines evidence for tool mark comparisons; e.g. forcible burglaries and property damage investigations. Toolmark evidence can be important in cases when an item submitted with unique markings may be able to link several serial type property crimes.

In 2014, 720 destruction guns were entered into the NIBIN system accounting for 20% of the entries. The majority of the NIBIN cases submitted to the Firearms Section for 2014 were from ATF- New Haven (45 cases), Hartford Police Department (189 cases), New Haven Police Department (334 cases), Bridgeport Police Department (109 cases) and Waterbury Police Department (24 cases).

## **Toxicology Section**

The Toxicology Section analyzes blood, urine and other body fluids in support of driving-under-influence (DUI), drug-facilitated sexual assault (DFSA), poisonings (real or suspected) and other cases in support of State, Local and Federal agencies. The laboratory also works with hospitals and the CT Poison Control Center network in identification of new, and potentially contaminated drugs of abuse, or other poisonous or dangerous substances. Analyses performed in the Toxicology Section utilize state of the art Gas Chromatography and Mass Spectrometry methodologies, with reference to drug identification databases currently maintained on a worldwide basis for the identification of new drugs. Members of the section are regularly called upon to provide expert testimony with regard to the both the analysis, and the effects of the drugs found in casework. In 2014, approximately 1,700 cases were received for analysis in the Section.

The Breath-Alcohol Testing Section is responsible for training and certifying Law Enforcement personnel in breath-alcohol testing procedures employed to test DUI arrestees. The Section ensures that statewide quality assurance and operational standards are followed by all Law Enforcement agencies administering breath-alcohol tests. Additionally, the Section evaluates and maintains certification of the evidential breath-alcohol testing instruments used in the State of Connecticut. In 2012, a total of 8,523 samples were collected for DUI arrests with 7,336 being from breath samples. The DSS provided training to 326 instructors and operators in 2014.

## **Controlled Substance Section**

Controlled Substance Section personnel provide analytical support to Law Enforcement agencies in the identification and quantification of drugs and drug paraphernalia. The most commonly analyzed substances are marijuana, cocaine, MDMA, and heroin. Pills and tablets, both synthetic and counterfeit also comprise a significant amount of cases. Recent trends include the continually expanding set of new synthetic analogue drugs commonly referred to as synthetic marijuana and bath salts. These represent an ongoing analytical challenge, both in terms of identification of the new drug and the location of standard materials needed to perform full forensic analysis.

Section personnel also accompany the U.S. Drug Enforcement Administration (DEA) on raids of elicit/ clandestine drug labs, providing technical support in the examination and analysis of the site for chemical and physical hazards, methods of chemical synthesis, and the analysis of source chemicals and finished drug product. In 2014 this section received 570 requests for analysis.

## **Backlog Reduction**

The laboratory suffered from continued cutbacks in staffing from 2004 – 2012 which, coupled with an increasing volume of submitted samples, produced significant case backlogs in many operational areas. In response, the Division of Scientific Services, in conjunction with Governor Malloy's Crime Laboratory Task Force, and members of the criminal justice community established "Evidence Submission Guidelines" in 2012 which served to limit the number of evidence items that would normally be submitted for analysis in a particular type of case.

The intent of the document was to provide direction to law enforcement officials as to what type of forensic examinations would be performed for less serious offenses. These guidelines have reduced the number of cases submitted to the Division of Scientific Services by approximately 1,550 cases from the number of cases submitted in 2011 to 2012. The evidence submission guidelines assisted in reducing the types of cases submitted to the DSS, but it did not address the accumulated backlogs that had developed over the years. The DSS major points of focus in 2013 were the reduction of these backlogs and overall quality improvement.

