



# Hebron Public Safety Task Force

## Report to the Board of Selectmen

THURSDAY, JUNE 6, 2019

JOHN COLLINS, PH.D., SELECTMAN, CHAIRMAN OF THE HEBRON PUBLIC SAFETY TASK FORCE

# Purpose of the Hebron Public Safety Task Force

- ▶ An evidence-based approach to deal with local crime issues and deployment of School Resource Officers (SRO).
- ▶ Three Objectives:
  - ▶ (1) how do we best staff our police department in the town of Hebron?
  - ▶ (2) what are cost-effective ways to reduce crime in Hebron? And,
  - ▶ (3) what are the best ways to protect our schools?

# Participants

**Participants are Hebron citizens with backgrounds in law enforcement, school security, or are board representatives.**

- ▶ Fran Carino, Supervisory Assistant State's Attorney, State of Connecticut
- ▶ Erica Bromley, Chair, Hebron Board of Education, Juvenile Justice Liaison, Connecticut Youth Services Association
- ▶ Kathy Shea, Former Chair, Hebron Board of Education
- ▶ Robert Stanford, Lieutenant, Manchester Police Department
- ▶ David Luke, Former Connecticut State Trooper, Head Safety Office, East Hampton High School
- ▶ Allyson Schmeizl, Network of Care Manager, Beacon Hill Options
- ▶ John Miller, Sergeant, Hartford Police Department
- ▶ Daniel Huppe, Assistant Chief, Hebron Fire Department, Formerly Battalion Chief, Manchester Fire Department
- ▶ John Collins, Chair of the Task Force, Hebron Selectman
- ▶ Dan Larsen, Alternate, Chairman, Hebron Board of Selectman
- ▶ Heather Petit, Alternate, Vice-Chairman, Hebron Board of Education

# Themes in Policing<sup>1</sup>

- ▶ Building Trust and Legitimacy
- ▶ **Policing is not all about crime**
- ▶ Community Relations One Contact at a Time
- ▶ Connecting with Organized Groups
- ▶ Everyone needs to be involved
- ▶ Leadership
- ▶ Application of the **Broken Windows theory**<sup>2</sup>

<sup>1</sup>Slide adapted from McCabe, J. 2019. *Neighborhood Policing*. February 7, 2019. Presentation given at Sacred Heart University.  
<sup>2</sup>2019. George Mason University. *Broken Windows Policing*. <https://cebcp.org/evidence-based-policing/what-works-in-policing/research-evidence-review/broken-windows-policing/> Broken Windows Theory is a criminological theory that states that visible signs of crime, anti-social behavior, and civil disorder create an environment that encourages further crime and disorder, including serious crimes

# Crime in Hebron and Local Considerations

- ▶ About 3-5 violent, non-property crimes (for example, aggravated assault) and 25-30 significant property crimes (larceny, burglary, etc.) per year.
- ▶ About 200-300 “crimes” a year.
- ▶ About 3,500 to 4,500 service calls per year: house checks, neighbor disputes, DARE training, etc.
- ▶ State Police Barracks is situated in Colchester, which provides a lot of police support to the town.
- ▶ Hebron is the longest town in Connecticut, which means it can be difficult to get to outlying locations.

# Crime Data and Crime Reduction Strategies

- ▶ Detailed and useful data are available from the State Police statistics department.<sup>1</sup>
- ▶ These data can be used to create an effective police and patrol deployment strategy.
- ▶ Officers need to be “a visible presence in the community. You also need to mine the data as best you can to try and predict where and when crimes are most likely to occur... they are usually time/place/person specific. Based upon that intelligence, the police need a plan to prevent the crime from occurring.”<sup>1</sup>

<sup>1</sup>Communications with Trooper Kate Evans, CT State Police Statistician.

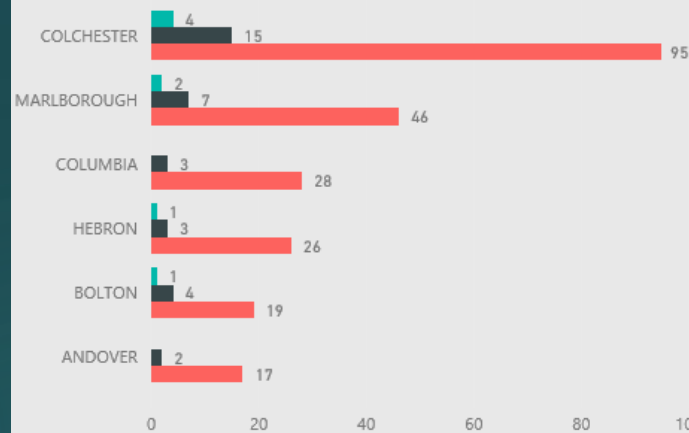
<sup>2</sup>James McCabe. Professor of Criminology. Sacred Heart University. Email to John Collins, May 1, 2019.



