

MADISON DEPARTMENT OF POLICE
June 11, 2020 – 5:30
Meeting and Minutes via Teleconference – ZOOM

Attendees: Chairman Ed Dowling; Vice Chairman Marietta Lee; Commissioner Thom Cartledge;
Commissioner Ann Rumberger

Also Present: Chief Jack Drumm; Capt. Joe Race; Al Goldberg, Board of Selectmen Liaison

Absent: John Iennaco, Town Engineer

CALL TO ORDER

Opening and Call to Order at 5:36 PM by Chairman Dowling.

Pledge of Allegiance

Chairman Dowling began the meeting by noting we are live streaming; he welcomed the commissioners, Mr. Goldberg, Chief Drumm and Capt. Race.

REGULAR SESSION

MOTION by Lee, second by Cartledge to accept the minutes of the Regular Meeting of May 14, 2020. All in favor. None opposed. So moved.

PUBLIC COMMENTS: Jude Hession attended via Zoom but had no comments.

CHIEF’S REPORT

BUDGET/FINANCIAL: Chief Drumm reported we are getting close to the last few weeks of the budget year 19/20. We will be doing line item transfers to offset OT related to the shortage of 3 officers, COVID, Hammonasset and beach road patrols. At the next Board of Finance meeting we will be presenting line items; it will depend where we are in 2 weeks. The unencumbered line and extra funds in the holiday line can bring us to zero. Only exception is the outside job line where we charge for the officer, car, insurance, etc.; it is \$33K over now with billing in excess of \$50K. Chairman Dowling asked if we know the link with Middle Beach Road issues including the reassigning of officers, do we know if whether that extra expense, i.e., OT, might be reimbursed federally. Chief said we’ve applied to FEMA for 75% reimbursement– we got out in front in submitting. Roughly \$22K is related to Hammonasset, people coming to town during COVID restrictions. Impact is more for us because there are only 600 parking spaces but that does not reduce the number of people. For example, on Monday the park was closed due to capacity but people parked along beach roads and Rte. 1. Extra patrols had to respond; there is no help in sight from the state. We will probably close out around \$24K for all things COVID with 75% reimbursement.

Commissioner Cartledge asked if any of the illegally parked cars are ticketed or towed. Chief said some were ticketed; wreckers were called but people ‘miraculously’ appear when the tow truck arrives. People receive infractions. Commissioner Cartledge asked if we are enforcing the regulations so they tell their friends and neighbors don’t do it – it will cost money. There will be hearings for parking violations. Chairman Dowling noted we have requested \$20K given extra police/labor expenses related to COVID. If those funds are approved by FEMA, sometime over the next 12 months, how will those funds go back into the Police Department, if at all? Will they go back to the town for next year’s budget, is there a

reserve? How will it work? Mr. Goldberg answered the reimbursements come back to town coffers. Since FY will have ended 6/30/20 there is no way to put funds back into this year's budget. When we receive the FEMA funds and if the Department would like access to those funds they will have to apply to the Board of Finance and Board of Selectmen. Chief concluded they'll bring it to zero prior to the audit; if the money is returned it will go to the General Fund. It will be noted in the audit.

ACTIVITY / STATISTICS REPORT: No handout on tickets issued or Calls for Service. At the July meeting you will get first and second quarter reports in writing. In general the Calls for Service have changed – people are home, working from home so some crimes in vacant homes have reduced, i.e., vandalism, burglaries. Increases are in medicals, assaults and domestics.

Last weekend we had the *Black Lives Matter* gathering in front of the Congregational Church on the Green. We anticipated a few hundred people on the church grounds for devotion to those who have succumbed to violence. Probably 500-600 people came; there was no disruption, very well organized. The police had positive interactions with some attendees after the service. It was a wonderful experience and was uneventful. Commissioner Cartledge, who was in attendance, said 400-500 people attended and it was orderly. The way the Chief protected the streets was extremely well done with a police presence with bicycles and positioning of patrol cars on the back of the Green. There was nothing negative by the police or public – kudos to them all. The Chief said he was asked about the Public Works dump trucks and he explained he secures the intersections with the trucks which prevents traffic from running into anyone either deliberately or accidentally.

