
RECOMMENDATIONS BY ENTITY

Here you'll find all the Commission's recommendations organized by the entity or level of leadership that should consider implementing them: state/agency, legislative, or local.

STATE/AGENCY

Law Enforcement Training

- LET.1: Enhance ongoing social equity and anti-bias training curriculum.
- LET.2: Include instruction on history of policing, including racial elements of that history.
- LET.3: Explore further connections with KU and other Board of Regents institutions, including experts in diversity/inclusion.
- LET.4: Increase racial and ethnic diversity in KLETC instructors.
- LET.7: Create standards for ongoing officer training.
- LET.8: Create a law enforcement supervisor training program.

Officer Certification and Standards

- OCS.3: Increase transparency around police disciplinary records.
- OCS.4: Require psychological testing of officers, performed by a licensed professional, before certification
- OCS.6: Ensure quality and compliance with anti-bias training and practices.
- OCS.9: Expand CPOST investigation practices.
- OCS.10: Review CPOST structure and practices.

Recruitment, Retention, and Promotion

- RRP.5: Create a position in state government to focus on diversity in law enforcement and assist in law enforcement efforts to increase diversity.
- RRP.6: Create an entity within the Governor's Office to address diversity, equity and inclusion.

Accountability

- ACC.1: Include accountability measures and follow up related to the enforcement of recommended changes.
- ACC.2: Ensure that data collected is transparent, public, and easily accessible.
- ACC.3: Select a state entity to analyze and publish law enforcement data for public use.

Data Collection

- DAT.1: Collect and publish recruitment (applicant and newly-hired) demographic data.

DAT.2: Collect and publish retention and promotion demographic data.

Public Defense

PD.1: Expand public defender's offices.

Tribal Jurisdiction

TJ.2: In coordination/consultation with Kansas Tribes, update/revise KLETC curriculum related to tribes and tribal sovereignty.

Behavioral Health

BH.4: Increase use of Mental Health First Aid Training, Crisis Intervention Training and other behavioral health trainings for new and existing officers.

Funding

FUN.2: Direct the Governor's Grant Office to hire an employee to assist with grants.

FUN.4: Direct KLETC to develop grant writing programs.

LEGISLATIVE

Law Enforcement Training

LET.5: Expand ongoing officer training requirements.

Officer Certification and Standards

OCS.1: Prohibit fired officers from being hired at different law enforcement agencies.

OCS.2: Mandate review of records during hiring process.

OCS.3: Increase transparency around police disciplinary records.

OCS.4: Require psychological testing of officers, performed by a licensed professional, before certification

OCS.5: Require that officers have completed KLETC training before they are issued a firearm for use in the line of duty.

OCS.7: Allow county and district attorneys to request and receive disciplinary records for law enforcement officers.

OCS.8: Increase diversity on the Commission on Peace Officer Standards and Training.

OCS.9: Expand CPOST investigation practices.

OCS.10: Review CPOST structure and practices.

OCS.11: Review and amend statutes that prohibit individuals with a previous low-level criminal offense from becoming police officers.

OCS.12: Create a list of complaints and firings.

Recruitment, Retention, and Promotion

RRP.3: Amend statute that requires citizenship for law enforcement officers. Align requirements with U.S. military standards for service

Accountability

ACC.1: Include accountability measures and follow up related to the enforcement of recommended changes.

ACC.5: Review racial and bias-based policing policies and the complaints process for law enforcement on a state level.

ACC.8: Adopt policies that improve transparency around contract negotiations.

Data Collection

DAT.3: Implement a pull-over or stop data collection program.

Public Defense

PD.1: Expand public defender's offices.

PD.2: Fund public defenders on par with local prosecutor's offices.

Justice System

JS.1: Adopt recommendations from the Pretrial Justice Reform Task Force.

JS.2: Require that defendants be fairly represented at bond hearings.

JS.3: Driver's licenses should not be suspended for failure to pay fines and fees.

JS.4: Adopt recommendations from the proposed federal JUSTICE Act and/or Justice in Policing Act related to no-knock warrants.

JS.5: The Legislature should continue to research and review civil asset forfeiture and recommend a process that builds public trust.

JS.6: Study and address technical probation violations

JS.7: The legislature should look at model legislation related to qualified immunity and adopt similar policies for Kansas.

JS.8: Prohibit practices that denote racial profiling in jury selection, such as striking a juror for clothing or attitude.

School Resource Officers

SRO.2: Revise training requirements for SROs to include implicit bias training and ongoing requirements.

Tribal Jurisdiction

TJ.2: Commission a study through the Office of Native American Affairs on criminal justice and Native populations.

Immigration and Law Enforcement

IMM.4: Allow driver's licenses for non-citizens.

IMM.5: Enforce/ensure police completion of certification of victimization in relation to non-citizen victims.

Behavioral Health

BH.1: Expand Medicaid to provide mental health and other health care coverage to populations currently not covered.

BH.2: Support policies and enrollment efforts to reduce uninsurance rates of children as an evidence-based strategy to reduce involvement with criminal justice system.

BH.3: Support and finance the use of mobile crisis response models, including co-responder and virtual co-responder models to assist law enforcement in responding to behavioral health calls and stops.

LOCAL

Law Enforcement Training

LET.6: Increase transparency around training in non-KLETC academies.

Officer Certification and Standards

OCS.2: Mandate review of records during hiring process.

OCS.3: Increase transparency around police disciplinary records.

Recruitment, Retention, and Promotion

RRP.1: Create plans to recruit officers that reflect the communities being policed.

RRP.2: Encourage promotion and retention of underrepresented groups so that command structures represent the community being served.

RRP.4: Create exceptions to residency requirements under certain conditions – to encourage underrepresented communities.

RRP.7: Explore options around increasing officer pay, including salary enhancements tied to degree attainment for law enforcement officers.

Accountability

ACC.1: Include accountability measures and follow up related to the enforcement of recommended changes.

ACC.2: Ensure that data collected is transparent, public, and easily accessible.

ACC.4: Review and revise policies and training on use of force.

ACC.6: Implement evidence-based practices related to the use of dashboard cameras and body-worn cameras.

ACC.7: Address clear and uniform labeling of law enforcement vehicles.

ACC.8: Adopt policies that improve transparency around contract negotiations.

School Resource Officers

SRO.1: Explore alternatives to SROs, such as counselors.

SRO.3: School districts should seek to implement alternative or complementary programs to address issues of student conflict and violence.

SRO.4: SRO programs should include elements that demonstrate the school district's commitment to an inclusive and welcoming environment for its students.

Immigration and Law Enforcement

IMM.1: Provide incentive pay for officers who speak languages other than English. Include proficiency testing.

IMM.2: Adopt clear policy on immigration enforcement efforts.

IMM.3: Enforce/ensure police completion of certification of victimization in relation to non-citizen victims.

IMM.5: Ensure law enforcement agencies aren't duplicating work.

Behavioral Health

BH.3: Support and finance the use of mobile crisis response models, including co-responder and virtual co-responder models to assist law enforcement in responding to behavioral health calls and stops.

BH.4: Increase use of Mental Health First Aid Training, Crisis Intervention Training and other behavioral health trainings for new and existing officers.

Funding

FUN.1: Encourage law enforcement agencies to pursue available grant funding.

FUN.3: Law enforcement agencies should collaborate on funding strategies for reform and improvement.