

Department of Emergency Services and Public Protection

At a Glance:

James C. Rovella, *Commissioner*

Brenda M. Bergeron, *Deputy Commissioner*

Colonel Stavros Mellekas, *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: 1,461

Current number of employees: 1570 full and part time staff

Recurring operating expenses: \$217 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 administrative and management functions of the department and includes Fiscal Services and Grants Administration, Human Resources, Information Technology and Cybersecurity, Equal Employment Opportunity, Legislative Affairs, Public Information, Legal Affairs, Facilities, and Constituent and Victims Services.

Equal Employment Opportunity Office

The Equal Employment Opportunity Office ensures that all DESPP employees, contractors and applicants are guaranteed rights and protections without regard to age, ancestry/alienage, civil union status, color, criminal record (in state employment and/or licensing), gender, gender identity or expression, genetic information, harassment (including pregnancy and sexual harassment), intellectual disability, learning disability, marital status, national origin, past or present history of mental disability, physical disability, previously opposed discrimination (retaliation), race, religious creed, sex, sexual orientation, transgender status, veteran's status or workplace hazards to reproductive systems. The responsibilities of the Equal Employment Opportunity Office includes investigating all internal employee allegations of employment discrimination, overseeing the Americans with Disabilities Act requests for reasonable

accommodations, educating all DESPP employees through various diversity training sessions, providing employees with information regarding Upward Mobility and Career Counseling, monitoring the Department's Contract Compliance Program, managing DESPP's Title VI program, as well as developing and implementing State and Federal Affirmative Action and Equal Employment Opportunity Plans.

COMMISSION ON FIRE PREVENTION AND CONTROL

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 offers consulting services to communities regarding fire department administration and operations. Oversight of the Statewide Fire Rescue Disaster Response Plan continues with staff serving as Fire Service Liaisons to the State Emergency Operations Center during statewide emergencies and exercises. A transition to hybrid activations, when feasible, has alleviated concerns related to the sustainability of staffing of the Fire Desk for long duration activations. The Office actively supports the Connecticut Fallen Firefighters Memorial Foundation and the Connecticut Statewide Honor Guard, ensuring Connecticut honors its fallen firefighters and their family members consistent with the profession's highest standards. Communication, collaboration, and coordination continue with the nine independent Regional Fire Schools. Further, we coordinate the state's Regional Foam Trailer program with eight local fire departments, hosting these resources and responding to emergencies requiring firefighting foam. In partnership with DEEP replacement of the foam trailer units is currently underway due to PFAS contamination by the AFFF foam carried on the units. The old trailers will be decommissioned and properly disposed of in a hazardous waste landfill. The AFFF Foam Take-Back Program for municipalities was paused while additional funding was sought to address continued efforts to drain and rinse municipal fire apparatus on-board foam storage tanks and associated educator and piping systems.

As a result of retirements, normal attrition, and an employee's passing, three vacant full-time positions were refilled during the year, in addition to twenty-two per diem Fire Service Instructors. We have retained two retirees on a Temporary Worker Retiree (TWR) part-time status as we evaluate long-term staffing needs.

Authorizations by the State Bond Commission in December and June have provided \$2.7 million in funding for long needed facility related repairs and improvements on the Connecticut Fire Academy campus. Project management for these investments is reliant on DAS-Construction Services staff.

We finalized contract provisions for an ARPA funded 3-Year Pilot Fire Service Response Data Collection project. The project will commence early in FY24.

Working with the Connecticut Fire Department Instructors and Fire Chiefs Associations, we publicized guidelines for training and certification of minor firefighters.

Communications and information dissemination to fire service constituents continued primarily through expanded use of social media and the CFPC email Listserv.

During FY23, with funding received from the State Emergency Response Commission (SERC) we were able to provide additional Hazardous Materials training and administered the annual SERC Haz Mat response exercise held in September at Camp Hartell. Dozens of local, regional, state, and federal partners participated.

For a second year, administered funding to distressed communities with volunteer fire departments for entry-level Firefighter I training. This FY we distributed \$25,740 from the \$70,000 appropriation.

FEMA awarded a 2022 Assistance to Firefighters Grant (AFG) totaling \$354,820 to procure replacement SCBA cylinders, a containerized mobile Forcible Entry Prop with trailer and Tow Vehicle. Further, we continue to serve as the point of contact with several fire departments receiving state and ARPA funding for projects ranging from \$100,000 to \$8.6 Million.

The Limited Access Highway Program, which provides payment to volunteer fire companies for response to emergency incidents on limited access highways, was reestablished after many years of not being funded. A total of 3,000 claims were approved for payment, totaling \$1.5 million. By fiscal year's end, 2,811 claims had been paid, totaling \$1,405,500.

In October 2022, the Connecticut Fire Academy Bookstore Supervisor unexpectedly passed away following a brief illness. As a result, annual gross sales were reduced to \$199,144.90 due to seven months of curtailed activity.

A total of 7,531 dormitory room nights were used by firefighters attending training at the Connecticut Fire Academy.

Training Unit (Connecticut Fire Academy)

The Training Unit delivers a wide range of training and education programs, extending from the comprehensive 15-week resident Recruit Firefighter Training program to Fire Officer and technical specialty level courses, many with collegiate transfer credits. Courses are available for delivery throughout the state at local fire stations, Regional Fire Schools, and the Connecticut Fire Academy (CFA) campus in Windsor Locks.

During FY23, the Training Unit delivered 255 training programs, reaching 4,508 students and providing 226,130 contact hours. In addition to training activities, the Unit continued administration of N-95 respirator fit testing services, supporting the COVID response by health care professionals. A total of 1,975 N-95 respirator fit tests were administered at 44 separate locations statewide. Also, a total of 659 Self-Contained Breathing Apparatus respirator fit tests were conducted at 36 separate locations.

The Candidate Physical Ability Test (CPAT) continued to be offered to municipalities to assist in identifying future firefighters with the capability of career and lifelong success. This past year, 768 candidates registered, with 493 passing, for an overall passing rate of 64.1%. The Academy's Introduction to The Fire Service (ITTFS) and Advanced Skills and Concepts (ASAC) programs were designed to provide high school students with an opportunity to learn more about the profession by attending a residential camp and performing training evolutions at the Connecticut Fire Academy. Over the last 25 years, the program has evolved from the two original five-day sessions each summer to three six-day residential based sessions each summer. Many alumni have moved on to become full members of their fire departments, have attended college in Fire and EMS programs, and have earned employment as career Firefighters. During FY23, 121 cadets benefited from attendance at these residential camps.

Recruit Class #70, conducted in the Fall of 2022, was the Academy's largest to date with 70 students.

Worked with the Manchester Fire Department prior to their July 1 consolidation with the 8th Utilities Fire District to deliver a six-week bridge Recruit Firefighter Training program for twelve certified members who had not previously attended the CFA Recruit Program.

During the fiscal year, we implemented the new Acadis[®] Learning Management System to streamline division course registration and course management activities. A streamlining of equipment and prop inventory and asset management was achieved using SLATE Pages[®] software.

New course development initiatives during the fiscal year include EMS Officer and a UTV/ATV curriculum. A firefighter skills video library is being produced to ensure standardization in instruction and fire scene operations.

In the Spring, we partnered with UCONN to produce a Lithium-Ion Public Service Announcement video that has received national recognition.

Charter Oak State College continues to approve 22 CFA training programs 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 (Camp Hartell), located in Windsor Locks, provides unique training opportunities for all emergency responders.

Certification Unit

The Certification Unit assesses fire service personnel in areas ranging from basic firefighting skills to technical rescue specialties and from instructional methodology to executive officer leadership, curriculum development, public education, and fire prevention. This knowledge and skill evaluation of specific competencies legitimizes the pre-requisite training requirements and instruction associated with fire service-related training courses and education. The certification process is an independent third-party evaluation of requisite firefighter skills developed from National Fire Protection Association (NFPA) standards in support of the statewide fire service educational framework developed from those same standards. The verification process ensures emergency services personnel are better qualified to respond to significant incidents while routinely operating in highly hazardous exposure areas when serving the citizens of Connecticut.

The Certification Unit retains accreditation from two international entities, The National Board on Fire Service Professional Qualifications (Pro Board) and the International Fire Service Accreditation Congress (IFSAC). Accreditation of the certification process validates the professionalism and commitment of the full and part-time staff and provides portability to our customers as they pursue careers in the fire service. The Certification Unit Registrar represented the agency at the Pro Board Conference in Dallas in January 2023, and the Certification Unit Director represented the agency at the annual spring IFSAC Accreditation Conference in Oklahoma City in April 2023.

Certification activities continued to expand in FY2023, with the Unit administering 33 NFPA 1403 compliant Live Fire Training audits, 22 Vehicle Extrication Audits, 95 psychomotor skills examinations, 177 cognitive examinations, and 28 ADA compliant examinations, assessing 3536 candidates resulting in 2763 Pro Board and IFSAC accredited certifications. The overall written examination success rate was 81.9 percent. The Unit also developed and administered nine (9) promotional and five (5) entry level examinations for municipal fire departments. The Unit also administered 7 cognitive written examinations in cooperation with Bucks County, Pennsylvania, Public Safety Training Center. Lastly, Reciprocity was awarded to Connecticut fire service personnel certified by other accredited entities for 88 levels of certification.

The Certification Unit also worked to transition to the new Acadis® Learning Management System to consolidate all training and certification records in one database. This will allow firefighters to self-register for certification examinations, access and print certification transcripts, and self-print certification certificates, eliminating the need for Certification Unit personnel to print and mail certificates, resulting in savings in both man hours and postage costs. The Unit also updated test materials for NFPA 1033 Fire Investigator and continues to update both psychomotor skills examinations and cognitive written examinations in

preparation for the National Fire Protection Association (NFPA) Standards five (5) year consolidation and revision plan that began in calendar year 2021.

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 residents of Connecticut.

The duties of DEMHS are outlined in Connecticut General Statutes Title 28 and Title 29 and include coordination with federal, state, tribal, 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, as well as private sector and other nongovernmental partners.

Critical missions of DEMHS include terrorism prevention, information sharing and analysis, coordination of emergency preparedness, response, recovery, and mitigation, and administration of federal emergency management and homeland security grant programs, including FEMA disaster aid. DEMHS also administers a number of state grants, including for school security and non-profit security. DEMHS also coordinates the drafting and review of the school safety and security plan standards required by state law, as well as working with local school districts and municipal officials to assist in the filing of school security plans with DEMHS.

DEMHS puts into place measures to respond to emerging threats, including operating the State Fusion Center, known as the Connecticut Intelligence Center (CTIC), which works in collaboration with the Division of State Police and other state, local, federal, tribal, and private sector partners. DEMHS coordinates the state's response to emergencies, working with municipalities, tribal nations, other state agencies and federal and nongovernmental partners, including operation of the State Emergency Operations Center (SEOC) when activated by the Governor.

In 2015, DEMHS led the State of Connecticut's effort to attain accreditation as part of the Emergency Management Accreditation Program (EMAP). The State of Connecticut received full

accreditation for its emergency management program. In 2019, DEMHS coordinated with partners to prepare for EMAP Reaccreditation. The EMAP on-site assessment was conducted in February of 2020. In June of 2020, the State was notified that full accreditation of the emergency management program was again granted.

