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**SENATE BILL NO. 88****AMENDMENT IN THE NATURE OF A SUBSTITUTE**(Proposed by the Senate Committee for Courts of Justice  
on January 31, 2024)

(Patron Prior to Substitute—Senator Locke)

*A BILL to amend and reenact §§ 9.1-102, 15.2-1707, 15.2-1708, and 19.2-83.7 of the Code of Virginia, relating to decertification of law-enforcement officers and jail officers.***Be it enacted by the General Assembly of Virginia:****1. That §§ 9.1-102, 15.2-1707, and 15.2-1708 of the Code of Virginia are amended and reenacted 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. Such compulsory minimum training standards shall include crisis intervention training in accordance with clause (i) of § 9.1-188;

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. For correctional officers employed by the Department of Corrections, such standards shall include training on the general care of pregnant women, the impact of restraints on pregnant inmates and fetuses, the impact of being placed in restrictive housing or solitary confinement on pregnant inmates, and the impact of body cavity searches on pregnant inmates;

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,

60 for school operation for the specific purpose of training law-enforcement officers; but this shall not  
61 prevent the holding of any such school whether approved or not;

62 14. Establish and maintain police training programs through such agencies and institutions as the  
63 Board deems appropriate;

64 15. Establish compulsory minimum qualifications of certification and recertification for instructors in  
65 criminal justice training academies approved by the Department;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

121 32. Receive, administer, and expend all funds and other assistance available to the Board and the

Department for carrying out the purposes of this chapter and the Omnibus Crime Control and Safe Streets Act of 1968, as amended;

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 and provide for a decertification review process in accordance with § 15.2-1708;

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. The identification of, communication with, and facilitation of the safe return of individuals diagnosed with Alzheimer's disease and dementia, which shall include (i) techniques for respectful and effective communication with individuals with Alzheimer's disease and dementia and their caregivers; (ii) techniques for addressing the behavioral symptoms of Alzheimer's disease and dementia, including alternatives to physical restraint; (iii) protocols for identifying and reporting incidents of abuse, neglect, and exploitation of individuals with Alzheimer's disease and dementia to adult protective services; (iv) protocols for contacting caregivers when an individual with Alzheimer's disease or dementia is found wandering or during an emergency or crisis situation; (v) a reference list of local resources available for individuals with Alzheimer's disease and dementia; and (vi) a reference list of local and national organizations that assist law-enforcement personnel with locating missing and wandering individuals with Alzheimer's disease and dementia and returning them to their caregivers;

c. Sensitivity to and awareness of systemic and individual racism, cultural diversity, and the potential for racially biased policing and bias-based profiling as defined in § 52-30.1, which shall include recognizing implicit biases in interacting with persons who have a mental illness, substance use disorder, or developmental or cognitive disability;

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;

j. The recognition, prevention, and reporting of human trafficking;

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

l. The handling and use of tear gas or other gases and kinetic impact munitions, as defined in § 19.2-83.3, that embody current best practices for using such items as a crowd control measure or during an arrest or detention of another person;

38. Establish compulsory training standards for basic training and the recertification of law-enforcement officers to ensure (i) sensitivity to and awareness of systemic and individual racism, cultural diversity, and the potential for racially biased policing and bias-based profiling as defined in

183 § 52-30.1, which shall include recognizing implicit biases in interacting with persons who have a mental  
184 illness, substance use disorder, or developmental or cognitive disability; (ii) training in de-escalation  
185 techniques; and (iii) training in the lawful use of force, including the use of deadly force, as defined in  
186 § 19.2-83.3, only when necessary to protect the law-enforcement officer or another person;

187 39. Review and evaluate community-policing programs in the Commonwealth, and recommend where  
188 necessary statewide operating procedures, guidelines, and standards that strengthen and improve such  
189 programs, including sensitivity to and awareness of systemic and individual racism, cultural diversity,  
190 and the potential for racially biased policing and bias-based profiling as defined in § 52-30.1, which  
191 shall include recognizing implicit biases in interacting with persons who have a mental illness, substance  
192 use disorder, or developmental or cognitive disability;

