

# TOWN OF WINDSOR, CONNECTICUT

## Special Meeting Notice



**AGENCY:** Health & Safety Committee

**DATE:** January 28, 2019

**TIME:** 6:30 PM

**PLACE:** Town Hall – Ludlow Room

### AGENDA

1. Call to Order
2. Public Comment
3. \*Discussion of FY 19 Quarterly Traffic Stop-Data
4. \*Discussion of Crisis Intervention Team and embedded clinician model
5. Staff Reports
6. Approval of Minutes
  - a) \*June 25, 2018
7. Adjournment

\*Backup materials


Public Act 75-312 requires notice of Special Meetings to be posted in the Town Clerk's Office not less than 24 hours prior to the time of such meeting. No other business shall be considered at this meeting than that listed on this Agenda.

## Agenda Item Summary

Date: January 28, 2019

To: Members of the Health & Safety Committee

Prepared By: Donald Melanson, Chief of Police

Reviewed By: Peter Souza, Town Manager 

Subject: State of CT Traffic Stop Data Analysis and Findings

### Background

In 2014, the Central Connecticut State University (CCSU), in conjunction with the State Office of Policy and Management (OPM), began issuing yearly reports entitled, "Traffic Stop Data Analysis and Findings." These reports evaluate traffic stop data from municipal police departments, special law enforcement agencies and the state police. The third report released in November 2017 was for the 12-month period from October 1, 2015 through September 30, 2016. At this time, a report for the October 2016 through September 2017 period has not been published.

Utilizing statistical analysis, CCSU utilizes the data in these reports as a screening tool to identify agencies that have statistical disparities relative to their stop data. Upon the release of the first report in May 2015, the police department and town management staff proactively met with CCSU personnel to review the traffic stop data for Windsor. It was determined that there were inconsistencies in data collection procedures that had an effect on the traffic stop data. Upon release of the second report in May 2016 covering the 2014-2015 period, CCSU staff selected Windsor for a more in-depth analysis of its traffic stop data. (It should be noted that Windsor fell just below the statistical threshold identified by CCSU.) Following the release of the second reports in May 2016, Windsor Police Department (WPD) and town staff met with CCSU staff on several occasions to review the traffic stop data in an attempt to identify and explain any disparities in Windsor's traffic stop data. Items taken into consideration were WPD calls for service, motor vehicle accident data, officer deployment, officer assignments, and population density.

This review culminated in a supplemental report released by CCSU in July 2017. This supplemental report included follow-up analysis on Windsor's 2014-2015 traffic stop data. The Police Department continues to consider information gleaned from this report, including officer deployment, calls for service, and response times to provide public safety services for our residents and visitors and to assure officers are carrying out their duties professionally and without bias.

### Discussion/Analysis

Since the release of the last Traffic Stop Data Analysis and Findings (2015-2016 report in November 2017) there has been no further analysis of Windsor's traffic stop data by CCSU. CCSU has not released any further reports related to traffic stop data. In the near future, Chief Melanson and other police chiefs from the Capitol Region will be meeting with CCSU staff to

discuss traffic stop data prior to the release of the next report covering the October 2016 – September 2017 traffic stop data.

Attached are both statistics for the first half of FY 2019 as well as traffic stop trends from FY 17 through December 2018.

Highlighted below are several items for the first half of FY19:

- A total of 4,515 traffic stops were made between July 1, 2018 and December 31, 2018.
- Windsor residents accounted for 32.6% of the 4,515 traffic stops made, which is consistent with the previous fiscal year.
- 363 traffic stops, or 8%, were for out of state drivers.
- Officers only searched 115 vehicles, or 2.5% of the total number of stops.
- 79.7% of traffic stops were for violations such as red light, speeding, cell phone, and seat belt. 20% of stops were for equipment violations such as failure to display registration plates or defect lights. These percentages are similar to those for the full FY 18 period.

Financial Impact

None at this time

Other Board Action

None

Recommendations

This item is presented for information purposes only. No action is requested of the committee.

