

**TOWN OF CONCORD
SELECT BOARD
AGENDA
July 20, 2020
4:00PM
VIDEO CONFERENCE CALL**

Join Zoom Meeting

<https://us02web.zoom.us/j/84092395810?pwd=TnMyWmprWHBlA21CzdQM0EvWVFZz09>

Meeting ID: 840 9239 5810

Password: 865209

One tap mobile

+16465588656,,84092395810# US (New York)

Dial by your location

877 853 5257 US Toll-free

888 475 4499 US Toll-free

Meeting ID: 840 9239 5810

Find your local number: <https://us02web.zoom.us/u/kcwFtQro3l>

1.	Call to Order
2.	<p>Consent Agenda</p> <ul style="list-style-type: none"> • Town Accountants Warrants • Minutes to approve: June 4, 2020; June 15, 2020; June 19, 2020 Open Session; June 19, 2020 Executive Session (not to be released); June 22, 2020; June 23, 2020 Open Session; June 23, 2020 Executive Session (not to be released); July 1, 2020 Open Session; July 1, 2020 Executive Session (not to be released); July 6, 2020; July 13, 2020; July 13, 2020 Joint Meeting with Finance Committee. <p>Gift Acceptance</p> <ul style="list-style-type: none"> • Spaulding Management LLC, donating a picnic table valued at \$898.00, to the Concord Visitor Center
3.	Town Manager Update
4.	Chair's Remarks
5.	Ag Day
6.	Approve 1/12 th Budget for August
7.	Presenting Climate Action and Resilience Plan
8.	How to Proceed with Select Board Positions of Warrant Articles
9.	Committee Nominations
10.	Committee Liaison Reports
11.	Miscellaneous Correspondence
12.	Public Comments
13.	Adjourn

Town of Concord
Finance Department
Memorandum

TO: Stephen J. Crane Town Manager
FROM: Kerry A. Lafleur, Finance Director *KAL*
SUBJ: FY21 Monthly Budget Request- August 2020
DATE: July 16, 2020

As you are aware, the Town is required to operate on a monthly budget basis until such time as Town Meeting approves a budget for FY21. In early June, we presented the Select Board with monthly budget requests for the months of July, August and September, which were approved. Since that time, we have learned the following:

- The Department of Revenue would like the Select Board to approve monthly requests one month at a time;
- The Department of Revenue requires that the monthly request be a minimum of 1/12th of the amount to be raised on the FY20 Tax Recap, regardless of whether that exceeds the amount to be expended in the month (a minimum of \$9,919,468); and
- The Department of Revenue will not allow the Town to enter into any annual contracts, even if billed monthly, unless the full cost of the contract is included in the monthly budget.

As such, and to be in compliance with the above, the original monthly budget for August 2020 is amended to include the following additional amounts:

- \$70,000 for Facilities for annual contracts
- \$22,000 for Board of Health for annual contracts
- \$25,000 for Regional Housing Services Office Revolving Fund for annual contracts

And, in order to meet the minimum required by the Department of Revenue, I have included the full FY21 OPEB contribution of \$1,500,000. These additional expenditure requests bring the total request for August 2020 to \$10,105,342. At this time, I respectfully request that the Select Board take the following action:

To approve the monthly spending request for the month of August 2020 in the amount of \$10,105,342.

/kal

Attachment A: Full Detail, Monthly Expenditure Plan for July, August September 2020

