

**ENFIELD TOWN COUNCIL
MINUTES OF A VIRTUAL SPECIAL MEETING
MONDAY, JUNE 22, 2020**

A Virtual Meeting of the Enfield Town Council was called to order by Chairman Ludwick on Monday, June 22, 2020. The meeting was called to order at 5:30 p.m.

ROLL-CALL – Present were Councilors Bosco, Hemmeler, Kiner, Ludwick, Mangini, Muller, Riley, Sferrazza and Szewczak. Councilors Cekala and Unghire were absent. Also present were Town Manager, Christopher Bromson; Town Clerk, Suzanne Olechnicki; Town Attorney, James Tallberg; Chief of Police, Alaric Fox; Director of Finance, John Wilcox; Director of Social Services, Cynthia Guerrerri; Director of Human Services Steven Bielenda; Executive Secretary to the Town Manager, Debra McCarthy; Director of Public Works, Donald Nunes

MOTION #5469 by Councilor Mangini, seconded by Councilor Szewczak to go into Executive Session to discuss Pending Litigation – Fire Protection Charges.

Upon a **SHOW-OF-HANDS** vote being taken, the Chair declared **MOTION #5469** adopted 9-0-0, and the meeting stood recessed at 5:31 p.m.

EXECUTIVE SESSION

The Executive Session of the Enfield Town Council was called to order by Chairman Ludwick at 5:32 p.m.

ROLL-CALL - Present were Councilors Bosco, Hemmeler, Kiner, Ludwick, Mangini, Muller, Riley, Sferrazza and Szewczak. Also present were Town Manager Christopher Bromson, Town Attorney, James Tallberg; Town Clerk Suzanne Olechnicki; Director of Finance, John Wilcox; Director of Human Resources, Steven Bielenda

Chairman Ludwick adjourned the Executive Session and reconvened the Special Meeting at 5:47 p.m. and stated during Executive Session Pending Litigation – Fire Protection Charges was discussed with no action or votes being taken.

SPECIAL GUESTS

CIRMA

Mr. Bromson stated he had a late update regarding this item. He noted the Town went out to bid, and there are only a few carriers in the State. He stated currently the Town has Travelers and before Travelers they had CIRMA. He noted they had a presentation from CIRMA, and they are looking at the column-by-column coverage issues and associated costs. He stated late this afternoon one issue of coverage had come up that is being discussed with the Town's broker, and this needs to be clarified before they make a final decision. He noted they should have a recommendation in the next few days as to who the Town should go with under the bids. He stated the renewal is for July 1st, therefore, they must make a decision by the end of the week.

Cindy Guerreri, Director of Social Services

Ms. Guerreri stated Social Services has 100 staff members organized into five divisions – The Adult & Community Division, which is inclusive of the senior citizen and veterans work; the Early Childhood Development Center, which covers infants through school age; the Family Resource Center, which works with people prenatally through the age of eight; the Transportation Department, which includes Magic Carpet and Dial-A-Ride programs and Youth & Family Services, which is a significant partner with Enfield Public Schools in programs such as suicide prevention and reducing trauma for children and students in the schools.

As concerns per capita expense, Ms. Guerreri noted it's roughly \$70 per year, per person with the caveat that every community is organized differently. She noted when Enfield is compared to other similar communities, Enfield is on par with towns such as Manchester, Glastonbury and Vernon. She stated Enfield is able to partner with smaller communities to assist them when needed.

Ms. Guerreri stated Social Services works with the Police Department and EMS to share the best way to respond to someone's need. She noted they rely a lot on the Police for the well-check visits. She stated Social Services receives a lot of referrals where people need assistance. She noted they also work very closely with the Juvenile Review Board, Police and public schools. She stated she hopes to expand these relationships.

She noted she is currently in a position where timing is everything and given the fact they have the Elderly Services Care Coordinator role, she's allowed to re-examine the Adult Social Worker role that is now vacant. She stated she spoke with Chief Fox and asked him what would be helpful for him, and he was aware of a grant that was available in some of the smaller communities where they shared a social worker that was out-posted in the police department. She noted she has a Social Worker vacancy, and she would like this position to have some hours at the Police Department where real time assessments can be done, i.e., crisis intervention, triaging, and connecting people with the services they are going to need in a timely manner. She noted this would not be a new position, but rather an update of an existing job description, so it will really align with the needs that they have.

