

**REGULAR SESSION MINUTES
DECEMBER 8, 2020
BOARD OF POLICE COMMISSIONERS
NEW HAVEN, CONNECTICUT
VIRTUAL AND TELEPHONIC VIA ZOOM**

PRESENT: Commissioners Anthony Dawson; Michael Lawlor; Tracey Meares;
Isaias Miranda; Evelise Ribeiro; and Donald Walker

Chief Otoniel Reyes: Department of Police Service
Assistant Chief Renee Dominguez: Department of Police Service
Assistant Chief Karl Jacobson: Department of Police Service
Assistant Chief Herb Sharp: Department of Police Service
Lieutenant David Zannelli: Department of Police Service
Sergeant Dana Smith: Department of Police Service

Michael Wolak, Esquire: Senior Deputy Corporation Counsel

Gerald Antunes: Board of Alders
Ben Lambert: New Haven Register
Abigail Roth: Board of Alders

OPEN SESSION

The meeting was called to order at 6:01 p.m., Anthony Dawson, Chair, presiding.

- Commissioner Dawson read an excerpt of the Notice for this meeting for the record.
- The commissioners introduced themselves.
- The matter of the bylaws for the commission, not on the agenda, will be on next month's agenda.

DISCUSSION AND APPROVAL OF MINUTES

- ** Commissioner Meares moved to Approve the November 10, 2020 Regular Meeting
- ** Commissioner Walker seconded
- ** Motion passed unanimously with two corrections.

INTERNAL AFFAIRS REPORT

CLOSED CASES:

IA CASE NO. 20C-067: The complainant, Molly Harris, alleged the officer that was operating Radio Car 85 was not wearing his face mask inside a Whalley Avenue CVS during the COVID-19 pandemic on September 17, 2020. This complaint was assigned to Patrol Commander Lieutenant O'Neill for further investigation. The officer was identified as Officer Bennett Hines. He was interviewed and admitted to possibly not wearing it. He was verbally

reprimanded and counseled on the necessity of wearing it and in accordance with General Order 20.04, Pandemic Response. This case was closed by summary action. A certified letter was sent.

IA CASE NO. 20C-075: The complainant alleged the City of New Haven processed his money orders for his pistol permit application but he never received his pistol permit. The investigation revealed that Mr. Azevedo (phonetic) did not participate in the interview portion of the pistol permit application process, that the firearms officer at the time, Luis Rivera, made several attempts to follow-up with Mr. Azevedo, including sending him certified mail, but he did not respond. Mr. Azevedo was put in touch with the current firearms instructor and pistol processing officer. The Department was able to waive any additional fees and got him on the right track. He did proceed with an interview as required. This was unfounded for misconduct.

IA CASE NO. 20C-060: This complainant, Meghan Pinchard, alleged that Officer Nesto was rude to her, that her arrest was politically influenced by Clifton Graves who the complainant alleged was dating her neighbor who is the victim in the incident; that Officer Nesto did not document the incident properly. It should be noted that the complainant failed to arrive for her scheduled interview at Internal Affairs. Body-worn camera footage showed that the complainant admitted to the officers on scene to threatening the neighbor during an argument that they had. The footage showed that Clifton Graves was never on scene when this incident was reported. Officer Nesto was called to the scene after the summons was issued to the complainant, and it showed that she was patient with Ms. Pinchard. No new information was relayed by Ms. Pinchard to Officer Nesto during a subsequent call. So, this was also unfounded. The body-worn camera footage was extremely helpful with this incident.

■ Lieutenant Zannelli stated that the Department is either below or flat with all use of force techniques for the year with the exception of hard-hands. The only reason for this uptick in hard-hands is the protests at the police department.

■ Commissioner Meares stated there had been discussion about sending out certified letters to the complainants. However, it occurred to her that she was not quite sure what was in those letters. She asked if the accounts the commissioners get regarding the process the Department undertakes to carry out the investigations plus the ultimate dispositions are what is enclosed in the letters sent to complainants.

■ Lieutenant Zannelli replied by saying that typically a letter is sent when an IA complaint is closed with the disposition. This is required by a General Order that the Department send the complainants the certified letter. It's a standard letter. Letters are also sent to witnesses for IA complaints. They are encouraged to participate in an interview to gather more facts. He does add details. For example, if the body-worm camera footage was a big deciding factor in the case, he would include it in the letter. When a complaint misses one scheduled interview, they are given one additional opportunity to reschedule. He stated he would share some examples of these letters with the commissioners.