The DSS has applied LEAN Six Sigma principles to eliminate waste and duplication of work. An example was the streamlining of work flow between the Forensic Biology Sections and the DNA Sections. The DNA Section has also applied automation and macros for worksheets in various areas of its analysis. The Latent Print Section has similarly applied this principle in the Pre-screening Program, which allows examiners to screen the suitability of potential prints prior to submission as a case. The Evidence Receiving Section has also developed a new "Request for Analysis" form that will have information for follow-up CODIS entries. Overall, the DSS has reduced the backlogs and achieved its goal of less than 60-day average turnaround on cases.

The reduction in the Backlogs has allowed the Division of Scientific Services to begin plans to lift the restrictions that were set in place in 2012. Effective January 26, 2015, a revised Evidence Submission guideline will be distributed for the DSS submitting agencies. The reduction in the backlogs at DSS has allowed the scientists to process more cases and enter more samples into our forensic databases. The hit rates have increased along with the timeliness of the information in the past year.

## **DIVISION OF STATE POLICE**

The Division of State Police is charged with the statewide protection of the state's citizenry and the promotion of public safety through the appropriate enforcement of the state's criminal, motor vehicle, narcotics, and liquor laws. The Connecticut State Police consist of approximately 1,149 sworn troopers and are proud to be the oldest state police agency in the nation. The Connecticut State Police received initial accreditation status through the Commission on Accreditation for Law Enforcement Agencies (CALEA) in 1988. This accreditation demonstrates the agency's ongoing compliance with the most stringent of administrative and operational standards. These standards are recognized and accepted both nationally and internationally. The Connecticut State Police remains one of the larger CALEA accredited agencies.

The division is divided into three major components. They are the Office of Field Operations, which provides direct law enforcement services to the citizens of the state, the Office of Administrative Services, which provides logistical support to the department while maintaining several registries and licensing bureaus, and the Bureau of Professional Standards and Compliance, which investigates complaints against department personnel, inspects the personnel and the facilities of the division, and ensures ongoing agency accreditation with national and state accreditation standards.

### **Office of Field Operations**

The Office of Field Operations is responsible for the delivery of police services statewide through three geographical districts (including a total of 11 Troops), three Major Crime Squads, the Traffic Services Unit, the Emergency Services Unit, Governor's Security Unit, and the Bureau of Criminal Investigations.

The Missing Persons Team, comprised of veteran Major Crime Squad Detectives, was formed to investigate complex and/or cold missing person's cases. This team, working with Federal and Local partners, to include the State's Attorney's Office and the Office of the Chief Medical Examiner, continue to focus on existing State Police missing persons' cases, as well as those in local police jurisdictions, and has already enjoyed significant investigative success.

### **Office of Administrative Services**

The Office of Administrative Services is divided into three bureaus: The Bureau of Field Technology, Infrastructure and Transportation, the Bureau of Telecommunications and Records Research, and the Bureau of Selection, Training and Investigative Support Services. These Bureaus provide training, planning, and support services to the division, and the agency in its entirety, through a number of specialty units including the Reports and Criminal Records Unit, Crimes Analysis Unit, Fleet Administration, Field Technology, Research and Planning, CT Telecommunication System, Facilities Management, Fingerprint Unit, Bond Management and Capital Improvement, Criminal Justice Information Services, Training Academy, Selection Unit, Background Investigative Unit, Polygraph Unit, Special Licensing and Firearms Unit, Boxing Regulation, Deadly Weapon Offender, and Sex Offender Registries Sections.

The Bureau of Field Technology, Infrastructure and Transportation (BFIT), is tasked with enhancing the regulatory support, technology and infrastructure of the agency. The Special Licensing and Firearms Unit (SLFU) is comprised of two sections. They are the Firearms Section and the Special Licensing Section. The Firearms Section is responsible for the issuance and revocation of state pistol permits, eligibility, and ammunition certificates, the approval of all firearms transfers, and firearm registration. The Special Licensing Section is responsible for permits, licenses, and registrations relating to security services and security guards, private detective agencies, private detectives and private investigators, pawn shops, secondhand and precious metal dealers, explosives, and fireworks, professional bondsmen, bail enforcement agents, and the regulation and licensing pertaining to professional boxing and mixed martial arts.

