



Public Safety & Transportation Committee Budget Report

City of Newton **In City Council**

Thursday, May 5, 2022

Present: Councilors Downs (Chair), Lipof, Malakie, Bowman, Oliver, Markiewicz and Lucas

Absent: Councilor Grossman

Also Present: Councilors Kalis, Baker, Albright, Leary, Humphrey and Norton

City staff present: Chief John Carmichael Jr. and Lieutenant George McMains, Newton Police Department; Jonathan Yeo, Chief Operating Officer; Maureen Lemieux, Chief Financial Officer and Perry Rosenfield, Senior Financial Analyst

Others Present: NewTV

DEPARTMENT BUDGET & CIP DISCUSSION:

Police Department

Referred to Finance and Appropriate Committees

#213-22

Submittal of the FY23 to FY27 Capital Improvement Plan

HER HONOR THE MAYOR submitting the Fiscal Years 2023 to 2027 Capital Improvement Plan pursuant to section 5-3 of the Newton City Charter.

Referred to Finance and Appropriate Committees

#213-22(2)

Submittal of the FY23 Municipal/School Operating Budget

HER HONOR THE MAYOR submitting in accordance with Section 5-1 of the City of Newton Charter the FY23 Municipal/School Operating Budget, passage of which shall be concurrent with the FY23-FY27 Capital Improvement Program (#213-22).

EFFECTIVE DATE OF SUBMISSION 04/19/22; LAST DATE TO PASS THE BUDGET 06/03/22

Referred to Finance and Appropriate Committees

#213-22(3)

Submittal of the FY23 – FY27 Supplemental Capital Improvement Plan

HER HONOR THE MAYOR submitting the FY23 – FY27 Supplemental Capital Improvement Plan.

Police Department

Note: Chief John Carmichael Jr. and Lieutenant George McMains, Newton Police Department; Jonathan Yeo, Chief Operating Officer; Maureen Lemieux, Chief Financial Officer and Perry Rosenfield, Senior Financial Analyst joined the Committee to discuss the Police Department Budget.

The Chair welcomed the Chief, Lieutenant and the public. The police budget is the third largest municipal budget at about \$25 million. Chief Carmichael seems to be everywhere, and has already made an impression on the community with his willingness to be out in the community. His responsiveness, including answering emails on weekends and evenings is remarkable. Over the weekend, she met Officer John Parica, a school resource officer who helped with the Bike Rodeo and shares the chief's community-safety focus. For the committee, she extended congratulations and appreciation to Det. Peter Koerber for his work on the break-ins at AA homes in Newton last summer.

Chief Carmichael stated that he has been the Newton Police Chief for eleven months. Community policing, and 21st Century Policing really embraces organizational transformation which we began to work on eleven months ago during this time I've been spending trying to build relationships, get out in the community meeting people building trust and confidence within the department to achieve the expectations they have of me, but also the expectations that the Council, Mayor and our citizens have.

Policing has been through a tough time over the last several years due to COVID and other issues that policing have impacted over the last several years. As a leader, it's important for me to make sure that we continue to inspire our officers and motivate them and recognize them.

Community Policing

The department has concentrated on community policing, organizational transformation, engaging the community and getting out there doing different types of things like our positive tickets program, and catching kids doing right over the past year.

Resource dog Leo and Officer Lau have been doing a tremendous job. It takes approximately 18 months to train a community resource dog. Leo has already been used on multiple occasions to help with delicate situations, providing different types of services to people during mental health crisis or social emotional learning situations where Leo can add a little bit of comfort to a situation.

Value Statement

It was necessary to establish values for the department with input from department members to align with personal values of officers. It was great to see many values aligned with 21st century policing, such as respect, fairness, trust, integrity, accountability and character. Those were many of the themes we saw, and we embraced and added them into our values.

Police Officers Standards and Training (POST <https://www.mass.gov/orgs/post-commission>)

This year, the department spent time dealing with POST, the new state law based on the Police Reform Bill, a substantial number of new mandates for the department, whether policy wise or training wise.

The department has achieved all the mandates thus far keeping up. We've created all the policies that align with it, have trained and submitted our internal affairs files to POST. At some point, there will be a state publicly accessible database.

Community Crisis Intervention Team¹

The department created this team working with the Health and Human Services Department and stakeholders in the City meeting monthly to discuss case studies in Newton, how to better handle issues, how to work together to make sure we're providing the right resources.

21st Century Policing

The department is following the philosophy of **21st century policing** (see <https://cops.usdoj.gov/RIC/Publications/cops-p341-pub.pdf>). For NPD, this means building trust, police legitimacy, procedural justice, fair and impartial policing, building community capital. The department has already aligned a lot with those because the department is nationally accredited through [CALEA](#), which is an incredible benchmark for a department to improve technology, social media presence, community policing and crime reduction. Training and Education is very important and NPD has been following national, state and Newton Police Reform Task Force (NPRTF) [recommendations](#).