# Hebron Crime Rates

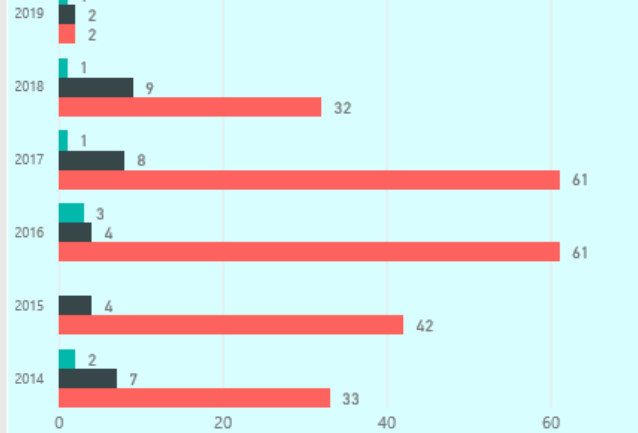
## BURGLARIES BY TOWN

Actual Call Type ● BURGLARY ● BURGLARY ACTIVE ● BURGLARY NON-ACTIVE



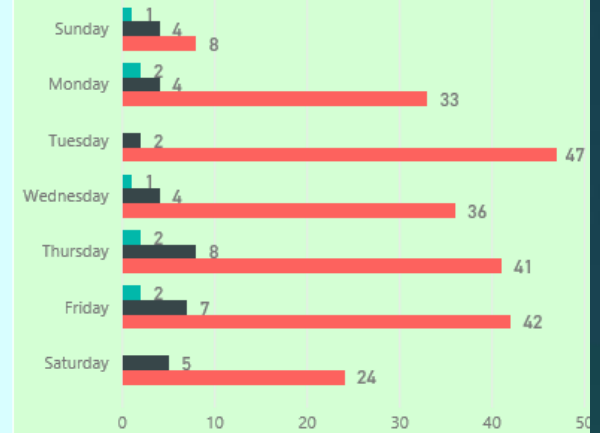
## BURGLARIES BY YEAR

Actual Call Type ● BURGLARY ● BURGLARY ACTIVE ● BURGLARY NON-ACTIVE



## BURGLARIES BY DAY OF WEEK

Actual Call Type ● BURGLARY ● BURGLARY ACTIVE ● BURGLARY NON-ACTIVE



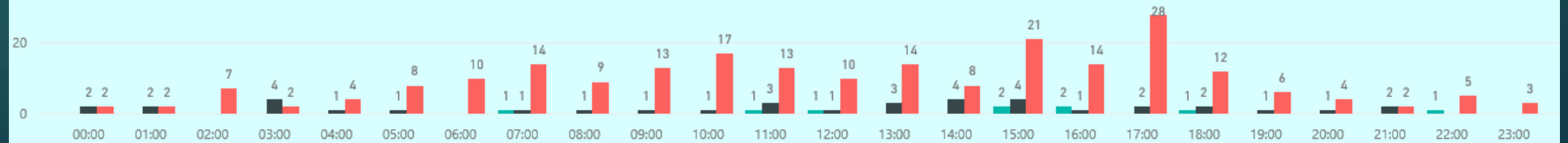
## BURGLARIES BY MONTH

Actual Call Type ● BURGLARY ● BURGLARY ACTIVE ● BURGLARY NON-ACTIVE



## TIME BURGLARY OCCURRED

Actual Call Type ● BURGLARY ● BURGLARY ACTIVE ● BURGLARY NON-ACTIVE



<sup>1</sup>Greenwood, Daniel. Presentation given to the Hebron Public Safety Task Force. Slide 13. May 1, 2019. Adapted from data from Trooper Kate Evans, Connecticut State Police.

