



EAST HAVEN DEPARTMENT OF POLICE SERVICES

471 NORTH HIGH STREET • EAST HAVEN, CONNECTICUT 06512

Joseph Maturo Jr.
Mayor

Brent B. Larrabee
Chief of Police

EAST HAVEN POLICE DEPARTMENT TRAINING GOALS AND OBJECTIVES – 2013 THROUGH 2016

INTRODUCTION:

The East Haven Police Department (EHPD) strives to develop and train its officers with the most competent, current, and high quality training available to the law enforcement community. This commitment will aid the EHPD in better serving the community and the employees of the agency. In addition, it also helps the EHPD to develop an open relationship amongst all ranks, positions, and roles so that all personnel know and can take a personal stake in meeting the training goals of the EHPD. This document lays out the training plans of the department for the next several years to ensure measurable goals are met and deficiencies are noted.

In addition to intra-department goals, the EHPD must ensure that training meets the requirements of the Connecticut Police Officer Standards and Training Council (CT POST) and the Settlement Agreement (SA) between the United States Department of Justice (DOJ) and the Town of East Haven. In development of this plan, the EHPD will use as a minimum benchmark, any previous training that only met CT POST requirements and build from that minimum in the development of this plan. Our objective is to exceed the requirements set forth in the SA.

BACKGROUND:

Prior to the inception of the SA on December 21, 2012, the EHPD was bound only by the police officer re-certification requirements of CT POST. All officers were provided a minimum of 60 hours of training on a triennial basis in various areas as required by CT POST. Some officers received additional training beyond that required by CT POST to specialize in certain



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areas; however, none of the specialty training was required. While firearms training met CT POST requirements, it was conducted sporadically and never on a set schedule. This training plan will establish a solid schedule for all training and will prevent training from being sporadic and disorganized. The EHPD will now schedule most required training classes so that they fulfill both the CT POST triennial training requirements and the SA requirements to avoid duplication of training and reduce costs.

TRAINING STRATEGY:

To aid the EHPD in providing this training while reducing the impact on patrol staffing caused by forced extra shifts and high overtime expenditures; the EHPD has split the entire department into three training squads comprised of approximately twenty employees in each. The training squads consist of both sworn full-time, sworn part-time and non-sworn support staff. Approximately one-third of the department will be attending any one training class. Civilian support staff will only be required to attend classes with their assigned training squad when the training relates to their role or assignment with the EHPD. For high liability and non-classroom type classes, such as firearms, the training squads will be further reduced into six smaller groups. High liability classes include training on firearms, defensive tactics, ECW use, use of force, etc. Utilizing small classes for these high liability training sessions allows for better instructor/student interaction and helps to ensure that students are receiving and understanding the training they are receiving.

TRAINING PROVIDED – DECEMBER 2012 TO AUGUST 2013:

Since the initiation of the SA in December 2012, the following training courses have been completed:



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1. Initial Training on the SA (2-4 hours) - All police department employees attended one training session each. This training was completed in January-February 2013.
2. Internal Affairs Training (40 hours) - This training was completed in two phases. The Internal Affairs Officer (IAO) and some members of the command staff and supervisory staff completed this training in March 2013. The remainder of the command staff, along with all supervisors, and all officers on the current eligibility list for sergeant completed this training in June 2013.
3. Line Supervisor Training (40 hours) - Sergeants and all officers on the current eligibility list for sergeant attended this training in May 2013.
4. Management Training (40 hours) - This training was completed in two phases. The Captain, most Lieutenants and one Sergeant on the current eligibility list for Lieutenant completed this training in June 2013. One Lieutenant completed a different management training course instead.
5. Harvard Kennedy School (135 hours) – One lieutenant attended the three week long Executive Education Program in State and Local Government at the Harvard Kennedy School instead of the standard management training as listed above. This training was completed in June 2013.
6. Stop, Search, and Arrest Training (8 hours) - All sworn police department employees attended two sessions each. This training was completed in May-June 2013.
7. Bias Free Policing Training (5 hours) - All police department employees attended one session each. This training was completed in May-June 2013.
8. Eyewitness Identification Training (2 hours) - All sworn police department employees attended a two hour session. This training was completed in May-June 2013.