Town Government Operating Budget for July, August and September					
Item No.	Department	Fiscal 2020 Appropriation	Fiscal 2021 July	Fiscal 2021 August	Fiscal 2021 September
General Government					
	A. Town Manager's Office	\$ 707,891	\$ 58,991	\$ 58,991	\$ 58,991
	B. Human Resources	480,780	40,065	40,065	40,065
	C. Information Systems	1,047,888	87,324	87,324	87,324
	D. Town Meeting and Reports	100,250	8,354	8,354	8,354
	E. Economic Vitality & Tourism	89,238	7,437	7,437	7,437
	F. Facilities Management		-	-	-
	F1. Facilities Administration	230,424	19,202	89,202	19,202
	F2. Parks & Playgrounds	125,294	10,441	10,441	10,441
	F3. Resource Sustainability	91,085	7,590	7,590	7,590
	F4. Town House	127,919	10,660	10,660	10,660
	F5. Visitor's Center and Restroom	18,114	1,509	1,509	1,509
	F6. 55 Church Street	104,859	8,738	8,738	8,738
	F7. 37 Knox Trail	19,581	1,632	1,632	1,632
	A. Legal Services	250,000	20,833	20,833	20,833
	General Government Subtotal	3,393,321	282,777	352,777	282,777
Finance					
	A. Finance Administration	\$ 725,917	\$ 60,493	\$ 60,493	\$ 60,493
	B. Treasurer-Collector	513,859	42,822	42,822	42,822
	C. Town Accountant	338,596	28,216	28,216	28,216
	D. Assessors	451,355	37,613	37,613	37,613
	E. Town Clerk	336,878	28,073	28,073	28,073
	F. Elections	42,653	3,554	3,554	3,554
	G. Registrars	7,374	615	615	615
	Finance Subtotal	2,416,632	201,386	201,386	201,386
Planning and Land Management					
	A. Planning Administration	\$ 525,818	\$ 43,818	\$ 43,818	\$ 43,818
	B. Natural Resources	293,518	24,460	24,460	24,460
	C. Inspections	490,298	40,858	40,858	40,858
	D. Health	439,014	36,585	58,585	36,585
	E. 141 Keyes Road	56,583	4,715	4,715	4,715
	DPLM Subtotal	1,805,231	150,436	172,436	150,436

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Item No.	Department	Fiscal 2020 Appropriation	Fiscal 2021 July	Fiscal 2021 August	Fiscal 2021 September
Human Services					
	A. Library	\$ 2,401,494	\$ 203,434	\$ 203,434	\$ 203,434
	B. Senior Services				
	B1. Senior Services	624,470	52,039	52,039	52,039
	B2. Harvey Wheeler Community Center	89,787	7,482	7,482	7,482
	C. Recreation Services				
	C1. Recreation Services	121,260	10,105	10,105	10,105
	C2. Hunt Recreation Center	100,805	8,400	8,400	8,400
	D. Human Services	71,535	5,961	5,961	5,961
	E. Veterans Services	88,758	7,397	7,397	7,397
	F. Ceremonies and Celebrations	19,030	1,586	1,586	1,586
	Human Services Subtotal	\$ 3,517,139	\$ 296,404	\$ 296,404	\$ 296,404
Public Safety					
	A. Police Department	\$ 4,875,035	\$ 413,545	\$ 413,545	\$ 413,545
	B. Animal Control Officer	27,236	2,270	2,270	2,270
	C. Police-Fire Station	226,773	18,898	18,898	18,898
	D. Fire Department	5,323,470	452,903	452,903	452,903
	E. Emergency Management	16,060	1,338	1,338	1,338
	F. West Concord Fire Station	24,898	2,075	2,075	2,075
	Public Safety Subtotal	\$ 10,493,472	\$ 891,029	\$ 891,029	\$ 891,029
Public Works					
	A. Public Works Administration	\$ 446,181	\$ 37,182	\$ 37,182	\$ 37,182
	B. Engineering	696,029	58,002	58,002	58,002
	C. Highway Maintenance	1,521,160	128,394	128,394	128,394
	D. Winter Maintenance	625,000	52,083	52,083	52,083
	E. Parks and Trees	777,045	65,684	65,684	65,684
	F. Cemetery	250,286	20,929	20,929	20,929
	G. 133/135 Keyes Road	120,490	10,041	10,041	10,041
	H. Capital Assets				
	H1. Road Improvements	-	-	-	-
	H2. Drainage Program	-	-	-	-
	H3. Sidewalk Management	-	-	-	-
	H4. Heavy Equipment	-	-	-	-
	I. Street Lighting	57,400	4,783	4,783	4,783
	Public Works Subtotal	\$ 4,493,591	\$ 377,099	\$ 377,099	\$ 377,099

