



# pennsylvania

STATE LAW ENFORCEMENT  
CITIZEN ADVISORY COMMISSION



2021

“Building a Path for Reform”

**Pennsylvania State Law Enforcement Citizen Advisory Commission**

Commission's Webpage:  
[www.osig.pa.gov/pslecac](http://www.osig.pa.gov/pslecac)

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555 Walnut Street Harrisburg, Pa 17101

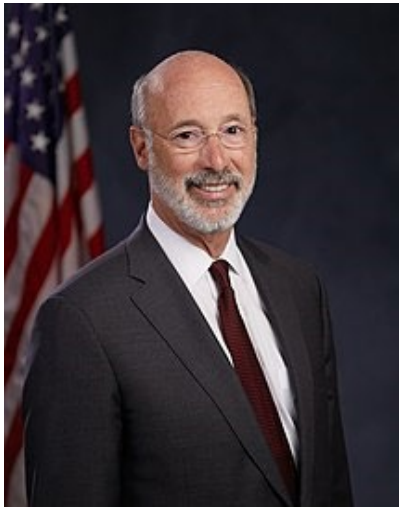


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## Pennsylvania State Law Enforcement Citizen Advisory Commission

## A MESSAGE FROM THE GOVERNOR



Pennsylvania Governor Tom Wolf

Pennsylvania is a place of community and responsibility, and my administration has always been committed to upholding these values. As part of this commitment, I formed the Pennsylvania State Law Enforcement Citizen Advisory Commission (PSLECAC) with the promise to improve policing practices within law enforcement agencies under my jurisdiction.

I am proud to say that in only its first year, the Commission has already begun to deliver on that promise. With recommendations to ensure the integrity of use-of-force investigations, improve bias-based policing policies, and require body-worn cameras, this Commission is leading the way for meaningful changes in commonwealth policing.

As the first of its kind in the nation, the Commission's 21 members from across Pennsylvania cooperated extensively with the Pennsylvania State Police (PSP), the Department of General Services Capitol Police, and the Department of Conservation & Natural Resources (DCNR) Park Rangers to receive training, review cases, and develop recommendations.

This collaboration between citizens and Commonwealth agencies has helped ensure that Pennsylvania continues to be a place of community and responsibility, and it has made our commonwealth a better place for everyone who lives here.



## Pennsylvania State Law Enforcement Citizen Advisory Commission

# A MESSAGE FROM THE STATE INSPECTOR GENERAL



Inspector General Lucas Miller

In the first full year since its inception, the Pennsylvania State Law Enforcement Citizen Advisory Commission realized the goals and mission set forth by Governor Wolf. The Commission brought together citizens appointed from across the Commonwealth, as well as multiple state agencies, to make well-informed recommendations for the betterment of law enforcement practices throughout Pennsylvania. The Commission also increased the transparency and overall communication to the public of law enforcement agencies under the Governor's jurisdiction. Governor Wolf's vision for this Commission has begun to come to fruition, and I am grateful for his leadership.

I would like to congratulate Deputy State Inspector General Sha Brown, who chairs the Commission, for his efforts to create this first-of-its-kind Commission, and I believe it will truly have a positive impact on Pennsylvania.

The citizen Commissioners dedicated their time, expertise, and knowledge to the important work before them. These citizens spent countless hours reviewing investigative findings to make recommendations for improvement. They also spent an extraordinary amount of time in training to be well-prepared for their work.

Finally, I would like to step back and recognize that as a Commonwealth, we are in the business of continual improvement of public service. No one process, policy, or agency can rest having reached a final goal of completion of its mission. The Commission dovetails into the Commonwealth's law enforcement agencies' efforts of self-improvement, to better serve the citizens of Pennsylvania.

## Pennsylvania State Law Enforcement Citizen Advisory Commission

## MEET THE CHAIRMAN



PSLECAC Chairman Sha Brown

Sha S. Brown was appointed as the Chairman of the Pennsylvania State Law Enforcement Citizen Advisory Commission on October 26, 2020, and immediately began implementation of Governor Wolf's Executive Order creating this new Commission. Brown is a resident of York County and had a decorated, 22-year career as a Maryland State Trooper. His extensive investigative experience includes conducting major crimes investigations, criminal misconduct, and financial crimes investigations.

Brown concluded his Maryland State Police career assigned to the Maryland Attorney General's Office as the Non-Commissioned Officer in Charge of a state-wide division focused on public corruption investigations including misconduct of elected officials, police officers, executives, and other government employees.

After his retirement, Brown joined the Maryland Department of Health as the Assistant Inspector General, responsible for department wide audits and as the Chief Compliance Officer, handling investigations of employee misconduct for Maryland's largest state agency. Brown made extensive policy recommendations to the Secretary of Health during his tenure that improved the department's operations.

In June 2020, Brown was appointed as Maryland's Special Safety and Compliance Officer, responsible for managing the Governor's Coronavirus mandates within Congregate Care Facilities.

