



General Assembly

January Session, 2023

Raised Bill No. 6863

LCO No. 5294



Referred to Committee on PUBLIC SAFETY AND SECURITY

Introduced by:
(PS)

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, "veteran" and
74 "armed forces" have the same meanings as provided in section 27-103.

75 Sec. 6. (NEW) (*Effective October 1, 2023*) (a) The Department of
76 Emergency Services and Public Protection shall establish a police officer
77 career incentive pay program to offer base salary increases to full-time
78 state and municipal police officers as a reward for furthering the officer's
79 education in the field of policework.

80 (b) The Department of Emergency Services and Public Protection, in

81 consultation with the Office of Higher Education, shall identify courses
82 and degree programs that qualify for purposes of the police officer
83 career incentive pay program. The department shall not qualify any
84 course that grants credits for life experience, is taught by an instructor
85 lacking an appropriate educational degree or is lacking appropriate
86 concentration on academic and scholarly research. The department shall
87 post a list of approved courses and degree programs on the
88 department's Internet web site.

89 (c) A state police officer, or a police officer of a municipality that
90 agrees to participate in the police officer career incentive pay program,
91 shall be eligible for a police officer career incentive base salary increase
92 based on an accumulation of points earned for completing approved
93 courses or earning a degree in an approved degree program, as follows:

94 (1) One point for each semester hour credit earned toward a
95 baccalaureate or an associate degree;

96 (2) Sixty points for an associate degree;

97 (3) One hundred twenty points for a baccalaureate degree; and

98 (4) One hundred fifty points for a master's degree or for a degree in
99 law.

100 (d) The department shall increase the base salary of a state police
101 officer, and a municipal police department shall increase the base salary
102 of a municipal police officer, if the municipality is participating in the
103 police officer career incentive pay program, as follows:

104 (1) Three per cent for accumulating ten points,

105 (2) Six per cent for accumulating twenty-five points,

106 (3) Ten per cent for accumulating forty points,

107 (4) Fifteen per cent for accumulating sixty points,

108 (5) Twenty per cent for accumulating one hundred twenty points,

109 and

110 (6) Thirty per cent for accumulating one hundred fifty points.

111 (e) The Department of Emergency Services and Public Protection
112 shall reimburse a participating municipality for one-half of the costs
113 incurred by such municipality in increasing the base salary of municipal
114 police officers pursuant to the provisions of subsection (d) of this
115 section.

116 (f) The Department of Emergency Services and Public Protection, in
117 consultation with the Office of Higher Education, shall adopt
118 regulations, in accordance with chapter 54 of the general statutes, to
119 implement the police officer career incentive pay program. Such
120 regulations shall include, but need not be limited to, provisions
121 regarding (1) the process to identify courses and degree programs that
122 qualify for the program, (2) required certifications or academic
123 standards for courses and degree programs, (3) requirements for
124 periodic review of approved courses and degree programs, (4)
125 conditions requiring the revocation of approval of a course or degree
126 program, (5) the process to determine a police officer's base salary, and
127 (6) the process for municipalities to apply for, and the department to
128 provide, reimbursements under subsection (e) of this section.

129 Sec. 7. (NEW) (*Effective July 1, 2023*) For the fiscal year ending June 30,
130 2024, and each fiscal year thereafter, the Commissioner of Emergency
131 Services and Public Protection shall provide a grant to each of the top
132 ten most populous municipalities in the state in order to increase the
133 salaries of police officers serving such municipalities. A municipality
134 receiving such a grant shall not use the grant for any purpose other than
135 increasing the salaries of police officers.

136 Sec. 8. Section 12-81 of the general statutes is amended by adding
137 subdivision (83) as follows (*Effective October 1, 2023, and applicable to*
138 *assessment years commencing on or after October 1, 2023*):

139 (NEW) (83) Property to the amount of ten thousand dollars belonging

140 to, or held in trust for, any resident of this state who is a police officer,
141 as defined in section 7-294a.

