

# *Village of Canton, New York*

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## VILLAGE BOARD MEETING

Meeting Minutes: March 17, 2021

### ***Board Present:***

Michael Dalton, Mayor  
Beth Larrabee, Trustee  
Klaus Proemm, Trustee

Carol Pynchon, Trustee  
Anna Sorensen, Trustee

### ***Others Present:***

Gerald Ducharme, Village Attorney  
Cara Adams, Deputy Clerk  
Marty Miller, Superintendent  
Linda Casserly, Historian

Sally Noble, Clerk/Treasurer  
Cindy Brand, Assessor  
James Santimaw, Chief  
Jeff Murray, Code Officer

The public hearings and regular monthly meeting will be conducted by use of Zoom video-conference, as authorized by Governor Andrew Cuomo's Executive Order 202.15 and subsequent extensions including Executive Order 202.96.

**PUBLIC HEARING:** Mayor Dalton opened the Public Hearing at 6:04pm and read the following:

- A. To receive public comment regarding the Village of Canton's Response to Governor Andrew Cuomo's Executive Order 203 – New York State Police Reform and Reinvention Collaborative. A copy of the draft Response may be obtained from the Village Clerk or viewed on the Village's website.

Mayor Dalton thanked Trustee Sorensen and Trustee Larrabee for being on the Committee. The group has put together a substantial package to be sent to Albany. He stated that the Bio's need to be added to the document. Mayor Dalton stated that there is more work to do, these are recommendations that will have to be acted upon. Chief Santimaw and Mayor Dalton will need to follow through on some of the items that will need some discussions.

Trustee Pynchon added that she appreciates the effort by the Public Safety Committee with Trustee Larrabee and Trustee Sorensen and the Advisory Committee. She stated that there are some items that will require further discussion and development. Trustee Pynchon shared a comment from a Town Councilperson who used to work in media, "Canton's police reform process is getting big ups from her former colleagues who have been

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reporting on other municipalities across the North County. You guys are standouts.” She stated that this is high praise and represents a lot of hard work and there is a good outcome.

Ms. Eileen Raymond underscored the appreciation to Trustee Sorensen and Trustee Larrabee. She stated that there was an openness and looked at as an opportunity to look at this in the community. The result has been to begin to identify the data sources at our disposal, as Community Members/voters. She appreciates the Mayor and Chief of Police who were gracious and open for making Canton a great place to live.

Trustee Larrabee wanted to reiterate the appreciation of the Advisory Committee and the conversations had a lot of breadth, the recommendations were driven by the conversations and interests. She stated that this is a framework for the next steps, and she looks forward to continuing to work on this.

Emily Hamilton-Honey stated it was a wonderful experience with a wonderful group of people to work with. She added that everyone considered all angles of the process and consider all of the things to make Canton a better place. When the conversations were tough everybody was empathetic and welcoming. She appreciated working the Committee.

Mayor Dalton added that everyone learned something during the process. The Committee learned about operations of how things work, and they learned a lot from the Community in the process.

Chief Santimaw added that when the process first stated he did not know what to expect. He stated that Mayor Dalton, Trustee Larrabee and Trustee Sorensen were the stars of the group. The whole Committee together was fantastic with the willingness to listen and learn. Chief Santimaw thanked everyone involved.

Mayor Dalton closed the Public hearing at 6:16pm.

B. Mayor Dalton opened the Public Hearing and read the following:

To consider a proposed local law that would place a moratorium on the development of solar energy systems and battery energy storage systems, as therein defined, in the Village of Canton, New York, through September 30, 2021.

Mayor Dalton stated that the initial Public hearing was discussed last month but there have been some refinements and clarification to the Resolution and the law narrowing things down to more commercial style operations, the intent is to get the Zoning into place. The Village is going through a rezoning process, the moratorium will give the Village the opportunity to address solar issues. The County Planning Board reviewed the issues and was passed, and the Village

Consultant provided input on the Zoning. The Moratorium will last six months and can be extended.

Trustee Proemm added that the Moratorium will not limit residential solar in any way and this just protects the Village from large solar and storage development.

Mayor Dalton added that the Law allows for residential solar development on roofs and back yards but nothing in the front or side yards. This allows for battery storage on the residential side but with some limitations. He stated that in terms of the size of battery storage in the law, they are not discouraging solar, but they need to address the Commercial issues.

Trustee Pynchon stated that they are not discouraging any residential or commercial but want to be ready for when people venture into any kinds of commercial opportunities. This will all come along with the Code update.

No public comment.

Mayor Dalton closed the Public Hearing at 6:23pm.

#### **ORDER OF BUSINESS:**

- a. **Approve minutes of February 17, 2021-** Trustee Sorensen made a motion to approve the minutes of February 17, 2021; seconded by Trustee Proemm. All voted in favor. Motion carries.

#### **ACCEPTANCE OF DEPARTMENT HEAD REPORTS:**

**Treasurer Report-** Treasurer Noble added that she received a Resolution from the Town Supervisor allowing the addition of \$32,201 back to the additional revenue of the Recreation Budget which increases the Town Contribution and the Payroll line item.

Trustee Sorensen asked Treasurer Noble about the Unemployment Scam?

Treasurer Noble informed the Board that two employees have come to her with the letters they received at home saying that they were denying unemployment. She suggested that they put a lock on their credit card, change checking accounts and to keep an eye on their credit scores. Plus, file a report with the Sheriff's Office. She stated that the letters that they are receiving have a false website, but they have been assisted with the correct information and reporting it as fraud.

**Superintendent Report-** Trustee Pynchon had a questions about the LED lighting and what the progress is on the light changes in the Pavilion. Superintendent Miller stated that they tackled the DPW Barn and Clubhouse at the Golf Course. They are gathering more supplies and will be back up to do the rest of the buildings.

Mayor Dalton stated he has been out to look at streetlights in different Villages in other areas. He is hoping by this weekend he will receive the list and will provide them to the National Grid

to begin the conversion. He stated that there are few places that he has some concerns and if anyone would like to discuss it he would be happy to talk about it.

Trustee Pynchon appreciates that Mayor Dalton is looking into it because she has heard about other Communities having issues with some of the conversions with the lights being brighter, blue or something different.

Mayor Dalton stated that National Grid puts in a 4000-kelvin light in the conversions and the light color will be different. He expects questions from the Community but the trade off is savings.

Superintendent Miller added that he is just waiting to see what the funding will look like to decide what projects will be done this year.

**Assessor Report-** Assessor Brand did not have anything to add to her report.

Mayor Dalton asked Assessor Brand about the SLIC Systems Valuation.

Assessor Brand stated she with with the Director of Evaluations for the State. He informed her that SLIC was late in filing the paperwork last year, the office estimated the value last year and it was grossly over assessed. The paperwork was submitted on time this year and that is why there was such a big adjustment.

Mayor Dalton asked what that meant for the Village? Assessor Brand stated that the SLIC will be paying less taxes.

Assessor Brand will be putting together a spreadsheet in her report next month which will include the special franchises, telecommunications, and railroad with the tentative values. She stated that she is waiting for the County to check the figures. She will submit it with her monthly report showing the new values.

**Police Report-** Chief Santimaw thanked Attorney Ducharme for all of the information through the Police Reform process.

**Chamber Report-** No one was in attendance. Mayor Dalton stated that the report will be monthly.

**Economic Developer Report-** Economic Developer Rodriguez was not in attendance. Mayor Dalton wanted it noted that the Main Street Grant in the amount of \$500,000 was awarded this week.

Trustee Pynchon stated that this is a bid deal, and it represents a lot of work on Economic Developer Rodriguez and Part-Time Clerk Jeni Reed. She stated that they applied for the full amount of \$500,000 and they received the full amount. Kudos to them for writing a good application and getting the full funding.

**Animal Control-** Mayor Daltons stated that no dogs were seized.

**Historian Report-** Historian Casserly stated it was a busy month. She is doing a sheet in excel to record the eight pages of orphans that were transferred to other families. She is speaking

with the Director of the Children Aid Society but some of the information will not be made public even though it happened in 1869-1886. Historian Casserly stated that she wanted to get Past Perfect but it is out of the range. She stated it is \$700 for the year for the Cloud. Rachel is working on indexing 900 folders, she is hoping someday people can look at them online.

Trustee Pynchon stated that the Past Perfect would be a great resource to have available online and suggested to see if grant funding is available.

Trustee Larrabee made a motion to approve the Department Heads Report. Trustee Sorensen seconded the motion. All voted in favor. Motion carries.

**COMMITTEE REPORTS:**

**Recreation Committee-** Trustee Larrabee stated that the Committee has been meeting on a regular basis, they are now working on moving forward on summer programs at Taylor Park and swim lessons. She is hoping to report back on details next month.

**Golf Committee-** Trustee Pynchon stated that Golf is getting up and going. The Committee is working with Karen to look at the Contract for the concession. She suggested that this be discussed in Executive Session.

**Public Safety Committee-** Trustee Larrabee informed the Board that there will be ROTC helicopter training tomorrow at St. Lawrence University.

**COMMUNICATIONS AND INFORMATION:**

- a. **County Legislator Update-** was not in attendance.

Mayor Dalton informed the Board that the Kickoff Meeting for the Hazardous Mitigation Plan that is coming at us, which is a renewal from 2015. The Group will be made up of the Police Chief, Superintendent and Mayor. There are some planning issues involved, they will be having meetings with the Engineering Firm. There is a State Grant with the Lead Agency the County. The Village will have some plan specifics that will be part of the bigger plan with the County.

**OLD BUSINESS:**

- a. **Discuss and Take Action on a Moratorium on Solar-** Trustee Pynchon made the motion to adopt Local Law # 1 of the Year 2021, Establishing a Six Months Moratorium on the Developer of Solar Energy Systems and Battery Energy Storage Systems. Trustee Proemm seconded the motion. All voted in favor. Motion carried.

