

**Police Transparency and Accountability Task Force: Summary of Recommendations**

Recommendations	Subcommittee	Vote Count
<p><b>Diversification in Law Enforcement:</b></p> <ol style="list-style-type: none"> <li>1. Diversify the types of outreach activities conducted related to recruiting. Expand beyond job fair, military, cultural events, and university recruiting.</li> <li>2. Openly address concerns about sexism in law enforcement when recruiting women.</li> <li>3. Openly address concerns about sexism in law enforcement when recruiting college-age women.</li> <li>4. Emphasize the challenge aspects of law enforcement careers to attract more female and racial/ethnic minority candidates.</li> <li>5. Emphasize job security in law enforcement careers to attract more female and racial/ethnic minority candidates.</li> <li>6. Reduce processing times for applicants to limit loss through attrition.</li> <li>7. Simplify hiring process instructions/processes to limit confusion among applications.</li> <li>8. Incorporate supportive messaging.</li> <li>9. Analyze qualification criteria to determine which aspects disproportionately impact female and racial/ethnic minority candidates.</li> <li>10. Set standards for evaluating disproportionate impact at equal passing rates rather than at the 80% EEOC compliance thresholds.</li> <li>11. Adopt or expand adult or active learning principles in academy training.</li> <li>12. Reduce emphasis on paramilitary approaches to training.</li> <li>13. Increase support networks for cadets through mentoring programs.</li> </ol>	Public Awareness	Passed unanimously

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<p>14. Monitor developments in training academies in other jurisdictions that are advancing these issues through novel training protocols.</p> <p>15. Compare implementation of similar curriculum across other jurisdictions to determine best approach to content delivery and format.</p> <p>16. Engage in data collection and self-study to isolate areas of impact that increase early-career attrition among female and racial/ethnic minority officers.</p> <p>17. Establish diversification as an institutional priority.</p>		
<p><b>Police Interactions with Disability Community:</b></p> <p>1. Expand and more fully publicize Unity Way 2-1-1 phone line/affiliate 2-1-1 website public awareness campaign across the state. User-friendly public awareness messaging across a variety of communicative methods (e.g., billboards, phone apps, radio, social media, TV). Communities encouraged to develop messaging in partnership with community stakeholders (e.g., United Way, disability community representatives, school youth population).</p> <p>2. Standardized implementation of United Way 2-1-1 phone line/affiliate 2-1-1 website education program. Fully voluntary, opt-in resource available for use by all public, private, charter schools, home educator networks, and co-op systems in the state.</p> <p>3. Clarification and expansion of training on intersection between 2-1-1 and 9-1-1 phone line dispatching processes. Training may include enhanced dispatcher training content and course availability, enhanced availability of licensing opportunities for community stakeholders, concise yet specific, publicly available, step-by-step process document that outlines scenarios in which a United Way 2-1-1 dispatcher would transfer crisis calls placed by persons with disabilities to 9-1-1.</p> <p>4. Clarification and expansion of public messaging about the intersection between 2-1-1 and 9-1-1 phone line dispatching process.</p>	Improving Police Interactions with Disability Community	Pending vote

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<p>5. Localities constitute and implement a mobile Crisis Intervention Team (CIT) in accordance with specific community needs based on three central considerations: (1) crisis call volume/caseload, (2) safety considerations, and (3) budgetary factors. Localities may join a regional CIT structure or implement their own.</p> <p>6. Localities hire social workers (SWs) in addition to or in place of CITs contingent on the three central considerations listed above.</p> <p>7. Localities hire SWs as licensed clinical social workers (LCSWs) or master of social work (MSWs) in accordance with specific community conditions, needs and resources.</p> <p>8. Localities create an opt-in full voluntary registry system (VRS) for improving information sharing between individuals with disabilities and their local police departments.</p> <p>9. If localities create and implement VRS, they elect storage of information via a secure database.</p> <p>10. Decision on whether and how to constitute VRS be left to localities with input from community stakeholders, disability community, police department and privacy advocates.</p> <p>11. In the event localities choose to create and implement a VRS, they ensure opt-in choices for individuals with disabilities from the non-police community and police community alike.</p> <p>12. Expand and more fully publicize NextGen 9-1-1 system, voIP text to 9-1-1 program public awareness campaign across the state.</p> <p>13. Expand police officer curriculum and in-service training pertinent to addressing the unique needs of the disability community. POSTC could expand disability-training course offerings, in-service opportunities, clarify the number of course hours and in-service trainings required annually, set required annual minimum number of hours for course and in-service training tracks.</p>		
<p><b>Civilian Interview Panels:</b></p> <p>1. Establish a Civilian Interview Panel (CIP) as part of the police officer hiring process to increase communication, cooperation and trust between the police and community. CIP will allow</p>	<p>Logistics CBA Policing Task Force</p>	<p>Pending vote</p>

