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HOUSE BILL NO. 438**AMENDMENT IN THE NATURE OF A SUBSTITUTE**(Proposed by the Governor
on April 11, 2020)

(Patrons Prior to Substitute--Delegates Heretick and Murphy [HB 1596])

A BILL to amend and reenact § 9.1-102 of the Code of Virginia and to amend the Code of Virginia by adding in Chapter 1 of Title 65.2 a section numbered 65.2-107, relating to workers' compensation; compensability of post-traumatic stress disorder incurred by a law-enforcement officer or firefighter.

Be it enacted by the General Assembly of Virginia:

1. That § 9.1-102 of the Code of Virginia is amended and reenacted and the Code of Virginia is amended by adding in Chapter 1 of Title 65.2 a section numbered 65.2-107 as follows:

§ 9.1-102. Powers and duties of the Board and the Department.

The Department, under the direction of the Board, which shall be the policy-making body for carrying out the duties and powers hereunder, shall have the power and duty to:

1. Adopt regulations, pursuant to the Administrative Process Act (§ 2.2-4000 et seq.), for the administration of this chapter including the authority to require the submission of reports and information by law-enforcement officers within the Commonwealth. Any proposed regulations concerning the privacy, confidentiality, and security of criminal justice information shall be submitted for review and comment to any board, commission, or committee or other body which may be established by the General Assembly to regulate the privacy, confidentiality, and security of information collected and maintained by the Commonwealth or any political subdivision thereof;

2. Establish compulsory minimum training standards subsequent to employment as a law-enforcement officer in (i) permanent positions, and (ii) temporary or probationary status, and establish the time required for completion of such training;

3. Establish minimum training standards and qualifications for certification and recertification for law-enforcement officers serving as field training officers;

4. Establish compulsory minimum curriculum requirements for in-service and advanced courses and programs for schools, whether located in or outside the Commonwealth, which are operated for the specific purpose of training law-enforcement officers;

5. Establish (i) compulsory minimum training standards for law-enforcement officers who utilize radar or an electrical or microcomputer device to measure the speed of motor vehicles as provided in § 46.2-882 and establish the time required for completion of the training and (ii) compulsory minimum qualifications for certification and recertification of instructors who provide such training;

6. [Repealed];

7. Establish compulsory minimum entry-level, in-service and advanced training standards for those persons designated to provide courthouse and courtroom security pursuant to the provisions of § 53.1-120, and to establish the time required for completion of such training;

8. Establish compulsory minimum entry-level, in-service and advanced training standards for deputy sheriffs designated to serve process pursuant to the provisions of § 8.01-293, and establish the time required for the completion of such training;

9. Establish compulsory minimum entry-level, in-service, and advanced training standards, as well as the time required for completion of such training, for persons employed as deputy sheriffs and jail officers by local criminal justice agencies and correctional officers employed by the Department of Corrections under the provisions of Title 53.1;

10. Establish compulsory minimum training standards for all dispatchers employed by or in any local or state government agency, whose duties include the dispatching of law-enforcement personnel. Such training standards shall apply only to dispatchers hired on or after July 1, 1988;

11. Establish compulsory minimum training standards for all auxiliary police officers employed by or in any local or state government agency. Such training shall be graduated and based on the type of duties to be performed by the auxiliary police officers. Such training standards shall not apply to auxiliary police officers exempt pursuant to § 15.2-1731;

12. Consult and cooperate with counties, municipalities, agencies of the Commonwealth, other state and federal governmental agencies, and institutions of higher education within or outside the Commonwealth, concerning the development of police training schools and programs or courses of instruction;

13. Approve institutions, curricula and facilities, whether located in or outside the Commonwealth, for school operation for the specific purpose of training law-enforcement officers; but this shall not prevent the holding of any such school whether approved or not;

14. Establish and maintain police training programs through such agencies and institutions as the

60 Board deems appropriate;

61 15. Establish compulsory minimum qualifications of certification and recertification for instructors in
62 criminal justice training schools approved by the Department;

63 16. Conduct and stimulate research by public and private agencies which shall be designed to
64 improve police administration and law enforcement;

65 17. Make recommendations concerning any matter within its purview pursuant to this chapter;

