

**TOWN OF WINDSOR  
HEALTH AND SAFETY COMMITTEE  
SPECIAL MEETING  
OCTOBER 26, 2016  
TOWN HALL – LUDLOW ROOM**

**UNAPPROVED MINUTES**

**1. CALL TO ORDER**

Committee Chair Jill Jenkins called the meeting to order at 6:00 p.m. with Councilor Alan Simon and Councilor James Govoni present. Town Manager Peter Souza, Police Chief Don Melanson and Assistant Town Manager Jonathan Luiz were also present.

**2. PUBLIC COMMENT**

Lea Chayes of 7 Maude Circle spoke in favor of a town gun buy-back event.

William Herzfeld of 1031 Windsor Avenue expressed his support of the Town conducting a gun buyback program. He explained that greater community involvement would make the program be more of a community program instead of a police department program.

**3. DISCUSSION OF GUN BUYBACK PROGRAM**

Town Manager Souza shared details of communications he had with neighboring communities about their recent history of gun buyback events and their willingness to have a gun buyback going forward. He discussed the price typically paid for various guns. Chief Melanson said that the police chiefs in the area that he spoke with did not express an interest in being a part of a gun buyback program.

Chair Jenkins asked if there is an estimate of the number of guns in Windsor. Chief Melanson said he is unsure. Councilor Simon said there may be some merit to holding a gun buy-back event. He said that having a community coalition being a part of a gun buyback program would make the event organic and increase its chances of being successful. Councilor Simon explained that the charge is for the residents who believe in having an event to get the community together and see if various entities in the community would also be behind the event. Councilor Simon said money is not an issue to holding an event. He said he would want a gun buyback program to be something that is very much wanted and supported by the community.

Chair Jenkins spoke of the importance of being proactive instead of reactive. She asked for ideas as to how the community could be proactive about having such an event. Chair Jenkins said the town needs to support the community in such an endeavor instead of demanding that an event happen. She said that if the event is done correctly, it could influence other communities to take action.

Councilor Govoni said he expects there are a lot of legal guns in Windsor and that getting broken guns off the street is not preventing criminals from having guns. Councilor Govoni said there is already a program in place for people to dispose of unwanted guns, but that the program needs to be advertised.

Chair Jenkins said the higher the price being offered for guns, the more people would be interested in selling their guns. She said that she does not care from which community people come from to sell their guns. Chair Jenkins said sponsorship from companies would likely be necessary in order to sponsor a region-wide buy-back. She said that we have no way of knowing how many guns could be purchased. She suggested that the Committee take a step back and wait to see if there will be more community support for a gun buyback event.

Mr. Herzfeld said he thinks it takes a boldness to hold a gun buyback event because doing so is an acknowledgement that the country has so many guns. Mr. Herzfeld said the event would enhance safety of police officers, children and adults. Mr. Herzfeld spoke of the bad reaction that can be generated from a child holding a broken gun.

Chair Jenkins said she does not want to send a message that Windsor has a big gun problem and that it is dangerous to move to Windsor. Councilor Govoni suggested that area gun clubs and ranges provide input about a potential gun buyback program.

#### **4. DISCUSSION OF FY 17 QUARTERLY TRAFFIC STOP DATA**

Town Manager Souza provided background information about the Traffic Stop Analysis and Findings (the Study) produced by the Institute for Municipal and Regional Policy at Central Connecticut State University (CCSU). He said that Windsor staff met with CCSU several weeks ago for the purpose of discussing the Study more and exchanging data. A draft report from CCSU is expected to be received by Windsor staff in January and February. Town Manager Souza suggested inviting CCSU's Ken Barrone to the next Health and Safety Committee meeting.

Police Chief Donald Melanson handed out a racial profiling traffic stop report (Report) for the period of July 1, 2016 thru September 30, 2016. Chief Melanson explained the information shown in the Report. Chief Melanson explained that the Windsor Police Department (WPD) does few consent searches compared to other departments because the WPD does not stop vehicles as a pretext to search. Councilor Simon asked for clarification about searches of cars driven by white drivers and black drivers as well as contraband found as a result of those searches. Chief Melanson provided clarification. Councilor Simon asked for clarification about the total stops by ethnicity. Chair Jenkins asked for an explanation of why there are more black Windsor residents being stopped than white Windsor residents being stopped. Chief Melanson provided a map of the emergency response districts. He said the districts are set up the way they are in large part due to population density and calls for service. Chair Jenkins asked if District 1 has the most calls and the greatest population density. Chief Melanson answered yes. Chair Jenkins asked how many officers are on duty during the shifts. Chief Melanson said minimum staffing is five patrol officers on days and evenings and four patrol officers overnight. Chief Melanson

went on to say that there are not two officers assigned to one district. Town Manager Souza explained that if a patrol car assigned to District 1 is busy handling a call in District 1 than an unassigned patrol car would go into District 1.

