



**STATE OF CONNECTICUT
DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION**

**Police Officer Standards and Training Council
Connecticut Police Academy**

Special Meeting of the Police Officer Standards and Training Council

**Minutes of Meeting
Thursday, October 13, 2011
1:00 PM**

**Classroom 9, Connecticut Police Academy
Meriden, Connecticut**

Council members present: Chief Lisa Maruzo-Bolduc, Mr. Richard P. Boccaccio, Howard L. Burling, II, Kurt P. Cavanaugh, Chief Douglas L. Dortenzio, Chief Christopher J. Edson, First Selectwoman Laura Francis, Chief Louis J. Fusaro, Chief Robert S. Hudd, Special Agent in Charge Kimberly Mertz, Chief Harry W. Rilling, Chief Anthony J. Salvatore, Sr., Chief Thomas J. Sweeney, Town Administrator John D. Ward.

Other Attendees: Thomas E. Flaherty, Police Academy Administrator; Susan E. Rainville, Director; Ted LeMay, Certification/Accreditation Manager; William E. Klein, Certification/Compliance Officer; Pamela Hayes, Executive Director CPCA; Chief Douglas Fuchs, Redding Police Department and President of the Connecticut Police Chiefs Association; Commissioner's Chief of Staff Steven Spellman; DESPP Fiscal Administrative Manager Kathleen Duffy. There were various members of the public present representing municipal police departments.

Council members absent: Commissioner Reuben F. Bradford, Officer William C. Curwen, Jr., Dr. Amy K. Donahue, Chief State's Attorney Kevin T. Kane, James N. Tallberg, Esq.

CALL TO ORDER

The meeting was called to order at 1:05 PM by Council Chairman, Chief Anthony Salvatore.

CHIEFS/PUBLIC COMMENTS

Chairman Salvatore reiterated the purpose of this Special Meeting was to consider, discuss and possibly act on Public Act No. 11-61, regarding tuition and fees for the Training Academy as well as in-service training.

Chief Douglas Fuchs, Chief of the Redding Police Department as well as Chairman of the Connecticut Police Chiefs Association, addressed the group first, distributing a copy of his comments for inclusion into the minutes. He began by stating his grave concerns over the potential charging for services at the Connecticut Police Academy. He discussed the history of the Academy and its objective to provide police officers in Connecticut with training of the highest standards. He stated that the standards cannot be waived from. The Academy also maintains an Accreditation Division. This Division allows municipal police departments to develop policies and procedures that are in line with the best practices across the country. In addition, maintaining those practices has proven to decrease liability insurance. He stated that the current budget has seemed to dismantle the academy through staffing and budget reductions, but feels reductions should end and a restoration process begin in order to maintain the level of service the law enforcement profession mandates. He further discussed the financial support provided by municipal police departments in the State to assist the Academy with instructors at no cost to the Academy. He is of the opinion that municipal police departments already contribute their fair share for academy training, and the increased fees proposed will burden the municipalities and reduce their ability to train officers. He also discussed the language in Section 51-56a, subsection C of the Connecticut General statutes which identifies another source of revenue for the Academy coming from tickets/infractions issued by municipal police officers, and a portion of that amount being forwarded back to the municipalities for training and salaries. He asked the Council to



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take no action regarding charging for tuition, and rather restorations made to guarantee the level of training at the Academy mandated by Statute and dictated by the standards of the law enforcement profession.

Chief Gary MacNamara, Chief of the Fairfield Police Department, commented that there is already a drastic reduction in the level of services the Academy has been providing over the last several months through no fault of the Academy staff or its administrator. The Fairfield Police Department as well has provided 108/8 hr. sessions of service to the Academy at no cost for services or travel expenses to the State or the Academy. To begin charging municipalities for free services does not make sense.