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Item No.	Department	Fiscal 2020 Appropriation	Fiscal 2021 July	Fiscal 2021 August	Fiscal 2021 September
Unclassified					
	Employee Wellness				
	A. Unused Sick Leave	\$ 90,000	\$ -	\$ -	\$ -
	B. Public Safety Disability	2,500	-	-	-
	C. Employee Assistance Program	7,500	4,000	-	-
	Subtotal	100,000	4,000	-	-
	Reserve Fund*	225,000	25,000	25,000	25,000
	Salary Reserve**	307,262	-	-	-
** Transfers totaling \$861,726 in Fiscal Year 2020 were made to other accounts.					
	Land Fund	10,000	10,000		
	Unclassified Subtotal	\$ 642,262	\$ 39,000	\$ 25,000	\$ 25,000
TOWN GOVERNMENT SUBTOTAL Account 1-11		\$ 26,761,649	\$ 2,238,131	\$ 2,316,131	\$ 2,224,131

Joint (Town - CPS)					
	A. Group Insurance	\$ 5,966,069	\$ 551,861	\$ 551,861	\$ 551,861
	B. OPEB	1,697,850	-	1,500,000	-
	C. Property/Liability	288,750	288,750	-	-
	Insurance Subtotal	7,952,669	840,611	2,051,861	551,861
	Unemployment/Workers' Comp.				
	A. Unemployment Comp.	110,000	30,000	30,000	30,000
	B. Workers' Comp.	100,000	55,000	5,000	5,000
	Subtotal	210,000	85,000	35,000	35,000
	Retirement	3,965,861	-	-	1,021,209
	Social Security and Medicare	800,000	72,239	72,239	72,239
	Debt Service				
	A. Long-Term Debt				
	Town Principal and Interest	3,450,625	1,120,700	276	1,007,306
	CPS Principal and Interest	715,520	-	-	4,134
	Subtotal	4,166,145	1,120,700	276	1,011,440
	Interest on Notes	25,000	-	-	-
	Other Debt Expense	5,000	-	-	-
	Subtotal Within Levy Limit	4,196,145	1,120,700	276	1,011,440
	B. Excluded Debt				
	Town Principal and Interest	350,794	-	-	104,450
	CPS Principal and Interest	2,870,387	-	-	1,124,260
	Less: Use of Stabilization Funds				
	Subtotal Excluded Debt	3,221,181	-	-	1,228,710
	Total Debt Service	7,417,326	1,120,700	276	2,240,150
	Total Joint (Town - CPS)	\$ 20,345,856	\$ 2,118,550	\$ 2,159,376	\$ 3,920,459
1	Town Appropriation	\$ 47,107,504	\$ 4,356,681	\$ 4,475,507	\$ 6,144,590

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2	Concord Public Schools	39,390,163	3,282,514	3,282,514	3,282,514
3	Revolving Funds:				
	Regional Housing Services	265,000	22,083	47,083	22,083
	Road Repair	45,000	3,750	3,750	3,750
	Senior Services	50,000	4,167	4,167	4,167
	Tree Preservation	100,000	8,333	8,333	8,333
4	Enterprise Funds:				
	Beede *	2,802,477	221,089	221,089	221,089
5	Other Special Revenue:				
	PEG Access & Cable Related Fund **	312,461	28,037	28,037	28,037
6	Assessments:				
	Minuteman***	1,073,368	89,447	89,447	89,447
	Concord-Carlisle Regional School District	23,344,987	1,945,416	1,945,416	1,945,416
7	totals:	114,490,960	9,961,516	10,105,342	11,749,425

Notes for August request:

1. On 7/14/20 the Department of Revenue notified the Town that it will not approve a monthly budget request of less than \$9,919,468, which represents 1/12th of the amount to be raised on the FY20 Tax Recap.
2. DOR requires the Select Board to approve expenditure requests one month at a time.
3. Facilities request has been increased by \$70,000 for annual contracts
4. Board of Health request has been increased by \$22,000 for annual contracts
5. RHSO Revolving fund request has been increased by \$25,000 for annual contracts
6. Full OPEB contribution has been added to August to increase to overall monthly request to (at least) the minimum required by DOR.

Memo

To: Select Board
From: Kate Hanley
cc: Stephen Crane, Kate Hodges, Jeremy Romanul
Date: July 15, 2020
Re: Climate Action and Resilience Plan

I am pleased to share with you the recently completed *Sustainable Concord*, our community's first climate action and resilience plan.

Sustainable Concord is a roadmap to meet the commitments the Concord community made at 2017 and 2018 Annual Town Meetings to reduce GHG emissions 80% by 2050 and to prioritize climate resilience goals and initiatives.