*NOTICE*

*PLEASE TAKE NOTICE* that following a duly noticed public hearing, at its regular monthly meeting held on March 17, 2021 the Village of Canton Board of Trustees adopted a local law that places a moratorium on the development of solar energy systems and battery energy storage systems, as therein defined, in the Village of Canton, New York, through September 30, 2021. The local law reads as follows;

*Village of Canton, New York  
Local Law #1 of the Year 2021*

*Establishing a Six (6) Months Moratorium on the  
Development of Solar Energy Systems and Battery Energy Storage Systems  
in the Village of Canton, New York*

*WHEREAS*, New York Municipal Home Rule Law permits the adoption of local laws by a village in furtherance of the health, safety, and welfare of its residents; and

*WHEREAS*, the Village of Canton, New York is undertaking revisions to its existing zoning regulations and intends to enact comprehensive new zoning regulations in the Village. There are currently no regulations governing solar energy system development or battery energy storage system development within the Village of Canton. The Village of Canton Board of Trustees believes that a temporary moratorium on the development of solar energy systems and battery energy storage systems in the Village will protect the public interest and the welfare of Village residents until zoning regulations pertaining to such development are adopted.

*NOW, THEREFORE*, be it enacted by the Board of Trustees of the Village of Canton, New York, as follows:

1. There is hereby placed a moratorium on all solar energy system development and upon all battery energy storage system development, as herein defined, in the Village of Canton, New York. During the duration of this moratorium, no person or entity shall construct or establish any solar energy system or battery energy storage system within the Village of Canton, New York. This local law shall apply to all areas within the Village of Canton, New York, and shall be in effect through September 30, 2021.
2. For the purpose of this local law:
  - a. *Solar energy system*” shall mean an electrical generating system composed of a combination of both solar panels and solar energy equipment. A solar panel is a photovoltaic device capable of collecting and converting solar energy into electrical energy. Solar energy equipment shall mean electrical energy storage devices, material, hardware, inverters, or other electrical equipment and conduit of photovoltaic devices associated with the production and/or transmission of electrical energy. Nothing herein shall prevent solar panel and solar energy equipment located on the roof of or within any legally permitted building or structure, or a ground mounted solar energy system of 10 kWh or less located only in the rear yard of any legally permitted building or structure, for the purpose of producing electricity primarily for on-site consumption.

- b. *"Battery energy storage system"* shall mean one or more devices, assembled together, capable of storing energy in order to supply electrical energy at a future time, but shall not include a stand-alone household battery storage system, a 12-volt car battery, or an electric motor vehicle. Nothing herein shall prevent energy storage system equipment located on or within any legally permitted building or structure for the purpose of storing electricity primarily for on-site consumption.
  - c. Nothing herein shall prohibit a licensed load serving entity from conducting its regular and usual business of providing electrical distribution within its service territory as defined by its tariff with the New York State Department of Public Service.
3. This local law shall take effect upon its filing with the Secretary of State of the State of New York.

DATED: March 18, 2021



Sally Noble, Canton Village Clerk

- b. **Discuss Executive Order 203-** Trustee Sorensen made a motion to approve and send Executive Order 203 to New York State. Trustee Larrabee seconded the motion.

Trustee Sorensen wanted to thank Mayor Dalton and Chief Santimaw with the leadership that they took this as an opportunity to have an open discussion about ways to improve our Community.

All voted in favor. Motion carries.

**RESOLUTION**

***NEW YORK STATE POLICE REFORM AND COLLABORATIVE PLAN***

*WHEREAS*, on June 12, 2020 Governor Andrew Cuomo issued Executive Order 203 titled "New York State Police Reform and Reinvigoration Collaborative", which directed each local government entity having a police agency operating with police officers to perform a comprehensive review of current police force deployments, strategies, policies, procedures, and practices, and to develop a plan to improve such deployments strategies, policies, procedures, and practices for the purpose of addressing particular needs of the communities served by the police agency and to promote community engagement to foster trust, fairness and legitimacy, and to address any racial bias and disproportionate policing of communities of color; and

*WHEREAS*, Canton Village Mayor Michael Dalton and Canton Village Police Chief James Santimaw conferred with Village Trustees Beth Larrabee and Anna Sorenson, who serve on the Public Safety Committee, regarding the development of a plan to address Executive Order 203, and the establishment of an Advisory Committee to evaluate policing policy and procedures, to develop recommendations, and to gather community input; and

*WHEREAS*, at the Canton Village Board Meeting on Monday, August 17, 2020, Public Safety Committee members Beth Larrabee and Anna Sorenson presented an outline of Canton's plan to respond to Executive Order 203 and invited participation on the Advisory Committee; and

*WHEREAS*, the inaugural Advisory Committee meeting was held on September 30, 2020, and included a cross section of the community, including representatives from local police, fire, and university security departments and from interested non-profit and faith based community groups, as well as members of Canton's college communities and from the general public. Subsequent meetings of the Advisory Committee were held on December 2, 2020 and January 6, 2021. The Advisory Committee developed a plan and offered the draft for public comment. The Advisory Committee held two open Zoom forums for community input, the first on February 10, 2021, and thereafter on February 21, 2021. A presentation was made at the Canton Central School Board of Education meeting held on February 11, 2021. Campus forums were held at SUNY Canton on February 17, 2021 and at St. Lawrence University on February 21, 2021. A duly noticed public hearing was convened at 6:00pm on March 17, 2021 to receive any final public comment regarding the plan; and

*WHEREAS*, the Advisory Committee has presented the proposed "*Plan for the Village of Canton*" to the Village Board of Trustees for consideration at its March 17, 2021 regular monthly meeting. The plan (a) provides an overview of the Village of Canton and its Police Department, (b) describes the process that was followed in the plan's development, (c) summarizes community feedback, and (d) identifies relevant issues and recommendations for improvements. The plan identifies a process for implementation of plan recommendations, along with continued oversight and regular status reports to the Board of Trustees. The plan contains appendices dealing with accreditation, use of force, body cameras, Spillman Technologies, and biographies of Advisory Committee members; and

*WHEREAS*, the Village Board of Trustees has reviewed and considered the proposed "*Plan for the Village of Canton*" drafted in response to Executive Order No. 203;

*NOW, THEREFORE*, it is hereby

# NYS Police Reform and Reinvention Collaborative Executive Order No. 203

## PLAN For The VILLAGE OF CANTON

March 2021

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## ACKNOWLEDGEMENTS

The Village of Canton recognizes and appreciates the expertise, time, and effort contributed by the members of the Advisory Committee.

Basil Cheney, Sergeant, Canton Village Police Department  
Ilene J Burke, Executive Director, St. Lawrence Valley Renewal House  
Robert Crowe, Fire Chief, Canton Fire & Rescue  
Lauren Diop, Community Member  
Kelly Finnerty, Director of Special Education, Canton Central School District  
Dr. Kimberly Flint-Hamilton, Associate Dean for Diversity & Inclusion, St. Lawrence University  
Patrick W. Gagnon, AVP of Safety & Security and Emergency Management, St. Lawrence University  
Rev. James Galasinski, Minister of The Unitarian Universalist Church of Canton  
Dr. Emily Hamilton-Honey, Associate Professor and Co-Chief Diversity Officer at SUNY Canton  
Sara Hutcheson, LCSW-r Reachout of St. Lawrence County  
Emily Marquart, LMHC, CASACT-T, NCC, Inpatient Director of Rehabilitation and Detoxification,  
St. Lawrence Health Systems  
Alan Mulkin, Chief of University Police, SUNY Canton  
Tricia Pethic, Founder & Director, Muslim Prisoner Project  
Dr. Eileen Raymond, Professor of Special Education, SUNY Potsdam (retired)  
Lynn Snow, Assistant, SUNY Canton Chapter of United University Professions

Public Safety Committee Conveners:

Michael Dalton, Mayor, Village of Canton  
Elizabeth Bullock Larrabee, Trustee, Village of Canton (Co-Facilitator)  
James Santimaw, Chief of Police, Village of Canton  
Dr. Anna Sorensen, Trustee, Village of Canton (Co-Facilitator)

Ex-Officio

Gerald Ducharme, Attorney, Village of Canton

We thank the many community members who provided feedback throughout this process.

## INTRODUCTION

In the Village of Canton, we recognize our differences as a strength in our community. We wish to embrace the diversity of our nation and our Village, to promote diversity in our thinking, and to encourage diversity and inclusion in our community.

In light of national events and our desire to address systemic racism and create a community that is inclusive and welcoming to everyone, the Mayor, Village Board of Trustees, and Canton Police Department's Chief of Police welcomed Governor Andrew Cuomo's *Executive Order 203: NYS Police Reform and Reinvention Collaborative* as an opportunity to improve the relationship between the Canton community and the Canton Police Department, to improve policing policies and procedures, and to support the mental health and wellbeing of our officers.

The report that follows documents the process by which we implemented Executive Order 203. We summarize our efforts to engage the community through the creation of an Advisory Committee who reviewed the Canton Police Department's current deployments, strategies, policies, procedures, and practices, and developed recommendations for improvements and methods to gather feedback from the wider community. We provide a synopsis of that feedback and present the recommendations, finalized by the Committee in response to the community's input. We conclude this report by detailing next steps, where accountability for its implementation lies, and how the community will continue to be informed about progress to its objections.

We submit this report with the understanding that each recommendation will need to be reviewed carefully and specific plans for implementation and evaluation created. We welcome the opportunity that this provides the Village of Canton to continue to make improvements that strengthen the relationship between the community and the Canton Police Department and to have ongoing and robust public conversations about the community's needs and the best means of addressing those needs.

