



### Scope of Work

Town Select Board  
Town of Bennington  
P.O. Box 469  
Bennington, VT 05201

As the only professional organization in the field of civilian oversight of law enforcement, the National Association for Civilian Oversight of Law Enforcement (NACOLE) plays an essential role in identifying effective practices and guiding principles in the complex arena of police and community relations. In that capacity, NACOLE proposes the following scope of work to include training for the work of the Town Select Board, Taskforce, and community of Bennington, Vermont:

### TECHNICAL ASSISTANCE

**1. Formulate and deliver a one-hour initial training program for Town of Bennington, Vermont to include the following topics:**

- Civilian Oversight of Law Enforcement: Overview of Civilian Oversight, Its Models, and Its History in the United States
- Principles of Civilian Oversight of Law Enforcement and Effective Practices
- Importance of Engaging and Collaborating with Community Stakeholders

**2. Formulate and deliver a six-hour training program for Town of Bennington, Vermont's Taskforce to Develop Civilian Oversight of Law Enforcement. Training to include the following topics:**

- Civilian Oversight of Law Enforcement - Its History, Models, and an Overview: This session will provide an overview of civilian oversight, its history, and the principles behind effective practices
- Effective, Location-Based Community Outreach and Engagement: This session will discuss methods for effectively engaging stakeholders in the oversight development process and once the entity is established
- Reporting Practices for Civilian Oversight Agencies: This session will discuss what an agency should produce to sustain a level of transparency regarding police misconduct and the work being done by the agency itself
- Minimum Training Standards for Civilian Oversight Practitioners and Review Panel Members: This session will discuss not only the training necessary for effective oversight but the different outlets and ways in which training may be obtained
- Identifying and Addressing challenges and opportunities: Discussion of local expectations and the desired outcomes of oversight implementation-what is the end goal

**3. Provide up to 16 hours of support and assistance to task force members working to establish recommendations for a civilian oversight mechanism for the Town of Bennington.**

**Fees for Technical Assistance: \$6,200**

This fee represents the payment for the development and delivery of the training as described above as well as the additional support and assistance outlined. This fee assumes all trainings to be done virtually. Should the Town of Bennington Select Board and NACOLE agree to conduct the trainings in-person, the Town of Bennington will be responsible for the reimbursement of all travel-related expenses including airfare, car rental, lodging, transfers, and per diem in addition to the fee noted above.

**Fees for Associated Travel: \$2,375**

It is estimated that a total of five (5) in-person trips to provide training and/or assistance will be necessary. The Town of Bennington will be responsible for the reimbursement of all travel-related expenses including mileage, lodging, and per diem. NACOLE asks that reimbursement be made based on actual cost.

**Total Fees: \$8,575**

This agreement represents 7 hours of training, 7 hours of training development, and up to 16 hours of additional technical assistance as needed. If additional hours are required, they must be requested and agreed upon, in writing, by both parties.

Your signature below indicates that you wish to proceed with the above scope of work and associated fees:

On behalf of the Town of Bennington:

On behalf of NACOLE:

  
\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signature

*Stuart A. Hurd*  
\_\_\_\_\_  
Printed Name

Susan Hutson  
\_\_\_\_\_  
Printed Name

*Town Manager*  
\_\_\_\_\_  
Title

President  
\_\_\_\_\_  
Title

*06.15.2021*  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date