

LAW ENFORCEMENT ACCREDITATION

Wethersfield (CT) Police Department

Agency

Wethersfield (CT) Police Department
250 Silas Deane Highway
Wethersfield, CT 06109

Chief Executive Officer

Chief of Police
Rafael Medina III

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive Research Forum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The Wethersfield (CT) Police Department is currently commanded by Rafael Medina III. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Service Review:

CALEA Compliance Services Member(s) Portia Y. Swinson remotely reviewed 149 standards for the agency on 8/21/2019 using Law Enforcement Manual 6.8. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 1.2.9 – Biased Policing* (LE1) (MMMM) – ISSUE: Bullet B requires initial and annual training for affected personnel. One proof was presented that was labeled initial training. The proof was titled “Summary of Curriculum Changes” with the words “fair and impartial policing” highlighted. AGENCY ACTION NEEDED: It is suggested that the agency present proof of affected personnel receiving initial and annual training.
- 4.1.2 – Use of Deadly Force (LE1) (MMMM) – ISSUE: The standard requires a written directive that states that an officer may use deadly force only when the officer reasonably believes that the action is in defense of any human life in imminent danger of death or serious bodily injury. However, the agency directive also states “A police officer is justified in employing deadly physical ... a person the officer reasonably believes has committed a felony which involved the infliction, or threatened infliction, of serious physical injury; and the officer reasonably believes this person still poses a significant threat of death or serious physical injury to the officer or other persons...” AGENCY ACTION NEEDED: It is suggested that the agency directive state that an officer may use deadly force only when the officer reasonably believes that the action is in defense of any human life in imminent danger of death or serious bodily injury.
- 4.3.1 – Authorization: Weapons and Ammunition (LE1) (MMMM) – ISSUE: Bullet A Requires a directive that addresses the type and specification of all weapons lethal and less lethal approved for use to include those used by tactical teams or other specialized personnel. The directive did not address each weapon. Bullet B requires a directive that addressed the types and specifications of ammunition approved for use, including ammunition used in specialized weapons for members of tactical teams or other specialized personnel. The directive did not address all ammunition. Bullet C requires a directive that provides a written procedure for the review, inspection and approval of all weapons intended for use prior to carrying, by a qualified weapons instructor or armorer. The directive did not provide the procedure for all weapons. AGENCY ACTION NEEDED: It is recommended that the agency directive be revised to address each weapon for each particular activity.
- 17.4.2 – Cash Fund/Accounts Maintenance* (LE1) – ISSUE: The standard requires a written directive that lists all cash funds or accounts where agency personnel are permitted to receive, maintain, or disburse cash. Numerous procedures are then required to take place to include quarterly accounting of agency cash activities for each fund. The agency did not present a directive that clearly listed all cash funds, nor were proofs provided for quarterly accounting. AGENCY ACTION NEEDED: It is suggested that the agency directive list all cash funds and follow the procedures required to include quarterly accounting.

CALEA Compliance Services Member(s) James E. Carmody remotely reviewed 113 standards for the agency on 8/31/2020 using Law Enforcement Manual 6.8. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 4.3.1 – Authorization: Weapons and Ammunition (LE1) (MMMM) – ISSUE: The agency did not address the issues specified in bullets (a) and (b) from the Y-1 review. After discussions with the AM, it was clear that the standard was not being followed because of a lack of understanding as to what the standard actually was calling

for. AGENCY ACTION NEEDED: The agency is in the process of getting the written directive, that has been changed to reflect the requirements of bullets (a) and (b) regarding approved weapons and ammunition. However, any proofs of compliance would not be forthcoming during this review period. It is recommended that the agency add the required proofs as they are prepared, based on the new written directive language.

CALEA Compliance Services Member(s) Brian Childress remotely reviewed 129 standards for the agency on 8/31/2021 using Law Enforcement Manual 6.12. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 4.1.5 – Rendering Medical Aid Following Police Actions (LE1) (MMMM) – ISSUE: This standard mandates a written directive which requires that appropriate medical aid is rendered as quickly as reasonably possible following any law enforcement action in which injuries have been sustained; and includes procedures for activating the emergency medical system when obvious severe injuries have occurred, medical distress is apparent, or the individual is unconscious. The second part of this standard was not addressed in the highlighted directives: includes procedures for activating the emergency medical system when obvious severe injuries have occurred, medical distress is apparent, or the individual is unconscious. AGENCY ACTION NEEDED: The agency was requested to add an existing directive or revise their directive to address the noted deficiency. AGENCY ACTION TAKEN: The agency elected to revise their directive to address the deficiency. Because there was a directive change, it is recommended this standard be reviewed again in Year 4 for continued compliance.
- 41.2.1 – Responding Procedures (LE1) – ISSUE: This standard mandates a written directive which establishes procedures for responding to non-emergency and emergency calls. Bullet C. mandates the directive include prioritization of call types for response. There were no directives and proofs for Bullet C. AGENCY ACTION NEEDED: The agency was requested to add an existing directive or revise their directive to address the deficiency. AGENCY ACTION TAKEN: The agency elected to revise their directive for Bullet C. which complies with the intent of the standard. Because there was a directive change, it is recommended this standard be reviewed again in Year 4 for continued compliance.
- 4.3.5 – Firearms Range (MMMM) – ISSUE: This standard mandates a written directive which describes regulations for use of the agency's firearms range. Bullet D. mandates the directive include the type of weapons, ammunition, targets, and equipment permitted for use on the range. The highlighted agency directive only addresses targets. AGENCY ACTION NEEDED: The agency was requested to add an existing directive or revise their directive to address the noted deficiency. AGENCY ACTION TAKEN: The agency elected to revise their directive to address Bullet D. Because there was a directive changed, it is recommended this standard be reviewed again in Year 4 for continued compliance.

CALEA Compliance Services Member(s) Alex Cueto remotely reviewed 174 standards for the agency on 3/7/2022 using Law Enforcement Manual 6.12. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 4.2.3 – Removal from Line of Duty Assignment (LE1) (MMMM) – ISSUE: The Agency policy is in compliance with the standard and requires an employee to be removed from operational assignments pending an administrative review but on the officer involved shootings the Agency experienced during the reporting period administrative reviews did not occur. One officer resigned however; the other officer returned to duty seventeen days after the shooting; an Internal Affairs Investigation was completed approximately seven months later. AGENCY ACTION NEEDED: The Agency practice of conducting an Administrative Review on incidents as identified by standard and Agency policy should occur. AGENCY ACTION TAKEN: Chief Medina plans on not only conducting the Administrative Review as required but also an Internal Investigation on those incidents involving an officer involved shooting.
- 26.1.5 – Role and Authority of Supervisors – ISSUE: The Agency policy does not specify the role of supervisors (all) nor the authority for each level of supervisions relative to disciplinary actions. AGENCY ACTION NEEDED: The Agency written directives should be revised to provide the necessary guidance as identified by

standard. AGENCY ACTION TAKEN: The Agency is conducting a major re-write of the Disciplinary Procedures written directive with the standard requirement being an area of focus. A new policy was written to provide the role and authority of supervisors in the disciplinary system.

- 26.3.4 – Informing Complainant – ISSUE: The Agency, to include the Human Resources Department, has on occasion failed to notify the complainant of the conclusion of an investigation, outside of the requirements of the Agency written directive and the standard. This has historically led to the filing of a grievance by the union before this information was released. AGENCY ACTION NEEDED: The Agency needs to ensure the practice is in alignment with their policies and standard requirements. AGENCY ACTION TAKEN: The Agency revised their written directive to address the requirement of the standard.
- 26.3.8 – Conclusion of Fact – ISSUE: The Agency, to include the Human Resources Department, has on occasion failed to notify all participants of an investigation as to the results, outside of the requirements of the Agency written directive and the standard. This has historically led to the filing of a grievance by the union before this information was released. AGENCY ACTION NEEDED: The Agency needs to ensure the practice is in alignment with their policies and standard requirements. AGENCY ACTION TAKEN: The Agency revised their written directive to address the requirement of the standard.
- 31.1.2 – Assignment/Recruitment – ISSUE: The Agency written directive identifies the use of consultants with the Police Recruitment Consortium to assist with the publication of Job Announcement and being actively involved in the recruiting efforts. However, it is not the practice to utilize the Police Recruitment Consortium and no members were familiar with what or who they were or anyway to verify those persons having the training or qualifications to meet the intent of the standard. AGENCY ACTION NEEDED: The Agency written directive needs to be revised to be in alignment with the Agency practice. AGENCY ACTION TAKEN: The Agency revised their written directive to match current practices which do not include the use of the Police Recruitment Consortium.
- 31.4.1 – Selection Process Described (LE1) – ISSUE: The Agency written directive indicates: Selection Process Manual: This Division maintains a “Personnel Procedures Manual” that includes a section describing all elements of the selection process for all full-time personnel. However, this manual does not exist within the Agency with only the Accreditation Manager being able to find inclusion of its existence in an email from the previous Chief. No other Agency members interviewed have knowledge of its existence and it is not utilized by the Agency. AGENCY ACTION NEEDED: The Agency written directive needs to be revised to meet the standard requirements. AGENCY ACTION TAKEN: The Agency written directive was revised to describe the elements of the selection process for all personnel.
- 41.3.8 – In-Car Audio/Video/Body-Worn (LE1) – ISSUE: The agency’s written directive (GO 5-417, Mobile Video and Audio Recording and License Plate Recognition System) addresses the use of DVD systems for the recording of in-car videos. The agency has removed all DVD systems from its vehicles and has moved to digital recording. Random reviews of videos have been inconsistent, conducted primarily when a supervisor decides to review a video or to assist with evaluating performance of probationary officers. There is a memorandum by the past patrol commander, who in 2020 reported that he would conduct monthly random reviews of videos. There is no documentation of these reviews occurring. The agency’s written directive (GO 5-418, Body Worn Cameras) requires video recordings from body worn cameras be reviewed periodically. The term periodically does not properly define the required frequency that body worn camera videos be reviewed. The agency has plans to upgrade its WatchGuard camera in July 2022 at which time it also plans to update its written directives for the camera system to include patrol supervisors conducting at least one random documented video review monthly. AGENCY ACTION NEEDED: It is recommended that that the agency revise its written directive (GO 5-417) by removing all references to DVD video recording systems and include policy and procedures for the use of the digital recording system. It is further recommended that the agency formalize through its written directives (GO 5-417 and 5-418) that the agency have a documented video review process to include the frequency and number of reviews as determined by the agency. AGENCY ACTION TAKEN: The agency created a new written directive (BWC, MVAR, and LPR Responsibilities of Supervisory Personnel) specifically addressing the monthly review of body worn camera videos and in-car camera videos. The new directive directs supervisors to review at least one

body worn camera video and mobile vehicle video each month. The agency also developed detailed procedures for the review of video recordings. The agency also revised its written directive (GO 5-417, Mobile Video and Audio Recording and License Plate Recognition System) by removing all mention of the obsolete DVD recording system and providing policy and procedures for the digital recording systems.

- 53.1.1 – Line Inspections – ISSUE: In Bullet e the agency’s written directive (GO 6-531, Inspections) provides for follow-up by bureau commanders in the event of a request for repair or replacement is made. The uniform inspection form also has language that requires the supervisor to ensure that any category on the form marked “unacceptable” have a follow-up done to make sure compliance was achieved. The agency provided a note that stated that there were no corrective actions made since May 2018. However, there was a uniform inspection sheet in March 2022 that showed a deficiency with no follow-up showing corrective action. AGENCY ACTION NEEDED: It is recommended in Bullet e that, if available, documentation be provided showing a follow-up to the March 2022 inspection. The agency may also wish to consider reviewing with supervisors the agency’s written directive on inspections, especially related to follow-up inspections to ensure compliance. AGENCY ACTION TAKEN: The agency initiated a follow-up during this assessment of the identified deficiency from, March 2022. The conclusion of the corrective action is pending.
- 53.2.1 – Staff Inspections* – ISSUE: The agency’s written directive (GO 6-531, Inspections) in Bullet E requires a biannual staff inspection of all components of the agency in Section I, but then also requires, in Section V, a staff inspection of all components at least once every four years creating a conflict within the written directive. The agency also provided documentation of staff inspections conducted on the Administrative Services Bureau and the Detective Division in 2020. There were no staff inspections conducted in 2021 due to multiple acting commanders with shifting bureau assignments throughout the year. No documentation was available showing when the most recent staff inspections of the Patrol Bureau and the Support Services Bureau were conducted. AGENCY ACTION NEEDED: It is recommended that the agency’s written directive be revised to remove the conflicting language and provide for a staff inspection be conducted on all components of the agency at least once every four years. It is further recommended that a staff inspection be conducted on the Patrol Bureau and the Support Services Bureau so that compliance with the frequency established by the accreditation standards can be achieved. AGENCY ACTION TAKEN: The agency revised its written directive (GO 6-531, Inspections) to remove the conflicting language and provide that staff inspections will be conducted on each division at least once every four years. The agency plans to have the staff inspections on the Patrol Bureau and the Support Services Bureau completed by September 1, 2022.

Site-Based Assessment Review:

From 4/11/2022 to 4/13/2022, Stan Gragg/Virgil Hubbard visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment. These issues were identified as:

- Disciplinary Procedures and Internal Affairs - The Agency has policies relative to Disciplinary Procedures and Internal Affairs that are overly vague, confusing and lacking guidance for Agency personnel which has led to a decrease in morale and the “weaponization” of the Internal Affairs process. Shortly after assuming command of the Agency, Chief Medina invested in an Organizational Climate Survey and audited the Internal Affairs files. Recognizing the need for wholesale policy changes he has taken on the task of re-writing the Disciplinary Procedures and Internal Affairs policies and ensuring Agency practices are in alignment with policies and standard requirements.
- Recruitment and Selection - The Agency has made great strides in diversifying the demographic composition of the organization but remains underrepresented by Black Non-Hispanic officers having just one within the organization. They have successfully hired a number of females and after achieving a high of 20% representation in Year 3 stabilized out at 14.9% for the current year. Chief Medina was appointed in November 2021 and has worked tirelessly to fill vacancies and a recent hiring effort resulted in the majority of the hires being certified officers who likewise filled voids within the Agency’s diversity. While discussing the issue of Recruiting with Chief Medina he is equipped with a long-term plan for the succession of expected vacancies and the positioning of

applicants in those positions that will better represent the community they serve. Comments from new and veteran members of the Agency demonstrate the team mentality Chief Medina is bringing to the Recruitment and Selection of the right officers for Wethersfield.

- Patrol Operations - The agency maintains 24-hour/seven day-a-week patrol coverage for the Town of Wethersfield. This is accomplished using three 8-hour shifts comprised of two squads for each shift allowing for staggered shift changes to maintain continual coverage. Patrol officers change shifts the first Monday of each month. Shifts are assigned by seniority. Scheduling for planned special events is covered by overtime. Staffing for critical incidents is covered by the on-duty patrol squad with the on-coming shift called in to maintain coverage for the Town. The agency utilizes both in-car and body worn cameras for its patrol officers. The in-car system is in all patrol vehicles, while the body worn cameras are assigned to an officer at the beginning of each shift. Both systems are capable of being synchronized so that when one is activated the other is also. The agency requires reviews of video recordings of specific high liability incidents and a monthly random review of at least one video per officer. The Administrative Services Division Commander takes the lead for the agency in its crime analysis efforts. Most of the source information used in the crime analysis function comes from NexGen, the agency's computerized dispatching and records software. The system can supply data on calls for service, and crime and incident reporting. Crime analysis information is distributed to command staff and officers, who use the information to organize and implement activities to address crime issues and trends.
- Inspectional Services - Line inspections in the agency are conducted on personnel, uniforms, business attire, equipment, vehicles, and the police facility. While uniform and clothing inspections are conducted on a daily basis, formal documented inspections are conducted monthly. Documented patrol vehicle inspections are conducted daily, and a documented inspection of the police building is conducted weekly. The agency conducts staff inspections on each division at least once every four years. The Chief of Police assigns a division commander to conduct the staff inspection of a division not under his command. The staff inspector makes notification to the commander of the division to be inspected. The inspection consists of interviews with personnel in all units within the division, review of operations, and observation of practices and facilities.
- Public Information - The Patrol Division Commander is the agency's Public Information Officer (PIO). The PIO's function within the agency is to provide timely information to the public and to be as transparent as possible without sacrificing the ability of personnel to efficiently perform their duties. The PIO is responsible for working with the media at incident scenes, planning and conducting news conferences, and distributing news releases. When the agency wishes to distribute public safety or non-emergency related information, the Communications Center can distribute that information over the Everbridge public warning system. The agency utilizes social media to warn the public concerning emergent situations as well as to provide information to the community regarding public interest news and stories, such as swearing-in ceremonies for new employees, National Night Out, and officer interactions with community youth.

During the Site-Based Assessment Review, the assessment team conducted 30 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

CHIEF EXECUTIVE OFFICER PROFILE

Rafael Medina III

Rafael has served as the Chief of Police with the Wethersfield, Connecticut Police Department since November 2021. His previous service includes Assistant Chief of Police with the Hartford, Connecticut Police Department from 2018-2021, posts with the Connecticut State Police as a Commanding Officer-Lieutenant of Troop K in Colchester, Connecticut from 2016 to 2018, Commanding Officer-Lieutenant of the Central District Major Crime Unit from 2015-2016, previously serving as the Unit's Supervisor-Sergeant from 2014-2015. Other Connecticut State Police positions 1997-2014 included service as a Sergeant in Professional Standards-Internal Affairs, Sergeant Troop H, Major Crime Detective, Community Development Trooper, and Patrol Trooper. He also previously served as a Patrol Officer with the Southern Connecticut State University Police Department from 1996-1997. His military background includes service as a Rifleman (E-4, Corporal) with the United States Marine Corps/Reserves from 1990-1998.

Medina holds a Master's degree in Criminal Justice from Central Connecticut State University, a Bachelor's degree in Criminal Justice from Sacred Heart University, and Graduate Certificates in Homeland Security Management from Saint Joseph University, and Police Executive Leadership Development from the University of Louisville. He is a member of the Southern Police Institute Alumni Association (SPIAA), the International Association of Chiefs of Police (IACP), Federal Bureau of Investigations Law Enforcement Executive Development Association (FBI-LEEDA), and the Police Executive Research Forum (PERF). He is the recipient of the Navy & Marine Corps Achievement Medal, National Defense Service Medal, Selected Marine Corps Reserve Medal, Connecticut Veterans Wartime Service Medal, Connecticut State Police Meritorious Service Medal, Life-Saving Medal, Outstanding Service Medal, and numerous Unit Citation with the Connecticut State Police. He is also the recipient of the FBI-LEEDA Trilogy Award.

COMMUNITY PROFILE

In 1634, at a deep bend in the Connecticut River, John Oldham and nine others from Watertown, Massachusetts were welcomed by the Wampanoag Indians, anxious to trade beaver pelts. The fertile area soon attracted settlers who planted their farms on the broad terrace above the River. The surrounding forest provided timber for houses, and the town was laid out with a Common alongside the present Cove. The settlers named the town Wethersfield. At that time it included the parishes of Rocky Hill to the south, Newington to the west, and Glastonbury to the east, across the river, where they pastured their livestock.

The Connecticut River was integral to the development of Wethersfield's prosperity and growth. The river was too shallow for large trading vessels to sail above Wethersfield, making the town the farthest shipping port into interior Connecticut. Goods from the West Indies, Britain, Portugal, the Mediterranean, Ireland, South America and various northeastern ports were all being exchanged at Wethersfield.

The now famous red onion was especially developed for trade and remains a symbol of the town. Agriculture remained the dominant lifestyle and export with farms persisted into the 20th century.

The Connecticut River was one of Wethersfield's greatest assets, but everything changed when a flood occurred in 1692 that altered the course of the river. The Cove, as it is now today, became obsolete for commerce and was transformed into a place of recreation. Wethersfield was still able to remain active in waterway commerce by shifting its port out along the river to the Stepney section of town, now Rocky Hill. Wethersfield remained active in shipping into the 1800s and many of the historic homes in town bear the names of early sea captains.

Rural Wethersfield became a refuge for workers in Hartford's shops and offices and the Cove provided a recreation spot. The same broad terrace that attracted early farmers provided choice sites for the residential developments of the 1920s that introduced a suburban character to the town. In the 1950s, ribbons of highway tied Wethersfield to Hartford, the Insurance City just minutes away.

The meadows are preserved, as are the houses in Connecticut's largest historic district. The 1764 brick First Church continues to monitor the crossroads near the ancient burying ground and the Cove is still vibrant. Old country roads and new highways connect visitors to any destination, making Wethersfield the crossroads of Connecticut.

Today, Wethersfield is a town of 26,800 residents on a land area of 13.2 square miles. There are five elementary schools, a middle school and a high school. The town has a Manager-Council form of government with nine elected City Council Members. Wethersfield residents enjoy a high quality of life in a safe and vibrant Town with a rich Colonial history.

AGENCY HISTORY

Wethersfield was founded in 1634. The first law enforcement officers were seven constables elected each October 1 at the Annual Town Meeting. There is no documentation specifying when the constables, who reported directly to the First Selectman, were first deployed.

On October 6, 1933 at the Annual Town Meeting, Ralph J. McNierny was the first elected member of the Police Commission. For the first time, \$2,585 was allocated from the 1932-33 fiscal year budget for “the Police Department.” The police station was at town hall and the seven constables continued to report to the First Selectman.

On October 30, 1936 five Supernumerary Police Officers were sworn-in to bolster the police force.

On September 1, 1938 William J. Simpson was appointed as the town’s first Chief of Police. The police department was in “the Little Red School House” at the corner of Wells Road and Wolcott Hill Road.

When Thomas J. Sullivan was appointed as the second Chief of Police on December 3, 1946, the department had four full-time officers. One marked police vehicle was deployed 24 hours a day with a second supplementing second shift. The Hartford Police Department provided dispatch services for the town.

In 1947-48, staffing consisted of the Chief of Police, newly promoted George Burns, the first WPD Sergeant, five full-time and three supernumerary officers. Staffing consisted of two marked vehicles each shift patrolling the town.

In 1951, Donald Webb became the first Wethersfield Police Detective.

In 1952, the police station moved from “the Little Red School House” to 222 Main Street. In 1956 the WPD assumed the central dispatch function and hired the first dispatcher. The WPD still fills that role, dispatching around the clock for police, fire and medical calls for service.

On July 1, 1954 the Town of Wethersfield changed its form of government to Council-Manager with an elected nine member Town Council and an appointed Town Manager. The Town Manager, by charter, was given the title of Director of Public Safety.

In December of 1958, a Lieutenant and detective sergeant were added to the WPD ranks. Staffing consisted of twenty-two sworn officers and one clerk-radio dispatcher.

In 1960-61 the police department moved to the newly built Town Hall at 505 Silas Deane Highway. Patrol operations increased to four districts staffed by three officers and one sergeant.

On January 9, 1975 Detective Lieutenant T. William Knapp was appointed as the third Chief of Police. During his tenure, the Division was reorganized into four separate Bureaus each commanded by a Lieutenant, the Accreditation process was begun and the E911 system was implemented.

On January 1, 1990 Detective Lieutenant John S. Karangekis was appointed as the fourth Chief of Police. His tenure was marked by achieving CALEA accreditation, implementing the DARE program, formation of a multi-town SWAT, Traffic and Narcotics teams as well as the Marine Patrol.

On February 11, 2003 the Division of Police moved into a newly constructed headquarters at 250 Silas Deane Highway.

