



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



2014 Annual Report

**Internal Affairs Unit Report**

The Connecticut Department of Emergency Services and Public Protection (DESPP) is the state's primary Executive Branch arm for law enforcement and public safety. DESPP is comprised of one thousand nine hundred eleven (1,911) employees including one thousand one hundred seventeen (1,117) sworn members, five hundred fifty (550) full-time civilian members, and two hundred twenty-one (221) part-time civilian members. It houses the state's largest law enforcement agency, the Division of State Police, as well as five other divisions. They are:

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

Due to the unique and varied nature of this agency, the Internal Affairs Unit [within The Bureau of Professional Standards and Compliance] is tasked with tracking, handling, and investigating all complaints regarding employee misconduct within DESPP. As a matter of procedure, complaints specifically alleging non-criminal misconduct against civilian employees are designated for investigation by the agency's Labor Relations Unit however these cases still are tracked by Internal Affairs. The remainder, incorporating all complaints against sworn employees and all complaints alleging criminal misconduct against civilian employees, remain with Internal Affairs for investigation. With this vast amount of responsibility, the Internal Affairs Unit is the standard flag bearer in protecting the integrity of the agency through transparent and honest investigations.

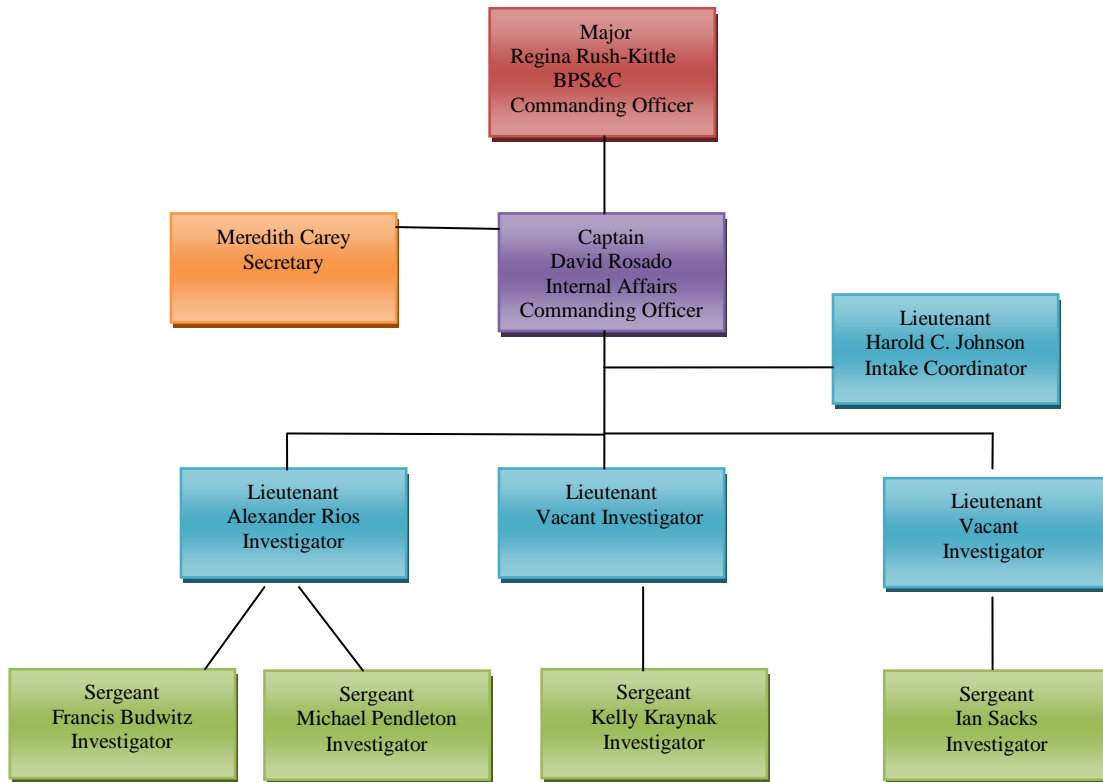
Major Regina Rush-Kittle is currently the Commanding Officer of the Bureau of Professional Standards, and Captain David Rosado is currently the Commanding Officer of the Internal Affairs Unit. The organizational chart is further outlined as follows:



