



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



Since 1988

2013 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 six hundred sixty-seven (1,667) employees including one thousand one hundred seventeen (1,117) sworn members, and five hundred fifty (550) 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.

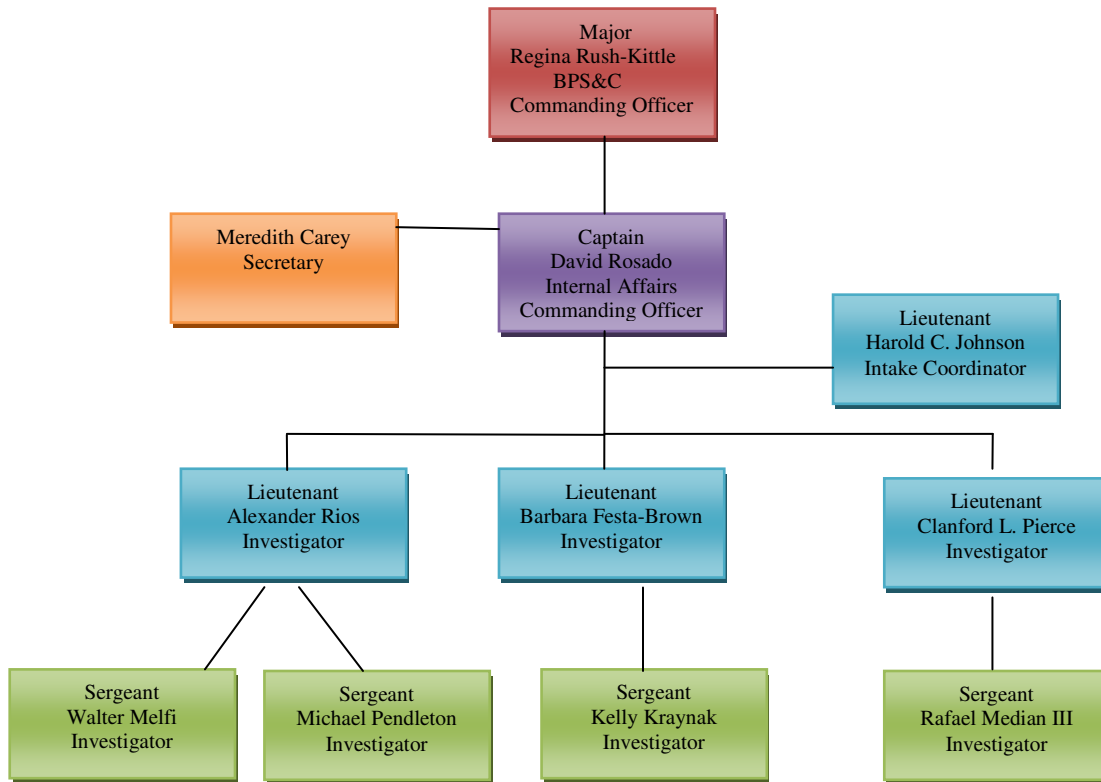
Major Regina Rush-Kittle is currently the Commanding Officer of the Bureau of Professional Standards, and Captain David Rosado is currently the Commanding Officer of the Internal Affairs Unit. The organizational chart is further outlined as follows:



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



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

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

(1) COMPLAINT (C#s)

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

(2) ADMINISTRATIVE INQUIRY (“AI”)

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

(3) INTERNAL AFFAIRS INVESTIGATIONS (“IA”)

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

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

(A) MISCELLANEOUS INQUIRIES (“M#”)

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

(B) COMMENDATION/PRAISE (P#)

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



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## **ANALYSIS**

During the 2013 calendar year, two-hundred sixty-six (266) complaints were received involving DESPP personnel. One hundred one (101) 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 one hundred one (101) Department of Emergency Services and Public Protection internal investigations, eighty-seven (87) were classified as “Internal Affairs” (IA) cases and fourteen (14) were classified as “Administrative Inquiries” (AI). This number is up thirty percent from 2012, in which there were seventy-eight (78) DESPP internal investigations. This increase is twofold: (1) an increase (from 67 in 2012 to 80 in 2013) in investigations involving “Rules and Regulations” and (2) a significant increase (from 2 in 2012 to 7 in 2013) in investigations involving “Discharge of Firearms”.

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. With this being said, the Internal Affairs Unit is keenly aware that the best deterrent for these types of issues are training and education. 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. 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.