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

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

209 42. Establish, in consultation with the Department of Education and the Virginia State Crime  
210 Commission, compulsory minimum standards for employment and job-entry and in-service training  
211 curricula and certification requirements for school security officers, including school security officers  
212 described in clause (b) of § 22.1-280.2:1, which training and certification shall be administered by the  
213 Virginia Center for School and Campus Safety (VCSCS) pursuant to § 9.1-184. Such training standards  
214 shall be specific to the role and responsibility of school security officers and shall include (i) relevant  
215 state and federal laws; (ii) school and personal liability issues; (iii) security awareness in the school  
216 environment; (iv) mediation and conflict resolution, including de-escalation techniques such as a physical  
217 alternative to restraint; (v) disaster and emergency response; (vi) awareness of systemic and individual  
218 racism, cultural diversity, and implicit bias; (vii) working with students with disabilities, mental health  
219 needs, substance use disorders, and past traumatic experiences; and (viii) student behavioral dynamics,  
220 including child and adolescent development and brain research. The Department shall establish an  
221 advisory committee consisting of local school board representatives, principals, superintendents, and  
222 school security personnel to assist in the development of the standards and certification requirements in  
223 this subdivision. The Department shall require any school security officer who carries a firearm in the  
224 performance of his duties to provide proof that he has completed a training course provided by a  
225 federal, state, or local law-enforcement agency that includes training in active shooter emergency  
226 response, emergency evacuation procedure, and threat assessment;

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

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

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

233 46. Establish minimum standards for (i) employment, (ii) job-entry and in-service training curricula,  
234 and (iii) certification requirements for campus security officers. Such training standards shall include, but  
235 not be limited to, the role and responsibility of campus security officers, relevant state and federal laws,  
236 school and personal liability issues, security awareness in the campus environment, and disaster and  
237 emergency response. The Department shall provide technical support and assistance to campus police  
238 departments and campus security departments on the establishment and implementation of policies and  
239 procedures, including but not limited to: the management of such departments, investigatory procedures,  
240 judicial referrals, the establishment and management of databases for campus safety and security  
241 information sharing, and development of uniform record keeping for disciplinary records and statistics,  
242 such as campus crime logs, judicial referrals and Clery Act statistics. The Department shall establish an  
243 advisory committee consisting of college administrators, college police chiefs, college security  
244 department chiefs, and local law-enforcement officials to assist in the development of the standards and

certification requirements and training pursuant to this subdivision;

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

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

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

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

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

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

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

54. Establish compulsory minimum training standards for certification and recertification of law-enforcement officers serving as school resource officers. Such training shall be specific to the role and responsibility of a law-enforcement officer working with students in a school environment and shall include (i) relevant state and federal laws; (ii) school and personal liability issues; (iii) security awareness in the school environment; (iv) mediation and conflict resolution, including de-escalation techniques; (v) disaster and emergency response; (vi) awareness of systemic and individual racism, cultural diversity, and implicit bias; (vii) working with students with disabilities, mental health needs, substance use disorders, or past traumatic experiences; and (viii) student behavioral dynamics, including current child and adolescent development and brain research;

55. Establish a model policy for the operation of body-worn camera systems as defined in § 15.2-1723.1 that also addresses the storage and maintenance of body-worn camera system records;

56. Establish compulsory minimum training standards for detector canine handlers employed by the Department of Corrections, standards for the training and retention of detector canines used by the Department of Corrections, and a central database on the performance and effectiveness of such detector canines that requires the Department of Corrections to submit comprehensive information on each canine handler and detector canine, including the number and types of calls and searches, substances searched for and whether or not detected, and the number of false positives, false negatives, true positives, and true negatives;

57. Establish compulsory training standards for basic training of law-enforcement officers for recognizing and managing stress, self-care techniques, and resiliency;