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



Since 1988



The Internal Affairs Unit prides itself on providing the best service possible. This is accomplished through detailed investigations incorporating and respecting the importance of Due Process as well as Constitutional and employee rights. The public image and integrity of DESPP is dependent on this. The Internal Affairs Unit responds to all allegations of misconduct and conducts thorough, impartial, and fair investigations based on objective and quantifiable facts. In addition to the responsibility of verifying and documenting allegations when warranted, the Internal Affairs Unit also a responsibility to protect employees from false allegations. The Internal Affairs function is an important element for the maintenance of professional conduct in any law enforcement agency. The integrity of the DESPP also depends on the personal integrity and self-discipline of each employee.

In addition to the investigation of allegations of employee misconduct made by the public, the Internal Affairs Unit conducts investigations, via requests from local authorities, of Constables under the supervision of our Resident State Trooper program. Feedback from the public is essential if we are to succeed in this goal and to be responsive to the needs of our community. Our implementation and continual monitoring of the DESPP website allows access for citizen input of complaints, inquiries, and complimentary statements. An established Professional Standards complaint



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



Since 1988

hotline (1-877-746-1922) reinforces our commitment for citizens input on the actions and performance of our sworn and civilian personnel.

For these reasons, internal administrative investigations are divided into three possible formats: (1) *Complaint (C#)*; (2) *Administrative Inquiry (AI)*; or (3) *Internal Affairs Investigation (IA)*.

Additionally, two other types of administrative contacts are captured within the Internal Affairs Unit: (A) *Miscellaneous Inquiries – M#*; and (B) *Commendations/Praise – P#*.

(1) COMPLAINT (C#s)

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

(2) ADMINISTRATIVE INQUIRY (“AI”)

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

(3) INTERNAL AFFAIRS INVESTIGATIONS (“IA”)

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

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

(A) MISCELLANEOUS INQUIRIES (“M#”)

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

(B) COMMENDATION/PRAISE (P#)

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



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



Since 1988

## **ANALYSIS**

During the 2014 calendar year, two-hundred eighty-three (283) complaints were received involving DESPP personnel. Ninety-eight (98) were classified as either Internal Affairs or Administrative Inquiries. This figure reflects investigations of sworn and civilian employees of the Department of Emergency Services and Public Protection as well as Constables under the supervision of the Resident State Trooper program.

Of the ninety-eight (98) Department of Emergency Services and Public Protection internal investigations, eighty-three (83) were classified as “Internal Affairs” (IA) cases and fifteen (15) were classified as “Administrative Inquiries” (AI). This number is down approximately two percent from 2013, in which there were one hundred one (101) DESPP internal investigations.

Of particular note in these statistics is the number of complaints involving “Rules and Regulations” has gone down approximately thirteen percent from eighty (80) in 2013 to sixty-nine (69) in 2014. Due to the broad swath of types of policies and rules of conduct covered under the umbrella of “Rules and Regulations”, a thorough critique or analysis of the data is difficult. However, it is worthy to note that the alleged violations covered here are generally minor in nature, such as demeanor, report writing, equipment violations, etc.

Conversely, it should be noted that the number of “Excessive Force” complaints has gone up from six (6) reported in 2013 to fifteen (15) in 2014. There is no one specific reason describing the increase due to the fact that each incident has its own fact pattern that is unique to the incident at hand. More importantly, however, out of the fifteen (15) complaints only one (1) was “Sustained” while twelve (12) were “Exonerated”, one (1) was “Not Sustained”, and one (1) was “Unfounded.” These types of complaints involve differing and multiple control methods, i.e. hand strikes, Tasers, take-downs, deadly force amongst others, that are multi-faceted which precludes one from identifying an overriding common denominator [as to why that particular control method was applied and how it was applied]. Additionally, it is noteworthy to point out that a national narrative has been playing out across the country regarding the Use of Force by Law Enforcement which may have attributed to the increased reporting in 2014. As an Agency, we believe transparency is ultimately beneficial in that it holds all parties accountable for their actions. We do not shy away from this as training, education, and experience ensures that our personnel are best equipped to handle these types of incidents.

