City of Hartford
FY2021 Recommended Budget
Budget Presentation to Council

Police Department
May 4, 2020
The mission of the Hartford Police Department is to keep Hartford residents safe by responding to and investigating crimes, reducing crime, and by forging strong relationships between police officers of all ranks and the communities they serve.

Building a police force that reflects the diversity of Hartford is part of the Department’s commitment to build relationships with those it serves. The Department strives to fulfill its obligations while maintaining the highest professional and ethical standards.
Currently, the Department has 430 sworn officers.

- Net increase of 46 officers since this time last year.

42.09% current minority representation.

- Up 2.25% since this time last year.
- Highest level of minority representation in at least a decade.
- This figure does not count Caucasian women as minorities.

Previous years minority representation statistics:

- January 2019 – 39.90%
- January 2018 - 38.71%
- January 2017 - 37.47%
- January 2016 - 38.02%
• **Academy Class 19-1 Demographics (Graduated October 2019):**
  • 18 Hartford recruits, 5 Hartford residents.
  • 78% of recruits are minorities, 50% of recruits are female.

• **Academy Class 19-2 Demographics (Graduated April 2020):**
  • 15 Hartford recruits, 4 Hartford Residents.
  • 53% of recruits are minorities, 31% female.

• **Academy Class 20-1:**
  • Scheduled to begin on May 18, 2020 (will begin as remote Academy).
  • Demographics to be determined once backgrounds are completed.

• **Cadets/Explorers:**
  • Since 2017 6 Cadets and 1 Explorer have become police officers.
  • 2 Cadets will be entering the Academy classes in May/June.
POLICE DEPARTMENT
FY2020 HIGHLIGHTS

• **Accreditation Update:**

  The following policies have been updated and implemented:
  
  o Mobile Video/Audio Recording Equipment
  o Chemical Agents
  o Fiscal Management
  o Academy Training
  o Active Shooter Protocol
  o Accident Review Board
  o Arrest and Detention of Undocumented Immigrants (update)
  o Responding to Family Violence Offenses (update)
  o Harassment and Discrimination (update)

  Additionally, several special orders were created that pertain directly to COVID-19, such as a “Continuity of Operations Plan”, procedures relating to arrests and calls for service and employee health precautions.
• **Promote Transparency with Departmental Policies and Forms:**
  - Public Facing Documents via PowerDMS is now available on the Hartford Police website. [https://beta.hartfordct.gov/Government/Departments/Police](https://beta.hartfordct.gov/Government/Departments/Police)
  - This provides a repository for policies that can be shared with the public.

• **Developed COVID-19 Response Team (1 Lieutenant, 2 Sergeants, 3 Officers, 7 Cadets):**
  - Coordinates with the Reentry Center and Health and Human Services to serve homeless individuals and returning citizens.
  - Addresses homeless related concerns with COVID-19.
  - Cadets deliver donated food to local housing areas.
• **Traffic Crash Response Unit:**
  o Comprised of 4 officers that responded to 713 accidents in their first four months of existence.

• **Special Operations Group – Juvenile Liaison Officers:**
  o Comprised of 2 officers dedicated to the prevention of juvenile violence within the neighborhood and school environments.
  o Primary liaison for all Hartford-based schools.

• **Domestic Response Unit:**
  o Created due an increase in Domestic Violence Calls during the COVID-19 Pandemic.
  o Comprising of 2 officers during the day shift and 2 officers during the night shift.
• **Project Longevity:**
  o The Department and City have pushed statewide Project Longevity to hire a dedicated Project Manager for Hartford, with the goal of improving our violence reduction efforts.
  
  o A Project Manager was hired, she attended her first Project Longevity call-in in December 2019.

• **The Hartford Police Organization for Women’s Equality and Rights (P.O.W.E.R.)**
  o New department social organization launched this year.
  o First meeting was March 12, 2020.
  o Promote ideals and principles of women in law enforcement.
  o Give women a united voice in reforming Department culture.
• **Records Division:**
  
  o Enhance public services with online purchasing of reports.
  
  o Allows the public to request reports during non-conventional hours.
  
  o Introduction of Debit and Credit Card transactions streamlines the workflow; increased payment options provides convenience to the public.
POLICE DEPARTMENT
FY2020 HIGHLIGHTS

• Calendar year 2019 ended with a 22.3% overall crime decrease compared to 2018:
  o 18.0% decrease in Aggravated Assault.
  o 25.7% decrease in Robbery.
  o 30.5% decrease in Burglary.
  o 40.3% decrease in Sexual Assault.
  o 20% decrease in Larceny.
  o 28% decrease in Auto Theft.