TRAINING: The Chief reported some training is still modified and is on line with POSTC; some additional training is also on line regarding escalation or general training. Chairman Dowling asked what happened to the training report. Chief said most training has been reduced but there is a Virtual Academy being done on line. He continued, de-escalation training protocols engage and include several officers – we have general, advanced and CIT training (Critical Incident Training) which is a team approach. It is basically a process where an officer receives 40 hours of training on how to de-escalate regarding drug related or mental illness issues. A large number of our officers have received the training as well as in-house training for de-escalation of someone in crisis. Some conditions such as Asperger's, etc. were formerly treated as medicals with transport via an ambulance; that no longer occurs and we do have many episodes. The officer will sit with the subject and it is amazing to see how the situation is de-escalated via methods of CIT. Roles of policing have changed; we no longer 'warehouse' patients – we set up critical services in the community but the funding never arrived. When people are in crisis they dial 911 – it's a service to the community and we need to have that training. We've been in front of this for several years – our training exceeds the minimal. Chairman Dowling asked if there is a 40 hour advanced course to de-escalate critical incidents. Chief said after being certified officers receive a key component of this; after that there is a 40 hour course to focus on that topic. When you leave the Academy you have that training; to update officers on the road takes 40 hours. Chairman Dowling asked what percentage of Madison's officers have received this remedial training – Chief said 80% of patrol as well as the supervisors.

COMMUNITY CALENDAR: The Chief reported the Memorial Day event went off very well; everyone practiced with proper PPE under the Governor's directives. Races have been postponed; the concert is postponed as well as antique shows. The Farmer's Market has returned to the Green; on 6/17

dynamics change again for folks with proper PPE practices and social distancing. July 4th events are postponed to Labor Day 9/6, 9/7 – that’s the plan.

REGIONAL SHARED SERVICES: All the events that have occurred with regard to gatherings, protests, marches, etc. have encompassed about 19 area PDs. We are all working together; we’ve sent folks to other communities and we received assistance from our regional partners on Saturday’s march.

CHIEF’S CORRESPONDENCE: None

TRAFFIC: We had 8 MVAs; texting, following too closely were causes; majority of the accidents were because people drove left of center or drove off the road when the event occurred.

Chairman Dowling noted regarding last month’s topic about the beach roads - you set up a focused review of additional signage, officer assignments, introduction of expanded bike patrols and he hasn’t heard of any other incidents down there. He asked for comments how it’s working. The Chief responded in the beginning, once the weather started changing, people from town and out of town were walking on the beach roads so we put signs up about proper distancing. As crowds and traffic increased we have increased signage and patrols. Complaints have slowed down; the complaints that came to us were recreation related which we passed over to the First Selectman’s office.

Chief Drumm reported people noticed the motorcycle officer; the motorcycle is on loan from Guilford and he thanked them publically. The officer patrolling on it is certified through the very highly regarded Delaware Program; he is retired from NHPD and meets all the criteria. Our only expense was a microphone adapted helmet. It is a tremendous tool for us, one which we might consider in the future. Bicycles are great. We’ll see what the fall brings. Commissioner Cartledge added he has received a number of comments about the motorcycle which were very positive on how well the officer communicates with people. It’s a really good program and we can measure the success by the end of the summer; we might want to discuss how to make a motorcycle more permanent. Chief added we can react very quickly to situations as they arrive; people in the area are very pleased. We will have to discuss additional officers for the next budget.

Commissioner Lee said the police presence has been noticed. One area of the Middle Beach Road that is problematic is where the sidewalk is on one side at the narrow section with the wall on the other side. As an informal poll – nobody is clear if when walking from the Beach Club toward Hammonasset – do you walk on the sidewalk. Where do you walk? Do we need signage? Chief said runners and walkers face traffic, bikers ride with traffic. During the storm reconstruction, site lines were an issue as were historic stone walls; there were a lot of factors. It is very difficult to navigate there because of COVID’s impact, and the increase of bikers, rollerbladers, skateboards, people walking and carriages. During the reconstruction DOT said we should have a blinking yellow light at the curve by the Beach Club; that would not be popular. Speed does reduce through there but the speed limit is too high for speed bumps. The speed bumps would impact people’s bodies and damage cars for which the town becomes liable. Commissioner Lee asked if you’re running towards Hammonasset do you go on the sidewalk or against the wall? Chief answered social distancing is a challenge. Commissioner Cartledge added a runner should be on the sidewalk if a car is coming; they wouldn’t stay against the wall. Common sense says get on the sidewalk for 15’. Chief said cars swing out when they see walkers; it wasn’t an issue in July of last year however with COVID and PPE it is a dynamic. Cars do slow down through there. We’ve done the best we can absent the signs. Commissioner Lee noted it is still unclear. Chief Drumm said run and bike with traffic; walk against it; if there is room on the sidewalk use it. We could slow it down to a crawl with

blinking yellow signs. Commissioner Lee stated she is on the record as not looking for traffic mitigating measures. Chief continued there is an influx of people on the shoreline – Atty. Harrington of the CT Bar Association wrote to remind people – bike, run with traffic, walk facing traffic. Drivers will swing out into the road to avoid someone. We've gone overboard on patrolling there to enforce the area; more than any other road in Madison. Use common sense. Chairman Dowling concluded that is a tough unsolvable corner and he urged people – if jogging, slow down; if walking, come to a stop so someone can pass coming from the other way. He appreciates the difficulty of that area.