Ms. Guerreri stated they have a proposal in from Harvard's Implicit Bias Project. She noted this is a no cost test people can take, and she will be asking Social Services staff to take this test on race. She stated she would not ask for anyone's results, but she would hope to get a baseline of self-awareness across the department. She noted the Harvard project also does training. She stated they do have a proposal for a modest amount, and they do have some grant dollars that they would be able to use beginning in July that would cover the cost of an initial assessment of the department and initial training based on the results of the assessment. She noted she could bring in a consultant that could take them to the next layer of really looking internally as to how they conduct themselves and whether there are areas for growth, and if so, how do they go about doing that.

Mr. Bromson stated this is another step that Enfield is taking, which is concrete, and they're putting their words into action.

Councilor Hemmeler thanked Ms. Guerreri for the great job she is doing.

Councilor Muller questioned whether people could go to 110 High Street if they have questions, and Ms. Guerreri responded yes.

Councilor Sferrazza stated he fully supports the concept of putting a social service person at the Police Department. He noted over 20 to 25 years ago, the Enfield Police Department had an arrangement with DCF when they posted a DCF worker in the Police Department and many times that proved helpful. He noted the Police Department often deals with people in distress. He stated he would love to see this become a reality in the Police Department.

He questioned where Enfield ranks compared to similar towns in terms of what's being allocated for resources and money for Social Services.

Councilor Riley stated she is always impressed with what Enfield provides in the Social Services Department. She commended Ms. Guerreri for stepping up to the plate for Enfield.

Chairman Ludwick stated his understanding Social Services doesn't just wait for people to contact that department. Ms. Guerreri stated Social Services is very hands-on, very responsive, and out in the community.

Ms. Guerreri stated if the Council approves the revised job description, she's not really in need of a Clinician because they exist in community agencies, but rather she needs a good, old-fashioned generalist social worker.

Ms. Guerreri stated she is so humbled working with Chief Fox because he gets it, and he cares.

Alaric Fox, Chief of Police

Chief Fox stated his belief the Enfield Police Department is an outstanding agency and very respectful of the rights of its citizens and visitors to Enfield. He noted he wished to share some hard data and facts to provide a handle of where the Enfield Police Department is in terms of its interaction with the public, bias issues, use of force issues, accreditation issues and compliance with some of the mandates coming down the road.

He stated long before Minnesota occurred, the Enfield Police Department was completely compliant with every single of the "Eight Can't Wait" proposals that have circulated throughout the nation. He noted the Enfield Police Department is also already compliant regarding Governor Lamont's executive orders that could reasonably or rationally be read as to pertain to local law enforcement, with exception to the body camera issue.

Chief Fox stated CALEA is a system of voluntary compliance for agencies that wish to participate. He noted police departments must meet 480 standards that consist of 1,280 specific items, and they have to demonstrate compliance with this on a regular basis. He pointed out these are challenging to meet. He stated this promotes and requires best practices on the part of a professional law enforcement agency. He noted the Enfield Police Department is one of only 20 CALEA accredited

municipal departments. He noted there are about 90 municipal departments in the State of Connecticut, and 20 have this badge of honor, and Enfield is amongst them. He stated there are about 800 accredited agencies in the entire nation, and Enfield is one of those 800. He noted EPD is also compliant with the State of Connecticut accreditation system, and there are three tiers with one being the lowest and three being the highest. He pointed out Enfield is at the highest level of accreditation at Tier 3.

Chief Fox stated since 2013, the State of Connecticut has been tracking the racial and ethnic make-up of individuals stopped by law enforcement to determine whether or not there are any communities that are out of line with the statistic norm. He noted the CCSU statisticians that do this work will say all that they are looking to determine is a statistical aberration, a variation from the norm. He noted the Enfield Police Department has never appeared in this report in a derogatory manner, and there has never been any indication that the Enfield Police Department has profiled or had even an out of line level of motor vehicle contacts, which were believed by some as a fertile ground for inappropriate law enforcement action. He pointed out this is an ongoing study year-to-year.

He explained bias-based policing is the broad label used for any individual that might indicate that they were treated poorly at the hands of law enforcement for a reason that they believed to be an account of any sort of bias, which could be gender, sexual orientation, race, religion, ethnicity, etc. He noted he went back five years in time and learned the Enfield Police Department received one bias-based police complaint, and it did not have merit. He noted it wasn't believed at the time, and it's not believed now. He explained this was an individual that believed he was excluded from the Enfield Police Department's Citizens' Police Academy on account of mental disability, and while that's certainly a concern, it's not the concern that has been focused on in the last few weeks. He went on to note this individual was excluded because he previously attended this program and previously went on multiple ride-a-longs with Enfield police officers.