On May 15, 2003 Detective Lieutenant James Cetran was appointed as the fifth Chief of Police. During his tenure, a Motorcycle and Canine Unit were established as well as the Mid-State Major Crimes Team. School Resource Officers were deployed to the Middle and High Schools for the first time. Crisis Intervention Training for all officers was implemented. Technology was embraced with major enhancements in the dispatch center, in-cruiser mobile data terminals and dash-cameras for all Patrol vehicles, body-worn camera systems and the establishment of digital camera infrastructure on the Silas Deane Highway and Berlin Turnpike. Sworn staffing increased to 46 supported by a civilian staff of 13.

On November 22, 2021 Rafael Medina III was appointed as the sixth Chief of Police. After 21 years with the Connecticut State Police and four with the Hartford Police, Chief Medina was the first chief hired from outside of the ranks of the Wethersfield Police Department. Chief Medina is a change agent committed to making the Wethersfield Police the best department in the Greater Hartford area.

AGENCY STRUCTURE AND FUNCTION

1. ORGANIZATIONAL STRUCTURE: The Division of Police, Wethersfield, CT, is divided into five major components:

a. Chief of Police: The office of the Chief of Police:

1. Chief of Police; and
2. Chief's secretary.

b. Detective Bureau (DB): The DB is commanded by a lieutenant and consists of six (6) detectives in two (2) units:

1. General Investigative Unit (GIU): The GIU consists of five (5) detectives and is responsible for:

a. General criminal investigations:

1. Major crimes;
2. Minor crimes.

b. Narcotic investigations;

c. Vice control;

d. Organized Crime investigations;

e. Crime prevention;

f. Crime scene processing;

g. Applicant processing;

h. Fingerprinting;

i. Background investigations.

2. Juvenile Unit: The Juvenile Unit consists of one (1) detective and is responsible for juvenile investigations:

a. Criminal investigations;

b. Non-criminal investigations.

c. Support Services Bureau (SSB): The SSB is commanded by a lieutenant and consists of six (6) units:

1. Training Unit: The Training Unit consists of one (1) sergeant and is responsible for:

a. Division re-certification;

b. Firearms maintenance;

c. In-service instructors:

1. First-aid/CPR-three (3) instructors;

2. Firearms-three (3) instructors;

3. Field Training Officers- four (4) FTO's,

4. Other-seven (7) instructors.

2. Communications Unit: The Communications Unit consists of six (9) full time and two (2) part-time civilian dispatchers;

3. Support Unit: The Support Unit consists of three (3) police officers and is responsible:

a. Selective enforcement;

b. Major MVA investigations;

c. Prisoner transportation;

d. Photography;

e. Squad A and B headquarters (when assigned.)

4. Property Control Unit: The Property Unit consists of one (1) police officer:

a. Evidence;

b. Found property.

5. Animal Control Unit: The Animal Control Unit consists of one (1) full time and two (2) part-time animal control officers;

6. School Crossing Unit: The School Crossing Unit consists of nineteen (19) part-time guards and seven (7) part-time spares;

d. Administrative Services Bureau (ASB): The ASB is commanded by a lieutenant and consists of three (3) units:

1. Staffing and Budgeting Unit: The Staffing and Budget Unit consists of one (1) operations analyst and is responsible for:

a. Staffing;

b. Budgeting.

2. Planning and Research Unit: The Planning and Research Unit consists of one (1) sergeant;

3. Records Unit: The Records Unit consists of three (3) clerks.

e. Patrol Bureau (PB): The Patrol Bureau is commanded by a lieutenant and consists of five (5) units:

1. Squad A unit: Squad A consists of one (1) sergeant and eight (8) police officers;

2. Squad B unit: Squad B consists of one (1) sergeant and nine (9) police officers;

3. Squad C unit: Squad C consists of one (1) sergeant and six (6) police officers;

4. Relief Squad: The Relief Squad consists of one (1) sergeant;

5. Administrative: The Administrative Unit consists of one (1) sergeant.

AGENCY SUCCESSES

The department has expanded the Patrol fleet to include primarily Sport Utility Vehicles fully equipped with the most up-to-date technology including MDT, LPR and advanced camera systems. Full medical kits with AED and other lifesaving equipment is standard in each patrol vehicle.

The department signed onto the national "30x30 Pledge" to increase the representation of woman police officers to 30% by the year 2030. The initiative's goal is not just to increase the number of women in policing, but to also ensure police policies and culture intentionally support the success of qualified women officers throughout their careers, in all ranks and assignments. The initiative addresses recruitment, assessment, hiring, retention, promotion, and agency culture. The 30x30 Pledge is not intended to be an accountability mechanism, but rather it is a framework for how our agency can improve the representation and experiences of women officers in the years to come. While 30x30 is focused on advancing women in policing, these principles are applicable to ALL demographic diversity, not just gender.

We have expanded the department's Wellness Program through the implementation of a Peer Support Team and a designated Wellness/Lactation Room. The Peer Support Team consists of 1 Sergeant, 2 Officers and 2 Dispatchers, who have all attended 40 hours of training specifically related to stress management and suicide prevention. Our newly designed Wellness Room is intended to be a quiet work-free space where employees can go to decompress and relax for up to 30 minutes during their shift. It also serves as a private and sanitary space for nursing mothers returning to work.

The department received a significant upgrade to its network servers to better accommodate existing and future cloud based technology. The new devices offer more storage space, increased cyber-security, and require less maintenance, making the improvement cost effective. We have migrated our data over to a new CAD/RMS system that has data sharing capabilities. The NEXGEN system is used by most departments in the state and has its own connectivity platform that we will utilize in the near future. Additionally, we have put the necessary infrastructure in place to implement the new Volcan Traffic Camera system, which will consist of pole cameras mounted at various points along our two major thoroughfares and be of great benefit to our department. We anticipate expanding technology to integrate in with other police departments.

The Telepartner CertAssist Training Tracker System was obtained for the department's Training Unit. The new system offers enhanced features that allow administrators to easily identify which mandatory course requirements have been met and what courses an officer still needs to complete their police recertification. The system also has the ability to sort and track mandatory and elective course credits. The Spector Criminal Justice Training Network that currently provides recertification courses to our officers, remains in direct contact with CertAssist and consistently updates the system with any newly added (mandatory) recertification requirements. The system will soon begin posting all classes available to sworn members and course instructors will be able to automatically enter the POST credit hours that officers earn directly into the system.

FUTURE ISSUES FOR AGENCY

Efforts to recruit and retain qualified, diverse applicants to fill anticipated vacancies due to attrition will impact agency operations. Creative techniques will be employed to compete with other law enforcement agencies in this challenging area. Standards will not be lowered to fill vacant positions.

Training and development of personnel will be paramount to organizational success. Career development and diverse assignment opportunities will help with employee retention. Funds for training must be secured.

Evolving technology and the associated costs with replacing older technology and retaining data will impact agency operations. The costs associated with future technology will only increase and must be anticipated.

Efforts to upgrade and revise Department Policies & Procedures will continue to remain an on-going effort. Up-to-date and concise policies need to be maintained for operational needs and liability reduction.

Positive Community engagement and interaction will remain a priority. Likely negative police sentiment as a result of media coverage of future national police uses of force will continue. Relationships must be fostered and new dialogue established with multiple diverse community groups. In the event of a controversial police use of force, established community relationships will lessen the impact of potential violent reactions.

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YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Portia Y. Swinson

On 8/21/2019, the Year 1 Remote Web-based Assessment of Wethersfield (CT) Police Department was conducted. The review was conducted remotely and included 149 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1) (MMMM)	Compliance Verified
1.2.4 Search and Seizure (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Standard Issue
<p>Notes: ISSUE: Bullet B requires initial and annual training for affected personnel. One proof was presented that was labeled initial training. The proof was titled “Summary of Curriculum Changes” with the words “fair and impartial policing” highlighted. AGENCY ACTION NEEDED: It is suggested that the agency present proof of affected personnel receiving initial and annual training.</p>	
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries (MMMM)	Compliance Verified
2.1.2 Concurrent Jurisdiction (OOOO)	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	Not Applicable by Function
3.1.2 Employee Rights (MMMM)	Not Applicable by Function
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Standard Issue
<p>Notes: ISSUE: The standard requires a written directive that states that an officer may use deadly force only when the officer reasonably believes that the action is in defense of any human life in imminent danger of death or serious bodily injury. However, the agency directive also states “A police officer is justified in employing deadly physical ... a person the officer reasonably believes has committed a felony which involved the infliction, or threatened infliction, of serious physical injury; and the officer reasonably believes this person still poses a significant threat of death or serious physical injury to the officer or other persons...” AGENCY ACTION NEEDED: It is suggested that the agency directive state that an officer may use deadly force only when the officer reasonably believes that the action is in defense of any human life in imminent danger of death or serious bodily injury.</p>	
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified

Standards	Findings
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.2.5 Assault on Sworn Officer Review* (MMMM)	Compliance Verified
<p data-bbox="108 383 869 427">4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)</p> <p data-bbox="108 427 1484 797">Notes: ISSUE: Bullet A Requires a directive that addresses the type and specification of all weapons lethal and less lethal approved for use to include those used by tactical teams or other specialized personnel. The directive did not address each weapon. Bullet B requires a directive that addressed the types and specifications of ammunition approved for use, including ammunition used in specialized weapons for members of tactical teams or other specialized personnel. The directive did not address all ammunition. Bullet C requires a directive that provides a written procedure for the review, inspection and approval of all weapons intended for use prior to carrying, by a qualified weapons instructor or armorer. The directive did not provide the procedure for all weapons. AGENCY ACTION NEEDED: It is recommended that the agency directive be revised to address each weapon for each particular activity.</p>	Standard Issue
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
11.4.2 Accountability for Agency Forms	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.1 Activities of Planning and Research	Compliance Verified
15.1.2 Organizational Placement/Planning and Research	Compliance Verified
15.1.3 Multiyear Plan	Agency Elected 20%
15.1.4 Succession Planning	Agency Elected 20%
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	Compliance Verified

Standards	Findings
17.4.2 Cash Fund/Accounts Maintenance* (LE1) Notes: ISSUE: The standard requires a written directive that lists all cash funds or accounts where agency personnel are permitted to receive, maintain, or disburse cash. Numerous procedures are then required to take place to include quarterly accounting of agency cash activities for each fund. The agency did not present a directive that clearly listed all cash funds, nor were proofs provided for quarterly accounting. AGENCY ACTION NEEDED: It is suggested that the agency directive list all cash funds and follow the procedures required to include quarterly accounting.	Standard Issue
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Job Analysis	Agency Elected 20%
21.2.3 Position Management System	Agency Elected 20%
21.2.4 Workload Assessment*	Agency Elected 20%
22 Personnel Management System	
22.1.4 Personnel Support Services Program	Compliance Verified
22.1.6 Clothing and Equipment	Compliance Verified
22.2.1 Physical Examinations	Compliance Verified
22.2.3 Fitness and Wellness Program	Agency Elected 20%
22.2.4 Off-Duty Employment	Compliance Verified
22.4.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	Compliance Verified
26.1.2 Employee Awards	Compliance Verified
26.1.3 Harassment (LE1)	Compliance Verified
26.2.1 Complaint Investigation (LE1)	Compliance Verified
26.2.4 Complaint/Commendation Registering Procedures (LE1)	Compliance Verified
26.2.5 Annual Statistical Summaries; Public Availability*	Compliance Verified
31 Recruitment and Selection	
31.1.1 Agency Participation	Compliance Verified
31.2.2 Annual Analysis	Compliance Verified
31.4.5 Notification of Ineligibility	Compliance Verified
31.5.6 Medical Examinations	Compliance Verified
33 Training and Career Development	
33.2.1 Academy Administration and Operation	Not Applicable by Function
33.2.2 Academy Facilities	Not Applicable by Function
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
33.8.1 Training for Career Development Personnel Training	Agency Elected 20%

Standards	Findings
33.8.4 Educational Incentives	Agency Elected 20%
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	Compliance Verified
41 Patrol	
41.1.2 Shift Briefing	Compliance Verified
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
41.3.3 Occupant Safety Restraints	Compliance Verified
42 Criminal Investigation	
42.1.1 On-Call Schedule	Compliance Verified
42.1.5 Habitual/Serious Offenders	Agency Elected 20%
42.2.4 Investigative Task Forces	Not Applicable by Function
44 Juvenile Operations	
44.1.3 Annual Program Review*	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.1 Crime Prevention Activities*	Agency Elected 20%
45.1.2 Community Involvement and Organizing Community Groups	Agency Elected 20%
45.2.1 Community Input Process*	Agency Elected 20%
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.8 Equipment Inspection*	Compliance Verified
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified
46.2.6 VIP Security Plan	Compliance Verified
46.2.7 Special Events Plan (LE1)	Compliance Verified
46.2.8 Event Deconfliction Process	Agency Elected 20%
54 Public Information	
54.1.3 Media Access (LE1)	Compliance Verified
61 Traffic	

Standards	Findings
61.1.1 Selective Enforcement Activities*	Compliance Verified
61.1.10 DUI Procedures (LE1)	Compliance Verified
61.1.12 Parking Enforcement	Compliance Verified
61.3.4 School Crossing Guards*	Compliance Verified
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.2 Searching Transport Vehicles (LE1)	Compliance Verified
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Not Applicable by Function
71.2.1 Training of Personnel* (LE1)	Not Applicable by Function
71.3.1 Procedures (LE1)	Not Applicable by Function
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	Not Applicable by Function
71.4.1 Physical Conditions (LE1)	Not Applicable by Function
71.4.2 Fire Prevention/Suppression (LE1)	Not Applicable by Function
71.4.3 Inspections* (LE1)	Not Applicable by Function
72 Holding Facility	
72.3.1 Fire, Heat, Smoke Detection System, Inspections*	Compliance Verified
72.3.3 Sanitation Inspection*	Compliance Verified
72.4.6 Security Inspections*	Compliance Verified
72.4.9 Panic Alarms* (M M M M)	Compliance Verified
72.4.11 Report, Threats to Facility*	Compliance Verified
72.6.2 First Aid Kit*	Compliance Verified
72.8.1 Monitoring of Detainees (M M M M)	Compliance Verified
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	Not Applicable by Function
73.2.1 Facilities, Equipment, Security Survey*	Not Applicable by Function
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
73.3.2 Use of Restraints	Not Applicable by Function
73.4.1 Identification, Availability, Operational Readiness	Not Applicable by Function
73.4.2 External Communications (LE1)	Not Applicable by Function

Standards	Findings
73.4.3 Duress Alarms*	Not Applicable by Function
73.5.1 Training*	Not Applicable by Function
73.5.2 Detainee Searches	Not Applicable by Function
73.5.3 Detainee Property Security	Not Applicable by Function
73.5.4 Segregation	Not Applicable by Function
73.5.5 Procedure for Medical Assistance	Not Applicable by Function
73.5.6 First Aid Kit*	Not Applicable by Function
73.5.7 Access of Nonessential Persons	Not Applicable by Function
73.5.8 Minimum Conditions*	Not Applicable by Function
73.5.9 Fire Alarm System*	Not Applicable by Function
73.5.10 Evacuation Plan	Not Applicable by Function
73.5.11 Pest Control Inspection*	Not Applicable by Function
73.5.12 Securing Weapons (LE1)	Not Applicable by Function
73.5.13 Entering Occupied Cells	Not Applicable by Function
73.5.14 Key Control	Not Applicable by Function
73.5.15 Facility Door Security	Not Applicable by Function
73.5.16 Cell Security Checks	Not Applicable by Function
73.5.17 Facility Security Inspections*	Not Applicable by Function
73.5.18 Designated Control Point (LE1)	Not Applicable by Function
73.5.19 Panic Alarms*	Not Applicable by Function
73.5.20 Escape Procedures	Not Applicable by Function
73.5.22 Posted Access to Medical Service	Not Applicable by Function
73.5.23 Audio/Visual Surveillance	Not Applicable by Function
73.5.24 Supervision of Opposite Gender	Not Applicable by Function
74 Legal Process	
74.3.2 Arrest Warrants Require Sworn Service	Compliance Verified
81 Communications	
81.1.1 Agreements, Shared/Regional Facility	Not Applicable by Function
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
82.3.4 Traffic Citation Maintenance (LE1)	Compliance Verified

Standards	Findings
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Not Applicable by Function
91.1.2 Out of Agency Budget Coordination	Not Applicable by Function
91.1.3 Campus Background Investigation (LE1)	Not Applicable by Function
91.1.4 Campus Security Escort Service (LE1)	Not Applicable by Function
91.1.5 Emergency Notification System (LE1)	Not Applicable by Function
91.1.6 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.8 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.9 Administrative Investigation Procedures (LE1)	Not Applicable by Function
91.2.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.2.2 Personnel Assigned to Medical Centers	Not Applicable by Function
91.2.3 First Responses Responsibilities	Not Applicable by Function
91.3.1 Agency Role and Responsibilities* (LE1)	Not Applicable by Function
91.4.1 Position Responsible for Clery Act* (LE1)	Not Applicable by Function

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: James E. Carmody

On 8/31/2020, the Year 2 Remote Web-based Assessment of Wethersfield (CT) Police Department was conducted. The review was conducted remotely and included 113 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.1.3 Agency's Role in Criminal Justice Diversion Programs (OOOO)	Compliance Verified
1.2.1 Legal Authority Defined (LE1) (MMMM)	Compliance Verified
1.2.2 Legal Authority to Carry/Use Weapons (MMMM)	Compliance Verified
1.2.7 Use of Discretion (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.3 Written Agreements for Mutual Aid (OOOO)	Compliance Verified
4 Use of Force	
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
4.2.5 Assault on Sworn Officer Review* (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Standard Issue
<p>Notes: ISSUE: The agency did not address the issues specified in bullets (a) and (b) from the Y-1 review. After discussions with the AM, it was clear that the standard was not being followed because of a lack of understanding as to what the standard actually was calling for. AGENCY ACTION NEEDED: The agency is in the process of getting the written directive, that has been changed to reflect the requirements of bullets (a) and (b) regarding approved weapons and ammunition. However, any proofs of compliance would not be forthcoming during this review period. It is recommended that the agency add the required proofs as they are prepared, based on the new written directive language.</p>	
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.3.1 Responsibility/Authority (LE1)	Compliance Verified

Standards	Findings
11.3.4 Police Action Death Investigations	Compliance Verified
11.5.1 Temporary/Rotating Assignments	Not Applicable by Function
12 Direction	
12.1.2 Command Protocol (LE1)	Compliance Verified
12.2.1 The Written Directive System (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.2 System for Evaluation/Goals and Objectives	Compliance Verified
17 Fiscal Management and Agency Property	
17.3.1 Requisition and Purchasing Procedures	Compliance Verified
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
17.4.3 Independent Audit	Compliance Verified
17.5.2 Operational Readiness (LE1)	Compliance Verified
22 Personnel Management System	
22.1.1 Salary Program	Compliance Verified
22.1.3 Benefits Program (LE1)	Compliance Verified
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
22.2.1 Physical Examinations	Compliance Verified
22.4.1 Grievance Procedures (LE1)	Compliance Verified
22.4.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.4 Disciplinary System (LE1)	Compliance Verified
26.1.7 Termination Procedures	Compliance Verified
26.2.3 CEO Direct Accessibility	Compliance Verified
26.2.5 Annual Statistical Summaries; Public Availability*	Compliance Verified
26.3.2 CEO, Notification (LE1)	Compliance Verified
26.3.8 Conclusion of Fact	Compliance Verified
31 Recruitment and Selection	
31.1.2 Assignment/Recruitment	Compliance Verified
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.2.3 Equal Employment Opportunity Plan	Compliance Verified
31.4.2 Job Relatedness	Compliance Verified
31.5.2 Training	Compliance Verified

Standards	Findings
33 Training and Career Development	
33.1.1 Training Committee	Compliance Verified
33.1.4 Lesson Plan Requirements	Compliance Verified
33.1.5 Remedial Training (LE1)	Compliance Verified
33.4.1 Recruit Training Required (LE1)	Compliance Verified
33.4.2 Recruit Training Program (LE1)	Compliance Verified
33.5.4 Accreditation Manager Training	Compliance Verified
33.7.1 Non-sworn Orientation	Compliance Verified
34 Promotion	
34.1.2 Promotional Process Described	Compliance Verified
34.1.5 Eligibility Lists	Compliance Verified
35 Performance Evaluation	
35.1.1 Performance Evaluation System	Compliance Verified
35.1.4 Evaluation Criteria	Compliance Verified
35.1.7 Employee Consultation	Compliance Verified
40 Crime Analysis and Intelligence	
40.1.1 Crime Analysis Procedures	Compliance Verified
41 Patrol	
41.1.1 Shift/Beat Assignment	Compliance Verified
41.1.3 Special-Purpose Vehicles	Compliance Verified
41.1.5 Police Service Canines (LE1)	Compliance Verified
41.2.6 Missing Children (LE1)	Compliance Verified
41.3.5 Protective Vests (LE1)	Compliance Verified
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.2 Case-Screening System	Compliance Verified
42.1.3 Case File Management (LE1)	Compliance Verified
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
42.2.8 Interview Rooms (LE1)	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
43.1.3 Confidential Funds	Compliance Verified

Standards	Findings
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
44.2.1 Handling Offenders (LE1)	Compliance Verified
44.2.2 Procedures for Custody (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.3 Prevention Input	Compliance Verified
45.2.2 Citizens Survey*	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.1.11 Personnel Identification	Agency Elected 20%
46.1.12 Crowd Control Response Training	Compliance Verified
46.2.5 Search and Rescue	Compliance Verified
46.3.1 Providing Awareness Information	Compliance Verified
46.3.2 Hazmat Awareness (LE1)	Compliance Verified
53 Inspectional Services	
53.1.1 Line Inspections	Compliance Verified
54 Public Information	
54.1.2 Policy Input	Compliance Verified
55 Victim/Witness Assistance	
55.1.1 Victim/Witness Assistance	Compliance Verified
55.2.1 Initial Assistance	Compliance Verified
55.2.3 Assistance, Preliminary Investigation	Compliance Verified
61 Traffic	
61.1.4 Informing The Violator (LE1)	Compliance Verified
61.1.5 Uniform Enforcement Policies (LE1)	Compliance Verified
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
61.3.1 Traffic Engineering	Compliance Verified
61.4.4 Traffic Safety Materials	Compliance Verified
70 Detainee Transportation	
70.1.3 Procedures, Transporting by Vehicle	Compliance Verified
70.2.1 Detainee Restraint Methods (LE1)	Compliance Verified

Standards	Findings
70.4.1 Vehicle Safety Barriers	Compliance Verified
70.4.2 Rear Compartment Modifications (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.3.2 Immovable Objects	Compliance Verified
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Compliance Verified
72.4.1 Securing Weapons (LE1)	Compliance Verified
72.4.3 Key Control	Compliance Verified
72.4.4 Facility Door Security	Compliance Verified
72.4.10 Procedures, Escape	Compliance Verified
72.5.3 Sight and Sound Separation (LE1)	Compliance Verified
72.8.2 Audio/Visual Surveillance	Compliance Verified
74 Legal Process	
74.1.1 Information, Recording (LE1)	Compliance Verified
81 Communications	
81.2.1 24 Hour, Toll-Free Service (LE1)	Compliance Verified
81.2.2 Continuous, Two-Way Capability (LE1)	Compliance Verified
81.2.9 Alternative Methods of Communication	Compliance Verified
81.2.13 First Aid Over Phone (LE1)	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.1.4 Crime Reporting	Compliance Verified
82.2.1 Field Reporting System (LE1)	Compliance Verified
82.2.2 Reporting Requirements (LE1)	Compliance Verified
82.3.3 Traffic Records System	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.2 Photography, Video and Audio Evidence	Compliance Verified
83.2.6 Report Preparation (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.2 Storage and Security (LE1)	Compliance Verified

