

**From:** [Christopher Williams](#)  
**To:** [Kuklewicz, Rich](#); "[StevenE - Montague Town Administrator](#)"  
**Subject:** Mass Chiefs Response to 8 Can't Wait  
**Date:** Friday, June 12, 2020 8:23:34 AM

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Just FYI

With respect to the 8 policies that departments should adopt, below is how each is addressed in Massachusetts:

1. Ban chokeholds & strangleholds - These techniques are not part of the defensive tactics curriculum as instructed by the MPTC.
2. Require de-escalation - Officers are required to learn de-escalation during the MPTC recruit academy training program, and further, are required to undergo additional de-escalation training during the annual in-service training programs as required by the MPTC.
3. Require warning before shooting - Consistent with the standards set forth in *Graham v. Connor* and *Tennessee v. Garner*, officers may only use that level of force that is objectively reasonable based upon the totality of circumstances. Officers will always attempt to use the lowest level of force in order to effectuate the lawful objective and will attempt to warn individuals prior to using any level of force, provided that they have the time and opportunity to do so. There may be, however, some very limited instances, where it is impossible for officers to provide a warning prior to using force, such as when doing so is necessary in order to preserve human life.
4. Requires exhaust all alternatives before shooting - Same as above.
5. Duty to intervene - All officers are trained and required to intervene when they recognize that any other officer or supervisor, of any rank, is acting contrary to the law or policy. Departments should consider including the following language in their Use of Force policy: All officers of the Police Department should be aware of their personal responsibility during a use of force encounter. Officers shall have an affirmative duty to intervene should they observe a situation in which they perceive more than the necessary use of force is being deployed by a fellow officer.
6. Ban shooting at moving vehicles - Officers are not permitted to shoot at a moving vehicle, except in the very limited circumstance where, consistent with the standard set forth in *Graham v. Connor* and *Tennessee v. Garner*, doing so is required to defend themselves or another when the occupants of the vehicle are employing deadly force, which the officer reasonably perceives as an immediate threat of death or serious physical injury to themselves or another (including situations where the vehicle itself is being used as a deadly weapon and the officer is unable to escape the path of travel), and the officer reasonably believes that they will not endanger innocent persons. It is imperative that officers not position themselves in such a way as to create a likelihood of being struck by an occupied vehicle.
7. Require use of force continuum - Officers are all trained to use only that level of force objectively reasonable based upon the totality of the circumstances.
8. Require comprehensive reporting - Offices are required to complete a use of force report for each instance where force is used.

Montague Chief of Police  
Christopher P. Williams  
180 Turnpike Road  
Turners Falls, MA 01376  
413-863-8911 ex. 203  
413-834-7215

# Montague Police Department

CHIEF CHRISTOPHER P. WILLIAMS





# Position statement

At all times the Montague Police Department regards police brutality, violence, racism and the injury or death of a black person (or any person) while in police presence or custody as wholly unacceptable.

The MPD strives, at all times to treat everyone with dignity, respect, and empathy during day to day operations and service to our community. The MPD is firmly resolved in our commitment to those we are sworn to protect and serve in our community. We accomplish this through a culture of respect to all, rigorous training and accountability.

-Chief Christopher P. Williams



# Policy discussion

- ▶ The tragic events that have taken place in other parts of our nation do not reflect the culture or practice of the MPD.
- ▶ The MPD Use of Force Policy is representative of current best practices and guides our officers to ensure that any force used is appropriate for the circumstance, and all force is used only when absolutely necessary.
- ▶ Use of force is guided by the “Use of Force Model”, a continuum developed by Dr. Franklin Graves and Professor Gregory Connor, and is held nationally as the accepted best practice in guiding interactions in which police officers are required to use force.
- ▶ MPD policy requires mandatory reporting of every use of force. Required in each report is the type of force used, the subject’s age/gender/race/ethnicity, the officer involved, and whether injuries resulted. The department maintains this data and continuously monitors it for any causes for concern or signs of disparity.
- ▶ All training regarding the use of force is reviewed annually, and is in compliance with all standards set forth by the governing body of police training in Massachusetts.
- ▶ Chokeholds or the intentional obstruction of a persons airway are NOT techniques or practices utilized by Montague Police Officers.



