

The image features a diagonal split background. The upper-left portion shows a close-up of a police car's emergency lights, with red and blue lights flashing. In the background, a crowd of people is visible, though out of focus. The lower-right portion is a solid white area. The title text is positioned on the white background.

POLICE TRANSPARENCY & ACCOUNTABILITY TASK FORCE

Final Report & Recommendations Summary
January 11, 2022

TASK FORCE MEMBERSHIP



**The Task Force is
comprised of 13 members—
10 voting & 3 nonvoting.**



Voting Members Include:

- 4 police chiefs
- 2 retired police sergeants
- 1 justice impacted person
- 1 representative for the disability community
- 1 state representative
- 1 pastor

Nonvoting Members Include:

- Chief States Attorney
- Undersecretary for Criminal Justice Policy
and Planning
- DESPP Commissioner

Background

The Task Force was created as part of Public Act 19-90 to specifically examine:

- police officer interactions with individuals with a mental, intellectual, or physical disability
- the feasibility of police officers who conduct traffic stops issuing a receipt to each stopped individual that includes the reason for the stop and records the demographic information of the person being stopped.
- any other police officer and transparency and accountability issue the task force deemed appropriate

The Task Force held their first meeting in January 2020, and agreed to use President Obama's 21st Century Policing Task Force Report and Implementation Guide to form the basis for the Task Force work.

Background cont.

Public Act 20-1 amended the mandate of the Task Force and provided an additional year for them to complete their work. Their expanded priorities include:

- Strategies communities can use to increase minority police officer recruitment, retention and promotion
- Strategies communities can use to increase female police officer recruitment, retention, and promotion
- The merits and feasibility of requiring (a) police officers to procure and maintain professional liability insurance as an employment condition or (b) a municipality to maintain the insurance on its officers' behalf.
- Establishing laws for primary and secondary traffic violations
- Establishing a law that requires police traffic stops to be based on enforcing a primary traffic violation
- Reviewing the requirements for a police officer to execute a search and seizure warrant to enter a residence without giving audible notice of the officers' presence, authority, and purpose before entering- including address verification procedures and any documentation the officer should leave for residents where the warrant was executed. The review should include the laws and procedures in CT and other states.
- Reviewing how a professional bondsman, surety bail bond agent, or a bail enforcement agent takes into custody the principal on a bond (fugitive) who failed to appear in court and for whom a re-arrest warrant or *capias* was issued, including the address verification process and whether any documentation is left with a resident where the warrant was executed. The review should include the laws and procedures in CT and other states
- Whether any of the grounds for revoking or cancelling a police officer's certification should result in a mandatory, rather than a discretionary, revocation or cancellation by the POSTC.

Background cont.

To complete its work, the Task Force developed three subcommittees:

1. Public Awareness

2. Improving Police Interaction with the Disability Community

3. Logistics

The full Task Force met 27 times, and the subcommittees met more than 65 times over 2 years.

Hosted 14 public listening sessions

Partnered with the Connecticut Bar Association's Policing Task Force to provide practical suggestions for consideration

Other partners included POSTC, Uconn Insurance Law Center, CHRO, Office of the Attorney General, police unions, and other subject matter experts.



Final Report Findings and Recommendations



In January 2022, the Task Force published their final report which included:

21 detailed recommendations

- 13 recommendations for **legislative** consideration
- 11 recommendations for **POSTC** consideration
- 9 recommendations for **municipal** consideration

+

3 detailed reports in response to legislative mandates

- Review of professional liability insurance and qualified immunity
- Recovery of bail fugitives by the commercial bail industry
- Execution of "no knock" search and seizure warrants by police officers

Outline of Recommendations

We identified whether the recommendation would require:



Legislative action

1, 5, 7A-7F, 8F, 8H, 10,
11, 12, 13, 14, 17, 18, 19



POSTC and/or DESPP action

2, 3, 6, 8G, 12, 14, 16,
18, 19, 21A, 21B



Municipal consideration

4, 8A-8E, 9, 15, 20

Recommendations

01

Diversification & Community Involvement Goals (Legislative Action)

Amend Connecticut General Statute §7-291B to stipulate diversification and community involvement goals within each law enforcement agency in Connecticut's written directives that are reviewed for accreditation by Commission on Accreditation for Law Enforcement Agencies (CALEA) or the Connecticut Law Enforcement Standards or the POSTC Tiered Accreditation program.

