

1 **Resolution for Community Policing Advisory Review Board**

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3 The Bennington Select Board, through its authority, hereby establishes a Town Board to be  
4 known as the Community Policing Advisory Review Board (CPARB), to provide meaningful  
5 involvement in safety, equity, and community policing efforts.  
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7 Through the creation of the CPARB, the Town of Bennington, its Police Department and the  
8 Select Board are committed to working with the entire community to ensure safety,  
9 accountability, transparency, and trust and to move Bennington toward achieving its vision of  
10 becoming “a welcoming, engaged, inclusive, and resilient community where everyone,  
11 regardless of identity, shares in our vitality and benefits from an outstanding quality of life”.

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13 An end goal of this work is to fully realize the mission of the Bennington Police Department  
14 which reads:

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16 “The Bennington Police Department is accountable to the Community for  
17 providing everyone, regardless of identity, with respectful and equitable law  
18 enforcement, protection, and service. The Department and the Community  
19 will achieve this through collaborative and positive relationships which con-  
20 tribute to the betterment of our quality of life.”  
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22 **Goals**

23 In partnership with the Select Board, Town of Bennington, and the Bennington Police  
24 Department (BPD), the CPARB has the following goals:

- 25 • Recommendations on police department training and community collaboration efforts
- 26 • Recommendation and review of proposed new and existing Bennington Police  
27 Department (BPD) policies and procedures
- 28 • Review of anonymized data on complaints and compliments for the purposes of  
29 identifying problems, patterns, and positive actions.
- 30 • Analysis of town-wide safety data with a focus on equity and areas of need
- 31 • Comparison of local data to other Vermont municipalities, state and national trends
- 32 • Fostering of collaborative efforts within the community to hear all voices
- 33 • Work with the Select Board and Town staff, including the BPD, to promote learning on  
34 community safety and equity issues  
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36 **Activities**

37 In collaboration with the BPD, the CPARB will:

- 38 • Review required training for the BPD and outcomes and make recommendations on  
39 additional areas for training such as de-escalation, fair and impartial policing, verbal, and  
40 non-verbal communication skills; implicit bias; and officer discretion.
- 41 • Review existing collaborations with local organizations and agencies and make  
42 recommendations on ways to strengthen and develop additional working relationships  
43 between the BPD and the community.
- 44 • Develop a database for analysis of anonymized compliments and complaints to be  
45 utilized by the CPARB for the purposes of identifying problems, patterns, and positive  
46 actions.

- 1 • Provide an annual summary of data and trends relating to police policy and training;  
2 complaints and compliments; police/community collaborations, and CPARB education  
3 activities.
- 4 • Undertake other activities consistent with the goals of the CPARB and this resolution as  
5 are authorized by law.

### 7 **Considerations**

8 The CPARB shall be governed by the same general requirements as other Town Boards and  
9 Commissions regarding appointments, conduct, term requirement, Open Meeting Law, and Open  
10 Records Law.

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12 The CPARB does not have the power or authority to investigate, review, or otherwise participate  
13 in matters involving specific police personnel or specific police-related incidents. The CPARB  
14 will not receive, or review complaints initiated against personnel of the police, nor play any role  
15 in civil or criminal litigation. The Bennington Select Board will retain the Town Review Board  
16 function as required by the Bennington Town Charter and Vermont statutes.

### 17 **Meetings**

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19 The CPARB will meet monthly, in person, or in a virtual setting. It is expected that each member  
20 will contribute and provide input on the topics on the agenda set by the chair. The CPARB may  
21 form sub-groups and engage the community in CPARB work, as appropriate. The Chief of  
22 Police or designee will attend all CPARB meetings and report on BPD matters as requested by  
23 the CPARB Chair. A Select Board or staff liaison will be appointed to provide assistance as  
24 needed by the CPARB.

### 25 **Composition and Eligibility**

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27 The CPARB will consist of at least five and as many as seven members from the community.  
28 Community is defined as a resident of the Town of Bennington, Old Bennington or North  
29 Bennington or someone who works or has demonstrated a significant (8 hours per week or more)  
30 commitment to volunteerism in Bennington. Members must be Vermont residents.

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32 In year one, three CPARB members will be appointed to hold (3) year terms and four members  
33 to hold (2) year terms. In year two, two members will be appointed to (3) year terms and two  
34 members will be appointed for (2) year terms. Beginning in year three, all terms will be for three  
35 years. No member may serve more than seven consecutive years on the board. Former members  
36 are eligible to apply after not serving for one year.

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38 The CPARB will elect a Chair on an annual basis following annual board appointments by the  
39 Select Board. A member of the CPARB will act as the recording secretary.

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41 The CPARB members are expected to demonstrate a:

- 42 • high level of objectivity and integrity.
- 43 • collaborative working style.
- 44 • strong commitment to strengthening community policing efforts.
- 45 • willingness to listen and participate in continuous learning.
- 46 • ability to maintain confidentiality.

- readiness to attend BPD-sponsored events.

CPARB members will represent a range of interests and experiences, such as non-profits, faith community, business owners, education sector, youth representation, and others. Diversity by age, sexual and/or gender identity, ethnicity, socio-economic status, disability, and other identity is desired.

Familiarity and or knowledge in any of the following areas would be useful but not required:

- Behavioral and/or mental health
- Substance misuse disorder
- Domestic violence
- Statistical analysis
- Mediation and conflict resolution
- Criminal justice system, law, and restorative justice

Police officers are ineligible for three years following the end of their service. Individuals who are under the supervision of the Vermont Department of Corrections are ineligible to serve. Sitting Select Board members are ineligible to serve on the CPARB except as a non-voting liaison.

The Select Board has the authority to both appoint and remove members from the CPARB. Members who are absent and inactive for three months in a row or, demonstrate a pattern of inactivity over a period of six months, or fail to meet the expectations in this resolution will be asked to reconsider their membership on the CPARB. At the discretion of the Select Board, any member may be removed from the CPARB.

### **Training**

Members must complete training authorized by the Bennington Police Department Chief prior to active participation on the CPARB. CPARB members shall take additional training on effective practices in civilian review of law enforcement over their term; not less than one additional training per year. Training costs will be borne by the Town of Bennington.

### **Review**

This document will be reviewed as needed but not less than every three years following adoption.

### **Definitions**

Complaint – A complaint documents when a person witnesses or experiences a personal encounter with Bennington Police Department personnel that they believe involves criminal conduct, misconduct, abusive or discriminatory behavior, neglect of duty, corrupt activity, inappropriate conduct or a violation of policy, procedure, rule, or regulation of the Bennington Police Department. Complaints may be made in-person, by phone, letter, or on the web. While more difficult to investigate, anonymous complaints are accepted.

Compliment – A compliment documents when a person witnesses or experiences a personal encounter with Bennington Police Department personnel that they believe warrants special

1 recognition. Compliments may be made in-person, by phone, letter, or on the web. Compliments  
2 made by anonymous individuals are accepted.

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5 Select Board Chair: \_\_\_\_\_

6 Adoption Date: