

Community Safety Working Group Recommendations – Options for Action – November 8, 2021

Prepared by Council President Lynn Griesemer and Town Manager Paul Bockelman

Recommendations	Actions to Implement/Status	TC Action	Next Steps
<p>B.1. Create “Community Safety and Social Justice Committee”</p>	<ul style="list-style-type: none"> • TM created Committee; • TC voted SME status 10-04-21; • TM recruitment is in process 10-05-21; • TM appoints committee; • TC reviews appointments. 	<ul style="list-style-type: none"> • TC reviews TM appointments based on TSO recommendation. 	<ul style="list-style-type: none"> • Recruit and assemble applicant pool (in process); • TM appoints committee; • TC reviews appointments.
<p>B.2. Establish “Resident Oversight Board”, and after it is operational codify it in a town by-law</p>	<ul style="list-style-type: none"> • TM or TC created committee? • Legal review of charge by Town Attorney; • TM recruitment; • TM appoints Committee; • TC reviews appointments; • TC creates General Bylaw. 	<ul style="list-style-type: none"> • Motion: To ask the Town Manager to review the charge for the Resident Oversight Board with the Chief of Police and Town Attorney; to finalize the charge based on legal and other advice; to develop a recommendation on stipends for members of ROB; to present the charge and recommendation on stipends to the TC; to advertise for members; to make appointments for review by the TC no later than December 20, 2021. 	<ul style="list-style-type: none"> • TM reviews proposed charge with Chief of Police and Town Attorney; • TM presents draft charge to TC; • TM presents recommendation on stipends to TC; • TM develops training for members of ROB; • Possible collective bargaining implications; • TM recommends General Bylaw after ROB has one year’s experience.

		<ul style="list-style-type: none"> • Motion: Request the Town Manager to review the recommendation of stipends for ROB, the amount, and the source of funding; • Later motion: Develop General Bylaw. 	
B.3. Rewrite the APD “use of force” policy	<ul style="list-style-type: none"> • TM reviews with APD and Town Attorney; • ROB reviews once operational; • Possible General Bylaw by TC. 		<ul style="list-style-type: none"> • TM reviews with APD and Town Attorney; • Possible collective bargaining implications.
B.4. Prohibit APD consent searches of vehicles, either by rewriting APD policy or by town by-law	<ul style="list-style-type: none"> • TM reviews with APD and Town Attorney; • Possible General Bylaw by TC. 		<ul style="list-style-type: none"> • TM reviews with APD and Town Attorney; • Possible collective bargaining implications.
B.5. Prohibit APD “low-level and pretextual” traffic stops, either by rewriting APD policy or by town by-law	<ul style="list-style-type: none"> • TM reviews with APD and Town Attorney; • Possible General Bylaw by TC. 		<ul style="list-style-type: none"> • TM reviews with APD and Town Attorney; • Possible collective bargaining implications.
B.6. Add “checkbox” to vehicle stop report form – “Was this stop	<ul style="list-style-type: none"> • TM reviews with APD and Town Attorney; • Possible General Bylaw by TC. 		<ul style="list-style-type: none"> • TM reviews with APD and Town Attorney; • Possible collective bargaining implications.

<p>“intelligence-led?”</p>			
<p>B.7. Make other recommended updates and revisions in APD policies</p>	<ul style="list-style-type: none"> • TM reviews with APD and Town Attorney; • Possible General Bylaw by TC. 		<ul style="list-style-type: none"> • TM reviews with APD and Town Attorney; • Possible collective bargaining implications.
<p>B.8. Negotiate recommended changes in the APD officers’ contract in the next contract negotiation</p>	<ul style="list-style-type: none"> • TM reviews with APD, Human Resources Department, and Town Attorney. 		<ul style="list-style-type: none"> • TM reviews with APD, Human Resources Department, and Town Attorney with input from consultants, • Collective bargaining implications.
<p>B.9. Create an online “dashboard” to give the public access to monthly data on APD traffic stops by race</p>	<ul style="list-style-type: none"> • TM reviews with APD, I.T., and Town Attorney. 		<ul style="list-style-type: none"> • TM reviews with APD, I.T., and Town Attorney.
<p>B.10. Create an unarmed, non-police, division of traffic control and enforcement, leaving only arrestable traffic offenses to the APD</p>	<ul style="list-style-type: none"> • TM recommendation to TC. 	<ul style="list-style-type: none"> • Motion: To be determined based on recommendation (Note: Charter requires – that all new Departments must be approved by the TC.) 	<ul style="list-style-type: none"> • TM reviews with APD and Town Attorney; • Possible collective bargaining implications; • TM recommendation to TC.
<p>B.11. Engage the community in</p>	<ul style="list-style-type: none"> • TM recommendation to TC, then CSSJC, 	<ul style="list-style-type: none"> • Motion: To engage the community in an extended 	<ul style="list-style-type: none"> • TM and TC review concept with Dr. Barbara Love;

