

# **Statement from Colonel Ann C. Assumpico, Superintendent of the Rhode Island State Police**

## **Regarding the Focused Assessment of the Rhode Island State Police**

When first appointed as Superintendent of the Rhode Island State Police, I pledged to conduct a full assessment of this agency. I want to ensure we are keeping pace with best practices in law enforcement so we can continue to provide exceptional levels of service and protection to the people of our state.

The Rhode Island State Police already has an impeccable reputation throughout the country, especially here in Rhode Island. It is among a select number of law enforcement agencies nationwide to meet the rigorous requirements required to achieve Accreditation with Excellence under the Gold Standard Assessment Model set by the Commission on Accreditation for Law Enforcement Agencies (CALEA). However, law enforcement agencies across the country are constantly facing new challenges requiring updates to policies, procedures, training and equipment.

To ensure the Rhode Island State Police is best poised to meet these challenges, I hired a team of nationally recognized law enforcement experts to conduct an independent assessment of the agency and to present specific recommendations for improvements in the areas of recruitment, training and professional standards and discipline.

The assessment included personal interviews with personnel of various ranks and positions; electronic surveys; meetings with focus groups; and a review of thousands of pages of documents.

The findings confirmed our commitment to professional excellence, concluding that the overall culture, policies and practices of the Rhode Island State Police are positive and consistent with many other law enforcement agencies nationwide. However, the findings also recommended specific areas that need improvement. For example:

### **Recruitment, Hiring and Diversity**

- Improve the recruitment process to attract more candidates
- Modify the testing requirements to determine their relevance to 21<sup>st</sup> century policing
- Provide mentors and other support to help candidates through the testing and academy process

### **Promotional Process**

- Create a more transparent promotion system and process
- Consider the use of promotional exams
- Provide training or professional development to help prepare for future opportunities

### **Professionalism and Administrative Action**

- Create a uniform process for tracking and investigating complaints in a thorough, timely and transparent manner
- Establish standard penalties and corrective actions
- Clarify the use-of-force policy, including reporting, responsibilities, investigations and protocols

We have already implemented many of the recommendations, especially those related to the ongoing recruitment for our 2018 State Police Training Academy. In addition, I have assigned specific Command Staff to oversee our ongoing implementation of other recommendations. *(For additional information regarding specific recommendations, please click the links below.)*

In conclusion, I believe the findings and recommendations of this independent assessment will help us build upon our foundation of excellence and prepare us for the challenges of the future. It also will help us better recruit and retain a diverse group of men and women committed to serve with the Rhode Island State Police today and in the future.

A handwritten signature in black ink that reads "Col. Ann C. Assumpico". The signature is written in a cursive style with a large, stylized "A" and "C".

**Ann C. Assumpico**  
**Colonel**  
**Superintendent**  
**Rhode Island State Police**