

# LAW ENFORCEMENT ACCREDITATION

## Simsbury (CT) Police Department

### Agency

Simsbury (CT) Police Department  
933 Hopmeadow Street  
Simsbury, CT 06070

### Chief Executive Officer

Chief of Police  
Nicholas J. Boulter

### 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 ResearchForum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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## EXECUTIVE SUMMARY

### *Overview:*

The Simsbury (CT) Police Department is currently commanded by Nicholas J. Boulter. 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) David Hobson remotely reviewed 76 standards for the agency on 9/7/2018 using Law Enforcement Manual 6.9. 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.

CALEA Compliance Services Member(s) Brian Childress remotely reviewed 150 standards for the agency on 8/26/2019 using Law Enforcement Manual 6.9. 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.

CALEA Compliance Services Member(s) Russell McElwee remotely reviewed 101 standards for the agency on 8/28/2020 using Law Enforcement Manual 6.9. 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.

CALEA Compliance Services Member(s) Brian Childress remotely reviewed 120 standards for the agency on 2/3/2021 using Law Enforcement Manual 6.9. 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 changed in the fall of 2020. The standard now requires a written directive which must mandate 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 highlighted directives do not address the requirements of this revised standard. AGENCY ACTION NEEDED: The agency was requested to add an existing directive or revise their directive to address the identified deficiency. AGENCY ACTION TAKEN: The agency revised their directive to address the identified deficiency.
- 1.2.10 – Duty to Intervene (LE1) (M M M M) – ISSUE: This standard requires a written directive which mandates employees to intervene and notify appropriate supervisory authority if they observe another agency employee or public safety associate engage in any unreasonable use of force or if they become aware of any violation of departmental policy, state/provincial or federal law, or local ordinance. The agency directive does not address the second part of the standard: "or if they become aware of any violation of departmental policy, state/provincial or federal law, or local ordinance". AGENCY ACTION NEEDED: The agency was requested to add an existing directive or revise their directive to address the identified deficiency, AGENCY ACTION TAKEN: The agency revised their directive to address the identified deficiency.

### *Site-Based Assessment Review:*

From 3/15/2021 to 3/17/2021, Jeffrey Dodson and Dalton Majors 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:

- Community Policing and Crime Prevention - The Simsbury Police Department is heavily invested in its community. The department's mission statement states that department members will "always encourage open dialogue and positive interactions to create solid partnerships that will enhance the quality of life for all." The department has solid partnerships within the community and continues to empower officers to look for ways to positively engage with its community members. Officers are visible, known, and well respected by the Simsbury

community. Chief Boulter and his command staff have created a strong culture of community-oriented policing through the ranks of the Simsbury Police Department.

- 911 Communications - The Simsbury Police Department operates its own primary 911 PSAP. The center is staffed by seven full-time dispatchers. Even though small, the center is offering the same level of services that much larger centers are offering. The center handles not only police dispatch duties, but EMS, Fire, and public works. The center provides pre-arrival instructions for EMS calls via the EMD program. The department recently received approval to upgrade the radio system, which will enhance coverage and functionality for the agency.
- Training - The Simsbury Police Department strives to provide all of its officers with current and best training possible. This commitment to training starts from day one when an employee is hired. The agency has a very robust field training program to prepare new recruits for solo patrol in the field. The department provides training in excess of the state required minimum for officers. Specialty and advanced training is provided to staff that have specialized assignments within the department. The Simsbury Police Department utilizes technology and the most updated training delivery methods to ensure that officers are prepared to meet challenges that they may encounter in the field. One example of advanced technology being used by the agency includes virtual reality simulator, which places officers in scenario based situation to help them make better decisions when faced with them on the street. The department emphasizes the importance of de-escalation in all phases of training, which is reflective in the low number of use of force encounters compared to physical arrests.
- Recruitment and Staffing - The Town of Simsbury is a rapidly growing community. The Simsbury Police Department has experienced several retirements and has worked very hard to fill these vacancies as quickly as possible to ensure that a high quality of service is still provided to the community. The department utilizes Police App to recruit and process applicants for employment. The agency has partnered with several community partners, NOBLE, and local governing officials to continue recruiting efforts geared toward minority candidates. Despite the efforts, the agency continues to struggle with minority recruitment and continues to look for new ways to work towards having their department be reflective of the population that they serve in Simsbury. The agency continues to monitor community growth and how this will impact the department's service delivery within the Town.
- Juvenile Prevention and Outreach - The Simsbury Police Department strives to positively engage with all members of the community including juveniles. The department has outreach programs specifically geared toward juveniles within the Town of Simsbury. The department's school resource officer (SRO) program is well established, and the agency has built a solid reputation with the local school system. Some of the other programs focused on juveniles include a cadet program, junior police academy, Project ChildSafe, child safety seat program, and participation in the local juvenile review board.

During the Site-Based Assessment Review, the assessment team conducted 33 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.

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## CHIEF EXECUTIVE OFFICER PROFILE

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### *Nicholas J. Boulter*

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Chief Nicholas J. Boulter assumed command of the agency on April 15, 2018 after serving with the Department for over 19 years in various ranks and assignments. Most recently he served as second in command, Captain (Administrative Commander), since 2012. He has served as a Lieutenant, Training Sergeant, Patrol Sergeant, Detective, Patrol Officer and Instructor with the Department. He is a graduate of the FBINA Session 263 and has a Master's Degree in Criminal Justice from Central Connecticut State University and a Bachelor's Degree in Sociology from the University of New Hampshire. He has been a college adjunct instructor since 2013 and was the Department Accreditation Manager from 2008 to 2018.

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## COMMUNITY PROFILE

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Simsbury is a town in north central Connecticut and is approximately 34.5 square miles with an estimated population of 24,307. It is a rural community that rests in the Farmington Valley located 14.5 miles northwest of the capital city of Hartford.

The Town is comprised of four sections or boroughs: Simsbury, Tariffville, Weatogue and West Simsbury. The Connecticut Data Collaborative reports that demographics of Simsbury is 87.4% White, 2% Black, 3.8% Asian and 2% Other/Multi-Race and 4.8.% Hispanic. Approximately 67% of the residents attained a Bachelors degree or higher. The largest employers in the town are Ensign-Bickford, McLean Home and Chubb Insurance. The median household income is \$116,444.00 (2019 CERC Town Profile).

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## AGENCY HISTORY

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The Police Department was formally organized in 1958. Through the last 62 years, the Department has seen many changes with the growth and development of the community and policing. The Department has seen two locations, 7 Chiefs of Police and sworn membership growth from 12 to 39. The Department became accredited with the State of Connecticut in 2001 and CALEA in 2011.

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## AGENCY STRUCTURE AND FUNCTION

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For 2019-2020 the Department authorized staff included 38 full time sworn officers, 7 full time dispatchers, 1 full time animal control officer, 1 administrative secretary, 1 full time records supervisor, 1 full time records clerk and 1 part time police clerk. The current Command Staff consists of the Chief of Police, Deputy Chief, and Patrol Commander (Lieutenant), a vacant Administrative Lieutenant position , as well as a vacant Support Services Lieutenant position. Additional support is provided by the administrative secretary. The Patrol Commander has oversight of Patrol and Communications. Patrol has 7 sergeants and 17 officers and Communications has 7 dispatchers. The Administrative Commander has oversight of the Detective Division, Training and Community Services, Support Services and Professional Standards. The Detective Division consists of 3 detectives (assignment not promotion) and two School Resource Officers and they are supervised by a Detective Sergeant. Training and Community Services has a Community Services Officer, Special Projects Officer, Traffic Enforcement Officer and Animal Control Officer and is supervised by a Training/Administrative Sergeant. The Chief of Police reports to the Town Manager and the Police Commission.



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## AGENCY SUCCESSES

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The agency has faced staffing challenges for many years, specifically with the ability to provide the desired amount of divisional supervision, the desired amount of detectives and support functions (e.g. traffic) and the needed amount of personnel to create, implement and maintain projects, initiatives and improvements at the level and efficiency desired. The administration worked diligently with the Police Commission and Town Manager to assess the agency needs and presented a new command structure to the town. The new command structure includes a Chief of Police, Deputy Chief, and three Lieutenants. The new command structure was approved, and the process to fill these vacancies has begun.

During the pandemic (COVID-19), the entire Department worked relentlessly and earnestly to ensure the safety of members and the continuity of operations. During this difficult time the police department continued to provide the residents of Simsbury with exceptional service. This has been a team effort that included government agencies, services, citizenry and the business community. The Department continues to be closely involved with agencies in Town and regionally. Year after year, the cooperative efforts and initiatives among the region proves to be successful.

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## FUTURE ISSUES FOR AGENCY

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Staffing of sworn personnel continues to be a future concern. Within the next 4 years, there will be 7 members eligible for retirement. That is almost one-quarter of the sworn staff and most of those members are supervisors. There is a professional development strategy that includes each level of the agency, but funding, staffing levels and opportunities are limited.

Recruitment has been challenging. There is a successful selection process in place, but the quality of the applicant pool seems to have decreased. Retention is a growing concern. For many reasons, the profession may not appear to be as attractive as it has been. Staffing shortages has led to consistent under-staffing in the Detective Division, leading to a larger individual workload and less bodies to perform the investigative and support aspect that the division provides. Shortages have led to the absence of a traffic enforcement officer since October 2017. The need for traffic enforcement, traffic safety and problem solving has increased over time.

The growth and development of the Town continues, with new residential homes and neighborhoods and various commercial establishments. Annually, the overall calls for service increase and undoubtedly the quality of service improves each year. This enhancement often comes with an increase in time for that service. What may have taken an officer 20 minutes a few years ago, now may take 40 minutes due to complexities, liability, mandates, etc. The Department will need to evaluate this challenge in order to maintain the level of service given to the community.

## YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: David Hobson

On 9/7/2018, the Year 1 Remote Web-based Assessment of Simsbury (CT) Police Department was conducted. The review was conducted remotely and included 76 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
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.2.2 Legal Authority to Carry/Use Weapons (MMMM)	Compliance Verified
1.2.4 Search and Seizure (LE1) (MMMM)	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	Compliance Verified
1.2.6 Alternatives to Arrest (MMMM)	Compliance Verified
1.2.7 Use of Discretion (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries (MMMM)	Compliance Verified
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.3 Warning Shots (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
4.2.4 Analyze Reports* (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
11 Organization and Administration	
11.2.1 Direct Command, Component	Compliance Verified
11.3.2 Supervisory Accountability	Compliance Verified
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified

<b>Standards</b>	<b>Findings</b>
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	<b>Compliance Verified</b>
17 Fiscal Management and Agency Property	
17.2.2 Functional Recommendations to Budget*	<b>Compliance Verified</b>
17.4.1 Accounting System*	<b>Compliance Verified</b>
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	<b>Compliance Verified</b>
22 Personnel Management System	
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	<b>Compliance Verified</b>
22.2.1 Physical Examinations	<b>Compliance Verified</b>
22.2.4 Off-Duty Employment	<b>Compliance Verified</b>
22.4.2 Coordination/Control of Records	<b>Compliance Verified</b>
22.4.3 Annual Analysis*	<b>Compliance Verified</b>
26 Disciplinary Procedures and Internal Investigations	
26.1.6 Appeal Procedures	<b>Compliance Verified</b>
26.2.1 Complaint Investigation (LE1)	<b>Compliance Verified</b>
26.2.2 Records, Maintenance and Security (LE1)	<b>Compliance Verified</b>
26.2.3 CEO Direct Accessibility	<b>Compliance Verified</b>
26.2.5 Annual Statistical Summaries; Public Availability*	<b>Compliance Verified</b>
31 Recruitment and Selection	
31.2.2 Annual Analysis	<b>Compliance Verified</b>
31.5.2 Training	<b>Compliance Verified</b>
31.5.3 Truth Verification	<b>Compliance Verified</b>
31.5.4 Conducted by Certified Personnel	<b>Compliance Verified</b>
31.5.6 Medical Examinations	<b>Compliance Verified</b>
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	<b>Compliance Verified</b>
33 Training and Career Development	
33.1.2 Training Attendance Requirements	<b>Compliance Verified</b>
33.1.5 Remedial Training (LE1)	<b>Compliance Verified</b>
33.1.6 Employee Training Record Maintenance (LE1)	<b>Compliance Verified</b>
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	<b>Compliance Verified</b>
33.5.2 Shift Briefing Training	<b>Compliance Verified</b>
34 Promotion	

<b>Standards</b>	<b>Findings</b>
34.1.6 Promotional Probation	<b>Compliance Verified</b>
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	<b>Compliance Verified</b>
35.1.9 Personnel Early Intervention System* (LE1)	<b>Compliance Verified</b>
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	<b>Compliance Verified</b>
41 Patrol	
41.1.2 Shift Briefing	<b>Compliance Verified</b>
41.2.2 Pursuit of Motor Vehicles* (LE1)	<b>Compliance Verified</b>
41.2.3 Roadblocks and Forcible Stopping* (LE1)	<b>Compliance Verified</b>
41.2.7 Mental Health Issues* (LE1)	<b>Compliance Verified</b>
41.3.5 Protective Vests (LE1)	<b>Compliance Verified</b>
44 Juvenile Operations	
44.1.3 Annual Program Review*	<b>Compliance Verified</b>
45 Crime Prevention and Community Involvement	
45.1.1 Crime Prevention Activities*	<b>Compliance Verified</b>
45.2.1 Community Input Process*	<b>Compliance Verified</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	<b>Compliance Verified</b>
46.1.3 Command Function* (LE1)	<b>Compliance Verified</b>
46.1.8 Equipment Inspection*	<b>Compliance Verified</b>
46.1.9 All Hazard Plan Training* (LE1)	<b>Compliance Verified</b>
46.1.10 Active Threats* (LE1)	<b>Compliance Verified</b>
61 Traffic	
61.1.9 Impaired Driver Enforcement Program	<b>Compliance Verified</b>
61.3.4 School Crossing Guards*	<b>Compliance Verified</b>
70 Detainee Transportation	
70.1.7 Procedures, Escape* (LE1)	<b>Compliance Verified</b>
72 Holding Facility	
72.3.1 Fire, Heat, Smoke Detection System, Inspections*	<b>Compliance Verified</b>
72.3.3 Sanitation Inspection*	<b>Compliance Verified</b>
72.4.6 Security Inspections*	<b>Compliance Verified</b>

Standards	Findings
72.4.11 Report, Threats to Facility*	<b>Compliance Verified</b>
72.6.2 First Aid Kit*	<b>Compliance Verified</b>
81 Communications	
81.2.2 Continuous, Two-Way Capability (LE1)	<b>Compliance Verified</b>
81.3.2 Alternate Power Source* (LE1)	<b>Compliance Verified</b>
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	<b>Compliance Verified</b>
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	<b>Compliance Verified</b>
84 Property and Evidence Control	
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>

**Response from Agency Regarding Findings:**

CEO Feedback not provided.

## YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Brian Childress

On 8/26/2019, the Year 2 Remote Web-based Assessment of Simsbury (CT) Police Department was conducted. The review was conducted remotely and included 150 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
1.1.4 Consular Notification (MMMM)	Compliance Verified
1.2.1 Legal Authority Defined (LE1) (MMMM)	Compliance Verified
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	Compliance Verified
1.2.8 Strip/Body Cavity Search (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
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.2.3 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)	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	
11.4.3 Accreditation Maintenance	Compliance Verified
11.4.4 Computer Software Policy	Compliance Verified
11.4.5 Electronic Data Storage	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.3 Multiyear Plan	Compliance Verified
15.1.4 Succession Planning	Agency Elected 20%
17 Fiscal Management and Agency Property	
17.4.3 Independent Audit	Compliance Verified

<b>Standards</b>	<b>Findings</b>
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Job Analysis	<b>Agency Elected 20%</b>
21.2.4 Workload Assessment*	<b>Agency Elected 20%</b>
22 Personnel Management System	
22.1.9 Military Deployment and Reintegration (LE1)	<b>Compliance Verified</b>
26 Disciplinary Procedures and Internal Investigations	
26.3.1 Complaint Types	<b>Compliance Verified</b>
26.3.2 CEO, Notification (LE1)	<b>Compliance Verified</b>
26.3.3 Investigation Time Limits (LE1)	<b>Compliance Verified</b>
26.3.4 Informing Complainant	<b>Compliance Verified</b>
26.3.5 Statement of Allegations/Rights (LE1)	<b>Compliance Verified</b>
26.3.6 Submission to Tests, Procedures	<b>Compliance Verified</b>
26.3.7 Relieved from Duty	<b>Compliance Verified</b>
26.3.8 Conclusion of Fact	<b>Compliance Verified</b>
33 Training and Career Development	
33.1.1 Training Committee	<b>Agency Elected 20%</b>
33.2.1 Academy Administration and Operation	<b>Not Applicable by Function</b>
33.2.2 Academy Facilities	<b>Not Applicable by Function</b>
33.3.1 Instructor Training	<b>Not Applicable by Function</b>
33.4.1 Recruit Training Required (LE1)	<b>Compliance Verified</b>
33.4.2 Recruit Training Program (LE1)	<b>Compliance Verified</b>
33.5.4 Accreditation Manager Training	<b>Compliance Verified</b>
33.6.1 Specialized Training	<b>Compliance Verified</b>
33.7.2 Non-Sworn Pre-Service and In-Service Training	<b>Compliance Verified</b>
41 Patrol	
41.1.4 Agency Service Animals	<b>Not Applicable by Function</b>
41.1.5 Police Service Canines (LE1)	<b>Not Applicable by Function</b>
41.2.5 Missing Persons (LE1)	<b>Compliance Verified</b>
41.2.6 Missing Children (LE1)	<b>Compliance Verified</b>
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	<b>Compliance Verified</b>
41.3.9 License Plate Recognition Systems	<b>Not Applicable by Function</b>
42 Criminal Investigation	



