

Police

1 Union Avenue
203-946-6267

Department Head:
Chief Dean Esserman
desserman@newhavenct.net
203-946-6267

Additional Point Person:
Asst. Chief Denise Blanchard
dblanchard@newhavenct.net
203-946-6333

Positions:	GF- 8	SF- 6
General Fund Budget:		\$ 38,879,144
Capital Fund Budget:		\$850,000
Special fund Budget:		\$547,900

Legal Authority: Charter

[Sec. 101 to 102](#) The chief shall be the head of the department of police service, appointed by and subject to the authority of the mayor. Said chief shall at all times be a resident and elector of said city while serving in the capacity of chief of police. Said chief shall have an adequate knowledge of the organization and administration of a city police department and shall also have had experience of at least five years in the management and direction of supervisors of operations of a police department with at least 200 employees serving a population of at least 100,000 residents. Said chief shall have earned at least a bachelor's degree from an accredited institution of higher education prior to being considered for the position. Said chief shall be responsible for the efficiency, discipline and good conduct of the department of police service. The person in office as chief of police on the effective date of this charter shall hold office until the successor of such chief has been duly appointed and qualified.

Mission/Overview:

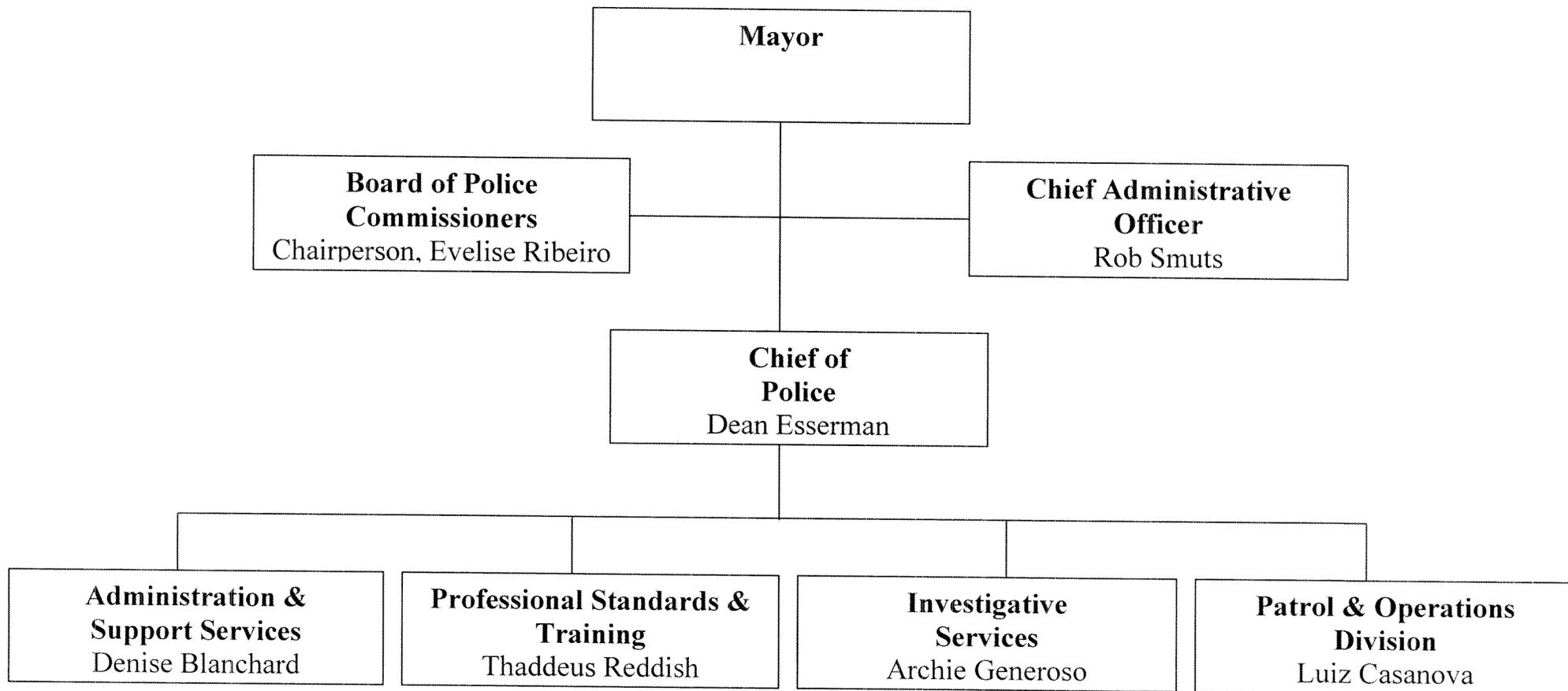
We the men and women of this New Haven Police Department believe in shared responsibility with our community to create a safe and inclusive city.

