

**JOINT SELECTBOARD and BOARD OF HEALTH  
Police Advisory Community Engagement  
and  
Equity and Use of Force Committees  
MEETING NOTICE**

**Due to COVID-19 Public Participation will be by:**

**Join Zoom Meeting:** <https://us02web.zoom.us/j/85308481255>

**Meeting ID:** 853 0848 1255      **Password:** 005668

**Dial into meeting:** +1 646 558 8656 or +1 312 626 6799 or +1 301 715 8592

**Monday, May 10, 2021**

Topics may start earlier than specified, unless there is a hearing scheduled

**Meeting Being Taped**

**Votes May Be Taken**

1. 6:30 PM      Selectboard Chair opens the meeting, including announcing that the meeting is being recorded and roll call taken
2. 6:30              Board of Health Chair opens the meeting, roll call taken
3. 6:31              Approve Minutes:
  - Joint Selectboard and Board of Health Meeting: May 3, 2021
4. 6:32              Public Comment Period: Individuals will be limited to two (2) minutes each and the Selectboard will strictly adhere to time allotted for public comment
5. 6:35              Personnel Board
  - Appoint Patricia Holloway, WPCF Administrative Assistant, NAGE Grade B, Step 3, 20 hrs/wk, effective 5/17/21
  - Appoint Charlene Langenback, Assistant Treasurer/Collector, NAGE Grade D, Step 6, 35 hrs/wk, effective 5/15/21
6. 6:40              Deb Bourbeau, Town Clerk
  - June 22, 2021 Town Election Warrant – To approve and execute, as attached
7. 6:45              COVID-19 Updates and Action Items
  - Update on Montague COVID case counts
  - Review of Updated State Guidance or Orders
  - Update on Vaccine Clinics
8. 6:55              Linda Hickman, Library Director
  - Request opening Montague Center Library from 1 day to 2 days a week by appointment and more fully open Millers Falls Library 2 days a week
9. 7:03              Roberta Potter, Council on Aging Director
  - Request the COA be allowed to offer fitness classes by reservation when Montague is in the State's yellow COVID risk category

**JOINT SELECTBOARD and BOARD OF HEALTH**  
**Police Advisory Community Engagement**  
**and**  
**Equity and Use of Force Committees**  
**MEETING NOTICE**  
**Monday, May 10, 2021**  
**Page 2**

10. 7:10 Walter Ramsey, Town Planner
- FY21 Complete Streets Grant: Sidewalks on Montague, Turnpike, and Keith Streets. Review design and authorize procurement services agreement with FRCOG
  - MassDOT Shared Streets and Spaces Grant opportunity. Authorize application for grant funds to make current, painted sidewalk and curb extension in vicinity of 151 Third St. permanent
11. 7:20 Police Advisory Committees
- Community Engagement Committee Chair opens meeting, roll call taken
  - Equity and Use of Force Committee Chair opens meeting, roll call taken
12. 7:25 Police Advisory Groups to share an overview of their research processes and the resulting findings and recommendations
- Brief Summary of Findings
  - Selectboard Q & A
  - Notice of Public Discussion May 17<sup>th</sup>
13. 8:05 Chris Williams, Chief of Police
- Review of new/revised police policies
13. 8:15 Town Administrator's Report
- Traffic Mitigation Strategy at 5<sup>th</sup> Street Bridge/Turners Falls Road and Canal Street
  - Notice of Redistricting Hearing
  - Topics not anticipated in 48 hour posting

**Upcoming Meetings:**

- Selectboard Meeting, **MONDAY, May 17, 2021, 6:30 PM** via Zoom
- Annual Town Meeting, **SATURDAY, MAY 22, 2021, 9:00 AM**, Franklin County Tech School, 82 Industrial Blvd., Turners Falls

**ELECTION WARRANT.  
TOWN OF MONTAGUE  
COMMONWEALTH OF MASSACHUSETTS  
June 22, 2021**

Franklin, ss.

To either of the constables of the Town of Montague in the County of Franklin,

GREETING:

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Montague qualified to vote in elections and Town affairs to meet in their respective polling places appointed and designated as follows:

Precinct No. 1, the Montague Center Precinct, the Montague Center Fire Station, 28 Old Sunderland Road, Montague Center; Precinct No. 2, the Millers Falls Precinct, the Franklin County Technical School Gym, 82 Industrial Boulevard, Turners Falls; Precinct No. 3, the upper hill section of Turners Falls, the Franklin County Technical School Gym, 82 Industrial Boulevard, Turners Falls; Precinct No. 4, the second level of Turners Falls, the Franklin County Technical School Gym, 82 Industrial Boulevard, Turners Falls; Precinct No. 5, downtown section of Turners Falls, the Senior Center, 62 Fifth Street, Turners Falls; Precinct No. 6, the South End and Montague City Precinct, the Franklin County Technical School Gym, 82 Industrial Boulevard, Turners Falls on **TUESDAY, THE TWENTY-SECOND DAY OF JUNE, 2021**, from 7:00 A.M. TO 7:00 P.M. to bring their votes on one ballot to the Election Officers for:

- One Selectboard Member, for three years
- One Moderator, for three years
- One Assessor, for three years
- One Assessor, for one year
- One Board of Health Member, for three years
- Three Public Library Trustees, for three years
- One Public Library Trustee, for two years
- One Housing Authority Member, for five years
- One Parks & Recreation Commissioner, for three years
- One Soldiers' Memorial Trustee (Non-Veteran), for three years
- One Soldiers' Memorial Trustee (Veteran), for three years
- Seven Town Meeting Members, Precinct 1, for three years
- Seven Town Meeting Members, Precinct 2, for three years
- Seven Town Meeting Members, Precinct 3, for three years
- One Town Meeting Member, Precinct 3, for two years
- Seven Town Meeting Members, Precinct 4, for three years
- Seven Town Meeting Members, Precinct 5, for three years
- One Town Meeting Member, Precinct 5, for two years
- One Town Meeting Member, Precinct 5, for one year
- Seven Town Meeting Members, Precinct 6, for three years

Hereof, fail not and make due return of this warrant with your doings thereon to the Town Clerk seven days before said election. Given under our hands this \_\_\_\_\_ Day of \_\_\_\_\_ in the Year of Our Lord Two Thousand Twenty-One.

\_\_\_\_\_  
Michael M. Nelson

\_\_\_\_\_  
Richard J. Kuklewicz

\_\_\_\_\_  
Christopher M. Boutwell

Franklin, ss     Montague, MA, \_\_\_\_\_, 2021

Pursuant to the within warrant, I have warned the inhabitants of the Town of Montague, by posting attested copies of the same in a conspicuous place in each of the Post Offices, Libraries, and the Town Hall of the Town of Montague at least seven days before said meeting as within directed.

\_\_\_\_\_  
Constable of Montague

# Town of Montague Personnel Status Change Notice New Hires

Employee # \_\_\_\_\_

Board Authorizing **Appointment**: \_\_\_\_\_ Meeting Date: \_\_\_\_\_

Authorized Signature: \_\_\_\_\_

Board Authorizing **Wages**: \_\_\_\_\_ Meeting Date: \_\_\_\_\_

Authorized Signature: \_\_\_\_\_

### General Information:

Full name of employee: <u>Patricia J. Holloway</u>	Department: <u>WPCF</u>
Title: <u>Administrative Asst.</u>	Effective date of hire: <u>5/17/2021</u>

### New Hire:

Permanent: <input checked="" type="checkbox"/> Y <input type="checkbox"/> N	If temporary, estimated length of service: _____
Hours per Week: <u>20</u>	Union: <u>NAGE</u>

### Wages:

Union: <u>NAGE</u>
Wages: Grade <u>B</u> Step <u>3</u> Wage Rate: <u>18.43</u> (annual/ hourly)
Notes:

### Copies to:

- |                  |                  |                          |
|------------------|------------------|--------------------------|
| _____ Employee   | _____ Department | _____ Board of Selectmen |
| _____ Treasurer  | _____ Accountant | _____ Retirement Board   |
| _____ Town Clerk |                  |                          |

Patricia J. Holloway  
182 Warwick Road  
Northfield, MA 01360  
(413) 498-2137  
pholloway11@gmail.com

## **Work Experience:**

### **2007-Present: Franklin County Regional Housing and Redevelopment Authority, Turners Falls Receptionist/Administrative Assistant**

- Initial contact person for phones, and in person inquiries
- Responds to verbal and e-mail correspondence
- Screens telephone calls
- Knowledge of all office equipment
- Open and sort mail
- Collect rent
- Updates brochures
- Assist all departments with research, special projects and mailings
- Notary in 2010

### **2006-2007: Genworth Financial, Greenfield Information Specialist-**

- Call center representative answering client questions relating their medical, dental, and short term disability
- Sent claim forms and brochures to the clients, data entry

### **2005-2006: Community Health Center, Turners Falls Medical and Dental Receptionist-**

- Answered and directed phone calls
- Confirmed patient appointments
- Collected co-payment at time of service
- Pulled patient charts for the day's schedule

### **1997-2005: 1<sup>st</sup> Advantage Dental, Greenfield, MA. Receptionist-**

- Initial contact person for phones, and client inquiries
- Schedule patient appointments, and confirm 2 days prior to their appointment
- Collect co-payments, and made financial arrangements for patient balance
- Assist patients regarding insurance benefits
- Patient insurance billing
- Collections
- Order office supplies
- End of night and monthly reports
- End of night bank deposit

**Computer Skills:**

Microsoft Windows XP, Outlook, Novel with Windows, Dentrex, Medical Manager, IBM word processing, Cornerstone, Win-Fam and Microsoft 365

**EDUCATION:**

Pioneer Valley Regional High School, Northfield, MA

Rental Property Management Course

Managing Patient Receivables

Achieving Extraordinary Customer Relations

Certificate in QuickBooks

5B

# Town of Montague Personnel Status Change Notice

Authorized Signature: \_\_\_\_\_

Employee # 1186

**General Information:**

Full name of employee: Charlene Langenback	Department: Treasurer/Collector
Title: Assistant Treasurer/Collector	Effective date of change: 05/15/2021

**New Hire:**

Permanent: <u>X</u> Y ___ N	If temporary, estimated length of service: _____
Hours per Week: 35	Union: <u>NAGE</u>
Pay: Grade <u>D</u> Step <u>6</u>	Wage Rate: <u>\$23.64</u> ( <del>annual</del> / hourly)
Board Authorizing: _____	Date of Meeting: _____

**Grade/Step/COLA Change:**

Union: <u>NAGE</u>	
Old Pay: Grade <u>B</u> Step <u>11</u>	Wage Rate: <u>\$22.14</u> <u>hourly</u>
New Pay: Grade <u>D</u> Step <u>6</u>	Wage Rate: <u>\$23.64</u> <u>hourly</u>
Notes:	

**Termination of Employment:**

Resignation: _____	Retirement: _____	Involuntary Termination: _____
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**Other:**

_____ Unpaid Leave of Absence	Termination Date: _____
_____ Unpaid Sick Leave	Termination Date: _____
_____ Other/Specify: _____	Termination Date: _____

Copies to:

- |                  |                  |                          |
|------------------|------------------|--------------------------|
| _____ Employee   | _____ Department | _____ Board of Selectmen |
| _____ Treasurer  | _____ Accountant | _____ Retirement Board   |
| _____ Town Clerk |                  |                          |

(6)

**ELECTION WARRANT  
TOWN OF MONTAGUE  
COMMONWEALTH OF MASSACHUSETTS  
June 22, 2021**

Franklin, ss.

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GREETING:

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Montague qualified to vote in elections and Town affairs to meet in their respective polling places appointed and designated as follows:

Precinct No. 1, the Montague Center Precinct, the Montague Center Fire Station, 28 Old Sunderland Road, Montague Center; Precinct No. 2, the Millers Falls Precinct, the Franklin County Technical School Gym, 82 Industrial Boulevard, Turners Falls; Precinct No. 3, the upper hill section of Turners Falls, the Franklin County Technical School Gym, 82 Industrial Boulevard, Turners Falls; Precinct No. 4, the second level of Turners Falls, the Franklin County Technical School Gym, 82 Industrial Boulevard, Turners Falls; Precinct No. 5, downtown section of Turners Falls, the Senior Center, 62 Fifth Street, Turners Falls; Precinct No. 6, the South End and Montague City Precinct, the Franklin County Technical School Gym, 82 Industrial Boulevard, Turners Falls on **TUESDAY, THE TWENTY-SECOND DAY OF JUNE, 2021**, from 7:00 A.M. TO 7:00 P.M. to bring their votes on one ballot to the Election Officers for:

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- One Assessor, for three years
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- One Town Meeting Member, Precinct 5, for one year
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Michael M. Nelson

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Richard J. Kuklewicz

\_\_\_\_\_  
Christopher M. Boutwell

Franklin, ss     Montague, MA, \_\_\_\_\_, 2021

Pursuant to the within warrant, I have warned the inhabitants of the Town of Montague, by posting attested copies of the same in a conspicuous place in each of the Post Offices, Libraries, and the Town Hall of the Town of Montague at least seven days before said meeting as within directed.

\_\_\_\_\_  
Constable of Montague





## WendyB-Montague Board of Selectmen

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**From:** Linda Hickman - Montague Library Director  
**Sent:** Tuesday, May 4, 2021 5:25 PM  
**To:** WendyB-Montague Board of Selectmen  
**Subject:** SB meeting Monday

Hi Wendy,

Could you add me to Monday's agenda? I want to request opening up the MC Library from one day a week by appointment to two, and more fully open the MF Library 2 days a week. I met with Steve and the emergency committee yesterday and he said that's the next step. I'll send you more info Thursday. Taking tomorrow off for my dad's small 90th birthday party.

Thanks!

Linda

Sent from my iPhone

## Proposed Changes in Library Access 5/6/21

### Summary-

Leave Carnegie access as is with 2 days of being open by appointment and curbside pick up 6 days a week.

Open up Milers Falls Library to monitored access two days a week with curbside service also available, instead of current 1 day of appointments and curbside both days.

Expand Montague Center Library to 2 days a week of appointments instead of current one day of appointments with curbside both days.

I would like to eliminate the use of appointments at the Millers Falls Library, and allow regular entry both days it is open. Having to schedule appointments, and even having to request curbside pick-up, has not worked well for the population in Millers Falls. Circulation has dropped, and we are rarely faced with more than 2 browsers at one time. The Millers Falls Library only has one door in and it is located by the circulation desk. This makes it very easy to monitor the number of library users. I propose capping the number of users at a maximum of 8, with no more than 2 in the front room, one computer user in the center of the library, and up to one family unit in the children's (rear) area.

The Montague Center Library has the opposite problem. Their appointment slots on the one day a week they are available fill up fast. I would like to open that library up to two days a week for appointments, instead of the current one day of appointments and one of curbside pick-up only. As some of the families currently using the library are only comfortable coming in if they are the only users, we will keep it by appointment at this point.

I am not suggesting any changes to the Carnegie schedule yet. The current system is working fairly well, and the staffing situation is more complicated. In addition, getting the word out for schedule changes to some of our users is challenging. I would rather wait and make a much larger change in scheduling than a small one for the Carnegie Library.

The Millers Falls Library only has one door in and it is located by the circulation desk. This makes it very easy to monitor the number of library users. I propose capping the number of users at a maximum of 8, with no more than 2 in the front room, one computer user in the center of the library, and up to one family unit in the children's (rear) area.

I have discussed these changes with the library Trustees and the EMT, and they are on board with these proposed changes as long as COVID cases do not greatly increase.

Thank You!

Linda Hickman  
Library Director

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## WendyB-Montague Board of Selectmen

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**From:** COA-Council on Aging  
**Sent:** Wednesday, May 5, 2021 10:39 AM  
**To:** WendyB-Montague Board of Selectmen  
**Subject:** Selectboard 5/10/2021

Hi Wendy, could you please add me to the Covid agenda for next Monday's meeting. I want to request that the COA be allowed to offer fitness classes by reservation when Montague is in the yellow risk zone. I'd previously received permission for grey and green risk zones only. I've discussed this with the Emergency Management Team and the consensus there was that I should take it to the Board. Thanks

Roberta L. Potter, Director  
Gill Montague Council on Aging  
PO Box 166  
Turners Falls, MA 01376  
(413) 863-9357

**WendyB-Montague Board of Selectmen**

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**From:** Walter Ramsey - Montague Planner  
**Sent:** Thursday, May 6, 2021 8:51 AM  
**To:** WendyB-Montague Board of Selectmen  
**Cc:** StevenE - Montague Town Administrator  
**Subject:** 5/10 SB Items  
**Attachments:** Montague FY21 Complete Streets Sidewalk Design.pdf; Procurement Agreement Complete Streets 2021.doc; IMG\_8773.JPG

Hi Wendy,

Two agenda items for 5/10 please:

- FY21 Complete Streets Grant: Sidewalks on Montague, Turnpike, and Keith Streets. Review design and authorize bidding services agreement with FRCOG.
- MassDOT Shared Streets and Spaces Grant opportunity. Authorize application to make permanent sidewalk and curb extension in vicinity of 151 Third Street permanent.

Thanks,

Walter Ramsey, AICP | Montague Town Planner | (413) 863-3200 x 112 | [planner@montague-ma.gov](mailto:planner@montague-ma.gov)

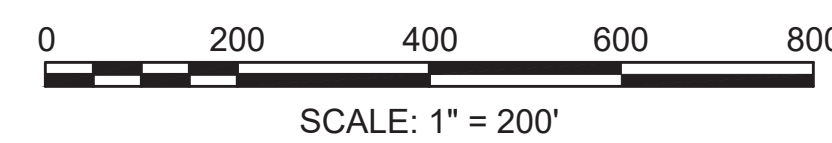
# COMPLETE STREETS PROJECT

## KEITH ST, MONTAGUE ST, AND TURNPIKE RD

IN THE TOWN OF  
MONTAGUE, MA  
FRANKLIN COUNTY

### INDEX

SHEET NO.	DESCRIPTION
1	TITLE SHEET & INDEX
2	LEGEND & ABBREVIATIONS
3	GENERAL CONSTRUCTION NOTES
4 - 5	CONSTRUCTION DETAILS
6 - 9	TYPICAL SECTIONS
10	TRAFFIC SIGN SUMMARY
## - ##	CONCEPT PLANS



### STANDARDS

STANDARD	RELEASE DATE
MASSDOT STANDARD SPECIFICATIONS FOR HIGHWAYS AND BRIDGES	2021
MASSDOT CONSTRUCTION STANDARD DETAILS	OCTOBER 2017
MASSDOT CONSTRUCTION AND TRAFFIC STANDARD DETAILS (AS RELATES TO TRAFFIC STANDARD DETAILS ONLY)	1996
MASSDOT OVERHEAD SIGNAL STRUCTURE AND FOUNDATION STANDARD DRAWINGS	2015
MASSDOT TRAFFIC MANAGEMENT PLANS AND DETAIL DRAWINGS	LATEST EDITION
MANUAL ON UNIFORM TRAFFIC CONTROL DEVICES FOR STREETS AND HIGHWAYS WITH MASSACHUSETTS AMENDMENTS	LATEST EDITION
MASSDOT STANDARD DRAWINGS FOR SIGNS AND SUPPORTS	1990
MASSDOT STANDARD DRAWINGS FOR TRAFFIC SIGNALS AND HIGHWAY LIGHTING	1968
AMERICAN STANDARD FOR NURSERY STOCK	LATEST EDITION

DATE: April 5, 2021

**DRAFT**  
NOT FOR CONSTRUCTION



94 NORTH ELM STREET  
SUITE 308  
WESTFIELD, MA  
TELE: (413) 875 - 8855

120 WATER ST  
4TH FLOOR  
BOSTON, MA 02109  
TELE: (617) 556 - 0020  
FAX: (617) 556 - 0025

14 BREAKNECK HILL RD  
SUITE 201  
LINCOLN, RI 02865  
TELE: (401) 648 - 7200

350 MYLES STANDISH BLVD  
SUITE 103  
TAUNTON, MA  
TELE: (508) 823 - 2245  
FAX: (508) 823 - 2246

REV #	DATE
1	03/11/2021
SHEET #	TOTAL SHEETS
1	21

GENERAL SYMBOLS

EXISTING	PROPOSED	DESCRIPTION
		JERSEY BARRIER
		CATCH BASIN
		FLAG POLE
		GAS PUMP
		MAIL BOX
		POST SQUARE
		POST CIRCULAR
		WELL
		ELECTRIC HANDHOLE
		FENCE GATE POST
		GAS GATE
		BORING HOLE
		MONITORING WELL
		TEST PIT
		HYDRANT
		LIGHT POLE
		COUNTY BOUND
		GPS POINT
		CABLE MANHOLE
		DRAINAGE MANHOLE
		ELECTRIC MANHOLE
		GAS MANHOLE
		MISC MANHOLE
		SEWER MANHOLE
		TELEPHONE MANHOLE
		WATER MANHOLE
		MASSACHUSETTS HIGHWAY BOUND
		MONUMENT
		STONE BOUND
		TOWN OR CITY BOUND
		TRAVERSE OR TRIANGULATION STATION
		TROLLEY POLE OR GUY POLE
		TRANSMISSION POLE
		UTILITY POLE W/ FIREBOX
		UTILITY POLE WITH DOUBLE LIGHT
		UTILITY POLE W / 1 LIGHT
		UTILITY POLE
		BUSH
		TREE
		STUMP
		SWAMP / MARSH
		WATER GATE
		PARKING METER
		OVERHEAD CABLE/WIRE
		CURBING
		CONTOURS (ON-THE-GROUND SURVEY DATA)
		CONTOURS (PHOTOGRAMMETRIC DATA)
		UNDERGROUND DRAIN PIPE (DOUBLE LINE 24 INCH AND OVER)
		UNDERGROUND ELECTRIC DUCT (DOUBLE LINE 24 INCH AND OVER)
		UNDERGROUND GAS MAIN (DOUBLE LINE 24 INCH AND OVER)
		UNDERGROUND SEWER MAIN (DOUBLE LINE 24 INCH AND OVER)
		UNDERGROUND TELEPHONE DUCT (DOUBLE LINE 24 INCH AND OVER)
		UNDERGROUND WATER MAIN (DOUBLE LINE 24 INCH AND OVER)
		BALANCED STONE WALL
		GUARD RAIL - STEEL POSTS
		GUARD RAIL - WOOD POSTS
		CHAIN LINK OR METAL FENCE
		WOOD FENCE
		HAY BALES/SILT FENCE
		TREE LINE
		SAWCUT LINE
		TOP OR BOTTOM OF SLOPE
		EDGE OF PAVEMENT
		LIMIT OF MICROMILLING AND OVERLAY
		BANK OF RIVER OR STREAM
		BORDER OF WETLAND
		100 FT WETLAND BUFFER
		200 FT RIVERFRONT BUFFER
		STATE HIGHWAY LAYOUT
		TOWN OR CITY LAYOUT
		COUNTY LAYOUT
		RAILROAD SIDELINE
		TOWN OR CITY BOUNDARY LINE
		PROPERTY LINE OR APPROXIMATE PROPERTY LINE
		EASEMENT

TRAFFIC SYMBOLS

EXISTING	PROPOSED	DESCRIPTION
		CONTROLLER PHASE ACTUATED
		TRAFFIC SIGNAL HEAD (SIZE AS NOTED)
		WIRE LOOP DETECTOR (6' x 6' TYP UNLESS OTHERWISE SPECIFIED)
		VIDEO DETECTION CAMERA
		MICROWAVE DETECTOR
		PEDESTRIAN PUSH BUTTON, SIGN (DIRECTIONAL ARROW AS SHOWN) AND SADDLE
		EMERGENCY PREEMPTION CONFIRMATION STROBE LIGHT
		VEHICULAR SIGNAL HEAD
		VEHICULAR SIGNAL HEAD, OPTICALLY PROGRAMMED
		FLASHING BEACON
		PEDESTRIAN SIGNAL HEAD, (TYPE AS NOTED OR AS SPECIFIED)
		RAILROAD SIGNAL
		SIGNAL POST AND BASE (ALPHA-NUMERIC DESIGNATION NOTED)
		MAST ARM, SHAFT AND BASE (ARM LENGTH AS NOTED)
		HIGH MAST POLE OR TOWER
		SIGN AND POST
		SIGN AND POST (2 POSTS)
		MAST ARM WITH LUMINAIRE
		OPTICAL PRE-EMPTION DETECTOR
		CONTROL CABINET, GROUND MOUNTED
		CONTROL CABINET, POLE MOUNTED
		FLASHING BEACON CONTROL AND METER PEDESTAL
		LOAD CENTER ASSEMBLY
		PULL BOX 12"x12" (OR AS NOTED)
		ELECTRIC HANDHOLE 12"x24" (OR AS NOTED)
		TRAFFIC SIGNAL CONDUIT

PAVEMENT MARKINGS SYMBOLS

EXISTING	PROPOSED	DESCRIPTION
		PAVEMENT ARROW - WHITE
		LEGEND "ONLY" - WHITE
		STOP LINE
		CROSSWALK - 12" WHITE
		SOLID WHITE LINE - 6"
		SOLID YELLOW LINE - 6"
		BROKEN WHITE LINE - 6"
		BROKEN YELLOW LINE - 6"
		DOTTED WHITE LINE - 6"
		DOTTED YELLOW LINE - 6"
		DOTTED WHITE LINE EXTENSION - 6"
		DOTTED YELLOW LINE EXTENSION - 6"
		DOUBLE WHITE LINE - 6"
		DOUBLE YELLOW LINE - 6"

ABBREVIATIONS

GENERAL		GENERAL	
AADT	ANNUAL AVERAGE DAILY TRAFFIC	LT	LEFT
ABAN	ABANDON	MAX	MAXIMUM
ADJ	ADJUST	MB	MAILBOX
APPROX.	APPROXIMATE	MH	MANHOLE
A.C.	ASPHALT CONCRETE	MHB	MASSACHUSETTS HIGHWAY BOUND
ACCM PIPE	ASPHALT COATED CORRUGATED METAL PIPE	MIN	MINIMUM
BIT.	BITUMINOUS	NIC	NOT IN CONTRACT
BC	BOTTOM OF CURB	NO.	NUMBER
BCC	BITUMINOUS CONCRETE CURB	PC	POINT OF CURVATURE
BD.	BOUND	PCC	POINT OF COMPOUND CURVATURE
BL	BASELINE	P.G.L.	PROFILE GRADE LINE
BLDG	BUILDING	PI	POINT OF INTERSECTION
BM	BENCHMARK	POC	POINT ON CURVE
BO	BY OTHERS	POT	POINT ON TANGENT
BOS	BOTTOM OF SLOPE	PRC	POINT OF REVERSE CURVATURE
BR.	BRIDGE	PROJ	PROJECT
CB	CATCH BASIN	PROP	PROPOSED
CBCI	CATCH BASIN WITH CURB INLET	PSB	PLANTABLE SOIL BORROW
CC	CEMENT CONCRETE	PT	POINT OF TANGENCY
CCM	CEMENT CONCRETE MASONRY	PVC	POINT OF VERTICAL CURVATURE
CEM	CEMENT	PVI	POINT OF VERTICAL INTERSECTION
CI	CURB INLET	PVT	POINT OF VERTICAL TANGENCY
CIP	CAST IRON PIPE	RVMT	PAVEMENT
CLF	CHAIN LINK FENCE	PWW	PAVED WATER WAY
CL	CENTERLINE	R	RADIUS OF CURVATURE
CMP	CORRUGATED METAL PIPE	R&D	REMOVE AND DISPOSE
CSP	CORRUGATED STEEL PIPE	RCP	REINFORCED CONCRETE PIPE
CO.	COUNTY	RD	ROAD
CONC	CONCRETE	RDWY	ROADWAY
CONT	CONTINUOUS	REM	REMOVE
CONST	CONSTRUCTION	RET	RETAIN
CR	CURB RAMP	RET WALL	RETAINING WALL
DHV	DESIGN HOURLY VOLUME	ROW	RIGHT OF WAY
DI	DROP INLET	RR	RAILROAD
DIA	DIAMETER	R&R	REMOVE AND RESET
DIP	DUCTILE IRON PIPE	R&S	REMOVE AND STACK
DW	STEADY DON'T WALK - PORTLAND ORANGE	RT	RIGHT
DWY	DRIVEWAY	SB	STONE BOUND
ELEV (or EL.)	ELEVATION	SHLD	SHOULDER
EMB	EMBANKMENT	SMH	SEWER MANHOLE
EOP	EDGE OF PAVEMENT	ST	STREET
EXIST (or EX)	EXISTING	STA	STATION
EXC	EXCAVATION	SSD	STOPPING SIGHT DISTANCE
F&C	FRAME AND COVER	SHLO	STATE HIGHWAY LAYOUT LINE
F&G	FRAME AND GRATE	SW	SIDEWALK
FDN.	FOUNDATION	T	TANGENT DISTANCE OF CURVE/TRUCK %
FLDSTN	FIELDSTONE	TAN	TANGENT
GAR	GARAGE	TEMP	TEMPORARY
GD	GROUND	TC	TOP OF CURB
GG	GAS GATE	TOS	TOP OF SLOPE
GI	GUTTER INLET	TYP	TYPICAL
GIP	GALVANIZED IRON PIPE	UP	UTILITY POLE
GRAN	GRANITE	VAR	VARIES
GRAV	GRAVEL	VERT	VERTICAL
GRD	GUARD	VC	VERTICAL CURVE
GRDL	GUARDRAIL	VGC	VERTICAL GRANITE CURB
HDW	HEADWALL	WG	WATER GATE
HMA	HOT MIX ASPHALT	WIP	WROUGHT IRON PIPE
HOR	HORIZONTAL	WM	WATER METER/WATER MAIN
HYD	HYDRANT	X-SECT	CROSS SECTION
INV	INVERT		
JCT	JUNCTION		
L	LENGTH OF CURVE		
LB	LEACH BASIN		
LP	LIGHT POLE		

<b>DRAFT</b> NOT FOR CONSTRUCTION	PROJECT #:	Y20945.21
	DATE:	4/5/21
	DESIGNER:	LPM
	DRAFTER:	BBB
	REVIEWER:	CCC



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ISSUED FOR REVIEW		1	03/11/2021
REVISIONS		REV #	DATE
LEGEND AND ABBREVIATIONS MONTAGUE COMPLETE STREETS		SHEET #	TOTAL SHEETS
TURNERS FALLS, MA		2	21

