

Responses to Unanswered Questions from AFA/Transportation

1. Representative Faye – What do the funds do for the baseline adjustments? Is this the Maine Background Check Center?

01316A029101 Public Safety Federal Grants – This account houses all the federal grants that are awarded specifically to Maine State Police activities. These grants include Internet Crimes Against Children, National Criminal History Improvement Project, DNA Capacity Enhancement for Backlog Reduction, MEMA Grants, and Highway Special Detail Grants.

01316A071501 Federal Grant MCSAP – This account houses the federal Motor Carrier Safety Assistance Program which is overseen by Commercial Vehicle Enforcement.

01416A029102 State Bureau of Identification – This account runs the central repository that collects and maintains criminal history information, releases that information to the criminal justice community, and cooperates with the Federal Bureau of Investigation. This is not the Maine Background Check Center as that is operated by the Maine Department of Health and Human Services.

2. Representative Ducharme – Is it your intention with these 32 positions to reestablish the rural presence in Somerset County? In the last session Penobscot County was asking for money because they were expecting MSP to pull back on rural patrol and I understand that there are more gaps in other counties. I would like to better understand these MOUs (Call Sharing Agreements). Could you also provide the annual report.

Please see the attachment titled Final Rural Patrol Policing Report.

3. Representative Ankeles – If the line was to go through for allocation on SBI what are the specific items that will be purchased?

The increase in expenditures is attributed to fingerprinting activity which has increased substantially over the last few years from 15,000 in 2019 to 25,000 in 2023. It is also anticipated to increase by an additional 3,000 a month in FY25 as law was passed for the Maine Background Check Center to have Fingerprint checks completed for their healthcare workers. While the costs are variable, and have therefore increased, so has the revenue received from providing these services. This initiative is increasing the baseline so that we don't have to do an annual Financial Order.

4. Representative Sachs – Is the additional Headcount only to maintain current agreements and not additional zones?

Please see the attachment titled Final Rural Patrol Policing Report as well as the attachment titled Supplemental Budget Memo.

- 5. Senator Bennett – Since the document has been released you have spoken with Androscoggin County – do you have any comment on that? The process seems responsive and reactive to local needs and is that the case or is there a strategy that you have in place? Can you provide some documents or strategies that you are working on?**

Please see the attachment titled Final Rural Patrol Policing Report.

- 6. Representative Millett – Referenced Bill by Senator Timberlake and wants to make sure we aren't missing all the counties with our memo which didn't mention Androscoggin and Oxford County. Can you address the issue from its total perspective based on this funding and the bill that Senator Timberlake has.**

Please see the attachment titled Final Rural Patrol Policing Report as well as the attachment titled Supplemental Budget Memo.

- 7. Representative Ducharme – Are we adding these new positions just to have a higher vacancy rate? What do you plan to do to fill those vacancies along with the current vacancies?**

Please see the attachments titled MSP Recruitment Efforts.



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MAINE STATE POLICE

Rural Patrol and Rural Policing Services

January 25, 2024

The Maine State Police make a significant contribution to the rural patrol makeup in the State of Maine. As the largest single police agency in the state, the State Police provide various services to the greater public safety platform, one of which is rural patrol coverage. The State Police has a long standing and productive relationship with its county, municipal, federal, tribal, and other state partners to make Maine a safe place to live, visit and conduct business. It is this collaborative effort which provides rural patrol coverage and a law enforcement response to the wide variety of calls for service or 911 calls. Rural law enforcement services in Maine are a patchwork of formal and informal agreements and the cooperation of all Maine law enforcement entities. The State Police bring patrol services, specialized assets and investigative units coupled with support services to the frontline to protect its citizens, the motoring public and commerce. The State Police cover approximately 30% of the rural patrol coverage in the state but provide the only statewide coverage of specialized services like homicide and child exploitation investigations along with specialty teams such as a Tactical Team, Crisis Negotiation Team, Bomb Team, and Underwater Recovery Team. These specialized services are discussed in detail later in this document.

The State Police have provided rural patrol and rural policing services in spite of significant capacity and staffing issues which have become a challenging and compounding issue over time. The agency had approximately 40 positions swept in the late 1980's into the early 2000's resulting in a compliment ceiling decrease from over 370 sworn members to the 335 sworn compliment in 2024. In addition, the State Police have not had a compliment increase in rural patrol positions in decades

which has created issues with the agency's overall capacity leading to thousands of hours of added overtime to fulfill our obligations. Using overtime to make up for capacity deficiencies has hit its saturation point and isn't the best model but meeting basic functions is necessary to the safety of our employees, the greater law enforcement community and public safety in Maine. The agency has begun to make wide strides against these challenges by hiring 35 officers in 2023 and we are on track to hire another 40 troopers in 2024. Our new employment contracts, improved advanced training model and fresh recruitment strategies are already resulting in an increase of applicants of qualified candidates and has kept some current members from retiring.

OPERATIONS DIVISION

The **Maine State Police Operations Division**, overseen by the Operations Division Major, Lucas Hare, provides not only rural patrol functions throughout the State of Maine, but also ***logistical and tactical assistance to all Law Enforcement agencies in the state***. This division is made up of 6 field Troops, the Commercial Vehicle Enforcement Unit and the Special Services Unit. This division also oversees the training troop which coordinates Maine State Police academy training, recruiting and onboarding for the entire organization. Considering the size of the Operations Division it should be broken down to smaller divisions due to the massive span of control for one person. However, current statute only allows the State Police to have two Majors, so both Majors have 9 direct reports each. An ideal span of control, in our opinion, should be no more than 4 to 5 direct reports.

