

Comparison of Task Force Priorities and Provisions of New Police Accountability Legislation					
	Police Accountability and Transparency Task Force (PA 19-90)	An Act Concerning Police Accountability (HB 2020-6004)	Section Effective Date	Other Source/Reports	Additional Task Force Priority Areas
Pillar One: Building Trust and Legitimacy					
1	<p>Change the culture of policing- adopt guardian versus warrior culture of policing (Rec. 1.1)</p> <p>a) Adopt procedural justice framework as for internal and external policies and practices to guide police interactions with the citizens they serve (Rec. 1.4)</p> <p>b) Incorporate restorative justice practices into policing using community-based organizations</p>			<p>Task Force to Study the Training Curriculum and Education of Police Officers in the State of Connecticut examined warrior versus guardian models. Issued report February 2018 that recommended: (1) Legislative Public Safety & Security Committee consider whether to re-authorize task force or establish another entity to continue work; (2) President Obama’s Task Force on 21st Century Policing should be framework for further discussion on police training and policing; (3) study to evaluate effectiveness & efficiency of current stress-based military style police cadet training model; (4) POST adopt stateside policy for mandatory course & field training for newly promoted police supervisors including sergeant, lieutenant & captain; (5) POST adopt statewide performance evaluation standards for all ranks; (6) POST publicly provide detailed information, including curricula & training certification requirements, on any established de-escalation training component; (7) set goals to further discussion on police training; (8) POST and CESPP develop strategy to run recruit class as commuter (non-residential) academy; and (9) conduct study to evaluate efficacy of providing post-secondary instructional opportunities and training for police recruits and certified officers</p>	<p>Public trust: how to monitor and track compliance and conduct by police with the provisions in P.A. 20-1 and task force recommendations?</p> <p>How to change culture of policing?</p> <p>Review police departments currently under consent decree (e.g., Hartford and East Haven): (1) how to new reforms connect to consent decree requirements and (2) what is the status of the consent decrees?</p>
2	<p>Publicly address the role of policing in past injustices. (Rec. 1.2)</p> <p>a) Ensure police training includes accurate depiction of the history of policing</p>			<p>CBA: Create an opportunity to acknowledge the past and present acts of police violence, particularly in communities of color. Whether through a written statement or dialogue this would allow officers and departments to pause and reflect on this history and what it means going forward.</p> <p>CBA: Work with POST and other relevant organizations on incorporating the history of policing (specifically through the lens of structural and systemic racism) into police training. The idea would be to make this part of the initial training officers go through and any ongoing professional development/training.</p>	
3	<p>Make all departmental policies and procedures available online (Rec. 1.3)</p>			<p>POST: Modify CLESPP Standard to mandate</p>	

4	<p>Task Force should conduct regional listening sessions, coupled with community surveys, by the end of the summer (2020) to seek public input in the final report</p> <p>a) Require agencies to periodically track the level of trust in policy by their communities just as they measure changes in crime. Annual community surveys, ideally standardized across jurisdictions and with accepted sampling protocols, can measure how policing in that community affects public trust (Rec. 1.7)</p>			<p>Task Force on Police Transparency and Accountability’s Public Awareness Subcommittee is scheduling and holding public listening sessions throughout the state. Sessions begin in late August 2020 and will include in-person outdoor sessions and online sessions</p>	
5	<p>Examine police officers’ interactions with individuals with a mental, intellectual, or physical disability</p> <p>a) Ensure resources are available for diversionary programs</p>	<p>Requires DESPP and local police departments to evaluate the feasibility and potential impact of using social workers to remotely or in person respond to calls for assistance or accompany a police officer on certain calls for assistance where the experience and training of a social worker could be useful</p> <p>The evaluation should consider (1) whether responses to certain calls and community interactions could be managed entirely by a social worker or benefit from assistance of a social worker, (2) whether municipality would benefit from employing, contracting or otherwise engaging a social worker, and (3) use of mobile crisis teams or implementing a regional approach to engage social workers to assist police</p> <p>The evaluation report must be submitted to POST within 6 months of passage of the law (approximately January 2021)</p>	<p>§18 Upon passage</p> <p>Evaluation to be submitted by January 2021</p>	<p>Task Force on Police Transparency and Accountability’s Subcommittee on Improving Police Interaction with the Disabled Community is examining this issue</p> <p>CBA: Develop crisis intervention teams that include mental health professionals and other experts in order to reduce the need for uniformed officers to respond to crisis calls.</p> <p>Some states (e.g., Alexandria, Kentucky) hiring social workers rather than more police officer to respond to calls involving domestic violence, substance abuse and mental health</p> <ul style="list-style-type: none"> Review other jurisdictions using this model <p>Connecticut Sentencing Commission report on mental health care need classifications among incarcerated population. Report does not specifically address the task force priority but may contain useful background information http://ctsentencingcommission.org/wp-content/uploads/2020/07/Mental-Health-Memo.pdf</p>	
6	<p>Ensure each officer commits to 500 hours of community engagement activities within Connecticut’s major urban centers prior [as] to receiving initial officer certification</p>			<p>CBA: Training in the police academy that increases cultural and emotional intelligence and addresses implicit bias. Specifically, by the implementation of the “Community, Cops & Culture Exchange Program” to new recruits</p>	