The Plan continues work that has already been done and outlines 22 priority actions that can be taken over the next five years to ensure Concord is on a path to a sustainable future. Reaching Concord's goals will be an iterative and collaborative process which will require action across all sectors of the community. This Plan is an important step in the journey of turning climate commitments into climate action.

You can read and download the full plan online at concordma.gov/climate. It is a dense document, so I offer the following suggestions for a few sections to focus on:

- The Plan at Glance (page 10-11) – For an overview of the priority actions we will take as a community over the next 5 years.
- Greenhouse Gas Emissions and Climate Impacts (page 14-17) – For insight into where our greenhouse gas emissions come from, how we are doing on reducing emissions community-wide, and how Concord's climate is changing.
- Developing the Plan (page 18) – For an overview of how the plan was developed.
- Next Steps (page 32) – For details about what's next in taking this plan into action.

I look forward to presenting the plan for your support on July 20th.

From: tbartevyan <tbartevyan@yahoo.com>
Date: Wednesday, July 15, 2020 at 10:20 AM
To: Michael Lawson <mlawson@concordma.gov>
Cc: "Carmin Reiss, Town Moderator" <moderator@concordma.gov>, Linda Escobedo <lescobedo@concordma.gov>, Dean Banfield <dean.banfield@gmail.com>, Stephen Crane <scrane@concordma.gov>, Jane Hotchkiss <jhotchkiss@concordma.gov>, Susan Bates <sbates@concordma.gov>, Terri Ackerman <tackerman@concordma.gov>, Matt Johnson <matthewwardjohnson@gmail.com>, julie rohwein <julie_rohwein@post.harvard.edu>, Diane Proctor <dpdproctor@gmail.com>, Kaari Tari <ktari@concordma.gov>, Mark Gailus <mark_gailus@yahoo.com>
Subject: approach to citizen petition articles

p.s. Would someone (Dean or Mike?) kindly forward this email to Ms. Mary Hartman. I do not have her email.

Dear Mike, (and others)

I am writing this informally and quickly at this time, just to get it done. I consider it an important point to make, for the short term *and* for the long term. I am addressing the letter to you, Mike, as the Chair of the Select Board, though, clearly, it concerns other people as well.

You may remember that after the small group meeting on July 7th, between you, Linda, Dean, Mary, and Carmin, about Town Meeting article priorities, I thanked everyone, especially Carmin, for acknowledging the equal standing of citizen petition articles. You may also remember that a week or so before that meeting, I had sent a note or two requesting that this equal standing be recognized.

The key words here are "acknowledgment" and "recognition" of "equal standing." (i.e. as opposed to the "granting" thereof.)

Citizen Petition Articles may or may not be a "fine Concord tradition", but their gravitas does not come from that.

It comes from the State of Massachusetts.

It is State Law that gives a citizen the right to insert an Article to an Annual Town Meeting with 10 petition signatures. It is State Law that gives the same right for a Special Town Meeting for 100 signatures (or 10% of voters, whichever is less), and also *tocall* a Special Town Meeting with 200 signatures (or 20% of voters, whichever is less.)

<https://www.sec.state.ma.us/cis/cistwn/twnidx.htm>

Repeated references to "our fine tradition" and comments that selectively focus on the citizen petition articles vis a vis shortening the meeting due to COVID are like saying:

"In Concord, we respect everyone's right to vote as a tradition, and we sure love *all* our residents, but I wish the "x group" would not crowd the voting booths at this time because COVID is dangerous. After all, we said they could come and vote at a later date, and we are even making it easier for them to do so."

The citizen petition articles which were submitted with the adequate signatures have as much right to be on the Warrant as any other article. How our Select Board and other officials speak about this can inform or misinform the public and influence future public discourse.

My point is: IF our officials would indeed like to shorten the meeting further, (as would many of us, including myself,) please consider *re-asking* some citizen petitioners if their article can be postponed, (and listen to their reasons why or why not.) The Town Moderator was already assigned that task, and presumably she had thoughtful conversations with everyone she was able to reach. Please do not talk about us, citizen petitioners, in the third person repeatedly. If you have further questions or concerns, please ask, publicly if you like.

Also: Similarly consider re-asking other Boards to re-consider. For example: are the Planning Board articles really time sensitive? (I am not saying yes or no.. just that these are not repeatedly questioned like the citizen articles.)

