



Town of Stillwater Police Department
Police Reform and Reinvention Collaborative

Meeting Minutes

Location: Stillwater Community Center

Date: 01/04/2020

Time: 7:00pm-8:00pm

Attendees: John Nett, Jennifer Weaver, 1st Sgt. Ray Cordani (SPD) and Ed Kinowski (Town Supervisor) (Town of Stillwater Police Commission); Sergeant Paul Pecor (SPD), Karen Heggen (Saratoga County DA); Sara Kipp (Stillwater Library); Justin Macfarlane (Stillwater Area Community Center); Jimel Williams (Community Representative); Frank Tatum (Community Representative); Father Pat Rice (All Saints on the Hudson Church); Judy Wood-Shaw (Village Mayor)

Agenda Items:

Agenda Item	Owner	Time Allocated
Introductions	All	10 Minutes
Presentation of Committee Goals and Objectives with Time for Committee Input	Paul P/John N	20 Minutes
Review of Town Demographics and SPD Annual Reports for the last 3 years	Paul P	5 Minutes
Presentation of Proposed Community Survey Questions	Paul P/John N	10 Minutes
Questions/Comments/Open Discussion	All	15 Minutes
Set Next Meeting Time/Date/Location -Community Center, Monday February		
Meeting adjourned		

John: Welcome

Ray: 2021 concerns; comply with goals and address shortcomings that may be discovered; provide transparency to be better public servants.

Paul: review agenda, housekeeping/rules; reform to get there

Stakeholder: self-introductions

John: who we are --demographics reviewed
- safest town and enhance who we are



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-honest review and look for opportunities to improve

Paul: history- last year issues " can always be better

- "Focus on positive and embrace collaborative effort with stakeholders
- community members and individual perspectives
- plan what will do moving forward involving entire community including zoom meetings open to the public; surveys that go out to the public; social media; plan open comment; certified plan to the state
- Not all reform areas will apply. ex: social workers/calls
- Asked "as a police department what do you want us to do?"
- Lacking some policies which need to be written and train, new policies such as "unbiased policing" and "mental health policy"

John: The Police Commission is the civilian oversight body for the police department.

The Commission:

- is reviewing all policies to assure they meet requirements and are current.
- will review and address public and or community issues and concerns.
- reviews new hires and promotions: interviews candidates and recommends appropriate action

Paul: Police Commission attended training for civilian oversight

- Community: open to doing better
- Stillwater is fortunate, do not need to use a lot of force and when used it's very low.
- we can do more to improve
- technology-body cams looking to improve
- recruited officers -they are already certified
- looking to get a more diverse workforce; applicants have all been white males
- need for support for officer's well-being, right now have none

Ed: give police what they need

- makes sure money is always in the budget for their safety
- "Wellness" --have a good team with great leadership with Ray
- Police Commission- some issues may be confidential

John "wellness and training

Asked stakeholders: "what do we need/priorities?" so officers are better prepared and to serve

- please share ideas

Paul: asked stakeholders:" Is there anything we should look at?"

Response from Frank: "mental health"

- stigma fear of job
- being judged
- they are important programs



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Paul: make officers aware of mental health info

Ray: officers have highest suicide in divorce rate of any profession

ex: State Police reached out to him after handling an infant fatality; was needed and was helpful

John: high level of trust with police department; this group will enhance that

Karen: county & media-- how people get information, ex FOIL requests police background now open to public; looking at social media how to use it from a county level-- how to reach across different platforms to reach our community

John: portal for public input is being looked at. Need a way for public to voice concerns that are positive. Who answers Ray/Police, Ed/Supervisor, John/Commission, group?

Frank: Facebook is primarily used to vent and complain versus a portal-- people are looking for something specific and would be a better way to open a dialogue

Paul: negativity lowest on social media

Judy: "least said best"

Paul: task before next meeting: community service questionnaire-Survey Monkey?

Karen: asked will you share draft before it goes out

John: yes, it will be shared before release

-asked that stakeholders to please review the reform book attached to his email

Sara: goal to get input from entire community

-what is the format

John: easy to read, yes and no type questions, length about three to five minutes

Jimel: is there number of responses that will represent the community?

John: unknown factors; we do not know what a meaningful response will be just yet

Father Pat: can we share the link to the survey

John: yes-the more we share, the more the public will be aware.

Frank: suggested to take the survey yourself first



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John: asked permission from all stakeholders to use their name on a list

Paul: Zoom meeting okay; subcommittees to be created

Frank & Jimel: volunteered to author the document

Next meeting: Monday, February 1, 2021, 7 PM at the Stillwater Area Community Center.

Use Zoom for next meeting. Can the town set this up? Do we need an external camera for this?