[Response from Agency Regarding Findings:](#)

CEO Feedback not provided.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Brian Childress

On 8/31/2021, the Year 3 Remote Web-based Assessment of Wethersfield (CT) Police Department was conducted. The review was conducted remotely and included 129 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.4 Consular Notification (MMMM)	Compliance Verified
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	Compliance Verified
1.2.6 Alternatives to Arrest (MMMM)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Standard Issue
<p>Notes: ISSUE: This standard mandates a written directive which requires that appropriate medical aid is rendered as quickly as reasonably possible following any law enforcement action in which injuries have been sustained; and includes procedures for activating the emergency medical system when obvious severe injuries have occurred, medical distress is apparent, or the individual is unconscious. The second part of this standard was not addressed in the highlighted directives: includes procedures for activating the emergency medical system when obvious severe injuries have occurred, medical distress is apparent, or the individual is unconscious. AGENCY ACTION NEEDED: The agency was requested to add an existing directive or revise their directive to address the noted deficiency. AGENCY ACTION TAKEN: The agency elected to revise their directive to address the deficiency. Because there was a directive change, it is recommended this standard be reviewed again in Year 4 for continued compliance.</p>	
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Not Applicable by Function

Standards	Findings
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.2.5 Assault on Sworn Officer Review* (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
<p data-bbox="108 763 1139 801">4.3.5 Firearms Range (MMMM)</p> <p data-bbox="1139 763 1485 801">Standard Issue</p> <p data-bbox="108 808 1485 1048">Notes: ISSUE: This standard mandates a written directive which describes regulations for use of the agency's firearms range. Bullet D. mandates the directive include the type of weapons, ammunition, targets, and equipment permitted for use on the range. The highlighted agency directive only addresses targets. AGENCY ACTION NEEDED: The agency was requested to add an existing directive or revise their directive to address the noted deficiency. AGENCY ACTION TAKEN: The agency elected to revise their directive to address Bullet D. Because there was a directive changed, it is recommended this standard be reviewed again in Year 4 for continued compliance.</p>	
11 Organization and Administration	
11.4.3 Accreditation Maintenance	Compliance Verified
11.4.4 Computer Software Policy	Compliance Verified
12 Direction	
12.1.4 Functional Communication/Cooperation	Compliance Verified
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
22 Personnel Management System	
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.1.7 Employee Assistance Program	Compliance Verified
22.1.10 Bonding/Liability Protection (M M M M)	Compliance Verified
22.2.5 Extra-Duty Employment (LE1)	Compliance Verified
22.3.1 Agency Role	Compliance Verified
22.3.2 Ratification Responsibilities	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.5 Role and Authority of Supervisors	Compliance Verified
26.1.6 Appeal Procedures	Compliance Verified
26.1.8 Records	Compliance Verified

Standards	Findings
26.2.2 Records, Maintenance and Security (LE1)	Compliance Verified
26.3.1 Complaint Types	Compliance Verified
26.3.3 Investigation Time Limits (LE1)	Compliance Verified
26.3.4 Informing Complainant	Compliance Verified
26.3.5 Statement of Allegations/Rights (LE1)	Compliance Verified
26.3.6 Submission to Tests, Procedures	Compliance Verified
26.3.7 Relieved from Duty	Compliance Verified
31 Recruitment and Selection	
31.4.3 Uniform Administration	Compliance Verified
31.4.4 Candidate Information	Compliance Verified
31.5.1 Background Investigations (LE1)	Compliance Verified
31.5.3 Truth Verification	Compliance Verified
31.5.4 Conducted by Certified Personnel	Compliance Verified
31.5.5 Use of Results	Compliance Verified
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.2 Training Attendance Requirements	Compliance Verified
33.1.3 Outside Training Reimbursement	Compliance Verified
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.1.7 Training Class Records Maintenance	Compliance Verified
33.2.3 Outside Academy, Role	Compliance Verified
33.2.4 Outside Academy, Agency Specific Training	Compliance Verified
33.3.1 Instructor Training	Compliance Verified
33.4.3 Field Training Program (LE1) (M M M M)	Compliance Verified
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	Not Applicable by Function
33.5.2 Shift Briefing Training	Compliance Verified
33.5.3 Accreditation Process Orientation (LE1)	Compliance Verified
33.6.1 Specialized Training	Compliance Verified
33.6.2 Tactical Team Training Program (LE1)	Compliance Verified
33.7.2 Non-Sworn Pre-Service and In-Service Training	Compliance Verified
33.8.2 Skill Development Training Upon Promotion (LE1)	Compliance Verified
33.8.3 Career Development Program	Compliance Verified

Standards	Findings
41 Patrol	
41.1.4 Agency Service Animals	Not Applicable by Function
<p>41.2.1 Responding Procedures (LE1)</p> <p>Notes: ISSUE: This standard mandates a written directive which establishes procedures for responding to non-emergency and emergency calls. Bullet C. mandates the directive include prioritization of call types for response. There were no directives and proofs for Bullet C. AGENCY ACTION NEEDED: The agency was requested to add an existing directive or revise their directive to address the deficiency. AGENCY ACTION TAKEN: The agency elected to revise their directive for Bullet C. which complies with the intent of the standard. Because there was a directive change, it is recommended this standard be reviewed again in Year 4 for continued compliance.</p>	Standard Issue
41.2.4 Notification Procedures (LE1)	Compliance Verified
41.2.5 Missing Persons (LE1)	Compliance Verified
41.3.1 Patrol Vehicles Lights, Sirens	Compliance Verified
41.3.2 Equipment Specification/Replenishment (LE1)	Compliance Verified
41.3.4 Authorized Personal Equipment	Compliance Verified
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	Compliance Verified
41.3.7 Mobile Data Access	Compliance Verified
41.3.9 License Plate Recognition Systems	Compliance Verified
42 Criminal Investigation	
42.1.4 Accountability, Preliminary/Follow-Up Investigations	Compliance Verified
42.2.2 Follow-Up Investigations Steps	Compliance Verified
42.2.3 Communication with Patrol Personnel	Compliance Verified
42.2.5 Deception Detection Examinations	Compliance Verified
42.2.6 Informants (LE1)	Compliance Verified
42.2.7 Cold Cases	Compliance Verified
42.2.9 Line-ups	Compliance Verified
42.2.10 Show-ups	Compliance Verified
44 Juvenile Operations	
44.1.2 Policy Input, Others	Compliance Verified
44.2.3 Custodial Interrogation and Interviews (LE1)	Compliance Verified
44.2.4 School Services Program	Compliance Verified
44.2.5 Community Youth Programs	Compliance Verified
45 Crime Prevention and Community Involvement	
45.3.1 Program Description	Compliance Verified
45.3.2 Training	Compliance Verified

Standards	Findings
45.3.3 Uniforms	Compliance Verified
53 Inspectional Services	
53.2.1 Staff Inspections*	Compliance Verified
54 Public Information	
54.1.1 Activities	Compliance Verified
54.1.4 Public Information Officer Training	Compliance Verified
70 Detainee Transportation	
70.1.4 Interruption of Transport	Compliance Verified
70.1.5 Prisoner Communication	Compliance Verified
70.1.6 Procedures, Transport Destination (LE1)	Compliance Verified
70.1.8 Notify Court of Security Risk (LE1)	Compliance Verified
70.3.1 Sick, Injured, Disabled	Compliance Verified
70.3.2 Hospital Security and Control	Compliance Verified
70.3.3 Special Situations	Compliance Verified
70.5.1 Prisoner ID and Documentation	Compliance Verified
72 Holding Facility	
72.1.2 Access, Nonessential Persons	Compliance Verified
72.2.1 Minimum Conditions	Compliance Verified
72.3.2 Posted Evacuation Plan	Compliance Verified
72.4.2 Entering Occupied Cells	Compliance Verified
72.4.5 Security Checks	Compliance Verified
72.4.7 Tool and Culinary Equipment	Compliance Verified
72.4.8 Alerting Control Point	Compliance Verified
72.4.9 Panic Alarms* (M M M M)	Compliance Verified
72.5.1 Detainee Searches	Compliance Verified
72.5.2 Intake	Compliance Verified
72.5.4 Segregation	Compliance Verified
72.5.5 Procedure, Outside Detainees	Compliance Verified
72.5.6 Procedure, Exceeding Capacity	Compliance Verified
72.5.7 Identification, Released Detainees	Compliance Verified
72.6.1 Procedure, Medical Assistance	Compliance Verified
72.6.3 Posted Access to Medical Service	Compliance Verified

Standards	Findings
72.6.4 Dispensing Pharmaceuticals	Compliance Verified
72.7.1 Procedure, Detainee Rights	Compliance Verified
72.8.3 Supervision, Opposite Gender	Compliance Verified
72.8.4 Receiving Mail/Packages	Compliance Verified
72.8.5 Visiting	Compliance Verified
84 Property and Evidence Control	
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Compliance Verified
84.1.5 Records, Status of Property (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
84.1.7 Final Disposition	Compliance Verified
84.1.8 Property Acquired through the Civil Process	Compliance Verified

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Alex Cueto

On 3/7/2022, the Year 4 Remote Web-based Assessment of Wethersfield (CT) Police Department was conducted. The review was conducted remotely and included 174 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.4 Requesting Assistance: Federal LE/National Guard (MMMM)	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	Not Applicable by Function
3.1.2 Employee Rights (MMMM)	Not Applicable by Function
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Compliance Verified
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Standard Issue
<p>Notes: ISSUE: The Agency policy is in compliance with the standard and requires an employee to be removed from operational assignments pending an administrative review but on the officer involved shootings the Agency experienced during the reporting period administrative reviews did not occur. One officer resigned however; the other officer returned to duty seventeen days after the shooting; an Internal Affairs Investigation was completed approximately seven months later. AGENCY ACTION NEEDED: The Agency practice of conducting an Administrative Review on incidents as identified by standard and Agency policy should occur. AGENCY ACTION TAKEN: Chief Medina plans on not only conducting the Administrative Review as required but also an Internal Investigation on those incidents involving an officer involved shooting.</p>	
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.2.5 Assault on Sworn Officer Review* (MMMM)	Compliance Verified

Standards	Findings
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.3.5 Firearms Range (MMMM)	Compliance Verified
11 Organization and Administration	
11.2.1 Direct Command, Component	Compliance Verified
11.3.2 Supervisory Accountability	Compliance Verified
11.4.1 Administrative Reporting Program	Compliance Verified
11.4.5 Electronic Data Storage	Compliance Verified
11.5.1 Temporary/Rotating Assignments	Not Applicable by Function
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
12.2.1 The Written Directive System (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.4 Succession Planning	Agency Elected 20%
17 Fiscal Management and Agency Property	
17.2.1 Budget Process and Responsibility Described	Compliance Verified
17.2.2 Functional Recommendations to Budget*	Compliance Verified
17.4.1 Accounting System*	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Job Analysis	Agency Elected 20%
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified
21.2.3 Position Management System	Agency Elected 20%
22 Personnel Management System	
22.1.2 Leave Program	Compliance Verified
22.1.8 Employee Identification (LE1)	Compliance Verified
22.2.2 General Health and Physical Fitness (LE1)	Compliance Verified
22.2.3 Fitness and Wellness Program	Agency Elected 20%
22.4.2 Coordination/Control of Records	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	

Standards	Findings
26.1.1 Code of Conduct (LE1)	Compliance Verified
26.1.2 Employee Awards	Compliance Verified
26.1.5 Role and Authority of Supervisors Notes: ISSUE: The Agency policy does not specify the role of supervisors (all) nor the authority for each level of supervisions relative to disciplinary actions. AGENCY ACTION NEEDED: The Agency written directives should be revised to provide the necessary guidance as identified by standard. AGENCY ACTION TAKEN: The Agency is conducting a major re-write of the Disciplinary Procedures written directive with the standard requirement being an area of focus. A new policy was written to provide the role and authority of supervisors in the disciplinary system.	Standard Issue
26.2.4 Complaint/Commendation Registering Procedures (LE1)	Compliance Verified
26.3.4 Informing Complainant Notes: ISSUE: The Agency, to include the Human Resources Department, has on occasion failed to notify the complainant of the conclusion of an investigation, outside of the requirements of the Agency written directive and the standard. This has historically led to the filing of a grievance by the union before this information was released. AGENCY ACTION NEEDED: The Agency needs to ensure the practice is in alignment with their policies and standard requirements. AGENCY ACTION TAKEN: The Agency revised their written directive to address the requirement of the standard.	Standard Issue
26.3.8 Conclusion of Fact Notes: ISSUE: The Agency, to include the Human Resources Department, has on occasion failed to notify all participants of an investigation as to the results, outside of the requirements of the Agency written directive and the standard. This has historically led to the filing of a grievance by the union before this information was released. AGENCY ACTION NEEDED: The Agency needs to ensure the practice is in alignment with their policies and standard requirements. AGENCY ACTION TAKEN: The Agency revised their written directive to address the requirement of the standard.	Standard Issue
31 Recruitment and Selection	
31.1.2 Assignment/Recruitment Notes: ISSUE: The Agency written directive identifies the use of consultants with the Police Recruitment Consortium to assist with the publication of Job Announcement and being actively involved in the recruiting efforts. However, it is not the practice to utilize the Police Recruitment Consortium and no members were familiar with what or who they were or anyway to verify those persons having the training or qualifications to meet the intent of the standard. AGENCY ACTION NEEDED: The Agency written directive needs to be revised to be in alignment with the Agency practice. AGENCY ACTION TAKEN: The Agency revised their written directive to match current practices which do not include the use of the Police Recruitment Consortium.	Standard Issue
31.3.1 Job Announcements	Compliance Verified

Standards	Findings
31.4.1 Selection Process Described (LE1) Notes: ISSUE: The Agency written directive indicates: Selection Process Manual: This Division maintains a “Personnel Procedures Manual” that includes a section describing all elements of the selection process for all full-time personnel. However, this manual does not exist within the Agency with only the Accreditation Manager being able to find inclusion of its existence in an email from the previous Chief. No other Agency members interviewed have knowledge of its existence and it is not utilized by the Agency. AGENCY ACTION NEEDED: The Agency written directive needs to be revised to meet the standard requirements. AGENCY ACTION TAKEN: The Agency written directive was revised to describe the elements of the selection process for all personnel.	Standard Issue
31.4.6 Records	Compliance Verified
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.1 Training Committee	Compliance Verified
33.1.4 Lesson Plan Requirements	Compliance Verified
33.1.5 Remedial Training (LE1)	Compliance Verified
33.2.1 Academy Administration and Operation	Not Applicable by Function
33.2.2 Academy Facilities	Not Applicable by Function
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
33.5.2 Shift Briefing Training	Compliance Verified
33.8.1 Training for Career Development Personnel Training	Agency Elected 20%
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	Compliance Verified
34.1.3 Job Relatedness	Compliance Verified
34.1.4 Promotional Announcement	Compliance Verified
34.1.6 Promotional Probation	Compliance Verified
35 Performance Evaluation	
35.1.5 Evaluation Components	Compliance Verified
35.1.6 Unsatisfactory Performance	Compliance Verified
35.1.8 Rater Evaluation	Compliance Verified
41 Patrol	
41.1.2 Shift Briefing	Compliance Verified
41.1.4 Agency Service Animals	Not Applicable by Function
41.2.1 Responding Procedures (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
41.3.1 Patrol Vehicles Lights, Sirens	Compliance Verified
41.3.3 Occupant Safety Restraints	Compliance Verified

Standards	Findings
<p>41.3.8 In-Car Audio/Video/Body-Worn (LE1)</p> <p>Notes: ISSUE: The agency’s written directive (GO 5-417, Mobile Video and Audio Recording and License Plate Recognition System) addresses the use of DVD systems for the recording of in-car videos. The agency has removed all DVD systems from its vehicles and has moved to digital recording. Random reviews of videos have been inconsistent, conducted primarily when a supervisor decides to review a video or to assist with evaluating performance of probationary officers. There is a memorandum by the past patrol commander, who in 2020 reported that he would conduct monthly random reviews of videos. There is no documentation of these reviews occurring. The agency’s written directive (GO 5-418, Body Worn Cameras) requires video recordings from body worn cameras be reviewed periodically. The term periodically does not properly define the required frequency that body worn camera videos be reviewed. The agency has plans to upgrade its WatchGuard camera in July 2022 at which time it also plans to update its written directives for the camera system to include patrol supervisors conducting at least one random documented video review monthly. AGENCY ACTION NEEDED: It is recommended that that the agency revise its written directive (GO 5-417) by removing all references to DVD video recording systems and include policy and procedures for the use of the digital recording system. It is further recommended that the agency formalize through its written directives (GO 5-417 and 5-418) that the agency have a documented video review process to include the frequency and number of reviews as determined by the agency. AGENCY ACTION TAKEN: The agency created a new written directive (BWC, MVAR, and LPR Responsibilities of Supervisory Personnel) specifically addressing the monthly review of body worn camera videos and in-car camera videos. The new directive directs supervisors to review at least one body worn camera video and mobile vehicle video each month. The agency also developed detailed procedures for the review of video recordings. The agency also revised its written directive (GO 5-417, Mobile Video and Audio Recording and License Plate Recognition System) by removing all mention of the obsolete DVD recording system and providing policy and procedures for the digital recording systems.</p>	<p style="text-align: right;">Standard Issue</p>
42 Criminal Investigation	
42.1.1 On-Call Schedule	Compliance Verified
42.1.5 Habitual/Serious Offenders	Agency Elected 20%
42.2.4 Investigative Task Forces	Not Applicable by Function
43 Vice, Drugs, and Organized Crime	
43.1.2 Records, Storage and Security	Compliance Verified
43.1.4 Equipment, Authorization and Control	Compliance Verified
44 Juvenile Operations	
44.1.3 Annual Program Review*	Compliance Verified
45 Crime Prevention and Community Involvement	
45.2.1 Community Input Process*	Agency Elected 20%
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Agency Elected 20%
46.1.3 Command Function* (LE1)	Compliance Verified

Standards	Findings
46.1.4 Operations Function (LE1)	Compliance Verified
46.1.5 Planning Function (LE1)	Compliance Verified
46.1.6 Logistics Function (LE1)	Compliance Verified
46.1.7 Finance/Administration Function (LE1)	Compliance Verified
46.2.1 Special Operations Activities	Compliance Verified
46.2.2 Tactical Team Selection	Compliance Verified
46.2.3 Tactical Team Equipment	Compliance Verified
53 Inspectional Services	
53.1.1 Line Inspections	Standard Issue
<p>Notes: ISSUE: In Bullet e the agency’s written directive (GO 6-531, Inspections) provides for follow-up by bureau commanders in the event of a request for repair or replacement is made. The uniform inspection form also has language that requires the supervisor to ensure that any category on the form marked “unacceptable” have a follow-up done to make sure compliance was achieved. The agency provided a note that stated that there were no corrective actions made since May 2018. However, there was a uniform inspection sheet in March 2022 that showed a deficiency with no follow-up showing corrective action. AGENCY ACTION NEEDED: It is recommended in Bullet e that, if available, documentation be provided showing a follow-up to the March 2022 inspection. The agency may also wish to consider reviewing with supervisors the agency’s written directive on inspections, especially related to follow-up inspections to ensure compliance. AGENCY ACTION TAKEN: The agency initiated a follow-up during this assessment of the identified deficiency from, March 2022. The conclusion of the corrective action is pending.</p>	

Standards	Findings
<p>53.2.1 Staff Inspections*</p> <p>Notes: ISSUE: The agency’s written directive (GO 6-531, Inspections) in Bullet E requires a biannual staff inspection of all components of the agency in Section I, but then also requires, in Section V, a staff inspection of all components at least once every four years creating a conflict within the written directive. The agency also provided documentation of staff inspections conducted on the Administrative Services Bureau and the Detective Division in 2020. There were no staff inspections conducted in 2021 due to multiple acting commanders with shifting bureau assignments throughout the year. No documentation was available showing when the most recent staff inspections of the Patrol Bureau and the Support Services Bureau were conducted. AGENCY ACTION NEEDED: It is recommended that the agency’s written directive be revised to remove the conflicting language and provide for a staff inspection be conducted on all components of the agency at least once every four years. It is further recommended that a staff inspection be conducted on the Patrol Bureau and the Support Services Bureau so that compliance with the frequency established by the accreditation standards can be achieved. AGENCY ACTION TAKEN: The agency revised its written directive (GO 6-531, Inspections) to remove the conflicting language and provide that staff inspections will be conducted on each division at least once every four years. The agency plans to have the staff inspections on the Patrol Bureau and the Support Services Bureau completed by September 1, 2022.</p>	<p style="text-align: right;">Standard Issue</p>
54 Public Information	
54.1.3 Media Access (LE1)	Compliance Verified
55 Victim/Witness Assistance	
55.1.2 Review Need/Services*	Compliance Verified
55.2.2 Assistance, Threats	Compliance Verified
55.2.4 Assistance, Follow-Up Investigation	Compliance Verified
55.2.5 Assistance, Suspect Arrest	Compliance Verified
55.2.6 Next-of-Kin Notification	Compliance Verified
61 Traffic	
61.1.8 Speed-Measuring Devices	Compliance Verified
61.1.9 Impaired Driver Enforcement Program	Compliance Verified
61.2.1 Crash Scene Response Reporting and Investigation	Compliance Verified
61.2.2 Collision/Crash Scene Duties	Compliance Verified

Standards	Findings
61.3.2 Direction/Control Procedures (LE1)	Compliance Verified
61.4.3 Towing (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Not Applicable by Function
71.2.1 Training of Personnel* (LE1)	Not Applicable by Function
71.3.1 Procedures (LE1)	Not Applicable by Function
71.3.2 Immovable Objects	Not Applicable by Function
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	Not Applicable by Function
71.4.1 Physical Conditions (LE1)	Not Applicable by Function
71.4.2 Fire Prevention/Suppression (LE1)	Not Applicable by Function
71.4.3 Inspections* (LE1)	Not Applicable by Function
72 Holding Facility	
72.3.3 Sanitation Inspection*	Compliance Verified
72.6.2 First Aid Kit*	Compliance Verified
72.8.1 Monitoring of Detainees (M M M M)	Compliance Verified
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	Not Applicable by Function
73.2.1 Facilities, Equipment, Security Survey*	Not Applicable by Function
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
73.3.2 Use of Restraints	Not Applicable by Function
73.4.1 Identification, Availability, Operational Readiness	Not Applicable by Function
73.4.2 External Communications (LE1)	Not Applicable by Function
73.4.3 Duress Alarms*	Not Applicable by Function
73.5.1 Training*	Not Applicable by Function
73.5.2 Detainee Searches	Not Applicable by Function
73.5.3 Detainee Property Security	Not Applicable by Function
73.5.4 Segregation	Not Applicable by Function
73.5.5 Procedure for Medical Assistance	Not Applicable by Function
73.5.6 First Aid Kit*	Not Applicable by Function
73.5.7 Access of Nonessential Persons	Not Applicable by Function

Standards	Findings
73.5.8 Minimum Conditions*	Not Applicable by Function
73.5.9 Fire Alarm System*	Not Applicable by Function
73.5.10 Evacuation Plan	Not Applicable by Function
73.5.11 Pest Control Inspection*	Not Applicable by Function
73.5.12 Securing Weapons (LE1)	Not Applicable by Function
73.5.13 Entering Occupied Cells	Not Applicable by Function
73.5.14 Key Control	Not Applicable by Function
73.5.15 Facility Door Security	Not Applicable by Function
73.5.16 Cell Security Checks	Not Applicable by Function
73.5.17 Facility Security Inspections*	Not Applicable by Function
73.5.18 Designated Control Point (LE1)	Not Applicable by Function
73.5.19 Panic Alarms*	Not Applicable by Function
73.5.20 Escape Procedures	Not Applicable by Function
73.5.22 Posted Access to Medical Service	Not Applicable by Function
73.5.23 Audio/Visual Surveillance	Not Applicable by Function
73.5.24 Supervision of Opposite Gender	Not Applicable by Function
81 Communications	
81.1.1 Agreements, Shared/Regional Facility	Not Applicable by Function
81.1.2 Operations Meet FCC Requirements	Compliance Verified
81.2.3 Recording Information (LE1)	Compliance Verified
81.2.4 Radio Communications Procedures (LE1)	Compliance Verified
81.2.5 Access to Resources (LE1)	Compliance Verified
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	Compliance Verified
81.2.7 Recording and Playback (LE1)	Compliance Verified
81.2.8 Local/State/Federal CJI Systems	Compliance Verified
81.3.3 Mobile/Portable Radios	Compliance Verified
82 Central Records	
82.1.2 Juvenile Records (LE1)	Compliance Verified
82.1.3 Records Retention Schedule	Compliance Verified
82.2.2 Reporting Requirements (LE1)	Compliance Verified
82.3.6 ID Number and Criminal History	Compliance Verified
91 Campus Law Enforcement	

Standards	Findings
91.1.1 Risk Assessment and Analysis* (LE1)	Not Applicable by Function
91.1.2 Out of Agency Budget Coordination	Not Applicable by Function
91.1.3 Campus Background Investigation (LE1)	Not Applicable by Function
91.1.4 Campus Security Escort Service (LE1)	Not Applicable by Function
91.1.5 Emergency Notification System (LE1)	Not Applicable by Function
91.1.6 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.8 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.9 Administrative Investigation Procedures (LE1)	Not Applicable by Function
91.2.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.2.2 Personnel Assigned to Medical Centers	Not Applicable by Function
91.2.3 First Responses Responsibilities	Not Applicable by Function
91.3.1 Agency Role and Responsibilities* (LE1)	Not Applicable by Function
91.4.1 Position Responsible for Clery Act* (LE1)	Not Applicable by Function

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

10/31/2022

Planning and Methodology:

Prior to the onsite the assessment team conducted research and reviewed the available information on the Wethersfield Police Department. During an introductory telephone call with the Accreditation Manager Jessica Blank it was discussed for the agency to identify three to five areas of focus for the assessment team to concentrate during the onsite review. The procedure for the virtual onsite was discussed as well as explaining the assessment team would be focusing on the processes and outcomes of the topical areas and compliance with any related standards in lieu of a file review. The offsite file review was completed by the Compliance Service Members and there were no files recommended for additional attention by the assessment team.