	a) Explore residency requirement for police officers				
7	<p>Duty to intervene</p> <p>a) Make it mandatory that officers report misconduct and intervene when they see wrongdoing, with criminal penalties if they fail to do so.</p> <p>b) All officers complete a mandatory Peer Intervention Program at the academy and receive annual refresher Peer Intervention Training.</p> <p>i. A successful peer intervention program has been EPIC. It stands for Ethical Policing Is Courageous. The core concepts of the program were developed by a Holocaust survivor. After Hurricane Katrina, New Orleans Police Department in collaboration with other community partners developed a comprehensive and mandatory peer intervention curriculum for all their officers to promote a culture of high quality and ethical policing.</p> <p>ii. A Peer Intervention program not only puts the onus and oversight on the officers but continues [to drive] home the message that they have a duty to act when a fellow police officer engages in misconduct. The training reinforces the officer's role as active bystanders and diminishes the power of the police culture that emphasizes the so called "blue all of silence."</p>	<p>Requires a police or correction officer to intervene and report another officer's use of excessive force. Any officer who fails to intervene may be prosecuted and punished for same act. This provision does not apply to officer operating in undercover assignment at the time of the incident.</p> <p>Prohibits law enforcement units or DOC from taking retaliatory action against intervening officer</p> <p>Expands a law enforcement unit's recordkeeping and reporting requirements to include reports on police use of excessive force including (1) striking with open or closed hand, elbow, knee, club, baton, kicking or using pepper spray or Tasar or less lethal projective, (2) using a chokehold or other method of neck restraint, (3) using any other form of physical force designated by POST, (4) firearm discharge, or (5) pursuit. Report shall include officer's name, time and place of incident, description of incident and names of victims and witnesses.</p> <p>Requires police department to submit annual report (in electronic format) on use of force incidents to OPM. OPM shall, within available resources, review use of force reports and report annually to governor and chairpersons and ranking members of the legislative judiciary and public safety committees</p>	<p>§§30 & 43 October 1, 2020</p> <p>§30(c) February 1, 2021</p> <p>§30(d) December 1, 2021</p>		
		Requires the chief state's attorney, in consultation with the chief court administrator, to prepare a plan to have	§23 October 1, 2020		