■ Commissioner Meares stated that she would like to see it. She thinks it is consistent with the General Order soon to be discussed during this scheduled meeting in terms of communication.

The kinds of information conveyed to the complainants and witnesses are important.

■ Chief Reyes added that he understood Commissioner Meares' point very clearly regarding correspondence. He stated that there might be room there for the Department to add an additional step. The form letter is exactly that, a formality. A follow-up communication with regard to the disposition of the case could be either in person or via a phone call. He thought a letter might not be sufficient or include in the letter that they have the ability to set up an appointment or call the Department with any questions they may have. It would be best to leave it open-ended.

■ Lieutenant Zannelli replied that he signs off with his name and number so if anyone has any follow-up questions, he can be reached. They have the opportunity to view the body-worn camera footage.

■ Commissioner Lawlor stated that what Lieutenant Zannelli reads to them are short summaries regarding the investigations. These are public meetings. There's nothing about this that is confidential at this point. He wondered if the summaries read at the BOPC meetings could be included in this letter because they are concise.

■ Lieutenant Zannelli agreed.

■ Chief Reyes agreed. It is a perfect solution to use the summaries. They can be included in the letters.

■ Lieutenant Zannelli added that included in the letter is the fact that the matter is closed and FOI'able should they want to see the entire contents for transparency purposes

■ Lieutenant Zannelli stated that November was closed with 80 complaints compared to 83 complaints by November of 2019 and 78 complaints by November of 2018. The information has been updated on the Department's website as well.

■ Commissioner Lawlor asked if these were year-to-date figures. Lieutenant Zannelli replied by saying yes.

■ Commissioner Dawson asked what percentage of the complainants who were sent certified letters regarding dispositions respond.

■ Lieutenant Zannelli replied that it was a very low percentage. They do get maybe 2 out of 10 who follow-up with phone calls. They are invited to view body-worn camera footage and to FOI the entire content of the IA investigation to include transcripts and anything they would like to see.

■ Commissioner Dawson said it is a point well taken. The summaries would be incorporated moving forward.

CHIEF'S REPORT

Chief Otoniel Reyes

■ Chief Reyes began with salutations. Alders Antunes and Roth were greeted as well.

■ The Department gets the COVID update regularly. There is a lot involved. He gave a shoutout to Assistant Chief Renee Dominguez who has been instrumental in really staying on top of the COVID outbreaks within the Department. She's become an expert in contact tracing among other things. It is a lot of work.

- To date, there have been 282 incidents where officers were either directly or indirectly impacted; 245 of those officers were quarantined; 37 sworn members to date testified positive. Currently, there 21 members are out, 11 of which tested positive.
- As of 12/9, 2021 15 will be out, four of which tested positive. Assuming there are no new exposures, all will be back as of the 20th of December, 2020.
- The recent spike impacted the Department. The Department has been able to weather that. The Department is reinforcing mask use. The Department's protocols have been modified such as line-up which are currently being done virtually.
- There have been 25 homicides compared to 9 at the same time last year, 107 shootings compared to 74 shooting at the same time last year. Crime has gone up significantly this year. There are many factors that can be attributed to that. There has been a rise in crime throughout the entire state particularly in all the major cities and throughout the nation.
- Some of the challenges that the Department has encountered are related to juveniles, stolen vehicles and robberies. There have been significant arrests of these juveniles. The Department is engaging its stakeholders. Juveniles are engaging in riskier behaviors.
- The Department had a virtual conference on December 7, 2020 during which some key arrests were announced related to shootings within the city, two of which occurred in 2019. Warrants were secured for two individuals one of which was incarcerated. The other one is still at large. There is an ongoing search for him. The Detective Bureau did an outstanding job staying on top of those cases and bringing them to resolution.
- The other is an arrest for a shooting which occurred four days ago on Sargent Drive before 4:00 a.m. Gunshots erupted from two different vehicles shooting at each other on Sargent Drive. The Department was able to identify the individuals. The weapon was found. An arrest was made on the same day for that incident. Kudos to the Patrol Division and the Detective Bureau. More arrests related to this incident are anticipated.
- An individual was arrested for criminal attempt to commit assault first. The individual with him was the one that was shot in the head. Investigations are ongoing to identify the individual responsible for that shooting.
- There is a homicide warrant related to an incident that occurred earlier this year. The detectives were able to put that case together and an arrest is forthcoming.
- There was also a federal roundup in the Ville for five individuals on several narcotics distribution charges. The important thing is this is a byproduct of a collaboration between the U.S. Attorney's Office and the State's Attorney's Office earlier this year. This collaboration led to five arrests of the key individuals driving the violence.
- The strength of the Department is 347, 22 of those are cadets in the academy. The Class 24, 22 cadets, are in their 22nd week. Everyone is doing very well. They are slated to graduate on January 24th. Chief Reyes requested that the commissioners save this date.
- It is anticipated that there would be a hybrid, virtual and in-person, type of event. Tentatively, the plan is to use Wilbur Cross High School. The firm date and venue will be sent to the commissioners as soon as possible.
- The remaining six cadets are scheduled to graduate from POST's academy, Class 370, sometime in April. They will have a definitive date for graduation soon.
- Chief Reyes indicated he would finish up his report to the commissioners by acknowledging the tremendous work of the men and women of the Department. This has been a very challenging year in many respects and has really tested the resolve of the Department. The