<b>Standards</b>	<b>Findings</b>
42.1.1 On-Call Schedule	<b>Compliance Verified</b>
42.1.5 Habitual/Serious Offenders	<b>Agency Elected 20%</b>
42.2.1 Preliminary Investigations Steps (LE1)	<b>Compliance Verified</b>
42.2.2 Follow-Up Investigations Steps	<b>Compliance Verified</b>
42.2.9 Line-ups	<b>Compliance Verified</b>
42.2.10 Show-ups	<b>Compliance Verified</b>
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	<b>Compliance Verified</b>
44.1.2 Policy Input, Others	<b>Compliance Verified</b>
44.2.3 Custodial Interrogation and Interviews (LE1)	<b>Compliance Verified</b>
45 Crime Prevention and Community Involvement	
45.1.3 Prevention Input	<b>Compliance Verified</b>
45.2.2 Citizens Survey*	<b>Compliance Verified</b>
45.3.1 Program Description	<b>Not Applicable by Function</b>
45.3.2 Training	<b>Not Applicable by Function</b>
45.3.3 Uniforms	<b>Not Applicable by Function</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.2 All Hazard Plan (LE1)	<b>Compliance Verified</b>
46.2.5 Search and Rescue	<b>Not Applicable by Function</b>
46.2.8 Event Deconfliction Process	<b>Compliance Verified</b>
46.3.1 Providing Awareness Information	<b>Compliance Verified</b>
46.3.2 Hazmat Awareness (LE1)	<b>Compliance Verified</b>
53 Inspectional Services	
53.1.1 Line Inspections	<b>Compliance Verified</b>
53.2.1 Staff Inspections*	<b>Agency Elected 20%</b>
54 Public Information	
54.1.2 Policy Input	<b>Compliance Verified</b>
54.1.3 Media Access (LE1)	<b>Compliance Verified</b>
54.1.4 Public Information Officer Training	<b>Compliance Verified</b>
55 Victim/Witness Assistance	
55.1.1 Victim/Witness Assistance	<b>Compliance Verified</b>
55.1.2 Review Need/Services*	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
<b>61 Traffic</b>	
61.1.1 Selective Enforcement Activities*	<b>Compliance Verified</b>
61.1.2 Uniform Enforcement Procedures (LE1)	<b>Compliance Verified</b>
61.1.11 License Reexamination Referrals	<b>Compliance Verified</b>
61.2.1 Crash Scene Response Reporting and Investigation	<b>Compliance Verified</b>
<b>70 Detainee Transportation</b>	
70.1.1 Pre-Transport Prisoner Searches (LE1)	<b>Compliance Verified</b>
70.1.2 Searching Transport Vehicles (LE1)	<b>Compliance Verified</b>
70.1.3 Procedures, Transporting by Vehicle	<b>Compliance Verified</b>
70.1.4 Interruption of Transport	<b>Compliance Verified</b>
70.1.8 Notify Court of Security Risk (LE1)	<b>Compliance Verified</b>
70.5.1 Prisoner ID and Documentation	<b>Compliance Verified</b>
<b>71 Processing and Temporary Detention</b>	
71.1.1 Designate Rooms or Areas (LE1)	<b>Not Applicable by Function</b>
71.2.1 Training of Personnel* (LE1)	<b>Not Applicable by Function</b>
71.3.1 Procedures (LE1)	<b>Not Applicable by Function</b>
71.3.2 Immovable Objects	<b>Not Applicable by Function</b>
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	<b>Not Applicable by Function</b>
71.4.1 Physical Conditions (LE1)	<b>Not Applicable by Function</b>
71.4.2 Fire Prevention/Suppression (LE1)	<b>Not Applicable by Function</b>
71.4.3 Inspections* (LE1)	<b>Not Applicable by Function</b>
<b>73 Court Security</b>	
73.1.1 Role, Authority, Policies* (LE1)	<b>Not Applicable by Function</b>
73.2.1 Facilities, Equipment, Security Survey*	<b>Not Applicable by Function</b>
73.3.1 Weapon Lockboxes (LE1)	<b>Not Applicable by Function</b>
73.3.2 Use of Restraints	<b>Not Applicable by Function</b>
73.4.1 Identification, Availability, Operational Readiness	<b>Not Applicable by Function</b>
73.4.2 External Communications (LE1)	<b>Not Applicable by Function</b>
73.4.3 Duress Alarms*	<b>Not Applicable by Function</b>
73.5.1 Training*	<b>Not Applicable by Function</b>
73.5.2 Detainee Searches	<b>Not Applicable by Function</b>

<b>Standards</b>	<b>Findings</b>
73.5.3 Detainee Property Security	<b>Not Applicable by Function</b>
73.5.4 Segregation	<b>Not Applicable by Function</b>
73.5.5 Procedure for Medical Assistance	<b>Not Applicable by Function</b>
73.5.6 First Aid Kit*	<b>Not Applicable by Function</b>
73.5.7 Access of Nonessential Persons	<b>Not Applicable by Function</b>
73.5.8 Minimum Conditions*	<b>Not Applicable by Function</b>
73.5.9 Fire Alarm System*	<b>Not Applicable by Function</b>
73.5.10 Evacuation Plan	<b>Not Applicable by Function</b>
73.5.11 Pest Control Inspection*	<b>Not Applicable by Function</b>
73.5.12 Securing Weapons (LE1)	<b>Not Applicable by Function</b>
73.5.13 Entering Occupied Cells	<b>Not Applicable by Function</b>
73.5.14 Key Control	<b>Not Applicable by Function</b>
73.5.15 Facility Door Security	<b>Not Applicable by Function</b>
73.5.16 Cell Security Checks	<b>Not Applicable by Function</b>
73.5.17 Facility Security Inspections*	<b>Not Applicable by Function</b>
73.5.18 Designated Control Point (LE1)	<b>Not Applicable by Function</b>
73.5.19 Panic Alarms*	<b>Not Applicable by Function</b>
73.5.20 Escape Procedures	<b>Not Applicable by Function</b>
73.5.22 Posted Access to Medical Service	<b>Not Applicable by Function</b>
73.5.23 Audio/Visual Surveillance	<b>Not Applicable by Function</b>
73.5.24 Supervision of Opposite Gender	<b>Not Applicable by Function</b>
<b>81 Communications</b>	
81.1.1 Agreements, Shared/Regional Facility	<b>Not Applicable by Function</b>
81.1.2 Operations Meet FCC Requirements	<b>Compliance Verified</b>
81.2.13 First Aid Over Phone (LE1)	<b>Compliance Verified</b>
81.3.3 Mobile/Portable Radios	<b>Compliance Verified</b>
<b>82 Central Records</b>	
82.1.1 Privacy and Security (LE1)	<b>Compliance Verified</b>
82.1.2 Juvenile Records (LE1)	<b>Compliance Verified</b>
82.2.5 Reports by Phone, Mail or Internet	<b>Not Applicable by Function</b>
<b>83 Collection and Preservation of Evidence</b>	
83.1.1 24-Hour Availability (LE1)	<b>Compliance Verified</b>

Standards	Findings
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.2 Storage and Security (LE1)	Compliance Verified
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
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 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Russell McElwee

On 8/28/2020, the Year 3 Remote Web-based Assessment of Simsbury (CT) Police Department was conducted. The review was conducted remotely and included 101 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	
1.1.3 Agency's Role in Criminal Justice Diversion Programs (OOOO)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.2 Concurrent Jurisdiction (OOOO)	Compliance Verified
2.1.3 Written Agreements for Mutual Aid (OOOO)	Compliance Verified
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)	Compliance Verified
3.1.2 Employee Rights (MMMM)	Compliance Verified
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
11.3.4 Police Action Death Investigations	Compliance Verified
11.5.1 Temporary/Rotating Assignments	Compliance Verified
12 Direction	
12.1.2 Command Protocol (LE1)	Compliance Verified
12.2.1 The Written Directive System (LE1)	Compliance Verified
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.1 Activities of Planning and Research	Compliance Verified

<b>Standards</b>	<b>Findings</b>
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	<b>Compliance Verified</b>
17.5.2 Operational Readiness (LE1)	<b>Compliance Verified</b>
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	<b>Compliance Verified</b>
22 Personnel Management System	
22.1.3 Benefits Program (LE1)	<b>Compliance Verified</b>
22.1.4 Personnel Support Services Program	<b>Compliance Verified</b>
22.1.7 Employee Assistance Program	<b>Compliance Verified</b>
22.1.8 Employee Identification (LE1)	<b>Compliance Verified</b>
22.2.2 General Health and Physical Fitness (LE1)	<b>Compliance Verified</b>
22.2.5 Extra-Duty Employment (LE1)	<b>Compliance Verified</b>
22.4.1 Grievance Procedures (LE1)	<b>Compliance Verified</b>
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	<b>Compliance Verified</b>
26.1.3 Harassment (LE1)	<b>Compliance Verified</b>
26.1.4 Disciplinary System (LE1)	<b>Compliance Verified</b>
26.2.4 Complaint/Commendation Registering Procedures (LE1)	<b>Compliance Verified</b>
31 Recruitment and Selection	
31.1.1 Agency Participation	<b>Compliance Verified</b>
31.2.1 Recruitment Plan (LE1)	<b>Compliance Verified</b>
31.2.3 Equal Employment Opportunity Plan	<b>Compliance Verified</b>
31.4.1 Selection Process Described (LE1)	<b>Compliance Verified</b>
31.5.1 Background Investigations (LE1)	<b>Compliance Verified</b>
33 Training and Career Development	
33.4.3 Field Training Program (LE1) (M M M M)	<b>Compliance Verified</b>
33.6.2 Tactical Team Training Program (LE1)	<b>Compliance Verified</b>
33.8.2 Skill Development Training Upon Promotion (LE1)	<b>Compliance Verified</b>
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	<b>Compliance Verified</b>
35 Performance Evaluation	
35.1.1 Performance Evaluation System	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
35.1.9 Personnel Early Intervention System* (LE1)	<b>Compliance Verified</b>
40 Crime Analysis and Intelligence	
40.1.1 Crime Analysis Procedures	<b>Compliance Verified</b>
40.2.1 Criminal Intelligence Data Collection	<b>Compliance Verified</b>
41 Patrol	
41.2.1 Responding Procedures (LE1)	<b>Compliance Verified</b>
41.2.4 Notification Procedures (LE1)	<b>Compliance Verified</b>
41.3.2 Equipment Specification/Replenishment (LE1)	<b>Compliance Verified</b>
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	<b>Compliance Verified</b>
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	<b>Compliance Verified</b>
42.2.4 Investigative Task Forces	<b>Not Applicable by Function</b>
42.2.6 Informants (LE1)	<b>Compliance Verified</b>
42.2.8 Interview Rooms (LE1)	<b>Compliance Verified</b>
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	<b>Compliance Verified</b>
43.1.5 Covert Operations (LE1)	<b>Compliance Verified</b>
44 Juvenile Operations	
44.2.1 Handling Offenders (LE1)	<b>Compliance Verified</b>
44.2.2 Procedures for Custody (LE1)	<b>Compliance Verified</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.4 Operations Function (LE1)	<b>Compliance Verified</b>
46.1.5 Planning Function (LE1)	<b>Compliance Verified</b>
46.1.11 Personnel Identification	<b>Compliance Verified</b>
46.1.12 Crowd Control Response Training	<b>Compliance Verified</b>
46.2.2 Tactical Team Selection	<b>Compliance Verified</b>
46.2.3 Tactical Team Equipment	<b>Compliance Verified</b>
46.2.7 Special Events Plan (LE1)	<b>Compliance Verified</b>
55 Victim/Witness Assistance	
55.2.1 Initial Assistance	<b>Compliance Verified</b>
55.2.2 Assistance, Threats	<b>Compliance Verified</b>
61 Traffic	

<b>Standards</b>	<b>Findings</b>
61.1.3 Violator Procedures (LE1)	<b>Compliance Verified</b>
61.1.4 Informing The Violator (LE1)	<b>Compliance Verified</b>
61.1.7 Stopping/Approaching (LE1)	<b>Compliance Verified</b>
61.1.10 DUI Procedures (LE1)	<b>Compliance Verified</b>
61.3.2 Direction/Control Procedures (LE1)	<b>Compliance Verified</b>
61.4.1 Motorist Assistance (LE1)	<b>Compliance Verified</b>
61.4.2 Hazardous Roadway Conditions (LE1)	<b>Compliance Verified</b>
61.4.3 Towing (LE1)	<b>Compliance Verified</b>
70 Detainee Transportation	
70.1.6 Procedures, Transport Destination (LE1)	<b>Compliance Verified</b>
70.2.1 Detainee Restraint Methods (LE1)	<b>Compliance Verified</b>
70.4.2 Rear Compartment Modifications (LE1)	<b>Compliance Verified</b>
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	<b>Compliance Verified</b>
72.3.2 Posted Evacuation Plan	<b>Compliance Verified</b>
72.4.1 Securing Weapons (LE1)	<b>Compliance Verified</b>
72.4.10 Procedures, Escape	<b>Compliance Verified</b>
72.5.3 Sight and Sound Separation (LE1)	<b>Compliance Verified</b>
72.5.7 Identification, Released Detainees	<b>Compliance Verified</b>
72.6.3 Posted Access to Medical Service	<b>Compliance Verified</b>
72.8.4 Receiving Mail/Packages	<b>Compliance Verified</b>
74 Legal Process	
74.1.1 Information, Recording (LE1)	<b>Compliance Verified</b>
74.3.2 Arrest Warrants Require Sworn Service	<b>Compliance Verified</b>
81 Communications	
81.2.1 24 Hour, Toll-Free Service (LE1)	<b>Compliance Verified</b>
81.2.3 Recording Information (LE1)	<b>Compliance Verified</b>
81.2.10 Emergency Messages (LE1)	<b>Compliance Verified</b>
81.2.11 Misdirected Emergency Calls (LE1)	<b>Compliance Verified</b>
81.3.1 Communications Center Security (LE1)	<b>Compliance Verified</b>
82 Central Records	
82.2.1 Field Reporting System (LE1)	<b>Compliance Verified</b>



Standards	Findings
82.2.2 Reporting Requirements (LE1)	<b>Compliance Verified</b>
82.2.3 Case Numbering System (LE1)	<b>Compliance Verified</b>
82.3.1 Master Name Index	<b>Compliance Verified</b>
82.3.4 Traffic Citation Maintenance (LE1)	<b>Compliance Verified</b>
83 Collection and Preservation of Evidence	
83.2.4 Equipment and Supplies (LE1)	<b>Compliance Verified</b>
83.2.6 Report Preparation (LE1)	<b>Compliance Verified</b>
83.3.2 Evidence, Laboratory Submission (LE1)	<b>Compliance Verified</b>

**Response from Agency Regarding Findings:**

CEO Feedback not provided.

## YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Brian Childress

On 2/3/2021, the Year 4 Remote Web-based Assessment of Simsbury (CT) Police Department was conducted. The review was conducted remotely and included 120 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	
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.9 Biased Policing* (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.10 Duty to Intervene (LE1) (M M M M)	<b>Compliance Verified</b>
<b>Notes:</b> ISSUE: This standard requires a written directive which mandates employees to intervene and notify appropriate supervisory authority if they observe another agency employee or public safety associate engage in any unreasonable use of force or if they become aware of any violation of departmental policy, state/provincial or federal law, or local ordinance. The agency directive does not address the second part of the standard: "or if they become aware of any violation of departmental policy, state/provincial or federal law, or local ordinance". AGENCY ACTION NEEDED: The agency was requested to add an existing directive or revise their directive to address the identified deficiency, AGENCY ACTION TAKEN: The agency revised their directive to address the identified deficiency.	
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.2 Use of Deadly Force (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	<b>Compliance Verified</b>
<b>Notes:</b> ISSUE: This standard changed in the fall of 2020. The standard now requires a written directive which must mandate 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 highlighted directives do not address the requirements of this revised standard. AGENCY ACTION NEEDED: The agency was requested to add an existing directive or revise their directive to address the identified deficiency. AGENCY ACTION TAKEN: The agency revised their directive to address the identified deficiency.	
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.7 Choke Holds (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.4 Analyze Reports* (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	<b>Compliance Verified</b>
11 Organization and Administration	

<b>Standards</b>	<b>Findings</b>
11.4.1 Administrative Reporting Program	<b>Compliance Verified</b>
11.4.2 Accountability for Agency Forms	<b>Compliance Verified</b>
12 Direction	
12.1.4 Functional Communication/Cooperation	<b>Compliance Verified</b>
17 Fiscal Management and Agency Property	
17.2.1 Budget Process and Responsibility Described	<b>Compliance Verified</b>
17.3.1 Requisition and Purchasing Procedures	<b>Compliance Verified</b>
17.5.1 Inventory and Control	<b>Compliance Verified</b>
21 Classification and Delineation of Duties and Responsibilities	
21.2.1 Classification Plan (N/A O O O)	<b>Compliance Verified</b>
21.2.3 Position Management System	<b>Compliance Verified</b>
22 Personnel Management System	
22.1.1 Salary Program	<b>Compliance Verified</b>
22.1.2 Leave Program	<b>Compliance Verified</b>
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	<b>Compliance Verified</b>
22.1.6 Clothing and Equipment	<b>Compliance Verified</b>
22.1.10 Bonding/Liability Protection (M M M M)	<b>Compliance Verified</b>
22.2.3 Fitness and Wellness Program	<b>Compliance Verified</b>
22.3.1 Agency Role	<b>Compliance Verified</b>
22.3.2 Ratification Responsibilities	<b>Compliance Verified</b>
26 Disciplinary Procedures and Internal Investigations	
26.1.2 Employee Awards	<b>Compliance Verified</b>
26.1.5 Role and Authority of Supervisors	<b>Compliance Verified</b>
26.1.7 Termination Procedures	<b>Compliance Verified</b>
26.1.8 Records	<b>Compliance Verified</b>
26.2.1 Complaint Investigation (LE1)	<b>Compliance Verified</b>
26.2.5 Annual Statistical Summaries; Public Availability*	<b>Compliance Verified</b>
31 Recruitment and Selection	
31.3.1 Job Announcements	<b>Compliance Verified</b>
31.3.2 Notification Expectations	<b>Compliance Verified</b>
31.3.3 Maintaining Applicant Contact	<b>Compliance Verified</b>
31.4.2 Job Relatedness	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
31.4.3 Uniform Administration	<b>Compliance Verified</b>
31.4.4 Candidate Information	<b>Compliance Verified</b>
31.4.5 Notification of Ineligibility	<b>Compliance Verified</b>
31.4.6 Records	<b>Compliance Verified</b>
31.5.5 Use of Results	<b>Compliance Verified</b>
<b>33 Training and Career Development</b>	
33.1.3 Outside Training Reimbursement	<b>Compliance Verified</b>
33.1.4 Lesson Plan Requirements	<b>Compliance Verified</b>
33.1.7 Training Class Records Maintenance	<b>Compliance Verified</b>
33.2.3 Outside Academy, Role	<b>Compliance Verified</b>
33.2.4 Outside Academy, Agency Specific Training	<b>Compliance Verified</b>
33.4.4 Entry Level Training (LE1) (M M M M)	<b>Compliance Verified</b>
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	<b>Compliance Verified</b>
33.5.3 Accreditation Training (LE1)	<b>Compliance Verified</b>
33.7.1 Non-sworn Orientation	<b>Compliance Verified</b>
33.8.1 Training for Career Development Personnel Training	<b>Compliance Verified</b>
33.8.3 Career Development Program	<b>Compliance Verified</b>
33.8.4 Educational Incentives	<b>Compliance Verified</b>
<b>34 Promotion</b>	
34.1.2 Promotional Process Described	<b>Compliance Verified</b>
34.1.3 Job Relatedness	<b>Compliance Verified</b>
34.1.4 Promotional Announcement	<b>Compliance Verified</b>
34.1.5 Eligibility Lists	<b>Compliance Verified</b>
<b>35 Performance Evaluation</b>	
35.1.4 Evaluation Criteria	<b>Compliance Verified</b>
35.1.5 Evaluation Components	<b>Compliance Verified</b>
35.1.6 Unsatisfactory Performance	<b>Compliance Verified</b>
35.1.7 Employee Consultation	<b>Compliance Verified</b>
35.1.8 Rater Evaluation	<b>Compliance Verified</b>
<b>40 Crime Analysis and Intelligence</b>	
40.2.2 Intelligence Analysis Procedures	<b>Compliance Verified</b>
<b>41 Patrol</b>	