# Foundational Training of all Officers

- ▶ Every Full-Time officer has attended Police Recruit Academy.
  - ▶ This program is an intensive 800 hour of diverse training.
  - ▶ Dozens of topics are covered, including:
    - Loyalty to Profession & Community
    - Bias & Sexual Harassment
    - Ethical Decision Making
    - Procedural Justice
    - Problem Solving
    - Diversity
    - Proper Use of Force
    - Fair & Impartial Policing



# Additional training for all officers

- ▶ Montague does not stop at basic training provided through the Police Recruit Academy. The state of Massachusetts mandates 40 hours per year of police in service training, which is among the highest in the nation.
- ▶ All MPD officers attend this minimum of in-service training per year. Every MPD officer receives additional training. This includes sessions such as: Legal updates, Mental Health Awareness, Dynamics of Addiction, Extremism Awareness, Interactions with Youth, and Mental Health First Aid.
- ▶ Leadership has attended Cultural Bias/Diversity training and are in process of advanced training through the FBI Leadership Institute. Consisting of three distinct 28 hour sessions of Supervisor, Command, and Executive Leadership. All of our Sergeants have completed the Supervisor Training and full completion of this program is an on going goal.
- ▶ Several officers have received additional 40 hour training funded by the Department of Mental Health dealing with Critical Incident Training.
- ▶ De-escalation is a core component of almost all police training attended by Montague Officers, and every effort is always made to avoid force through empathetic communication and fair treatment.
- ▶ Training and awareness are cornerstones of our departmental growth. WE are here to serve the community and we take that monumental responsibility seriously.

# Arrest/Charged Statistics

Last 3.5 years

January 1, 2017 – June 6, 2020

<b>Arrests/Charged – (1230 Total)</b>			
		Male	Female
White	1100	700	400
Black	121	93	28
Asian	7	4	3
Pacific Island	2	2	0

<b>Injury Statistics</b>	
Minor Injuries	2
Major Injuries	0
Deaths	0

<b>Use of Force Statistics</b>			
		Male	Female
		46	17
White	57		
Black	6		

<b>Types of Force Used</b>	
Total Incidents	63
Compliance Techniques	38
Defensive Tactics	5
OC "Pepper Spray"	9
Taser Display (No Use)	7
Taser Drive-Stun	2
Taser Deployment	1
K-9 Apprehension	1



# Traffic Citation statistics

Last 5 years

January 1, 2015 – June 6, 2020

<b>Race</b>	<b>Traffic Citations</b>
White	3142
Black	109
Asian	24
Indian	1
Other/Unknown	430
Total	3706

<b>Gender</b>	<b>Traffic Citations</b>
Male	1976
Female	1730
Total	3706

# Final Thoughts from the Chief -

The Montague Police Department remains committed to building trust, legitimacy, and transparency with our community and beyond. We will continue to strive for improvement, constantly reviewing our policies and practices to ensure we are at the forefront of the best practices in policing, and remaining vigilant in our oversight, training, and community engagement.

We are deeply thankful for the strong, positive relationships we have with our community, and will strive to perpetually enrich them, no matter how uncomfortable or difficult the narrative may be for us. **We look forward to important conversations to come.**

