

Town of Farmington, CT
Racial Equality Taskforce
Town Hall - Council Chambers/Online Webinar
September 9, 2020
7:00 P.M.

For members of the public:
<https://us02web.zoom.us/j/88205368266>

Telephone Call in Information:

Dial: +1 312 626 6799

Webinar ID: 882 0536 8266

- A. Call to Order.
 - B. Public Comment.
 - C. Reading of the Minutes.
 - 1) To approve the attached August 19, 2020 minutes. **(Attachment A)**
 - 2) To approve the attached August 26, 2020 minutes. **(Attachment B)**
 - D. Discussion of the six goals of the charge and immediate action items.
 - E. Discussion of the format for upcoming presentations.
 - F. Adjournment.
- cc: Committee Members
Paula Ray, Town Clerk

*Committee members are invited to attend this meeting in person, if they feel comfortable. All social distancing guidelines will be followed. Attendees of the meeting must attend virtually.

Minutes
Town of Farmington, CT
Racial Equality Taskforce
Town Hall - Council Chambers/Online Webinar
August 19, 2020
7:00 P.M.

Attendees

Joseph Capodiferro
Edward Giannaros
Kay Higgins
Bill Beckert
Sarah Smith
Yahmina Penn
Nieka Thompson
Jeremy McLaurin
Chris Cloud
Jessica Harrison
Tanner Musznski
C.J. Thomas, Town Council Chair

Staff

Nancy Parent
Kory Vincent
Anna Savastano

A. Call to Order.

The meeting was called to order by Nancy Parent at 7:02p.m.

B. Approve the Rules of Procedure of the Taskforce.

Nancy Parent reviewed the Rules of Procedure for the Taskforce. The group had general discussion on the Rules of Procedure. There are an even amount of voting members and the group had to decide what constituted a tiebreaker if there was a split vote. Nancy Parent suggested that a tie failed. Bill Beckert suggested that one of the three non-voting members would vote to break the tie. Non-voting members would rotate who voted in this situation.

The role of Chair of the Committee was not voted on at this meeting. The group agreed to wait to select a Chair to allow the members the opportunity to get to know one another. The Taskforce will select a Chair by the October 13, 2020 Town Council meeting.

C.J. Thomas suggested that under Section IV. "Attendance" the language be changed from "Attendance is strongly urged. Two (2) unexcused absences, **will** result in the loss of appointment." To "Attendance is strongly urged. Two (2) unexcused absences, **may** result in the loss of appointment." This change will give the Taskforce more flexibility.

Edward Giannaros made a motion to approve the Rules of Procedure with the modification that a tie vote would be a fail and that the wording in section IV. "Attendance" be modified from "will" to "may." Jeremy McLaurin seconded. The motion passed unanimously.

C. Taskforce Introduction and Review of the Charge.

As this was the first meeting of the Task Force, each member of the committee introduced themselves and shared why they were interested in joining the Task Force. Nancy Parent reviewed the entire charge of the committee and C.J. Thomas, Farmington Town Council Chair reiterated the Town Council's expectations of the Taskforce. Chris Cloud stated that he was very interested to see what systems the Town already has in place and inquired as to what the funding will be for the Taskforce, if any.

Members of the Taskforce explained that they were frustrated with the quiet acceptance of racism in Farmington, but also that they were hopeful that the Taskforce would be able to begin to address this issue.

D. Review of the six goals of the charge and immediate action items.

Nancy Parent reviewed the six goals and the potential action items prepared by Town staff. Nancy asked the group to give their feedback on the potential action items. To view the changes made to the potential action items. (See Attachment 1)

Jessica Harrison stated that the Taskforce will need more help with its relationship to the Board of Education. Bill Beckert, the Board of Education Liaison, shared that he would be happy to assist the Taskforce with this. They discussed some of the issues that they would like to see the school system address, such as diversity in curriculum, developing more minority programs and social and emotional wellness in learning. Beckert also shared that the school's number one priority now is ensuring that they are complying with all of the COVID-19 Guidelines and safely bringing students back into the classroom.