Department has been able to manage the challenges because of the outstanding men and women of the Department. They continue to be proactive with the work being done. Their characters have really shown through.

■ For those following policing, the national narrative is that many police departments are experiencing difficulties. Many cities are reporting that there's a significant decrease in proactivity. He assured the Board that that is not the case in New Haven.

■ The only thing impacting the Department's response is the decrease in the numbers of officers. The officers are motivated and honoring their oaths. Their responses are professional. They are dedicated. They are doing an outstanding job of meeting the demands of the city.

■ Commissioner Lawlor asked if the officers out of action were quarantining due to close contact with individuals who tested positive. Chief Reyes responded by saying, that's correct.

■ Commissioner Lawlor stated that recently the CDC changed the recommendation of the length of time for the quarantine. It had been 14 days. They were saying seven to 10 days might be okay. He asked if the Department had as set time it was using.

■ Chief Reyes stated that the Department consults with its local health officials pretty regularly, if not daily. The Department is aware that the CDC modified the number of days to quarantine. The Department is erring on the side of caution. A couple of officers ended up developing symptoms the on the 14th day of being quarantined.

■ If the Department reaches a point where its services are significantly impacted, they will end up adhering to the seven to 10 days to quarantine per CDC guidelines out of necessity.

■ Commissioner Lawlor asked if precautions related to COVID resulted in new procedures in the Department's actual lock-up. He asked Chief Reyes to elaborate on what was going on in lock-up.

■ Chief Reyes stated that Assistant Chief Dominguez brought it to his attention that the local health department had not modified stipulations to seven to 10 days yet. It had been discussed. From the health department's standpoint, they are keeping it to 14.

■ Chief Reyes stated that the Department had made significant modifications to its procedures related to lock-up from the onset. They have maintained these modifications. They have promoted summonses wherever possible. They are asking officers to be judicious and use proper discretion in terms of their enforcement, in terms of the enforcing actions, of taking into consideration the Department's desire to minimize the number of people that are coming into lock-up. There are regular cleanings. There are strict measures within lock-up. There are daily screenings of the people that are coming in to work in lock-up. All arrestees are screened as well with temperature checks and answering a series of questions. Daily averages in lock-up are significantly lower than they would be normally.

■ Commissioner Lawlor asked if any of the personnel assigned to lock-up have tested positive to date.

■ Chief Reyes stated that he did not believe so.

■ Assistant Chief Dominguez stated that there had been none. She further stated that the Department had housed COVID-positive arrestees until they appeared in court or got bonded out. There were personnel who were part of the lock-up staff who were quarantined, but nobody that contracted COVID.

■ Commissioner Lawlor stated that Chief Reyes mentioned working with U.S. Attorney Durham and federal prosecutors to organize and arrest a bunch of people for drug sales. He asked if that was Project Longevity-type collaboration or completely apart from that.

■ Chief Reyes replied by saying he wouldn't specifically say it was a Project Longevity

collaboration. These were individuals that were known to the Department and had been part of call-ins in the past and customs notifications. It was communications to elicit some assistance on that level. It's long-term, high-level investigations for individuals that were critical. This was a very narrow number of individuals that were targeted. They were folks that could be adopted federally in terms of the sorts of crimes they were committing. These were major distributions of narcotics.