**“One year into our journey to build the first of its kind, statewide, citizen led, law enforcement advisory commission in the nation, we have successfully completed implementation of Governor Wolf's Executive Order, and we have proposed meaningful system-level law enforcement reforms that will benefit all Pennsylvanians.”**

**PSLECAC Chairman, Sha S. Brown**

## Pennsylvania State Law Enforcement Citizen Advisory Commission

## CREATING THE COMMISSION



On June 17, 2020, Governor Wolf signed executive order 2020-04 creating the Pennsylvania State Law Enforcement Citizen Advisory Commission [Effective October 2020]. The creation of the commission came about from concerns raised by residents and in conversations Gov. Wolf held with members of the Pennsylvania Legislative Black Caucus and leaders of Black communities in Philadelphia and Harrisburg following the death of George Floyd while in Minneapolis police custody.

The commission's goal is to improve policing practices within law enforcement agencies under the governor's jurisdiction by examining events and conducting reviews of policies, practices, and procedures. The commission is authorized to perform reviews of the covered agencies' internal investigative findings related to allegations and incidents surrounding use of force and bias-based policing including those involving police-involved shootings resulting in injury or death of civilians, and to prepare a report including recommendations for reforms, if warranted.

**“My administration is committed to bipartisan criminal justice reforms that are fair and inclusive and support public safety. My executive order moves us one more step forward to address the systemic failings that have created inequities and public mistrust of law enforcement. It is my hope that the commission improves law enforcement relationships with communities and strengthens the accountability of law enforcement personnel, with input from the Commission, [State-wide Law Enforcement Agencies] can serve as a model of excellence for law enforcement throughout Pennsylvania and the country.”**

**Pennsylvania Governor, Tom Wolf**

## Pennsylvania State Law Enforcement Citizen Advisory Commission

# MEET THE COMMISSIONERS

## Commission Citizen Leadership



**Elizabeth C. Pittinger, MPM**

Executive Director, Pittsburgh Citizen Police Review Board  
 Vice Chairperson, PSLECAC/Chairperson, Rules Sub-Committee  
 Advisor to PSLECAC Review Committees  
 Area represented: At-large



**Kelley B. Hodge, Esq.**

Partner, Fox Rothschild LLP  
 Former Public Defender and District Attorney, Philadelphia  
 Chairperson, PSLECAC Critical Incident Review Committee  
 Area represented: At-large



**David A. Sonenshein, Esq**

Professor, Temple University, Beasley School of Law  
 National Expert in Criminal Law and Procedure  
 Chairperson, PSLECAC Use of Force Review Committee  
 Area represented: At-large



**Marvin Boyer**

President, Board of Directors, Lehigh Valley Justice Institute  
 Chair, Political Action Committee, NAACP  
 Chairperson, PSLECAC Bias-Based Policing Review Committee  
 Area represented: Troop M

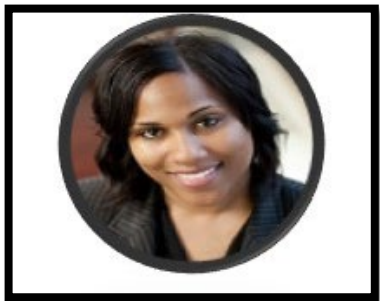
## Pennsylvania State Law Enforcement Citizen Advisory Commission

## Commission Voting Members



### **Dr. Spero T. Lappas, Esq, PhD**

Lead Counsel – Private Practice – Criminal and Civil Litigation  
 Nationally Recognized Expert in Constitutional and Criminal Law  
 Member, Critical Incident Review Committee/Rules Sub-Committee  
 Area represented: Troop H



### **Keir Bradford-Grey, Esq**

Partner, Montgomery McCracken  
 Former Chief Defender, Defender Association of Philadelphia  
 Member, Bias-Based Policing Review Committee  
 Area represented: At-large



### **Dr. A. Suresh Canagarajah, PhD**

Professor, Pennsylvania State University  
 Expert in Applied Linguistics, English, and Asian Studies  
 Member, Bias-Based Policing Review Committee  
 Area represented: At-large



### **Denise Ashe**

President and CEO, Montgomery County OIC  
 Certified Financial Accountant  
 Member, Bias-Based Policing Review Committee  
 Area represented: At-large

## Pennsylvania State Law Enforcement Citizen Advisory Commission



## Commission Voting Members (Cont.)



**Joshua S. Maines, Esq**

Partner, Cummings Law Firm

Former Assistant District Attorney, Clearfield County

Member, Use of Force Review Committee

Area represented: Troop C



**Charima C. Young, MPP**

Director, Government and Community Relations

Pennsylvania State University

Member, Critical Incident Review Committee

Area represented: Troop G



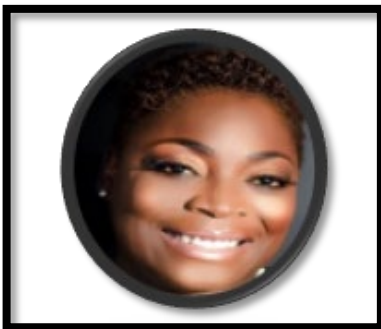
**Bishop Curtis L. Jones, Sr.**

Senior Pastor

New Life and Spirit Revival Center

Member, Critical Incident Review Committee

Area represented: Troop E



**Andrea A. Lawful-Sanders**

Business Owner/Consultant/Community Leader

Radio Talk Show Host (WURD 96.1FM)