<b>Standards</b>	<b>Findings</b>
41.1.1 Shift/Beat Assignment	<b>Compliance Verified</b>
41.1.3 Special-Purpose Vehicles	<b>Compliance Verified</b>
41.3.1 Patrol Vehicles Lights, Sirens	<b>Compliance Verified</b>
41.3.3 Occupant Safety Restraints	<b>Compliance Verified</b>
41.3.4 Authorized Personal Equipment	<b>Compliance Verified</b>
42 Criminal Investigation	
42.1.2 Case-Screening System	<b>Compliance Verified</b>
42.1.4 Accountability, Preliminary/Follow-Up Investigations	<b>Compliance Verified</b>
42.2.3 Communication with Patrol Personnel	<b>Compliance Verified</b>
42.2.5 Deception Detection Examinations	<b>Compliance Verified</b>
42.2.7 Cold Cases	<b>Compliance Verified</b>
43 Vice, Drugs, and Organized Crime	
43.1.2 Records, Storage and Security	<b>Compliance Verified</b>
43.1.3 Confidential Funds	<b>Compliance Verified</b>
43.1.4 Equipment, Authorization and Control	<b>Compliance Verified</b>
44 Juvenile Operations	
44.2.4 School Services Program	<b>Compliance Verified</b>
44.2.5 Community Youth Programs	<b>Compliance Verified</b>
45 Crime Prevention and Community Involvement	
45.1.2 Community Involvement and Organizing Community Groups	<b>Compliance Verified</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.6 Logistics Function (LE1)	<b>Compliance Verified</b>
46.1.7 Finance/Administration Function (LE1)	<b>Compliance Verified</b>
54 Public Information	
54.1.1 Activities	<b>Compliance Verified</b>
55 Victim/Witness Assistance	
55.2.3 Assistance, Preliminary Investigation	<b>Compliance Verified</b>
55.2.4 Assistance, Follow-Up Investigation	<b>Compliance Verified</b>
55.2.5 Assistance, Suspect Arrest	<b>Compliance Verified</b>
55.2.6 Next-of-Kin Notification	<b>Compliance Verified</b>
70 Detainee Transportation	
70.1.5 Prisoner Communication	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
70.3.1 Sick, Injured, Disabled	<b>Compliance Verified</b>
70.3.2 Hospital Security and Control	<b>Compliance Verified</b>
70.3.3 Special Situations	<b>Compliance Verified</b>
70.4.1 Vehicle Safety Barriers	<b>Compliance Verified</b>
72 Holding Facility	
72.1.2 Access, Nonessential Persons	<b>Compliance Verified</b>
72.2.1 Minimum Conditions	<b>Compliance Verified</b>
72.4.2 Entering Occupied Cells	<b>Compliance Verified</b>
72.4.3 Key Control	<b>Compliance Verified</b>
72.4.4 Facility Door Security	<b>Compliance Verified</b>
72.4.5 Security Checks	<b>Compliance Verified</b>
72.4.7 Tool and Culinary Equipment	<b>Compliance Verified</b>
72.4.8 Alerting Control Point	<b>Compliance Verified</b>
72.4.9 Panic Alarms* (M M M M)	<b>Compliance Verified</b>
72.5.1 Detainee Searches	<b>Compliance Verified</b>
72.5.2 Intake	<b>Compliance Verified</b>
72.5.4 Segregation	<b>Compliance Verified</b>
72.5.5 Procedure, Outside Detainees	<b>Compliance Verified</b>
72.5.6 Procedure, Exceeding Capacity	<b>Compliance Verified</b>
72.6.1 Procedure, Medical Assistance	<b>Compliance Verified</b>
72.6.4 Dispensing Pharmaceuticals	<b>Compliance Verified</b>
72.7.1 Procedure, Detainee Rights	<b>Compliance Verified</b>
72.8.1 Monitoring of Detainees (M M M M)	<b>Compliance Verified</b>
72.8.2 Audio/Visual Surveillance	<b>Compliance Verified</b>
72.8.3 Supervision, Opposite Gender	<b>Compliance Verified</b>
72.8.5 Visiting	<b>Compliance Verified</b>
83 Collection and Preservation of Evidence	
83.2.2 Photography, Video and Audio Evidence	<b>Compliance Verified</b>
83.2.3 Fingerprinting	<b>Compliance Verified</b>
83.2.5 Procedures, Seizure of Electronic Equipment	<b>Compliance Verified</b>
83.3.1 Collecting from Known Source	<b>Compliance Verified</b>
84 Property and Evidence Control	

Standards	Findings
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>

**Response from Agency Regarding Findings:**

CEO Feedback not provided.

## SITE-BASED ASSESSMENT

7/28/2021

### *Planning and Methodology:*

Assessors for the Simsbury (Connecticut) Police Department conducted a virtual assessment via computers using the Commission's contingency plans for on-site assessments during the COVID 19 pandemic. The assessment team coordinated with the agency staff to utilize technology/video-conferencing to review agency operations, conduct interviews, allow for public input, and maintain accessibility to any persons or organizations that desired to give input about the agency to the assessment team.

The Simsbury Police Department is a full service law enforcement agency that offers a wide range of services to the community to include 911 communications and animal control. The agency has 38 sworn personnel and 11.5 non-sworn personnel. The department's philosophy is heavily based on the principles of community oriented policing and being responsive to the communities needs.

While the assessment team was unable to visit the department in person and interact with staff and community members, we did speak with a sufficient number of people to understand that that the agency is heavily committed to serving the Simsbury community. The department is an active part of the Simsbury community and not just another Town department providing services to its citizens. The department is always looking for new ways to positively engage with the community in Simsbury.

### *Community Policing and Crime Prevention*

The Simsbury Police Department is heavily invested in its community. The department's mission statement states that department members will "always encourage open dialogue and positive interactions to create solid partnerships that will enhance the quality of life for all." The department has solid partnerships within the community and continues to empower officers to look for ways to positively engage with its community members. Officers are visible, known, and well respected by the Simsbury community. Chief Boulter and his command staff have created a strong culture of community-oriented policing through the ranks of the Simsbury Police Department.

Officer Jamie Ball is the Simsbury Police Department's full time community services officer. Officer Ball assists the department with numerous outreach programs and activities. Some of the community outreach events that the department has participated in includes food drives, stuff the cruiser, citizens police academy, bike safety rodeos, and bowling with badges. Officer Ball assists the department with following up on various community quality of life issues. The department also partners with the local social services department in helping the elderly within the community. Project Lifesaver is another outreach program that the department provides for the Simsbury community.

The Simsbury Police Department employs a full-time animal control officer. Animal Control Officer Mark Rudewicz serves in this role for the agency. In addition, to responding to and enforcing animal related calls within the Town of Simsbury, Animal Control Officer Rudewicz is an instrumental part of the department's community outreach effort. The department has held several rabies and microchip clinics for Simsbury residents. The department Animal Control Officer maintains strong relationships with local media outlets to assist with posting runaway pets that are picked up by the agency. The department also has a program called Heroes and Hounds, which was started by Animal Control Officer Rudewicz. The program donates items collected from the community to military working dogs and their handlers who are deployed abroad. The department also holds and participates in various public speaking engagements involving pets, wildlife, and other animal related matters within the Town of Simsbury.

### *Standards Issues:*



None noted

## *Suggestions*

### *911 Communications*

The Simsbury Police Department manages and operates its own primary 911 Public Safety Answering Point (PSAP) for the Town of Simsbury. The 911 Center receives an average of 9,200 emergency calls each year. The center is staffed by seven full-time dispatchers. The center handles dispatch duties for police, EMS, and public works departments. In addition, the center handles initial dispatch for fire and then the radio communications are handled by a separate fire dispatch center from the Simsbury Fire District.

Even though the 911 communications center is small, the number and quality of services provided is very comparable to other larger 911 centers. The Simsbury 911 center provides emergency medical dispatch (EMD) for all EMS calls. The EMD program allows the dispatchers to provide critical pre-arrival instructions over the phone to callers prior to first responders and EMS units arriving on scene to assist them. The center also had the capability to receive 911 texts and has the capability to text callers back during emergency situations. If an incident requires community alerting or notification, then the center has the capability to alert residents via a statewide notification system.

The agency has a backup generator and has procedures in place with neighboring agencies should a failure occur at the agency related to 911 operations. In previous years, the agency had identified a concern about of their radio system. The agency has received approval to upgrade their current radio system, which will enhance overall coverage, functionality, and interoperability. The radio project is expected to be completed by Summer 2021.

Dispatchers at the agency have completed a wide array of different courses that help them to deliver the best possible service to callers and responders in the field. Dispatchers utilize both in-person and online training platforms to ensure that they are receiving necessary training. Dispatchers receive training in active shooter response, domestic violence, handling mental health related callers. The EMD program also includes a guide card that helps dispatchers keep those suffering a mental health crisis calm.

The assessment team spoke with Donna Anderson during the site-based assessment. Dispatcher Anderson stated that she had been with the Simsbury Police Department for 9 years serving in the role of dispatcher. Dispatcher Anderson spoke about the high quality of service provided by the dispatchers and further highlighted the department's commitment to providing the best possible interaction with its citizens whether on the phone or in the field. Dispatcher Anderson also spoke about the dispatcher's role in starting the de-escalation process when receiving calls from those persons suffering from a mental health crisis. It was clear from speaking with Dispatcher Anderson that the minimum standard for service from the center is very high.

## *Standards Issues:*

None noted

## *Suggestions*

### *Training*

#### Field Training

The assessment team spoke with Sergeant Bradford Chase regarding the agency's field training program. Sgt Chase is currently assigned as a Sergeant in the Patrol division, manages their Field Training Program, and is a team leader on the Regional SWAT Team.

Each new officer receives fourteen (14) weeks of field training at Simsbury PD unless they have previous experience in law enforcement. The agency has five (5) field training officers (FTO) on patrol and eleven other FTO's within the organization. Those interested in becoming a FTO must have three (3) years of service before being considered.

Each new officer moves through four (4) phases of the field training program. Each phase encompasses 20 working days and progressive in the officer's engagement. A daily observation report (DOR) is completed for each day and then reviewed and signed by the officer before the end of their tour. Additionally, the Field Training Sergeant conducts five-day reviews of the officer's performance while in training.

Each officer must complete a ten-day "quasi-solo" period of training before being released from the field training program. During this phase the FTO dresses in civilian attire and does not interject during their workday. At the conclusion a recommendation is made through the chain of command and the Chief ultimately approves the officer for release.

#### **In-Service/Advanced Training**

The assessment team spoke with Sergeant Matt Christian regarding the agency's training program. Sergeant Christian is currently assigned to the training section and wears many different hats for the organization. Sergeant Christian is responsible for coordinating, scheduling, and assigning all annual in-service training for each officer. Annually, each officer attends four (4) days or thirty-two (32) hours of mandatory in-service training at West Harford PD. This training encompasses a variety of topics to include: Rape Crisis, Human Relations, Legal Updates, Patrol Procedures, Domestic Violence, Juvenile Law, Hate and Biased crimes, etc.

Before attending this training, the agency conducts its own two-day training that revolves around firearms and use of force. Annually, each officer receives approximately forty-eight (48) hours of continued training, which is well above the ninety (90) hours of tri-annual training required by the Connecticut Police Officers Standards and Training (POST). In addition to this training the agency has two instructors training to deliver de-escalation training.

Each officer is eligible to identify advanced training and submit a request through their chain of command to attend. Sergeant Christian manages these requests and schedules officers according to availability. At the conclusion of each year Sergeant Christian is responsible for sending each officers training record to POST for re-certification.

Simsbury PD utilizes advanced technology and tools to deliver scenario-based training to their officers. Using a Simunitions system and Virtual Simulator the agency subjects each officer to real life scenarios and increases their skills in handling difficult calls for service. Sergeant Christian reviews the agency's annual reports in pursuits and use of force to determine the training topics for the upcoming year. This behavior is ideal for learning from real life scenarios and those challenges presented.

#### **Standards Issues:**

None noted

#### **Suggestions**

#### **Recruitment and Staffing**

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Sergeant Matt Christian is responsible for the agency's recruitment efforts. Sergeant Christian is currently assigned to the training unit and responsible for processing all applications. This processing includes moving each applicant through the various testing and background steps of the hiring process.

The agency utilizes Police App as their primary source for recruitment and accepting applicants. Along with Police App, the agency visits local career fairs, utilizes social media, and "word of mouth" to recruit qualified applicants. Sergeant Christian also noted the School Resource Officer program has been a good tool for them regarding long-term recruitment. The agency is hopeful that the junior cadet program will bring interested teens into the department eventually as well.

As observed in their agency statistics and annual reports, they continue to struggle with recruitment of minority applicants. Sergeant Christian indicated they have been in communication with several of the local religious leaders for

assistance in recruiting minority candidates. Along with these attempts, the Police Commission has sought assistance from National Organization of Black Law Enforcement Executives (NOBLE) for minority recruitment. Recruitment of minority applicants will be one of their challenges in the upcoming years for the Simsbury Police Department as they continue to grow in size to meet the needs of their growing community.

The assessment team also spoke with Jenna Caulfield and Mike Long, both representative with the Town of Simsbury Police Commission. Mrs. Caulfield has been a commissioner for approximately two (2) years and Mike Long has served in as a commissioner for approximately twenty (20) years.

The Police Commission is comprised of five (5) appointed members that serve unlimited four-year terms. Each commissioner is appointed by one of the town's "Selectman". The Commission is responsible for the agency's budget, policies, procedures, hiring, firing, disciplinary actions, and grievances. Both Mrs. Caulfield and Mr. Long spoke highly of the professionalism demonstrated by Chief Boulter and Simsbury PD.

The biggest concern identified by each commissioner is the current staffing levels and the increased demand of calls for service associated with the growth of the city over the past five (5) years. Each commissioner expressed a strong desire to conduct a weighted workload assessment for the agency and determine if adding additional staffing was appropriate. Recruitment and staff diversity were other concerns identified by the commissioners during this interview. Each of them stated the Commission has been in regular communication and collaboration with Chief Boulter about this issue. The commission has reached out specifically to the National Organization of Black Law Enforcement Executives (NOBLE) for guidance and recommendations on recruitment of minority officers. Although the agency continues to struggle with receiving quality applicants from the minority population, each of the commissioners believes this alliance and continued community outreach will improve minority recruitment soon within the Simsbury Police Department.

The assessment team spoke with patrol officer Arnold Connor. Officer Connor is currently assigned to the Patrol Division and has been with Simsbury Police Department for less than two (2) years. Officer Arnold learned about Simsbury Police Department through a recruitment tool utilized by the agency called Police App. Officer Arnold advised Simsbury PD has a great reputation and were transparent during the hiring process. Simsbury PD communicated clearly with Officer Arnold regarding his status in the hiring process which left a good impression with him regarding their professionalism. Officer Arnold regarded the hiring process as extensive, but fair and efficient with selecting qualified officers.

Officer Arnold clearly understands the agency's policies and procedures are established based on law enforcement best practices identified by CALEA accreditation. He clearly understands the need for CALEA and how the relationships enhance the agency's ability to deliver services to the community the serve.

Officer Arnold spoke highly of his Field Training experience and the continued advanced training Simsbury PD provides for each officer. During Field Training, Officer Arnold received consistent feedback from his Field Training Officer and supervisor. These candid reviews assisted him with development and understanding the application of his duties and responsibilities. Officer Arnold clearly understood the process of applying for and being assigned to advanced training and the maintenance requirements needed to retain his law enforcement certification.

Annually, Officer Arnold receives an evaluation from his supervisor and during that time he discusses his long- and short-term career goals (Career Counseling). Officer Arnold says these evaluations have assisted him with development and obtaining the training he desires to advance his career.

One of the highlights Officer Arnold noted was the agency focus on de-escalation. Officer Arnold advised he began learning about de-escalation during his field training and has continued to observe in the performance of his duties. Clearly the agency's culture is to protect the sanctity of all life and embeds this philosophy into the culture of the organization.

Along with de-escalation, Officer Arnold was very knowledgeable about the agency's Employee Assistance Program. During our conversation he noted two specific incidents in which the agency brought counselors to officers that witnessed traumatic events. Each of these incidents assisted him in mentally processing his emotions associated with the traumatic events.

#### *Standards Issues:*

None noted

#### *Suggestions*

#### *Juvenile Prevention and Outreach*

The Simsbury Police Department is heavily involved in the community and has several programs that are focused on juveniles. State laws regarding how juvenile crimes are handled have changed, but the department has continued its outreach efforts as it relates to youth. The department certainly buys into the philosophy of children being our future community leaders and have committed a great deal of resources to community youth programs in Simsbury.

The department has created a strong partnership with the Simsbury school system. The department has two school resource officers (SROs) assigned to the school system, which are SRO Kushman and SRO Harrington. In addition to a security presence at these schools, these SROs are involved in a great deal of outreach events for students, parents, and staff. The SROs manage a youth cadet program, which is designed for youths between the ages of 14-21. The cadet program provides youth with an opportunity to learn more about the law enforcement field, but most importantly teaches youth involved in the program valuable life skills even if they are not interested in a law enforcement career. The SROs have provided instruction to parents related to dangers of vaping, Internet/social media safety, and bullying. The SROs assist the school district with safety planning, response plans, and serve on a school safety team. Both SRO Kushman and SRO Harrington are helping to build positive relationships between law enforcement and youth within the Simsbury school system.

The department is also committed to helping and rehabilitating juveniles who find themselves committing minor offenses. The department is actively involved in the local juvenile review board (JRB) and assigns Detective May to sit on this board. The JRB handles dispositions involving juveniles who have committed minor offenses versus the matter being sent through formal court proceedings. The JRB meets monthly and has a diverse makeup of stakeholders from the Simsbury community. The Simsbury Police Department is committed to working with juveniles to ensure that they overcome these simple mistakes and become successful in their futures.

The Simsbury Police Department has several other programs or initiatives that are solely geared toward juveniles. The department participates in the Project ChildSafe program, which is designed to ensure that parents and caretakers of children properly secure firearms that are in the home. The department has published information related to the "Look before you Lock" campaign, which focuses on preventing children from being left in unattended vehicles. During the summer months, the agency hosts a Junior Police Academy for youth in 5th to 8th grade. The Junior Police Academy is a weeklong program that provides youth with a hands-on learning experience of the law enforcement profession. Finally, the department promotes child safety seat awareness and has held several community events to help parents to properly install child safety seats.

#### *Standards Issues:*

None noted

#### *Suggestions*

#### *Summary:*

**Number of Interviews Conducted:** 33

**Assessors' Names:** Jeffrey Dodson and Dalton Majors

**Site-Based Assessment Start Date:** 03/15/2021

**Site-Based Assessment End Date:** 03/17/2021

<b>Mandatory (M) Compliance</b>	321
<b>Other-Than-Mandatory (O) Compliance</b>	63
<b>Standards Issues</b>	0
<b>Waiver</b>	0
<b>(O) Elect 20%</b>	6
<b>Not Applicable</b>	69
<b>Total:</b>	459

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<b>Percentage of applicable other-than-mandatory standards:</b>	91 %
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## COMMUNITY FEEDBACK AND REVIEW

### *Public Information Session*

Due to the assessment of the Simsbury Police Department being conducted under the contingency plan, the public information session had to be changed from the traditional method. The agency still held a public information session via Zoom and the access information for this hearing was advertised to the public beforehand.

During the virtual public hearing, one (1) member of the community spoke with the assessment team. The community member expressed concern about the backlog and delay in processing of pistol permits by the agency. The backlog with processing these requests appears to be an issue which is state-wide according to the agency and several other agencies are experiencing the same delays with processing these citizen requests.

### *Telephone Contacts*

The public call in session was held on Monday, March 15, 2021 from 1:00 PM to 3:30 PM. The assessment team received four (4) calls during this call in session.

Four (4) members of the Connecticut PAC contacted the assessment team during the public call in session. All callers were very complimentary of the department and explained that they were very involved in the statewide PAC. They advised that Simsbury Police Department is always willing to share knowledge and policies with other departments that are seeking accreditation with CALEA. All callers stated that Simsbury Police Department is a very professional organization, has a great reputation across the state of Connecticut, and are very committed community policing within the Town of Simsbury.

### *Correspondence*

The assessment team did not receive any correspondence pertaining to the Simsbury Police Department during the on-site assessment.

### *Media Interest*

The assessment team was not contacted by any media outlets during the on-site assessment.

### *Public Information Material*

Public notice about the assessment was distributed in several ways by the agency. The public notice was sent to various local papers, news stations, and also published on the department's Facebook page.

### *Community Outreach Contacts*

During the assessment, the assessment team was able to speak with numerous community members. All spoke very positive of the Simsbury Police Department and described a great working relationship with the department.

