



House of Representatives

General Assembly

File No. 372

January Session, 2023

Substitute House Bill No. 6863

House of Representatives, April 3, 2023

The Committee on Public Safety and Security reported through REP. BOYD of the 50th Dist., Chairperson of the Committee on the part of the House, that the substitute bill ought to pass.

AN ACT CONCERNING POLICE OFFICER RECRUITMENT AND RETENTION.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (*Effective July 1, 2023*) Not later than January 1, 2024, the
2 Commissioner of Emergency Services and Public Protection shall
3 develop a state-wide campaign to promote the law enforcement
4 profession. In developing such campaign, the commissioner may
5 consult with the Connecticut Police Chiefs Association and any other
6 entities the commissioner deems appropriate. The commissioner shall
7 use a variety of media, including social media, as part of such campaign.

8 Sec. 2. (NEW) (*Effective July 1, 2023*) (a) The Department of Emergency
9 Services and Public Protection shall employ a full-time cadet or explorer
10 program coordinator, who shall coordinate and oversee police cadet or
11 explorer programs, implement state standards and a best practices
12 guide for such programs and encourage establishment and expansion
13 of such programs throughout the state.

14 (b) For the fiscal year ending June 30, 2024, and each fiscal year
15 thereafter, the department shall allocate five thousand dollars to each
16 municipal police department that operates, or plans to operate in the
17 following fiscal year, a cadet or explorer program.

18 Sec. 3. (NEW) (*Effective July 1, 2023*) For the fiscal year ending June 30,
19 2024, and each fiscal year thereafter, the Department of Emergency
20 Services and Public Protection shall establish a grant program to
21 reimburse municipal police departments for the cost of basic training of
22 police officers. Not later than October 1, 2023, the Department of
23 Emergency Services and Public Protection shall post in a conspicuous
24 place on the department's Internet web site a description of the grant
25 program, including, but not limited to, eligibility criteria and the
26 application process for the program. A law enforcement unit shall apply
27 for such grants on such forms and in such manner as determined by the
28 department.

29 Sec. 4. (NEW) (*Effective July 1, 2023*) For the purposes of this section,
30 "academy" and "basic training" have the same meaning as provided in
31 section 7-294a of the general statutes. The Police Officer Standards and
32 Training Council shall examine criminal justice courses offered by
33 colleges and universities in the state. The council shall determine (1)
34 whether any such courses are equivalent to courses required as part of
35 basic training at the academy, and (2) under what conditions an
36 individual attending the academy for basic training need not complete
37 a course at the academy because the individual completed an equivalent
38 course at a college or university in the state.

39 Sec. 5. Subsection (b) of section 7-294d of the general statutes is
40 repealed and the following is substituted in lieu thereof (*Effective July 1,*
41 *2023*):

42 (b) (1) No person may be employed as a police officer by any law
43 enforcement unit for a period exceeding one year unless such person
44 has been certified under the provisions of subsection (a) of this section
45 or has been granted an extension by the council. No person may serve
46 as a police officer during any period when such person's certification

47 has been cancelled or revoked pursuant to the provisions of subsection
48 (c) of this section. In addition to the requirements of this subsection, the
49 council may establish other qualifications for the employment of police
50 officers and require evidence of fulfillment of these qualifications. No
51 law enforcement unit shall deny employment as a police officer to a
52 prospective employee, and the council shall not deny certification under
53 the provisions of subsection (a) of this section to an individual, solely on
54 the basis of such prospective employee's or such individual's status as a
55 noncitizen of the United States, provided such prospective employee or
56 such individual is lawfully admitted for permanent residence of the
57 United States under federal law and regulations.

58 (2) The certification of any police officer who is not employed by a
59 law enforcement unit for a period of time in excess of two years, unless
60 such officer is on leave of absence, shall be considered lapsed. Upon
61 reemployment as a police officer, such officer shall apply for
62 recertification in a manner provided by the council, provided such
63 recertification process requires the police officer to submit to a urinalysis
64 drug test that screens for controlled substances, including, but not
65 limited to, anabolic steroids, and receive a result indicating no presence
66 of any controlled substance not prescribed for the officer. The council
67 shall certify any applicant who presents evidence of satisfactory
68 completion of a program or course of instruction in another state or, if
69 the applicant is a veteran or a member of the armed forces or the
70 National Guard, as part of training during service in the armed forces,
71 that is equivalent in content and quality to that required in this state,
72 provided such applicant passes an examination or evaluation as
73 required by the council. For the purposes of this [section] subdivision,
74 "veteran" and "armed forces" have the same meanings as provided in
75 section 27-103.

76 Sec. 6. (NEW) (*Effective July 1, 2023*) For the fiscal year ending June 30,
77 2024, and each fiscal year thereafter, the Commissioner of Emergency
78 Services and Public Protection shall provide a grant to each of the top
79 ten most populous municipalities in the state in order to increase the
80 salaries of police officers serving such municipalities. A municipality

81 receiving such a grant shall not use the grant for any purpose other than
82 increasing the salaries of police officers.