## **ABOUT THE VILLAGE OF CANTON AND THE POLICE DEPARTMENT**

### **OVERVIEW**

The Village of Canton occupies 3.58 square miles<sup>1</sup> within the Town of Canton near the border with Canada. The Village is the County Seat of St. Lawrence County and home to two universities, St. Lawrence University and the SUNY College of Technology at Canton (SUNY Canton). Primary economic drivers include education, healthcare, and government; the Village also has a vibrant downtown with retail stores and restaurants.

As of 2019, the Village was home to about 6,496 people,<sup>2</sup> with student enrollments of 2,434 at St. Lawrence University<sup>3</sup> and 3,223 at SUNY Canton<sup>4</sup> increasing the population to about 12,153 people. The Village's full-time resident population is predominately White (~86.6%); approximately 6.6% of full-time residents are Black American or African American, 2.5% are Asian, 0.5% are Native American, and 1.9% are bi- or multi-racial<sup>5</sup>. In terms of ethnicity, 4% fulltime residents are Hispanic or Latino<sup>6</sup>. The diverse student populations bring additional racial and ethnic diversity to the Village. According to NCES data, as of 2019, the undergraduate population at St. Lawrence University (2,392) was comprised of students who were 76.8% White, 3.9% Black or African American, 1.7% Asian, 0.3% American Indian or Alaskan Native, 1.7% bi- or multi-racial and 5.3% Hispanic or Latino<sup>7</sup>. Of the students enrolled at SUNY Canton (3,223), 65.3% were White, 13.2% were Black or African American, 2.6% were bi- or multi-racial,

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<sup>1</sup> <https://www.census.gov/quickfacts/fact/table/cantonvillagenewyork/EDU635219> (last viewed March 9, 2021).

<sup>2</sup> Id.

<sup>3</sup> [https://nces.ed.gov/globallocator/col\\_info\\_popup.asp?ID=195216](https://nces.ed.gov/globallocator/col_info_popup.asp?ID=195216) (last viewed March 9, 2021).

<sup>4</sup> [https://nces.ed.gov/globallocator/col\\_info\\_popup.asp?ID=196015](https://nces.ed.gov/globallocator/col_info_popup.asp?ID=196015) (last viewed March 9, 2021).

<sup>5</sup> <https://www.census.gov/quickfacts/fact/table/cantonvillagenewyork/EDU635219> (last viewed March 9, 2021).

<sup>6</sup> Id.

<sup>7</sup> [https://nces.ed.gov/globallocator/col\\_info\\_popup.asp?ID=195216](https://nces.ed.gov/globallocator/col_info_popup.asp?ID=195216) (last viewed March 9, 2021).

1.6% were Native American or Alaskan Native, 1.3% were Asian, and 11.2% were Hispanic or Latino.<sup>8</sup>

According to U.S. Census Bureau estimates for the period from 2015-2019, the median household income of full-time residents is about \$62,266, while the poverty rate is approximately 16.2%.<sup>9</sup> About 95% of full-time residents have a high school diploma and 54.5% have a bachelor's degree or higher.

The Village of Canton's total annual budget for fiscal year 2020-2021 is \$6,676,325. This includes an appropriation for the Canton Police Department of \$1,045,747, representing 15.6% of the total budget.

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### **CANTON POLICE DEPARTMENT**

The Canton Police Department was established around 1880-1885 and initially consisted of a night officer who worked with local "merchants, professional men and others who believed in safeguarding the peace and quiet of the Village." The department eventually grew into a 24hour operation that today is staffed by the Chief, three sergeants, six officers, three dispatchers and two school crossing guards. Currently, of the uniformed staff, two are women, eight are men, all are White. Of the dispatchers, two are women, one is a man, all are White. The two school crossing guards are women and both are White.

The Mission of the Canton Police Department is to work with all citizens to preserve life, maintain human rights, protect property, and promote individual responsibility and community commitment.

The Canton Police Department continually strives for excellence in service to the community. Each day professional police services are offered to the resident and student populations, as well as the large daily influx of citizens from other communities who work, study, or seek the services and entertainment offered within the Village.

The Canton Police Department subscribes to the following values:

*Service:* We value the opportunity to provide service that is fair, courteous, responsive, and efficient. We strive to respect and protect the worth, dignity, and rights of all members and visitors to our diverse community.

*Integrity:* We value honesty and ethical behavior from all of the members of our department.

*Responsibility and Accountability:* We aim to accept responsibility for our actions and admit to our mistakes to ensure that our behavior earns the support and trust of all facets of the public that we serve.

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<sup>8</sup> [https://nces.ed.gov/globallocator/col\\_info\\_popup.asp?ID=196015](https://nces.ed.gov/globallocator/col_info_popup.asp?ID=196015) (last viewed March 9, 2021).

<sup>9</sup> <https://www.census.gov/quickfacts/fact/table/cantonvillagenewyork/EDU635219> (last viewed March 9, 2021).

*Professionalism:* We guarantee that the experience, education, and training of our staff will uniquely qualify us to meet the challenges present in a changing and dynamic society.

## **CANTON’S COMMUNITY-DRIVEN REVIEW AND PLANNING PROCESS**

### **OVERVIEW**

On June 12, 2020, Governor Andrew Cuomo signed Executive Order 203, requiring local governments in New York State to adopt a policing reform plan by April 01, 2021. To comply with the executive order, Mayor Michael Dalton and Chief James Santimaw asked Elizabeth (Beth) Larrabee and Anna Sorensen, the Village Trustees who serve on the Public Safety Committee, to assist with developing a strategic plan to address Executive Order 203. The goal was to facilitate a process that engaged the community in the comprehensive review of current policy and practices and the development of recommendations. The strategic plan included the establishment of an Advisory Committee that would collaborate to conduct the review, develop recommendations, and gather community input on those recommendations.

### **ADVISORY COMMITTEE FORMS AND DRAFTS RECOMMENDATIONS**

At the Canton Village Board meeting on Monday, August 17, 2020, Beth Larrabee and Anna Sorensen presented the strategic plan and invited people interested in participating on the Advisory Committee to complete an interest form on the Village website. To ensure that the composition of the Advisory Committee represented the diversity of the Canton community, recruitment continued throughout September 2020.

On Wednesday, September 30, 2020, the Advisory Committee convened a virtual meeting to discuss expectations and the review process. During subsequent meetings, subcommittees focusing on the different subsections of the Executive Order 203 Guidance were developed based on members’ interest and expertise. At each meeting subcommittee members met in small groups to discuss the subsections and then shared their ideas, questions, and recommendations with the full group. Committee members requested and received documentation and information from the Chief and Mayor throughout the process.

The Advisory Committee conducted a thorough review of Executive Order 203 and concentrated on what they believed to be most relevant to the Canton community. Therefore, recommendations focused on issues pertinent to this community and did not address things like “stop and frisk” that are not practices of the Canton Police Department.

### **INPUT IS GATHERED FROM THE CANTON COMMUNITY**

Once drafted by the Advisory Committee, the recommendations and a survey were made available on the Canton website. The Canton community, including the campus communities of SUNY Canton and St. Lawrence University, were invited to two open community forums and forums on each campus. All forums were held on Zoom due to COVID-19. Also, a presentation of the recommendations was made at a virtual Canton Central School District Board meeting. Efforts to reach particular constituencies were made by providing paper copies of the recommendations, survey, and a flier that provided information about how to access the public forums, to residents of the three Housing Authority communities in the Village as well as

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anyone who wished to receive the packet by mail. In addition, the St. Lawrence County District Attorney's office, the Office of the Public Defender, members of the Canton Police Department, and the police union were invited to give comment.

The Canton community was invited to give feedback through a variety of mediums including press releases to local media (digital and print), a feature on local radio, the Canton website and social media platforms, and on the American Theater's marquee on Main Street.

## COMMUNITY FEEDBACK

### SURVEY RESULTS

The Advisory Committee's draft recommendations were released on the Canton website, along with a six-question survey. With the exception of the first two questions, which asked if the respondent was a resident of and/or worked in the Village of Canton, the questions were open-ended. Survey results were examined to identify the frequencies of themes in the data. Codes were developed to categorize the responses according to the identified themes. Quotations that illustrate the range and sentiment of responses are reported here; in some cases, responses are edited or excerpted for clarity.

Ninety-five people responded to the survey. Thirty-five percent (N=33<sup>10</sup>) reported residing and working in the Village of Canton, 21% (N=20) reported residing but not working in the Village, 31% (N=29) reported working but not residing in the Village, and 15% (N=14) reported neither residing nor working in the Village of Canton.

Eighty-eight percent of people (N=84) responded to Question 3: *How would you describe the role of the Canton Police Department in our community?* Forty percent of respondents spoke of the department's role as being to "protect and serve" the community; examples of responses include: "The role of the Chief and the Canton Police Department officers is to protect the safety and well being of all members of the community and to respond quickly and effectively in cases of emergency" and "They do a solid job protecting the assets and citizens of the community." Fourteen percent of responses included some mention of the department's role being to enforce law/address crime. These responses included statements such as "protect the citizenry, promote community safety, enforce state and local laws," and "The Canton Police Department has the duty to maintain law and order in the Village of Canton." Additionally, eight percent of the responses used the words "necessary" to characterize the police while six percent of responses indicated the belief that the department is "unnecessary."

Forty-three percent of responses to Question 3 indicated a positive or negative evaluation of the department. Of these responses, thirty-five percent were positive, using adjectives such as "positive," "responsive and respectful," "helpful," and "professional." Some responses indicated having a good experience with officers. Eight percent of the responses were coded as a negative evaluation; these comments included the department's role is to "increase property values and make money on tickets," comments that the police are "lax," "overbearing," and "not particularly visible." There was also one comment that suggested that people who are Black, Indigenous, People of Color (BIPOC) do not have the same "invisible" experience of the police as is experienced by White residents.

