

Southern Connecticut State University Police Department

ANNUAL REPORT



FISCAL YEAR
July 1, 2020 to June 30, 2021



Southern Connecticut State University

MESSAGE FROM CHIEF JOSEPH M. DOOLEY



The following annual report covers the period of July 1, 2020 to June 30, 2021. During this period of time, the Department experienced unprecedented challenges related to the worldwide Covid-19 pandemic that evolved in the first quarter of 2020. Members of the Southern Police Department worked collaboratively with the Southern community and Local, State and Federal Emergency Management partners to ensure the campus was safe and followed emergency management protocols. In addition, Department members received additional training related to new Ct. Legislation related to Police Accountability. This time period was also a productive time for reshaping the Department Vision, Mission Statement and Core Values. The Department increased community outreach through enhanced social media posts and implemented a canine program for community policing initiatives as well as bomb and explosive detection.

The Department focused on launching a new and improved Computer Aided Dispatch and Records Management System as well as a complete revision of the policy manual and began the initial phase to become an Accredited Police Department through the Connecticut Police Officer Standards and Training Council. There were retirements, promotions and new hires for the Department and increased emphasis on training to include virtual courses. The previous year involved many challenges, but the members of the Southern Police Department continually strived to provide the best service to the Southern community. I hope you take some of your valuable time to review the work and accomplishments of the Southern Police Department.

A handwritten signature in blue ink that reads 'Joseph M. Dooley'.

Chief Joseph M. Dooley

MAJOR ACCOMPLISHMENTS

Accreditation: The Southern Police Department embarked on the accreditation process several years ago by implementing a web-based policy management program (PowerDMS). In the fall of 2020, the entire department policy manual was updated and the Department took on the task of finishing Tier I State Accreditation (This endeavor was started prior to it being mandated by the new Police Accountability Bill). Accreditation means the recognition of the Southern Police Department as conforming to a body of standards related to several specific disciplines. Accreditation is awarded upon demonstration of commitment to law enforcement excellence by living up to a body of standards deemed essential to the protection of the life, health, safety, and rights of the citizens it serves, and having exemplified the best professional practices in the conduct of its responsibilities.


Awards and Recognition Program: A new awards and recognition program was implemented to recognize the professionalism and value of the work of the men and women of the Southern Police Department. A criterion was set for each of the awards, as well as a process by which officers are nominated and selected for recognition. An awards panel was established to include a dispatcher representative, a union representative, and all the supervisors and Command Staff who vote to decide which acts deserve recognition and what awards will be issued. This is an impactful program that recognizes officers, or others, for outstanding work and builds morale amongst members of the organization. In addition, the Southern Police Department designed the first ever Departmental Challenge coins which can be given to members of the Department, University, or community as symbols of respect and appreciation for an exemplary act or performance.

Building Bridges: The Building Bridges Series was developed and administered by the Southern Police Department to recognize that contemporary policing is inherently challenging and ever changing. It provides the Department the opportunity to begin to facilitate a safe and productive discussion regarding the issues of race and policing as well as the intricacies of these subject matters. One goal of the training is a hope that the Department could embark on a lifelong journey of continued listening, learning, inclusion, and solidarity in building bridges between communities and law enforcement. All participants came with an open mind and open heart as well as some very insightful and courageous dialogue.

Crisis Intervention Training (CIT): Responding to individuals experiencing a mental health crisis has become a constant for police officers. In an effort to ensure that Southern officers have the most up to date training the entire Southern PD attended CIT that was hosted by the Connecticut Alliance to Benefit Law Enforcement (CABLE). This training helps officers identify individuals in crisis and provides de-escalation techniques which can lead to a peaceful solution to the incident as well as getting the individual the mental health services needed. The Department conducted online Crisis Intervention Team Training with two groups of officers in four different sessions. Officers learned how to interact with persons in crisis and develop relationships with mental health professionals to assist in obtaining services for people in need. The officers learned the importance of communication skills and about mental health resources for those in crisis which in turn ensures both officer and community safety.

Computer Aided Dispatch and Record Management System (CAD/RMS) Upgrade (NexGen):

A new Computer Aided Dispatch and Records Management System was implemented to help streamline reporting and dispatching. Officers have easier access to reports and dispatchers have a simpler method of sending officers to calls.