There was consensus that the group appreciated the start but needed more time to absorb the information before providing further feedback. It was the consensus of the group that they wanted to learn more about the different facets within the charge before establishing sub-committees or prioritizing action items.

E. To discuss the timeline of the goals and action items.

The Town Council has requested the Task Force provide a timeline to the Town Council at their October 13th meeting. Bill Beckert asked Town staff to create a schedule of meetings with potential topics to help assist the committee in meeting that October 13th presentation deadline.

F. To approve a Meeting Schedule (Please bring your calendars.)

The group decided that staff will send out an online survey to solicit date preferences and sub-committee group preferences. It was suggested that the group meet the following Wednesday, August 26th to begin hearing presentations from Town Staff.

G. Public Comment.

None.

H. Adjournment.

Upon a motion made and seconded (Giannaros/McLaurin) the meeting adjourned at 8:33 p.m.

Respectfully Submitted,



Anna Savastano
Management Analyst
Clerk of the Committee

DRAFT

Minutes
Town of Farmington, CT
Racial Equality Taskforce
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August 26, 2020
7:00 P.M.

Attendees

Joseph Capodiferro
Edward Giannaros
Kay Higgins
Bill Beckert
Sarah Smith
Yahmina Penn
Nieka Thompson
Jeremy McLaurin
Chris Cloud
Jessica Harrison
Tanner Musznski
Isaac Varghese

Staff

Nancy Parent
Kory Vincent
Anna Savastano

A. Call to Order.

The meeting was called to order by Nancy Parent at 7:00p.m

B. A Presentation by the Chief of Police.

The Chief of Police, Paul Melanson, gave a presentation on Farmington's policy on Use of Force. (Attachment 1)

After the presentation, Taskforce Members had the opportunity to ask Chief Melanson questions.

- Q: Jessica Harrison asked why the Town of Farmington Police did not support the Police Accountability Bill at the legislature.
 - A: The Chief explained that he did support a majority of the bill. His issues with the bill involved the parts of the bill that would be impossible to enforce. He was disappointed that the legislature did not consult with police departments prior to writing or passing the bill, and he was interested in working with the legislature to help fix the areas of the bill that need improvement so that the police could properly enforce the law.
- Q: Nieka Thompson asked the Chief to provide aggregate data for children arrested in schools.
 - A: Paul said that instances of children arrested at school are very rare and that most students are referred to the Juvenile Review Board (JRB) instead of being arrested. Nancy Parent explained that JRB is a non-judicial process for first-time offending juveniles. She said she would be able to provide three years of Juvenile Review Board data to the Taskforce and Chief Melanson said he would provide three years of arrest at school data. The Chief also clarified that children are not handcuffed in Farmington schools and brought to the Police Station. An arrest is just

done through paperwork.

- Q: Yahmina Penn asked the Chief about community policing and what type of training Farmington Police are doing to combat the effects of systemic racism?
 - A: Chief Melanson said that Farmington police received yearly Implicit Bias Training and Racial Bias Training but that he is open to ideas on additional training he can provide to his police officers and/or community programs that can be implemented.

Chris Cloud suggested introducing Black and Brown children to police officers at a young age so that their first experience with officers is not when they are in trouble. Chief Melanson shared that Farmington has a Police Mentorship program. Jessica Harrison clarified that parents of Black and Brown children are not as worried about their children fearing police officers as much as they are worried about police officers fearing their Black and Brown children.

C. Public Comment.

Lisa Arenivaz-Humbarger, Farmington

Lisa asked the Chief why the Farmington Police Department had not put a focus on Supporting Black Lives Matter in order to help ease the divide between supporters of Blue Lives Matter and supporters of Black Lives Matter.