Chief Matthew Reed, Chief of the South Windsor Police Department, stated that he supports the comments made by Chief MacNamara and Chief Fuchs. He added that when reading the Statute and Public Act, it is stated that the Department of Emergency Services and Public Protection would be in consultation with the POST Council to maintain and operate the Academy and that the Department would also be fixing the tuition and fees for training. That is interpreted as a cooperated effort, but the Statute is giving the authority to the Department of Emergency Services and Public Protection to set the fees. If that is the case, he asked that the new fees be postponed to the next budget cycle.

CONSIDERATION, DISCUSSION AND POSSIBLE ACTION RE: PUBLIC ACT NO. 11-61—TUITION AND FEES FOR TRAINING

Chief Flaherty gave an overview of the tuition and fee calculation process. He explained that he was tasked by the Commissioner's office along with Steve Spellman and Kathy Duffy to draft a plan for tuition for recruit and in-service training. The initial version of the Public Act mandated \$2,500 per recruit and \$100 per attendee for in-service training. No one has been able to determine how those fees were decided. The Public Act was then revised to read that the Department of Emergency Services and Public Protection in consultation with the Council will determine the fees to be charged. Chief Flaherty consulted with the Director of In-service Training, the Director of Basic Training and the Curriculum Manager as well as Steve Spellman and Kathy Duffy to come up with figures. The Chief stated he has detailed copies of all that information and would make them available to anyone interested. The hard cost per class was identified by meals, laundry, printing and binding, motor vehicle repairs, motor vehicle parts, fuel, office supplies, etc. The total cost for a class was divided by the number of officers trained in the last fiscal year to come up with a projected tuition for recruits of \$1,500 per recruit officer for the 22 week residential program. This cost includes all meals and adjunct salary. Also considered was the services provided at no cost by the municipal police departments. That figure was calculated at approximately \$200,000 annually, and there were 152 recruits last year. That approximate amount was divided by the 152 recruits, and \$1,320 was determined for each recruit. Those are approximate figures. Regarding in-service training, the model that the Fire Academy uses was reviewed. However, the operation is different. There is no requirement to attend the fire academy. Statutes mandate municipal police officers to attend the academy. Most fire academy instructors are part-time, and a fee is paid to them. It was decided that this model could not apply to the police academy. A sliding scale was also looked at. The proposal submitted was for in-service training of one day/8 hrs. or less. That fee would be \$50 per attendee. Any class from 2 days to 5 days would be \$100 per attendee. Any class from 6 days to 10 days would be \$200 per attendee. Ten days is the maximum amount of time for a class. Those figures are only for classes that have required contracted instructors. The free costs were not calculated, and the Academy does receive a large amount of free training.

Steve Spellman addressed the group. He advised that the tasks associated with this issue are informing POST and the Chiefs about setting tuition, and working with OPM and the Governor's Office on the final tuition cost because it is not the higher cost they anticipated. Mr. Spellman reiterated Chief Flaherty's comments on this issue being a statutory mandate to charge tuition. He also stated that there is a misunderstanding between OPM and POST in terms of how the Academy operates and how much of the end product is a result of the in-service contributions made by the municipalities. Mr. Spellman suspects that when it is all finalized, there will probably be a deficiency hearing scheduled to notify the agency that not enough money was saved.



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Ms. Kathleen Duffy added that her role in this issue will be later on in the process in terms of billing. Her office will be responsible for invoicing the municipalities, etc.

Chief Douglas Dortenzio moved to allow the public to ask questions at this Special Meeting, it was seconded by Chief Louis Fusaro. The motion carried. The Council members were allowed to ask questions first.

Chief Harry Rilling asked that if by charging \$1,500 per student that the State of Connecticut is no longer paying any money for the cost of recruits. Chief Salvatore responded that the estimated charge per recruit is not the total cost per recruit, the total cost is much higher than that amount. Mr. Spellman also responded that the Statute does not say that the Academy needs to recover 100% of the cost per recruit. If that were the case the salaries of the full-time state employees who are instructors would also have to be considered. Chief Flaherty explained that 100% of recruit training will not be taken away. OPM has reviewed POST as a whole, and taken \$900,000 out of this year's budget in anticipation of making up that money with tuition charges. However, with the estimated fees to be charged, that goal to make up the difference will not be met.