The 6 field Troops in the Operations Division provide rural patrol coverage and rural policing services in the following capacity:

Southern Field Troop:

York, Cumberland, Oxford and Androscoggin Counties

Troop A barracks is in Alfred and the assigned Troopers patrol 6 towns in York County out of the fourteen towns which do not have police departments. This is accomplished through a Cooperative Agreement between the York County Sheriff's Office and the Maine State Police. The 6 towns are Dayton, Hollis, Limerick, Cornish, Limington and Parsonsfield.

Troop B barracks is in Gray and the assigned Troopers patrol Oxford, Androscoggin, and Cumberland counties. There is no longer a formal agreement between the Oxford County Sheriff's Office and the State Police. Each agency handles the calls for service which come into their respective dispatch centers.

Cumberland County has a Memorandum of Understanding between the Maine State Police and the Cumberland County Sheriff's office. The Troop will cover all the calls for service they receive in the towns of New Gloucester, North Yarmouth and Pownal and refer all other calls to the Sheriff's Office.

Androscoggin County has a Memorandum of Understanding between the Maine State Police and the Androscoggin County Sheriff's Office. Each agency will cover the calls for service received by their respective dispatch centers.

The State Police conduct traffic enforcement and assist all other state, county and municipal agencies in southern Maine.

The Southern Field Troop is staffed with a Troop Commander (Lieutenant), 5 Sergeants, 4 Corporals and approximately 20 Troopers.

Central Field Troop:

Franklin, Somerset, Kennebec, Waldo, Lincoln, Knox and Sagadahoc Counties

Troop C barracks is in Skowhegan and the assigned Troopers patrol Franklin, Somerset, and part of Kennebec counties.

There is no formal agreement between the Somerset County Sheriff's Office and the Maine State Police. By informal agreement with the Sheriff's Office, the State Police will be the primary agency to respond to calls for service generated in Somerset County that are related to the Interstate system. If a call for service is generated in Somerset County and comes into the State Police dispatch center, if the State Police has a unit available, they will respond, if a unit is not available the call will be referred to the Sheriff's Office. The Sheriff's Office handles the calls for service which come into their dispatch center.

There is an agreement between the Kennebec County Sheriff's Office and the Maine State Police where the county is divided into 6 patrol zones. Two of the patrol zones are covered by the State Police and 4 zones are covered by the Sheriff's Office. The patrol zones rotate throughout the calendar year, this agreement is documented in a memo dated May 6th, 2020, but is still being honored to this day.

Franklin County has a Memorandum of Understanding between the Maine State Police and Franklin County Sheriff's Office. The Sheriff's Office will handle all the calls for service and will refer calls to the State Police when they are unable to respond. All fatal motor vehicle crashes will be the responsibility of the State Police as the primary investigative agency.

Troop D barracks is in Augusta and the assigned Troopers patrol Sagadahoc, Knox, Lincoln, Waldo, and part of Kennebec County.

Waldo County has a Resource Coordination Agreement between the Waldo County Sheriff's Office and the Maine State Police. Waldo County is divided into three patrol zones, in the past the State Police covered all three zones every fourth day. Currently the Central Field Troop and Waldo County have a trial agreement so that Maine State Police Covers 1 patrol zone per shift, alternating between zones 1 and 3 weekly.

The counties of Sagadahoc, Knox, and Lincoln County do not have agreements with the State Police; however, the State Police will periodically conduct traffic enforcement and respond to calls for service as needed in these counties.

The State Police conduct traffic enforcement and assist all other state, county and municipal agencies in central Maine.

The Central Field Troop is staffed with a Troop Commander (Lieutenant), 5 Sergeants, 4 Corporals and approximately 20 Troopers.

Northern Field Troop:

Penobscot, Piscataquis, Washington and Hancock Counties

Troop E barracks is in Bangor and the assigned Troopers patrol Penobscot and Piscataquis counties. Penobscot County has a Resource Coordination Agreement between the Maine State Police and Penobscot County Sheriff's Office. The County is divided into 6 patrol zones on a rotating basis. The State Police cover two zones with the Sheriff's Office covering four zones.

There is currently no agreement with Piscataquis County, although the State Police will periodically conduct traffic enforcement and respond to calls for service as needed.

Troop J is in Ellsworth and the assigned Troopers patrol Hancock and Washington counties. Hancock County has a Resource Coordination Agreement between the Maine State Police and Hancock County Sheriff's Office. The county is divided into 3 patrol zones with the State Police covering 1 zone and the Sheriff's Office covering the remaining 2 zones. The patrol zones rotate throughout the calendar year.

Washington County has a Resource Coordination Agreement between the Maine State Police and the Washington County Sheriff's Office. The Sheriff's Office will handle all the calls for service and will refer calls to the State Police when they are unable to respond. All fatal motor vehicle crashes will be the responsibility of the State Police as the primary investigative agency.

The State Police conduct traffic enforcement and assist all other state, county and municipal agencies in northern Maine.

The Northern Field Troop is staffed with a Troop Commander (Lieutenant), 5 Sergeants, 4 Corporals and approximately 20 Troopers.

Troop F:

Aroostook County

The Troop F barracks is in Houlton and the assigned Troopers patrol Aroostook County, in addition to Interstate 95.

There is no formal agreement with the Aroostook County Sheriff's Office and the Maine State Police, although an informal agreement does exist where the county is divided into 5 patrol zones. Each agency covers 2 patrol zones which alternate throughout the calendar year. The fifth zone is Interstate 95 which all calls for service are covered by the State Police.