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<p>community to provide input on hiring of police and allow diverse groups to have a common goal and opportunity to discuss how policing affects the communities within a municipality. CIP process will teach policy applicants about various points of view, interests, and concerns expressed by each group and how policing activities affect groups differently.</p> <ol style="list-style-type: none"> <li>2. CIP will meet with and interview police applicant finalists before hiring. CIP can take the form of a meet and greet or questions and answer session at the discretion of the municipality. Afterward the CIP will meet with the police chief, police commissioners and/or hiring committee to discuss impression of the applicants. CIP will be advisory and will not have veto power of an applicant but their input and advice will be a requirement in the hiring process.</li> <li>3. Police departments may determine when in the hiring process to use CIP.</li> <li>4. Where allowable under existing contracts and where feasible, it is recommended CIP be used to evaluate officers up for command staff level promotions.</li> <li>5. CIP consist of diverse cross-section of interested and invested groups in the municipality. CIP members selected by elected municipal officials.</li> </ol>		
<p><b>Bail Fugitive Recovery Process:</b></p> <p>Submitted report responding to legislative question to be included in final task force report</p>	Logistics	Pending
<p><b>Public Posting of Police Policies:</b></p> <p>All state and municipal law enforcement agencies must annually post on their websites all policies in which they are required to meet or exceed the mandatory policies issued by POSTC. For the purpose of this recommendation, the following policies shall be posted online annually including any statutory or administrative updates and be available to the public:</p> <ol style="list-style-type: none"> <li>(1) Bias-based policing; (2) Processing complaints that allege misconduct by police officers; (3) Uniform statewide pursuit of motor vehicle policy; (4) Procedures for handling missing persons; (5) Response to family violence incidents; (6) Proof law enforcement agency complied with entry level requirements; (7) Body worn recording systems; (8) Eyewitness identification procedures; (9) Notification in death and related events; (10) Recruitment, retention and</li> </ol>	Logistics	Passed Unanimously

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<p>promotion of minority officers; (11) Mandated training requirements on individuals affected with serious mental illness; (12) Responses to sexual assault including statement regarding confidentiality of identifying information of victims; (13) Use of electronic defense weapons; (14) Annual reporting requirements for juveniles in custody; (15) Mandatory training on human trafficking; (16) Use of force including deadly force and authorized weapons, policy issuance and training requirements; (17) Police badge and name tag identification; (18) Renewal of police officer certification including urinalysis drug test for controlled substances and anabolic steroids; (19) Periodic mental health wellness checks; (20) Duty of intervene and duty to report; (21) Model critical incident and peer support policy; (22) Trust Act; (23) Mandatory uniform policy concerning complaints that allege misconduct by law enforcement; (24) Domestic violence lethality assessment program advisory model policy; and (25) Garrity warnings form for use in administrative and internal investigations.</p>		
<p><b>Police Census Data:</b></p> <p>All state and municipal law enforcement agencies must post annually on its website census data for all full- and part-time and per diem employees to include: (1) total number of sworn and civilian employees; (2) total number of employees at each sworn rank (e.g., patrol officer, detective, sergeant, lieutenant, captain, deputy or assistant chief, chief, etc.); (3) 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, 5 to less than 10 years of service, 10 to less than 15 years, etc.); (4) breakdown of sworn and civilian employees by race and ethnicity, gender, and age group (e.g., &lt;20, 20-29, 30-39, 40-49, etc.); and (5) total number of sworn and civilian employees who are residents of the municipality (yes or no).</p>	Logistics	Passed unanimously
<p><b>Secondary Traffic Stop Violations:</b></p> <p>Create a statutory definition of “secondary violation” and disallow police officers to conduct traffic stops based only on secondary violations. Secondary violations include window tints, display of plates, vehicle lighting, obstructed windshield, extend period for which failure to renew registration can be considered a minor infraction from 30 to 60 days, certain license violations, and other additional equipment violations.</p>	Logistics	Passed
<p><b>Citizen Complaint Database and Form:</b></p> <p>1. Require POSTC to update the current model citizen complaint form and develop a standardized statewide reporting form and process for reporting citizen complaints. The form should make</p>	Logistics	Passed 7 yes 0 no 3 absent