Officer Wellness

Officer wellness is one of the pillars of 21st century policing, and sometimes the most forgotten. The department has a robust officer wellness program including fitness, nutrition, sleep deprivation and things that cause stress for officers, dispatchers and other members of the department.

Trainings

The department is using Integrating Communications, Assessment Tactics ([ICAT](#)) training, using a simulator. Officers are doing over 600 different scenario-based simulator trainings.

Active Bystandership for Law Enforcement ([ABLE](#)), is de-escalation but also duty to intervene type of training. Most recently, we have teamed up with [Cox Associates](#) to assist with diversity, equity, inclusion, cultural awareness trainings.

POLICE DEPARTMENT PERSONNEL & STAFFING:

The Police Department employs 192 full time employees and 54 part time employees.

¹ Mayoral memo 3/9/21 (<https://www.newtonma.gov/home/showpublisheddocument/66894/637508943788270000>) We have created a Community Crisis Intervention Team (CCIT). Its primary objective is promoting communication and enhancing and improving the response of the City of Newton and private agencies when summoned to intervene with individuals who are mentally ill, developmentally disabled, struggling with substance use or experiencing trauma in their lives. This team will support Newton residents and their families. Our Community Crisis Intervention Team is co-led by staff from the Newton Police Department and Newton Health and Human Services, with partners from the Newton Fire Department, Newton Public Schools, the Newton Department of Senior Services, Fallon Ambulance, Advocates Newton Wellesley, Newton-Wellesley Hospital, the Massachusetts Department of Mental Health, the Newton Housing Authority, and a local mental health agency, Riverside Community Care.

Outcome 1, Support the department - The department hopes to extend support of the Chief so that the department may continue to progress into 21st century policing. The department fully understands that they cannot be a successful police organization without the support of their partners and community.

Outcome 2, Recommit to Police Department as the role model for community policing – The department will continue their commitment to the philosophy of community policing. In 2021, the department implemented new community policing initiatives and will continue to improve the department in their commitment to the tenets of the 21st century policing to include strengthening their legitimacy through procedural justice, and fair, impartial policing. The department will continue to work achieving the goal where every person feels safe. Unbiased policing also extends to living these values internally as the department recruits, hires, evaluates, promotes and trains. The department will continue to recognize implicit bias and maintain non-bias-based policing and practices and will continue its collaborative relationship with the Mayor’s Office, Anti-Defamation League, the Middlesex District Attorney’s Office and the Civil Rights Division of the Attorney General’s Office.

Outcome 3, Strengthen relationships, mutual respect and trust between the Police Department and people across Newton – A foundational aspect of community policing is to build relationships, respect and trust between the department and community through transparent, frequent communication and an exchange of ideas. Community policing is open to allowing input in setting the police agenda.

The department looks forward to facilitating open dialogue to address issues of systematic racism with face-to-face contact and meetings to address current and past issues as well as case study examinations. This will be built on ongoing conversations with people of color as well as the whole community and will include conversations with FORJ, the Newton Coalition of Black Residents, Asian community groups, the Myrtle Baptist community and others. Strengthening these relationships is likely to intersect with a fresh look at how the department is organized and how they work in such areas as the Patrol and Community Services Bureaus. The department continues to create a detailed community engagement plan. The department has begun discussion with school staff on roles and responsibilities of School Resource Officers and have presented the POST model to the schools for consideration.

The department has additional opportunities for engagement including more time on foot or on bike. The department may want to establish a Student Police Advisory Council (STU-PAC) to help create greater collaboration between students, officers and School Resource Officers. To be successful with policing and engagement, the department will need staffing levels, efficiencies and management procedures that will allow the department to free up officers so that may spend more time with community members and to dig deeper when identifying root causes of problems and allow officers to have autonomy in decision making. The department will need to begin a transition from rapid response to calls to spending more time on problem-solving oriented policing and face-to-face contact.

Outcome 4, Invest more in the Police Department employees to strengthen skills linked to achieving the Police Department mission – NPD officers receive a lot of training, which is essential to quality

police work. To effectively meet the department mission, officers and civilians must be up-to-date on best practices and continue to develop their skills. Career development and leadership training is vital to the future success of the department. The department will focus on cultivating the next generation of leaders for the department and will continue training on Integrating Communications and Tactics (ICAT).

