

**Police Transparency and Accountability Task Force
Logistics Subcommittee**

Census of State and Local Police

Recommendation

It is recommended that all state and municipal law enforcement agencies post annually on its website census data for all full-, part- and per diem employees to include:

- Total number of sworn and civilian employees;
- Total number of employees at each sworn rank (e.g., patrol officer, detective, sergeant, lieutenant, captain, deputy or assistant chief, chief, etc.);
- Breakdown of number of years of service in five-year increments (e.g., total number of probationary employees, total number of employees with less than 5 years of service, total with 5 to less than 10 years, total with 10 to less than 15 years, etc.);
- Breakdown of sworn and civilian employees by race and ethnicity, gender, and age group (e.g., <20, 20-29, 30-39, 40-49, etc.); and
- Total number of sworn and civilian employees who are residents of the municipality (yes or no).

Rationale

Consistent with the goals of the task force to increase transparency and accountability among state and municipal law enforcement agencies to help build the public's trust and legitimacy in policing, it is important to allow citizens and communities to know who is policing them. A straightforward way to accomplish this is to provide basic descriptive data about sworn and civilian employees of law enforcement agencies throughout the state. No information should be made public that could be used to identify individual employees. All data should be collected and presented in the aggregate.

The Bureau of Justice Statistics, within the United States Department of Justice, collects census data on police departments throughout the country. These data are used to track trends in staffing and who is entering the policing profession. These data have proven useful in analyzing population and crime trends.

The Final Report on the President Task Force on 21st Century Policing (May 2015) recommended state and local police earn the trust of citizens and honor their commitment to safety and security. One of the recommendations to accomplish this is to make public all relevant policies and procedures, records, and open data to let the community know what police departments have done and will be doing. Sharing census data on the police will allow communities to better understand how the police represent in terms of demographic and other descriptors.

Public Posting of Police Policies

Recommendation

It is recommended that all state and municipal law enforcement agencies annually post on their websites all policies in which they are required to meet or exceed the mandatory policies issued by the Connecticut Police Officer Standards and Training Council (POST-C). For the purposes of this recommendation, the following policies shall be posted online annually including any statutory or administrative updates and be available to the public:

1. Bias-based policing (CGS §54-1)
2. Processing complaints that allege misconduct by police officers (POST-C Model Policy 15-03)
3. Uniform Statewide Pursuit of Motor Vehicles Policy (POST-C General Notices 21-01 and 19-04)
4. Procedures for handling missing persons (POST-C Model Policy 11-01 and General Notice 12-06)
5. Response to family violence incidents (POST-C General Notice 17-01)
6. Proof law enforcement agency complied with entry level requirements (CGS §7-294e, 16)
7. Body Worn Recording Systems (POST-C Model Policy 15-05 and General Notice 20-08)
8. Eyewitness Identification Procedures (POST-C Model Policy and General Notice 12-08)
9. Notification in Death and Related Events (POST-C Model Policy and General Notice 08-01)
10. Recruitment, Retention and Promotion of Minority Officers (POST-C General Notice 21-02)
11. Mandated Training Requirements on Individuals Affected with Serious Mental Illness (POST-C General Notice 15-01)
12. Responses to Sexual Assault Including Statement Regarding Confidentiality of Identifying Information of Victims (CGS §54-86e)
13. Use of Electronic Defense Weapons (POST-C Model Policy and General Notice 13-01)
14. Annual Reporting Requirements for Juveniles in Custody
15. Mandatory Training in Human Trafficking (Public Act 17-32)
16. Use of Force Including Deadly Force and Authorized Weapons, Policy Issuance, and Training Requirements
17. Police Badge and Name Tag Identification (POST-C Model Policy and General Notice 20-14)
18. Renewal of Police Officer Certification Including Urinalysis Drug Test for Controlled Substances and Anabolic Steroids (POST-C General Notice 20-12)
19. Periodic Mental Health Wellness Checks (POST-C General Notice 20-11)
20. Duty to Intervene and Duty to Report (POST-C General Notice 20-07)
21. Model Critical Incident and Peer Support Policy (POST-C General Notice 20-06)
22. Trust Act (POST-C General Notice 19-05)
23. Mandatory Uniform Policy Concerning Complaints that Allege Misconduct by Law (POST-C General Notice 15-03)
24. Domestic Violence Lethality Assessment Program Advisory Model Policy (POST-C General Notice 14-03)
25. "Garrity" Warnings Form for Use in Administrative and Internal Investigations (POST-C Model Police, General Notice 14-01)

Rationale

Policies are the foundation for all operations in law enforcement. From uniform standards and training requirements to the use of force and tactical procedures, policies set expectations, provide guidance, and protect officers and agencies.

Transparency is essential to positive policing-community relationships. The United States Department of Justice's Community Relations Service encourages police departments to post policies on their websites. This information should be easily accessible to the community.

The *Final Report of the President Task Force on 21st Century Policing* (May 2015) recommended that "to embrace a culture of transparency, law enforcement agencies should make all department policies available for public review and regularly post on the department's website information about stops, summons, arrests, reported crime, and other law enforcement data, aggregated by demographics."

This recommendation would require state and municipal law enforcement agencies to post online only those policies already publicly available on the POST-C website. It does not include policies governing tactical or investigative procedures or policies that would endanger the safety of police officers, state or municipal employees, or other citizens.