

GENEVA COMMUNITY COMPACT

Geneva Community Compact Steering Committee Minutes

Geneva Lakefront Welcome Center

Tuesday, April 16, 2019

PRESENT: Victor Nelson, AAMA
Mark Gramling, Clr. At Large
Linda Whitley, Tools for Social Change
Lucile Mallard, NAACP
Sage Gerling, City of Geneva
Chief Michael Passalacqua, GPD
Daniel Haynes

ABSENT: Michele Barrett, GHRC
Brandon Bryant, Tools for Social Change
Carol Maxon, Courtyard Tenants Association

Victor Nelson read aloud the following mission statement: *"It is the mission of the Geneva Community Compact Steering Committee to foster mutual respect regardless of ethnicity, gender, gender expression, sexual orientation, religion and abilities, repudiate racial and cultural bias and strengthen the City's workforce diversity by drawing on the talents of all segments of the community".*

1. **Approval of Minutes** – March 19, 2019
Moved by Lucile Mallard; seconded by Mark Gramling
Motion Approved Unanimously

2. **Agenda Items**
 - a) Compact Action Plan Next Steps –Mike is working with Rhonda on outreach for the FL Law Enforcement Academy, and he and Lori Guinan will be working more on the action planning documents.

 - b) Sub-Committee Updates – Lori read an email from Brandon: Just wanted to share that we have met with the chief and we are going to move forward setting up an appointment with Prof. Klofas to see if he could be of any assistance in our pursuit of a community focus group(s) to gauge sentiments regarding public safety concerns and community relations. Our goal is to have this meeting on the calendar with a late May, early June date. Also, Daniel Haynes will be joining our compact meetings. He is a member of our subcommittee.

c) Sage gave everyone a handout on Geneva's Civilian Oversight and Community Building Program, and Mark referred to their committee's goal of creating a cooperative, neutral and fair oversight system through a community building approach. He said that he went back to the original agreement for the Compact and read a statement that the Compact was entered into with leaders of different community organizations with the means of improving the relationship between citizens and the police department, and all agree to participate in this agreement in the spirit of community reconciliation. He said that he feels as the Compact moves forward, that has to stay the focal point. He has gone to various community members who aren't vocal and discussed how the Compact is looking to build relationships, and he has 80 signatures so far of people who agree with this message. Sage, Mark and Mike met with the Center for Dispute Resolution, and rather than going with a watchdog approach whose goal is to catch people doing something wrong, they would like to propose a community-building approach. She feels we need the relationship building approach where everyone feels they have a good relationship with our police department. They would like to put out a request for proposals to contract with someone to provide:

- Community conversations to get to know the process and the neutral party delivering the service
- Community Advocate-to walk people through the process
- Complaint Intake Services
- Police Conciliation Mediation for complaints for courtesy or procedural issues-where everyone volunteers to come together
- Review of the Police Chief's determination of all complaints relating to an indication of criminal behavior; racial bias; or excessive force
- Audit authority to review all citizen complaints
- Review of internal department complaints at Police Chief's request
- Policy and training recommendations
- Quarterly and annual reporting

Sage said they feel the cost could be \$30,000 to \$50,000 per year, so they are looking to see what the Compact thinks. If we agree, she can take it to the next Council meeting and have it in the 2020 budget. She noted that there is \$15,000 in the 2019 budget that could be used to get started. Mike said that after their discussion with the Center for Dispute Resolution, he was excited at the way they explained their operation. He feels that this ties into everything the Compact is looking for. The person hired would have no ties to Geneva or the Police Department, they are trained professionals, they would learn our policies, and this would tie into the excessive force allegations and bias or racial component. After review, the person would make a recommendation to the chief. Mark said that the company will facilitate, and they can do quarterly or annual reporting. When Linda asked what parts will be open to the public, Sage said that will be up to the Compact to decide. Linda said that the community needs to be a part of this before we begin; such as round tables with different groups in different areas of the city. Mark added that going to