- Chief Christopher P. Williams



# Thank You



## 2017 MPD Arrest Breakdown by Residency

<u>City/Town</u>	<u>Total</u>	<u>Wht</u>	<u>Blk</u>	<u>Asian</u>
AGAWAM	1	1	0	0
AMHERST	4	2	2	0
ARLINGTON	1	1	0	0
ATHOL	1	1	0	0
BALDWINVILLE	1	1	0	0
BERNARDSTON	4	4	0	0
CHARLEMONT	1	1	0	0
COLRAIN	1	1	0	0
CUMMINGTON	1	1	0	0
ERVING	5	5	0	0
ESCONDIDO	1	1	0	0
FITCHBURG	1	1	0	0
FLORENCE	1	1	0	0
GILL	7	6	1	0
GREENFIELD	37	33	4	0
HARLEM	2	0	2	0
HATFIELD	1	1	0	0
HOMELESS	1	1	0	0
LAKE PLEASANT	5	5	0	0
LUDLOW	1	1	0	0
MILLERS FALLS	15	14	1	0
MONTAGUE	8	8	0	0
MONTAGUE CENTER	20	20	0	0
NORTHFIELD	2	2	0	0
ORANGE	3	3	0	0
OSSIPEE	1	1	0	0
PLAINFIELD	1	1	0	0
RUTLAND	1	1	0	0
SHELBURNE	2	2	0	0
SOUTH DEERFIELD	2	2	0	0
SPRINGFIELD	4	3	1	0
TURNERS FALLS	186	169	14	3
UNKNOWN	12	11	1	0
VERNON	1	1	0	0
WALTHAM	1	1	0	0
WHATELY	1	1	0	0
WORCESTER	1	1	0	0
<b>TOTALS</b>	<b>330</b>	<b>301</b>	<b>26</b>	<b>3</b>

<b>Resident Arrests</b>			
		<i>% of Resident Arrests</i>	<i>% of Total Arrests</i>
White	216	92.31%	65.45%
Black	15	6.41%	4.55%
Pacific Isl	0	0.00%	0.00%
Native Amer	0	0.00%	0.00%
Asian	3	1.28%	0.91%
Total	234	100.00%	70.91%

<b>Non Resident Arrests</b>			
		<i>% of Non Resident Arrests</i>	<i>% of Total Arrests</i>
White	85	88.54%	25.76%
Black	11	11.46%	3.33%
Pacific Isl	0	0.00%	0.00%
Native Amer	0	0.00%	0.00%
Asian	0	0.00%	0.00%
Total	96	100.00%	29.09%



## 2018 MPD Arrest Breakdown by Residency

<u>City/Town</u>	<u>Total</u>	<u>Wht</u>	<u>Blk</u>	<u>Asian</u>
AMHERST	2	2	0	0
ATHOL	1	1	0	0
BOSTON	1	0	0	1
BUCKLAND	1	1	0	0
CAMBRIDGE	1	1	0	0
COLRAIN	5	5	0	0
CONWAY	2	2	0	0
DEERFIELD	4	4	0	0
DORCHESTER	2	2	0	0
EASTHAMPTON	3	1	2	0
ERVING	9	9	0	0
FLORENCE	2	2	0	0
GILL	4	4	0	0
GRANBY	1	1	0	0
GREENFIELD	45	40	5	0
HAMPTON	1	1	0	0
HATFIELD	2	2	0	0
HAWLEY	1	1	0	0
HAYDENVILLE	1	0	1	0
HOMELESS	3	3	0	0
HUNTINGTON	1	1	0	0
INDIAN ORCHARD	2	0	0	2
LAKE PLEASANT	7	7	0	0
MILLERS FALLS	13	13	0	0
MONTAGUE	3	3	0	0
MONTAGUE CENTER	31	29	2	0
NEW SALEM	2	2	0	0
NORTH ADAMS	1	1	0	0
NORTHAMPTON	2	1	1	0
NORTHFIELD	3	3	0	0
ORANGE	9	8	1	0
SHELBURNE FALLS	1	1	0	0
SHUTESBURY	2	2	0	0
SPRINGFIELD	10	1	9	0
SUNDERLAND	3	3	0	0
SUTTON	1	1	0	0
TURNERS FALLS	222	196	24	2
UNKNOWN	13	12	1	0
W HAWLEY	1	1	0	0
WILMINGTON	1	1	0	0
WINCHESTER	1	1	0	0