83 Sec. 7. Subsection (d) of section 10a-77 of the general statutes is
84 repealed and the following is substituted in lieu thereof (*Effective July 1,*
85 *2023*):

86 (d) Said board of trustees shall waive the payment of tuition at any of
87 the regional community-technical colleges (1) for any dependent child
88 of a person whom the armed forces of the United States has declared to
89 be missing in action or to have been a prisoner of war while serving in
90 such armed forces after January 1, 1960, which child has been accepted
91 for admission to such institution and is a resident of the state at the time
92 such child is accepted for admission to such institution, (2) subject to the
93 provisions of subsection (e) of this section, for any veteran, as defined in
94 section 27-103, who performed service in time of war, as defined in
95 section 27-103, except that for purposes of this subsection, "service in
96 time of war" shall not include time spent in attendance at a military
97 service academy, which veteran has been accepted for admission to such
98 institution and is domiciled in this state at the time such veteran is
99 accepted for admission to such institution, (3) for any resident of the
100 state sixty-two years of age or older, provided, at the end of the regular
101 registration period, there are enrolled in the course a sufficient number
102 of students other than those residents eligible for waivers pursuant to
103 this subdivision to offer the course in which such resident intends to
104 enroll and there is space available in such course after accommodating
105 all such students, (4) for any student attending the Connecticut State
106 Police Academy who is enrolled in a law enforcement program at said
107 academy offered in coordination with a regional community-technical
108 college which accredits courses taken in such program, (5) for any active
109 member of the Connecticut Army or Air National Guard who (A) has
110 been certified by the Adjutant General or such Adjutant General's
111 designee as a member in good standing of the guard, and (B) is enrolled
112 or accepted for admission to such institution on a full-time or part-time
113 basis in an undergraduate degree-granting program, (6) for any
114 dependent child of a (A) police officer, as defined in section 7-294a, or

115 supernumerary or auxiliary police officer, (B) firefighter, as defined in
116 section 7-323j, or member of a volunteer fire company, (C) municipal
117 employee, or (D) state employee, as defined in section 5-154, killed in
118 the line of duty, (7) for any resident of the state who is a dependent child
119 or surviving spouse of a specified terrorist victim who was a resident of
120 this state, (8) for any dependent child of a resident of the state who was
121 killed in a multivehicle crash at or near the intersection of Routes 44 and
122 10 and Nod Road in Avon on July 29, 2005, [and] (9) for any resident of
123 the state who is a dependent child or surviving spouse of a person who
124 was killed in action while performing active military duty with the
125 armed forces of the United States on or after September 11, 2001, and
126 who was a resident of this state, (10) for a police officer, as defined in
127 section 7-294a, who has been employed as such an officer in the state for
128 not less than two years, and (11) for any dependent child of a police
129 officer, as defined in section 7-294a, who has been employed as such an
130 officer in the state for not less than five years. If any person who receives
131 a tuition waiver in accordance with the provisions of this subsection also
132 receives educational reimbursement from an employer, such waiver
133 shall be reduced by the amount of such educational reimbursement.
134 Veterans and members of the National Guard described in subdivision
135 (5) of this subsection shall be given the same status as students not
136 receiving tuition waivers in registering for courses at regional
137 community-technical colleges. Notwithstanding the provisions of
138 section 10a-30, as used in this subsection, "domiciled in this state"
139 includes domicile for less than one year.

140 Sec. 8. Subsection (d) of section 10a-99 of the general statutes is
141 repealed and the following is substituted in lieu thereof (*Effective July 1,*
142 *2023*):

143 (d) Said board shall waive the payment of tuition fees at the
144 Connecticut State University System (1) for any dependent child of a
145 person whom the armed forces of the United States has declared to be
146 missing in action or to have been a prisoner of war while serving in such
147 armed forces after January 1, 1960, which child has been accepted for
148 admission to such institution and is a resident of the state at the time