The Chief and the entire Taskforce discussed the national conversation surrounding Black Lives Matter and Blue Lives Matter. The Taskforce agreed that the topic will be addressed further through smaller group discussions in the future.

D. Review of the six goals of the charge and immediate action items.

The Taskforce updated their immediate action items (Attachment 2).

E. To approve a Meeting Schedule (Please bring your calendars.)

The Taskforce reviewed the proposed meeting schedule (Attachment 3) and decided to continue holding their meetings at 7:00 PM with an end time at 8:30 PM. Members could vote to extend the time beyond 8:30 PM if necessary.

Upon a motion made and seconded (Beckert/Giannaros) the motion passed unanimously.

F. Adjournment.

Upon a motion made and seconded (McLaurin/Giannaros) the meeting adjourned at 8:53 p.m.

Respectfully Submitted,

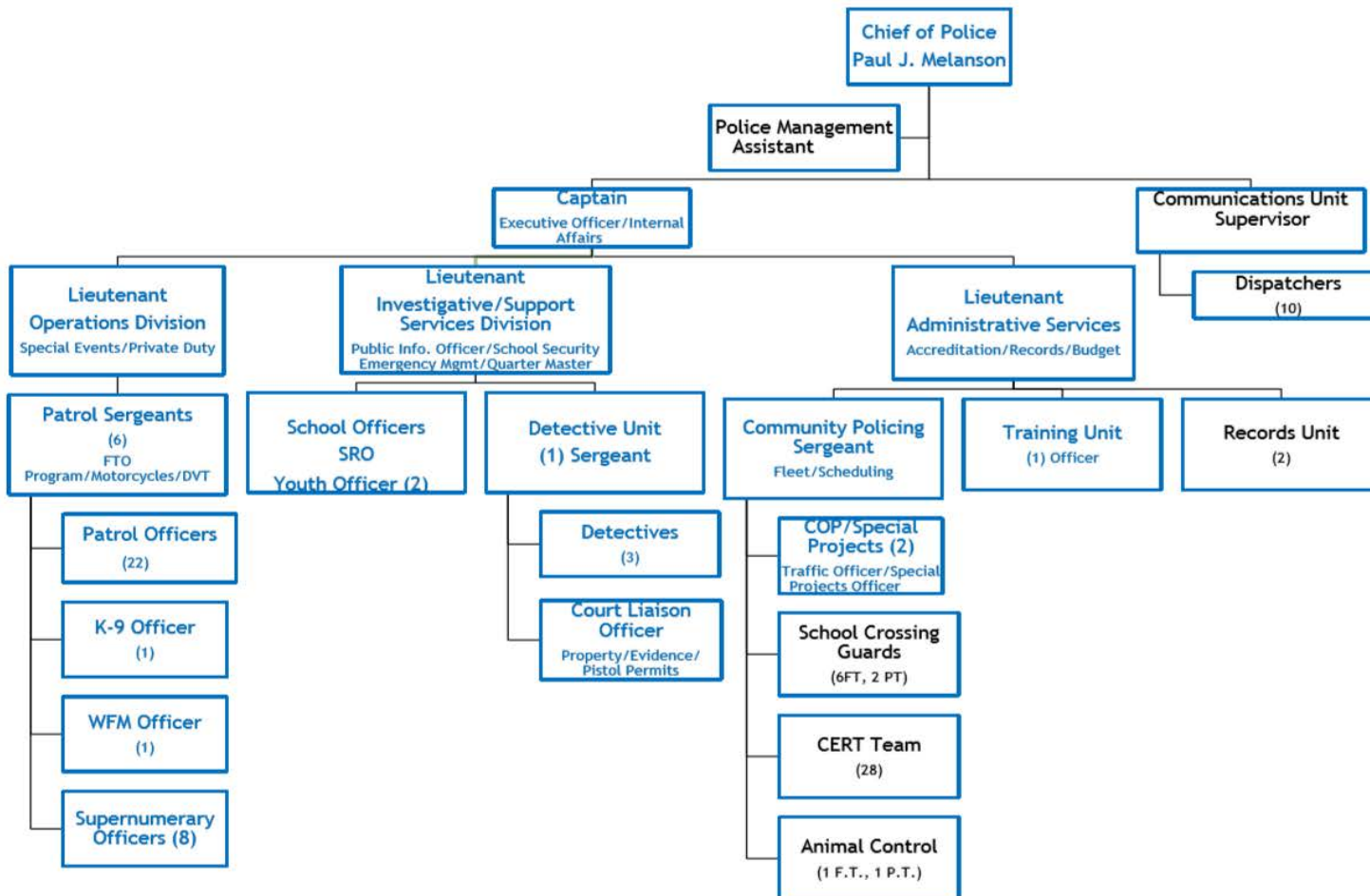


Anna Savastano
Management Analyst
Clerk

FARMINGTON POLICE DEPARTMENT



Organizational Chart



MISSION STATEMENT

The mission of the Farmington Police Department is to enforce the law and promote a feeling of safety and security for all members of the community. The Farmington Police Department will work in cooperation with the community to preserve and improve the quality of life, making the Town of Farmington a safer, more pleasant place to live, work and visit.

CORE VALUES

- **RESPECT** for all persons both in and outside of the organization. We will inspire respect and confidence in the public trust by performing all duties impartially and respecting the dignity of all citizens and fellow employees.
- **STRIVE FOR EXCELLENCE** in all our activities. We value professionalism and a team effort to provide effective public safety services. We will strive for courage and conviction to see the mission through.
- Provide a high level of **CUSTOMER SERVICE** at all times. We will work cooperatively with other town, state and federal agencies to provide the highest level of service to our residents, businesses and visitors.
- We will seek the highest levels of **ETHICAL and MORAL conduct** in our on-duty and off-duty activities.

CALEA- Commission of Law Enforcement Agencies

- CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.
- CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated commitment to professionalism.
- The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA- Commission of Law Enforcement Agencies

- Must meet over 500 standards of compliance.