NEW BUSINESS: Current Issues

CORRESPONDENCE: Chief summarized we have a lot of people sending letters of support and people who keep feeding us sweets – appreciates that for the officers. Greg Butler and Themis Klarides, former Speaker of the House, were thanked for their kind letter and gesture – Pem McEnery has dropped off cookies, donuts, and coffee twice; she is doing a piece on policing. Bill and Dani Woods of Middle Beach Road near East Wharf thanked us for our efforts and we thanked them for their support. The Borkowski Family dropped off a generous pizza gift card and we thank them for their support. Mike and Connie Piccione – wrote a letter of support and said they recognize what first responders do. A tray of cookies was dropped off by Laureen Eller and Sophia Pompilli; some folks send us handwritten notes of thanks and appreciation.

Dr. Henry Lee is retiring from UNH but is staying Emeritus for the Dr. Lee Institute. The Chief noted he first met Dr. Lee when he was a police scientist and was later with the Connecticut State Police. Dr. Lee is a dear friend and neighbor and he's sad to see him step down although Dr. Lee would say he's not "stepping down". Rich Vancil wrote with appreciation for the actions of Officer John Palmer who arrived on the motorcycle to assist him; he thanks the officers, particularly John Palmer. What's Cookin' continues to support the Madison Police Department with their appreciation and dropped off a tray of baked goods; they are a stellar participant in Special Olympics. DHHS Student Rebecca Dollahite wrote with concern about what's going on in the US and what's happening in Madison. We had a brief discussion and a letter was sent to her yesterday; he welcomed her to come in to talk. We are transparent and will continue to be so. The Chief received encouragement from Amelia Rogers of Meriden who thanks us for all that we do and supports the police. We received a letter of appreciation from Marlene Beckman who interacted with Officer Phillips and Officer Jacoboski; she gave them a 5 star rating.

Chairman Dowling asked, in terms of general correspondence, were there any letters of concern for the Department? The Chief said a Madison resident who is a professor at Brown was curious about our application for the 1033 program's "tank". He explained we have a decommissioned MRAP without a turret – it is white and does not have any SWAT decals; we use it as a rescue vehicle. It came to us right after the Newtown shootings. We met with a lot of parents and knew we have to be able to respond to an active shooter – we insisted on the SRO program and support was outstanding. We can now go through 8' of water since we extended the exhaust system. We've used it if people get stranded; The Hartford Courant is writing an article on it. Our use is different than other agencies. Chairman Dowling noted, since it is primarily used as a rescue vehicle might we have the word RESCUE painted on it. It could be used in an extraordinary situation involving an active shooter but given the fact that anything is possible, it is more likely that this will be used to get people out of their homes along the shore rather than in a hostage standoff situation. We should just emphasize it is an important part of public safety from a rescue point of view, not because we need to repel a beach landing and a way to emphasize that it would be very helpful. Chief added we had a smaller version before this one; we do in-house maintenance. It is plugged

in, driven very few miles; there is no general major expense. When asked how often shootings happen, the Chief said one would be too many. This is a rescue vehicle. In the past we had 2 armed persons who escaped; also, the previous year we had an escapee so we have to be prepared. A mature reasonable administration of that tool by the program is good public policy on how that should be applied. Ours does not look ominous.

TRAFFIC: Christina Zimmerman is concerned that people speed off Route 1 to get to East Wharf. There are a lot of walkers and children in that area. She asked about speed bumps which the Chief doesn't support and suggested signage. Chairman Dowling said we'll get the Town Engineer John Iennaco involved. Let's make sure it gets logged in as a traffic issue.

Second letter is a request for a study by John Ellis, 27 Ridgewood off Neck Road. Eight residents asked for speed reduction and a study on Neck Road. Chief said he has no problem asking DOT for a traffic study of Neck Road; probably more signage and a reduction of speed. Chairman Dowling suggested it was a very well written letter as he and your neighbors see it; if there are any additional comments to supplement the letter please provide them. As the Chief said it sounds like the area justifies a thorough study – he asked for any comments. Chief said he will reach out to Mr. Ellis next week and will request a study from Mr. Sawicki at DOT. Commissioner Cartledge added, a letter from the Cravens spoke to some issues on Neck Road as well – one of the best letters ever from a resident – it will be in next months' packet and be added for review by DOT.