■ Commissioner Lawlor asked if all these folks were on the Project Longevity list in New Haven, victims or shooters. Chief Reyes responded by saying yes.

■ Commissioner Meares stated she had two questions, one personal and one a big one. She hadn't heard very much about the paintball incident. She asked for some visibility about what was going on with those in terms of whether they are calming down.

■ She stated that her ex-husband was actually shot by a paintball on election night. She was wondering what was happening with the paintball things. Her daughter witnessed the incident. It was traumatizing for the whole family.

■ The bigger question is about the relationship between the New Haven Police Department and the Yale Police Department in light of the kind of critique that YPD is getting on the disarmament side and how NHPD is thinking about its relationship to YPD and the city's safety overall. It's kind of a thing to spring on him. He may want to wait to speak to this at another time. She wondered if he had any initial thoughts about that relationship and ways of going forward in the New Year since he just spoke about how other departments across the country are dealing with the moment we are in, COVID and increasing violence.

■ Chief Reyes stated that the Department has been engaging throughout this year with YPD specifically at it relates to this particular conversation and these issues that Commissioner Meares had brought up. Yale Police Department is not the only department dealing with this around the country. This is a major issue for educational institutions. He has been very vocal about this support of the Yale Police Department because of the relationship the Department has with the YPD because he knows the culture, the chiefs there. We know the values of that organization.

■ He is in support for keeping the Yale Police Department armed. Upon research, Yale Police Department handles anywhere between 18,000 to 20,000 calls for service per year. These are calls for service that would otherwise be handled by the New Haven Police Department if they weren't responding to them.

■ So, when we talk about resources and deficiencies that the city has now in terms of financial constraints, the city does not have the luxury of saying that we don't want the Yale Police Department to be sworn personnel. They are a critical resource for the Department in terms of just the fact that they manage and contain these incidents themselves. They investigate them and it prevents the Department from having to do so.

■ When incidents rise beyond certain thresholds, the Department adopts those cases. That's per the collective bargaining agreement and that's per statute.

■ The Yale Police Department's sworn personnel train with NHPD. These are officers that were trained in the Department's academy. When the Department calls for mutual aid, he would rather have the ability to call on a police department like the Yale University than any other police department around the state. Why? Because we have relationships with them. Their value system closely align with ours. We train with them. The Department has deep connections with them. It's going to be much more likely that outcomes are going to be predictable and in line with what our values are.

■ They have been a part of that conversation. He and Chief Higgin have a very close-knit relationship. He does so with the entire Department. These conversations are frequent. He has been a part of Yale's conversation and Chief Higgins has been a part of the Department's conversations on the committee level and management.

■ With regard to the paintballs, he will open it up to Assistant Chiefs Dominguez and Jacobson whose people handled this more directly. There was a spate of incidents with paintballs throughout the city. For a period of time, there was a lot of attention in District 10, the Beaver Hills area. There were some notable incidents that happened there. There have been some arrests related to those. There were two incidents involving police officers shot with paintballs.

■ There have been arrests regarding paintballs. It's still a problem.

■ Assistant Chief Jacobson stated that the Patrol Division in one such incident was able to seize eight guns. There was media splurge about that. Plainclothes officers were shot at. Those involved were arrested. They were 22 and 23 years old. It was a very dangerous situation. If the officers didn't know it wasn't real, an exchange of gunfire could have happened. There was news coverage showing the public how real and authentic the guns looked. There was real good enforcement and public service announcement several times.

■ Chief Jacobson wanted to thank the State's Attorney's Office. They were able to charge a little higher such as weapon in a motor vehicle. Anyone involved in this type of dangerous act could possibly catch a felony charge for shooting other people with paintballs.

■ The incidents with paintballs have definitely dropped off.

■ Chief Reyes added that officers have been very concerned about the paintball incidents especially with the climate this year and in light of the issues of officers' use of force. The prospect of an officer encountering a paintball gun that looks real where an officer has to make a split-second decision and officers facing the scrutiny of having shot someone who turns out to be in possession of a paintball is a real concern for officers. It's also one of the main reasons that the Department did this public awareness announcement.