In 2021, the department trained several instructors as ICAT trainers. The department has embedded this training into their in-service program. This training teaches officers methods to de-escalate situations and/or to intervene appropriately during crises. FY 2023 will continue this important training. In 2021, the department joined the International Association of Chiefs of Police (IACP) [One Mind Campaign](#), with the goal of training all officers in crisis intervention training, mental health first aid, establishing mental health crisis response policies and partnering with community stakeholders. Many officers are now trained by the [Norfolk County Crisis Intervention Team](#) (CIT) Training & Technical Assistance Center. CIT Training provides knowledge and skills to officers to provide the best practice response to individuals in crisis. CIT includes de-escalation techniques, including disengaging, using verbal persuasion, waiting a situation out and creating distance. All officers will participate in additional scenario-based simulation trainings to practice de-escalation and other best practices.

In 2021, the department trained internal instructors in active by-stander for law enforcement training (ABLE). ABLE training builds a culture of peer intervention and active bystandership within the department. Training teaches officers to know how to intervene with each other to prevent harm. This training will reinforce Massachusetts' justice equity accountability in law enforcement, which stipulates a duty to intervene and a duty to report excessive force.

In 2021, the department acquired a new performance evaluation software program, Benchmark. Benchmark allows the department to improve accuracy and fairness of the evaluation process and provide an early warning system. The goal is to identify officer performance, including measuring officers' community policing, community engagement, 21st century policing skills and professional needs.

Outcome 5, Support Police Department employees with up-to-date facilities, equipment, work schedules and recognition – The current police facilities need significant upgrades. The headquarters building dates from 1931, the annex from 1926, and the garage and property/evidence storage building from 1959. Their building envelopes and HVAC systems will begin to receive upgrades in early 2022. The city included \$2.7 million over the next five years in the Capital Improvement Plan (CIP) to include interior renovations to the locker rooms, restrooms and kitchen as well as addressing security, parking lot, accessibility and roof replacement needs. Additionally, \$3 million was set aside from the American Rescue Plan Act (ARPA) for department facilities. In FY 2023, the department will begin a project to build a training facility in the rear of Headquarters. Design work will be completed; a contractor chosen. The department will continue to look into body-worn cameras and less lethal force options such as Conducted Energy Weapons (CEW). Direct, first-hand video footage of interactions between officers and the public can increase the effectiveness of officers in training and evaluation. Camera footage can also build trust and transparency within the

community, leading to fewer complaints. But cameras need to be negotiated.

Outcome 6, Improve the response of the City of Newton to mental health crises –The department applauds the mayor’s goal to create better community-based support services. By strengthening support services, health professionals can meet the mental health and other needs of community members to help prevent mental health crises.

The department will continue to embrace vital programs to assist in services to the community, including the Community Crisis Intervention Team (CCIT), mental health court sessions, One Mind Pledge, providing additional training for officers in mental health response calls and providing mental health support to officers.

Outcome 7, Increase diversity within the Police Department - The goal for FY 2023 is to take steps to assess how best to diversify the officers and move forward toward achieving this outcome.

The department is currently part of the State’s Civil Service system. All hiring and promotions are completed using this system who produce candidates with preference given to people who have lived in Newton and to veterans. There are currently 28 candidates on the police officer list, and only 12 candidates signed up to take the 2022 exam. These numbers of present significant challenges for hiring and recruitment. The department and departments across the state are currently experiencing unprecedented hiring and recruitment shortages for officers and dispatchers. The need is particularly acute this year, as NPD faces attrition of 6-10 tenured officers facing required retirement.

The department believes hiring a more diverse police force will help provide better policing. Having officers with diverse backgrounds, life experiences and perspectives lead to better decision-making communication, crime solving and outcomes. The department will continue to focus on this while trying to balance the increasingly small numbers of available candidates.

Outcome 8, Improve transparency and address problems with access to information and data The department earns support and trust when laws are enforced impartially through unbiased policing, service is provided courteously and respectfully and its team represents and understands the community. Support and trust require frequent communication, easily accessible information, openness and responsiveness to complaints and concerns including the following:

- Collecting and Sharing Data and Information: M.G.L. c.90 §63 (Hands-Free Law) requires departments to submit all traffic stop warnings, citations and arrests to the Registry of Motor vehicles (RMV). The RMV then submits the data to Executive Office of Public Safety and Security (EOPSS).
- Demographic Information: The department collects, analyzes and makes public annually data about race, ethnicity, age and gender of people stopped, searched and arrested.
- Use of Force Information: The department has use-of-force protocols, processes and policies to track, review and evaluate all force incidents in a timely manner. The department is in full

compliance with POST standards. Additionally, Use of Force should always be tracked in keeping with the Comm. vs. Long case.