02

State-level Dissemination of Promising Practices to Support Diversification (POSTC Action & DESPP Action)

The state shall engage an authorized agent or agency to maintain and disseminate information on promising practices in recruiting, hiring, promotion, and training that effectively support police diversification.

Recommendations

03 Establish a Diversity, Equity, and Inclusion Unit within POSTC (POSTC Action & DESPP Action)

The Connecticut Police Officer Standards Training Council establishes a specialized unit within its compliance unit to address diversity, equity and inclusion (DEI) and to implement a statewide law enforcement DEI program to manage progress toward diversification and assist departments where progress is limited.

04 Explore Diversity among Civilian Staff (Municipal Consideration)

Increase civilian presence within police departments as another way to support diversity within law enforcement overall.

05 Allowing LCSW to Conduct Behavioral Health Assessments (Legislative Action)

Public Act 20-1 (Section 16) shall be amended to allow a "licensed clinical social worker" to provide a behavioral health assessment to police officers.

06 Training Regarding Interaction with the Disability Community (POSTC Action)

The Police Officer Standards and Training Council shall develop, with input from the disability community and Americans with Disabilities Act (ADA), a standardized mandatory in-service training regarding interactions with the disability community.

Recommendations

7A–7F: Assessment and Improvements to Pre-Police Contact Measures

(Legislative Action)

***Legislature should authorize a study to complete these recommendations**

7A

Existing 9-1-1 dispatch call data should be analyzed to better understand what percentage of calls currently handled by 9-1-1 could be more appropriately directed to United Way of Connecticut 211 (United Way 211). In partnership with United Way 211, the Institute of Municipal and Regional Policy (IMRP) at the University of CT, shall study a representative sample of 9-1-1 dispatch call data. These data will inform the projected increase in calls that will be directed to United Way 211 through incremental awareness, education, and training.

7B

The current resources and bandwidth of United Way 211 shall be evaluated, given current call volume, and using the IMRP's call projections to determine if additional resources are needed to effectively handle increased call volume.

7C

Expand and more fully publicize United Way 2-1-1 phone line and affiliate 2-1-1 website through a statewide awareness campaign.

7D

Implementation of United Way 2-1-1 phone line and affiliate 2-1-1 website education program shall be standardized.

7E

Training on the intersection between 2-1-1 and 9-1-1 phone line dispatching processes shall be clarified and expanded.

7F

Public messaging about the intersection between 2-1-1 and 9-1-1 phone line dispatching processes shall be clarified and expanded.

Recommendations

8A–8D: Improvements to Police Contact through Police Programs, Resources, and Services (Municipal Consideration)

- 8A Municipalities shall constitute and implement mobile crisis intervention teams (CITs) in accordance with specific community needs based on three central calculations: (1) crisis call volume and case load; (2) safety considerations; and (3) budgetary factors.
- 8B Municipalities shall hire social workers (SWs) in addition or in place of mobile crisis intervention teams (CITs), contingent on: (1) crisis call volume and case load; (2) safety considerations; and (3) budgetary factors.
- 8C When a municipality hires social workers (SWs), it shall make a data- and outcome-driven decision to choose licensed clinical social workers or individuals credentialed as Master of Social Work (MSWs) in accordance with specific community conditions, needs, and resources.
- 8D If or when a municipality pursues or pilots a SW program in collaboration with the local police department, it shall expand public availability of information about the progra for the local community via a dedicated website.



