

Criminal Justice Reform Bill

Eric Higby, Chief of Police



Brief Summary

- ◇ Signed into law in February of 2021
- ◇ Provisions begin July of 2021
- ◇ 'Trailer bill' anticipated by July of 2021
- ◇ Includes:
 - ◇ Body camera requirements
 - ◇ Training requirements
 - ◇ Records retention requirements
 - ◇ Use of force direction
 - ◇ Court reforms
 - ◇ Removes drivers license suspension for unpaid fines
 - ◇ Official misconduct & decertification process
 - ◇ Restricts military surplus purchases



Official Misconduct

- ◇ Addresses failure to report incidents involving fellow officers
- ◇ Addresses failure to retain proper records
- ◇ State database for professional misconduct with ability to de-certify officers for certain offenses
- ◇ Includes appointment of an auditing official (details TBA)
 - ◇ Investigates charges against officers
 - ◇ Trains employees on whistleblower laws



Body Cameras

- ◆ Required by January 1, 2025 for municipalities with population < 50,000
- ◆ Cost approximately \$5,000/each for camera & accessories
- ◆ Requires data storage
- ◆ Grant funding could be available
- ◆ Loss of LGDF funding for failure to implement
- ◆ Requires training & new responsibility with consequences for failure to implement & operate



Officer Training Requirements

- ◇ Regular mental health screening
- ◇ Emergency medical response training
- ◇ Crisis intervention training
- ◇ 30-Hours of Use of Force Training every 3 years
 - ◇ At least 12 Hours – Scenario Based
 - ◇ At least 6 Hours – High Risk Traffic Stops
- ◇ 40-Hours of Crisis Intervention Training
- ◇ De-escalation training
- ◇ Officer safety training
- ◇ Post-Traumatic Stress Training
- ◇ Veteran's Awareness Training
- ◇ Requires documentation & recording of all training



Records Retention & Reporting

- ◇ Body cameras:
 - ◇ FOIA Training & Response
 - ◇ Redaction of bystanders, voices, etc.
 - ◇ Video storage & labeling
- ◇ 14-Day Reporting of Officer arrests
- ◇ 10-Day Reporting of Violation of Department Policy
- ◇ 7-Day Reporting of Death in Custody
- ◇ Monthly reporting of:
 - ◇ Report on any incident where officer dispatched for mental health crisis including outcome, number of incidents and level of law enforcement response
 - ◇ Report on all use of force



Court Reforms

- ◆ Elimination of cash bail
- ◆ Eliminates drivers license suspension for failure to pay
- ◆ Changes sentencing laws
- ◆ Adds Mental Health Court & Veterans and Service Members Court with other existing special courts, ie. Drug Court



To-Do List

- ◇ Establish whistleblower policy
- ◇ Establish complaint investigation process
- ◇ Begin to research body cameras
- ◇ Begin recruitment for Administrative Assistant
- ◇ Follow legislation for “trailer bill” revisions
- ◇ Work to improve department morale



Administrative Assistant Cost

- ◆ Partially funded through early-separation of former Clerk, Administrative Assistant and Custodian
- ◆ Starting range: \$39,000-45,000

Annual	Hourly Rate	Hours	Total Wages	SS/Medicare	IMRF	Health Insurance	Life Insurance	Total Cost	Annual Total Cost Equated to Hourly Rate
\$40,000	\$19.23	2080	\$40,000	\$3,060	\$4,160	\$18,574.40	\$145.60	\$65,940	\$31.70
\$45,000	\$21.63	2080	\$45,000	\$3,442.50	\$4,680	\$18,574.40	\$145.50	\$71,842.50	\$34.50



Q&A