66 18. Coordinate its activities with those of any interstate system for the exchange of criminal history
67 record information, nominate one or more of its members to serve upon the council or committee of any
68 such system, and participate when and as deemed appropriate in any such system's activities and
69 programs;

70 19. Conduct inquiries and investigations it deems appropriate to carry out its functions under this
71 chapter and, in conducting such inquiries and investigations, may require any criminal justice agency to
72 submit information, reports, and statistical data with respect to its policy and operation of information
73 systems or with respect to its collection, storage, dissemination, and usage of criminal history record
74 information and correctional status information, and such criminal justice agencies shall submit such
75 information, reports, and data as are reasonably required;

76 20. Conduct audits as required by § 9.1-131;

77 21. Conduct a continuing study and review of questions of individual privacy and confidentiality of
78 criminal history record information and correctional status information;

79 22. Advise criminal justice agencies and initiate educational programs for such agencies with respect
80 to matters of privacy, confidentiality, and security as they pertain to criminal history record information
81 and correctional status information;

82 23. Maintain a liaison with any board, commission, committee, or other body which may be
83 established by law, executive order, or resolution to regulate the privacy and security of information
84 collected by the Commonwealth or any political subdivision thereof;

85 24. Adopt regulations establishing guidelines and standards for the collection, storage, and
86 dissemination of criminal history record information and correctional status information, and the privacy,
87 confidentiality, and security thereof necessary to implement state and federal statutes, regulations, and
88 court orders;

89 25. Operate a statewide criminal justice research center, which shall maintain an integrated criminal
90 justice information system, produce reports, provide technical assistance to state and local criminal
91 justice data system users, and provide analysis and interpretation of criminal justice statistical
92 information;

93 26. Develop a comprehensive, statewide, long-range plan for strengthening and improving law
94 enforcement and the administration of criminal justice throughout the Commonwealth, and periodically
95 update that plan;

96 27. Cooperate with, and advise and assist, all agencies, departments, boards and institutions of the
97 Commonwealth, and units of general local government, or combinations thereof, including planning
98 district commissions, in planning, developing, and administering programs, projects, comprehensive
99 plans, and other activities for improving law enforcement and the administration of criminal justice
100 throughout the Commonwealth, including allocating and subgranting funds for these purposes;

101 28. Define, develop, organize, encourage, conduct, coordinate, and administer programs, projects and
102 activities for the Commonwealth and units of general local government, or combinations thereof, in the
103 Commonwealth, designed to strengthen and improve law enforcement and the administration of criminal
104 justice at every level throughout the Commonwealth;

105 29. Review and evaluate programs, projects, and activities, and recommend, where necessary,
106 revisions or alterations to such programs, projects, and activities for the purpose of improving law
107 enforcement and the administration of criminal justice;

108 30. Coordinate the activities and projects of the state departments, agencies, and boards of the
109 Commonwealth and of the units of general local government, or combination thereof, including planning
110 district commissions, relating to the preparation, adoption, administration, and implementation of
111 comprehensive plans to strengthen and improve law enforcement and the administration of criminal
112 justice;

113 31. Do all things necessary on behalf of the Commonwealth and its units of general local
114 government, to determine and secure benefits available under the Omnibus Crime Control and Safe
115 Streets Act of 1968 (P.L. 90-351, 82 Stat. 197), as amended, and under any other federal acts and
116 programs for strengthening and improving law enforcement, the administration of criminal justice, and
117 delinquency prevention and control;

118 32. Receive, administer, and expend all funds and other assistance available to the Board and the
119 Department for carrying out the purposes of this chapter and the Omnibus Crime Control and Safe
120 Streets Act of 1968, as amended;

121 33. Apply for and accept grants from the United States government or any other source in carrying

out the purposes of this chapter and accept any and all donations both real and personal, and grants of money from any governmental unit or public agency, or from any institution, person, firm or corporation, and may receive, utilize and dispose of the same. Any arrangements pursuant to this section shall be detailed in the annual report of the Board. Such report shall include the identity of the donor, the nature of the transaction, and the conditions, if any. Any moneys received pursuant to this section shall be deposited in the state treasury to the account of the Department. To these ends, the Board shall have the power to comply with conditions and execute such agreements as may be necessary;

34. Make and enter into all contracts and agreements necessary or incidental to the performance of its duties and execution of its powers under this chapter, including but not limited to, contracts with the United States, units of general local government or combinations thereof, in Virginia or other states, and with agencies and departments of the Commonwealth;