- It is an award that only 2% of police departments throughout our nation have achieved.
- Farmington PD was originally Accredited in 1997 and consistently reaccredited every 3 years since.
- 2009 Designated a “Flagship Agency”
- August 2018 FPD reaccredited and granted “Award with Excellence”. The highest level of approval granted to a police agency.

Policies

- Use of Force
- Duty to Intervene
- Racial Profiling
- Citizen Complaints
- Questions

Use of Force

- The Police Department's Use of Force Policy was developed in compliance with United States Supreme Court Decisions, State of Connecticut law and recognized best practices in law enforcement training. The standards, procedures and prohibitions were further developed in coordination with the State of Connecticut Police Officer Standards and Training Division (the State agency that certifies all Connecticut Police officers).
- The Use of Force Policy outlines the parameters in which an officer is justified in using physical force to control a situation, effect an arrest, overcome resistance to arrest, or defend themselves or another from harm. The policy further describes the level of force to be used, the prohibitions against excessive force and the reporting requirements mandated by State Statute and department guidelines.

Use of Force

- Farmington Police Officers are trained and authorized to use force on a progressive scale. That means that officers can only use the level of force which is reasonably necessary to control a situation, effect an arrest, overcome resistance to arrest, or defend themselves or others from harm.
- When force is necessary, the degree of force that an officer may employ should be in direct relationship to the amount of resistance offered or the immediate threat to the officer or others.

Use of Force

- In addition, Farmington Police Officers are trained to use de-escalation techniques and focus on effective communication and control, rather than physical force as a method of compliance.
- Officers are authorized to use deadly force under guidelines established by Federal and State law and when one or both of the following apply:
 - a. To defend himself/herself or a third person from what the officer reasonably believes to be the use or imminent use of deadly physical force,
 - b. To prevent the escape of a fleeing violent felon who the officer reasonably believes poses an immediate threat of death or serious physical injury to the officer or others, and, when feasible, the officer has given warning of his/her intent to use deadly physical force.