Community Engagement: Due to COVID-19 and its impact on the number of students and faculty on campus, the opportunity for community engagement was significantly impacted. The Department had to cancel the annual Citizen's Police Academy and ride along programs that would normally take place. In an effort to remain in contact with the Southern community officers from each shift took turns going to each of the residence halls and met with the students and Residential Life workers. Officers conducted additional programs such as presentations on Drinking and Driving and also took part in recreational events with the students like playing ping pong or basketball. In addition, K9 Brody was dispatched throughout the university on a weekly basis to engage with students and employees.

Covid-19 Response: With the emergence of Covid-19 as a global pandemic, the Southern Police Department changed the way officers responded to all medical calls with assistance from local fire and EMS personnel. Officers maintained high visibility security, twenty-four hours a day throughout the entire pandemic. The Southern Police Department assisted setting up a COVID testing site at the Long Wharf property in New Haven, as well as assisting with the over-flow hospital that was established at the Moore Field House.

Daigle Law Group: The Daigle Law Group (DLG) Learning Center provides the department with online training courses that allows officers to continue their law enforcement education and satisfy mandated re-certification requirements. DLG supplies the Department with interactive video-based courses, unique logins for all users, and allows the Department to stay up to date with current law enforcement trends. As this training is web based, officers can remain on campus to conduct the training which in turn minimizes travel time and expenses.

K-9 Program: In February 2020, the Southern Police Department obtained its first ever K-9 Officer, Brody, who is an explosives ordinance detection K9. Brody can detect numerous types of explosive materials and is utilized when requested by other agencies such as the Connecticut State Police to assist with searches of events, trains stations, ports and other locations. Brody is also used for community engagement with his handler Officer Paul Glynn. Brody has been very popular with the Southern community and brings a smile to everyone's face. Funding to purchase Brody was obtained through a federal Justice Assistance Grant (JAG) that the department applied for in 2020.

Kronos/TeleStaff: This fiscal year the Southern Police Department implemented Kronos which is a web-based workforce management software to help modernize and simplify the way that employee information is obtained, stored, and used. Kronos helps the Department manage and engage the entire workforce throughout the employee lifecycle by allowing employee access from anywhere. Mobile accessibility is provided, and employees can use any type of internet capable phone to stay engaged. It has streamlined the way that Department overtime is managed as well as the daily operations of employee accountability.

Mental Health Outreach: During this fiscal year the Southern Police Department conducted an analysis on how this Department responds to calls for service related to mental health issues and other social work type calls. This analysis was done in accordance with the Police Accountability Bill and the goal was to ensure that the Department provided the highest level of services, not only to individuals from the university community but also for persons who are from the surrounding communities. The Southern Police Department has an exceptional working relationship with Southern Counseling Services and has always been proactive in advocacy for those in crisis. In addition, based on the increased awareness, the Department has created partnerships with representatives from the Connecticut Mental Health Center as well as the New Haven and Hamden communities.

Policy Development: Since 2017 the Southern PD has been working on developing a formal departmental policy and procedure manual. When properly implemented, a policy and procedure manual provides Department members with guidance to act decisively, consistently and legally. It also promotes confidence and professional conduct among staff. As of this fiscal year the entire Southern Police Department policy and procedure manual has been revised and published electronically via PowerDMS.

Recruitment and Retention: Due to retirements, at one point during the past fiscal year there were (7) seven officer vacancies within the Department. In an effort to attract the best qualified candidates the Department utilized social media platforms to showcase the professionalism and diversity of the Department. This resulted in the Department not only filling these positions with exemplary candidates but also continued to have the Department grow as one of the most diverse entities on campus.

Social Media: This past fiscal year the Department increased its usage of Social Media platforms to more effectively communicate with the community and provide timely and accurate updates on a variety of matters. To date, this agency has not only identified and impacted criminal activity based on social media interactions with the public, but has also been able to dispel rumors and misinformation that add to the fear of criminal victimization. Just as important is that the Southern Police Department's presence on social media has helped to showcase and strengthen connections within the Southern community.

Wellness Program: A component of the Police Accountability Bill is that officers are to have a mental health screening conducted at least once in a five-year period. In speaking with members of the Department, the importance and need for these assessments was recognized. Based upon recommendations from the officers themselves the Southern Police Department is going to provide these assessments to all officers every 16-18 months.