Additionally, the Offender Registry Unit is comprised of two components. They are the Sex Offender Registry (SOR) and the Deadly Weapon Offender Registry (DWOR). The SOR ensures the tracking of a current 5,308 registered sex offenders in the state and works with state and local agencies on investigations and regulatory violations as well as supervisory reviews of convicted sex offenders from foreign jurisdictions moving into Connecticut and supervisory reviews of current Connecticut registrations to establish the validity of the registration to mitigate risks in accordance with state statute and the Adam Walsh Child Protection Act. The Deadly Weapon Offender Registry registers and tracks any person convicted of a deadly weapon offense who is released into the community. The legislation identifies 48 qualifying statutes which require registration of the offender's names, identifying factors, criminal history records, residential addresses, and electronic email addresses, as well as the annual renewal of registrant information. The current total active registrations in the registry are approximately 200 convicted offenders as of July, 2015.

The Computer Aided Dispatch and Records Management Systems (CAD/RMS) and Field Technology Unit, in conjunction with Fleet Management and Research and Planning, work to support field operations through updating and expanding policies and procedures, automating how we collect and analyze data to better deploy resources, and to select, design and outfit the next generation of patrol, command and specialty vehicles for all Divisions within the agency to enhance operational effectiveness and ensure the safety of the citizens of the state of Connecticut.

The Bureau of Field Technology, Infrastructure, and Transportation BFIT, through the Infrastructure Planning and Management Unit, manage multiple key physical infrastructure projects to improve the more than 50 facilities throughout the agency. Current projects include safety and security augmentations, generator upgrades, personnel relocation and efficiencies, fuel farm enhancements and electrical, data and energy improvements. Future projects include the development of a new Firearms Training Facility, an addition to the Forensic Science Laboratory, design and development of a new Emergency Services facility and renovation and rehabilitation to numerous existing structures for unit relocations.

The Bureau of Telecommunications, Records, Research, and Information Services (BTRRIS) is organizationally aligned under the Office of Administrative Services (OAS) within the Division of State Police. The mission of the BTRRIS is to provide effective and efficient solutions and services for the information technology needs of the department and relevant information needs

of Connecticut law enforcement agencies, the criminal justice community, and the public. BTRRIS is charged with providing several functions within DESPP, including crimes analysis and statistical reporting, and researching emerging technologies that can be leveraged to continuously enhance public and officer safety.

Planned projects include phase 2 of the DESPP infrastructure refresh program which will replace the oldest 25% of all agency desktops, laptops, servers, and printers with new equipment. Additional efforts will be made to replace obsolete, VHS-based mobile video recorders in CT State Police patrol cruisers with high quality digital equipment. Due to recent agency consolidations, BTRRIS is also leading an initiative to create a customer-centric DESPP Internet portal which will further emphasize public services offered by the department, and will upgrade to the latest Internet template that includes additional social media capabilities. Lastly, BTRRIS will continue to collaborate with the Office of Statewide Emergency Telecommunications to complete phase 1 of the statewide Public Safety Data Network (PSDN). The new network will markedly improve area network performance and functional capabilities enhancing information sharing, collaboration, and training opportunities among first responders.

### **Bureau of Professional Standards and Compliance**

The Bureau of Professional Standards and Compliance is divided into three components: the Internal Affairs Unit, the Accreditation Unit, and the Inspections Unit.

The Internal Affairs Unit conducts investigations of sworn and civilian employees of the Department of Emergency Services and Public Protection, 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 Inspections and Accreditation Units maintain the required standards of compliance for the department, as dictated by the CALEA, as a nationally accredited law enforcement agency. The Connecticut State Police has been accredited since 1988. The unit also acts as a liaison with other agencies nationwide concerning departmental policies, rules, and regulations.

The Inspections Unit is responsible for conducting staff inspections of all Department commands and facilities and maintains data on the condition of facilities and results of such inspections.

