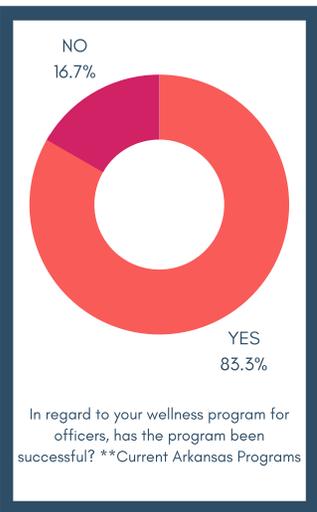


Wellness of Arkansas Law Enforcement Officers

The following recommendations are designed to address the emerging health risks, both mental and physical, associated with the law enforcement profession:

- The Arkansas Department of Public Safety, in conjunction with existing programs, develop and administer a robust, state-wide wellness and resiliency program available to the Arkansas law enforcement community to include officers, jailers, dispatchers, coroners, and civilian staff.



- CLEST work with subject matter experts to ensure that CLEST Rule 1002 provides the following assessments: comprehensive psychological assessments including: aggression, implicit and racial bias pre-screening; physical fitness assessments; extensive character, employment, and criminal background investigations; and current bias assessments to better evaluate that law enforcement candidates are physically, emotionally, and mentally fit to serve.

- CLEST conduct a study on the necessity for officers to be periodically reevaluated throughout their service at years 3, 7, and 10.



The Law Enforcement Task Force would like to thank Governor Hutchinson for appointing this task force to study and provide opportunities for the advancement of law enforcement in Arkansas. We appreciate that the state has taken an interest in addressing the needs of both citizens and law enforcement officers to ensure that the State of Arkansas produces the highest quality law enforcement officers and agencies.

For more information about the Law Enforcement Task Force, or to read the entire Final Report, please visit the Arkansas Department of Public Safety Website: www.dps.arkansas.gov/law-enforcement/clest/

Task Force to Advance the State of Law Enforcement in Arkansas

The recommendations outlined in this pamphlet are a result of the extensive work and collaboration between citizen advocates, law enforcement officers, stakeholders, and city, county, and state government officials. The Task Force sought to produce recommendations that were achievable, culturally aware, innovative, and necessary to ensure public safety and advance law enforcement agencies across the state. All are intended to bring knowledge and provide opportunities for improvement in law enforcement throughout the State of Arkansas.



Law Enforcement Officers and the Communities they Serve

The following recommendations are aimed at producing positive police encounters, and improving citizen attitudes towards law enforcement and law enforcement legitimacy:

- County and local LE agencies work with community leaders and universities to study potential negative impacts and unintended consequences of a 287(g) program.
- Creation of a strong, multi-lingual "Know Your Rights and What to Do When You're Pulled Over" campaign.



- Requiring law enforcement recruits to accumulate a certain number of training hours interacting with their community members.
- Maintain and expand awareness and use of the established Arkansas Crisis Stabilization Units to allow for better public access, both in and outside of law enforcement and/or community mental health providers .

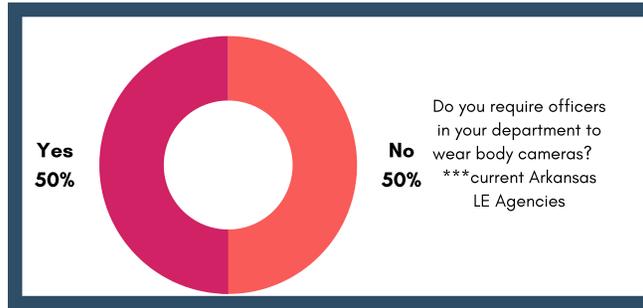
- Develop intentional efforts with minority community organizations (community leaders, non-profit programs, faith based programs, businesses, etc.) to assess the needs of minority communities to rebuild trust.

Training and Accountability

Law enforcement training continues to represent the cornerstone for law enforcement and community relations. The following recommendations strive for a continuous improvement in training and insuring that departments implement procedures for the discipline and removal of officer when necessary:

- Addition of the following training areas into the minimum standards for all Field Training Officer programs: Communication Skills, Implicit Bias, Ethics, Duty to Intervene, Cultural Competency), De-Escalation, and Crisis Intervention Training.
- Increasing the mandatory annual racial bias training component of continuing education from 2 hours to 4 hours.

- Agency participation in the National Use of Force Data Collection effort to resemble the recommendation recently published by the International Association of Chiefs of Police stating that participation "will help law enforcement and community members better identify and understand the totality of incidents and trends associated with use-of-force incidents.
- Increasing CLEST meeting to six times a year (currently 4) to aid in speeding up the decertification process, as well as publishing adjudicated decertification records on their website.
- Agencies seek and apply for federal, state, and local funding opportunities to aid in the implementation of state-of-the-art body cameras. Specifically funding legislation to ensure that all front-line officers will be wearing state of the art body cameras by 2026.



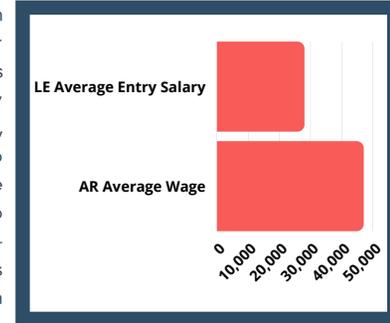
- Amending Arkansas Code Annotated 12-9-602 to separate untruthfulness and excessive force into independent elements.
- Proposing legislation that restricts the number of part-time law enforcement officers allowed within a law enforcement agency.
- Amending Arkansas Code Annotated 12-9-118 to require new or inactive agencies to employ a full time chief of police to provide clarity and establish administrative structure and organization.

Salary, Benefits, and Retirement

The following recommendations address low retention and recruitment rates of Arkansas law enforcement officers:

- Requesting state, local, and county governing bodies re-appropriate funding to ensure that entry salaries for law enforcement officers are equivalent to or above the average annual wage in Arkansas. Also, that salary increases for officers should be equivalent to their years of service, rank, and responsibility.
- Proposing legislation that exempts a portion of active full-time law enforcement officer's salary from state income taxes.

- Proposing legislation and funding to support a loan forgiveness program for law enforcement officers, as well as funding to allow full-time certified officers to attend state-supported institutions of higher education tuition free.



- Requesting state, local, and county governing bodies re-appropriate funding to provide health care coverage for full-time law enforcement officers and their dependents who participate in an annual wellness assessment.
- Conducting actuary studies on all applicable retirement systems to determine the cost and feasibility of allowing law enforcement officers who medically retire due to work related injuries to receive equivalent retirement benefits, as well as to determine the cost and feasibility to reduce actual service for law enforcement officers to no more than 25 years with at least a 3% multiplier. Specifically, actuary studies should include separating law enforcement officers from civilian employees in APERS.
- Encouraging agencies to provide long-term disability insurance for all law enforcement officers.
- Proposing legislation that the first fifty percent (50%) of benefits received by a law enforcement officer of this state from an individual retirement account or the first fifty percent (50%) of retirement benefits received by a law enforcement officer of this state from public or private employment-related retirement systems, plans, or programs, be exempt from the state income tax, with no age requirement.