We are dedicated to providing a safe environment by targeting quality of life issues in our neighborhoods, using revitalized community-based policing strategies.

We will carry out this mission with professionalism, fairness and absolute integrity.

Attention Required by March 31st:

- Hire 45 Police Officers for a March 2014, New Haven Police Academy (over 100 vacancies)
- Hire 2 civilian positions in the Traffic/Detail Division to replace Officers
- Promotional exam for the rank of Captain
- Submit the 2014-2015 Police Budget proposal
- Purchase of Body Cameras for Patrol Officers
- New Wellness Center installation within the Police Department
- Continue transition to new police vehicles – Dodge Chargers (from Fords)
- Transition Patrol Supervisor vehicles to Tahoes (SUV's)



Professional Standards and Training Division

Assistant Chief Reddish, T.

Professional Standards

Training

Internal Affairs

Inspections & Audit

Training

*Backgrounds/
Investigations*

Lieutenant Duff, A.

Sergeant Davis, R

Sergeant Campbell, A.

Sergeant Taft, D.

Sergeant Minardi, J.

Administrative Division

Assistant Chief Blanchard, D.

Sergeant Wolcheski, J.

Office Staff

Media Relations

Hartman, D.

Fleet, Garage & Facilities

Hatch, T.

Budget & Payroll

Piasecki, M.

Grants

Koorejian, S.

Printing

Sabia, R.

Lt. Helliger, P.

Property & Evidence

Sgt. Dease, J.

Records

Sgt. Siclari, D.

Planning, Research & Analysis

Anyinam, C.

Fitch, M.

Victim Sves

Knox, J.

Investigative Services Division

Assistant Chief Generoso, A.

Sergeant Vazquez, A.

Shooting Task Force

Sgt. Grasso, J.

Sgt. Harkins, D.

Robbery & Burglary

Sgt. Lawlor, R.

General Investigations

Sgt. Zannelli, D.

Sgt. Bullock, W.

Sgt. Sharp, H.

Major Crimes

Sgt. Reyes, O.

Bureau of Identification

Sgt. Cain, R.

Special Victims Unit

Sgt. Hosey, B.

Sgt. Tuozzoli, E.

Sgt. Jacobson, K.

Administrative Support

Arson

Missing Persons

Firearms

Financial Crimes

PAL

Police Explorers

School Resource Officers

FBI Safe Streets Task Force

Crime Intelligence

CTIC

U.S. Marshalls

Asset Forfeiture

Statewide

ATF Task Force

DEA Task Force

Four bureaus within the department advance the department's public safety goals. They are:

Patrol Bureau: This Bureau includes most uniformed positions within the department. It oversees community-policing services in the city's ten districts, special events, K-9 unit, court liaison, traffic, and animal control. Officers utilize motor vehicles, bicycles, and foot patrols. Patrol works with many partners in the communities including Yale Child Study, the Street Outreach Program, Management Teams and Block Watches.

Administrative Bureau: Oversees records, property room, crime analysis, fleet management, budget/payroll, supply, grants, facilities, and printing. This Bureau maintains personnel records and employee injuries status. It works closely with the Human Resource Department for hiring of personnel, recruitment, and promotional exam processes. Also, acts as liaison to Corporation Council for police legal issues including any CHRO issues, unemployment compensation hearings, etc. This position also works closely with the City's Information Technology Department.

Professional Standards Bureau: Oversees internal affairs including background investigations on new recruits for police and fire departments, inspections audits, and training and education. The City has a Civilian Review Board and works closely with the Internal Affairs Division. The Training Division has a police academy and is also responsible for all officers certification requirement mandated by POST as well as all legal updates. It is also responsible for disciplinary reports to the chief as well as preparation for termination hearings.

Criminal Investigations Bureau: Oversees all major crimes and vice/narcotics divisions. These include various Task Forces such as FBI Safe Streets, US Marshalls, DEA, and ATF, and specialized units such as Robbery/Burglary, Financial Crimes, Asset Forfeiture, and Sexual Offender Registration. It also is responsible for the School Resource Officers and the P.A.L. Programs including Camp New Haven.