Troop F also assists in calls for service in northern Penobscot County and shares calls with the Aroostook County Sheriff's Office for calls received in the towns of Van Buren and Limestone where local police departments recently closed their doors.

Troop F is staffed with a Troop Commander (Lieutenant), 3 Sergeants, 3 Corporals and about 9 Troopers.

Troop G:

I95 from Kittery to Augusta

The Troop G barracks is in Portland and the assigned Troopers patrol the Maine Turnpike from the Maine / New Hampshire State line to mile marker 109. There exists an agreement between the Maine Turnpike Authority and the Maine Department of Public Safety, Maine State Police, for Policing Services on the Maine Turnpike.

Troop G is staffed with a Troop Commander (Lieutenant), and 4 patrol sections, each with a Sergeant, Corporal and Troopers.

The State Police cover all calls for service on the Maine Turnpike.

Troop I:

I295 from Scarborough to Gardiner & I95 from Augusta to Sherman

The Troop I barracks is in Pittsfield and the assigned Troopers patrol all of I295, I95 north of exit 109 and I395. The interstate system is exclusively patrolled by the Maine State Police.

The Troop is staffed with a Troop Commander (Lieutenant), 4 Sergeants, 4 Corporals and approximately 20 Troopers.

Troop K:

Commercial Vehicle Enforcement Unit

Troop K or otherwise known as the Commercial Vehicle Enforcement Unit (CVEU) exists to ensure that commercial vehicles operating on all of Maine's roadways comply with state size and weight laws and the Federal Motor Carrier Safety Regulations. ***The State Police is the only police agency in the state of Maine that enforces these laws and regulations.*** The focus is the safety of the motoring public. The goals of our enforcement efforts are to reduce crashes, injuries, and deaths involving commercial motor vehicles. We aim to accomplish these goals through focused enforcement efforts and proactive enforcement patrols. Per statute the State Police also responds and assists with every serious bodily injury or fatal crash involving a commercial motor vehicle throughout the entire state regardless of the location.

Troop K consists of sworn state troopers and civilian motor carrier inspectors. All are specially trained in the complex and highly technical regulations governing commercial vehicle regulations. In addition to the federal regulations, sworn State Troopers are also charged with enforcing Maine's complex size and weight laws. Civilian motor carrier inspectors conduct administrative safety audits and safety reviews of Maine based Motor Carriers.

Troop K is staffed with a Troop Commander (Lieutenant), and 3 patrol sections, each with a Sergeant, Corporal and Troopers, in addition to motor carrier inspectors.

Training Unit:

The **Training Unit** is based out of the Maine Criminal Justice Academy in Vassalboro and provides all of the training for Maine Troopers and also provides ***two full time Sergeants who help to oversee the training for all new police officers in Maine.*** The Unit also helps to coordinate thousands of hours of instruction at the academy for the Basic Law Enforcement Training Program (BLETP), which is attended by all officers in Maine.

In 2023, the Maine State Police as a singular agency provided specific classroom instruction for the Basic Law Enforcement Training Program as follows:

- 3,780 hours of instruction provided by two full time sergeants/cadre; and
- 1,842 hours of instruction provided by other Maine State Police instructors.

The Training Unit also has a full-time Sergeant / Lead Firearms instructor and several adjunct instructors responsible for all of the initial and ongoing training and qualifications for state police personnel. ***This Unit also provides firearms instruction and qualifications at every Basic Law Enforcement Training Program for all new officers***, attending the Maine Criminal Justice Academy.

The Training Unit is also home to **Emergency Vehicle Operators Course (EVOC)** training and the Maine State Police instructors who provide the training. ***The State Police provides this EVOC training to every police officer in the state attending the Maine Criminal Justice Academy.***

The Training Unit is staffed by a Unit Commander (Lieutenant), 4 Sergeants, 1 Corporal, a trooper and 2 civilian support staff members who help with hiring and onboarding.

Special Services Unit:

The Operations Division also oversees the **State Police Special Services Unit** which houses most of the Maine State Police Specialty Teams, which mobilize and respond to a variety of incidents in the field, usually high risk, and dangerous situations. These teams are force multipliers for our field Troops and law enforcement partners in the Sheriff's Offices and municipal agencies. Most of these team members have full time, primary duties in the state police in various assignments like, patrol, Computer Crimes Unit, Major Crimes, and the MIAC and participate in their specialty as an additional duty. About 85% of Maine Troopers have a specialty in addition to their primary duties. These specialized services are overseen by a Lieutenant, 5 sergeants and 3 corporals. The following specialty teams respond to these high-risk situations on a regular basis at no cost to the agencies:

- **State Police Tactical Team:**
 - This is the only statewide Tactical Team that will respond to any community in Maine that needs their assistance
 - Most agencies in Maine do not have a Tactical Team and rely exclusively on the State Police for this highly trained, skilled, and specially equipped Team
 - In 2023, the Maine State Police Tactical Team handled 99 calls for service where they were activated and an additional 115 calls where they were requested or consulted but did not respond