With regard to the increase in “Discharge of Firearms” investigations, it is noteworthy that such situations are infrequent in law enforcement. They are a painfully and, at times, an unfortunate aspect of the job itself, but when they do occur, thorough reviews are mandated and appropriate. These types of cases involve trooper-involved “Use of Force” situations but also involve accidental discharges, and discharges of wild animals. Of the seven (7) “Discharge of Firearms” investigations that occurred in 2013, five (5) of the cases are still open and under investigation. The two (2) that have been closed have exonerated the trooper[s] involved. Per department policy and procedure, as well as Connecticut General Statutes, both cases were subjected to strict scrutiny criminally and administratively. The fact patterns involving these discharges were unique and, therefore, required complex and detailed investigations. As a result, when these types of investigations occur, they generally take a longer period of time to complete. The aforementioned increase of discharges is significant enough that the Internal Affairs Unit will ensure, when possible, the fact patterns are shared with the agency’s Firearms Training Unit. Lessons learned then can be shared with all sworn personnel to ensure it serves as a training tool for Officer Safety.

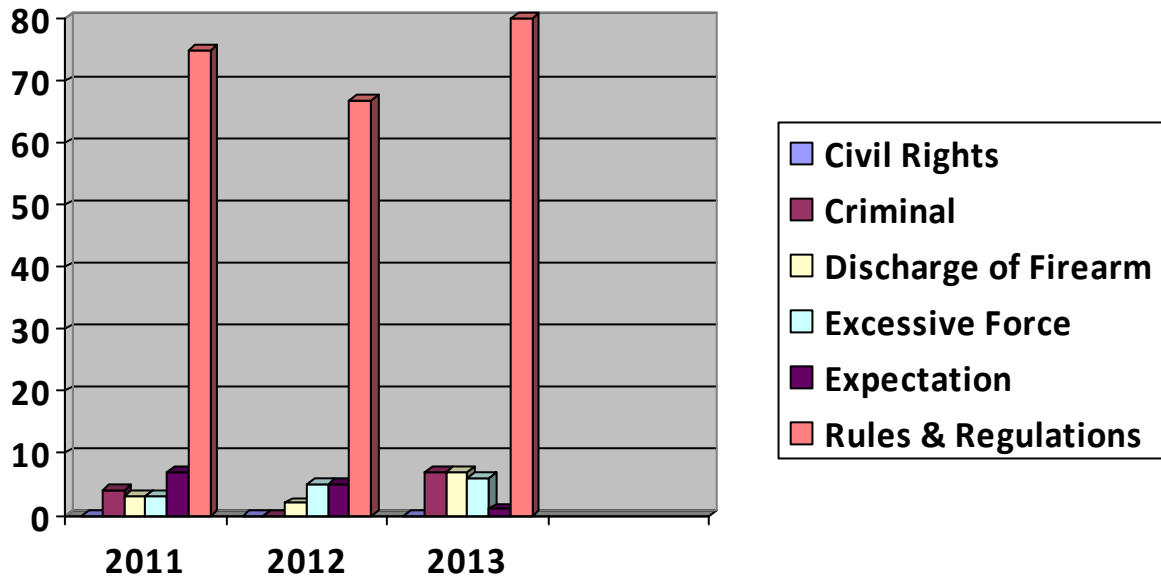


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The nature of the Internal Affairs Unit investigations is as follows:

|                             | 2011 | 2012 | 2013 |
|-----------------------------|------|------|------|
| Criminal                    | 4    | 9    | 7    |
| Excessive Force             | 3    | 5    | 6    |
| Civil Rights                | 0    | 0    | 0    |
| Rules & Regulations         | 75   | 67   | 80   |
| Expectations of Performance | 7    | 5    | 1    |
| Discharge of Firearms       | 3    | 2    | 7    |
|                             | 92   | 78   | 101  |





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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>2013</u>              | <u>2012</u> |
|-----|--------------------------|-------------|
| 266 | Complaint investigations | 283         |
| 65  | Commendations            | 248         |
| 352 | Miscellaneous Inquiries  | 287         |

This reflects a decrease of roughly seventeen (17) percent in these combined areas from 2012 which had a total of eight hundred eighteen (818) contacts. This decrease is largely attributable to the significant number of commendations received in 2012 that were related to the tragedy [mass shooting at Sandy Hook Elementary School] that occurred in Newtown, CT on December 14, 2012. This tragedy drew national and worldwide attention and with the Connecticut State Police being the lead agency in the criminal investigation, a great deal of exposure was directed to DESPP. Personnel from every division within DESPP performed in an exemplary manner rising to meet every challenge during such trying and horrific times. Agency personnel maintained their professionalism, and this outstanding work was correspondingly observed by the public which resulted in the large number of commendations.