Member, Critical Incident Review Committee

Area represented: Troop K

## Pennsylvania State Law Enforcement Citizen Advisory Commission

## Commission Voting Members (Cont.)



**Hon. Erick J. Coolidge**

County Commissioner, Tioga County

Business Owner, Le-Ma-Re Farms LLC (Dairy Producer)

Member, Rules Sub-Committee

Area represented: Troop F



**Marisa C. Williams**

CEO, Hearth North Hills Affordable Housing

Former Vice Chair, PA Commission on African American Affairs

Member, Bias-Based Policing Review Committee

Area represented: Troop D



**Brenda Tate**

Retired, Police Detective, City of Pittsburgh

Community Advocate

Member, Bias-Based Policing Review Committee

Area represented: Troop B



**Jeffrey Wilson**

City of Johnstown Police Advisory Board

Deacon, Pleasant Hill Baptist Church

Member, PSLECAC

Area represented: Troop A

## Pennsylvania State Law Enforcement Citizen Advisory Commission

## Commission Voting Members (Cont.)



**Krista Somers**

Executive Director, Catherine McAuley Center

Community Advocate

Member, Use of Force Review Committee

Area represented: Troop R



**Rev. Shawn M. Walker**

Pastor, Shiloh Baptist Church

Community Advocate

Member, PSLECAC

Area represented: Troop P



**Dr. Marilyn M. Brown, EdD**

Teacher, New York City Department of Education

Community Advocate

Member, PSLECAC

Area represented: Troop N



**William Colon**

Deputy Director, R3Program (Berks Connections Pretrial Services)

Re-entry Mentoring Specialist

Member, Use of Force Review Committee

Area represented: Troop L

## Pennsylvania State Law Enforcement Citizen Advisory Commission

## Commission Ex-Officio Non-Voting Members



**Sha S. Brown**

Deputy State Inspector General for Law Enforcement Oversight  
Office of State Inspector General  
Chairperson, PSLECAC



**Jalila Parker**

Deputy Chief of Staff  
Office of the Governor  
Member, PSLECAC (Appointee of Office of the Governor)  
Advisor, PSLECAC Review Committees



**Anne G. Cornick, Esquire**

Deputy General Counsel  
Governor's Office of General Counsel  
Member, PSLECAC (Designee of General Counsel)



**Christopher King**

Captain/Director Office of Community Engagement  
Pennsylvania State Police  
Member, PSLECAC (Designee of Pennsylvania State Police  
Commissioner)

## Pennsylvania State Law Enforcement Citizen Advisory Commission

## Commission Ex-Officio Non-Voting Members (Cont.)



**Chief Joseph M. Jacob**

Superintendent  
 Pennsylvania Capitol Police  
 Member, PSLECAC



**John Norbeck**

Deputy Secretary for Parks and Forestry  
 Pennsylvania Department of Conservation and Natural Resources  
 Member, PSLECAC (Designee of Secretary of Department of  
 Conservation and Natural Resources)



**Michael Pennington**

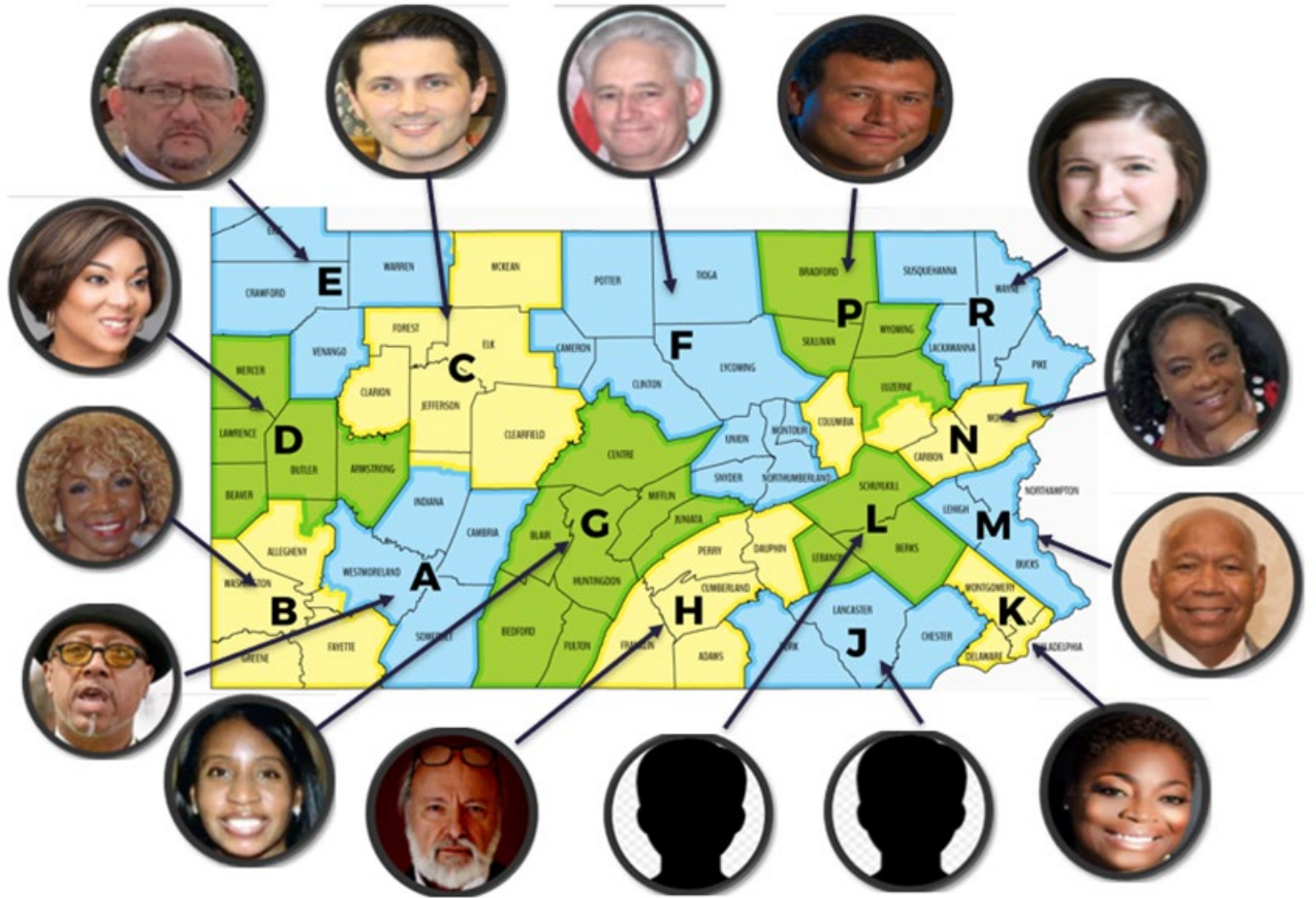
Executive Director  
 Pennsylvania Commission on Crime and Delinquency  
 Member, PSLECAC (Designee of Chairman Pennsylvania  
 Commission on Crime & Delinquency)