Seventy-eight percent of people (N=74) responded to Question 4: *What does the Canton Police Department do well?* Of those, 81% of responses mentioned responding and helping,

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maintaining safety, and/or dealing with crime, presence in and support of the community. Nineteen percent of the responses mentioned responding and helping, with comments such as

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<sup>10</sup> N signifies the number of responses.

“Canton’s officers deal well with the community during large functions, such as the Dairy Princess Parade and other gatherings where they are present to provide assistance in traffic control and keeping everyone safe by acting as a community resources. They also do well in providing assistance to businesses who have trouble with patrons etc.” Other comments stated that the department is “very responsive to all citizens. Not out to make the arrest but to safeguard the community,” and that they “give help when needed, monitoring for unsafe conditions such as speeding in the village.”

Themes about maintaining safety and/or dealing with crime were mentioned in 35% of responses to Question 4. Comments included stories of assistance being given, recognition that they “protect persons and property,” “patrol the streets late at night,” and “provide safety and protection.” Twenty percent of comments mentioned the Canton Police Department’s presence in and support of the community, with comments such as “community policing. They socialize with the village residents,” “community relations,” and “They know how to deal with residents and visitors alike, especially students. I own property in the university area and between the drugs and drinking I am comforted knowing the pd is there to help. Local officers know the community better than county or state police.” Four percent of comments suggested that the Canton Police Department “have a deservedly good reputation. Are informal and not intimidating, approachable” and “I believe the Canton Police Department personnel are pretty well-known and respected at least by the local population. You trust them when they’ve grown up here, live in your community, and are your neighbors.” Nine percent of people indicated that they did not know what the police did well.

Seventy-seven percent of respondents (N=73) answered Question 5: What can the Canton Police Department do better? Twenty-five percent of comments stated that nothing needed improvement and/or the department should keep doing what they are doing. Twenty-three percent of responses reflected a desire for more presence/visibility in the community. Comments included statements such as, “Footbeat, more in-person visible presence, stop in and see the businesses even 5 a week, [...] it would be nice to see more visual interaction in the village,” “engagement with the populations...regardless of status, skin color, ability,” and “increase police presence by walking/visiting with businesses and the public. Boots on the ground.” Fifteen percent of responses spoke about diversity training/cultural sensitivity needs with comments such as, “learn more from the LGBTQ community by having direct meeting to listen about experiences the LGBTQ community has had,” “recognize areas of bias, profiling, discrimination,” “there needs to be increased awareness and consideration of folks different from us in all ways,” and “with any agency or profession, continued training is critical [...] I believe our officers are good people but may not recognize the need for diversity training.”

Eight percent of comments responding to Question 5 mentioned the need for transparency and communication/good public relations with comments such as, “transparency on the ways that the Canton Police Department is working to improve village life for ALL members of our community – the students, the locals, the visitors,” “public outreach (doing things that show community that police are human too, not ‘the monsters’ the media portrays them as),” and “publicize mission statement.” Eight percent of responses to this question mentioned issues related to better traffic/parking enforcement while four comments requested more drug enforcement activity. Ten percent of comments mentioned various resources such as providing body cameras and training for officers, “a bigger and more modern space to work from” as well as one comment that suggested the department “exist smaller, on a smaller budget, or not exist

at all.” Three percent of comments requested fewer tickets, and several others made comments seemingly unrelated to the question.

The sixth and final prompt was: *Please give us feedback on the recommendations made by the Advisory Committee. If you have feedback specific to any particular recommendation, please identify the number in your comments.* Sixty-four percent of respondents (N=61) provided a response to this question. Responses varied widely; some provided comments related to specific recommendations or themes from the recommendations while others mentioned the process itself. Some comments reflected personal experiences with officers or perspectives on the necessity of the Executive Order 203 process; some did not address the question at all.

The most commonly identified pattern in the responses to Question 6 were indications of support for the recommendations and/or the process (33%); examples include comments such as “they each make good sense, they add more accountability and transparency,” “[I] think they are reasonable,” they are “well thought out,” “thoughtful, well researched work,” and “I believe the recommendations are solid and in the right direction. Asking for public opinion and being transparent is essential. Thank you for making this happen.”

In contrast, the second most commonly identified pattern in the responses to Question 6 was suggestions that this community review process is not necessary, is politically motivated, and that there are no problems in our community with respect to policing (20%). Comments include the idea that Executive Order 203 is not “relevant to a community such as Canton,” that this process flows from an “assumption of bias” or that the Committee “wants to start issues;” other comments are derogatory to Governor Cuomo as well as efforts to address racism.

Fifteen percent of comments mentioned social services/ mental health, training/partnership with community agencies; two of these comments directly suggested that officers should not “do the work of social workers” or “respond to mental health calls.” Comments stated training about mental health was imperative for officers while others suggested support for collaborating with community social services agencies to handle problems related to homelessness, addiction services, and mental health. Examples include: “Seems like these established/strengthened relationships would be helpful in more situations than just notifying loved ones of a death, e.g., domestic abuse, family issues, threatened/attempted suicides, mental health crises, and more. This is an excellent example of how the Canton Police Department can rely on other professionals in the community for support,” “It doesn't seem like the Police Department's responsibility is to \*combat\* homelessness, domestic violence, and substance abuse, but to recognize them, be prepared for them, and know where to turn for help when they encounter those issues; maybe that is what this recommendation is saying, but it's not clear,” and “And I thought it was very positive to have an agreement with Reachout [local mobile mental health crisis center] to help address mental health related calls.”

Five percent of responses to Question 6 mentioned officer well-being and mental health, such as the comment that “I like the idea of providing EAP services to officers. Some type of support system for counseling that doesn't get reported back to the village is appropriate. People under constant stress need somewhere to go.” Another comment conveyed this theme and, referring to Recommendation 14, added that “surveying officers to get their input is also a welcome recommendation.” Another comment specifically mentioned being “encouraged by Recommendation 16 to develop a critical incident debrief policy that addresses the need for

support of an officer and awareness of the impact an incident may have on the officer's wellbeing."

Five percent of responses offered feedback regarding increasing diversity in the department, calling efforts, including efforts to try to address civil service constraints, "worth a try" and "encouraging." One comment noted that "greater collaboration with colleges and community will lead to improvement of operations in general" and "the development of internships and mentoring opportunities will help."

Another theme that was present in 11% of responses to Question 6, including several of those already presented, referenced the Committee's recommendations to collaborate with the community. In addition to the emphasis on working with community and expert partners to address issues related to mental health, addiction, and homelessness, commenters mentioned the need be more visible in the public, particularly with the campus communities. One example: "Good work, and thorough. Some of the goals (linking to colleges, hospitals) have to be filled in, as does hosting opportunities for meetings with the community 4 times a year. Chief Santimaw had a good idea about making "town-gown" relations the focus of one of these opportunities. I think an opportunity for students of color, at colleges and high school, to meet with the Canton Police would be effective -- because it would challenge their negative expectations, and that is important work to be done."

Similarly, another commenter spoke positively of Recommendation 13, which recommends the formation of an on-going Citizen Engagement Committee. "The creation of a Community Engagement Committee (13) that will make the good, collaborative work of the Advisory Committee a permanent part of Canton's civic life going forward."

Other specific feedback indicated in 8% of responses mentioned officer training and the recommendations that addressed training. Feedback ranged from general support to specific suggestions: "De-escalation training and bias training have to be central to the work of any police work," and "I was encouraged by the trainings, and hope that on-going opportunities for practice of the skills introduced in trainings are regularly provided (I noted that Verbal Judo training would be frequently provided)."

Eleven percent of comments referenced Recommendation 2. Comments suggested that "the idea of our officers being guardians as opposed to warriors makes a ton of sense," suggesting that "instead of reframing themselves as 'guardians' they should reframe themselves as 'public servants,'" and "I particularly like the goal to reorient officers' thinking to a 'guardian' mentality."

Another commented they were "skeptical of how any training can address problems that are 'baked in' systemically to the way that policing and justice are seen in the United States. I hope that training will not merely be tolerated and 'checked off' but that it will actually be applied in the field by police."

As alluded to in the comment above, some commenters suggested that the recommendations lacked the specificity needed for implementation as well as the evaluative criteria to assess effectiveness. "A key component of any policy or programmatic change is evaluation. The draft recommendations document does not acknowledge the evaluative components or metrics that will be used to measure the baseline or ongoing progress of Canton Police Department on each

recommendation referenced. Evaluation of these recommendations must be frequent, explicitly stated, and transparent to the community. Without an explicit evaluation plan in place there is no way for the community to hold the Advisory Committee or Canton Police Department accountable for their actions and progress (or lack thereof). These recommendations will not be easy to implement and they will require constant monitoring and I strongly recommend engaging an independent evaluator to assess the progress of the department and the recommendations provided. Each recommendation should contain a plan for how and when these recommendations will be implemented. This is important information that the community should weigh in on to provide input on the feasibility, urgency, or priority setting of these recommendations.”

Eleven percent of comments referenced concern about the cost of these initiatives. One comment stated that “many of the recommendations will increase the costs of the Village. The Canton Village Police Department does a great job policing the Village and instead should focus on reducing costs in order to save the tax payers money.” Another comment suggested that “the reason this Police Department cannot engage more with the community is because they are not staffed to do so” and that the Recommendations impose new duties that will require compensation. Another comment wondered “if there has been any discussion about the need for additional funding for more community policing activities.” One comment suggested concern at the current levels of spending on the department.

Finally, a couple of comments referenced the need for the development of processes with respect to internal affairs and the development of processes and practices, with one comment suggesting “a citizen review committee in regards to excessive force,” another suggesting that uninvolved administrators and officers be involved in the review, and another mentioning the use of evidence-based practices in policing.

### **ADDITIONAL COMMUNITY INPUT**

Feedback on the recommendations from community members from public forums and in other communications reflected similar themes as were present in the survey data. Some comments focused on specific recommendations while others were more general.

