

POLICE REFORM PROPOSALS



REFORMS WITHIN THE GOVERNOR'S AUTHORITY

- Create a **Deputy Inspector General** focused on deterring, detecting, preventing and eradicating misconduct, brutality, **waste, fraud and abuse** within law enforcement agencies.
- Urge Governor Wolf to establish a civil unrest damage recovery fund.
- Require the **Pennsylvania State Police** to develop a **publicly-available database** with the capability to receive, store, tabulate and analyze the data sets required to be documents by all law enforcement agencies including data about **police misconduct**.

POLICE REFORM PROPOSALS



REFORMS THAT REQUIRE STATE LEGISLATION

- Introduce legislation **outlawing the police chokehold** or using pressure to airways to detain citizens.
- Require mandatory **drug testing** after a **police-involved shooting**.
- Prohibit language interfering with police misconduct investigations, discipline, disciplinary action and discipline records from being included in police collective bargaining agreements.
- Eliminate effectuating an arrest as a Justification for the **use of deadly force**.
- Improve **access to police video footage** by requiring all non body camera police video to be subject to the Right to Know Law.
- Creation of an **oversight board** to professionally certify, train, and provide continual education to police officers. This oversight board will have discipline power and provide the public with a venue where behavioral misconduct concerns will be addressed.
- **Establish/Require an independent review process** where police kill or seriously injure civilians (**special prosecutor/ Grand Jury/citizen review**).
- Require **law enforcement officers** to be regularly **evaluated for PTSD**.
- Create **confidential database** within the Attorney General's office to **track officer complaints** that law enforcement agencies can search to find potential red flags before hiring an officer that's **separated from another law enforcement agency**.
- **Require law enforcement officers to be mandated reporters of police misconduct, corruption and brutality**. An officer who willfully fails to do so would be criminally liable.

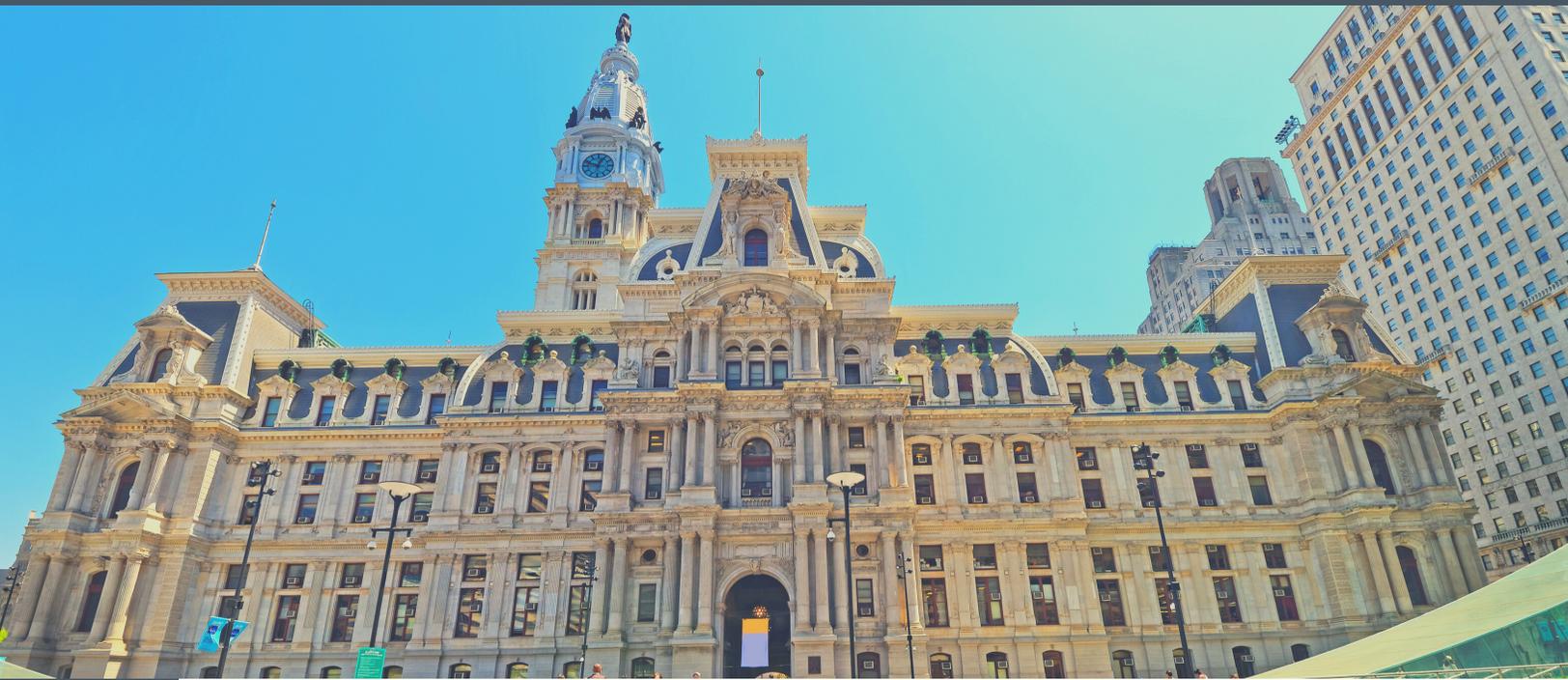
POLICE REFORM PROPOSALS



REFORMS WITHIN MAYORAL OR PPD AUTHORITY

- Demand that the new Police Commissioner **end stop and frisk practices that unfairly target Black/Brown communities.**
- **Increase transparency of each complaint** against police officers for its entirety through Internal Affairs and the Police Advisory Commission (PAC).
- Create a **Deputy Inspector General** focused on deterring, detecting, preventing and eradicating misconduct, brutality, **waste, fraud, and abuse** within law enforcement agencies.
- Provide PAC with an investigatory **budget and mandate.**
- Publicize all Police Board of Inquiry (PBI) hearings with times, locations, members, officer information, and charges.
- Make police use of force hearings **public hearings with publicity standards** identical to PBI hearings.
- Require inspectors/captains in charge of Internal Affairs to make **quarterly public statements on the status of police misconduct.**
- The PPD and PAC should establish an early warning system for **detecting problematic officer behavior.**
- Require the PPD and PAC to publicly release regular reports on early warning system findings.
- Provide PAC with an investigatory budget and mandate.