Mr. Ellis said he hoped everyone would see it as a worthwhile project and added he rushed to get something to the Board but he could get hundreds to sign the petition. Hope is that you all know Neck Road and can appreciate the problems. It is a great asset that so many people walk; would like to see if we can fast track lowering the speed from Mercy Center to the end or even a little before. Feels with COVID there are a lot more walkers and he is looking at other streets in Madison where 25 MPH is not out of the question. A lot more rural streets are 25 MPH. Mr. Ellis suggested signage, stop signs, etc., speed limit written across street, etc. He will talk to the Chief later this week. Chief said we probably should get a response within 30 days; there will be major construction in that area by the Water Company relatively soon. There will be a police presence on that road and that will slow traffic. He advised Mr. Ellis to call 203 245-6502 to reach out. Chief said we will move forward and have the study done.

The Chief updated the Commissioners that a request for signage at Rockland Preserve was submitted to Mr. Sawicki at DOT on 5/15. He received a response that it is in their hopper. Commissioner Cartledge said he will get touch with John Iennaco to review things that are pending.

Chief Drumm noted there is concern about the speed sign on Green Hill at Copse; that has been serviced twice within the last 90 days. We may replace that with our inventory. We have to go out of state for parts; it may have to do with some components. We still need the signs on Route 1. Commissioner Cartledge reported the speed on Route 1 approaching town from Guilford has dramatically increased. Asked for signage in that location to have people slow down. Chief said that is scheduled to be replaced. It will be moved back toward the curve as you enter town; we need to have proper height for radar reads and for people coming out of West Wharf.

Chief Drumm continued, the national conversation comes to people who have died or been assaulted by 'bad' police officers. He gets asked what Madison has done to deal with this issue. We are CALEA dual accredited – only 1 in CT, one of few in the country. We are the oldest agency in the state using body

cams. When we have incidents of not complying with the standards and best practices of CALEA we put all our response to Use of Force in the annual report which includes Cap Stun, Handcuffs, Tasers, etc.; we do an after action. We are somewhat ahead of the curve – we have CIT de-escalation training. When the racial profiling project came up Madison was identified as having a high stoppage of people of color based on our statistics. An investigation of beaches and Hammonasset shows they bring in 20-30K people daily during the summer and we perform a lot of speed enforcement by radar. Our stops are at a ‘blind spot’; at the bottom of the Connector the stops are several hundred feet away and not seen. We came out as the most transparent the group has dealt with and cooperative with the project. They asked that he report more formally to the General Assembly; first is to the project, second to address the sub-committee of the General Assembly on racial profiling in policing.

Capt. Race attempted to show informative videos at the state level in which Chief Drumm was a participant. Unfortunately there were technical difficulties with viewing the videos. Chairman Dowling suggested it would be helpful to provide to the public; maybe work through technical difficulty and show them next month. Chairman Lee noted this is currently on the Town’s website. Chairman Dowling added if someone has the interest they should go to the Town website. It is a very informative video raised at the state level. This is an ongoing topic. In addition to the videos he suggested citizens look at, are there any other elements to discuss?

Chief said we’ve been out in front of this for the last 3 years and through the CALEA process and he wishes his state contemporaries would be more involved. He spoke at a WebX with more than 1000 participants on a panel of CCSU for a very candid conversation. He thinks they were very complimentary to Madison for what we do to change the culture that still exists in policing. There are less than 800,000 police officers; bottom 10% probably have no business being in policing. Not to say rural areas, there is a trend in southern and Midwest states. The Chief was speaking with Chief Ronell Higgins from NHPD; when the video came out and he said he was so sad, “we are better than this”. Good police officers deplore bad police officers. We most certainly contribute to the dialog in changing policing approaches. There are some who should no longer be in the profession if you don’t want to change. We make every effort we can to be fair, impartial and transparent, particularly after the dark days of the MPD and most certainly with the leadership of the police and the Commission. We will continue to do what we do and will continue to participate on the state stage for fair and just policing.