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9. Limited English Proficient Training (1 hour) - All police department employees attended one session each. This training was completed in June 2013.
10. Civilian Complaint Intake Training (1 hour) - All police department employees attended one session each. This training was completed in May-June 2013.
11. DOJ Community Relations Service (DOJ CRS) Responding to Allegations of Racial Profiling and Bias Policing Training (8 hours) - All police department employees attended one session each. This training was completed in August 2013.
12. CT POST Mandatory Recertification Training (52.5 hours) – A small number of personnel whose CT POST certification was expiring on June 30, 2013 completed this mandated training in April 2013.

SCHEDULED TRAINING – SEPTEMBER 2013 TO DECEMBER 2013:

The following training is scheduled to be completed between September 2013 and December 31, 2013:

1. Semi-Annual Firearms Qualification Training (7-8 hours) - All sworn police department employees will attend one training session. The training will consist of deadly force training review, firearms safety, and firearms qualification. This training will meet all required regulations as set forth by CT POST.
2. Use of Force Training (16 hours) – All sworn police department employees will attend classroom and physical training on the following topics:
 - a. Electronic Control Weapon (Taser[®])
 - b. Baton
 - c. Oleoresin Capsaicin (OC) Pepper Foam/Spray
 - d. Handcuffing and Control Tactics



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- e. Officer Safety
 - f. Diffusion Techniques to Avoid Physical Encounters
3. Tactical Firearms Training (7-8 hours) – All sworn police department employees will attend one training session. The training will consist of both classroom and hands-on training addressing shoot/don't shoot situations, low light/tactical/active shooter situations, and simunitions training.
4. CT POST Mandated and SA Specified Training (20 hours) – All sworn police department employees will attend classroom training on the following listed topics. These classes will meet part of each officer's required CT POST triennial re-certification requirements and also meet competent updated training standards as set forth by the SA.
- a. Use of Force (Legal)
 - b. Domestic/Family Violence
 - c. Rape/Crisis (Sexual Violence)
 - d. Juvenile Law Update
 - e. Missing Persons
 - f. First Responders in Child Sex Abuse Cases
 - g. Stress Management

At the completion of the first year of training, all police department employees will have exceeded the minimum hourly standards of training as set forth by the SA. The SA required that all sworn police department employees receive at a minimum 32 hours of training plus firearms training. In addition, the SA requires that all sworn police department supervisor employees receive 40 hours of supervisor related training. Since the EHPD had to set a baseline level of training, especially in the areas surrounding use of force and defensive tactics, the 32 hour



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minimum required will be significantly exceeded. Going forward into 2014 through 2016, the training will not be as extensive since the EHPD will have set a baseline level in the first year.

RE-OCCURRING ANTICIPATED TRAINING - 2014 THROUGH 2016:

The following training classes will be required each year of all sworn police department employees:

1. Semi-Annual Firearms Qualification Training (7-8 hours) - All sworn police department employees will attend two training sessions. They will be approximately 4-6 months apart. The training will consist of deadly force training review, firearms safety, and firearms qualification. This training will meet all required regulations as set forth by CT POST.
2. Use of Force Training (8-16 hours) – All sworn police department employees will attend classroom and physical training on the following topics:
 - a. Electronic Control Weapon (Taser[®])
 - b. Baton
 - c. Oleoresin Capsaicin (OC) Pepper Foam/Spray
 - d. Handcuffing and Control Tactics
 - e. Officer Safety
 - f. Diffusion Techniques to Avoid Physical Encounters
3. Tactical Firearms Training (7-8 hours) – All sworn police department employees will attend one training session annually. The training will consist of both classroom and hands-on training addressing shoot/don't shoot situations, low light/tactical/active shooter situations, and simunitions training.
4. CT POST Mandated and SA Specified Training (35 hours) – All sworn police department employees will attend classroom training on the below listed topics. Not



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every topic will be taught every year. Required mandates under CT POST or the SA will be completed annually. Elective courses will be spread out over the three year period. These classes will meet part of each officer's required CT POST triennial recertification requirements and also meet competent updated training standards as set forth by the SA.