- ***69% of all Tactical Team calls were for agencies other than the Maine State Police***
- **Crisis Negotiation Team:**
 - This is the only statewide Crisis Negotiation Team that will respond to any community in Maine that needs their assistance
 - Most agencies in Maine do not have a Crisis Negotiation Team and rely exclusively on the State Police for this highly trained, skilled, and specially equipped Team
 - This team responds to the majority of Tactical Team callouts, but also responds to other calls when the Tactical Team is not needed
 - In 2023 the Maine State Police Crisis Negotiation Team handled 71 activations
 - ***76% of all Crisis Negotiation Team calls were for agencies other than the Maine State Police***
- **Underwater Recovery Team:**
 - Most agencies in Maine do not have an Underwater Recovery Team and rely exclusively on the State Police for this highly trained, skilled, and specially equipped Team
 - This team deploys to conduct search and rescue operations, recovery operations and evidence searches
 - In 2023 the Maine State Police Underwater Recovery Team handled 42 activations
 - ***90% of all Underwater Recovery Team calls were for agencies other than the Maine State Police***
- **Bomb and Explosives Unit:**
 - This is the only statewide Bomb Explosives Unit that will respond to any community in Maine that needs their assistance
 - Most agencies in Maine do not have a Bomb Explosives Unit and rely exclusively on the State Police for this highly trained, skilled, and specially equipped Team
 - This Unit mobilizes for calls of suspicious packages, Improvised Explosive Devices and other dangerous devices that need proper handling to ensure that an explosion does not occur
 - In 2023 the Maine State Police Bomb Team handled 88 activations
 - ***81% of all Bomb Team calls were for agencies other than the Maine State Police***

- **Canine (K9) Unit:**

- The Maine State Police K9 Unit provides the initial and ongoing training for K-9 teams *at no cost*.
- In 2023 the Maine State Police K-9 Unit was responsible for training and certifying 44 K-9 teams; ***20 of those teams worked for agencies other than the Maine State Police***
- The Maine State Police K-9 Unit provides K-9 training for:
 - Tracking of persons;
 - Drug Detection;
 - Handler Protection; and
 - Cadaver location.
- In addition to training K-9 teams in Maine, as noted above, the State Police has several K-9 teams throughout the state that provide services that are often self-initiated by the handler or at the request of a field troop or any police agency
- In 2023, Maine State Police K-9 Units were requested 619 times throughout the state
- ***84% of Maine State Police K-9 calls were for agencies other than the Maine State Police***

- **Incident Management Assistance Team (IMAT):**

- This unit responds statewide at the request of a Troop, Major Crimes Unit, or any law enforcement agency to provide support for large scale events or those that are complex and need a team to assist with incident management.
- Some of the major deployments in 2023 included:
 - Incident Command for the Lewiston Active Shooter;
 - Incident Command for 2 Presidential Visits;
 - Incident Command for Governor's Inauguration;
 - Incident Command in Assistance of Capitol Police and State House protests; and
 - Incident Command in Assistance of Baileyville PD at the Union Strike in Baileyville.

- **Honor Guard:**

- This team mobilizes to assist with the planning, preparation and execution of ceremonial activities often associated with the passing of an officer, fire fighter or other first responder and other times such as a funeral for a retired officer or dignitary
- This team assists at the request of a Troop or other agency anywhere in the state and at times in other states as well
- The Honor Guard was activated 67 times in 2023

- **Motor Unit:**
 - This team provides escort services, traffic control and performs at ceremonies throughout the state at the request of field Troops or other agencies
 - The Motor Unit was activated 29 times in 2023
 - ***66% of all Motor Unit requests for service were for agencies other than the Maine State Police***

- **Member Assistance Team:**
 - This team provides wellness services to Maine Troopers and many other agencies that seek the services of our Member Assistance Teams
 - They are commonly deployed after critical events such as officer involved shootings, baby or child deaths, homicides, suicides and other horrific crime scenes and fatal car crashes. These types of calls can impact the well-being of the first responders exposed to these types of traumas.

- **Pipe and Drum Unit:**
 - This is a multi-agency unit, led by the State Police, including some retirees that perform at ceremonies statewide to include State Police, County and Municipal academy graduations, large conferences, funerals, parades, and other functions
 - The Pipe and Drum Team was activated 20 times in 2023
 - ***45% of all Pipe and Drum activations were for agencies other than the Maine State Police***

- **Crowd Management Team:**
 - This is the only statewide Crowd Management Team that will respond to any community in Maine that needs their assistance
 - Most agencies do not have Crowd Management Teams and rely upon the State Police for this highly trained, skilled, and specially equipped Team
 - This team mobilizes for large scale events such as demonstrations with or at times without counter demonstrations, some college graduations, and outdoor locations likely to draw large crowds
 - The Crowd Management Team was activated 12 times in 2023
 - ***50% of all Crowd Management activations were for agencies other than the Maine State Police***

The Lieutenant of the Special Services Unit also oversees the State Police's **Executive Protection Unit** which provides security for the Governor and other dignitaries living in or visiting Maine. The Unit collaborates and coordinates with other police agencies in Maine and our federal partners towards the overall goal of dignitary protection efforts throughout the state of Maine.

The Executive Protection Unit consists of a Sergeant, a Detective Corporal and several detectives.

SUPPORT SERVICES DIVISION

The **Maine State Police Support Services Division**, overseen by Support Services Division Major Scott Gosselin, ***provides not only logistical and investigative assistance to the Operations Division, but also to all Law Enforcement agencies throughout the state.*** The Support Services Division is the backbone of the State Police and provides the following units to assist all law enforcement services and rural policing efforts throughout the state to every community in Maine:

Major Crimes Units:

The State Police Support Services Division has three separate Major Crimes Units:

- Major Crimes Unit – South
- Major Crimes Unit – Central
- Major Crimes Unit – North

These units specialize in Major Crimes investigations including but not limited to homicides, gross sexual assaults, embezzlement cases, missing persons cases and DHHS/APS referrals. Per the Office of the Attorney General as outlined in the Death Investigation Protocol, Maine State Police Major Crimes Units are ***responsible for Homicides in all parts of Maine (but for the cities of Portland and Bangor), deaths while in custody or confinement*** (including mental health facilities), ***deaths of all children under the age of 3 and the suicides of all persons under age 17.***