58. Establish guidelines and standards for psychological examinations conducted pursuant to subsection C of § 15.2-1705;

59. Establish compulsory in-service training standards, to include frequency of retraining, for law-enforcement officers in the following subjects: (i) relevant state and federal laws; (ii) awareness of cultural diversity and the potential for bias-based profiling as defined in § 52-30.1; (iii) de-escalation techniques; (iv) working with individuals with disabilities, mental health needs, or substance use disorders; and (v) the lawful use of force, including the use of deadly force, as defined in § 19.2-83.3, only when necessary to protect the law-enforcement officer or another person;

60. Develop a uniform curriculum and lesson plans for the compulsory minimum entry-level, in-service, and advanced training standards to be employed by criminal justice training academies approved by the Department when conducting training;

61. Adopt statewide professional standards of conduct applicable to all certified law-enforcement officers and certified jail officers and appropriate due process procedures for decertification based on serious misconduct in violation of those standards *and provide for a decertification review process in accordance with § 15.2-1708*;

62. Establish and administer a waiver process, in accordance with §§ 2.2-5515 and 15.2-1721.1, for law-enforcement agencies to use certain military property. Any waivers granted by the Criminal Justice

306 Services Board shall be published by the Department on the Department's website;

307 63. Establish compulsory training standards for basic training and the recertification of  
308 law-enforcement officers to include crisis intervention training in accordance with clause (ii) of  
309 § 9.1-188;

310 64. Advise and assist the Department of Behavioral Health and Developmental Services, and support  
311 local law-enforcement cooperation, with the development and implementation of the Marcus alert  
312 system, as defined in § 37.2-311.1, including the establishment of local protocols for law-enforcement  
313 participation in the Marcus alert system pursuant to § 9.1-193 and for reporting requirements pursuant to  
314 §§ 9.1-193 and 37.2-311.1;

315 65. Develop an online course to train hotel proprietors and their employees to recognize and report  
316 instances of suspected human trafficking; ~~and~~

317 66. *Establish standards and procedures for when the Board may grant a petition for reinstatement of*  
318 *certification of a decertified officer pursuant to subsection E of § 15.2-1708; and*

319 67. Perform such other acts as may be necessary or convenient for the effective performance of its  
320 duties.

321 **§ 15.2-1707. Decertification of law-enforcement officers and jail officers.**

322 A. The sheriff, chief of police, or agency administrator *or their designee* shall notify the Criminal  
323 Justice Services Board (the Board) in writing within 48 hours of becoming aware that any certified  
324 law-enforcement or jail officer currently employed by his agency has (i) been convicted of or pled guilty  
325 or no contest to a felony or any offense that would be a felony if committed in the Commonwealth; (ii)  
326 been convicted of or pled guilty or no contest to a Class 1 misdemeanor involving moral turpitude or  
327 any offense that would be any misdemeanor involving moral turpitude, including but not limited to petit  
328 larceny under § 18.2-96, or any offense involving moral turpitude that would be a misdemeanor if  
329 committed in the Commonwealth; (iii) been convicted of or pled guilty or no contest to any  
330 misdemeanor sex offense in the Commonwealth, another state, or the United States, including but not  
331 limited to sexual battery under § 18.2-67.4 or consensual sexual intercourse with a minor 15 years of  
332 age or older under clause (ii) of § 18.2-371; (iv) been convicted of or pled guilty or no contest to  
333 domestic assault under § 18.2-57.2 or any offense that would be domestic assault under the laws of  
334 another state or the United States; (v) failed to comply with or maintain compliance with mandated  
335 training requirements; or (vi) refused to submit to a drug screening or has produced a positive result on  
336 a drug screening reported to the employing agency, where the positive result cannot be explained to the  
337 agency administrator's satisfaction.