With this being said, the Internal Affairs Unit takes every opportunity to be aggressive in educating agency personnel through annual in-service training as well as new recruit training. As an example, the Internal Affairs Unit has recognized a large percentage of the lesser C# complaints involve the issue of demeanor. With this in mind the Unit authored Training Bullet # 2014-12 on “Trooper – Violator Relationships” in an effort to emphasize the professional relationships sworn personnel must maintain at all times



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

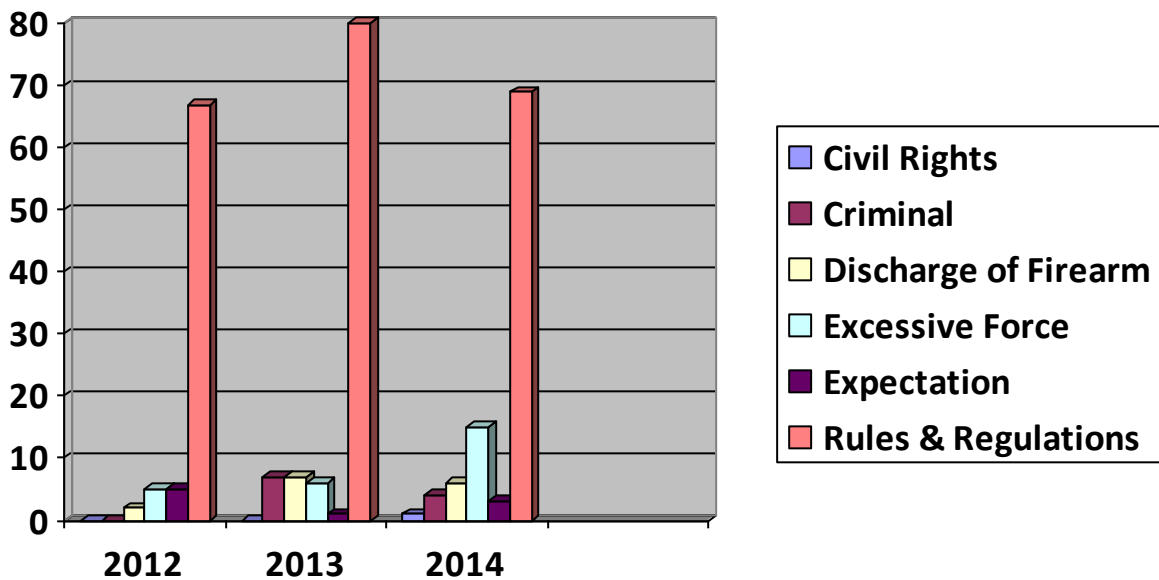


Since 1988

when dealing with members of the public. Additionally, the Internal Affairs Unit also promotes policies that are transparent, clear, and unambiguous. In those rare instances that come to light which show that certain rules of conduct may be unclear or ambiguous, the Internal Affairs Unit provides recommendations through the chain of command to remedy this by offering language for the agency’s Administrative & Operations Manual that is plain and simple [consistent with industry best practices] and, therefore, easy to understand.

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

	2012	2013	2014
Criminal	9	7	4
Excessive Force	5	6	15
Civil Rights	0	0	1
Rules & Regulations	67	80	69
Expectations of Performance	5	1	3
Discharge of Firearms	2	7	6
	78	101	98





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



Since 1988

In total, the Internal Affairs Unit received and processed six hundred eighty-three (683) complaints, inquiries, and commendations from the public. The breakdown by category is as follows:

	<u>2014</u>	<u>2013</u>
283	Complaint investigations	266
86	Commendations	65
320	Miscellaneous Inquiries	352

Ninety-eight (98) of the Complaint investigations were classified as the “IA/AIs” and were already detailed above. One hundred-eighty five (185) of the Complaint investigations are lower in seriousness and generally do not rise to the level of a full Internal Affairs (IA) investigation or Administrative Inquiry (AI). These types of incidents are generally investigated by the Commanding Officer of the employee involved. This allows a Commanding Officer to implement remedial measures and/or training more immediately if and when appropriate. A slight increase is noted in the two years above, however as outlined above there has been a decrease in the more serious “IA/AIs.” Also, noteworthy is the thirty-two percent increase in “Commendations” in 2014 compared to 2013, which is a testament to the excellent job agency personnel do on an everyday basis.