Office of the Deputy Commissioner

Pursuant to Connecticut General Statutes Section 29-1b(b), the Commissioner of Emergency Services and Public Protection appoints a Deputy Commissioner to oversee the activities of the Division. Currently, the Deputy Commissioner also serves as a Deputy Homeland Security Advisor (DHSA). The DEMHS Attorney works within the Office of the Deputy Commissioner and is responsible for myriad functions across all of the other DEMHS units.

The Deputy Commissioner also chairs the DEMHS Advisory Council, established by the DESPP Commissioner as an Emergency Support Function-based advisory board with designated supporting working groups. The DEMHS Advisory Council meets quarterly. Additionally, the Deputy Commissioner chairs the Connecticut Intelligence Center (CTIC) Executive Board, as well as co-chairing the State Cyber Security Committee.

Connecticut Intelligence Center (CTIC)

The Connecticut Intelligence Center is led by a Director who leads a team of co-located federal, state and local partners which includes the Department of Homeland Security (DHS), Federal Bureau of Investigation (FBI), United States Coast Guard, Transportation Security Administration (TSA), U.S. Attorney's Office, New England HIDTA, CT State Police, CT Department of Correction, CT National Guard, CT Motor Vehicle Department, CT Department of Transportation, CT Department of Consumer Protection, CT Judicial Branch, and municipal police departments. 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. In addition to federal and state partners listed previously, CTIC's staff includes two Intelligence Analyst, up to five Regional Intelligence Liaison Officers (RILOs), and one Fire Intelligence Officers (FILOS). CTIC operates under a privacy, civil rights, and civil liberties protection policy. CTIC staff may help to staff the State EOC as needed during emergencies to assist in preparedness, response, protection, and recovery issues, including those related to the state's critical infrastructure.

One of the areas of focus for the CTIC intelligence analysts is infrastructure security. DEMHS coordinates infrastructure security partners through the DEMHS Infrastructure Coordination Group (ICG), which is overseen by both the CTIC Director and the State Emergency Management Director. The ICG works to assess and protect Connecticut's public and private critical infrastructure assets and key resources, both physical and cyber-based. The ICG identifies these key assets, assesses their vulnerabilities, participates in multi-agency deterrence and protection activities, and develops a mitigation strategy designed to improve

security at those sites. The ICG includes federal, state and private sector partners, as well as staff from CTIC, the DEMHS Office of Emergency Management, and the Division of State Police.

Another critical focus for the CTIC intelligence analysts is cybersecurity, which is also an overall mission area for all of DEMHS.

The Office of Emergency Management

The State Emergency Management Director heads the Office of Emergency Management (OEM), and as such is the state's liaison to the Federal Emergency Management Agency (FEMA).

The mission of the OEM is to provide a coordinated, integrated program for state-wide 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, and; activate volunteer civil preparedness forces in accordance with Title 28.

OEM consists of three Units, divided into a number of sub-sections. The Units are: Training and Exercise; Operations and Logistics, and; Community Preparedness, Strategic Planning, and Grants. OEM includes the DEMHS Regional Offices.

DEMHS Regional Offices

In 2007, DEMHS, working with local partners, developed emergency preparedness regions. These regions were created to facilitate emergency management planning and regional collaboration in lieu of county government. 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 local chief elected officials/executive officers and emergency management directors. The Regional Offices are also supported by Emergency Management Program Specialists and processing technicians or secretaries. 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 in regional budget development and funding requests; assistance in training and exercise development; guidance and assistance regarding 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 Training and Exercise (TE) Unit is overseen by a manager and is responsible for the establishment of training programs and the development, delivery and evaluation of exercises, in accordance with federal Homeland Security Exercise and Evaluation Program (HSEEP) guidance. The TE Unit coordinates and plans the Governor's annual Emergency Planning and Preparedness Initiative (EPPI) statewide exercise. The TE 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. Current focus areas include training in cybersecurity, identifying and reducing domestic violent extremism, and the Incident Command System. The TE Unit also provides training on school security, WebEOC (the state's real-time situational awareness platform), Community Emergency Response Teams (CERT), and local emergency management operations.

The Operations and Logistics (OL) Unit is overseen by a manager and 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 OL Unit is the operational readiness and coordination of the State Emergency Operations Center (SEOC). It coordinates and is responsible for: monitoring emergency situations as they develop and/or threaten communities; disseminating watches, warnings and emergency information to state agencies and local jurisdictions; collecting and consolidating emergency-related data and situation reports; assigning tasks to state agencies, including coordinating deployment of state resources to support local emergency response operations; requesting and coordinating mutual aid assistance from other states or the Eastern Provinces of Canada through the Emergency Management Assistance Compact (EMAC) or the International Emergency Assistance Compact (IEMAC); providing situation analysis and reporting to FEMA Region 1, and; requesting and coordinating Federal assistance through FEMA Region I.

The OL Unit is also responsible for the administration and deployment of the Connecticut Urban Search & 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 OL unit is also responsible for the maintenance of the Emergency Alerting System, coordinating with FEMA and the Broadcasters Association. The OL Manager is the State Warning Coordinator and is

responsible for the implementation of IPAWS and dissemination of emergency alerts statewide which are not handled by the State Police (Amber and Silver Alerts).

The DEMHS Duty Officer program, maintained by the OL Unit, is made up of 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 after regular hours, notifying DEMHS Command staff of requests for state assistance, and monitoring potentially significant incidents including adverse weather conditions for situational awareness. The Duty Officer may staff the State EOC in a monitoring capacity during events at the request of the DEMHS leadership.

The OL Unit also performs functions designed to enhance and support field operations. This includes statewide interoperable communications in collaboration with the DESPP Division of Statewide Emergency Telecommunications. 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. This unit is responsible for logistics for the Division on a daily basis and during activations of the SEOC

The OL Unit also includes a Disaster Recovery section, which works with other DEMHS units and staff to conduct preliminary damage assessments, draft Presidential Declaration requests, and then coordinate federal Public Assistance. This Unit also coordinates with other state agencies and partners to convene and operate the state Interagency Debris Management Task Force.

The Community Preparedness, Strategic Planning, and Grants (CPSPG) Unit is overseen by a manager and is responsible for all-hazards planning, program design and development, administration, coordination, development and maintenance of plans and programs to enhance Connecticut's mitigation and resiliency, prevention, preparedness, response, and recovery capabilities. CPSPG 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 Unit also works closely with the agency's Fiscal Unit on program management and financial management of grant programs. Other CPSPG Unit responsibilities include: providing oversight and direction for regional collaboration planning initiatives; coordinating the execution of regional spending plans that address identified preparedness and planning needs; supporting various DEMHS committees, working groups and task forces; overseeing the implementation of federal and state grant programs, including but not limited to the Emergency Management Performance, Hazard Mitigation Assistance, Nonprofit Security and Homeland Security Grants, and the state school security and nonprofit grant programs; administering federal disaster assistance programs to state and local governments, eligible nonprofit organizations and individuals, and; drafting and implementing various strategic planning documents.

The CPSPG 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 Millstone Nuclear Power Station in Waterford. This plan is continually under review and is exercised with local, state, and federal agencies as well as the neighboring States of New York and Rhode Island. FEMA and the U.S. Nuclear Regulatory Commission evaluate REP preparedness plans and exercises annually. The REP staff ensures that key partners, notably the 10 communities around Millstone, the Host Communities, the Transportation Staging Area, and support towns, receive training, and have up-to-date plans and procedures.

The CPSPG Unit includes a Hazard Mitigation and Resiliency section that works with other DEMHS personnel to facilitate Hazard Mitigation disaster relief and non-emergency mitigation funds for local and state governments, eligible non-profit organizations, and individuals. This unit also conducts the Hazard Identification and Risk Assessment (HIRA) which assesses and ranks all hazards, the Statewide Emergency Management and Homeland Security Strategy, the DHS-mandated Threat and Hazard Identification and Risk Assessment (THIRA), and; the State Preparedness Report (SPR).

The CPSG Unit also works with the Operations and Logistics Unit on FEMA declaration requests, including preliminary damage assessments and FEMA Individual Assistance requests.

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 telecommunicators training and certification, as well as public safety frequency coordination.

DSET provides funding for numerous projects and agencies including funding for five regional communications centers, 22 cities with populations greater than 40,000, ten multi-town Public Safety Answering Points (PSAPs), eight State Police dispatch centers, and 13 coordinated medical emergency direction centers (CMEDs), as well as transition grants for regionalization and capital expenses. DSET's FYE 2023 budget for services, equipment and grants is \$35,120,438.. 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.

Activities for 2022 include:

9-1-1 Call Counts

During calendar year 2022, Connecticut's 106 public safety answering points and four State Police Secondary Answering Points processed a total of 2,039,982, 9-1-1 calls, an increase of 1.4% over the total 9-1-1 calls made in 2021.

Connecticut Land Mobile Radio Network

DSET also oversees the Connecticut Land Mobile Radio Network (CLMRN) which provides mission critical communications for the State Police as well as municipalities, federal and other state agencies, with over 23,000 radios in use. DSET manages and maintains the microwave transport system for the statewide radio network as well as over 70 state-owned and leased tower facilities including licensing, contracts, security and structural requirements in addition to a number of sites provided by municipal partners. DSET is also responsible for the Network Control Center (NCC) which monitors the network 24/7/365 and serves as a first line technology help desk for all divisions of DESPP as well as the public safety answering points (PSAPs) for NG-911 issues.

DSET recently completed a complex statewide upgrade of the CLMRN. This in-place upgrade updated hardware and mission-specific software to ensure continued support and mission critical reliability of the system. Other agencies and municipalities continue to join the system. These other partners bring additional capacity, coverage, and improved interoperability. Planning is well underway to even further enhance the network through capacity improvements with the inclusion of the Department of Transportation. Implementation of Phase V is underway with improvements for the Department of Correction and additional coverage improvements planned.

Sharing the CLMRN with other State agencies and municipalities has resulted in the saving of tens of millions of dollars compared to agencies and municipalities purchasing their own radio systems. Work is underway to integrate the municipalities of Groton area (fire), Newington, North Branford, Norwalk, Norwich (fire), Weston, Wilton, and several others onto the system.

Next Generation 9-1-1

DSET has completed the replacement of Connecticut's obsolete E9-1-1 System with a Next Generation 9-1-1 platform (NG 9-1-1). NG 9-1-1 is an Internet Protocol based system, which provides the infrastructure to allow text to 9-1-1, and the future ability to send images, video, and data from telematics and crash notification systems with the NG911 calls when the telecommunications service providers make these features available.

The AT&T ESINet platform provides a robust, flexible and scalable NG 9-1-1 call delivery system that is the next step in the evolution of 9-1-1 service to the State of CT. It will provide the enhanced capabilities of a compliant i3-based protocol which includes a pathway to future capabilities such as photo and video delivery, interstate interoperability, and compatibility with a nationwide i3 Network-of-Networks. When migration to the ESINet is completed, estimated to be in 2nd quarter 2022, individual carriers will connect directly to the AT&T ESINet platform, eliminating the need for connection through the Legacy Selective Routers.

Public Safety Data Network (PSDN)

The PSDN is an ultra-high speed and flexible fiber optic data network that serves 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 NG911 services. Additionally, the network provides 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.

