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**Subject:** notes up to now

This is a rough outline of where I think we might be so far. If you have other thoughts – or think that some of these are wrong – just let me know. Thanks.

Thoughts for possible bill:

1. Modify 20VSA 2401 and 2403 to create regional review boards. Give them a bit more teeth. And Academy and HRC to work together to come up with a training module for those who serve on these review boards.
2. VSP, Chiefs, Police Assoc, Sheriffs, etc work together to come up with statewide standard for interviewing/hiring new officers that addresses qualifications that are both desirable and those that are undesirable in LEOs. Standard interviewing techniques, etc. Additional requirements that might apply to those at Sgt or supervisory level.
3. Review the current written and oral exams for cultural sensitivities and appropriateness. Review use of psychological exams.
4. Review the public records request policy for allegations and substantiated allegations. Assuming that upon substantiation the info would be made public.
5. Review the basic training content – e.g what is necessary for all to have and what might be specific to certain positions. As more training is considered for de-escalation, mental health awareness and cultural awareness there is less time for other. An example is – should all LEOs be required to have search and rescue training when they do not practice it.
6. On all Council reviews of allegations make sure there are non LEOs on the panel.
7. Investigate whether the Academy should be relocated and where. This review should involve DPS, Training Council, VLCT. LEAB. Report back to Legislature by January with recommendations.
8. Central point for reporting allegations of officer misconduct. Should that be Council or elsewhere. What and when are allegations made public
9. Investigate the possibility of a statewide group purchasing contract for body cams and the possibility of a central storage locations. Would that make it less expensive Who would control, etc

10. Develop policy for responses to public records requests for cam footage. Would it follow the same timelines, etc as other PR requests. How and what to redact.
  11. If agency does not follow requirements for data collection and required policies disallow them from sending candidates to Academy until they comply
  12. In reviewing alternatives to current 16 week residential training investigate the possibility of a residency and field training between stints at the Academy. Look at the possibility of having LEOs do internships in other agencies – example, mental health agency.
  13. Add ED of Racial Equity to the Training Council
  14. Add policy analyst and data analyst positions to Racial Equity Office
  15. DPS work with DMH to help find funding to begin the process of having a social worker embedded in each agency.
  16. Statewide policy on use of military equipment by agencies.
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Questions and Additions:

a) 3-5: Are you suggesting we review these issues? or, are you envisioning a Body or Agency reviewing these?

b) I heard Michael Schirling and Mark Anderso talk about Uniform Policies - and how helpful it would be to have them - applied to all Agencies. I'd encourage us to add 'Develop Uniform Policies' for major policing policies - like traffic stops, searches etc.

c) Another: Uniform Data Collection - first with Law Enforcement and second, government wide where appropriate

d) incorporate some of you #3 in #2 (the psychological exam review)

e) Where should complaints go?

f) in #5 - in basic training - need to weave implicit bias and cultural sensitivity into every aspect of training - not just a stand alone course. Many of Julio's ideas would improve training - contact hypothesis etc - more experiential learning.

Alison

SENATE GOVERNMENT OPERATIONS COMMITTEE  
LAW ENFORCEMENT

6/19/2020

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