### Resident Arrests

		<i>% of Resident Arrests</i>	<i>% of Total Arrests</i>
White	248	89.86%	59.05%
Black	26	9.42%	6.19%
Pacific Isl	0	0.00%	0.00%
Native Amer	0	0.00%	0.00%
Asian	2	0.72%	0.48%
Total	276	100.00%	65.71%

### Non Resident Arrests

		<i>% of Non Resident Arrests</i>	<i>% of Total Arrests</i>
White	121	84.03%	28.81%
Black	20	13.89%	4.76%
Pacific Isl	0	0.00%	0.00%
Native Amer	0	0.00%	0.00%
Asian	3	2.08%	0.71%
Total	144	100.00%	34.29%

TOTALS

420 369 46 5



## 2019 MPD Arrest Breakdown by Residency

<u>City/Town</u>	<u>Total</u>	<u>Wht</u>	<u>Blk</u>	<u>Pac Is</u>
BELCHERTOWN	1	1	0	0
BERNARDSTON	5	5	0	0
CHARLEMONT	1	1	0	0
CHICOPEE	3	3	0	0
COLRAIN	2	2	0	0
CONWAY	1	1	0	0
COVENTRY	1	1	0	0
DEERFIELD	1	1	0	0
EASTHAMPTON	1	1	0	0
ERVING	1	1	0	0
FITCHBURG	2	2	0	0
FLORENCE	2	2	0	0
GILL	6	3	3	0
GRANBY	1	1	0	0
GREENFIELD	50	45	5	0
HADLEY	2	2	0	0
HINSDALE	1	1	0	0
HOLYOKE	2	2	0	0
KEENE	1	1	0	0
LAKE PLEASANT	9	9	0	0
LEVERETT	3	3	0	0
MILLERS FALLS	14	14	0	0
MONTAGUE	22	22	0	0
MONTAGUE CENTEF	26	23	1	2
NORTHAMPTON	1	1	0	0
ORANGE	4	4	0	0
OXFORD	1	1	0	0
PORT ST LUCIE	1	1	0	0
S DEERFIELD	2	2	0	0
SCOTTSVILLE	1	1	0	0
SHELBURNE FALLS	1	1	0	0
SOMERVILLE	1	1	0	0
SPRINGFIELD	8	2	6	0
SUNDERLAND	1	1	0	0
TURNERS FALLS	193	170	23	0
UNKNOWN	3	3	0	0
W SPRINGFIELD	1	0	1	0
WENDELL	1	1	0	0
WHATELY	1	1	0	0
WILBRAHAM	1	1	0	0
WINDSOR LOCKS	1	1	0	0
<b>TOTALS</b>	<b>380</b>	<b>339</b>	<b>39</b>	<b>2</b>

<b>Resident Arrests</b>			
		<i>% of Resident Arrests</i>	<i>% of Total Arrests</i>
White	238	92.25%	62.63%
Black	24	9.30%	6.32%
Pacific Isl	2	0.78%	0.53%
Native Amer	0	0.00%	0.00%
Asian	0	0.00%	0.00%
Total	258	100.00%	67.89%

<b>Non Resident Arrests</b>			
		<i>% of Non Resident Arrests</i>	<i>% of Total Arrests</i>
White	101	82.79%	26.58%
Black	15	12.30%	3.95%
Pacific Isl	0	0.00%	0.00%
Native Amer	0	0.00%	0.00%
Asian	0	0.00%	0.00%
Total	122	100.00%	32.11%