<p>an extended process of racial healing and visioning</p>	<p>Human Rights Commission, DEI Department.</p>	<p>process of racial healing and visioning.</p>	<ul style="list-style-type: none"> • Begin consulting with CSSJC, Human Rights Commission, and DEI Department.
<p>B.12. Develop an anti-racism departmental culture in the APD</p>	<ul style="list-style-type: none"> • TM memo to TC. 	<ul style="list-style-type: none"> • Motion: To engage Town government in an extended process of developing an anti-racist culture. 	<ul style="list-style-type: none"> • TM recommendation to TC; • Possible collective bargaining implications.
<p>B.13. Implement all recommendations from the CSWG Part A report</p>	<ul style="list-style-type: none"> • SEE BELOW A.1 – A.6 	<ul style="list-style-type: none"> • SEE BELOW A.1 – A.6 	
<p>A.1 Create Amherst “Community Responders for Equity, Safety, and Service” (CRESS) program</p>	<ul style="list-style-type: none"> • Under development; • Implementation Team established and working with consultant support; • Fund allocated: Town, ARPA, State; • Grant secured from State; • Hire employees; • Finalize program design; • TM presents reorganization plan to TC. 	<ul style="list-style-type: none"> • Motion: To be determined based on recommendation (Note: Charter requires – that all new Departments must be approved by the TC). 	<ul style="list-style-type: none"> • TM presents memo on reorganization under Section 6.1 of the Town Charter to the TC; • Staff (recruited, hire, train) department; • Finalize program design; • Implement grant; • Possible collective bargaining implications.
<p>A.2. Create an Amherst Resident Oversight Board</p>	<ul style="list-style-type: none"> • See ABOVE B.2 	<ul style="list-style-type: none"> • See ABOVE B.2 	

A.3. Create a well-staffed and well-funded Department of Diversity, Equity, and Inclusion	<ul style="list-style-type: none"> • TM with approval of TC. 	<ul style="list-style-type: none"> • Motion: To be determined based on recommendation (Note: Charter requires – that all new Departments must be approved by the TC. 	<ul style="list-style-type: none"> • Present memo on reorganization under Section 6.1 of the Town Charter to the TC; • Staff (recruit, hire, train) department.
A.4. Create a BIPOC-led Amherst Youth Empowerment Center and Amherst BIPOC Cultural Center	<ul style="list-style-type: none"> • TM proposing funding using ARPA funds. 		<ul style="list-style-type: none"> • TM presentation of ARPA spending priorities to TC.
A.5. Reduce the size of the Amherst Police Department	<ul style="list-style-type: none"> • TC to consider as goal in budget guidelines. 	<ul style="list-style-type: none"> • To be considered during establishment of budget guidelines. 	<ul style="list-style-type: none"> • Possible collective bargaining implications.
A.6. Continue the ongoing work of the Community Safety Working group	<ul style="list-style-type: none"> • SEE ABOVE B.1 Re: Creation of CSSJC 	<ul style="list-style-type: none"> • SEE ABOVE B.1 Re: Creation of CSSJC 	<ul style="list-style-type: none"> •

Key:

TC = Town Council

TM = Town Manager

CSSJC = Community Safety and Social Justice Committee

ROB = Resident Oversight Board

APD = Amherst Police Department

I.T. = Information Technology Department