Budget Summary:

Budget Summary - Personal Costs

Sworn - Position Title	# of positions	# of Vacancies	Cost
Chief	1	0	153,750
Asst. Chief	4	0	439,000
Captain	5	5	443,100
Lieutenant	20	12	1,614,540
Sergeant	54	7	3,911,166
Detective	61	14	4,190,822
Police Officer	350	72	22,531,950
Under fill Cut			-4,632,535
Workers Comp. Cut			-500,000
Totals	495	110	33,284,328

Civilian - Position Title			
Account Clerks	4		180,834
Administrative Asst.	4		200,523
Building Attendants	2		73,196
Data Control Clerk	1		44,025
Exec. Admin. Asst.	1	1	53,469
GIS Analyst	1		69,639
Kennel Workers	2		71,752
Mechanics	4		218,874
Mgt. Analyst	2		113,931
Mgt. Services Supervisor	1		90,565
Mun. Asst. Animal Control	2		85,644
Offset Printer	1		48,887
Records Clerk	26	5	942,856
Records Supervisor	2	1	97,653
Sr. Crime Analyst	1		56,498
Supt. Of Vehicles	1		71,753
Transcriptionist	2		83,232
Totals	57	7	2,503,331

Grand Totals	552	117	35,787,659
---------------------	------------	------------	-------------------

	OT Budget
Overtime Budget	\$3,400,000.00

***Sequestration Budget** \$1,491,391.00
 \$4,891,391.00 budget totals

* Police Sequestration budget of \$1,491,391 needs prior approval by **Board of Alderman** before it can be used. This funding is in addition to the regular overtime budget as posted.

Current grants (as of 9/26/13)

- 1) **JAG 2010:** Total award \$427,310.00. Currently available: \$5342.50. Three year grant. Goal is to enhance ability of the NHPD to respond to public safety needs, engage in community policing activities, and develop new strategies to prevent crime. Expenditure categories:
 - a. Personnel/Overtime: Additional police patrols, crime analysis for departmental planning, Citizens Police Academy;
 - b. Equipment: License plate readers; lasers.
 - c. Supplies: Office supplies (copy paper, toner cartridges), Explorer uniforms, Citizen Police Academy supplies;
 - d. Contractual: Staff training and conferences, youth/police intervention programs, strategic plan consulting, wireless air card service fees, in-car cameras and accessories, contract for manager for Project Longevity.

- 2) **JAG 2011:** Total award \$348,346. Currently available: \$164,641. Three year grant. Goal s same as above. Expenditure categories:
 - a. Personnel/Overtime: Additional police patrols, crime analysis for departmental planning, community organizing via block watch and/or Neighborhood Services personnel;
 - b. Equipment: In-car cameras, COMPSTAT projector upgrades;
 - c. Supplies: Office supplies, lasers, Explorer uniforms and supplies;
 - d. Contractual: Staff training and conferences, youth/police intervention programs, grant management, wireless air card service fees, bait car service fees, Police Cadets activities.

- 3) **JAG 2012:** Total award \$271,474. Currently available: \$73,998. Three year grant. Goal is same as above. Expenditure categories:
 - a. Personnel/Overtime: Additional police patrols and investigative personnel, crime analysis for departmental planning, and Citizens Police Academy.
 - b. Equipment: bicycles.
 - c. Supplies: Office supplies.
 - d. Contractual: Staff training and conferences, bait car service fees, wireless air card service fees, bicycle maintenance, COMPSTAT computer service fees, grant management.

- 4) **JAG 2013:** Total award \$244,083. Goal is same as above. Three year grant. Expenditure categories:
 - a. Personnel/Overtime: Additional police patrols and investigative personnel, crime analysis for departmental planning, and Citizens Police Academy.
 - b. Supplies: resources for survivors of homicide, cold case cards for investigations.
 - c. Contractual: Staff training and conferences, grant management.
 - d. Other: Shotspotter maintenance, wireless air card service fees.

