

THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 395 Session of 2021

INTRODUCED BY SCHWANK, FONTANA, SANTARSIERO, COSTA AND COMITTA,  
MARCH 11, 2021

REFERRED TO LAW AND JUSTICE, MARCH 11, 2021

AN ACT

1 Amending Title 53 (Municipalities Generally) of the Pennsylvania  
2 Consolidated Statutes, in employees, establishing the  
3 Municipal Police Diversity Recruitment Program and Municipal  
4 Police Diversity Recruitment Program Fund.

5 The General Assembly of the Commonwealth of Pennsylvania  
6 hereby enacts as follows:

7 Section 1. Title 53 of the Pennsylvania Consolidated  
8 Statutes is amended by adding a section to read:

9 § 2172. Municipal Police Diversity Recruitment Program.

10 (a) Establishment of program.--The Municipal Police  
11 Diversity Recruitment Program is established to recruit and  
12 retain police officers who reflect a broader racial and ethnic  
13 diversity for police departments of municipalities.

14 (b) Establishment of fund.--The Municipal Police Diversity  
15 Recruitment Program Fund is established as a special nonlapsing  
16 fund in the State Treasury. Money in the fund shall be expended  
17 for the purposes set forth under this section.

18 (c) Administration.--The commission shall administer the  
19 program and make grants from the fund to recruit and retain

1 police officers for police departments of municipalities in  
2 accordance with this section. The commission shall adopt  
3 guidelines for municipalities to apply for grants under the  
4 program and for the review and approval of the applications.

5 (d) Use of grants.--The grants under the program shall be  
6 available to police departments of municipalities for the  
7 purpose of hiring and retaining police officers who reflect a  
8 broader racial and ethnic diversity. Grants may not exceed  
9 \$5,000 per police officer position within a police department  
10 and shall be used for any of the following purposes:

11 (1) Recruitment incentives for minority candidates for  
12 police officer positions, including police academy tuition  
13 assistance, hiring bonuses and reimbursements for moving  
14 expenses.

15 (2) Traditional and nontraditional marketing and  
16 recruitment campaigns for police departments, including  
17 cooperatives with schools, mentorships and internships.

18 (3) Participation by police officers in school or  
19 community events in positive, nonenforcement settings,  
20 including participation by talking one-on-one or through  
21 school or community programs to encourage trust and helpful  
22 relations between communities of color and police officers.

23 (e) Regulations.--The commission shall promulgate guidelines  
24 to implement and administer the provisions of this section  
25 within 90 days of the effective date of this section.

26 (f) Definitions.--As used in this section, the following  
27 words and phrases shall have the meanings given to them in this  
28 subsection unless the context clearly indicates otherwise:

29 "Commission." The Pennsylvania Commission on Crime and  
30 Delinquency.

1       "Fund." The Municipal Police Diversity Recruitment Program  
2 Fund established under subsection (b).

3       "Municipality." A city of the first class, second class,  
4 second class A or third class, borough or township of the first  
5 class or second class that provides local police services  
6 through a municipal police department, participation in a  
7 regional police department or contracts with any other municipal  
8 or regional police department.

9       "Program." The Municipal Police Diversity Recruitment  
10 Program under subsection (a).

11       Section 2. This act shall take effect in 60 days.