Phase One of the PSDN encompasses connections to the following locations: 105 PSAPs, Department of Emergency Services and Public Protection (DESPP) Headquarters, DESPP Rocky Hill, DESPP Meriden campus, and Bureau of Enterprise Systems and Technology/DAS in East Hartford, via a fiber optic network. The network provides the connectivity needed for optimal 9-1-1 services, deliver greater reliability and speed, enable improved interoperability (including radio interoperability), and reduce costs to the State for the delivery of criminal justice information system services such as Connecticut On-Line Law Enforcement Communication Teleprocessing and National Crime Information Center. Phase Two extends the network to another 403 public safety sites using the Federal Broadband Technology Opportunities Grant (BTOP) awarded in 2012, Governance is required to manage the connections, expectations, service level and costs related to other public safety organizations taking advantage of the PSDN. In order to manage that process, the PSDN Governance Board has been created to review and approve applications for use as well as setting policy. The Board is coordinated by DSET. An online application process has been implemented. Over 192 applications for use of the PSDN have been submitted with over 175 working public safety applications in use by municipalities and other state agencies.

In support of the above Public Safety communities, Department of Emergency Services and Public Protect (DESPP) and the Beau of Information Technology Services (BITs) are presently working to refresh of the Public Safety Data Network (PSDN). Efforts are underway to replace equipment and to improve our technology in support of our Statewide first responder communities and municipalities. Both DSET, BITs in conjunction with all our vendor partners are working to keep pace with new technologies to better support new and improved Next-Generation applications, enhance network performance and functionalities.

This is our goal in continuous effort in support of the State of CT PSDN municipalities and first responder communities.

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. DSET matched this grant with \$24 million from the E9-1-1 surcharge. This joint effort between the Department of Emergency Services and Public Protection and DAS' 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.

Backup PSAP and Training Center

In April 2019, (DSET), applied for the 911 Grant Program, administered by the National Highway Traffic Safety Administration (NHTSA). The grant was approved in the amount of \$1,081,603. Connecticut's funding was used to build a multi-functional training facility and disaster recovery Public Safety Answering Point (PSAP) known as the Connecticut Statewide Emergency Communication Center (CSECC). The CSECC is co-located with the Connecticut Police Academy in Meriden. The primary functions of the CSECC are to provide a centralized location for a statewide back-up PSAP and training facility. The new center was constructed to accommodate any one of the state's 105 PSAPs and has the capability of enabling a displaced PSAP, to operate for extended periods of time, completely independent of their primary location. The center is outfitted with eleven 911 positions that can be activated in the event a PSAP needs to relocate its operations or for training 911 telecommunicators. The center is also equipped with a logging recorder, eight radio consoles that are integrated with the Connecticut Land Mobile Radio Network (CLMNR), an administrative Voice over Internet Protocol (VoIP) phone system, wireless internet, a video conferencing system and is also a node on the Public Safety Data Network (PSDN).

Training Area:

The training area has 11 tables which can provide seating for 24 people. The room was designed for the purpose of training, with all the seats facing to the front of the room. The room is equipped with a podium, ceiling mounted projector, a 13' projector screen, video conferencing system, WIFI, whiteboard and PA system.

Dispatch Area:

The dispatch room is furnished with 11 dispatch positions. Each dispatch position is configured as a fully functional 911 dispatch console. The 911 consoles are designed to receive 911 rerouted calls from any of the 105 PSAPs in the state and function as 911 training consoles, providing telecommunicators with a "real world" fully functional environment. All eleven dispatch positions are equipped with two 24" monitors dedicated to answering 911 calls, an Avaya VoIP administrative phone set, a PC and two monitors for accessing customer provided Computer Aided Dispatch (CAD) software and a PC and monitor dedicated to internet access.

Eight of the eleven 911 positions are equipped with a radio console and monitor integrated with the state's CLMRN.

The training and dispatch areas are currently being used to conduct Connecticut's telecommunicator training and certification program and are also reserved to support Connecticut State Police dispatcher training. The CSECC continues to expand its functionality which boosts its value to Connecticut's public safety community.

Regionalization

There are currently 105 primary PSAPs serving the 169 towns and 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 several studies requested by local governments to consider mergers of dispatch and 9-1-1 centers. DSET also provides several financial incentives, such as grant funds to relocate telephone and radio equipment, as well as to design and plan new communications centers, for the purpose of consolidation. The towns of Fairfield and Westport have successfully combined their emergency communications which resulted in the reduction of one standalone PSAP.

The Connecticut Emergency Notification System: CTAlert

The State of Connecticut CTAlert Everbridge Program also includes database management, training, and ongoing dedicated technical support. The CT Alert Emergency Notification System allows public safety officials to help protect lives and property by providing critical information to residents during emergencies and dangerous situations. The system is managed by the Department of Emergency Services and Public Protection and is part of a comprehensive program to ensure public safety in Connecticut. The system is available for use by several state agencies and most of the PSAPs in the state.

CT Alert has two main components:

- A geo-notification function allows for alerts to be sent to the public in any geographic area in the state. The system provides powerful map-based GIS capabilities enabling users to quickly target residents in affected geographic areas that could include part of a town, an entire town or towns, or a large area of the state.
- A public safety employee notification function which allows public safety agencies to send messages improve the coordination of emergency response personnel.

CT Alert utilizes the NG911 database for geo-notifications to the public for life-threatening emergencies. The NG911 data includes only traditional wireline telephone numbers in the state.

A Citizen Opt-In Registration Web Page (CTAlert.gov) is available to the public that allows for communication pathways not included in the 9-1-1 database such as mobile phones / smart phones, VoIP landlines, email, short message service (SMS), and instant messaging to be included in the CT Alert system. Individuals can specify the contact path order for multiple communication devices and the system will cycle through each communication device until messages are delivered and confirmed.

Everbridge's Resident Connection database has added additional residential and business phone numbers, for official life safety communications. This database includes both landline and mobile numbers, to help ensure maximum reach.

At the end of 2022 nearly 4,000 households have registered their communication pathways via the Citizen Opt-In Web Page ctalert.gov or through the community engagement portals.

During 2022, 73 Emergency Citizen Notifications were sent through CTAlert to Connecticut citizens.

Over 9 million text messages, 1.7 million voice calls, and 3.6 million emails were sent from the State of Connecticut Everbridge platform.

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.

9-1-1 GIS Metrics

Street Centerline Updating — DSET continues to collect and process street and address updates that have been provided by the towns and PSAPs. As of July 1st, 2023, DSET has verified the street names of 237,309 street segments, updated the address ranges of 14,142 street segments, and updated the location of 105,075 street segments since taking over the updating process from Tele Atlas in 2010. These updates help improve the locating of and dispatch of emergency services to 9-1-1 callers,

Address Points added to NG 9-1-1 system — DSET has added GIS building and tax parcel center address points (total of 1,181,482, as of July 1st, 2023) for all of Connecticut's municipalities to the new NG9-1-1 system, this new GIS dataset is be used in conjunction with the GIS street centerline to further improve call location accuracy,

ALI Geocoding Results —DSET continues to increase the number of 9-1-1 ALI address records that can be mapped, or geocoded, in the 9-1-1 system. As of July 1st, 2023, the percentage of mapped ALI records has reached 99.44% using the street centerline data and 99.52% using a combination of address point and street centerline data. This is up from 99.41% and 99.51%, respectively in 2022.

Call volume maps DSET has created PSAP-based 9-1-1 call volume maps to complement the 2022 call volume data. The five-map set consists of total call volume, wireline call volume, wireless call volume, VoIP (Voice over Internet Protocol) call volume, and Text to 9-1-1 call volume.

Telecommunicator Training and Certification

In 2022 nine certification classes were held, 139 telecommunicators were trained and certified in 9-1-1 emergency telecommunications. In addition, 308 telecommunicators were recertified, NG 911 equipment training was provided to 112 telecommunicators. Classes were held in person at the Connecticut Statewide Emergency Communication Center (CSECC) located at the Connecticut Police Academy in Meriden.

Translation Services

DSET provides translation services to Connecticut PSAPs, which provides the critical link between non-English speaking callers (nearly one in five in Connecticut) and public safety responders. DSET contracts with Voiance to provide interpretation of over 175 languages.

Frequency Coordination

The Region 19 current 700MHz plan allows distribution of 700 MHz general use frequency spectrum. The Committee is the clearing house for the 700MHz "State Licensed" channels used in New England. Applications for other public safety entities are provided from the CAPRAD County, on a first come first serve basis, when spectrum is exhausted, the reserve channel pool will be allocated. It requires all New England Public Safety services, compliance with written procedures, coordinating and sharing resources and eliminating duplicate facilities. In 2021 it received several applications from New England States, the Connecticut Department of Emergency Services and Public Protection and local Connecticut municipalities The Region 19 800MHz Committee received multiple applications for system modifications in 2021 from several New England States and Connecticut municipalities as well.

Public Education

DSET engaged an advertising agency to develop a comprehensive public education campaign to support the deployment of the Text-to-911 feature within NG9-1-1.

Emergency Medical Dispatch

Each PSAP is required to provide emergency medical dispatch (EMD) directly or 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. DSET will continue to stress the importance of quality improvement and reviewing of EMD calls to ensure the highest degree of professionalism and service to 9-1-1 callers.

POLICE OFFICER STANDARDS AND TRAINING COUNCIL

The POST Council currently consists of 21 members appointed by various members of the Legislature and the Governor. There are also four ex-officio members who serve by virtue of their position: the Commissioner of the Department of Emergency Services and Public Protection (DESPP), the Special Agent in Charge for Connecticut of the Federal Bureau of Investigation (FBI), Chief States Attorney and the Connecticut State Police Academy's Commanding Officer. Beginning January 1, 2024, Public Act 23-86, increases the membership from 21 members to 23 by adding two new members. There are several standing subcommittees of the Council: Accreditation, Action, Certification, Curriculum, Personnel, and the Social Justice Advisory committee.

The POST Council has a three-fold mission. First, to provide innovative, credible, and responsive high quality basic, advanced, and specialized training to Connecticut police officers in an economical manner and in quantities sufficient to enable them to acquire the knowledge and skills necessary to serve the public with commitment, empathy, and competence. Second, adopting and enforcing professional standards for certification and for revocation of a Connecticut's police officer's certification, when necessary, in a manner consistent with the law, considerate of the regulated community and uncompromising to basic values and ethics. Third, develop, adopt, and periodically revise a comprehensive Accreditation Program for law enforcement units, to conduct assessments to determine each unit's continued compliance with such Standards, and to confer Accreditation to those units that demonstrate their compliance with such Standards.

Connecticut Police Academy (Police Officer Standards and Training – POST)

The POST Division of DESPP, also known as the Connecticut Police Academy, is centrally located in Meriden, Connecticut. The Police Academy Administrator manages the POST Academy, which consists of four functional units: Basic Training, Field Services, Certification/Compliance, and Accreditation. The Division staff works collectively with the Administrator to carry out the POST Council's mission.

The Academy provides basic police recruit training as well as in-service police training and works with the council to set entry-level educational, licensing, and training standards for all police officers. It certifies training programs offered to police recruits in eight (8) satellite police

academies and controls the certification of police instructors. The Academy accomplishes these responsibilities through its four (4) divisions, Basic Training Division, Certification Division, Field Services Training Division, and Accreditation Division. The eight (8) satellite Academies are currently located in Bridgeport, Hartford, Milford, New Britain, New Haven, Norwich, Waterbury, and the Connecticut State Police Training Academy in Meriden.

Since the recent pandemic, staff continues to utilize online platforms for meetings, training, and resources to local agencies either exclusively on-line or in a hybrid format. The use of online training platforms has allowed for an expansion of training in both the Basic Training Division and Field Services Training Division and has opened opportunities for broader remote learning in the future. A dedicated online training room has continued to allow staff to record and disseminate training materials.

Basic Training Division

The current Basic Training Curriculum requires successful completion of 1,345 hours of Training which includes a statutorily mandated minimum 400 hours Field Training before Certification is conferred. The Basic Training Division and Satellite Academies graduate, on average, approximately 400 municipal Recruit police officers per year. The Division graduated three (3) recruit training sessions over the past 12-month period which graduated a cumulative 140 recruit officers representing police agencies statewide. The Division oversaw eleven (11) Council approved basic training sessions held cumulatively at the eight (8) Satellite Academies which cumulatively graduated 326 recruit officers representing police agencies statewide.

The Comprehensive Municipal Police Training Plan includes a process of continually reviewing the recruit training curriculum to reflect advancements in police training nationwide and to provide current, comprehensive, and meaningful training to recruits. This continuous review and evaluation include all instructional areas. This approach incorporates a partnership with community members and multigovernmental agencies to collaborate on content delivery and review of all lesson plans, instructional goals, and performance objectives. Additionally, the training plan includes providing and or sponsoring in-service training and advanced training programs to accommodate the approximately 8,550 (+/-) sworn members of Law Enforcement in the state.

The Basic Training Division continually evaluates its role as ambassadors for individuals interested in the law enforcement field. Staff routinely collaborate with Colleges and Universities to provide classroom instruction in the field of law enforcement. In 2022, the Academy collaborated with the Department of Energy and Environmental Protection (DEEP) Police to provide a third annual training for their seasonal Ranger's program. The program was designed to provide seasonal Rangers with an overall understanding of police functions such as police officer protocol, patrol techniques, and medical response directives.

Field Services Training Division (FSTD):

POST also establishes procedures for certified review training, oversees and awards credit for certified review training of veteran officers, and encourages the growth of professional development, and continuing education programs for police officers. In-service and advanced training assists officers in complying with the POST Council mandated 60-hour review training required for recertification every three years and provides necessary training to assist officers in serving their communities.

The FSTD provided 81 in-service training courses in the past 12 months attended by 2,467 participants. The courses included executive, supervisory and management development, Advanced Roadside Impaired Driving Enforcement (ARIDE), Basic Instructor Development, Drug Evaluation and Classification Training (DRE), Responding to People with Developmental Disabilities, School Security training pursuant to General Statute 10-244a, Responding to Situations Involving People with Mental Illness, Law Enforcement Active De-escalation Strategies (L.E.A.D.S), Use-of-Force "Train the Trainer" and many others.

The Division continues to work with the Connecticut Department of Transportation's Office of Highway Safety, to provide ARIDE training every month, alternating between holding the training at the Academy in Meriden, and at alternate sites around the State to make attendance more convenient for officers and instructors.

Certification Division

The Certification Division works in partnership with the Academy Administrator, DESPP legal team, and the POST Council to enhance the quality of police training and certification. This Division is responsible for the initial certification of Officers as well as Recertification, and revocation of Police Officers' certification when deemed appropriate. The Certification Division is also responsible to certify, inspect, and perform unannounced audits of the eight (8) satellite Academies. Staff have completed Inspections of the Connecticut Police Academy in Meriden and the 11 council-approved Basic Training sessions of the 8 satellite academies. These inspections ensure operational compliance (required curriculum, hours to be completed, proper learning environment, and certification of instructional staff) of Council regulations.

Currently there are approximately 8,550 certified police officers in the state representing approximately 157 law enforcement agencies which statutorily report to the POST Council. Additionally, the Academy approves, renews, and tracks the certification of approximately 1,720 law enforcement instructors statewide. There were five (5) officers who had their police certification revoked for violation of Connecticut General Statute Section 7- 294d during the previous 12 months.

Certification of Field Training Officers (FTO):

Certification of an FTO is conferred after verifying that the officer has at least three years of certified police service, has completed a Field Training course of at least 32 hours, has the backing of their Chief Law Enforcement official, and that they are in good standing. The program has expanded over the past year to provide Train-the-Trainer classes to expand the number of instructors throughout the state. Additionally, an FTO class is conducted concurrently with each recruit class so that the new FTO's have the skills necessary to conduct on site practical skills training with current recruits and are made aware of current training trends so there is a more seamless transition for recruits from Basic Training to field training. The POST database currently reflects 2,747 officers are certified as FTO's statewide.

Certification Committee Meetings:

The Certification Compliance Officer is responsible for the Council's Certification Committee meetings, setting the certification-related agenda, making written recommendations to the Certification Committee for a vote, and preparing the Committee's recommendations to the full Council for their action/vote. The Certification Committee Meetings are held seven (7) months of the year (opposite months of the POST Council meetings).

Accreditation Division

Academy's National Accreditation

The primary function of the Accreditation Division is to maintain the Police Academy's International Accreditation through the Commission on Accreditation for Law Enforcement Agencies (CALEA). The Academy has been accredited through CALEA since March 15, 2008. Since our initial accreditation award the Academy has been awarded reaccreditation 4 times, the latest occurring in March 2021. The Academy underwent its most recent annual review in April 2023.

State Accreditation Program

The second responsibility of the Accreditation Unit is to administer and manage the POST Council's State Accreditation Program. The Legislature passed a law requiring all law enforcement units to become fully accredited by January 2026 through either the State Program or CALEA. In response, during the past year, the Division has conducted several trainings for new accreditation managers explaining how to create accreditation files and how to show compliance with the accreditation Standards. In accordance with the mission to develop, adopt, and periodically revise a comprehensive Accreditation Program, the current Standards Manual is under review. All 322 Standards are being evaluated to ensure they are relevant and up to date and additional Standards are being added as deemed necessary. The new manual will be ready for POST Council action in 2024 and will become the version all law enforcement units must follow beginning January 2026.

During the past year, one (1) law enforcement unit was reaccredited, and thirteen (13) law enforcement units became accredited for the first time. Presently, there are 65 law enforcement agencies accredited in Connecticut; 18 of these are dually accredited through the State Accreditation Program and CALEA.

Accreditation Committee Meetings:

The Accreditation Manager is responsible for the Council's Accreditation Committee meetings, setting the accreditation-related agenda, making written recommendations to the Accreditation Committee for a vote, and preparing the Committee's recommendations to the full Council for their action/vote. The Accreditation Committee Meets five (5) times each year.

Public Service

Recognizing the lasting effects a Police Officer's interaction can have on citizens, and to demonstrate a day in the life of a recruit, the Basic Training Division has continued offering staff guided tours of the facility during business hours to groups of young people interested in law enforcement. These tours have been provided in the last 12 months to groups expressing interest in police careers, education, and training. The tours permit participants to observe the daily routine of recruits including experiential training and academics. Some of the younger groups are often integrated into a recruit class for hands-on realistic experience at the Academy. Feedback from those groups continues to be positive with return visits often requested. In addition, the Academy has hosted visits from State and Local politicians as well as representatives from international law enforcement agencies.

Academy staff has provided instruction at local community colleges and have participated in committees aimed at expanding the relationship between law enforcement and the community. Academy staff are continual participants in state and local committees that focus on issues facing law enforcement and community relations. Staff are active participants in committees including but not limited to, Elder Abuse Coalition, Human Trafficking Council, Impaired Driving Task Force, Coalition Against Domestic Violence, Use-of-Force, and the Eyewitness Identification Task Force. This continual collaboration has assisted the Basic Training Division by expanding the use of non-law enforcement persons in providing training to Basic Training Recruits.

Police Academy Website

The agency's portal website (www.ct.gov/post) represents the four (4) Divisions of the POST Training Academy. It is a significant resource in providing updated information in changes to law, policies and/or mandates relative to police officers and the law enforcement community, municipalities, state agencies, and the public. General Notices, Advisories, or Press Releases communicate these important announcements which are posted and published as they are issued. The website is continually updated with new training course announcements made available to all certified law enforcement officers of all ranks.

Police departments hiring new officers can easily find all the necessary forms and documents required to hire new officers. The FSTD page has all the forms necessary to register officers in upcoming training sessions. The Certification Division page provides a list of all POST certified law enforcement instructors, this list is updated on or about the first of every month. Also listed are the officers and instructors that have had their certification revoked. The Accreditation page highlights the program, process, and phases of accreditation, the Standards Manual, and a list of accredited agencies.

Law enforcement agencies actively recruiting for executives (Chief or command staff), entry-level recruits, certified officers, or dispatchers can have their job announcements added to the *Career Opportunities in Law Enforcement* page of our website. Agencies that host training classes locally through an outside vendor, can have their training sessions posted on the *Training Opportunities from Other Agencies* page of our website.

Collaboration with State and Community Colleges and Universities

The Academy has partnered with Eastern Connecticut State University (ECSU), Manchester Community College (MCC) and Asnuntuck Community College (ACC) to develop and deliver trainings in the areas of; anti-racism, implicit bias, and topics to be determined based upon future recognized needs. This project will strengthen the collaborative relationship between the Academy and the Criminal Justice Programs at these institutions of higher education. The schools mentioned will train officers to instruct the courses listed above, and those identified in the future. This will allow those persons to instruct Recruits in Basic Training sessions at the Academy and the satellites.

Facility Improvements

During the past 12 months the academy has outfitted one of the larger classrooms with new furniture, and all in-service classrooms with new podiums containing advanced technology. Smoke and heat detectors were installed in the firing range building where no such monitoring was in place previously.

A subscription to an on-line meeting platform was renewed for all personnel which makes meetings more convenient and effective for attendees traveling up to an hour or more each direction to attend a meeting that might last less than the travel time involved. An additional web-based service was reinstated to assist staff in locating former officers that must be notified of pending revocation hearings and proceedings. Administrative staff have transitioned from traditional desk-top computers to laptop computers with a docking station. This eliminates the need to remote into the desktop and makes the laptop their desktop wherever an internet connection is available.

A touchscreen monitor has been installed in the lobby to assist visitors not familiar with our facility. The monitor offers the following; a constant running of profiles of all Connecticut Law Enforcement Officers killed in the line of duty, a link to view Law Enforcement Memorial Foundation website, a calendar listing all training and meetings noting the room they are located, a staff listing for both the POST and CSP Training Academies, a *"find a room"* function that allows one to touch a room on a map resulting in directions to that room, lastly, announcements can be programmed into the crawler at the bottom of the display.

Miscellaneous Achievements

Charter Oak State College recently completed a periodic review of the Academy's Basic Training curriculum. The Basic Training curriculum has been accredited by Charter Oak State College since 2009 and Recruits can apply for and receive college credit for their work during Basic Training at the Academy through Charter Oak. The review consisted of a full examination of the academic classes to ensure the Academy maintains the standards and quality necessary to be accredited by Charter Oak State College. Currently Charter Oak awards 26 college credits to students that have successfully completed the Basic Police Recruit Training Program. Other Colleges and Universities review the Basic Training Curriculum for the awarding of college credit on a case-by-case basis when requested by their students that have successfully completed the Basic Police Recruit Training Program at the Connecticut Police Academy or any of its satellites.