MISSION STATEMENT



Mission Statement

*The mission of the
Southern Connecticut State University
Police Department
is to provide exceptional Police
services in partnership with the
Southern community. Protect and
serve, maintain a safe environment,
enhance the quality of life and
learning, and promote a culture
of respect and trust.*

DEPARTMENT HISTORY

Southern Connecticut State University was founded in 1893 as a two-year teacher training school, then known as New Haven State Normal School. In 1937, it evolved into a four-year institution: Southern Connecticut State College. Campus safety was provided by security officers, assisted by local and state law enforcement. In 1983, the college was renamed as Southern Connecticut State University, one of four members of the State University system. The Southern Connecticut State University Police Department was created through the state Legislature and since 1983 Southern's officers have proudly served the campus community, providing a range of police services and maintaining a safe environment.

QUICK FACTS

5	New buildings opened since 2010 (as of Fall 2020)
9	Residence halls on campus (as of Fall 2020)
78	Miles from campus to New York City
136	Miles from campus to Boston
172	Acre campus on the western side of New Haven, Connecticut
6.4	Approximate number of miles from campus to Long Island Sound in West Haven
130,000+	Population of Southern's home city, New Haven
2,400	Students living on campus

MISCELLANEOUS FACTS

- The Southern campus is located two miles from downtown New Haven.
- Over 1,200 students graduated in Spring 2020.
- The University provides a range of educational support services to over 700 students with disabilities, one of the largest such populations at any Connecticut campus.
- The top five majors of the entering first-year class in Fall 2020 were Healthcare Studies, Exploratory, Business Administration, Psychology, and Biology.
- Southern is the only public university in the NCAA Division II Northeast-10 conference.
- Annually since 2014, Princeton Review's Guide to the 332 Greenest Colleges has listed Southern as one of the most environmentally responsible colleges in the United States and Canada.

DIVISIONAL REPORTS



FISCAL YEAR
2020 – 2021

PATROL DIVISION

As with most police departments, an indicator of the culture of the Southern Police Department is reflected in the Department's Mission Statement which reads, "The Mission of the Southern Police Department is to provide exceptional Police services in partnership with the Southern community. Protect and serve, maintain a safe environment, enhance the quality of life and learning, and promote a culture of respect and trust."

In order to accomplish the goal of the Mission Statement an emphasis is placed on the concept of "continuous improvement." This philosophy is evident in the daily operations of the Patrol Division and the quality of policing that this agency provides to the Southern community. The SCSU community continues to be recognized as an ideal college community that is a safe environment to live, learn, work and visit. This is due in large part to the level of police services that the Patrol Division provides on a daily basis. In spite of the reduced campus activity related to COVID-19 the Southern Police Department addressed over 16,500 calls to service this past fiscal year.

Uniformed Patrol

The Uniformed Patrol Division is the largest component of the Southern Police Department and is the most visible on campus, 24 hours a day, 7 days a week. Patrol officers are assigned to one of three shifts, day shift which is 7am to 3pm, evening shift which is 3pm to 11pm and the midnight shift which is 11pm to 7am. On each shift there is a Patrol Sergeant who is the Shift Supervisor and responsible for all of the Patrol personnel working his or her assigned shift. The Patrol Lieutenant, Lt. Richard Anderson, oversees the entire Patrol Division which consists of (3) Sergeants and (21) officers.



Bike Patrol

Bike Patrol Officers continue to be an essential component of the Southern Police Department's community policing efforts. Bike patrols are more mobile than walking patrols and many of the goals of walking beats can still be accomplished, thus furthering our community policing initiatives. The Bike Patrol continues to play a critical role in special events, such as Homecoming, New Student Orientation and athletic events.

The current total number of trained and certified riders is twelve (12) and the department has (10) fully outfitted Patrol bicycles. Bike Officers have proven to be a significant resource multiplier, and they are essential to the success of the Patrol Division. The nature of Bike Patrol is also more physically active than other forms of patrol furthering the department's commitment to physical fitness. We will continue to add new members to this vital unit over the course of the next fiscal year.



Citizen's Police Academy

The Southern Connecticut State University Police Department hosts a Citizen's Police Academy annually in the spring semester. The campus community is invited to learn about the duties and responsibilities of the department, police officers, administration, detectives and dispatchers. This is a eight-week program in which community members actively learn about patrol procedures, criminal investigations, evidence collections, weapons, search and seizure, body cameras, Connecticut and Constitutional law and so much more. Participants will have the opportunity for role playing and a ride-along on patrol with the Southern police officers. The Academy is offered at no cost to participants and is open to Southern students, faculty, and staff.