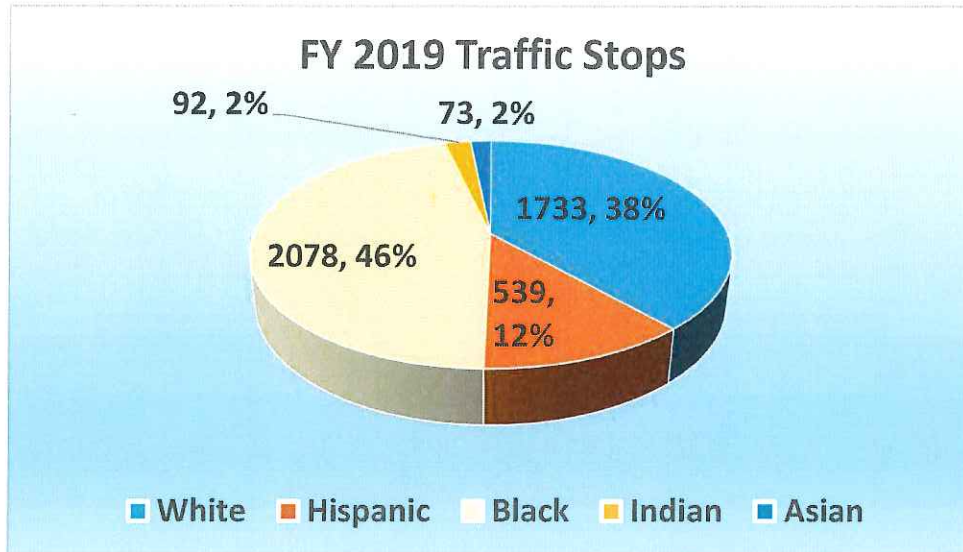
Attachments

FY19 summary report

Traffic Stop Data Reports for FY19 Q1 and Q2

Traffic Stop Trends FY 17 to Present

# Windsor Police Department FY 2019 Traffic Stop Data



## FY 2019 MV Stop Enforcement Action Results

	Cited		Verbal		Written		None		Total
White	213	9.5%	2012	89.7%	3	0.1%	14	0.6%	2242
Black	276	13.1%	1815	86.2%	2	0.1%	12	0.6%	2105
Indian	9	9.6%	84	89.4%	0	0.0%	1	1.1%	94
Asian	6	8.1%	68	91.9%	0	0.0%	0	0.0%	74

## FY2019 MV Stop Vehicles Searched

	N/A		Consent		Inventory		Other		Total
White	2202	98.2%	5	0.2%	29	1.3%	6	0.3%	2242
Black	2031	96.5%	10	0.5%	43	2.0%	21	1.0%	2105
Indian	94	100.0%	0	0.0%	0	0.0%	0	0.0%	94
Asian	73	98.6%	0	0.0%	1	1.4%	0	0.0%	74

FY 2019 6 Month = 07/01/2018 to 12/31/18

Run Date: 10/01/2018

Run Time: 11:49

### Windsor Police Department

340 Bloomfield Ave, Windsor CT 06095

(860) 688-4545

FY 19  
Quarter 1

### Racial Profiling Traffic Stop Report

2018-07-01 00:00 Thru 2018-09-30 23:59

	Gender		Ethnicity			Resident		Custodial Arrest		Enforcement Category			Authority for Search			
	Female	Male	Hispanic	M Eastern	N/A	Municipal	CT	Yes	No	General	Blind	Spot Chk	N/A	Consent	Invent	Other
White:	337	512	188	10	651	233	757	0	849	558	291	0	835	1	8	5
Black:	285	464	8	7	734	314	704	4	745	541	208	0	731	2	12	4
Indian:	8	30	1	9	28	10	33	0	38	25	13	0	38	0	0	0
Asian:	9	17	0	3	23	8	23	0	26	17	9	0	26	0	0	0
Unknown:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Totals:</b>	<b>639</b>	<b>1023</b>	<b>197</b>	<b>29</b>	<b>1436</b>	<b>565</b>	<b>1517</b>	<b>4</b>	<b>1658</b>	<b>1141</b>	<b>521</b>	<b>0</b>	<b>1630</b>	<b>3</b>	<b>20</b>	<b>9</b>