- Accident and Traffic Management Information: The department plays a critical role in traffic safety and management. The Traffic Bureau investigates crashes, enforces speeds, designs safe detours, enforces parking, provides crossing guards and coordinates with DPW on snow emergency and road issues focusing on safety for all road users.
- Hate Crimes and Incidents Information: The department actively investigates all reported hate crimes and hate incidents. Protocols call for such crimes and incidents to be reported to the Mayor, the Human Rights Commission, the District Attorney, and the Anti-Defamation League. The Massachusetts Hate Crime Reporting Act of 1991 requires the reporting of bias on account of race, religion, ethnicity, handicap, gender, or sexual orientation to the Attorney General's office. The department and the Human Rights Commission encourage the reporting of hate crimes and incidents. The Mayor's Office and/or the department reach out to potentially targeted communities to explain incidents, reporting procedures and the investigation processes.

Outcome 9, Provide transparency and act responsively to complaints and concerns - The fundamental principle of community policing is to provide transparency and to act responsively on complaints and concerns about officers. Police officers are given tremendous responsibilities, powers and discretion, including the authority to surveil, arrest, and use force. With this power comes the requirement that officers exercise their authority judiciously and appropriately. Misconduct and inappropriate or deficient performance, when it occurs, will be identified and addressed. The department has submitted all complaint files to POST, and new police complaints are submitted to POST within two days.

POST Commission: The nine-member commission provides civilian oversight of all departments. POST has independent authority and has a civilian majority. The Commission receives misconduct complaints (both criminal charges and resident complaints) against an officer. The Commission is authorized to track allegations of misconduct, demand information from police agencies and investigate any complaint against officers directly. The Commission has subpoena, audit powers and the authority to employ investigative staff. The Commission may investigate based on evidence it deems sufficient and must investigate serious cases. The Commission receives information about potential officer misconduct from police agencies. The Commission has the authority to suspend certification after a preliminary investigation and to decertify, suspend or revoke after the investigation. There is no civil service appeal of either decertification or termination. No law or collective bargaining agreement can limit a Chief's recommendation to POST about an officer's certification status after the internal affairs procedure and appeal are completed. The Commission can also decertify, suspend, revoke or require retraining of officers if an officer was biased against a protected class (race, ethnicity, sex, gender identity, sexual orientation, religion, mental or physical disability, immigration status or socioeconomic or professional status). POST will publicly disclose all final decertifications, suspensions and restraining orders. The Division of Police Certification within

POST develops training standards for officers and creates and reviews a database to detect patterns of unprofessional police conduct. POST also certifies all law enforcement agencies, including the NPD. Officers serving as School Resource Officers are required to be specifically certified by POST by as of the end of last year. In addition to POST, the state reforms created a Commission on Qualified Immunity, its report and recommendations were due September 2021.

Outcome 10, Review and recommend necessary changes to the Police Department roles, organization structure and staffing levels – It is necessary for the city to invest in programs, polices and services that diminish the underlying causes for calls to the department. We need to conduct a comprehensive staffing study that addresses department goals for the future and how to achieve those goals. If community policing and problem-solving oriented policing is the expectation of the department, then it is essential to have staffing to perform all the functions offered, while also having the ability to free up officers to spend more time addressing public safety issues and time to engage community members consistently and during positive encounters. Nearly every shift, patrol operations are staffed with minimum staffing levels, with each office assigned to an area of the city without much time to spend on addressing root causes, preventative measures or engaging with the community. For community policing to be effective, it is necessary to free up these officers and transition back to a broader focus of policing with community engagement being a major component of what the department does.

POLICE DEPARTMENT BUDGET FY2023

The following are significant line-item changes to expenses in the budget.

Police Administrative Support - \$149,596 increase

Police Traffic Safety - \$178,403 increase

Police Patrol Services - \$217,573 decrease

Police Investigations - \$75,194 increase

Police Community Services - \$216,326 increase

Police Building Maintenance - \$12,225 increase

Police Vehicle Maintenance - \$78,127 increase

Police Information Technology - \$30,938 increase

Police Communications - \$162,854 increase

Police Support Services - \$62,150 increase

Police Special Operations - \$167,062 increase

Police Host Comm Agree - \$1,368,820 increase

SUPPLEMENTAL CIP

Priority #17 - \$1,560,000 for Headquarters (HVAC upgrades, training facility design, site security, parking lot security and accessibility, roof replacement, interior renovation and reconfiguration, emergency electrical, garage mechanical and electrical, concrete repairs and windows, doors and building envelope)

Priority #41 - \$800,000 for emergency communications (radio system infrastructure) to be shared with the Fire Department.