Use of Force

- Choke holds are prohibited unless involved in a deadly force situation.
- Farmington Police Officers are required to report all use of force incidents to their immediate supervisor, and complete a report documenting the circumstances in which force is used.
- All incidents in which force is used by an Officer are reviewed by the Supervisor, Training Division, Division Commander and Captain.
- The findings are then turned over to the Chief for final review/approval.

Year

CFS

Arrests

2017	23,438	637
2018	22,358	709
2019	20,767	621

Use of Force	2017	2018	2019
Firearm	0	0	0
CEW - Taser	4	4	2
Baton	0	0	0
OC	0	0	0
Weaponless	6	5	1
Total Uses of Force	10	9	3
Total Use of Force Arrests	10	5	1
Use of Force Complaints	0	1(internal)	0

Duty to Intervene

- All Officers have a duty to intervene to prevent or stop any wrongdoing by another officer when it is safe and reasonable to do so. This includes officer safety situations where an officer may be harmed, any illegal (criminal/civil) or unethical activity, or any situation that may bring embarrassment or discredit to the Department.
- Duty to Report Information - report to the proper person or the Chief of Police any information given in good faith by any citizen regarding matters that indicate the need for police action. Officers have a duty to report and document any misconduct of which they become aware and shall notify a supervisor, as soon as possible, when another member of the agency is violating the law or policy.

Racial Profiling Data

- Farmington PD received no Bias Based Profiling complaints in 2017, 2018 or 2019.
- Sworn employees receive annual roll call training and Implicit Bias Training which includes the legal aspects of illegal profiling practices.

Farmington Police Department

319 New Britain Avenue, Farmington CT 060851224

(860) 675-2400

Racial Profiling Traffic Stop Report

2019-01-01 00:00 Thru 2019-12-31 23:59

	Gender		Ethnicity			Resident		Custodial Arrest		Enforcement Category			Authority for Search			
	Female	Male	Hispanic	M Eastern	N/A	Municipal	CT	Yes	No	General	Blind	Spot Chk	N/A	Consent	Invent	Other
White:	1023	1403	381	52	1993	500	2337	45	2381	1465	932	29	2367	9	21	29
Black:	137	254	18	2	371	38	374	12	379	254	134	3	355	3	6	27
Indian:	17	31	0	3	45	11	47	2	46	46	1	1	48	0	0	0
Asian:	69	76	0	12	133	38	140	3	142	83	62	0	143	0	1	1
Unknown:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals:	1246	1764	399	69	2542	587	2898	62	2948	1848	1129	33	2913	12	28	57

	Stop Nature			Veh Searched		Vehicle Towed		Result of Stop					Duration of Stop			Contraband		
	Invest	Violation	Equip	Yes	No	Yes	No	UAR	Mis	Infra	Verbal	Written	None	0-15	16-30	Over 30	Yes	No
White:	44	2152	230	58	2368	122	2304	31	184	653	1315	213	30	2236	139	51	20	2406
Black:	7	315	69	36	355	48	343	8	60	68	227	22	6	315	51	25	17	374
Indian:	0	38	10	0	48	0	48	0	1	17	27	2	1	45	2	1	0	48
Asian:	0	137	8	2	143	6	139	2	12	51	65	15	0	137	5	3	1	144
Unknown:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals:	51	2642	317	96	2914	176	2834	41	257	789	1634	252	37	2733	197	80	38	2972

Ethnicity	Totals	%	Race	Totals	Grand Totals	Gender	Totals	%
Hispanic	399	13.26%	White:	2426	80.60%	Male:	1764	58.60%
M. Eastern	69	2.29%	Black:	391	12.99%	Female:	1246	41.40%
N/A	2542	84.45%	Indian:	48	1.59%			
Totals	3010	100.00%	Asian:	145	4.82%	Totals	3010	100.00%
			Unknown:	0	0.00%			
			Totals:	3010	100.00%			