various places in the City should ensure a broad cross-section of community members. Mike said that we need to stress the importance of involvement, and we need people to come forward to tell the Compact what they want. The meetings need to be well-publicized, and we can provide transportation if necessary. When Victor asked how other communities reached out to residents, Mike said that he, Sage and Mark are looking at a hybrid blend of ideas that fits Geneva. Daniel suggested looking at civilian oversight models in various communities. He said that his subcommittee has talked about gathering information, and they are trying to answer the question as to what are people's perceptions. He also said that people want a forum to express their concerns without police officers there. Lucile reminded everyone that the plan of her subcommittee is to have separate meetings with residents and the police department, then having a meeting with both parties together. Mark said that the Compact needs to speak clearly and remember that the smallest number of people often have the loudest voice, and he heard that the majority of the people wanted the police there for the meetings at the library.

Sage said that we need to line up what the steps should be and decide what we hope to learn. It was clarified that the Compact does not need to have someone lined up on January 1st to start this process, but in order to do anything in 2020, the budget proposal needs to be in July 2019. Everyone agreed that residents need to feel safe in expressing their views, and know that they are being heard, and that there will be no backlash if they speak up. Mark has been sharing information with the community, and he is getting good feedback. Linda suggested putting what the Compact stands for in the proposal. Mark said the Compact needs to stay focused and build relationships. Sage asked everyone how the Compact can have meaningful conversations with individuals who don't want to listen, and Victor said that at the end of the conversations, we have to agree to disagree. Sage reminded everyone that we need to work together to change, and the police officers are as much a part of the community as residents, so we all need to feel empowered in life. She knows that the Compact's suggestions will not be liked by all, but this is a way to grow. We need to hear from everyone, and not just those speaking for others, so we must make sure we hear what the majority of residents want or need. Sage said she will begin working on this for the 2020 budget and the group can begin looking at a series of 3 conversations; with police, with residents, and with both groups. Mark asked about giving a general update to council at their next meeting, and everyone agreed.

- d) Mike said that he asked his officers to give him feedback on the FIP training, and he said that the comments were all positive. Some of the comments included: good training, informative, eye-opening, learned about biases other than racial, and training and delivery were very effective.
- e) Mike said that someone from Big Brothers and Big Sisters of Greater Rochester reached out to him about being part of the "Bigs in Blue Youth

Mentoring Program" which matches police officers up with youths as a mentorship program. They have approval from the superintendent of Geneva Schools to implement this program. He said that he already has 10 officers who want to volunteer. The program is twice a month, during the school day, and will take place at the start of the next school year, where the officer and student will build a relationship. We will be the first department east of Buffalo, other than Rochester, that will be participating. Of the 800 officers in Rochester, they only have 5 officers volunteering.

3. Follow-up Goals for Meeting

Receive Report of Complaints from GPD – (see attached)

Chairpersons for upcoming meetings

- May – Lucile
- June – Brandon
- July – Michelle
- August – Mark
- September - Mike

4. Adjournment: 7:15pm

5. Next Meeting: May 21, 2019; Chairperson, Lucile Mallard; Location, Geneva Lakefront Welcome Center

GENEVA POLICE DEPARTMENT

FROM THE DESK OF CHIEF MICHAEL J. PASSALACQUA

TO: Community Compact
FROM: Chief Michael J. Passalacqua
SUBJECT: Calls for Service/Arrests/Citizen Complaints
DATE: April 16th, 2019
CC:



As of today's date, the Geneva Police Department has handled 8,819 calls for service which is a portion of the contacts the police department has had with individuals this year 2019. The Geneva Police Department has made 139 arrests with the following breakdown (through March 2019):

Race:

White- 85

Black- 54

Ethnic Origin:

Hispanic- 26

Not Hispanic- 113

Personnel Complaints:

Year to date: 1

Respectfully,

A handwritten signature in blue ink, appearing to read "M. J. Passalacqua".

Chief Michael J. Passalacqua