

# GENEVA COMMUNITY COMPACT

Geneva Community Compact Steering Committee  
Minutes

Public Safety Building – Muster/Training Room  
Tuesday, February 19, 2019

PRESENT: Mark Gramling, Clr. At Large  
Linda Whitley, Tools for Social Change  
Brandon Bryant, Tools for Social Change  
Lucile Mallard, NAACP

ABSENT: Sage Gerling, City of Geneva (excused)  
Victor Nelson, AAMA (excused)  
Chief Michael Passalacqua, GPD (excused)  
Michele Barrett, GHRC  
Carol Maxon, Courtyard Tenants Association

**Lori Guinan read aloud the following mission statement:** *"It is the mission of the Geneva Community Compact Steering Committee to foster mutual respect regardless of ethnicity, gender, gender expression, sexual orientation, religion and abilities, repudiate racial and cultural bias and strengthen the City's workforce diversity by drawing on the talents of all segments of the community".*

1. **Approval of Minutes – January 15, 2019**  
Moved by: Mark Gramling; seconded by Lucile Mallard  
**Motion Approved Unanimously**
  
2. **Agenda Items**
  - a) Update on discussion with Lt. Kelly in Schenectady – Mark told everyone that he spoke to Lt. Kelly in Schenectady about their civilian review board. He said that the population of Schenectady is 62,000 people, and the purpose of the board was to improve communications between the police department and the community after an FBI case involving serious civil rights violations that were occurring on a regular basis and improper management of the police department. The violations became common practice that created a running joke. The review board meets once a month, and is open to the public if the person who made the complaint does not object. Their board consists of ten members including the NAACP, the Human Rights Commission, the local newspaper, the chamber of commerce, the League of Women Voters, Schenectady Municipal Housing Authority, city council, and others. He noted that this board does not review violent cases, and they have not been able to

gauge if the community feels things have gotten better since the board was put into place. Lt. Kelly said that the department receives 60-70 complaints per year, 44 of which are civilian complaints, and the rest being administrative. Citizens can file a complaint online or over the phone. The board has brochures throughout the city. They have a line item in the city budget for outside investigators, and they provide quarterly and annual reports to city council. Lt. Kelly's recommendation is that feedback is very important to the community. Mark said that this group talks about community, and this review board is for the community. Mark mentioned that there is also the option to use a mediation process rather than a review board. Everyone agreed that the community should be heard. It was suggested that there needs to be an entity on the outside to look at the procedures, even a group to meet with a neutral party to discuss or mediate. Mark said that funds will be needed, and he spoke to some of the council members and they are for it.

The idea of a survey came up to see if the community feels we need this review board, and we would need to come up with questions. Brandon said that he felt the findings of the review board should be published and made public record. His subcommittee met Sunday, and they would like to meet with Chief Passalacqua again to see how the PD has historically evaluated the performance of their officers, and if there is anything he would like to change about the process. Brandon's group spoke about Professor John Klofas at RIT who is a professor of Criminal Justice and Founder and Director of the Center for Public Safety Initiatives who works with formulating focus groups specifically around law enforcement groups. He would also like to see Chief Passalacqua reach back out to Lorie Fridell to see how effective the training was. He feels that Professor Klofas may have insight on questions for the survey.

Lucile said that police evaluations contain certain criteria along with union input that could provide information to consider. Mark added that unions are a huge part that protects employees, and police officers have their own Bill of Rights that are different from the average citizen. He said that it is important to educate the public when we have these discussions. Lucile cautioned from professional experience that it may not be good to publicize the boards' findings. If the person filing the complaint wants to share the findings, they can do that. Having a spokesperson, if questions come to us after, may be a good idea.

- b) Compact Action Plan Next Steps – Mike sent information about the police department's preliminary action planning on recruitment, hiring and promotion for everyone to look at (see attached).
- c) Sub-Committee Updates – Lucile said that her committee is having trouble meeting with everyone's schedules, but they have talked about bringing the committees together for a co-committee meeting

3. **Follow-up Goals for Meeting**  
Receive Report of Complaints from GPD – (see attached)

Chairpersons for upcoming meetings

- April – Victor
- May – Lucile
- June – Brandon
- July - Michelle

4. **Adjournment:** 7:00pm

5. **Next Meeting:** March 19, 2019; Chairperson, Linda Whitley; Location TBD

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# GENEVA POLICE DEPARTMENT

FROM THE DESK OF CHIEF MICHAEL J. PASSALACQUA

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**TO:** Community Compact  
**FROM:** Chief Michael J. Passalacqua  
**SUBJECT:** Calls for Service/Arrests/Citizen Complaints  
**DATE:** February 19th, 2019  
**CC:**



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As of today's date, the Geneva Police Department has handled 4,772 calls for service which is a portion of the contacts the police department has had with individuals this year 2019. The Geneva Police Department has made 55 arrests with the following breakdown (through January 2019):