Ongoing use of the "Wilcox Township" training village and the Multiple Interactive Learning/Training Objectives (MILO) firearms and driving simulator for practical skills demonstrations provide recruits the ability to test their understanding of techniques and laws in live, interactive scenarios. These simulated scenarios utilize experienced officers as role players in actual buildings. The skill focused modules are valuable in allowing the recruit to experience live situations and demonstrate decision making skills. This also permits instructors to evaluate the absorption of classroom materials by Recruits and predict how classroom training/lecture transfers into the field. The Academy also accommodates many local, state, and federal agencies at the training site for police exercises, training scenarios, and related activities at Wilcox Village and the Academy's firearms range.

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 analytical sections: the Chemical Analysis Section (including Toxicology, Controlled Substances, Gunshot Residue (GSR), and Fire Debris), the Forensic Biology/DNA Section, and the Identification Section (including Computer Crimes/Multimedia, Latent Prints, Firearms, Imprints, and Questioned Documents). The laboratory also has two non-analytical sections: they are the Quality Section and the Administrative/Forensic Support Section (including Administration, Evidence Receiving, and Case Management).

The Division is led by a Director and the three analytical sections are headed by Deputy and Assistant Directors. Reporting to the Directors are various titles consisting of Forensic Science Examiners, CT Career Trainees, Lab Assistants, State Police Sergeants, Detectives, and Troopers. The Quality Section is comprised of the Quality Assurance Manager. The Administrative/Forensic Support Section is managed by a Scientific Services Administrative Manager. Reporting to the Scientific Services Administrative Manager is the Laboratory Information Systems Manager, Evidence Control Officers, and Forensic Science Examiners.

The Division is fully accredited under ANAB (ANSI National Accreditation Board). Having accreditation demonstrates the laboratory's adherence to criteria within the international standard of ISO/IEC 17025:20107, the ANAB Forensic Testing and Calibration AR 3125:2019, FBI Quality Assurance Standards for Forensic DNA Testing Laboratories: 2020, and the FBI Quality Assistance Standards for DNA Databasing Laboratories: 2020 documents.

Evidence Receiving Unit

The Evidence Receiving Unit within the DSS laboratory is the first point of contact for all agencies which submit evidence to the Division. This Unit plays an integral role in maintaining the proper storage and chain of custody for all evidence. The agencies which submit evidence typically include local law enforcement, CT state police, federal, and other state agencies. The majority of cases submitted to the DSS forensic laboratory are from either state police or local law enforcement agencies. The Division of Scientific Services has performed testing for out of state agencies in the areas of fire debris, DNA, GSR, latent prints, and video analysis in special cases and circumstances.

Case Management Unit

The Case Management Unit was created in 2013 as a LeanCT initiative. This Unit's main goal is to act as the primary conduit between submitting agencies and forensic examiners. The Case Management Unit communicates with submitting agencies to ensure that case information is complete and that adequate analyses are requested for cases. This Unit is also in communication with the State's Attorney's offices regarding cases requiring expedited work, pending trials, for disposition information, and for Discovery/FOIA requests. In FY2023 the DSS received 183 requests for Discovery/FOIA.

The Case Management Unit currently coordinates the flow of casework to the Forensic Biology/DNA Section and has begun expanding its case management coordination to other units within the DSS laboratory. The creation of the Case Management Unit has allowed examiners to focus on evidence analysis and examination instead of non-scientific aspects of service requests. The Unit prioritizes cases according to pending court dates, arrests, or other circumstances.

Forensic Biology Unit

The Forensic Biology Unit examines evidence collected in sexual assaults, homicides, assaults, robberies, and property crimes. The Unit detects 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 Unit use their training and experience to determine which samples will be forwarded to the DNA Unit for further analysis. The types of evidence examined by this Unit include, but are not limited to: swabs, weapons, clothing, bedding, and other, sometimes large, items.

Pieces of evidence routinely received and screened by the Forensic Biology Unit include ‘CT 100’ Sexual Assault Evidence Collection Kits. On October 1, 2015, the CT General Assembly enacted Public Act No. 15-207 (An Act Concerning Evidence in Sexual Assault Cases). Per the Public Act, law enforcement must submit sexual assault kits to the DSS forensic laboratory within 10 days from the date of collection. In turn, the DSS laboratory has 60 days from the date of collection to test the sexual assault kits. Prior to the passing of the Public Act, the DSS laboratory would receive approximately 400 sexual assault kits annually. In FY2023 there were 551 sexual assault kits submitted to the laboratory, a 7% decrease from the previous fiscal year.

Efforts have been made to streamline evidence submission and analytical processes, eliminate redundancy of paperwork, and improve the overall turn-around time of case submissions. The Forensic Biology Unit currently prepares all of the samples for DNA extractions. The Unit examines hairs for human origin determination and for the presence of any attached tissue. Human hairs with tissue are forwarded to the DNA Unit for analysis. This screening process helps ensure that efficiency is maximized by reducing the amount of non-DNA-containing evidence forwarded for DNA testing. Using the male screening procedure during FY2023, the Forensic Biology Unit was able to successfully accession and screen evidence from cases that were collected during sexual assault examinations within an average of 2.2 days. Traditional serological testing was completed on average in 41 days in FY2023, an 11% decrease from the previous fiscal year. The Forensic Biology Unit received 4,509 requests for analysis in FY2023 which was similar to the previous fiscal year.

DNA Unit

The DNA Unit is comprised of two sub-units, the Nuclear and Database Units. The acronym DNA stands for deoxyribonucleic acid and is the genetic material that determines who people are, both as individuals and human beings. The DNA within the human body is located in both cellular nuclei and mitochondria. It can be isolated from various body fluids and skin cells sloughed from our bodies. The DNA Unit uses the type of DNA found in the nucleus of a cell to obtain a DNA profile from crime scene evidence samples and compare those DNA profiles to DNA profiles from known reference samples.

The majority of casework analyzed by the DNA Unit involves the use of STR (short tandem repeats) in order to get a high power of discrimination between samples. This type of DNA

processing can be automated and has been successfully utilized with degraded evidence samples.

The DNA Nuclear Unit enters DNA profiles that have been generated from the processing of evidentiary samples into the Combined DNA Index System (CODIS). This database contains both the CT State and the U.S. National databases. Profiles are entered into the database in order to help determine if DNA profiles match (or 'hit') either DNA profiles from convicted offenders or from DNA profiles that have been entered from other criminal cases. Eligible DNA profiles from forensic samples and CT convicted offenders are uploaded into the National Database so that searches against other state databases can occur.

Each DNA case may be comprised of multiple requests depending on the type of submitted samples and based on the type of DNA required to generate the most probative genetic information. In FY2023, the DNA Unit received 8,919 requests for analysis. This is a 17% increase from the previous fiscal year.

The DNA Database Unit's primary purpose is to process convicted offender samples and upload their DNA profiles into the CODIS database. In FY2023, there were 3,419 offender samples processed by the DSS laboratory for upload into the CODIS database, a 104% increase from the previous fiscal year.

The CODIS database has multiple levels where DNA profiles can be stored and searched: the local level (for city and county DNA laboratories), the state level, and a national level. Data stored at the state level is kept in the State DNA Index System, or SDIS. At the state level, an analyst can try to match a DNA profile from a local crime scene sample (also known as a 'forensic unknown') with an offender's profile within Connecticut in order to help solve cases. Data stored at the national level is kept in the National DNA Index System, or NDIS. At this level, an analyst can try to match a DNA profile from a local crime scene sample with an offender's profile from across the nation, thus trying to link cases that may span various states.

The DNA Unit reports two types of hits: offender hits and forensic hits. An offender hit is a match involving an evidential DNA profile and a DNA profile from a known sample that was submitted from a convicted offender. A forensic hit is a DNA profile match between evidence samples from different cases. These hits also include cases from unidentified remains and missing persons. Forensic hits may provide submitting agencies with investigatory leads or the ability to track and/or establish serial-type crimes.

In FY2023, there were 3,839 forensic profiles entered into the CODIS database, a 70% increase from the previous fiscal year. For FY2023 the Division obtained 1,264 CODIS hits, a 7% increase from the previous fiscal year.

In 2013, the DNA Unit developed a separate laboratory area and workflow to handle convicted offender samples for CODIS and for "knowns." The term "Knowns" is a forensic term used to describe a sample (blood or buccal) that has been submitted from a known individual (i.e.,

suspect or victim). Having separate laboratory areas and workflows allowed the database samples and “knowns” to be processed quickly and minimized the possibility of cross-transfer among evidentiary samples. In the case of property crimes, evidence from “knowns” may be from homeowners for elimination purposes. Due to the increased communication with submitting agencies, there has been progress in the submission of “knowns” which has resulted in improved DNA casework efficiency. This design has also eliminated the entry of profiles into the CODIS database, which are not probative. In FY2023, the DSS processed approximately 3,343 “knowns” submitted for case analysis.

Chemistry Unit

The Chemistry Unit within the DSS forensic laboratory analyzes evidence related to fire debris and primer gunshot residue (pGSR)-type cases. Ignitable liquid and elemental pGSR examinations are the most common types of requests that are received within the unit. A combination of classical wet-bench chemical extraction techniques and instrumental analyses can be used.

The Chemistry Unit examines evidence for the presence of certain particles related to pGSR. Evidence is usually submitted in the form of GSR kits and includes stubs taken from law enforcement. Clothing can be submitted in order to determine if an individual may have been in close proximity of a recently discharged firearm. Evidence is examined by a technique called scanning electron microscopy using energy dispersive X-ray spectroscopy. In FY2023 the Unit received 142 such requests for analysis.

Suspected arson and other cases involving ignitable materials are analyzed within the Chemistry Unit. A technique called headspace analysis is utilized to extract volatile chemicals from evidence. Such chemicals are trapped and subsequently analyzed by gas chromatography/mass spectrometry (GC/MS) in order to identify chemicals/materials which may have been used to either start or accelerate fires. In FY2023 the Unit received 74 accelerant-type requests for analysis.

Toxicology Unit

The Toxicology Unit analyzes blood and urine in support of driving under the influence (DUI) and drug-facilitated sexual assault (DFSA) cases in support of local, state, and federal agencies. The majority of work within the unit involves analyzing ante-mortem samples (e.g., urine and blood) for the presence of ethanol and/or other chemicals which may cause impairment within drivers of motor vehicles.

Work performed within the Toxicology Unit involves using immunoassay techniques, gas chromatography/mass spectrometry methodologies, and liquid chromatography/mass spectrometry. Extensive chemical libraries and certified reference standards are utilized for the identification of drugs and other chemicals. Headspace gas chromatography, liquid chromatography/mass spectrometry, and accurate-mass determination are all powerful

instrumental techniques that are housed and available for use by toxicologists. The Toxicology Unit also provides a service for law enforcement related to serum conversions of ethanol data in situations where submitting agencies may only have hospital medical records indicating possible ethanol impairment of suspected DUI operators. In FY2023 there were 1,626 requests received for a variety of analyses within the Toxicology Unit, not including requests for evidence destruction or the submission of sexual assault-anonymous kits.