149 such child is accepted for admission to such institution, (2) subject to the
150 provisions of subsection (e) of this section, for any veteran, as defined in
151 section 27-103, who performed service in time of war, as defined in
152 section 27-103, except that for purposes of this subsection, "service in
153 time of war" shall not include time spent in attendance at a military
154 service academy, which veteran has been accepted for admission to such
155 institution and is domiciled in this state at the time such veteran is
156 accepted for admission to such institution, (3) for any resident of the
157 state sixty-two years of age or older who has been accepted for
158 admission to such institution, provided (A) such resident is enrolled in
159 a degree-granting program, or (B) at the end of the regular registration
160 period, there are enrolled in the course a sufficient number of students
161 other than those residents eligible for waivers pursuant to this
162 subdivision to offer the course in which such resident intends to enroll
163 and there is space available in such course after accommodating all such
164 students, (4) for any student attending the Connecticut Police Academy
165 who is enrolled in a law enforcement program at said academy offered
166 in coordination with the university which accredits courses taken in
167 such program, (5) for any active member of the Connecticut Army or
168 Air National Guard who (A) has been certified by the Adjutant General
169 or such Adjutant General's designee as a member in good standing of
170 the guard, and (B) is enrolled or accepted for admission to such
171 institution on a full-time or part-time basis in an undergraduate or
172 graduate degree-granting program, (6) for any dependent child of a (A)
173 police officer, as defined in section 7-294a, or supernumerary or
174 auxiliary police officer, (B) firefighter, as defined in section 7-323j, or
175 member of a volunteer fire company, (C) municipal employee, or (D)
176 state employee, as defined in section 5-154, killed in the line of duty, (7)
177 for any resident of this state who is a dependent child or surviving
178 spouse of a specified terrorist victim who was a resident of the state, (8)
179 for any dependent child of a resident of the state who was killed in a
180 multivehicle crash at or near the intersection of Routes 44 and 10 and
181 Nod Road in Avon on July 29, 2005, [and] (9) for any resident of the state
182 who is a dependent child or surviving spouse of a person who was
183 killed in action while performing active military duty with the armed

184 forces of the United States on or after September 11, 2001, and who was
185 a resident of this state, (10) for a police officer, as defined in section 7-
186 294a, who has been employed as such an officer in the state for not less
187 than two years, and (11) for any dependent child of a police officer, as
188 defined in section 7-294a, who has been employed as such an officer in
189 the state for not less than five years. If any person who receives a tuition
190 waiver in accordance with the provisions of this subsection also receives
191 educational reimbursement from an employer, such waiver shall be
192 reduced by the amount of such educational reimbursement. Veterans
193 and members of the National Guard described in subdivision (5) of this
194 subsection shall be given the same status as students not receiving
195 tuition waivers in registering for courses at Connecticut state
196 universities. Notwithstanding the provisions of section 10a-30, as used
197 in this subsection, "domiciled in this state" includes domicile for less
198 than one year.

199 Sec. 9. Subsection (e) of section 10a-105 of the general statutes is
200 repealed and the following is substituted in lieu thereof (*Effective July 1,*
201 *2023*):

202 (e) Said board of trustees shall waive the payment of tuition fees at
203 The University of Connecticut (1) for any dependent child of a person
204 whom the armed forces of the United States has declared to be missing
205 in action or to have been a prisoner of war while serving in such armed
206 forces after January 1, 1960, which child has been accepted for admission
207 to The University of Connecticut and is a resident of the state at the time
208 such child is accepted for admission to said institution, (2) subject to the
209 provisions of subsection (f) of this section, for any veteran, as defined in
210 section 27-103, who performed service in time of war, as defined in
211 section 27-103, except that for purposes of this subsection, "service in
212 time of war" shall not include time spent in attendance at a military
213 service academy, which veteran has been accepted for admission to said
214 institution and is domiciled in this state at the time such veteran is
215 accepted for admission to said institution, (3) for any resident of the state
216 sixty-two years of age or older who has been accepted for admission to
217 said institution, provided (A) such resident is enrolled in a degree-

218 granting program, or (B) at the end of the regular registration period,
219 there are enrolled in the course a sufficient number of students other
220 than those residents eligible for waivers pursuant to this subdivision to
221 offer the course in which such resident intends to enroll and there is
222 space available in such course after accommodating all such students,
223 (4) for any active member of the Connecticut Army or Air National
224 Guard who (A) has been certified by the Adjutant General or such
225 Adjutant General's designee as a member in good standing of the guard,
226 and (B) is enrolled or accepted for admission to said institution on a full-
227 time or part-time basis in an undergraduate or graduate degree-
228 granting program, (5) for any dependent child of a (A) police officer, as
229 defined in section 7-294a, or supernumerary or auxiliary police officer,
230 (B) firefighter, as defined in section 7-323j, or member of a volunteer fire
231 company, (C) municipal employee, or (D) state employee, as defined in
232 section 5-154, killed in the line of duty, (6) for any resident of the state
233 who is the dependent child or surviving spouse of a specified terrorist
234 victim who was a resident of the state, (7) for any dependent child of a
235 resident of the state who was killed in a multivehicle crash at or near the
236 intersection of Routes 44 and 10 and Nod Road in Avon on July 29, 2005,
237 [and] (8) for any resident of the state who is a dependent child or
238 surviving spouse of a person who was killed in action while performing
239 active military duty with the armed forces of the United States on or
240 after September 11, 2001, and who was a resident of this state, (9) for a
241 police officer, as defined in section 7-294a, who has been employed as
242 such an officer in the state for not less than two years, and (10) for any
243 dependent child of a police officer, as defined in section 7-294a, who has
244 been employed as such an officer in the state for not less than five years.
245 If any person who receives a tuition waiver in accordance with the
246 provisions of this subsection also receives educational reimbursement
247 from an employer, such waiver shall be reduced by the amount of such
248 educational reimbursement. Veterans and members of the National
249 Guard described in subdivision (4) of this subsection shall be given the
250 same status as students not receiving tuition waivers in registering for
251 courses at The University of Connecticut. Notwithstanding the
252 provisions of section 10a-30, as used in this subsection, "domiciled in

253 this state" includes domicile for less than one year.