	Stop Nature		Veh Searched		Vehicle Towed		Result of Stop				Duration of Stop			Contraband				
	Invest	Violation Equip	Yes	No	Yes	No	UAR	Mis	Infra	Verbal	Written	None	0-15	16-30	Over 30	Yes	No	
White:	2	728	119	14	835	15	834	0	13	57	770	2	7	817	24	8	5	844
Black:	3	564	182	17	732	12	737	1	25	46	669	1	7	705	36	8	6	743
Indian:	1	32	5	0	38	0	38	0	1	3	33	0	1	37	1	0	0	38
Asian:	0	20	6	0	26	0	26	0	1	0	25	0	0	26	0	0	0	26
Unknown:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Totals:</b>	<b>6</b>	<b>1344</b>	<b>312</b>	<b>31</b>	<b>1631</b>	<b>27</b>	<b>1635</b>	<b>1</b>	<b>40</b>	<b>106</b>	<b>1497</b>	<b>3</b>	<b>15</b>	<b>1585</b>	<b>61</b>	<b>16</b>	<b>11</b>	<b>1651</b>

<b>Grand Totals</b>
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White:	661	39.77%	White:	849	51.08%	Male:	1023	61.55%
Hispanic:	197	11.85%	Black:	749	45.07%	Female:	639	38.45%
Black:	741	44.58%	Indian:	38	2.29%			
Indian:	37	2.23%	Asian:	26	1.56%			
Asian:	26	1.56%	Unknown:	0	0.00%			
<b>Totals:</b>	<b>1662</b>	<b>100%</b>	<b>Totals:</b>	<b>1662</b>	<b>100.00%</b>			

Run Date: 01/15/2019

Run Time: 17:41

## Windsor Police Department

340 Bloomfield Ave, Windsor CT 06095

(860) 688-4545

FY 19  
Quarter 2

### Racial Profiling Traffic Stop Report

2018-10-01 00:00 Thru 2018-12-31 23:59

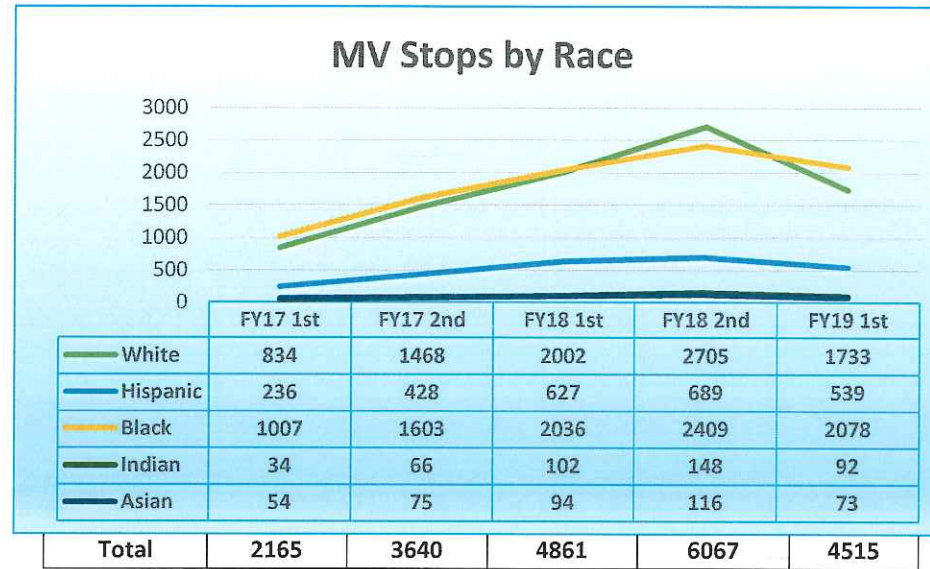
	Gender		Ethnicity			Resident		Custodial Arrest		Enforcement Category			Authority for Search			
	Female	Male	Hispanic	M Eastern	N/A	Municipal	CT	Yes	No	General	Blind	Spot Chk	N/A	Consent	Invent	Other
White:	499	894	321	23	1049	385	1245	4	1389	959	434	0	1367	4	21	1
Black:	537	819	19	3	1334	489	1297	11	1345	960	396	0	1300	8	31	17
Indian:	9	47	1	22	33	20	54	0	56	26	30	0	56	0	0	0
Asian:	18	30	1	2	45	13	39	0	48	28	20	0	47	0	1	0
Unknown:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Totals:</b>	<b>1063</b>	<b>1790</b>	<b>342</b>	<b>50</b>	<b>2461</b>	<b>907</b>	<b>2635</b>	<b>15</b>	<b>2838</b>	<b>1973</b>	<b>880</b>	<b>0</b>	<b>2770</b>	<b>12</b>	<b>53</b>	<b>18</b>