Chief Fox stated he also looked at the use of force tracking and reporting. He noted every use of force incident by an Enfield Police officer generates a use of force report. He stated the use of force report is subject to a supervisory review, and it is then sent to a use of force instructor, who also needs to review and approve it. He noted it is then sent to one of the two department captains, who then must review and approve it. He stated the use of force definition is very broad, and it includes everything from an empty hand control technique to OC spray, to taser, to impact weapons, to canines, or the display of a firearm. He noted a withdrawn firearm generates a use of force report. He shared facts using this data: In 2015, they had about 69,000 calls for service, and there were 39 uses of force. He pointed out the State Police stated their use of force ratio is 2%, and Enfield is at .0005649. He noted from 2015 through 2019, they are all in the neighborhood of less than one-tenth of one percent regarding citizen interactions and use of force.

He stated every year they do a study of their recruitment efforts, and their testing process is standardized, and it is consistent with what other agencies do. He noted it consists of a written exam, which is standardized, physical fitness, oral interview, polygraph exam, background check, written psych, oral psych, medical exam and a final Chief's interview. He stated every single time they look for applicants, they make it very clear that minority applicants are strongly encouraged to apply and solicited to do so. He noted they also reached out, and have reached out for years, to

the NAACP and the National Latino Police Officers Association, and a group known as NOBLE, which is the National Organization of Black Law Enforcement Executives to encourage those minority applications. He stated his belief the Enfield Police Department is the only department in the state where every member of the executive command staff teaches at the community college level where they can get access to those potential diamonds in the rough, and they all try to encourage them to apply to this agency.

Chief Fox stated there's been a lot of attention to the military surplus program, which is called the 1033 Program. He noted this program was around prior to President Obama, and it was robustly used by law enforcement. He stated it was suspended under President Obama, and it was brought back under President Trump. He noted the Enfield Police Department joined the military surplus program about two years ago with the consent of the Town Council, however, they've never solicited or acquired any weapons, any military vehicles, or any other military paraphernalia.

He stated Enfield's community policing initiatives are considerable.

Referring to areas the Police Department is lacking, Chief Fox stated they are lacking cameras. He noted their in-car camera fleet for marked units are approximately ten years old, and the system has gone from fully functional ten years ago, when it was state-of-the-art, to disrepair. He stated to refresh their current in-car cameras and outfit all personnel with body worn cameras, the number would be 35 in-car cameras and 100 body worn cameras. He stated his belief this will become a mandate.

Mr. Bromson referred to the camera system and noted they have been recently outfitting some new cruisers, and they did make expenditures within budgets to make sure they did add in-car camera systems so they don't have a deficit. He noted they did that before the recent problems nationally because they knew the importance of in-car cameras to protect both people being stopped and police officers, and this has been hugely successful. He stated within the police budget, where they solicit both budget requests and CIP, the Chief of Police did include a system of in-car cameras, together with bodycams and also to augment the neighborhood camera system, which was going to be about \$50,000 to continue with that progression. He stated with the Covid issue and given the fact that they basically cut all capital improvement plans to zero, that had to be stopped. He noted in light of recent events, he asked the Chief to resurrect this, and he has been actively looking at this with IT to come up with quotes and vendors. He noted it's their intent to have a proposal and resolution for the Council at the first or second meeting in July to consider this because he believes this is timely, and it's something that will protect everyone in the community. He stated it's very expensive due to the storage requirements of the bodycams and due to the fact they need to be able to retrieve the information and respond to FOI. He noted this is a daunting task. He stated that has really been the impediment with most departments as to why they haven't bought this technology. He noted this funding will need to come out of the Town's unallocated fund balance.

Councilor Bosco thanked Chief Fox and voiced his support of the Police Department.

Councilor Hemmeler stated her belief the cameras do protect all parties, and she's in favor of it. She questioned whether there might be grants available for the cameras. Chief Fox stated several

years ago, the State made some grant money available through OPM to towns to fund body worn cameras. He stated that may be the case, but the restrictions imposed five years ago as part of the camera package were so onerous that there were many departments that turned down the grants. He noted he knows of one Chief that took the money under the grant and found the conditions so onerous that he eventually gave the money back. Mr. Bromson stated that was considered in the past, but because of the restrictions they deferred proceeding.

Chief Fox stated the Thompsonville walking patrol is funded by Town money.

Councilor Sferrazza stated the most important thing is the physical well-being of officers and the people in this community. He stated his understanding there's a lot of backlash right now after what's been going on in the nation, but when people really look at the graph shared by Chief Fox, Enfield averages anywhere from 40,000 to 50,000 calls for service per year, and not even one percent involves a use of force. Chief Fox stated when a use of force is reviewed, it is not rubber-stamped, but rather it's looked at to be sure it's in compliance with training, and if not, there is correction involved. Chief Fox stated if there's a need for retraining because someone erred, even not intentionally, retraining would be done. He noted if someone behaved inappropriately, history shows that this department has been appropriately proactive to detect such problems and to take swift, firm action to deal with those issues. He stated there's no tolerance for inappropriate behavior.

