

Northampton Policing Review Commission: Spending and Contracts Subcommittee

Meeting Agenda
Wednesday, February 24th, 2021
5:30-7:30pm
Remote Meeting

To join the remote meeting:

<https://zoom.us/j/99742076207?pwd=eUNnOHkxMIM5Q1M2Wm9uQWsrTEJvdz09>

Meeting ID: 997 4207 6207

Passcode: 897325

Or by telephone, call: +1 929 436 2866

1. Call to Order
 - • Announcement of Zoom Recording
 - • Roll Call
 - • Approval of meeting minutes
2. Approval of Meeting Minutes
3. Public comment: 30 minutes
4. Contracts on overtime, salaries
5. Contract bargaining chips: Positioning, hiring freezes, raise freeze
6. Long term investments
7. Further research and discussion on data acquired on policing Northampton
8. New Business
9. Next Meeting Scheduling and Agenda
10. Adjourn

MEETING CALLED TO ORDER:

The meeting was called to order by Commissioner Josey Rosales at 5:35pm.

ANNOUNCEMENT OF ZOOM RECORDING

This meeting is being recorded for the public record and would be available on Northampton Open Media, as well as, the City of Northampton website.

ROLL CALL:

Daniel Cannity Present
Michael Quinlan Present
Josey Rosales Present

2. Public Comment

There was no public comment.

3. Approval of Meeting Minutes

Commissioner Michael Quinlan moved to approve the minutes from February 17th, 2020 and February 3rd, 2020. Commissioner Dan Cannity seconded the motion

4. Contract bargaining chips: Positioning, hiring freezes, raise freeze

Commissioner Josey Rosales said Commissioner David Hoose sent an article about moving detail work to civilians which might be worth discussing today.

Commissioner Michael Quinlan said in terms of a hiring freeze, it was discussed in city council but the decision was to go in a different direction. He said in terms of recommendations, a hiring freeze certainly sounds like a way to accomplish a multi-phased plan

Commissioner Dan Cannity said it's going to come down to the city making managerial conversations and there are different ways it could turn out. He said the city could do furloughs, impact bargaining, or a wage freeze for patrol officers or for admin, for example. He said the commission can say it recommends tying funding to responsibilities.

Commissioner Michael Quinlan noted between 2013 and 2018 there was a 60% increase in budget within those five years. He said the cost for replacing officer vehicles also increased in terms of the rate they are being replaced. He said the committee is going to have to figure out what is acceptable for the replacement rate of vehicles.

Commissioner Josey Rosales said those vehicles would acquire less wear and tear if the footprint is decreased substantially.

Commissioner Dan Cannity said the police budget itself is confusing and there's not

necessarily an operating breakdown to understand how many supplies the NPD needs. He said the committee is going to have to rely on the city to make informed decisions after the report is finalized.

Commissioner Josey Rosales wondered whether the committee is able to advocate for a clearer budget.

Commissioner Michael Quinlan said the superintendent writes multiple budgets and has to present it to multiple constituents. He said he admires the transparency of the process and that the superintendent is willing to take feedback on the budget. He said city councillors have said they in the past that they are interested in more transparency in terms of the budget from the city.

Commissioner Dan Cannity said personnel is the largest part of the budget. He said the committee might want to look at what the things are that the city might want to renegotiate like career incentives for example. He said it might be a worthy question to ask in terms of if the NPD what would happen overall if the staffing level were to be capped at 33 officers in terms of staffing.

The commissioners discussed the topic of the new department in relation to staffing numbers.

Commissioner Michael Quinlan Jr. said it's important to think about 24 hour staffing so that responsibilities that are moved from the NPD aren't dropped.

Commissioner Dan Cannity said if the city were to collaborate with peer organizations, reliable partnerships can begin that will serve the community.

Commissioner Michael Quinlan mentioned there also may be micro grants that would help support a new department.

5. Contracts on overtime, salaries

Commissioner Dan Cannity said the pay rate for flaggers would be set by the city. He said some of the barriers are that it might cost just as much to hire city flaggers as it is to hire officers. He said the committee could try to establish a way to support civilian flaggers as a widely available option.

Commissioner Josey Rosales said the system could be created by some form of work-swap system.

Commissioner Dan Cannity said it sounds almost like what the police do now. He noted the NPD lists out detail work options and officers can bid on them with a preferential order. He said the committee could recommend detail work be unarmed and officers could bid on it too as a civilian if they'd like.

Commissioner Jose Rosales said this detail work could provide revenue for community

members.

Commissioner Michael Quinlan the detail is extremely lucrative to the city and he said he agrees that this work could be economically supportive to community members that need the work.

Commissioner Dan Cannity said it would also be important for the city to pay attention to hiring practices.

Commissioner Josey Rosales wondered whether there would be a way to do a staggered raise freeze.

Commissioner Dan Cannity said it would require the city and union to bargain. He said it's important to note the city has multiple police unions. He said he believes they could do cuts at the level of the position. He said he's not sure if the contracts specify anything, but that the union might have to be a driving force if it wasn't a blanket freeze.

Commissioner Josey Rosales asked whether there is a cap on overtime.

Commissioner Dan Cannity noted the chief didn't mention anything about any caps when she spoke with the committees. He said she makes sure it doesn't look like anyone is overworking.

Commissioner Josey Rosales said that what "overwork" looks like is different for a job that is as intense as policing when someone's life is on the line. They said if you're doing detail and overtime that work stacks on top of a job that is already stressful.

Commissioner Dan Cannity read the quote from the Chief of Police when asked about how she determines staffing levels-

"We watch overtime numbers. The majority of patrol overtime is caused by vacant patrol shifts that, if unfulfilled, would drop us under the patrol minimum of five officers on the street. If we are going to be under minimum, an overtime shift is posted. We should not be routinely using overtime to fill minimum staffing levels. This results in overworked and overtired officers. When our overtime budget is at or beyond its funded level, we know we are pushing out patrol staff to their limits."

Commissioner Micheal Quinlan suggested as a group, perhaps meeting with the Alternatives subcommittee to apply some of this discussion to their work.

5. New Business

The commissioners discussed having a joint meeting with the Alternatives to Policing subcommittee meeting.

ADJOURN

Commissioner Josey Rosales moved to adjourn. The motion to adjourn passed unanimously. The meeting adjourned at 7:34 PM.