## 2020 MPD Arrest Breakdown by Residency

<u>City/Town</u>	<u>Total</u>	<u>Wht</u>	<u>Blk</u>	<u>Pac Isl</u>
AMHERST	2	1	1	0
BELCHERTOWN	2	2	0	0
BUCKLAND	2	2	0	0
CHICOPEE	2	2	0	0
CLINTON	1	1	0	0
COLRAIN	1	1	0	0
DOVER	1	1	0	0
ERVING	1	1	0	0
GREENFIELD	12	12	0	0
HOLYOKE	2	1	1	0
LAKE PLEASANT	4	4	0	0
LEVERETT	3	3	0	0
LEYDEN	1	1	0	0
MILLERS FALLS	12	12	0	0
MONTAGUE	5	5	0	0
MONTAGUE CENTER	12	10	0	2
NANTUCKET	1	1	0	0
NORTHFIELD	2	2	0	0
ORANGE	1	1	0	0
PUTNEY	1	1	0	0
SHELBURNE	1	1	0	0
SPRINGFIELD	3	1	2	0
SUNDERLAND	2	1	1	0
TURNERS FALLS	72	67	5	0
UNKNOWN	1	1	0	0
VERNON	2	2	0	0
WENDELL	2	2	0	0
WHATELY	1	1	0	0
<b>TOTALS</b>	<b>152</b>	<b>140</b>	<b>10</b>	<b>2</b>

<b>Resident Arrests</b>			
		<i>% of Resident Arrests</i>	<i>% of Total Arrests</i>
White	98	93.33%	64.47%
Black	5	4.76%	3.29%
Pacific Isl	2	1.90%	1.32%
Native Amer	0	0.00%	0.00%
Asian	0	0.00%	0.00%
Total	105	100.00%	69.08%

<b>Non Resident Arrests</b>			
		<i>% of Non Resident Arrests</i>	<i>% of Total Arrests</i>
White	42	89.36%	27.63%
Black	5	10.64%	3.29%
Pacific Isl	0	0.00%	0.00%
Native Amer	0	0.00%	0.00%
Asian	0	0.00%	0.00%
Total	47	100.00%	30.92%



## Traffic Citation Data 2015 - 2020

*\*as of 8/1/2020*

<b>White</b>	<b>3182</b>	<b>84.61%</b>
Male	1682	44.72%
Female	1500	39.88%
<b>Black</b>	<b>110</b>	<b>2.92%</b>
Male	85	2.26%
Female	25	0.66%
<b>Asian</b>	<b>24</b>	<b>0.64%</b>
Male	9	0.24%
Female	15	0.40%
<b>Indian</b>	<b>1</b>	<b>0.03%</b>
Male	0	0.00%
Female	1	0.03%
<b>Unknown</b>	<b>444</b>	<b>11.81%</b>
Male	225	5.98%
Female	219	5.82%