	Stop Nature		Veh Searched		Vehicle Towed		Result of Stop				Duration of Stop			Contraband				
	Invest	Violation Equip	Yes	No	Yes	No	UAR	Mis	Infract	Verbal	Written	None	0-15	16-30	Over 30	Yes	No	
White:	3	1132	258	26	1367	33	1360	1	49	93	1242	1	7	1314	69	10	4	1389
Black:	3	1035	318	56	1300	46	1310	2	101	101	1146	1	5	1236	97	23	22	1334
Indian:	0	46	10	0	56	2	54	0	1	4	51	0	0	55	1	0	0	56
Asian:	0	43	5	1	47	1	47	0	1	4	43	0	0	46	2	0	0	48
Unknown:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Totals:</b>	<b>6</b>	<b>2256</b>	<b>591</b>	<b>83</b>	<b>2770</b>	<b>82</b>	<b>2771</b>	<b>3</b>	<b>152</b>	<b>202</b>	<b>2482</b>	<b>2</b>	<b>12</b>	<b>2651</b>	<b>169</b>	<b>33</b>	<b>26</b>	<b>2827</b>

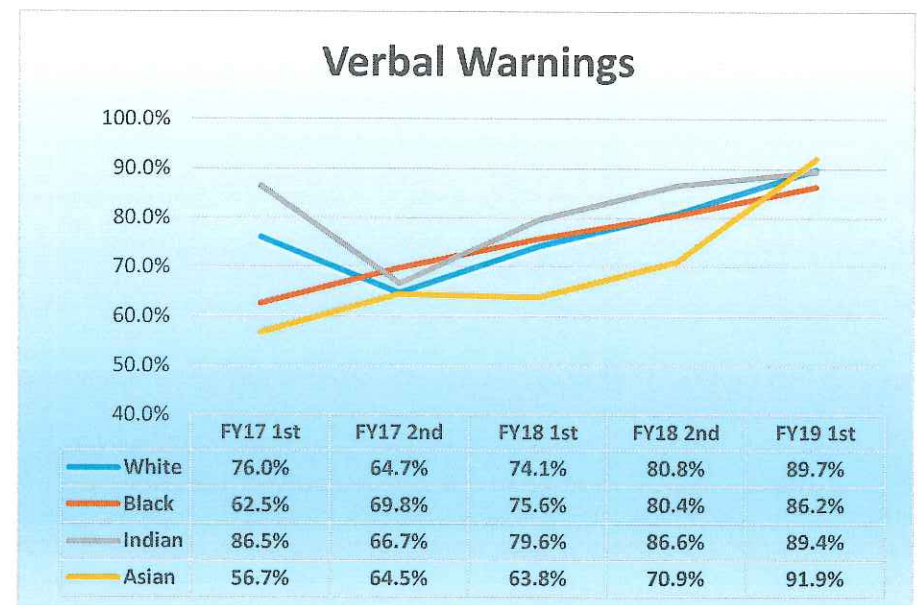
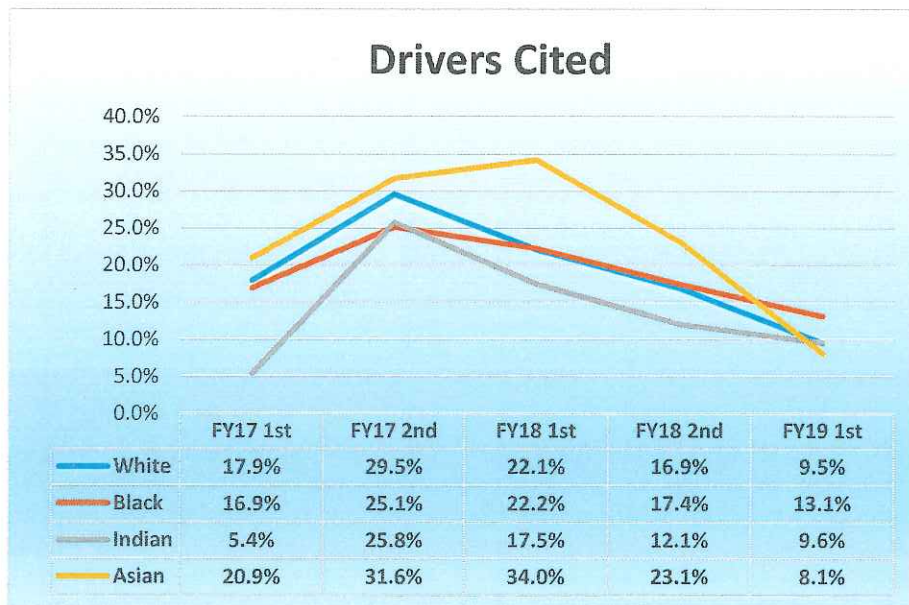
<b>Grand Totals</b>
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White:	1072	37.57%	White:	1393	48.83%	Male:	1790	62.74%
Hispanic:	342	11.98%	Black:	1356	47.53%	Female:	1063	37.26%
Black:	1337	46.86%	Indian:	56	1.96%			
Indian:	55	1.93%	Asian:	48	1.68%			
Asian:	47	1.66%	Unknown:	0	0.00%			
<b>Totals:</b>	<b>2853</b>	<b>100%</b>	<b>Totals:</b>	<b>2853</b>	<b>100.00%</b>			