- 5) **COPS 2009 Hiring Recovery Grant:** Total 3-year award \$4,666,992.00. Available: approx. \$300,000. Goal was to hire 22 additional officers over budgeted sworn strength to enhance community policing and to create and preserve jobs. Funding covers salary and payroll expenses. One officer is currently being funded from grant funds. The other 21 officers have been added to city payroll per grant requirements.
- 6) **COPS 2012 Hiring Grant:** Total 3-year award \$750,000.00 federal share and \$530,760.00 local match for 6 officers who are military veterans. Goal is same as above. The department is recruiting for appropriate candidates. No one has yet been hired.
- 7) **Byrne Smart Policing Grant:** Total 2 year award \$300,000.00. Available: approx. \$191,375.00. Goal is to institutionalize the use of evidence-based problem solving practices using predictive analysis and threshold analysis. Research partner is University of New Haven. Expenditure categories:
 - a. Personnel: Additional police patrols and crime analysis expenses;
 - b. Travel: Mandatory meetings to review progress with other grantees, facilitated by funder;
 - c. Equipment: Tablets and tablet service, COMPSTAT equipment to analysis, crime scene equipment to examine evidence;
 - d. Supplies: Office supplies for crime analysis activities;
 - e. Consultants: UNH contract that includes Project Manager, Researcher, travel fees.
 - f. Training: Staff training for those working on the project;
 - g. Other: Data analysis software, community survey costs.
- 8) **CT Office of Policy and Management: Project Longevity:** Five month contract \$30,465.00. Available: approx. \$7230.00. Goal is to reduce homicides and shootings by at least 50% in New Haven. A major collaborative effort that includes law enforcement, social service providers, community partners, and research partners. Funding pays for salary of contracted program manager.
- 9) **CT Department of Emergency Services and Public Protection: Regional Intelligence Liaison Officer for the CT Intelligence Center:** One year contract for \$60,000 in reimbursement for officer's salary and specific expenses. Goal is for officer to collect, analyze, and share terrorism-related intelligence with local, state, and federal law enforcement agencies.
- 10) **US Department of Justice Bulletproof Vest Partnership:** On-going program, renewed annually, that reimburses 50% of the cost of bulletproof vests purchased by the department. 2012 award: \$6940.04. Currently available for reimbursement: \$6,924.90 (includes previous years' funding).
- 11) **State of CT Department of Transportation: Comprehensive DUI Enforcement Equipment grant:** \$3,000 received to purchase traffic cones,

retractable cone bars, arrow cone signs, stop signs for DUI and seatbelt checkpoints, to block traffic access in major incidents, and for special events. All items purchased and received in July.

12) **State of CT Department of Transportation: Comprehensive DUI Enforcement Program for Municipal Police Departments.** One year grant for up to \$187,800.00 in reimbursements for overtime for DUI enforcement. To date, \$119,855.54 has been recovered in overtime expenses.

13) **Juvenile Justice Advisory Committee Right Response CT Network Program Grant:** Applicant was New Haven Public Schools and NHPD is a partner in the project. \$30,000 awarded. Goal is to target trainings and interventions at two NH schools to improve school climate and reduce arrests and suspensions to improve students' academic learning and personal development. Funds will pay for training and research.

Pending Grants

- 1) **CT Office of Policy and Management: Project Longevity:** See above. Requested contract extension for 3 months, increasing contract from \$30,465 to \$49,852.00, effective October 1, 2013.
- 2) **Ben Roethlisberger Foundation:** Requested \$12,275 for supplies for K-9 Unit, including food, leashes, blankets, grooming expenses, and training and vehicle equipment. Notification by October 31, 2013.

Summary of Open Items:

STAFFING

We continue to have staffing challenges at every rank of our department. There are currently over 100 vacancies department wide. Currently, all ranks are not fully staffed. With the assistance of Human Resources, this year we have offered promotional exams at all ranks except captain. January of 2013, 19 officers were promoted to the rank of Sergeant and in March, 17 officers to the rank of Detective. We will request a captain's exam to be offered in January of 2014. There is a need to continue our recruitment efforts into the future to maintain the interest of qualified candidates. We are committed to hiring two academy classes with a maximum of 45 officers per class. The first class is tentatively schedule for March and the second in November of 2014.

A request has been made to create a civilian position as a Community Communication's Manager. This position would assist the Public Information Officer (sworn) and would be the block watch liaison. The NHPD would be able to fully utilize ways of maintaining a direct connection to the citizens of our communities from more emphasis on block watches to use of new technologies.

Currently, the Detail Room is staffed only by sworn members of the department. Two positions currently being staffed will be replaced by civilian workers which will return the officers to patrol duties.