142 Sec. 9. Subsection (d) of section 10a-77 of the general statutes is
143 repealed and the following is substituted in lieu thereof (*Effective July 1,*
144 *2023*):

145 (d) Said board of trustees shall waive the payment of tuition at any of
146 the regional community-technical colleges (1) for any dependent child
147 of a person whom the armed forces of the United States has declared to
148 be missing in action or to have been a prisoner of war while serving in
149 such armed forces after January 1, 1960, which child has been accepted
150 for admission to such institution and is a resident of the state at the time
151 such child is accepted for admission to such institution, (2) subject to the
152 provisions of subsection (e) of this section, for any veteran, as defined in
153 section 27-103, who performed service in time of war, as defined in
154 section 27-103, except that for purposes of this subsection, "service in
155 time of war" shall not include time spent in attendance at a military
156 service academy, which veteran has been accepted for admission to such
157 institution and is domiciled in this state at the time such veteran is
158 accepted for admission to such institution, (3) for any resident of the
159 state sixty-two years of age or older, provided, at the end of the regular
160 registration period, there are enrolled in the course a sufficient number
161 of students other than those residents eligible for waivers pursuant to
162 this subdivision to offer the course in which such resident intends to
163 enroll and there is space available in such course after accommodating
164 all such students, (4) for any student attending the Connecticut State
165 Police Academy who is enrolled in a law enforcement program at said
166 academy offered in coordination with a regional community-technical
167 college which accredits courses taken in such program, (5) for any active
168 member of the Connecticut Army or Air National Guard who (A) has
169 been certified by the Adjutant General or such Adjutant General's
170 designee as a member in good standing of the guard, and (B) is enrolled
171 or accepted for admission to such institution on a full-time or part-time
172 basis in an undergraduate degree-granting program, (6) for any
173 dependent child of a (A) police officer, as defined in section 7-294a, or

174 supernumerary or auxiliary police officer, (B) firefighter, as defined in
175 section 7-323j, or member of a volunteer fire company, (C) municipal
176 employee, or (D) state employee, as defined in section 5-154, killed in
177 the line of duty, (7) for any resident of the state who is a dependent child
178 or surviving spouse of a specified terrorist victim who was a resident of
179 this state, (8) for any dependent child of a resident of the state who was
180 killed in a multivehicle crash at or near the intersection of Routes 44 and
181 10 and Nod Road in Avon on July 29, 2005, [and] (9) for any resident of
182 the state who is a dependent child or surviving spouse of a person who
183 was killed in action while performing active military duty with the
184 armed forces of the United States on or after September 11, 2001, and
185 who was a resident of this state, (10) for a police officer, as defined in
186 section 7-294a, who has been employed as such an officer in the state for
187 not less than two years, and (11) for any dependent child of a police
188 officer, as defined in section 7-294a, who has been employed as such an
189 officer in the state for not less than five years. If any person who receives
190 a tuition waiver in accordance with the provisions of this subsection also
191 receives educational reimbursement from an employer, such waiver
192 shall be reduced by the amount of such educational reimbursement.
193 Veterans and members of the National Guard described in subdivision
194 (5) of this subsection shall be given the same status as students not
195 receiving tuition waivers in registering for courses at regional
196 community-technical colleges. Notwithstanding the provisions of
197 section 10a-30, as used in this subsection, "domiciled in this state"
198 includes domicile for less than one year.

199 Sec. 10. Subsection (d) of section 10a-99 of the general statutes is
200 repealed and the following is substituted in lieu thereof (*Effective July 1,*
201 *2023*):