**GENERAL NOTES**

- PER MASSACHUSETTS LAW, CONTRACTOR SHALL CALL 1-888-DIG-SAFE, (1-888-344-7233) AND TOWN OF MONTAGUE UTILITY DEPARTMENTS PRIOR TO ANY UNDERGROUND EXCAVATION ON SITE. THE DIG-SAFE VERIFICATION NUMBER SHALL BE SUBMITTED TO THE TOWN OF MONTAGUE AND MASSDOT PRIOR TO ANY CONSTRUCTION WORK.
- ALL EXISTING CONDITIONS SHALL BE FIELD VERIFIED BY THE CONTRACTOR PRIOR TO CONSTRUCTION.
- SURVEY WAS CONDUCTED BETWEEN 03/08/18 AND 04/25/18 BY SHERMAN & FRYDRYK, LLC. LAND SURVEYING AND ENGINEERING, LOCATED AT 3 CONVERSE STREET, PALMER, MA 01069.
- BOLD TEXT AND LINES INDICATE PROPOSED WORK. LIGHT TEXT AND LINES INDICATE APPROXIMATE EXISTING CONDITIONS.
- IF FIELD CONDITIONS ARE OBSERVED THAT VARY SIGNIFICANTLY FROM THOSE SHOWN ON THESE PLANS, CONTRACTOR SHALL IMMEDIATELY NOTIFY THE ENGINEER IN WRITING FOR RESOLUTION OF THE CONFLICTING INFORMATION.
- CONTRACTOR SHALL CAREFULLY COORDINATE ALL WORK WITH THAT OF ALL SUBCONTRACTORS, THE TOWN, UTILITY COMPANIES AND OTHER CONTRACTORS WORKING WITHIN THE PROJECT LIMITS.
- CONSTRUCTION ACTIVITIES SHALL NOT PREVENT EMERGENCY VEHICLES TO PASS THROUGH AT ANY TIME.
- THE CONSTRUCTION SITE MUST BE ACCESSIBLE TO EMERGENCY VEHICLES AT ALL TIMES.
- CONTRACTOR IS RESPONSIBLE FOR MAINTAINING AT LEAST ONE ACCESS POINT TO ALL BUILDINGS DURING CONSTRUCTION
- PROVIDE A SMOOTH, FLUSH TRANSITION BETWEEN ALL NEW AND EXISTING PAVEMENTS.
- CONTRACTOR IS RESPONSIBLE FOR ADJUSTING ALL MANHOLES, CATCH BASINS, WATER SHUT-OFFS, VALVES AND ANY OTHER STRUCTURES, TO BE FLUSH WITH PROPOSED GRADE.
- CONTRACTOR IS RESPONSIBLE TO REMOVE AND PROPERLY DISPOSE OF ALL EXCESS CONSTRUCTION OR REMOVED MATERIALS.
- PROPOSED SIDEWALKS AND WALKS/LAWNS ON ABUTTING PROPERTIES SHALL BE CONSTRUCTED TO DRAIN TO ROAD TO MAXIMUM EXTENT POSSIBLE.
- CONTRACTOR SHALL OBTAIN AND COMPLY WITH ALL TOWN OF MONTAGUE, MASSACHUSETTS STREET OPENING AND MASSDOT PERMIT REQUIREMENTS AS APPLICABLE.
- IT IS THE INTENT OF THESE DOCUMENTS THAT SITE GRADING COMPLIES WITH ACCESS REQUIREMENTS OF THE ARCHITECTURAL BARRIERS ACT (ABA), THE AMERICANS WITH DISABILITIES ACT (ADA), AND ARCHITECTURAL ACCESS BOARD (521 CMR - PART C EXTERIOR). SMALL CHANGES IN GRADE OVER RELATIVELY SHORT DISTANCES (E.G. AT PARKING SPACES, ACCESSIBLE ROUTE, AND RAMPS) MIGHT NOT BE CLEARLY DEPICTED WITHIN THE CONTOUR INTERVAL SHOWN. CONTRACTOR SHALL COMPLY WITH THE CRITERIA IN THESE STANDARDS. SELECT MAXIMUM SLOPE CRITERIA ARE REPRODUCED BELOW:
  - PARKING STALL AND PASSENGER LOADING ZONE (ANY DIRECTION) SLOPE < 2.0%
  - LONGITUDINAL SLOPE ALONG ACCESSIBLE ROUTES < 5.0%
  - CROSS SLOPE ALONG ACCESSIBLE ROUTES < 2.0%
- CONTRACTOR SHALL NOTE THAT THE CITED ACCESSIBILITY REQUIREMENTS ALLOW NO TOLERANCE FOR SLOPES GREATER THAN THE MAXIMUM SLOPE.
- WALKWAYS SHALL HAVE CONTINUOUS COMMON SURFACE, NOT INTERRUPTED BY STEPS OR CHANGES IN LEVEL GREATER THAN 1/4" INCH.
- THE WHEELCHAIR RAMPS SLOPES AND SIDE SLOPES (TRANSITIONS) SHALL BE 7.5% WITH A CONSTRUCTION TOLERANCE OF 0.5%±. HOWEVER, THESE SLOPES MAY BE FLATTER WHEN WARRANTED BY SURROUNDING CONDITIONS.
- WHERE THE ROAD PROFILE EXCEEDS 4%, THE HIGH SIDE TRANSITION LENGTH UNDER ANY CONDITIONS NEED NOT EXCEED 15-FEET.
- AT NO TIME IS ANY PART OF THE WHEELCHAIR RAMP, EXCLUDING CURB TRANSITIONS, TO BE LOCATED OUTSIDE THE CROSSWALK. THE WHEELCHAIR RAMP ENTRANCE IS TO BE CENTERED IN THE CROSSWALK WHENEVER POSSIBLE.
- THE ENTRANCE OF A WHEELCHAIR RAMP SHALL BE FLUSH WITH THE ROADWAY.
- DETECTABLE WARNING PANELS ARE REQUIRED ON ALL THE PROPOSED WHEELCHAIR RAMPS AND ARE TO BE INSTALLED IN ACCORDANCE WITH THE CONSTRUCTION OF STANDARD M/E 107.6.5R (OCTOBER 2017.)
- THE CONTRACTOR SHALL COMPLY WITH TOWN OF MONTAGUE AND MASSDOT STANDARDS AND REQUIREMENTS.

**UTILITY NOTES**

- EXISTING UTILITIES HAVE BEEN SHOWN ON THE PLANS USING THE BEST AVAILABLE INFORMATION AND ARE APPROXIMATE. BUILDING SERVICE CONNECTIONS (ELECTRIC, GAS, TELEPHONE, WATER, SANITARY, CABLE TELEVISION, ETC.) ARE SHOWN. CONTRACTOR IS TO ASSUME THAT OTHER SERVICES ARE PRESENT TO ALL BUILDINGS. LOCATIONS OF THE SERVICES WILL BE CHECKED BY THE CONTRACTOR WITH THE APPROPRIATE UTILITY COMPANIES.
- THE CONTRACTOR SHALL BE RESPONSIBLE FOR MAINTAINING, BYPASSING, AND SUPPORTING ALL EXISTING UTILITIES FOR THE DURATION OF THE PROJECT. THE CONTRACTOR SHALL BE RESPONSIBLE FOR REPAIRING OR REPLACING ANY UTILITIES DAMAGED DURING CONSTRUCTION. ANY DEFICIENCIES DURING THE PRE AND POST INSPECTION SHALL BE REPORTED TO THE ENGINEER.
- ALL EXISTING MANHOLES, CATCH BASINS, ROADWAY BOXES, AND SIDEWALK CURB STOPS FOR ALL UTILITIES WITHIN THE PROJECT WORK LIMITS SHALL BE ADJUSTED TO GRADE AS REQUIRED EXCEPT WHERE REPLACEMENT OR RECONSTRUCTION IS CALLED FOR ON THE PLANS, IN THE CONTRACT DOCUMENTS, OR DIRECTED BY THE ENGINEER.
- EXCAVATION SHALL BE IN ACCORDANCE WITH ALL STATUTES, ORDINANCES, RULES AND REGULATIONS OF ANY APPLICABLE TOWN, CITY, STATE OR FEDERAL AGENCY.
- ALL EXISTING UTILITIES DESIGNATED TO BE ABANDONED SHALL BE PROPERLY CAPPED OR PLUGGED; NO ABANDONED PIPES OR CONDUITS (WHETHER ABOVE OR UNDERGROUND) SHALL BE LEFT WITH OPEN ENDS.
- INSTALL SILT SACKS AT ALL EXISTING AND PROPOSED CATCH BASINS DURING CONSTRUCTION. SEE SOIL EROSION AND SEDIMENT CONTROL NOTES.
- FIRE HYDRANTS SHALL NOT BE REMOVED FROM SERVICE AT ANY TIME WITHOUT PRIOR WRITTEN AUTHORIZATION FROM THE MONTAGUE FIRE DEPARTMENT.
- THE CONTRACTOR IS APPRISED THAT NOT ALL UTILITIES SUBSCRIBE TO THE DIG SAFE PROGRAM. IT IS THE CONTRACTOR'S SOLE RESPONSIBILITY TO CONTACT ANY AND ALL UTILITY PROVIDERS WITH INFRASTRUCTURE IN A PARTICULAR PROJECT AREA, AND ENSURE THAT ALL EXISTING UTILITIES WITHIN THE PROJECT AREA HAVE BEEN MARKED PRIOR TO COMMENCING THE WORK.
- THE CONTRACTOR SHALL BE RESPONSIBLE FOR PRESERVING UTILITY MARKINGS FOR THE DURATION OF THE WORK, OR FOR INSTALLING ADEQUATE OFFSET MARKINGS OR INDICATORS IN AREAS WHERE THE WORK WILL REMOVE THE ORIGINAL UTILITY MARK UPS.
- ANY DAMAGE TO EXISTING UTILITIES MARKED IN THE FIELD, OR AS A RESULT OF FAILING TO CONTACT THE APPROPRIATE UTILITY COMPANY, SHALL BE REPAIRED OR REPLACED AT NO ADDITIONAL COST TO THE TOWN.
- IN SOME CASES, UTILITY WORK BY OTHERS WITHIN THE PROJECT AREAS MAY TAKE PLACE CONCURRENTLY WITH ROAD WORK; THE CONTRACTOR SHALL BE RESPONSIBLE FOR COORDINATING AND COOPERATING WITH THE UTILITY PROVIDER(S) AND/OR THEIR CONTRACTOR(S) DURING THE PERFORMANCE OF SUCH WORK.

**LANDSCAPING NOTES**

- TOPSOIL USED AS PLANTABLE SOIL SHALL HAVE A SANDY LOAM TEXTURE RELATIVELY FREE OF SUBSOIL MATERIAL, STONES, ROOTS, LUMPS OF SOIL, TREE LIMBS, TRASH OR CONSTRUCTION DEBRIS.
- ALTERATION OR REMOVAL OF EXISTING VEGETATION WITHIN OR CLOSE TO TOWN RIGHT-OF-WAYS SHALL BE AVOIDED TO THE EXTENT POSSIBLE, AND WHEN REQUIRED, SHALL BE LIMITED TO ONLY THAT WHICH IS NECESSARY TO COMPLETE THE REQUIRED WORK. ALL SUCH WORK SHALL BE PERFORMED BY QUALIFIED PERSONNEL IN A NEAT AND PROFESSIONAL MANNER.
- ALTERATIONS TO EXISTING VEGETATION (TRIMMING, LIMBING, TRANSPLANTING, ETC.) SHALL BE MADE IN A MANNER THAT MINIMIZES THE DAMAGE TO THE VEGETATION AND MAXIMIZES ITS CHANCE FOR SURVIVAL. PROFESSIONAL LANDSCAPING OR TREE TRIMMING SERVICES SHALL BE EMPLOYED FOR SUCH WORK AT THE DIRECTION OF THE TOWN OR ITS DESIGNATED AGENT.
- UNLESS SPECIFICALLY INSTRUCTED, ALL LANDSCAPING WORK SHALL BE PERFORMED WITHIN TOWN RIGHTS-OF-WAY; NO WORK SHALL BE PERFORMED ON PRIVATE PROPERTY WITHOUT THE PRIOR EXPRESS AUTHORIZATION OF THE TOWN.

**DRAINAGE/STORMWATER MANAGEMENT NOTES**

- THE CONTRACTOR IS RESPONSIBLE FOR VERIFYING THE HORIZONTAL AND VERTICAL LOCATIONS OF ALL EXISTING DRAINAGE PIPES AND/OR STRUCTURES THAT ARE TO BE MODIFIED, AND ANY VARIATIONS FROM THE PLANS DISCOVERED BY THE CONTRACTOR MUST BE BROUGHT TO THE ATTENTION OF THE TOWN OR ITS DESIGNATED AGENT PRIOR TO DRAINAGE AND UTILITY CONSTRUCTION. WORK CAN COMMENCE ONLY WITH THE TOWN'S AUTHORIZATION.
- ALL DRAINAGE AND UTILITY STRUCTURES WITHIN THE PAVED ROADWAY SHALL BE ADJUSTED TO GRADE WITH THE SURROUNDING PAVEMENT PRIOR TO THE WINTER SHUTDOWN.
- DURING CONSTRUCTION, THE CONTRACTOR SHALL BE RESPONSIBLE FOR MAINTAINING PIPED DRAINAGE AND SURFACE RUNOFF FLOWS DURING STORMS AND PERIODS OF RAINFALL THROUGHOUT THE WORK AREA INCLUDING PROVIDING ADEQUATE FLOW DIVERSION OR BYPASS MEASURES FOR PIPED DRAINAGE AND RUNOFF, IF REQUIRED.
- NO NEW POINT SOURCE DISCHARGES OR UNTREATED STORMWATER SHALL BE DISCHARGED DIRECTLY INTO ADJACENT WATERBODIES AND WELTANDS.
- AN ORDER OF CONDITIONS HAS BEEN ISSUED FOR THIS PROJECT AND SHALL BE FOLLOWED IN ITS ENTIRETY.
- CATCH BASIN RIM GRADES NOTED ON PLANS ARE TYPICALLY DEPRESSED 0.1' LOWER THAN THE GUTTER GRADE. RIM ELEVATIONS SHOWN ARE PROPOSED FINAL GRADES. THE CONTRACTOR SHALL PLACE FRAMES AND GRATES 0.1' BELOW THE GRADE CONSTRUCTED IN THE CONTRACT, OR AS DIRECTED BY THE TOWN OR ITS DESIGNATED AGENT.
- DRAINAGE ELEVATIONS ARE PROVIDED FOR DESIGN PURPOSES ONLY. THE CONTRACTOR SHALL VERIFY BY TEST PIT, THE LOCATION OF EXISTING UTILITIES WHICH MAY CONFLICT WITH THE PROPOSED DRAINAGE DESIGN. ANY FIELD ADJUSTMENTS REQUIRED WILL BE MADE AS APPROVED OR DIRECTED BY THE ENGINEER. ONLY AFTER THE CONTRACTOR VERIFIES ELEVATIONS FOR THE CONSTRUCTABILITY OF THE DRAINAGE SYSTEM SHALL ANY STRUCTURES BE ORDERED. ANY FIELD ADJUSTMENTS TO LINE & GRADE SHALL BE INCLUDED IN THE COST OF THE PIPE.

**TREE PRESERVATION NOTES**

- TREES WITHIN THE LIMITS OF GRADING SHALL NOT BE REMOVED UNLESS APPROVED BY THE ENGINEER.
- PRIOR TO CONSTRUCTION PROTECT TREES WITHIN THE LIMITS OF WORK IN ACCORDANCE WITH DETAIL.
- PRIOR TO CONSTRUCTION DETERMINE REQUIRED CLEARANCES AND PRUNE TREES.
- BRANCHES OR LIMBS DAMAGED DURING CONSTRUCTION SHALL BE CUT BACK TO THE TRUNK OF A LATERAL BRANCH.
- CONTRACTOR SHALL PROHIBIT EXCAVATION ACTIVITIES OUTSIDE LIMITS OF THE TREE CANOPY.
- ROOTS LARGER THAN 15" IN DIAMETER ENCOUNTERED IN EXCAVATIONS SHALL BE CUT OFF SQUARELY USING A SHARP ARBORIST SAW.
- MAINTAIN STORAGE OF EQUIPMENT AND MATERIALS A DISTANCE AT LEAST TWO (2) TIMES THE DISTANCE OF THE RADIUS OF THE TREE CANOPY.
- STRIP AND SEGREGATE TOPSOIL PRIOR TO EXCAVATING IN UNPAVED AREAS. FOLLOWING BACKFILL OPERATIONS PLACE TOPSOIL BACK IN THE APPROPRIATE PLACE WITHOUT COMPACTION AND VERTICALLY MULCH ROOT SYSTEM. NO AMENDMENTS SHALL BE ADDED.
- IMMEDIATELY FOLLOWING BACKFILL OPERATIONS PROVIDE DEEP WATERING OF THE ROOT SYSTEM, APPLICATION OF FERTILIZER, AND VERTICAL MULCHING.

**DRAFT**  
NOT FOR CONSTRUCTION

PROJECT #: Y20945.21  
DATE: 4/5/21  
DESIGNER: LPM  
DRAFTER: BBB  
REVIEWER: CCC

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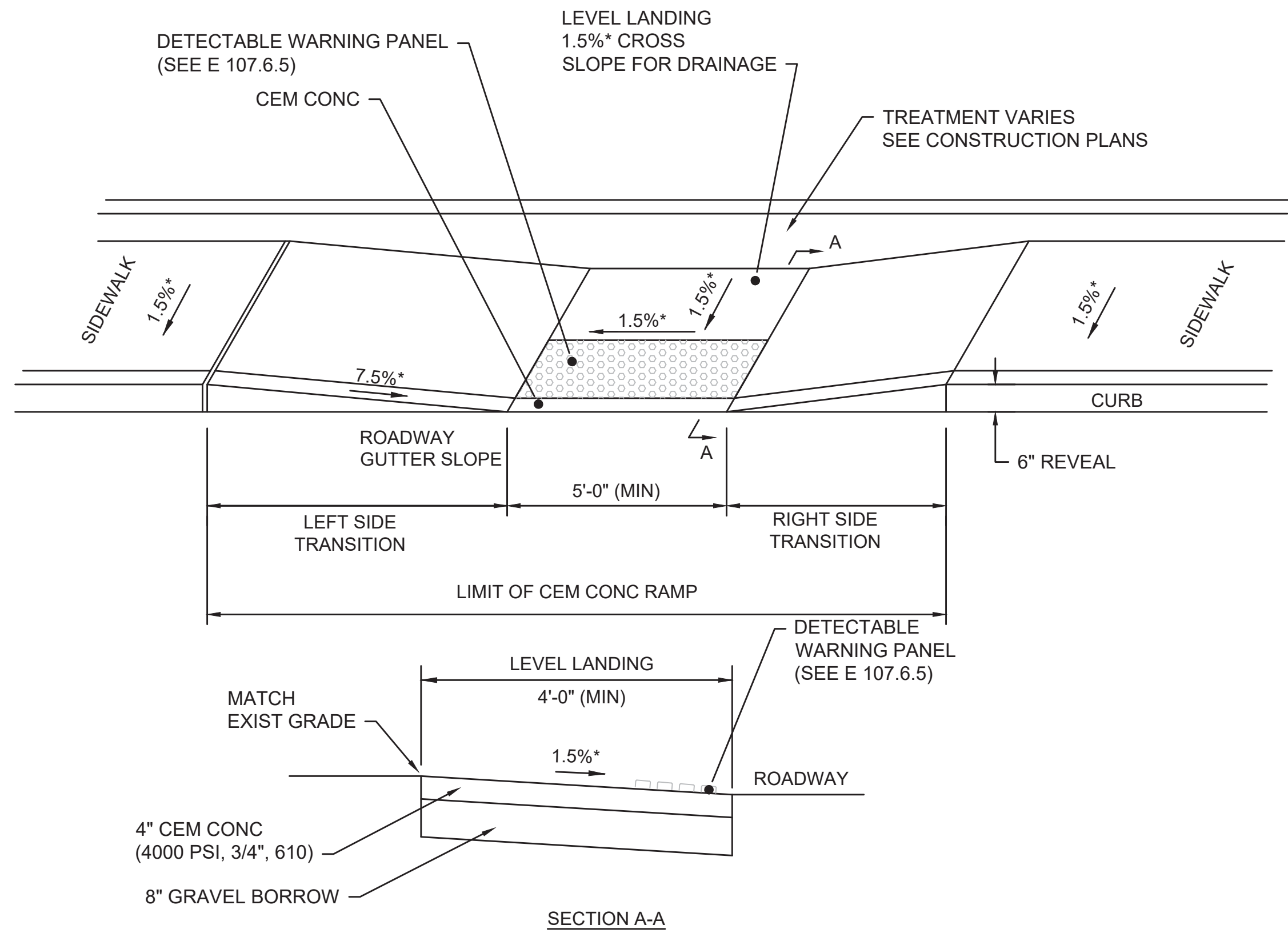
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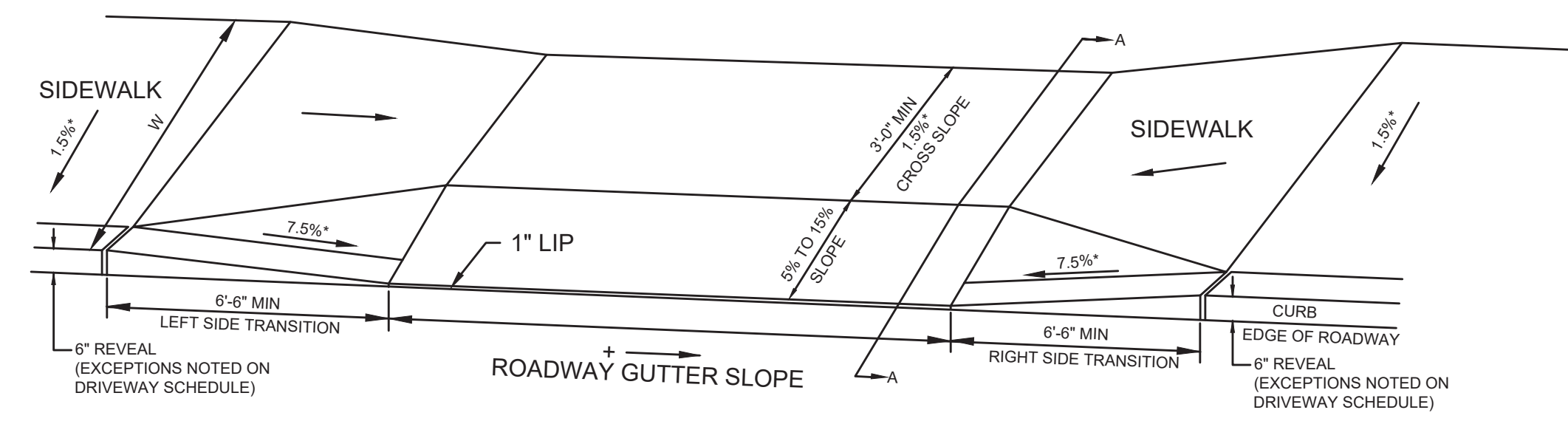
ISSUED FOR REVIEW		1	03/11/2021
REVISIONS		REV #	DATE
GENERAL NOTES MONTAGUE COMPLETE STREETS TURNERS FALLS, MA		SHEET #	TOTAL SHEETS
		3	21



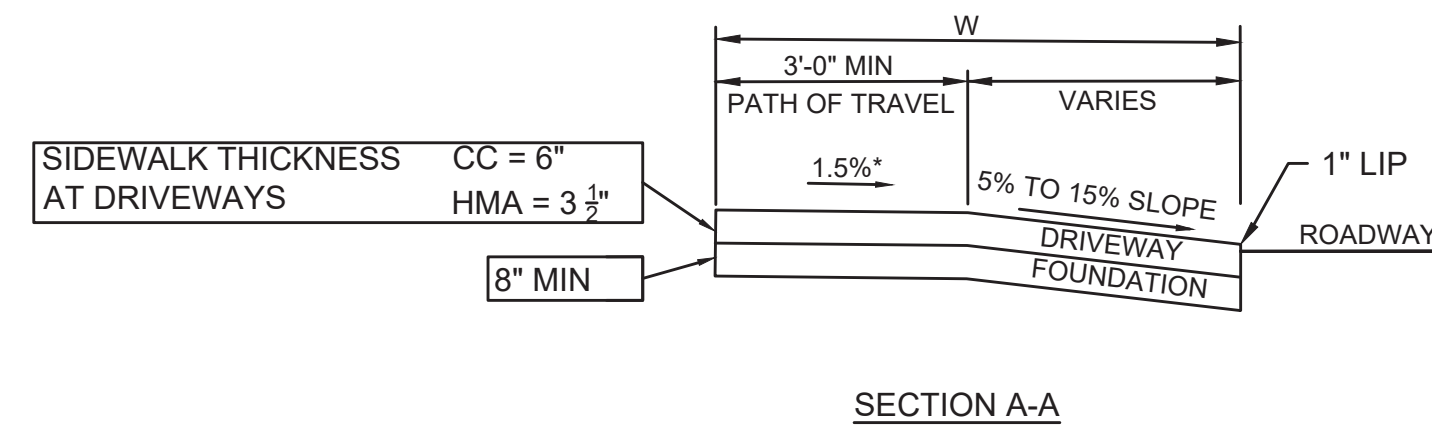
\* TOLERANCE FOR CONSTRUCTION = ±0.5%

**CURB RAMP - TYPE C**  
 MASSDOT STANDARD E107.2.1  
 NOT TO SCALE

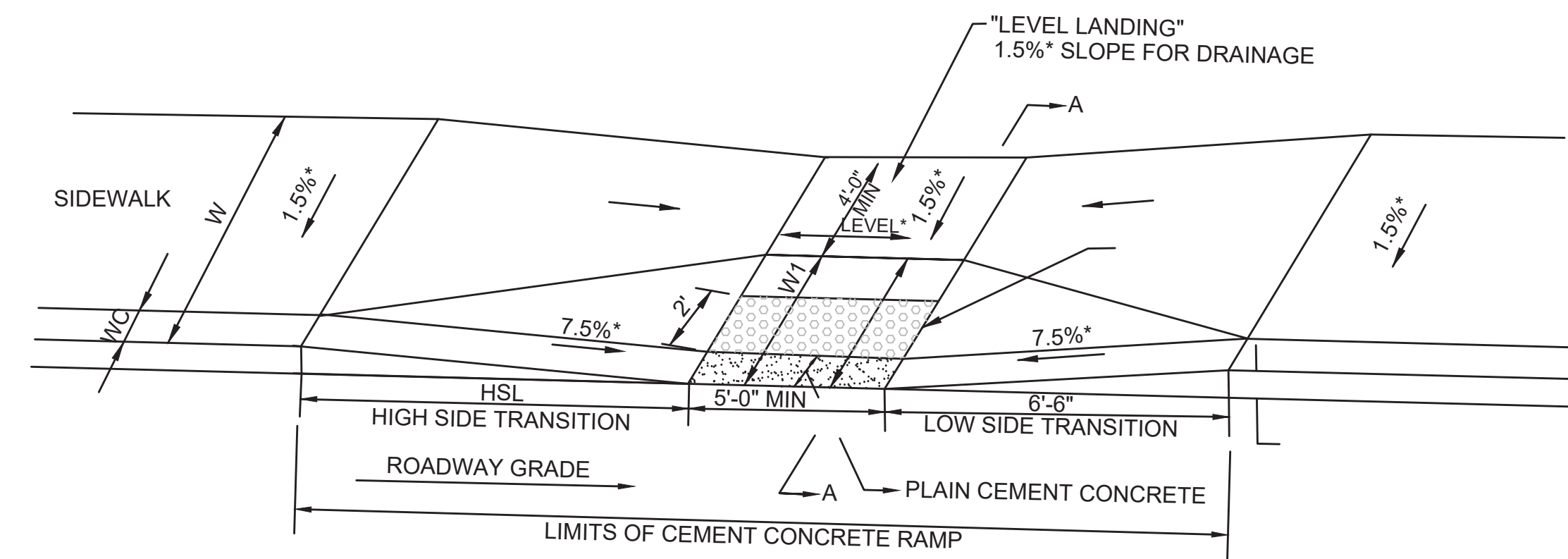
- LEGEND**
- HSL HIGH SIDE TRANSITION LENGTH (SEE E 107.9.0)
  - W SIDEWALK WIDTH
  - CC CEMENT CONCRETE
  - HMA HOT MIX ASPHALT
  - \* 0.5% TOLERANCE FOR CONSTRUCTION



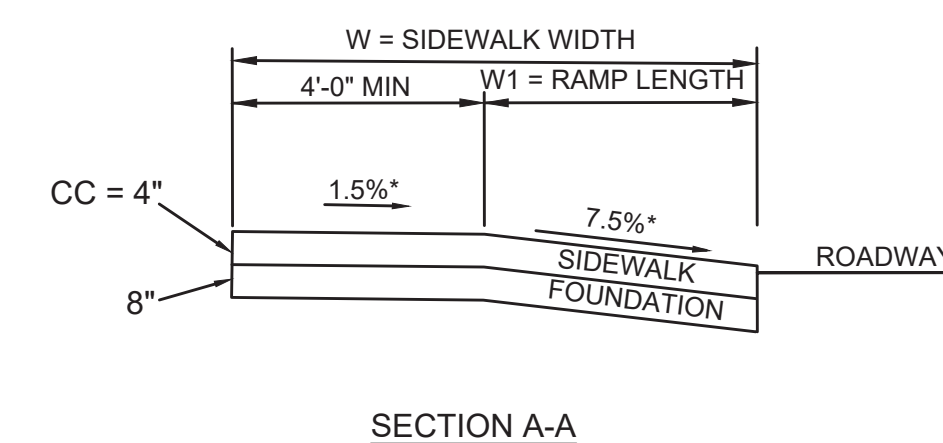
**DRIVEWAY - TYPE A**  
 MASSDOT STANDARD E107.7.0  
 NOT TO SCALE