- a. Use of Force (Legal)
- b. Bias Free Policing
- c. Search and Seizure
- d. Laws of Arrest
- e. Legal and Criminal Law Update
- f. Domestic/Family Violence
- g. Domestic Violence Lethality Assessment Training
- h. Rape/Crisis (Sexual Violence)
- i. Juvenile Law Update
- j. Ethics
- k. Report Writing
- l. Safe and Legal Traffic Stops
- m. Missing Persons
- n. Citizens With Special Needs
- o. Gangs
- p. Cognitive Interviewing
- q. Accident Investigation
- r. Driving Under the Influence Enforcement
- s. First Responders in Child Sex Abuse Cases
- t. Stress Management



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5. Supervisor Training (40 hours) – All sworn police department supervisors will receive annual training on the below listed topics. Depending on trends and needs of the EHPD, some portions of the training may focus more on one particular topic more than another.
 - a. Leadership and Guiding Subordinates
 - b. Supervisor Liability
 - c. Promoting Ethical Policing
 - d. Training, Delivering, and Ensuring Compliance With Policies and Procedures
 - e. Diffusion and De-Escalation Techniques.
 - f. Evaluating Officers' Work Product (proper completion of reports and forms)
 - g. Force Reviews and Investigations
 - h. Misconduct Investigations
 - i. Early Intervention and Risk Prevention
 - j. Performance Evaluations
 - k. Discipline and Non-Discipline Corrective Action

ADDITIONAL TRAINING - 2014 THROUGH 2016:

In addition to the above listed training, the EHPD intends to seek out additional training that will enhance the department's compliance with the requirements of the SA. These plans will be directly affected by the availability of funding. Based upon current budgetary projections; the EHPD should be able to meet the following goals:

1. Community Oriented and Youth Engagement Training – The EHPD has intentions of seeking out training to address the needs of the department to further engage the community and the youth.



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2. Crisis Intervention Training – The EHPD over the next three years intends to slowly but systematically train a core group of patrol officers and supervisors to respond to persons in crisis. This includes persons that are mentally, emotionally and psychologically in crisis. The EHPD hopes to build off of this training to further enhance its community relations goals.
3. Sexual Violence Prevention Training – The EHPD intends to improve the skills of investigators to offer prevention programs to the public, along with being as attentive, aware, and capable of handling investigations involving sexual violence victims.
4. Advanced Management and Supervisor Training – The EHPD has determined that training and developing highly effective managers will help lead line supervisors and subordinates to more effectively police. This benefit also helps the EHPD reduce liability and improve the general morale between the public and the police. Additionally, training for the ranks of captain and lieutenant is much harder to find locally than those trainings for sergeants. Therefore, the EHPD intends to send its managers (captains and lieutenants) to some of the following programs over the next 3 years.
 - a. The Police Executive Research Forum’s (PERF) Senior Management Institute on Policing (SMIP) Training Program
 - b. The Southern Policing Institute’s Administrative Officers Course (AOC) or the Command Officers Development Course (CODC) Training Program
 - c. Roger Williams University’s Management and Executive Development Training Programs
 - d. Harvard Kennedy School’s Senior Executives in State and Local Government Training Program
 - e. Federal Bureau of Investigation’s National Academy (NA)



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f. Northwestern University's Police and Command Staff Training Program

SUMMARY:

Supported by effective training in the areas described in this report, the EHPD intends to develop a high performing community oriented police agency. The EHPD recognizes that in order to achieve these goals; highly competent, effective, and pertinent training must be offered to employees, both sworn and un-sworn of all ranks. Communication of these goals must be made transparent and available so that all members of the EHPD are aware of the agency's expectations and hopefully can take a personal stake in achieving these goals. By using training to improve the activities and skills of all employees, the EHPD will offer better police services to the community we are sworn to protect.

The EHPD will use this training plan to meet and exceed all regulations and training requirements as set forth by CT POST and the SA. The EHPD recognizes that over a four year period; trends, laws, and regulations on law enforcement may change. With those changes, and given the changing nature of policing best-practices, this training plan may need to be adjusted. In that event, a subsequent updated training plan will be submitted in the future.

Respectfully Submitted,

Lieutenant Ed Lennon
East Haven Police Department
Compliance Coordinator - DOJ Settlement Agreement