As with the majority of in-person programming the Southern PD was unable to host the Citizens Police Academy this past spring however the Department is excited to be able to have the academy return this coming year.

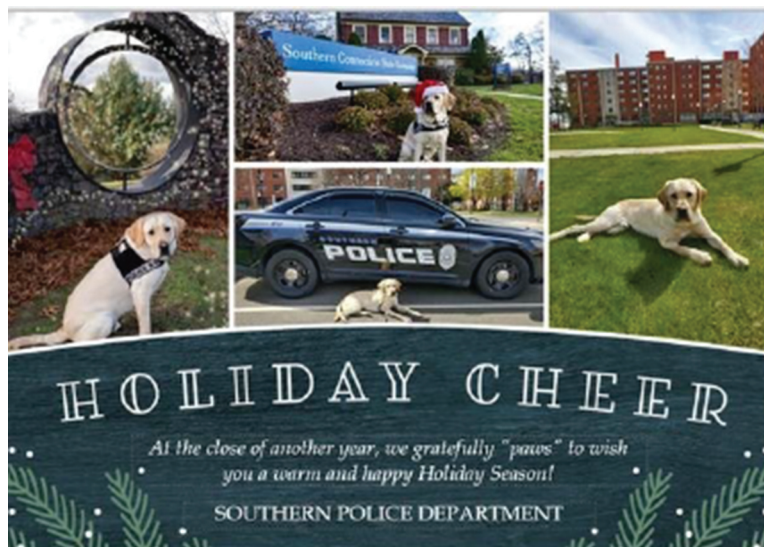
K-9 Brody

As mentioned in the "Major Accomplishments" section of the report in February 2020 the Southern Police Department added its first ever K-9 officer. K-9 Brody is a yellow Labrador Retriever who turned two years old on December 15, 2020. Brody was initially destined to be a seeing eye dog through the Guiding Eyes Program however he transitioned and became police K-9. With his assigned handler, Officer Paul Glynn, Brody was one of nine K-9 teams that made up the Connecticut State Police 210th Explosive Detection Kg Class, which graduated on May 8, 2020. Officer Glynn and K-9 Brody trained for eight weeks and Brody is certified to sniff out explosives in public areas including schools, airports, sporting venues, concert halls, vehicles and elsewhere.



Most importantly, K-9 Brody has become an integral component of the Southern Police Department's community policing efforts. Throughout the year Brody visits all the residence halls, Buley Library, Adanti Student Center, academic areas and facilities to give students, faculty and staff much needed stress breaks during their busy days.

K-9 Brody has quickly become a celebrity on campus as he has made an appearance in the Southern Alumni magazine and was also featured on the Department Holiday card.



ADMINISTRATIVE DIVISION AND TRAINING

Operating under the concept of “continuous improvement” the Southern Police Department has consistently been able to assess the ever-evolving landscape of contemporary law enforcement and train its’ men and women accordingly. This past fiscal year saw a number of items of legislation that had either been proposed, or had been passed, that were designed to mandate additional training for law enforcement agencies in a variety of areas. Many of these training regimens have already been embraced by the Southern Police Department however, some will require additional funding and scheduling to ensure their proper implementation. In order to comply with these ever-increasing training demands, and stay ahead of potential future mandates, the Southern Police Department actively evaluates the department’s training needs and explores every avenue to maximize the effectiveness of the training and at the same time balance the financial and manpower costs that may be incurred. While doing so, this agency has also never wavered on its commitment to providing the men and women of the department with the most up to date training and guidance in the area of their own physical and mental health well-being.

The Department’s in-service training has continued to increase as the Command Staff continuously evaluates the department’s needs and aggressively seeks quality training from a variety of sources. Although the Department continues to utilize the programs from the Connecticut Police Officers Standards and Training Council (POSTC), the Department contracted with the Daigle Learning Center (DLG) to supplement in-service training and also receive mandated POSTC certification credits. This has proven to be a more cost-effective option as it cuts down on travel costs and re-assignments and at the same time is a robust and effective training platform.