Another idea: I think our citizen petition articles (41 and 42) could be candidates for the consent calendar. We were not asked to offer an opinion on that, but it occurs to me now that may be a way to shorten the meeting.

Please do not encourage repeated expressions of concern about citizen articles during public meetings, which *single them out* with comments like :
-- how the Select Board agreed to sponsor postponed articles because of "signatures" (from Mike), or
-- how the Town Moderator may consider shortening comments from the floor for *citizen petition articles specifically* (from Mary), or even
-- how these articles will be at the end of the meeting therefore it will go fast (from Dean) This may be an accurate practical observation, but it still implicitly endorses the idea that it is OK to single out citizen petition articles for questioning.

(Mike, BTW, it is "100 signatures" vs 10. If the Select Board did not agree to postpone sponsored articles, it would be pretty much out of the question - and a *formal* undue burden - for any citizen petition article to be pressured to be postponed to a Special Town Meeting - and an elusive STM at that. Who knows when, where, or whether there will be one. The sponsorship offer is not a favor. It is a basic necessity to *enable* citizen petitioners to *consider* whether they might postpone.)

Citizen Petition Articles are a tradition in Concord only because citizens have exercised their State right to exercise the option. Many have done so in the face of ridicule and intimidation.

We may not agree which ones do or don't have merit, but once there are enough signatures collected, they have the same right to be and to remain on any Warrant as any other article.

If there is a health concern, and there very much is, please keep questioning ALL articles, and keep asking ALL petitioners (individuals or Boards.)

It is embarrassing, speaking for myself and for Mark as two of the citizen petitioners, to be (*implicitly of course*) referred to, as not thoughtful enough, not considerate

enough, not judicious enough, not conscientious enough if we do not postpone our citizen articles. We don't even *want* to be at this meeting!

Any insistence I am voicing has to do with correcting the discourse on Citizen Petition Articles, once and for all in Concord. It is not a "tradition." It is a right, and sometimes, a responsibility.

I thank Carmin again for her care in making her comments as applying to *all* articles.

Thank you for reading, and for your earnest efforts for a better town.

Tanya B. Gailus

From: Alice Barrett <abarret1@skidmore.edu>
Date: Wednesday, July 15, 2020 at 12:29 PM
To: Michael Lawson <mlawson@concordma.gov>
Subject: Concord Police Reform

Dear Micheal Lawson,

My name is Alice Barrett, and I am a Concord resident. In response to the recent murders of Ahmaud Arbery, Breonna Taylor, Tony McDade, George Floyd and countless other named and unnamed Black people at the hands of police in our country, I am writing with demands to make some changes in our own police department.

For many, the police aren't a protective body, but rather an institution that strikes fear into them. Videos of police escalating common traffic stops to arrests, beatings, or deaths can leave a picture of an aggressive police force in our heads. Although this kind of blatant violence may not be something we see as often in Concord, the police as an institution are inherently violent, and we have work to do in our own community. The racial makeup of the town does not matter when it comes to these concerns, as the police force still causes apprehension in many of the residents.

One concrete step we could make towards this, would be disarming the Concord police force. I do not see why the Concord police force needs to be armed, seeing as there has never been a police officer killed in the line of duty in Concord, and there has only been one police killing in all of the towns surrounding Concord (a police officer was killed in a deadly shooting in Lincoln in the year 1894). According to the FBI, in 50% of police murders the officer did not have time to draw their weapon, meaning that it would have not helped save them. I would also like to emphasize that Concord has a low crime rate (6.5 times lower than the national average) , and most of the incidents listed in the police logs are motor vehicle stops, business/location checks, and traffic enforcements. With this in mind, why are our officers walking around with guns? In the brief message given by police chief Joseph O'Connor regarding the death of George Floyd he says that "Our officers are well trained in many subject areas and are expected to deescalate volatile situations whenever possible". This training is not enough. More action is necessary.

Here is a link to the petition with over 250 signatures calling to disarm the concord Police:

<https://www.change.org/p/the-people-ofconcord-massachusetts-disarm-the-concord-police-department/dashboard>

Here are some other steps I feel should be implemented in order to make our police force anti-racist:

1. Divert mental health related matters to mental health first responders or in conjunction with police
2. Increased Deescalation training

a. A recent Police Executive Research Forum survey of 281 police agencies found that the average young officer received 58 hours of firearms training and 49 hours of defensive tactical training, but only eight hours of de-escalation training.(1] Training can be instrumental in lowering the risk of conflict.