338 B. The sheriff, chief of police, or agency administrator *or their designee* shall notify the Board in  
339 writing ~~within 48 hours~~ if any certified law-enforcement or jail officer currently employed by his agency  
340 (i) is terminated or resigns in advance of being convicted or found guilty of an offense set forth in  
341 clause (i) of subsection A that requires decertification, (ii) is terminated or resigns in advance of a  
342 pending drug screening, (iii) is terminated or resigns for a violation of state or federal law, *including*  
343 *those instances when a prosecution for a violation of state or federal law is terminated as a result of*  
344 *such law-enforcement or jail officer resigning from his position*, (iv) is terminated or resigns for  
345 engaging in serious misconduct as defined in statewide professional standards of conduct adopted by the  
346 Board, (v) is terminated or resigns while such officer is the subject of a pending internal investigation  
347 involving serious misconduct as defined in statewide professional standards of conduct adopted by the  
348 Board, ~~or~~ (vi) is terminated or resigns for an act committed while in the performance of *or in relation*  
349 *to his duties that compromises an officer's credibility, integrity, or honesty, or other characteristics, or*  
350 *(vii) is terminated or resigns for an act committed while in the performance of his duties that constitute*  
351 *constitutes exculpatory or impeachment evidence in a criminal case. Such notification shall be given*  
352 *within 48 hours of a termination or resignation pursuant to clause (i), (ii), or (iii) or within 48 hours of*  
353 *the completion of an internal investigation for a termination or resignation pursuant to clauses (iv)*  
354 *through (vii).*

355 C. *Persons currently in a recruit or field training status who have not completed all certification*  
356 *requirements, pursuant to § 15.2-1705, and who have committed an act that would be any basis for*  
357 *decertification as set forth in subsection A or B shall be considered ineligible for certification and shall*  
358 *be considered decertified. The employing agency of such person shall notify the Board in accordance*  
359 *with subsection A or B.*

360 D. The notification, where appropriate, shall be accompanied by a copy of the judgment of  
361 conviction.

362 ~~D.~~ E. Upon receiving such notice from the sheriff, chief of police, or agency administrator *or their*  
363 *designee*, or from an attorney for the Commonwealth, the Board shall immediately decertify such  
364 law-enforcement or jail officer. Such officer shall not have the right to serve as a law-enforcement, jail,  
365 courthouse security, or civil process officer within the Commonwealth until his certification has been  
366 reinstated by the Board *pursuant to subsection E of § 15.2-1708 or through the decertification review*  
367 *process in accordance with § 15.2-1708.*

E. When a conviction has not become final, the Board may decline to decertify the officer until the conviction becomes final, after considering the likelihood of irreparable damage to the officer if such officer is decertified during the pendency of an ultimately successful appeal, the likelihood of injury or damage to the public if the officer is not decertified, and the seriousness of the offense.

F. The Department of Criminal Justice Services is hereby authorized to waive the requirements for decertification as set out in subsection A or B for good cause shown.

G. The Board may initiate decertification proceedings against any decertify a current or former law-enforcement or jail officer if the Board has found that any basis for the officer's decertification set forth in subsection A or B exists. *Such officer shall not have the right to serve as a law-enforcement, jail, courthouse security, or civil process officer within the Commonwealth until his certification has been reinstated by the Board pursuant to subsection E of § 15.2-1708 or through the decertification review process in accordance with § 15.2-1708.*

H. Any conviction of a misdemeanor that has been appealed to a court of record shall not be considered a conviction for purposes of this section unless a final order of conviction is entered. Any finding of misconduct listed in subsection B will not be considered final until all grievances or appeals have been exhausted or waived and the finding of misconduct is made final.

**§ 15.2-1708. Notice of decertification; decertification review process.**

A. Service of notice. The Board shall, within ~~ten~~ 10 days of decertification, serve notice upon an affected a decertified officer, in person or by certified mail or trackable courier service with signature requirement, and upon the law-enforcement or jail agency employing said officer, by certified mail or trackable courier service with signature requirement, specifying the action taken and remedies available. The Board shall stay final action until the period for requesting a hearing a review of the decertification expires.

B. Decertification hearing review process. Any decertified law-enforcement or jail officer who has been decertified may, within ~~thirty~~ 30 days of receipt of notice served by the Board, request, by certified mail or trackable courier service with signature requirement, a hearing review of his decertification, which shall be granted by the Board. Upon receipt of such request, the Board shall set a date, time, and place for the hearing request the Department of Criminal Justice Services (the Department) to initiate a review of the decertification pursuant to the authority conferred in subdivisions 36 and 61 of § 9.1-102 and in accordance with the provisions of the Administrative Process Act (§ 2.2-4000 et seq.) within ~~sixty~~ 90 days and serve notice by certified mail or trackable courier service with signature requirement upon the affected decertified officer. The Board, or a committee thereof, shall conduct such hearing. The affected decertified officer may be represented by counsel at all stages of the decertification review process. The former employing agency shall have a representative present at all stages of the decertification review process. In the absence of a request for hearing review, decertification shall, without further proceedings, become final ~~thirty~~ 30 days after the initial notice has been served on the decertified officer in person or by certified mail or trackable courier service with signature requirement.