“By working together, we can increase community understanding of the criminal justice system while rehabilitating community trust in law enforcement.”

PSLECAC Chairman, Sha S. Brown

## Pennsylvania State Law Enforcement Citizen Advisory Commission

## Geographic Areas Served



### PSLECAC Member Troop Assignments:

- **Jeffrey Wilson, Troop A** geographic area, Cambria, Indiana, Somerset, and Westmoreland counties
- **Brenda Tate, Troop B** geographic area, Allegheny, Fayette, Greene, and Washington counties
- **Joshua S. Maines, Esq., Troop C** geographic area, Clarion, Clearfield, Elk, Forrest, Jefferson, and McKean counties
- **Marisa C. Williams, Troop D** geographic area, Armstrong, Beaver, Butler, Lawrence, and Mercer counties

## Pennsylvania State Law Enforcement Citizen Advisory Commission

## Geographic Areas Served - PSLECAC Member Troop Assignments (Cont.)

- **Bishop Curtis L. Jones Sr., Troop E** geographic area, Crawford, Erie, Venango, and Warren counties
- **The Honorable Erick J. Coolidge, Troop F** geographic area, Cameron, Clinton, Lycoming, Montour, Northumberland, Potter, Snyder, Tioga, and Union counties
- **Charima C. Young, Troop G** geographic area, Bedford, Blair, Centre, Fulton, Huntingdon, Juniata, and Mifflin counties
- **Dr. Spero T. Lappas Esq., Ph.D., Troop H** geographic area, Adams, Cumberland, Dauphin, Franklin, and Perry counties
- **Vacant, Troop J** geographic area, Chester, Lancaster, and York counties
- **Andrea A. Lawful-Sanders, Troop K** geographic area, Delaware, Montgomery, and Philadelphia counties
- **Vacant, Troop L** geographic area, Berks, Lebanon, and Schuylkill counties
- **Marvin Boyer, Troop M** geographic area, Bucks, Lehigh, and Northampton counties
- **Dr. Marilyn M. Brown EdD, Troop N** geographic area, Carbon, Columbia, parts of Luzerne, and Monroe counties
- **Rev. Shawn M. Walker, Troop P** geographic area, Bradford, parts of Luzerne, Sullivan, and Wyoming counties
- **Krista Somers, Troop R** geographic area Lycoming, Pike, Susquehanna, and Wayne counties

### PSLECAC Members At-Large:

- **David A. Sonenshein, Esq., at large seat**
- **Dr. A. Suresh Canagarajah Ph.D., at large seat**
- **Kelley B. Hodge, Esq, at large seat**
- **Denise Ashe, at large seat**
- **Elizabeth C. Pittinger, at large seat**
- **Keir Bradford-Grey, Esq, at large seat.**
- **William Colon, (previous member Troop L)**

“Governor Wolf selected a **Dream Team** of citizens to serve as Commissioners from across the state.”

**PSLECAC Chairman, Sha Brown**

## Pennsylvania State Law Enforcement Citizen Advisory Commission

## Administrative Support



Under [Executive Order 2020-04](#), the Office of State Inspector General (OSIG) shall provide administrative support and assistance to the Pennsylvania State Law Enforcement Citizen Advisory Commission (PSLECAC). To support the intent of the Executive Order, the Bureau of Law Enforcement Oversight (BLEO) and the position of Deputy State Inspector General for Law Enforcement Oversight (who directs the activities of BLEO) was created within the OSIG. The OSIG provides executive and legal assistance, administrative services, and technical support, while BLEO provides training and investigative support to the PSLECAC in administrating reviews of completed internal investigative findings related to allegations and incidents of use of force and bias-based policing involving state-wide executive law enforcement agencies under PSLECAC's jurisdiction.