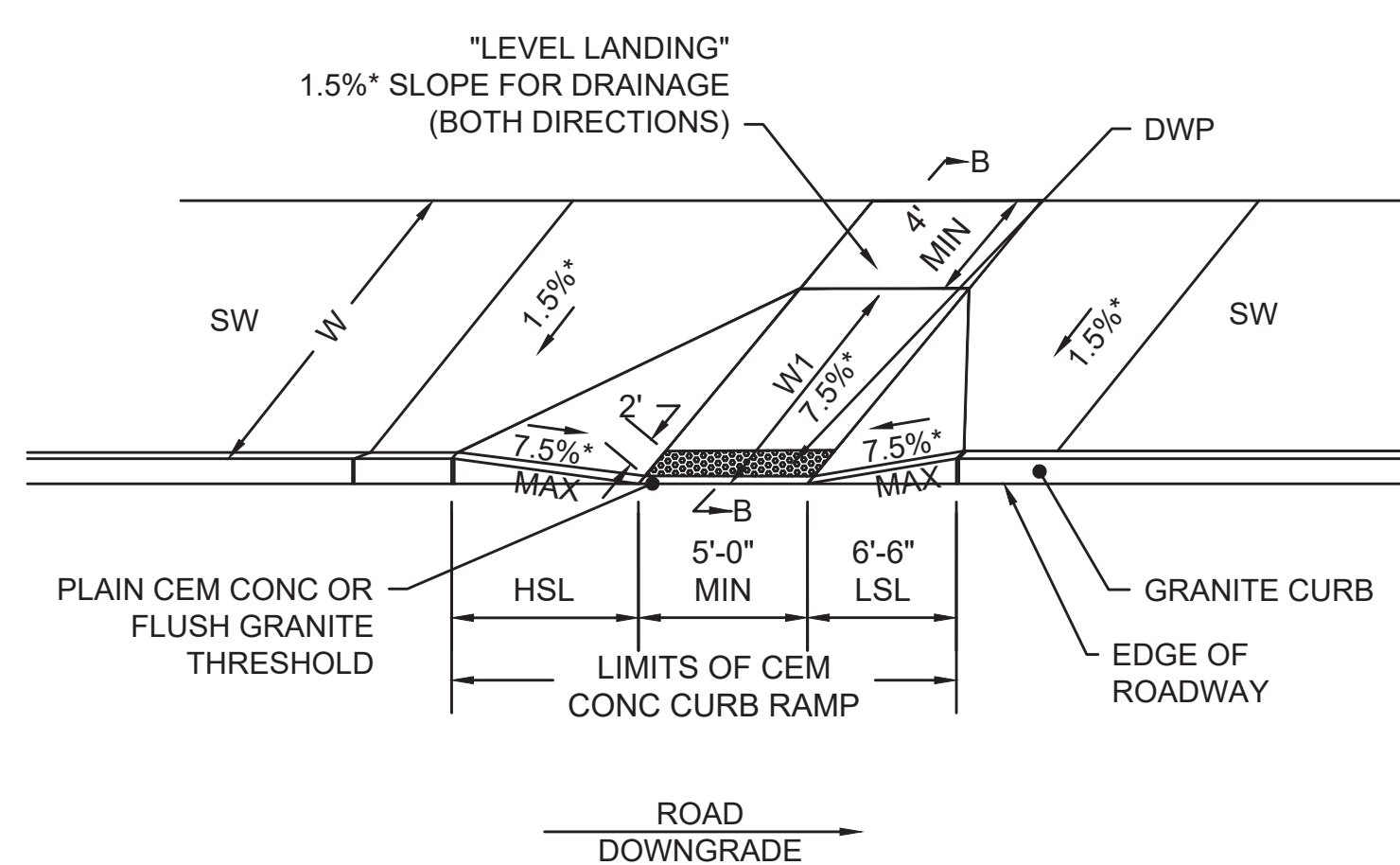
SECTION A-A



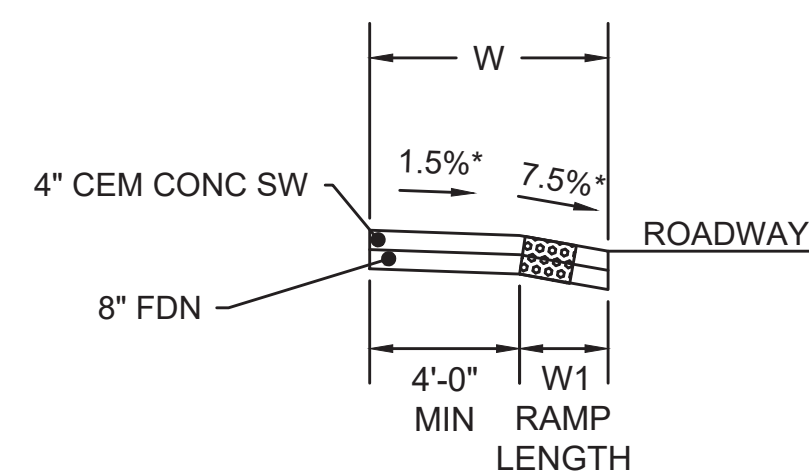
**CURB RAMP LESS THAN 12'-4"**  
**SIDEWALK**  
 MASSDOT STANDARD E107.2.0  
 NOT TO SCALE



SECTION A-A



**TYPE C: CURB RAMP GREATER THAN**  
**12'-4" SIDEWALK**  
 NOT TO SCALE



**CURB RAMP SECTION B-B (TYPE C)**  
 NOT TO SCALE

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 DATE: 4/5/21  
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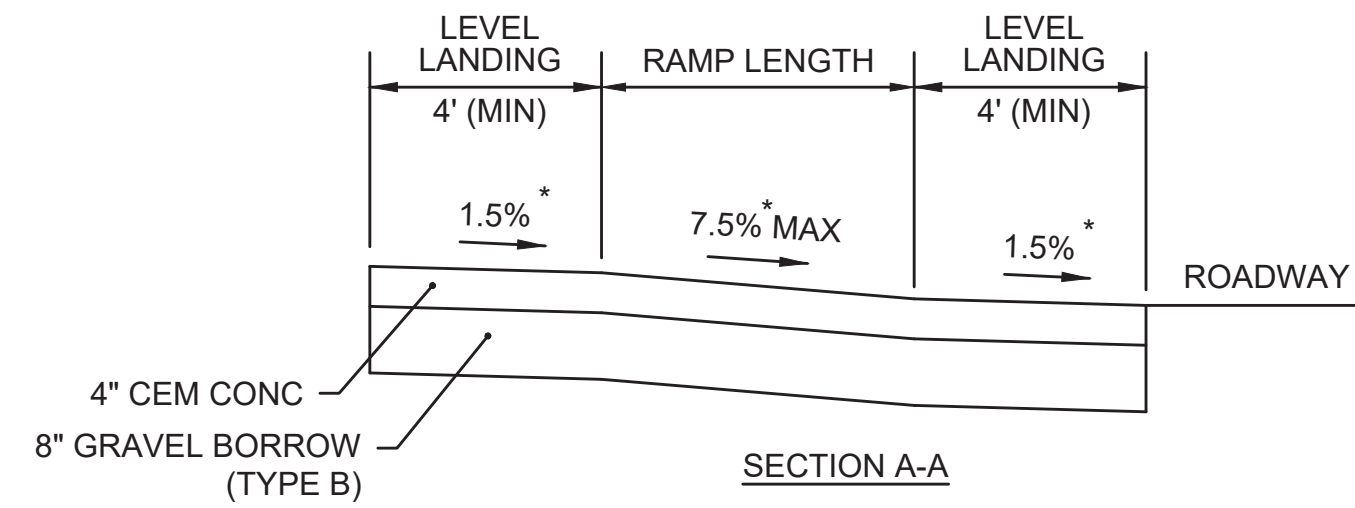
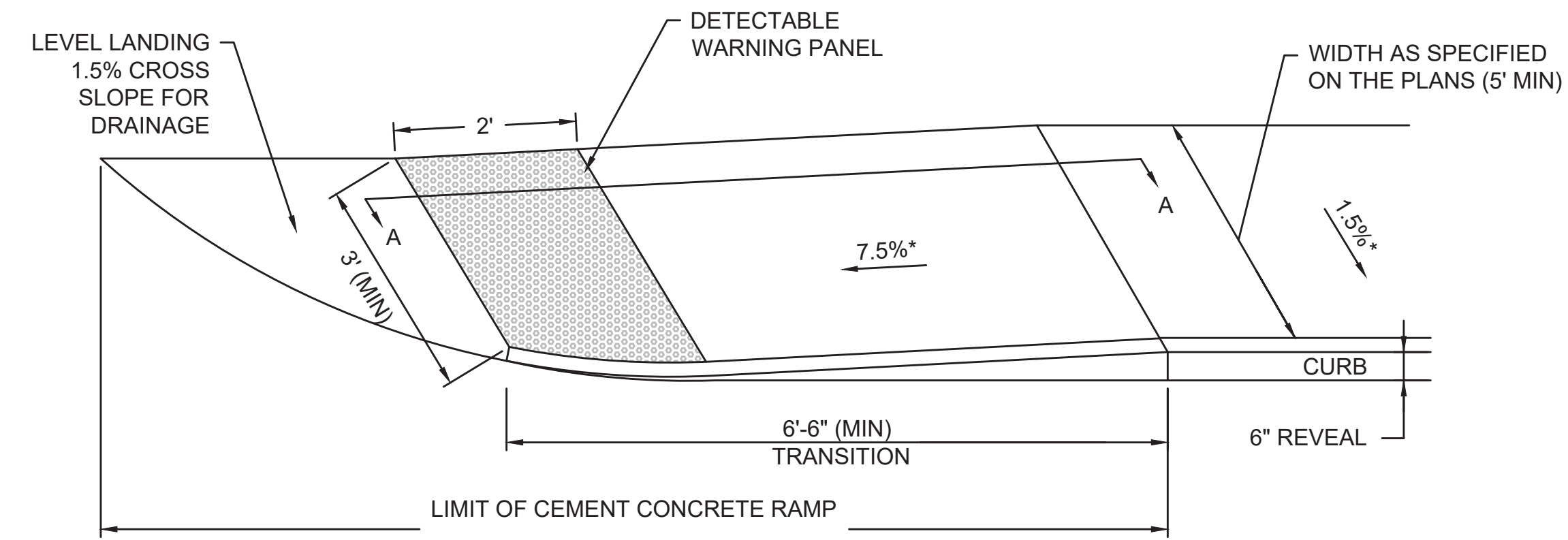
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DESCRIPTION	REV #	DATE
CONSTRUCTION DETAILS NO. 1 MONTAGUE COMPLETE STREETS	1	MM/DD/YY
REVISIONS	REV #	DATE
SHEET #		TOTAL SHEETS
4		21

TURNERS FALLS, MA

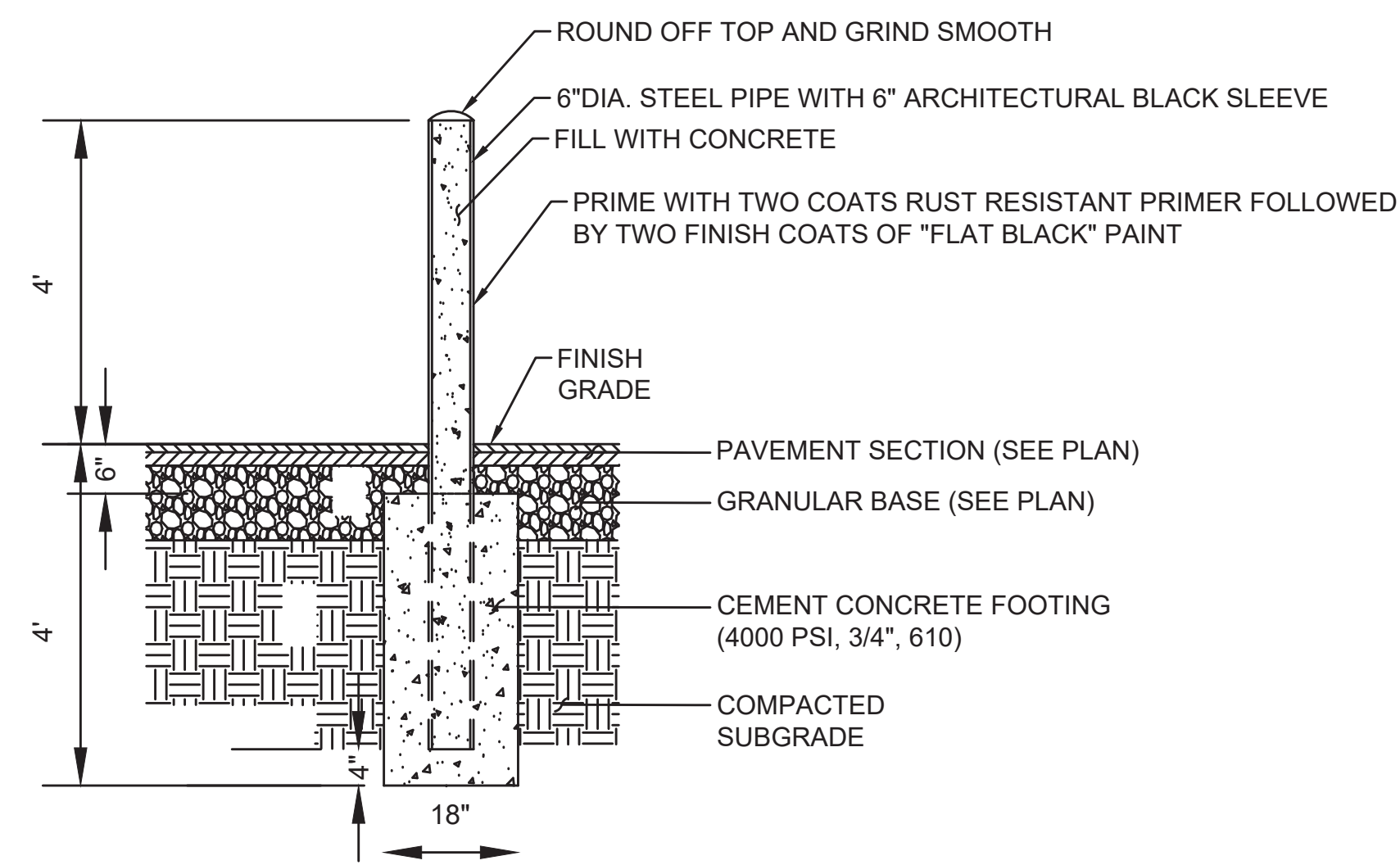




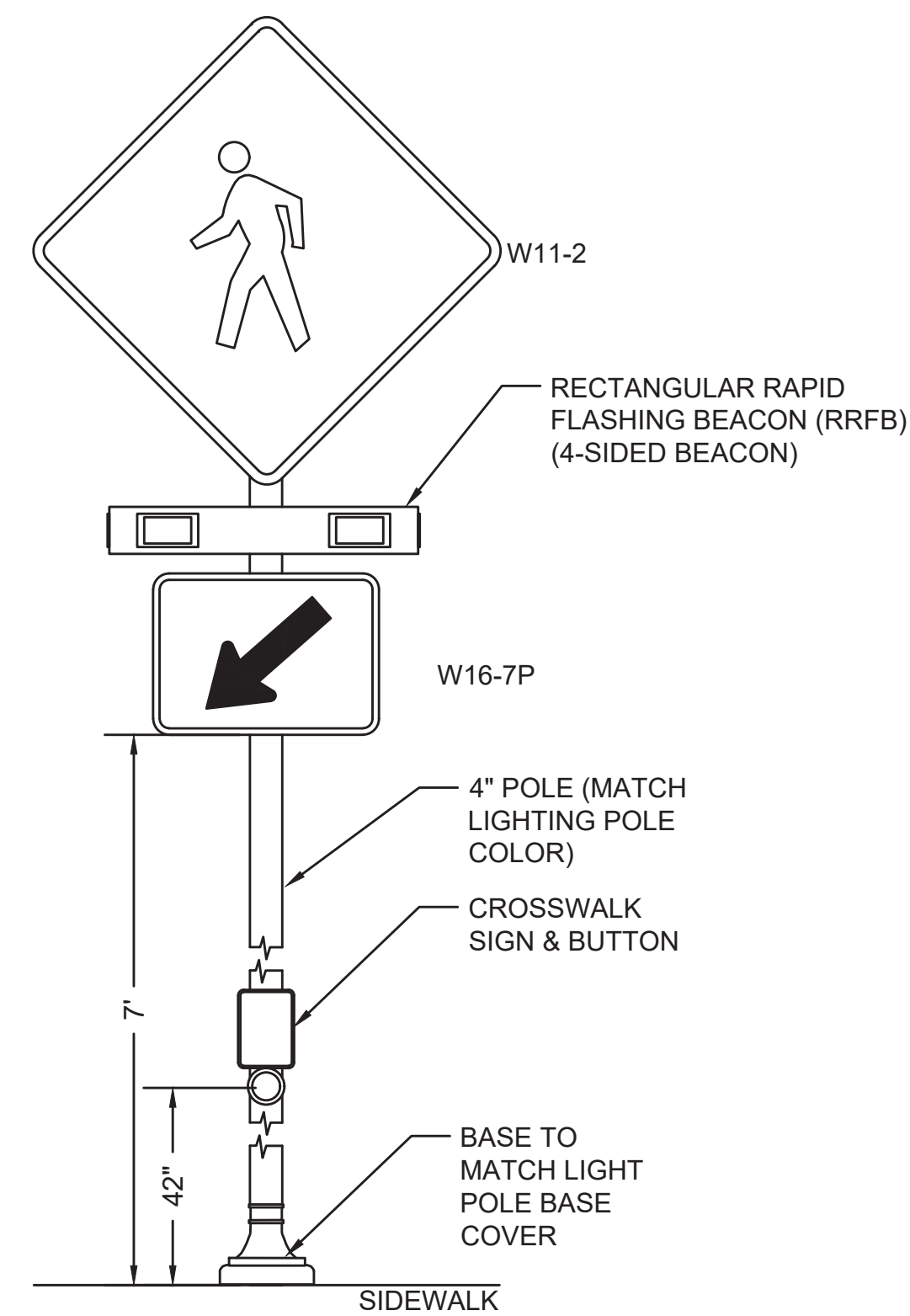
R #	WCR LOCATION	
	STATION	SIDE
1	300+95	LEFT
15	101+65	RIGHT

\* TOLERANCE FOR CONSTRUCTION = ±0.5%

**CURB RAMP TYPE III**  
NOT TO SCALE



**STEEL BOLLARD DETAIL**  
NOT TO SCALE



**RRFB CROSSING SIGN - SOLAR POWERED**  
NOT TO SCALE

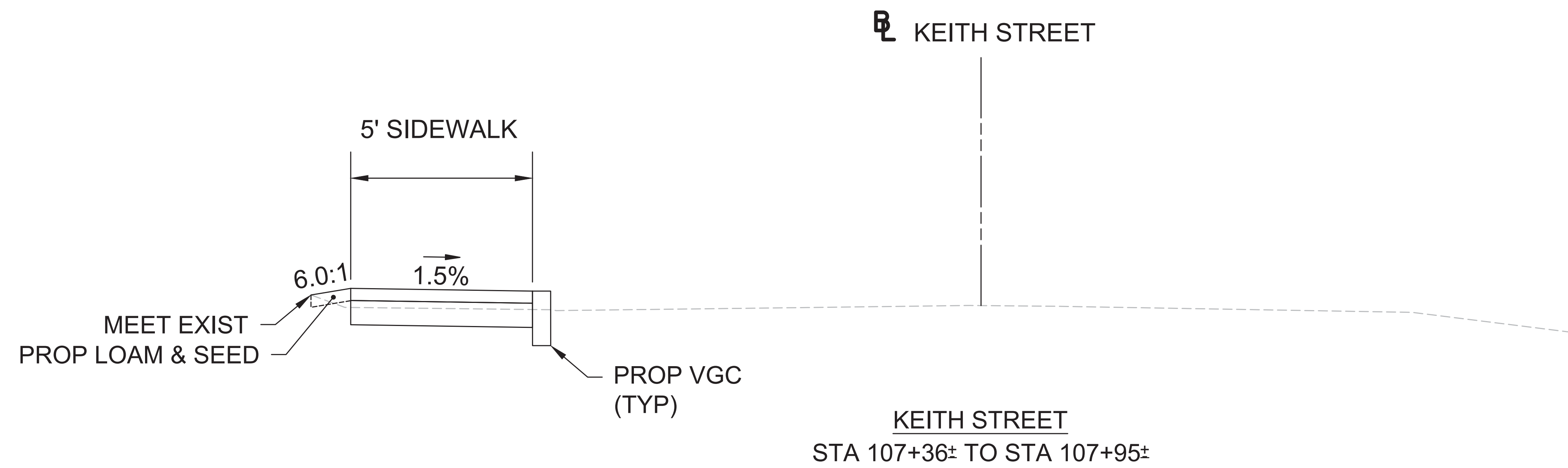
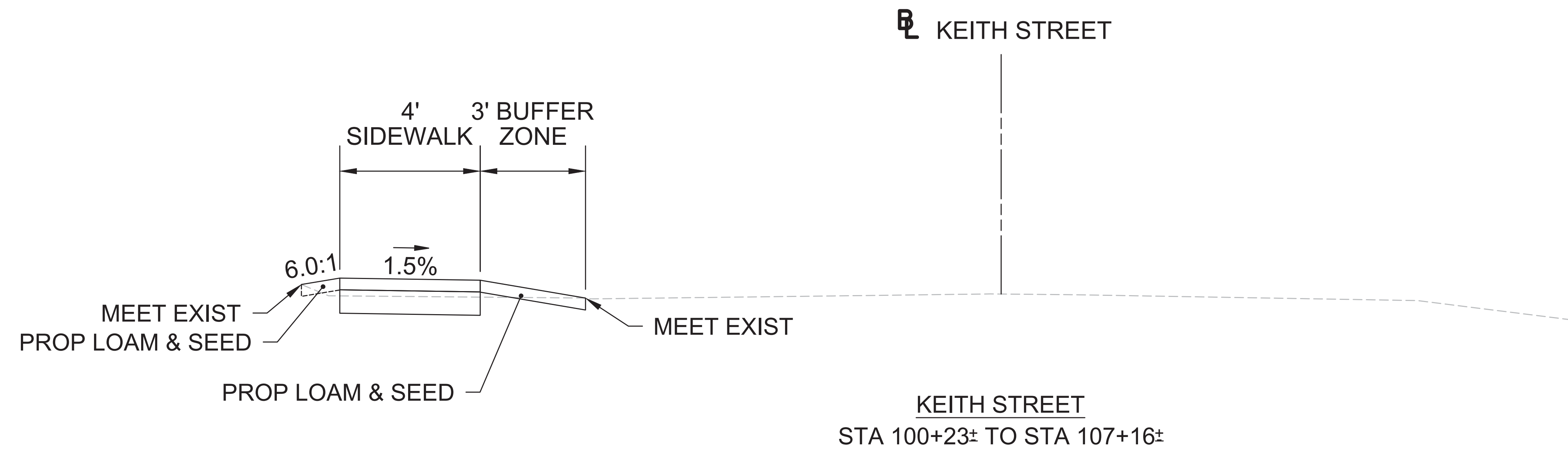
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PROJECT #: Y20945.21  
DATE: 4/5/21  
DESIGNER: LPM  
DRAFTER: BBB  
REVIEWER: CCC

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DESCRIPTION	1	MM/DD/YY
REVISIONS	REV #	DATE
CONSTRUCTION DETAILS NO. 2 MONTAGUE COMPLETE STREETS	SHEET #	TOTAL SHEETS
	5	21
TURNERS FALLS, MA		



**DRAFT**  
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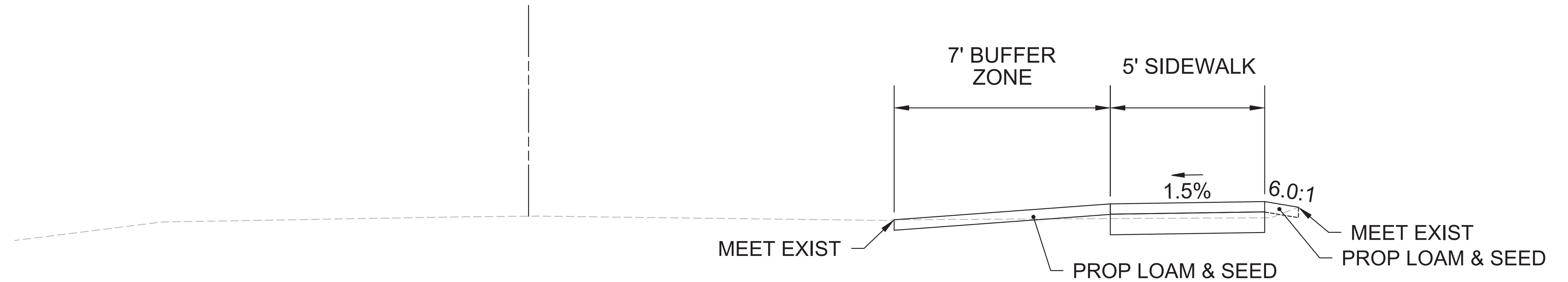
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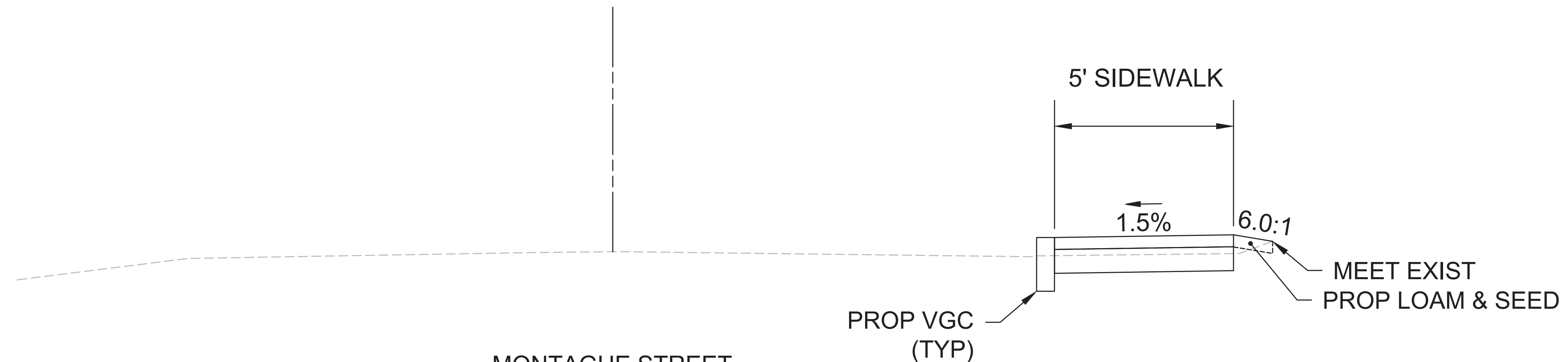
DESCRIPTION	REV #	DATE
TYPICAL SECTIONS NO. 1 MONTAGUE COMPLETE STREETS	1	MM/DD/YY
TURNERS FALLS, MA	6	21

**MONTAGUE STREET**



**MONTAGUE STREET**  
 STA 100+67± TO STA 107+75±  
 STA 108+77± TO STA 112+77±

**MONTAGUE STREET**



**MONTAGUE STREET**  
 STA 107+95± TO STA 108+57±

**DRAFT**  
 NOT FOR CONSTRUCTION

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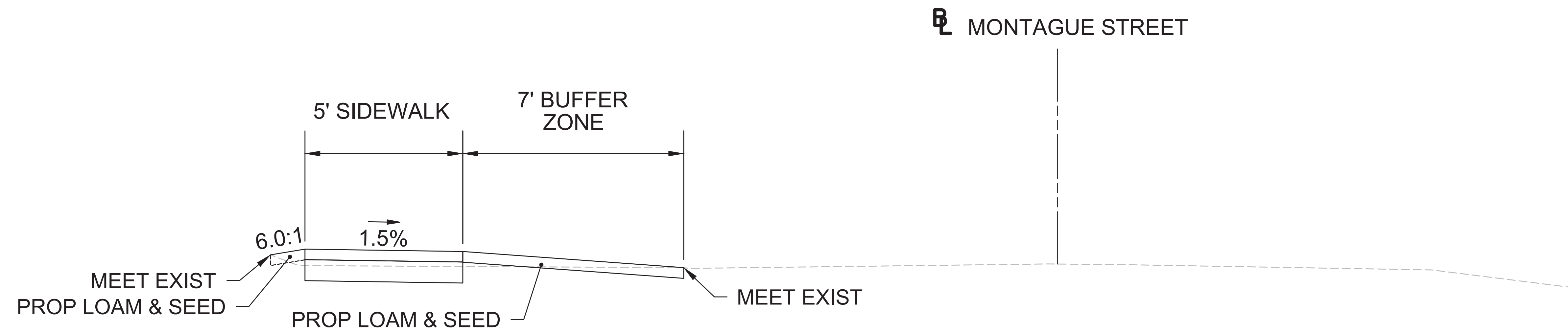
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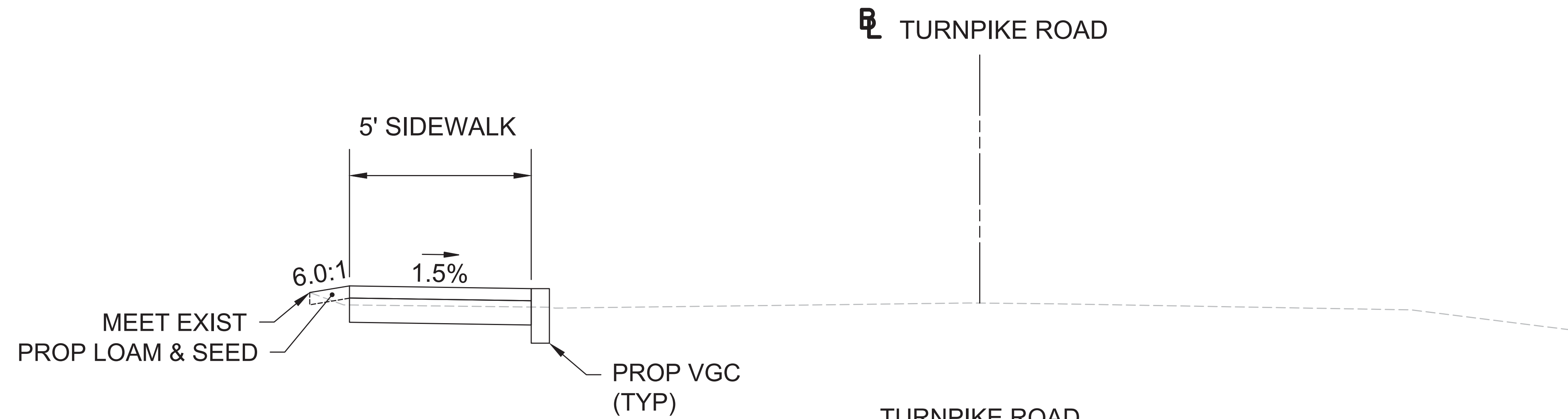
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DESCRIPTION	REV #	DATE
TYPICAL SECTIONS NO. 2 MONTAGUE COMPLETE STREETS	1	MM/DD/YY
TURNERS FALLS, MA	7	21