### **Bureau of Criminal Investigations**

The Bureau of Criminal Investigations consists of seven specialized investigative units within the Department of Emergency Services and Public Protection. These units include the Statewide Narcotics Task Force (SNTF); the Statewide Organized Crime Investigative Task Force (SOCITF); the Statewide Urban Violence Cooperative Crime Control Task Force (SUVCCCTF); the Connecticut Regional Auto Theft Task Force (CRATTF); the Statewide Firearms Trafficking Task Force (SFTTF); the Central Criminal Intelligence Unit; and the Extradition Unit. Each of these units conducts a number of long-term and short-term criminal investigations that are

focused on the detection and suppression of various criminal enterprises. While primarily staffed with state police personnel, some of the Bureau's units and task forces are augmented with personnel from several local police departments, and the Connecticut National Guard. Many investigations are enhanced by established partnerships with the FBI, DEA, ATF, Coast Guard, ICE, as well as local and state and other federal law enforcement agencies.

#### **Statewide Narcotics Task Force (SNTF)**

SNTF is comprised of Connecticut State Troopers, federal and local law enforcement officers from police departments across the state, federal law enforcement officers from the FBI, DEA, and HSI, and is also supported with personnel from the Connecticut National Guard. SNTF has an administrative office in Meriden, and has five field offices spread across Connecticut. SNTF investigators conduct a wide variety of investigations concerning the illegal sales, trafficking, distribution, cultivation, diversion, and manufacturing of narcotics in Connecticut.

#### **Statewide Organized Crime Investigative Task Force (SOCITF)**

SOCITF has the responsibility of conducting investigations into complex criminal organizations that conduct illegal activities in Connecticut. The nature of these investigations is characteristically complex and often involves cooperation with various law enforcement agencies such as the FBI, DEA, HIS, and other Connecticut local law enforcement agencies.

#### **Statewide Urban Violence Cooperative Crime Control Task Force (SUVCCCTF)**

SUVCCCTF is comprised of Connecticut State Troopers, federal and local law enforcement officers whose primary mission is targeting urban violence by conducting and coordinating investigations in connection with crimes of violence and other criminality that negatively impact quality of life issues both in and around Connecticut's urban communities.

#### **Connecticut Regional Auto Theft Task Force (CRATTF)**

CRATTF is charged with the responsibility of investigating crimes involving the theft of automobiles and other vehicles. Personnel from this task force have specialized skills in the detection and identification of stolen vehicles. They conduct a myriad of investigations including vehicle theft, chop shop operations, and insurance fraud. CRATTF is staffed with Connecticut State Troopers, local law enforcement officers, and members of the Connecticut Department of Motor Vehicles with assistance from the National Insurance Crime Bureau (NICB).

#### **Statewide Firearms Trafficking Task Force (SFTTF)**

SFTTF investigators are responsible for the investigation of illegal sales, trafficking, and transfer of firearms in Connecticut. This task force is currently comprised of Connecticut State Troopers who work closely with federal investigators from the Bureau of Alcohol, Tobacco, and Firearms (ATF).

#### **Central Criminal Intelligence Unit (CCIU)**

A CCIU analyst provides investigative support to Connecticut State Police personnel to include access to on-line investigative support software and services upon request. The following are examples of the services offered: employment background queries for state appointments and positions, Department of Labor information, Financial Crimes Enforcement Network information, and Department of Revenue Service's information.

### **Extradition Unit (EU)**

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

### **Traffic Services Unit (TSU)**

The TSU is responsible for the administration of all specialized traffic enforcement activities statewide. The Commanding Officer of TSU serves as the State Traffic Coordinator. The sworn personnel assigned to the Traffic Services Unit conduct both traffic enforcement duties and commercial enforcement across the State of Connecticut.

TSU Troopers make up the Commercial Vehicle Teams (CVTs) and they conduct weight and safety inspections of commercial vehicles at all fixed Weigh Stations. CVT Troopers also conduct Safety Inspections and utilize portable scales to weigh commercial vehicles at locations across the state. CVT personnel are certified to conduct federal motor carrier safety inspections of commercial vehicles and are individually equipped to inspect and weigh these vehicles in any location.