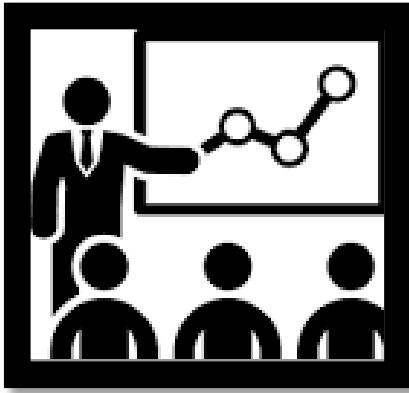
### OSIG Executive and Administrative Support Staff

- Lucas M. Miller, Inspector General
- Clarke H. Madden, First Deputy Inspector General
- Althia O. Bennett, Chief Counsel
- Jonathan P. Hendrickson, Deputy State Inspector General, Bureau of External Affairs
- Melissa K. Yerges, Deputy State Inspector General, Bureau of Administration, Policy, and Training
- Steven E. Bear, Deputy State Inspector General, Bureau of Special Investigations
- Jessica A. Diaz, Senior Counsel
- Christopher Krokos, Senior Special Investigator
- Michelle Berg, Senior Special Investigator
- Nincolle Graver, Business Relationship Manager
- Jaimie Hicks, Executive Secretary

## Pennsylvania State Law Enforcement Citizen Advisory Commission



# TRAINING OUR COMMISSIONERS



Pursuant to Executive Order 2020-04, Commissioners are required to attend prerequisite training prior to performing any functions as a member of the Commission. Through a collaboration with the Pennsylvania State Police, the Pennsylvania Office of Administration, and the Governor’s Office of General Counsel BLEO coordinated a forty (40) hour training program designed to provide PSLECAC members with the specialized knowledge of law enforcement policy, procedures, and training necessary to perform their duties as

Commissioners. Each voting member of the PSLECAC completed the following required training:

- Use of Force
- Stop, Search and Arrest
- Traffic Enforcement
- Bias-based Policing
- Internal Affairs Process
- All Covered Agencies’ Discipline Procedures (including the disciplinary provisions of collective bargaining agreements and administrative processes, administrative proceedings, and burdens of proof)
- Covered Agencies’ Rules and Regulations for its Law Enforcement Officers
- Governor’s Code of Conduct; and
- Constitutional Law

“PSP appreciates the dedication and time these citizens have volunteered to improving public safety and fair treatment, and addressing inequities in law enforcement.”

PSP Spokesperson, Cpl. Brent Miller

## Pennsylvania State Law Enforcement Citizen Advisory Commission

# TRAINING OUR COMMISSIONERS (Cont.)



Commissioner(s) Marvin Boyer and Keir Bradford-Grey attending Use of Force Training with PSP's Use of Force Training Unit in Lebanon County

(Below) OSIG Executive and Administrative Support Staff, PSLECAC Commissioners, and Members of PSP attending training at PSP's Training Academy in Hershey, Dauphin County



## Pennsylvania State Law Enforcement Citizen Advisory Commission

## PURPOSE AND AUTHORITY



The PSLECAC has the authority under Executive Order 2020-04 to perform reviews of the Covered Agency's completed internal investigative findings related to allegations and incidents of use of force and biased-based policing in the following categories:

- All investigations of police-involved shootings resulting in injury or death of civilians conducted by covered agencies.
- A representative, random sampling of investigations of lower-level uses of force resulting in injury or death, including arrest and control techniques, baton strikes, conducted energy weapon deployments; and
- All investigations related to allegations of racial or ethnic discrimination and other biased-based policing or external complaints of bias or discrimination during interactions with covered agency's law enforcement officers.

The purpose of the review, within the defined scope, is to determine: (1) Whether the internal investigation was prompt, fair, impartial, complete, and performed in a manner consistent with applicable policies; (2) Whether the findings and discipline were reasonable under standard law enforcement protocol; and (3) To the extent the review identifies a perceived policy or training deficiency, make recommendations to correct the perceived deficiency for consideration by the Covered Agency.

**“The purpose of this Commission is to provide transparency to the public, through independent review of how these incidents were investigated and adjudicated with the goal of reducing and preventing these types of incidents in the future.”**

**PSLECAC Chairman, Sha S. Brown**

## Pennsylvania State Law Enforcement Citizen Advisory Commission

## Covered Agencies

PSLECAC's authority extends to all law enforcement agencies under the Governor's jurisdiction including, but not limited to:

### Pennsylvania State Police



### Dept. of General Services - Capitol Police



### Dept of Corrections – Law Enforcement Sub-units



### Dept. of Conservation and Natural Resources - Park Rangers

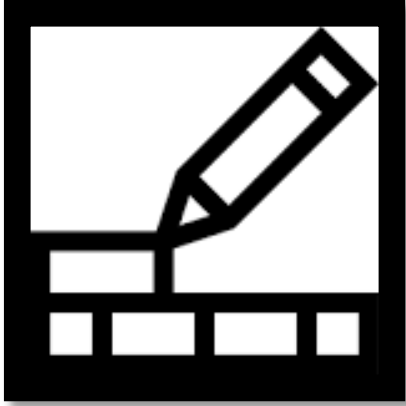


### Dept. of Agriculture - Bureau of Dog Law Enforcement



## Pennsylvania State Law Enforcement Citizen Advisory Commission

## Review Methodology



The Commission does not have authority to review Personal Identifiable Information (PII), Criminal History Record Information Act (CHRIA) Information, Criminal Justice Information Services (CJIS) Information, or any other information restricted by state or federal law. Commissioners conduct their reviews and make their determinations with all known information, notwithstanding the information not otherwise legally available. Commissioners use the following methodology when conducting their reviews:

- Review how the internal investigation was conducted to compare with department policy and relevant collective bargaining agreements to confirm the investigation was conducted in a prompt and fair method.
- Review Department policy designed to ensure fairness and impartiality and ensure internal investigations are conducted in compliance with that policy; and determine whether any conflict of interest exists based on all known information.
- Review the completed internal investigation to ensure all relevant facts that were reasonably obtainable were collected and all relevant interviews were conducted.
- Review the adjudication report to ensure all relevant facts were considered, including all known actions by the enforcement officer, and determine whether the adjudicator's decision was reasonable based on a totality of the circumstances.
- Compare discipline issued (if any) to past disciplinary precedent to confirm that the discipline was reasonable and consistent with the Covered Agency's just cause standard, rules and regulations, collective bargaining agreements, and/or grievance and arbitration decisions.
- Compare facts and circumstances described in the Covered Agency's completed internal investigation with relevant department policies, department training, and best practice guidelines to determine if any policy or training deficiencies are apparent. Where deficiencies are identified, make recommendations for corrective actions to the Covered Agency.

## Pennsylvania State Law Enforcement Citizen Advisory Commission

# REVIEW COMMITTEES



The PSLECAC established three committees to perform the review of closed internal investigations completed by the covered agencies. The review committees are the Critical Incident Review Committee, the Use of Force Review Committee, and the Bias-Based Policing Review Committee. Each review committee includes a minimum of one (1) voting and one (1) non-voting Commission member.

## Critical Incident Review Committee

The Critical Incident Review Committee reviews all investigations of police-involved shootings resulting in injury or death of civilians conducted by covered agencies. The Critical Incident Review Committee includes the following Commissioners:

- Kelley B. Hodge, Esquire, Chairperson
- Bishop Curtis L. Jones Sr.
- Spero T. Lappas, Esquire, PhD
- Andrea A. Lawful-Sanders
- Charima C. Young

## Use of Force Review Committee

The Use of Force Review Committee reviews a representative, random sampling of investigations of lower-level uses of force resulting in injury or death, including arrest and control techniques, baton strikes, and conducted energy weapon deployments. Lower-level uses of force do not include shootings, as these incidents are reviewed by the Critical Incident Review Committee. The Use of Force Review Committee includes the following Commissioners:

- David A. Sonenshein, Esquire, Chairperson
- Joshua S. Maines, Esquire
- Elizabeth C. Pittinger
- Krista Somers

## Pennsylvania State Law Enforcement Citizen Advisory Commission

# REVIEW COMMITTEES (Cont.)

## Bias-Based Policing Review Committee

The Bias-Based Policing Review Committee reviews all investigations related to allegations of racial or ethnic discrimination and other bias-based policing or external complaints of bias or discrimination during interactions with covered agencies' law enforcement officers. The term "bias-based policing" means the unreasonable use of race, ethnicity, national origin, gender, or religion by a law enforcement officer in deciding to initiate an enforcement action. The Bias-Based Policing Review Committee includes the following Commissioners:

- Marvin Boyer, Chairperson
- Denise Ashe
- Dr. A. Suresh Canagarajah PhD
- Marisa Williams
- Keir Bradford-Grey, Esquire
- Brenda Tate

Commissioner(s)  
Brenda Tate and  
Marisa Williams at  
work in Allegheny  
County



## Conducting the Review

Supported by OSIG, and specifically BLEO, commissioners review the completed internal investigations using a review process that includes elements consistent with generally accepted auditing principals and field work standards and incorporates root cause analysis intended to identify systemic deficiencies for the purpose of recommending meaningful reforms. The reviews are completed within the framework of the public committee meetings with input from the commissioners, the covered agency, and the public. The reviews are conducted within the following types of Review Committee meetings:

- Case Selection Meetings
- Review Objective Meetings
- Oral Presentation Meetings
- Deliberation Meetings

## Pennsylvania State Law Enforcement Citizen Advisory Commission

# PROPOSED REFORMS



## Independent Investigation of Use of Force Incidents by Law Enforcement

**(Recommendation adopted December 10, 2021) – Independent Investigation** - The Pennsylvania State Law Enforcement Citizen Advisory Commission recommends that the Pennsylvania State Police require all criminal investigations of use of force incidents resulting in death or serious bodily injury, member-involved shootings resulting in death or serious bodily injury, and in-custody deaths involving its members be referred for investigation to an external agency that meets minimum accreditation standards for handling such investigations as recognized and recommended by the United States Department of Justice as best practices and as similarly mandated in other jurisdictions.