Recommendations

8E–8H: Improvements to Police Contact through Programs, Resources, and Services

- 8E Municipalities shall create an opt-in, fully voluntary registry system (VRS) for improving information sharing between individuals with disabilities and their local police department. (Municipal Consideration)
- 8F An expanded, more fully publicized NextGen 9-1-1 system, VOIP, text to 9-1-1 program public awareness campaign across the state shall be implemented. (Legislative Action)
- 8G Police officer curriculum and in-service training pertinent to addressing unique needs of the disability community shall be expanded. (POSTC Action)
- 8G A focused, empirically grounded, data-driven study shall be conducted to evaluate the role and impact SROs have on students with disabilities in CT. The study conducted by a state institute of higher education would respond to the broader charge of improving police interactions with the disability community. (Legislative Action)

Recommendations

9 Funding for Pre-Police Contact Improvements (Municipal Consideration)

To pursue and implement the Intercept 0 and 1 recommendations (Number 7 and 8) in a substantive, sustained way, municipalities shall explore and apply for specific funding opportunities for the Fiscal Year 2022 cycle through two primary agencies:

1. Bureau of Justice Assistance (BJA) offers funding for implementation of the above recommendation
2. Bureau of Justice Statistics (BJS) offers funding for statistical evaluation of that implementation- in short, data gathering and analysis

Both the BJA and BJS are housed within the federal Department of Justice (DOJ).

10 Implementation of the Federal 988 Crisis Hotline (Legislative Action)

Legislation shall be adopted to:

1. implement the federally mandated 988 crisis hotline system
2. enhance and expand behavioral health crisis response and suicide prevention services statewide
3. fund the system through SAMSHA and DHHA grants, reimbursements from private and public insurers, and if necessary, funds may be raised by imposing a federally authorized excise tax on commercial mobile services or IP-enabled voice services.

Recommendations

11

Appointment of the Inspector General (Legislative Action- already acted upon)

Public Act 20-1 §33 should be modified to permit candidates outside the Division of Criminal Justice to be eligible for the position of Inspector General and for the positions within the staff of the Office of Inspector General. Implementation of Section 33 should be delayed until April 1, 2021, if the recommended change is unable to be made prior to the appointment of a candidate.

12

Non-Compliance with Mandatory Decertification Reporting

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. (Legislative Action)

POSTC shall adopt standards for compliance with the mandatory reporting requirement in the CT Law Enforcement Standards Policies and Practices (CLESP). Failure to comply shall result in loss of accreditation in one or more POSTC accreditation tiers. (POSTC Action)

Recommendations

13

Mandatory State POSTC Tier III Accreditation (Legislative Action)

Public Act 20-1 §44 should be amended to remove the requirement that all law enforcement units be required to obtain and maintain CALEA accreditation by 2025. Alternatively, the law should require that all law enforcement units must obtain and maintain the Connecticut Police Officer Standards and Training Council Tier III accreditation standards by 2025. All law enforcement units should achieve POSTC Tier I state accreditation by 2022 and POSTC Tier II accreditation by 2023.

14

Citizen Complaint System (Legislative Action & Post Action)

The POSTC should be tasked with updating the current model form and develop a standardized, statewide reporting form and process for reporting citizen complaints. The complaint form should make clear that those reporting can do so anonymously, do not need to have the form notarized and the form should ask for information about the race, ethnicity, and gender of the officer and complainant among other categories. The complaint form must be easy to find, be available electronically, but hard copies should be maintained at the police station and at other municipal buildings, including the library in the town or city, with versions in languages that reflect the needs of the local population.

The data from the complaints must then promptly be submitted by each police department to a database maintained by the Police Officer Standards and Training Council without the names or other identifying information of complainants or officers but tracked through a number system so that it is possible to determine whether the same officer or complainant are being reported against or reporting.

Recommendations

15

Civilian Review Board Standards (Municipal Consideration)

It is recommended that municipalities consider adopting the minimum standards developed by the task force when creating a CRB pursuant to Section 17(a) of Public Act 20-1. Although Section 17(a) outlines the minimum qualifying standard for a town's implementing ordinance, the legislation does not offer specific guidance for establishing a CRB. This is understandable, given the variety of communities that a CRB might serve. The full task force recommendation provides detailed guidance for the proposed ordinance and the creation of CRBs.

16

Internal Affairs Investigation Training (POSTC Action)

The Police Office Standards and Training Council shall establish pre-service and in-service training courses for police officers conducting and supervising internal investigations. Details regarding the core course curriculum is provided in this report. All police officers of any rank assigned to conduct or supervise internal investigations shall be required to successfully complete the POSTC pre-service internal investigator training program and complete in-service training in internal investigations during active assignment to conduct or supervise internal investigations. POSTC shall determine the content, curriculum, and credit hours of the pre- and in-service training modules.