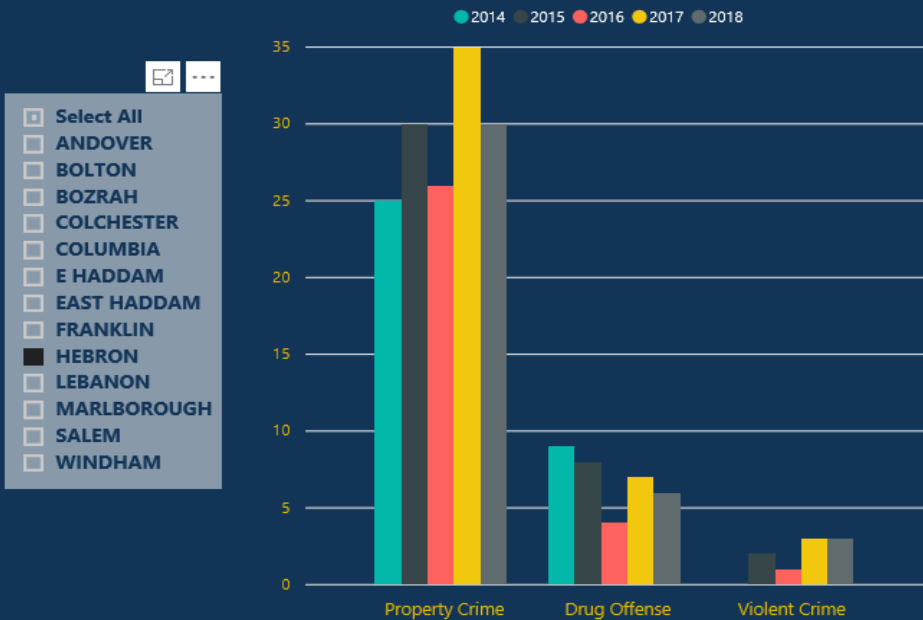


# Hebron Crime Rates

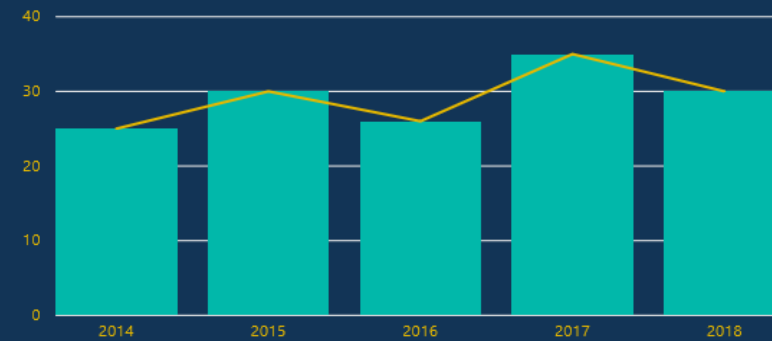


## Crimes by Type

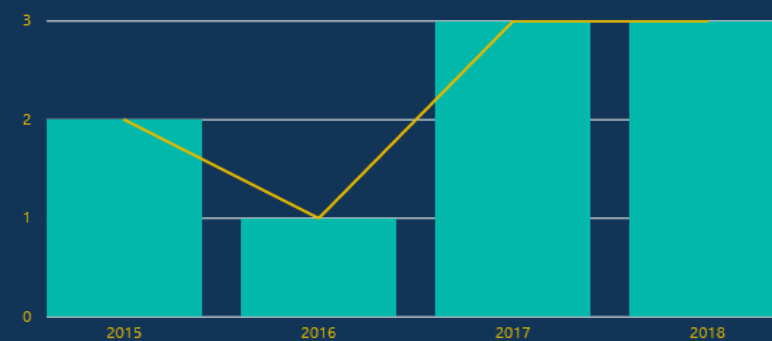
Number of Incidents by Offense Type and Year



Property Crime



Violent Crimes



<sup>1</sup>Greenwood, Daniel. Presentation given to the Hebron Public Safety Task Force. Slide 14. May 1, 2019. Adapted from data from Trooper Kate Evans, Connecticut State Police.



# Comparison to Other Towns' Policing Models: Glastonbury

- ▶ Presentation by Marshall Porter, Chief of Police, Glastonbury
- ▶ Increase in commercialization leads to increase in crime
- ▶ Glastonbury has 67 officers, 4 SROs and 15-20 armed guards at schools.
- ▶ “Each community has to decide about how to police its’ schools.”<sup>1</sup>
- ▶ SROs: “They can’t hurt... There should at least be someone there to sound the alarm.”<sup>1</sup> Marshall Porter, May 8, 2019.

<sup>1</sup>Porter, Marshall. 2019. Minutes of the Hebron Public Safety Task Force. May 8, 2019.

Town (2017)	State Police/ UCR Part 1 Crime Data	Population	Crime Rate /100,000	Law Enforcement Personnel (Total)	Employee per 1,000 population <sup>3</sup>
<b>Towns Nearby (Resident Trooper)</b>					
Andover	8 <sup>1</sup>	3,248 <sup>2</sup>	246 <sup>1</sup>	1	0.3
Bolton	19	4,916	386	2	0.24
Columbia	34	4,971	684	1	0.2
Lebanon	25	7,209	347	4 (1RT,1SRO,2PT)	0.55
Hebron	38	9,507	399	4 (1RT,1SRO,2PT)	0.40
Marlborough	53	6,397	828	4 (1RT,1PSD,2PT)	0.625
<b>Other Towns (Town Police)</b>					
Avon	168 <sup>2</sup>	18,776 <sup>2</sup>	894 <sup>2</sup>	41 <sup>1</sup>	2.23 <sup>1</sup>
Canton	68	10,337	657	20	1.94
Colchester	76	17,287	440	13	0.75
Coventry	110	12,437	884	21	1.69
Darien	281	21,995	1,277	61	2.77
Glastonbury	540	34,688	1556	76	2.20
Madison	86	18,212	472	38	2.09
Manchester	1597	57,957	2755	151	2.61
Newtown	108	28,105	384	48	1.71
Norwich	704	39,771	1770	96	2.44
South Windsor	460	25,803	1782	54	2.08
Weston	41	10,425	393	17	1.64
Willimantic	233	17,766	1,311	47	2.66

<sup>1</sup>2018 Detailed State Police data. <https://www.dpsdata.ct.gov/dps/ucr/ucr.aspx>.

<sup>2</sup>2017 State Police data. <https://www.dpsdata.ct.gov/dps/ucr/ucr.aspx>

<sup>3</sup>Does not include general State Police Coverage.