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<p>clear persons reporting may do so anonymously and the form should ask for demographic information on the officer in question. The form should not require notarization and be available in both online and hard copy formats, multiple language options, and the collaboration of the POST Council and CHRO about the forms process.</p> <p>2. The data from the complaints must be promptly submitted by each police department to a database maintained by the Office of Policy and Management. The data will not include names or other identifying information and will be tracked through a numbered system so that it is possible to determine whether the same officer or complainant are being reported against or reporting. POSTC will determine which categories of complaints must be submitted by all departments (including racial profiling, discourteous behavior, and excessive use of force), but should not permit police departments to wait and submit only those complaints that are investigated or determined to be substantiated. POSTC must also develop an auditing policy to ensure that each department is making the complaint form widely available and regularly and correctly submitted data.</p> <p>3. OPM will maintain the database, which could be outsourced to a university, and submit a publically available bi-annual report of complaints received.</p>		
<p><b>Civilian Review Board Recommendations:</b></p> <p>1. Outlined different guidelines for municipalities to consider when instating a Civilian Review Board.</p> <p>2. Amended Section 17 of the Police Accountability Bill Public Act 20-1 to require all communities with police departments have a Civilian Review Board. (A police commission would serve the same purpose.)</p>	Logistics	<p>Passed (#1) 7 yes 0 no 3 absent</p> <p>Failed (#2) 1 yes 5 no 1 abstention 3 absent</p>
<p><b>Internal Affairs Pre- and In-Service Training:</b></p> <p>Require POSTC develop and implement both pre-service and in-service internal affairs training for all sworn personnel assigned to or working on internal investigations. Amended to allow pre-service training to be conducted by outside vendors.</p>	Logistics	<p>Passed 7 yes 0 no 3 absent</p>

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<p><b>Use of Social Workers and Mobile Crisis Unit:</b></p> <p>Amend Section 8 of Public Act 20-1 to include a comprehensive, culturally responsive feasibility study on use of social workers and mobile crisis units by police in CT. The task force in collaboration with CT Bar Association Policing Task Force would assess DESPP and municipal police departments evaluations submitted to POSTC on the use of social workers to respond remotely to calls for assistance, to respond to person to such calls and/or to accompany police officers on calls where the experience and training of a social worker could provide assistance. The task force would report any findings and recommendations no later than December 31, 2021.</p>	Improving Police Interactions with Disability Community	Recommendation tabled
<p><b>Improving Police Interaction with Disability Community:</b></p> <p>POSTC shall provide to the PTATF reports submitted under section 18 of Public Act 20-1 by DESPP and each municipal police department within 30 days of receiving the reports. (Recommendation would be referred to POSTC for approval)</p>		Passed 7 yes 0 no 2 absent
<p><b>In-service Training for Interactions with the Disability Community:</b></p> <p>Recommended POSTC develop, with input from the disability community and ADA experts, a standardized mandatory minimum in-service training on interactions with the disability community.</p>	Improving Police Interactions with Disability Community	Passed
<p><b>Compliant with POSTC Standards:</b></p> <ol style="list-style-type: none"> <li>1. If a municipal or state law enforcement agency fails to comply with POSTC mandated reporting policy as outlined in General Notice 20-9 (pertaining to the reporting and documentation of police officers who commit violations of unreasonable, excessive or illegal use of force, the duty to intervene, intentional intimidation or harassment of a protected class, and prohibition against hiring officer previously dismissed or who resigned while under investigation), POSTC shall recommend and the secretary of the Office of Policy and Management may order an appropriate penalty in the form of withholding state funds from such agency.</li> <li>2. POSTC shall adopt standards for compliance with the mandatory reporting requirement in CLESP. Failure to comply shall result in the loss of accreditation in one or more CLESP tiers.</li> </ol>	Logistics	Passed
<p><b>Accreditation:</b></p> <p>Amend Public Act 20-1 to remove requirements that all law enforcement agencies be required to obtain and maintain CALEA accreditation by 2025. Alternatively, the law should require all law</p>	Logistics	Passed