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

208 such child is accepted for admission to such institution, (2) subject to the
209 provisions of subsection (e) 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 such
214 institution and is domiciled in this state at the time such veteran is
215 accepted for admission to such institution, (3) for any resident of the
216 state sixty-two years of age or older who has been accepted for
217 admission to such institution, provided (A) such resident is enrolled in
218 a degree-granting program, or (B) at the end of the regular registration
219 period, there are enrolled in the course a sufficient number of students
220 other than those residents eligible for waivers pursuant to this
221 subdivision to offer the course in which such resident intends to enroll
222 and there is space available in such course after accommodating all such
223 students, (4) for any student attending the Connecticut Police Academy
224 who is enrolled in a law enforcement program at said academy offered
225 in coordination with the university which accredits courses taken in
226 such program, (5) for any active member of the Connecticut Army or
227 Air National Guard who (A) has been certified by the Adjutant General
228 or such Adjutant General's designee as a member in good standing of
229 the guard, and (B) is enrolled or accepted for admission to such
230 institution on a full-time or part-time basis in an undergraduate or
231 graduate degree-granting program, (6) for any dependent child of a (A)
232 police officer, as defined in section 7-294a, or supernumerary or
233 auxiliary police officer, (B) firefighter, as defined in section 7-323j, or
234 member of a volunteer fire company, (C) municipal employee, or (D)
235 state employee, as defined in section 5-154, killed in the line of duty, (7)
236 for any resident of this state who is a dependent child or surviving
237 spouse of a specified terrorist victim who was a resident of the state, (8)
238 for any dependent child of a resident of the state who was killed in a
239 multivehicle crash at or near the intersection of Routes 44 and 10 and
240 Nod Road in Avon on July 29, 2005, [and] (9) for any resident of the state
241 who is a dependent child or surviving spouse of a person who was
242 killed in action while performing active military duty with the armed

243 forces of the United States on or after September 11, 2001, and who was
244 a resident of this state, (10) for a police officer, as defined in section 7-
245 294a, who has been employed as such an officer in the state for not less
246 than two years, and (11) for any dependent child of a police officer, as
247 defined in section 7-294a, who has been employed as such an officer in
248 the state for not less than five years. If any person who receives a tuition
249 waiver in accordance with the provisions of this subsection also receives
250 educational reimbursement from an employer, such waiver shall be
251 reduced by the amount of such educational reimbursement. Veterans
252 and members of the National Guard described in subdivision (5) of this
253 subsection shall be given the same status as students not receiving
254 tuition waivers in registering for courses at Connecticut state
255 universities. Notwithstanding the provisions of section 10a-30, as used
256 in this subsection, "domiciled in this state" includes domicile for less
257 than one year.

258 Sec. 11. Subsection (e) of section 10a-105 of the general statutes is
259 repealed and the following is substituted in lieu thereof (*Effective July 1,*
260 *2023*):

261 (e) Said board of trustees shall waive the payment of tuition fees at
262 The University of Connecticut (1) for any dependent child of a person
263 whom the armed forces of the United States has declared to be missing
264 in action or to have been a prisoner of war while serving in such armed
265 forces after January 1, 1960, which child has been accepted for admission
266 to The University of Connecticut and is a resident of the state at the time
267 such child is accepted for admission to said institution, (2) subject to the
268 provisions of subsection (f) of this section, for any veteran, as defined in
269 section 27-103, who performed service in time of war, as defined in
270 section 27-103, except that for purposes of this subsection, "service in
271 time of war" shall not include time spent in attendance at a military
272 service academy, which veteran has been accepted for admission to said
273 institution and is domiciled in this state at the time such veteran is
274 accepted for admission to said institution, (3) for any resident of the state
275 sixty-two years of age or older who has been accepted for admission to
276 said institution, provided (A) such resident is enrolled in a degree-