# Auto Thefts

- ▶ “With recent arrests, Hartford police believe they have ended a recent rash of wheel and tire thefts” Headline, Hartford Courant, May 3, 2019
- ▶ “Most experts agree this is due to unlocked cars with key fobs left inside. A simple Google search for ‘auto thefts increase’ will prove this point.” Mike Lawlor, Professor of Criminal Justice, Hartford Courant, June 2, 2019
- ▶ “A coordinated educational campaign about motor vehicle theft prevention should target communities most impacted by thefts.” Marshall Porter, Glastonbury Chief of Police

# Hebron Crime Summary

- ▶ The 2017 FBI data (2018 isn't available yet) shows that Connecticut has a Violent Crime Rate (VCR) of 228 and a Property Crime Rate (PCR) of 1770.
- ▶ For the past five years, Hebron has an average VCR of 35 and a PCR of about 400.
- ▶ **Hebron's Violent Crime Rate is about 15 percent of the average CT town and city. Its' Property Crime Rate is less than a quarter of the average Connecticut town and city.**<sup>1</sup>
- ▶ "Considering that crime is a functional element of our society, I would characterize these rates as, well, essentially non-existent."<sup>2</sup>

<sup>1</sup>Connecticut Department of Public Safety. Uniform Crime Reports: Publications and Statistics. <https://www.dpsdata.ct.gov/dps/ucr/ucr.asp>

<sup>2</sup> James McCabe. Professor of Criminology. Sacred Heart University. Email to John Collins, April 25, 2019.

# School Resource Officers

- ▶ Presentations by Trooper Katharine Cummings, SRO at Fitch Technical High School and VP of CT SRO Association and Sgt. Marc Rubera, SRO at RHAM High School
- ▶ SROs facilitate dialogue with Middle and High School students.
- ▶ Provide police role model that may lead to greater respect for authority figures.
- ▶ “Students are not what they were like even 5 years ago.”<sup>1</sup>

<sup>1</sup>Carino, Fran. Meeting of the Hebron Public Task Force. May 15, 2019.

<sup>2</sup>Rubera, Marc. Meeting of the Hebron Public Task Force. May 15, 2019.

# SROs in Middle Schools and High Schools

- ▶ “More than half of schools in Connecticut now have SROs.”<sup>1</sup>
- ▶ Little definitive research on the impact of SROs on school violence or protectiveness.
- ▶ “SRO interactions are related to better attitudes about SROs and feeling safer in schools yet lower levels of school connectedness may be explained by student’s experiences observing SROs disciplining classmates or making arrests.”<sup>2</sup>
- ▶ “There is a shift coming...and the need for SROs in all schools will become necessary with the increase in mental health issues, terrorism and active shooters.”<sup>3</sup>
- ▶ “out of a student body of 1400, 15-25 students...are difficult...”. The problems are “social isolation, bullying, retaliations and cyber shaming.”<sup>4</sup>

<sup>1</sup>Cummings, Katherine. 2019. Minutes of the Hebron Public Safety Task Force. May 15, 2019.

<sup>2</sup>Theriot, M., 2016. The Impact of School Resource Officer Interaction on Students Feelings about School and School Police. Crime and Delinquency, 62:446-469.

<sup>3</sup>Stanford, Robert. 2019. Minutes of the Hebron Public Safety Task Force. May 15.

<sup>4</sup>Rubera, Marc. 2019. Minutes of the Public Safety Task Force. May 15, 2019. Other research suggest that school size in relation to student disconnectedness are major factors in creating the conditions for school shootings

# School Resource Officers in Elementary Schools

- ▶ Several elementary schools in Connecticut have a dedicated SRO.<sup>1</sup> (for example: Easton, Farmington, Milford, Monroe, Redding, Suffield)
- ▶ Some have roving SROs (Glastonbury, Durham, Colchester, etc.) that cover multiple schools. A few towns have removed armed guards from their schools.<sup>2</sup>
- ▶ We don't have a lot of data on security guards, but some towns do employ security guards at local schools. (There was a consensus amongst the Task Force that armed guards were not a good option.)
- ▶ The role of a elementary school SRO is different than a Middle School or High School SRO. The emphasis will be on school protection or school safety<sup>3</sup> and mentoring<sup>4</sup>.
- ▶ "SROs are a great thing for a school if they are set up correctly and you get the right person."<sup>4</sup> Chief Marshall Porter

<sup>1</sup>Bolger, Andrew. 2018. School Resource Officers. Office of Legislative Research. State of Connecticut. 2018-R-0094.

<sup>2</sup>Porter, Michaela. 2015. Enfield Decides to Pull Armed Guards from Public Schools. Hartford Courant. May 15, 2105. referred to by Marshall Porter, Hebron Public Safety Task Force. May 8, 2019.

<sup>3</sup>Bromley, Erica and Tim van Tassel. 2019. School Resource Officer Program. Presentation to the Board of Selectmen. April, 2019.

