



General Assembly

Substitute Bill No. 6863

January Session, 2023



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
8 campaign.

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

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

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

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

40 Sec. 5. Subsection (b) of section 7-294d of the general statutes is
41 repealed and the following is substituted in lieu thereof (*Effective July*
42 *1, 2023*):

43 (b) (1) No person may be employed as a police officer by any law
44 enforcement unit for a period exceeding one year unless such person
45 has been certified under the provisions of subsection (a) of this section
46 or has been granted an extension by the council. No person may serve
47 as a police officer during any period when such person's certification
48 has been cancelled or revoked pursuant to the provisions of subsection
49 (c) of this section. In addition to the requirements of this subsection,
50 the council may establish other qualifications for the employment of
51 police officers and require evidence of fulfillment of these

52 qualifications. No law enforcement unit shall deny employment as a
53 police officer to a prospective employee, and the council shall not deny
54 certification under the provisions of subsection (a) of this section to an
55 individual, solely on the basis of such prospective employee's or such
56 individual's status as a noncitizen of the United States, provided such
57 prospective employee or such individual is lawfully admitted for
58 permanent residence of the United States under federal law and
59 regulations.

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

78 Sec. 6. (NEW) (*Effective July 1, 2023*) For the fiscal year ending June
79 30, 2024, and each fiscal year thereafter, the Commissioner of
80 Emergency Services and Public Protection shall provide a grant to each
81 of the top ten most populous municipalities in the state in order to
82 increase the salaries of police officers serving such municipalities. A
83 municipality receiving such a grant shall not use the grant for any
84 purpose other than increasing the salaries of police officers.

85 Sec. 7. Subsection (d) of section 10a-77 of the general statutes is
86 repealed and the following is substituted in lieu thereof (*Effective July*
87 *1, 2023*):

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

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

144 Sec. 8. Subsection (d) of section 10a-99 of the general statutes is
145 repealed and the following is substituted in lieu thereof (*Effective July*
146 *1, 2023*):

147 (d) Said board shall waive the payment of tuition fees at the
148 Connecticut State University System (1) for any dependent child of a
149 person whom the armed forces of the United States has declared to be
150 missing in action or to have been a prisoner of war while serving in
151 such armed forces after January 1, 1960, which child has been accepted

152 for admission to such institution and is a resident of the state at the
153 time such child is accepted for admission to such institution, (2) subject
154 to the provisions of subsection (e) of this section, for any veteran, as
155 defined in section 27-103, who performed service in time of war, as
156 defined in section 27-103, except that for purposes of this subsection,
157 "service in time of war" shall not include time spent in attendance at a
158 military service academy, which veteran has been accepted for
159 admission to such institution and is domiciled in this state at the time
160 such veteran is accepted for admission to such institution, (3) for any
161 resident of the state sixty-two years of age or older who has been
162 accepted for admission to such institution, provided (A) such resident
163 is enrolled in a degree-granting program, or (B) at the end of the
164 regular registration period, there are enrolled in the course a sufficient
165 number of students other than those residents eligible for waivers
166 pursuant to this subdivision to offer the course in which such resident
167 intends to enroll and there is space available in such course after
168 accommodating all such students, (4) for any student attending the
169 Connecticut Police Academy who is enrolled in a law enforcement
170 program at said academy offered in coordination with the university
171 which accredits courses taken in such program, (5) for any active
172 member of the Connecticut Army or Air National Guard who (A) has
173 been certified by the Adjutant General or such Adjutant General's
174 designee as a member in good standing of the guard, and (B) is
175 enrolled or accepted for admission to such institution on a full-time or
176 part-time basis in an undergraduate or graduate degree-granting
177 program, (6) for any dependent child of a (A) police officer, as defined
178 in section 7-294a, or supernumerary or auxiliary police officer, (B)
179 firefighter, as defined in section 7-323j, or member of a volunteer fire
180 company, (C) municipal employee, or (D) state employee, as defined in
181 section 5-154, killed in the line of duty, (7) for any resident of this state
182 who is a dependent child or surviving spouse of a specified terrorist
183 victim who was a resident of the state, (8) for any dependent child of a
184 resident of the state who was killed in a multivehicle crash at or near
185 the intersection of Routes 44 and 10 and Nod Road in Avon on July 29,
186 2005, [and] (9) for any resident of the state who is a dependent child or

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

204 Sec. 9. Subsection (e) of section 10a-105 of the general statutes is
205 repealed and the following is substituted in lieu thereof (*Effective July*
206 *1, 2023*):

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

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

255 and members of the National Guard described in subdivision (4) of
256 this subsection shall be given the same status as students not receiving
257 tuition waivers in registering for courses at The University of
258 Connecticut. Notwithstanding the provisions of section 10a-30, as used
259 in this subsection, "domiciled in this state" includes domicile for less
260 than one year.

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

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

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

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

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

285 Sec. 11. (*Effective from passage*) The State Retirement Commission

286 shall (1) study deferred retirement option plans and make
287 recommendations for development of such a plan that is (A)
288 administered by the state, and (B) permits any police officer in the state
289 to participate in the plan, and (2) study the types and levels of
290 retirement medical benefits provided to police officers and the spouses
291 of such officers in the state and make recommendations regarding the
292 provision of such benefits. The commission may consult with the
293 Department of Emergency Services and Public Protection, municipal
294 police departments and any other entities the commission deems
295 appropriate. Not later than January 1, 2024, the commission shall
296 report the results of such studies and any recommendations, in
297 accordance with the provisions of section 11-4a of the general statutes,
298 to the joint standing committee of the General Assembly having
299 cognizance of matters relating to public safety and security.

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

310 Sec. 13. (NEW) (*Effective July 1, 2024*) Each collective bargaining
311 agreement entered into on or after July 1, 2024, or amended on or after
312 July 1, 2024, between a municipality and an employee organization
313 that is the representative of police officers in the municipality, shall
314 permit police officers who retire and remain certified by the Police
315 Officer Standards and Training Council pursuant to section 7-294d of
316 the general statutes, as amended by this act, to return to part-time or
317 full-time employment as a police officer with the municipality while
318 collecting such officer's pension, to the maximum extent permissible

319 under state and federal law and regulations.

320 Sec. 14. (*Effective from passage*) (a) There is established a task force to
321 study the volunteer police auxiliary force authorized under section 29-
322 22 of the general statutes and make recommendations for improving
323 the organization of such auxiliary force and maximizing the services
324 that may be provided by auxiliary state police and municipal police
325 officers.

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

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

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

329 (3) One appointed by the majority leader of the House of
330 Representatives;

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

332 (5) One appointed by the minority leader of the House of
333 Representatives;

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

335 (7) The Commissioner of Emergency Services and Public Protection,
336 or the commissioner's designee; and

337 (8) Two persons appointed by the Governor.

338 (c) Any member of the task force appointed under subdivision (1),
339 (2), (3), (4), (5) or (6) of subsection (b) of this section may be a member
340 of the General Assembly.

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

344 (e) The speaker of the House of Representatives and the president

345 pro tempore of the Senate shall select the chairpersons of the task force
 346 from among the members of the task force. Such chairpersons shall
 347 schedule the first meeting of the task force, which shall be held not
 348 later than sixty days after the effective date of this section.

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

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

359 Sec. 15. (*Effective July 1, 2023*) The sum of five hundred thousand
 360 dollars is appropriated to the Department of Emergency Services and
 361 Public Protection from the General Fund, for the fiscal year ending
 362 June 30, 2024, for the state-wide campaign developed pursuant to
 363 section 1 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.*