The Breath-Alcohol discipline is a sub-unit of the Toxicology Unit and is responsible for training and certifying personnel as instructors, and subsequently operators, of breath-alcohol testing devices. These breathalyzer instruments are strategically deployed throughout the state of CT. Laboratory staff facilitate the instruction of law enforcement trainers so that quality assurance and operational standards are followed by all law enforcement agency operators when administering breath-alcohol tests statewide. Evaluation and maintenance certification of breath-alcohol testing instruments is conducted within the sub-unit. Examiners are often summoned to provide expert testimony and/or maintenance records for instruments during either Per Se hearings, Discovery requests, or Freedom of Information Act (FOIA) requests. In FY2023 there were 17 breath-alcohol training classes provided by the DSS laboratory resulting in 304 persons being certified as instructors/operators.

Controlled Substances Unit

Examiners within the Controlled Substances Unit receive, accession, and identify drugs of abuse. They mainly focus on substances that are controlled within either state or federal statutes. Bulk drugs, drug residue, and drug paraphernalia are readily received as evidence and requested for analysis. The more commonly analyzed substances tend to be THC and THC-related products. However, cocaine, methamphetamine, fentanyl, heroin, and novel psychoactive drugs such as designer benzodiazepines and fentanyl analogues have been increasing in frequency. Pills and tablets, both manufactured and counterfeit, also comprise the evidence that is received within the unit. Recent trends include the continually expanding set of new synthetic analogue drugs commonly referred to as designer benzodiazepines and fentanyl analogs. Typical instrumentation used by analysts in this field includes Fourier-transform infrared spectrophotometry (FTIR) and gas chromatography/mass spectrometry (GC/MS). In FY2023 there were 242 requests for drug analyses received.

Computer Crimes and Electronic Evidence Unit

The Computer Crimes and Electronic Evidence Unit is divided into two separate sub-units: the Investigations Unit and the Forensic Analysis Unit. State troopers investigate cases related to child pornography and other computer related offenses. The Computer Crimes and Electronic Evidence Unit was one of the founding members of the Internet Crimes Against Children (ICAC) Task Force Program. The ICAC task force 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 60 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 DSS laboratory was a recipient of a grant from the ICAC Forensic Capacity Hiring Program for Wounded Veterans grant program. The funding for this grant was used to hire a wounded veteran. This veteran served as a consultant and conducted computer forensic analysis on submissions. They also assisted in the evaluation and dissemination of Cybertips that are received by the task force regarding possible child pornography cases.

The goal of the Forensic Analysis Unit is to examine seized computers and electronic storage devices (ESD) such as cell phones, tablets, iPods, and gaming devices. A significant number of cases involve the exploitation of children in the areas of human trafficking and child pornography, as well as involve narcotics related offenses. For FY2023, this unit received approximately 313 requests, a 11.8% decrease from the previous fiscal year.

In FY2022, the Computer Crimes Unit responded to 4 requests for the removal and acquisition of data from vehicle infotainment systems. The data extracted from these vehicles provided valuable GPS coordinate data and cellular device data to assist in timely investigative information.

In 2013, the Computer Crimes and Electronic Evidence Unit, the Chemistry Unit, and members of the CSP Canine Training Unit, collaborated to train dogs with the ability to detect electronic storage devices (or ESD-K9). 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 has resulted into a full-fledged training program.

The K-9 named Walter was deployed on 24 searches to assist Federal, State, and local agencies. During these searches, Walter alerted to 28 electronic storage devices which were concealed or previously not detected by human search.

Multimedia and Image Enhancement Unit

The Multimedia and Image Enhancement Unit was created in 2007 and achieved accreditation in the fall of 2011. This Unit accepts video (analog and digital), audio, and photographic evidence. The Unit provides duplications and enhancements, as requested. The majority of the cases submitted to this Unit are for driving under the influence related charges. However, other casework can arise from a variety of investigations including homicides, sexual assaults, or child pornography. The Multimedia and Image Enhancement Unit received 48 requests in FY2023, an 11% decrease from the previous fiscal year.

The Multimedia and Image Enhancement Unit also assists law enforcement agencies with video retrievals from crime scenes or related locations. They process video evidence that may be related to police involved shooting reconstructions. In FY2023 this Unit responded to 2 calls for

assistance in retrieving video at scenes or with assisting in reconstructions, which was the same as the previous fiscal year.

Latent Print Unit

The Latent Print Unit analyzes and compares evidential latent prints to known prints of individuals in an effort to make identifications or exclusions. Latent prints are impressions produced by the ridged skin, known as friction ridges, on human fingers, palms, or on soles of the feet. This Unit examines a variety of physical evidence utilizing the latest physical and chemical print-development techniques. Photographs and lifts are analyzed through the use of enhancement filters in order to emphasize the best possible detail from latent evidence. Comparisons are conducted between latent prints and known impressions using the ACE-V (analysis, comparison, evaluation and verification) methodology. Resulting latent prints are searched using the Automated Fingerprint Identification System (AFIS). Currently, this process uses the FBI's Next Generation Identification (NGI) system, which replaced the Integrated Automated Fingerprint Identification System (IAFIS).

The latent print system is used in order to search latent prints left at crime scenes, or prints which have been developed from evidence, against prints within a centralized national fingerprint repository. Once searched, both the AFIS and NGI systems return a list of potential candidates with corresponding fingerprint images and other related information. These images can be used for comparison purposes with prints obtained from evidence. The Latent Print Unit also uploads all unidentified latent prints into an Unsolved Latent File located within the FBI's NGI and State Systems. In August of FY2022, the Latent Print Unit was transitioned into using IDEMIA as the vendor for all latent print transactions. In FY2023 there were 2,093 latent prints entered/searched using the AFIS and NGI systems. As a result of these searches the Unit received 787 hits (38% latent to database hit rate) to known fingerprint cards from arrested persons. In FY2023 the Latent Print Unit received 625 requests for analysis, a 2.8% increase from the previous fiscal year.

Lottery and Imprints Units

The DSS laboratory has Examiners who evaluate scratch-off lottery tickets prior to release into the Lottery System. Specifically, the Unit examines the test lots of the lottery games for quality of its "scratch coating" in order to make sure that tampering or detection of numbers is not possible until the ticket is purchased. Additionally, they examine the barcode quality of the tickets to determine if there will be problems when tickets are released to consumers. In FY2023 the DSS laboratory had 60 lottery requests which included both games and books of tickets.

The Imprints Unit is responsible for footwear and tire-tracks examinations and scientists analyze evidence for characteristics that are unique or individualizing in nature. These characteristics may be used to make comparisons to known exemplars when submitted for

analysis. Exemplars are known objects which, when analyzed, reveal tread or tire track patterns that are used for comparison purposes. There is one examiner assigned to the Imprints Unit.

The Lottery and Imprints units received 7 requests in FY2023, a 59% decrease from the previous fiscal year.

Firearms Unit

This Unit 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 in order to identify the possible make and model of the firearm that the ammunition evidence may have been used with during discharge of the weapon. In addition, images taken of the cartridge casings submitted to the DSS forensic laboratory are entered into the National Integrated Ballistic Identification Network (NIBIN) database system. This database contains high resolution digital images from cartridge cases. These images can be compared to other images submitted by other entities (e.g., laboratories or police departments) to help determine if there are any database "hits," which is a term used to describe a possible link between firearms and/or cartridge casings. The NIBIN database routinely searches thirteen NIBIN sites within the New England region during a query. Searches can also be conducted against specific sites, nationwide. In May of 2020, the NIBIN correlation sites were expanded to search against entries on the entire East Coast of the United States. In FY2022 the DSS forensic laboratory launched two projects to assist law enforcement agencies for the purposes of acquiring gun crime evidence and for placing information into the NIBIN system. A kiosk with outside access was established in an anteroom to allow trained law enforcement officers 24/7 access to the NIBIN instrument so cartridge case images could be readily acquired. Additionally, a van was built with a mobile NIBIN instrument which could be transported directly to police agencies or to crime scenes. In FY2023 there were 1391 images acquired by eighteen law enforcement agencies using the kiosk. One law enforcement agency acquired 768 casing images using the mobile NIBIN instrument within the van. In FY2022 the DSS laboratory entered 4,788 images/acquisitions into this system, 2,037 of which were from destruction guns. The lab received 3,875 hits to their entries and 142 of these hits were related to destruction guns.

The Firearms Unit conducts serial number restorations from obliterated serial numbers on weapons or other evidence, as necessary. The analysts use various chemical methods to attempt and restore the serial numbers. The restoration of serial numbers is necessary so that law enforcement agencies are able to trace the history of firearms.

In FY2023 the Firearms Unit received 3,593 requests which included crime gun entries using the DSS laboratory's kiosk and/or van. This resulted in a 0.1% increase from the previous fiscal year. Notification of investigative leads involving gun evidence is sent directly via e-mail to law enforcement officers. The addition of the kiosk and the van allowed the DSS laboratory to assist in getting timely results relative to gun crimes to its customers. In FY2022, utilization of these two resources resulted in 1,391 entries.

Successes and Challenges

Connecticut has introduced a new strategy in response to gun crime by providing law enforcement with tools to enter NIBIN submissions using kiosks. As a result, the DSS laboratory experienced a decrease in the number of requests that were submitted for in-house laboratory analysis. This small decrease in submission rate has continued since the deployment of the kiosks. For FY2023 there was a 1% decrease in the number of submitted requests compared to FY2022. The DSS laboratory has cross-trained analysts in other disciplines in order to assist in reducing Unit-specific backlogs and to remove redundancies in evidence documentation, where possible. The majority of forensic cases submitted to the DSS forensic laboratory consisted of evidence for Forensic Biology/DNA, Toxicology/Controlled Substances, Latent Prints, and Firearms examinations. These cases were derived from sexual assaults, property crimes, homicides, weapons possessions/shots fired, and DUI related incidents.

The Laboratory acquired and validated three (3) DNA RapidHIT ID Instruments which allowed real-time DNA analysis of suspected single-source crime scene samples for law enforcement agencies (LEAs). Rapid DNA is a tool for LEAs to potentially generate an investigative lead within 2 hours. The program launched in early FY2022 (July 2021).

To date, Rapid DNA statistics for the KIOSK area:

- 500 evidence samples processed
- 105 evidence samples gave investigative leads
- 350 law enforcement personnel trained, certified, and able to operate the instrument

There will eventually be Rapid DNA Kiosks throughout Connecticut. Two instruments are currently at the DSS Forensic Laboratory and one is at the Waterbury Police Department. An additional instrument is slated to be housed in a mobile van that can be deployed to crime scenes. The other proposed kiosk locations are at the Hartford Police Department, the New Haven Police Department, the Greenwich Police Department, and at the Troop E State Police Barrack. These are all anticipated to be online before then end of FY2024.

The DSS laboratory provided virtual training for the Sexual Assault Forensic Examiners (SAFE) through the Office of Victim Services. This included presentations, demonstrations, and pre-recorded laboratory tours.

Laboratory Units routinely assess their workflows through evaluation of emerging technology in order to improve efficiencies while still maintaining the highest level of quality. The DNA Unit replaced outdated equipment and acquired instrumentation specifically aimed at reducing bottlenecks during testing process. Examiners within the Forensic Biology and DNA Units began cross-training which allowed flexibility of staff assignments. In addition, federal funding was used to support forensic genetic genealogy investigations which assisted in Connecticut serial sexual assault case investigations.

Within the fiscal year federally funded toxicological analytical instrumentation was acquired and used for the detection of a wide variety of potentially impairing drugs within drivers. The use of liquid chromatograph/mass spectrometer (LC/MS) instrumentation allowed toxicologists to detect drugs at a very low level. These instruments help improve and streamline toxicological analyses.