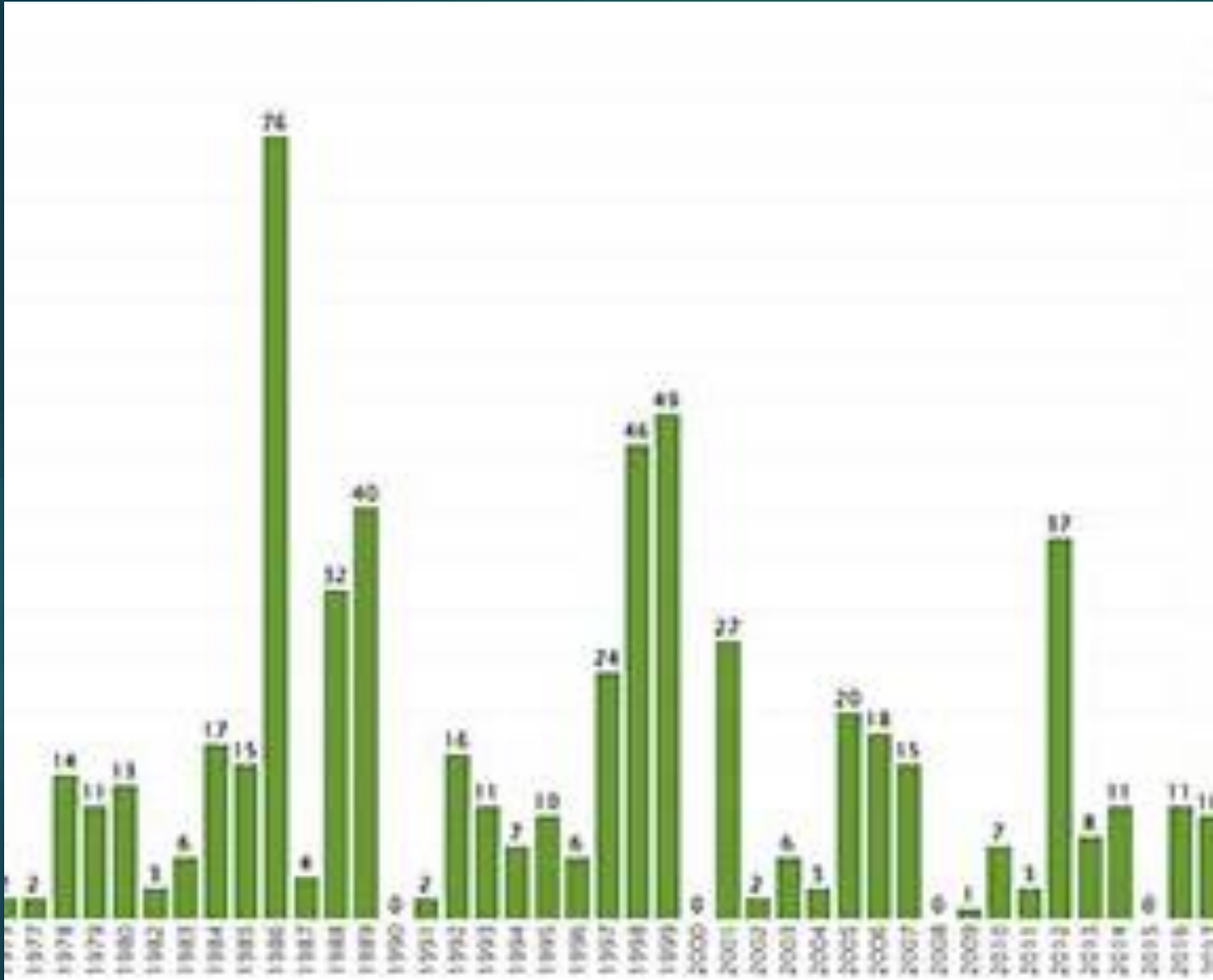
<sup>4</sup>Porter, Marshall. 2019. Minutes of the Hebron Public Safety Task Force. May 8, 2015.

# What is the Risk of a School Shooting?

- ▶ It depends on how you measure it.
- ▶ But, by any measure, school shootings are rare.<sup>1</sup>
- ▶ It is the combination of horror and tragedy of the act and its randomness that make prevention management of it all the more difficult.
- ▶ The following figures illustrate the two sides of the argument.

<sup>1</sup>The issue of when to respond and devote significant resources to a public safety or health risk is not new but still hotly debated. For example, American environmental laws require investigation if an anthropogenic contaminant poses an additional 1-in-a-million increase in cancer risk to any individual. The investigations, risk assessments, and remedial actions of this risk often lead to multimillion dollar actions by governments and private individuals.