Sergeant Cynthia Torres is assigned as the Administrative Sergeant and not only oversees Departmental training but is also responsible for the Accreditation process as well as Clery compliance and Title IX reporting. Sergeant Torres is instrumental in scheduling and ensuring that all sworn officers in the department receive their mandated re-certification requirements. Based on the recently enacted Police Accountability Bill officers are mandated to have (60) hours of re-certification training in a three-year period. This training must also satisfy certain mandated training areas such as body worn camera review, use of force policy review, firearms training both classroom and practical, as well as human trafficking review. An additional certification component that was part of the Police Accountability Bill is that during the certification period officers must submit to mandatory drug screening.

In recognizing the enormous responsibilities of the Administrative Sergeant position the Department has hired a University Assistant, Emily Budds, who is assigned as the Clery Compliance and Accreditation Assistant. Emily is also instrumental in overseeing the Department’s social media platforms and helps coordinate the Department’s community engagement initiatives. Moving forward, a goal for the 2021/2022 fiscal year is to see this become a full-time position.

DETECTIVE DIVISION

In addition to the uniformed Patrol Division, the Southern Police Department has a dedicated Detective, Detective William Rivera, who is assigned on a full-time basis to the Detective Division. Detective Rivera has a multitude of responsibilities in addition to quickly responding to, and taking over, more involved investigations from the Patrol Division. Detective Rivera also continues to work closely with patrol officers who are interested in working on more complex investigations, which may require advanced investigative techniques such as Ex-Parte Orders or search warrant applications, to help develop their skills and experience for a future assignment as a Detective.

During the COVID-19 pandemic, Detective Rivera attended weekly virtual, regional detective meetings hosted by the New Haven Police Department and the Connecticut Intelligence Center (CTIC). These meetings allow for Detective personnel to establish beneficial relationships with investigators from other agencies who oftentimes become partners in combating crimes that cross jurisdictional boundaries. The meetings allow for the informal exchange of information for specific crimes and are critical to the early detection of trending crimes and developing effective measures to address and minimize such trends. Detective Rivera is also responsible for creating informational bulletins summarizing these regional meetings which is in turn disseminated to the members of the Southern PD.

The Southern Police Department currently has an officer assigned to CTIC which is instrumental in assisting police departments throughout the state. The analysts at CTIC identify and provide critical information regarding emerging patterns of criminal activity ranging from property crime, violent crime, white collar crime, to terrorist activity and cybercrime.

As noted, the pandemic greatly impacted the number of calls to service handled by the Southern Police Department but still during this past fiscal year Detective Rivera handled the following:

- Background Investigations for Southern Police Department candidates.
- (31) cases investigated and (30) of which are closed. (One arrest warrant pending)
- Multiple found/lost property entries.
- Periodic informational bulletins on current crime trends or specific incidents.
- Responsible for coordinating with outside agencies conducting background investigations on current or former students.
- Pistol permit background investigations.
- Records checks for internal and external agencies.

In addition, the pandemic provided an opportunity for Detective Rivera, and the Department itself, to address some of the operational needs of the agency. During this period Detective Rivera inspected and re-organized the Department's entire evidence room and added a new wall mounted safe and camera to the property room.

NEW HIRES

K-9 Brody – 2/2020
Officer James Naccarato – 9/25/2020
Officer Christopher Cinque – 11/20/2020
Officer Cheryl Bradley - 1/29/2021
Officer Craig Appleby - 2/5/2021
Officer Todd Kelley - 2/16/2021
Officer Mykola Gusyev - 2/26/2021
University Assistant Emily Budds - 3/12/2021