■ Commissioner Walker asked whether there have been any proposals by YPD or NHPD as to how the two departments may work better together as a cohesive unit.

■ Chief Reyes replied by saying there had been. After the incident that occurred on Shelton and Argyle, the officer-involved shooting with Yale Police Department and Hamden Police Department there have been quite a bit of collaboration. Yale was able to hire subject-matter experts to come in and do an entire evaluation of that particular incident as it relates to their policies and procedures and everything. The Department benefitted from that because it was engaged in that collaboration. The Department took this opportunity to go over its own policies and procedures as they relate to each other's jurisdictions and to see what could be improved upon.

■ The Department is working on Memorandum of Understandings. The Department is very close to finalizing one with Hamden. The Department is working on one with the Yale Police Department. There are some measures that the Department has taken between our departments. The Yale Police Department has changed the names on their vehicles. They are no longer Yale Police Department. They are campus police. There are some things that they have done internally. He suggested that Chief Higgins be invited to discuss these issues.

■ There were some communications gaps during the police-involved shooting. The Department has been working very hard to ensure that doesn't repeat itself.

■ Commissioner Dawson spoke about dropping his wife off at 150 Sargent Drive. There were lots of folks that needed to get in there for work as well as clients. He thanked Chief Reyes and

Assistant Chief Jacobson as he had to call them for assistance. He stated that it was a big area of shutdown. There were trucks trying to deliver to Long Wharf. There were people trying to get into restaurants and people trying to get to work.

■ Commissioner Dawson stated he was there for some time. They got through it. However, it could have been handled with communications with merchants and business owners because they could have told their people not to come out. Other than that it was a well-done job in that big area.

■ Chief Reyes stated he appreciated Commissioner Dawson reaching out. He will engage the district manager to have follow-up conversations with the business owners just as a point of order to let them know that this is something that the Department was mindful of, and that in retrospect, they evaluated what occurred that day and that there would be better communication in the future.

■ Commissioner Dawson stated they were so glad to make the arrests as it made it more valuable that they had to close down to collect evidence. This was what he kept explaining to people, collecting evidence. He commended the Department. He was very impressed.

PERSONNEL MATTERS

There were none.

RETIREMENTS (For Board information only)

Detective Kristine Cuddy - eff., December 20, 2020

Detective Manuella Vensel - eff., December 20, 2020

Officer David Acosta - eff., December 31, 2020

Officer Todd Kelley - eff., December 31, 2020

Detective Omaidia Nieves - eff., December 31, 2020

Officer Francisco Ortiz - eff., December 31, 2020

RESIGNATION (For Board information only)

There were none.

RECRUITMENT/SELECTION COMMITTEE REPORT

■ Commissioner Ribeiro stated that the committee met last Monday. In attendance were Commissioners Ribeiro and Walker, Assistant Chief Sharp, Lieutenant Zannelli and Sergeant Smith.

■ The purpose of the meeting was to begin discussions regarding the various guidelines and different things for the background investigation. They want to look at those things before the process starts in the event that they want to make recommendations to update some things.

■ There were some concerns raised by commissioners in the past about different items. They want to take a look at those. One of the things they decided to do is the Department is going to put together a matrix system for how the background investigation is going to be conducted. This matrix system is going to be able to assist the background investigators in how they do their investigation and also serve as a guide to commissioners when we are reviewing reports, particular reports to remove candidates from the process. This will help the Board in terms of making decisions consistently across the board. Once the matrix has been designed the committee, of course, will share it with the full Board.

■ The plan is to do this prior to actually making conditional offer. It is anticipated that conditional offers can be made in the January meeting, no later than February depending on when Civil Service actually certifies the list.

■ The staff is going to communicate with Commissioners Ribeiro and Walker weekly about this process so it can be presented to the full Board in January for further discussion.

EFFICIENCY COMMITTEE REPORT

There were none.

FINANCE COMMITTEE REPORT

There were none.

OTHER BUSINESS

Consideration and vote on proposed General Order 1.01 which supersedes existing General Order 1.01 issued on October 20, 2015.

■ Chief Reyes stated he would like to preface the presentation of this General Order with some comments. He thanked his team for their hard work on this. This was one of the Department's priorities this year. It was something they had hoped to have before the Board before this meeting. However, everything got sidetracked with the pandemic and with the civil unrest.