		<p>prosecutors review criminal charges before cases are docketed</p> <p>Chief state's attorney shall submit a plan to OPM and the Legislative Judiciary Committee</p>	<p>Report due January 1, 2021</p>		
Pillar Two: Policy and Oversight					
8	<p>Develop an independent external investigating authority- This authority should fulfill the following goals:</p> <p>a) Public must trust that deadly use of force incidents and incidents involving excessive use of force are investigated with credibility and integrity.</p> <p>b) Mechanism for state to conduct a patterns and practice investigation in response to civil rights violations, including police misconduct.</p> <p>c) Law enforcement agencies should establish a Serious Incident Review Board comprising sworn staff and community members to review cases involving officer-involved shootings and other serious incidents that have the potential to damage community trust or confidence in the agency. The purpose of this board should be to identify any administrative, supervisory, training, tactical, or policy issues that need to be addressed. (Rec. 2.2.6)</p> <p>d) Law enforcement agencies should implement nonpunitive peer review of critical incidents separate from criminal and administrative investigations. (Rec. 2.3) 9</p>	<p>Establishes the Office of the Inspector General with the Division of Criminal Justice. IG appointed by legislature, serves 4-year term. Authorizes IG to issue subpoenas.</p> <p>Requires the inspector general, rather than the Division of Criminal Justice, to (1) conduct investigation of police officers, (2) prosecute cases in which police officers used force found not to be justified or where officers fail to intervene or report incidents of use of force and (3) make recommendations to POST concerning censure, suspension, renewal, cancelation or revocation of police certification</p> <p>Requires the chief medical examiner to investigate deaths of people in police or DOC custody and makes related changes</p> <p>Allows each town's legislative body to establish a civilian police review board (CPRB) by ordinance. CPRB may be vested with subpoena authority and require production of records relevant to investigations. CPRB shall stay and take no further action in an investigation upon written request from the Inspector General and such stay shall be no longer than 6 months</p>	<p>§§33, 34, 35 & 46 Upon passage</p> <p>§36 Upon passage §37 October 1, 2020</p> <p>§17 Upon passage</p>	<p>CBA: Pattern and Practice: Can Connecticut develop its own model to not be dependent on DOJ intervention?</p>	<p>Ombudsman or oversight entity to monitor police departments</p> <p>Review existing citizen complaint data and internal affairs investigation outcomes</p>

		<p>Limits the circumstances when a law enforcement officer's use of deadly physical force is justified and establishes factors to consider in evaluating whether the officer's action was reasonable including (1) officer's action are objectively reasonable under the circumstances, (2) officer has exhausted the reasonable alternatives to the use of deadly physical force, (3) reasonably believes the force employed creates no substantial risk of injury to a third party, (4) reasonably believes the force to be necessary</p> <p>Establishes factors to be considered to determine actions by officer were reasonable as (1) person whom deadly physical force was used possessed or appeared to possess a deadly weapon, (2) officer engaged in reasonable de-escalation measures prior to using deadly physical force, (3) officer's conduct lead to an increased risk of occurrence of the situation that precipitated use of force</p>	<p>§29 April 1, 2021</p>		
9	Prohibit chokeholds and neck restraints	<p>Establishes the use of chokeholds and similar neck restraints is justified when the officer believes such use is necessary to defend himself or herself from the use or imminent use of deadly physical force</p> <p>Requires officer's actions to be objectively reasonable given the circumstances.</p>	<p>§29(2)(d) April 1, 2021</p>		
10	<p>Reform Internal Affairs</p> <ul style="list-style-type: none"> a) Ensure that the internal affairs process is transparent and accountable b) Community involvement in internal affairs investigations 				
11	<p>Reform citizen complaint process</p> <ul style="list-style-type: none"> a) Require all law enforcement agencies operating in the State of Connecticut to accept electronic complaints and clearly 			<p>CBA: Citizen Complaint Process: The size of police departments and the communities they serve varies considerably, which means one size doesn't fit all. But there are some common principles that should be emphasized and incorporated into best practices, including non-technical access, transparency</p>	

	<p>lay out complaint procedure on their website.</p> <p>b) Create a statewide public database of police complaints by department and officer, listed by status (filed, pending, outcome)</p>			and centralized reporting. We will examine best practices and promulgate specific universal values.	
12	<p>Require officers to identify themselves by their full name, rank, and command (as applicable) and provide that information in writing to individuals they have stopped. In addition, policies should require officers to state the reason for the stop and the reason for the search if one is conducted. (Rec. 2.11)</p>	<p>Requires police officers to prominently display their badge and name tag on the outermost layer of their uniform, except as specified in model policy</p> <p>Requires POST and DESPP to develop a model policy to include (1) time, place and manner for ensuring compliance with policy and law, (2) specific instances when officer may not display badge and name tag due to public-safety-related considerations or other practical considerations such as sensitive nature of investigation or officer working undercover</p>	<p>§14(a) January 1, 2021</p> <p>§14(b) December 31, 2020</p>		
13	<p>Law enforcement agencies should report and make available to the public census data regarding the composition of their departments including race, gender, age, and other relevant demographic data (Rec. 2.5)</p>	<p>Establishes a new reporting requirement for municipalities with a relatively high concentration of minority residence to report annually to POST on its efforts to recruit, retain and promote minority officers</p> <p>Requires POST submit an annual report to the governor and legislative judiciary and public safety committees on a comprehensive municipal police training plan on efforts to recruit, retain and promote minority officers</p>	<p>§10(b) First report due January 1, 2021 and annually thereafter</p> <p>§11 First report due January 1, 2021 and annually thereafter</p>	<p>CBA: Increase the number of minorities and women on the police force, especially in communities of color. A more diverse police force may reduce the instances of use of force and de-escalate police encounters with the public.</p>	
14	<p>Identify state labor issues that prevent police administrators from easily removing unfit officers</p> <p>a) Explore fair police union contracts</p> <p>b) Explore with POSTC the offenses and procedure for decertifying officers</p>				
15	<p>Amend Alvin Penn Law to include racial/ethnic/gender/religious data collection of</p>	<p>Establishes falsely reporting with specific intent an incident involving another</p>	<p>§§24, 25, 26, 27 & 28</p>		