Tony Uanino is a Simsbury resident and the Executive Director of the Belden Forest Court Independent Living Senior Community in Simsbury. Mr. Uanino explained that the senior living community has 44 units and that he has frequent contact with the police department in his professional role at the senior living community. Mr. Uanino explained that Officers with the department are trained as first responders and respond to all medical calls within the Town of Simsbury. Mr. Uanino stated that due to the EMS system in Simsbury being staffed by volunteers that Simsbury Police Officers are often the first to arrive on EMS related calls at the facility. Mr. Uanino stated that Officers are always professional and

trusted by his residents at the senior living community. In addition, Mr. Uanino stated that prior to COVID 19 that the department would hold an annual picnic for residents and often stop by to speak with residents. Mr. Uanino stated that most residents knew the Officers so well that they were usually on a first name basis with them. Mr. Uanino stated that he is also a resident in the Town for many years. Mr. Uanino stated that the department has a high level of trust in the community and that they are frequently observed positively engaging with residents in various areas of the Town. Mr. Uanino commented about how professional and calming the department's 911 dispatchers are when he calls for help at the facility. Mr. Uanino stated that he had two children in school system and commended the department on their work with the schools thru their SRO program. Mr. Uanino stated that they SROs have helped kids in the school system to have a positive view of the police. Mr. Uanino described the department as "amazing and always willing to help to the community."

Mike Glidden is the Director of Planning and Community Development with the Town of Simsbury. Mr. Glidden described his working relationship with Chief Boulter and the Simsbury Police Department as being very good. Mr. Glidden stated that his department and the police department work together on many issues throughout the Town. Some of these issues include traffic issues, housing code issues, planning for new housing development projects, and special permitting process for the Town. Mr. Glidden explained that the Town of Simsbury is experiencing a substantial housing boom and stated that the police department is always willing to offer advice on these new projects that are slated for the Town of Simsbury. Mr. Glidden described the level of service that the police department provides to the community as being "very high". Mr. Glidden stated that the police department can always be observed positively interacting with business owners and residents in Simsbury.

Matt Curtis is the school superintendent for the Town of Simsbury. Mr. Curtis has been the school superintendent for the past nine years. The Town of Simsbury has five elementary schools, one middle school, and one high school. Mr. Curtis praised the department for their work with the school system and commented on the great success of the department's school resource officer (SRO) program. Mr. Curtis explained that the school system splits the cost of the SRO program with the police department. Mr. Curtis stated that the SROs are great asset to the school system and have developed a great relationship with the students/staff in the schools. Mr. Curtis stated that the SROs often teach various topics in the classroom for students and have held various community forums for parents. Mr. Curtis described the police department as very accessible, trusting, and very transparent. Mr. Curtis stated that Chief Boulter is very responsive to the community needs and very easy to reach, if needed.

Melissa "Missy" DiNunno is the Executive Director of the Simsbury Meadows Performing Arts Center. Mrs. DiNunno has been in this position for the past 3 years. The Simsbury Meadows Performing Arts Center is a non-profit organization that hosts various performances and community events. Some of these events include musical performances, community arts programs, 5Ks, bike races, and high school graduations. Mrs. DiNunno stated that the police department is required on-site for certain large-scale events at the performing arts center. The working relationship between the police department and the performing arts center is great according to Mrs. DiNunno. Mrs. DiNunno explained that the police department often assists with emergency response planning and traffic patterns for larger events. Mrs. DiNunno explained that she loves having Officers at these events because they are always so friendly and interact with the public so well. Mrs. DiNunno described the Simsbury Police Department as being very "community centric" and explained that they are doing a great job.

Christopher Arciero is the Chief of Police for the Town of Canton (CT) Police Department. The Town of Canton borders the Town of Simsbury. Chief Arciero has been the Chief of Police with the Town of Canton for the past 10 years and served 28 years with the Connecticut State Police prior to that. Chief Arciero also explained that he resides in the Town of Simsbury and has been a resident in Simsbury since 1966. Chief Arciero stated that Chief Boulter and his staff are always willing to share policies with them when requested. Chief Arciero stated that the working relationship between the two neighboring agencies is outstanding. Chief Arciero explained that Simsbury Police Department is a great agency and they have developed a solid reputation in the state. Chief Arciero described the Simsbury Police Department as having a high level of trust within their community and stated that their officers are very compassionate in dealing with the public. Chief Arciero described Simsbury Police Department as being a model agency for others in the state to follow.

Jim Baldis is the Chief of the Simsbury Volunteer Fire Department and the Director of Administration/Facilities for the Simsbury Fire District. Chief Baldis explained that the Town of Simsbury has six fire stations and approximately 102 members, which is in addition to emergency medical services in the Town. Chief Baldis described the working relationship between the Simsbury Police Department and the Fire District as being "very good". Chief Baldis stated that Chief Boulter is always willing to include the Fire District into training events like active shooter that have been held in the past. In addition to these duties with the Fire District, Chief Baldis advised that he had lived in Simsbury all his life and that he had raised a family there. Chief Baldis stated that the police department always ensures that the community is safe and that community needs are being met. Chief Baldis stated that the police department is trusted by the community and that this was certainly proven by some recent protests in the Town. Chief Baldis stated that several protests were held in the Town following national events, but that everything was peaceful. Chief Baldis explained that the Simsbury Police Department engaged with these groups early in the process. Chief Baldis stated that Chief Boulter was open and welcoming with these groups, which he believed helped to keep them uneventful. Chief Baldis commended the department on their willingness to work jointly with other departments during weather events that frequently occur in the area.

Maria Capriola is the Town Manager for the Town of Simsbury and has been in this role for three years. Mrs. Capriola explained that in 2017, the Town of Simsbury switched to a manager and board of selectmen style of government. Prior to this time, a member of the board of selectmen was responsible for overall management of the Town staff and operations. Mrs. Capriola stated that the Town of Simsbury is experiencing substantial growth, which is reflective in new residential housing, commercial development, and school enrollment. Mrs. Capriola explained that keeping up with this growth and maintaining a high level of services within the Town could prove to be a future challenge. Mrs. Capriola stated that the police department is doing an outstanding job in the community and explained that they have stayed ahead of recent policing reform measures that have been passed in the state of Connecticut. Mrs. Capriola stated that Chief Boulter has analyzed data related to these new police reform measures and recently gave a presentation to the Board of Selectmen on how his department was handling these new mandates. Mrs. Capriola stated that the Town had several protests this summer and that all were uneventful due to the positive engagement by the police department. One of the unique challenges that Mrs. Capriola pointed out was the over population of black bear within the Town. Mrs. Capriola stated that the police department and their animal control officer has handled the situation very well. Mrs. Capriola stated that the department has helped with educating residents and also working with the state's wildlife department in addressing the issues involving black bears within the Town. Mrs. Capriola described the police department's relationship with the community as being very positive.

Eric Gomes is the Human Resources Coordinator for the Town of Simsbury. Mr. Gomes has been working for the Town of Simsbury for approximately 8 years and Chief Boulter is the second chief he has worked with during that time. Mr. Gomes handles all benefits, policies, procedures, retirements, and separations for the town. He is responsible for coordinating all pre-screen examinations and new hire orientations for Simsbury PD. Mr. Gomes spoke highly of Chief Boulter and the agency. He advised since hiring Chief Boulter the agency has significantly increased their communication level with the Human Resources department. Chief Boulter relies heavily on town staff for guidance and collaboration when making decisions and has fostered positive working relationships within the organization. These actions have garnered a tremendous amount of respect with the manager and other department heads.

The assessment team interviewed a local clergyman, Art Miller. Mr. Miller is the Deacon for St. Mary's Catholic church in Simsbury. Deacon Miller has an extensive background on social justice and has played various roles over the last 5 decades on racial equality. During this time, he has served as deacon for several churches around the country and subsequently been exposed to numerous law enforcement agencies. Deacon Miller spoke highly of the agency's continued professional response to the community they serve. Deacon Miller self-admitted he has looked for any opportunity to scrutinize their performance, but cannot find one reason to question their integrity, fairness, and transparency. Deacon Miller contributes their success to their community outreach efforts, specifically those associated with the agency's school resource officer program. He indicated during these interactions officers get to know the youth within the community, treat them with respect, and develop lasting relationships with them.



Sarah Nielsen is the director and downtown liaison to the downtown business district. She is employed by the Town of Simsbury and has been for approximately eight (8) years. Ms. Nielsen spoke highly of the open line of communication the agency has established with the downtown business district. Ms. Nielsen advised, through face-to-face interactions, the downtown business owners trust the agency to address their concerns and protect their properties. Ms. Nielsen made special note of the agency intentional communication of crime trends and how this has been the single biggest impact on the positive relationships they have built. Ms. Nielsen is concerned with the agency's ability to adapt to the continued growth of the Simsbury community and feels it will be important for them to maintain appropriate staffing levels to be successful. This, along with the continued business and lifestyle adaptations resulting from COVID 19, will be the agency's biggest challenges over the next few years from Ms. Nielsen's perspective.

The assessment team interviewed Selectman Sean Askham. Mr. Askham is the police department's liaison to the Board of Selectman. He is responsible for collaborating with the agency, the city manager, and ensuring items of importance are addressed by the board. Mr. Askham gained his respect of Simsbury PD as a juvenile. He spoke highly of the department's commitment to community policing then and now. Mr. Askham specifically noted the agency's community outreach efforts, especially those within the disabled community. Mr. Askham was extremely supportive of the agency's commitment to CALEA and law enforcement best practices. Mr. Askham referenced two recent protests within the community during the George Floyd riots across the country. Mr. Askham noted these community protests were peaceful and in large part due to the agency's commitment to de-escalation and community relationships.

Sergeant Scott Sagan is a current member of the Simsbury Local Union. Sergeant Sagan has been with Simsbury Police Department for 20 years and has been a member of the local union for that entire period. Sergeant Sagan has served the union in many capacities and is currently the sitting president. Each member below the rank of Deputy Chief is a member of the local chapter, but do not have to contribute to the chapter. Currently the union is in the midst of a 3-year collective bargaining agreement with the city. The union is responsible for setting the standards regarding wages, working conditions, promotional processes, seniority, and accrued leave time. Sergeant Sagan said over the past 10 years the union, police department, and city have significantly increased their relationship through increased communication and collaboration. Sergeant Sagan spoke highly of Chief Boulter's ability to continue to enhance the relationship with the local chapter. Sergeant Sagan indicated the relationship is so good, that most grievances are resolved before they are even filed.

## STATISTICS AND DATA TABLES

### Overview

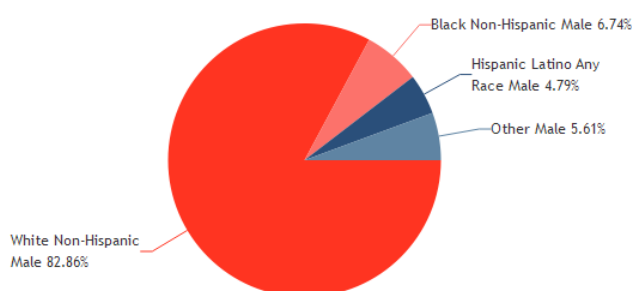
The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency's use of standards to address the standards' intent

### Traffic Warnings & Citations - Reaccreditation Year 1

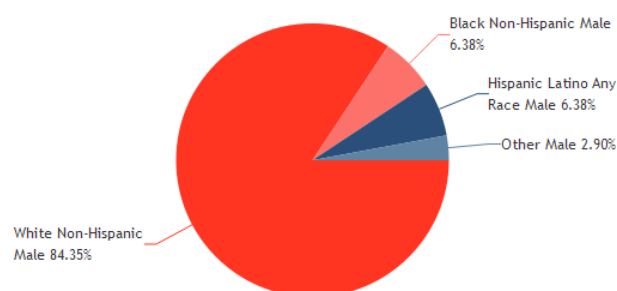
**Data Collection Period:** 1/1/2017 - 12/31/2017

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1315	291	1606
Black Non-Hispanic Male	107	22	129
Hispanic Latino Any Race Male	76	22	98
Other Male	89	10	99
White Non-Hispanic Female	1035	194	1229
Black Non-Hispanic Female	76	4	80
Hispanic Latino Any Race Female	29	12	41
Other Female	39	7	46
TOTAL	2766	562	3328

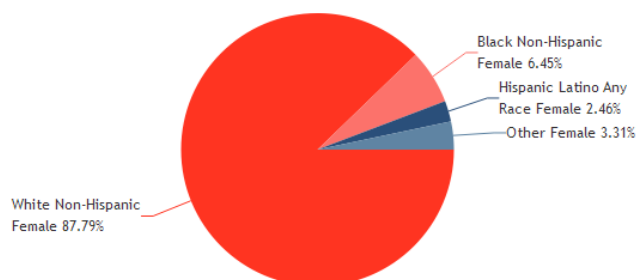
#### Male Warnings



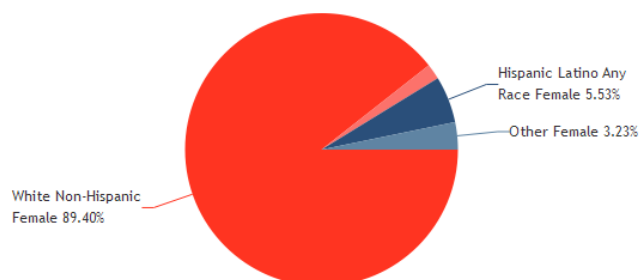
#### Male Citations



#### Female Warnings



#### Female Citations



### Legend

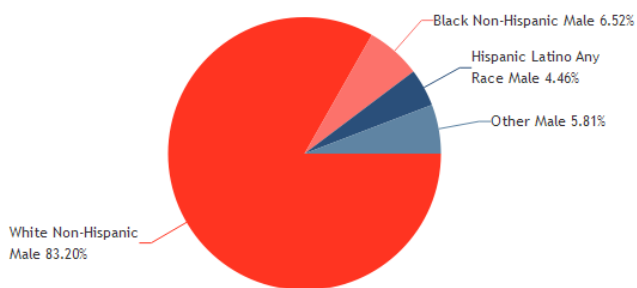
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

## Traffic Warnings & Citations - Reaccreditation Year 2

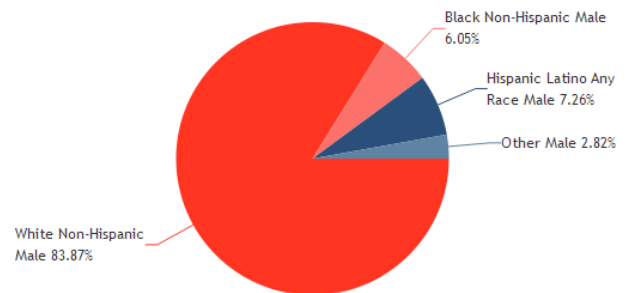
Data Collection Period: 1/1/2018 - 12/31/2018

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1288	208	1496
Black Non-Hispanic Male	101	15	116
Hispanic Latino Any Race Male	69	18	87
Other Male	90	7	97
White Non-Hispanic Female	1006	146	1152
Black Non-Hispanic Female	54	9	63
Hispanic Latino Any Race Female	35	7	42
Other Female	47	5	52
TOTAL	2690	415	3105

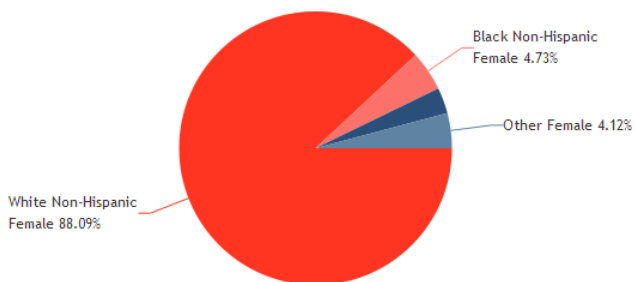
**Male Warnings**



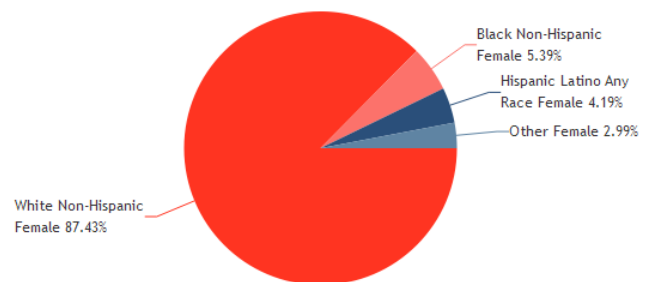
**Male Citations**



**Female Warnings**



**Female Citations**



### Legend

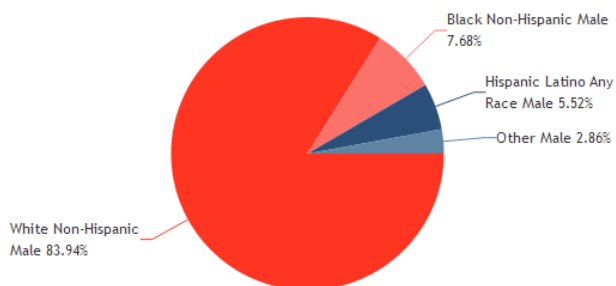
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

## Traffic Warnings & Citations - Reaccreditation Year 3

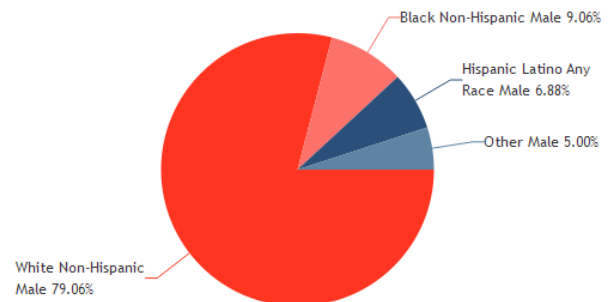
Data Collection Period: 4/1/2019 - 4/1/2020

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1704	253	1957
Black Non-Hispanic Male	156	29	185
Hispanic Latino Any Race Male	112	22	134
Other Male	58	16	74
White Non-Hispanic Female	1324	156	1480
Black Non-Hispanic Female	111	6	117
Hispanic Latino Any Race Female	49	3	52
Other Female	46	5	51
TOTAL	3560	490	4050

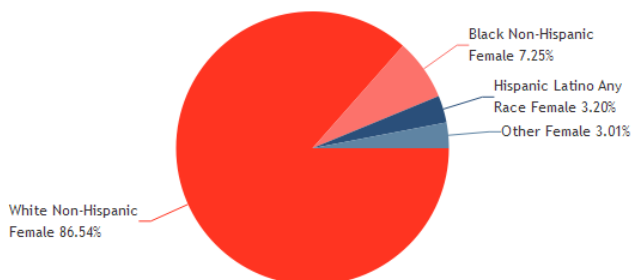
### Male Warnings



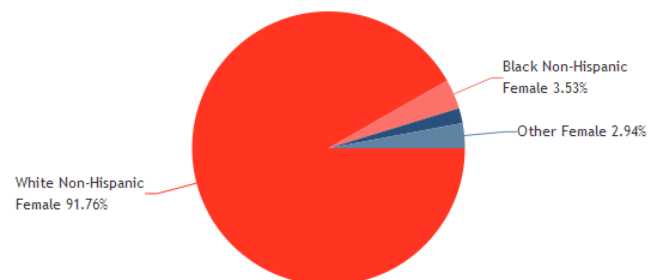
### Male Citations



### Female Warnings



### Female Citations



## Legend

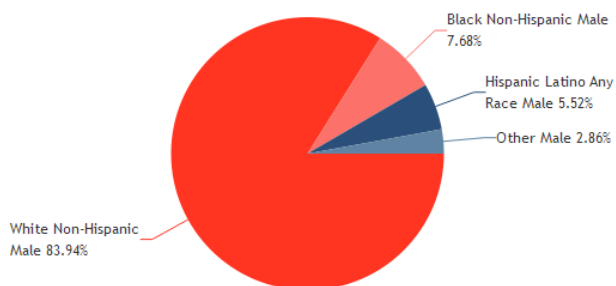
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

## Traffic Warnings & Citations - Reaccreditation Year 4

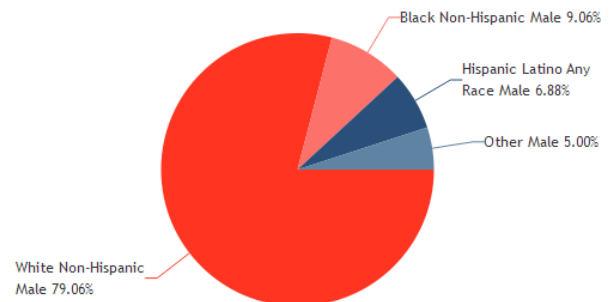
Data Collection Period: 4/1/2019 - 4/1/2020

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1704	253	1957
Black Non-Hispanic Male	156	29	185
Hispanic Latino Any Race Male	112	22	134
Other Male	58	16	74
White Non-Hispanic Female	1324	156	1480
Black Non-Hispanic Female	111	6	117
Hispanic Latino Any Race Female	49	3	52
Other Female	46	5	51
TOTAL	3560	490	4050

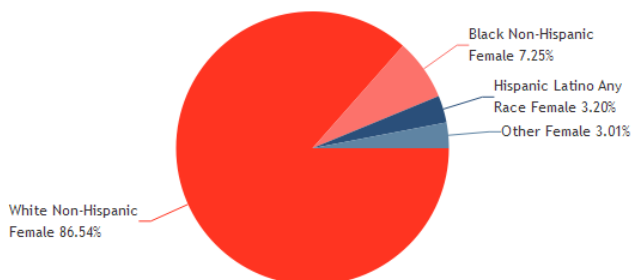
### Male Warnings



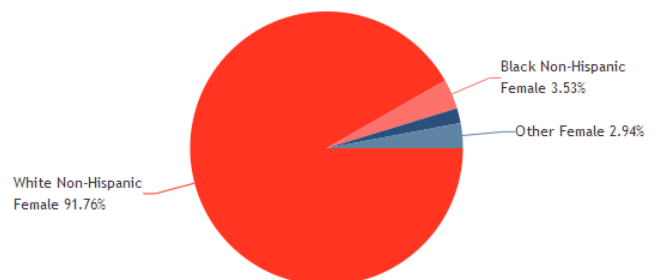
### Male Citations



### 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:** 1/1/2017-12/31/2017

**Year 2 Data Collection Period:** 1/1/2018-12/31/2018

**Year 3 Data Collection Period:** 4/1/2019-4/1/2020

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

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

### *Reaccreditation Year 1 Notes:*

There were no complaints during the calendar year 2017.