As this was a virtual onsite the assessment team was limited on their ability to verify compliance with the facility/observable standards.

The assessment team worked with the agency personnel and accreditation team to remediate the standards issues through policy, procedure, and practice modification and/or correction as well as establishing a plan for future continued compliance.

The work of the assessment team was in the following Focus Areas:

Disciplinary Procedures and Internal Affairs
Chapter 26

Recruitment and Selection
Chapter 31

Patrol Operations
Chapter 41

Inspectional Services
Chapter 53

Public Information
Chapter 54

Interviews were conducted with the agency personnel responsible for each of the aforementioned functions as well as collateral personnel affected by the operations of said functions. The processes and outcomes were thoroughly reviewed, and recommendations made to improve the policies, practices, and procedures of the Agency to ensure compliance with all applicable standards.

Disciplinary Procedures and Internal Affairs

Disciplinary Procedures and Internal Affairs

The Agency has an extensive Disciplinary Procedures policy that includes a variety of topical areas including but not limited to discipline, awards, and code of conduct. During interviews with Agency personnel all whom the assessment team spoke with felt the policy was overly vague, confusing and lacks the guidance necessary for personnel to have an understanding of expectations and procedures. The policy was heavily geared to Patrol Operations with roles and responsibilities for all supervisors (including Administrative and non-sworn) within Agency not identified. It was revealed personnel viewed the policy being written so its application could be utilized in an inconsistent manner.

“[Without a clear code of conduct personnel lack an understanding which has caused the Agency to lose its’ way]”, said one member who was interviewed.

“[No clear code of conduct, favoritism, and lack of accountability has negatively affected morale...as exemplified by one employee receiving a suspension while another received a Verbal Warning for the same offense and Verbal Warnings aren’t even identified as a form of discipline]” said another employee.

An indicator of the morale within the Agency was the 175% increase (Year 1-4 complaints to Year 4-11 complaints) in the number of Internal Complaints during the reporting period. Personnel attributed this increase to the “... weaponization of the Internal Affairs process” with everything becoming an IA whether it was warranted or retaliatory. “The IA process lacks structure for investigations...with there never really being a consistent internal complaint system”. Chief Medina completed an Internal Affairs investigation audit and found numerous deficiencies in investigations, procedures, and processes. An employee revealed there have been instances of failure to notify subjects of Internal Investigations in a timely manner as well as the complainant and subject alike not being notified of the Conclusion of Fact after an investigation had been completed. At one point the union had to file a formal grievance with Human Resources to have the results reported to the applicable parties.

Chief Medina’s audit also revealed a lack of Internal Investigations and/or Administrative Reviews on the two officer involved shootings which occurred during the reporting period. Once discovered, an Internal Investigation was ordered and completed on the 2019 officer involved shooting and it was understood an overhaul of the policies and the procedures of the Agency was necessary.

The assessment team was able to confirm an Administrative Review was never completed on the 2019 or the 2020 officer involved shootings as required by Standard 4.2.3. The officer from the 2019 officer involved shooting resigned but the officer involved in the 2020 shooting was returned to duty prior to the conclusion of the Internal Affairs Investigation, which was seven months later, and an Administrative Review was never completed.

The Agency did realize a 72% decrease in the number of External Complaints during the reporting period from a high in Year 2 of 14 to a low of 3 in Year 4. When speaking to Mayor Rell he volunteered, “The Connecticut Police Accountability Law has hamstrung the police department” with him seeing the dramatic decline in the amount of police proactivity. Lieutenant Connelly said, “The numbers have definitely gone down” speaking about police/citizen contacts. Lieutenant Buyak attributed the decrease to the “...natural decline in complaints related to the Agency’s use of Body and In-car cameras”, as well as supervisors being more apt to show up on calls for service.

When speaking with Chief Medina he immediately recognized there was an issue when he assumed the position and reviewed not only the Disciplinary Procedures policy but the Internal Affairs policy as well. He ordered an Organizational Climate Survey to be completed within the Agency and has met with personnel to ascertain the best plan to move the Agency in a positive direction. Prior to the onsite he already began a major policy revision of both Disciplinary Procedures and Internal Affairs policies. Working with Agency personnel and Union Representatives Chief Medina is working to bifurcate the Disciplinary Procedures policy creating numerous policies specific to topical areas and affording a clear Code of Conduct and a Disciplinary System that is understandable and relatable to the offenses and associated discipline.

Standards Issues:

4.2.3 Operational Assignment

A written directive requires that any employee, whose action(s) or use of force in an official capacity results in death or serious physical injury, be removed from operational assignments, pending an administrative review.

ISSUE: The Agency policy is in compliance with the standard and requires an employee to be removed from operational assignments pending an administrative review but on the officer involved shootings the Agency experienced during the reporting period administrative reviews did not occur. One officer resigned however; the other officer returned to duty seventeen days after the shooting; an Internal Affairs Investigation was completed

approximately seven months later.

AGENCY ACTION NEEDED: The Agency practice of conducting an Administrative Review on incidents as identified by standard and Agency policy should occur.

AGENCY ACTION TAKEN: Chief Medina plans on not only conducting the Administrative Review as required but also an Internal Investigation on those incidents involving an officer involved shooting

26.1.5 Role and Authority of Supervisors

A written directive specifies the role of supervisors and the authority attendant to each level of supervision and command relative to disciplinary actions.

ISSUE: The Agency policy does not specify the role of supervisors (all) nor the authority for each level of supervisions relative to disciplinary actions.

AGENCY ACTION NEEDED: The Agency written directives should be revised to provide the necessary guidance as identified by standard.

AGENCY ACTION TAKEN: The Agency is conducting a major re-write of the Disciplinary Procedures written directive with the standard requirement being an area of focus. A new policy was written to provide the role and authority of supervisors in the disciplinary system.

26.3.4 Informing Complainant

The agency has a written directive regarding complainant notification, that includes:

c. notification the investigation has concluded.

ISSUE: The Agency, to include the Human Resources Department, has on occasion failed to notify the complainant of the conclusion of an investigation, outside of the requirements of the Agency written directive and the standard. This has historically led to the filing of a grievance by the union before this information was released.

AGENCY ACTION NEEDED: The Agency needs to ensure the practice is in alignment with their policies and standard requirements.

AGENCY ACTION TAKEN: The Agency revised their written directive to address the requirements of this standard.

26.3.8 Conclusion of Fact

A written directive requires a "conclusion of fact" for each investigation into allegations of misconduct.

ISSUE: The Agency, to include the Human Resources Department, has on occasion failed to notify all participants of an investigation as to the results, outside of the requirements of the Agency written directive and the standard. This has historically led to the filing of a grievance by the union before this information was released.

AGENCY ACTION NEEDED: The Agency needs to ensure the practice is in alignment with their policies and standard requirements.

AGENCY ACTION TAKEN: The Agency revised their written directive to address the requirements of this standard.

Suggestions

The Agency lacks a clear structure for the Internal Affairs function and the role of discipline. During discussions with Chief Medina indicated he was in the process of researching the feasibility of the purchase of IA Pro or similarly situated product.

During the policy review and on-site assessment the roles of supervisors in the Disciplinary and Internal Affairs process was identified as lacking. The revised policy should specify those roles to include administrative/non-sworn supervisors. Training relative to the associated roles should occur.

Training in the topical areas of Ethics, Harassment, Code of Conduct, Internal Affairs and Supervisory training needs to occur to address the recurring complaint types and ensure personnel have the necessary tools to perform in their assigned roles.

Recruitment and Selection

Recruitment and Selection

The Agency has a current recruitment plan which is attempting to remediate the under-representation of certain demographics of the Department. The statistics reveal during the reporting period an under-representation of Black Non-Hispanic sworn officers. However, since the last assessment period the Agency has made progress toward hiring female officers with a continued progression of representation with the high being 20% in year three and stabilizing out at 14.9% current female staffing.

In November 2021 the Agency had a change in the position of Chief of Police with the appointment of Rafael Medina III, as well as change in the Town Manager with the appointment of Interim Town Manager Bonnie Therian on October 1st, 2021. Chief Medina provided historical context about the staffing of the Agency and his plan for succession of the hiring and selection of officers based on their diversity and qualification needs. One of the changes that has had the greatest impact is the reconsideration of certified officers. The most current plan laid out the framework for inclusion of both certified and entry level officers.

The Agency has recognized success of their recruiting program with 138 people applying in the previous announcement; 81 being entry level and 57 being certified officers. Progression through the selection process resulted in the hiring of only certified officers with this round of applicants and a revision to the Recruitment Plan. Chief Medina indicated with the number of quality applicants he is afforded the opportunity to be very selective with hires and can structure them based on current and future needs of the Department and is planning to ensure the diversity of the organization is in alignment with that of the community. When asked by other agency leaders the keys to Wethersfield's success the Chief along with the other Agency members, the assessment team spoke with, indicated one of the main things that attracts applicants to Wethersfield is that the community truly appreciates and respects the Department.

Lieutenant Buyak is the Administrative Services Commander and likewise holds the position of recruiter for the Agency. He quickly recognized the need for the Agency to process applications in a more efficient and effective manner which led to the introduction and utilization of www.policeapp.com. Historically the applicant would submit a paper application to the Human Resources Director who in turn would review it prior to forwarding it to the Agency. With the electronic submission of applications he is able to review the applications with the HR Director and speeds up the process for both the Agency and the applicant. Entry level applicants are required to have Complete Health and Injury Prevention (C.H.I.P.) card, as well have proof of having passed the Connecticut Police Chief's Association written exam with a minimum score of 70%. Once the application is received the aforementioned application will generate correspondence which keeps the applicant apprised as they move through the process. For those certified officers who submit applications, Lieutenant Buyak will contact the applicant for the necessary approval to verify their reasoning for wanting to leave their current employ. He will remove applicants from the process should this preliminary examination reveal negative factors surrounding the employee that would interfere with the successful performance of the duties of a Wethersfield Police Officer. Successful applicants will be scheduled for an oral board comprised of Agency members who rate them in accordance with guidelines set forth by the Human Resources Department. Candidates who obtain the highest combined written and oral exam scores will be eligible to continue in the recruiting process.

Detective Kevin Lawless conducts background investigations into those candidates who have been cleared by Human Resources and Lieutenant Buyak. Detective Lawless indicated the most common disqualifiers at this point are:

Lying or omissions

Previous polygraph results indicating deception or questionable behavior

Drug use and/or excessive alcohol consumption

Although eligible for retirement after twenty years of service Detective Lawless decided to stick around because of the new Chief and the changes he has made and has planned.

The polygraph, psychological and medical examination are the final hurdles for an applicant prior to the interview with the Chief. With the Chief's successful recruiting efforts he is changing the demographic makeup of the organization.

Mark Wildman is an example of a recently hired entry level officer. He transitioned from a two year career as an EMT to a Judicial Marshal before hearing about the opening with Wethersfield from one of the court officers. Coming from a family of law enforcement officers he knew he wanted to focus his efforts on community oriented service and recognized the relationship that existed with the Agency and the community. He attributed to the pace of work and future of the Agency as determining factors for his decision to come to Wethersfield since he had been in discussion with other agencies. Along those lines were the remarks from the recently hired certified officer Tonya Ortiz who was born and raised in Hartford but came to Wethersfield for the "Quality of Life" and her passion to work in the community. Likewise, Brando Flores wanted to be a part of an agency that was big into community policing, and he brought his fourteen years of law enforcement experience to the Agency where he said the community wants the police involved. It should be noted that Chief Medina assigned Officer Flores to the Veteran's Commission due to his previous work with veterans and his 12 years of service in the United States Army.

Wethersfield Police Department operates a full service Dispatch Center and Welles "Chip" Hale is one of the veteran (14 years) employees of the unit. Having been dispatching for 40 years he said the Agency has "...kept up with the changing standards of the industry and employees are given the authority and freedom to do their jobs without being [micromanaged]". He said one of the main things he has seen since Chief Medina has taken over is including dispatchers and detectives in roll calls where they are now seen as part of the team.

Standards Issues:

31.1.2 Assignment/Recruitment

Individuals assigned to recruitment activities have received training in personnel matters, especially equal employment opportunity and key recruitment objectives.

ISSUE: The Agency written directive identifies the use of consultants with the Police Recruitment Consortium to assist with the publication of Job Announcement and being actively involved in the recruiting efforts. However, it is not the practice to utilize the Police Recruitment Consortium and no members were familiar with what or who they were or anyway to verify those persons having the training or qualifications to meet the intent of the standard.

AGENCY ACTION NEEDED: The Agency written directive needs to be revised to be in alignment with the Agency practice.

AGENCY ACTION TAKEN: The Agency revised their written directive to match current practices which do not include the use of the Police Recruitment Consortium.

31.4.1 Selection Process Described

Written directives describe all elements and activities of the selection process for all full-time and part-time positions.

ISSUE: The Agency written directive indicates:

Selection Process Manual: This Division maintains a "Personnel Procedures Manual" that includes a section describing all elements of the selection process for all full-time personnel.

However, this manual does not exist within the Agency with only the Accreditation Manager being able to find inclusion of its existence in an email from the previous Chief. No other Agency members interviewed have knowledge of its existence and it is not utilized by the Agency.

AGENCY ACTION NEEDED: The Agency written directive needs to be revised to meet the standard requirements.

AGENCY ACTION TAKEN: The Agency written directive was revised to describe the elements of the selection

process for all personnel.

Suggestions

During the assessors review of the recruiting and selection process several areas were identified as opportunities for improvement.

Establishing a diverse team of trained officers to participate in the recruiting activities of the Agency to include military veterans. During the interviews with personnel the diverse backgrounds and experiences were highlighted and many of them voiced an interest in being involved in setting the path for the Agency's future in partnership with Chief Medina. Incentives for participation in the recruitment of applicants was identified as a possible avenue to foster ownership.

The Recruitment Plan was reviewed and was targeting those demographics currently needed to diversify the Agency. When speaking to Chief Medina it was apparent that the future of recruitment was specifically addressing the current and future needs the Agency will be facing due to a significant number of retirements. The goal is to recruit to the individual vacancies with a focus on how to improve diversity. The analysis of the Recruitment Plan is providing basic information to aid in the long-term goals but can be enhanced with a more structured approach to analysis.

Patrol Operations

Scheduling

The agency, through the Patrol Bureau, maintains 24-hour/seven day-a-week patrol coverage for the Town. This is accomplished using three 8-hour shifts comprised of two squads for each shift. The two squads stagger their shift start and end times by 30 minutes so that coverage is maintained during shift change. Patrol officers change shifts the first Monday of each month. Shifts are assigned by seniority. Consequently, officers with the most seniority are typically seen on the Day and Evening shifts and the officers with less seniority gravitate to the Evening and Night shifts. During the monthly rotation there is no continuity among officers and supervisors during reassignment. After the rotation officers typically find themselves with different personnel and supervisors from who they had previously worked alongside. Officers mentioned that this type of rotation particularly hinders a supervisor's ability to evaluate the performance of his or her subordinates. Swaps, however, are allowed should an officer prefer one shift over another. Current scheduling concentrates most of the staffing on Mondays and Tuesdays when the call volume is traditionally lower instead of on Fridays and Saturdays when the number of calls would be expected to be higher. When squads experience reduced staff, whether due to vacation, training, or other planned leave, officers from other squads are offered overtime. Should no officers volunteer to fill the vacancy an officer is then ordered to fill the vacancy. During planned events, traffic assignments are covered by overtime. Staffing for critical incidents may be covered by the working squad, with patrol assignments covered by calling in the on-coming shift. The agency is considering a proposal to implement fixed patrol shifts in the future.

Video Review

The agency utilizes both in-car and body worn cameras for its patrol officers. The in-car system is in all patrol vehicles, while the body worn cameras are assigned to an officer at the beginning of each shift. Both types of cameras are the WatchGuard camera system and are capable of being synchronized with each other. The in-car system passively records in the background all the time and actively records when the police vehicle emergency lights are activated, or the system is manually turned on. The body worn camera will begin recording when the in-car system is activated, or when the officer manually turns on the recording function. The camera system is activated during vehicle stops, citizen contacts, calls for service, etc. Officers may turn off the system during private conversations, court, in the police facility, meals, etc. Currently, the only required video reviews are for use of force incidents, vehicle pursuits, driving under the influence arrests, critical incidents, and Freedom of Information Act requests. Random reviews of videos have been inconsistent, conducted primarily when a supervisor decides to review a video or to assist with evaluating performance of probationary officers. There is a memorandum by the past patrol commander, who in 2020 reported that he would conduct monthly random reviews of videos. There is no documentation of these reviews occurring. The agency's written directive (GO 5-417, Mobile Video and Audio Recording and License Plate Recognition System) addresses the use of DVD systems for the recording of in-car videos. The agency moved to digital recording several

years ago. The agency's written directive (GO 5-418, Body Worn Cameras) requires video recordings from body worn cameras be reviewed periodically. The term periodically does not properly define the required frequency that body worn camera videos are to be reviewed. The agency has plans to upgrade its WatchGuard camera in July 2022 at which time it also plans to update its written directives for the camera system to include patrol supervisors conducting at least one random documented video review monthly.

All patrol officers and supervisors attend training on the camera system using WatchGuard tutorials, policy and procedures training in PowerDMS, field training for new officers, and concluding with a written test. Additional refresher training occurs during roll call sessions. Training is documented in PowerDMS.

Crime Analysis

Lt. James Buyak, the Administrative Services Division Commander, takes the lead for the agency in its crime analysis efforts. Most of the source information used in the crime analysis function comes from NexGen, the agency's computerized dispatching and records software. The system can supply data on calls for service, and crime and incident reporting. Although NexGen is capable of mapping, the maps are not able to be printed in a report without the analyst copying and then pasting the map into a word processing program such as Word. In the past, quarterly reporting was done on specific issues and crime concerns as they arose. Currently, much of the crime analysis information is distributed through the Morning Report of the previous day's events during roll calls, and of specific issues in the Unusual Occurrence Report as needed. The Chief of Police, and the Patrol and Detective Commanders utilize these reports for deployment purposes. When time and staffing allow, patrol officers are encouraged to review the distributed reports to organize and implement activities to address crime issues and trends.

Standards Issues:

41.3.8 In-Car and/or Body-Worn Audio/Video

If the agency employs in-car and/or body-worn cameras, a written directive includes:

g. requirements for documented review of camera captured data including frequency and quantity.

ISSUE: The agency's written directive (GO 5-417, Mobile Video and Audio Recording and License Plate Recognition System) addresses the use of DVD systems for the recording of in-car videos. The agency has removed all DVD systems from its vehicles and has moved to digital recording. Random reviews of videos have been inconsistent, conducted primarily when a supervisor decides to review a video or to assist with evaluating performance of probationary officers. There is a memorandum by the past patrol commander, who in 2020 reported that he would conduct monthly random reviews of videos. There is no documentation of these reviews occurring. The agency's written directive (GO 5-418, Body Worn Cameras) requires video recordings from body worn cameras be reviewed periodically. The term periodically does not properly define the required frequency that body worn camera videos be reviewed. The agency has plans to upgrade its WatchGuard camera in July 2022 at which time it also plans to update its written directives for the camera system to include patrol supervisors conducting at least one random documented video review monthly.

AGENCY ACTION NEEDED: It is recommended that that the agency revise its written directive (GO 5-417) by removing all references to DVD video recording systems and include policy and procedures for the use of the digital recording system. It is further recommended that the agency formalize through its written directives (GO 5-417 and 5-418) that the agency have a documented video review process to include the frequency and number of reviews as determined by the agency.

AGENCY ACTION TAKEN: The agency created a new written directive (BWC, MVAR, and LPR Responsibilities of Supervisory Personnel) specifically addressing the monthly review of body worn camera videos and in-car camera videos. The new directive directs supervisors to review at least one body worn camera video and mobile vehicle video each month. The agency also developed detailed procedures for the review of video recordings. The agency also revised its written directive (GO 5-417, Mobile Video and Audio Recording and License Plate Recognition System) by removing all mention of the obsolete DVD recording system and providing policy and procedures for the digital recording systems.

Suggestions

Interviews with several patrol supervisors and officers revealed that after each monthly shift rotation, many officers are answerable to a different supervisor. It was expressed that this reduced the effectiveness of personnel performance evaluations. Consequently, each supervisor is required to evaluate all patrol officers each year. The agency is considering fixed shifts, which if structured to keep officers and supervisors together, potentially could alleviate this scheduling and evaluation concern.

During the site-based assessment, the agency strengthened its written directive concerning random reviews of video recordings. It is suggested that supervisors and officers be familiarized with these updated procedures.