3. Institute body cams and ensure use and analysis for accountability. In Minneapolis, the original police report said that George Floyd died of natural medical issues at the scene, and had no mention of choking. Absent recording, the police officers may have gotten away with this murder.

a. Officers have to use the cameras

b. Officers may not edit footage

c. There must be a penalty for not turning the cameras on or tampering with them to avoid recording.

d. An officer cannot be on duty without a body cam

e. Footage must be handed over to an impartial overseer outside the police force for storage and if necessary analysis

4. Learn and make sure everyone knows techniques for restraining with force (ie. avoiding chokeholds or educating officers on how to use grappling techniques to subdue people in an altercation while minimizing injuries) - restrictive use of force policies lead to fewer killings [3]

5. Ban police officers from taking cell phones or other recording devices without a person's consent or warrant and give people the right to sue police departments if they take or destroy these devices. (Ex: Colorado Law)

6. Ensure police have at least one non-lethal weapon (CEW taser, pepper spray) Ban police departments from using ticket or arrest quotas to evaluate the performance of police officers

7. Require the names of both the officer(s) involved and victim(s) to be released within 48 hours of a deadly force incident

8. Report all uses of force to a database with information on related injuries and demographics of the victims.

9. De-prioritize the enforcement of arrests for petty crimes such as loud music, disorderly conduct, minor drug offenses--offer warnings instead.

10. Require guns down or holstered when subject has hands up or is on the ground and is not a threat

11. Push for police union contracts not to purge misconduct records of offending police officers, and not to reinstate fired officers.

I would like to thank you for taking the time to read this letter and read our recommendations. I hope that this list will start an important conversation about the future of policing in our town.

From: Norma Wright <normacr@gmail.com>

Reply-To: Norma Wright <normacr@gmail.com>

Date: Wednesday, July 15, 2020 at 7:26 AM

To: Michael Lawson <mlawson@concordma.gov>

Subject: Telecom admits no safety studies on 5G. Smart Cities a Dumb Idea.

Dear The Honorable Lawson,

I am writing to inform you that the city of Easton, CT passed a "cease and desist" resolution calling on wireless companies to stop their build out of 4G/5G small cell wireless antennas until such facilities are proven safe through independent research. I am respectfully requesting that our city take the same action to protect our residents.

Currently, small cell facilities are being installed as close as 12 feet from residents' bedrooms. Many people are experiencing health problems from this exposure and some have been hospitalized or moved away. Radiation emitting antennas are being erected on or close to school property, with grave implications for the health of students and teachers when they are back in school. In some areas property values near small cells have dropped 20%, and lawsuits are brewing nationwide.

Although Telecom companies claim that 5G is safe according to FCC standards, the fact is that the FCC has failed to evaluate the scientific literature regarding non-thermal effects of pulsed and modulated radio frequency radiation on human health or the environment. Two cases were filed against the FCC for its refusal to review its obsolete guidelines. These cases are in the US Court of Appeals for the DC Circuit.

The consensus among independent scientists (those without conflict of interests) is that thousands of studies show clear evidence of profound adverse effects from the pulsed and modulated RF radiation currently used for wireless communications. 5G is utilizing all of the existing 4G infrastructure as well as new, lower and higher frequencies and millimeter waves frequencies to enable the "Smart" city network to function. The rollout of 5G is exponentially increasing our constant and involuntary exposure to this harmful radiation in our own homes without recourse or escape.

5G is classified as the "highest risk" by Swiss Rea, one of two world leading secondary insurance companies and the cell towers companies find it difficult to get liability insurance for the health effects.

Unless and until wireless companies are able to prove that close proximity to small cell microwave antennas is completely safe for all humans, including pregnant women, young children and other vulnerable populations, and that they have obtained liability insurance without an EMF "pollution" exclusion, we ask you to immediately adopt a protective municipal code and the cease and desist resolution.

In the meantime, we request that any construction of high-speed communications infrastructure consist only of fiber optic cables connected directly to homes and apartments of residents. Fiber optic connections are faster, safer, more secure and significantly less expensive than wireless connections.

Please protect our children, residents and businesses as Easton, CT has done! Thank you!