2023 Maine Homicide Cases 53 Total Homicides as of 1/24/24

Portland Police Department	1 Homicide or 1.9%
Maine State Police MCU - South	37 Homicides or 70%
Maine State Police MCU – Central	10 Homicides or 18.9 %
Bangor Police Department	1 Homicide or 1.9%
Maine State Police MCU - North	4 Homicides or 7.5%

The Maine State Police shares the responsibility to investigate homicides in the State of Maine with both the Portland Police Department and the Bangor Police Department. No other year in Maine’s history had a greater number of homicides than in 2023 which ended the year at 53 murders (as of 1/24/24). ***Excluding*** the deaths which resulted from the active shooter in the City of Lewiston, Maine’s homicide numbers stood at 35 murders which would have been the second highest

number on record. **Maine State Police investigated 96% of Maine's 53 homicides in 2023.**

Each of the three Major Crimes Units have a Lieutenant and three sections, each with a Detective Sergeant, Detective Corporal, State Police Investigator and Detectives. The Polygraph and Unsolved Homicide Units are also housed within the Major Crimes Units. The Major Crimes Units have offices throughout the state.

Despite not being required to do so by the Death Investigation Protocol, the Major Crimes Units also coordinate with local and County law enforcement to screen many unattended deaths and missing persons cases in those respective areas. In addition to these responsibilities many of the Major Crimes Units also participate in local resource sharing agreements as identified below.

Major Crimes Unit – South is headquartered out of the barracks in Gray. Many detectives have offices in the various District Attorney facilities throughout their area of jurisdiction. The unit covers Major Crimes and Cold Cases originating out of the Southern Maine counties of York County, Oxford County, Cumberland County, Androscoggin County and Franklin County. In addition to assisting with investigating suspicious deaths and being primary investigators in all homicides originating in those five counties, (but for Portland) they participate in call-sharing agreements for DHHS/APS referrals as follows:

- York County – MCU-S handles all DHHS/APS referrals for the six towns of Dayton, Hollis, Limerick, Cornish, Limington and Parsonsfield;
- Cumberland County Sheriff's Office does not participate in any efforts to share DHHS/APS referrals;
- Androscoggin County – MCU-S shares DHHS/APS referrals with the Androscoggin County Sheriff's Office for the towns of Turner, Livermore, Minot, Greene, Leeds, Durham and Wales every other month;
- Oxford County – MCU-S shares handling DHHS/APS referrals with the Oxford Sheriff's Department by switching responsibility for these calls every other month; and
- Franklin County – MCU-S handles an occasional DHHS/APS referral as referred by the Franklin Sheriff's Office/DA's Office on an ad-hoc basis.

Major Crimes Unit – Central is headquartered out of the barracks in Augusta. Many detectives have offices in the various District Attorney facilities throughout their area of jurisdiction. The unit covers Major Crimes and Cold Cases originating out of the Central Maine counties of Kennebec, Waldo, Knox, Lincoln, Somerset, and Sagadahoc. In addition to assisting with investigating suspicious deaths and being primary

investigators in all homicides originating in those six counties, they participate in call-sharing agreements for DHHS/APS referrals as follows:

- Kennebec County – MCU-C has an understanding with the local District Attorney to handle DHHS/APS referrals as necessary and determined by the local DA;
- Waldo County – MCU-C shares the responsibility for DHHS/APS referrals with the Waldo County Sheriff’s Office;
- Knox County – MCU-C handles an occasional DHHS/APS referral as referred by the Knox County Sheriff’s Office on an ad-hoc basis;
- Somerset County – MCU-C handles an occasional DHHS/APS referral as referred by the Somerset County Sheriff’s Office on an ad-hoc basis; and
- Lincoln County and Sagadahoc County Sheriff Offices do not participate in any efforts to share DHHS/APS referrals.

Major Crimes Unit – North is headquartered both out of the barracks in Bangor and the barracks in Houlton. As with MCU-S and MCU-C, many detectives have offices in the various District Attorney facilities throughout their area of jurisdiction. The unit covers Major Crimes and Cold Cases originating out of the Northern Maine counties of Penobscot, Piscataquis, Hancock, Washington and Aroostook. In addition to assisting with investigating suspicious deaths and being primary investigators in all homicides originating in those five counties, (but for Bangor) they participate in call-sharing agreements for DHHS/APS referrals as follows:

- Penobscot County – no official agreement with the DAs Office currently for DHHS/APS referrals but the agreement is likely to reflect the current agreement with the Penobscot Sheriff’s Office in consideration of the equitable distribution of cases;
- Piscataquis County Sheriff’s Office does not participate in any efforts to share DHHS/APS referrals;
- Hancock County – MCU-N shares the responsibility for DHHS/APS referrals with the Hancock County Sheriff’s Office;
- Washington County – Depending on the status of current homicide investigations at the time, MCU-N shares the responsibility for DHHS/APS referrals with the Washington County Sheriff’s Office; and
- Aroostook County - Depending on the status of current homicide investigations at the time, MCU-N shares the responsibility for DHHS/APS referrals with the Aroostook County Sheriff’s Office.

State Bureau of Investigation (SBI):

SBI, Sex Offender Registry (SOR), Records Management (RMS) and Access Integrity Unit (AIU). The **State Bureau of Identification (SBI)** is based out of Augusta and is responsible for providing the following services:

- Receipt, archival and appropriate dissemination of criminal records in Maine to include working with the judicial system to ensure accurate distribution of the appropriate records;
- Overall administration and maintenance of the Sexual Offender Registry to which the public has access; and
- Maintains the conduit for law enforcement agencies and officers in Maine to have access to the METRO System that provides critical data from the National Crime Information Center court records such as protection orders, bail conditions and warrants, criminal history records, those prohibited from firearms, stolen vehicles and other stolen property, driver license status and traffic violation history information, missing and endangered persons, wanted persons, Amber and Silver Alerts along with other important public safety information.