254 Sec. 10. (NEW) (*Effective July 1, 2023*) (a) For the fiscal year ending
255 June 30, 2024, and each fiscal year thereafter, the Office of Higher
256 Education, in collaboration with the Department of Emergency Services
257 and Public Protection, shall administer a police officer loan
258 reimbursement grant program for individuals who have been employed
259 as a police officer, as defined in section 7-294a of the general statutes, in
260 the state for not less than ten years.

261 (b) Any individual who satisfies the eligibility requirements
262 prescribed by the office may receive an annual grant for reimbursement
263 of federal or state educational loans (1) in an amount up to ten per cent
264 of such individual's federal or state educational loans but not exceeding
265 five thousand dollars in any year, and (2) for a period not to exceed ten
266 years. Such individual shall only be reimbursed for loan payments made
267 while such person is employed as a police officer in the state.

268 (c) Individuals may apply to the Office of Higher Education for grants
269 under this section at such time and in such manner as the executive
270 director of the Office of Higher Education prescribes.

271 (d) Any unexpended funds appropriated for purposes of this section
272 shall not lapse at the end of the fiscal year but shall be available for
273 expenditure during the next fiscal year.

274 (e) The Office of Higher Education may accept gifts, grants and
275 donations, from any source, public or private, for the police officer loan
276 reimbursement grant program.

277 Sec. 11. (*Effective from passage*) The State Retirement Commission shall
278 (1) study deferred retirement option plans and make recommendations
279 for development of such a plan that is (A) administered by the state, and
280 (B) permits any police officer in the state to participate in the plan, and
281 (2) study the types and levels of retirement medical benefits provided to
282 police officers and the spouses of such officers in the state and make
283 recommendations regarding the provision of such benefits. The

284 commission may consult with the Department of Emergency Services
285 and Public Protection, municipal police departments and any other
286 entities the commission deems appropriate. Not later than January 1,
287 2024, the commission shall report the results of such studies and any
288 recommendations, in accordance with the provisions of section 11-4a of
289 the general statutes, to the joint standing committee of the General
290 Assembly having cognizance of matters relating to public safety and
291 security.

292 Sec. 12. (*Effective from passage*) Not later than October 1, 2023, the
293 Governor shall enter negotiations with the employee organization that
294 is the representative of state police officers to seek amendments to any
295 collective bargaining agreement to establish conditions under which a
296 state police officer who retired from service as such an officer may
297 return to such service and (1) resume earning credit toward retirement
298 benefits, in the same manner as such officer earned such credit prior to
299 such officer's retirement, and (2) be eligible for earning the same benefits
300 as such officer was eligible for prior to such officer's retirement.

301 Sec. 13. (NEW) (*Effective July 1, 2024*) Each collective bargaining
302 agreement entered into on or after July 1, 2024, or amended on or after
303 July 1, 2024, between a municipality and an employee organization that
304 is the representative of police officers in the municipality, shall permit
305 police officers who retire and remain certified by the Police Officer
306 Standards and Training Council pursuant to section 7-294d of the
307 general statutes, as amended by this act, to return to part-time or full-
308 time employment as a police officer with the municipality while
309 collecting such officer's pension, to the maximum extent permissible
310 under state and federal law and regulations.

311 Sec. 14. (*Effective from passage*) (a) There is established a task force to
312 study the volunteer police auxiliary force authorized under section 29-
313 22 of the general statutes and make recommendations for improving the
314 organization of such auxiliary force and maximizing the services that
315 may be provided by auxiliary state police and municipal police officers.

316 (b) The task force shall consist of the following members:

- 317 (1) Two appointed by the speaker of the House of Representatives;
- 318 (2) Two appointed by the president pro tempore of the Senate;
- 319 (3) One appointed by the majority leader of the House of
320 Representatives;
- 321 (4) One appointed by the majority leader of the Senate;
- 322 (5) One appointed by the minority leader of the House of
323 Representatives;
- 324 (6) One appointed by the minority leader of the Senate;
- 325 (7) The Commissioner of Emergency Services and Public Protection,
326 or the commissioner's designee; and
- 327 (8) Two persons appointed by the Governor.
- 328 (c) Any member of the task force appointed under subdivision (1),
329 (2), (3), (4), (5) or (6) of subsection (b) of this section may be a member
330 of the General Assembly.
- 331 (d) All initial appointments to the task force shall be made not later
332 than thirty days after the effective date of this section. Any vacancy shall
333 be filled by the appointing authority.
- 334 (e) The speaker of the House of Representatives and the president pro
335 tempore of the Senate shall select the chairpersons of the task force from
336 among the members of the task force. Such chairpersons shall schedule
337 the first meeting of the task force, which shall be held not later than sixty
338 days after the effective date of this section.
- 339 (f) The administrative staff of the joint standing committee of the
340 General Assembly having cognizance of matters relating to public safety
341 and security shall serve as administrative staff of the task force.
- 342 (g) Not later than January 1, 2024, the task force shall submit a report
343 on its findings and recommendations to the joint standing committee of

344 the General Assembly having cognizance of matters relating to public
 345 safety and security, in accordance with the provisions of section 11-4a
 346 of the general statutes. The task force shall terminate on the date that it
 347 submits such report or January 1, 2024, whichever is later.