• Despite required operational adjustments due to COVID-19, crime statistics are basically flat year to date, compared to 2019 (2.8% increase Citywide), including:
  o 0% increase/decrease in Rape.
  o 12.6% decrease in Aggravated Assaults.
  o 2.3% decrease in Larceny.
  o Increase of 1 homicide.

Note: Overall 28.1% crime reduction from 2017, 31.9% from 2016, and 35% from 2015.
POLICE DEPARTMENT
STRATEGIC INITIATIVES

• **Evidence-Based Policing (EBP) Strategy:**
  - Analysis shows that the same very specific areas of the city have experienced higher levels of violent crime for the last decade. We have restructured our Patrol Car plan to redeploy our resources to “hot” crime areas based on statistical and intelligence analysis. This strategy will be implemented in a targeted area in the north and a targeted area in the south before being adopted Department-wide if successful.

• **Redeploy Police Command Staff back into the field to oversee department initiatives.** For example, Captains will return to the neighborhood policing plan to have direct oversight, input, and accountability for all incidents occurring within their designated areas.
  - Captains will be managing response times, monitoring officer activity, and ensuring that the priorities of the community are being addressed.
POLICE DEPARTMENT
STRATEGIC INITIATIVES

• Implement department-wide, electronic performance evaluation system for all employees.
  o Currently the disciplinary process is the only way to record a need for improvement and the Medal/Commendation process is the only way to memorialize outstanding performance. Both focus on the extremes and leave general performance measures unmeasured.

• Form policy-development working groups, consisting of representatives from the Hartford Police Union, and throughout the department, to address the lengthy disciplinary process and the outdated Code of Conduct.
  o Code of Conduct dictates specific charges and prescribed progressive discipline for each charge. The Code of Conduct was developed in 1994 and last updated in 1999.
  o The current disciplinary process takes months to administer discipline and must be streamlined.
• Stabilize Police staffing and expand efforts to recruit Hartford residents

• Build and strengthen partnerships with community members to address public safety concerns

• Use technology such as street cameras to modernize and supplement law enforcement
### Budget Comparison – FY2020 and FY2021

<table>
<thead>
<tr>
<th></th>
<th>FY2020 Adopted</th>
<th>FY2021 Recomp</th>
<th>$ Change</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>General Fund</strong></td>
<td>$46,627,694</td>
<td>$45,948,288</td>
<td>-$679,406</td>
<td>-1.46%</td>
</tr>
<tr>
<td><strong>Grants</strong></td>
<td>$3,919,689</td>
<td>$2,584,981</td>
<td>-$1,334,708</td>
<td>-34.05%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$50,547,383</td>
<td>$48,533,269</td>
<td>-$2,014,114</td>
<td>-3.98%</td>
</tr>
</tbody>
</table>

**Budget Highlights:**

The Recommended Budget for FY2021 is $45,948,288. This reflects a decrease of $679,406 or 1.5% compared to the FY2020 Adopted Budget. This is primarily due to a decrease in the number of vacant positions supported through the general fund, offset by the hiring of a Project Leader and contractual increases of subscription services. The City anticipates hiring 29 new police officers in FY2021 (17 in July 2020 and 12 in January 2021). Within non-personnel accounts, the FY2021 Recommended Budget for School Crossing Guard costs will continue to be covered by the Hartford Board of Education, consistent with FY2020.
The FY 2021 budget highlights a continued focus on hiring a diverse Department with staffing numbers approaching ideal number for the first time in many years. Minority representation continues to increase as a result of Department-wide efforts.

- A class of 17 police recruits in July 2020.

With greater staffing and the ability to be more flexible and responsive as an agency, we will continue efforts and initiatives to reduce crime numbers to historic lows. Our efforts to reduce homicides and shootings will be of primary focus in the upcoming year as the numbers have remained relatively flat while other crimes have decreased substantially.
• Given we are one of the most technologically advanced Police Departments in the State and Northeast, we will leverage this technology, along with innovative personnel deployment strategies to better serve the community and prevent crime.

• Leveraging a cultural analysis study and implementing more inclusive processes, we will strive to increase job satisfaction and morale within the Department to improve employee retention and put forward an even more community-oriented police department.
Thank you!