Respondents raised questions about accountability and transparency in the implementation of the plan with comments such as “who will hold the police accountable?” Several respondents spoke about the generality of many of the recommendations and suggested that each recommendation would need to be specified more clearly and that on-going assessment of the efficacy of the implemented changes would need to occur.

In terms of training, some comments of support were received for the idea of officers being trained to adopt the “guardian” mindset, or as one commenter put it, being encouraged to be “guardians of the community.” Some respondents supported the recommendations for additional training; other commenters sought specificity in terms of the types and frequencies of trainings while others suggested the necessity for developing processes of evaluation to assess their effectiveness. Some respondents asked that when the training recommendations are implemented, resources from community agencies as well as expertise from outside our region be employed to provide training rather than all trainings occurring from within the department and the Police Academy. Some comments mentioned the number of trainings and the costs that these will incur.

Some respondents mentioned support for the recommendations focusing on improving officer wellness; one suggested the establishment of a “wellness library” that provided trauma-informed resources and reading materials for officers.

Respondents asked questions about body cameras, expressed support for the Community Engagement Committee, and asked for public education about the roles and jurisdictions of the different policing agencies that are housed in the Village.

Comments from students also included requests for opportunities to participate in the implementation process, to have more information communicated from the Canton Police Department to the campuses, and to have opportunities for internships, jobs, and programming with the department. Students were also interested to know if, given the demographic differences between the Village residents and the campus populations, the racial diversity of the campus communities will be considered when trying to diversify the department.

Some respondents shared that they have had positive experiences with the Canton Police Department; comments included, “I called, he [the Chief] listened,” and “every experience the officers were professional, courteous, and kind.” Another spoke of the relationship with St. Lawrence University’s Security, saying that they have an “excellent history” of working together to address things “before they go awry” and that it is important to build on and “enhance” this relationship.

## RECOMMENDATIONS

Following are the Advisory Committee’s recommendations for improvements to the Canton Police Department’s current deployments, strategies, policies, procedures, and practices. These recommendations are based on the Committee’s review of existing deployments, strategies, policies, procedures, and practices per *New York State Police Reform and Reinvention Collaborative: Resources & Guide for Public Officials and Citizens* and the feedback received from the Canton community. These recommendations are designed to address the particular needs of the Canton community and to promote community engagement to foster relationships of trust and transparency, and to address any racial or other bias.

### **THE EFFECTIVE USE OF DATA**

The Advisory Committee recognizes that a barrier to employing smart and effective policing standards and strategies occurs when there is a lack of data on the demographic characteristics of individuals with whom the police interact or that data are not publicly shared. Public perceptions of racial bias in law enforcement decision-making with respect to issuing summons or arresting individuals may be addressed by publicly sharing these data. Analysis of these data can identify the presence of bias and guide appropriate decision-making with respect to policies, procedure, and personnel<sup>11</sup>.

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<sup>11</sup> Leadership Conference on Civil and Human Rights. (2019). *New Era of Public Safety: A guide to Fair, Safe, and Effective Community Policing*. pp.65.

## *RECOMMENDATION 1*

The Canton Police Department will strengthen data collection, analysis, and public reporting on all interactions with the public. These data will inform future department policy and procedural decisions with respect to eliminating any bias that may be present in police-community interactions. Transparent reporting will reduce distrust, increase law enforcement personnel safety, and provide opportunities for community police engagement. The recent implementation of the Spillman Technologies database technology supports this recommendation.

### **OFFICER TRAINING**

It is recognized that effective policing requires that officers receive on-going training in areas such as legal policies, policing procedures, tactical and communication skills, and cultural competency<sup>12</sup>.

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<sup>12</sup> Leadership Conference on Civil and Human Rights. (2019). *New Era of Public Safety: A guide to Fair, Safe, and Effective Community Policing*. Pp.301.

Blumberg DM, Schlosser MD, Papazoglou K, Creighton S, Kaye CC. New Directions in Police Academy Training: A Call to Action. *Int J Environ Res Public Health*. 2019;16(24):4941. Published 2019 Dec 6. doi:10.3390/ijerph16244941.

## *RECOMMENDATION 2*

Because of the danger inherent in law enforcement work, police academy training models are often organized around the idea of officers as “warriors” whose every encounter with the public must be treated as a potential threat<sup>13</sup>. This approach is incompatible with community policing principles, which depend on building relationships of trust between the police and the community. Others have suggested that an alternative, the “guardian,” mindset is more in line with community policing as it emphasizes building relationships with community members and collaborating with the community to solve problems and reduce crime. Canton Police Department officers will receive training that is aligned with community-policing goals; officers will be encouraged to adopt a “guardian” mindset that emphasizes building relationships with community members and collaborating with the community to solve problems and reduce crime.

Law enforcement agencies often need specialized training for working with particular populations or for responding to particular incidents.<sup>14</sup> Canton Police Department officers will receive training as follows:

## *RECOMMENDATION 3*

Canton Police Department officers will be trained in trauma-informed investigative strategies.

## *RECOMMENDATION 4*

Canton Police Department officers will receive additional and on-going training in implicit bias and diversity and inclusion training (e.g., training on antiracism, best practices for working with LGBTQ+ populations).

Research shows that de-escalation strategies are effective for reducing the risk that a situation may become violent and require the use of force. Using de-escalation strategies “protects public and officer safety because it teaches strategic communication skills that enable officers to affirmative defuse crises and gain voluntary compliance.”<sup>15</sup>

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<sup>13</sup> Law Enforcement’s “Warrior” Problem, *Harvard Law Review* 128(6), pp. 225-234.  
<https://harvardlawreview.org/2015/04/law-enforcements-warrior-problem/>

<sup>14</sup> Leadership Conference on Civil and Human Rights. (2019). *New Era of Public Safety: A guide to Fair, Safe, and Effective Community Policing*. pp.300.

<sup>15</sup> Leadership Conference on Civil and Human Rights. (2019). *New Era of Public Safety: A guide to Fair, Safe, and Effective Community Policing*. pp.123

### *RECOMMENDATION 5*

The Canton Police Department will continue to participate in de-escalation training, ensuring that all officers receive refresher training and continued training when possible. For example, training in Verbal Judo should be frequently provided.

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Best practices suggest that training programs be formally evaluated for efficacy and to ensure that they remain in line with professional standards and community needs. The latter can be addressed by involving the community in developing and implementing training.<sup>16</sup>

### *RECOMMENDATION 6*

The training that officers receive will be evaluated for effectiveness through analysis of incident data, public comments, and officer feedback.

### *RECOMMENDATION 7*

Canton Police Department will collaborate with the local college campuses, chambers of commerce, local hospitals, and other relevant local agencies to provide training. Employing community resources will ease the fiscal costs associated with training and will further strengthen communication and partnership between the department and the community.

### **INTERNAL AFFAIRS & REVIEW PROCESS**

Impartiality in determination of potential officer misconduct will promote adherence to departmental policies and increase community trust. Including community members in internal affairs processes increases the community's trust that officers are held accountable and offers departments additional perspectives on community needs.<sup>17</sup>

### *RECOMMENDATION 8*

The Canton Police Department and municipal officials will work together to identify and implement a process for reviewing allegations of incidents of misconduct, use of force, and complaints; this process should include a non-uniformed reviewer.

Many stakeholders and legal complexities are involved in personnel and internal affairs processes and many details need to be addressed (e.g. which complaints rise to the level of review, what confidentiality agreements must be in place, the process for recruitment and selection of the non-uniformed reviewer, etc.); this recommendation speaks to the community's desire for such a process to be developed. The complaint process will continue to be publicly available on the Canton website.

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<sup>16</sup> Leadership Conference on Civil and Human Rights. (2019). *New Era of Public Safety: A guide to Fair, Safe, and Effective Community Policing*. pp.346.

<sup>17</sup> *New Era of Public Safety: A guide to Fair, Safe, and*  
pp.198

**SUSTAINED & FREQUENT COMMUNITY-POLICE ENGAGEMENT**

Sustained and frequent community engagement with law enforcement is necessary to increase communication, trust, and transparency between officers and the community. Every interaction between law enforcement and members of the public is an opportunity for building positive

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relationships based in mutual trust and respect. In addition, collaboration with social service and healthcare agencies, community nonprofits, faith communities, and business groups allows law enforcement to effectively respond to people in crisis and to develop proactive solutions to reduce crime and improve public safety.<sup>18</sup>

*RECOMMENDATION 9*

Because there are multiple law enforcement agencies housed within the Village of Canton--Sheriff, New York State Police, SUNY Canton, Village of Canton Police Department--residents may experience confusion about each agency's role and purview within the Village. The Canton Police Department will work with other agencies to strengthen inter-agency communication channels. In addition, the Canton Police Department will seek to provide education to the community about the four agencies so that the public can distinguish among them, understand their various roles and jurisdictions, and access the appropriate agency as necessary.

*RECOMMENDATION 10*

When calls with mental health implications are received, Canton Police Department should coordinate with Reachout's Mobile Crisis Team who will either provide phone consultation or, when possible, go to the scene. The Canton Police Department will develop a Memorandum of Understanding to formalize the relationship with Reachout.

*RECOMMENDATION 11*

Efforts will be made to create relationships with interfaith chaplain(s), or multiple chaplains from diverse faiths, who would accompany officers when notifying family of a loved ones' death.

*RECOMMENDATION 12*

The Canton Police Department will work to improve, and when possible formalize, relationships with referral agencies to assist in combating homelessness, domestic violence, and substance abuse in the community.

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<sup>18</sup> *New Era of Public Safety: A guide to Fair, Safe, and*  
pp.158

### *RECOMMENDATION 13*

The Canton Police Department will continue to engage with the wider community in intentional ways. The department will collaborate with interested community members to form a Community Engagement Committee that will meet quarterly to discuss current challenges and opportunities with respect to public safety. The committee will identify and promote community engagement events such as open forums, BBQs, and picnics.