Chief Thomas Sweeney noted that part of the calculation for tuition charges should be the revenue collected under 51-56a, subsection C. It is important to know how much revenue is being collected, as it can offset the total cost.

Chief Maruzo-Bolduc asked if the State intends to reimburse municipal officers for training that they currently do at the Academy at no cost. She feels that officers will not be willing to do training at no cost, if their Departments are paying for recruits. Chief Flaherty does not anticipate the State reimbursing any municipalities that send staff to assist in training. However, that situation was taken into consideration with the original \$2,500, which was one of the factors in the reduced rate of \$1,500 per recruit.

Laura Francis, First Selectwoman from Durham, asked what the financial impact will be for municipalities with large departments vs. smaller departments. Are there alternatives for training that could be developed, but ultimately putting the Academy at risk? Chief Salvatore responded by noting that Attorney Sarnoski has discussed the issue of training less recruits than are normally trained depending upon size of municipalities. The larger municipalities already have satellite academies because of their need to train more officers at one time. It also would cost more than \$1,500 per recruit to train officers at a satellite academy. Some satellite academies could accommodate other municipal recruits depending on sizes of classes.

By comparison, Chief Flaherty stated that other states charge much more for tuition. Tim Coon's has done a comparison study. The State of Ohio is \$5,700. New York has an abbreviated course through community college which is \$4,200. New Jersey depending on the academy is \$750 - \$1,350 per recruit. Vermont has open admission where recruits pay their own way through the Academy. \$6,417 is the cost, however, if they secure a full-time position, the tuition fee is waived. Massachusetts charges \$2,500 per recruit. New Hampshire does not charge but their academy is 14 weeks in length. Rhode Island does not charge tuition, but they have no full-time staff instructors. Maine charges \$2,000 per recruit that is paid by the agency.

Chief Edson agreed with comments made by First Selectwoman Francis and Chief Flaherty. He also has concerns about his budget already being in place for training for this fiscal year and not being able to receive additional funding. He added that the Academy also serves as a licensing body certifying instructors who then go out to teach at the municipal level. The academy will lose its liability to those instructors who will no longer be able to be supported by them.

Chief Dortenzio agreed with all the comments made. What is not clear in the comparisons is whether or not other states have a revenue generator in place. He also discussed the documentation process to send someone to training. Will municipalities receive any type of reimbursement?



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Chief Fusaro had concerns over the fact this is an unfunded mandate that is put upon the towns at mid-year budget cycle. He too sends adjunct instructors to the academy and when doing so, pays another person time and one-half to fill that persons' slot. He also feels small communities will be forced to do less training.

Chief Rilling agreed that the Council needs to find out how much money has been going into the account from 51-56a and find out how much has been going into Police Training. If so, the money should be going to the General fund.

Mr. Howard Burling feels this whole tuition issue is a step backwards in training of police officers. He noted that the POST budget has been reduced over the last few years causing less recruits admitted due to a reduced amount of classes. He stated that the professionalism of the training and recruit can only be accomplished at the Academy.

Chief Dortenzio asked how the training fees were determined, and whether or not it was just the municipal recruits that were taken under consideration or was it applied to all officers under POST.

First Selectwoman Francis asked what would happen if the Council elects not to go forward with a tuition process in place. Mr. Spellman responded that a Statute exists tasking the Department of Emergency Services and Public Protection to do something, and it is a law. The arguments being made against this new program/policy should go before the General Assembly. The agency needs to respond but the majority is trying to respond in the least problematic way. Mr. Spellman stated that he will relay all the information heard today to the Commissioner.

Mr. Boccaccio responded by saying the issue presented today is unacceptable and needs to be communicated to the Commissioner and the Legislature.

Chief Sweeney stated that when he came to CT 21 years ago, the place he came from paid for training. He was also told when he came on the Council 20 years ago no one knew how much money had been collected from 51-56a, and there were no separate accounts within the General Fund. This Statute calls for a separate account within the General Fund. If the General Fund cannot report how much money is in that fund, perhaps the Infraction Bureau can report on how much they are collecting. His other question is whether or not the Academy is costing the State of Connecticut more money than has been collected for the Academy and police training. Should that cost be divided, according to those that already contribute to the Academy in training and those that do not.