35. Adopt and administer reasonable regulations for the planning and implementation of programs and activities and for the allocation, expenditure and subgranting of funds available to the Commonwealth and to units of general local government, and for carrying out the purposes of this chapter and the powers and duties set forth herein;

36. Certify and decertify law-enforcement officers in accordance with §§ 15.2-1706 and 15.2-1707;

37. Establish training standards and publish and periodically update model policies for law-enforcement personnel in the following subjects:

a. The handling of family abuse, domestic violence, sexual assault, and stalking cases, including standards for determining the predominant physical aggressor in accordance with § 19.2-81.3. The Department shall provide technical support and assistance to law-enforcement agencies in carrying out the requirements set forth in subsection A of § 9.1-1301;

b. Communication with and facilitation of the safe return of individuals diagnosed with Alzheimer's disease;

c. Sensitivity to and awareness of cultural diversity and the potential for biased policing;

d. Protocols for local and regional sexual assault response teams;

e. Communication of death notifications;

f. The questioning of individuals suspected of driving while intoxicated concerning the physical location of such individual's last consumption of an alcoholic beverage and the communication of such information to the Virginia Alcoholic Beverage Control Authority;

g. Vehicle patrol duties that embody current best practices for pursuits and for responding to emergency calls;

h. Criminal investigations that embody current best practices for conducting photographic and live lineups;

i. Sensitivity to and awareness of human trafficking offenses and the identification of victims of human trafficking offenses for personnel involved in criminal investigations or assigned to vehicle or street patrol duties; and

j. Missing children, missing adults, and search and rescue protocol;

38. Establish compulsory training standards for basic training and the recertification of law-enforcement officers to ensure sensitivity to and awareness of cultural diversity and the potential for biased policing;

39. Review and evaluate community-policing programs in the Commonwealth, and recommend where necessary statewide operating procedures, guidelines, and standards which strengthen and improve such programs, including sensitivity to and awareness of cultural diversity and the potential for biased policing;

40. Establish a Virginia Law-Enforcement Accreditation Center. The Center may, in cooperation with Virginia law-enforcement agencies, provide technical assistance and administrative support, including staffing, for the establishment of voluntary state law-enforcement accreditation standards. The Center may provide accreditation assistance and training, resource material, and research into methods and procedures that will assist the Virginia law-enforcement community efforts to obtain Virginia accreditation status;

41. Promote community policing philosophy and practice throughout the Commonwealth by providing community policing training and technical assistance statewide to all law-enforcement agencies, community groups, public and private organizations and citizens; developing and distributing innovative policing curricula and training tools on general community policing philosophy and practice and contemporary critical issues facing Virginia communities; serving as a consultant to Virginia organizations with specific community policing needs; facilitating continued development and implementation of community policing programs statewide through discussion forums for community policing leaders, development of law-enforcement instructors; promoting a statewide community policing initiative; and serving as a statewide information source on the subject of community policing including, but not limited to periodic newsletters, a website and an accessible lending library;

183 42. Establish, in consultation with the Department of Education and the Virginia State Crime
184 Commission, compulsory minimum standards for employment and job-entry and in-service training
185 curricula and certification requirements for school security officers, including school security officers
186 described in clause (b) of § 22.1-280.2:1, which training and certification shall be administered by the
187 Virginia Center for School and Campus Safety (VCSCS) pursuant to § 9.1-184. Such training standards
188 shall include, but shall not be limited to, the role and responsibility of school security officers, relevant
189 state and federal laws, school and personal liability issues, security awareness in the school environment,
190 mediation and conflict resolution, disaster and emergency response, and student behavioral dynamics.
191 The Department shall establish an advisory committee consisting of local school board representatives,
192 principals, superintendents, and school security personnel to assist in the development of the standards
193 and certification requirements in this subdivision. The Department shall require any school security
194 officer who carries a firearm in the performance of his duties to provide proof that he has completed a
195 training course provided by a federal, state, or local law-enforcement agency that includes training in
196 active shooter emergency response, emergency evacuation procedure, and threat assessment;

197 43. License and regulate property bail bondsmen and surety bail bondsmen in accordance with
198 Article 11 (§ 9.1-185 et seq.);