277 granting program, or (B) at the end of the regular registration period,
278 there are enrolled in the course a sufficient number of students other
279 than those residents eligible for waivers pursuant to this subdivision to
280 offer the course in which such resident intends to enroll and there is
281 space available in such course after accommodating all such students,
282 (4) for any active member of the Connecticut Army or Air National
283 Guard who (A) has been certified by the Adjutant General or such
284 Adjutant General's designee as a member in good standing of the guard,
285 and (B) is enrolled or accepted for admission to said institution on a full-
286 time or part-time basis in an undergraduate or graduate degree-
287 granting program, (5) for any dependent child of a (A) police officer, as
288 defined in section 7-294a, or supernumerary or auxiliary police officer,
289 (B) firefighter, as defined in section 7-323j, or member of a volunteer fire
290 company, (C) municipal employee, or (D) state employee, as defined in
291 section 5-154, killed in the line of duty, (6) for any resident of the state
292 who is the dependent child or surviving spouse of a specified terrorist
293 victim who was a resident of the state, (7) for any dependent child of a
294 resident of the state who was killed in a multivehicle crash at or near the
295 intersection of Routes 44 and 10 and Nod Road in Avon on July 29, 2005,
296 [and] (8) for any resident of the state who is a dependent child or
297 surviving spouse of a person who was killed in action while performing
298 active military duty with the armed forces of the United States on or
299 after September 11, 2001, and who was a resident of this state, (9) for a
300 police officer, as defined in section 7-294a, who has been employed as
301 such an officer in the state for not less than two years, and (10) for any
302 dependent child of a police officer, as defined in section 7-294a, who has
303 been employed as such an officer in the state for not less than five years.
304 If any person who receives a tuition waiver in accordance with the
305 provisions of this subsection also receives educational reimbursement
306 from an employer, such waiver shall be reduced by the amount of such
307 educational reimbursement. Veterans and members of the National
308 Guard described in subdivision (4) of this subsection shall be given the
309 same status as students not receiving tuition waivers in registering for
310 courses at The University of Connecticut. Notwithstanding the
311 provisions of section 10a-30, as used in this subsection, "domiciled in

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

313 Sec. 12. (NEW) (*Effective July 1, 2023*) (a) For the fiscal year ending
314 June 30, 2024, and each fiscal year thereafter, the Office of Higher
315 Education, in collaboration with the Department of Emergency Services
316 and Public Protection, shall administer a police officer loan
317 reimbursement grant program for individuals who have been employed
318 as a police officer, as defined in section 7-294a of the general statutes, in
319 the state for not less than ten years.

320 (b) Any individual who satisfies the eligibility requirements
321 prescribed in subsection (a) of this section may receive an annual grant
322 for reimbursement of federal or state educational loans (1) in an amount
323 up to ten per cent of such individual's federal or state educational loans
324 but does not exceed five thousand dollars in any year, and (2) for a
325 period not to exceed ten years. Such individual shall only be reimbursed
326 for loan payments made while such person is employed as a police
327 officer in the state.

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

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

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

337 Sec. 13. (NEW) (*Effective October 1, 2023*) Unless a collective
338 bargaining agreement provides otherwise, each municipality, as
339 defined in section 7-148 of the general statutes, shall provide each
340 individual such municipality employs as a police officer with pension
341 benefits, either through participation in (1) the municipal employees'
342 retirement system, pursuant to section 7-427 of the general statutes, or

343 (2) any other system that provides such individuals with benefits that
344 are comparable or superior to those benefits offered by the Municipal
345 Employees Retirement System.

346 Sec. 14. (NEW) (*Effective from passage*) The State Retirement
347 Commission, in consultation with the Department of Emergency
348 Services and Public Protection and such other entities as the commission
349 deems advisable, shall study deferred retirement option plans and make
350 recommendations for development of such a plan that (1) is
351 administered by the state, and (2) permits any police officer in the state
352 to participate in the plan. Not later than January 1, 2024, the commission
353 shall report the results of such study and the commission's
354 recommendations, in accordance with the provisions of section 11-4a of
355 the general statutes, to the joint standing committee of the General
356 Assembly having cognizance of matters relating to public safety and
357 security.

358 Sec. 15. (NEW) (*Effective from passage*) Not later than October 1, 2023,
359 the Governor shall enter negotiations with the employee organization
360 that is the representative of state police officers to seek amendments to
361 any collective bargaining agreement to establish conditions under
362 which a state police officer who retired from service as such an officer
363 may return to such service and (1) resume earning credit toward
364 retirement benefits, in the same manner as such officer earned such
365 credit prior to such officer's retirement, and (2) be eligible for earning
366 the same benefits as such officer was eligible for prior to such officer's
367 retirement.

368 Sec. 16. (NEW) (*Effective July 1, 2024*) Each collective bargaining
369 agreement entered into on or after July 1, 2024, or amended on or after
370 July 1, 2024, between a municipality and an employee organization that
371 is the representative of police officers in the municipality, shall permit
372 police officers who retire and remain certified by the Police Officer
373 Standards and Training Council pursuant to section 7-294d of the
374 general statutes to return to part-time or full-time employment as a
375 police officer with the municipality while collecting such officer's

376 pension, to the maximum extent permissible under state and federal law
377 and regulations.

