

This committee recommends the Freeport Town Council create a standing police advisory committee. The goals of this committee will be to increase equity in policing, minimize harm in the community, and improve lines of communication and accountability between residents & police. This committee will seek to accomplish these goals by (A) making recommendations to the town regarding policy adoption and amendment, (B) assisting the town with police staffing, (C) providing the public with transparency of complaints to ensure the process is thorough, objective, fair, and timely, (D) providing a forum for the public discussion of law enforcement effectiveness and policing procedures in our community, and (E) researching best use of town funds related to policing.

(A) The committee will study, review and recommend policy to the police department based on community input and expertise

- review current federal, state, and town policy of the Freeport Police Department, in accordance with police department schedule of review, and as needed per community request
- share policy and policy changes in publicly accessible formats
- receive public feedback on policy and address as a committee
- receive regular training on policing and civil rights, as offered from the Attorney General's office, anti-bias training (eg. Mind Bridge, ACLU), and the tenets of restorative justice. New committee members must complete this training within 6 months of appointment.
- recommend policy with criteria governing the police conduct to prevent use of unnecessary force, ensure police accountability and transparency, and ensure the community's trust and confidence in the Freeport Police Department's ability to protect and serve.

(B) Assist the town with police staffing

- Development of interview criteria for hires/promotions within the police department
- Review applicants to the police department, as well as leadership within the department, and make recommendations

(C) The committee will provide the public with transparency of complaints to ensure it is thorough, objective, fair, and timely.

- look at the complaint process and seek ways to make it more streamlined and accessible, to include but not limited to:
 - do complaints go directly to the chief of police?
 - are copies given to Town Council Chair and Town Manager?

- ensure the complaint system protects identities of all parties
 - ensuring Town Council review of all disciplinary actions
 - establish multiple in-person and online ways to submit complaints
 - ensure that investigators provide regular updates to complainants
 - complete review of complaint processes, and make recommendations to the council within 2 years
 - look at ways to help facilitate future investigations into citizen complaints
 - facilitate educating citizens on all possible avenues to access the complaint process
 - Set up an appeal process for a citizen to request external review of action taken by the chief of police, and for this committee to conduct this review. Findings to be reported to the complainant, Town Council and chief of police
 - make public the annual report to the Council, analyzing complaints, demographics of complainants, status and findings of investigations and actions taken as a result, without endangering the privacy of the persons making a complaint
 - create processes by which the police chief will report to the Town Council, Town Manager, and this committee quarterly, on all complaints, and status of investigation. We recommend this process be a requirement placed in the job description, so the Town Council may cite it.
- (D) Provide a forum for the public discussion of law enforcement effectiveness and policing procedures in our community, recommend ways to improve community relationships and provide advice on various law enforcement initiatives.
- set up annual meetings with the chief of police and Freeport citizens to be held in a neutral location, accessible to all
 - facilitate "Community Engagement" that includes information sharing, public forums, and receiving feedback
 - set up a system where citizens can submit ideas that would help improve the police departments/citizens relationship
 - determine ways to involve voices of community youth in meaningful way
 - call additional meetings with the chief of police on an as needed basis
- (E) Research Best use of town funds related to policing and safety
- gain understanding of statistics related to police procedure and historical data for types of calls
 - begin research into use of Freeport community funds related to policing

- provide insight and guidance to Town Council about if the current police budget is most effective, or would some funds be better invested in other safety strategies (eg. social workers)?
- have dialogue with the community and town council about potential alternatives to existing policing structures
- Deepen public knowledge on what creates public safety (eg. meeting basic needs, mental health care via social workers, etc)

(F) Committee Requirements

I. Structure

- 5 members recommended by town Appointments Committee and confirmed by Town Council, for term of three years
- administrative support from town employee
- Council liaison
- Chair, vice chair, secretary appointed by committee members
- stagger end dates of service
- 1 adjunct Freeport Police Officer, appointed to assist when requested, in advisory role only
- 2 high school age students, non-voting seats
- meet minimum of once a month in facility other than public safety building

II. Member requirements

- live in town of Freeport while on committee
- voting members must be at least 18
- no current, or former, law enforcement professionals
- only 1 person per household may serve simultaneously

Thank you for your consideration,

Lesa Andreasen	Daniel Piltch	Joe Migliaccio	Grace Abbott
Ryun Anderson	Sean Jeffrey	Tara Migliaccio	Ed Lane
Joyce Clarkson-Veilleux		Gina LeDuc-Kuntz	