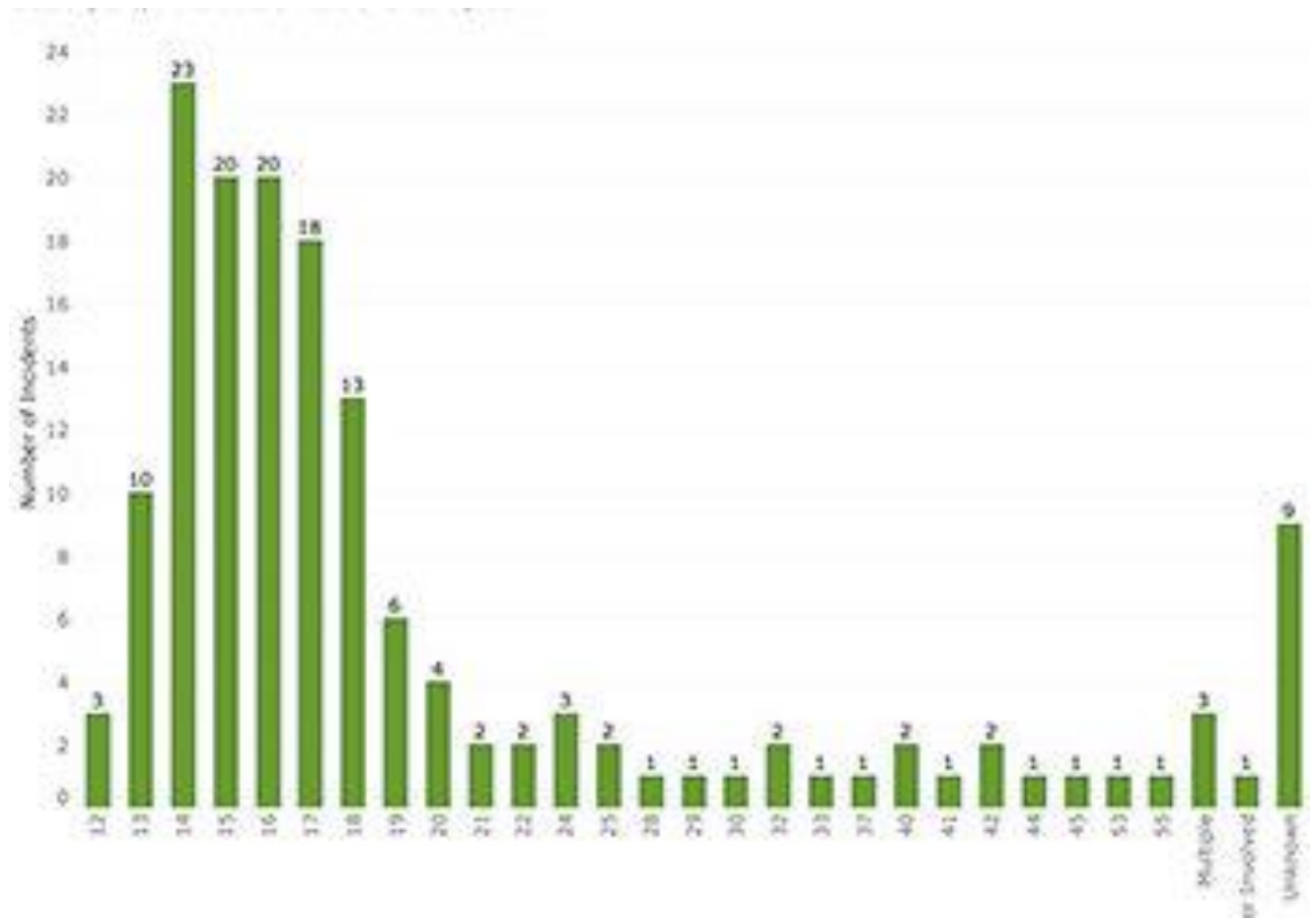


# School Shootings 1970-Present

## Number of Incidents

An incident in this case is defined as “a gun is brandished, is fired, or a bullet hits school property for any reason, regardless of the number of victims (including zero), time, day of the week, or reason.”

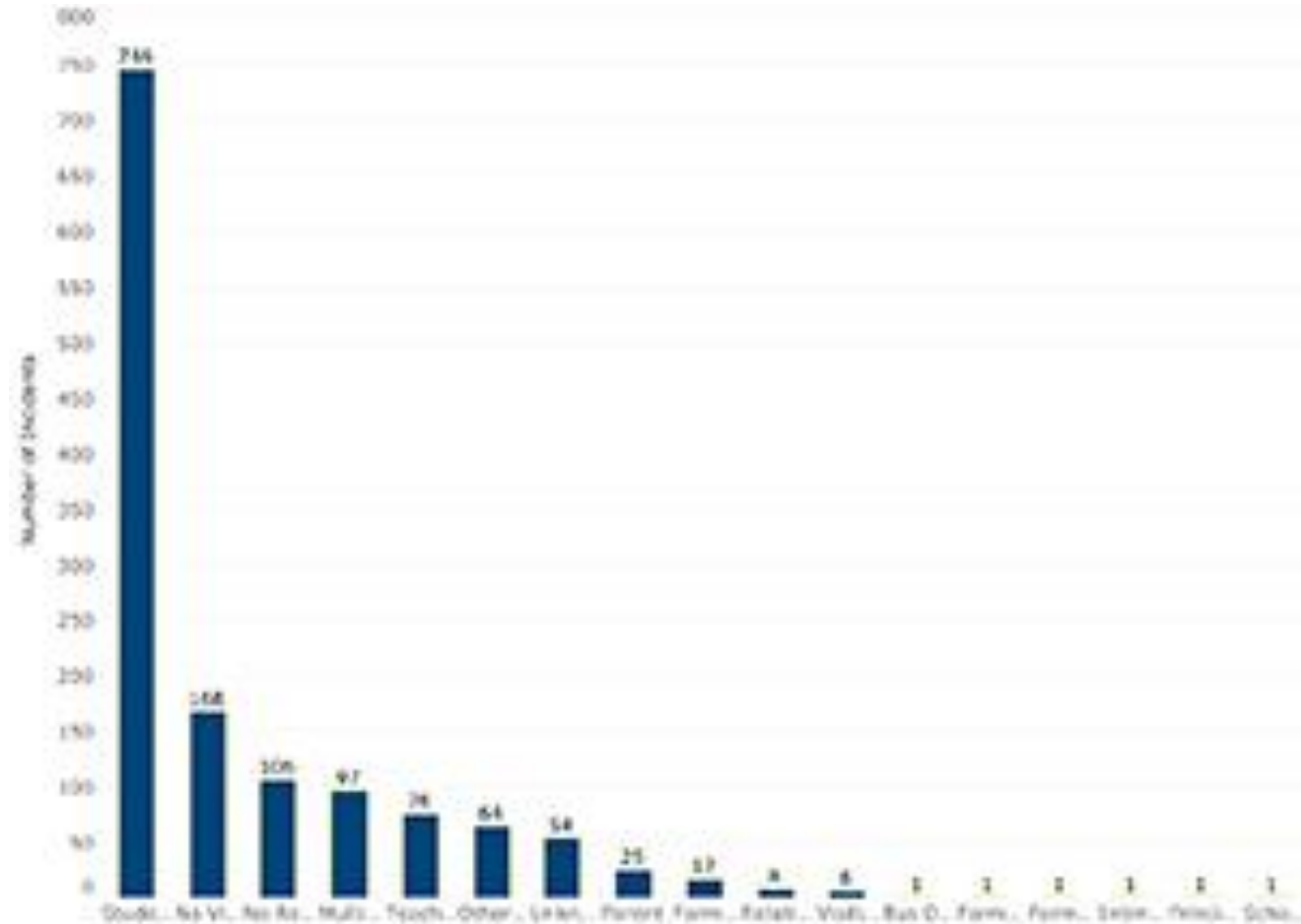
2019. The K-12 Shooting Statistics that Everyone Should Know. Campus Safety Magazine. <https://www.campussafetymagazine.com/safety/k-12-school-shooting-statistics-everyone-should-know/> from Naval Postgraduate School for Homeland Defense and Security. Final Report <https://www.nps.edu/>.