GRANT, GIFT & REVOLVING FUND

Sale of Surplus Police Equipment Revolving \$60,000

Cops & Kids Program Gifts \$16,000

State Municipal Police Staffing Grant \$100,000

State SETB Dispatch Grant \$40,000

State E-911 Dispatch Grant \$325,000

State Pedestrian Safety Grant \$10,000

State Traffic Safety Grant \$50,000

Police Dept Damage Recovery Revolving \$20,000

Q&A

Q: Please provide an update on how the department is handling the new registration for the leaf blower ordinance and your efforts with the Inspectional Services Department (ISD)?

A: Chief Carmichael answered that when the ordinance was passed in 2017, most of it focused on the equipment operators. The department appreciates the re-focus of enforcement to include the registration of landscaping companies and adding homeowners. From the department's perspective, there was some hesitation from the officers when responding. The departments discussed working more closely together. An officer tracks the leaf blower calls, the violators, status of the violation. ISD has hired a part time person to help with education and awareness. It is still a work in progress and something that we will have to improve on. Another issue was the training bulletin. I have suggested we provide training bulletins on ordinances so officers are not trying to interpret different ordinances in the field.

Q: Regarding the Community Crisis Intervention Team is there funding beyond the personnel for the various departments and training? Are there other things that are being envisioned and where would that be listed?

A: Chief Carmichael answered yes and no. Internally within the department, we signed on to the One Mind Campaign requiring the department to develop policies and procedures that focus on response to mental health crises by creating a standardized training for officers. It requires mental health first aid and community partnerships such as the Community Crisis Intervention Team. We have a clinician, who we use with a call response model to mental health crisis, and to follow up with substance abuse issues. We established the new mental health session in the District Court, to work with diversion and alternatives to arrest. The department continues to work with Communities for Restorative Justice and the Community Crisis Intervention Team, who are basically the stakeholders within the community that are involved in mental health crisis, substance abuse and dual diagnosis type of situations.

Q: Are we at the stage where mental health crisis is identified, and non-police personnel are being sent without police personnel? One recommendation of the NPRTF was the creation of a non-police officer that could respond to mental health issues.

A: Chief Carmichael answered that while the NPRTF recommended this, he feels it is not a good idea. Operationally would be difficult to create and separate the different types of calls. Last year, the department responded to 430 plus mental health crisis calls. We had many crises calls that involve weapons, we had many crises calls that did not come in as a crisis they came in as domestic violence, child abuse, sexual assault, or a host of other things. It is very difficult to separate the dynamic of a call and categorize that just as a mental health response, where you can take the police or take the clinician out alone. There are things on the horizon, such as the 988 hotlines. The suicide hotline was created long ago, but the Federal Government is now creating what's called 988, which is like 911, except the call will get you to mental health resources directly. Many people do make direct calls to a crisis hotline or an organization and bypass 911.

Q: It would be beneficial to explain what each section of the department is responsible for. What is Support Services and Special Operations in the department?

A: Chief Carmichael answered that Support Services do our certification and accreditation standards. The CALEA certification is a national accreditation with over 600 standards. Each day, we have people that have oversight of those requirements. Support Services also take care of fleet maintenance, department testing each year, uniforms and equipment. Special Operations takes care of training.

Q: Regarding Outcome #8 Improve transparency and address problems with easily accessible information and data, the first report from the State indicated that there was no evidence of racial disparities in traffic stops. Did this tell the true story? Assuming race did not play a part in who got stopped, there was still a significant difference in the outcomes: the people who got citations, were searched or were arrested based on whether they were Black, Latinx or other.

A: Chief Carmichael answered baseline data from when the hands-free law passed it had a component in there for data collection. Within the profession and legislature, it was discussed on how that was going to be done, how that would be captured and how it would be submitted. Once it was in place the law required every police department in the Commonwealth to submit data on traffic stops including warnings, citations and arrest. When you look at the state data, and you compare it to Newton, were at half of what the state average is. The department is much less likely to stop people of color, especially what they compared daytime stops, when people could be identified. The department is extremely transparent. We provide data and show comparisons of the demographics of the city compared to the traffic stops. The department looks at the demographics of all stops. The police officers are not racially profiling people. When data like this comes out, we need to embrace it, because it's a good report. While it's baseline, it's somewhere to start and work on. Residents want traffic enforcement. The department wants to ensure that they are supporting the officers and doing traffic enforcement. It is necessary to be careful with the balance and how data is reviewed.

Q: What is the increase in one part time position from 54 to 55?

A: Ms. Lemieux answered that there isn't any addition in the department. We have a had a long-time dispatcher who retired, who has been gracious enough to come back to work on a part time as-needed

basis, so we wanted to reflect that in the budget. Chief Carmichael added that this past fall, the collective bargaining agreement was completed, which had been expired for some time. That accounts for a lot of the increase in personnel budget lines—retroactive cost-of-living increase. We're having a hard time finding people qualified to do the dispatcher job.