PROMOTIONS

Sergeant Kim Clare – 10/9/2020
Sergeant Carlos Maldonado – 10/9/2020

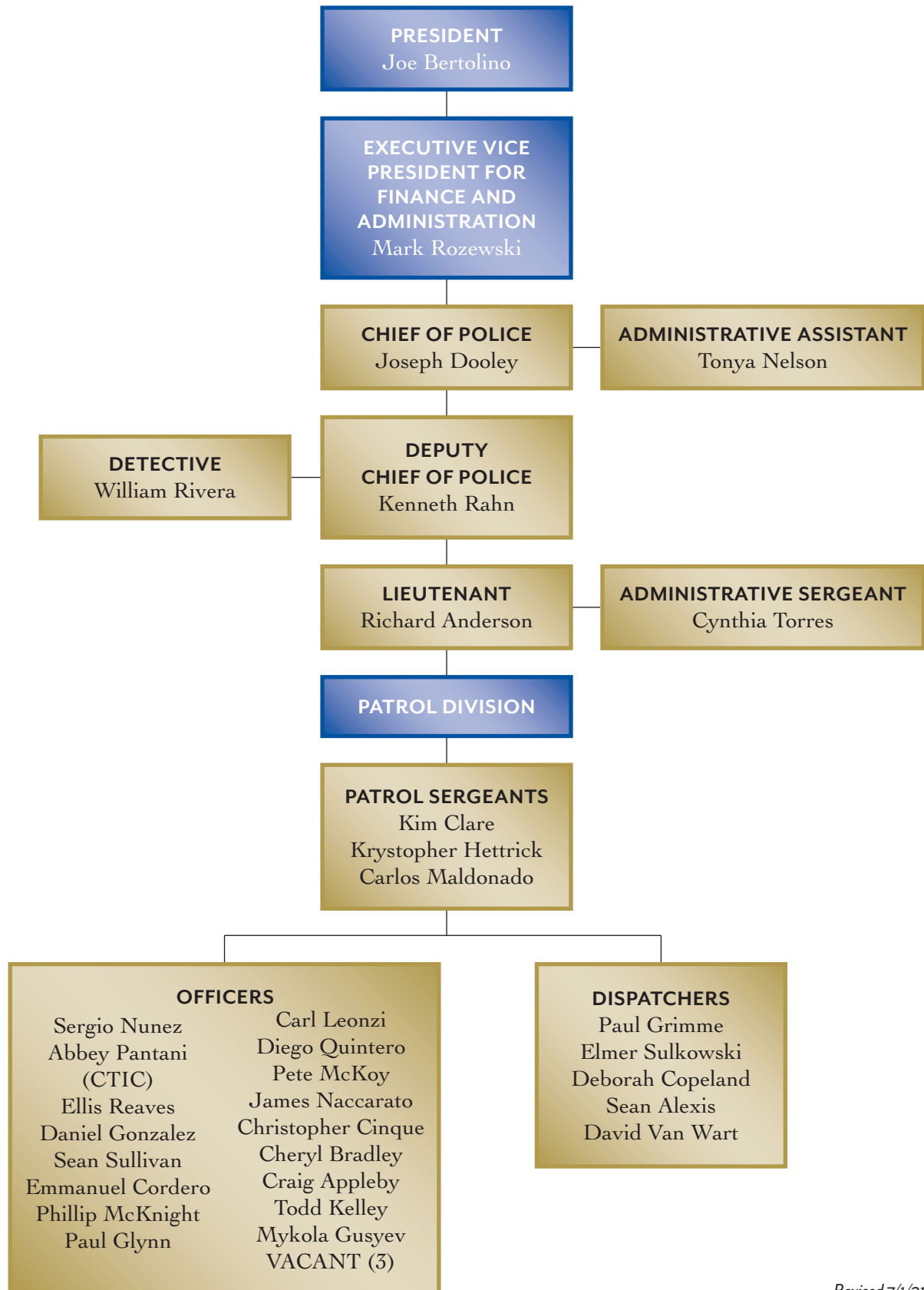
RETIREMENTS

Lieutenant Richard Randall – Retired 2/1/2020
Officer Daniel Gillotti – Retired 4/1/2020
Sergeant Arthur Fisher – Retired 7/1/2020
Officer Anthony Massaro – Retired 3/1/21

Resigned to take employment elsewhere:

Officer Odino Rasile – 7/31/2020
University Assistant Rachel Zagielski – 12/31/2020

DEPARTMENT ORGANIZATIONAL CHART



AWARDS AND RECOGNITION

Certificate of Commendation 9/17/19

Sgt. Krystopher Hettrick was awarded a Certificate of Commendation for an incident where he encountered a distraught individual on the upper level of the Wintergreen garage. Sgt. Hettrick was able to gain a rapport with the individual, de-escalate the situation, and provide the individual with the mental health services needed.