MONTAGUE STREET  
 STA 112+72± TO STA 125+21±



TURNPIKE ROAD  
 STA 101+70± TO STA 102+95±

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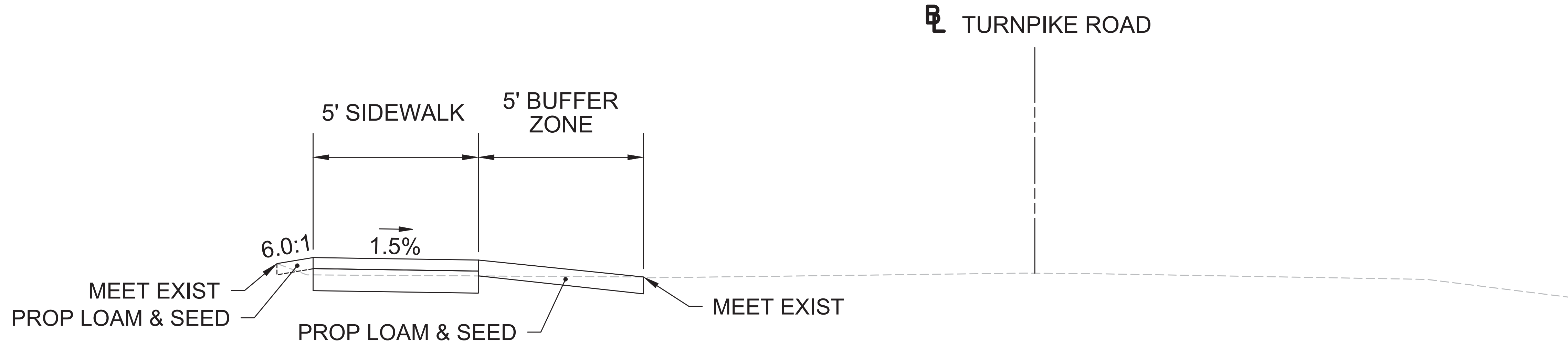
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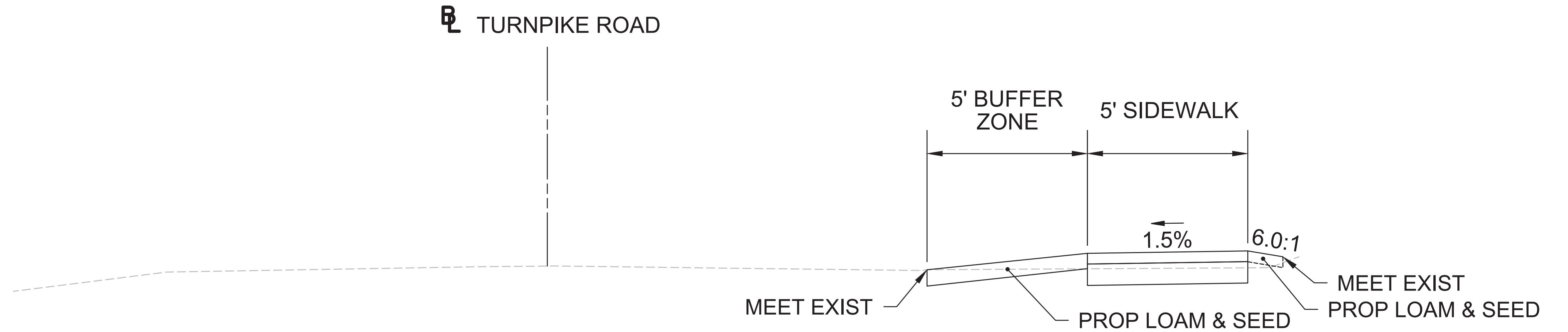
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 WESTFIELD, MA  
 TELE: (413) 875 - 8855

DESCRIPTION	REV #	DATE
TYPICAL SECTIONS NO. 3 MONTAGUE COMPLETE STREETS	1	MM/DD/YY
TURNERS FALLS, MA	8	21



TURNPIKE ROAD  
STA 103+19± TO STA 112+35±



TURNPIKE ROAD  
STA 112+98± TO STA 119+90±


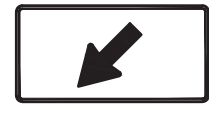

**DRAFT**  
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PROJECT #: Y20945.21  
DATE: 4/5/21  
DESIGNER: LPM  
DRAFTER: BBB  
REVIEWER: CCC

**MCMAHON**  
TRANSPORTATION ENGINEERS & PLANNERS  
www.mcmahonassociates.com  
350 MYLES STANDISH BLVD SUITE 103 TAUNTON, MA  
TELE: (508) 823 - 2245 FAX: (508) 823 - 2246  
120 WATER ST 4TH FLOOR BOSTON, MA 02109  
TELE: (617) 556 - 0020 FAX: (617) 556 - 0025  
14 BREAKNECK HILL RD SUITE 201 LINCOLN, RI 02865  
TELE: (401) 648 - 7200  
94 NORTH ELM STREET SUITE 308 WESTFIELD, MA  
TELE: (413) 875 - 8855

DESCRIPTION	REV #	DATE
TYPICAL SECTIONS NO. 4 MONTAGUE COMPLETE STREETS	1	MM/DD/YY
TURNERS FALLS, MA	9	21

### TRAFFIC SIGN SUMMARY

IDENTIFICATION NUMBER	SIZE OF SIGN (IN)		TEXT	TEXT DIMENSIONS (IN)			NUMBER OF SIGNS REQUIRED	COLOR			POST SIZE AND NUMBER REQUIRED	UNIT AREA (SF)	AREA (SF)
	WIDTH	HEIGHT		LETTER HEIGHT	VERTICAL SPACING	ARROW RTE. MKR.		BACKGROUND	LEGEND	BORDER			
W11-2	36	36					15				P5-1 13-REQ RRFB POLE 2-REQ	9.00	135.00
W16-7P	24	12					13				MOUNT W/ W11-2	2.00	26.00
R1-1	36	36					3				P5-1 3-REQ	9.00	27.00
<b>TOTAL =</b>											<b>188.00</b>		

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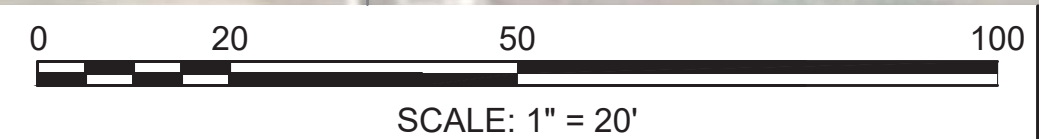
14 BREAKNECK HILL RD  
 SUITE 201  
 LINCOLN, RI 02865  
 TELE: (401) 648 - 7200

94 NORTH ELM STREET  
 SUITE 308  
 WESTFIELD, MA  
 TELE: (413) 875 - 8855

DESCRIPTION	REV #	DATE
TRAFFIC SIGN SUMMARY MONTAGUE COMPLETE STREETS TURNERS FALLS, MA	1	MM/DD/YY
TOTAL SHEETS	10	21



CONTINUED ON SHEET NO. 12



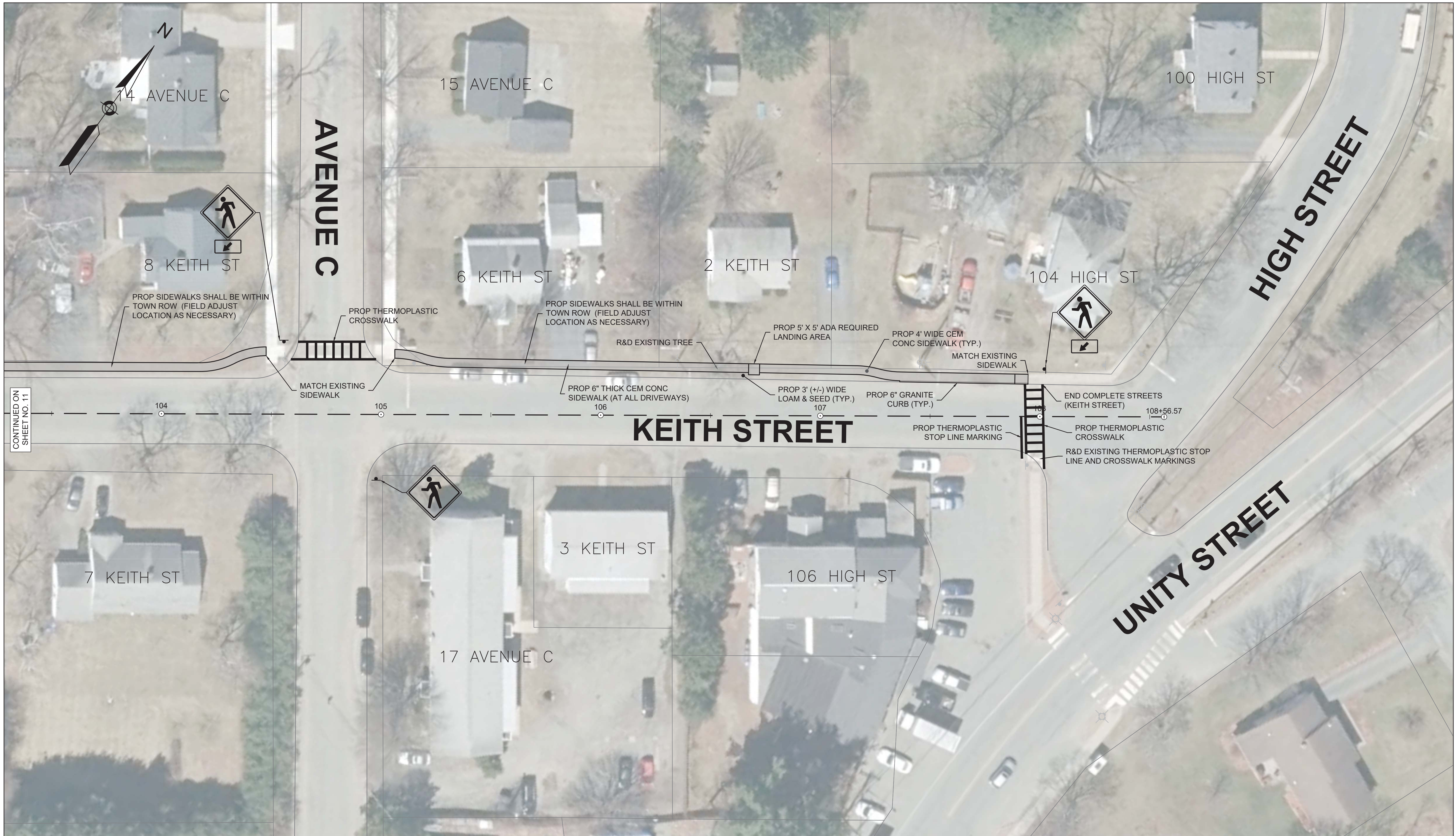
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NOT FOR CONSTRUCTION

PROJECT #: Y20945.21  
 DATE: 4/5/21  
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 REVIEWER: CCC

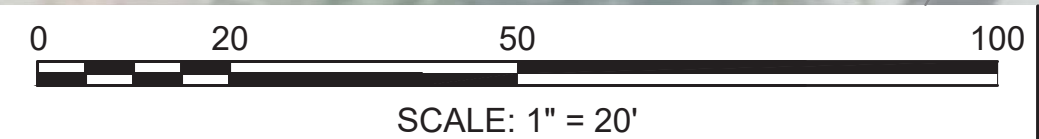


350 MYLES STANDISH BLVD SUITE 103 TAUNTON, MA  
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 TELE: (401) 648 - 7200  
 94 NORTH ELM STREET SUITE 308 WESTFIELD, MA  
 TELE: (413) 875 - 8855

REVISIONS		REV #	DATE
CONCEPT PLANS NO. 1			
MONTAGUE COMPLETE STREETS			
KEITH STREET			
TURNERS FALLS, MA			
SHEET #	TOTAL SHEETS	11	21



CONTINUED ON SHEET NO. 11



DRAFT  
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PROJECT #: Y20945.21  
 DATE: 4/5/21  
 DESIGNER: LPM  
 DRAFTER: BBB  
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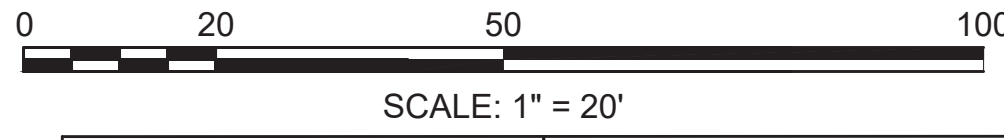
350 MYLES STANDISH BLVD SUITE 103 TAUNTON, MA TELE: (508) 823 - 2245 FAX: (508) 823 - 2246	120 WATER ST 4TH FLOOR BOSTON, MA 02109 TELE: (617) 556 - 0020 FAX: (617) 556 - 0025
14 BREAKNECK HILL RD SUITE 201 LINCOLN, RI 02865 TELE: (401) 648 - 7200	94 NORTH ELM STREET SUITE 308 WESTFIELD, MA TELE: (413) 875 - 8855

REVISIONS		REV #	DATE
CONCEPT PLANS NO. 2 MONTAGUE COMPLETE STREETS KEITH STREET TURNERS FALLS, MA		12	21
SHEET #	TOTAL SHEETS		





CONTINUED ON SHEET NO. 14



DRAFT  
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PROJECT #: Y20945.21  
 DATE: 4/5/21  
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350 MYLES STANDISH BLVD  
 SUITE 103  
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120 WATER ST  
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14 BREAKNECK HILL RD  
 SUITE 201  
 LINCOLN, RI 02865  
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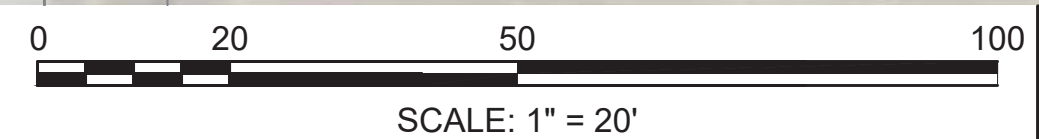
94 NORTH ELM STREET  
 SUITE 308  
 WESTFIELD, MA  
 TELE: (413) 875 - 8855

REVISIONS		REV #	DATE
CONCEPT PLANS NO. 1 MONTAGUE COMPLETE STREETS MONTAGUE STREET TURNERS FALLS, MA		13	21
SHEET #	TOTAL SHEETS		



CONTINUED ON SHEET NO. 13

CONTINUED ON SHEET NO. 15



**DRAFT**  
NOT FOR CONSTRUCTION

PROJECT #: Y20945.21  
 DATE: 4/5/21  
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 REVIEWER: CCC



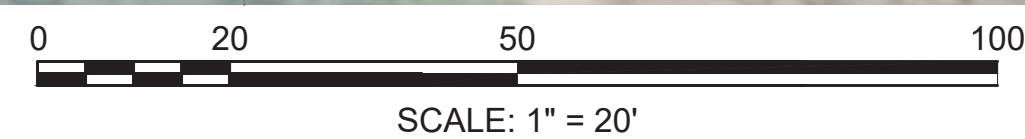
350 MYLES STANDISH BLVD SUITE 103 TAUNTON, MA  
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REVISIONS		REV #	DATE
CONCEPT PLANS NO. 2			
MONTAGUE COMPLETE STREETS			
MONTAGUE STREET			
TURNERS FALLS, MA			
SHEET #	14	TOTAL SHEETS	21



CONTINUED ON SHEET NO. 14

CONTINUED ON SHEET NO. 16



DRAFT  
NOT FOR CONSTRUCTION

PROJECT #: Y20945.21  
 DATE: 4/5/21  
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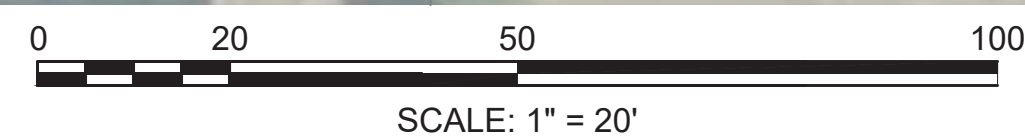
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REVISIONS		REV #	DATE
CONCEPT PLANS NO. 3 MONTAGUE COMPLETE STREETS MONTAGUE STREET TURNERS FALLS, MA		SHEET #	TOTAL SHEETS
		15	21



CONTINUED ON SHEET NO. 15

CONTINUED ON SHEET NO. 17



DRAFT  
NOT FOR CONSTRUCTION

PROJECT #: Y20945.21  
 DATE: 4/5/21  
 DESIGNER: LPM  
 DRAFTER: BBB  
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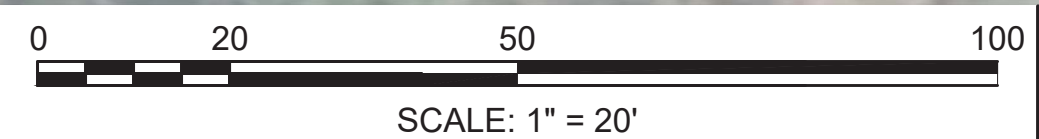
14 BREAKNECK HILL RD SUITE 201 LINCOLN, RI 02865  
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94 NORTH ELM STREET SUITE 308 WESTFIELD, MA  
 TELE: (413) 875 - 8855

REVISIONS		REV #	DATE
CONCEPT PLANS NO. 4 MONTAGUE COMPLETE STREETS MONTAGUE STREET TURNERS FALLS, MA		16	21



CONTINUED ON SHEET NO. 16



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PROJECT #: Y20945.21  
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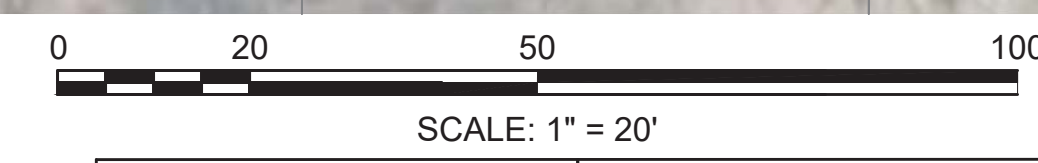
350 MYLES STANDISH BLVD SUITE 103 TAUNTON, MA TELE: (508) 823 - 2245 FAX: (508) 823 - 2246	120 WATER ST 4TH FLOOR BOSTON, MA 02109 TELE: (617) 556 - 0020 FAX: (617) 556 - 0025
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REVISIONS		REV #	DATE
CONCEPT PLANS NO. 5 MONTAGUE COMPLETE STREETS MONTAGUE STREET TURNERS FALLS, MA		17	21
SHEET #	TOTAL SHEETS		



# TURNPIKE ROAD

CONTINUED ON SHEET NO. 19



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PROJECT #: Y20945.21  
 DATE: 4/5/21  
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 SUITE 308  
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 TELE: (413) 875 - 8855

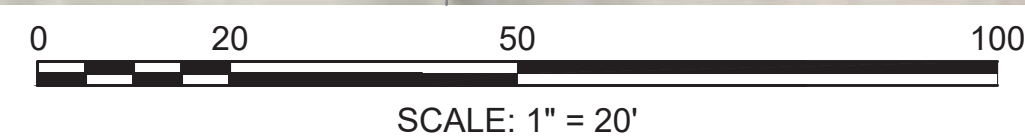
REVISIONS		REV #	DATE
CONCEPT PLANS NO. 1 MONTAGUE COMPLETE STREETS TURNPIKE ROAD TURNERS FALLS, MA		18	21
SHEET #	TOTAL SHEETS		



CONTINUED ON SHEET NO. 18

CONTINUED ON SHEET NO. 20

# TURNPIKE ROAD



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PROJECT #: Y20945.21  
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 DRAFTER: BBB  
 REVIEWER: CCC



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94 NORTH ELM STREET SUITE 308 WESTFIELD, MA  
 TELE: (413) 875 - 8855

REVISIONS		REV #	DATE
CONCEPT PLANS NO. 2			
MONTAGUE COMPLETE STREETS			
TURNPIKE ROAD			
TURNERS FALLS, MA			
SHEET #	TOTAL SHEETS	19	21







CONTINUED ON SHEET NO. 20

R&R EXISTING SIGNS



PROP RRFB

116

PROP THERMOPLASTIC CROSSWALK

117

PROP THERMOPLASTIC CROSSWALK

# TURNPIKE ROAD

118

PT +47.81

119

PROP 5' (+/-) WIDE LOAM & SEED (TYP.)

MAINTAIN EXISTING SIGNS

120

120+32.60

PROP THERMOPLASTIC CROSSWALK

PROP CEM CONC ADA RAMP

PROP CEM CONC ADA RAMP

PROP 6" THICK CEM CONC SIDEWALK (AT ALL DRIVEWAYS)

PROP 5' WIDE CEM CONC SIDEWALK (TYP.)

MATCH EXISTING SIDEWALK

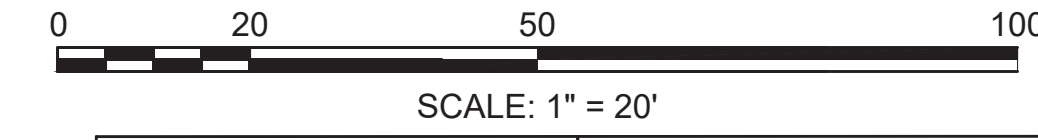
PROP CEM CONC ADA RAMP

TRANSITION FROM 6' WIDE TO 5' WIDE

PROP SIDEWALKS SHALL BE WITHIN TOWN ROW (FIELD ADJUST LOCATION AS NECESSARY)

124 TURNPIKE RD

PARK VILLA DRIVE  
1 PARK VILLA DR



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REVISIONS		REV #	DATE
CONCEPT PLANS NO. 4 MONTAGUE COMPLETE STREETS TURNPIKE ROAD TURNERS FALLS, MA		SHEET #	TOTAL SHEETS
		21	21



# Franklin Regional Council of Governments

IOA

PROFESSIONAL SERVICES AGREEMENT BY AND BETWEEN  
THE FRANKLIN REGIONAL COUNCIL OF GOVERNMENTS  
AND  
THE TOWN OF MONTAGUE

*For COMPLETE STREETS CONSTRUCTION BID 2021*

This Agreement is made this \_\_\_\_\_ day of MAY, 2021, by and between the Franklin Regional Council of Governments, hereinafter referred to as the FRCOG (whose primary place of business is 12 Olive Street, Suite 2, Greenfield, MA 01301, ph 413-774-3167) ; and the Town of Montague, acting by and through its Planning Department, hereinafter referred to as the "Town" (1 Avenue A, Turners Falls, MA 01376 attn: WALTER RAMSEY, Town Planner 413-863-3200 x 112

WITNESSETH THAT:

WHEREAS, the Town is a member of the Franklin Regional Council of Governments and the FRCOG Collective Highway Purchasing Program, and the Town has determined that there is a need to obtain professional assistance for procurement beyond the scope of the cooperative program; and

WHEREAS; the Town has appropriated funds to procure contracted procurement services under the direction of its Board of Selectmen; and

WHEREAS; the FRGOC through its Purchasing Program is willing to provide technical assistance to the Town:

NOW, THEREFORE, in consideration of the forgoing premises, which are hereby incorporated into and hereby made part of the terms and conditions of this Agreement and the mutual covenants hereinafter set forth, it is agreed as follows:

## I. TERM OF AGREEMENT

The FRCOG and the Town agree that the FRCOG, acting by and through the Purchasing Program will provide all agreed upon services for the Town in a professional and timely manner during the period May 3, 2021 through August 31, 2021 (hereinafter referred to as the period of the contract).

## II. ENGAGEMENT OF THE FRCOG

The Town hereby engages the FRCOG, acting by and through the Purchasing Program, for the purposes of providing procurement technical assistance to the Town. The FRCOG, and its agents, hereby agree to act in a professional and timely manner, in the best interest of the Town, and in conformity with all applicable federal,

state, and local laws, rules and regulations, and as directed by the Board of Selectmen or their designee.

The FRCOG will render the primary services to be provided as described herein through a qualified Procurement Officer.

### III. SCOPE OF SERVICES

The FRCOG will provide at a minimum the following services to the Town under the direction of the Purchasing Program as required and requested by the Town.

Services available include:

- Receive Specifications from Town Planner and Consulting Engineer
- Prepare Invitation for Bids for Construction per MGL Ch30, s39M
- Request Prevailing Wage from Commonwealth of MA
- Apply for MassDOT Prequalification for the Town
- Meet MGL advertising and Sec. of State posting requirements
- Notify potential bidders utilizing the FRCOG Contractor mailing list appropriate to the project and others provided by Planner
- Provide any Addenda required with technical assistance from Planner and/or Engineer
- Open bids at FRCOG offices
- Assist with Reference Checks, check bids to assure their responsiveness and completeness but turn over to the Town for final selection.
- Check on insurance compliance, receive and hold bid bonds until Contract is signed
- Provide a contract template and work with town to issue Contract
- Assemble package of auditable procurement documents for the Town

Costs for copying any large format plans and other direct costs including newspaper advertising will be charged directly to the Town.

### IV. COMPENSATION

The Town and FRCOG hereby agree that with respect to services rendered under this Agreement, the FRCOG estimates the cost at no more than **one thousand dollars (\$1,000)** during the contract period, based upon the following fee schedule.

- A. The Procurement Officer rate shall be \$80.00 per hour. The rate includes fringe benefit costs, travel reimbursement, clerical support, and indirect costs.

The FRCOG shall bill after the project is completed based on **actual hours** plus any direct expenses.

### V. TIME OF PERFORMANCE

The Purchasing Program shall work with **Montague Town Planner** or their designee in scheduling assignments and work tasks of the provision of services under this Agreement.

### VI. INDEMNIFICATION AND INSURANCE

The Town shall indemnify and hold the FRCOG harmless with respect to any and all public liability and third party losses, damages, costs, or expenses for bodily injury or damage to real or tangible personal property sustained by the FRCOG arising out of the provision of services for the Town under this Agreement.

The FRCOG shall provide and maintain throughout the term of this Agreement all insurance for its employees, including health, workers' compensation, and other insurances in compliance with the statutory requirements of the Commonwealth of Massachusetts.

## **VII. WAIVERS**

All covenants, conditions, duties and obligations contained herein can be waived only by written agreement by and between the Town and the FRCOG. Such waivers shall not be effective, unless they are in conformity with all other requirements of law. Forbearance or indulgence in any form or manner by either party shall not be construed as a waiver, nor in any way limit the legal or equitable remedies available to either party. No waiver of any default or breach shall constitute a waiver of any subsequent default or breach.

## **VIII. AMENDMENTS**

No amendment to this Agreement shall be effective unless it is in writing, signed by the duly authorized representatives of both parties, and complies with the provisions of this Agreement, and all other regulations and requirements of law.

## **IX. FORCE MAJEURE**

Neither the Town nor the FRCOG shall be liable to the other, nor be deemed to be in breach of this Agreement for failure or delay in rendering performance arising out of causes factually beyond its control and without its fault and negligence. Such causes may include, but are not limited to: acts of God or the enemy, wars, fires, floods, epidemics, quarantine restrictions, strikes, unforeseen freight embargoes, or unusually severe weather. Dates and times of performance shall be extended to the extent of the delays excused by this covenant, provided that the party whose performance is affected notifies the other promptly of the existence and nature of such delay.

## **X. ASSIGNABILITY**

The FRCOG shall not assign any interest in this Agreement, and shall not transfer any interest in the same, without prior written consent of the Town. No subcontract may be awarded by the FRCOG, the purpose of which is to fulfill in whole or in part the services required herein, without said written consent of the Town.

## **XI. TERMINATION**

This agreement may be terminated by either party for any reason upon written notice. Such notice shall be signed by authorized officials of the parties. In event of termination, the FRCOG shall no later than fifteen days after said termination, deliver to the Town all reports, documents, data and materials of every kind and nature which are related to FRCOG's services to the Town and compensation will be made for time spent up until the time of termination..

## **XII. CONFLICT OF INTEREST**

No officer, employee, agent, or member of the governing bodies of the FRCOG and Town shall participate in any decision or service relating to this Agreement which affects the personal interest of such officer, employee, agent, or member of the governing bodies, whether such interest is direct or indirect. The FRCOG and the

Town shall take all reasonable actions necessary to ensure that their officers, employees, agents, and members of their governing bodies are aware of the requirements, and comply with the provisions of Massachusetts General Laws, Chapter 268A, the so-called Conflict of Interest Law.

**XIII. SEVERABILITY**

If any provision of this Agreement is held invalid, the remainder of the Agreement shall not be affected thereby, and all other parts of this Agreement shall nevertheless be in full force and effect.

IN WITNESS WHEREOF, the FRCOG and the Town have caused this Agreement to be executed in duplicate by their respective authorized officers and hereby certify that this Agreement is in full force and compliance with all applicable laws, rules, and regulations, as set forth herein above.

FRANKLIN REGIONAL COUNCIL OF GOVERNMENTS

\_\_\_\_\_  
Executive Director  
Linda L. Dunlavy

\_\_\_\_\_  
Date

TOWN OF MONTAGUE    authorized signature

\_\_\_\_\_  
Town Administrator

\_\_\_\_\_  
Date

**Or**

\_\_\_\_\_  
Town Planner

\_\_\_\_\_  
Date

**And/Or** Board of Selectmen, as required by the Town of Montague

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
Date



# **Town of Montague Police Community Engagement Advisory Committee**

On June 29, 2020, the Selectboard established this ad hoc Advisory Group focused as follows:

- **Police Community Engagement** – What are MPD policies and practices relative to community engagement, what is the impact of these practices on key sub-groups, how might they improve?
  