NEW POLICE ACADEMY/GARAGE FACILITY – Wintergreen Avenue

In 2013 the City of New Haven obtained possession of the former military facility on Wintergreen Avenue. We are required to use this property as a training facility. We are currently working on engineering plans (grant funded) to build AN INDOOR FIRING RANGE on the property. We need to secure funding to be able to build such a facility. The police are currently utilizing the outdoor range at 710 Sherman Avenue, which is not supported by the neighboring community.

PROJECT LONGEVITY, "The High Point Model"

Last year, the District of CT United States Attorney's Office, in partnership with the New Haven Police Department, John Jay College of Criminal Justice, the University of New Haven, launched the Project Longevity pilot with U.S. Attorney General Eric Holder in attendance. This program will ultimately be replicated statewide.

Project Longevity is a comprehensive strategy to reduce violent crime in New Haven with a specific focus on homicides and shootings. Components of the strategy are law enforcement, community engagement, services and research. There is a governing board and various teams with representatives from diverse disciplines. Grant funding supports the full-time Project Manager, who oversees implementation and coordination of operations. Project activities take place in New Haven with three central parts.

1. The community serves as the moral voice.

2. Access to social support services for those who may be a danger to themselves or to others.
3. Swift and serious legal consequences for violent acts.

The engagement includes the concept of accountability as demonstrated in “call-in” meetings with the targeted offenders who meet face to face with community stakeholders, law enforcement, and social service providers.

BODY MOUNTED CAMERAS

The NHPD in conjunction with neighboring police agencies are currently exploring the use of body mounted cameras used by police departments nationwide. These cameras are worn by police officers and are used to record their interactions with the community. Their usage is aimed at reducing the number of officer involved complaints and lawsuits. They are also proven to keep officers safer. The use of police body mounted cameras can drastically reduce complaints of brutality and other misconduct. This would also be a cost benefit to the city in defending false accusations involving police conduct. We are planning to pilot this project in 2014 which would be grant funded.

CLERGY AMBASSADOR PROGRAM

The mission of the Clergy Ambassador Program is to formalize a partnership between the New Haven Police Department and New Haven area clergy in an effort to build trust and mutual respect between the police department and the community, to reduce crime, to improve quality of life for all New Haven residents, and to enhance public safety. There is a standing monthly meeting with the Chief of Police.

MEET AND GREET PROGRAM

The NHPD has initiated a new partnership with the Connecticut Department of Probation and Parole to identify and meet with individuals as they return to our city from prison. The City of New Haven is home to over five thousand people who are under parole or probation supervision, and a population that often struggles to remain productive members of our community. New Haven detectives will partner with probation and parole officers – who will be located in police headquarter – to conduct joint re-entry interviews.

COMPSTAT

The NHPD has instituted weekly COMPSTAT meetings to discuss crime trends in every neighborhood and how to best address them. These interdisciplinary meetings stress coordination, accountability, problem-solving in promoting public safety. This meeting is attended by most all of our partners including state and federal prosecutors, Parole, Probation, Livable Cities Initiative, D.C.F., state police task forces, Yale Police, SCSU Police, Gateway Police, street outreach workers, community leaders, college students and the members of the press.

SHOOTING TASK FORCE

We have created a multi-agency task force comprised of city, state, and federal officers, to fully pursue every shooting in the city. Working closely with the Department's Investigative Services Unit, the Shooting Task Force will act aggressively to coordinate information and resources to pursue leads and prevent these violent crimes.

COLD CASE SQUAD

The NHPD will redouble efforts to investigate the city's unsolved homicides. The Cold Case Squad will strive to bring justice to the grieving families who have lost loved ones, and ensure that the people who committed these crimes are off the streets.

POLICE ATHLETIC LEAGUE (PAL) – CAMP NEW HAVEN

Summer of 2013 we enrolled 150 students ages 8-13 in Camp New Haven. We plan to increase the enrollment to 200 students for 2014. Camp resources included the NHPD School Resource Officers, PAL Officers, the Board of Education (facilities, food and busses), Yale Athletic Department Student interns and volunteers.

REGIONAL FUSION CENTER – South Central Region

A conference call is initiated once a week by the NHPD with local police agencies to discuss major criminal activity or police intelligence.

BURGLARY – ROBBERY MEETING

This is a monthly meeting attended by detectives of area police departments to discuss open cases, persons of interest, crime patterns, trends and any links to crimes in other towns.

