

## Frequently Asked Questions – *Reform, Shift, & Build Act*

1. Does this bill mean more money for the police?
  - No. This bill does not appropriate or commit any funds to policing. The civilian-led POSAC will require funding, particularly to build the public-facing complaint database. Notably, the bill reallocates money from the corrections system, and police-overtime fraud, into economic empowerment initiatives in communities impacted by over-policing and mass incarceration, with the grants being controlled by a board of community members, local leaders, and residents.
2. What is the process by which an officer's certification is revoked?
  - The POSAC (Police Officer Standards and Accreditation Committee) that the bill creates can receive a complaint from any person. If the complaint is of a charge that would result in automatic decertification, the POSAC must investigate it. If it is of a lesser charge, the POSAC may investigate or they may request that the officer's employing agency investigate it—or both investigations may go on concurrently if both authorities choose to investigate. The POSAC has the ability to subpoena police records and other documentation necessary for the investigation. When the investigation is complete, a subcommittee of the community-controlled POSAC board votes. The simple majority decision prevails, as is the case with other licensed professions. If revocation takes place, an officer's decertification is maintained within state and national data systems. Adverse actions taken by the POSAC against an officer's certification may not be appealed to the civil service commission. Certification revocations are permanent.
3. How do these reforms keep my community safe?
  - These reforms will both decrease the footprint of policing overall, and decrease the likelihood of misconduct by setting clear standards, requiring de-escalation, and strengthening accountability. Further, by banning racial profiling and collecting comprehensive demographic data on police stops, communities of color will be made safer from the consequences of implicit bias, and bad actors can be identified earlier on by police departments and communities. Finally, the bill increases community safety by redirecting resources to strategies that build neighborhood stability and strength: job creation and economic empowerment, education, and mental and behavioral health services.
4. How was this bill drafted?
  - This bill was drafted by the Senate's Racial Justice Working Group. The policies included were modeled after recommendations from community advocates, elected officials of color from around the state, and from many existing police reform bills that senators submitted to the Working Group after having been vetted through the traditional legislative process, including many individual public bill hearings. The Working Group was comprised of 6 members: 5 Democrats, and 1 Republican; 1 of the Democrats is a former police officer and 1 of the co-chairs is a member of the Black & Latino Legislative Caucus.