■ Chief Reyes says this had been a long time coming. One of the things he could remember as an officer was not knowing his mission statement. If most officers are polled, most of them would not be able to recite their mission statement. It was important to put forth a mission vision for the Department that the officers can buy into. More importantly, it would be something that the officers believed in and that they were a part of.

■ This mission statement is a byproduct of engagement with officers throughout the Department. There were specific engagement with all district managers and command staff that were tasked with engaging with their respective personnel. They came up with the idea. They came up with the idea of doing an acronym for the Departments value statement, HEART. They will explain that to you. This is the mission and values of the NHPD, not the chiefs.

■ Chief Reyes thanked Lieutenant Zannelli and Lieutenant Rose Dell, who is no longer with the Department, for the amount of work they did to put this together. As simple as the product it, all know that putting together like this takes time especially if the goal is to be thoughtful, meaningful and purposeful with it.

■ Assistant Chief Sharp stated that there are well over 300 General Orders. The mission of value statement is right at the top of importance. This was a collaborative effort throughout the Department. He has been at the Department for over 24 years. He said he was never part of being asked participate in the development of a mission of values statement. He said kudos to Chief Reyes. He led the Department on this. He wanted this to get done and it got done.

■ Assistant Chief Sharp said he knew each commissioner understood the importance of values. because that's how we really administer what is done and our decisions. The Department is very young. Their values are different than other people in the Department. It is important to come to a mutual agreement on what values are important for the organization so that when decisions are made, they are consistent with what the chief wants and what the values are for the Department so that everybody understands these are the values I use to make decisions when we are out there on the streets dealing with our community.

- Sergeant Fumiatti actually came up with the acronym. He loves the acronym, HEART. The officers love coming to work and dealing with the community.
- Lieutenant Zannelli read the new missions statement. The missions statement was reviewed and approved by both Corporation Counsel and the Director of Labor Relations as presented to you today for final approval.
- Commissioner Ribeiro stated she liked this. She asked what the difference was between the last mission statement and this new one. Lieutenant Zannelli stated the new mission statement is shorter and all in the Department had input and the acronym is also different. Commissioner Ribeiro stated she would like to see a copy of the original.
- Chief Reyes added that the core values have not changed dramatically. The focus was to make sure everyone had a part in it and therefore everyone had the responsibility for buy-in and for adherence. We wanted something shorter. The goal is to ensure that every officer knows that mission statement.
- Commissioner Ribeiro asked how the Chief plans to roll this out to the Department so they are familiar with it, understand it and believe in it. Chief Reyes replied that there would be several components to this. There would be an unveiling to the Department and then there would be an unveiling to the community too. It would be a campaign of sorts.
- Commissioner Meares stated that the missions statement was excellent. “... We pledge to fight crime, protect life and property and stand against injustice ...” Why this order? Later on the R in respect. Our ability to communicate with and relate to all individuals. She wondered if they thought about listening. An argument could be made that in accountability you are talking about communicating, explaining. It sounds like pushing towards and not necessarily taking as much time to actually acknowledge what members of the community have to say. In a document that’s so spare like this every word counts.
- Chief Reyes stated that this was an integral part of the process. This document can only be finalized by the Board. The Board is a part of the team of the Department. Commissioner Meares’ points are well taken. Much of what’s happened this year in hopes to hold police accountable is that the spirit of policing has been impacted, the spirit of police officers.
- This is an organization with law enforcement personnel. It’s an integral part of what the Department does, law enforcement. It’s primary function is to enforce the laws of the land. Agree words really matter. It’s not that they value life over crime. It’s that they are committed to the primary function of safety, of enforcing the laws of the land. Because that’s their primary function, they began the statement with, we will fight crime. Policemen and policewomen are crime fighters, but that’s not all they do.
- These discussions occurred not necessarily about the order of things and this might be worthy of consideration in terms of the final product.
- Commissioner Lawlor wanted to follow-up on one of the points Commissioner Meares made. To me this is very important, maybe it’s lost on other folks, he was not sure. In the existing General Order which was sent to them that day, instead of saying fighting crime, it says prevents crime. This is a very important concept. It’s one thing to just deal with crimes as they occur. The whole point of the criminal justice system generally including law enforcement is to prevent crime in the first place. Part of that is to apprehend people who commit crimes and incapacitate them. The him, the main goal is to prevent it from happening in the first place. Since it was in the existing order, it says, under duty, we will protect and serve the community; prevent crime and apprehend offenders.