348 Sec. 15. (*Effective July 1, 2023*) The sum of five hundred thousand
 349 dollars is appropriated to the Department of Emergency Services and
 350 Public Protection from the General Fund, for the fiscal year ending June
 351 30, 2024, for the state-wide campaign developed pursuant to section 1
 352 of this act.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2023</i>	New section
Sec. 2	<i>July 1, 2023</i>	New section
Sec. 3	<i>July 1, 2023</i>	New section
Sec. 4	<i>July 1, 2023</i>	New section
Sec. 5	<i>July 1, 2023</i>	7-294d(b)
Sec. 6	<i>July 1, 2023</i>	New section
Sec. 7	<i>July 1, 2023</i>	10a-77(d)
Sec. 8	<i>July 1, 2023</i>	10a-99(d)
Sec. 9	<i>July 1, 2023</i>	10a-105(e)
Sec. 10	<i>July 1, 2023</i>	New section
Sec. 11	<i>from passage</i>	New section
Sec. 12	<i>from passage</i>	New section
Sec. 13	<i>July 1, 2024</i>	New section
Sec. 14	<i>from passage</i>	New section
Sec. 15	<i>July 1, 2023</i>	New section

Statement of Legislative Commissioners:

In Section 5(b)(2), "section" was bracketed and "subdivision" was inserted for accuracy; in Section 10(b), "in subsection (a) of this section" was changed to "by the office" for internal consistency; and in Section 11, "in the state" was added for clarity and "the commission's" was changed to "any" for conciseness.

PS *Joint Favorable Subst.*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 24 \$	FY 25 \$
Department of Emergency Services and Public Protection	GF - Cost	7.9 million - 15.2 million	7.4 million - 14.7 million
Department of Emergency Services and Public Protection	GF - Potential Cost	470,000 - 630,000	470,000 - 630,000
Department of Emergency Services and Public Protection	GF - Cost	Potential Significant	Potential Significant
Resources of the General Fund	GF - Appropriation	500,000	None
Higher Education Constituent Units	Tuition Funds - Revenue Loss	Potential Significant	Potential Significant
Higher Ed., Off.	GF - Cost	Significant	Significant
Higher Ed., Off.	GF - Cost	140,000	92,250
State Comptroller - Fringe Benefits ¹	GF - Cost	70,271	72,027

Note: GF=General Fund

Municipal Impact:

Municipalities	Effect	FY 24 \$	FY 25 \$
Hartford; Bridgeport; New Haven; Waterbury; Stamford; Greenwich; Norwalk; New Britain; Danbury; West Hartford	Revenue Gain	See Below	See Below
Municipal Police Departments	Potential Revenue Gain	5,000	5,000
Various Municipalities	Potential Revenue Gain	See Below	See Below
Various Municipalities	Potential Cost	See Below	See Below

¹The fringe benefit costs for most state employees are budgeted centrally in accounts administered by the Comptroller. The estimated active employee fringe benefit cost associated with most personnel changes is 42.82% of payroll in FY 24.

Explanation

The bill makes numerous changes designed to help recruit and retain police officers, resulting in the various impacts described below.

Section 1 requires the Department of Emergency Services and Public Protection (DESPP) to develop a state-wide campaign to promote the law enforcement profession. **Section 15** appropriates \$500,000 in FY 24 to DESPP for this purpose.

Section 2 requires DESPP to employ a full-time cadet or explorer program coordinator, resulting in an estimated cost of \$115,841 in FY 24 and \$118,487 in FY 25. The starting salary of the program coordinator is estimated to be \$74,108, with associated fringe benefits of \$31,733. There is also a cost of \$10,000 for other expenses.

This section also requires DESPP to allocate \$5,000 to each municipal police department that operates or plans to operate a cadet or explorer program each year, resulting in a potential cost to the state ranging from \$470,000 to \$630,000 in FY 24 and FY 25.² There is a potential revenue gain of \$5,000 to each municipal police department that operates or plans to operate a cadet or explorer program each year.

Section 3 requires DESPP to establish a grant program to reimburse municipal police departments for the cost of basic training for police officers, resulting in a cost to the state and savings to municipalities ranging from about \$5,000 to \$70,000 per officer. Costs will vary widely depending on which expenses³ are covered with the grant and how many officers attend basic training. For every 100 officers that attend basic training, the cost can range from \$500,000 to \$7 million each year.