Inspectional Services

Line Inspections

Line inspections in the agency are conducted on personnel, uniforms, business attire, equipment, vehicles, and the police facility. Uniform and clothing inspections are conducted informally on a daily basis. Those inspections are not documented, although a formal, documented inspection occurs once a month. Patrol vehicle inspections are conducted daily at the beginning of each shift by the officer operating the vehicle. The vehicle inspection is documented in Google Sheets. Inspections of the police headquarters building is conducted weekly by the Support Services Division. The inspection is documented on a checklist created for this purpose. For all line inspections, regardless of what is being inspected, issues or concerns are documented and reported to a supervisor, as well as the division commander. Those deficiencies that can be resolved at the time of the inspection are, and those that cannot be resolved result in action or work orders to correct the issue. A follow-up is reported to be conducted by either the supervisor or the division commander to ensure corrective action was taken. There was a note found in the accreditation file for line inspections that stated that there has been no corrective action since May 2018. However, a monthly uniform inspection sheet for one officer in March 2022 showed a deficiency, but there is no documentation of a follow-up inspection to assure corrective measures were taken. The agency initiated a follow-up during this assessment of the identified deficiency from March.

Staff Inspections

The agency reports that it conducts staff inspections on each division at least once every four years. The agency provided documentation of staff inspections conducted on the Administrative Services Bureau and the Detective Division in 2020. There were no staff inspections conducted in 2021 due to multiple acting commanders with shifting bureau assignments throughout the year. No documentation was available on when the most recent staff inspections of the Patrol Bureau and the Support Services Bureau were conducted. The Chief of Police assigns a division commander to conduct the staff inspection of a division not under his command. The staff inspector makes notification to the commander of the division to be inspected. The inspection consists of interviews with personnel in all units within the division, review of operations, and observation of practices and facilities. The staff inspection is documented in memorandum form that gives an overview of the inspection and its outcomes. The commander of the inspected division completes a follow-up report detailing his response to the findings of the inspection and actions taken to correct issues that were not able to be corrected during the staff inspection. The agency's written directive (GO 6-531, Inspections) requires a biannual staff inspection of all components of the agency in Section I, but then also requires a staff inspection of all components at least once every four years creating a conflict within the written directive.

Standards Issues:

53.1.1 Line Inspection

A written directive requires line inspections within the agency and includes provisions for the following:
e. follow-up procedures to ensure corrective action has been taken.

ISSUE: In Bullet e the agency's written directive (GO 6-531, Inspections) provides for follow-up by bureau commanders in the event of a request for repair or replacement is made. The uniform inspection form also has language that requires the supervisor to ensure that any category on the form marked "unacceptable" have a follow-up done to make sure compliance was achieved. The agency provided a note that stated that there were no corrective actions

made since May 2018. However, there was a uniform inspection sheet in March 2022 that showed a deficiency with no follow-up showing corrective action.

AGENCY ACTION NEEDED: It is recommended in Bullet e that, if available, documentation be provided showing a follow-up to the March 2022 inspection. The agency may also wish to consider reviewing with supervisors the agency's written directive on inspections, especially related to follow-up inspections to ensure compliance.

AGENCY ACTION TAKEN: The agency initiated a follow-up during this assessment of the identified deficiency from, March 2022. The conclusion of the corrective action is pending.

53.2.1 Staff Inspections

A written directive requires a staff inspection function, and includes provisions for:

e. a staff inspection to be conducted within all organizational components at least once every four years.

ISSUE: The agency's written directive (GO 6-531, Inspections) in Bullet E requires a biannual staff inspection of all components of the agency in Section I, but then also requires, in Section V, a staff inspection of all components at least once every four years creating a conflict within the written directive. The agency also provided documentation of staff inspections conducted on the Administrative Services Bureau and the Detective Division in 2020. There were no staff inspections conducted in 2021 due to multiple acting commanders with shifting bureau assignments throughout the year. No documentation was available showing when the most recent staff inspections of the Patrol Bureau and the Support Services Bureau were conducted.

AGENCY ACTION NEEDED: It is recommended that the agency's written directive be revised to remove the conflicting language and provide for a staff inspection be conducted on all components of the agency at least once every four years. It is further recommended that a staff inspection be conducted on the Patrol Bureau and the Support Services Bureau so that compliance with the frequency established by the accreditation standards can be achieved.

AGENCY ACTION TAKEN: The agency revised its written directive (GO 6-531, Inspections) to remove the conflicting language and provide that staff inspections will be conducted on each division at least once every four years. The agency plans to have the staff inspections on the Patrol Bureau and the Support Services Bureau completed by September 1, 2022.

Suggestions

Although follow-up inspections are required to be documented per the agency's written directive, not all are. It is suggested that the agency familiarize its supervisors with the documentation requirements of line inspections set forth in the directive.

The agency did not conduct staff inspections during 2021 due to changes in leadership of divisions and frequent transfer of commanders among the divisions. Documentation of the last staff inspections on two divisions was lacking, raising the question of when they were last inspected. It is suggested that the Patrol and Support Services Divisions receive staff inspections in the near future. It is further recommended that a schedule be established for staff inspections to ensure that they are accomplished as required.

Public Information

Lt. Michael Wren, the Patrol Division Commander, is the agency's Public Information Officer (PIO). The PIO's function within the agency is to "get the message out" and to be as transparent as possible without sacrificing the ability of personnel to efficiently perform their duties. The release of operational information is a collaborative effort between the PIO, officer in charge of the case or operation, and the Chief of Police. For newsworthy incidents during non-business hours, the line sergeant is tasked with assisting the media as he or she is able, while deferring to the PIO for the actual release of information. When necessary, after review, and with permission, the line sergeant may give a statement to the media in the absence of the PIO. In situations where two or more agencies are involved, the public information function is generally the responsibility of the lead agency on the scene. While seldom utilized, news releases and news conferences are the responsibility of the PIO when it comes to their planning and implementation.

Lt. Wren was recently assigned to the role of PIO and is scheduled to attend training beginning May 16, 2022, that lasts

for five days. The training will be hosted by the Connecticut Police Academy and is the FBI-LEEDA Media and Public Relations course.

The agency's Communications Center is often the first component of the department to receive a request for information. The Communications Center does not provide information to the public or media that is related to ongoing investigations or incidents. Requests from the public and media are referred to the PIO. When the agency wishes to distribute public safety or non-emergency related information, the Communications Center can distribute that information over the Everbridge public warning system. On this system, citizens register to receive information from the police department as well as other departments in Town government.

Lt Wren is also the supervisor for the agency's social media function. Besides himself, there are two other officers authorized to upload posts to the agency's social media accounts. The agency utilizes Twitter, Instagram, and Facebook. Social media is used to warn the public concerning emergent situations and the agency often collaborates with the Town when posting notifications pertinent to community-wide interest. The agency also commonly uses social media to provide information to the community regarding public interest news and stories, such as swearing-in ceremonies for new employees, National Night Out, officer interactions with community youth, and the CALEA assessment notice, to name a few. When comments from the public are posted containing bad or threatening language, the agency reserves the right to delete those comments. For comments where community members express a concern or disagree with the agency, the agency reaches out privately to those persons to discuss their concerns. Social media is also used by the agency during background investigations of candidates for positions.

Standards Issues:

No standard issues identified.

Suggestions

It is recommended that the agency follow through with its plans to send its newly appointed PIO to training hosted by the Connecticut Police Academy.

Summary:

Number of Interviews Conducted: 30

Assessors' Names: Stan Gragg/Virgil Hubbard

Site-Based Assessment Start Date: 04/11/2022

Site-Based Assessment End Date: 04/13/2022

Mandatory (M) Compliance	321
Other-Than-Mandatory (O) Compliance	52
Standards Issues	9
Waiver	0
(O) Elect 20%	12
Not Applicable	64
Total:	458

Percentage of applicable other-than-mandatory standards:

81.250 %

COMMUNITY FEEDBACK AND REVIEW

Public Information Session

The Public Information Session for the Wethersfield Police Department was held on April 12, 2022, at 4:00 pm (EST). The session was held at Wethersfield Police Department Community Room located at 250 Silas Deane Highway, Wethersfield CT, 06109. The assessors attended via Zoom social media link.

Erica Texiera

Assistant Director of Social Youth and Senior Services

505 Silas Deane Hwy, Wethersfield CT 06109

She wanted to ensure the assessment team was aware of the promising work the Agency was doing with the Social Justice Coalition. Chief Medina, along with some of his officers have been attending and participating in our meetings and it is apparent he is committed to working with the coalition and the community. She is looking forward to partnering with the Department on new programs and encouraged by the new Chief.

Telephone Contacts

The assessment team did not receive any telephone calls during the call-in session.

Correspondence

The assessment team did not receive any correspondence related to this onsite review.

Media Interest

The assessment team did not receive any media interest or inquiries prior to, during or after the onsite for the Wethersfield Police Department.

Public Information Material

The Public Information Plan was disseminated to the area media contacts, agency personnel, as well as being posted on the Wethersfield Police Department social media sites.

Public Notice

MEDIA RELEASE

FOR IMMEDIATE RELEASE

ACCREDITATION ASSESSMENT TEAM INVITES PUBLIC COMMENT

Beginning Monday, April 11, 2022, a team of assessors from the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA ©), will virtually examine all aspects of the Wethersfield Police Department policy and procedures, management, operations and support services.

As part of the virtual assessment, agency personnel and members of the community are invited to offer comments at a public information session on Tuesday, April 12, 2022, between 4-6PM located at the Wethersfield Police Department Community Room, 250 Silas Deane Hwy. Wethersfield, CT 06109.

If, for some reason an individual cannot speak at the public information session but would still like to provide comments to the assessment team, you may do so by telephone. The public may call Assessment Team Member, Sergeant Jennie Rivera on April 12, 2022, between the hours of 1-3PM at 860-721-2742.

Telephone comments as well as appearances at the public information session are limited to ten (10) minutes and must address the agency's ability to comply with CALEA Standards. A copy of the standards is available at the Wethersfield

Police Department, 250 Silas Deane Hwy, Wethersfield, Connecticut 06109 by contacting Accreditation Manager, Officer Jessica Blank at 860-721-2712.

Persons wishing to offer written comments about the Wethersfield Police Department's ability to meet standards for accreditation are requested to write: Commission on Accreditation for Law Enforcement Agencies (CALEA), 13575 Heathcote Boulevard, Suite 320 Gainesville, Virginia 20155.

The assessors are Deputy Chief Stanton Gragg with Mount Pleasant Police Department in South Carolina and Mr. Virgil Hubbard with Knoxville Police Department in Tennessee.

In addition to accepting public comments, the assessors will review written materials, interview individuals and virtually tour offices and locations where compliance can be witnessed.

The assessors report their findings to the Commission Board, who will determine if the Wethersfield Police Department has met the CALEA standards necessary to be awarded the prestigious recognition of reaccreditation for their delivery of law enforcement, and public safety communications, excellence. The department received its original award for Law Enforcement Accreditation in 1992.

For more information regarding the Commission on Accreditation for Law Enforcement Agencies, Inc. please write the Commission at: 13575 Heathcote Boulevard, Suite 320 Gainesville, Virginia 20155; or call (703) 352-4225 or www.calea.org.

Media Contact: Sergeant Jennie Rivera 860-721-2742.

Wethersfield, Connecticut March 28, 2022

Community Outreach Contacts

Michael Rell

Mayor of Wethersfield

Assessor Gragg interviewed Mayor Michael Rell who has served on the Town Council for nine years and was selected as Mayor in 2019. He described his role as part time and voluntary being one of nine citizens on the Council. The Council appoints the Town Manager who handles the daily operations of the jurisdiction and is responsible for the hiring and supervision of the Department Heads to include the Chief of Police. Mayor Rell described the Council's relationship with the police department as somewhat neutral outside of presentation to the full body as the majority of policy type decision are channeled through the Town Manager. Speaking as an eighteen year resident he is appreciative of the job the Agency does and complimented the level of community engagement they participate in. He feels the Agency has become somewhat hamstrung the past three or four years with legislation similar to the Police Accountability Act which may lead to or has led to reduced police proactivity. "It is a great department with 99.9% of the community appreciating knowing they are there and hoping they don't have to need them with the other 0.1% or the squeaky wheel sending him maybe fifteen emails a year to complain about racial profiling". Having thoroughly reviewed the documentation and police operations he unequivocally believes the complaints are baseless.

Bonnie Therian

Interim Town Manager

Assessor Gragg interviewed Bonnie Therian who has been in her current position as the Interim Town Manager since October 1st, 2021, with a projection of the permanent Town Manager being appointed sometime around May 2022. Coming out of retirement to take the interim position, Bonnie had previously worked for the Town approximately twelve years ago. Throughout her current and previous tenure with the Town she has always maintained a positive view of the Agency stating, "...the rank and file go above and beyond the call of duty". Having been involved in the hiring of the previous and current Chiefs of Police she sees Chief Medina as moving the Agency in a positive direction as exemplified by getting the officers involved in the schools and youth, looking to eventually establish a Police Athletic League, and formalizing the structure of the policies and procedures. She indicated interference from her predecessors as problematic for the Agency, but the selection of Chief Medina and the new Town Manager should alleviate the majority of the issues which that had created.

Iran Nazzario

Town resident and Wethersfield Social Justice Steering Committee

Assessor Hubbard interviewed Mr. Nazzario who has been a member of the Wethersfield Social Justice Steering

Committee for approximately two years. The Committee is tasked with monitoring the relationship between the community and the police, looks at issues involving social justice, and works to improve relationships between the community and the police. It was created in the aftermath of the officer involved shooting in 2019 that resulted in protests, community unrest in general, and community misgiving of the police. The Committee has no oversight responsibilities. It only provides recommendations and support. There are approximately 40-50 persons involved in the Committee, including persons from Town Council, education, interested residents, and the police department. Mr. Nazzario said that several high school students have become very involved in sub-committees. Since its inception, the Committee has seen a great deal of progress in repairing the relation between the community and the police in Wethersfield. The citizenry views the police in a much better light now than two years ago. The Committee is supporting a Summer Police Academy for approximately 15-20 high school students who are interested during Summer 2022.

Tom Narrario: Deputy Mayor of Wethersfield

Assessor Hubbard interviewed Mr. Narrario who has been the Deputy Mayor of Wethersfield for approximately three years. He was selected to the position by Town Council vote. He sees no problem with the police and feels that the public would think the police are doing an excellent job. Except for the recent selection of a new Chief, Mr. Narrario does not think the public has any idea of the internal turmoil that the agency has experienced during the past few years.

When asked about the responsiveness of the agency to community concerns, Mr. Narrario said that two years ago when community residents would contact the police about crime issues the agency would be slow to respond or brush off the concerns stating that there was nothing the agency could do. That attitude on the part of the agency has changed by adopting a much more responsive posture.

Mr. Narrario, in his position as Deputy Mayor, rarely fields complaints on the agency. He sees the Chief getting out into the community where he can build relationships and get ahead of potential issues and complaints. He has found that the new Chief is easy to access and believes the agency is “moving in the right direction”.

Anthony Dignoti

Fire Marshall

Assessor Hubbard interviewed Mr. Dignoti who is the Fire Marshall for the Town of Wethersfield and also a firefighter with the Wethersfield Volunteer Fire Department. Most of his interaction with the agency is through fire investigations and at the scene of incidents involving both the fire department and the police department. It is his experience the two departments work very well together. In the past the agency has assigned a detective to the Fire Marshall’s office to assist with the criminal portion of the fire investigations. The detective that was last assigned has retired and the Chief of Police is planning to assign another detective in the near future. Once the assignment is made the detective selected will receive extensive training in arson investigations.

Public information is handled by the agency having primary responsibility for an incident where both agencies are present. The fire department handles the PIO function for fire incidents and the police department handles the PIO function for incidents involving police and crime issues.

Kathy Bagley

Director of Parks and Recreation/Director of Social, Youth, and Senior Services

Assessor Hubbard interviewed Ms. Bagley who works closely with the Agency concerning crime and youth issues in the Town’s parks. The work is both proactive and reactive to situations. The agency is always very responsive when she requests its assistance.

She also works closely with the agency on National Night Out, where the event is usually held at the community center or other Town venue. The police are involved in after school programs. In one school officers are working with students on a physical fitness program and a soccer program in the middle school.

In Ms. Bagley’s Social Services assignment, she works with the police to identify people that may be in need of services provided by the Town or other social services organizations. Officers often assist with the Food Bank and toys for children at Christmas. Prior to the COVID pandemic, the police worked with many Town departments and other organizations on special events held in town. She is hoping, as the pandemic subsides, that special events will once again become common place. She sees the police department as a good partner in the community.

STATISTICS AND DATA TABLES

Overview

The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency’s use of standards to address the standards' intent

Traffic Warnings & Citations - Reaccreditation Year 1

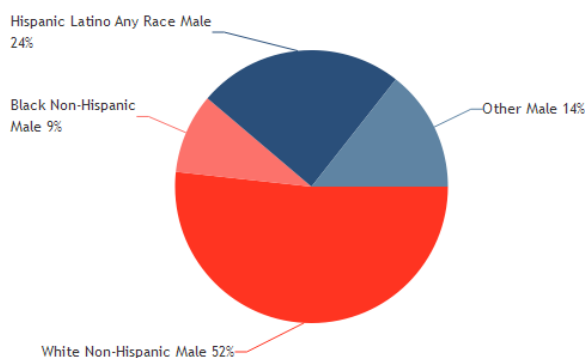
Data Collection Period: 4/1/2019 - 8/1/2019

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	284	87	371
Black Non-Hispanic Male	52	33	85
Hispanic Latino Any Race Male	134	76	210
Other Male	79	18	97
White Non-Hispanic Female	161	43	204
Black Non-Hispanic Female	47	8	55
Hispanic Latino Any Race Female	65	28	93
Other Female	39	8	47
TOTAL	861	301	1162

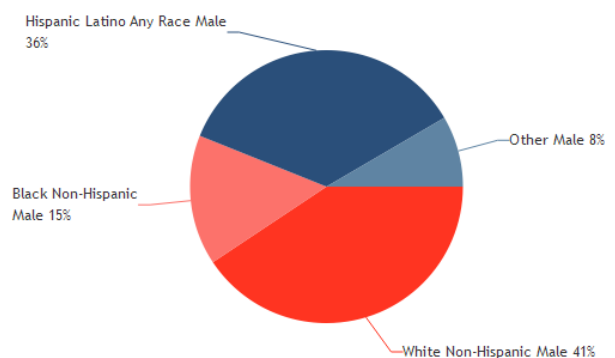
Reaccreditation Year 1 Notes:

Can only go back to April 2019 currently due to CAD / RMS change over.

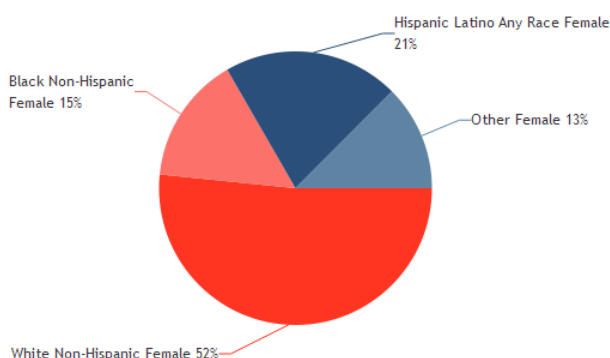
Male Warnings



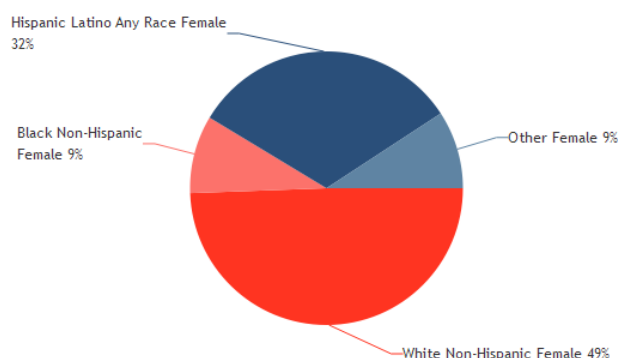
Male Citations



Female Warnings



Female Citations



Legend

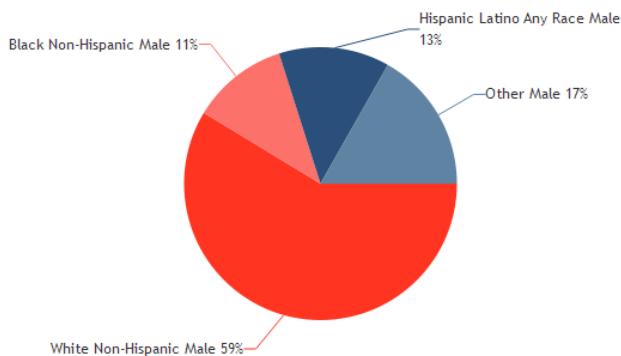
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 2

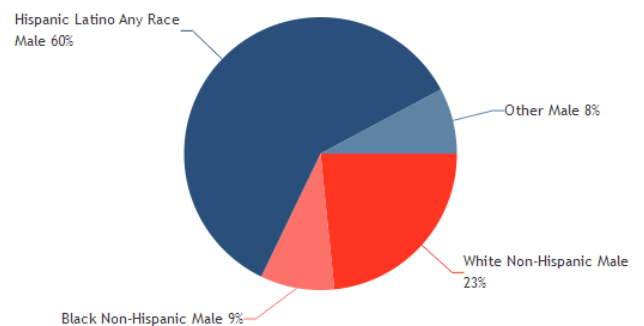
Data Collection Period: 8/1/2019 - 8/2/2020

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	416	72	488
Black Non-Hispanic Male	81	27	108
Hispanic Latino Any Race Male	93	185	278
Other Male	119	24	143
White Non-Hispanic Female	255	43	298
Black Non-Hispanic Female	44	11	55
Hispanic Latino Any Race Female	80	35	115
Other Female	66	23	89
TOTAL	1154	420	1574

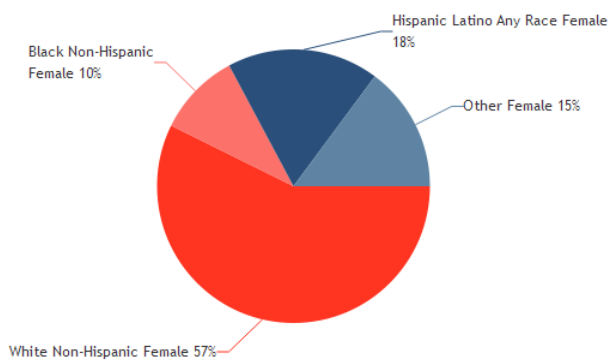
Male Warnings



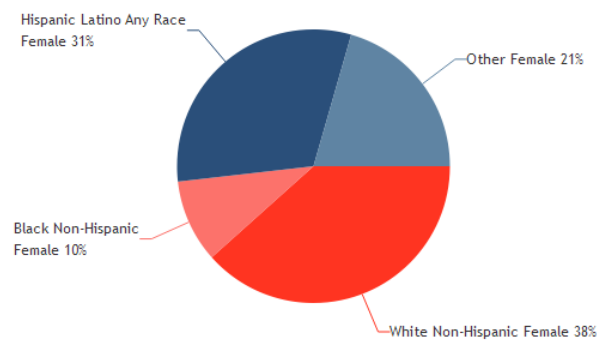
Male Citations



Female Warnings



Female Citations



Legend

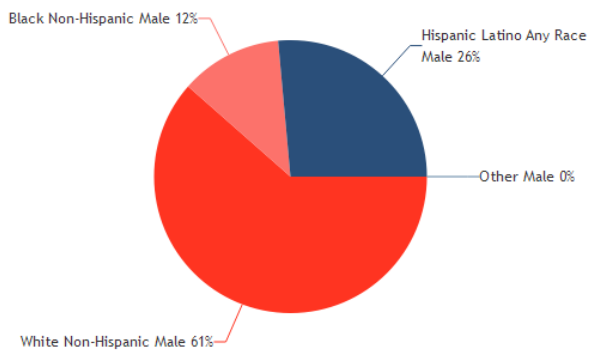
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 3