	Pedestrian stops (Trespass, Loitering, Disorderly Conduct), Breach of Peace, and Interfering with Police Officer	person or group because of the actual or perceived race, religion, ethnicity, disability, sex, sexual orientation or gender identify or express of the person or group as an element of the crime of falsely reporting an incident (CGS 53a-180, 53-180a, 53-180b, 53-180c, 53-180d), class B felony crime of falsely reporting an incident involving serious physical injury or death (CGS 53-180a) and a class B felony of falsely reporting an incident resulting in serious physical injury or death	October 1, 2020		
		<p>Authorizes records on disciplinary matters or alleged misconduct to be released under Freedom of Information Act (FOI) even if those records are considered confidential under a collective bargaining agreement</p> <p>Prohibits collective bargaining agreements entered into by the state from blocking the disclosure of records pertaining to disciplinary action based on a violation of the code of ethics contained in officers' personnel files</p> <p>§§8 & 9</p>	<p>§8(e)(2) Upon passage</p> <p>§9 Upon passage</p>		
		<p>Expands the scope and extends the reporting deadlines of the Task Force on Police Transparency and Accountability to study</p> <ul style="list-style-type: none"> • Merits and feasibility of officers issuing receipt for traffic stops including reason for the stop and demographic information on person being stopped • Strategies that can be used by communities to increase recruitment, retention, and promotion of minority and female officers 	<p>§12 Upon passage Preliminary report due January 1, 2021</p> <p>Final report due December 31, 2021</p> <p>Task force terminates on December 31, 2021</p>	Connecticut Racial Profiling Prohibition Project Advisory Board	

		<ul style="list-style-type: none"> • Merits and feasibility of requiring officers procure and maintain professional liability insurance • Merits and feasibility of requiring municipalities maintain professional liability insurance on behalf of officers • Establishing primary and secondary traffic violations in state law and require any police traffic stop be based on primary violation • Review how police execute no-knock warrant and the authority and purpose before entering in this state and other states, including verification of address and documentation police should leave for residents after execution of warrant • How professional bail bond agent or bail enforcement agent take into custody the principal on a bond under a failure to appear warrant in this state and other states, including the process of address verification and documentation left with a resident where warrant was executed • Whether any of the grounds for revocation or cancellation of officer certification should result in mandatory revocation by POST, as opposed to discretionary revocation 		<p>Connecticut Racial Profiling Prohibition Project Advisory Board</p> <p>Connecticut Sentencing Commission report on bail focus on the right to bail and bail setting practices but not on take into custody authority of bail bondsmen and bail enforcement agents http://ctsentencingcommission.org/wp-content/uploads/2018/04/Pretrial_Release_and_Detention_in_CT_2.14.2017.pdf</p> <p>Legislative Program Review & Investigations Committee report on bail system includes a review of bail bondsmen and bail enforcement agents' authority to take into custody a principal on a bond https://www.cga.ct.gov/pri/archives/bsct/20031201FINAL_Full.PDF</p>	
		<p>Establishes a civil cause of action against police officers who deprive an individual or class of individuals of the equal protection or privileges and immunities of state law</p> <p>Requires the Task Force on Police Transparency and Accountability to make</p>	<p>§41 July 1, 2021</p> <p>§42</p>	<p>Commission on Human Rights & Opportunities issued memorandum that summarizes issue of qualified immunity for police (data August 11, 2020)</p>	<p>Will changes in law prevent persons of color from becoming police officers?</p> <p>Does this law punish good police officers</p>

		recommendations on implementing the new civil liability provisions and their impact on obtaining liability insurance. Report submitted to legislative judiciary committee	Report due January 1, 2021	CBA: There is much confusion on all sides as to what the term “Qualified Immunity” means, how the doctrine has worked, and what the new bill will do/not do to policing, lawsuits and attendant insurance consequences. We will work to demystify the concept of “qualified immunity” and make practical recommendations as to whether and, if so, the bill can be modified.	by requiring them to purchase insurance? Ongoing national discussion on qualified immunity Meet with attorneys, insurance industry and police Look at other professions that have liability insurance requirements
--	--	---	----------------------------	--	---