ISU REGIONAL DEPARTMENT HEADS

The NHPD hosts this meeting the third Wednesday of every month. Department Heads assigned to Investigative Divisions from the South Central region discuss current legal issues, cases, subjects, or persons of interest.

YALE CHILD STUDY CENTER

This collaboration begun in 1991. Officers and supervisors are formally trained by the Yale Child Study clinicians. Clinicians are partnered with the officers to offer on-site services to children exposed to violence. They also provide on-site follow-up visits to victims and children exposed to domestic violence.

COMMAND COLLEGE

The New Haven Police Department in collaboration with Yale University and the University of New Haven is developing a model for training for all supervisory ranks. The goal is for the State of Connecticut to mandate this training so that all supervisors throughout the state would have the same standard of training. This would also aid when there is a need for a mutual aid response.

GENERAL ORDERS

General Orders are the department's rules and regulations of employee conduct and expectations. Since many of these General Orders are old and some are out-dated, there has been an effort to update them. Focus has been on writing new orders specific to any change in job functions or change of equipment. The process of updating and creating new General Orders is on-going and is projected to be completed in the next few years. There continues to be a need and commitment to continue this project with the support of the NHPD staff, Local 530, Corporation Council and the Board of Police Commissioners.

AS400 - CAD UPDATE

Sungard is our current vendor of our Computer Aided Dispatch System. NHPD in conjunction with the New Haven Public Safety Answering Point (PSAP) purchased a new computer program system to replace the outdated system currently being utilized. The new program is web-based. This system will give officers the ability to write their reports on their mobile data terminals in their vehicles. It gives enhanced mapping and live video from an area with city cameras which can be accessed by officers on patrol. There are also case management programs which are very useful to the Detective Division as well updated record management systems. This new computer system is expected to be fully functioning by June 30, 2013.

Telestaff

Kronos Workforce Telestaff is an automated scheduling software product which is now being used in our Detail Division. It optimizes the scheduling, time keeping, communications and deployment of officers.

- It controls labor costs by allocating overtime fairly and reduces overstaffing.
- It minimizes compliance risks by forced adherence to labor laws and union agreements
- Improve workforce productivity by automated position, shift, and vacation bidding that frees supervisors' time
- Opens lines of communication by deploying the right employees for each situation. Officers' specialized training and certifications are flagged for specialized hiring purposes.

Major Functions/Projects:

COMPLETED PROJECTS 2013

VOICE MAIL AND EMAIL ADDRESSES

All officers now have voice mail and city email addresses. The officers are responsible for checking both at least once a day while working. The email addresses are set up as the officers' first name then last name followed by @ newhavenct.net. Both can be accessed from outside the police department.

DEPARTMENT ISSUED CELL PHONES

This year all supervisors (Sergeants, Lieutenants, Captains) were issued department Blackberry cell phones. They have email access and text message capability.

POLICE PARKING

Parking has been a serious challenge for employees reporting to work. An agreement was made with Tower One/Tower East management and the City of New Haven which provides us with 30 parking spaces to be utilized for police vehicles or authorized employee parking. This lot is fenced and gated for security purposes.

Also, parking spaces designated for marked police vehicles only have been designated on South Orange Street. These spaces have been re-marked with diagonal parking and numbered for patrol reference.

Basement parking at 1 Union Avenue has been updated. The basement has been power-washed, lines painted and designated parking signs posted.

BUILDING SIGNAGE

A sign has been installed on the front of the building. It makes the police department clearly identifiable to the public with the agency name and a police badge.

FRONT DESK CAMERA MONITORS

A total of six monitors have been installed at the front desk at police headquarters. These monitors display numerous cameras from within the department and throughout various locations within the city. They can be programmed to display specific locations of interest.

CRYWOLF – FALSE ALARM REDUCTION PROGRAM

The City of New Haven entered into contract with a false alarm management company named CryWolf. CryWolf tracks alarm registrations, renewals, and alarm companies. It automatically counts alarms, generates notices of false alarms events and calculates fees and charges in accordance with out city ordinances. It ensures collections are accurately and efficiently processed and financial transactions are well documented. This is a false alarm reduction program which offers on-line educational information regarding how to avoid false alarms from re-occurring. It is fully interactive and is web-based access for citizens and alarm companies to register, review and update alarm information. Alarm users can review alarm activity and status, update contact

information, and make payments online. CryWolf makes payments monthly to the City of New Haven based upon false alarm fee collections.