The DSS Laboratory underwent an assessment by the ANSI National Accreditation Board (ANAB) in May of 2023 which resulted in the continuation of the laboratory's international accreditation.

DIVISION OF STATE POLICE

The Division of State Police is charged with the protection of the state's residents 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 (CSP) has an authorized sworn strength of 1,201 troopers, but currently consists of 880 sworn troopers. Established in 1903, the CSP is proud to be the first state police agency in the nation. The CSP received initial accreditation status through the Commission on Accreditation for Law Enforcement Agencies (CALEA) in 1988 and received reaccreditation most recently in March 2020. This accreditation demonstrates the agency's ongoing compliance with the most stringent of administrative and operational standards, which are recognized and accepted both nationally and internationally. The CSP remains one of the larger CALEA accredited agencies. The CSP is also accredited in Connecticut by the Police Officer Standards and Training Council (POSTC).

The Division of State Police is divided into three offices. The largest office is the Office of Field Operations, which provides direct law enforcement services to the residents of the state. The Office of Administrative Services provides logistical support to the department while maintaining several registries and licensing bureaus, and the Office of Professional Standards and Support Services investigates complaints against department personnel, inspects the personnel and the facilities of the division, ensures ongoing agency accreditation with national and state accreditation standards, conducts recruitment, selection and training of State Police personnel, and provides investigative support services. Under CGS Section 29-1b(a), the Colonel of the State Police serves as a Deputy Commissioner.

Office of Field Operations

The Office of Field Operations is responsible for the delivery of police services statewide through three geographical districts (Western, Central and Eastern), which includes a total of 11 Troops and three Major Crime Units. Troopers from State Police Troops provide primary law enforcement services for 78 of the 169 towns in Connecticut and most state property, and patrol approximately 7,000 miles of state highway. The Office also includes the Bureau of

Special Investigation, the Traffic Services Unit, the Emergency Services Unit, the Counterterrorism & Cyber Crime Unit, the Governor's Security Unit, Bradley International Airport, Rentschler Field Stadium Operations, and the Communications Center.

Major Crime Units

Each District has a Major Crime Unit that includes a Criminal Investigation (CI) Unit at each Troop and a Major Crime Van that serves the entire district. Their primary role is to investigate serious crimes, including homicides, serious assaults, bank robberies, kidnappings, sexual assaults, suspicious deaths, suspected arsons, and other felony investigations that would be likely to require extensive or complicated investigative efforts beyond the capabilities of the Troops or municipal police investigators. The State's Attorney Offices frequently call upon the Major Crime Units to investigate police-related uses of force. The Missing Persons Team is comprised of veteran Major Crime Unit Detectives. CSP formed the team to investigate complex and/or cold missing persons' cases. The team works with federal and local partners including the State's Attorney Offices and the Office of the Chief Medical Examiner, focusing on both State Police and local police jurisdictions' missing persons' cases, and achieving significant investigative success.

Bureau of Special Investigation (BSI)

The Bureau of Special Investigation consists of seven specialized units. They are 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 (CCIU), and the Extradition Unit (EU). These units conduct both long and short-term criminal investigations concerning 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 municipal police departments, federal agencies, and the Connecticut National Guard. Many investigations are enhanced by established partnerships with the Federal Bureau of Investigation (FBI), Drug Enforcement Administration (DEA), Bureau of Alcohol, Tobacco, Firearms and Explosives (BATFE), U.S. Coast Guard, and Immigration and Customs Enforcement (ICE), as well as other local, state and federal agencies.

Statewide Narcotics Task Force (SNTF)

SNTF is comprised of Connecticut State Troopers, municipal law enforcement officers from police departments across the state, federal law enforcement officers from the FBI, DEA, and Homeland Security Investigations (HSI), and is also supported with personnel from the Connecticut National Guard. SNTF has an administrative office in Meriden and has four field

offices spread across Connecticut. This is down from five field offices the year before due to staffing issues. SNTF investigators conduct a wide variety of investigations concerning the illegal sales, trafficking, distribution, cultivation, diversion, and manufacturing of narcotics in Connecticut.

In addition to enforcement initiatives, SNTF, through a COPS – Anti-Heroin Task Force Grant, developed and implemented a pilot community outreach program related to the heroin / opiate epidemic. This new community-oriented police outreach program, named CRISIS (Connection to Recovery through Intervention, Support & Initiating Services), is currently focused within the Troop E area of operations in southeastern Connecticut, as a result of the high number of NARCAN deployments due to the opioid epidemic.

The CRISIS Initiative established a partnership between the Connecticut State Police, the Department of Mental Health and Addiction Services (DMHAS) – Southeastern Mental Health Authority, Griswold PRIDE, Connecticut Community for Addiction Recovery (CCAR), Connecticut Alliance to Benefit Law Enforcement (CABLE), as well as other non-profit organizations and community members. This collaboration provides healthier outcomes for people and families struggling with addiction and mental health issues, enhances the community's relationship and trust with law enforcement and provides a fast track into recovery services.

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 intricate and often involves cooperation with various law enforcement agencies such as the FBI, DEA, HSI, and other Connecticut municipal law enforcement agencies.

Statewide Urban Violence Cooperative Crime Control Task Force (SUVCCCTF)

SUVCCCTF is comprised of Connecticut State Troopers, federal and municipal 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, municipal law enforcement officers, and members of the

Connecticut Department of Motor Vehicles (DMV) 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, Firearms and Explosives (BATFE).

Central Criminal Intelligence Unit (CCIU)

CCIU provides investigative support to Connecticut State Police personnel, including access to on-line investigative support software and services upon request. For example, CCIU assists with employment background queries for state appointments and positions and can access certain information from the State of Connecticut Departments of Labor and Revenue Service and the Financial Crimes Enforcement Network (FINCen).

Extradition Unit (EU)

This unit facilitates the coordination of documents between the judicial system, the Governor's Office, and the Secretary of State's Office for the extraditions and renditions of prisoners for both state and local law enforcement 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)

TSU conducts a multitude of different functions, to include, but not limited to, various forms of traffic enforcement, including commercial vehicle oversize and overweight enforcement, weigh station operations, and speed, seatbelt, aggressive driving, and operating under the influence enforcement. In addition, TSU conducts commercial motor vehicle super load escorts, dignitary escorts for elected officials, funeral escorts, and community service events. TSU is responsible for grant management for all awarded traffic safety grant opportunities. TSU North American Standard Truck Inspection (NASTI) certified Troopers conduct safety inspections and utilize portable scales to weigh commercial vehicles at locations across the state. NASTI certified Troopers are certified to conduct federal motor carrier safety inspections of commercial vehicles and are individually equipped to inspect and weigh these vehicles at any location. TSU provides enforcement and/or commercial vehicle inspection assistance to all State Police Troops and to municipal police departments. During these operations, TSU will address enforcement in areas experiencing a high incidence of violations and collisions. In addition, TSU

works jointly with Inspectors from the Department of Motor Vehicles - Commercial Vehicle Safety Division in programs to enforce laws related to commercial vehicles. These enforcement efforts center around commercial vehicles that are committing moving violations or operating with safety deficiencies.

There are several other components contained within TSU that provide specialized services to the State Police Troops and municipal police departments. This includes the Collision Analysis and Reconstruction Squad (CARS). CARS provides technical assistance with the reconstruction of serious injury or fatal collisions. CARS calls for service include the reconstruction of serious injury and fatal collisions, Event Data Recorder imaging and analysis, post collision forensic mechanical inspections, and the forensic mapping of collision and crime scenes. The primary responsibility of CARS is to identify the cause and contributing factors of a serious injury or fatal collision. This is accomplished through identifying, interpreting, analyzing, and properly recording evidence during the on-scene investigation and then conducting a reconstruction of the collision using various methodologies to determine speed, time-distance relationships, etc.

TSU manages the Motor Unit. State Police motorcycles have many functions, including traffic enforcement, escorts, public relations, and parades. In addition, the Motor Unit provides motorcycle training for Troopers and municipal police departments. TSU operates and maintains the Breath Alcohol Testing (BAT) Mobile. The BAT Mobile is a special-purpose vehicle that is designed to provide operational support during operating under the influence enforcement (OUI) operations. The primary function of this vehicle is to provide greater operational efficiencies at OUI enforcement operations by facilitating arrest processing and breath analysis testing on-site. TSU manages the Seatbelt Convincer and Rollover Demonstrator. These devices are used to educate the public on the importance of utilizing seat belts and are available for public relations and safety programs. TSU serves as a liaison and protective detail for dignitary movements within the state. TSU is tasked with operational plan creation and execution of these movements.

Emergency Services Unit (ESU)

ESU is comprised of the Bomb Squad, Dive Team, Marine Unit, Tactical Team (SWAT), Crisis Negotiators, Aviation Section, Hazardous Materials Technicians, the Mass Transit Security Unit, and the K-9 Unit. ESU is located at the Fleet Administration building in Colchester and provides specialized assistance to all State Police Troops/Units as well as local, federal, and other state agencies.

Bomb Squad

The Bomb Squad responds to incidents involving explosives, K-9 searches for explosives, fireworks seizures, storage of explosive evidence (not including IEDs) as evidence, technical assistance for post blast investigations, and the 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. The Bomb Squad also maintains mobile counter drone equipment. This equipment has drone detection technology that encompasses a range of sensors that can detect, identify and track UAV systems. These systems can provide assistance to federal, state, and local agencies.

Dive Team / Marine Unit

The Connecticut State Police Dive Team consists of U.S. Navy trained divers. All divers are trained at the US Navy training facility in Panama City, Florida. The Connecticut State Police Dive Team is the only law enforcement dive team in the United States where all divers are US Navy trained and who have surface supplied capabilities. All Department divers are certified in advanced training, such as ice diving, contaminated water diving, swift water rescue and recovery, underwater evidence recovery, hull and pier sweeps and surface supplied diving. Divers are trained in underwater hazardous device searches which entails detecting and locating parasitic devices or mines that may be affixed to piers or to the hulls of ships. Divers can utilize specialized equipment which includes side scan sonar, sector scan sonar, diver hand held sonar, underwater ROV's (remote operated vehicles), ATVs and snowmobiles. Dive Team members are capable to operate all department vessels, which include a 44' Sea Arc which is equipped with its own surface supplied diving system, radar, and Infrared Thermal imaging system. The unit is equipped with a 27' Airboat capable of traveling over land, ice, and water and useful for searches in shallow water, rivers, and marshland that conventional watercraft cannot access. These boats and others are used for search and rescue operations, maritime security, boating law enforcement and dive operations.

Tactical Team

The Tactical Team consists of extremely skilled and highly trained SWAT Operators whose duties consist of a multitude of high-risk missions to include hostage rescue operations, containment and apprehension of barricaded suspects, the service of high-risk felony warrants, vehicle and bus assaults, ship boarding operations, and active shooter response and neutralization. Addition to these missions, the Tactical Team also provides dignitary protection to the Governor and other high-ranking officials who visit the State of Connecticut, as well as provide security to the citizens of Connecticut during important events throughout the state to include parades, fairs, holiday celebrations, and sporting events.

Crisis Negotiations

Crisis Negotiators are deployed during tactical situations relative to negotiating with barricaded subjects, hostage takers, high-risk warrants/search warrants and or suicidal individuals threatening the use of physical force against themselves or others.