Recommendations

17

Primary and Secondary Stop Proposal (Legislative Action)

The Task Force developed a comprehensive proposal to make several technical changes to the Connecticut motor vehicle statutes to establish a definition for a secondary traffic violation, identify those traffic violations that should be changed to secondary, and clarify the intent of other traffic violations. Reforms primarily focus on a small number of equipment and administrative offenses.

18

Police Census Data (Legislative Action or POSTC Action)

All state and municipal law enforcement agencies shall be required to post annually on its website census data for all full-, part- and per diem employees.

19

Public Availability of Police Policies (Legislative Action or POSTC Action)

All state and municipal law enforcement agencies shall be required to post annually 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.

Recommendations

20

Civilian Interview Panels (Municipal Consideration)

Municipalities should establish a Civilian Interview Panel as part of the police officer hiring process. Where allowable under existing contracts and where feasible, the Civilian Interview Panel should also be used to evaluate officers being put up for Command Staff level promotions. A Civilian Interview Panel would be advisory and not have veto power of an applicant, but their input and advice would be a requirement in the hiring process.

21A–B: Police Peer Intervention/Duty to Intervene Training

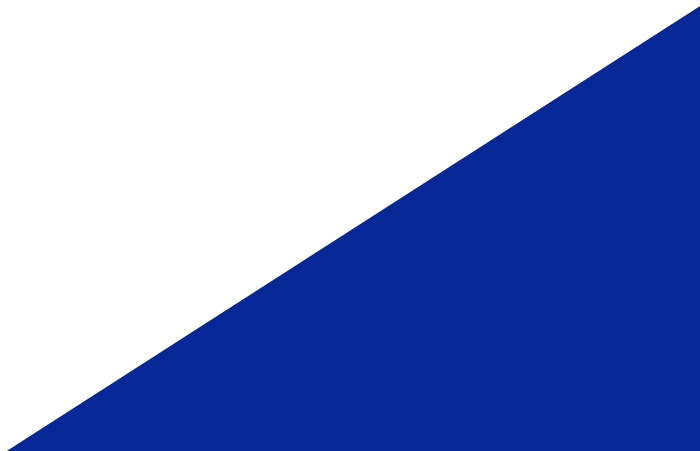
21A

POSTC shall offer a mandatory seminar for all police chiefs and command staff on the statutory duty to intervene and changing police department culture to accept and support those police officers who intervene when necessary. This seminar should stress the importance of active and strong leadership to shift the police culture around intervening and the adoption and enforcement of peer intervention and anti-retaliation policies and protocols. (POSTC Action)

21B

POSTC in collaboration with a state institute of high education shall consider operating a pilot peer intervention training program in at least five departments across the state. An existing peer intervention training program may be utilized (e.g. EPIC or ABLE) or a new program designed specifically for CT police departments may be implemented. The preliminary work on the pilot program should begin in 2022 and implemented in participating police departments by Jan. 2023 and should include consideration of funding sources and federal, state and other grants to support the pilot program. (POSTC Action)

Summary– Legislative Recommendations

- Recommendation 1: Diversification and Community Involvement Goals
 - Recommendation 5: Allowing LCSW to Conduct Behavioral Health Assessments
 - Recommendations 7A-7F: Assessment and Improvements to Pre-Police Contact Measures
 - Recommendation 8.F: An expanded, more fully publicized NextGen 9-1-1 system, VOIP, text to 9-1-1 program public awareness campaign across the state
 - Recommendation 8.H: A focused, empirically grounded, data-driven study shall be conducted to evaluate the role and impact SROs have on students with disabilities in Connecticut.
 - Recommendation 10: Implementation of the Federal 988 Crisis Hotline
 - Recommendation 11: Appointment of the Inspector General
 - Recommendation 12: Non-Compliance with Mandatory Decertification Reporting
 - Recommendation 13: Mandatory State POSTC Tier III Accreditation
 - Recommendation 14: Citizen Complaint System
 - Recommendation 17: Primary and Secondary Stop Proposal
 - Recommendation 18: Police Census Data
 - Recommendation 19: Public Availability of Police Policies
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For More Information

The full report can be found at
www.ctpolicetransparency.com