■ In the mission statement here, it talks of fighting crime. The difference between fighting and preventing is significant. For one thing you can measure the extent to which crime has been prevented. And it's not really clear you could measure fighting crime.

■ Lieutenant Zannelli stated that a lot of the suggestions are well taken. He's not quite sure there was an emphasis placed on the order of words. It was more or less that those words were included, but she raised some good points. He can talk to the chiefs before it is finalized. He agreed with what Chief Reyes said that a lot of the officers identify as crime fighters to an extent. That vernacular is important to be included. Also, Commissioner Lawlor makes a good point, prevent and solve crime could be included.

■ Commissioner Ribeiro said the original General Order that Commissioner Lawlor recited talks about preventing crime. She read the excerpt that was taken out.

■ Commissioner Meares stated that there are many reasons to take out those words. She said she was curious as to why prevent crime was taken out and replaced with crime fighting. Chief Reyes said in thinking about the process, these documents were not side by side. The Department started from scratch in terms of deliberations and recommendations. They wanted something concise. He does agree with Commissioner Lawlor that prevention is a significant part of what the Department's DNA. He agreed that it was an important word to have in the Department's mission statement.

■ Commissioner Meares stated that the reason she responded to what Commissioner Ribeiro said is that when you see a phrase like proactive enforcement for the purpose of preventing crime in many contexts, what that looks like is the stop and frisk in New York. And what it doesn't look like, she thinks, is what's captured by the spirit of this document where it's discussing creative, flexible for looking at ideas to pursue the best solutions of problems. That's a very different ethos.

■ Commissioner Meares further added that as Chief Reyes is talking about rolling this out, not only to the Department, but publicly where people are going to have common knowledge of a mission statement, she thinks to people in communities she has studied and surveyed that the phrase that used to be part of the mission statement means something very different to them than what she is going to predict that this will mean.

■ Commissioner Ribeiro said that when she first heard it, she thought of it as actually doing an investigation, having the intelligence to do the work to prevent the crime from happening. The whole matter that Commissioner Meares mentioned didn't come to mind initially. If there is a way to incorporate prevent and fight, I think that might be satisfactory.

■ Chief Reyes added that one of the basic tenets of, for example, Project Longevity, when the Department presents themselves in front of these individuals who have been identified as driving the crime in our city, one of the things they are told is that the Department will not tolerate gun violence. There is a reason why we are saying to them, here are services. We want you to be part of this community. Here is the community. But make no bones about it, if you lift up a gun and if you hurt our community, we are going to come after you with everything we've got and we are going to make sure we get you out of this community. Chief Reyes said he believes in that. He believes in being unequivocally unapologetically emphatic against people that will hurt our community.

■ So, that message of fighting crime is to the people that are going to lift a gun up. The Department loves its community but if you hurt our community, if you engage in violent crime, we are going to be your worst nightmare. The officers want to identify with that and that's okay. It's okay for our officers to feel passionate about fighting crime. There is much concern

today about verbiage that we are dangerously on the brink of taking the passion away from a passionate job. This is a job where officers are literally putting their lives on the line. Every day they make a life and death decision.

■ This engagement is critical to us. I want to sort of bring to you the passion that the officers are feeling. He was trying to share that with the Board. If words like tenacity and fighting crime are important to them, these are their words. He loves preventative. If we need to incorporate preventative, he thinks it's that meaningful. But in terms of sending a message to our community, part of our community are wrongdoers, we need to let them know that we have HEART, but we are going to kick your tail and we are going to hold you responsible if you hurt our community. Why do we take that passion away from our cops? That's why they became cops. We do not stand for people that are going to hurt our community. The officers are passionate about that. Officers are holding badges and guns. They are putting their lives on the line. That's passion. He is trying to help them identify because that's what they are asking for. It is meaningful.

■ Commissioner Dawson stated that he thinks both could be incorporated into the mission statement. He also liked what Commissioner Meares said about listening because it's very important. It means we are finding solutions together; we are working things out. And just by listening you also engage them. That means they are talking. If the word, 'listening' is added, that would be great. Engagement infers listening by all sides involved.

