



State of Connecticut
Department of Emergency Services and Public Protection
CONNECTICUT STATE POLICE
BUREAU OF PROFESSIONAL STANDARDS and COMPLIANCE



Since 1988

2012 Annual Report

Internal Affairs Unit Report

The Connecticut Department of Emergency Services and Public Protection (DESPP) is comprised of one thousand five hundred eighty-four (1584) employees including one thousand eighty-one (1,081) sworn members, and five hundred three (503) civilian members. There are six (6) divisions within DESPP. They are:

- 1) Division of State Police (CSP)
- 2) Division of Scientific Services (State Forensic Laboratory)
- 3) Division of Emergency Management & Homeland Security (DEMHS)
- 4) Division of Police Officer Standards & Training Council (POST)
- 5) Division on Fire Prevention & Control/Connecticut Fire Academy
- 6) Division of the Office of Statewide Emergency Telecommunications (OSET)

Due to the unique and varied nature of this agency, the Internal Affairs Unit, within the Bureau of Professional Standards and Compliance, is tasked with handling all complaints regarding troopers' conduct within the Division of State Police, as well as some complaints regarding employees [civilian] within all divisions of DESPP. With this vast amount of responsibility, the Internal Affairs Unit continues to protect the integrity of the agency through transparent and honest investigations.

The goal of the Internal Affairs Unit is to provide the best service possible by conducting administrative investigations in an appropriate and timely manner. The public image of this agency is determined by the quality of the Internal Affairs function. The Internal Affairs Unit responds to all allegations of misconduct through detailed investigations incorporating and respecting the importance of Due Process as well as Constitutional and employee rights. The Internal Affairs Unit has a responsibility to verify and document allegations, if true, but also to protect employees from false allegations. The Internal Affairs function is an important element for the maintenance of professional conduct in any law enforcement agency. The integrity of the DESPP depends on the personal integrity and self-discipline of each employee.

In addition to the investigation of allegations of employee misconduct made by the public, the Internal Affairs Unit conducts investigations, via requests from local authorities, of Constables under the supervision of our Resident State Trooper program. Feedback from the public is essential if we are to succeed in this goal and to be responsive to the needs of our community. Our implementation and continual monitoring of the DESPP website allows access for citizen input of complaints, inquiries, and complimentary statements. An established Professional Standards complaint hotline (1-877-746-1922) reinforces our commitment for citizens input on the actions and performance of our sworn and civilian personnel.



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For these reasons, internal administrative investigations are divided into three possible formats: (1) Complaint (C#); (2) Administrative Inquiry (AI); or (3) Internal Affairs Investigation (IA). Additionally, two other types of administrative contacts are captured within the Internal Affairs Unit: (A) Miscellaneous Inquiries – M#; and (B) Commendations/Praise – P#.

(1) COMPLAINT (C#s)

The initial level of any internal investigation conducted by the Internal Affairs Unit is governed by the apparent circumstances of the complaint and may be categorized as a “C#”. It should be noted that complaints that do not rise to the level of an AI or IA may remain at the “C#” level at the discretion of the Commanding Officer of Internal Affairs.

(2) ADMINISTRATIVE INQUIRY (“AI”)

AI’s are defined as a complaint that, if sustained, would result in no more than the first level of discipline that may be imposed, which is a Letter of Reprimand.

(3) INTERNAL AFFAIRS INVESTIGATIONS (“IA”)

IA’s are defined as a complaint that, if sustained, would potentially involve discipline that is more serious, up to and including termination. These incidents can also involve complaints which, if proven, could result in the filing of a criminal charge(s). Also included, but not limited to, are any incidents involving the improper discharge of a firearm; bias allegations; sexual harassment claims; civil rights violations; and employee actions that result in death or serious physical injury.

Separate and distinct from the aforementioned classifications, the Internal Affairs Unit maintains files on Miscellaneous Inquiries (M#) and Commendations/Praises (P#). More specifically:

(A) MISCELLANEOUS INQUIRIES (“M#”)

Miscellaneous Inquiries are traditionally any substantive contact with the Internal Affairs Unit which have been classified as not including any allegations of misconduct. These contacts are documented by an “M#”. Miscellaneous Inquiries comprise a wide and varied list of different subjects or topics, such as complaints unrelated to DESPP which are subsequently forwarded to an outside agency, or a non-complaint related inquiry which is subsequently forwarded to the appropriate unit within the agency.

(B) COMMENDATION/PRAISE (P#)

Commendations or Praise predominantly represent contacts with the Internal Affairs Unit pertaining to commendation for a trooper or department non-sworn employee.



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ANALYSIS

During the 2012 calendar year, two-hundred eighty-three (283) complaints were received involving DESPP personnel. Seventy-eight (78) were classified as either Internal Affairs or Administrative Inquiries. This figure reflects investigations of sworn and civilian employees of the Department of Emergency Services and Public Protection as well as Constables under the supervision of the Resident State Trooper program.

Of the seventy-eight (78) Department of Emergency Services and Public Protection internal investigations, sixty-one (61) were classified as “Internal Affairs” (IA) cases and seventeen (17) were classified as “Administrative Inquiries” (AI). The number of DESPP internal investigations was down fifteen (15) percent from 2011, in which there were ninety-two (92) DESPP internal investigations, to seventy-eight (78) in 2012. This decrease can be attributed to fewer IAs involving rules and regulations from seventy-five (75) in 2011 to fifty-seven (57) in 2012. Additionally, IAs involving deficiencies in expectations of performance decreased from seven (7) in 2011 to five (5) in 2012. The Internal Affairs Unit hopes to continue the decrease of IAs through greater awareness of the potential pitfalls that our personnel have been subject to in the past. The Internal Affairs Unit will be more aggressive in educating agency personnel through annual in-service training as well as new recruit training.

Additionally, a large increase in commendations in 2012 as compared to 2011 should be noted. More specifically, the agency received two hundred forty-eight (248) commendations in 2012 as compared to thirty-seven (37) received in 2011. This is directly attributed to the tragedy [mass shooting at Sandy Hook Elementary School] that occurred in Newtown, CT on December 14, 2012. This tragedy drew national and worldwide attention and with the Connecticut State Police being the lead agency in the criminal investigation, a great deal of exposure was directed to DESPP. DESPP personnel performed in an exemplary manner rising to meet every challenge during such trying and horrific times. Agency personnel maintained their professionalism, and this outstanding work was correspondingly observed by the public which resulted in the large number of commendations.



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The nature of the Internal Affairs Unit investigations is as follows:

	2010	2011	2012
Criminal	14	4	9
Excessive Force	3	3	5
Civil Rights	0	0	0
Rules & Regulations	51	75	67
Expectations of Performance	11	7	5
Discharge of Firearms	3	3	2
	82	92	78

In total, the Internal Affairs Unit received and processed eight hundred eighteen (818) complaints, inquiries, and commendations from the public. The breakdown by category is as follows:

<u>2012</u>	<u>2011</u>
283 Complaint investigations	290 Complaint investigations
248 Commendations	37 Commendations
287 Miscellaneous Inquiries	352 Miscellaneous Inquiries

This reflects an increase of seventeen (17) percent in these combined areas from 2011 which had a total of six hundred seventy-nine (679) contacts. As noted above, the difference in the two is largely attributable to the rise in number of commendations agency personnel received.



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