Sincerely,
Norma Wright
780 Bedford st
Concord, MA 01742

From: "Magurn, Nora" <magurnn@merrimack.edu>
Date: Wednesday, July 15, 2020 at 12:37 PM
To: Michael Lawson <mlawson@concordma.gov>
Subject: <no subject>

Dear Mr. Lawson,

My name is Nora Magurn, and I am a citizen and former student in Concord. In response to the recent murders of Ahmaud Arbery, Breonna Taylor, Tony McDade, George Floyd and countless others named and unnamed Black people at the hands of police in our country, I am writing with demands to make some changes in our own police department.

For many, the police aren't a protective body, but rather an institution that strikes fear into them. Videos of police escalating common traffic stops to arrests, beatings, or deaths can leave a picture of an aggressive police force in our heads. Although this kind of blatant violence may not be something we see as often in Concord, the police as an institution are inherently violent, and we have work to do in our own community. The racial makeup of the town does not matter when it comes to these concerns, as the police force still causes apprehension in many of the residents.

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“Our officers are well trained in many subject areas and are expected to deescalate volatile situations whenever possible”. This training is not enough. More action is necessary.

Here is a link to the petition with over 250 signatures calling to disarm the concord Police:<https://www.change.org/p/the-people-of-concord-massachusetts-disarm-the-concord-police-department/dashboard>

Here are some other steps I feel should be implemented in order to make our police force anti-racist:

- 1.
- 2.
3. Divert mental health related matters to mental health first responders or in conjunction with
4. police
- 5.
- 6.
- 7.
8. Increased Deescalation training
9.
 10.
 - a.
 - b.
 - c. A recent Police Executive Research Forum survey of 281 police agencies found that the average
 - d. young officer received 58 hours of firearms training and 49 hours of defensive tactical training, but only eight hours of de-escalation training.^[1]
 - e. Training can be instrumental in lowering the risk of conflict.
 - f.
- 11.
- 12.
- 13.
14. Institute body cams and ensure use and analysis for accountability. In Minneapolis, the original
15. police report said that George Floyd died of natural medical issues at the scene, and had no mention of choking. Absent recording, the police officers may have gotten away with this murder.
16.
 17.
 - a.
 - b.
 - c. Officers have to use the cameras
 - d.
 - e.

- f.
 - g. Officers may not edit footage
 - h.
 - i.
 - j.
 - k. There must be a penalty for not turning the cameras on or tampering with them to avoid recording.
 - l.
 - m.
 - n.
 - o. An officer cannot be on duty without a body cam
 - p.
 - q.
 - r.
 - s. Footage must be handed over to an impartial overseer outside the police force for storage and
 - t. if necessary analysis
 - u.
- 18.
 - 19.
 - 20.
 21. Learn and make sure everyone knows techniques for restraining with force (ie. avoiding chokeholds
 22. or educating officers on how to use grappling techniques to subdue people in an altercation while minimizing injuries) - restrictive use of force policies lead to fewer killings
 23. ^(B)
 - 24.
 - 25.
 - 26.
 27. Ban police officers from taking cell phones or other recording devices without a person's consent
 28. or warrant and give people the right to sue police departments if they take or destroy these devices. (Ex: Colorado Law)
 - 29.
 - 30.
 - 31.
 32. Ensure police have at least one non-lethal weapon (CEW taser, pepper spray) Ban police departments
 33. from using ticket or arrest quotas to evaluate the performance of police officers
 - 34.
 - 35.
 - 36.
 37. Require the names of both the officer(s) involved and victim(s) to be released within 48 hours
 38. of a deadly force incident
 - 39.

- 40.
- 41.
42. Report all uses of force to a database with information on related injuries and demographics
43. of the victims.
- 44.
- 45.
- 46.
47. De-prioritize the enforcement of arrests for petty crimes such as loud music, disorderly conduct,
48. minor drug offenses--offer warnings instead.
- 49.
- 50.
- 51.
52. Require guns down or holstered when subject has hands up or is on the ground and is not a threat
- 53.
- 54.
- 55.
56. Push for police union contracts not to purge misconduct records of offending police officers,
57. and not to reinstate fired officers.
- 58.

I would like to thank you for taking the time to read this letter and read our recommendations. I hope that this list will start an important conversation about the future of policing in our town.

Nora Magurn