# School Shootings 1970-Present

## Age of Shooter

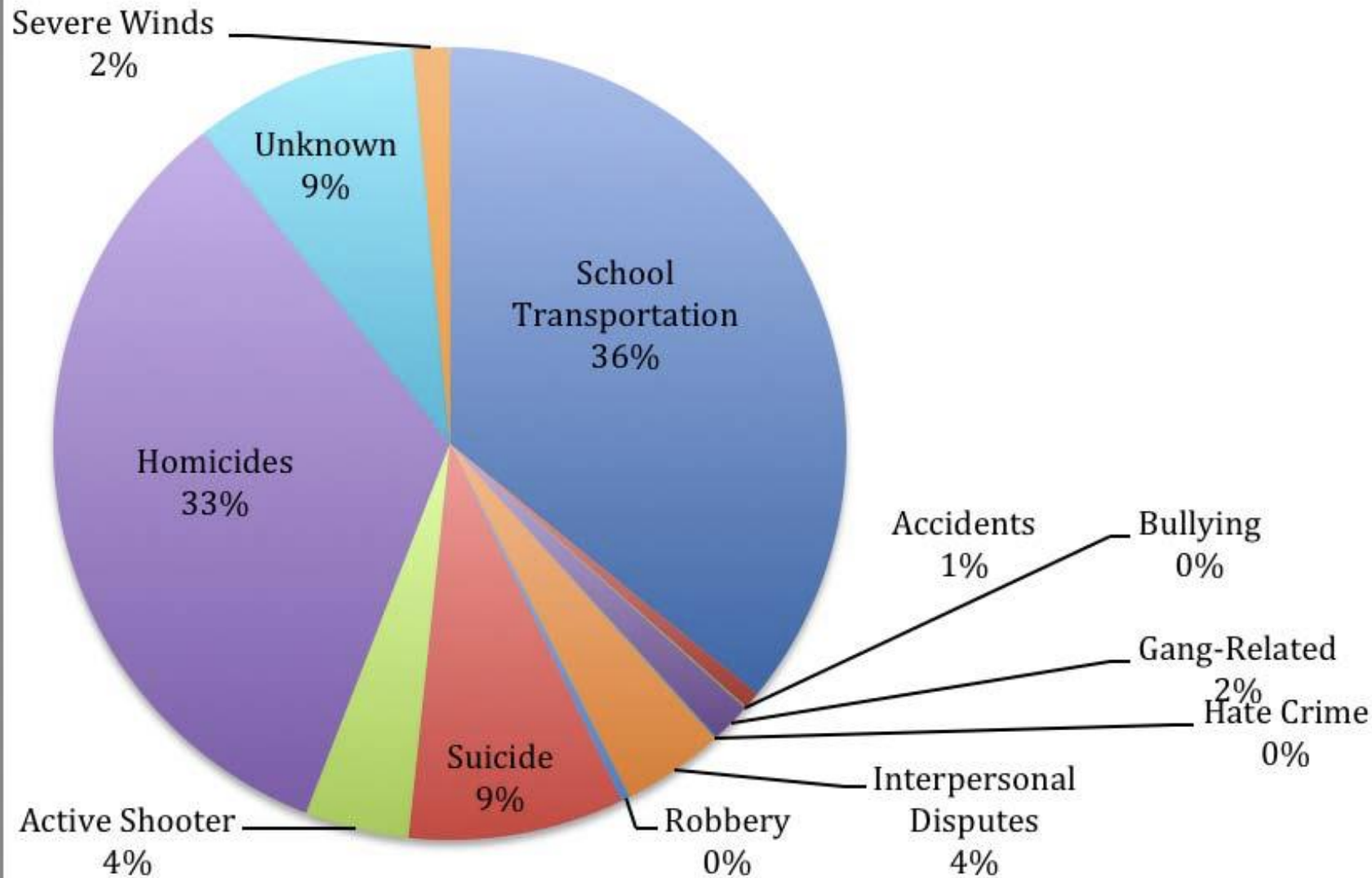
An incident in this case is defined as “a gun is brandished, is fired, or a bullet hits school property for any reason, regardless of the number of victims (including zero), time, day of the week, or reason.”