These services are provided to all agencies and officers in the state at no cost. This Unit is also responsible to provide the training for ***all officers attending the Maine Criminal Justice Academy*** and beyond pertaining to the laws, rules, regulations and use of the METRO System.

This Unit is staffed by a civilian Director, civilian supervisors and several civilian employees with various duties and responsibilities.

MIAC:

The **Maine Information and Analysis Center (MIAC), Professional Licensing and Concealed Handgun Permits**, is based out of Augusta and provides the only statewide information sharing hub between ***all Maine law enforcement agencies*** and our federal and private sector partners, licenses and provides administrative oversight to all Private Investigators, Polygraph Examiners and Private Contract Security Companies, and processes concealed handgun permit requests.

The Unit is staffed by a Director (Lieutenant), Deputy Director (Sergeant), a Sergeant overseeing Professional Licensing and concealed handgun permits, a Detective and several analysts along with other civilian support staff.

Maine State Police Crime Laboratory:

The **Maine State Police Crime Lab** is based out of Augusta and provides forensic evidence processing and testing for ***all police agencies in Maine at no cost.*** These services include, DNA, biology, chemistry, latent print and impressions, and firearms.

The Crime Lab also oversees the Maine State Police **Evidence Response Team** that **respond to major crime scenes anywhere in the state at the request of our field troops, Major Crimes Units, or any other police agency in Maine.** This highly trained, certified, and skilled team examines these crime scenes and establishes the interrelationships of physical evidence involved at the scene. This involves developing, identifying, documenting, collecting, and preserving evidence for purposes of identifying suspects and establishing sequence of the events' possibilities.

The Crime Lab also instructs at every Basic Law Enforcement Training Program class at the Maine Criminal Justice Academy for **all full-time officers**, as well as instructs all troopers in crime scene processing, evidence collection and preservation. The Crime Lab is staffed by a Director (Lieutenant), a Deputy Director (Sergeant), several civilian supervisors, and many lab civilian employees with various duties.

Computer Crimes Unit:

The Maine State Police **Computer Crimes Unit** is based out of the Maine Criminal Justice Academy in Vassalboro and is **the only referral location in Maine for all cybertips regarding child exploitation cases.** The Unit is responsible for the identification, investigation, and apprehension of those who possess, disseminate and manufacture child pornography. The Unit also **provides technological assistance to all law enforcement agencies in Maine** regarding electronic mediums such as computers, tablets, cell phones and other devices that may contain evidence in criminal cases.

The Unit also conducts forensic examinations of these electronic devices. The Unit provides **training and assistance to all officers** on the safe handling of electronic devices to ensure valuable data is not lost while securing these devices for forensic examinations that are later conducted at the Unit.

The Computer Crimes Unit is staffed by a Director (Lieutenant), 2 Sergeants, 3 detective corporals, several detectives and special agents, along with analysts and other civilian support staff with various duties.

Traffic Safety Unit:

The **Traffic Safety Unit** is based out of Augusta and provides robust traffic safety related services throughout the state at the request **of any officer at any agency.** The Unit is responsible for housing the **Crash Reconstruction Team** to include the **training for all police agencies in Maine** and the peer review for most reconstruction experts in the state, forensic mapping, drone operations, Event Data Recorder retrieval and analysis, the motor vehicle autopsy program, and the Maine Crash Reporting System that houses all reportable crashes in the entire state

regardless of the investigating agency. The Unit also provides the **basic crash investigation training to all officers** attending the Maine Criminal Justice Academy.

The Unit also oversees **Maine's Motor Vehicle Safety Inspection Program** providing the licensing, regulatory and administrative oversight for the 2,500 plus licensed Inspection Stations who employ over 8,000 licensed Inspection Technicians who conduct over 1.3 million safety inspections annually. In addition to the regulatory oversight the unit also fields all complaints regarding improper inspections **anywhere in the state**. This Unit also inspects **every school bus in Maine** at least once a year. The Unit provides the **training and instruction on motor vehicle safety inspection standards for all officers in Maine** attending the Maine Criminal Justice Academy along with providing training to every inspection station and technician statewide.

The Traffic Safety Unit also oversees our **Fleet Services** and **Supply**.

The Traffic Safety Unit houses the state police **Air Wing** that **provides air support for all law enforcement agencies**, including but not limited to, search and rescue operations, speed enforcement, suspect apprehension assistance, aerial photography for outdoor crime scenes, vehicular pursuits, and personnel transport.

The Traffic Safety Unit has a full time Impaired Driving Reduction Trooper (Specialist) who oversees the states **Drug Recognition Program** along with the Maine Criminal Justice Academy. This trooper also collaborates with Academy staff to coordinate and deliver the **OUI training at every Basic Law Enforcement Training Program for all new officers**.

The Unit is staffed by a Unit Commander (Lieutenant), 2 Sergeants, a Chief Pilot, a pilot, a Motor Vehicle Inspection Supervisor, several specialists, and many civilian support staff members.

Special Projects:

The Support Services Division also oversees the State Police **Special Projects Unit**, which consists of one Lieutenant who is responsible for carrying out special projects and assignments as assigned by the Command Staff. Recent projects include the Body-Worn Camera project, department Taser replacement, creation of a motorist traffic stops data collection system using EWarning and ECitation software necessitated by the racial profiling legislation passed by the 130th legislature.