### *Reaccreditation Year 2 Notes:*

There were no complaints during the calendar year 2018.

### *Reaccreditation Year 3 Notes:*

There were no complaints during data collection period for 2019/2020.

**Complaints**

**Complaints**

**Complaints**

**Complaints**

### *Legend*

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

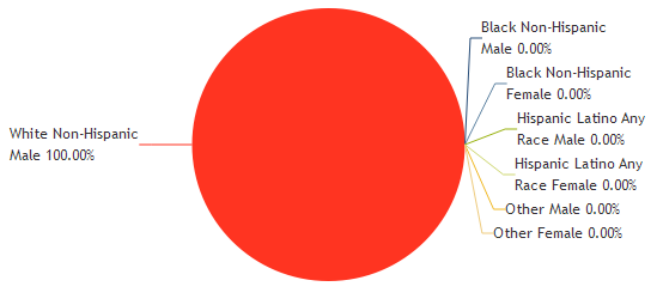
## Use Of Force - Reaccreditation Year 1

Data Collection Period: 1/1/2017 - 12/31/2017

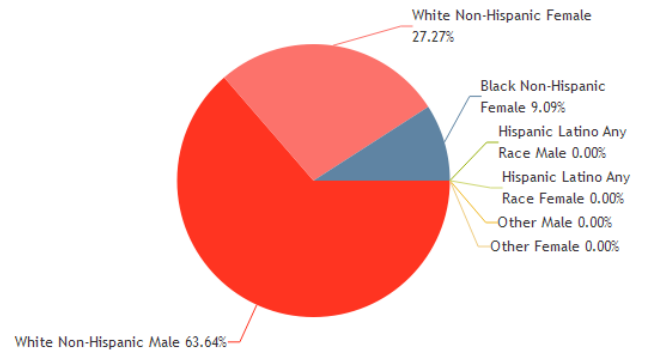
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
ECW									2
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	2	0	0	0	0	0	0	0	2
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	7	3	0	1	0	0	0	0	11
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	9	3	0	1	0	0	0	0	13
Total Number of Incidents Resulting In Officer Injury or Death	1	0	0	0	0	0	0	0	1
Total Use of Force Arrests	2	1	0	0	0	0	0	0	3
Total Number of Suspects Receiving Non-Fatal Injuries	1	1	0	0	0	0	0	0	2
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests									
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0



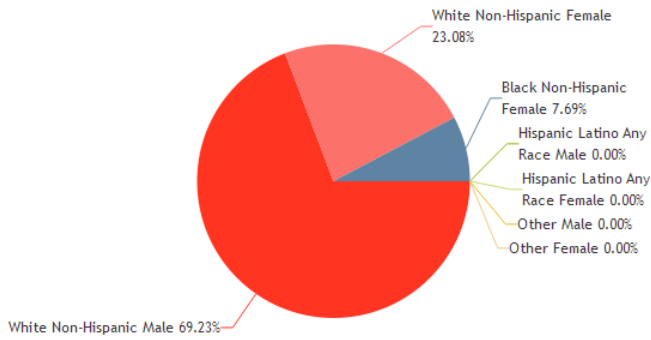
## ECW Display



## Weaponless



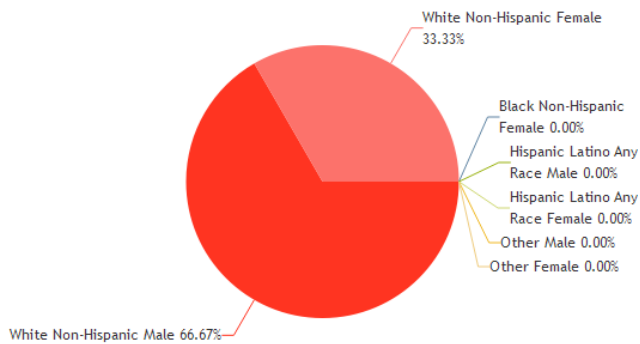
## Total Uses of Force



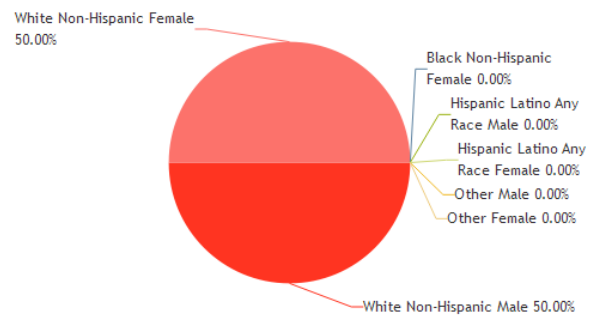
## Total Number of Incidents Resulting in Officer Injury or Death



## 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

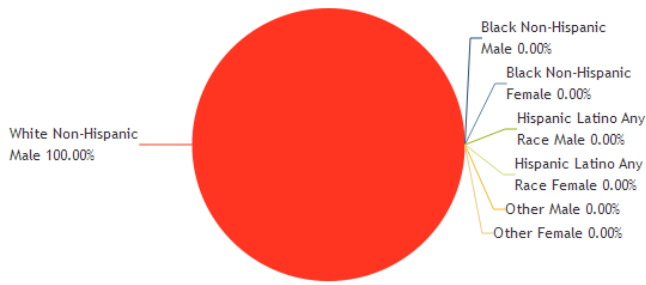
Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									1
Discharge	0	0	0	0	0	0	0	0	0
Display Only	1	0	0	0	0	0	0	0	1
ECW									1
Discharge Only	1	0	0	0	0	0	0	0	1
Display Only	0	0	0	0	0	0	0	0	0
Baton	1	0	0	0	0	0	0	0	1
Chemical/OC	1	0	0	0	0	0	0	0	1
Weaponless	9	3	0	0	0	0	0	0	12
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	13	3	0	0	0	0	0	0	16
Total Number of Incidents Resulting In Officer Injury or Death	3	0	0	0	0	0	0	0	3
Total Use of Force Arrests	3	2	0	0	0	0	0	0	5
Total Number of Suspects Receiving Non-Fatal Injuries	1	2	0	0	0	0	0	0	3
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	87	42	17	4	7	6	0	0	163
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

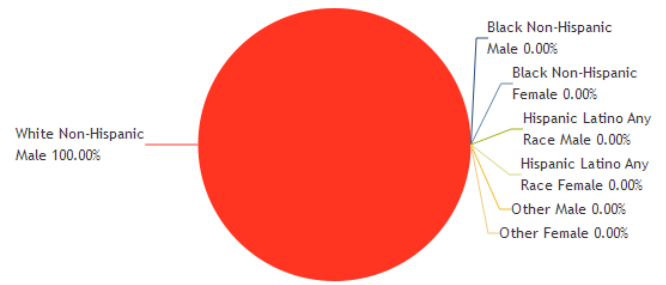
### Reaccreditation Year 2 Notes:

There were a total of 12 Use of Force incidents. One of these incidents involved the use of the ECW (Drive Stun only), baton, OC, and hands.

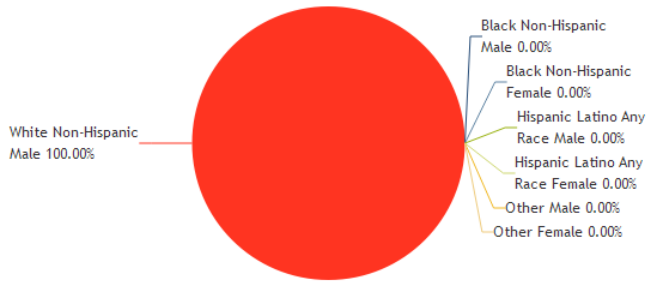
## Total Firearm



## Firearm Display



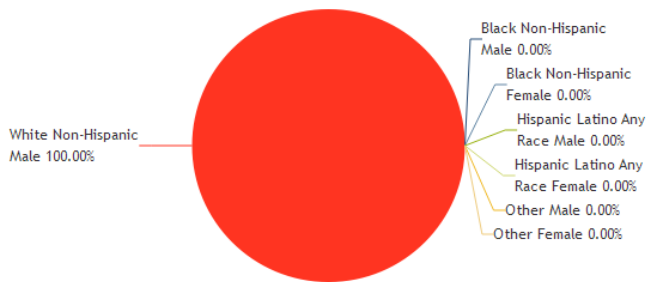
## ECW Discharge



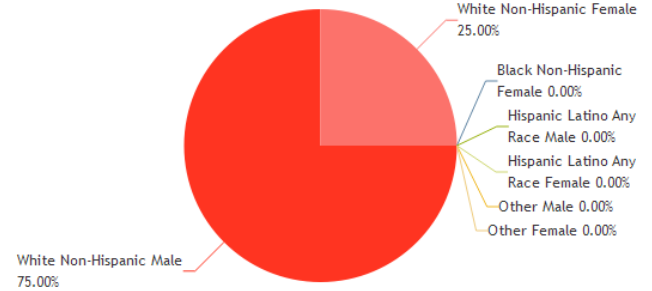
## Baton



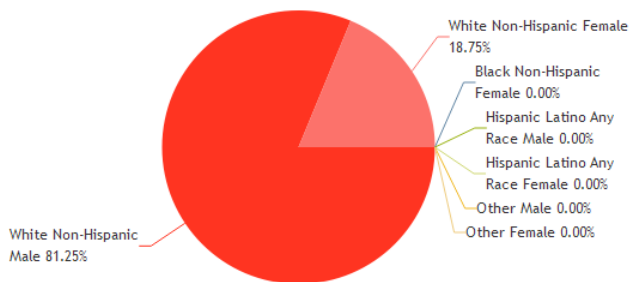
## Chemical/OC



## Weaponless



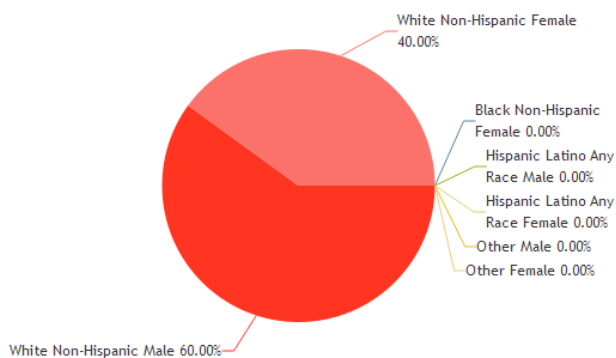
## Total Uses of Force



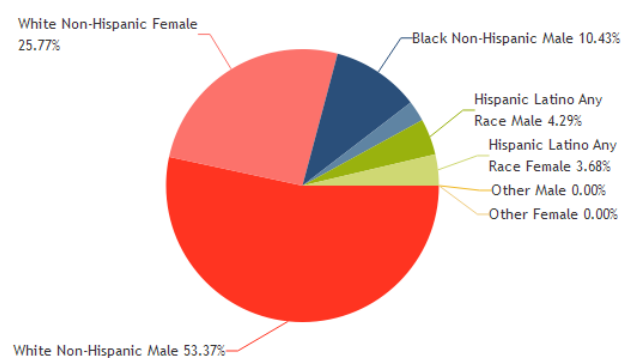
## Total Number of Incidents Resulting in Officer Injury or Death



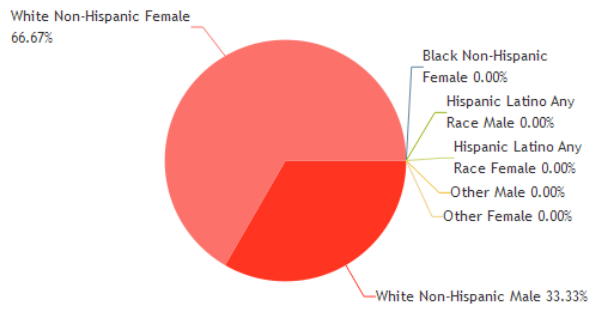
## Total Use of Force Arrests



## 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 3

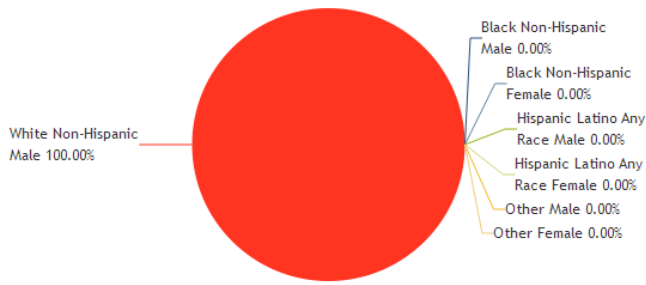
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									2
Discharge	0	0	0	0	0	0	0	0	0
Display Only	2	0	0	0	0	0	0	0	2
ECW									3
Discharge Only	2	0	0	0	0	0	0	0	2
Display Only	1	0	0	0	0	0	0	0	1
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	5	4	0	0	0	0	1	0	10
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	10	4	0	0	0	0	1	0	15
Total Number of Incidents Resulting In Officer Injury or Death	2	0	0	0	0	0	0	0	2
Total Use of Force Arrests	4	1	0	0	0	0	0	0	5
Total Number of Suspects Receiving Non-Fatal Injuries	1	1	0	0	0	0	1	0	3
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	81	23	8	11	14	1	3	1	142
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

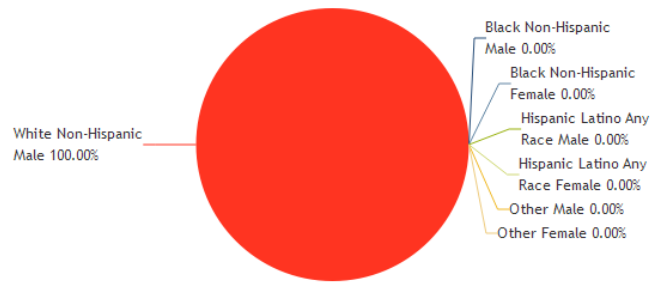
#### Reaccreditation Year 3 Notes:

There was a total of 13 Use of Force incidents in 2019. Multiple types of force options may have been used during a single incident, which provides a total of 15 uses of force. For example, one incident may have required the use of hands (weaponless) as well as an ECW.

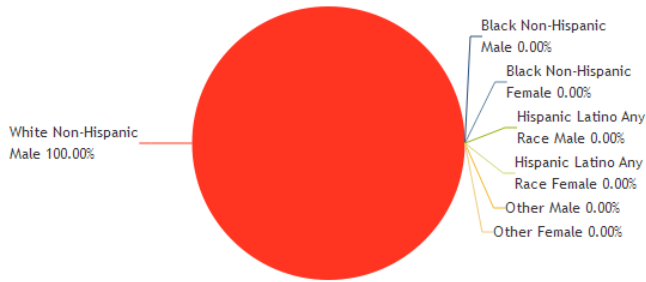
## Total Firearm



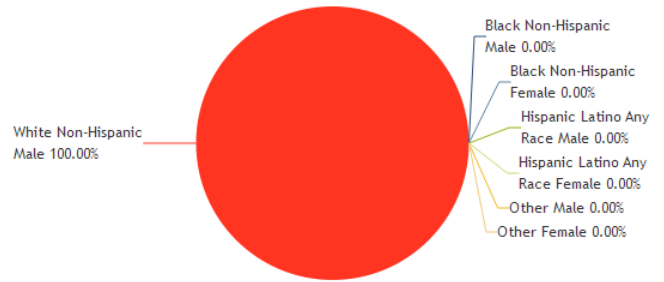
## Firearm Display



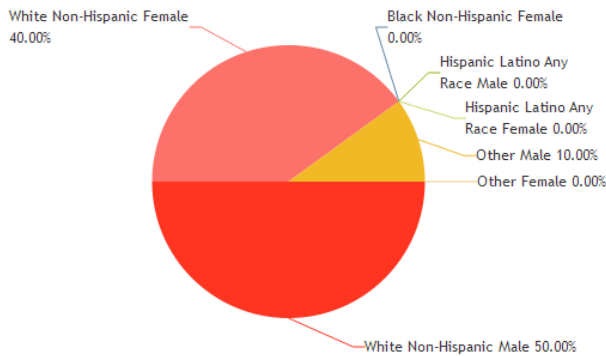
## ECW Discharge



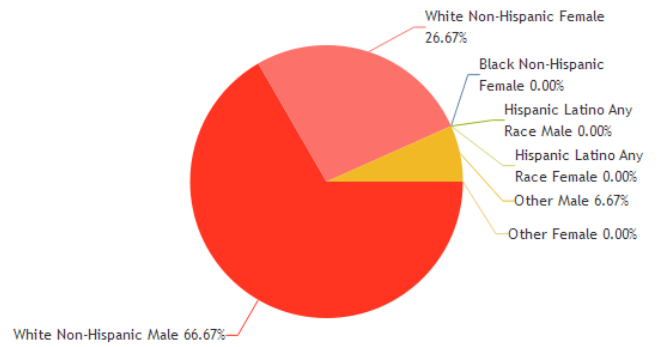
## ECW Display



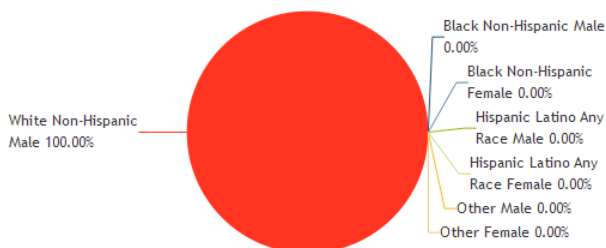
## Weaponless



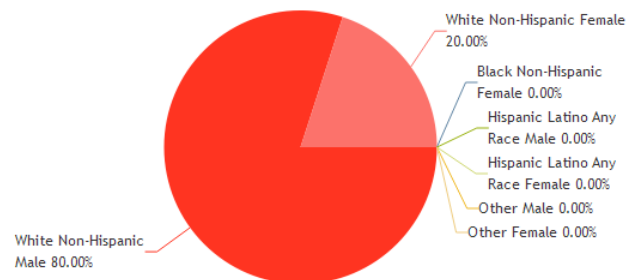
## Total Uses of Force



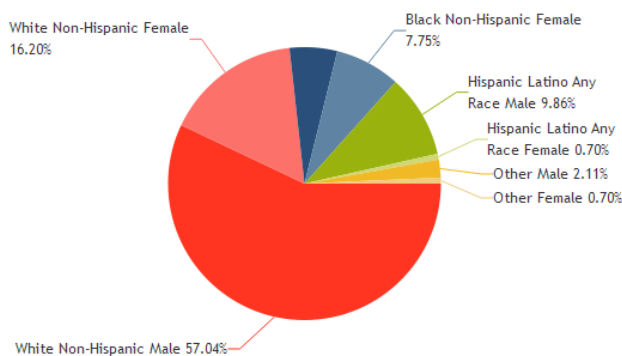
## Total Number of Incidents Resulting in Officer Injury or Death