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### **SUPPORTING OFFICER HEALTH & WELL-BEING**

Ensuring officer wellness and well-being is a critical component of reinforcing trust between law enforcement and the community because the physical and mental health of officers is critical to their ability to effectively perform their job duties.<sup>19</sup>

### *RECOMMENDATION 14*

The Canton Police Department officers will be surveyed annually to provide input on job satisfaction, officer wellness, the perceived effectiveness of training, and any gaps in training.

### *RECOMMENDATION 15*

The Canton Police Department will make efforts to normalize officers' use of confidential mental health services and substance abuse and addiction services by communicating that such services are available and it is expected that officers will participate when needed. Information about Employee Assistance Program (EAP) services and a list of local practitioners will be provided to officers.

### *RECOMMENDATION 16*

The Canton Police Department will develop a critical incident debrief policy and plan of action to support and assess officer well-being after a critical incident.

### **RECRUITING A DIVERSE WORKFORCE**

One way that communities and police departments can build trust is through the recruitment of officers with diverse backgrounds<sup>20</sup>. Recruitment for the department is challenging given our rural geographic location that is comprised of a majority White population. In addition, there are structural barriers to hiring a diverse workforce due to State civil service rules. These factors contribute to the lack of applications from a more diverse population. The following

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<sup>19</sup> Police Executive Research Forum. 2018. *Building and Sustaining an Officer Wellness Program: Lessons from the San Diego Police Department*. Washington, D.C.: Office of Community Oriented Policing Services.

<sup>20</sup> *New Era of Public Safety: A guide to Fair, Safe, and*  
pp.278.

recommendations attempt to address the constraints faced when trying to recruit a diverse workforce to our community.

*RECOMMENDATION 17*

The Canton Police Department and municipal officials will work with State and County officials to research possible changes to civil service rules and laws to remove roadblocks to recruiting a diverse workforce.

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*RECOMMENDATION 18*

To attempt to increase diversity within the candidate pool, the Canton Police Department will take advantage of opportunities for collaboration with other agencies to raise awareness and educate the wider community about job opportunities within law enforcement and the hiring process. Additionally, the Canton Police Department will work with the local colleges to identify potential internship and mentoring opportunities for college students who may be interested in a career in law enforcement.

**NEXT STEPS: IMPLEMENTATION OF THE PLAN**

This plan will be ratified by the Village of Canton Board of Trustees.

Once ratified, the Village Board will be responsible to ensure that the recommendations are implemented by the Canton Police Department. Because many of the recommendations are broad, more specificity is needed about the processes of implementation and assessment and identification of the stakeholders who should be involved in those processes. The Public Safety Committee will work with the Mayor and Chief to create a strategic implementation plan with short- and long-term goals; the Public Safety Committee will maintain oversight of the plan and will provide regular status reports to the Board. In addition, the strategic implementation plan will be reviewed and updated annually or more frequently if necessary.

The Canton community will be kept informed about the implementation plan through the Public Safety Committee's regular status reports to the Board as well as through interaction with the Community Engagement Committee, which will be formed per Recommendation 13 of this plan.

## **APPENDICES**

### **ACCREDITATION**

The Canton Police Department has been continuously accredited with New York State since 1993, and was most recently re-accredited by the New York State Law Enforcement Accreditation Program in December 2019. Accreditation is granted for a five-year period and formally recognizes that an agency's policies and practices are conceptually sound and effective. The department must abide by the 110 different standards that are meant as ongoing means to guide police agencies to evaluate and improve the overall performance of the agency and staff. The standards are divided into three categories: administrative, training, and operations. At the end of the accreditation period, the department undergoes a thorough, on-site assessment by designated NYS Division of Criminal Justice Services assessors who verify compliance for re-accreditation. To remain in good standing, agencies must maintain compliance with all program standards throughout the accreditation period and must complete an annual compliance survey that is submitted, each year, to the NYS Division of Criminal Justice Services.

The NYS Accreditation Program has four principal goals:

1. To increase the effectiveness and efficiency of law enforcement agencies utilizing existing personnel, equipment and facilities to the extent possible;
2. To promote increased cooperation and coordination among law enforcement agencies and other criminal justice services;
3. To ensure the appropriate training of law enforcement personnel; and 4. To promote public confidence.

To see a copy of the Village of Canton's Accreditation Certificate, visit <https://cantonny.gov/government/village/departments/police/>.

### **USE OF FORCE**

On September 22, 2020, the New York State Department of Criminal Justice Services advised agencies that on September 2, 2020, the Municipal Police Training Council adopted changes to the Use of Force model policy to address recently enacted legislation. Policy modifications include: the new crime of aggravated strangulation by a police or peace officer; a new section of Civil Rights Law designed to ensure medical and mental health attention to a person in custody; and changes to the timely reporting of discharging a weapon in the direction of a person, while on duty or off duty. These updates were made to the Canton Police Department policy and were submitted to NYS for evaluation by the Accreditation Council. The department policy was subsequently approved on November 24, 2020, and it has been uploaded to the Canton website for public view.

The Canton Police Department's Use of Force Policy can be viewed at:

<https://hhi.2c2.myftpupload.com/wp-content/uploads/2020/11/20.1-Necessary-Force-3-2410-2-1.pdf>

## **BODY CAMS**

At the September 4, 2020, special meeting of the Canton Village Board, Chief Santimaw presented a request and budget information for body cameras, which were being requested by the department officers. Research was presented that indicated that body cameras may lead to increased trust between the community and law enforcement; empirical data suggest that body cams lead to an increased willingness by the public to report crime, decreased incidents of the use of force, and decreased incidents of resistance and external complaints.<sup>21</sup> The Village Board unanimously approved purchase of body cameras and supporting software services. Due to high demand, expected arrival and implementation of body cameras is April 2021.

## **SPILLMAN**

In addition to the work that is being done in response to Executive Order 203, in the early months of 2020 the Village of Canton was proactive regarding police department needs. Chief Santimaw researched and reported to the Board on the benefits of Spillman Technologies, the software solution for the computer-aided dispatch (CAD) used at the St Lawrence County 911 Center. Spillman provides comprehensive law enforcement and public safety software solutions and records management systems that help the Canton Police Department track and better monitor reports, including types of incidents and traffic stops, and facilitate improved interaction with dispatchers, each other, and surrounding agencies. The Village Board unanimously approved funding for the additional Spillman Technology Modules at the monthly meeting in December of 2019.

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<sup>21</sup> Ariel, B., Farrar, W., and Sutherland, A. (2014). *The Effect of Police Body-Worn Cameras on Use of Force and Citizens' Complaints Against the Police: A Randomized Controlled Trial*. *Journal of Quantitative Criminology*, 31, 509–535 (2015). <https://doi.org/10.1007/s10940-014-9236-3>

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**BIOS OF ADVISORY COMMITTEE MEMBERS**

*Basil Cheney, Sergeant, Canton Village Police Department*

Sergeant Basil Cheney was born and raised in Potsdam NY. He received an Associate Degree in Criminal Justice from North Country Community College in Saranac Lake. In 1991, he started his law enforcement career with the Saranac Lake police department; in 1994 he transferred to the Canton Police Department where he is currently employed. He was promoted to the rank of sergeant in 1999 and will be retiring in January 2022. Sergeant Cheney is married and has one son.

*Ilene J Burke, Executive Director, St. Lawrence Valley Renewal House*

Ilene J Burke has been working in the field of domestic violence and sexual assault for over 24 years. She is in her 19<sup>th</sup> year as the Executive Director of Renewal House giving her the opportunity to put victims first; recognizing that their rights, needs and concerns are priorities essential in promoting justice, safety and equal rights for all. She is a certified domestic violence instructor with NYS Division of Criminal Justice Services, and for the past 17 years co-teaches 16 hours of training to cadets at the David Sullivan – St. Lawrence County Law Enforcement Academy. She is a recipient of the Sunshine Peace Award in recognition of her contributions toward ending domestic violence and received the 2014 Woman of Distinction Award from Senator Patty Ritchie.

*Robert Crowe, Fire Chief, Canton Fire & Rescue*

Chief Robert Crowe has been a lifelong resident of Canton. He has been actively involved in public safety in Canton as a member of the Canton Fire Department for 30 years, 17 as an EMT and is in his 7<sup>th</sup> year as the Fire Chief. He holds an A.A.S. in Fire Protection Technology for Onondaga Community College and a B.S. in Fire Protection and Safety Engineering Technology from Oklahoma State University. He currently works full time as a Firefighter/Fire Driver with the Village of Potsdam Fire Department and part time as a New York State Fire Instructor. He serves on the St. Lawrence County Fire Advisory Board and is a Deputy Fire Coordinator for the St. Lawrence County Office of Emergency Services.

*Lauren Diop, Community Member*

Lauren is a lifelong resident of Canton where she earned her B.A. in Sociology from St. Lawrence University and her M.S.T. in Childhood Education from SUNY Potsdam. For ten years she ran an in-home Child Care and Nursery School program providing a child centered and multicultural early education to those entrusted in her care. Lauren is dedicated to social justice and doing her part to make her community a welcoming and inclusive place for all people, especially her multicultural family. She lives in the village of Canton with her husband and their four young daughters.

*Kelly Finnerty, Director of Special Education, Canton Central School District*

Kelly Finnerty is currently the Director of Special Education at Canton Central school. She has been in that role for five years after working as a public school administrator at Malone Central School for eight years and a school counselor at Gouverneur Central School for eight years. She grew up in Canton and attended St. Lawrence University for

both her undergraduate and graduate degrees. She and her husband have three children who either attend or have graduated from Canton Central School prior to attending college.

