



### Options for Legislation to Reduce Officer Involved Shootings/Deadly Force

1. Reduce tensions at traffic stops by ending the practice of arrest for non-jailable offenses.
2. Require departments to align their use of force policy with [new standards recently released by the Police Executive Research Forum](#) (PERF). This would include a new approach to interactions with people suffering from mental illness, people under the influence of narcotics, and people who are unarmed or armed with weapons other than firearms. A few of the suggested policies include recommendations to:
  - a. Respect the sanctity of all human life and set responsibility to render first aid.
  - b. Ensure that use of force is proportional to the threat and the least injurious option.
  - c. Adopt de-escalation as a formal department priority.
  - d. Adopt a “duty to intervene”: officers need to prevent other officers from using excessive force.
3. Strengthen disciplinary process by:
  - a. Extending time to investigate serious misconduct (currently investigation must be complete by the 180<sup>th</sup> day or no discipline can be issued).
  - b. Requiring that prior misconduct be considered in promotion decisions.
  - c. Requiring all departments to implement a standardized disciplinary matrix that clearly states the disciplinary action that will be applied to various misconduct. This ensures that officers who are fired are less likely to return to the force after their appeal.
  - d. Requiring disciplinary matrix to include clearly defined disciplinary action for misconduct related to body camera malfunction/nonfunction.
4. Improve officer training and encourage additional training by linking it to promotions.
  - a. Make de-escalation tactics a high priority in officer training and require officers to have completed additional de-escalation training as a condition of promotion.
  - b. Identify training programs based on adapting military tactics to domestic situations and require such programs to be evaluated against the PERF standards prior to approval as part of an officer training regimen.
  - c. Require increased training on interventions designed to de-escalate situations involving mental illness or the influence of narcotics.
  - d. Train officers to look and listen for signs that a person has a disability that might prevent them from responding to an order in the expected way.
5. Improve public information about critical incidents and use of force:
  - a. Require police agencies to release to the public information about all use of force incidents, not just those that result in a suspension.
  - b. Require a scheduled release of body camera and car camera footage/audio after a critical incident, first to the family and then to the public.
6. Require larger departments to re-evaluate its first responder approach to calls from people in mental health crisis, including training for 911 call takers and dispatchers, and initiate an alternative first response led by teams primarily staffed by mental health and health workers.