### Other Notes:

1. The Pennsylvania State Law Enforcement Citizen Advisory Commission recommendation is not intended to change the role of the Pennsylvania State Police's Bureau of Integrity and Professional Standards Internal Affairs Division in conducting Administrative Investigations of use of force incidents involving members of PSP. This Recommendation is intended to ensure that the Criminal Investigation of these incidents is independently investigated outside of PSP's chain of command.
2. The Pennsylvania State Law Enforcement Citizen Advisory Commission notes legislative changes are necessary to mandate the use of an independent external agency to conduct the criminal investigation of use of force incidents involving law enforcement and mandate independent prosecutorial reviews of these incidents by an independent prosecutor (i.e. the Pennsylvania Office of the Attorney General), or, at a minimum, by a county District Attorney's Office outside of the jurisdiction of the incident's location.

## Pennsylvania State Law Enforcement Citizen Advisory Commission



“We are very much focused on application of best practices in order to increase and improve, for the citizens of this Commonwealth, the level of transparency, honesty, integrity, and fairness in the process of how these matters are handled.”

Critical Incident Committee Chair, Kelley Hodge

## Use of Force Policy Enhancements

**(Recommendation adopted December 10, 2021) – Reasonable Force** - The Pennsylvania State Law Enforcement Citizen Advisory Commission recommends that the Pennsylvania State Police strengthen its use of force policy to include, among other things, enhanced definitions to clarify use of an objective reasonableness standard, bolstering de-escalation and supplemental training following use of force incidents, mandatory reporting of certain use of force incidents, and specific guidelines detailing a use of force spectrum.

Other Notes:

1. The Pennsylvania State Law Enforcement Citizen Advisory Commission notes legislative changes to Title 18, Chapter 5, Section 508 (Use of force in law enforcement) are necessary to better ensure compliance with United States Supreme Court precedent. Specifically, amending language permitting the determination of reasonable force to be judged as “any force which he believes to be necessary” to the “objectively reasonable” standard mandated by *Graham v. Connor* being the use of force determined “from the perspective of a reasonable officer on the scene.”
2. The Pennsylvania State Law Enforcement Citizen Advisory Commission attaches a summary of five use of force policies utilized by Pennsylvania law enforcement agencies as reference material. *Included as an Addendum to the Final Report of the Commission for No. 21-0001-P titled “Use of Force Policy Research and Reference Materials”.*

## Pennsylvania State Law Enforcement Citizen Advisory Commission

## Use of Force Policy Enhancements (Cont.)

**(Recommendation adopted December 10, 2021) – De-escalation** - The Pennsylvania State Law Enforcement Citizen Advisory Commission recommends that the Pennsylvania State Police consider enhancements to PSP’s de-escalation policies (FR 9-1 (Use of Force) and FR 9-1.09 (De-Escalation)) consistent with PSP's updated de-escalation training in collaboration with PSP’s use of force training experts.

“Our committee thinks that it would be very important to give clear guidance, not only to the Officers, the Troopers, and the Members who are on the street operating in often dangerous situations, but also give the reviewers and adjudicators the ability to...have clarity on the very, very important subject of what is the appropriate standard for use of force.”

Use of Force Committee Chair, David Sonenshein

## Policy Enhancements to Mitigate the Risk of Bias-Based Policing

**(Recommendation adopted December 10, 2021) – Investigating Complaints of Bias-Based Policing** - The Pennsylvania State Law Enforcement Citizen Advisory Commission recommends that the Pennsylvania State Police specifically mandate that all bias-based policing complaints are fully and properly investigated and judiciously acted upon if, and when, a complainant reinstates his or her complaint following disposition of underlying court proceedings. To avoid a prosecutorial conflict of interest during the pendency of underlying court cases, the Commission recommends that the Pennsylvania State Police revise its notification letter to more adequately inform complainants of the agency’s need to suspend the investigation until final disposition of any underlying law enforcement action(s) involving the citizen. In addition, and upon conclusion of the underlying court proceedings, the Commission recommends that the Pennsylvania State Police revise its notification letter to inform citizens of their right more adequately to re-file their complaint (with directions on how to do so) so that such matters can be resolved administratively and appropriately adjudicated.

## Pennsylvania State Law Enforcement Citizen Advisory Commission

## Policy Enhancements to Mitigate the Risk of Bias-Based Policing (Cont.)

**(Recommendation adopted December 10, 2021) – Mitigating the Risk of Bias-Based Policing -**

The Pennsylvania State Law Enforcement Citizen Advisory Commission recommends that the Pennsylvania State Police amend and/or modify certain on- and off-duty code of conduct policies and/or mandate certain action to mitigate the risk of bias-based policing.

“I found the review to be instructive on a number of levels, specifically, [the need to] effectively safeguard [against] bias-based policing, ensure proper investigation of bias-based policing complaints, and strengthen community relationships.”