Certificate of Commendation/Unit Citation 11/26/19

Sgt. Clare located a vehicle on campus whose operator was reported as missing and possibly having a mental health crisis. Sgt. Clare was able to gain the confidence of the individual who was eventually secured without injury and provided the mental health intervention needed. Based on her diligence in locating and contacting the individual, as well as her ability to gain a rapport and de-escalate the situation, Sgt. Kim Clare was awarded a Certificate of Commendation.

In addition, based on their collective efforts and professionalism in this incident the following officers received a Unit Citation: Sgt. Cynthia Torres, Sgt. Arthur Fisher, Officer Sergio Nunez, Officer Abbey Pantani, Officer Paul Glynn and Dispatcher Paul Grimme.

Certificate of Commendation 3/9/20

On March 9, 2020, Sgt. Krystopher Hettrick and Officer Daniel Gillotti observed a large number of dirt bikes and ATV's operating recklessly on Wintergreen Ave. one of the dirt bikes lost control and the operator attempted to flee on foot. The operator was detained and while evaluating his injuries Sgt. Hettrick located a fully loaded, stolen firearm in the subject's waist band. Both Sgt. Hettrick and Officer Gillotti received a Certificate of Commendation.

Unit Citation 5/27/21

The Southern police Department received a call indicating that an individual was in the area of the campus and was experiencing a mental health crisis. Responding officers located the female in a vehicle at which time the individual pulled out a large knife and pleaded with the officer to shoot them. The officers were able to establish a dialogue with the individual and de-escalated the situation. The individual let go of the knife and was safely transported for further evaluation.

Based on the handling of this incident Sgt. Krystopher Hettrick, Officer Paul Glynn, Officer James Naccarato, and Dispatcher David Van Wort received a Unit Citation.

Mother's Against Drunk Driving Recognition Award

2020 Officer Paul Glynn

2021 Officer Christopher Cinque

GOALS AND OBJECTIVES FOR FISCAL 2021-2022

Below are the goals and objectives for the Southern Police Department for the upcoming fiscal year.

Operational Goals and Objectives

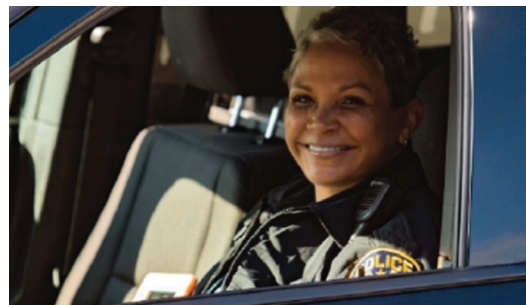
- Develop an improved community policing strategy which also has core elements to continue to police effectively without bias or prejudice.
- Develop a program to increase and improve communications between the campus community as well as the bordering communities.
- Review, evaluate and update departmental roles and responsibilities.
- Redevelop the LEARN program to better represent the community.
- Goal for FY 22 is to hire a full time Clery Compliance Specialist.
- Enhance the officer wellness program.
- Formalize recognition program to recognize professionalism and exceptional police work.
- Continue utilizing new overtime/scheduling software.

Professional Goals and Objectives

- Identify more instructors to increase training opportunities as well as have instructors increase their areas of certification and content.
- Supervisors will meet with other personnel to identify individual career development plans. Rotate officer into Detective Bureau.
- Supervisor/officer development through programs such as mentoring and shadowing.
- Supervisors shall evaluate officers for supervisory and or leadership skills.
- Continue to pursue state accreditation.

Budgetary Goals and Objectives

- As noted by FY 22 hire a full time Clery Compliance Specialist.
- Evaluate current Body Worn Camera hardware and applications.
- Identify a vendor and purchase parking management software.
- Investigate grant opportunities.
- Due to a lack of storage space in the current police building the Department will look to purchase and install a storage shed adjacent to the Southern PD.



CORE VALUES



Department Values

In accordance with the principles of the Police Officer's Code of Ethics, the core values of the Southern Police Department are as follows:

1. **RESPECT:** is a positive feeling or action shown towards someone or something considered important, or held in high esteem or regard. It conveys a sense of admiration for good or valuable qualities.
2. **PROFESSIONALISM:** to conduct ourselves in the most professional manner utilizing training and equipment.
3. **TRUST:** to provide an atmosphere that is fair and impartial while keeping the integrity and standards of this Police Department and the university.
4. **INTEGRITY:** is the practice of being honest and showing a consistent and uncompromising adherence to strong moral and ethical principles and values.