Key Systems/Processes:

Discipline:

The Chief of Police and Board of Police Commissioners have the sole authority to discipline. The Chief has the authority to issue a suspension for up to 15 days. The Commissioners can issue discipline up to and including termination. Complaints are categorized by either being a civilian complaint or an internal complaint. As a result of a complaint, the officer can be offered/ordered the services of the Employee Assistance Program, additional training, suspension, or re-assignment.

A *civilian complaint* can be filed with the Internal Affairs Division by any citizen or witness. Depending on the accusation, this complaint can be investigated by Internal Affairs or forwarded to the officer's supervisor.

An *internal complaint* can only be initiated and authorized by the Chief of Police.

If there is a department violation, the case investigation is forwarded to the Chief for review. The Chief can issue discipline or not, and can forward the case to the Board of Police Commissioners if appropriate.

There is a Civilian Review Board which reviews all civilian complaint investigations to insure there was a fair, thorough and complete investigation. Internal complaints are not allowed to be reviewed by the Civilian Review Board.

Civil Service Hiring Requirements

General:

Full time and part time hiring for the department is done by the civil service requirements. A request to fill a funded budgeted position is sent to the Human Resource Department. Most positions have a test requirement. H. R. would accept applications for the position detailing the requirements/skills necessary. A test would be administered and the department would receive an eligibility list in numerical rank order. We are required to interview the top three candidates (rule of 1 out of top 3). After the interview process and a person is selected, H.R. would be notified and a conditional offer would be sent. Medical exams including drug screening and background investigations are a standard requirement.

Police Officer Hiring:

There is an extensive recruitment effort to achieve a high volume of applications including a strong number of applicants from New Haven. There are recruitment drives, information sessions held at the Police Academy and at local colleges and universities. Everyone within the city organization is encouraged to help in the recruitment efforts. City clergy, Management Teams, and political leaders have also assisted in our efforts. Police Academy classes as well as veteran officers walked neighborhoods and knocked on doors to educate the public on the police recruitment. Multiple media sources were utilized. The year 2013 was the first time applications were available on-line.

Sequence of testing:

1. Special physical agility exam known as the Coopers Test
2. Written exam (must pass physical test to be eligible to take written)
3. Oral exam/interview

Contracted testing company submits scores to Human Resources and they submit list to Civil Service Board for approval. The Board of Police Commissioners reviews this approved list and conditional offers are made to candidates. The conditions include passing a psychological exam, polygraph, medical exam, drug screening and background investigation. An additional physical agility exam may be required. All information attained by the background investigator is reviewed by the Board of Police Commissioners. The B.O.P.C. can then ask for the name to be removed from the civil service list if conditions of employment are not satisfied. The name must then be submitted to the Civil Service Board for removal from the list. If all requirements are met the candidate will be invited to an interview with members of the B.O.P.C. If approved for hire, the candidate must pass a second physical agility prior to beginning the police academy.

This entire process takes approximately one year to complete, from recruitment to hire date. The Police Academy is approximately 6 months and then a required Field Training Program must be successfully completed.

System Deficiencies/Attention Required:

200 WINTERGREEN AVE. – TRAINING FACILITY

The New Haven Police acquired ownership of the former military armory facility located on Wintergreen Avenue. As a requirement of acceptance of this facility, it must be used for police training. The issue with this usage requirement is that the facility does NOT have a shooting range. The city is currently working on proposals and plans for a shooting range on this property which does have adequate land to support it. There is no funding to build the shooting range at this time.

TECHNOLOGY SUPPORT

Technology is essential in the day to day operations of a police department. We utilize computers in police vehicles, desktops, cameras, and radio communications. All of our data including legal requirements are stored on computer systems. We continue to request addition support from our city-wide Information Technology Department. The staff is very supportive but it not sufficient for our needs. This issue is only going to escalate as we continue to move our department in a more technological direction to be more effective and efficient. It does not make financial sense to assign officers to become computer support staff. We continue to request designated I.T. staff to support our growing highly skilled needs.

STAFFING

We currently have 385 sworn officers employed by the department. There are 26 officers currently in the Field Training Program, who are included in the total of sworn officers. This number is the lowest staffing level in departmental records going back decades.

CIVILIAN COMMUNICATIONS MANAGER – Civilian Position

Not having a civilian communications manager hinders our ability to have two way dialogue with the community. Open communication with the community is a critical part of community policing.