C. Standard of review. The decertification of a law-enforcement or jail officer under § 15.2-1707 shall be sustained by the Board unless such law-enforcement or jail officer shows, by a preponderance of the evidence, good cause for his certification to be reinstated.

D. Final decision after request for hearing. The Board shall render a final decision within thirty days.

E. Notice of final action. The Board shall notify the officer and the law-enforcement or jail agency involved, by certified mail, of the final action regarding decertification. 1. Upon motion by the decertified officer or his counsel or the Attorney General, the Department may grant a continuance of any informal fact-finding conference or formal hearing for good cause shown.

2. When an officer is decertified as a result of a termination or resignation related to a criminal charge that has not yet been adjudicated by a court and thereafter requests a review of his decertification, the Department may continue any informal fact-finding conference or formal hearing until the final disposition of the charge has been entered by the court hearing the criminal matter. Such officer shall remain decertified during such period of continuance unless the Department finds the officer's continued decertification may cause circumstances that constitute a manifest injustice to the officer, in which case the officer's certification may be reinstated during the period of continuance until the conviction becomes final.

3. When an officer is decertified as a result of a misdemeanor conviction that has been appealed to a court of record and thereafter requests review of his decertification, any informal fact-finding conference or formal hearing shall be continued until after the matter has been adjudicated by such court of record. Such officer shall remain decertified during such period of continuance.

4. When an officer is decertified as a result of any provision of clauses (ii) through (v) of subsection B of § 15.2-1707 and thereafter requests review of his decertification, any informal fact-finding conference or formal hearing shall be continued until after all grievances or appeals have been exhausted or waived and the employing agency's finding of misconduct is final. Such officer shall

429 *remain decertified during such period of continuance.*

430 *D. The findings and decision of the Department's decertification review may be appealed to the*  
431 *Criminal Justice Services Board (the Board) within 30 days of the decertified officer's receipt of notice*  
432 *of the Department's decision served by the Department. The final administrative decision of the Board's*  
433 *decertification review may be appealed pursuant to § 2.2-4026 of the Code of Virginia.*

434 ~~E.~~ *E. Reinstatement after decertification. Any decertified officer who is decertified may, after a*  
435 *period of not less than five years after the date on which a final decision is made, petition the Board to*  
436 *be considered for reinstatement of certification.*

437 *F. For purposes of subdivision 9 of § 2.2-3705.3 and subdivision 9 of § 2.2-3706, any records*  
438 *received by the Board or the Department for the purposes of decertifying a law-enforcement or jail*  
439 *officer or the decertification review process shall be construed as being records of an administrative*  
440 *investigation relating to allegations of wrongdoing by employees of a law-enforcement agency.*

441 *For purposes of § 2.2-3711, any meetings, or part thereof, by the Board or the Department*  
442 *regarding discussion, consideration, or deliberation concerning the decertification of a law-enforcement*  
443 *or jail officer or the decertification review process may be a closed meeting in accordance with the*  
444 *procedures of § 2.2-3712.*

445 **§ 19.2-83.7. Penalties for violations of this chapter.**

446 *In addition to any other penalty authorized by law, any law-enforcement officer who knowingly*  
447 *violates the provisions of this chapter shall be subject to disciplinary action, including dismissal,*  
448 *demotion, suspension, or transfer of the law-enforcement officer or decertification as provided in*  
449 *subsection ~~D~~ E of § 15.2-1707.*

450 **2. That the Department of Criminal Justice Services shall promulgate regulations to implement the**  
451 **provisions of this act to be effective within 280 days of its enactment.**