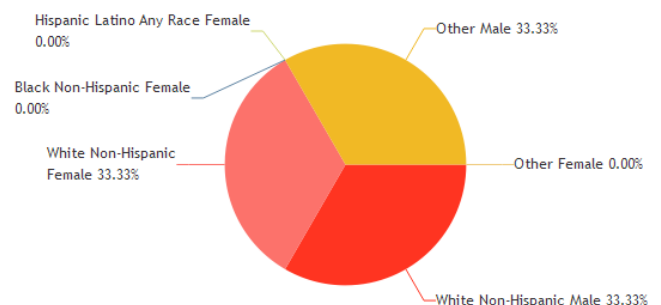
## Total Use of Force Arrests



## Total Agency Custodial Arrests



## Total Number of Suspects Receiving Non-Fatal Injuries



*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	

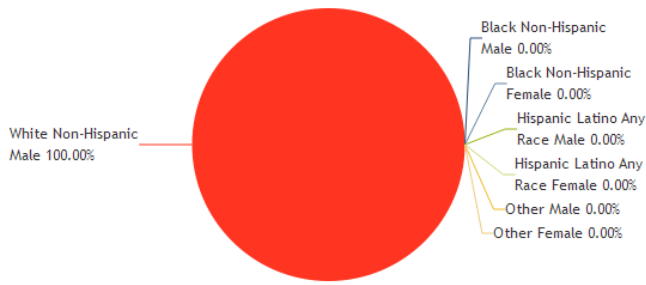
## Use Of Force - Reaccreditation Year 4

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

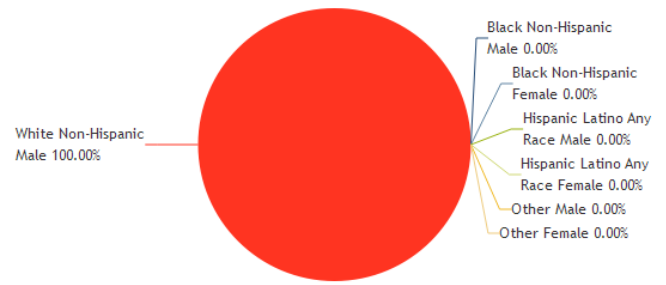
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									2
Discharge	0	0	0	0	0	0	0	0	0
Display Only	2	0	0	0	0	0	0	0	2
ECW									4
Discharge Only	2	0	0	0	0	0	0	0	2
Display Only	2	0	0	0	0	0	0	0	2
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	12	6	1	0	0	0	1	0	20
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	18	6	1	0	0	0	1	0	26
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	7	1	0	0	0	0	0	0	8
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	91	27	7	14	15	1	0	0	155
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0



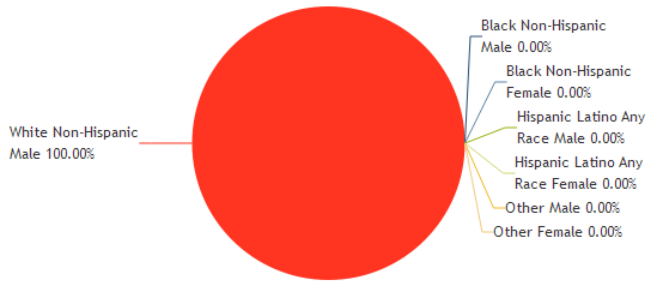
## Total Firearm



## Firearm Display



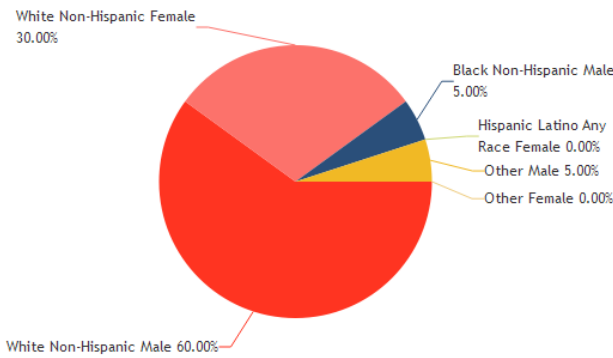
## ECW Discharge



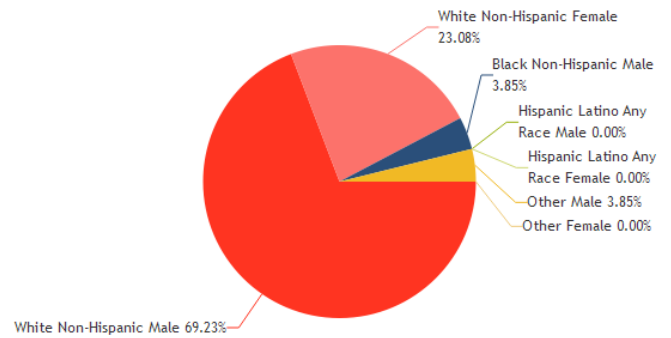
## ECW Display



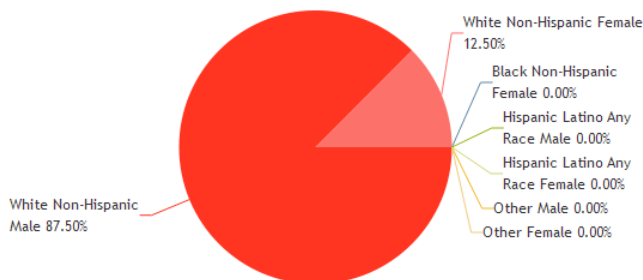
## Weaponless



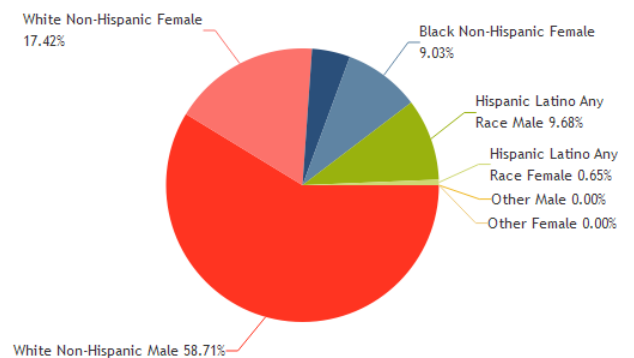
## Total Uses of Force



## Total Use of Force Arrests



## Total Agency Custodial Arrests



## 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:** 4/1/2017-3/31/2018

**Year 2 Data Collection Period:** 1/1/2018-12/31/2018

**Year 3 Data Collection Period:** 1/1/2019-12/31/2019

**Year 4 Data Collection Period:** 1/1/2019-12/31/2019

Grievances	Year 1	Year 2	Year 3	Year 4
Number	2	8	3	3

### ***Reaccreditation Year 1 Notes:***

Two grievances occurred during the review period. One was in April 2017 and it was included in the annual analysis for 2017. It was regarding medical benefits upon retirement. It was ultimately withdrawn. The second grievance was filed in January 2018 and it pertains to overtime and training. The dispute is over contractual language in the collective bargaining agreement. It is currently scheduled for arbitration in October 2018.

### ***Reaccreditation Year 2 Notes:***

Ten grievances 18-02 through 18-08 and 19-01 and 19-02) occurred during the review period. Five (18-02 through 18-06) were filed individually, but for the same reason. The IBPO Union interpreted the contract to require compensation equal to an officer's overtime rate for any mandatory training (even if the member was training during a regularly scheduled shift or if they were changed from their shift for training purposes). These five grievances were resolved during contract negotiations with IBPO, which was settled in March 2019. Also settled during that same contract negotiation was an issue challenged during the one grievance filed in February 2018, at which time the IBPO Union argued that management did not have the right to change an officer's shift for training purposes. The grievance was found not arbitrable by the labor board, but the issue was settled during the contract negotiations.

Another grievance (18-07) was filed by an officer who is a member of a regional team (crisis negotiation). The officer was notified of a request for the team, but it was cancelled within minutes. The officer wanted compensation, per the minimum 4 hour return to duty clause in the IBPO contract. Compensation was originally denied by the Operations Commander, but I settled the grievance during step 2 of the process and granted the requested compensation.

The final two grievances of 2018 (18-07 and 18-08) were filed by two IBPO executive board members. They were allowed to attend a grievance arbitration hearing during their regularly scheduled working day. It was explained to them that once the hearing was over they were to return back on duty. The officers did not return and thought they were granted the entire day off for union business. The officers were told they would have to use compensatory time for their absence. The union filed a grievance claiming past practice allowing them to have the entire day off. This grievance was withdrawn.

Two grievances in 2019 have been filed (19-01 and 19-02). Two sergeants were given written warnings for neglect of duty, insubordination and incompetence. Each member grieved, stating that the discipline was excessive and double jeopardy.

### ***Reaccreditation Year 3 Notes:***

19-01 and 19-02: These two grievances were filed by two separate sergeants. The sergeants both felt they were disciplined twice for the same incident therefore resulting in excessive discipline. The Connecticut State Board of Mediation and Arbitration has ruled on these two grievances. A decision was ruled in favor of the Town of Simsbury.

19-03: An officer was terminated as a result of IA investigation # 19-01. The grievance is currently in step 4: Arbitration (Connecticut State Board of Mediation and Arbitration). A ruling has not been issued for this grievance.

### ***Reaccreditation Year 4 Notes:***

Two of the grievances filed were in relation to discipline administered to two Sergeants who filed grievances claiming the discipline was excessive. The third grievance was discipline that resulted in termination of the employee. All three grievances were heard by the Connecticut State Board of Labor Relations which ruled in favor of the Town of Simsbury in all of the cases, upholding the discipline that was administered.

### *Personnel Actions*

**Year 1 Data Collection Period:** 1/1/2017-12/31/2017

**Year 2 Data Collection Period:** 1/1/2018-12/31/2018

**Year 3 Data Collection Period:** 1/1/2019-12/31/2019

**Year 4 Data Collection Period:** 1/1/2019-12/31/2019

	Year 1	Year 2	Year 3	Year 4
Suspension	0	0	0	0
Demotion	0	0	0	0
Resign In Lieu of Termination	0	0	0	0
Termination	0	0	1	1
Other	0	0	0	0
Total	0	0	1	1
Commendations	12	13	12	0

## Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
<b>External/Citizen Complaint</b>				
Citizen Complaint	0	0	2	2
Sustained	0	0	0	0
Not Sustained	0	0	1	0
Unfounded	0	0	1	2
Exonerated	0	0	0	0
<b>Internal/Directed Complaint</b>				
Directed Complaint	0	0	2	4
Sustained	0	2	1	2
Not Sustained	0	0	1	1
Unfounded	0	0	0	1
Exonerated	0	0	0	0

### *Calls For Service - Reaccreditation Year 4*

**Data Collection Period: -**

	Year 1	Year 2	Year 3	Year 4
Calls for Service	34445	39906	46704	48286
<b>UCR/NIBRS Part 1 Crimes</b>				
Murder	0	0	0	0
Forcible Rape	0	0	1	1
Robbery	2	2	2	3
Aggravated Assault	1	1	0	1
Burglary	13	21	5	5
Larceny-Theft	128	125	124	122
Motor Vehicle Theft	17	17	20	24
Arson	0	0	0	0

### ***Motor Vehicle Pursuit***

**Year 1 Data Collection Period:** 1/1/2017-12/31/2017

**Year 2 Data Collection Period:** 1/1/2018-12/31/2018

**Year 3 Data Collection Period:** 1/1/2019-12/31/2019

**Year 4 Data Collection Period:** 1/1/2019-12/31/2019

	Year 1	Year 2	Year 3	Year 4
<b>Pursuits</b>				
Total Pursuits	2	2	4	4
Forcible stopping techniques used	0	0	0	0
Terminated by Agency	2	1	4	4
Policy Compliant	2	2	3	3
Policy Non-Compliant	0	0	1	1
<b>Collisions</b>				
<b>Injuries</b>				
Total Collisions	0	0	0	0
Officer	0	0	0	0
Suspect	0	0	0	0
ThirdParty	0	0	0	0
<b>Reason Initiated</b>				
Traffic	0	2	3	3
Felony	2	0	0	0
Misdemeanor	0	-2	1	1

### ***Reaccreditation Year 3***

During 2019 an officer was disciplined for one of the pursuits as their actions were not within policy.

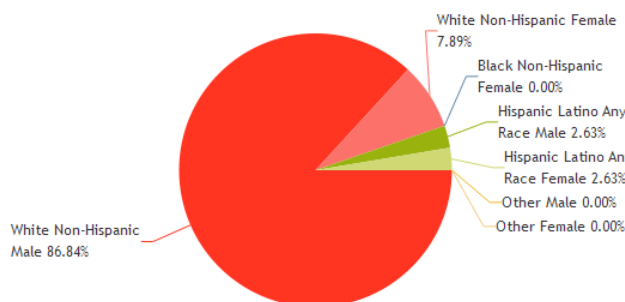


## Agency Breakdown Report - Reaccreditation Year 1

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

	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	2	0	0	0	0	0	0	0	2
Supervisory Positions	9	0	0	0	0	0	0	0	9
Non-Supervisory Positions	21	3	0	0	1	1	0	0	26
Sub Total									38
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	1	0	0	0	0	0	0	0	1
Non-Supervisory Positions	2	8	0	0	0	0	0	0	10
Sub Total									11
Total									49

**Total Sworn Personnel**



**Sworn Personnel: Executive**



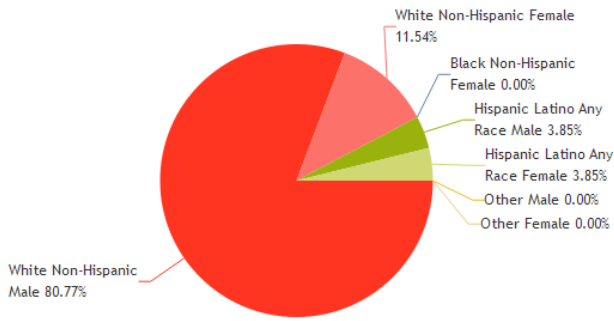
**Sworn Personnel: Command**



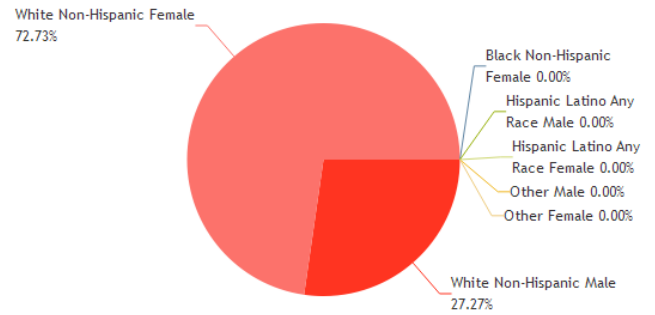
**Sworn Personnel: Supervisory Positions**



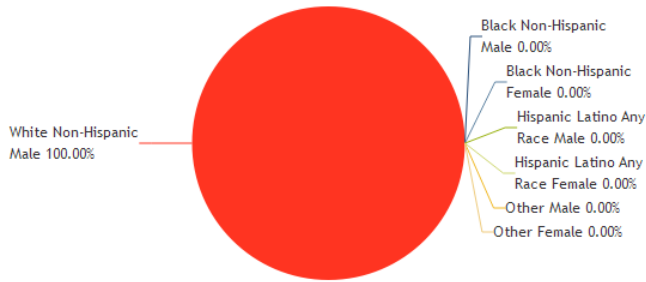
## Sworn Personnel: Non-Supervisory Positions



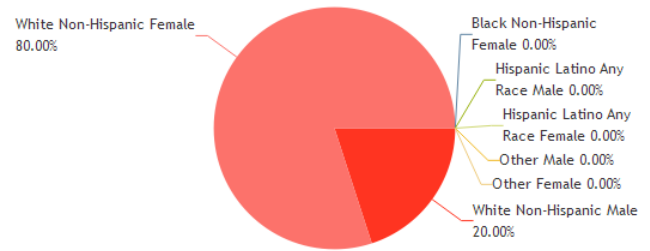
## Total Non-Sworn Personnel



## 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 2

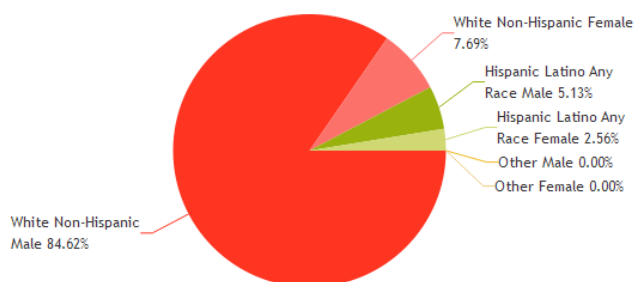
Data Collection Period: 1/1/2018 - 12/31/2018

	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	2	0	0	0	0	0	0	0	2
Supervisory Positions	9	0	0	0	0	0	0	0	9
Non-Supervisory Positions	21	3	0	0	2	1	0	0	27
Sub Total									39
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	1	0	0	0	0	0	0	0	1
Non-Supervisory Positions	2	8	0	0	0	0	0	0	10
Sub Total									11
Total									50

### Reaccreditation Year 2 Notes:

This data does not include a part time police clerk (white non-hispanic female) or any of the crossing guards.