# Windsor Police Department Traffic Stop Trends (FY17 – Present)




## Enforcement Trends



## Agenda Item Summary

Date: January 28, 2019

To: Members of the Health & Safety Committee

Prepared By: Peter Souza, Town Manager 

Subject: Crisis Intervention Team Clinician

### Background

For well over a decade, the police department has worked diligently to enhance police response to persons experiencing mental health emergencies. Starting in 2005, officers were trained in the Crisis Intervention Team (CIT) model, and in 2008, we developed a collaborative approach with the local behavioral health agency, Community Health Resources (CHR).

In late 2015, the Police Department received a grant through the US Department of Justice Bureau of Justice Assistance to improve the response to mental health crises. Funds were used to provide additional Crisis Intervention Team training for officers and an embedded mental health clinician through CHR. The goal of the embedded mental health clinician has been to assist in follow up to crises calls, focusing on diversion from the criminal justice system as well as linkage to needed services.

Throughout the country, mental health issues have been identified as a critical concern for law enforcement. These types of incidents can easily result in situations where officers need to use force to protect themselves or others. The ability to identify individuals experiencing a mental health crisis allows officers to utilize de-escalation techniques that can reduce the probability that the person in crisis behaves in a manner that would require an officer to use physical force to bring the situation under control.

### Discussion/Analysis

In FY 18 the department responded to 332 calls with persons experiencing mental health emergencies or calls categorized as involving an emotionally disturbed or suicidal person. During the first half of this fiscal year, there have been 189 such calls. Of the 332 mental health reports submitted by officers in 2018, 163 required officers to utilize Police Emergency Examination Requests (PEER). Officers use the PEER process and transport individuals to a local hospital when a person in crisis presents themselves as a danger to themselves or others and are in need of immediate care and treatment.

Working 20 hours a week, the embedded clinician receives case reports from officers who respond to mental health crisis calls for review and follow up. The clinician also provides follow-up visits with high-risk individuals and those who have had repeated police contacts. These follow-up visits provide an avenue of support for these individuals. In turn, this continued contact and follow up can help reduce the frequency these individuals experience a crisis, reducing demands on police services. Often the follow-up visits have been with a police officer (overtime was grant funded) allowing officers to build a rapport with the resident and gain additional insights from working with the clinician.



The embedded clinician position has also enhanced collaboration with other town departments, in particular, Social Services. Over the course of the first six months of Fiscal Year 2019, the embedded clinician received 9 referrals from Social Services and referred 8 clients to social services for assistance. These numbers represent unique individuals referred for services. In almost all cases, each individual required multiple interactions with town staff in order to provide appropriate services and coordination with outside agencies.