Pillar Three: Technology and Social Media

16	Evaluate the effectiveness of other less than lethal force tools (Rec. 3.6)				
17	Mandate body-worn cameras in all departments a) Law enforcement agencies should review and consider the Bureau of Justice Assistance (BJA) Body Worn Camera Toolkit to assist in implementing BWCs (Rec. 3.3.3.)	Requires POST and DESPP to evaluate and approve minimum technical specifications of body-worn cameras and dashboard cameras that shall be used by police and digital data storage devices or services that shall be used by police departments to retain the data from the recordings for not more than one year unless the data pertains to an ongoing civil, criminal or administrative matter. Further requires police department do not erase recordings. POST and DESPP shall also maintain guidelines on the type of detective work that that should not be recorded by body-worn and dashboard cameras Requires police officers use body-worn camera on the outer-most garment positioned in the middle of the officer’s torso while interacting with the public expect in accordance with department policy or (1) during communication with	§§19, 20 & 45 July 1, 2022		Access to recorded data and public trust in data Privacy and civil rights protections Are regulations needed regarding the public’s use of technology to record police interactions?

		<p>other police except that which is recorded as officer performs duties, (2) encounter with an undercover officer or informant or detective, (3) when officer is on a break or engaged in personal activity, (4) with a person undergoing medical or psychological evaluation, procedure or treatment, (5) any person other than a suspect to a crime in a hospital or medical facility, and (6) in a mental facility unless the officer is responding to a call involving a suspect to a crime who is thought to be present in the facility</p> <p>Requires body-worn camera meet minimum technical specifications approved by POST and DESPP</p> <p>Expands the requirements to use body cameras to police officers in all state, municipal, and tribal law enforcement units</p> <p>Requires these officers to use dashboard cameras in police patrol vehicles</p> <p>Authorizes Office of Policy and Management, within available resources, to manage a grant program to aid municipalities to fund related equipment and service purchases</p> <p>Authorizes State Bond Commission to issue grants-in-aid to municipalities</p>	<p>§20 Upon passage</p> <p>§45 Upon passage</p>		
		<p>Prohibits law enforcement agencies from acquiring new military equipment (e.g., controlled firearm, ammunition, bayonet, grenade launcher, stun and flash-bang or explosive, highly mobile multi-wheeled vehicle, mine-resistant ambush-protected vehicle, truck, truck dump, truck carryall, armored or weaponized drone, controlled aircraft that is combat configured or</p>	<p>§40 Upon passage</p>		

		<p>coded, silencer, long-range acoustic device, etc.)</p> <p>Allows the governor’s office and DESPP commissioner to require them to sell, transfer, or dispose of the equipment</p> <p>Requires an inventory report including (1) equipment’s use or proposed use, (2) whether the use or proposed use is necessary for the department’s operation or safety or disaster relief or rescue efforts or other public safety purposes to be submitted to Judiciary and Public Safety Committees</p>			
--	--	---	--	--	--