The Lieutenant of the Special Projects Unit also oversees the State Police's **Unsolved Homicide Unit** which contains a detective sergeant, a detective corporal and 2 detectives for each MCU division as well as an analyst. These detectives continue the

special investigations of those homicides and missing persons cases yet to be solved. The Unit collaborates and coordinates with the specially assigned Forensic Chemist II from the Maine State Police Crime Lab as well as the specially assigned Cold Case prosecutor and victim witness advocate from the Maine Office of the Attorney General.

OFFICE of PROFESSIONAL STANDARDS

Office of Professional Standards (OPS) is a stand-alone unit and investigates any and all complaints against sworn personnel and conducts audits of the department's operations at the direction of the Central Command Staff.

The OPS is currently staffed by a Captain and a Sergeant but should have at least another Sergeant in order to provide inspectional services and assist the agency with gaining MLEAP accreditation.

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Offices located at: Central Maine Commerce Center, 45 Commerce Dr., Suite. 1, Augusta, ME 04333-0042
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Janet T. Mills
Governor

Michael J. Sauschuck
Commissioner

STATE OF MAINE
Department of Public Safety
MAINE STATE POLICE

45 Commerce Drive - Suite 1
Augusta, Maine 04333



COL. William G. Ross
Chief

LTC. Brian P. Scott
Deputy Chief

M E M O

TO: Commissioner Michael Sauschuck

FR: Major Gosselin and Major Hare

DT: January 11, 2024

RE: Supplemental Budget Request for Sworn Staffing - 2024

The attached spreadsheet represents the sworn staffing request to meet the current resource coordination agreements currently held by the Maine State Police. If granted, this request would also allow the Maine State Police to maintain staffing levels in rural patrols statewide including a renewed resource coordination agreement with the Washington County Sheriff's Department which would include a patrol function. Rural patrol staffing across the State of Maine is at a critical level and is in dire need of additional state resources through legislative support as requested below:

- **4 Troopers, 2 Sergeants for the Southern Field Troop**

This staffing level increase would allow the Maine State Police to maintain the current resource coordination agreement for rural patrol with the York County Sheriff's Department. This includes maintaining current rural patrol functions in York County as well as assisting them with their former contract town of Parsonsfield, the agreement to which was recently terminated due to their staffing issues. This also includes assisting municipal police departments such as Mexico Police when their staffing requirements fall below critical need.

- **4 Troopers, 2 Sergeants for the Central Field Troop**

This staffing level increase would allow the Maine State Police to maintain the current resource coordination agreement for rural patrol with the Kennebec and Waldo County Sheriff Departments. This includes maintaining current rural patrol functions in Kennebec and Waldo Counties as well as fatal crash investigations in Franklin County. This also includes assisting the Franklin County Sheriff's Department when their staffing requirements fall below critical need.

- **4 Troopers, 4 Corporals, 1 Sergeant for the Northern Field Troop**

This staffing level increase would allow the Maine State Police to maintain the current resource coordination agreement for rural patrol with the Penobscot and Hancock County Sheriff Departments. This includes maintaining current rural patrol functions in Penobscot and Hancock Counties as well as fatal crash investigations in Washington



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County. With the additional headcount requested, this would enable the Maine State Police to return to the former resource coordination agreement with the Washington County Sheriff's Department for rural patrol functions. This also includes assisting municipal police departments such as Calais Police Department and Baileyville Police Department when their staffing requirements fall below critical need.

- **4 Troopers, 1 Sergeant for Troop F**

This staffing level increase would allow the Maine State Police to maintain the long-standing cooperative and collaborative agreement for rural patrol with the Aroostook County Sheriff's Department. This includes maintaining current rural patrol functions in Aroostook County. This also includes cooperative police coverage with the Aroostook County Sheriff's Department to take over rural patrol coverage for towns such as Van Buren and Limestone when their police departments dissolved.

- **1 Sergeant for Troop I**

This staffing level increase would allow the Maine State Police to have adequate supervision over the interstate which extends from Scarborough to Sherman.

- **1 Major for Maine State Police Command Staff**

This staffing level increase would allow the Maine State Police Command Staff to apportion its span of control for Majors from 9 department units to 6 department units per Major if spread equally. This span of control reapportionment is necessary to properly manage the accountability of individual unit commanders and their supervisors in order to maintain the current standard of professional responsibility Maine citizens have come to expect from our agency.

- **3 Detectives for the Major Crimes Units**

This staffing level increase would allow the Maine State Police to maintain the current resource coordination agreements in each of the Field Troops as it relates to child abuse investigations and major crimes incidents in each of those respective areas.

- **1 Sergeant for the Office of Professional Standards**

This staffing level increase would allow the Maine State Police to move towards professional accreditation as identified in MLEAP standards.