CHAIRMAN COMMENTS: Chairman Dowling thinks we are going through a transition in police and policing in this country. Clearly the events last weekend show Madison is an extraordinary and safe community and we are not separated or immune from people wanting to express their feelings. He spoke to the Chief by saying you have the responsibility and obligation – you’ve done an extraordinary job leaving your fingerprints on this Department. He came on the Board as part of a change in 2010; we worked very hard – you and your officers did all the heavy lifting – you reestablished trust with the community – we all know that is fragile. We send out people – you and Capt. Race are not there – they are making their decisions and they represent other officers. As a Commission we need to push hard to make sure we remain open and talk about things that are uncomfortable. We need to consider not explanations or excuses but if there are incidents that involve an officer under leadership of you and Capt. Race, we don’t explain it away but investigate vigorously. We are not in a position that we dealt with that subject in 2002 – we need to reexamine how effective we are and earn the trust by the people we hire and promote. This is not intended to be a speech, but as Commissioners we have a responsibility to provide some level of oversight and public input. We are not trained or qualified to be officers and oversee investigations and plan operations but certainly we have a very effective cohesive Commission and we

need to continue to provide that right balance of support and oversight as we move forward. It's just too important for us to assure we maintain the standard. He has learned it's no longer acceptable for him to use 'the police'; there are some bad policemen and you cannot take the incident that happened in a different town or city as representative of the blue uniform because they are in Madison CT. We are not immune but we have a very high standard in Madison to which we are going to adhere.

Chief tried again to get video running; still technical problems. Capt. Race will put it up tomorrow.

Commissioner Cartledge asked about this weekend's event and what is expected. Chief said on 6/13 there is going to be a march originating from Meeting House Lane going along the beach roads led by the Youth Diversity Group for a gathering on the Green – will all be wearing masks – that's the intent. Anticipate 300-400 people. There will be a brief ceremony talking about racial profiling. Anticipate they will gather at 1:00; hope to step off by 1:30 to close at 3:00. They were very cognizant of the merchants trying to get back open; we are staying away from downtown area.

Chairman Dowling noted it is a pretty fluid situation; as we get closer he asked that the Commissioners be given a brief summary how things are looking and he'll email everyone if there's any additional information. Chief said they will have a Zoom meeting tomorrow with some of the organizers and they will put out a message to people in the affected neighborhoods. It will not be for a long period of time. We have no intelligence there will be disruptions in the community. Commissioner Cartledge asked if traffic will be diverted or put on hold. Chief said we have people at different posts; have given the participants permission to park downtown. Rte. 1 has a contingency plan; we follow that protocol. We're talking about 8 minutes of crossing. It depends on the number of people and how the organizers keep the folks at social distancing. We'll be fine.

Chairman Dowling asked if there are any other agenda items for the Chief at this point; he said no. Commissioner Rumberger apologized that she needed to leave (7:08); didn't expect that the meeting would go so long.

COMMISSIONER COMMENTS:

Commissioner Lee: appreciated the Chairman's and Chief's comments; it is a stressful time for America and the world due to the riots spurred by George Floyd. As the Chief said there are bad cops out there but there are many good cops out there every day risking their lives. It is a terrible time for the country but for her, thank you to the police for getting us through COVID; everything is very negative – most of America is very, very grateful to our police men and women.

Commissioner Cartledge: these are very difficult times with COVID and George Floyd events; we have all put in a lot of time – the expertise of the Chief, Capt. Race and the quality of officers we have - this makes the Department shine and we will do alright.

Mr. Goldberg: on behalf of the community and the Selectmen he expressed appreciation of the MPD and for the leadership of the Captain, Chief and our 4 Commissioners for being so thoughtful, evenhanded, conscientious and trying to make sure our Police Department is reflective of our community values. We appreciate the officers and the civilian oversight. On behalf of all of us, thank you.

Chairman Dowling offered his thanks to the Chief and Capt. Race for their ongoing service and commitment to a very challenging time. He noted there will be no Executive Session.

The Chief recommended going into the exam process for sergeant, lieutenant and captain positions. The oral boards are being delivered by South Central Criminal Justice on 6/16, 6/19 and 6/23 with a panel. The Commissioners need to come up with dates for interviews which will probably be in a Zoom format. Chairman Dowling said it will likely be Christie asking you for dates for your calendars so we can interview, in particular the sergeant level candidates, because that's the commitment we've made to the Union to identify a candidate prior to 7/1. Over the next 2 weeks you'll be asked to provide some dates and times you are available; probably a couple of hours since we have 4 candidates. He knows it is demanding and a number of Commissioners have occupational commitments. We will try to ask for a number of dates to coordinate this and make it as convenient as possible. It will be within the next couple of weeks to meet our commitment.

Commissioner Lee asked for in-person interviews with us masked up; Chief doesn't see it as a problem – we can distance. Chairman Dowling agreed - it is smoother.

MOTION to adjourn by Cartledge, second by Lee at 7:16 PM. All in favor. None opposed. So moved.

Minutes Accepted: July 11, 2020