

# GENEVA COMMUNITY COMPACT

## Geneva Community Compact Steering Committee Minutes

Geneva Lakefront Welcome Center

Tuesday, January 15, 2019

PRESENT: Sage Gerling, City of Geneva  
Chief Michael Passalacqua, GPD  
Linda Whitley, Tools for Social Change  
Mark Gramling, Clr. At Large  
Brandon Bryant, Tools for Social Change

ABSENT: Michele Barrett, GHRC  
Victor Nelson, AAMA (excused)  
Lucile Mallard, NAACP  
Carol Maxon, Courtyard Tenants Association  
Shandaneka Howard, Courtyard Tenants Association

**Sage Gerling 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** – December 18, 2018  
Moved by: Brandon Bryant; seconded by Linda Whitley  
**Motion Approved Unanimously**

2. **Agenda Items**

- a) Compact Action Plan Next Steps – Sage, Lori and Mike have scheduled a meeting to talk about the action plan (recruitment) and try to get the information together for a future meeting.

Mike told everyone that the police department has two recruits starting in the academy February 4<sup>th</sup>. One is a Geneva native who has lived here his whole life and is currently a Seneca County Corrections Officer. The other person is from Clifton Springs, is a Mexican National who moved here when he was five years old, and he is fluent in Spanish and half fluent in French.

When talking about beginning work on recruitment, Linda asked Mike to include any policies associated with recruitment in his worksheet plan. Mike

said that there isn't a full-on recruitment policy, but he will have his accreditation officers reach out state-wide to see if anyone has a single policy on recruitment alone. Linda said she feels a policy would answer some of the questions that come up.

- b) Brandon asked about the body camera policy and if there has been feedback from other municipalities and agencies, and if we had thought about sending it to a civil rights attorney to see if there are any civil rights issues with it. Mike said that the police department has never done that with any other policies. They do, however, have attorneys (city attorney or district attorney's office) look at it, and when they send policy, they do send the standard that they have to use to meet accreditation. We either meet the standard or go above it. Kim Reisch's name was suggested as someone who may be able to review the document, or she may know someone.

- c) Sub-Committee Updates –

Brandon said that the cultural awareness group has not met since last Fall. He was looking to get an idea of where we are at this meeting, and he will schedule a meeting.

Sage said the police complaint form has been updated and is now on the city website. The City Clerk's Office is accepting the completed forms and has Spanish speaking employees to assist people in completing the form. A call has been set up with Lt. Kelly from Schenectady for February 4<sup>th</sup>. They are also working on getting a meeting together with Dispute Resolution for a second conversation. Mark said that it was not clear for people before that they needed to click on the picture to get to the complaint form, and Sage said that it is still that way. He said it would be helpful if there was a spot that said "click here." Sage said she would check with our IT department.

### **3. Follow-up Goals for Meeting**

Receive Report of Complaints from GPD – (see attached)

Mike said that the body camera policy is done, but not approved. He will send it via email to the compact. The police officer's union is currently reviewing it to offer suggestions. He reminded everyone that it is still in rough draft and should not be distributed. He is looking for feedback and suggestions for improvement.

Mike said that he has also taken a hard look at immigration policy which was provided by Cliff Chan. The department has created a policy which he will be sending out to the compact for review along with the policies they drew from. Brandon asked if there was a timeline for review of the body cam policy after it is put into place. Mike said that review is typically done as issues arise.

Chairpersons for upcoming meetings in 2019

- February – Mike Passalacqua
- March – Linda Whitley
- April – Victor Nelson
- May – Lucille
- June - Brandon

4. **Adjournment:** 6:55pm

5. **Next Meeting:** February 19, 2019; Chairperson, Mike Passalacqua; Location TBD