Pilar Four: Community Policing and Crime Reduction

18	<p>End broken windows policing</p> <p>a) Stops for low-level administrative and equipment offenses should be secondary (i.e. police can no longer stop a car for these reasons)</p> <p>b) Law enforcement officers should be required to seek consent before a search and explain that a person has the right to refuse consent when there is no warrant or probable cause. Furthermore, officers should ideally obtain written acknowledgement that they have sought consent to a search in these circumstances. (Rec. 2.10)</p> <p>c) Discontinuing police officers from chasing and pursuing “stolen vehicles,” unless, vehicle is classified as carjacking with a weapon. Police officers’ scope of duties should not include “Vehicle Recovery Police” for insurance agencies.</p> <p>d) Amending CT Statues Public Drinking, Loitering and Disorderly Conduct that</p>	<p>Generally, prohibits law enforcement from asking for non-driving identification or documentation other than driver’s license, motor vehicle registration, insurance card or other documentation related to the stop for stops solely for motor vehicle violation unless there is probable cause a felony or misdemeanor crime has been committed or the operator has failed to produce a valid driver’s license</p> <p>Prohibits consent searches of individuals and limits searches of motor vehicles stopped solely for motor vehicle violations. Any search of a motor vehicle stopped for a motor vehicle violations must be based on (1) probable cause and (2) after having received unsolicited consent to search from operator of motor vehicle in written form or recorded by body-worn or dashboard cameras</p> <p>Establishes consent to search given by a person does not constitute justification to</p>	<p>§§21 & 22 October 1, 2020</p> <p>§§21 & 22 October 1, 2020</p> <p>§22 October 1, 2020</p>	<p>Racial Profiling Prohibition Project Advisory Board is using traffic stop data analysis to consider this recommendation</p>	
----	--	--	--	--	--

	<p>require and allow officers to “self-initiate” enforcement that has led and continues to be used as racial and bias policing tactic that results in disproportional police contact and enforcement.</p> <p>e) Redefine “Police Scope of Duties.” Get police out of performing Non-Policing Matters. Discontinuing duties such as responding to- Homeless Calls, Medical Calls, MVA (no-injuries) Calls, Civil Investigations, Frauds (Credit Card /Banks/Checks), Counterfeit Bills, School Resource Officers, Building Code Enforcement, Loitering, Public Drinking, Enforcing Legal Marijuana Card Verification and Receptacle Storage.</p>	<p>search that person without the existence of probable cause</p> <p>Prohibits municipal police departments and DESPP from imposing pedestrian citation quotas on their police officers</p>	<p>§§38 & 39 October 1, 2020</p>		
19	<p>Mandate community oversight of all police departments</p> <p>a) Some form of civilian oversight of law enforcement is important in order to strengthen trust with the community. Every community should define the appropriate form and structure of civilian oversight to meet the needs of that community. (Rec. 2.8)</p>	<p>Allows each town’s legislative body to establish a civilian police review board by ordinance §17</p>			
		<p>Requires POST, in consultation with DESPP, chief state’s attorney, CT Police Chiefs Association and CT Coalition of Police and Correctional Officers, to adopt a uniform statewide policy for crowd managements by police officers that (1) protects individual rights and preserves the peace during demonstrations and civil disturbances, (2) address the permissible and impermissible use of force by police and type/amount of training in crowd management that each officer shall undergo, and (3) set forth documentation required following any physical</p>	<p>§5 & 6 Upon passage</p>		

		confrontation between police and civilian during crowd management incident §§5 & 6			
Pillar Five: Training and Education					
20	Review state's accreditation program and explore ways to support both state or national accreditation for all police departments in CT	Requires law enforcement units to obtain accreditation from the Commission on Accreditation for Law Enforcement Agencies, Inc. (COLEA) and makes changes to law on POST's authority. Requires POST to work with municipalities that failed to obtain accreditation until accreditation is earned. Requires POST adopt minimum standards and practices for administration and management of police department	§§3(a)(22) January 1, 2025 §44 Upon passage and terminates December 21, 2024	CBA: CALEA standards, which are the most stringent, are now in the bill. But that regime is expensive. Given that taxpayer will be footing the bill, we want to consider other acceptable standards, think innovatively, and make recommendations for possible modifications.	
		Requires CT State Police officers to be POST-certified; deems current state police officers to be POST certified within one year of appointment Authorizes POST to require police officers to pass a drug test a condition of renewing their certification Expands the reasons for which POST may cancel or revoke a police officer's certification to include conduct undermining public confidence in law enforcement, discriminatory conduct, or excessive force. Authorizes POST to suspend certification for a period up to 45 days and may censure officer POST may develop and issue written guidance to police departments on grounds for suspension, cancellation or revocation of certification including: (1) reporting procedures, (2) examples of conduct that undermines public	§§1, 2, 4(a) & 15(9) upon passage §3(a)(10) upon passage §3(b)(2) upon passage §3(g) Upon passage	Legislative Program Review & Investigations Committee report on municipal police training and POST. Report issued 2004 but contains some relevant information and recommendations to current discussion on police training https://www.cga.ct.gov/pri/archives/mptc/19941201FINAL_Full.pdf	Disconnect between training for patrol and command staff Qualifications, certification and training for chiefs of police Educational standards for all police ranks What is process to terminate "bad" officers? What are challenges to removing problematic officers? How to identify officers that cause most problems? Early intervention for "bad" officers