Q: Regarding the clinician, is she paid enough, and do you think one is enough?

A: Chief Carmichael answered that the social worker primarily works out of Community Services Bureau on mental health, substance abuse, attending court hearings and helps with the mental health session or drug court sessions. Over the last year, she responded to over 400 calls and follow ups. She also works with officers where she will go out on calls. The clinician works with the Health and Human Services Department daily. The clinician has a large workload which will be shared this year with the new social workers in HHS, one of whom will primarily be working in the schools, the other with some of the court issues and jail diversion. NPD has applied for Department Mental Health grants to hopefully pay for her salary next year. The clinician feels that she has a comfortable workload.

Q: Where is the department in terms of recruiting more crossing guards?

A: Chief Carmichael answered that this continues to be an issue. We've worked very closely with Human Resources to recruit. We typically have approximately 50 crossing guards. This year, we began with 39-40. When there aren't enough crossing guards, we assign an officer to those posts. When you pull an officer away from their primary duty, they're being pulled away from something else to cover another post, and that has an impact, especially when it happens every day.

Q: If the City has a 5%, or a 10% vacancy rate, do we still include that in the budget and recoup at the end of the year as free cash or does that come from the overtime account?

A: Ms. Lemieux answered that we know how many dispatchers necessary for each shift and that is what is budgeted. If we are not filling each of those shifts with straight time dispatchers, we know that we need to fill those shifts some other way. Sometimes it's overtime money; if money is not used in the full-time salary line item, it gets transferred to overtime or whatever account would be appropriate. The budget includes the number of necessary positions. There is always overtime, because even if we have a full complement of dispatchers, they all have special leave/vacation time, and it is necessary to fill the seats.

Q: Regarding Outcome #2, Recommit to Police Department as the role model for community policing, and Outcome#3 Strengthen relationships, mutual respect and trust between the Police Department and people across Newton, the best way to meet some of those goals is by getting officers out of their vehicles and on walking beats or bicycles. What are the possibilities of seeing more officers either on foot or on bike?

A: Chief Carmichael answered that he is a huge supporter of community policing. I think that it's a great strategy. Community policing, that organizational transformation was for policing to transform back

into kind of that old school mentality of face-to-face contact community engagement. In Newton, we do those things but perhaps not enough. We have minimum staffing. A certain number of officers are out on the street at a given time, they are all assigned to a certain area of the city. For community policing to work, we must create the opportunities for them to do that, and the time for them to do that which is something the department needs to work on. Years ago, there were 200 plus officers.

Q: Is there still an officer teaching bike safety to our school children?

A: Chief Carmichael answered yes, as part of a youth officer responsibilities.

Q: Is there an implementation timeframe for body cameras?

A: Chief Carmichael answered POST discusses body worn cameras; about 30 departments in MA already have them. Some of the hesitation and slowness of rolling out body cameras is collective bargaining agreements and bargaining with unions across the State. As part of POST there is a commission looking at all the best practices around body worn cameras, and pros and cons. Many municipalities want to review the information before moving forward. In Newton, we discussed a pilot program with superior officers. We really are going to need some of your guidance and input and input from the community, because we must remember that once body cameras are on, officers maybe going into a home for domestic disturbance, child abuse, sexual assaults, etc. very sensitive types of incidents. There is a lot to consider and don't want to rush but they are on the horizon. Massachusetts is unique in many senses as compared to other parts of the country where they've had body worn cameras for years. Massachusetts has different standards and different expectations.

Q: Regarding Outcome #5 Support Police Department employees with up-to-date facilities, equipment, work schedules and recognition, is the department planning to replace the five police vehicles with hybrid vehicles?

A: Chief Carmichael answered that the department has purchased two or three hybrid vehicles and had only minor problems. They have been well received.

Q: In last year's budget, we were talking about getting Hybrid vehicles, have those been delivered? This year's budget requests another five hybrid vehicles.

A: Chief Carmichael answered the cruiser money was taken out of the budget for other purposes and repurposed. The department ordered new vehicles very early on this fiscal year, but we have only just been coming in now (purchasing supply chain issues). Of the five cruisers that we had budgeted, all will be hybrid.

Q: Do you foresee the department having fully electric vehicles?

A: Chief Carmichael answered that he discussed with Special Services Bureau for review. He is not sure how fully electric vehicles would work as patrol vehicles, because the cars are running 24/7. If we were

ever to go in that direction, we would probably need to increase the fleet significantly to cover charging times.