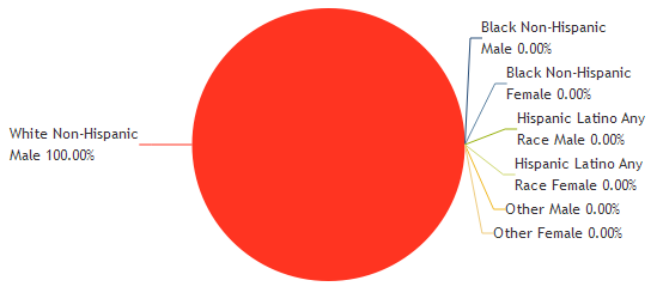
**Total Sworn Personnel**



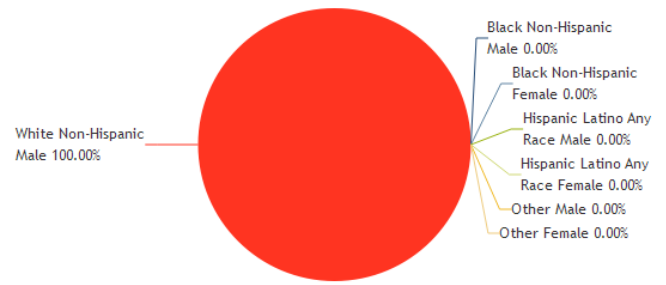
**Sworn Personnel: Executive**



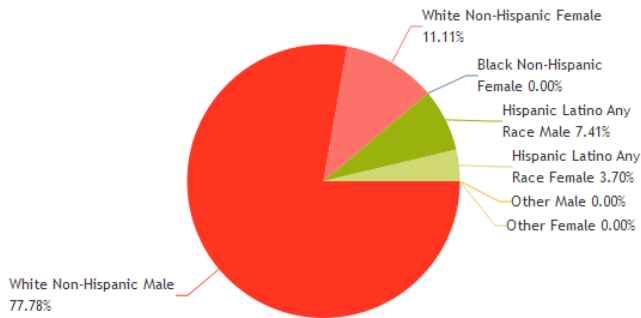
## Sworn Personnel: Command



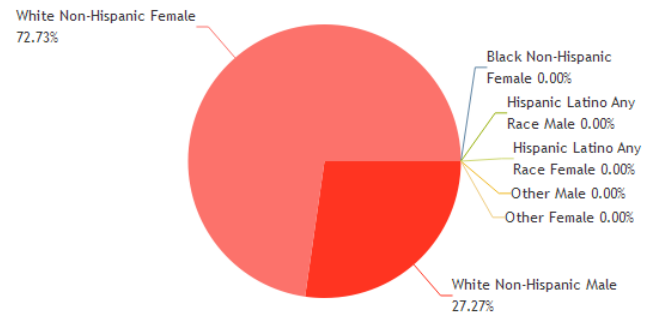
## Sworn Personnel: Supervisory Positions



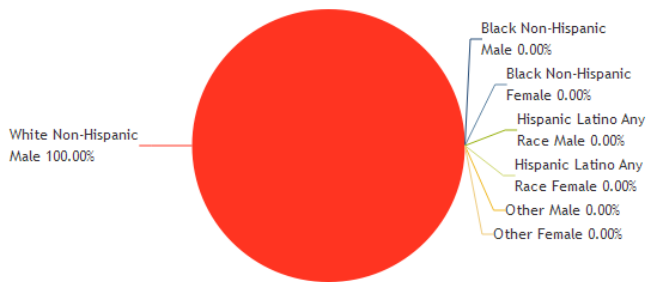
## Sworn Personnel: Non-Supervisory Positions



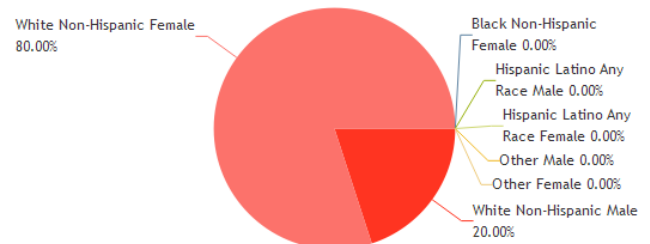
## Total Non-Sworn Personnel



## 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 3

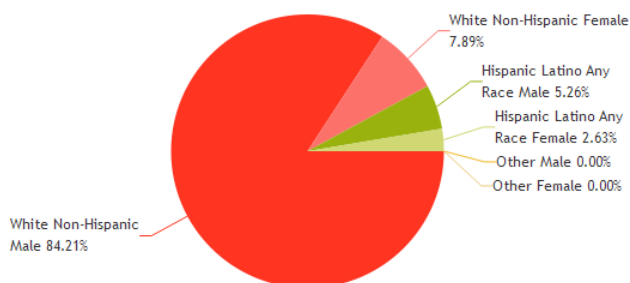
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	9	0	0	0	0	0	0	0	9
Non-Supervisory Positions	20	3	0	0	2	1	0	0	26
Sub Total									38
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	1	0	0	0	0	0	0	0	1
Non-Supervisory Positions	2	8	0	0	0	0	0	0	10
Sub Total									11
Total									49

### Reaccreditation Year 3 Notes:

Each year, there are multiple personnel changes due hiring, promotions, retirements, resignations or terminations. This data was taken from June 2019 when the department was at full strength and represents most of the calendar year.

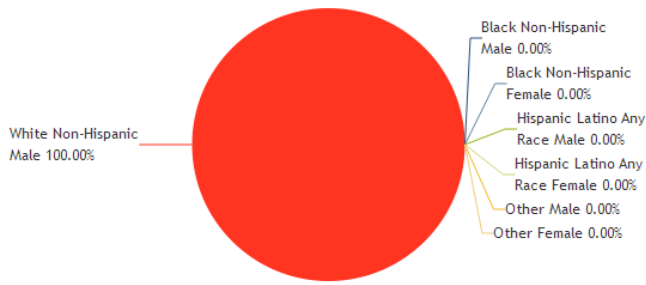
**Total Sworn Personnel**



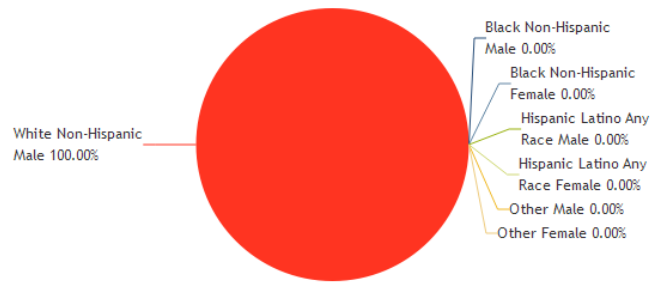
**Sworn Personnel: Executive**



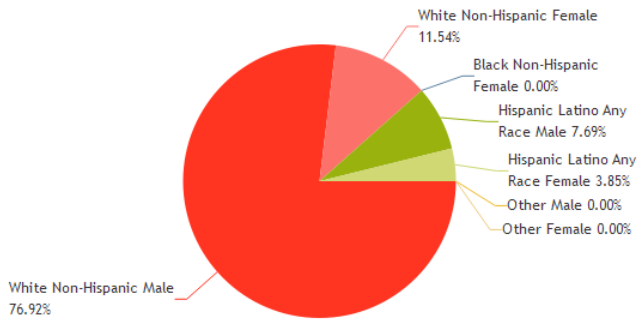
## Sworn Personnel: Command



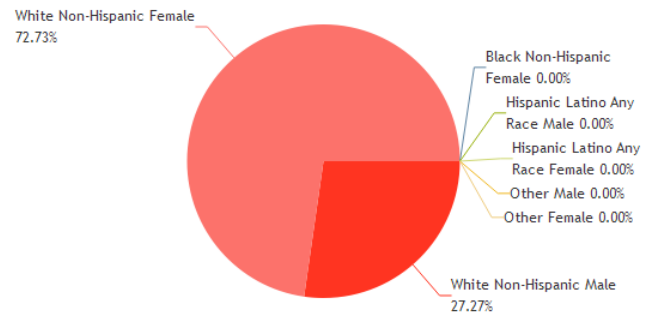
## Sworn Personnel: Supervisory Positions



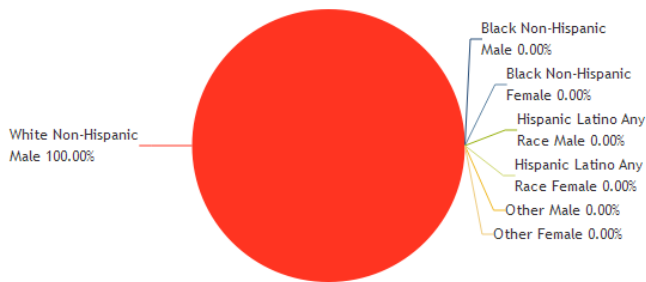
## Sworn Personnel: Non-Supervisory Positions



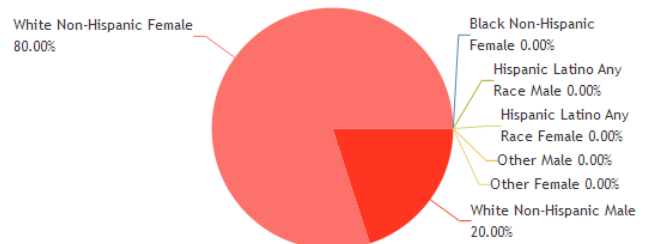
## Total Non-Sworn Personnel



## Non-Sworn Personnel: Supervisory Positions



## Non-Sworn Personnel: Non-Supervisory Positions



### Legend

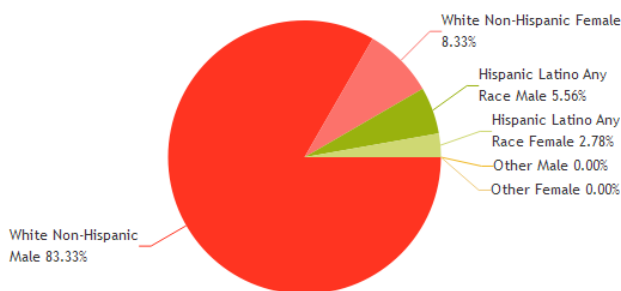
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Agency Breakdown Report - Reaccreditation Year 4

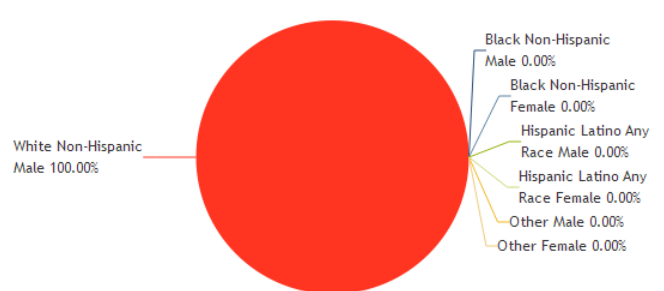
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	7	0	0	0	0	0	0	0	7
Non-Supervisory Positions	20	3	0	0	2	1	0	0	26
Sub Total									36
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	1	0	0	0	0	0	0	0	1
Non-Supervisory Positions	2	8	0	0	0	0	0	0	10
Sub Total									11
Total									47

**Total Sworn Personnel**



**Sworn Personnel: Executive**



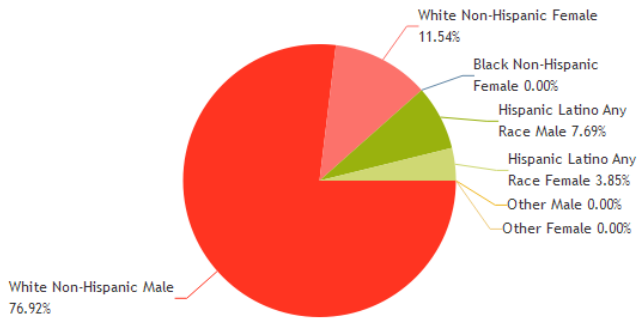
**Sworn Personnel: Command**



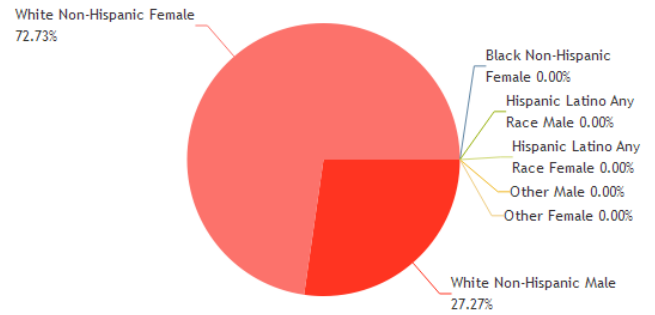
**Sworn Personnel: Supervisory Positions**



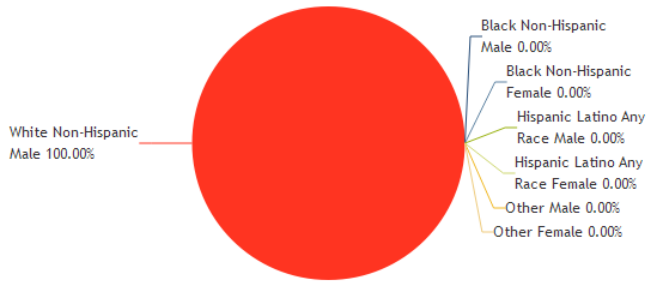
## Sworn Personnel: Non-Supervisory Positions



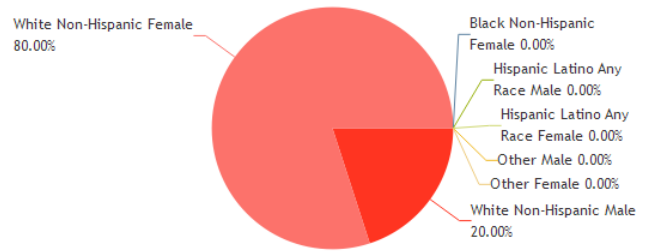
## Total Non-Sworn Personnel



## 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	

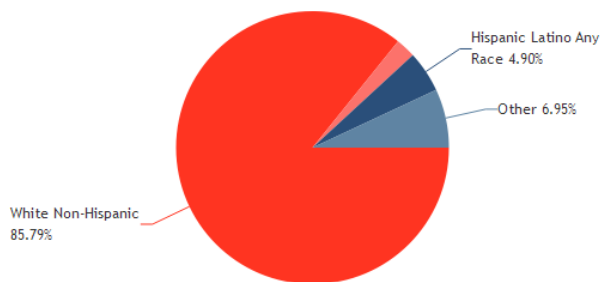


## Agency Demographics Report - Reaccreditation Year 1

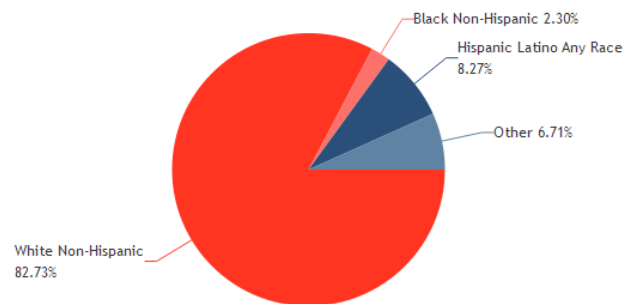
Data Collection Period: 7/1/2017 - 7/1/2017

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	20827	85%	11778	82 %	35	94%	3	8%	35	97%	4	11%
Black Non-Hispanic	573	2%	327	2 %	0	0%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	1189	4%	1177	8 %	2	5%	1	2%	1	2%	1	2%
Other	1688	6%	955	6 %	0	0%	0	0%	0	0%	0	0%
Total	24277		14237		37		4		36		5	

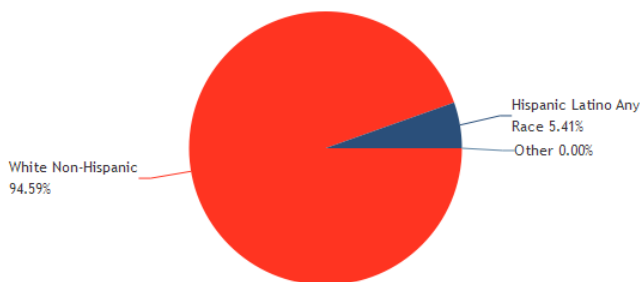
**Service Population**



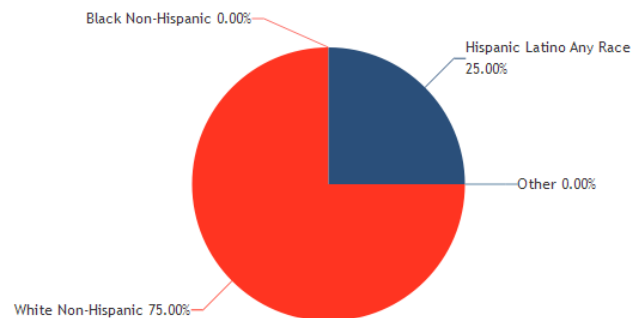
**Available Workforce**



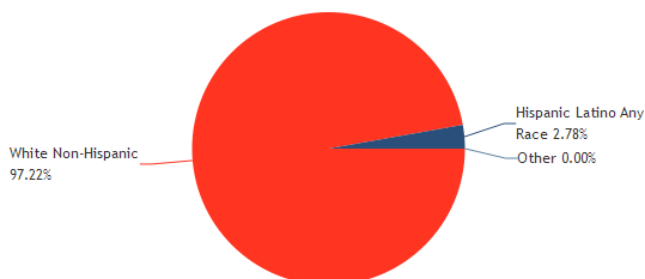
**Current Sworn Officers**



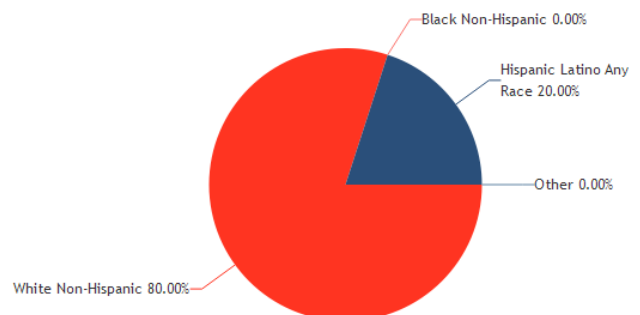
**Current Sworn Female Officers**



**Prior Sworn Officers**



**Prior Sworn Female Officers**

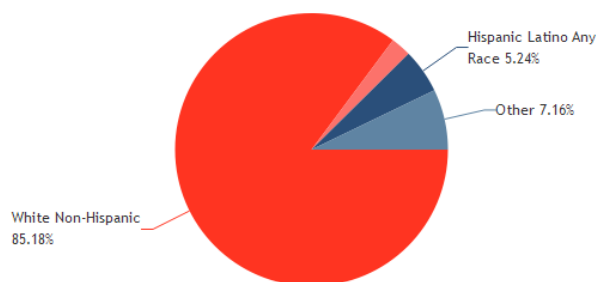


## Agency Demographics Report - Reaccreditation Year 2

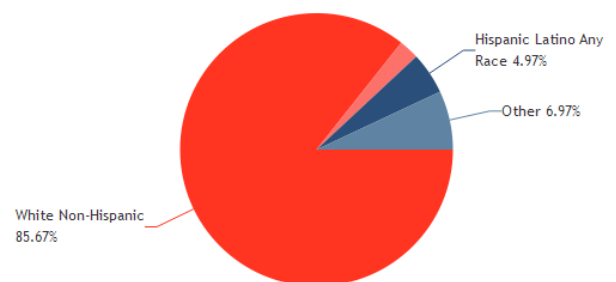
Data Collection Period: 1/1/2018 - 12/31/2018

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	21033	85%	11934	85 %	35	92%	3	7%	35	97%	4	11%
Black Non-Hispanic	596	2%	333	2 %	0	0%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	1294	5%	692	4 %	3	7%	1	2%	1	2%	1	2%
Other	1769	7%	971	6 %	0	0%	0	0%	0	0%	0	0%
Total	24692		13930		38		4		36		5	