	<p>confidence in police, (3) examples of discriminatory conduct, and (4) examples of misconduct outside of duty that may be serious enough for discipline. POST is required to provide guideline online</p> <p>Allows POST to suspend a certification in certain circumstances</p> <p>Allows POST to develop guidance for law enforcement units on certification suspension, cancellation, or revocation</p> <p>Requires POST to set curriculum, approve academies, and develop and revise training plans for CT State Police troopers and set minimum qualifications for instructors in field of expertise</p> <p>Requires POST, in consultation with DESPP, to establish uniform minimum educational and training standards for employment as police officer</p> <p>Requires a person applying for recertification as a police officer after a certification lapse of more than two years to take a drug test prior to recertification</p> <p>Prevents decertified police officers from acquiring a security services license or performing security officer work</p>	<p>§3 upon passage</p> <p>§3 upon passage</p> <p>§3(a)(4) upon passage</p> <p>§3(a)(11) upon passage</p> <p>§3(b) upon passage</p> <p>§§31 & 32 October 1, 2020</p>		<p>Centralize training and recertification records at POST; currently POST audits individual department records</p>
	<p>Adds implicit bias training to the required police training components and defines implicit bias training as how to recognize and mitigate unconscious biases against a particular segment of the population that might influence an officer's judgments and decisions</p>	<p>§7 Upon passage</p>		
	<p>Revamps POST's membership by,</p> <ul style="list-style-type: none"> • Adding a member to the council to bring membership to 21 	<p>§13 January 1, 2021</p>		

		<ul style="list-style-type: none"> Reducing the number of gubernatorial appointments from 17 to 11 and adding six legislative appointments Requiring representation from additional stakeholders 			
Pillar Six: Officer Wellness and Safety					
21	Ensure early intervention through assistance, correction action and discipline				
22	Implement psychological evaluation of officers into their recertification process	<p>Authorizes POST to develop written policies regarding these assessments including (1) confidentiality and HIPAA compliance; (2) good faith reasons why police department may rely on when requesting officer undergo assessment; (3) availability of behavioral health treatment services for officers; (4) ability of officers to review and contest assessment results; (5) permissible personnel actions that may be taken by police department based on results and officer's due process rights; (6) process to select psychiatrists or psychologists to conduct assessments; and (7) financials incurred by police department and officer to conduct assessments</p> <p>Requires police officers to receive behavioral health assessments as a condition of employment and at least once every 5 years. Departments may stagger scheduling of assessments so that approximately 20% of total number of officers received assessments each year over the 5-year period and may waive assessment for an officer who provides written notice of retirement within 6 months of the date of schedule assessment</p> <p>Police department may, for good cause shown, require officer to submit to</p>	<p>§3(a)(24) Policies required to be drafted on or before January 1, 2021</p> <p>§16(b)</p> <p>§16(c)</p>		

	<p>behavioral health assessment after providing the officer with written statement setting forth basis for requirement. Officer is required to submit to the assessment within 30 days of written notice</p> <p>Police departments hiring a certified officer employed by another department or other state may require the new hire to submit to assessment within 6 months of date of hire. Police departments must give due consideration to factors that include whether the new hire most recently submitted to an assessment in the previous department</p> <p>Psychiatrist or psychologist conducting behavioral health assessments must provide written report of results to police department and officer and report is confidential and not subject to disclosure under FOI</p>	<p>§16(d)</p> <p>§16(e) & (f)</p>		
--	---	---------------------------------------	--	--

Other Connecticut Bar Association Task Force Priorities

	CBA Additional Priorities	Where it fits within Task Force Priorities
1	Assess the current cultural competency trainings officer receive and determine how it can be enhanced. Make recommendations about what entities/individuals could provide this training	Pillar 5
2	Analyze the current hiring process. Does it include tools to screen for bias and lack of cultural competency? Is there a way to make this part of the hiring process?	Pillar 2
3	Assessment of all deadly use-of-force incidents in Connecticut dating back to 2001. Identify themes, disparities and reforms based on the assessment.	Pillar 2