Chief Dortenzio commented that each year the State of Connecticut tries to determine how much training is needed, who the instructors will be and how much the towns will have to pay for mandatory training.

John Ward arrived late to the meeting, but understood the implications of unfunded mandates on the municipalities. He needed clarification on whether the cost will be transferred somewhere else or making up the shortfall because POST's budget is reduced. Chairman Salvatore explained that the proposed tuition does not cover the cost of a recruit. The tuition cost proposed was taken from last year's data to come up with a number to meet the obligations of the Statute to charge a tuition. The figures do not meet the Governor's budget figure regarding their projection for budgetary purposes. Mr. Ward asked about any savings that POST has provided by being merged with DESPP. There is no savings that anyone on the Board is aware of.

Chief Matthew Reed, South Windsor Police Department, had a couple of comments about the language of the Statute. The way it is read, it seems it would be possible for the Agency to raise all of the funds necessary to support the operation of the academy. It does not specifically say anything about supplementing the existing budget. Is it possible that these costs could be retroactive to the beginning of the fiscal year. If not, do we know when they would go into effect. Mr. Spellman stated that the fees have not been set yet. Once they are set, the Statute would go into effect from that point forward.



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Chief Douglas Fuchs, of Redding and Chairman of the CPCA, asked about in-service training for State Police and whether or not they would also have to pay? Chairman Salvatore clarified by stating all groups utilizing the Academy for in-service training will be held accountable to pay for training. Chief Fuchs complimented Chief Flaherty on his calculation for cost. He does not feel that the \$2,500 figure should be referred to since no one knows where it came from. He further stated that until more information is received regarding monies contributed to the General Fund from 51-56a, and a more definitive number is given for tuition, the Council should not act on this issue.

Chief Eugene Torrence, Thomaston Police Department, stated that most of his questions were answered. He also complimented Chief Flaherty on calculations to come up with the tuition fee. He expressed concern over the cost to his town for a new police officer which now includes training fees. He said his town will have difficulty affording new officers. He was also concerned over the possibility that the fees put in place could go up from one fiscal year to another. Chairman Salvatore stated that would be controlled by the Governor and the Legislature.

Timothy Coon, Curriculum Manager for POST, did some research on training fees. He addressed the group by reporting on the State of Massachusetts, who does not at the present time have a revenue stream, and have had to waive mandatory training because of budget issues. It has been recommended that they fund mandatory training with a surcharge on automobile insurance. New Hampshire has a dedicated ticket revenue stream. It is a specific fund that goes specifically to New Hampshire police officers standards and training council. He has checked with New York, New Jersey, Vermont, Massachusetts, Rhode Island and Maine with the money coming out of the General Fund.

The meeting ended with a motion before adjournment. Chief Douglas Dortenzio moved to secure from the Infractions Bureau the amount of revenue taken in from infractions for the last three fiscal years, and request from OPM the money deposited into the accounts under 51-56a, Subsection C, also for the last three fiscal years; and when that information is made available to this Council, the Council will reconvene to discuss this issue further. The motion was seconded by Chief Harry Rilling. The motion carried.

The next meeting is scheduled for Thursday, November 3, 2011, 9:30 AM, in the Police Academy Conference Room. Chairman Salvatore noted that the outcome of this meeting is not what Commissioner Bradford was looking for. It is unclear if the Commissioner will go forward. If the information requested from OPM by the Council is received before the next regularly scheduled meeting, a Special meeting may be in order. If it is not received until November 3, 2011, the Chairman will request Commissioner Bradford to postpone his decision on further tuition planning until such time that the Council has had an opportunity to review the information requested.

There being no further business, Chief Harry Rilling moved to adjourn the meeting at 2:15 PM, it was seconded by Chief Fusaro. The motion carried.

**Thomas E. Flaherty
Police Academy Administrator**



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