*Dr. Kimberly Flint-Hamilton*, Associate Dean for Diversity & Inclusion, St. Lawrence University  
Kimberly Flint-Hamilton, Ph.D., was appointed the inaugural Associate Dean for Diversity and Inclusion and Chief Diversity Officer at St. Lawrence University in 2017. She earned a Bachelor of Science degree from the University of Notre Dame and her PhD from Duke University. She served as a faculty member in the Sociology and Anthropology Department at Stetson University for 18 years before moving to St. Lawrence University, where her work focuses on helping to create and sustain a diverse and inclusive community for students, faculty, and staff, and she works collaboratively in developing programming to raise cultural awareness and inclusion for the whole St. Lawrence community. Her main responsibilities include chairing the University Diversity Committee, which is developing a Diversity & Inclusion Strategic Action Plan to be launched in Spring 2021, and developing programming and trainings for students, faculty, and staff on building an inclusive community.

*Patrick W. Gagnon*, AVP of Safety & Security and Emergency Management, St. Lawrence University.

Pat Gagnon began working as a System Administrator for Safety & Security in 1997 and was later promoted to the positions of Assistant Director and Associate Director /Deputy Chief. After serving as Interim Director from two years, Pat was appointed to Director /Chief of Safety & Security in 2005. Pat created the St. Lawrence University Campus Safety & Security Academy in 2006, offering affordable, required training for university safety and security officers. Pat also serves as the Senior Deputy Title IX Coordinator and Lead Investigator for the University. Pat holds an Associate Degree in Criminal Justice Leadership, a Certification in Homeland Security Level III, is a Licensed Private Investigator, is a NYS Certified Trainer in the Security Officer Program. He is a lifelong resident of the area and in his free time, he enjoys spending time with family and friends, hunting and riding ATVs.

*Rev. James Galasinski*, Minister of The Unitarian Universalist Church of Canton  
The Rev. James Galasinski has been serving the Unitarian Universalist Church of Canton as its settled minister since 2016. He has a Master of Divinity from Meadville Lombard Theological School and a BFA in Jazz Studies from Cardinal Stritch University. Justice, equity, inclusion and anti-racism have been hallmarks of his ministry. James wants to build a world of collective liberation, where every person has worth and dignity, and where everyone practices peace. James loves poetry and hiking to nearby waterfalls with his two boys, Miles and Oskar, and his wife, Ulrike.

*Dr. Emily Hamilton-Honey*, Associate Professor and Co-Chief Diversity Officer at SUNY Canton

Emily Hamilton-Honey is an Associate Professor of English and Gender Studies, and Co-Chief Diversity Officer, at SUNY Canton. As Co-CDO, she has engaged in both university and community education to promote greater understanding of minority groups. She has been on the Executive Committee of the Associated Colleges Gender,

Sex, and Sexuality Conference since 2015. She is demisexual and pansexual and has been married for 15 years to her wonderful gender non-conforming spouse. She has lived in the North Country since 2012, and is deeply dedicated to equality and justice for all, particularly women, people of color, and LGBTQ+ and T/GNC folks. She loves to sing and is a member of the Potsdam Community Chorus.

*Sara Hutcheson*, LCSW-r Reachout of St. Lawrence County

Having worked 37 years for the Office of Mental Health, Sara Hutcheson retired as the director of the Gouverneur Wellness Center. Ms. Hutcheson now works part time as a Mobile Crisis Counselor for Reachout of St. Lawrence County. She is active on the Mental Health

Subcommittee for St. Lawrence County and the Opioid task force. Ms. Hutcheson earned her B.A. in psychology from Wells College and obtained her M.S.W. from the University of South Carolina. Ms. Hutcheson is interested in social Justice and very involved with the Unitarian Church in Canton. She is the mother to a son Zachary and enjoys travel, reading and sports of any kind.

*Emily Marquart*, Community Member

Emily Marquart is the Inpatient Director for Substance Use Disorder Services at St. Lawrence Health System, managing the Inpatient Rehabilitation Unit at Canton-Potsdam Hospital and the Detox Service at Gouverneur Hospital. Emily is a licensed mental health counselor, credentialed alcoholism and substance abuse counselor, and reiki master practitioner. She provides online counseling services throughout the country on the Talkspace platform and is also a practitioner at Grasse River Wellness in Canton offering mental health counseling and reiki services for the Canton community. Emily has been an active member of the St. Lawrence County Substance Abuse Subcommittee and is a member of The Care Team for the hospital system, offering critical incident stress debriefing services to staff and community members. Emily has specialized in fostering a trauma-informed treatment approach with her clients, focusing on the development of personal safety, choice, collaboration, trustworthiness and empowerment. As a Canton resident and mother of two, she's passionate about partnering with her neighbors to create a safe, supportive, and socially just community for all.

*Alan Mulkin*, Chief of University Police, SUNY Canton Chaplain

Alan Mulkin currently serves as the Chief of Police of the New York State University Police at SUNY Canton. He served as the Chief of Police for the Village of Canton Police Department until his retirement in 2013. He has served on the Board of Directors for Renewal House since 2002 and as President since 2016. He is an Instructor for Domestic Violence and Fair and Impartial Policing at the David Sullivan St. Lawrence County Law Enforcement Academy. Chief Mulkin holds an M.S. in Educational Leadership from St. Lawrence University, a B.A., Industrial Labor Relations from SUNY Potsdam, and is a graduate of the FBI National Academy in Quantico, VA.

*Tricia Pethic*, Founder & Director, Muslim Prisoner Project

Tricia Pethic is a community chaplain and founder and director of the nonprofit prison ministry, Muslim Prisoner Project which provides updated and informed religious

literature to Muslim inmates, as well as gifts to their children on Islamic holidays. She obtained her Master's degree in Near Eastern Studies from the University of Arizona, and her Masters in Divinity from Hartford Seminary. In her previous roles in prisons and hospitals she provided a compassionate presence to inmates and correctional staff of all faiths, as well as organ donor families in hospitals across Western NY. Chaplain Pethic has relocated back to this area where her ancestors first settled in the mid 1850's.

*Dr. Eileen Raymond*, Professor of Special Education, SUNY Potsdam (retired)

Dr. Eileen Raymond moved to St Lawrence County in 1992 to teach at SUNY Potsdam, preparing special educators for our local schools. Her career has focused on persons with disabilities, teaching for 10 years in public schools and in university teacher education programs for 26 years. Upon retirement, she was a Fulbright Scholar at Nelson Mandela University in South Africa in 2009-2010, working on inclusive education and barriers to learning. As a longtime member of the League of Women Voters, she has worked on a variety of voter education and citizen advocacy projects. In 2019, she was elected to the Canton Central School Board. In 2019, she chaired the Social Justice Initiative conference (Justice for All: Community Conversations on Crime and Imprisonment in the North Country) at the Unitarian Universalist Church.

*Lynn Snow*, Assistant, SUNY Canton Chapter of United University Professions

Ms. Snow earned her B.A. in Sociology from SUNY Plattsburgh and worked the next 29 years doing social work and case management. She is currently working as an assistant for the SUNY Canton Chapter of United University Professions. Being raised to value the importance of community service, Lynn took her youth Girl Scouting experience, and moved over to Cub and Boy Scouts with her sons and continues to serve on Boy Scout Troop 27 committee. With the exception of a few years, Lynn has been a lifelong resident of Canton. She and her husband Ed have raised two sons here, supported their school activities and will continue supporting residents of the North Country through work and volunteerism.

Public Safety Committee Conveners

*Michael Dalton*, Mayor, Village of Canton

Michael Dalton is currently serving as Mayor of the Village of Canton. He was first elected to the office in 2015, after having served as Trustee and Deputy Mayor. Michael retired from Verizon in 2015 after 37 years in the telecommunications industry. His education includes degrees in Forestry and Telecommunications Technology. In addition, Michael has a background in Emergency Management, and has served in the Canton Fire Department and Rescue Squad since 1991. Since making the Village of Canton his home in 1985, Michael has made service to the community his primary focus, working to help the Village stay a great place to live and raise a family. His goal is to help the Village be as welcoming to others as it was to him.

*Elizabeth Bullock Larrabee*, Trustee, Village of Canton (Co-Facilitator)

Appointed as a Canton Village Trustee in August 2014, Beth Larrabee continues her work as an elected village board member in her second term serving on the Public Safety, Recreation, Golf, and Tree Committees. Ms. Larrabee earned her B.A. in Government and M.Ed. in Human Development and Counseling from St. Lawrence

University. Currently she is an Associate Director for the Center of Career Excellence at her alma mater, with professional experience in both college admissions and pre-k-12 guidance counseling. As a founding member of a local non-profit, the Women's Leadership Initiative, she has co-chaired the Student Leadership Conference Committee. She and her family have also hosted 7 international students since 2009. Beth is community-minded, loves raising her five daughters with her husband in her hometown, and is dedicated to women's empowerment, education, and leadership.

*James Santimaw*, Chief of Police, Village of Canton

Chief Santimaw attended SUNY Canton and graduated with degrees in Business Management and Criminal Justice. He attended the David Sullivan Law Enforcement Police Academy at SUNY Canton and was hired as a police officer at the Canton Village Police Department in 1998. Jim is a winner of the New York State MADD (Mother's Against Drunk Driving) Award, served as the Canton Police Department's New York State Accreditation Manager, and has taught as a certified trainer at the Police Academy at SUNY Canton for 20 years. In 2003, he was promoted to the rank of Sergeant, and in 2016 he was promoted to the rank of Chief of Police. Jim is a lifelong resident of the area and resides locally with his wife and young adult children.

*Dr. Anna Sorensen*, Trustee, Village of Canton (Co-Facilitator)

Anna Sorensen is serving her first term on the Village of Canton Board of Trustees. She is currently a member of the Public Safety, Economic Development, and Communications & Technology Committees. Dr. Sorensen earned her Ph.D. in Sociology from the University of California, Santa Barbara in 2015 and is an Assistant Professor at SUNY Potsdam, where she teaches in the Sociology and Criminal Justice Studies Department. She lives in the Village of Canton with her wife and family.