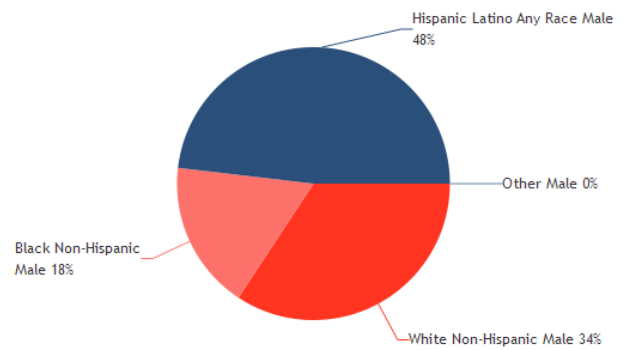
Data Collection Period: 5/1/2020 - 4/1/2021

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	214	37	251
Black Non-Hispanic Male	42	19	61
Hispanic Latino Any Race Male	92	52	144
Other Male			
White Non-Hispanic Female	143	18	161
Black Non-Hispanic Female	17	5	22
Hispanic Latino Any Race Female	57	19	76
Other Female			
TOTAL	565	150	715

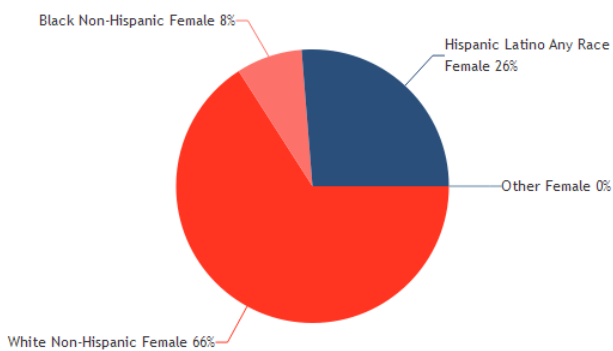
Male Warnings



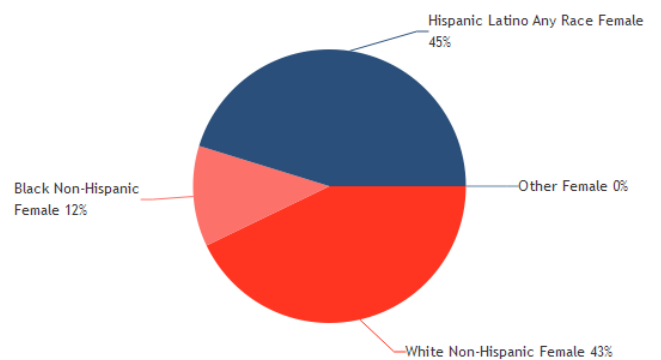
Male Citations



Female Warnings



Female Citations



Legend

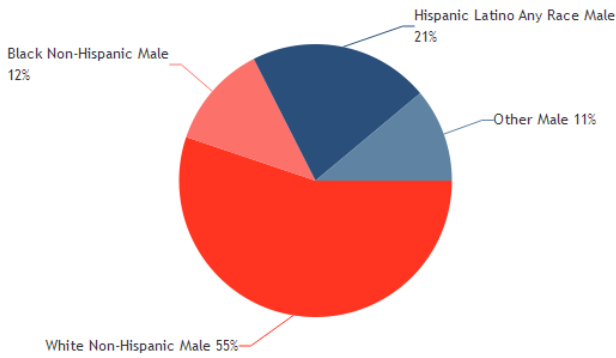
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 4

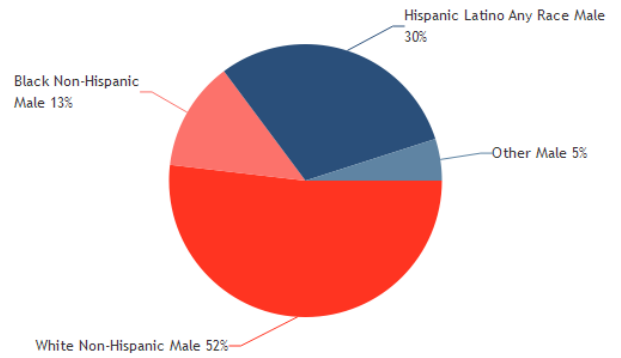
Data Collection Period: 4/2/2021 - 3/2/2022

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	299	84	383
Black Non-Hispanic Male	67	21	88
Hispanic Latino Any Race Male	116	49	165
Other Male	60	8	68
White Non-Hispanic Female	183	51	234
Black Non-Hispanic Female	38	4	42
Hispanic Latino Any Race Female	72	15	87
Other Female			
TOTAL	835	232	1067

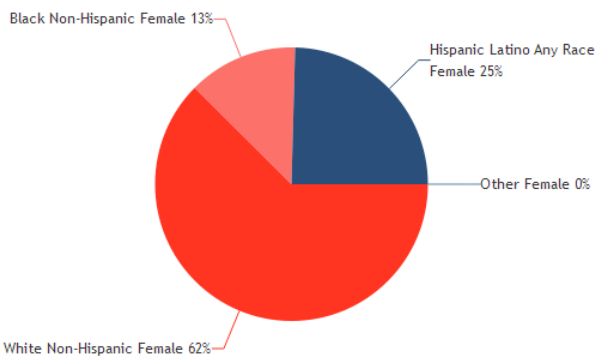
Male Warnings



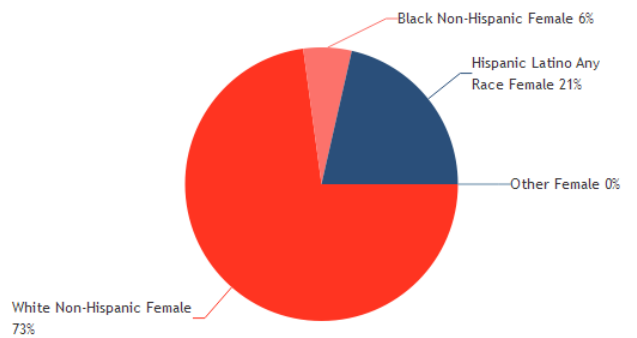
Male Citations



Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Biased Based Profiling

Year 1 Data Collection Period: 9/1/2017-9/1/2018

Year 2 Data Collection Period: 7/1/2019-7/1/2019

Year 3 Data Collection Period: 7/1/2019-7/1/2019

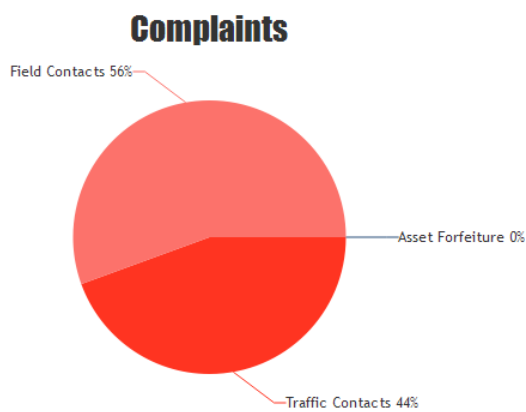
Year 4 Data Collection Period: 4/3/2020-3/2/2022

Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts	0	1	4	0
Field Contacts	0	1	5	0
Asset Forfeiture	0	0	0	0

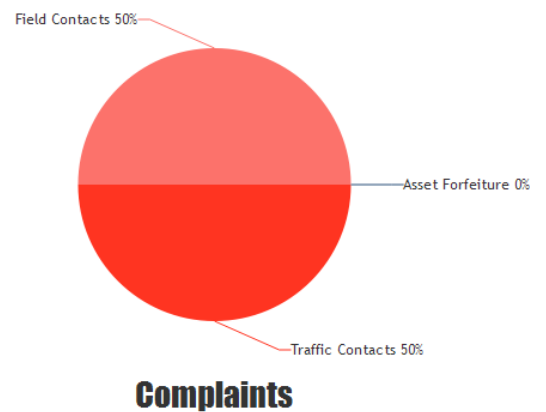
Reaccreditation Year 1 Notes:

No RP complaints received.



Complaints



Complaints



Legend

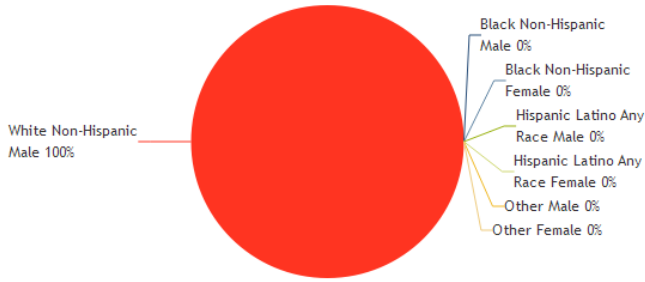
Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

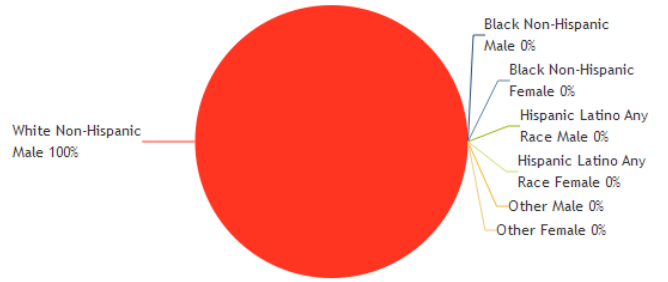
Data Collection Period: 7/1/2017 - 7/1/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0								0
Display Only	0								0
ECW									7
Discharge Only	2								2
Display Only	5								5
Baton	0								0
Chemical/OC	0								0
Weaponless	50								50
Canine									1
Release Only	0								0
Release and Bite	1								1
Total Uses of Force	58	0	0	0	0	0	0	0	58
Total Number of Incidents Resulting In Officer Injury or Death	8								8
Total Use of Force Arrests	34								34
Total Number of Suspects Receiving Non-Fatal Injuries	10								10
Total Number of Suspects Receiving Fatal Injuries	0								0
Total Agency Custodial Arrests									
Total Use of Force Complaints									

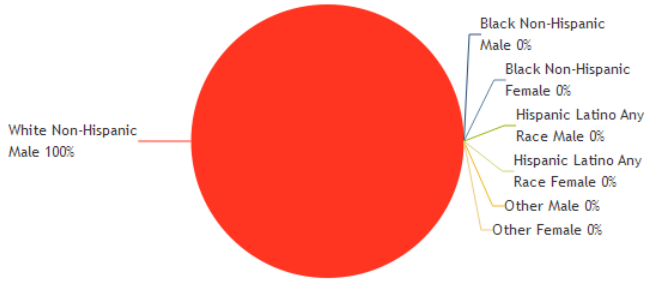
ECW Discharge



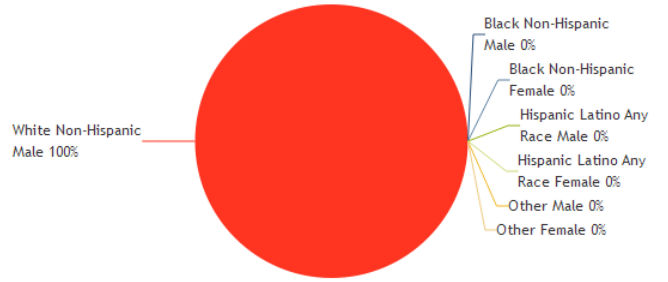
ECW Display



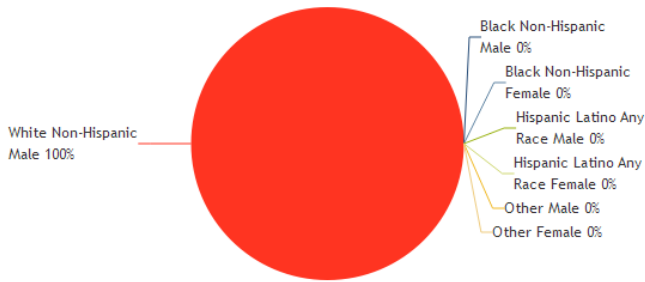
Weaponless



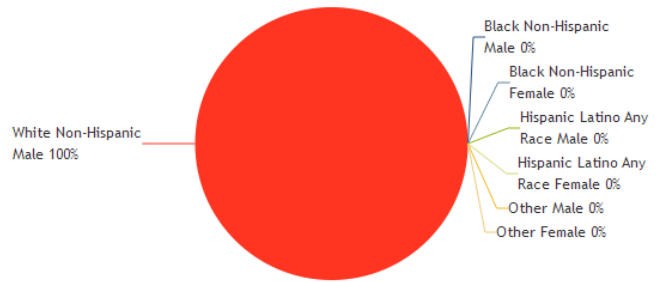
Total Canine



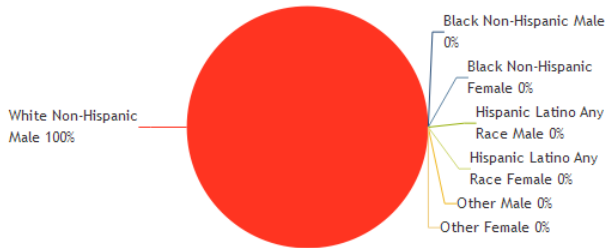
Canine: Release and Bite



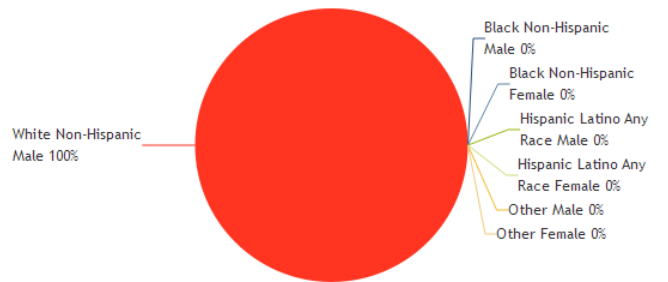
Total Uses of Force



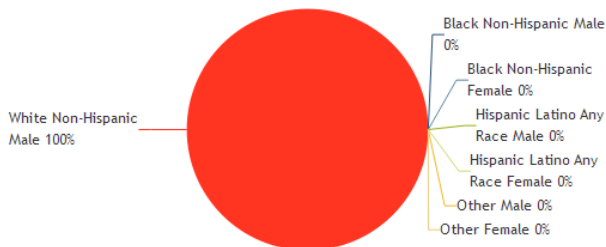
Total Number of Incidents Resulting in Officer Injury or Death



Total Use of Force Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 2

Data Collection Period: 7/1/2019 - 7/1/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									1
Discharge					1				1
Display Only									
ECW									1
Discharge Only									
Display Only					1				1
Baton									
Chemical/OC									
Weaponless	5	8		5	9	2	1		30
Canine									0
Release Only									
Release and Bite									
Total Uses of Force	5	8	0	5	11	2	1	0	32
Total Number of Incidents Resulting In Officer Injury or Death				2	1		2		5
Total Use of Force Arrests	2	2		3	6		3		16
Total Number of Suspects Receiving Non-Fatal Injuries				1	4	1			6
Total Number of Suspects Receiving Fatal Injuries					1				1
Total Agency Custodial Arrests	116	95	77	21	147	60	1	1	518
Total Use of Force Complaints									

Total Firearm



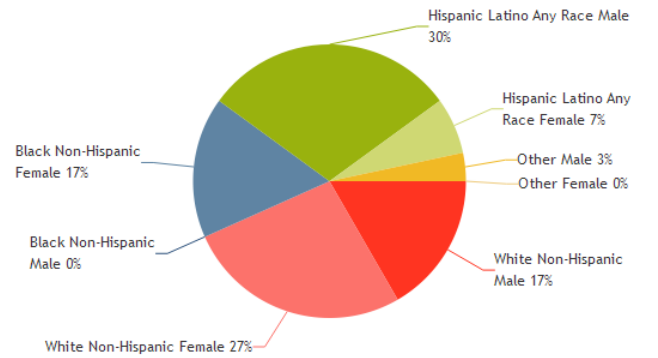
Firearm Discharge



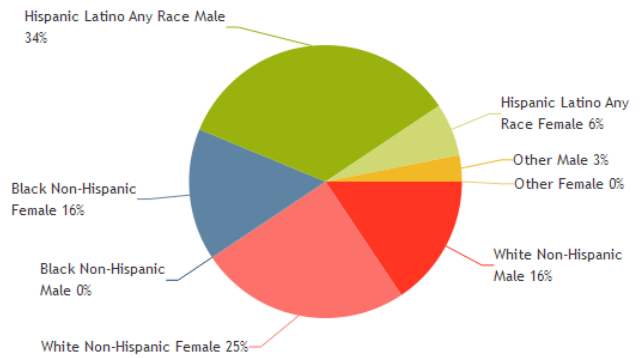
ECW Display



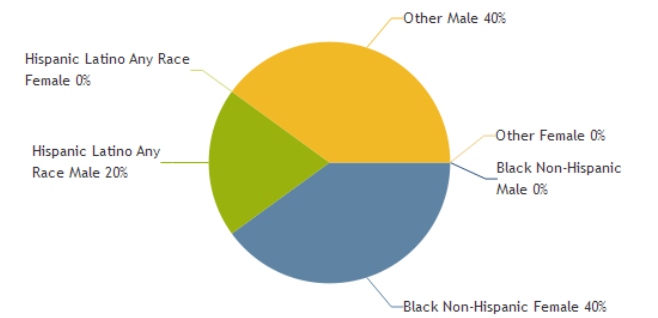
Weaponless



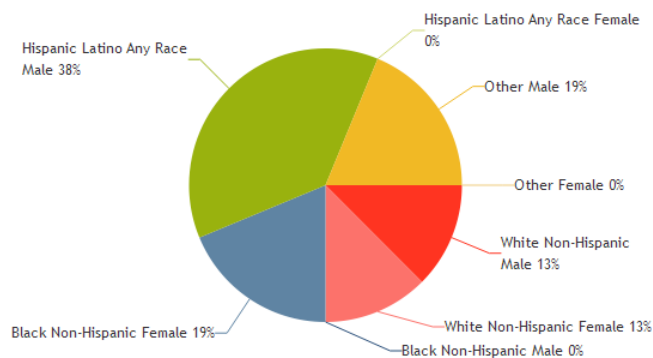
Total Uses of Force



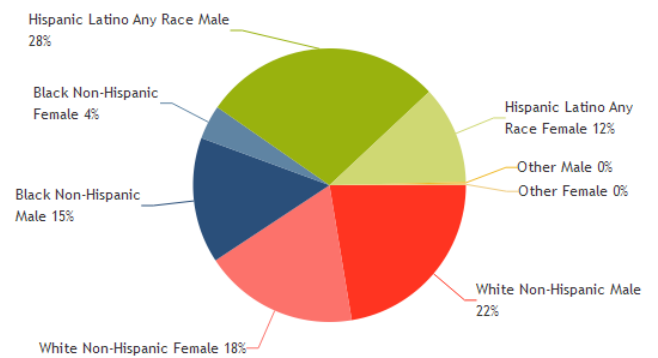
Total Number of Incidents Resulting in Officer Injury or Death



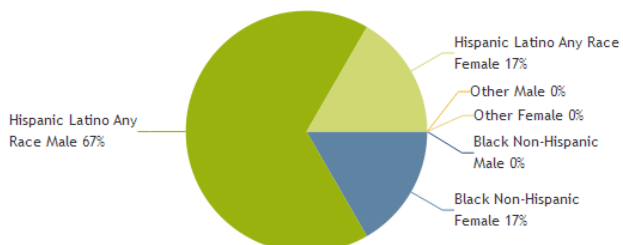
Total Use of Force Arrests



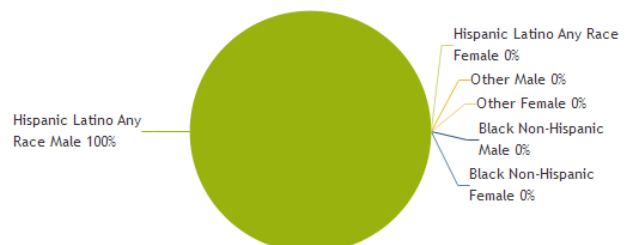
Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Total Number of Suspects Receiving Fatal Injuries



Legend

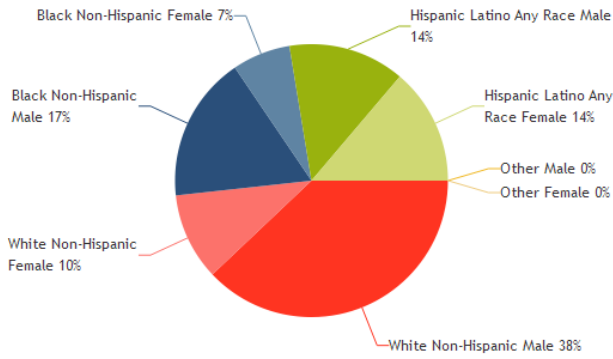
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 3

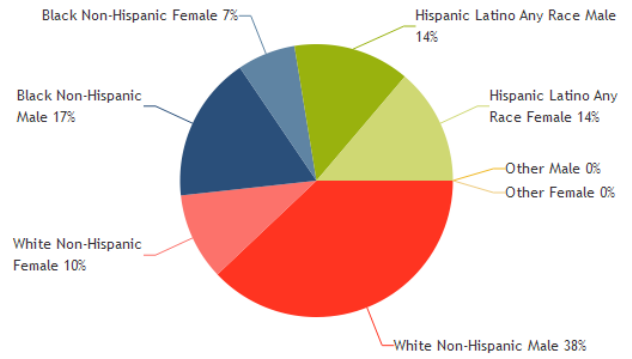
Data Collection Period: 5/1/2020 - 4/1/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
ECW									0
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	11	3	5	2	4	4	0	0	29
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	11	3	5	2	4	4	0	0	29
Total Number of Incidents Resulting In Officer Injury or Death	1	0	0	0	0	0	0	0	1
Total Use of Force Arrests	5	1	2	0	7	0	0	0	15
Total Number of Suspects Receiving Non-Fatal Injuries	1	0	0	0	2	0	0	0	3
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	5	1	2	0	7	0	0	0	15
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

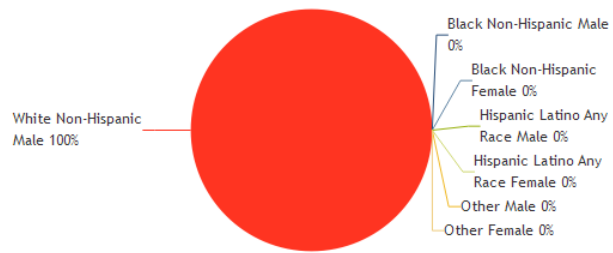
Weaponless



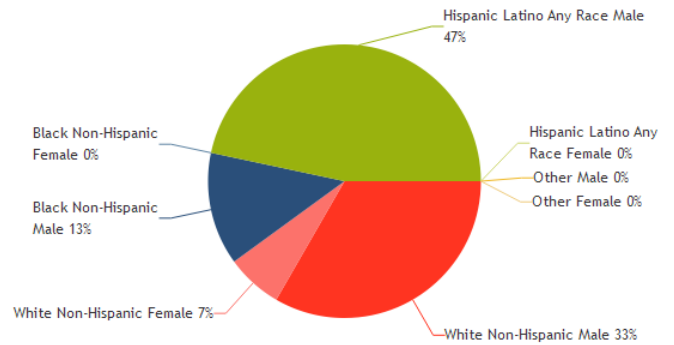
Total Uses of Force



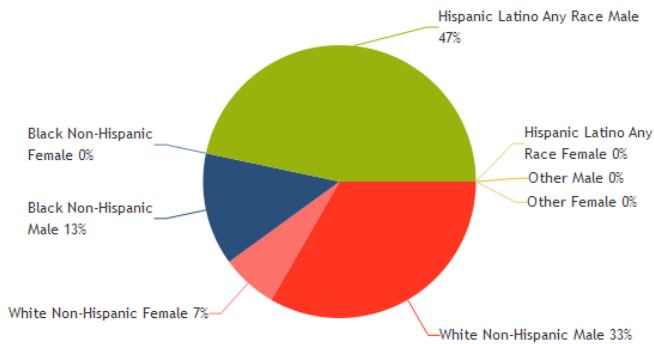
Total Number of Incidents Resulting in Officer Injury or Death