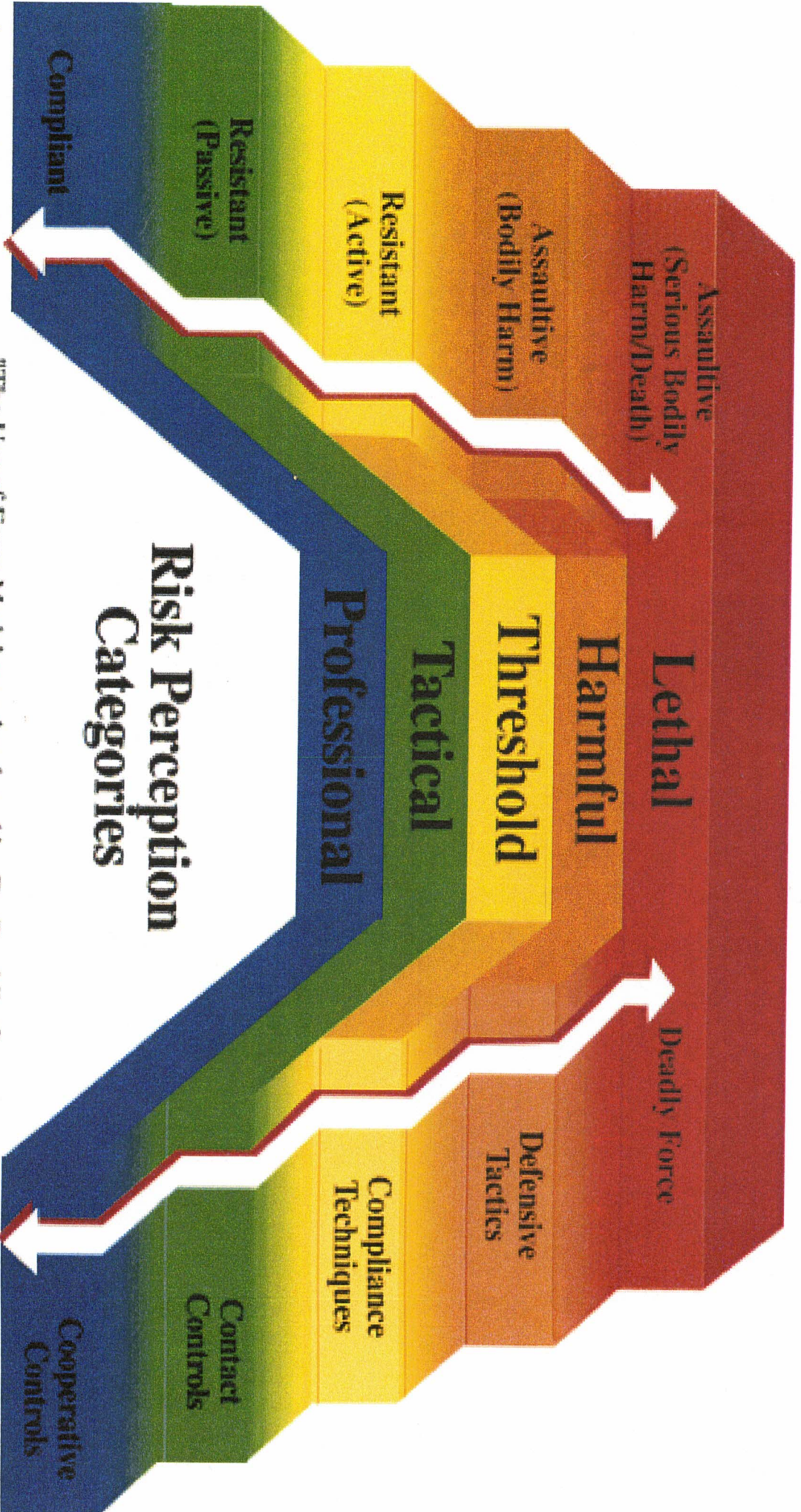
<b>Total</b>	<b>3761</b>	<b>100.00%</b>
Male	2001	53.20%
Female	1760	46.80%

## MPD Arrest Data by Race and Gender

	<u>Total</u>		<u>2020</u> <small>*As of 8/1/2020</small>		<u>2019</u>		<u>2018</u>		<u>2017</u>	
<b>Asian</b>	<b>8</b>	<b>0.65%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>5</b>	<b>1.19%</b>	<b>3</b>	<b>0.91%</b>
Male	5	0.4%	0	0.0%	0	0.0%	2	0.5%	3	0.9%
Female	3	0.2%	0	0.0%	0	0.0%	3	0.7%	0	0.0%
<b>Black</b>	<b>121</b>	<b>9.79%</b>	<b>10</b>	<b>9.43%</b>	<b>39</b>	<b>10.26%</b>	<b>46</b>	<b>10.95%</b>	<b>26</b>	<b>7.88%</b>
Male	93	7.5%	3	2.8%	28	7.4%	38	9.0%	24	7.3%
Female	28	2.3%	7	6.6%	11	2.9%	8	1.9%	2	0.6%
<b>Nat Amer</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Pac Isl</b>	<b>4</b>	<b>0.32%</b>	<b>2</b>	<b>1.89%</b>	<b>2</b>	<b>0.53%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Male	4	0.3%	2	1.9%	2	0.5%	0	0.0%	0	0.0%
Female	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>White</b>	<b>1106</b>	<b>89.24%</b>	<b>94</b>	<b>88.68%</b>	<b>339</b>	<b>89.21%</b>	<b>369</b>	<b>87.86%</b>	<b>301</b>	<b>91.21%</b>
Male	705	56.9%	63	59.4%	223	58.7%	220	52.4%	197	59.7%
Female	401	32.4%	31	29.2%	116	30.5%	149	35.5%	104	31.5%
<b>Total</b>	<b>1239</b>	<b>100.0%</b>	<b>106</b>	<b>100.0%</b>	<b>380</b>	<b>100.0%</b>	<b>420</b>	<b>100.0%</b>	<b>330</b>	<b>100.0%</b>