Q: Regarding Outcome #1, Support the Department, is that aimed at the community supporting the department?

A: Yes, that was one outcome from Mayor Fuller last year and one the department continues to support. Daily, we aim to inspire our officers, recognize and commend them for the good things that they do. Chief Carmichael then stated that he hears positive comments from the community and that they support the Police Department.

Q: Is there a seasonal extra animal control officer? If so, when will the officer begin?

A: Ms. Lemieux answered that from a budget perspective, we've never budgeted for an additional seasonal animal control officer. It has always been that the Chief or the department has repurposed a police officer. Chief Carmichael added the department has one full-time animal control officer. There is a seasonal officer that we have in patrol that we take out of patrol to help supplement the animal control officer during the summer months. Lieutenant McMains added that the seasonal officer works from May 1 to October.

Q: What is the \$35,000 in the salary wage attrition line item under patrol personnel?

A: Ms. Lemieux answered that there was a vacancy with officers attaining step eight. We put the budget together showing an officer, who would be at a step eight but what happens is someone comes out of patrol, who is a step eight, fills those positions then the vacancy happens in patrol. We expect that we would save \$17,000, the difference between an officer on a step eight versus a step one, but because we didn't know who the two officers were in patrol that would then move to those two positions we added as a negative line item.

Q: Last year, there was reference in collective bargaining to switching from officers using their own cell phones to department-issued cell phones. Has this happened?

A: Lieutenant McMains said that the superior officers do have phones in their frontline cruisers, the patrol officers, it's a bargaining issue with them. We have not put frontline phones in all the frontline patrol cruisers.

Q: Do you mean that having department-issued phones is sort of a negative?

A: Lieutenant McMains answered that is a question for the Newton Patrol Association (NPA). It is an ongoing negotiation.

Q: Regarding Outcome #9 Provide transparency and act responsively to complaints and concerns, last year there was a section that included things like making it easier to file a complaint with online forms, etc. any information easier to find for the public. Was there any action on that?

A: Chief Carmichael answered that the department has updated fillable complaint forms but these are not currently available online due to issues with the website. The department is required to report any complaint to POST within two days. At some point, POST will have a publicly accessible state database which will include Newton's data.

Q: Regarding the goal of diversity, there was discussion that perhaps the department would be reviewing Civil Service, is that still under consideration?

A: Chief Carmichael answered that is still something that comes up. As I mentioned, we were able to come to terms on negotiations with our NPA, this past fall for the last three years prior. The department will meet with the NPA for the next contract, hopefully, around June. Then we will start to look at that.

Q: A year ago there was a reference to investigate in the interest of diversifying the applicant pool, submitting a Home Rule petition to allow people who've gone to Newton schools through METCO to apply as residents. Is this still being considered?

A: Chief Carmichael answered that he thinks it's a good idea, but I am not sure how we can implement that at the city level. We've been working on diversity with our current hiring practices. Part of our biggest issue is the fact that our list has only 28 candidates. Civil Service is now going to hold the police exam every year instead of every 2. On the second list, we have 12 candidates. We used to see hundreds of candidates. With the comprehensive background checks and psychological screening, this list is likely to be cut in half. This will continue to be a challenge. Civil Service does allow for requisitions of lists that are gender- or race-based. In my experience being in a department that left Civil Service, it certainly opens a lot of doors as far as how you want to diversify the department. The department will continue to work on this.

Q: Do you have to exhaust the basic list? If you don't have enough physical bodies to fill the vacancies, is the department allowed to go to a diversity list?

A: Chief Carmichael answered that under Civil Service, you must submit a requisition to Civil Service. Civil Service decides if they will send you that list or not. Sometimes when there's an existing list, they may or may not because you have a candidate pool that may or may not have some diversity to it. I do know that our current list even though the numbers are small, it's a diverse list. I believe that recently the Boston Fire Department requested a diversity list and Civil Service denied them.

Q: If you had unlimited funds, what are a few things you would do immediately for the department?

A: Chief Carmichael answered community policing. I would love to get officers out there on mountain bikes, another motorcycle for traffic enforcement, enter the schools more, shoot some baskets, issue positive tickets, etc. Positive policing. Every officer really gets the most reward out of positive engagements. A lot of officers grew up in Newton, and it means a lot to them. It would take money to do these extra things, the correct way.

Q: Regarding dispatch training, we had an issue where our dispatch would receive a call about a suspicious person and it turned out the only suspicious thing about them was the color of their skin. When an officer arrived, the "suspicious" person is being asked, like, why are you here? Which is not exactly a part of a welcoming community. Has the department made any progress and is data is available for those calls?