Input from police officers and supervisors indicate the implementation of an embedded mental health clinician with the police department has been a valuable resource. Similar feedback has been received from our Social Services staff.

At this time, grant funds have been fully expended and we are utilizing available police department funding to continue the program on a month-to-month basis through an agreement with Community Health Resources. There are available resources in the FY 2019 police department budget due to salary savings resulting from retirements, disability and military leave, to continue the program through June 2019.

As part of preparing the proposed budget for FY 2020, I have requested the Police Department and Social Services to present a recommendation to me as to how this service could be provided on an ongoing basis.

#### Financial Impact

The cost to maintain the contract agreement with CHR through the end of June is \$18,000 (900/wk X 4 = \$3,600 / month X 5 months = \$18,000.)

The preliminary estimate, including fringe benefit costs, for hiring a qualified clinician as a part-time town employee on an annual basis is approximately \$41,000. As a regular part-time position working under 30 hours per week, it is eligible to not receive health or retirement benefits.

#### Other Board Action

None

#### Recommendations

This pilot program has added value to our service delivery portfolio and as the proposed FY 2020 budget is developed, the option of allocating financial resources will be analyzed.

This item is presented for review and discussion. At this time, there is no specific action requested of the committee.

#### Attachments

None

**TOWN OF WINDSOR  
HEALTH AND SAFETY COMMITTEE  
SPECIAL MEETING  
JUNE 25, 2018  
TOWN HALL – LUDLOW ROOM**

**UNAPPROVED MINUTES**

**1. CALL TO ORDER**

Committee Chair Jill Jenkins called the meeting to order at 6:36 p.m. with Deputy Mayor Terranova and Councilor James Govoni present. Town Manager Peter Souza and Police Chief Don Melanson were also present.

**2. PUBLIC COMMENT**

Ms. Deborah Samson, 604 Stone Road, explained the ongoing blighted condition of her neighbor's property. She stated her neighbor has multiple unregistered vehicles, construction equipment, trailers, debris in the yard and seems to be running a business from his home. During heavy rains, water comes from the neighbor's yard onto her property then goes onto Stone Road carrying silt and mud. She said town staff has tried to rectify the problems, but they still exist. She hoped the committee members could help and perhaps ordinances could be tightened up.

**3. DISCUSSION OF FY 18 QUARTERLY TRAFFIC STOP DATA**

Don Melanson, Chief of Police, provided an overview of the FY 18 enforcement efforts. He noted the number of stops were significantly more in FY 18 than FY 17. In FY 18, there were 10,811 stops and in FY 17 there were 5,817 stops. In FY 18, 54% of stops involved white drivers and 41% involved black drivers. In FY 17, 50% of persons stopped were white and 46% were black.

Councilor Jenkins asked in what geographic areas stops were being made. Chief Melanson stated he would provide that information through the Town Manager.

Chief Melanson also noted the racial breakdown related to the nature of the stops. In FY 18, as in the previous year, most stops were for some type of moving violation. In FY 18, 83% of stops for moving violations were white drivers and 79% were black drivers. In FY 17, 87% were white drivers and 31% were black drivers.

The Committee asked a number of questions about the data related to custodial arrests and the difference between written warnings and infractions.

Committee members thanked Chief Melanson for his report and expressed their desire for the next quarterly report to be presented with graphs and perhaps trends.

#### **4. STAFF REPORTS**

Town Manager Souza briefly outlined enforcement activities at the Stone Road property mentioned earlier. The Committee expressed their strong desire that staff continue efforts in trying to resolve the situation.

Town Manager Souza and Chief Melanson gave the Committee some brief information on an animal control issue involving a dog on Maple Avenue. Staff is working to mediate the situation to the best extent possible.

#### **5. APPROVAL OF MINUTES**

a) February 8, 2018

MOVED by Deputy Mayor Terranova, seconded by Councilor Govoni to approve the unapproved minutes of the February 8, 2018 meeting as presented.

Motion Passed 3-0-0

#### **6. ADJOURNMENT**

MOVED by Deputy Mayor Terranova, seconded by Councilor Govoni to adjourn the meeting at 7:47 p.m.

Motion Passed 3-0-0

Respectfully submitted by,

Peter Souza  
Town Manager