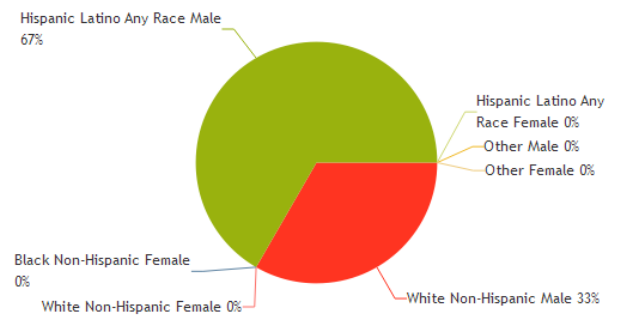
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

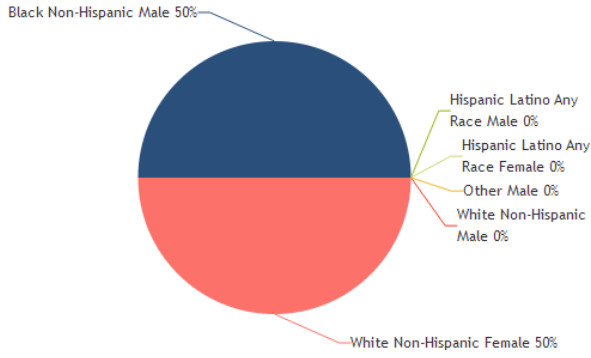
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 4

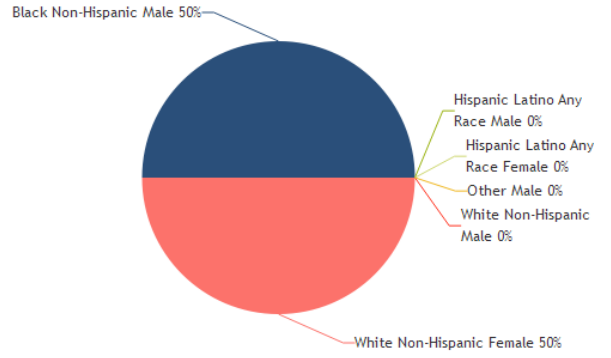
Data Collection Period: 6/6/2021 - 3/2/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									4
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	2	2	0	0	0	0	0	4
ECW									0
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	16	15	12	2	6	9	4	2	66
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	16	17	14	2	6	9	4	2	70
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	3	2	1	1	1	0	2	1	11
Total Number of Suspects Receiving Non-Fatal Injuries	0	3	1	0	0	0	0	0	4
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	118	63	70	25	113	35	5	0	429
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

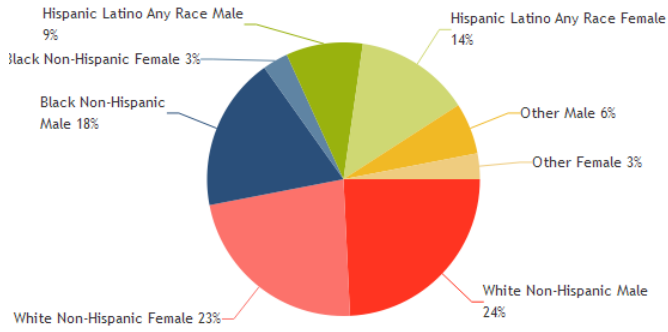
Total Firearm



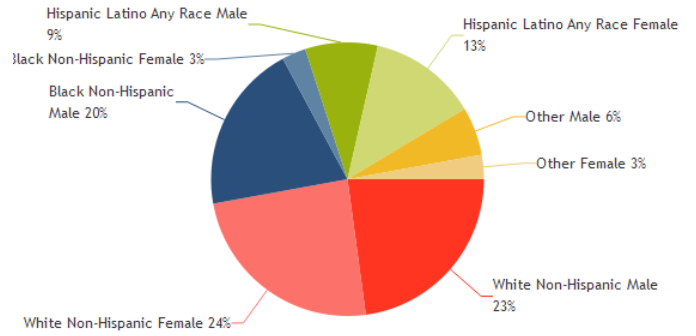
Firearm Display



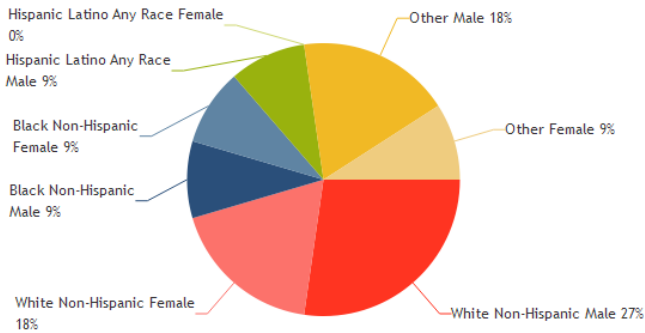
Weaponless



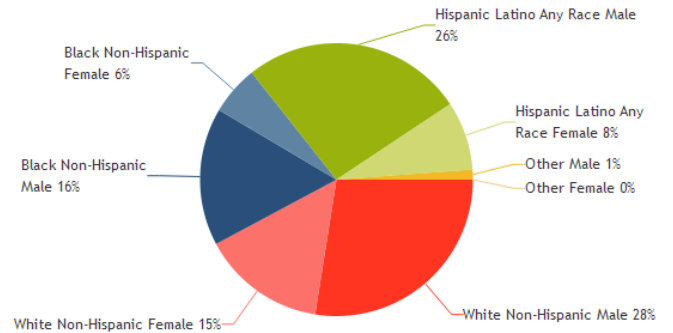
Total Uses of Force



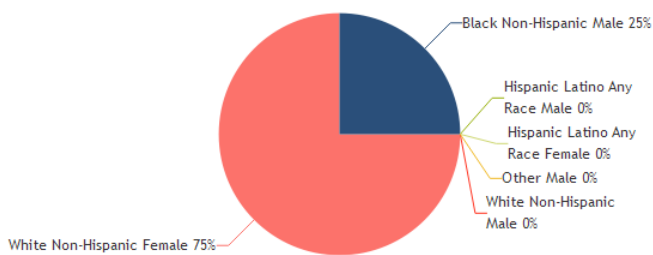
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Grievances

Year 1 Data Collection Period: 1/1/2018-1/1/2019

Year 2 Data Collection Period: 1/1/2019-1/1/2020

Year 3 Data Collection Period: 1/1/2020-1/1/2021

Year 4 Data Collection Period: 1/1/2021-1/1/2022

Grievances	Year 1	Year 2	Year 3	Year 4
Number	0	2	3	2

Reaccreditation Year 1 Notes:

No grievances in all three unions.

Reaccreditation Year 2 Notes:

IBPO 391:

1. A grievance was brought forward on behalf of a disabled employee regarding long term disability benefits against the Human Resources / Town Hall. This issue is pending resolution between the parties and does not involve any issues that are controllable by the police department.
2. A grievance was brought forward upon a employee who claimed to be improperly disallowed to advance in seniority within the schedule rotation. This grievance was handled within the department.

Nothing from other 2 unions.

Personnel Actions

Year 1 Data Collection Period: 7/1/2018-7/1/2019

Year 2 Data Collection Period: 7/1/2019-7/1/2020

Year 3 Data Collection Period: 7/1/2019-7/1/2020

Year 4 Data Collection Period: 7/1/2019-7/1/2020

	Year 1	Year 2	Year 3	Year 4
Suspension	1	0	2	
Demotion	0	0	0	
Resign In Lieu of Termination	0	0	0	
Termination	0	0	0	
Other	3	1	5	
Total	4	1	7	
Commendations				

Reaccreditation Year 2 Notes:

1 Resignation.

Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: 7/1/2018 - 7/1/2019

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint	12		2	
Sustained	1		0	
Not Sustained	2		0	
Unfounded	3		6	
Exonerated	6		1	
Internal/Directed Complaint				
Directed Complaint	3	2	9	
Sustained	2	2	7	
Not Sustained		3	1	
Unfounded		1	0	
Exonerated		5	1	

Calls For Service / Crime Data - Reaccreditation Year 4

Data Collection Period: 1/1/2018 -

	Year 1	Year 2	Year 3	Year 4
Calls for Service				
Calls for Service	20637	17106	17572	0
Crime Data				
Murder	1	0	0	
Forcible Rape	8	2	7	
Robbery	12	7	7	
Aggravated Assault	9	7	20	
Burglary	55	22	23	
Larceny-Theft	247	32	287	
Motor Vehicle Theft	84	34	72	
Arson	4	0		

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2018-1/1/2019

Year 2 Data Collection Period: 1/1/2019-12/31/2019

Year 3 Data Collection Period: 5/1/2020-4/1/2021

Year 4 Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits	41	34	17	
Forcible stopping techniques used	1	1	1	
Terminated by Agency	37	26	17	
Policy Compliant	41	34	17	
Policy Non-Compliant	0	0	0	
Collisions				
Injuries				
Total Collisions	4	4	0	
Officer	2	0	0	
Suspect	2	2	0	
ThirdParty	0	0	0	
Reason Initiated				
Traffic	16	24	0	
Felony	11	5	0	
Misdemeanor	14	5	0	

Reaccreditation Year 1

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Agency Breakdown Report - Reaccreditation Year 1

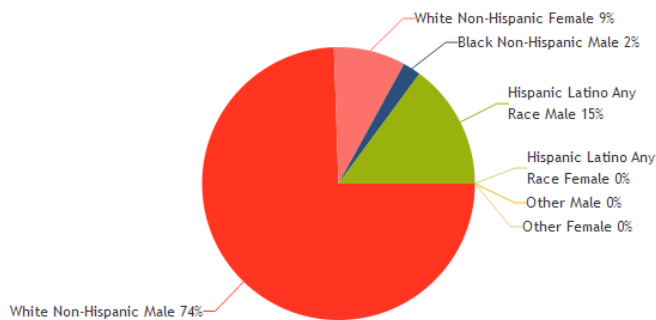
Data Collection Period: 6/30/2019 - 7/1/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1								1
Command	4								4
Supervisory Positions	4	1			2				7
Non-Supervisory Positions	26	3	1		5				35
Sub Total									47
Non Sworn Personnel									
Executive									
Managerial		1							1
Supervisory Positions		1		1					2
Non-Supervisory Positions	4	5		1					10
Sub Total									13
Total									60

Reaccreditation Year 1 Notes:

vacancies exist in non-sworn (dispatch) x1, sworn officerx2

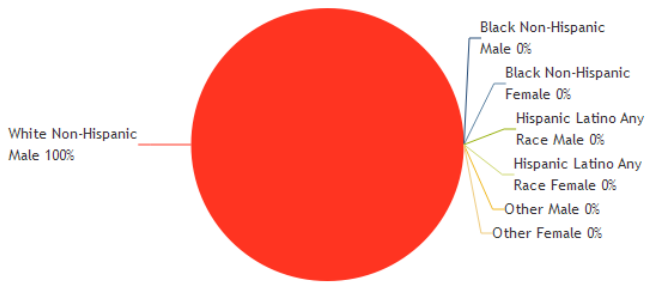
Total Sworn Personnel



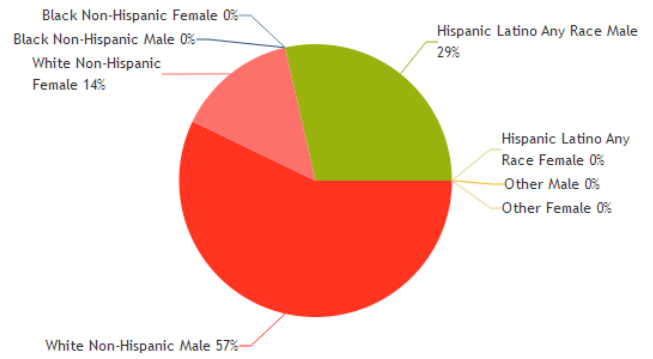
Sworn Personnel: Executive



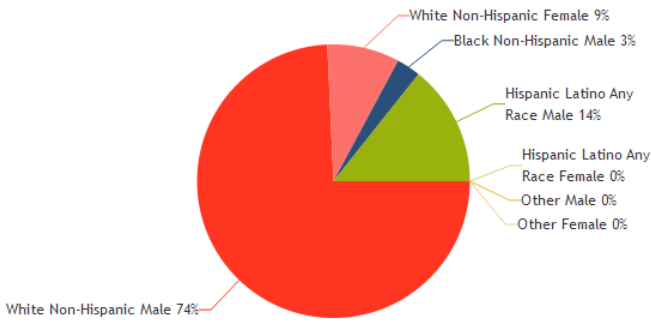
Sworn Personnel: Command



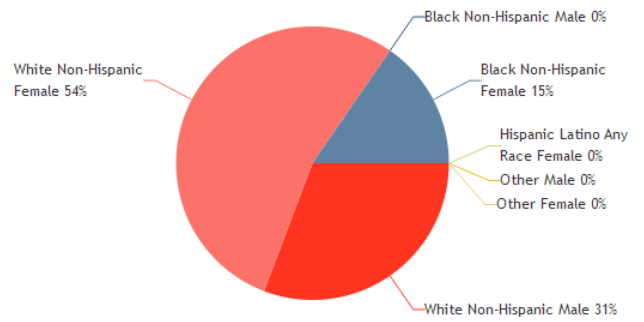
Sworn Personnel: Supervisory Positions



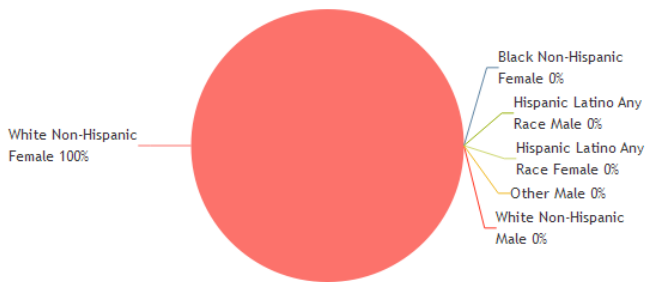
Sworn Personnel: Non-Supervisory Positions



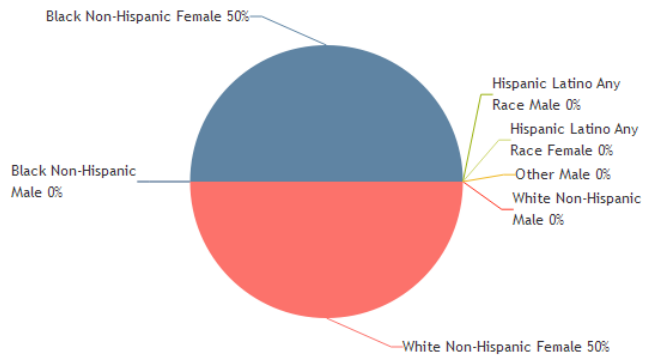
Total Non-Sworn Personnel



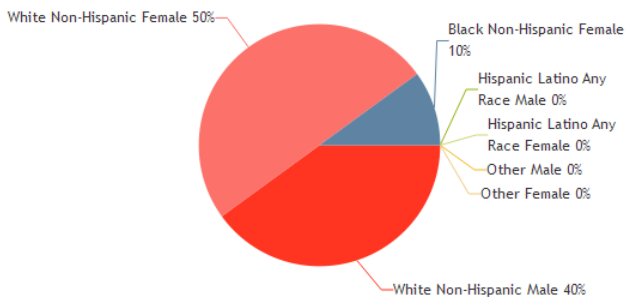
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

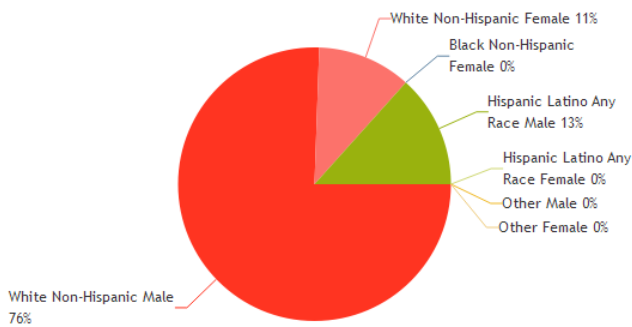
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 2

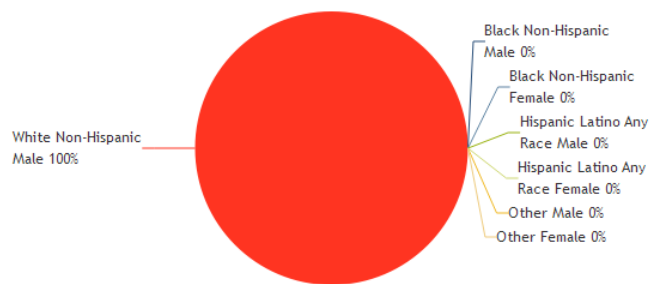
Data Collection Period: 6/30/2019 - 7/1/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1								1
Command	4								4
Supervisory Positions	3	1			3				7
Non-Supervisory Positions	26	4			3				33
Sub Total									45
Non Sworn Personnel									
Executive									
Managerial		1							1
Supervisory Positions		1		1					2
Non-Supervisory Positions	5	4		1					10
Sub Total									13
Total									58

Total Sworn Personnel



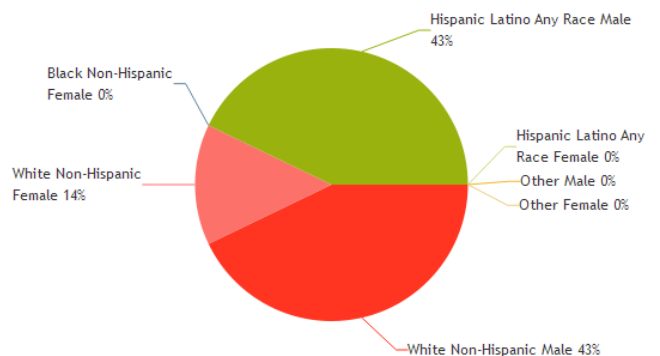
Sworn Personnel: Executive



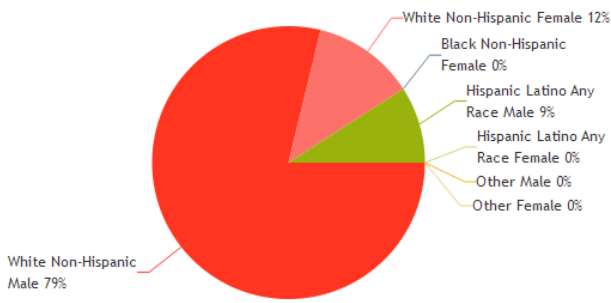
Sworn Personnel: Command



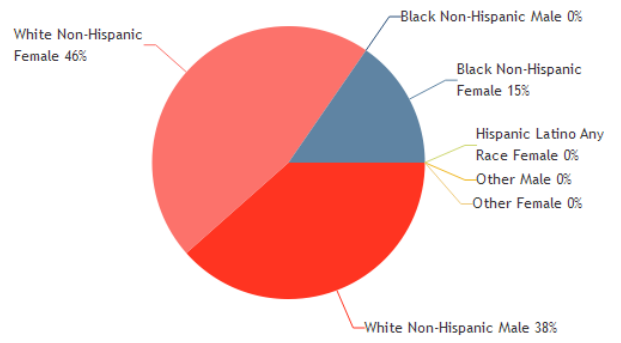
Sworn Personnel: Supervisory Positions



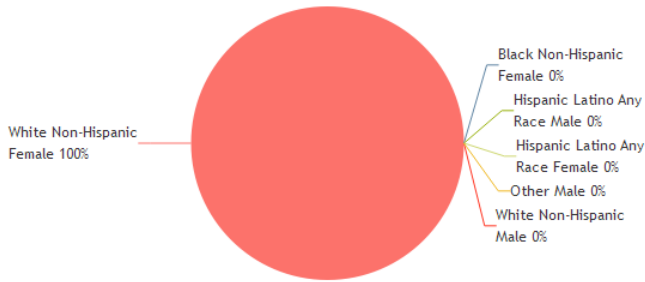
Sworn Personnel: Non-Supervisory Positions



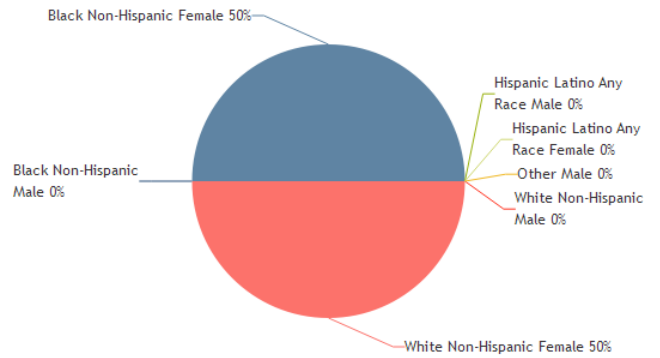
Total Non-Sworn Personnel



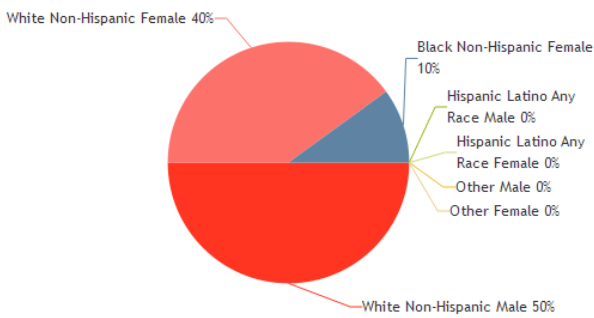
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

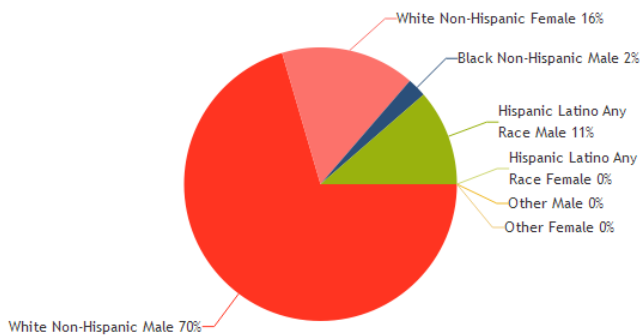
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 3

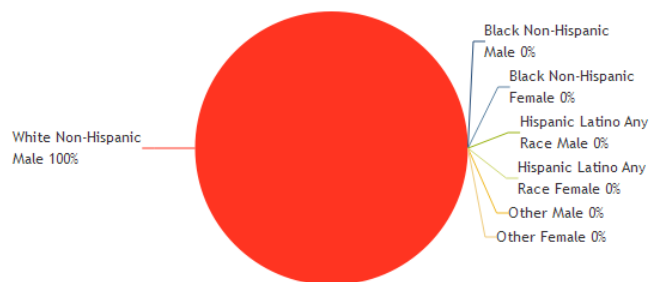
Data Collection Period: 5/1/2020 - 4/1/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	4	0	0	0	0	0	0	0	4
Supervisory Positions	3	1	0	0	3	0	0	0	7
Non-Supervisory Positions	23	6	1	0	2	0	0	0	32
Sub Total									44
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	1	0	1	0	0	0	0	2
Non-Supervisory Positions	5	5	0	0	0	0	0	0	10
Sub Total									12
Total									56