199 44. License and regulate bail enforcement agents in accordance with Article 12 (§ 9.1-186 et seq.);

200 45. In conjunction with the Virginia State Police and the State Compensation Board, advise criminal
201 justice agencies regarding the investigation, registration, and dissemination of information requirements
202 as they pertain to the Sex Offender and Crimes Against Minors Registry Act (§ 9.1-900 et seq.);

203 46. Establish minimum standards for (i) employment, (ii) job-entry and in-service training curricula,
204 and (iii) certification requirements for campus security officers. Such training standards shall include, but
205 not be limited to, the role and responsibility of campus security officers, relevant state and federal laws,
206 school and personal liability issues, security awareness in the campus environment, and disaster and
207 emergency response. The Department shall provide technical support and assistance to campus police
208 departments and campus security departments on the establishment and implementation of policies and
209 procedures, including but not limited to: the management of such departments, investigatory procedures,
210 judicial referrals, the establishment and management of databases for campus safety and security
211 information sharing, and development of uniform record keeping for disciplinary records and statistics,
212 such as campus crime logs, judicial referrals and Clery Act statistics. The Department shall establish an
213 advisory committee consisting of college administrators, college police chiefs, college security
214 department chiefs, and local law-enforcement officials to assist in the development of the standards and
215 certification requirements and training pursuant to this subdivision;

216 47. Assess and report, in accordance with § 9.1-190, the crisis intervention team programs established
217 pursuant to § 9.1-187;

218 48. In conjunction with the Office of the Attorney General, advise law-enforcement agencies and
219 attorneys for the Commonwealth regarding the identification, investigation, and prosecution of human
220 trafficking offenses using the common law and existing criminal statutes in the Code of Virginia;

221 49. Register tow truck drivers in accordance with § 46.2-116 and carry out the provisions of
222 § 46.2-117;

223 50. Administer the activities of the Virginia Sexual and Domestic Violence Program Professional
224 Standards Committee by providing technical assistance and administrative support, including staffing, for
225 the Committee;

226 51. In accordance with § 9.1-102.1, design and approve the issuance of photo-identification cards to
227 private security services registrants registered pursuant to Article 4 (§ 9.1-138 et seq.);

228 52. In consultation with the State Council of Higher Education for Virginia and the Virginia
229 Association of Campus Law Enforcement Administrators, develop multidisciplinary curricula on
230 trauma-informed sexual assault investigation;

231 53. In consultation with the Department of Behavioral Health and Developmental Services, develop a
232 model addiction recovery program that may be administered by sheriffs, deputy sheriffs, jail officers,
233 administrators, or superintendents in any local or regional jail. Such program shall be based on any
234 existing addiction recovery programs that are being administered by any local or regional jails in the
235 Commonwealth. Participation in the model addiction recovery program shall be voluntary, and such
236 program may address aspects of the recovery process, including medical and clinical recovery,
237 peer-to-peer support, availability of mental health resources, family dynamics, and aftercare aspects of
238 the recovery process;

239 54. Establish compulsory minimum training standards for certification and recertification of
240 law-enforcement officers serving as school resource officers. Such training shall be specific to the role
241 and responsibility of a law-enforcement officer working with students in a school environment; and

242 55. *Establish compulsory training standards for basic training of law-enforcement officers for*
243 *recognizing and managing stress, self-care techniques, and resiliency.*

244 56. Perform such other acts as may be necessary or convenient for the effective performance of its

duties.

§ 65.2-107. Post-traumatic stress disorder incurred by law-enforcement officers and firefighters.

A. As used in this section:

"Firefighter" means any (i) salaried firefighter, including special forest wardens designated pursuant to § 10.1-1135, emergency medical services personnel, and local and state fire scene investigators and (ii) volunteer firefighter and volunteer emergency medical services personnel.

"In the line of duty" means any action that a law-enforcement officer or firefighter was obligated or authorized to perform by rule, regulation, written condition of employment service, or law.