# USE OF FORCE MODEL



**Subject Action Categories**

"The Use of Force Model was developed by Dr. Franklin Graves, Federal Law Enforcement Training Center, and Professor Gregory J. Connor, University of Illinois Police Training Institute. Copyright 1997, G. Connor. All right reserved. Used by permission."

**Officer Response Categories**



## Montague Police Department Uses of Force

	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020*</u>	<i>*as of 6/8</i>	<u>OJ</u>	<u>Grand Total</u>
<b><u>Total Reportable Uses of Force</u></b>	11	26	16	8		2	63

### Shift

7a-3p	2	5	3	4		1	15
3p-11p	5	15	8	1		1	30
11p-7a	4	6	5	3		0	18

### Village

Turners Falls	9	20	13	6			48
Millers Falls	0	2	2	1			5
Montague City	0	1	0	0			1
Montague Center	1	1	0	0			2
Lake Pleasant	0	0	0	0			0
In Custody	1	2	1	1			5

### Race

American Indian/Alaska Native	0	0	0	0		0	0
Pacific Islander	0	0	0	0		0	0
Asian	0	0	0	0		0	0
Black	1	3	1	1		0	6
White	10	23	15	7		2	57

### Ethnicity

Hispanic	1	5	0	0		0	6
Non Hispanic	10	21	16	8		2	57

### Gender

Male	9	16	12	7		2	46
Female	2	10	4	1		0	17
Transgener	0	0	0	0		0	0
Unidentified	0	0	0	0		0	0

### Age

17 and Under	0	3	3	0		0	6
18 - 24	1	4	5	2		1	13
25 - 29	1	3	1	0		0	5
30 - 39	5	8	3	5		0	21
40 - 49	0	4	2	0		0	6
50 - 59	2	1	1	0		1	5
60 and Over	2	3	1	1		0	7



### Force Used

Compliance Techniques	8	17	9	4	0	38
Defensive Tactics	1	1	2	1	0	5
OC Spray	1	4	2	2	0	9
Pepperball	0	0	0	0	0	0
Baton	0	0	0	0	0	0
TASER Display	0	4	2	0	1	7
TASER Drive Stun	1	0	1	0	0	2
TASER Deployment	0	0	0	1	0	1
K9 Apprehension	0	0	0	0	1	1
Firearm	0	0	0	0	0	0

### Injuries

None	11	26	16	7	1	61
Claimed	0	0	0	0	0	0
Minor	0	0	0	1	1	2
Major	0	0	0	0	0	0
Death	0	0	0	0	0	0

### Nature of Event

Disturbance	2	5	2	3	0	12
Domestic	3	2	3	3	0	11
Mental Health	4	10	2	2	1	19
Protective Custody	1	3	1	0	0	5
Noncompliant Detainee	0	0	0	0	1	1
Noncompliant Prisoner	0	2	1	0	0	3
Motor Vehicle	0	1	2	0	0	3
Property Crime	0	0	0	0	0	0
Violent Crime	0	0	0	0	0	0
Resisting Arrest	0	0	4	0	0	4
Warrant	1	3	1	0	0	5
Other	0	0	0	0	0	0