Councilor Sferrazza stated another great asset of having this use of force review is that at the end of the year they're required to do an analysis of the use of force. He noted this would help plan training and putting a budget together. Chief Fox stated they can do year to year assessments, long-term assessments, and it's great to have data immediately available. He noted that's why this department is as good as it is.

Councilor Sferrazza stated since 1996, Enfield has been a CALEA agency.

As concerns the military surplus program, Councilor Sferrazza stated he doesn't see anything wrong with getting equipment from the military that helps keep people and this community safe.

As concerns the protests and violence across the nation, Councilor Sferrazza stated it's so important that people look specifically at the town they live in and look at their police department and history and not paint with a brush misconduct of officers in other parts of the country.

Councilor Riley questioned why 100 body cams is needed when officers are on different shifts. Mr. Bromson suggested deferring that and other questions to when this is taken up as a specific item.

Councilor Riley thanked Chief Fox for a great presentation. She noted she'd proud to live in Enfield, and she believes they have a great team of officers.

Councilor Mangini commended Chief Fox for a great power point presentation. She noted she knows there's a lot of talk nationally about defunding police departments, but she wants to support the police department. She voiced her support for the proposed cameras. She encouraged Chief

Fox to present his needs to the Council. She stated perhaps the National League of Cities may be of assistance regarding different grants and opportunities without too many restrictions.

Mr. Bromson stated this Council and previous Councils have always supported the Enfield Police Department. He noted with some of these national incidents, there's been a call for additional training and to pay police officers appropriately to be able to attract and maintain good people. He noted these jobs require people skills and high skills to make life and death decisions.

Chief Fox stated his belief Enfield does extraordinarily well with training. He noted Connecticut is a state that requires more training at the recruit level and at the in-service level than the national norm. He stated above and beyond that, Enfield does more than what Connecticut requires, i.e., BlueLine training, taser training, de-escalation training, mental health awareness training, critical incident training, firearm training, active shooter training, and legal training. He stated they do everything they can to stop bad things from happening.

Chairman Ludwick referred to the drug problem and stated his understanding they're not trying to arrest their way out of this problem. Chief Fox stated there's part of the drug addiction-narcotics enforcement issue that must be law enforcement, i.e., the individual who is wholesaling, retailing drugs in the community. He noted they won't arrest their way out of end-level users that overdose and who are saved with a Narcan administration. He stated they've had successes. He noted people in the throes of addiction might not always be amenable to taking assistance, however, if they are interested, they are there.

Chairman Ludwick stated Enfield has a mental health committee in town that brings all the various programs together, and the Police Department staff is a part of that.

Councilor Sferrazza stated his understanding the State Legislature has prohibited local law enforcement from cooperating with federal law enforcement, specifically ICE agents, therefore, they are not allowed to apply for grants anymore. Chief Fox stated that's correct. He noted on any DOJ federal grant application, there is currently a conflict between what state law says that they're not allowed to do vis-à-vis cooperating with immigration enforcement authorities. He noted as a result, Enfield is largely ineligible for federal grants.

Councilor Sferrazza stated he personally could never understand why law enforcement can't help State or Federal law enforcement.

RESOLUTION #5470 by Councilor Muller, seconded by Councilor Szewczak.

RESOLVED, that in accordance with Chapter VI, Section 8(f) of the Town Charter, the following transfer is hereby made:

TO:	Custodial Services		
	Custodial Supplies/Materials	10300345-561500	\$25,000.00
FROM:	Custodial Services		
	Custodial Salaries	10300345-511000	\$25,000.00

CERTIFICATION: I hereby certify that the above-stated funds are available as of June 8, 2020.

/s/ John Wilcox, Director of Finance

Mr. Bromson stated this is due to the Covid issue, and it's within the department's budget from salaries. He noted they had some openings, therefore, they had some funds. He noted they've been applying for reimbursement for those funds related to Covid through FEMA.

Upon a **ROLL-CALL** vote being taken, the Chair declared **RESOLUTION #5470** adopted 9-0-0.

ADJOURNMENT

MOTION #5471 by Councilor Mangini, seconded by Councilor Riley to adjourn.

Upon a **SHOW-OF-HANDS** vote being taken, the Chair declared **MOTION #5471** adopted 9-0-0, and the meeting stood adjourned at 6:54 p.m.