**Race:**

White- 29

Black- 26

**Ethnic Origin:**

Hispanic- 9

Not Hispanic- 46

Personnel Complaints:

**Year to date: 0**

Respectfully,

Chief Michael J. Passalacqua

# Worksheet for preliminary action planning

## Geneva Police Department

### Recruitment, Hiring and Promotion

1. **What exists in your department that is a strength in terms of promoting fair and impartial policing through recruitment, hiring and promotion?**

The police department has recruitment and section General Order 325 – Equitable Policing which promotes Fair and Impartial Policing through recruitment, hiring and promotion. For recruitment, the police department has a brochure which Lt. Valenti is updating with new names and offerings. They also have done the Citizens Academy for the past four years doing community outreach. The city has been involved with recruitment diversity for several years now including a Spanish speaking list of potential officers that is separate from the general list. Our new hire was taken from the Spanish speaking list which was helpful since he was not ranked as high on the general police officer list. He is our second bi-lingual officer at the moment. The department will continue to look for bi-lingual officers as there is a need in our city for them.

The first Fair and Impartial Training Class with our new certified instructors will run for seven patrol-level members on March 13<sup>th</sup>. This will be the first of three or four classes. As for hiring, officers have been into recruitment and hiring in our high school talking to students over the lunch hours. They discuss the process of becoming a police officer, education required, recruitment, and where to find information on the County website. Students are informed that they can take the written test as young as 18, but must be 21 to be hired. Starting early allows them extra practice in taking the test. The school resource officer also gives talks about general policing and general law questions. He will do presentations on what to do to become a police officer, what it is like being a police officer and what the academy is like. He also answers any other questions the students may have.

In their policy on recruitment and selection, it states "... utilize the city's work-force diversity advisory committee," and the chief is not exactly sure what that is, so he will be talking to the City Manager about this. The policy also says "...when appropriate, utilize community organizations and minority persons fluent in the community's languages and sensitive to the cultural environment as recruiters." An email was sent out by the former police chief looking for internal members of the police department to be part of a recruitment team to brainstorm on ways to improve outreach. There have since been discussions with the union president looking for 4 to 5 members to really put this together, and they will reach out to local residents such as Reverend Golden, Evette Ortiz, and Jessica Avila to begin meeting to come up with suggestions for publications and public service announcements to help. Lack of funding in the budget limits how much can be accomplished.

Chief Passalacqua met with new Ontario County Sheriff, Kevin Henderson January 24<sup>th</sup>, and found that the sheriff has a part-time records clerk to help with audio and visual, and they are looking to do commercials and public service announcements. They asked the chief if he wanted to help with traffic safety and recruitment public service announcements to go on Facebook, Twitter and TV. Chief feels this is a great, no-cost avenue for us in recruitment.

There is a pamphlet on the police department page of the city website under "Join Our Team" that staff is currently updating. As he mentioned to the compact committee before, they are looking to hold informational meetings and exam prep courses for civil service. He is working with Ken

Eveland who is a part-time court officer at the Public Safety Building, and also a professor at FLCC. Officer Eveland has a background in exam preparation and he suggested the police department put something out to get real commitment from our sworn-personnel to run this, and then we can reach out to the Canandaigua Police Department and the Ontario County Sheriff's Office to request they work together with us. As for the physical agility component, the Rochester Police Department has information about legalities and insurance, and they use certified physical fitness instructors. The chief has reached out to Jason Maitland, Director of Campus Safety at FLCC, who is part of the Finger Lakes Law Enforcement Academy Group that meets monthly, and he offered to work with us to get a classroom for the prep courses.

Chief will have a handout for the compact committee which details the responsibilities of the department saying the selection process will be administered in the following steps, and then it lays out what the department does with a background when someone is on a list and they passed an agility test how things start and how we navigate through the entire process.

**2. What should your agency be doing to promote fair and impartial policing through recruitment, hiring and promotion?**

The police department is always looking for additional trainings, and the Fair and Impartial Training will be done annually in-service/refresher for the department every February covering 10-12 topics. The FIP will be added to the training including updates and curriculum changes every year.

To promote hiring, a lot of that is recruitment which involves the pamphlets and recruitment courses. Having the Spanish speaking list is extremely beneficial because of the community we serve. The promotional side is more an internal issue because we look at different things when someone is up for a promotion after they have been on the job for a number of years.

**3. What can community leaders/members do to assist?**

The willingness to help once we get a recruitment team established and we start reaching out. If anyone has suggestions on who should sit on this team, they can be directed to Chief Passalacqua via email. They will bring on members of the minority community or any community leaders who are interested in helping us. We need community leaders to be involved, and he feels that in the last six months we have not engaged enough people. We do not have enough people engaged for the size of the community we have. Getting information out to people, letting them know that we do recruit and are putting together a recruiting team to find different ways to do things will help.

In reference to Fair and Impartial Policing, when he sent the body cam policy out, he noted that we are looking at an immigration policy, and he hopes to have it formatted to distribute to the members at the February compact meeting.