- This Advisory Group is charged with exploring questions directly relevant to their focus, developing a broader engagement strategy to bring robust community perspective, analyzing what is learned, and reporting of findings and recommendations to the Selectboard. The timeline for this report is to be determined by the Selectboard in collaboration with the group. The groups' work is expected to be independent, but also to intersect and be integrated at key points with the Use of Force and Equity group.

**First off we would like to thank the Town of Montague for developing an avenue that allowed us to do this work. The work is important to this community and us for a variety of reasons. Like many things this topic hits home for each of us in different ways. This committee represents many sub groups with a variety of viewpoints which we all agreed was very helpful in developing and implementing the process. In addition the members of this group have very diverse backgrounds which gave varying perspectives as we discussed these issues. The underlying current was one born from the need to be involved locally on a topic that has put a spotlight on race and policing in our nation and affects each of us in different ways. Specifically, this committees desire to examine the relationship between the community at large and the Montague Police Department.**

**One of the first decisions we had to make was how we would address this issue. The committee spent some time identifying subgroups within the community that should be focused on before ultimately deciding on two subgroups -**

**Town of Montague  
Police Community Engagement  
Advisory Committee**

**people of color, and youth. While a number of other groups were suggested, given the limited time that the committee had, it was agreed that focusing on these groups would benefit the community as a whole and would translate into equitable policing for everyone. We felt compelled to focus on people of color because nationally and traditionally they have dealt with a disproportionate amount of policing. We also felt that addressing policing and our youth was important to ensure positive interactions at a young age which would translate into dispelling any misconceptions they might have. As daunting as the task seemed - gathering a group of individuals with differing experiences - it was ultimately the differences that deepened our exploration of this topic.**

**Once the groundwork was laid the hard work began. We needed to decide how best to get the data we were looking for. It was generally agreed that the pandemic limited our ability to get some of this work done. We would all have preferred some more “ face to face ” interaction which would have allowed for more participation from the community and thus more feedback. Given the scope of what we were trying to accomplish it was determined that a survey would be the most effective tool. It allowed us to ask key questions and then drill down into the data to find the results we identified in our key groups. The questions were formed in a way that we felt allowed participants to tell us whatever they wanted us to hear while keeping it as impartial as possible. Overall the composition of the respondents roughly mirrored the race/ethnicity/and gender data for the Town of Montague. We felt that given the pandemic and our limited experience with creating surveys the response was more than we had**



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**anticipated and all were generally pleased with the numbers. As a whole we would all have liked to see more respondents from our key subgroups but ultimately decided we had done additional outreach in hopes of receiving more feedback. Specifically both school district superintendents were contacted and in turn information about the survey and links to both English and Spanish versions of the survey were given to all students. The Montague Catholic Ministries was also very helpful in getting the message out to the Latino Community who had a significant number of responses thanks to their hard work. We received 26 requests for anonymous follow up contact as part of this survey. It was the unanimous decision of this committee that all respondents be allowed to speak freely and without repercussion from anyone. Equally important was the need to remove any personal information which may have identified an individual or incident. We determined that in order to maintain this discretion two people from this group would hold listening sessions and the content would be summarized and shared. All of the respondents were contacted by a member of the committee but ultimately none of them decided to make an additional statement. In addition to the survey we also worked with the Montague Police department and the Equity and Use of Force committee on data requests. Chief Williams and Lieutenant Bonnett were very forthright with all the information we asked for and explained it in detail. The traffic stop data was interesting, but hard to process. The arrest/call data was almost incomprehensible. We struggled to compare any of this data to our subgroups/other demographics groups. It became clear that a lot of the data recorded here is very arbitrary and nonstandard. The state**

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**and local municipalities record this data differently which makes it difficult to compare. Ultimately this is a problem at the state level (where this data ends up) which is hopefully being fixed by MA bill S2963 -- the police reform bill. One area of data that was useful is the relationship between race and ethnicity and ticketing versus warnings for traffic stops. This data did show that each subgroup received equivalent numbers of citations and warnings.**

**We also wanted to get a better picture of how the School Resource Officers ( SRO's) were received and perceived by our youth. The surveys contained many comments about the SRO's from students and faculty. Overall the responses were very positive about the relationship these positions have within their districts. The faculty that responded were very supportive of the work being done as were students who rely on them for a variety of reasons. The Chief provided the MOU for both officers which we found useful in understanding the limits of the position. We have also provided a letter received from a long time educator who also works with children at risk extolling the position and the work specifically done by Officer Miner.**

**While we are proud of the work we did on the survey, we are not professionals, and we recommend that the town consider hiring an expert(s) to continue surveying the town on matters of policing.**

**There are a few areas that this group has determined the Montague Police Department could improve on.**

**We all felt strongly that some sort of regularly scheduled "Town Hall" style meeting would benefit both the department**

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**and the community. There were a few things that had been done in the past like coffee and coco with the Chief and meet and greet with the department K-9. Perhaps even ZOOM style meetings. The department could also do a poll of the community to see what ideas they may have for things they would like to see. So the overall consensus would be more of these types of positive interactions.**

**Another area of concern for this committee and the Chief is a mental health professional. The Chief did explain that based on call volume this is not a full time position in our Town but one that he sees value in. Currently his department assists but resources are very limited to them. It would be our recommendation that the Department explores the possibility of cooping this position with neighboring towns or exploring the possibility of a state funded professional within the Franklin County Jail who would be available to local municipalities as an on call mental health professional.**

**We determined that the departments current staffing doesn't allow them to proactively support additional programs that would ( re)build positive relationships within our community. There are just two officers patrolling on each shift, one of which is assigned to downtown leaving the other to patrol the other (4) four villages. This level of staffing severely limits the amount of community outreach they can do. Based on this information it is our recommendation that the Chief explore options for adding additional staff.**

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**And finally, It is our recommendation that from the State level there be consistency in the way demographics are recorded and shared from our local municipalities ( IMC ) to other agencies. We learned through our dissection of the information supplied to us by the Montague Police that reporting of things like race, ethnicity and even gender are not consistent across the board. Many of the choices and officer in the field has to identify these sub groups are not standard in other databases. This leads to discrepancies' in how they are able to report. We feel strongly that the recording of demographics should have some sort of universal system that is consistent for all departments involved.**

**In conclusion, based on the information we gathered over the last several months it's clear that the community has a very positive opinion of the Montague Police Department. Given the scope of the work these are the recommendations of our committee.**



Sign in

# Montague Community Engagement Survey

Questions Responses 384

## 384 responses



Not accepting responses



### Message for respondents

This form is no longer accepting responses

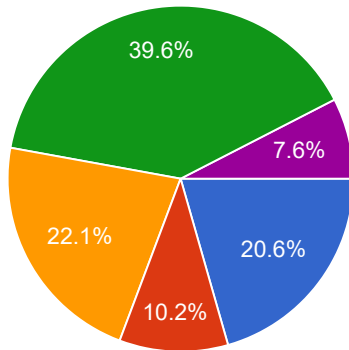
Summary

Question

Individual

## Age Group

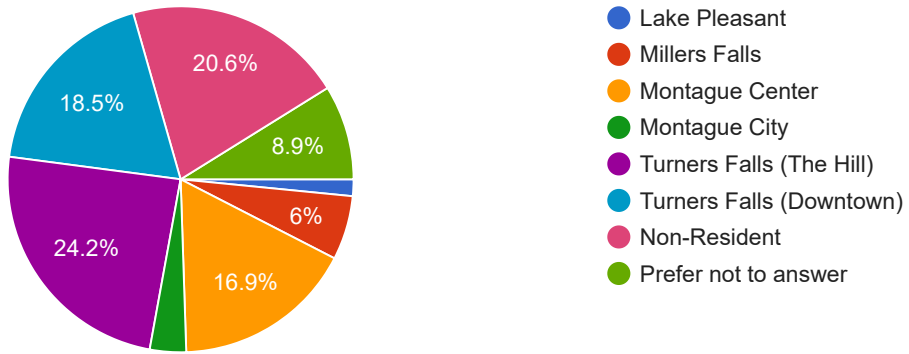
384 responses



- Under 18
- 19 - 25
- 26 - 40
- 41 - 64
- 65 and over

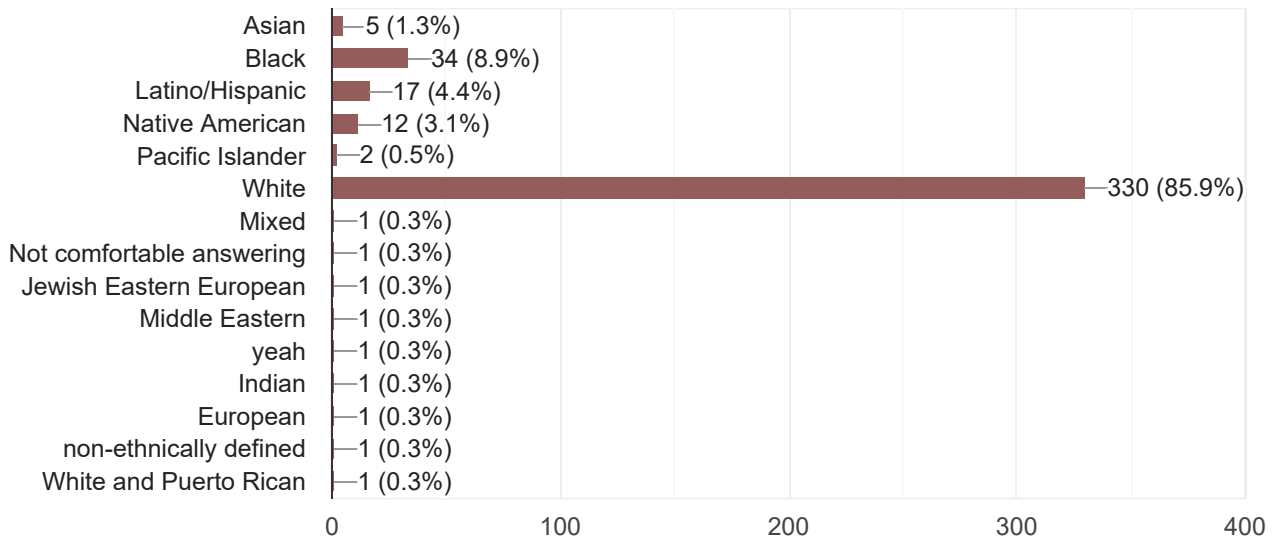
### Location

384 responses



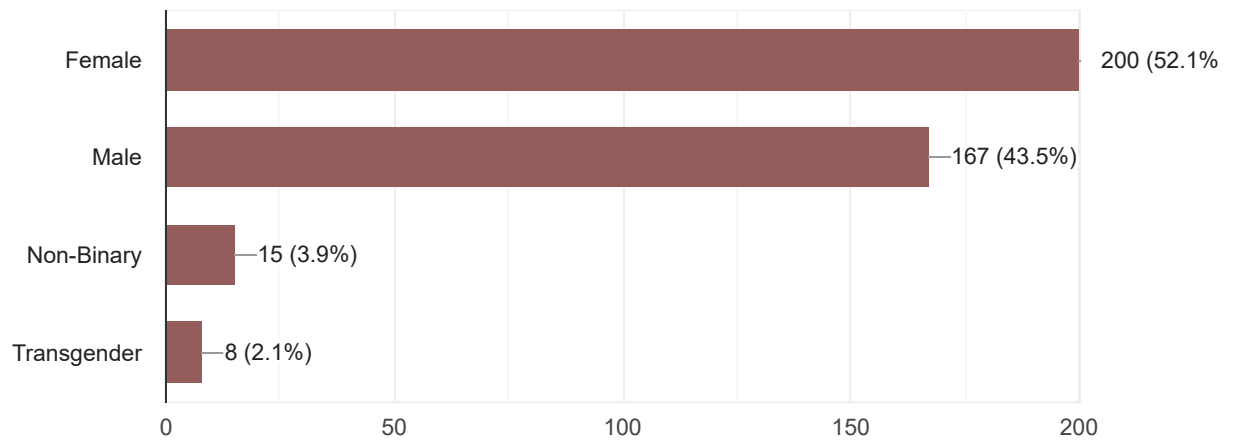
### Race/Ethnicity (Check all that apply)

384 responses



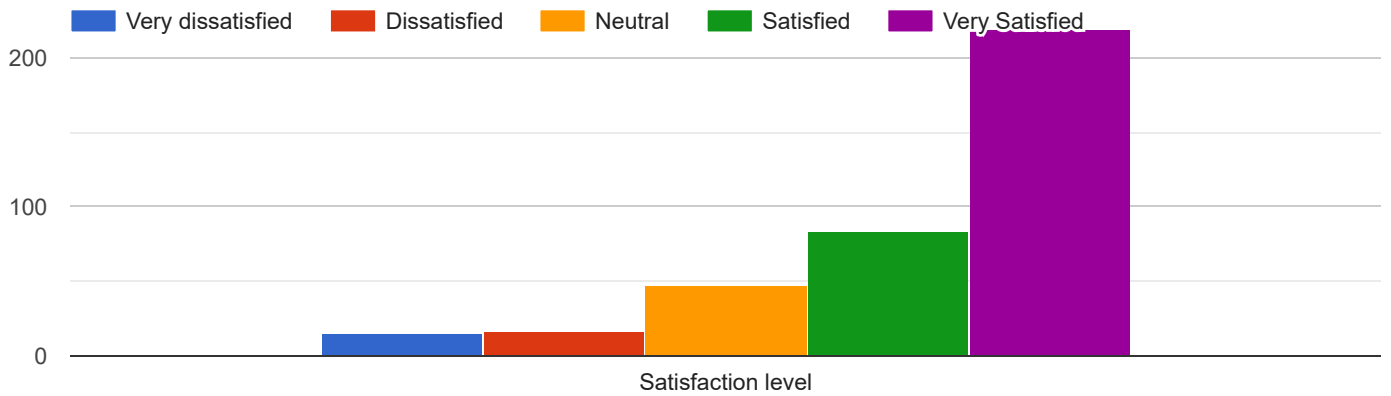
### Gender

384 responses

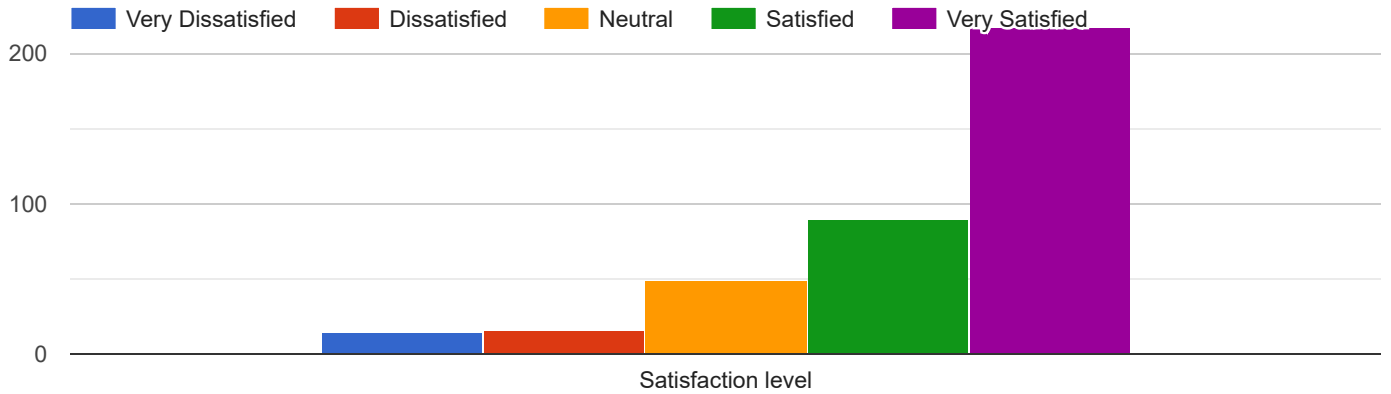


### Phone and Tablet Users

When encountering a Montague Police Department officer, how satisfied are you with their professionalism?



When encountering a Montague Police Department officer, how satisfied are you with their courtesy?



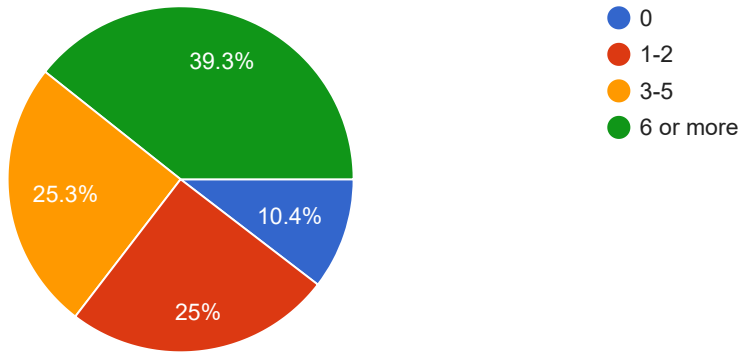
When encountering a Montague Police Department officer, how satisfied are you with their competence?





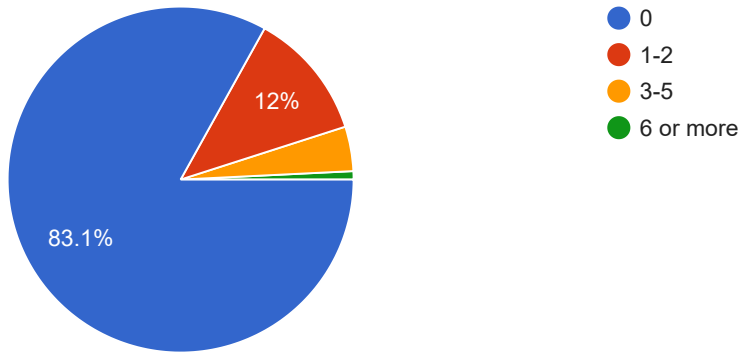
### How many positive interactions have you had with the Montague Police, if any?

384 responses



### How many negative interactions have you had with the Montague Police, if any?

384 responses



Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.
19 - 25	Montague City	Asian	Female	
65 and over	Prefer not to answer	Asian;Black;Latino/Hispanic; Native American;Pacific Islander;White	Female;Male;Non-Binary;Transgender	None
65 and over	Non-Resident	Asian;Black;Latino/Hispanic; Native American;Pacific Islander;White;yeah	Female;Male;Non-Binary;Transgender	no
Under 18	Turners Falls (The Hill)	Asian;Latino/Hispanic	Female	
Under 18	Non-Resident	Asian;White	Male	didn't have any interaction
Under 18	Turners Falls (Downtown)	Black	Non-Binary	
41 - 64	Millers Falls	Black	Male	
19 - 25	Turners Falls (Downtown)	Black	Male	
41 - 64	Prefer not to answer	Black	Female	I have been fortunate to witness both K-9 officer and Officer Miner interact with the public and have seen multiple situations
19 - 25	Turners Falls (The Hill)	Black	Male	They have always been respectful to me. I've never had problems with they way they acted.
26 - 40	Non-Resident	Black	Male	Always treated with respect
26 - 40	Millers Falls	Black	Male	The Montague police are always friendly
26 - 40	Turners Falls (Downtown)	Black	Male	Always polite never gave me any issue
19 - 25	Turners Falls (Downtown)	Black	Transgender	Sexy Police men
19 - 25	Turners Falls (Downtown)	Black	Male	They helped me find a lost wallet
19 - 25	Turners Falls (Downtown)	Black	Male	
19 - 25	Turners Falls (Downtown)	Black	Female	Each time I needed there assistance they showed up promptly and were very professional and used their discretion wisely
19 - 25	Turners Falls (The Hill)	Black	Transgender	
19 - 25	Turners Falls (Downtown)	Black	Male	
19 - 25	Turners Falls (The Hill)	Black	Transgender	
19 - 25	Turners Falls (Downtown)	Black	Male	
Under 18	Non-Resident	Black	Non-Binary	I like officer Miner at TFHS
41 - 64	Turners Falls (Downtown)	Black	Female	I was passed out drunk in the middle of the peske park field. An officer after being called found me cared for me and escorted me home safely making sure I had the proper supervision after he left
26 - 40	Turners Falls (Downtown)	Black	Female	The car seat program is great for the community and very proactive
26 - 40	Turners Falls (Downtown)	Black	Female	

Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.
65 and over	Non-Resident	Black	Female	<p>MY LETTER PUBLISHED IN THE GREENFIELD RECORDER...</p> <p>While I applaud Montague's intent to explore police practice, it is premature for the Selectboard to decide what topics will be studied. I suggest instead you begin with listening circles engaging many citizens from different backgrounds to get a clearer indication of what to pursue.</p> <p>I am 73 years old and have NEVER been ticketed for a moving violation in Massachusetts. Yet in Turners Fall I was pulled over for no reason and rudely addressed. When later I shared my experience at a predominately People of Color meeting, there was a pervasive sense that this was not an anomaly. Person after person related similar experiences, particularly in Turners Falls: Driving While Black or Brown.</p> <p>And then a few years back an African American artist opened a studio in Turners Falls, Madison on the Street. The Greenfield Recorder reported case after case of relentless racial harassment led by an alliance between another shop owner and the Montague Police.</p> <p>Neither of these cases would be reviewed under the narrow parameters the Selectboard proposes. And there are probably other concerns not delineated within such limitations. It is way too early to narrow the investigation. Listen, please. And listen, especially, to those too often not at the table.</p>
Under 18	Montague Center	Black	Female	<p>City: (REDACTED)</p>
Under 18	Turners Falls (Downtown)	Black	Male	
Under 18	Turners Falls (Downtown)	Black	Female	
Under 18	Turners Falls (Downtown)	Black	Male	
19 - 25	Millers Falls	Black	Female	They have always been here to help me.
Under 18	Turners Falls (Downtown)	Black	Male	
19 - 25	Montague Center	Black	Transgender	
26 - 40	Turners Falls (Downtown)	Black	Non-Binary	Montague PD has outperformed any I have encountered or witnessed. Over the past year it has respectfully supported protest and emotional distress embodied from terror experienced across the country. They have also experienced harassment and abuse from citizens local and not, maintaining their respect and professionalism.
26 - 40	Turners Falls (Downtown)	Black;White	Male	
26 - 40	Millers Falls	Black;White	Female	Present at the fire and police open house and took part in a tour. Have interacted with Artie and his handler who have been great with kids and adults educating them. Have watched lee Lester do a couple educational presentations with the kids and he is also great. Sergeant (?) Derry is pleasant and professional
Under 18	Millers Falls	Black;White	Male	
26 - 40	Turners Falls (Downtown)	European	Male	They helped me during a psychotic event in my life.
41 - 64	Non-Resident	Indian	Female	Not engaged with at risk youth or versed in mental health.
41 - 64	Turners Falls (The Hill)	Jewish Eastern European	Female	Montague Police used to follow my husband (who is from an African country) when he went out running, and used to stop him while he was driving for no apparent reason. Montague Police stopped me when I was out walking, for walking in the shoulder instead of the very poorly maintained sidewalk. Montague Police threatened a friend of a friend for getting out of his car to ask directions of a MPD officer.
26 - 40	Turners Falls (The Hill)	Latino/Hispanic	Male	
26 - 40	Turners Falls (Downtown)	Latino/Hispanic	Female	My positive interactions are just times that I have waved to officers and they have acknowledged me
26 - 40	Turners Falls (The Hill)	Latino/Hispanic	Transgender	
19 - 25	Turners Falls (Downtown)	Latino/Hispanic	Male	Always speak with respect to me
41 - 64	Montague Center	Latino/Hispanic	Female	
26 - 40	Turners Falls (Downtown)	Latino/Hispanic	Male	Very professional and helpful while responding to calls
19 - 25	Turners Falls (Downtown)	Latino/Hispanic	Male	Always speak with respect to me
Under 18	Turners Falls (Downtown)	Latino/Hispanic	Female	

Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.
26 - 40	Turners Falls (Downtown)	Latino/Hispanic	Female	I met the school resource officers puppy when I was picking up meals with my son. It really made him happy because during the beginning of quarantine my son was very sad
Under 18	Millers Falls	Latino/Hispanic	Male	
26 - 40	Montague Center	Latino/Hispanic	Non-Binary	
26 - 40	Montague Center	Latino/Hispanic;Native American	Female	they were courteous during an accident with my friend
26 - 40	Turners Falls (Downtown)	Latino/Hispanic;White	Female	
41 - 64	Turners Falls (Downtown)	Latino/Hispanic;White	Female	I never had any interactions with the police more than hello. I would like to see them more often walk in street. I never see them in downtown Turners. I think that it would be great if they can walk and be friendly with people, especially young people. I understand also that having a gun is not easy for everybody, I am white and I understand my privilege.
26 - 40	Turners Falls (Downtown)	Middle Eastern	Non-Binary	
19 - 25	Turners Falls (Downtown)	Mixed	Female	Lee Lastor was and is a great officer. All my experiences with him have been great.  I ran away as a kid and was manhandled into the back of the car before being brought back to the station. I dont know who the officer was, but it was scary.  Getting stared at by an officer with K-9 unit wasn't fun either. Nor was getting followed home by a cruiser. Through out my many interactions with MPD. They have always been professional. I have never had a negative interaction.
41 - 64	Turners Falls (Downtown)	Native American	Male	
65 and over	Non-Resident	Native American	Female	This survey is so flawed.... anyone from California to the Yukon can weigh in. Also, the survey lists from very dissatisfied to very satisfied. It is unclear as to how one moves the list to very satisfied. Looks like you are targeting the Police Officers.
41 - 64	Millers Falls	Native American	Female	
41 - 64	Turners Falls (The Hill)	Native American;White	Male	They do their job with a passion for others that goes above and beyond their training.
65 and over	Turners Falls (The Hill)	Native American;White	Female	I did some work with them when Chief Zukowski was in charge. He was professional, caring, and extremely comptent.
Under 18	Non-Resident	Native American;White	Female	that they are kind and they help people
Under 18	Turners Falls (Downtown)	Native American;White	Female	sometimes they pull people over for no reason. they have puled my father for no reason there excuse was "he was teasing the cop" when his exsost is naturally loud the dude fallowed my dad to the house
Under 18	Turners Falls (The Hill)	Native American;White	Female	
Under 18	Non-Resident	Native American;White	Female	I was just selling girlscout cookies to them.
19 - 25	Non-Resident	non-ethnically defined	Female	Having to work in Montague is terrible but getting to see the fine officers makes it all worth it.
41 - 64	Prefer not to answer	Not comfortable answering	Female	I don't feel safe or comfortable sharing
26 - 40	Turners Falls (The Hill)	White	Female	
19 - 25	Prefer not to answer	White	Male	
26 - 40	Turners Falls (The Hill)	White	Female	Overall, I have had nothing but very positive interactions with the police (school resource officer, seeing them around town, etc.). However, I was pulled over after having my plate run a couple years ago. My mother, who died in 2003, was connected to the plate somehow. I asked why I was pulled over when approached on both sides of my vehicle by two officers, which was concerning to me. My license was taken and the (young) officer who took it said "we'll get to that" and walked back to his vehicle while I sat there. I did not appreciate the answer and the harsh tone, as I have a right to know why I am being pulled over NOW and was very pleasant to him. It was a little much. He later apologized when he realized I was clearly not the 60 year old woman listed as having the expired license...because she had been dead for 15 years. His tone changed completely and he wished me a nice day.
26 - 40	Montague City	White	Female	I was speeding on Hatchery road to get my sick child home quickly - officer was understanding and when he realized I have never had issues with driving, allowed me off with a warning.
41 - 64	Montague Center	White	Female	
41 - 64	Montague Center	White	Male	Countless times I have seen officers go out of their way with the elderly, children or people in need.
41 - 64	Montague Center	White	Female	All of my interactions have been at community events and have been very positive.

Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.
26 - 40	Turners Falls (The Hill)	White	Female	
26 - 40	Prefer not to answer	White	Female	Courteous and knowledgeable, made me feel proud to be part of this community with officers and dispatchers who care about the community they serve
19 - 25	Montague Center	White	Female	I was driving home one night and came across a hit deer in the middle of the road, the deer was still alive but unable to move. I called the Montague police and they came right away and took care of the situation. I was upset that someone had hit him and didn't assist but the officers who came made me feel at ease.
Under 18	Montague Center	White	Female	I've had many great positive conversations with the police where I never once felt uncomfortable, or scared.
41 - 64	Montague Center	White	Male	
26 - 40	Montague Center	White	Female	All police in the department are outstanding! I'm so blessed to have them in my town to keep me and my family safe.
26 - 40	Montague Center	White	Male	Mine were very neutral. They acted with courtesy and professionalism. Then again, my cases were extremely minor and I am White
41 - 64	Montague Center	White	Male	Always helpful and there
41 - 64	Turners Falls (The Hill)	White	Female	
41 - 64	Montague Center	White	Female	
41 - 64	Turners Falls (The Hill)	White	Female	
19 - 25	Turners Falls (The Hill)	White	Female	
19 - 25	Turners Falls (The Hill)	White	Male	
19 - 25	Turners Falls (The Hill)	White	Male	
26 - 40	Turners Falls (The Hill)	White	Male	A family member who moved away years ago was home on a visit and didn't realize that first street was one way. He caught his mistake too late and was turning around when an Officer gave him a ticket anyway which seemed kind of extreme to him. A warning in that situation may have done more for community relations
41 - 64	Turners Falls (The Hill)	White	Male	Every police officer that I have met is really invested in the community and are very down to earth and easy to talk to.
41 - 64	Non-Resident	White	Female	Every officer i have encountered has been kind, helpful and able to help with whatever question I have had.
41 - 64	Turners Falls (The Hill)	White	Female	
41 - 64	Turners Falls (Downtown)	White	Female	Dan Miner is amazing with the kids at school, he greets them every morning and truly takes the time to get to know each one of them. As a parent of one of the children it's comforting to know he's there. This definitely needs to continue to be funded!
65 and over	Turners Falls (Downtown)	White	Female	Positive: courtesy, attentive and good humored for the most part; Negative: a one time superior attitude that bordered on bullying.
41 - 64	Turners Falls (The Hill)	White	Female	Regularly visible in town, cordial in public at events
26 - 40	Turners Falls (Downtown)	White	Female	
26 - 40	Millers Falls	White	Male	
41 - 64	Montague Center	White	Male	I have lived in this town my entire life. I have never been treated unfairly by them or had any of my friends involved in a situation where racial bias was an issue. And yes, I have friends of all races, genders, and ethnicity.
41 - 64	Turners Falls (The Hill)	White	Male	
Under 18	Turners Falls (The Hill)	White	Female	
41 - 64	Turners Falls (The Hill)	White	Female	They are always professional and fair. They make me and my family feel very protected.
65 and over	Turners Falls (The Hill)	White	Female	Officer could have given me a ticket. Instead he reminded of posted speed. I had a difficult situation that then SSGT Williams handled. He was very professional and understanding. He did a great job and maintained confidentiality.
41 - 64	Turners Falls (The Hill)	White	Female	
26 - 40	Montague City	White	Male	

Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.
19 - 25	Turners Falls (The Hill)	White	Male	Montague police helped me recover a stolen item several years ago
41 - 64	Turners Falls (The Hill)	White	Male	
26 - 40	Turners Falls (The Hill)	White	Female	Negative interactions were with previous officers, no negative interactions have been encountered in the recent years.
41 - 64	Turners Falls (The Hill)	White	Female	
41 - 64	Turners Falls (The Hill)	White	Female	
65 and over	Turners Falls (The Hill)	White	Male	
26 - 40	Turners Falls (The Hill)	White	Female	They have been helpful with questions, traffic help, and dealing with disturbances
19 - 25	Non-Resident	White	Male	They never seem to escalate any situations or be unfair. Most officers are known and involved in the community.
41 - 64	Prefer not to answer	White	Male	Great officers
41 - 64	Montague Center	White	Female	Always very professional
26 - 40	Turners Falls (Downtown)	White	Male	
19 - 25	Turners Falls (The Hill)	White	Female	
26 - 40	Non-Resident	White	Male	
41 - 64	Non-Resident	White	Female	
41 - 64	Montague City	White	Male	
41 - 64	Turners Falls (The Hill)	White	Male	
41 - 64	Montague City	White	Female	My issues have to do with posted property enforcement. I sometimes get belligerent trespassers some who are trying to camp. On many occasions I have been refused help based on the officer's assumption that because my property is along the river that I don't own it. I have a survey map as well as have pointed them to the assessors maps available online as proof but have still been refused service as "they don't have time to look that up". I find this infuriating as we ourselves have actually been approached by police on own property and have been asked to provide ID to prove we are the owners. Since I was walking in my own yard I did not have my ID and had to give him my SS # to call in and verify my identity. I was told by that officer when approached "I'm assuming that you are not the property owner." I replied politely "yes sir I am." but was still put through all that but when I call for help suddenly I'm not the owner????
26 - 40	Turners Falls (Downtown)	White	Female	
41 - 64	Turners Falls (The Hill)	White	Female	A few years back I found a wallet of a local police at the Montague elks. He was obviously drinking and had too many. I found his wallet under the pool table. He had returned a few minutes later looking for his wallet I told him I found it and he grabbed it out of my hand very rudely and never said thank you. This was (REDACTED)
65 and over	Montague Center	White	Male	I have never had a negative interaction with the P.D.
65 and over	Turners Falls (The Hill)	White	Male	
41 - 64	Turners Falls (The Hill)	White	Female	I've called on MPD in the past to help an elderly neighbor suffering from dementia (outside of her house, confused, belligerent). Officers were compassionate and assisted in getting her the help she needed.
41 - 64	Turners Falls (Downtown)	White	Female	All positive!
19 - 25	Montague Center	White	Female	
41 - 64	Montague Center	White	Male	
41 - 64	Millers Falls	White	Female	Montague's officers are very professional
65 and over	Turners Falls (The Hill)	White	Male	I have actually commented to the police officers on how well they handled situations that I've seen.
26 - 40	Turners Falls (Downtown)	White	Male	Helped change a flat tire and get keys from inside locked car.

Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.
65 and over	Non-Resident	White	Female	Always courteous
41 - 64	Turners Falls (The Hill)	White	Male	They have always complied to my request professional and friendly.
41 - 64	Turners Falls (The Hill)	White	Male	Officers have always acted professional, unbiased and competent.
26 - 40	Millers Falls	White	Male	
41 - 64	Non-Resident	White	Male	Property owner too many to write
41 - 64	Millers Falls	White	Male	
26 - 40	Turners Falls (Downtown)	White	Male	
26 - 40	Turners Falls (Downtown)	White	Female	
65 and over	Turners Falls (The Hill)	White	Male	Getting my LCT they were very accommodating and polite.
41 - 64	Millers Falls	White	Male	
41 - 64	Turners Falls (The Hill)	White	Male	I've not seen any specific instance of inappropriate communication or actions. I've seen police engage people in only a few isolated instances, where it has appeared that they were focused on trying to de-escalate the situation. Not sure that I ever saw them arrest someone.
41 - 64	Turners Falls (The Hill)	White	Male	I interact with the Montague PD several times a month and find them extremely professional during all interactions
41 - 64	Non-Resident	White	Female	every interaction I have had has been positive.
41 - 64	Montague Center	White	Female	I have had nothing but positive interaction with the police they are always friendly, helpful and go out of their way to help
41 - 64	Montague Center	White	Non-Binary	I am white and masculine in appearance so have had few interactions with police here. But I have brown-skinned friends and neighbors here and in adjacent towns who get pulled over several times a month in Montague for no apparent reason.
26 - 40	Montague Center	White	Male	Got pulled over and thought I was going to get a ticket but the officer was beyond kind, informative and polite. Only gave me a written warning and had a pleasant conversation. MPD goes above and beyond!
41 - 64	Non-Resident	White	Female	
41 - 64	Turners Falls (Downtown)	White	Female	
26 - 40	Prefer not to answer	White	Male	Friend got in a car accident after going through a really rough patch in his life and I was with him. MPD arrived on scene and handled the incident with such care and professionalism. Truly cared for our well being, not just going through the motions.
26 - 40	Montague Center	White	Male	They do an amazing job keep up the good work
41 - 64	Montague Center	White	Male	Every time I've had the pleasure interacting with our police officers, they have displayed well trained, professionalism.
26 - 40	Prefer not to answer	White	Male	Officers have always been friendly and helpful.
65 and over	Turners Falls (The Hill)	White	Female	
Under 18	Turners Falls (The Hill)	White	Male	I've never really had any interactions with the cops in town but I can respect there jobs.
41 - 64	Turners Falls (Downtown)	White	Female	The officers and the dispatch have always been helpful to me when I call.
26 - 40	Turners Falls (The Hill)	White	Female	Every encounter I have had with officer Dobosz or officer Wells has been outstanding. Incredible officers. Great additions to your force
26 - 40	Montague Center	White	Male	I've stopped and talked to several officers while they are in Montague center watching for speeders. They've always been polite and pleasant.
26 - 40	Turners Falls (The Hill)	White	Female	Any time I've needed any help MPD has always been there. Fast response
19 - 25	Non-Resident	White	Male	Speaking with officers they're very kind and professional
26 - 40	Lake Pleasant	White	Male	I work for a contractor who regularly hires detail officers. I see these officers on a daily basis. They are always good to work with. Our men and women in blue need support from the community now more than ever! I have the upmost respect for the police officers in town they do a job many people could not. BLUE LIVES MATTER!

Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.
41 - 64	Montague Center	White	Male	Always Polite and professional
19 - 25	Turners Falls (The Hill)	White	Male	
41 - 64	Montague City	White	Male	
41 - 64	Montague Center	White	Female	I know personally that Montague officers go out of their way to help members of our community. Unfortunately, we never hear these stories and all too often all that makes the news is negativity and hatred against law enforcement.
41 - 64	Prefer not to answer	White	Male	Montagne police tend to be very reactive and it does not help the community. The sole negative reaction with a current employee is when I was stopped by the current chief. His sarcastic tone was not appreciated
41 - 64	Non-Resident	White	Male	Standard reactive department that waits for things to happen does not go looking for crimes
26 - 40	Prefer not to answer	White	Female	
19 - 25	Non-Resident	White	Female	Cody Wells is an amazing officer and an all around great person. When you see him out on duty he always has a smile on and you can just tell that he loves working for his community. You can count on him for just about everything! On and off duty he is a protector, always looking out for others. The Montague Police Department is beyond lucky to have Officer Wells!
41 - 64	Turners Falls (The Hill)	White	Female	Great people doing their job..
41 - 64	Montague Center	White	Male	Always respectful and courteous when I see any officer. In stores, on the street etc
26 - 40	Montague Center	White	Male	
41 - 64	Montague Center	White	Male	Every time I've had the pleasure interacting with our police officers, they have displayed well trained, professionalism.
19 - 25	Non-Resident	White	Female	Cody Wells is an amazing officer and an all around great person. When you see him out on duty he always has a smile on and you can just tell that he loves working for his community. You can count on him for just about everything! On and off duty he is a protector, always looking out for others. The Montague Police Department is beyond lucky to have Officer Wells!
26 - 40	Turners Falls (Downtown)	White	Female	I have been followed and watched around town by officers while just walking to and from places.. normally wouldn't think anything of it except it only happens when I am with my husband (who is black)
65 and over	Montague City	White	Female	
26 - 40	Turners Falls (Downtown)	White	Female	
41 - 64	Turners Falls (The Hill)	White	Male	I know a few of them and they are very Professional officers
41 - 64	Turners Falls (Downtown)	White	Female	
41 - 64	Montague Center	White	Female	Specifically we have had to request police assistance on a couple of occasions and they were handled with professionalism.
19 - 25	Non-Resident	White	Female	Cody Wells is an amazing officer and an all around great person. When you see him out on duty he always has a smile on and you can just tell that he loves working for his community. You can count on him for just about everything! On and off duty he is a protector, always looking out for others. The Montague Police Department is beyond lucky to have Officer Wells!
26 - 40	Montague Center	White	Female	Alright - this was not my experience, because I am white. However, a dear friend who is Latinx had an extremely negative experience where the police charged her with being on drugs even though her drug test came back negative. She spent 2 years in the court system before the case was thrown out about a year and a half ago. All with no evidence at all - I know because I was at the court hearings, including the one where it was finally thrown out.
41 - 64	Turners Falls (The Hill)	White	Female	I have complete respect and confidence in our local police department.
65 and over	Montague Center	White	Female	I have had two 911medical interventions where the MPD were the first to respond. They were very professional and competent.
41 - 64	Montague Center	White	Female	
26 - 40	Non-Resident	White	Male	
26 - 40	Montague Center	White	Non-Binary	
41 - 64	Montague Center	White	Female	
65 and over	Millers Falls	White	Male	no



Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.
Under 18	Turners Falls (Downtown)	White	Transgender	Positively positive vibes
41 - 64	Turners Falls (Downtown)	White	Male	My Father was a Montague Police Officer for many years, and I've Always had a good relationship with the officers. I also worked as an On Call Firefighter with the Turners Falls Fire Department and had Many opportunities to work with them directly, and they Always perform their duties Professionally, and Passionately. We are Lucky to have such a Wonderful Police Department !!
41 - 64	Prefer not to answer	White	Male	There officers are very professional
41 - 64	Turners Falls (Downtown)	White	Male	Cop paid for my news paper at fl Roberts one time
41 - 64	Lake Pleasant	White	Male	Got pulled over, running late and blew a stop sign. Cop was so kind and understanding and completely left me off after making brief small talk. Real people not just a uniform and a badge. Great cops here.
41 - 64	Non-Resident	White	Male	I teach at Franklin County Technical School and have observed nothing but positive interactions with our student population and their families throughout the years that we have had an SRO in our building. I also spent some time working at Unity Park during the Summer and had several interactions with Montague PD Officers during those years. They handled every situation I witnessed with a calm and understanding demeanor and are were always very skilled at de-escalating some very tense situations in a very therapeutic and peaceful manner.
41 - 64	Millers Falls	White	Female	
26 - 40	Turners Falls (The Hill)	White	Male	Professional
41 - 64	Montague Center	White	Male	
41 - 64	Turners Falls (The Hill)	White	Female	I am a business owner in Turners and have had to engage the police department several times. They have always responded promptly and most of all compassionately. Whether it be that someone has locked their keys in the car or flipped out on drugs.
41 - 64	Montague Center	White	Female	When I was getting a traffic ticket, the officer was irritable. I had rolled through a stop sign, so I was at fault but it wasn't the end of the world. I hadn't endangered anyone's life. The officer happened to be at the intersection at the same time. He could've been calmer about it. And I got a ticket, not a warning, despite having an impeccable driving record.
26 - 40	Montague Center	White	Male	They are a very kind respectful department!
65 and over	Turners Falls (The Hill)	White	Male	
41 - 64	Turners Falls (The Hill)	White	Female	
41 - 64	Prefer not to answer	White	Male	<p>(REDACTED) has been incredibly unprofessional to me on a few different occasions in person or over the phone when I've gone in to request assistance around getting a trespass order in place or for some other issues requiring a MPD officer. This stems back over the past few years and has only gotten increasingly worse. I don't call or go in often but when I do he's useless and rude.</p> <p>Chief has done a great job turning around a struggling department with past history of abuses of power and unprofessional behaviors.</p> <p>Hoffman has been an incredible asset to your department and does great work and is kind to people and professional. Thank you!</p> <p>Very happy (REDACTED) is gone he was also another @sshole and very unprofessional going back at least to 2005.</p> <p>The young guys aren't very discreet with confidential business and I've heard things through the spouses of an officers wife or sister of an officer. (REDACTED) has a big mouth I'll let you figure out where stuff comes from potentially both?</p>
26 - 40	Turners Falls (The Hill)	White	Female	<p>There have been some other unprofessional items here and there at different emergency calls that didn't seem too professional by the younger officers. Some have been very aggressive to patients on emergency medical calls.</p> <p>The police officers are very friendly with their interactions with myself and my family.</p>
41 - 64	Turners Falls (Downtown)	White	Male	They've always been servants of the community, going all the way back to my first encounters with Geraldine and officer richote
26 - 40	Turners Falls (The Hill)	White	Female	
26 - 40	Lake Pleasant	White	Female	
19 - 25	Prefer not to answer	White	Female	I was harassed by an officer at work while he was off duty. I was 19 years old and he's still on the department.
Under 18	Non-Resident	White	Female	Always nice and helpful
41 - 64	Non-Resident	White	Male	Always friendly and helpful. They make me feel safe

Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.
41 - 64	Non-Resident	White	Male	They are very fair and respectful
26 - 40	Prefer not to answer	White	Female	My kids have had wonderful experiences with the school resource officer!
41 - 64	Non-Resident	White	Male	They were very compassionate to a person who was in crisis.
65 and over	Turners Falls (Downtown)	White	Male	
65 and over	Turners Falls (The Hill)	White	Male	It appears department more concerned about income (personal) then outcome (citizens confidence)
19 - 25	Montague Center	White	Female	
26 - 40	Montague City	White	Male	I have been stopped for speeding several times over my lifetime and gotten quite a few tickets which I wasn't thrilled by, but the officers have been professional and quite frankly were justified in the traffic stop. I also see the TFHS SRO frequently at the school and enjoy his presence there. The officers I bump into at the gas station, on the street, etc are always friendly.
41 - 64	Turners Falls (The Hill)	White	Male	My mother recently passed away and the officers were fantastic with me and my family. I was very encouraged with the professionalism and compassion they showed.
41 - 64	Montague Center	White	Male	I have never had a bad interaction with the Montague PD. I have found them to be courteous, and professional individuals who live in the community and take their jobs seriously.
41 - 64	Montague Center	White	Female	
41 - 64	Non-Resident	White	Male	
65 and over	Turners Falls (The Hill)	White	Female	addressing the homeless at Pesky park, mental health. are you aware of the previous" drug issues in police staff"
41 - 64	Montague Center	White	Non-Binary	
41 - 64	Montague City	White	Female	
41 - 64	Non-Resident	White	Male	Always friendly and helpful. They make me feel safe
65 and over	Millers Falls	White	Male	I was on the Montague Finance Committee and regularly met with the police chief and head dispatcher when they presented their budgets. Those interactions were positive. I also had interactions with a detective during my daughter's divorce ten years ago, and that was also very positive. On the other hand, I was appalled at the behavior of the former chief, especially the newspaper interviews in which he tried to blame other members of the department for what were clearly his own misdeeds and/or mismanagement. I was also upset when he went before the selectboard and accused a local (Black) business owner of having an "illegal business". Nothing ever came of it, but to my knowledge the business owner never received any apology. I have also been told by Black residents that they have been pulled over repeatedly while driving around town. These are anecdotal stories, but I hope your committee can determine if they point to an underlying problem.
65 and over	Turners Falls (The Hill)	White	Female	Years ago, I was the first responder at an accident scene in the winter. It was a teenage driver who might have been drunk. The officers kept this young man standing out in the cold, in his tee shirt, for several minutes, when he was clearly injured and bleeding. I kept saying "please get him a blanket or take him into your car." The police ignored me.
65 and over	Montague Center	White	Female	I have seen officers get very short with people.
41 - 64	Prefer not to answer	White	Male	
26 - 40	Montague Center	White	Male	nothing to share
41 - 64	Montague Center	White	Female	I can think of almost no interactions I have had with Montague police other than directing traffic, so I have almost no experience to draw on to answer these questions, and I have lived in Montague for 18 years.
26 - 40	Prefer not to answer	White	Female	They seem to have a good group of folks who work there. However, it seems to take them a while to respond to calls, maybe they need more staffing.
Under 18	Non-Resident	White	Female	Always nice and helpful
26 - 40	Montague Center	White	Male	
41 - 64	Turners Falls (Downtown)	White	Female	n/a
41 - 64	Turners Falls (The Hill)	White	Female	

Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.
41 - 64	Lake Pleasant	White	Female	<p>One Positive: I witnessed the Montague police answer several calls about a mental health crisis. It was obvious that one officer has had training on being sensitive to mental health issues, and was gentle, kind, and skilled. However, the other officers were less sensitive, less skilled at deescalation, and less kind to the person who was in crisis. I was very impressed and grateful for the one officer, but this should not be his job. Families should also not have to sit with anxiety about whether the one officer who has skills in this area will show up to help their loved one.</p> <p>One Negative: Officers responding to a call for assistance dealing with youth who were acting out mentioned to the adults that these kids are "bad kids" and "lost causes." This was disappointing to hear when the hope is for them to help with de escalation, and for them to act as good role models, and make connections with the youth in the community, especially those who may be "at risk."</p>
26 - 40	Turners Falls (Downtown)	White	Female	
41 - 64	Montague Center	White	Male	I am a first responder for MCFD, and have been to many motor vehicle accidents involving drunk drivers. Montague police officers are always respectful of the parties involved in these incidents.
26 - 40	Prefer not to answer	White	Male	Police regularly speed down my street, which is in a quiet residential neighborhood, without any blue lights on, putting children and pets at risk. It is not uncommon for me to see police officers texting while working traffic details, or just generally not paying much attention. Police stop in the middle of the road, causing traffic disruptions, for no apparent reason. Police windows are tinted, and they're always in their cars, making it hard to interact with them, even through the window with a wave or a nod (how does this garner trust...?) I'd like to know what police are doing when they drive around my neighborhood. What is it they're looking for? What "safety" is achieved by patrolling?
41 - 64	Montague Center	White	Male	I have had an experience with a Montague police officer where he brought a level of anger to our interaction that was completely out of proportion to the circumstances, highly unprofessional, and very much at odds with the reality that it is a police officer's job to serve the citizenry. I experienced this as a white person. Knowing how pervasive unconscious racial bias is in our society (without specifically knowing how serious it may or may not be within the Montague police department), this experience has made me concerned about the risk of unjust and harmful experiences for people of color in our community when interfacing with police officers.
41 - 64	Non-Resident	White	Female	Went with someone who needed to report a crime against their friend. Officer was supportive and knowledgeable about next steps.
26 - 40	Turners Falls (The Hill)	White	Female	
41 - 64	Montague Center	White	Female	
26 - 40	Turners Falls (The Hill)	White	Female	
26 - 40	Montague Center	White	Female	
26 - 40	Montague Center	White	Female	The Montague police department is always wonderful and helpful and respond quickly to most situations they are great with children and the resource officer is amazing. The only negative experience I've had in the 37 years of living here is when I needed to call for a domestic issues and I was made to feel like I was the one who had a problem not my ex husband.
41 - 64	Turners Falls (The Hill)	White	Female	All is well
41 - 64	Millers Falls	White	Female	
26 - 40	Lake Pleasant	White	Female	
65 and over	Montague Center	White	Female	As an employee of the GMRSD, I don't remember ever sending a kid to the resource officer for disciplinary reasons. If it seemed appropriate it was always would you like to go talk to -----. Sometimes the kid would request the visit. I rarely knew the results of the interaction.
19 - 25	Montague Center	White	Female	
41 - 64	Turners Falls (The Hill)	White	Female	My mother's elderly cousin was missing from Springfield. He has dementia. Jamie Deery was super helpful to me about how to go about getting a missing persons report going. He also connected with Springfield PD and the group home my mother's cousin wandered away from. He followed up with me and went above and beyond. I really appreciated that.
41 - 64	Turners Falls (The Hill)	White	Female	
26 - 40	Turners Falls (The Hill)	White	Male	The fallout from the last chief's scandal has damaged the force's reputation. That is unfortunate, but something to be addressed.
26 - 40	Turners Falls (The Hill)	White	Female	
65 and over	Non-Resident	White	Male	I volunteer at GMRSD and witness the SRO building relationships bringing students "in" and giving a good "name" to police officers, thereby changing poor public perception of police in general.
41 - 64	Turners Falls (Downtown)	White	Female	
41 - 64	Turners Falls (Downtown)	White	Male	
41 - 64	Non-Resident	White	Female	As (REDACTED), I wanted to express the very positive and supportive relationship we have with the Montague Police Department. They have always been there for all students and staff in a respectful and professional manner. It is extremely beneficial for our school community to have Officer Miner building relationships.

Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.
41 - 64	Non-Resident	White	Female	
41 - 64	Montague City	White	Male	As an administrator at the high school I have had numerous interactions with the PD, especially our resource officer Dan Miner. ALL officers have been professional, polite, knew what they were doing and absolutely reliable. The best, so happy to be working beside them.
41 - 64	Turners Falls (The Hill)	White	Female	
41 - 64	Montague Center	White	Male	
41 - 64	Non-Resident	White	Female	
26 - 40	Turners Falls (The Hill)	White	Female	
41 - 64	Non-Resident	White	Female	
41 - 64	Non-Resident	White	Female	I work at TFHS and MPD has always been responsive and helpful in our work with them.
26 - 40	Non-Resident	White	Female	The police officers are always very kind and to and engaging with my children who are half black. I appreciate this as I do not want them growing up to be frightened by the police. I am also a teacher in the GMRSD school district and have always found the officers to be kind to all the children in my class and school.
41 - 64	Prefer not to answer	White	Male	
26 - 40	Millers Falls	White	Female	
41 - 64	Montague City	White	Male	
41 - 64	Turners Falls (The Hill)	White	Female	
41 - 64	Non-Resident	White	Female	Length of time to respond to Avenue A incidents
41 - 64	Turners Falls (The Hill)	White	Male	
41 - 64	Turners Falls (The Hill)	White	Female	
41 - 64	Turners Falls (The Hill)	White	Female	
26 - 40	Turners Falls (The Hill)	White	Male	My only negative interaction with the Montague PD was with (REDACTED) not professional and Definitely not helpful in both situations escalated the situation and responded in a homophobic unprofessional way. This was a couple years back not that long ago I hope more training has been given to staff that have the "cowboy" syndrome a.k.a. escalating the situation
19 - 25	Montague City	White	Female	Officers at sporting events (high school) and other community events have always been helpful and kind. I've always felt safe in the community.
41 - 64	Montague Center	White	Male	
41 - 64	Montague Center	White	Female	
41 - 64	Montague Center	White	Female	
41 - 64	Turners Falls (The Hill)	White	Female	I have witnessed the school resource office play a very supportive role with students and families in our schools.
41 - 64	Montague Center	White	Female	
19 - 25	Turners Falls (Downtown)	White	Non-Binary	
65 and over	Montague Center	White	Male	
41 - 64	Turners Falls (The Hill)	White	Male	
41 - 64	Prefer not to answer	White	Male	The police department is very professional.
41 - 64	Prefer not to answer	White	Male	Montague police were very quick in solving the recent murder in the city.
26 - 40	Turners Falls (The Hill)	White	Female	Any time I've needed any help MPD has always been there. Fast response

Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.
41 - 64	Turners Falls (Downtown)	White	Female	
41 - 64	Montague Center	White	Female	
26 - 40	Turners Falls (The Hill)	White	Male	Was advised by an officer that sometimes you have to break the law out of convenience, in regards to concealed carry.
65 and over	Turners Falls (The Hill)	White	Female	
26 - 40	Turners Falls (Downtown)	White	Male	
41 - 64	Non-Resident	White	Female	I approached an office, who was on the phone just passing, I said hello and he turned his back to me.
Under 18	Turners Falls (Downtown)	White	Male	
Under 18	Montague City	White	Female	
Under 18	Non-Resident	White	Male	
26 - 40	Non-Resident	White	Female	Although not a resident of Montague, my interactions with our SRO are always positive and I am appreciative of all he does within our district.
Under 18	Turners Falls (Downtown)	White	Female	
Under 18	Non-Resident	White	Male	
Under 18	Non-Resident	White	Male	
41 - 64	Non-Resident	White	Female	Really, in most cases, I appreciate the warmth and humanity, even when it's an officer on detail, waving when I wave.
41 - 64	Non-Resident	White	Male	
Under 18	Prefer not to answer	White	Male	I have never had a interaction with the police
Under 18	Millers Falls	White	Male	None
Under 18	Non-Resident	White	Female	i've never interacted with the montague police
Under 18	Millers Falls	White	Male	they are after the cars with open exhaust
Under 18	Non-Resident	White	Female	None
41 - 64	Non-Resident	White	Female	I work at Franklin County Technical School and Officer Savine is our Resource Officer. He is always respectful, helpful and works very well with the students and staff members. We are lucky to have him in our building.
Under 18	Non-Resident	White	Female	My grandfather is friends with some of the montage police as he work for the town and everytime iâ€™ve spoken with of them they were very nice and respectful
Under 18	Non-Resident	White	Female	N/A
Under 18	Turners Falls (Downtown)	White	Male	I was at my dads shop because he owns a gun shop and knows all of the police in a lot of the towns and i have met most of them. They are all really nice
41 - 64	Turners Falls (The Hill)	White	Male	
Under 18	Prefer not to answer	White	Non-Binary	
19 - 25	Non-Resident	White	Male	trying to speed trap student leaving the Franklin County Technical school or getting to the school where the speed limit goes from a 50 to a 40
41 - 64	Turners Falls (The Hill)	White	Female	Officer Sevene is wonderful.
41 - 64	Millers Falls	White	Female	
Under 18	Non-Resident	White	Male	just talking to them

Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.
65 and over	Turners Falls (Downtown)	White	Female	Have always showed up when I needed reinforcement when bartending.
Under 18	Prefer not to answer	White	Female	
26 - 40	Non-Resident	White	Female	
Under 18	Prefer not to answer	White	Male	
Under 18	Prefer not to answer	White	Female	
Under 18	Turners Falls (Downtown)	White	Female	
Under 18	Non-Resident	White	Male	
Under 18	Non-Resident	White	Male	they like to speed trap the fcts kids
Under 18	Non-Resident	White	Male	i haven't had any
Under 18	Non-Resident	White	Male	
Under 18	Non-Resident	White	Male	
Under 18	Non-Resident	White	Female	
41 - 64	Turners Falls (Downtown)	White	Female	
Under 18	Turners Falls (Downtown)	White	Female	
Under 18	Turners Falls (The Hill)	White	Female	
Under 18	Prefer not to answer	White	Female	Haven't had any
26 - 40	Turners Falls (The Hill)	White	Female	
41 - 64	Non-Resident	White	Male	
41 - 64	Non-Resident	White	Male	Our school resources officer has a great reputation with the students and is a true professional. Also the officers we meet during lockdown drills are the same.
Under 18	Prefer not to answer	White	Male	There very nice and helpful
41 - 64	Non-Resident	White	Male	
41 - 64	Turners Falls (The Hill)	White	Male	
Under 18	Montague Center	White	Male	There was this one time when I was younger there was an officer and I was at the station because there was a relay meeting going on and I asked for a cop card and he laughed and said this is montague and then I laughed too
Under 18	Non-Resident	White	Female	NA
Under 18	Non-Resident	White	Male	No.
Under 18	Prefer not to answer	White	Non-Binary	
19 - 25	Turners Falls (Downtown)	White	Male	
Under 18	Turners Falls (The Hill)	White	Female	I haven't had many experiences with them, but when I see them they're being nothing but professional.
Under 18	Non-Resident	White	Female	nope
Under 18	Non-Resident	White	Female	

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Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.
Under 18	Non-Resident	White	Male	
41 - 64	Non-Resident	White	Female	
Under 18	Turners Falls (Downtown)	White	Female	none
Under 18	Prefer not to answer	White	Male	There are two Officers from the Montague Police Department that I have had good interactions with and are very professional. The two Officers names are K-9 Officer James Ruddock and School Resource Officer Michael Sevene.
Under 18	Non-Resident	White	Female	My grandfather is friends with some of the montage police as he work for the town and everytime iâ€™ve spoken with of them they were very nice and respectful
Under 18	Turners Falls (The Hill)	White	Non-Binary	
Under 18	Millers Falls	White	Male	no
Under 18	Non-Resident	White	Female	
Under 18	Prefer not to answer	White	Female	I haven't meet the Montague Police before.
41 - 64	Non-Resident	White	Male	I see one everyday He is very good with the students.
Under 18	Prefer not to answer	White	Male	
Under 18	Prefer not to answer	White	Female	I didn't have any interactions with the Montague Police
Under 18	Millers Falls	White	Female	
41 - 64	Turners Falls (Downtown)	White	Male	
41 - 64	Non-Resident	White	Male	
41 - 64	Non-Resident	White	Female	I've had several instances where I've had to call 911 due to medical emergencies for my elderly mother and the police that responded were extremely professional, helpful, and compassionate.
Under 18	Non-Resident	White	Male	I haven't met any officers
Under 18	Prefer not to answer	White	Female	
Under 18	Prefer not to answer	White	Non-Binary	
Under 18	Non-Resident	White	Male	
Under 18	Turners Falls (Downtown)	White	Female	I don't have anything to share because I haven't been around one for a while.
26 - 40	Millers Falls	White	Female	When I proposed issues, the chief would respond in a nice way. Nothing was ever done though.
Under 18	Turners Falls (Downtown)	White	Female	Well I've had nice conversations with our student resource officer in and out of school
Under 18	Turners Falls (The Hill)	White	Male	
19 - 25	Turners Falls (Downtown)	White	Female	

Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Please describe any positive or negative interactions with the Montague Police that you have experienced or witnessed that you would like to share.
41 - 64	Lake Pleasant	White	Male	While most interactions I have with Montague Police are neutral (e.g., when I drive by a construction site that is monitored by the police), for the sake of improving police performance I want to share a negative experience: I called on the police to check on power lines that were still connected and hanging at face level in a high-pedestrian-traffic area of the village of Lake Pleasant (directly on the path where EVERYBODY in the village goes to the post office to collect their mail), hoping that the police might have access to some resources or information that would help me and my fellow villagers feel safe in the presence of a downed power line. When the young officer arrived he made me feel like an incompetent fool, because he ASSUMED (I asked him: he had no evidence or actual information about his assumption) that the power line had been shut down, whereas all power had been restored in the village and there was no evidence that the line was inactive. He offered no empathy for my concern that others might also be concerned about the downed power line, and that we might in fact be in danger because of it. After the officer's lack of assistance with the downed power line, he and his colleague proceeded to walk out past a no-trespassing barrier onto the broken Bridge of Names, apparently just to have a look, sending the implicit message that his lack of assistance with the downed power line was not caused by a busy schedule or other important matters he had to attend to, but merely because he was not concerned about my concern about villagers' safety. The whole experience made me less likely to trust and call on the Montague Police for assistance.
26 - 40	Turners Falls (The Hill)	White	Male	I have seen nothing but positive interactions from Montague Police officers towards the citizen of our town.
26 - 40	Montague Center	White	Male	
41 - 64	Turners Falls (The Hill)	White	Female	
41 - 64	Turners Falls (Downtown)	White	Female	
Under 18	Montague Center	White	Female	
Under 18	Non-Resident	White and Puerto Rican	Male	I have never had an interaction



Are there any changes you would like to see to policing in Montague?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Are there any changes you would like to see to policing in Montague?
19 - 25	Montague City	Asian	Female	
65 and over	Prefer not to answer	Asian;Black;Latino/Hispanic; Native American;Pacific Islander;White	Female;Male;Non-Binary;Transgender	All of them
65 and over	Non-Resident	Asian;Black;Latino/Hispanic; Native American;Pacific Islander;White;yeah	Female;Male;Non-Binary;Transgender	yeah
Under 18	Turners Falls (The Hill)	Asian;Latino/Hispanic	Female	
Under 18	Non-Resident	Asian;White	Male	no
Under 18	Turners Falls (Downtown)	Black	Non-Binary	More of them
41 - 64	Millers Falls	Black	Male	
19 - 25	Turners Falls (Downtown)	Black	Male	
41 - 64	Prefer not to answer	Black	Female	Much more training on a weekly basis, both physical and procedural.
19 - 25	Turners Falls (The Hill)	Black	Male	No
26 - 40	Non-Resident	Black	Male	No
26 - 40	Millers Falls	Black	Male	More police present
26 - 40	Turners Falls (Downtown)	Black	Male	Hire more officers for the bad people get to calls faster
19 - 25	Turners Falls (Downtown)	Black	Transgender	No clothes sexy men
19 - 25	Turners Falls (Downtown)	Black	Male	More patrols on 4th street
19 - 25	Turners Falls (Downtown)	Black	Male	
19 - 25	Turners Falls (Downtown)	Black	Female	More community interactions
19 - 25	Turners Falls (The Hill)	Black	Transgender	
19 - 25	Turners Falls (Downtown)	Black	Male	
19 - 25	Turners Falls (The Hill)	Black	Transgender	
19 - 25	Turners Falls (Downtown)	Black	Male	
Under 18	Non-Resident	Black	Non-Binary	No
41 - 64	Turners Falls (Downtown)	Black	Female	I think the more officers need to be hired and training increased.
26 - 40	Turners Falls (Downtown)	Black	Female	
26 - 40	Turners Falls (Downtown)	Black	Female	
65 and over	Non-Resident	Black	Female	Deeper connections between police and more marginalized communities must be fostered. The Department needs to move beyond its comfort zone and engage with and listen to voices that are underrepresented. Montague is a wonderful garden! Celebrate the differences!
Under 18	Montague Center	Black	Female	
Under 18	Turners Falls (Downtown)	Black	Male	
Under 18	Turners Falls (Downtown)	Black	Female	
Under 18	Turners Falls (Downtown)	Black	Male	
19 - 25	Millers Falls	Black	Female	I'd like to see them walking around more.

**Are there any changes you would like to see to policing in Montague?**

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Are there any changes you would like to see to policing in Montague?
Under 18	Turners Falls (Downtown)	Black	Male	
19 - 25	Montague Center	Black	Transgender	
26 - 40	Turners Falls (Downtown)	Black	Non-Binary	Funding for this committee should be redistributed to training funds for our police force.
26 - 40	Turners Falls (Downtown)	Black;White	Male	
26 - 40	Millers Falls	Black;White	Female	
Under 18	Millers Falls	Black;White	Male	
26 - 40	Turners Falls (Downtown)	European	Male	No
41 - 64	Non-Resident	Indian	Female	Mental health training
41 - 64	Turners Falls (The Hill)	Jewish Eastern European	Female	I would like MPD officers to go through an empathy-building experience, not just a cognitive training, where they have to be vulnerable and get into emotions, to understand how the way they treat community members and guests has a real impact on people.
26 - 40	Turners Falls (The Hill)	Latino/Hispanic	Male	
26 - 40	Turners Falls (Downtown)	Latino/Hispanic	Female	More police down town at night
26 - 40	Turners Falls (The Hill)	Latino/Hispanic	Transgender	
19 - 25	Turners Falls (Downtown)	Latino/Hispanic	Male	
41 - 64	Montague Center	Latino/Hispanic	Female	
26 - 40	Turners Falls (Downtown)	Latino/Hispanic	Male	More cops downtown
19 - 25	Turners Falls (Downtown)	Latino/Hispanic	Male	
Under 18	Turners Falls (Downtown)	Latino/Hispanic	Female	
26 - 40	Turners Falls (Downtown)	Latino/Hispanic	Female	
Under 18	Millers Falls	Latino/Hispanic	Male	
26 - 40	Montague Center	Latino/Hispanic	Non-Binary	
26 - 40	Montague Center	Latino/Hispanic;Native American	Female	racial profile training , beyond your stop awareness training, structural biases training
26 - 40	Turners Falls (Downtown)	Latino/Hispanic;White	Female	
41 - 64	Turners Falls (Downtown)	Latino/Hispanic;White	Female	I am from a country where the local police don't have guns, and I think that educate the police in other languages, cultures, and psychology would be a great idea. How diverse is the police department? I cannot tell you if we have police who is not white, or is not a man because they are never close to people, always in the car. They should have courses and workshops about who interact with people with disabilities, women, different cultures and languages, and better physical condition instead of guns.
26 - 40	Turners Falls (Downtown)	Middle Eastern	Non-Binary	
19 - 25	Turners Falls (Downtown)	Mixed	Female	Don't stare at people who are minding thier business, and try not to manhandle middle schoolers who are already upset.
41 - 64	Turners Falls (Downtown)	Native American	Male	I'd like to see the bike patrol brought back.
65 and over	Non-Resident	Native American	Female	
41 - 64	Millers Falls	Native American	Female	no
41 - 64	Turners Falls (The Hill)	Native American;White	Male	Not qualified to answer. Nor are most.

Are there any changes you would like to see to policing in Montague?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Are there any changes you would like to see to policing in Montague?
65 and over	Turners Falls (The Hill)	Native American;White	Female	No...I think they handle things really well. Don't mess with them and you won't have a problem. Mess with them, and you will be handled professionally.
Under 18	Non-Resident	Native American;White	Female	no
Under 18	Turners Falls (Downtown)	Native American;White	Female	yea
Under 18	Turners Falls (The Hill)	Native American;White	Female	
Under 18	Non-Resident	Native American;White	Female	no
19 - 25	Non-Resident	non-ethnically defined	Female	Tighter pants please
41 - 64	Prefer not to answer	Not comfortable answering	Female	A true community review board with power to hold th e department accountable. New Chief. Better training. More diversity among staff.
26 - 40	Turners Falls (The Hill)	White	Female	
19 - 25	Prefer not to answer	White	Male	
26 - 40	Turners Falls (The Hill)	White	Female	Not overall, just with my above interaction, the attitude was not necessary, especially when I was pulled over for a mistake.
26 - 40	Montague City	White	Female	
41 - 64	Montague Center	White	Female	Not at all. In my opinion they are doing a great job.
41 - 64	Montague Center	White	Male	
41 - 64	Montague Center	White	Female	I don't know if this is a change, but perhaps more training due to the black lives matter movement
26 - 40	Turners Falls (The Hill)	White	Female	
26 - 40	Prefer not to answer	White	Female	
19 - 25	Montague Center	White	Female	Possibly more police patrolling.
Under 18	Montague Center	White	Female	Nope
41 - 64	Montague Center	White	Male	
26 - 40	Montague Center	White	Female	Keep up the good work!
26 - 40	Montague Center	White	Male	Actively being aware of biases and always professionally growing
41 - 64	Montague Center	White	Male	No
41 - 64	Turners Falls (The Hill)	White	Female	
41 - 64	Montague Center	White	Female	
41 - 64	Turners Falls (The Hill)	White	Female	
19 - 25	Turners Falls (The Hill)	White	Female	
19 - 25	Turners Falls (The Hill)	White	Male	More interaction with kids show the community why cops are not bad people

Are there any changes you would like to see to policing in Montague?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Are there any changes you would like to see to policing in Montague?
19 - 25	Turners Falls (The Hill)	White	Male	More interaction with kids show the community why cops are not bad people
26 - 40	Turners Falls (The Hill)	White	Male	Just keep working on Community Relations and Community Policing. With the national dialogue so intense right now, earning, building and maintaining trust is the one factor that will improve relations.
41 - 64	Turners Falls (The Hill)	White	Male	More officers
41 - 64	Non-Resident	White	Female	More community policing
41 - 64	Turners Falls (The Hill)	White	Female	
41 - 64	Turners Falls (Downtown)	White	Female	I would like to see better follow through on removing known drug houses .
65 and over	Turners Falls (Downtown)	White	Female	Cops consistent walking streets/neighborhoods could stem drug trafficking and get to know the kids who are playing outside.
41 - 64	Turners Falls (The Hill)	White	Female	None I can think of
26 - 40	Turners Falls (Downtown)	White	Female	
26 - 40	Millers Falls	White	Male	
41 - 64	Montague Center	White	Male	Yes, funding that allows them to patrol with more than 2 officers per shift. Puts them in danger if there is a life and death situation and back up is 20 minutes away. More Police presents where folks can stop and talk with them - meet them and see that they are great ambassadors for our community who truly care about ALL the people they are charged with protecting.
41 - 64	Turners Falls (The Hill)	White	Male	
Under 18	Turners Falls (The Hill)	White	Female	
41 - 64	Turners Falls (The Hill)	White	Female	No. Please don't change anything.
65 and over	Turners Falls (The Hill)	White	Female	They need more community support. We should trust them. We are lucky to have such a great dept. we should focus on the many positives. Not negative and second guessing
41 - 64	Turners Falls (The Hill)	White	Female	
26 - 40	Montague City	White	Male	I would like to montague police move away from civil service
19 - 25	Turners Falls (The Hill)	White	Male	
41 - 64	Turners Falls (The Hill)	White	Male	
26 - 40	Turners Falls (The Hill)	White	Female	More focus on following the law, being the law, and officers recognizing they are not above the law.
41 - 64	Turners Falls (The Hill)	White	Female	
41 - 64	Turners Falls (The Hill)	White	Female	
65 and over	Turners Falls (The Hill)	White	Male	No
26 - 40	Turners Falls (The Hill)	White	Female	

Are there any changes you would like to see to policing in Montague?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Are there any changes you would like to see to policing in Montague?
19 - 25	Non-Resident	White	Male	No.
41 - 64	Prefer not to answer	White	Male	More proactive
41 - 64	Montague Center	White	Female	More officers walking downtown
26 - 40	Turners Falls (Downtown)	White	Male	More drive through on N st
19 - 25	Turners Falls (The Hill)	White	Female	
26 - 40	Non-Resident	White	Male	
41 - 64	Non-Resident	White	Female	
41 - 64	Montague City	White	Male	No
41 - 64	Turners Falls (The Hill)	White	Male	
41 - 64	Montague City	White	Female	When asked for help to actually help.
26 - 40	Turners Falls (Downtown)	White	Female	
41 - 64	Turners Falls (The Hill)	White	Female	
65 and over	Montague Center	White	Male	Yes, I don't feel the current coverage level is high enough. There should be at least one more officer per shift on the road and SROs maintained in the schools.
65 and over	Turners Falls (The Hill)	White	Male	None
41 - 64	Turners Falls (The Hill)	White	Female	I am very satisfied with MPD's policing and appreciate most of all having officers visible throughout town. One of my first encounters with MPD was years ago while I was running on the bike path and passed Sgt. Laster on the Segway. I was so impressed that he was patrolling the path and his presence and visibility made me feel at ease and very safe.
41 - 64	Turners Falls (Downtown)	White	Female	Give them back their money to their budget!
19 - 25	Montague Center	White	Female	
41 - 64	Montague Center	White	Male	More officers stopping cars for speeding
41 - 64	Millers Falls	White	Female	
65 and over	Turners Falls (The Hill)	White	Male	No, they are doing a great job
26 - 40	Turners Falls (Downtown)	White	Male	More cops on the street
65 and over	Non-Resident	White	Female	No
41 - 64	Turners Falls (The Hill)	White	Male	

Are there any changes you would like to see to policing in Montague?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Are there any changes you would like to see to policing in Montague?
41 - 64	Turners Falls (The Hill)	White	Male	Increase in pay and support from our community.
26 - 40	Millers Falls	White	Male	
41 - 64	Non-Resident	White	Male	More money for policing
41 - 64	Millers Falls	White	Male	None, they do a great job
26 - 40	Turners Falls (Downtown)	White	Male	
26 - 40	Turners Falls (Downtown)	White	Female	
65 and over	Turners Falls (The Hill)	White	Male	I think they are doing a good job at this time.
41 - 64	Millers Falls	White	Male	
41 - 64	Turners Falls (The Hill)	White	Male	I think it is important for the community to see police as allies who work toward betterment of our neighborhoods. The more distant relationships between police and the community they serve are, the more difficult it is to forge that relationship. To the extent it is approached in a warm and positive fashion, it would seem beneficial to have police walking the streets more and in their cars less, perhaps with less formal uniforming during "walk hours."
41 - 64	Turners Falls (The Hill)	White	Male	None
41 - 64	Non-Resident	White	Female	no
41 - 64	Montague Center	White	Female	No
41 - 64	Montague Center	White	Non-Binary	Not hiring officers who are part of police unions and if possible, switching all officers over to civil service if that is even a thing. Training and encourage town citizens to peacefully handle disputes themselves instead of calling on the police. Not having police respond to mental health / medical calls and emergencies and instead having folks who are trained in responding to those crises respond.
26 - 40	Montague Center	White	Male	More police officers on duty
41 - 64	Non-Resident	White	Female	
41 - 64	Turners Falls (Downtown)	White	Female	
26 - 40	Prefer not to answer	White	Male	More police officers on duty downtown
26 - 40	Montague Center	White	Male	They need more help on the town is to big for just 2 guys at night.
41 - 64	Montague Center	White	Male	The only changes I would like to see to the Montague Police Department would be additional help. More policing not less policing in my opinion would be the answer. We need more officers on during the night shifts. Two is not enough to cover every village that makes up the town of Montague.
26 - 40	Prefer not to answer	White	Male	I would like to see the town support the police department. It seems as if they are under scrutiny for the actions of officers half way across the country. If I had a complaint about an officer I feel confident that it would be heard and looked in to properly. I would like to see more money go towards training and education for our police officers.
65 and over	Turners Falls (The Hill)	White	Female	
Under 18	Turners Falls (The Hill)	White	Male	I like the new K9 Mack dog the high school got I haven't got to meet him but hopefully when school opens back up

Are there any changes you would like to see to policing in Montague?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Are there any changes you would like to see to policing in Montague?
41 - 64	Turners Falls (Downtown)	White	Female	I'd like to see them take care of the drug deals I see constantly down town. Especially on 4th street it's been getting bad.
26 - 40	Turners Falls (The Hill)	White	Female	
26 - 40	Montague Center	White	Male	I would like to see more police presence in Montague center. They do a good job slowing cars down but then they leave. I'm not sure if it's because they don't have enough staff to have someone there more? But they do a good job when they are around
26 - 40	Turners Falls (The Hill)	White	Female	
19 - 25	Non-Resident	White	Male	No
26 - 40	Lake Pleasant	White	Male	More funding!
41 - 64	Montague Center	White	Male	Back the blue. More funding.
19 - 25	Turners Falls (The Hill)	White	Male	
41 - 64	Montague City	White	Male	None
41 - 64	Montague Center	White	Female	I follow numerous local and state police departments on Facebook. They regularly share stories of their departments out in the community and the good performed on a daily basis. Part of their job? Yes, but so many go above and beyond. It would be great if our PD shared stories about what our officers do that goes unrecognized. I realize that there are privacy laws in place so this is not always possible and perhaps officers do not want their names released because of their own safety due to the scrutiny that law enforcement is now under. Our PD protects and deals with criminals that citizens do not see because of their hard work and deserve the respect and support of this community.
41 - 64	Prefer not to answer	White	Male	More officers and more proactive. Officers in more schools
41 - 64	Non-Resident	White	Male	More officers in the schools
26 - 40	Prefer not to answer	White	Female	
19 - 25	Non-Resident	White	Female	
41 - 64	Turners Falls (The Hill)	White	Female	certainly do not defund them in any way
41 - 64	Montague Center	White	Male	More training in this world environment
26 - 40	Montague Center	White	Male	More training. More officers visible in town.
41 - 64	Montague Center	White	Male	The only changes I would like to see to the Montague Police Department would be additional help. More policing not less policing in my opinion would be the answer. We need more officers on during the night shifts. Two is not enough to cover every village that makes up the town of Montague.
19 - 25	Non-Resident	White	Female	
26 - 40	Turners Falls (Downtown)	White	Female	
65 and over	Montague City	White	Female	More patrols in montague city.
26 - 40	Turners Falls (Downtown)	White	Female	
41 - 64	Turners Falls (The Hill)	White	Male	No
41 - 64	Turners Falls (Downtown)	White	Female	No offense to any individuals involved in the program, but please reconsider having a resource officer in our schools. <a href="https://blavity.com/why-black-girls-cant-wait-for-police-free-schools?category1=opinion">https://blavity.com/why-black-girls-cant-wait-for-police-free-schools?category1=opinion</a>
41 - 64	Montague Center	White	Female	Would like to see a couple more officers patrolling our streets. I would like the comfort of knowing that they are staffed accordingly should an emergency situation occur that the response would be timely.
19 - 25	Non-Resident	White	Female	

**Are there any changes you would like to see to policing in Montague?**

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Are there any changes you would like to see to policing in Montague?
26 - 40	Montague Center	White	Female	Yes, I would like to see more anti-bias training and then more officers posting/sharing about their experiences with the training- what they learned/experienced, etc. Not bullshit, just ordinary human thoughts and learnings. And/or, a weekly or bi-weekly column from the head of police or other officers about their thoughts and experience working with anti-bias training. I believe this can build trust with us.
41 - 64	Turners Falls (The Hill)	White	Female	I would like to see criteria that can be agreed on by the community and then met if/when the police force wants more money from the local budget. Or, criteria that can be met if the local gov wants to decrease funding. I would like more funding to support the growth of our police department in relation to the growth of our community
65 and over	Montague Center	White	Female	yes, make sure they are staffed adequately. Have on going training. It would be helpful if some of that training is mental health issues..
41 - 64	Montague Center	White	Female	I would like to see more funding for the police and the hiring of more police officers
26 - 40	Non-Resident	White	Male	
26 - 40	Montague Center	White	Non-Binary	
41 - 64	Montague Center	White	Female	
65 and over	Millers Falls	White	Male	they are OK as IS
Under 18	Turners Falls (Downtown)	White	Transgender	More rainbows
41 - 64	Turners Falls (Downtown)	White	Male	N/A
41 - 64	Prefer not to answer	White	Male	Become a more proactive department
41 - 64	Turners Falls (Downtown)	White	Male	
41 - 64	Lake Pleasant	White	Male	More training for the police is needed
41 - 64	Non-Resident	White	Male	None



Are there any changes you would like to see to policing in Montague?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Are there any changes you would like to see to policing in Montague?
41 - 64	Millers Falls	White	Female	More support from the community
26 - 40	Turners Falls (The Hill)	White	Male	No
41 - 64	Montague Center	White	Male	
41 - 64	Turners Falls (The Hill)	White	Female	We have good officers in Turners that are afraid to do their jobs because of the current climate. They need to be trusted to do their jobs as professionally as they always have.
41 - 64	Montague Center	White	Female	I understand that officers are under a lot of pressure. I worry about officers who overreact to situations that are not dangerous. I am sure this is not easy, because sometimes situations are dangerous.
26 - 40	Montague Center	White	Male	
65 and over	Turners Falls (The Hill)	White	Male	
41 - 64	Turners Falls (The Hill)	White	Female	
41 - 64	Prefer not to answer	White	Male	
26 - 40	Turners Falls (The Hill)	White	Female	No, I think they do a wonderful job.
41 - 64	Turners Falls (Downtown)	White	Male	
26 - 40	Turners Falls (The Hill)	White	Female	
26 - 40	Lake Pleasant	White	Female	
19 - 25	Prefer not to answer	White	Female	Fire (REDACTED)
Under 18	Non-Resident	White	Female	In crease training budget
41 - 64	Non-Resident	White	Male	Increase training budget
41 - 64	Non-Resident	White	Male	Them giving more support and respect
26 - 40	Prefer not to answer	White	Female	More training and funding for new officers
41 - 64	Non-Resident	White	Male	Iâ€™d like to see them get the appreciation they deserve and the funding they need.
65 and over	Turners Falls (Downtown)	White	Male	

### Are there any changes you would like to see to policing in Montague?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Are there any changes you would like to see to policing in Montague?
65 and over	Turners Falls (The Hill)	White	Male	Accountability in rank. More professional in appearance.officers assigned to areas of the town, more community policing.
19 - 25	Montague Center	White	Female	
26 - 40	Montague City	White	Male	I think it would be great to have a downtown officer who is specifically assigned to community relations in the Avenue A and the Skate Park/Unity Park zones.
41 - 64	Turners Falls (The Hill)	White	Male	None. They are doing a great job.
41 - 64	Montague Center	White	Male	I am concerned that as a white male in my mid-50s, my mileage and satisfaction may vary. I have non-white-male friends who most assuredly have not had the same experiences as have I. I'm open to the idea that the random encounters I've heard about from trusted friends may be one-offs, but I would like the PD to be more transparent so I can better understand their internal governance. I would like to feel comfortable that all Montague residents share my general satisfaction.
41 - 64	Montague Center	White	Female	I would like basic mediation training, mental health training, and body-based mindfulness practices to be a part of all police departments. All of these will lead to a more relational and community-based approach to peace keeping, and help officers see which situations require less brute force and more compassion. This in turn will lead to more mutual trust and respect.
41 - 64	Non-Resident	White	Male	No
65 and over	Turners Falls (The Hill)	White	Female	yes, training/education for mental health, physical disabilities,autism, need for spanish police officers,,,dementia,all diversities,,intoxications, drug issues,domestic violence,and addressing single women of diversities, seniors,need to work with human service agencies, ie : servicenet, ARC, Lifpath, Stavros,,etc need emergency preparedness for storms etc for all citizens, need to know covid regulations by police staff,. WE as community need to know what to do if stopped in vehicle or at our homes, by ourselves. no more in school policing, intervene with social workers, trained school staff, police seek support with mental health staff for our citizens. inclusive training. Lets look at support for all our citizens. You opened the door of which I am grateful.
41 - 64	Montague Center	White	Non-Binary	
41 - 64	Montague City	White	Female	
41 - 64	Non-Resident	White	Male	Increase training budget
65 and over	Millers Falls	White	Male	Yes, although some of them may be impossible without more funding. There's been a lot of talk over the years about "community policing"; to me, that means having police officers who know the community and are known by them. How that can happen, not just for Turners Falls, but also for Millers Falls, Lake Pleasant, Montague Center, and Montague City I don't know, but I think it would be nice if it could. Lake Pleasant and Millers Falls have community groups that meet semi-regularly -- maybe if an officer could attend, that would be good (and if it was usually or always the same officer, that would be better). But I don't know if there are enough officers to allow that to happen. I also like the idea of encouraging non-police reactions to some situations now handled by the police, but I don't know enough about that to offer specific suggestions.
65 and over	Turners Falls (The Hill)	White	Female	Other than the above incident, I have found them to be helpful and good at de-escalating conflicts.
65 and over	Montague Center	White	Female	Change the way they handle police chases.
41 - 64	Prefer not to answer	White	Male	
26 - 40	Montague Center	White	Male	Decrease number of "police" officers and increase social workers
41 - 64	Montague Center	White	Female	
26 - 40	Prefer not to answer	White	Female	More minority or female staffing.
Under 18	Non-Resident	White	Female	In crease training budget
26 - 40	Montague Center	White	Male	
41 - 64	Turners Falls (Downtown)	White	Female	n/a
41 - 64	Turners Falls (The Hill)	White	Female	I am concerned with the militarization of the police force in general. Their job is to act as a protector, not a warrior. Why does the K9 officer wear a bullet proof vest military gear? I am a resident of Montague, not a war zone. I've spoken with this officer and I found him to be very professional and approachable, however his choice in uniform puts me at unease.
41 - 64	Lake Pleasant	White	Female	
26 - 40	Turners Falls (Downtown)	White	Female	
41 - 64	Montague Center	White	Male	Sometimes I witness police driving too quickly when responding to incidents that don't require such dangerous speed.

Are there any changes you would like to see to policing in Montague?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Are there any changes you would like to see to policing in Montague?	
26 - 40	Prefer not to answer	White	Male	Less police presence, period. Police drive around my neighborhood all the time, and it does not make me or my neighbors feel safe. Rather, it puts everyone on edge. There are many duties that currently fall to law enforcement that absolutely do not require a gun, and there is no reason why these duties couldn't be delegated to other town bodies. These duties include but are not limited to: traffic details, animal control, noise complaints, opening the gate at the top of migratory way, driving around with no apparent purpose. Less patrolling. I would like to see any and all improvements necessary - in terms of training, supervision, and accountability - to ensure that when Montague police officers are carrying out their duties they are leaving behind whatever anger or other emotional challenges they may be dealing with in their personal lives, and they are acting out of a responsibility to serve and protect every last person they interact with.	
41 - 64	Montague Center	White	Male		
41 - 64	Non-Resident	White	Female		
26 - 40	Turners Falls (The Hill)	White	Female		
41 - 64	Montague Center	White	Female		
26 - 40	Turners Falls (The Hill)	White	Female		No, I think they do a great job.
26 - 40	Montague Center	White	Female		
26 - 40	Montague Center	White	Female	They are doing a great job	
41 - 64	Turners Falls (The Hill)	White	Female		
41 - 64	Millers Falls	White	Female		
26 - 40	Lake Pleasant	White	Female		
65 and over	Montague Center	White	Female	The pool of candidates wishing to be employed in Montague is difficult. Many participate in the academy and then leave for a larger force with better benefits and chance for advancement. Many are reluctant to relocate to the western part of the state. I would encourage the department to continue their efforts to be more diverse.	
19 - 25	Montague Center	White	Female	I feel like the police do a good job at getting to know the community, but I always feel like there's never enough of that. I guess more community policing and connection making with the towns people.	
41 - 64	Turners Falls (The Hill)	White	Female		
41 - 64	Turners Falls (The Hill)	White	Female	No paramilitary uniforms or vehicles.	
26 - 40	Turners Falls (The Hill)	White	Male		
26 - 40	Turners Falls (The Hill)	White	Female	Keep SRO	
65 and over	Non-Resident	White	Male		
41 - 64	Turners Falls (Downtown)	White	Female	None at all!	
41 - 64	Turners Falls (Downtown)	White	Male		
41 - 64	Non-Resident	White	Female	Them to be able to continue to do a great job!	
41 - 64	Non-Resident	White	Female		
41 - 64	Montague City	White	Male	I feel they are doing a great job. Great community policing and respectful to all. First Class	
41 - 64	Turners Falls (The Hill)	White	Female		
41 - 64	Montague Center	White	Male		
41 - 64	Non-Resident	White	Female		

Are there any changes you would like to see to policing in Montague?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Are there any changes you would like to see to policing in Montague?
26 - 40	Turners Falls (The Hill)	White	Female	
41 - 64	Non-Resident	White	Female	
41 - 64	Non-Resident	White	Female	
26 - 40	Non-Resident	White	Female	I would like the new Chief to be more open to community policing like the chief before him was.
41 - 64	Prefer not to answer	White	Male	
26 - 40	Millers Falls	White	Female	
41 - 64	Montague City	White	Male	
41 - 64	Turners Falls (The Hill)	White	Female	
41 - 64	Non-Resident	White	Female	More rapid response time
41 - 64	Turners Falls (The Hill)	White	Male	greater ethnic and gender diversity on the force
41 - 64	Turners Falls (The Hill)	White	Female	
41 - 64	Turners Falls (The Hill)	White	Female	I would like to see them out of their cruisers on occasion.
26 - 40	Turners Falls (The Hill)	White	Male	Definitely all departments should have training and de-escalation race and gender sensitivity especially during these Traumatic times.
19 - 25	Montague City	White	Female	No
41 - 64	Montague Center	White	Male	
41 - 64	Montague Center	White	Female	I believe that most pd's in the U.S. need a culture shift to open the door to understanding how our country has created systemic and institutional racism and to move quickly toward zero tolerance of this. While I have not experienced or observed racism from the Montague PD, I'm sure there's room for improvement with education and respectful discussions, and each individual must be open to exploring their own prejudices (we all have them) for progress to happen.
41 - 64	Montague Center	White	Female	
41 - 64	Turners Falls (The Hill)	White	Female	I would like to know more about what on-going training is provided to officers to support them in responding to various, potentially sensitive situations, including but not limited to, issues of race/ social class, immigrant/being undocumented, individuals with acute behavioral health distress, substance use, autism and disability issues, etc. We ask ALOT of our law enforcement officers and it seems important that they have strong preparation and support in their roles.
41 - 64	Montague Center	White	Female	I'd like ALL police departments to work on anti-racism training. Americans are ALL conditioned to see Black people and to some extent Latinx people as criminal/dangerous. Therefore we ALL have to do a lot of work to un-do this. conditioning. Police officers are more on the front lines of the anti-racism magnifying glass because they are armed. But I believe all white Americans need to do this important work.
19 - 25	Turners Falls (Downtown)	White	Non-Binary	
65 and over	Montague Center	White	Male	
41 - 64	Turners Falls (The Hill)	White	Male	No
41 - 64	Prefer not to answer	White	Male	I would like them to hire female officers and become more proactive.
41 - 64	Prefer not to answer	White	Male	A more diverse more educated police department. I would also like to see a zero-tolerance policy for domestic violence, there is no reason a domestic violence offender should be in a leadership position in the police department. This is a major barrier for victims to report domestic violence because it gives the impression that the city does not care about victims of domestic violence.