² The estimated cost accounts for a range of 94 to 126 law enforcement agencies because there is some uncertainty over which are considered to be municipal police departments. For example, it's not clear whether a constabulary supervised by a resident state trooper would qualify as a municipal police department and be eligible for these funds.

³ The cost of tuition and fees for a police officer to attend basic training could potentially be as low as \$5,000 per student, while including the cost of uniforms, equipment, and salary while attending training could result in a significantly higher cost per student.

Section 4 requires the Police Officer Standards and Training Council (POST) to examine criminal justice courses offered by colleges and universities in the state, resulting in no fiscal impact to the state because POST has the expertise to meet the requirements of the section.

Section 5 prohibits POST from denying police officer certification and law enforcement units from denying someone employment as a police officer solely because they are a lawful permanent resident noncitizen, resulting in no fiscal impact to the state or municipalities.

Section 6 requires DESPP to provide a grant to each of the top ten most populous municipalities in the state to increase the salaries of police officers serving such municipalities, resulting in a cost to the state ranging from \$7.3 million to \$14.6 million in FY 24 and FY 25. It is estimated that each of these approximately 2433 officers⁴ will receive an additional \$3,000 to \$6,000 annually to make their salaries competitive with surrounding communities. The cost may be reduced if these grants are only applied to starting salaries. The following table shows the estimated revenue gain by municipality:

Municipality	Officers ⁴	Revenue Gain Estimate \$
Hartford	401	1,203,000 - 2,406,000
New Haven	345	1,035,000 - 2,070,000
Bridgeport	340	1,020,000 - 2,040,000
Waterbury	295	885,000 - 1,770,000
Stamford	266	798,000 - 1,596,000
Greenwich	174	522,000 - 1,044,000
Norwalk	171	513,000 - 1,026,000
New Britain	161	483,000 - 966,000
Danbury	150	450,000 - 900,000
West Hartford	130	390,000 - 780,000

Sections 7-9 result in a potentially significant revenue loss beginning in FY 24 to the higher education constituent units, associated with waiving tuition for certain police officers and their dependents. The

⁴ The most recent compiled data available on the number of police officers serving the affected municipalities is from an Office of Legislative Research report dated February 2, 2022.

tuition waivers will be available to: (1) a police officer who has at least two years of service as an officer in Connecticut and (2) any dependent child of a police officer who has at least five years of service as an officer in the state.

There are an estimated 7,474 state and local police officers in Connecticut. It is unknown how many individuals will be eligible for the tuition waivers and take advantage of it, or which constituent unit they would choose to attend. The scope of the revenue loss will vary based on the number of waivers and the institution waiving tuition. For example, 500 additional tuition waivers at UConn results in a revenue loss of approximately \$8.2 million annually while 1,000 additional community college waivers results in a revenue loss of approximately \$4.2 million annually. To the extent that some of the waiver beneficiaries enrolling in Connecticut State Universities and Colleges institutions might not have otherwise attended, these institutions may experience higher fee and other revenue (e.g., room and board) due to the bill. The exact number of additional waivers that would occur because of the bill is unknown, but the revenue loss to the constituent units may be significant.

Examples of Tuition Waiver Value, FY 24			
# of Students	UConn	CSUs	Community Colleges
<i>Per-Student Value of Tuition Waiver, FY 24</i>	16,332	6,470	4,176
100	1,633,200	647,000	417,600
500	8,166,000	3,235,000	2,088,000
1,000	16,332,000	6,470,000	4,176,000

Section 10 results in a significant cost to the Office of Higher Education (OHE) beginning in FY 24 associated with a loan reimbursement program for individuals employed as police officers in Connecticut for at least 10 years. OHE does not currently have the funds available to operate this program. The scope of the costs is dependent

upon the number of reimbursements awarded annually and the amount of gifts, grants, and donations received for the program (if any). OHE would require one full-time program administrator in FY 24 and beyond, resulting in annual salary expenses of approximately \$90,000 in FY 24 and \$92,250 in FY 25 and corresponding fringe benefit costs of approximately \$38,538 in FY 24 and \$39,501 in FY 25. Additionally, OHE would require up to \$50,000 in FY 24, associated with software and information technology upgrades.

Section 11 results in no fiscal impact because the State Retirement Commission has the resources to conduct the studies outlined in the bill.

Section 12 directs the Governor to enter negotiations to amend any collective bargaining agreement with state police officers to establish conditions for retired officers to return to service, resulting in no fiscal impact to the state or municipalities.

Section 13 requires collective bargaining agreements between municipalities and municipal police officers to allow retired, POST-certified officers to return to part- or full-time employment, while collecting a pension, resulting in a potential cost or potential savings to municipalities in FY 25, depending on the extent to which the addition of these officers defrays the current overtime costs of municipalities.