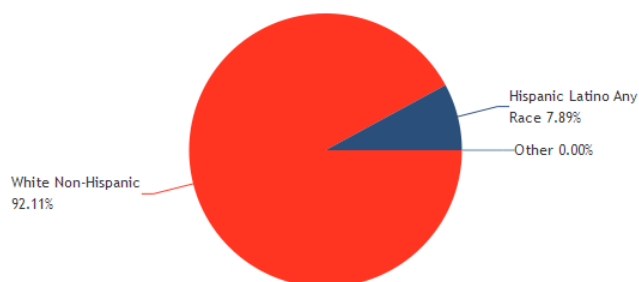
**Service Population**



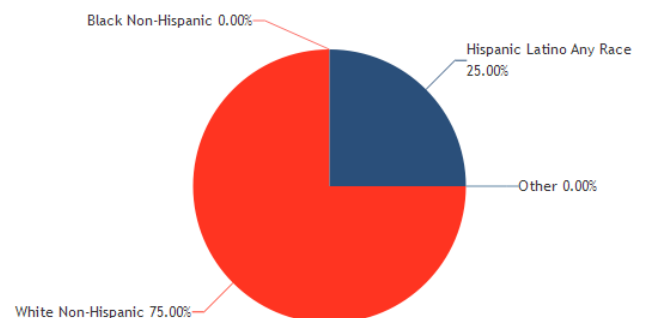
**Available Workforce**



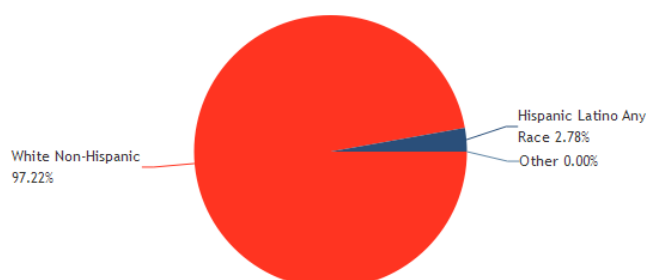
**Current Sworn Officers**



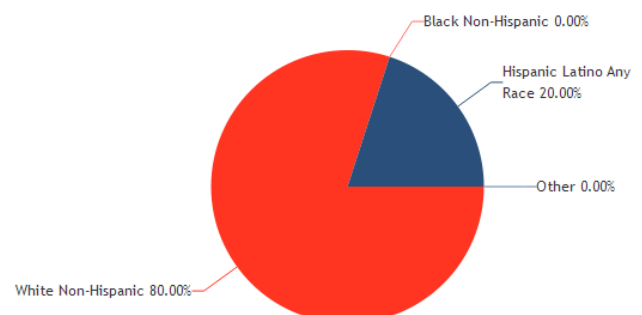
**Current Sworn Female Officers**



**Prior Sworn Officers**



**Prior Sworn Female Officers**



## Agency Demographics Report - Reaccreditation Year 3

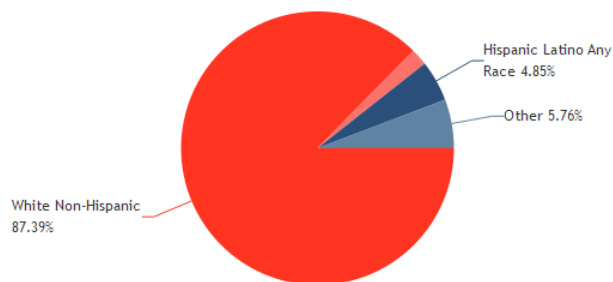
Data Collection Period: 1/1/2019 - 12/31/2019

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	21243	87%	11620	87 %	34	91%	3	8%	34	91%	3	8%
Black Non-Hispanic	487	2%	267	1 %	0	0%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	1178	4%	668	5 %	3	8%	1	2%	3	8%	1	2%
Other	1399	5%	801	5 %	0	0%	0	0%	0	0%	0	0%
Total	24307		13356		37		4		37		4	

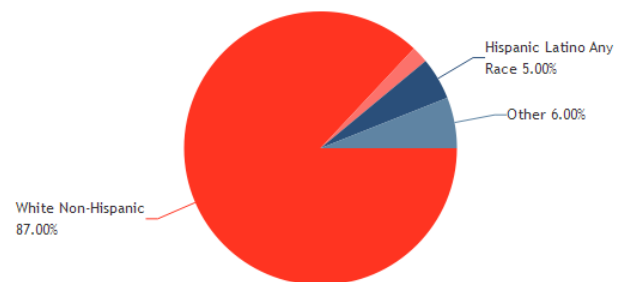
### Reaccreditation Year 3 Notes:

Demographic data was collected from the Connecticut Economic Resource Center (CERC) for Simsbury, Connecticut (2019).

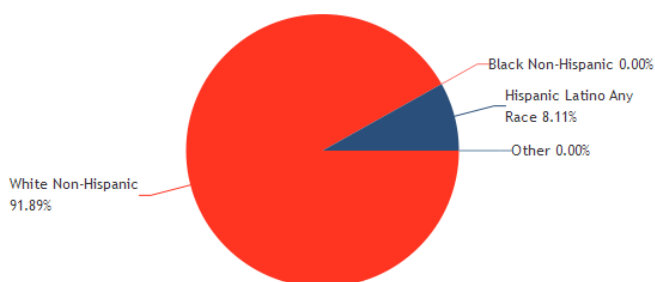
**Service Population**



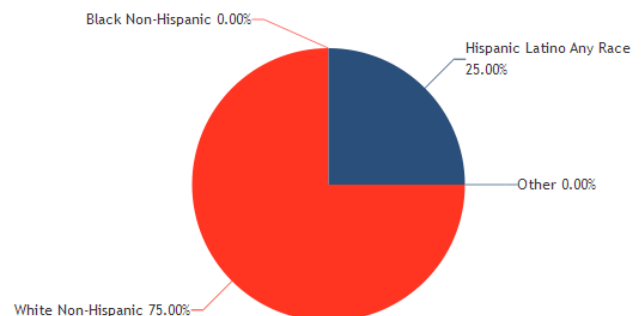
**Available Workforce**



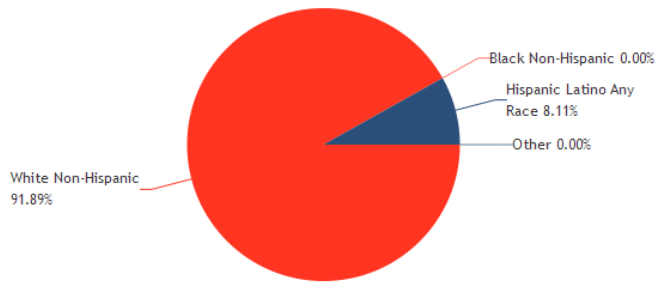
**Current Sworn Officers**



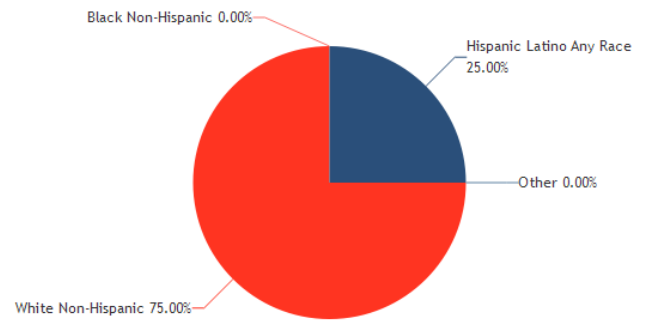
**Current Sworn Female Officers**



## Prior Sworn Officers



## Prior Sworn Female Officers

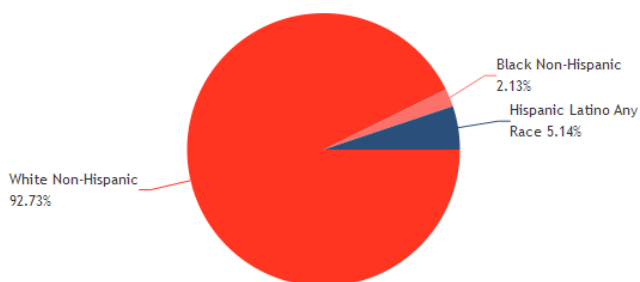


## Agency Demographics Report - Reaccreditation Year 4

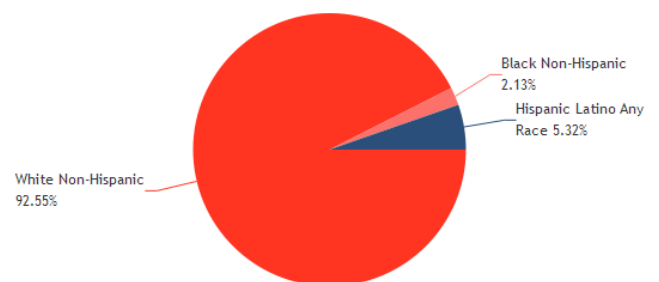
Data Collection Period: 1/1/2020 - 12/31/2020

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	21243	92%	11620	92 %	30	93%	2	6%	34	91%	3	8%
Black Non-Hispanic	487	2%	267	2 %	0	0%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	1178	5%	668	5 %	2	6%	1	3%	3	8%	1	2%
Other	0	0%	0	0 %	0	0%	0	0%	0	0%	0	0%
Total	22908		12555		32		3		37		4	

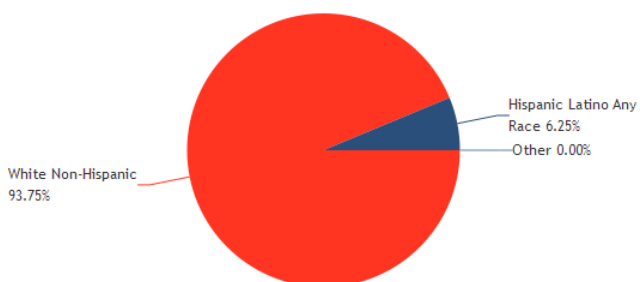
**Service Population**



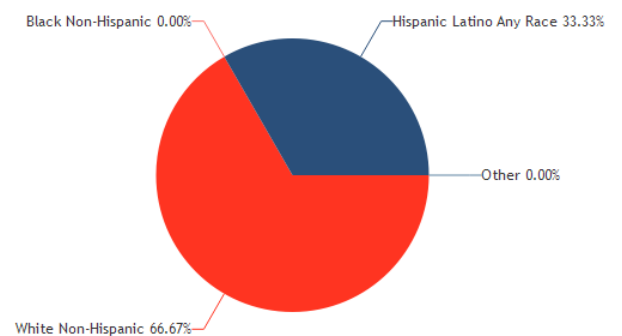
**Available Workforce**



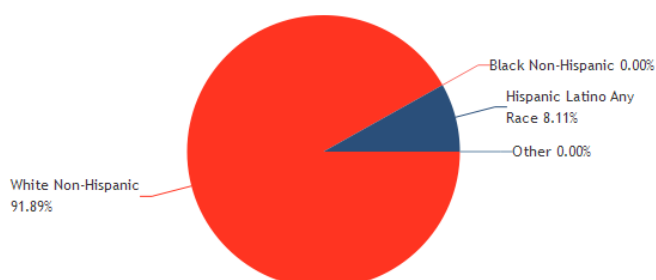
**Current Sworn Officers**



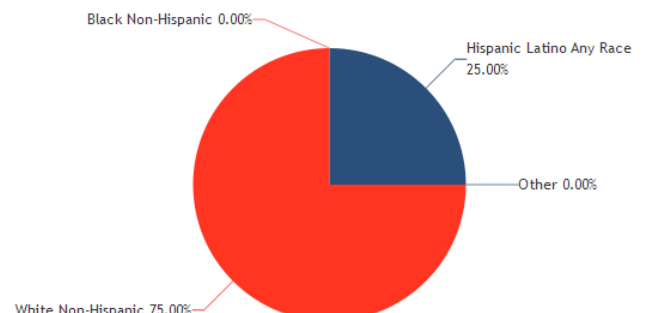
**Current Sworn Female Officers**



**Prior Sworn Officers**



**Prior Sworn Female Officers**



## Sworn Officer Selection - Reaccreditation Year 1

Data Collection Period: 7/1/2016 - 6/30/2017

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

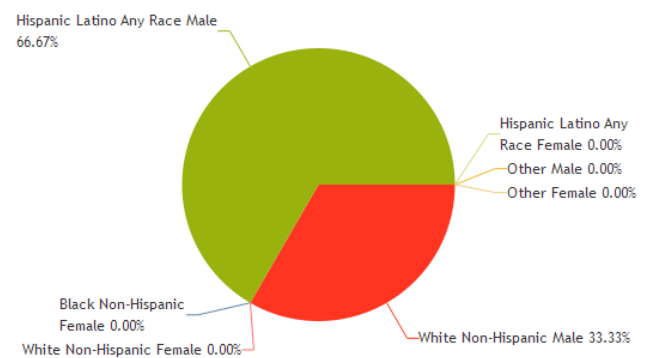
### Reaccreditation Year 1 Notes:

This data includes applications that were received prior to the review period (September and October 2016), but those hired during the review period (March 2017 - March 2018).

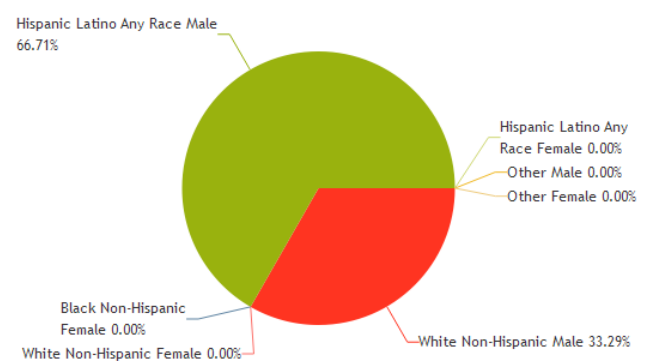
### Applications Received

### Percent Hired

### Applicants 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: 3/1/2018 - 3/1/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	3	0	0	0	0	0	0	0	3
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	8%		0%		0%		0%		N/A

### Reaccreditation Year 2 Notes:

This data is based on March 2018 through March 2019 for this review period.

#### 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

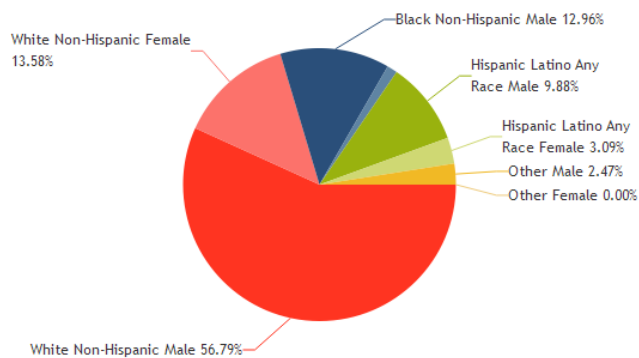
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	92	22	21	2	16	5	4	0	162
Applicants Hired	1	0	0	0	0	0	0	0	1
Percent Hired	1%	0%	0%	0%	0%	0%	0%	0%	N/A
Percent of Workforce Population	3%		0%		0%		0%		N/A

### Reaccreditation Year 3 Notes:

In 2019 there were two hiring processes. One of each for certified and non-certified. The one hired was a non certified officer.

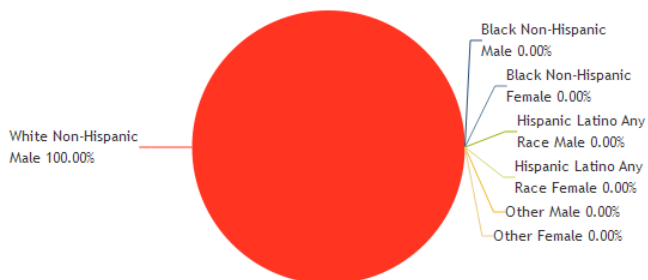
**Applications Received**



**Applicants Hired**



**Percent Hired**



**Percent of Workforce Population**



### Legend

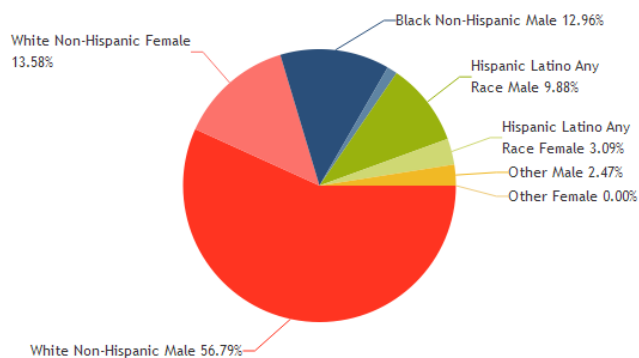
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Sworn Officer Selection - Reaccreditation Year 4

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

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	92	22	21	2	16	5	4	0	162
Applicants Hired	1	0	0	0	0	0	0	0	1
Percent Hired	1%	0%	0%	0%	0%	0%	0%	0%	N/A
Percent of Workforce Population	3%		0%		0%		0%		N/A

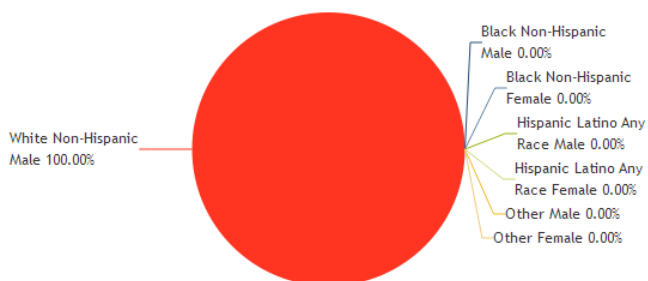
**Applications Received**



**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 Promotions - Reaccreditation Year 1

Data Collection Period: 3/1/2017 - 3/1/2018

	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:

There were no promotional tests given during the review period and there were no promotions.

**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

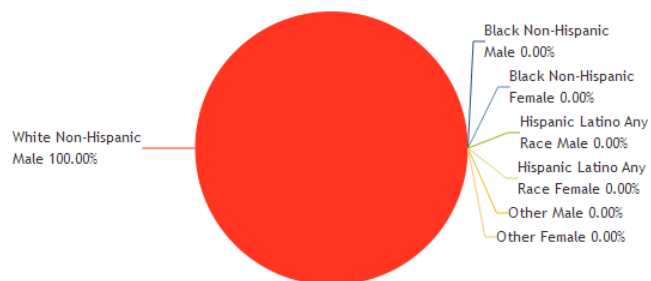
Data Collection Period: 3/1/2017 - 3/1/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	9	0	0	0	0	0	0	0	9
Eligible After Testing	9	0	0	0	0	0	0	0	9
Promoted	4	0	0	0	0	0	0	0	4
Percent Promoted	44 %	%	%	%	%	%	%	%	N/A

### Reaccreditation Year 2 Notes:

During this review period three officers were promoted to sergeant and one sergeant was promoted to lieutenant.

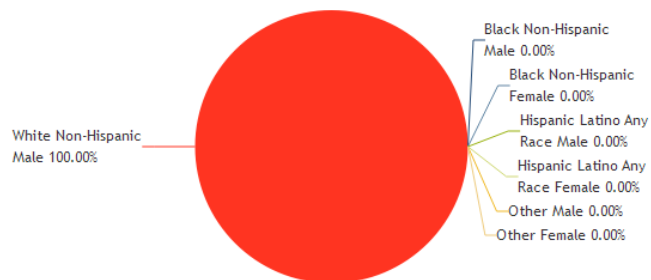
**Tested**



**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: 1/1/2019 - 12/31/2019

	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	1	0	0	0	0	0	0	0	1
Percent Promoted	%	%	%	%	%	%	%	%	N/A

### Reaccreditation Year 3 Notes:

There were no promotional exams in 2019. One officer was promoted to sergeant from 2018 promotion process.

#### 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: 1/1/2019 - 12/31/2019

	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	1	0	0	0	0	0	0	0	1
Percent Promoted	%	%	%	%	%	%	%	%	N/A

### Reaccreditation Year 4 Notes:

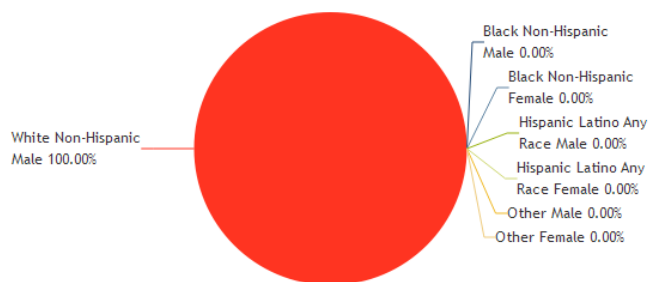
No promotional exams were held in 2019. (1) Sergeant was promoted off a 2018 eligibility list

#### 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	