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enforcement agencies obtain and maintain the POSTC Tier III accreditation standards by 2025 and achieve Tier I accreditation by 2022 and Tier II accreditation by 2023.		
<p><b>Liability Insurance Assessment:</b></p> <p>To approve the assessment of the anticipated impact that the implementation of section 41 of Public Act 20-1 will have on the ability of a police officer or municipality to obtain liability insurance and that the assessment be forwarded along to the General Assembly.</p>	Task Force	Passed 7 yes 0 no 2 absent
<p><b>Inspector General:</b></p> <p>Amend Public Act 20-1 to permit candidates outside the Division of Criminal Justice to be eligible for the position of Inspector General and for staff positions within the inspector general's office. Implementation of this law should be delayed until August 1, 2021 if the recommended change is unable to be made prior to the appointment of a candidate.</p>	Logistics	Passed Approved voice vote
<p><b>Police Officer Decertification:</b></p> <ol style="list-style-type: none"> <li>1. A conviction for a felony or drug possession violation pursuant to CGS §21a-279, while employed as a police officer, shall be grounds for mandatory decertification by POSTC.</li> <li>2. A chief of any law enforcement unit or commissioner of DESPP shall notify POSTC in writing within 48 hours of becoming aware that any certified police officer currently employed by that unit has been convicted of a felony or drug possession violation, and provide such documentation as required by POSTC. Upon notification, POSTC shall immediately revoke the certification of that officer.</li> <li>3. If an officer resigns or is terminated from a law enforcement unit or DESPP before a conviction, he or she shall immediately surrender certification to POSTC and may not be hired by another law enforcement unit until a final disposition of not guilty or dismissal of those charges by the court.</li> <li>4. A mandatory decertification may only be appealed to POSTC by the certificate holder if (1) the conviction is overturned or vacated by the court, (2) the certificate holder is employed by or has a valid offer of employment from a law enforcement unit or DESPP, and (3) the chief of the employing law enforcement unit or DESPP commissioner provides written documentation in support of reinstatement of the holder's certificate. The certification holder shall apply for</li> </ol>	Logistics	Failed



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<p>reinstatement, in a process proscribed by POSTC, including providing the official court transcript of the appeal and any other documentation required by the council. The POSTC has discretion to accept or deny the application for review in a manner to be determined by the council.</p> <p>5. POSTC may approve or deny reinstatement of certification and shall articulate in writing its decision. If POSTC reinstates certification, it shall impose any training or other requirements that shall be completed by the certificate holder prior to full reinstatement of the police officer certification and remove the officer's name from Connecticut Decertification Database and the National Decertification Index.</p>		
<p><b>POSTC Report to OPM Noncompliance with Mandatory Decertification Reporting:</b></p> <p>1. If a municipal police department, the Department of Emergency Services and Public Protection or any other department fails to comply with the Police Officer Standards and Training Council mandated reporting policy as outlined in POSTC General Notice 20-9, as amended, the POSTC shall recommend and the Secretary of the Office of Policy and Management may order an appropriate penalty in the form of the withholding of state funds from such municipal police department, the Department of Emergency Services and Public Protection or other departments.</p> <p>2. POSTC shall adopt standards for compliance with the mandatory reporting requirement in the Connecticut Law Enforcement Standards Policies and Practices (CLESP). Failure to comply shall result in loss of accreditation in one or more CLESP tiers.</p>	Logistics	Passed Approved voice vote
<p><b>Government Immunity Statute of Limitations:</b></p> <p>The one-year statute of limitations for bringing an action pursuant to Section 41 (filing suit against police officer) be extended to three years.</p>	Logistics	Failed 4 yes 6 no
<p><b>Police Department Accreditation:</b></p> <p>The accreditation standards for law enforcement agencies be revised to allow chiefs the option of selecting compliance with the POSTC Tier III standards (CLESP) or the national Commission on</p>	Logistics	Passed

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Accreditation for Law Enforcement Agencies (CALEA) Accreditation Standards. Those opting to achieve Tier III accreditation by 2025 should reach Tier I accreditation by 2021 and Tier II accreditation by 2023.		