The TSU frequently provides enforcement and/or commercial vehicle assistance to all State Police Troops and to municipal police agencies. During these operations TSU troopers will address enforcement in areas experiencing a high incidence of violations and accidents. In addition, the Traffic Services Unit works jointly with Inspectors from the Department of Motor Vehicles' Commercial Vehicle Safety Division in programs to strictly enforce laws related to commercial vehicles. This enforcement effort centers around commercial vehicles that are committing moving violations or operating with safety deficiencies.

There are several other components contained within the Traffic Services Unit. These components provide specialized services to State Police Troops and municipal police departments. For example, the Collision Analysis and Reconstruction Squad (CARS) responds round-the clock to provide collision analysis and reconstruction services to State Police commands and municipal police agencies.

The Motorcycle Unit provides motorcycle officer training for State Police Troopers and municipal police officers, and also conducts special enforcement, operational, and ceremonial escorts for special events.

The Traffic Services Unit is responsible for the operation of the Breath Alcohol Testing Vehicle ('BATMobile'). The BATMobile is deployed for State and Local Police DUI field sobriety checkpoints to increase their operational efficiency by providing a location on site to process prisoners.

The Seatbelt Convincer and Rollover Demonstrator devices are used to educate the public in the importance of utilizing seat belts. These units are scheduled by TSU to be available for all public relations and safety programs.

The Railroad Liaison Office serves to provide statewide law enforcement training and investigative assistance for railroad-related law enforcement matters.

### **Emergency Services Unit (ESU)**

The ESU is comprised of the Bomb Squad, Dive Team, Marine Unit, Tactical Team (SWAT), Crisis Negotiators, Aviation, Mass Transit Security Unit, and Canine Section. Emergency Services is headquartered at the Fleet Administration Building in Colchester and provides specialized assistance to all State Police Troops/Units as well as local, federal, or other state agencies.

Crisis Negotiators are utilized during any tactical situation relative to negotiating with barricaded subjects, hostage takers, and or suicidal individuals threatening the use of physical force against themselves or others.

The Aviation Section maintains three Cessna 182 fixed wing aircraft and one each Bell 407 Helicopter and OH58 Helicopter. The section renders assistance to any Federal, State, or Local agency for searches, aerial speed enforcement, photographic missions, surveillance, evidence transportation, or prisoner transportation.

Bomb Squad incidents involving explosives, search for explosives (K-9), fireworks seizures storage of explosive evidence (not including IEDs) as evidence, technical assistance for post blast investigations, destruction of old ammunition, flares and chemical munitions. State Police Bomb Technicians also assist the Federal Bureau of Investigation as members of the Weapons of Mass Destruction Joint Terrorism Task Force.

Hazardous Materials technicians assist for any incident involving the use or threatened use of a Weapon of Mass Destruction including chemical, biological, radiological, nuclear, and high yield explosive incidents.

The Dive and Marine Units respond to any emergency in a marine environment including lost boaters, search and rescue, underwater evidence recovery, hull and pier sweeps.

The Tactical Team (SWAT) respond to any high risk incident including barricaded subjects, hostage situations, searches for armed and dangerous subjects, high risk warrant service, special transportation protection (e.g. high risk prisoners, narcotics, firearms); dignitary protection, hostage negotiators for any tactical situation as well as suicidal individuals threatening the use of physical force against themselves or another, and any civil disturbance situation.

Canine (K-9) Assistance is available for the following types of situations tracking, building search, criminal apprehension, search and rescue, body recovery, searches for explosives,

narcotics and evidence of accelerants in suspected arson situations. Training is also available for authorized departments.