Section 14 creates a task force to study the volunteer police auxiliary force resulting in no fiscal impact to the state because the task force has the expertise to meet the requirements of the bill.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to the number and expenses of grants that DESPP administers, the number of tuition waivers granted, the terms of the collective bargaining agreement negotiated with the state police, and inflation.

OLR Bill Analysis**sHB 6863****AN ACT CONCERNING POLICE OFFICER RECRUITMENT AND RETENTION.**

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Directs the governor to enter negotiations to amend the state police officers collective bargaining agreement to establish conditions for retired officers to return to service

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§ 14 — VOLUNTEER POLICE AUXILIARY TASK FORCE

Creates an 11-member task force to (1) study the volunteer police auxiliary force and (2) make recommendations for improving and maximizing the force

BACKGROUND

§§ 1 & 15 — LAW ENFORCEMENT PROFESSION PROMOTION CAMPAIGN

Appropriates \$500,000 to DESPP for a statewide campaign promoting the law enforcement profession

The bill requires the Department of Emergency Services and Public Protection (DESPP) commissioner, by January 1, 2024, to develop a statewide campaign to promote the law enforcement profession that uses a variety of media, including social media. In developing the

campaign, the commissioner may consult with the Connecticut Police Chiefs Association and any other entities he deems appropriate.

The bill appropriates \$500,000 from the General Fund for FY 24 to DESPP for the campaign.

EFFECTIVE DATE: July 1, 2023

§ 2 — POLICE CADET/EXPLORER PROGRAM COORDINATOR

Requires DESPP to (1) employ a full-time program coordinator to supervise police cadet and explorer programs and (2) allocate \$5,000 each fiscal year to every municipal police department that operates or plans to operate these programs

The bill requires DESPP to employ a full-time program coordinator to coordinate and oversee police cadet and explorer programs, implement state standards and a best practices guide for them, and encourage creating and expanding the programs throughout the state.

Starting with FY 24, the department must annually allocate \$5,000 to each municipal police department that operates, or plans to operate, a cadet or explorer program.

EFFECTIVE DATE: July 1, 2023

§ 3 — POLICE BASIC TRAINING REIMBURSEMENT GRANTS

Requires DESPP to reimburse municipal police departments for the cost of police officer basic training through an annual grant program

The bill requires DESPP to create a grant program for reimbursing municipal police departments for the cost of police officer basic training. The department must (1) set the grant application process and forms and (2) post a description of the program that includes the eligibility criteria and application process. The posting must be in a conspicuous place on DESPP's website by October 1, 2023. Grants must be provided annually starting FY 24.

EFFECTIVE DATE: July 1, 2023

§ 4 — STUDY ON SUBSTITUTING COLLEGE COURSES FOR POLICE BASIC TRAINING

Requires POST to study whether college-level criminal justice courses can be substituted for its police basic training courses

The bill requires the Police Officer Standards and Training Council (POST) to examine the criminal justice courses offered by colleges and universities in Connecticut and determine (1) if the courses equal those required as part of a police officer's minimum basic law enforcement training at the Connecticut Police Academy and (2) under what conditions a police trainee would not need to complete an academy course because he or she had already completed an equivalent college-level course. (The bill does not establish a date by which this must be done.)

EFFECTIVE DATE: July 1, 2023

§ 5 — LAWFUL PERMANENT RESIDENT NONCITIZENS AS POLICE OFFICERS

Prohibits denying someone certification or employment as a police officer solely because he or she is a lawful permanent resident noncitizen

The bill prohibits POST from denying police officer certification and law enforcement units from denying someone employment as a police officer solely because he or she is a lawful permanent resident noncitizen. (See BACKGROUND for the bill's definition of "law enforcement units" and "police officer.")

The bill also makes a technical change.

EFFECTIVE DATE: July 1, 2023

§ 6 — POLICE SALARY INCREASE GRANTS

Requires DESPP, starting FY 24, to provide annual grants to the top 10 most populous municipalities to increase their police officers' salaries

The bill requires DESPP to create a grant program for increasing police officer salaries in the top 10 most populous municipalities. Grants must be provided annually starting FY 24. The bill prohibits recipients from using the grant for any purpose other than increasing their police officers' salaries.

EFFECTIVE DATE: July 1, 2023

§§ 7-9 — TUITION WAIVERS FOR POLICE OFFICERS AND DEPENDENT CHILDREN

Provides tuition waivers for the state's public colleges and universities to police officers employed for at least two years and any dependent child of an officer employed at least five years

The bill requires UConn, the Connecticut State University System, and the regional community-technical colleges to waive tuition for (1) a police officer who has at least two years of service as an officer in Connecticut and (2) any dependent child of a police officer who has at least five years of service as an officer in the state. (See BACKGROUND for the bill's definition of "police officer.")

Currently, the schools must waive tuition for nine other categories of students (e.g., surviving children of people who died while serving in active duty in the armed forces).

