

To whom it may concern: I'm very concerned about the proposed Police reform legislation and do not think that it provides a comprehensive and consistent framework for best practices in law enforcement. In fact, I think that the legislation is actually designed to delegate and apportion liability rather than to direct behavior and to ensure consistent quality operations in our law enforcement agencies. I formerly served as the Chief Elected official for the Town of Farmington. I've worked as a Police officer and have a son currently serving in law enforcement in a Connecticut city. I've also served as a Fire Chief in Farmington and have extensive knowledge of first response operations in Connecticut.

I read the proposed legislation and I was surprised by a number of things. None of the legislation seems to address the fact that a substantial number of towns and cities in Connecticut pay for and go through a thorough national accreditation process every three years that fundamentally act as a comprehensive audit on these departments. This process is critical not only to the function and professionalism of departments but also critical to remedying problems be they personnel or defective policies. It also covers many if not most of the issues and items that are being proposed in this Police Accountability legislation. Why is no one in leadership talking about this? <https://www.calea.org/>

Accreditation rigorously reviews all department functions, policies and operations. It ensures the adoption of the appropriate hiring, discipline and firing standards and it ensures that the department has best practice policies for use of force including review functions for the use of force. The accreditation entity reaches out to the community for input on their interactions with the Police and even looks at specific situations where complaints were made to ensure transparency and remediation. It does much more than legislating actions; its a wholistic approach. Accreditation promotes consistent, best practice, accountable operations.

Towns and cities benefit from accreditation in that the process ensures best practice and third party oversight. In my mind, Police accountability initiatives would simply look to institutionalize accreditation in ALL of the state's 169 towns and cities. Departments that do this care and have better outcomes and interactions with the public. Towns and cities save on their liability coverage too. These cities and towns have better employee retention too.

As someone who worked as a Police Officer for 12 years and as the Father of a Police Officer I'm concerned that many of our elected leaders have their own implicit bias around Police. I know hundreds of Police Officers who have dedicated their lives to the public and who treat the public with respect and compassion. Much of the proposed legislation simply assumes that Police are bad and that they should be liable even when they operate within their scope of practice. So few citizens and elected officials understand how difficult the job is and also how dangerous the job is. Problem Police are unusual in Connecticut simply because of the consistent POST training certification standard and other safeguards built into the system.

Before this legislation passes, I would encourage you and your colleagues to do your due diligence. Go ride a shift with a Police Officer. Ask the Police Officer what his or her life is like right now and how he/she views his profession. Police perform an extraordinarily stressful

and dangerous job. I doubt that many of you have even a limited comprehension of what the job demands or expects.

My impression is that the unintended consequence of the perceived implicit bias against Police Officers is already causing many to retire or to leave the profession. Why would a smart, young Police Officer try to stay in the profession when the deck is stacked against him or her? Remove qualified immunity from Police and you will see your best officers leaving in droves. Senior officers will leave fearing that their assets will not be protected against frivolous or retaliatory lawsuits.

My fear is that the legislature will ram these provisions through in special session. The consequences of doing so will be felt for years. Government has an overarching responsibility to safeguard citizens and their property. When Police powers are emasculated, it's veritably impossible to uphold that responsibility and elected officials will be held accountable by voters.

This legislation will not improve law enforcement. Focus on required accreditation and the best practice standards promulgated and audited by that process. This will create and sustain better departments and better outcomes. Sincerely, Jeffrey J. Hogan

*Jeffrey Hogan*  
*Northeast Regional Manager*

*Rogers Benefit Group*  
[240 Main Street, Suite B](#)  
[Farmington, CT 06032](#)

P: 860.606.0370 | C: 860.424.2600



**Please consider the environment before printing this e-mail.**

This is a confidential message intended only for the addressee(s). If you are not the addressee, you are prohibited from copying or disseminating it or its attachments. If you are not the intended recipient, please delete the message and inform the sender