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Reduced Supplemental Budget Request

Affected Troop	Purpose	To keep us in all current call sharing and add Washington County
Troop I	Interstate Supervision	1 Sergeant
Southern Field Troop	York County Call Sharing	4 Troopers and 2 Sergeants
Central Field Troop	Waldo and Kennebec Call Sharing	4 Troopers and 2 Sergeants
Northern Field Troop	Washington, Hancock and Penobscot Call Sharing	4 Troopers, 4 Corporals and 1 Sergeant
Troop F	Aroostook Call Sharing	4 Troopers and 1 Sergeant
Major Crimes Unit	South, Central and North	3 Detectives
Command Staff	Administration	1 Major
Office of Professional Standards	Audits/Accreditation	1 Sergeant

Total of 32 Sworn
16 Troopers
4 Corporals
3 Detectives
8 Sergeants
1 Major

**Maine Department of Public Safety
Summary of 24/25 Initiatives**

Bureau	Committee	Page	Action	Initiative	Justification	State Fiscal Year 2025			
						Headcount	General Fund (010)	Highway Funds (012)	Total FY25
State Police	AFA TRA	A-123	New Headcount	Establishes 16 State Police Trooper positions, 4 State Police Corporal positions, 3 State Police Detective positions, 8 State Police Sergeant-E positions and one State Police Major position and provides funding for related All Other costs.	These positions allow Maine State Police to maintain Resource Coordination Agreements with counties and municipalities and continue with rural policing throughout the state. These positions provide for 24/7 operations.	32	3,570,696	1,939,600	5,510,296



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Historical Insight

There are several important historical factors to identify when trying to understand the current situation of the Maine State Police.

The agency had a compliment ceiling of over 370 sworn personnel in the late 1980's which was reduced by approximately forty (40) sworn positions by the early 2000's. This significant reduction in sworn personnel was the result of several cost savings and / or budget reduction initiatives during this time frame.

In addition to the decrease in sworn personnel, the State Police has not seen a compliment increase regarding sworn rural patrol positions in decades despite multiple attempts to address staffing shortfalls. The agency has also worked under a schedule for the last thirty (30) years where there has been no midnight shift on rural patrol. The agency used an "On Call" system where the day and evening shift remained on a "On Call" status for the overnight hours, typically from 1200AM to 8:00AM. This schedule was necessary because the State Police were required to change their schedule in the late 1980's because it wasn't in compliance with federal law.

Lastly, and most significantly, the agency hired a large number of Troopers (169) from 1993 to 1999. This large number of sworn positions started to retire between 2019-2025 and represented about half of the State Police compliment. The large number of Troopers eligible to retire, the MCJA closing for approximately one year and the "defund the police" movement created a perfect storm leading to difficulties hiring and retaining sworn personnel.

Today, the State Police are in a much better position regarding recruitment and retention. The large number of sworn personnel eligible to retire has significantly decreased with no large groups on the horizon. The MCJA has been at full capacity for several years and we anticipate sending fifteen (15) recruits to the August 2024 BLETP. With the "defund the police movement" subsiding and communities looking toward a stronger public safety platform, the State Police have doubled down on our recruiting efforts and currently have forty-five (45) individuals in the hiring process. This is on top of the thirty-five (35) Troopers hired in 2023. Both of these numbers are the highest they've been since our last large recruiting class in 1999. The solid recruiting numbers this year to date combined with a new collective bargaining agreement have given us supreme confidence that we'll be able to meet our recruiting goals and reduce the number of vacancies to our 2017 low of one (1) vacant sworn position.

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CURRENT STRATEGIES FOR RECRUITMENT and RETENTION

- Renewed Social Media push on all our platforms at a *three-week* rhythm. Every three weeks there is a push for currently certified blue pinners who can skip the BLETP or a push for brand new BLETP candidates.
- We built our own website where we can show off our graphics and showcase our YouTube videos.
- Advertised for out of state candidates and expedited the hiring process.
- We created a “Recruit Me” page which allows someone to click on a tab and let our agency know they are interested in us and how we can make contact to recruit them.
- We printed posters with new graphics and a 2D barcode that allows the user to scan the code and immediately interact with our new recruiting website and “Recruit Me” page.
- We have been running analytics regularly on our Social Media pages and 2D barcodes to help make determinations about which posts attract the most attention and interest.
- We created new logos to help with branding.
- Purchased backdrop banners to display during press conferences, promotions, and special occasions.
- We have continued to encourage Troopers to visit schools and career fairs.
- Purchased professional table-top set-ups for Troop use when representing us at career fairs.
- Attend career fairs at state high schools and colleges along with out of state colleges in New England.
- Attend Maine Veterans career fair.
- Printed magnets with 2D barcode and related recruiting information.
- In the process of developing a “Become a Trooper” sticker with QR Code for all cruisers.
- Created an OAI position in the Training Unit to assist with onboarding, processing applications, marketing strategies and development, and answering questions.
- Two MSP recruitment banners displayed at the Augusta Civic Center.

TRAINING ACADEMY

- Created a Non-Residential Blue Pin academy specifically for currently certified law enforcement officers.
- Offer after hours and weekend physical fitness tests (PFTs).
- Remote oral boards for in-state and out of state applicants as well as remote out of state PFTs.
- Increased commitment to ride-alongs.
- Internship Program with 150 hours of MSP experience for Juniors and Seniors in college.
- Facilitation of a 3-day Junior Trooper Academy for young adult teens hoping to have a career in law enforcement and want to experience life in an actual training academy.
- Full-time dedicated recruiter to work with new applicants and facilitate the on-boarding process.

ADMINISTRATIVE CHANGES

- Started a contract with a marketing firm to create new videos and behind the badge video clips about our personnel, so that we could debut the media on our Social Media pages and YouTube page and possibly for marketing on advertisements nationally.
- We hired a new Public Relations Specialist / Social Media position.
- We changed our ability to apply for Detective positions from a three-year minimum to a one year minimum to try and attract experienced investigators from other agencies who want to investigate homicides within a year of graduation from the RTT.
- We changed our ability to apply for Specialty Team positions from a three-year minimum to a one year minimum to try and attract experienced officers from other agencies who want to participate on one of our Specialty Teams within a year of graduation from the RTT.
- We advertised Trooper positions as being able to live anywhere in the state as we have positions statewide.
- We increased starting pay as a blue pinner based on years of experience with another agency.