Aviation Section

The Aviation Section maintains three Cessna 182 fixed wing aircraft, one Bell 407 Helicopter and one OH58 Helicopter. The section renders assistance to federal, state, and local agencies for search and rescue, suspect search aerial speed enforcement, photographic/videographic support missions, surveillance, evidence transportation and personnel transport, prisoner extradition, marijuana field eradication, tactical operations, and forest fire suppression.

Drone Section

The Drone Section maintains three drone platforms with various outdoor and indoor capabilities. The section renders assistance to federal, state, and local agencies for searches, photographic missions, surveillance, and tactical operations/building clearing.

Hazardous Materials

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.

Mass Transit Security Unit

The Mass Transit Security Team uses Explosive Detection Canine Teams to provide explosive detection at mass transit venues throughout the state, to include rail, ferry, air, and bus. The Team also plays an integral role with the Transportation Security Administration's Collaborative Operation by Response Agencies (COBRA) and Visible Intermodal Prevention and Response (VIPR) operations. During the accomplishment of its mission, the Team works closely with other federal, state and local partners, to including CT-DOT, AMTRAK PD, MTA PD, and local law enforcement agencies.

Canine Unit

The K9 Unit is the premier law enforcement canine resource for the State of Connecticut and the northeast states. The K9 Unit provides essential lifesaving and public protection services on a 24/7/365 basis with the greatest capabilities and resources to local, state, and federal agencies. Services provided include search and rescue operations, explosives detection, narcotics detection, accelerant/ignitable liquid detection, electronic storage device detection, currency detection, and firearms detection. Additional services include crime

prevention/deterrence, tracking/man-trailing, evidence recovery, handler protection, human remains recovery, and community relations/engagement. The K9 Unit currently provides initial training/certification and in-service training/re-certification to all Connecticut State Police canine teams, all Department of Correction (DOC) canine teams, Department of Energy and Environmental Protection (DEEP) canine teams, federal canine teams, international canine teams, and numerous Connecticut and out-of-state municipal law enforcement canine teams.

Office of Administrative Services

The Office of Administrative Services is divided into two bureaus: The Bureau of Strategic Information Services and the Bureau of Business Development. These Bureaus provide planning and support services to the division, and the agency in its entirety, through a number of specialty units including Reports and Records, Fingerprint Identification, Crimes Analysis, Field Technology, Research and Planning, Fleet Administration, Criminal Justice Information Services, the Connecticut On-Line Law Enforcement Communications Teleprocessing system, Special Licensing and Firearms, Offender Registry, and the State Police Bureau of Identification.

Bureau of Strategic Information Services

The Bureau of Strategic Information Services is tasked with enhancing the regulatory support, policies, and law enforcement technology of the agency, and is divided into the Regulatory Services and the Research, Development, and Planning Sections.

Regulatory Services – Special Licensing and Firearms Unit (SLFU)

The Regulatory Services Section includes the Special Licensing and Firearms Unit (SLFU), which is comprised of two segments: the firearms section and licensing section. The Firearms Section of SLFU is responsible for the issuance and revocation of state pistol permits, advocacy at pistol permit revocations hearings, eligibility and ammunition certificates, the approval of all firearms transfers, firearm registration, central repository for tracking all protective and restraining orders, subject matter experts for firearm laws and identification, expert witnesses to testify in court, instructors of firearm law and database access, central repository for the collection and destruction of court ordered firearms, instructors for Law Enforcement Officer Safety Act (LEOSA), and conduct Federal Firearms License (FFL/Gun Dealer) compliance inspections. The Licensing Section of SLFU is responsible for the issuance of 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. The licensing section oversees licenses and regulates and inspects all facets of these professional licensures.

Regulatory Services – Sex Offender Registry/Deadly Weapons Offender Registry (SOR/DWOR):

The Regulatory Services Section also includes the Offender Registry Unit, which is comprised of the Sex Offender Registry (SOR) and the Deadly Weapon Offender Registry (DWOR). The SOR ensures the tracking of the current registered sex offenders in the state. The Registry 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 SOR unit is responsible for applying and implementing Federal and State Grants, and the development of special projects in keeping with the requirements and objectives of the Federal Adam Walsh Act. The SOR assigns representatives to the DNA oversight committee (statutorily required of DESPP) and the Interstate Compact Committee. The DWOR unit 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 DWOR is responsible for providing representation to the Project Safe Neighborhoods initiative established by Connecticut State Parole.

Research, Development, and Planning

The Research, Development, and Planning Section works to support field operations through updating and expanding policies and procedures, and automating how we collect, analyze, and disseminate data to better deploy resources and improve the safety and effectiveness of Troopers in the field. This is accomplished through continual enhancements to statewide law enforcement computer systems, research and development of department policies and procedures that reflect current research and nationally recognized best practices, as well as development of effective field technologies that aid field personnel to be safer and more effective.

Bureau of Business Development

The Bureau of Business Development (BBD) oversees two critical functions of the Office of Administrative Services: Fleet Administration, and Identification and Records. Each of these areas represents a critical function in supporting the needs of the field as well as the statutory requirements placed upon the agency. A detailed description of the functions of each area follows:

Fleet Administration

The Fleet Administration Unit is responsible for the procurement, outfitting, and maintenance of the approximately 1,700 transportation assets within all six divisions of the DESPP. This includes approximately 1,500 vehicles, consisting mostly of public safety vehicles. Fleet Administration oversees the long-term planning and development of the fleet within the agency ensuring that the needs of the field are met in both the short and long-term plans of the agency. Fleet Administration is also tasked with completing and making all arrangements for vehicles at the end of life to be prepared and sent to surplus which entails removing all added equipment. As a cost savings measure to the State and our agency, Fleet Administration has implemented a program for utilizing used parts from vehicles that are slated for surplus to repair existing vehicles. Fleet has been able to save more than \$100,000 annually by providing such parts, primarily for auto body repairs.

Quartermaster

The quartermaster is responsible for the procurement, inventory, dissemination and collection of State Police equipment, uniforms and accessories. This excludes firearms, tasers, capsicum spray certain medical equipment and vehicles. The quartermaster coordinates with the Training Academy on supplying Recruits their initial uniform and equipment issue. The quartermaster's office is implementing a software package specific to tracking all serialized and non-serialized state issued materials.

Identification and Records

The Identification and Records Unit consists of four areas that provide clerical support, data analysis, and criminal history services to the Connecticut State Police, the citizens of the state, as well as individuals and agencies nationwide. The State Police Bureau of Identification (SPBI) maintains and provides criminal histories of individuals in Connecticut within statutorily mandated requirements and limitations. SPBI provided criminal histories for 186,855 requests during FY22. The Fingerprint Identification Unit supports SPBI and the Division of Scientific Services by providing fingerprint identification services to allow for positive identification of individuals for both criminal and non-criminal purposes. The Fingerprint Identification Unit processed 67,565 criminal arrest fingerprint identifications and 127,321 non-criminal applicant fingerprint search requests. Crimes Analysis is responsible for statutorily mandated crime reporting, ensuring accurate criminal activity statistics and trends throughout the State and reporting those figures to the FBI. Finally, the Reports and Records Unit is responsible for dissemination of all case reports generated by the Connecticut State Police, to include all Resident Trooper towns and other specialized units, to all governmental and individual requests

while complying with all applicable general statutes. Reports and Records disseminated 44,249 reports during FY 22.

Office of Professional Standards and Training

The Office of Professional Standards and Training is composed of the Bureau of Professional Standards and Compliance, the Bureau of Selections, Training and Support Services, and the Labor Relations Unit.

Bureau of Professional Standards and Compliance

The Bureau of Professional Standards and Compliance consists of the Internal Affairs Unit, the Accreditation Unit, and the Inspections Unit.

Internal Affairs 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.

Accreditation Unit

The Accreditation Unit maintains the required standards of compliance for the department with respect to accreditation. The Connecticut State Police has been accredited with CALEA as a nationally accredited law enforcement agency since 1988 and is also accredited in Connecticut by POSTC. The unit also acts as a liaison with other agencies nationwide concerning departmental policies, rules, and regulations.

Inspections Unit

The Inspections Unit conducts staff inspections of all Department commands and facilities and maintains data on the condition of facilities and results of such inspections.

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 (including the Firearms Training Unit and the Photo/Video Production Unit), Recruitment and Selection Unit, Background Investigative Unit and the Polygraph Unit.

State Police Training Academy

The Training Academy trains qualified applicants as State Police Trooper Trainees and 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 POSTC on issues relevant to law enforcement policy and procedure for continuity and similarity of training where applicable.

Photo / Video Production Unit

The Photo/Video Production Unit provides photographers and photographic services to all divisions of DESPP as well as the State's Attorney's Offices and other local, state and federal agencies. They provide photographers for case work, public relations, documentation, recruitment and other agency needs, and have the capacity to produce photographs, posters, and image discs for use on cases and other agency purposes. They are responsible for archiving image discs generated within the agency for future use and work closely with the Training Academy staff on documenting the training of State Police recruits with the use of video.

Recruitment & Selection Unit

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 registration 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 assists the Public Information Office as needed with various speaking engagements at local functions, as well as assisting the PIO office with coordinating and manning the Connecticut State Police booth at the Eastern States Exposition ("The Big E"). The unit also holds general informational

sessions for the public at the academy. It has also sponsored specific informational sessions geared towards the role in women in law enforcement. This unit has created and instituted the Applicant Prep Program designed to provide perspective recruits with an overview of the academy environment, both in terms of physical and academic criteria. Each session has included an introduction to various specialized units within the agency. The Selections and Recruitment Unit participates alongside non-profit organizations serving homeless organizations and under-served communities. The Recruitment and Selection Unit also coordinates the Recruit Mentor Program, which provides support to help new recruits assimilate into the Training Academy environment and their careers as Connecticut State Troopers.

Background Investigative Unit

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 DESPP. In addition to State Police Trooper Trainee and State Police dispatcher applicants, the Background Investigation Unit also conducts background investigations on state police civilian employees, sub-contractors, college interns, POSTC Academy Instructors as well as Fire Academy Instructors. Other background investigations include Governor's Background Investigations which are submitted directly from the Office of the Governor to the Background Investigative Unit. These background investigations are for Judicial and/or Executive branch appointments executed by the Governor. Additionally, background investigations for special gaming and licensing purposes (i.e., casino and lottery) are conducted for the Department of Consumer Protection.

Polygraph Unit

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 and must also maintain membership in at least one nationally recognized polygraph association, such as the American Association of Police Polygraphists or the American Polygraph Association. Additionally, each examiner must maintain the required level of training to hold the titles, "Certified Polygraph Examiner," "Certified Forensic Law Enforcement Examiner," and "Certified Forensic Psycho-physiologist."

Labor Relations Unit

The Labor Relations Unit is the agency representative with respect to the negotiation, implementation and oversight of the numerous bargaining unit contracts of employees of every

division of the Department. The responsibilities of the Unit include representation of the agency in all phases of collective bargaining, oversight of the disciplinary process in all disciplinary matters, processing grievances filed on behalf of agency employees by their respective collective bargaining unit, advising agency managers regarding contract interpretation and policy recommendations, and annual reporting on all grievances filed. In addition, the Labor Relations Unit also provides guidance to agency managers on such things as performance evaluations, supervisor/employee issues, and maintaining relationships with each of the employee unions.