Ex-Officio

*Gerald Ducharme*, Attorney, Village of Canton

Gerald Ducharme has served as Attorney for the Village of Canton since December 1990. He is a partner with Conboy, McKay, Bachman & Kendall, LLP. He received his law degree from Albany Law School in May 1980 and was admitted to the New York State bar in January 1981. He has been a resident of Canton since October 1980.

- c. **Reimaging Recreation Update-** Trustee Pynchon gave an update that the Recreation Committee with the help from the Advisory Group have come up with basic recommendations and framework that have been posted and shared to the media and posted on the Website. A Community Forum will be held on Monday, March 22 at 7pm virtually. She stated that they are hoping to receive feedback and input. She stated that the recommendations from the Recreation Committee will be specific recommendations about staffing.

Trustee Sorensen asked if the staffing recommendations will be available prior to the budget discussions? Trustee Pynchon said that they will need to be part of the discussion.

- d. **Zoning Revision Update-** Attorney Ducharme informed the Board that Monica is working on the Zoning Revision and is hoping to have a report to the Board. Monica is taking a closer look at battery storage and solar due to the Moratorium.
- e. **Discuss Code Enforcement Position-** Tabled for Executive Session
- f. **Community Solar-** Trustee Proemm read the following from the proposed Local Law “By establishing a CCA Program, it is the Village’s goal to provide Participating Customers with the potential to lower and stabilize their energy costs, to spur local clean energy innovation and investment, to reduce environmental impact, and to help achieve New York State’s goals set forth in the Reforming the Energy Vision initiative (“REV”) and the Climate Leadership and Community Protection Act; thereby fulfilling the purposes of this Chapter and fulfilling a public purpose.”

After further Board discussion a Public Hearing is set for April 21, 2021 at 6:20pm.

- g. **Tallman Property Subdivision Resolution-** Trustee Sorensen made a motion to approve the Tallman Property Subdivision Resolution. Trustee Proemm seconded the motion. All voted in favor. Motion carried.

**RESOLUTION**

*WHEREAS*, the Canton Village Board of Trustees, which has authority to approve subdivision applications pursuant to Chapter 280 of the Canton Village Code, received an application for the proposed subdivision of property located on Tallman Road in the Village of Canton (*Tax Map #88.058-4-31*). The property is located in the R-2 zone, and is described as Subdivision Lot #21 (*Instrument #2016-13022 and Instrument #2021-0004*), comprising approximately 1.93 acres of land. The proposal is to divide the property in half; and

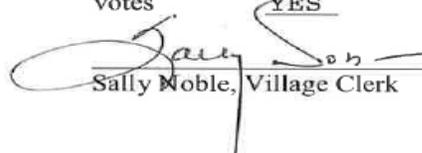
*WHEREAS*, held a duly noticed public hearing at 6:00pm on February 17, 2021 and received no public comment. The Board of Trustees thereafter considered the application at its regularly scheduled meeting on February 17, 2021, during which it further considered the proposed subdivision and *SEQRA* review. The Board issued a negative declaration, determining that the proposed action will not result in any significant adverse environmental impacts, and approved the subdivision. The proposal has also been considered by the County Planning Board;

*NOW, THEREFORE*, based upon the approval given by the Village Board of Trustees at its February 17, 2021 annual meeting, it is hereby

*RESOLVED* that the subdivision of the 1.93 acre parcel of land, described as Subdivision Lot #21 (*Instrument #2016-13022 and Instrument #2021-0004*), located on Tallman Road in the Village of Canton (*Tax Map #88.058-4-31*), is hereby approved.

Mayor Michael Dalton	votes	<u>YES</u>
Trustee Carol Pynchon	votes	<u>YES</u>
Trustee Elizabeth Larabee	votes	<u>YES</u>
Trustee Klaus Proemm	votes	<u>YES</u>
Trustee Anna Sorensen	votes	<u>YES</u>

Dated: March 17, 2021



Sally Noble, Village Clerk

**NEW BUSINESS:**

- a. **Authorize payment of vouchers & transfer of funds** – Trustee Sorensen made a motion to authorize payment of vouchers & transfer of funds for abstract # 10 of 2020-2021. Trustee Proemm seconded the motion. All voted in favor. Motion carries.

General Fund	\$103,993.55	Golf Course	\$2,039.06
Water Fund	\$20,371.68	Joint Activity	\$9,098.39
Sewer Fund	\$13,902.19		

- b. **Resolution Authorizing the Mayor to Sign Documents Related to the 2019 Forestry Grant-** Trustee Proemm made a motion authorizing the Mayor to sign Documents Related to the 2019 Forestry Grant. Trustee Larrabee seconded the motion. All voted in favor. Motion carries.

**RESOLUTION BY THE VILLAGE OF CANTON  
GIVING AUTHORIZATION TO SIGN DOCUMENTS RELATED TO  
THE 2019 URBAN AND COMMUNITY FORESTRY GRANT  
THROUGH THE NYS DEPARTMENT OF ENVIRONMENTAL CONSERVATION**

**WHEREAS**, the Village of Canton in 2019 applied for, and received an award from, the NYS Department of Environmental Conservation in the amount of \$14,000.00 through the Urban and Community Forestry grant program (DEC UCF); and

**WHEREAS**, the award will offer funding to create a forest management plan for the Village of Canton; and

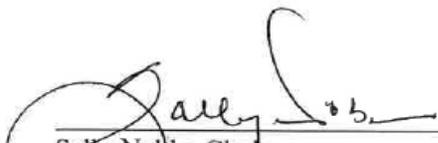
**WHEREAS**, the funding will contribute to ongoing community forestry efforts in the Village; and

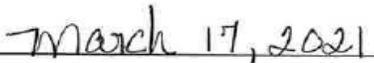
**WHEREAS**, the Tree Committee will assist with the development of the plan; and

**WHEREAS**, the Office of Economic Development is providing necessary administrative services for the duration of the project;

**NOW THEREFORE BE IT RESOLVED** that Mayor Michael E. Dalton, or his successor, and staff are hereby designated, authorized, empowered and directed to execute and deliver any and all applications, agreements and other documents required to effect the above referenced DEC UCF grant.

I, Sally Noble, do hereby certify that this resolution was passed at a meeting of the Village of Canton Board of Trustees held on March 17, 2021 and is incorporated in the original minutes of said meeting, and that said resolution has not been altered, amended or revoked and is in full force and effect.

  
Sally Noble, Clerk

  
Date

- c. **Discuss Parking Passes for Farmers Market Vendors-** Mayor Dalton informed the Board that he had a request for parking passes for the Farmer Market vendors, to make it easier for them to operate and less confusion.

Chief Santimaw stated that he spoke with Lizzie Parson the former Manager of the Farmers Market, regarding frustrations when the Officers would get called for parking complaints and occasionally the Officer will see the other violations and sometimes it is a vendor. He stated that occasionally a vendor would unload their vehicle and then leave it there for an extended period of time with no money in the meter. Lizzie expressed concern trying to find a location for the vendors to park and a way to help identify who is a vendor. He stated that the new Farmers Market Manager Sonja Jensen has expressed the desire to find an easier way to identify the vendors. He stated that they want to support the Farmers Market and it is an important part of our summer.

Sonja Jensen stated that Lizzie filled her in that a few times vendors were ticketed for parking and not paying the meter while they were unloading or packing up. She stated that they wanted to give the vendors an official warning that they are allowed to park in the surrounding spots while unloading and reloading and at any other times they are expected to

park in one of the public lots or at the bank parking lot in the back. She suggested having a permit that would allow the vendor to unload and reload without concerns.

Mayor Dalton welcomed Sonja Jensen as the new Farmers Market Manager.

After further Board discussion the Board agreed that the Parking Permits will be issued for the vendors at no cost.

Sonja Jensen brought up the issue of the trash removal. Superintendent Miller stated that he has been made aware of the issue and it will be attended to more frequently.

- d. Discuss Public Employer Health Emergency Health Plan** – Mayor Dalton stated that the Board and the three Unions have signed off on the Public Employer Health Emergency Health Plan that is to be submitted to New York State by April 1, 2021. New York State has required all municipalities and School Districts to create a Emergency Health Plan to be reviewed annually to be ready for the next pandemic.

Trustee Sorensen made a motion to approve the Public Employer Health Emergency Health Plan. Trustee Proemm seconded the motion. All voted in favor. Motion carries.

- e. Discuss SLIC Systems Valuation-** Discussed under Assessor's Report.
- f. DPW Contract Update-** Mayor Dalton informed the Board that he had a conversation with the Union President, they have discussed and worked out details which have been sent to the Labor Attorney and to CSEA.
- g. Set 2021-2022 Budget Calendar-** Budget Meetings were set for March 30, 2021 at 6:00pm and April 14, 2021 at 6:30pm.
- h. New York Main Street Grant Awarded for \$500,000-** Discussed under Department Head Reports.

**PUBLIC COMMENT:** None

**EXECUTIVE SESSION-** Trustee Proemm made a motion to enter into executive session at 7:34pm for a purpose as identified in Public Officers Law §105(E,T,H) €. Trustee Larrabee seconded the motion. All in favor. The motion carries.

Trustee Larrabee made a motion to come out of executive session at 9:24pm. The motion was seconded by Trustee Sorensen. All voted in favor. The motion carries.

Trustee Proemm made a motion to authorize Mayor Dalton to move forward with contracting for accounting assistance. Trustee Larrabee seconded the motion. All in favor. Motion carries.

Trustee Pynchon made a motion to adjourn the meeting at 9:29pm. Trustee Sorensen seconded the motion All voted in favor. The motion carries.

Respectfully submitted,

Cara Adams  
Deputy Clerk