Councilor Simon asked what the correlation is between calls for service and traffic stops being made, since traffic stops happen in the moment. Chief Melanson said an officer will see violations in areas where an officer is patrolling.

Chief Melanson showed maps that show the propensity of various patrol districts in Windsor to receive calls for service and to experience motor vehicle accidents. Councilor Simon said that Ken Barrone of CCSU said that the police will find problems in the areas where police are. Councilor Simon said that the argument is that the police happen to be in the area and that because they are in the area, they are going to be more active in pulling people over in that location. Town Manager Souza discussed the road system locations in town and how on ramps and off ramps impact traffic flows. Councilor Simon said he thinks traffic is busiest near the I-91 off and on ramps for Windsor Center. Chief Melanson said he believes that most traffic stops are between 10 p.m. and 4 a.m.

Councilor Jenkins expressed her satisfaction with the WPD discussing explicit bias at training. She said that it would be useful to know what the training is and when it occurred. Town Manager Souza said a challenge for any police department is being able to fit in all of the training opportunities available for officers. Chief Melanson provided information about crisis intervention training given to officers. Chief Melanson said discussions/training occur with officers on at least a weekly basis in an effort to create a culture that de-escalates situations. He said that the WPD breaks down videos of situations that went well and did not go well. Chair Jenkins inquired about whistle-blowers. Chief Melanson said he has not worked in a department where attempts to cover-up take place. He said the reasons for that are the proper training that has been in place as well as the culture of hiring people with integrity.

Councilor Simon said that what cops often need is more time to think about a situation. He said that he appreciated the information provided tonight and he appreciates that Chief Melanson has an open mind. Councilor Simon said that the goal is equality under the law and having people being treated equally.

Chair Jenkins expressed her appreciation for the information provided tonight. Chief Melanson said he encourages WPD officers to give verbal warnings about tail lights being out so that the interaction with the public is positive in nature.

Chair Jenkins said she wants to go through tonight's exercise again. Councilor Simon suggested waiting for CCSU's draft report to arrive and then meeting again to review the draft report as well as the next set of WPD quarterly data. Town Manager Souza noted that the new records management system and computer aided dispatch system has allowed the WPD data to present the data in the manner that it was presented tonight. Councilor Govoni said it makes sense for officers to de-escalate conflict.

Chair Jenkins suggested examining training numbers at the next Committee meeting. Councilor Simon spoke about the concept of doing almost daily training for 20 minutes or so

with the officers. Councilor Govoni asked if all training is documented. Chief Melanson said that not all roll call training is documented because it happens frequently and for relatively short durations of time. Chief Melanson noted that some training such as firearm training being administered during normal shift schedule as opposed to overtime. He said the results area cost savings and better quality of training because the training is given on a one-on-one basis. Chief Melanson spoke of working with neighboring communities to provide more innovative and better quality training.

## **5. STAFF REPORTS**

Town Manager Souza provided an update on work done by a consultant hired to analyze and recommend changes to the town's radio communications system. He said that Windsor staff will meet with Bloomfield staff on this topic, since Bloomfield is also considering replacing its own communications system.

Councilor Govoni asked if the Windsor Board of Education would be included in the new radio system. Town Manager Souza answered yes and explained that they have been included in the discussions about a replacement system. Councilor Govoni asked if there would be regional communication capabilities. Chief Melanson said a newer system would be better in terms of communicating on a regional basis.

Chief Melanson provided an update on hiring and staffing. He also discussed the progress made towards purchasing and installing in-car cameras.

## **6. APPROVAL OF MINUTES**

a) June 16, 2016

Councilor Simon MOVED and Councilor Govoni seconded to approve the unapproved minutes of the June 16, 2016 minutes of the Health and Safety Committee as presented.

The motion passed 3-0-0

## **7. ADJOURMENT**

Councilor Govoni MOVED and Councilor Simon seconded to adjourn the meeting at 7:23 p.m.

The motion passed 3-0-0

Respectfully submitted by,

Jonathan Luiz, Assistant Town Manager