Total Sworn Personnel



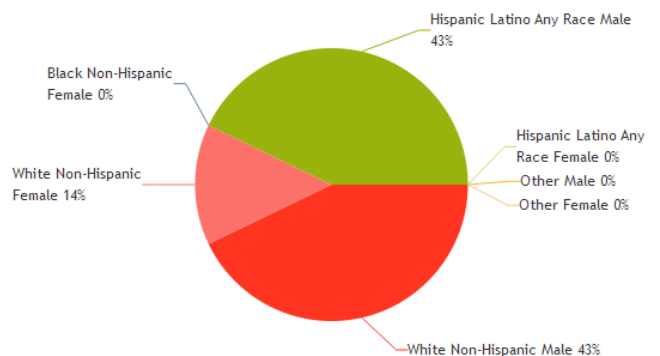
Sworn Personnel: Executive



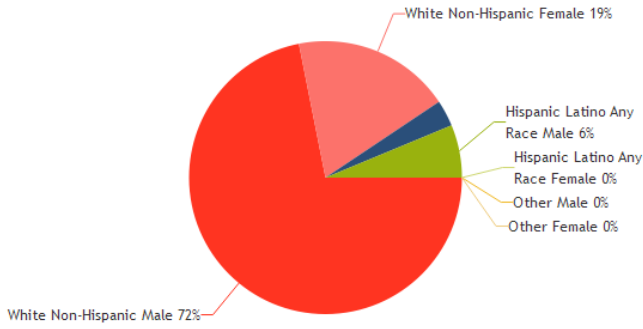
Sworn Personnel: Command



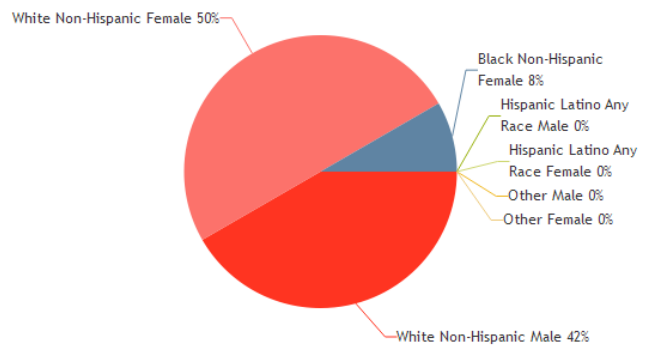
Sworn Personnel: Supervisory Positions



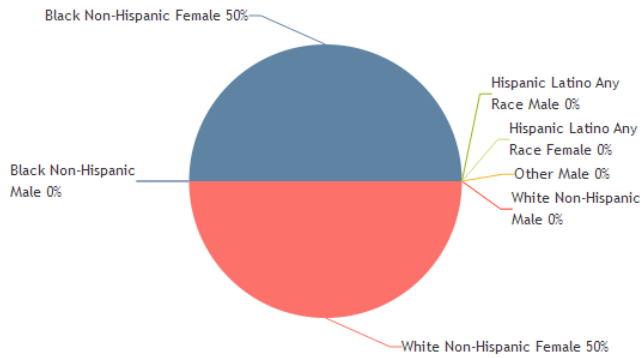
Sworn Personnel: Non-Supervisory Positions



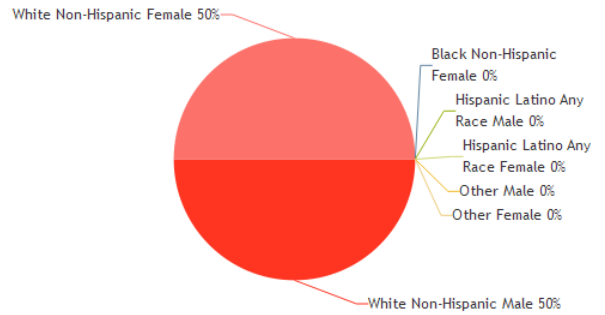
Total Non-Sworn Personnel



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 4

Data Collection Period: 5/1/2020 - 4/1/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive									
Command									
Supervisory Positions									
Non-Supervisory Positions									
Sub Total									
Non Sworn Personnel									
Executive									
Managerial									
Supervisory Positions									
Non-Supervisory Positions									
Sub Total									
Total									

Agency Demographics Report - Reaccreditation Year 1

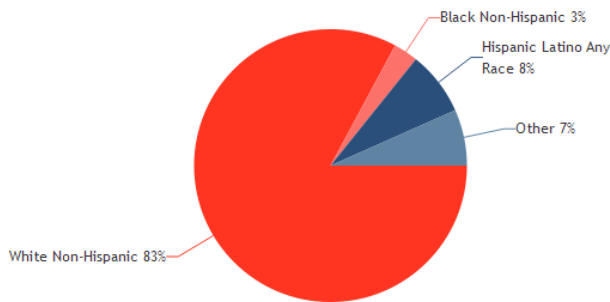
Data Collection Period: 8/1/2018 - 8/1/2019

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	23876	83%	23876	83%	35	81%	4	9%	38	86%	4	9%
Black Non-Hispanic	840	3%	840	3%	1	2%	0	0%	1	2%	0	0%
Hispanic Latino Any Race	2185	8%	2185	8%	7	16%	0	0%	5	11%	0	0%
Other	1917	7%	1917	7%	0	0%	0	0%	0	0%	0	0%
Total	28818		28818		43		4		44		4	

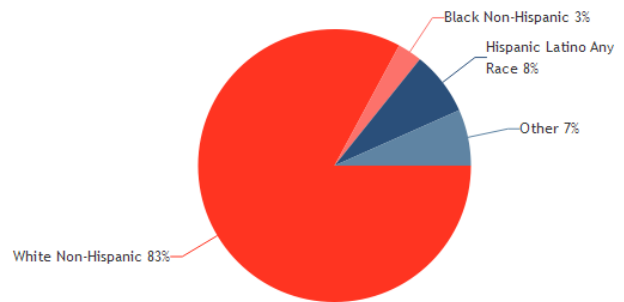
Reaccreditation Year 1 Notes:

one vacancy currently

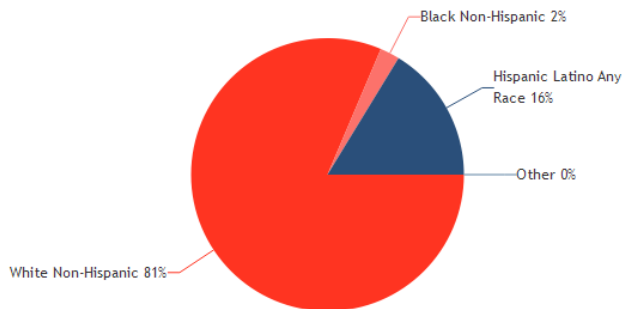
Service Population



Available Workforce



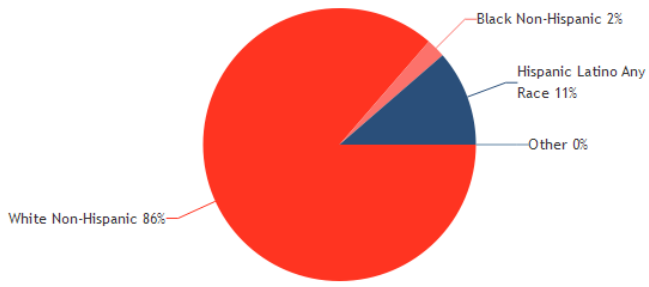
Current Sworn Officers



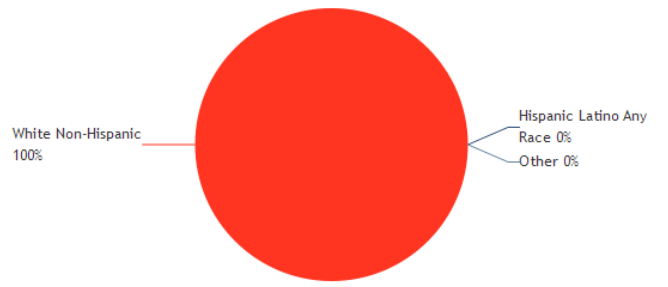
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

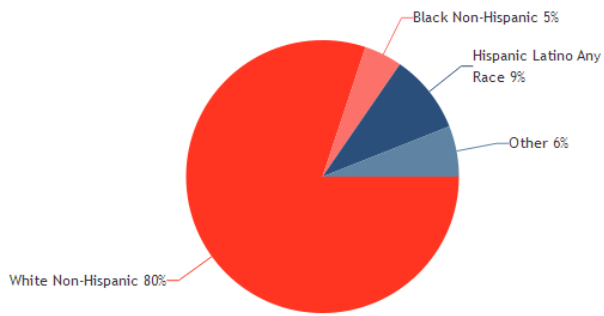


Agency Demographics Report - Reaccreditation Year 2

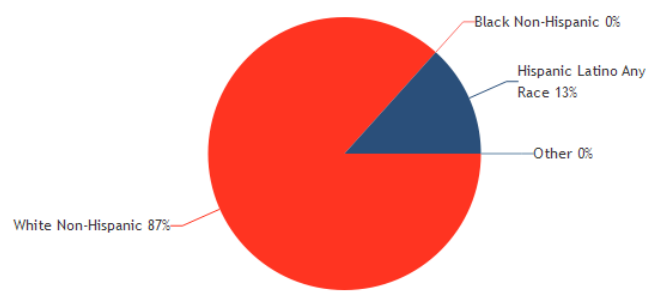
Data Collection Period: 8/1/2019 - 8/1/2020

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	20833	80%	0	0%	39	87%	5	11%	35	81%	4	9%
Black Non-Hispanic	1170	4%	0	0%	0	0%	0	0%	1	2%	0	0%
Hispanic Latino Any Race	2444	9%	0	0%	6	13%	0	0%	7	16%	0	0%
Other	1561	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Total	26008		0		45		5		43		4	

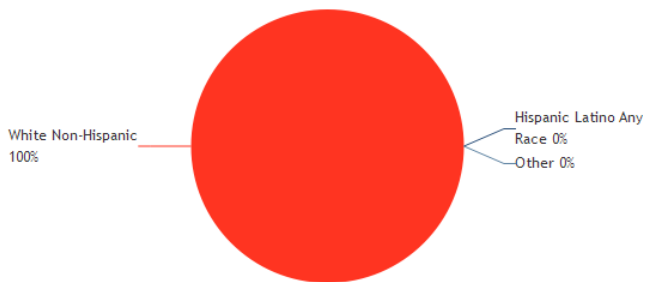
Service Population



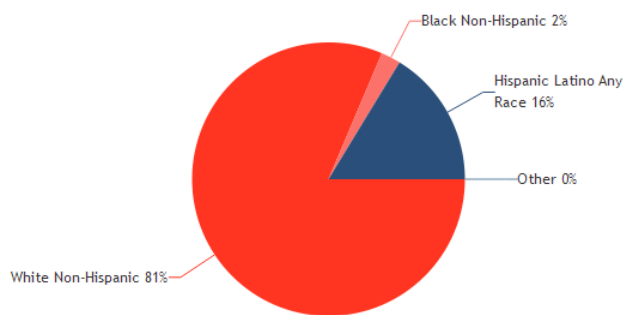
Current Sworn Officers



Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

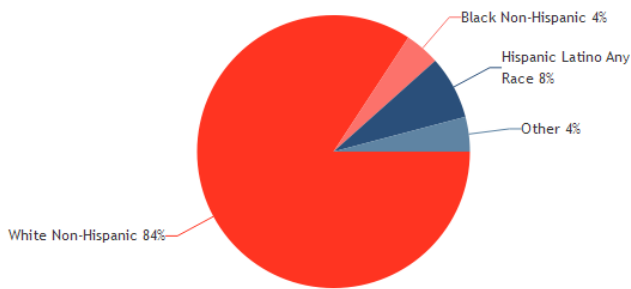


Agency Demographics Report - Reaccreditation Year 3

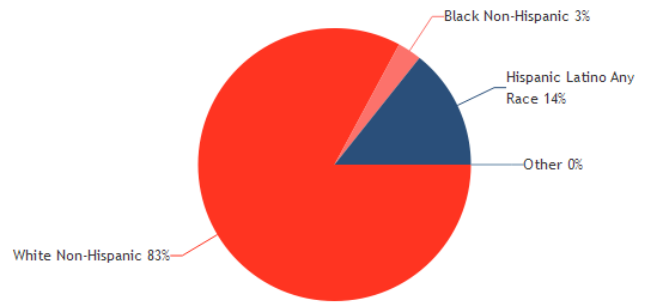
Data Collection Period: 4/1/2020 - 5/1/2021

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	22586	84%	0	0%	29	83%	6	17%	39	87%	5	11%
Black Non-Hispanic	1114	4%	0	0%	1	3%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	2010	7%	0	0%	5	14%	1	3%	6	13%	0	0%
Other	1098	4%	0	0%	0	0%	0	0%	0	0%	0	0%
Total	26808		0		35		7		45		5	

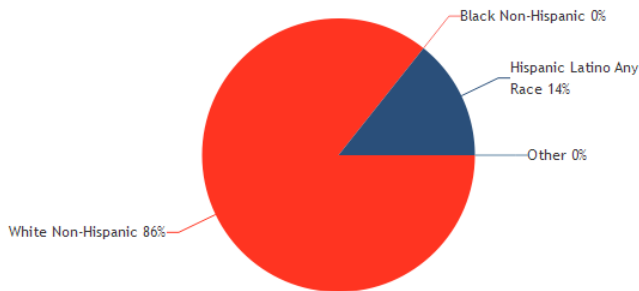
Service Population



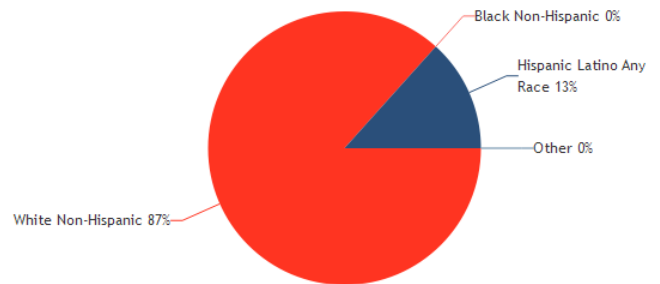
Current Sworn Officers



Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

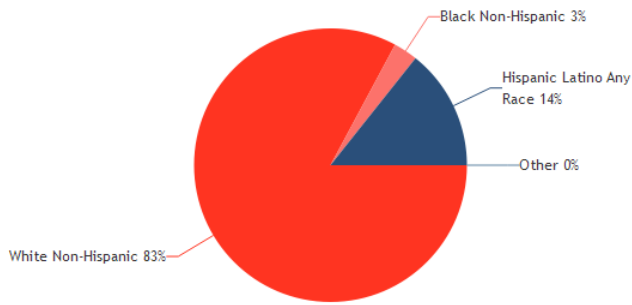


Agency Demographics Report - Reaccreditation Year 4

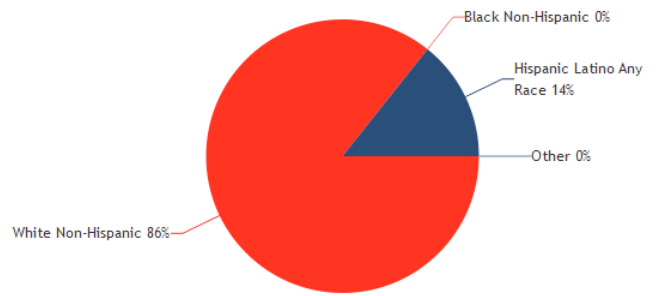
Data Collection Period: 4/1/2021 - 5/1/2022

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	0	0%	0	0%	0	0%	0	0%	29	83%	6	17%
Black Non-Hispanic	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%
Hispanic Latino Any Race	0	0%	0	0%	0	0%	0	0%	5	14%	1	3%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0		0		0		0		35		7	

Prior Sworn Officers



Prior Sworn Female Officers



Sworn Officer Selection - Reaccreditation Year 1

Data Collection Period: 11/19/2018 - 1/8/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	0	0	0	0	0	0	0	0	0
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	0%		0%		0%		0%		N/A

Applications Received

Applicants Hired

Percent Hired

Percent of Workforce Population

Legend

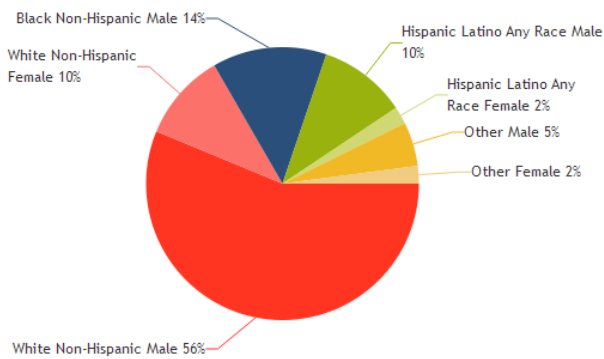
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 2

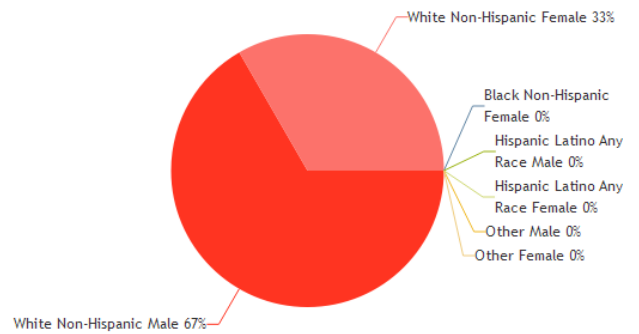
Data Collection Period: 11/19/2018 - 1/8/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	54	10	13	0	10	2	5	2	96
Applicants Hired	2	1							3
Percent Hired	4%	10%	0%	0%	0%	0%	0%	0%	N/A
Percent of Workforce Population	7%		0%		0%		0%		N/A

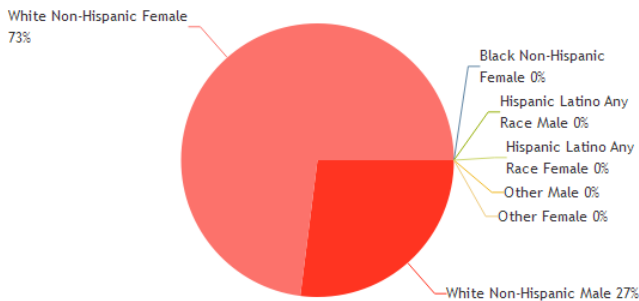
Applications Received



Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

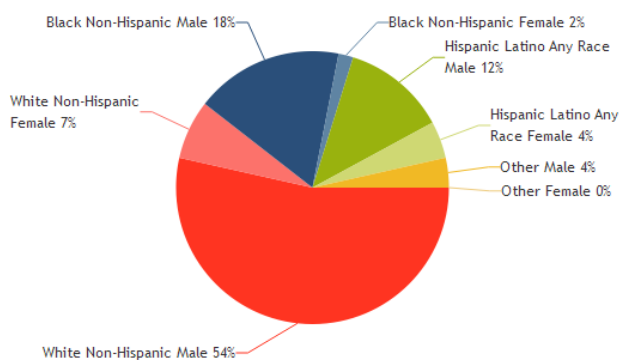
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 3

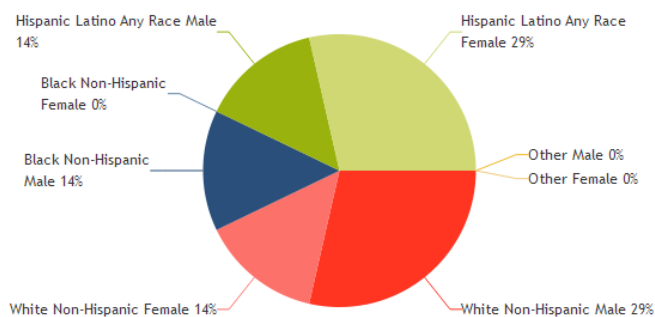
Data Collection Period: 5/1/2020 - 5/1/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	61	8	20	2	14	5	4	0	114
Applicants Hired	2	1	1	0	1	2	0	0	7
Percent Hired	3%	13%	5%	0%	7%	40%	0%	%	N/A
Percent of Workforce Population	9%		3%		9%		0%		N/A

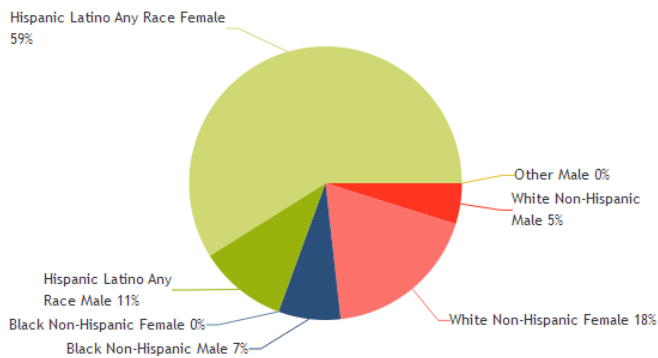
Applications Received



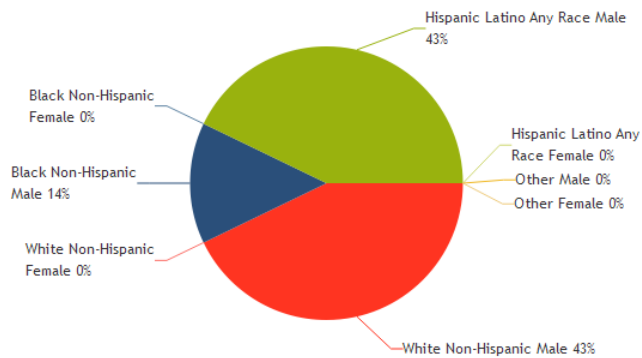
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 4

Data Collection Period: -

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired									
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	%		%		%		%		N/A

Applications Received

Applicants Hired

Percent Hired

Percent of Workforce Population

Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 1

Data Collection Period: 8/1/2018 - 8/1/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	0	0	0	0	0	0	0	0	0
Eligible After Testing	0	0	0	0	0	0	0	0	0
Promoted	0	0	0	0	0	0	0	0	0
Percent Promoted	%	%	%	%	%	%	%	%	N/A

Reaccreditation Year 1 Notes:

No promotional exams during the past year.

Tested

Eligible After Testing

Promoted

Percent Promoted

Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 2

Data Collection Period: -

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested									
Eligible After Testing									
Promoted									
Percent Promoted	%	%	%	%	%	%	%	%	N/A

Tested

Eligible After Testing

Promoted

Percent Promoted

Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 3

Data Collection Period: 5/1/2020 - 4/30/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	0	0	0	0	0	0	0	0	0
Eligible After Testing	0	0	0	0	0	0	0	0	0
Promoted	0	0	0	0	0	0	0	0	0
Percent Promoted	%	%	%	%	%	%	%	%	N/A

Reaccreditation Year 3 Notes:

0

Tested

Eligible After Testing

Promoted

Percent Promoted

Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 4

Data Collection Period: 4/2/2021 - 3/2/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	0	0	0	0	0	0	0	0	0
Eligible After Testing	0	0	0	0	0	0	0	0	0
Promoted	0	0	0	0	0	0	0	0	0
Percent Promoted	%	%	%	%	%	%	%	%	N/A

Tested

Eligible After Testing

Promoted

Percent Promoted

Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