Citizen Complaints

- All persons are encouraged to bring forward legitimate complaints regarding possible misconduct or malfeasance of employees of this agency. All sworn and civilian employees shall be required to accept a complaint alleging misconduct or malfeasance by agency personnel. All employees must courteously inform an individual of his or her right to make a complaint if the individual objects to an employee's conduct. Employees have a duty to assist any person who wishes to file a citizen's complaint by documenting the information and allegations they provide, advising the individual how to proceed, and by promptly putting the complainant in contact with a supervisor who can assist them with filing their complaint. No employee shall refuse to assist any person who wishes to file a citizen complaint or discourage, interfere with, hinder, delay, or obstruct a person from making a citizen complaint.

Citizen Complaints

- Complaints may be accepted in writing, verbally, in person, by mail, telephone (TDD), facsimile, and electronically, or by any other means. Anonymous and third party complaints will be accepted.

External/Citizen Complaint

	2018	2019
• Citizen Complaint	5	2
• Sustained	1	1
• Not Sustained	0	0
• Unfounded	4	1
• Exonerated	0	0

Attachment 2

Review of the six goals of the charge and immediate action items.

Goal	Potential Action Items
To hold meetings with residents to identify issues in the community that have led to unequal treatment based on race and to engage residents through holding community forums, dialogue groups, and training workshops on implicit bias; to develop a campaign to increase public awareness of these issues.	Coordinate the First Public Meeting/Community Conversation. (May need a sub-committee to help organize.) – To be scheduled in 2021.
To analyze the current Town services in collaboration with the Town Manager to increase transparency, to address racial inequality and to develop initiatives and measurable goals.	Create a sub-committee to meet and brainstorm with the Town Manager. Request the Town Manager's Office give a presentation to the Taskforce prior to forming a sub committee.
To collaborate with and support the Farmington Valley Health District in their mission to incorporate and adopt principles of social justice into everyday public health practice.	Request the Farmington Valley Health Department give a presentation to the Taskforce. Interest in learning the process of declaring Racism a Public Health Crisis
To support the Board of Education in their efforts to ensure anti-racism, social justice and equity within the PreK-12 school system in collaboration with the Superintendent of Schools.	Request the Board of Education give a presentation to the Taskforce.
To analyze current procedures and policies of the police department in collaboration with the Chief of Police, including use of force; to increase transparency to address racial inequality and to develop initiatives and measurable goals in collaboration with the Chief of Police.	Request the Police Department give a presentation to the taskforce. Additionally, request that the Police Department give a formal presentation to the Town Council and Taskforce on use of force and ultimately prepare a presentation to the public. Police Department to provide data on JRB cases and instances of arrests in school
To encourage a diverse workforce by providing education and training to local businesses in the areas of racial inequalities; and to research possible incentives to increase the number of Black owned businesses in collaboration with the Economic Development Director.	Create a sub-committee to meet and brainstorm with the Economic Development Director. Request the EDC Director give a presentation to the Taskforce. Prior to forming a sub committee

Attachment 3

Racial Equality Taskforce Meeting Schedule:

	Topic	Presenter	Date
Meeting 2	Police	Chief Paul Melanson	August 26, 2020
Meeting 3	Health District	Jennifer Kertanis, Farmington Valley Health Director	TBD Potentially: September 9, 2020
Meeting 4	Board of Education	Superintendent Kathleen Greider	TBD Potentially: September 23, 2020
Meeting 5	Town Services & Economic Development	Kathy Blonski, Town Manager Kat Krajewski, Assistant Town Manager Rose Ponte, Economic Development Director Nancy Parent, Director of Community & Recreational Services	TBD Potentially: October 7, 2020

Meetings will start at 7:00PM unless otherwise stated.