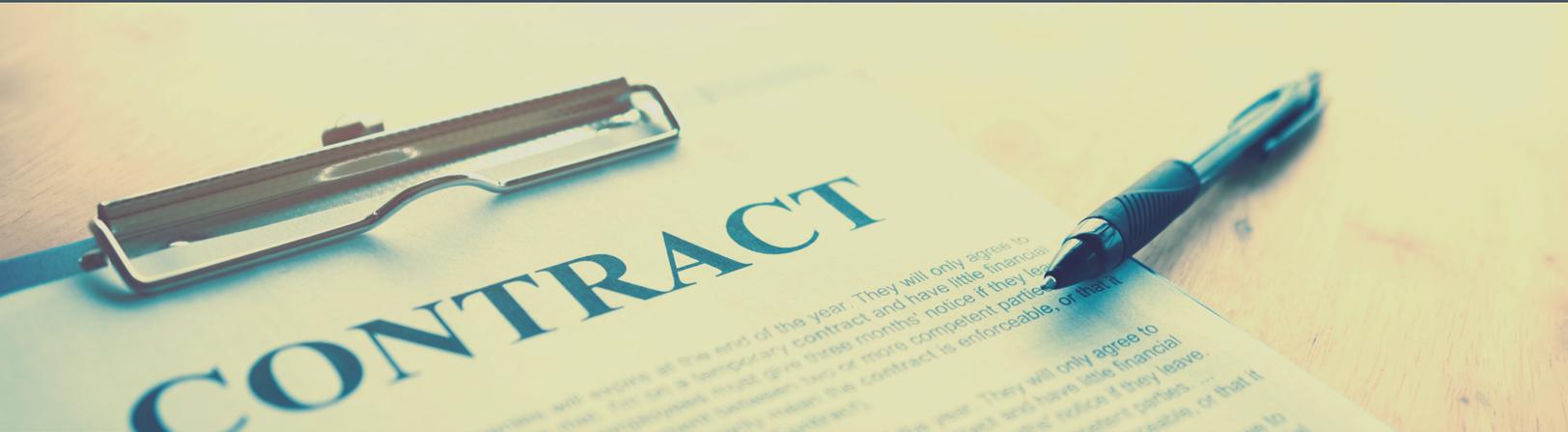
POLICE REFORM PROPOSALS



REFORMS THAT REQUIRE CITY COUNCIL LEGISLATION OR BALLOT INITIATIVES

- Create and improve an **independent, well-financed, civilian-led and managed** review board with **subpoena and disciplinary powers** to recommend internal affairs and criminal investigations per the negotiated disciplinary code.
- Establish **public comment hearings** pre-negotiation regarding the police contract.

POLICE REFORM PROPOSALS



REFORMS THAT REQUIRE COLLECTIVE BARGAINING CONTRACT NEGOTIATIONS

- **Re-establish** residency requirements for PPD officers.
- Provide commissioner with authority to transfer officers at their discretion without input from the FOP.
- Overhaul Philadelphia Police Department Disciplinary Code.
- **Eliminate** disciplinary record expungements and make all prior records available for consideration during Police Board of Inquiries hearings.
- Make all complaints, regardless of the outcome, part of permanent records.
- File all complaints (whether internal or external) and investigatory records with the City's Inspector General Office.
- Place officers on **renewed probationary status** after internal affairs findings of certain offenses including, but not limited to, **physical abuse, verbal abuse, lying, theft, or lack of service** regardless of seniority with length dependent upon the severity of the offense.
- Make all suspensions without pay.
- Reject any contract which adds Law Enforcement Officers' Bill of Rights (LEOBOR) protections for officers.
- Make future **contract negotiations public** and **add public comment** period for successfully negotiated agreements prior to finalizing a new contract.

POLICE REFORM PROPOSALS



POLICE REFORM WORKING GROUP MEMBERS

- House Democratic Whip Jordan Harris
- House Democratic Chairwoman Joanna McClinton
- House Philadelphia Delegation Chairman Jason Dawkins
- Pennsylvania Legislative Black Caucus Chairman Stephen Kinsey
- State Rep. Donna Bullock
- State Rep. Danilo Burgos
- State Rep. Morgan Cephas
- State Rep. Austin Davis
- State Rep. Ed Gainey
- State Rep. Malcolm Kenyatta
- State Rep. Summer Lee
- State Rep. Chris Rabb
- State Rep. Jake Wheatley
- Philadelphia Councilmember Kendra Brooks
- Philadelphia Councilmember Kenyatta Johnson
- Philadelphia Councilmember Katherine Gilmore Richardson
- Philadelphia Councilmember Isaiah Thomas
- Keir Bradford-Grey, Chief Defender of the Defender Association of Philadelphia
- Attorney Kevin Harden Jr.
- Attorney Kevin Mincey, Mincey Fitzpatrick Ross, LLC