378 Sec. 17. (NEW) (*Effective July 1, 2024*) Each collective bargaining
379 agreement entered into on or after July 1, 2024, or amended on or after
380 July 1, 2024, that provides for benefits for a police officer, as defined in
381 section 7-294a of the general statutes, shall require that an officer
382 covered by such agreement qualify for (1) retirement medical benefits
383 for such officer and such officer's spouse, if the officer retires after not
384 less than ten years of employment with such officer's employer, and (2)
385 a cost-of-living adjustment to any pension payments to be received by
386 such officer, in an amount not less than two per cent and not more than
387 seven per cent per year, if the officer retires after not less than twenty
388 years of employment with such officer's employer.

389 Sec. 18. (*Effective from passage*) (a) There is established a task force to
390 study the volunteer police auxiliary force authorized under section 29-
391 22 of the general statutes and make recommendations for improving the
392 organization of such auxiliary force and maximizing the services that
393 may be provided by auxiliary state police and municipal police officers.

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

395 (1) Two appointed by the speaker of the House of Representatives;

396 (2) Two appointed by the president pro tempore of the Senate;

397 (3) One appointed by the majority leader of the House of
398 Representatives;

399 (4) One appointed by the majority leader of the Senate;

400 (5) One appointed by the minority leader of the House of
401 Representatives;

402 (6) One appointed by the minority leader of the Senate;

403 (7) The Commissioner of Emergency Services and Public Protection,

404 or the commissioner's designee; and

405 (8) Two persons appointed by the Governor.

406 (c) Any member of the task force appointed under subdivision (1),
407 (2), (3), (4), (5) or (6) of subsection (b) of this section may be a member
408 of the General Assembly.

409 (d) All initial appointments to the task force shall be made not later
410 than thirty days after the effective date of this section. Any vacancy shall
411 be filled by the appointing authority.

412 (e) The speaker of the House of Representatives and the president pro
413 tempore of the Senate shall select the chairpersons of the task force from
414 among the members of the task force. Such chairpersons shall schedule
415 the first meeting of the task force, which shall be held not later than sixty
416 days after the effective date of this section.

417 (f) The administrative staff of the joint standing committee of the
418 General Assembly having cognizance of matters relating to public safety
419 and security shall serve as administrative staff of the task force.

420 (g) Not later than January 1, 2024, the task force shall submit a report
421 on its findings and recommendations to the joint standing committee of
422 the General Assembly having cognizance of matters relating to public
423 safety and security, in accordance with the provisions of section 11-4a
424 of the general statutes. The task force shall terminate on the date that it
425 submits such report or January 1, 2024, whichever is later.

426 Sec. 19. (*Effective July 1, 2023*) The sum of five hundred thousand
427 dollars is appropriated to the Department of Emergency Services and
428 Public Protection from the General Fund, for the fiscal year ending June
429 30, 2024, for the state-wide campaign developed pursuant to section 1
430 of this act.

<p>This act shall take effect as follows and shall amend the following sections:</p>
--

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>October 1, 2023</i>	New section
Sec. 7	<i>July 1, 2023</i>	New section
Sec. 8	<i>October 1, 2023, and applicable to assessment years commencing on or after October 1, 2023</i>	12-81(83)
Sec. 9	<i>July 1, 2023</i>	10a-77(d)
Sec. 10	<i>July 1, 2023</i>	10a-99(d)
Sec. 11	<i>July 1, 2023</i>	10a-105(e)
Sec. 12	<i>July 1, 2023</i>	New section
Sec. 13	<i>October 1, 2023</i>	New section
Sec. 14	<i>from passage</i>	New section
Sec. 15	<i>from passage</i>	New section
Sec. 16	<i>July 1, 2024</i>	New section
Sec. 17	<i>July 1, 2024</i>	New section
Sec. 18	<i>from passage</i>	New section
Sec. 19	<i>July 1, 2023</i>	New section

Statement of Purpose:

To enhance recruitment and retention of police officers.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]