A: Chief Carmichael answered that Newton has a policy like Walpole. The department has received calls occasionally where the call would come in reporting a suspicious person. But there were no behavioral indicators the caller could name. From our perspective, that's not good enough. Newton's policy is if you see something we want you to say something. We want our dispatches to vet that out more and ask why are they suspicious? What are they doing? What are the behavioral indicators that this person is exhibiting so that it gives the officer some reasonable suspicion to even stop and engage that person?

Officers in the past have been put in a tough position. Sometimes you must let an officer know that if they feel that there's not enough there, do a roll by and continue, or try to develop some more information. But just the blanket stuff that's not based on anything, we don't support that. These types of calls are tracked.

Q: Regarding morale surveys, is the department continuing to do surveys, and if we're seeing any metric of improvement in morale?

A: Chief Carmichael answered the surveys are completed once a year. I am not sure if we've had anything yet that will show a change. I have recently sent out a letter to personnel on morale requesting to hear their input, and what's causing good morale or any morale problems in the department. The next step is going to be that I'm putting those morale issues into a chart. At some point, I will meet with the command staff, first line supervisors addressing morale issues. Morale issues are not only external, also within the department.

Q: Regarding the stipend for getting vaccinated. Where is that information in the budget?

A: Ms. Lemieux answered a stipend was given to the NPSOA and most unions. Since the NPA chose not to sign a vaccination agreement, they did not get the stipend. You will not see a stipend in the department budget. It is detailed in the ARPA section of the budget.

Q: Is it true that the vaccine stipend promised to the teachers was removed?

A: Ms. Lemieux answered she believes that is happening in May.

Q: What did the department give up for the superior officers to use city cell phones during work hours? Was there a negotiation on their contract?

A: Lieutenant McMains answered that the department gave up nothing. Cell phones were offered to the patrol superior officers which they accepted and put in the cruisers in lieu of their personal cell phones.

Q: Are other communities having the same problems hiring dispatch and parking control officers?

A: Chief Carmichael answered yes, across Massachusetts which is unfortunate because we've made such great headway in making dispatch a profession.

Q: Regarding Outcome #5 Support Police Department employees with up-to-date facilities, equipment, work schedules and recognition, are the new computers in the budget or in the CIP?

A: Mr. Yeo answered that it is part of the \$1.4million HVAC and computers project that is ARPA-funded. It includes a substantial improvement in computer network capacity, new computers and new telephones in the building. Ms. Lemieux noted that in addition to the funds that are part of that project, last year, Council approved approximately \$170,000 for computers for the department.

Q: Even if it is ARPA funding, will we get an opportunity to review the plans for renovations of the Police HQ?

A: Mr. Yeo answered yes, including the training building and a needs-assessment including interior space improvements and site security as part of the larger project.

Q: Regarding Outcome #10 Review and recommend necessary changes to the Police Department roles, organization structure and staffing levels, this is a terrific goal. I agree that a staffing study is probably appropriate, particularly this year, as we're looking at tighter budgets. Is the department looking at cross training and leadership development as a part of that?

A: Chief Carmichael answered yes, as part of our training we've started to send officers, especially our command staff, captains, lieutenants, sergeants to FBI leader training. In the future, my goal is to get those command staff-level officers through each one of those parts of the FBI leader training .

Comments

The Police Department Budget was very detailed and transparent.

Happy to hear that the department is still teaching bike safety. Chief Carmichael answered that he is a fan of bicycles.

It may take additional funding to make the Police Department better and to accomplish Chief Carmichael's dreams.

I am hearing from constituents that they feel speeding enforcement is decreasing, perhaps this needs to be increased.

It would be beneficial to move towards purchasing electric vehicles.

The best way address speeding and traffic violations is not officers on the side of the road; targeted automated enforcement and better road designs are more effective.

I hope the new IT Director will be able to retain crash records year over year on the website, and upgrade the NPD from scanning crash reports to entering them directly and electronically.

The chair invited members of the committee and the Council to submit requests for meeting topics, and suggested that future meetings might include the Crisis Intervention Team, the Cox training and Civil Service options.

Suggestions

We are still calling the crossing guards and traffic enforcement officers "meter maids", a more gender-neutral title would be better.

If there are things that you think the community can do to support the police in more effective ways and what we ought to be doing as a community, please let us know.

Committee members commended and thanked Chief Carmichael for continued excellence. They then thanked the Police Department for their excellent continued work.

The Committee took a straw vote to accept the Police Department Budget of \$24,790,488, a 5.84% increase from FY22, along with the Supplemental CIP and the CIP, which passed 6-0, Councilor Markiewicz not voting.

The Committee adjourned at 10:20 p.m.

Respectfully submitted,

Andreae Downs, Chair