"Law-enforcement officer" means any (i) member of the State Police Officers' Retirement System; (ii) member of a county, city, or town police department; (iii) sheriff or deputy sheriff; (iv) Department of Emergency Management hazardous materials officer; (v) city sergeant or deputy city sergeant of the City of Richmond; (vi) Virginia Marine Police officer; (vii) conservation police officer who is a full-time sworn member of the enforcement division of the Department of Game and Inland Fisheries; (viii) Capitol Police officer; (ix) special agent of the Virginia Alcoholic Beverage Control Authority appointed under the provisions of Chapter 1 (§ 4.1-100 et seq.) of Title 4.1; (x) for such period that the Metropolitan Washington Airports Authority voluntarily subjects itself to the provisions of this chapter as provided in § 65.2-305, officer of the police force established and maintained by the Metropolitan Washington Airports Authority; (xi) officer of the police force established and maintained by the Norfolk Airport Authority; (xii) sworn officer of the police force established and maintained by the Virginia Port Authority; or (xiii) campus police officer appointed under Article 3 (§ 23.1-809 et seq.) of Chapter 8 of Title 23.1 and employed by any public institution of higher education,

"Mental health professional" means a board-certified psychiatrist or a psychologist licensed pursuant to Title 54.1 who has experience diagnosing and treating post-traumatic stress disorder.

"Post-traumatic stress disorder" means a disorder that meets the diagnostic criteria for post-traumatic stress disorder as specified in the most recent edition of the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders.

"Qualifying event" means an incident or exposure occurring in the line of duty on or after July 1, 2020:

1. Resulting in serious bodily injury or death to any person or persons;
2. Involving a minor who has been injured, killed, abused, or exploited;
3. Involving an immediate threat to life of the claimant or another individual;
4. Involving mass casualties; or
5. Responding to crime scenes for investigation.

B. Post-traumatic stress disorder incurred by a law-enforcement officer or firefighter is compensable under this title if:

1. A mental health professional examines a law-enforcement officer or firefighter and diagnoses the law-enforcement officer or firefighter as suffering from post-traumatic stress disorder as a result of the individual's undergoing a qualifying event;

2. The post-traumatic stress disorder resulted from the law-enforcement officer or firefighter acting in the line of duty and, in the case of a firefighter, such firefighter complied with federal Occupational Safety and Health Act standards adopted pursuant to 29 C.F.R. 1910.134 and 29 C.F.R. 1910.156;

3. The law-enforcement officer's or firefighter's undergoing a qualifying event was a substantial factor in causing his post-traumatic stress disorder;

4. Such qualifying event, and not another event or source of stress, was the primary cause of the post-traumatic stress disorder; and

5. The post-traumatic stress disorder did not result from any disciplinary action, work evaluation, job transfer, layoff, demotion, promotion, termination, retirement, or similar action of the officer or firefighter.

Any such mental health professional shall comply with any workers' compensation guidelines for approved medical providers, including guidelines on release of past or contemporaneous medical records.

C. Notwithstanding any provision of this title, workers' compensation benefits for any law-enforcement officer or firefighter payable pursuant to this section shall (i) include any combination of medical treatment prescribed by a board-certified psychiatrist or a licensed psychologist, temporary total incapacity benefits under § 65.2-500 and temporary partial incapacity benefits under § 65.2-502 and (ii) be provided for a maximum of 52 weeks from the date of diagnosis. No medical treatment, temporary total incapacity benefits under § 65.2-500 or temporary partial incapacity benefits under § 65.2-502 shall be awarded beyond four years from the date of the qualifying event that formed the basis for the claim for benefits under this section. The weekly benefits received by a law-enforcement officer or a firefighter pursuant to § 65.2-500 or 65.2-502, when combined with other benefits, including contributory and noncontributory retirement benefits, Social Security benefits, benefits under a long-term

306 *or short-term disability plan, but not including payments for medical care, shall not exceed the average*
307 *weekly wage paid to such law-enforcement officer or firefighter.*

308 *D. No later than January 1, 2021, each employer of law-enforcement officers or firefighters shall (i)*
309 *make peer support available to such law-enforcement officers and firefighters and (ii) refer a*
310 *law-enforcement officer or firefighter seeking mental health care services to a mental health*
311 *professional.*

312 *E. Each fire basic training program conducted or administered by the Department of Fire Programs*
313 *or a municipal fire department in the Commonwealth shall provide, in consultation with the Department*
314 *of Behavioral Health and Developmental Services, resilience and self-care technique training for any*
315 *individual who begins basic training as a firefighter on or after July 1, 2021.*