**Bias-Based Policing Committee Chair, Marvin Boyer**

### Other Proposed Reforms

**(Recommendation adopted December 10, 2021) – Body Worn Cameras -** The Pennsylvania State Law Enforcement Citizen Advisory Commission recommends that the Pennsylvania State Police continue efforts to procure fully integrated patrol vehicle Mobile Video Recorder (MVR) systems that include cloud storage and options for Interview Room Recorder (IRR) and Body Worn Camera (BWC) systems.

**(Recommendation adopted December 10, 2021) – Transporting Juvenile Status Offenders -** The Pennsylvania State Law Enforcement Citizen Advisory Commission recommends that the Pennsylvania State Police consider enhancements to PSP’s Juveniles policy (FR 7-7 (Juveniles)) that specifies procedures for transporting status offenders and/or PSP’s Prisoner Transportation and Security policy to include discretion to handcuff a person in custody who is transported for a civil enforcement purpose.

**(Recommendation adopted December 10, 2021) – Permanently Installed Security Shields -** The Pennsylvania State Law Enforcement Citizen Advisory Commission recommends that the Pennsylvania State Police consider (when and where feasible) the purchase of adequate quantities of permanently installed security shields or “cage cars” that allow transportation without the need to handcuff, as circumstances permit.

## Pennsylvania State Law Enforcement Citizen Advisory Commission



“If we don’t encourage a systemic change, then we are doing a dis-service, not only to the public and the public’s relationship with their police, but to the law enforcement agencies themselves.”

PSLECAC Vice-Chair, Elizabeth Pittinger

## Pennsylvania State Law Enforcement Citizen Advisory Commission

Commission’s Webpage:  
[www.osig.pa.gov/pslecac](http://www.osig.pa.gov/pslecac)

Tel: 717-772-4935  
 555 Walnut Street Harrisburg, Pa 17101

# COMMUNITY ENGAGEMENT



Chairman Brown and Commissioner Erick Coolidge attended the Pennsylvania Community Safety Alliance Conference at the Mansfield University Public Safety Training Institute in Tioga County

(Below) Chairman Brown and Commissioner Marvin Boyer at the Lehigh Valley Justice Institute Inaugural Year Event at Lafayette College in Northampton County



Commissioner Marilyn Brown and Civil Rights Attorney Ben Crump at a community march for justice and mental health education in Monroe County.

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# COMMUNITY ENGAGEMENT (Cont.)



Chairman Brown, Commissioner Jeffrey Wilson, NAACP President(s) Alan Cashaw (Johnstown), and Andrae Holsey (Blair County) at Juneteenth Celebration in Cambria County.

“The purpose of being here [Members of the PSLECAC] is to really work through some of the challenges and the perceptions of law enforcement when interacting with the community.”  
Commissioner, Keir Bradford-Grey

Commissioner Denise Ashe and her two sons with Governor Wolf visiting Norristown in Montgomery County.



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# NATIONAL AFFILIATIONS



The PSLECAC is an organizational member of the National Association of Civilian Oversight of Law Enforcement (NACOLE). Established in 1995, NACOLE is a non-profit organization that brings together individuals and agencies working to establish or improve oversight of police officers in the United States. NACOLE is dedicated to promoting greater police accountability through the establishment or improvement of civilian oversight agencies by:

- Organizing an annual training conference to increase the knowledge and skill of staff members and volunteers who work in oversight.
- Act as a resource to jurisdictions considering the creation or revitalization of oversight bodies.
- Identifying best practices as they emerge from the experience of members.
- Encouraging networking, communication, and information-sharing to counter the isolation inherent in the profession.
- Furnishing information to governing officials and community representatives that will support their advocacy of oversight in their states, counties, cities, and towns.



## Pennsylvania State Law Enforcement Citizen Advisory Commission

# IN THE NEWS

Governor Wolf Continues Push for Law Enforcement Reform and Accountability

January 20, 2021



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NEWS

**PA civilian law enforcement moves forward with review process**

by CBS 21 News | Thursday, May 20th 2021

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**PA Citizens Groups Will Review State Police Use-Of-Force And Racial Bias Incidents**

By Sam Dunklau | May 21, 2021

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LOCAL NEWS

**Police reform takes center stage in Pennsylvania**

**Citizen commission hands down seven ideas to change PA state police practices**

By Sam Dunklau | December 13, 2021

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**pennsylvania**  
STATE LAW ENFORCEMENT  
CITIZEN ADVISORY COMMISSION



## LOOKING AHEAD TO 2022



The PSLECAC will continue to support local, state, and national efforts to include citizen led oversight as a permanent part of public safety while providing deliberative, thoughtfully considered, and thoroughly researched recommendations for law enforcement reforms.



The PSLECAC will seek collaboration and resource sharing with local municipalities regarding law enforcement oversight and reform while engaging with Community Organizations on issues focusing on police use of force and bias-based policing.

## CONTACT US



Meeting Agendas, public comment forms, speaker request forms, and more information about the Commission can be found on the Office of State Inspector General's webpage:

<http://www.osig.pa.gov/PSLECAC>

Individuals with questions regarding this Commission should contact the Bureau of Law Enforcement Oversight within the Office of State Inspector General:

**(717) 787-6835**

**Pennsylvania State Law Enforcement Citizen Advisory Commission**