EFFECTIVE DATE: July 1, 2023

§ 10 — LOAN REIMBURSEMENT PROGRAM FOR POLICE OFFICERS

Requires OHE to create an annual grant program to give up to \$5,000 a year, for up to 10 years, to police officers who have been employed for at least 10 years to reimburse their federal or state educational loans

The bill requires the Office of Higher Education (OHE), in collaboration with DESPP, to create a loan reimbursement program for individuals employed as police officers in Connecticut for at least 10 years. (See BACKGROUND for the bill's definition of "police officer.")

Under the program, eligible officers may receive an annual grant to help reimburse their federal or state educational loan payments for up to 10 years. The grant may be for up to 10% of their loans, but no more than \$5,000 in any year, and only to reimburse loan payments made while the person is employed as a police officer.

Under the bill, the OHE executive director may set the program application process and forms. The office may accept gifts, grants, and donations from any source, public or private, for the program. Grants must be awarded annually starting FY 24. The bill prohibits

unexpended funds from lapsing at the end of a fiscal year and instead requires that they be available for the next fiscal year.

EFFECTIVE DATE: July 1, 2023

§ 11 — STUDIES ON DEFERRED RETIREMENT OPTION PLANS AND RETIREMENT MEDICAL BENEFITS

Requires the State Retirement Commission to study (1) deferred retirement option plans towards developing one for police officers and (2) existing retirement medical benefits provided to police officers and their spouses

The bill requires the State Retirement Commission to study:

1. deferred retirement option plans, and make recommendations for developing a state-administered plan open to any police officer in Connecticut; and
2. the types and levels of retirement medical benefits provided to police officers and their spouses in the state and make recommendations on providing the benefits.

As part of its studies, the commission may consult with DESPP, municipal police departments, and any other entities it deems appropriate. The commission must report its findings and recommendations to the Public Safety and Security Committee by January 1, 2024.

EFFECTIVE DATE: Upon passage

§ 12 — STATE POLICE OFFICER RETIREES RETURNING TO SERVICE

Directs the governor to enter negotiations to amend the state police officers collective bargaining agreement to establish conditions for retired officers to return to service

By October 1, 2023, the bill requires the governor to start negotiating with the state police officers union to seek amendments to their collective bargaining agreement that would establish conditions under which a retired state police officer may return to service and (1) resume earning credit toward retirement benefits, in the same way as the retired officer earned credit before retirement, and (2) be eligible for earning his or her preretirement benefits.

EFFECTIVE DATE: Upon passage

§ 13 — MUNICIPAL POLICE OFFICER RETIREES RETURNING TO SERVICE

Generally, requires collective bargaining agreements between municipalities and municipal police officers to allow retired, POST-certified officers to return to part- or full-time employment

The bill requires each collective bargaining agreement entered into or amended on or after July 1, 2024, between a municipality and a union that represents the municipality's police officers to allow officers who retire and remain POST-certified to return to part- or full-time employment as a police officer with the municipality while collecting his or her pension, to the maximum extent allowed under state and federal law.

EFFECTIVE DATE: July 1, 2024

§ 14 — VOLUNTEER POLICE AUXILIARY TASK FORCE

Creates an 11-member task force to (1) study the volunteer police auxiliary force and (2) make recommendations for improving and maximizing the force

The bill creates an 11-member task force to study the volunteer police auxiliary force and recommend ways to improve the force's organization and maximize the services that auxiliary state police and municipal police officers may provide.

The task force members must be appointed within 30 days after the bill passes. The members and their appointees are as follows:

- two appointments each by the House speaker, Senate president pro tempore, and the governor;
- one appointment each by the House and Senate majority and minority leaders; and
- the DESPP commissioner, or his designee.

The bill allows legislative appointees to be General Assembly members. The House speaker and Senate president pro tempore must select the task force's chairpersons from the members. The chairpersons must schedule the first task force meeting within 60 days after the bill

passes and the Public Safety and Security Committee administrative staff must serve as the task force’s administrative staff.

The bill requires the task force to report its findings and recommendations to the Public Safety and Security Committee by January 1, 2024. The task force terminates on that date or when it submits the report, whichever is later.

EFFECTIVE DATE: Upon passage

BACKGROUND

Definitions (§§ 5 & 7-10)

By law and under sections 5 and 7-10 of the bill, “police officers” are sworn members of an organized local police department or the State Police; appointed constables who perform criminal law enforcement duties; special police officers appointed under law (e.g., public assistance fraud investigators); or any members of a law enforcement unit who perform police duties (CGS § 7-294a(9)). A “law enforcement unit” is any state or municipal agency or department (or tribal agency or department created and governed under a memorandum of agreement) whose primary functions include enforcing criminal or traffic laws; preserving public order; protecting life and property; or preventing, detecting, or investigating crime (CGS § 7-294a(8)).

COMMITTEE ACTION

Public Safety and Security Committee

Joint Favorable Substitute

Yea 22 Nay 3 (03/16/2023)