■ Chief Reyes stated that he agreed. That could be included in the definitions of the values. Preventative could be incorporated into the values a lot easier. The goal is to keep missions statement more concise. The definitions of the values can be expanded very easily. He agreed to include preventative in the actual missions statement.

■ Commissioner Dawson replied that preventing as opposed to fighting crime are two different things. Both could be used. It shows the Project Longevity stuff. If you hurt someone in our community, that's our job. Sometimes you don't have to say it as it is the job. Preventative is more helpful and inclusive.

■ Attorney Wolak suggested to Board to put, we pledge to fight and prevent crime in the missions statement.

■ Chief Reyes suggested that this be tabled in order to incorporate some of the great recommendations while keeping the essence of what the Department is looking to say. The Board will receive a draft. There might be some engagement in order to come up with a final product for your consideration as a vote in either the next meeting or a special meeting.

■ Commissioner Meares stated that she understood the importance of the mission statement. She tried to make recommendations in the spirit of keeping as many of your words as possible because she knows now hard it is to create a document like this. That said, she thinks the mission and the values are the most important thing that you are going to do. And to the extent that the Board is tasked with providing input, she thinks, like akin to our own bylaws, it's the kind of thing you want to make sure is right before it is approved.

■ Commissioner Meares suggested that the Chief and all other folks on a call is the wisest way to go.

■ Chief Reyes stated that he values this input. The goal is to get this right. To that end, he would prefer if the commissioners could look at this and incorporate how they think this can be done. The Department will do the same. Maybe there can be some engagement then. His goal is to put this out at the beginning of the year. It would be timely to start in January. It's certainly worth delaying it to make sure we get it right.

■ Commissioner Ribeiro wondered about Chief Reyes wanting to roll this out in January as the Board's next meeting is the second week of January. Chief Reyes said he wants this to be the first thing they do in the beginning of the year. If approved in January, it can be unveiled in the month of January or soon thereafter. That would be perfect timing.

■ Attorney Wolak said the next meeting is January 12, 2021.

* Commissioner Ribeiro moved to Table the Approval of the General Order 1.01 for Further Discussion.

■ Chief Reyes asked Attorney Wolak that if there are any changes, no matter how slight, there might be a need for Corporation Counsel and the Director of Labor Relations look at this again.

■ Attorney Wolak said, that is correct. He suggested that if any of the commissioners had tweaks or suggestions, they should do that sooner than later, preferably before Christmas, and give it to Lieutenant Zannelli so that he can incorporate it in order to obviate going through this process in January, 2021.

** Commissioner Lawlor seconded

** Motion passed unanimously

PUBLIC COMMENT

■ Alder Gerald Antunes thanked Assistant Chiefs Jacobson and Dominguez for all the work they did in helping with the legislation on the pocket bikes, min bikes. It was very helpful. The state had already done their piece last year. Now, New Haven is on board.

■ Alder Antunes stated that there were appointments of six laterals. He asked if that is true. If so, he wanted to know the statuses of those officers now.

■ Commissioner Ribeiro stated that no laterals had been appointed.

■ Assistant Chief Sharp stated that a list was just certified and three laterals were given conditional officers. There were only three laterals on the list. So they are in the background process. One of the laterals has completed their polygraph and is the way to the psychological evaluation. The second lateral is scheduled for his psychological evaluation. And the third lateral is still in the background process. So, we are hoping to get everything done with the three by the end of this month.

■ Alder Antunes thanked everyone.

■ Commissioner Dawson asked if there are any other lateral transfers in the pipeline. Assistant Chief Sharp responded by saying that no other list can be generated until this list is exhausted. It was his hope to get that done by the end of this month and post for a new lateral process.

EXECUTIVE SESSION

** **Commissioner Walker moved to Enter Executive Session for the Purpose of Preliminary Drafts and Notes**

** **Commissioner Miranda seconded**

** **Unanimously passed**

The Board entered Executive Session at 7:43 p.m.

- ** **Commissioner Meares moved to Exit Executive Session**
- ** **Commissioner Lawlor seconded**
- ** **Unanimously passed**

The Board exited Executive Session at 7:49 p.m.

- ** Commissioner Meares moved to Adjourn the Regular Meeting
- ** Commissioner Walker seconded.
- ** Unanimously passed

The next regular meeting will be on January 12, 2021.
The Board adjourned at 7:52 p.m.

Respectfully submitted,

Sotonye Otunba-Payne