



**RESOLUTION ANNOUNCING CITY COUNCIL'S ACTION  
PLAN FOR EVALUATION AND RETHINKING  
OF COMMUNITY PUBLIC SAFETY SERVICES**

**WHEREAS**, our City, State and Country has been presented with a watershed moment to reconsider and reevaluate the public safety services provided to City residents, including to people of color; and

**WHEREAS**, the City Council has received and sought public comments at a community forum, comments at City Council meetings, individual emails and in discussions with constituents, the City Administrator, the Police Department, among Council members and from groups representing residents engaged on these topics; and

**WHEREAS**, the City Council recognizes the current environment is the product of years of past history; that change is a process both urgent and ongoing, and that the City has an obligation to engage with the public and police department to address these concerns; and

**WHEREAS**, it is the intent of the City Council to examine public concerns and existing public safety practices, and evaluate and implement measures to improve the City's providing of these services to its residents; and

**WHEREAS**, the City Council recognizes certain basic foundational elements that inform its review and the public discussion; and

**WHEREAS**, Black lives matter; and

**WHEREAS**, Brown lives matter, LGBTQ+ lives matter, indigenous lives matter, immigrant and undocumented people's lives matter, Muslim lives matter, the lives of people with disabilities matter, poor people's lives matter, all oppressed peoples' lives matter; and

**WHEREAS**, all lives matter, including the lives of police officers and white people, but historically and currently, generally and with exceptions these have been the lives prioritized by society's institutions, and the recent and historical deaths of black people nationally and

violence against black and other oppressed people make it essential to state that such violence is completely unacceptable and the lives affected by that violence matter;

**WHEREAS**, racial tensions and tensions between police and the community exist in Beacon as they do anywhere else in the nation, and there is therefore a need to improve systems of policing, as well as systems of care and community trust;

**WHEREAS**, there exists an opportunity to further support Beacon's police officers through the stresses and responsibilities of their roles;

**WHEREAS**, the people of Beacon deserve to have the most highly and appropriately qualified individuals responding immediately to their emergencies;

**NOW THEREFORE, BE IT RESOLVED** that the Council requests the Mayor direct the new Chief of Police to begin their tenure with a thorough review of police training, culminating in a data-driven set of recommendations for improving police training and measuring the benefits.

**BE IT FURTHER RESOLVED** that the Council also requests the Mayor direct the new Police Chief to examine the City's existing policy on psychological supportive care and testing for police officers and make recommendations, given the stresses inherent in the profession of policing, for periodic counseling and testing during an officer's period of employment.

**BE IT FURTHER RESOLVED** the Council requests the Mayor direct the City's Human Resource Director to create a multi-year plan for implicit bias training for all City of Beacon staff, including police.

**BE IT FURTHER RESOLVED** that the Council will review with the Police Chief and City Administrator the types of emergency and other calls to the Police Department to assess what type of skills and experience are required to best respond to these calls.

**BE IT FURTHER RESOLVED** that the Council requests the Mayor to have the Police Chief and City Administrator examine this information and present a report to the Council on options - including those specifically requested by the Council - to explore deploying alternative responders for nonviolent, noncriminal calls and activities that do not require police training.

**BE IT FURTHER RESOLVED** that the Council requests the Mayor to have the Police Chief and City Administrator to examine and prepare a report on the City's existing disciplinary policy or procedure for police misconduct, appropriate Local, State and Federal statutes and the process by which civilians and other officers may file complaints about specific incidents, and how such complaints are handled after they are received. The report shall study the incidents of and discipline for excessive use of force, racial bias, and/or harassment and related matters. The Council may recommend improvements in the existing policies and the existing processes to file and handle complaints, so as to establish strong policies against misbehavior to ensure that our residents can be guaranteed that the police officers serving them are each trustworthy individual.

**BE IT FURTHER RESOLVED** that the Council will review existing policies and practices regarding oversight of the police system to ensure: (i) it is transparent, community-involved, and trained to be able to handle their charge; (ii) guarantees that all police working within the City's police department are held accountable to best conduct; (iii) allows for whistleblowers within the police department to share any specific concerns they may have; and (iv) includes a process by which the public can express their policing concerns.

**BE IT FURTHER RESOLVED** that the Council requests that the Mayor have the Police Chief and City Administrator review existing policies related to use of force in light of recent legal changes, and report to the Council regarding any improvements needed.

**BE IT FURTHER RESOLVED** that the Council requests that the Mayor have the Police Chief and City Administrator examine and prepare a report on the City's existing weapons (lethal and non-lethal), including noting which are in use, which are required, and which are not in use, as well as the City's existing weapons purchasing policy. The Council may make recommendations including limiting certain types of weapons and other equipment.

**BE IT FURTHER RESOLVED** that the Council will strengthen Beacon's municipal support for social services, such as mental health services, child care, community assets, digital equity, and food and housing support.

**BE IT FURTHER RESOLVED** that the Council will, as a part of the annual budget process, consider the multi-year budget implications of all of the above with the intention to redirect cost savings toward community investments.

**BE IT FURTHER RESOLVED** that the Council considers the above the minimum and start of the work the City must do to advance safety, justice, and the needs of people of

color, low-income neighborhoods, and other vulnerable and oppressed members of the Beacon community.

**BE IT FURTHER RESOLVED**, the Police Chief and City Administrator will provide reports to the council on the above steps when requested and the Council shall review, revise and supplement this Action Plan periodically.

**BE IT FURTHER RESOLVED**, as the community discussion continues and evolves additional actions will be taken by the Council and Mayor.

<b>Resolution No. ____ of 2020</b>		<b>Date: <u>August 17, 2020</u></b>					
<input type="checkbox"/> <b>Amendments</b>		<input type="checkbox"/> <b>On roll call</b>				<input type="checkbox"/> <b>2/3 Required</b>	
<input type="checkbox"/> <b>Not on roll call.</b>						<input type="checkbox"/> <b>3/4 Required</b>	
Motion	Second	Council Member	Yes	No	Abstain	Reason	Absent
		<b>Terry Nelson</b>					
		<b>Jodi McCredo</b>					
		<b>George Mansfield</b>					
		<b>Amber Grant</b>					
		<b>Air Rhodes</b>					
		<b>Dan Aymar-Blair</b>					
		<b>Mayor Lee Kyriacou</b>					
		<b>Motion Carried</b>					