# School Shootings 1970-Present Relationship of Shooter to School

An incident in this case is defined as “a gun is brandished, is fired, or a bullet hits school property for any reason, regardless of the number of victims (including zero), time, day of the week, or reason.”

# School-Related Fatalities from 1998-2012 (A)



In this case:

An Active Shooter is an individual **actively engaged** in killing or attempting to kill people in a confined and populated area; in most cases, active shooters use firearms(s) and there is no **pattern** or **method** to their selection of **victims**.”

<sup>1</sup>Satterly, Stephen. 2014. Report on Relative Risk of Deaths in US K-12 Schools. Safe Havens International.

# Our Schools are Extremely Safe

- ▶ Clearly, one death is too many, but it is important for everyone to understand that school shootings are rare. The chance of a child dying in a school shooting is far less than 1 in a million.<sup>1</sup>
- ▶ “Shooting incidents involving students have been declining since the 1990s.”<sup>2</sup>
- ▶ Steps taken for further prevention management, such as SROs, can have the added benefit of reducing fear and the perception of risk.
- ▶ **A strong message should be conveyed to citizens and parents, especially with the addition of SROs, that our schools are extremely safe.**<sup>3,4</sup>

<sup>1</sup>Satterly, Stephen. 2014. Report on Relative Risk of Deaths in US K-12 Schools. Safe Havens International.

<sup>2</sup>Nicodemo, Ally and Lia Petronio. 2018. Schools are Safer than they were in the 90s, and School Shooting are not more common than they used to be, researchers say. News Northeastern. Accessed on the internet, May 24, 2018.

<sup>3</sup>According to National Center for Educational Statistics, about 3 percent of children, 12-18, were afraid to go to school because they fear physical harm. <https://nces.ed.gov/fastfacts/display.asp?id=49>.

<sup>4</sup>Parents can often allay those fears if they too believe that their children are safe. Ehmke, Rachel. 2015. Anxiety over School Shootings. Child/Mind Institute. <https://childmind.org/article/anxiety-school-shooting/>

# Task Force Recommendations

- ▶ There was a unanimous agreement that:
  - ▶ Hebron has a low crime rate;
  - ▶ The police are understaffed because of the number of calls for service;
  - ▶ There is a need for more patrol hours to supplement the resident trooper and local constables.
- ▶ There was general consensus that:
  - ▶ There should be full SRO coverage in both elementary schools (not unanimous);
  - ▶ Security guards are not the best option;
  - ▶ The SROs should have vehicles so that they can respond to police emergencies;
  - ▶ The SROs should train with the RHAM SRO to ensure support in Hebron and the surrounding communities.

# Task Force Recommendation – Impact to Budget<sup>1</sup>

- ▶ With the addition of a fourth part time officer for SRO duties @35 hours per week for 40 weeks, the estimated increased cost to the Town Police budget will increase by \$50,400.00 from the initial proposal #3 amount of \$130,297.00 to total \$180,697.00 The breakdown equates as follows:
- ▶
- ▶ 1 additional cruiser expense with allocated approved dollars from CIP in the amount of - \$ **60,666.00**
- ▶ *A second vehicle will be provided from within the Town's current fleet.*
- ▶
- ▶ 1 additional part time officer salary @ \$39,200 or a total from department 2001 part time payroll of - **\$138,572.00**
- ▶ Additional weaponry, uniforms, training & gas will increase by \$3,591 or a total of - \$ **17,724.00**
- ▶ FICA amount will increase by \$2,999 in department 5020 with the police expense amount now at - \$ **10,601.00**
- ▶ 1 additional radio expense of \$4,600 or an increase to capital outlay within department 2001 of - \$ **13,800.00**
- ▶ **TOTAL Fund 001 Operating budget expense** **\$180,697.00**

<sup>1</sup>Email from Elaine Griffin, Finance Director, Town of Hebron, Connecticut to John Collins. June 4, 2019.

# Chairman's Recommendations

- ▶ Fund the Task Force Recommendations with caveats:
  - ▶ Parents and citizens should know that their schools and the town are extremely safe. Task the Town Manager to effectively communicate the facts concerning community and school safety and public safety strategy to the citizens and parents of the town.
  - ▶ Police response times should be quantified especially for hours during school and community gatherings – Task the Town Manager and Resident Trooper with creating response time goals.



# Chairman's Recommendations (Continued)

- ▶ A strategy for police coverage for after-school care still needs to be developed.
- ▶ The Board of Selectmen should review the effectiveness of the SRO program periodically during the school year and in a year-end review in June 2020.
- ▶ Board of Selectmen should receive monthly crime statistics, including clearance rates, in the Town Manager's report and a review from the Resident Trooper every six months.
- ▶ Continue to apply "Broken windows" theory within the context of community policing in a rural town. Town Manager should be tasked to reduce litter in town, visible physical deterioration of property, and ensure upkeep of commercial properties. Crime clearance rate goals should be set and monitored.