The Mass Transit Security Unit provides increased radiological detection capabilities as well as explosive detection K-9s at mass transit venues throughout the state. They also play an integral role with the Transportation Security Administration's VIPR (Visible Intermodal Prevention and Response) mission, and work closely with other federal, state and local partners including AMTRAK and MTA Police along Connecticut's rail lines and ferry terminals. Aviation assistance is available for a number of situations specifically, surveillance, traffic enforcement, search and rescue, marijuana field location and eradication, photo missions, tactical operations, medical transport, and forest fire suppression. Emergency medical support is available for tactical situations, weapon of mass destruction incidents, mass casualty incidents and search and rescue. Emergency generators and lighting are available as well for natural and man-made disasters.

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

The Bureau of Selection, Training and Investigative Support Services is comprised of the State Police Training Academy, Firearms Training Unit, Recruitment and Selection Unit, Background Investigative Unit and the Polygraph Unit.

The Training Academy trains qualified applicants as State Police Trooper Trainees, 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. They provide support to other department units such as Professional Standards, Legal Affairs, Labor Relations and Research and Planning in the areas of training and assessment of department policies and procedures. The Training Academy Staff also provides training to other State agencies in law enforcement and safety related curriculum on a regular basis. The Firearms Training Unit (FTU) provides weapons qualification and certification courses and other training related to the use of force. The members of the FTU also provide training and assistance to other State Agencies in the areas of firearms training and Use of Force as well as the Special Licensing and Firearms Unit in legal actions regarding firearms laws. The Training Academy and Firearms Training Unit Troopers are also responsible for remedial training and back to duty training for department personnel. The Training Academy also works with the POST Council on issues relevant to law enforcement policy and procedure for continuity and similarity of training where applicable.

The Recruitment and Selection Unit is dedicated to recruiting and selecting qualified candidates for appointment as State Police Trooper Trainees. This process includes administering and/or assisting in all testing phases from the written examination to the appointment of applicants to the Training Academy for recruit training. Members of The Recruitment and Selection Unit actively participate in varied private and college career fairs throughout the New England area. The Recruitment and Selection Unit regularly attend high school and local civic functions addressing careers associated with law enforcement. The Recruitment and Selection Unit also assist the Public Information Office as needed with various speaking engagements at local

functions, as well as assisting the PIO office with coordinating and managing the Connecticut State Police booth at the Eastern States Exposition ('The Big E'). The Recruitment and Selection Unit also manages the Recruit Mentor Program, which provides assistance to help new recruits assimilate into the Academy Training environment and their careers as Connecticut State Troopers.

**The Background Investigative Unit** conducts background investigations of applicants, prospective employees, and appointees for the department and other agencies. Background investigations are done not only to ensure quality employees but to be in compliance with the employment and security guidelines set forth by the Department of Emergency Services and Public Protection. In addition to State Police Trooper Trainee and State Police dispatchers' applicants, the Background Investigation Unit also conducts background investigations on state police civilian employees, sub-contractors, college interns, Post Academy Instructor's as well as Fire Academy Instructors. Other background investigations include Governor Background Investigations which are submitted directly from the Governor's office to the Background Unit. These background investigations are for Judicial and/or Executive appointments executed by the Governor. Department of Consumer Protection backgrounds submitted directly from Consumer Protection to the Background Unit. These background investigations are for special gaming and licensing purposes; i.e., casino and lottery. The Background Unit also conducts "DCF backgrounds," which are submitted directly from the Department of Children and Families. These are backgrounds on prospective foster and/or adoptive parents.

**The Polygraph Unit** conducts fair and impartial polygraph examinations for criminal investigations and pre-employment examinations for the State Police as well as municipal police agencies. Polygraph examiners maintain membership with the Connecticut Polygraph Association (CPA). Polygraph examiners must also maintain membership in at least one nationally recognized polygraph association. National recognized polygraph associations include the American Association of Police Polygraphists (AAPP), and/or the American Polygraph Association (APA). Additionally, each examiner must maintain the required level of training to be recognized as a "Certified Polygraph Examiner," "Certified Forensic Law Enforcement Examiner" or "Certified Forensic Psychophysiologicalist."