Are there any changes you would like to see to policing in Montague?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Are there any changes you would like to see to policing in Montague?
26 - 40	Turners Falls (The Hill)	White	Female	
41 - 64	Turners Falls (Downtown)	White	Female	
41 - 64	Montague Center	White	Female	
26 - 40	Turners Falls (The Hill)	White	Male	Increased accountability, standards and training, social worker partnership, public statistics
65 and over	Turners Falls (The Hill)	White	Female	
26 - 40	Turners Falls (Downtown)	White	Male	
41 - 64	Non-Resident	White	Female	
Under 18	Turners Falls (Downtown)	White	Male	
Under 18	Montague City	White	Female	
Under 18	Non-Resident	White	Male	
26 - 40	Non-Resident	White	Female	
Under 18	Turners Falls (Downtown)	White	Female	
Under 18	Non-Resident	White	Male	
Under 18	Non-Resident	White	Male	
41 - 64	Non-Resident	White	Female	It would be nice to see a more diverse staff.
41 - 64	Non-Resident	White	Male	
Under 18	Prefer not to answer	White	Male	No
Under 18	Millers Falls	White	Male	No
Under 18	Non-Resident	White	Female	nope
Under 18	Millers Falls	White	Male	Stop pulling cars over with loud exhaust
Under 18	Non-Resident	White	Female	None
41 - 64	Non-Resident	White	Female	
Under 18	Non-Resident	White	Female	personally i don't see that we need any change in the police department
Under 18	Non-Resident	White	Female	N/A
Under 18	Turners Falls (Downtown)	White	Male	nope
41 - 64	Turners Falls (The Hill)	White	Male	
Under 18	Prefer not to answer	White	Non-Binary	
19 - 25	Non-Resident	White	Male	leaving students alone
41 - 64	Turners Falls (The Hill)	White	Female	
41 - 64	Millers Falls	White	Female	
Under 18	Non-Resident	White	Male	no
65 and over	Turners Falls (Downtown)	White	Female	More presence in downtown areas.

Are there any changes you would like to see to policing in Montague?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Are there any changes you would like to see to policing in Montague?
Under 18	Prefer not to answer	White	Female	
26 - 40	Non-Resident	White	Female	
Under 18	Prefer not to answer	White	Male	
Under 18	Prefer not to answer	White	Female	
Under 18	Turners Falls (Downtown)	White	Female	
Under 18	Non-Resident	White	Male	
Under 18	Non-Resident	White	Male	no
Under 18	Non-Resident	White	Male	i would like to see them to get paid more for what they do
Under 18	Non-Resident	White	Male	
Under 18	Non-Resident	White	Male	
Under 18	Non-Resident	White	Female	
41 - 64	Turners Falls (Downtown)	White	Female	Patrolling bike trail more. Never see them patrolling it.
Under 18	Turners Falls (Downtown)	White	Female	more police downtown and having police interact more with the youth of the town. with all the negative around attention that has been around there needs to be positive interaction with the youth to show that not all police are bad.
Under 18	Turners Falls (The Hill)	White	Female	
Under 18	Prefer not to answer	White	Female	Uh no more gun violence
26 - 40	Turners Falls (The Hill)	White	Female	
41 - 64	Non-Resident	White	Male	
41 - 64	Non-Resident	White	Male	NA
Under 18	Prefer not to answer	White	Male	More of them
41 - 64	Non-Resident	White	Male	
41 - 64	Turners Falls (The Hill)	White	Male	
Under 18	Montague Center	White	Male	No
Under 18	Non-Resident	White	Female	NA
Under 18	Non-Resident	White	Male	No.
Under 18	Prefer not to answer	White	Non-Binary	
19 - 25	Turners Falls (Downtown)	White	Male	I'm not sure, I have not had any interactions.
Under 18	Turners Falls (The Hill)	White	Female	I'm satisfied.
Under 18	Non-Resident	White	Female	nope
Under 18	Non-Resident	White	Female	
Under 18	Non-Resident	White	Male	
41 - 64	Non-Resident	White	Female	
Under 18	Turners Falls (Downtown)	White	Female	nope

Are there any changes you would like to see to policing in Montague?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Are there any changes you would like to see to policing in Montague?
Under 18	Prefer not to answer	White	Male	There are no other changes that I would like to see to the policing in Montague.
Under 18	Non-Resident	White	Female	personally i don't see that we need any change in the police department
Under 18	Turners Falls (The Hill)	White	Non-Binary	
Under 18	Millers Falls	White	Male	idk
Under 18	Non-Resident	White	Female	
Under 18	Prefer not to answer	White	Female	No
41 - 64	Non-Resident	White	Male	No
Under 18	Prefer not to answer	White	Male	
Under 18	Prefer not to answer	White	Female	No
Under 18	Millers Falls	White	Female	No
41 - 64	Turners Falls (Downtown)	White	Male	More police coming through the Skate Park. There seems to more use of marijuana from older people
41 - 64	Non-Resident	White	Male	
41 - 64	Non-Resident	White	Female	
Under 18	Non-Resident	White	Male	I dont know ive never seen them
Under 18	Prefer not to answer	White	Female	
Under 18	Prefer not to answer	White	Non-Binary	
Under 18	Non-Resident	White	Male	
Under 18	Turners Falls (Downtown)	White	Female	No not really.
26 - 40	Millers Falls	White	Female	The list is endless. They are over staffed, too many cars, racist, sexist, complete overhaul needed.
Under 18	Turners Falls (Downtown)	White	Female	There aren't any I can think of off the top of my head
Under 18	Turners Falls (The Hill)	White	Male	No
19 - 25	Turners Falls (Downtown)	White	Female	
41 - 64	Lake Pleasant	White	Male	1) No SROs in schools -- REGARDLESS of INTENT, statistics show that police (like all of us) are biased, and thus the presence of police in schools leads to disproportionate negative consequences for particular students (I'm most familiar with consequences for students of color). I am telling you as a citizen that I, for one, am more concerned with justice than I am with "law and order," and therefore I want to decrease police presence (and intimidation and violence) in schools.  2) Reallocate money from police budget to direct community services.
26 - 40	Turners Falls (The Hill)	White	Male	The only changes I would like to see is additional funding so that the officers can continue to their jobs as safe as possible.
26 - 40	Montague Center	White	Male	i'd like to see them wear a g*d* mask once in a while, show more respect (less disrespect) to people of color and community activists, and stand down in situations that are about mental illness/drug use/etc. we need to get them out of schools and we need to reduce their funding in order to fund more resources and services that will reduce suffering and conflict in our community.
41 - 64	Turners Falls (The Hill)	White	Female	
41 - 64	Turners Falls (Downtown)	White	Female	More community interaction under none police duties

Are there any changes you would like to see to policing in Montague?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Are there any changes you would like to see to policing in Montague?
Under 18	Montague Center	White	Female	
Under 18	Non-Resident	White and Puerto Rican	Male	I have not problem with them



Is there anything else you want us to know about yourself?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Is there anything else you want us to know about yourself?
Under 18	Non-Resident	Native American;White	Female	taking care of animals and helping others
41 - 64	Non-Resident	White	Male	4 generation turners resident
41 - 64	Non-Resident	White	Male	Concerned with the narrative of the police being bad and actions trying to subvert law enforcement. We need our police.
41 - 64	Non-Resident	White	Male	Concerned with the narrative of the police being bad and actions trying to subvert law enforcement. We need our police.
41 - 64	Turners Falls (The Hill)	White	Male	Disabled vetran
19 - 25	Non-Resident	White	Male	Erving resident who spends a lot of time in Montague and graduated from TFHS.
41 - 64	Montague Center	White	Male	FYI The MPD helped a person of color become an office-fact.
41 - 64	Millers Falls	Native American	Female	I am a content hard working citizen who values the bravery an professionalism of the Montague Police
Under 18	Non-Resident	White	Female	I am a Franklin county tech student
Under 18	Non-Resident	White	Female	I am a Franklin county tech student
41 - 64	Non-Resident	Indian	Female	I am a human services provider.
26 - 40	Lake Pleasant	White	Male	
19 - 25	Non-Resident	White	Male	I am a tax paying citizen and would appreciate you taking time out of your day do take this into consideration.
41 - 64	Non-Resident	White	Male	I am a teacher at Franklin County Technical School and spent several Summers working at Unity Park.
65 and over	Turners Falls (The Hill)	White	Female	
26 - 40	Montague Center	White	Female	I appreciate the police, and respectfully thank you for your service. I also have a bumper sticker that says Black Lives Matter, which I believe means (among other things) transparently and effectively looking at and measuring anti-bias training in our local police, and helping it become more effective.

Is there anything else you want us to know about yourself?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Is there anything else you want us to know about yourself?
Under 18	Prefer not to answer	White	Non-Binary	I believe in the acab (all cops are bastards) movement and that the police system is too highly funded. The police system was founded off of racist beliefs (the fugitive slave act is where it started) and to this day there have been countless racist acts from WHITE police officers towards AFRICAN AMERICAN civilians, for example, Breonna Taylor, George Floyd, Oscar Grant, Torrey Robinson, ROSA PARKS- to only name a few. The government also excludes and dismisses these actions due to most of the government being biased to one race.
26 - 40	Millers Falls	White	Female	I called once and they didn't come because the person who I called on called them and said it was all ok. This was a man that had been threatening. The police acted like I was nuts then the chief never responded to my final email on this issue. I fear having to call them.
26 - 40	Turners Falls (The Hill)	White	Male	I do not feel it is appropriate to judge Montague Police officers on the actions of a few bad cops hundreds of miles away.
26 - 40	Montague Center	White	Male	I do support Black Lives Matter but I don't support defunding the police. I want to feel safe in my neighborhood. I love when I look out my window and see an officer drive by it gives me a sense of security.
41 - 64	Non-Resident	White	Male	I don't want to see our communities get run over by lawlessness.
65 and over	Turners Falls (The Hill)	White	Female	I feel the young people are always focused on negative. This is not good for our community
41 - 64	Lake Pleasant	White	Female	I generally have very little contact with the police. When I encounter them on the street, they are generally pleasant. But I am a middle aged white woman who is well dressed, and well spoken.
41 - 64	Montague Center	White	Non-Binary	I grew up in a police family and am intimately familiar with Brotherhood culture, the FOP, coverups, thin-blue-line / "cancerous society" worldviews, grifting with overtime, domestic violence coverups, etc... and have witnessed several instances of police abuse of power as a kid. I am not a fan of how police conduct themselves and think they need to be seriously reigned in and their powers and scope of duties severely limited, as a start, with the goal of getting rid of police departments entirely, with police officers being retrained (and better trained), offered support and counseling, and then offered other jobs.
Under 18	Turners Falls (The Hill)	White	Female	I have a lot of respect for the police men and women.
41 - 64	Turners Falls (Downtown)	White	Female	I have been a montague taxpayer for over 27 years
41 - 64	Turners Falls (The Hill)	White	Female	I have been a resident in turners Falls for over 17 years. I am a teacher at GMRSD. I have two teenage children. I feel like whenever I have interacted with or needed the police for any reason they have done an excellent job. I feel very fortunate to have the police department that we do.
65 and over	Prefer not to answer	Asian;Black;Latino/Hispanic;Native American;Pacific Islander;White	Female;Male;Non-Binary;Transgender	I have big pp
41 - 64	Turners Falls (The Hill)	White	Male	I have high regard for the men and woman of MPD, out there doing a thankless job for little pay.
41 - 64	Montague City	White	Female	I have lived here all my life and some people can go their whole life without having to call the PD. I am lucky if I can get through a summer.
41 - 64	Turners Falls (The Hill)	White	Male	I have lived here for 25 years. I coached many adolescent boys and girls during that time, some of whom are members of the target population for this survey and many of whom from families dealing with substantial economic disadvantage. I had a lot of conversations about a lot of hard situations they were experiencing. None of these happened to relate to Montague police practices, but there are many disparities in our society and they have a profound impact on the social, emotional, and educational development of our community's children.
41 - 64	Montague Center	White	Female	I have lived in this town for 60 years and I am very proud of our policemen and women.

Is there anything else you want us to know about yourself?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Is there anything else you want us to know about yourself?
41 - 64	Turners Falls (Downtown)	White	Female	I live down town. Over the years I feel like there's less and less police down town. I'd like to see them come back and clean things up so I don't have to worry about going out for walks at night
41 - 64	Montague City	White	Male	I live in town, not just work here
41 - 64	Turners Falls (Downtown)	White	Female	I live next to a drug house and I am grateful that the police are there in troubled times. I certainly know my neighbors would NOT help with the problems I have had.
19 - 25	Turners Falls (Downtown)	Black	Transgender	I love popo cock
Under 18	Montague Center	White	Male	I love working and hanging out with friends
65 and over	Turners Falls (The Hill)	White	Female	I now live in Greenfield, but I just moved from Turners after living there for 20 years. I still own a house there.
41 - 64	Montague Center	White	Female	I only want to make the committee members aware that the phone version of this survey only gives negative choices to respond unless you swipe to the right. There is no direction to swipe, opening up inaccuracies to your survey
26 - 40	Montague Center	White	Male	I sit on a pile of privilege
26 - 40	Turners Falls (Downtown)	Latino/Hispanic	Female	I think the cops in town are good.
26 - 40	Non-Resident	White	Male	I understand the increased focus on the opinions of people of color but I think we should be cautious not to over value if the opinions of young people in regard to the application of justice. Kids shouldn't be influencing policy decisions.
26 - 40	Prefer not to answer	White	Male	I value the safety and strength of community and believe that policing does not contribute to the strength of this community.
26 - 40	Montague Center	White	Female	I was born and raised in Montague, as well was my husband and son. We have lived here our entire lives.
26 - 40	Turners Falls (The Hill)	White	Female	I'm concerned that this survey is fishing for issues with the police and creating further anti-police attitudes because it's trendy to defund the police. Is a similar survey going to be asked of the police department? Perhaps they should be surveyed about the community and leadership and what needs they may have.
26 - 40	Turners Falls (Downtown)	Black	Male	I've lived in Turners my whole life and I have never had a problem with them. Always polite and respectful never gave me a problem all of them talk to me nicely
41 - 64	Montague Center	White	Male	If I continue to be a law-abiding responsible person there's nothing but good relations between me and the Montague Police Department.
41 - 64	Montague Center	White	Male	If I continue to be a law-abiding responsible person there's nothing but good relations between me and the Montague Police Department.

Is there anything else you want us to know about yourself?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Is there anything else you want us to know about yourself?
65 and over	Millers Falls	White	Male	I'm a straight, white, male who has lived in Montague since 1974 and had a gun pointed at me in 1973 by a police officer in Sunderland who thought I was fleeing the scene of an accident. Looking back, I think I came pretty close to being shot, and that's a scary thought, and I've been learning that people who don't look like me have that thought a lot more often than I have.
65 and over	Montague Center	White	Female	I'm old, white and gray haired. Police tend to be kind to me...and I to them.
65 and over	Montague Center	White	Female	In my personal life, the interactions were always treated with patience and compassion.
65 and over	Turners Falls (The Hill)	White	Male	Just that I feel we have a very good department and I trust them to do the right thing.
26 - 40	Non-Resident	Black	Male	Keep up the good work
41 - 64	Turners Falls (The Hill)	Native American;White	Male	Life long resident
65 and over	Montague Center	White	Male	Life long resident and business owner paying substantial taxes in this town.
41 - 64	Turners Falls (Downtown)	White	Male	Life Long Resident with an 8 year old child
41 - 64	Turners Falls (The Hill)	White	Male	Lived in Montague almost my whole life,have seen the Police Dept. interact many times..
65 and over	Turners Falls (Downtown)	White	Female	Long time resident, single family homeowner, we believe that Blue and Black Lives Matter. And, thank you for your interest.
26 - 40	Turners Falls (Downtown)	White	Female	More time spent downtown
41 - 64	Montague Center	White	Female	My house was robbed three times over the past 20 years, and each time the responding officer was very courteous. I live in Montague Center in the woods.
19 - 25	Turners Falls (Downtown)	Mixed	Female	My mom grew up with many of the officers, so she has nothing but nice things to say despite my experiences. Perhaps being complacent in this kind of bias is why there are so few reports or complaints. Just because you know most of the people in this town doesn't mean that you don't scare their kids.
Under 18	Non-Resident	White	Male	my uncle is a cop
41 - 64	Turners Falls (Downtown)	White	Male	N/A
26 - 40	Turners Falls (The Hill)	White	Female	N/A

Is there anything else you want us to know about yourself?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Is there anything else you want us to know about yourself?
41 - 64	Turners Falls (Downtown)	White	Female	n/a
Under 18	Non-Resident	White	Female	N/A
65 and over	Non-Resident	White	Male	NA
41 - 64	Non-Resident	White	Male	Na
Under 18	Turners Falls (Downtown)	White	Female	nah
65 and over	Non-Resident	Asian;Black;Latino/Hispanic;Native American;Pacific Islander;White;yeah	Female;Male;Non-Binary;Transgender	no
Under 18	Non-Resident	Asian;White	Male	no
19 - 25	Turners Falls (The Hill)	Black	Male	No
Under 18	Non-Resident	Black	Non-Binary	No
26 - 40	Turners Falls (Downtown)	European	Male	No
Under 18	Non-Resident	Native American;White	Female	no
26 - 40	Turners Falls (The Hill)	White	Female	No
65 and over	Turners Falls (The Hill)	White	Male	No
65 and over	Non-Resident	White	Female	No
41 - 64	Turners Falls (The Hill)	White	Male	No
26 - 40	Montague Center	White	Male	No

Is there anything else you want us to know about yourself?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Is there anything else you want us to know about yourself?
41 - 64	Montague Center	White	Female	No
26 - 40	Turners Falls (The Hill)	White	Male	No
41 - 64	Turners Falls (The Hill)	White	Female	No
Under 18	Prefer not to answer	White	Male	No
Under 18	Millers Falls	White	Male	No
Under 18	Non-Resident	White	Female	No
Under 18	Non-Resident	White	Male	no
Under 18	Prefer not to answer	White	Male	No
Under 18	Millers Falls	White	Male	no
Under 18	Prefer not to answer	White	Female	No
41 - 64	Non-Resident	White	Male	No
Under 18	Prefer not to answer	White	Female	No
19 - 25	Turners Falls (Downtown)	White	Male	No
Under 18	Non-Resident	White	Male	no
Under 18	Turners Falls (Downtown)	White	Female	No
Under 18	Turners Falls (Downtown)	Native American;White	Female	no but thank u for being there when we call

Is there anything else you want us to know about yourself?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Is there anything else you want us to know about yourself?
Under 18	Millers Falls	White	Male	No There Is Not
Under 18	Non-Resident	White	Male	No.
Under 18	Montague Center	White	Female	Nope
65 and over	Millers Falls	White	Male	nope
26 - 40	Montague Center	White	Male	nope
Under 18	Turners Falls (Downtown)	White	Male	nope
Under 18	Prefer not to answer	White	Female	Nope
Under 18	Non-Resident	White	Female	nope
Under 18	Prefer not to answer	White	Male	Nope.
Under 18	Millers Falls	White	Female	Not that I can think of
Under 18	Non-Resident	White and Puerto Rican	Male	Nothing really
41 - 64	Prefer not to answer	White	Male	Please be anonymous and or break up my reporting.
41 - 64	Non-Resident	White	Female	Please continue to recognize and reward this fine police department
26 - 40	Turners Falls (The Hill)	White	Male	Retired Military. Work for state agency dealing with mental health issues. Fully understand the challenges Police Officers face every day but I also understand the dangers of institutional protectionism and tone deaf responses. Building Bridges, establishing relationships with the community, and addressing national Policing issues in an open and honest way will go a long way in helping local Police credibility, especially among the minority population. Everybody agrees that All Lives Matter and Blue Lives Matter. but when we discredit and discount Black Lives Matter (no matter what our politics may be). we create barriers and limit The design of this survey is flawed. 1. A person can submit more than one response. 2 The way the choice are biased as you are presented only the negative responses on a phone or tablet. There are many academics in the valley who could have helped with a more impartial design.
41 - 64	Prefer not to answer	White	Male	
41 - 64	Prefer not to answer	Not comfortable answering	Female	The make up of this committee and it's role as an 'advisory' committee with no real power has me concerned about it's effectiveness

Is there anything else you want us to know about yourself?

Age Group	Location	Race/Ethnicity (Check all that apply)	Gender	Is there anything else you want us to know about yourself?
26 - 40	Turners Falls (Downtown)	Latino/Hispanic	Female	The Officer with the dog was very assertive and sociable.
Under 18	Non-Resident	White	Female	There isn't anything that i can think of
Under 18	Non-Resident	White	Female	There isn't anything that i can think of
65 and over	Non-Resident	Native American	Female	This survey is so flawed. Anyone from California to the Yukon can weigh in. Poorly thought out.
26 - 40	Turners Falls (Downtown)	White	Male	Unenrolled voter, bachelors degree
41 - 64	Lake Pleasant	White	Male	Yes. Police reform is a hot-button issue, and I want to try to explain 2 stances I take that are often misrepresented.
41 - 64	Prefer not to answer	White	Male	Speaking for myself, when I am protesting WITH Black Lives Matter, it is not because I hate anybody or wish any violence on anybody, including the police. Quite the contrav. I protest with BLM because it is clear to me (through statistics both local and national: through knowledae about the history of explicit racism in government You need to work of your survey design. There are many academics in the valley that could have help you design a non-biased survey.
Under 18	Non-Resident	White	Female	you took time out of my day for this



**Describe cualquier experiencia o situaci3n; ya sea negativa o positiva con la Policia de Montague que hayas experimentado personalmente o que hayas visto y que quisieras compartirlas con nosotros**

Edad	Lugar de Residencia	Raza/Etnia (Selecciona todas las que apliquen)	G3nero	Por favor describe cualquier experiencia o situaci3n; ya sea negativa o positiva con la Policia de Montague que hayas experimentado personalmente o que hayas visto y que quisieras compartirlas con nosotros
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	Hemos ido al departamento de policia con preguntas sobre como poner una orden de no traspasar a mi propiedad y el policia me explico y me dijo todos los pasos que debo seguir para poder hacerlo y tambien me dio la informacion necesaria para poder realizar este tramite.
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	Las malas experiencias que eh tenido cada vez que dejo mi veh3culo fuera del vecindario, siempre eh tenido ticket O infracci3n por m3s de \$50 D3lares . No me parece justo porque en el mismo lugar donde dejo mi Veh3culo hay otras personas que llegan y dejan el veh3culo del lado contrario que no debe ir y nunca eh visto que ha esas personas les pongan el ticket o infracci3n. Se me hace una injusticia porque yo soy latina y las otras personas son americanas. Se me hace muy racista.
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	Las malas experiencias que eh tenido cada vez que dejo mi veh3culo fuera del vecindario, siempre eh tenido ticket O infracci3n por m3s de \$50 D3lares . No me parece justo porque en el mismo lugar donde dejo mi Veh3culo hay otras personas que llegan y dejan el veh3culo del lado contrario que no debe ir y nunca eh visto que ha esas personas les pongan el ticket o infracci3n. Se me hace una injusticia porque yo soy latina y las otras personas son americanas. Se me hace muy racista.
Menores de 18	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	Nunca he tenido ninguna experiencia con algun policia
Menores de 18	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	Nunca e experimentado o visto una experiencia de un policia
Menores de 18	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	no
Menores de 18	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	no
Menores de 18	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	no
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	No
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	no
Menores de 18	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	No
Menores de 18	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	no
41 - 64	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no

**Describe cualquier experiencia o situaci3n; ya sea negativa o positiva con la Policia de Montague que hayas experimentado personalmente o que hayas visto y que quisieras compartirlas con nosotros**

26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Masculino	One time when the police came to my house due to a complaint about the volume of my music, he explained to me that I can have the music loud before 11:00pm.
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	I had trouble explaining to the officer that a car accident I was in wasn't my fault.
41 - 64	Turners Falls (The Hill)	Latino/a - Hispano/a	Masculino	Once, my neighbor's dog bit my son in the leg. We called the police and when they arrived, they said they can't do anything for us.
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	Dios les Bendiga la verdad en el pasado llo tube mala experiencia por el camino que llevaba pero ahora no he tenido ninguna experiencia con ellos ni negativa ni positiva pero si en algo puedo ayudar a responder algo llo ayudo con cualquier apoyo
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	Dios les Bendiga la verdad en el pasado llo tube mala experiencia por el camino que llevaba pero ahora no he tenido ninguna experiencia con ellos ni negativa ni positiva pero si en algo puedo ayudar a responder algo llo ayudo con cualquier apoyo
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	One time the police stopped me for not having a driving license but I needed to get my kids to school and get to work.
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	For driving without license.
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	When I had a party at my house, the officer that works at my son's school came to my houses and explained to me that I have to keep it quiet.
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	
41 - 64	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Masculino	Nunca alludan solo culpan a los ispanos.
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Masculino	Nunca alludan solo culpan a los ispanos.

**Describe cualquier experiencia o situación; ya sea negativa o positiva con la Policía de Montague que hayas experimentado personalmente o que hayas visto y que quisieras compartirlas con nosotros**

26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Masculino	Nunca alludan solo culpan a los ispanos.
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	Las malas experiencias que eh tenido cada vez que deajo mi vehÃ-culo fuera del vecindario, siempre eh tenido ticket O infracciÃ³n por mÃ¡s de \$50 DÃ³lares . No me parece justo porque en el mismo lugar donde deajo mi VehÃ-culo hay otras personas que llegan y dejan el vehÃ-culo del lado contrario que no debe ir y nunca eh visto que ha esas personas les pongan el ticket o infracciÃ³n. Se me hace una injusticia porque yo soy latina y las otras personas son americanas. Se me hace muy racista.

¿Tienes ideas o sugerencias para cambiar la forma de actuar de la policia en la comunidad?

Edad	Lugar de Residencia	Raza/Etnia (Selecciona todas las que apliquen)	Género	¿Tienes ideas o sugerencias para cambiar la forma de actuar de la policia en la comunidad?
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	Que todo sea justo y parejo. Y que vigilen más las calles porque por donde vivo por las noches se siente mucha inseguridad.
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	Que todo sea justo y parejo. Y que vigilen más las calles porque por donde vivo por las noches se siente mucha inseguridad.
Menores de 18	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	No
Menores de 18	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	Me gusta la forma en que trabajan, por ahora no tengo ninguna idea
Menores de 18	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	no
Menores de 18	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	no
Menores de 18	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	no
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	No
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	no
Menores de 18	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	No
Menores de 18	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	no
41 - 64	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Masculino	To hire more police that speak Spanish so that it's easier to communicate.
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	To have more officers that speak/understand Spanish.
41 - 64	Turners Falls (The Hill)	Latino/a - Hispano/a	Masculino	To have officer that speak Spanish.

¿Tienes ideas o sugerencias para cambiar la forma de actuar de la policia en la comunidad?

26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	Si ai alguien a sido victima de algo llo puedo alludar con lo que sea
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	Si ai alguien a sido victima de algo llo puedo alludar con lo que sea
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	New police should be a little more nice.
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Masculino	Que no molesten a los ispanos porque ellos no scen nada malo solo trabajan i el policia los molesta todo el tiempo pero a los sue venden droga no lo acen nada ellos los alludan a vender.
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Masculino	Que no molesten a los ispanos porque ellos no scen nada malo solo trabajan i el policia los molesta todo el tiempo pero a los sue venden droga no lo acen nada ellos los alludan a vender.
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Masculino	Que no molesten a los ispanos porque ellos no scen nada malo solo trabajan i el policia los molesta todo el tiempo pero a los sue venden droga no lo acen nada ellos los alludan a vender.
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	Que todo sea justo y parejo. Y que vigilen mÃ¡is las calles porque por donde vivo por las noches se siente mucha inseguridad.

**Tienes algo otro comentario, duda, sugerencia o una opinion personal que te gustaria compartir con nosotros**

Edad	Lugar de Residencia	Raza/Etnia (Selecciona todas las que apliquen)	Género	Tienes algo otro comentario, duda, sugerencia o una opinion personal que te gustaria compartir con nosotros
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	Por favor si pueden contratar personal bilingue para que la comunidad latina pueda comunicarse mejor con la policia porque ustedes hacen un exelente trabajo pero la comunicacion con los hispanos es un problema.
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	
Menores de 18	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	No
Menores de 18	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
Menores de 18	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	no
Menores de 18	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	no
Menores de 18	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	no
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	No
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	no
Menores de 18	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	No
Menores de 18	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	no
41 - 64	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Masculino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	no
41 - 64	Turners Falls (The Hill)	Latino/a - Hispano/a	Masculino	To hire more Spanish speaking personnel

**Tienes algo otro comentario, duda, sugerencia o una opinion personal que te gustaria compartir con nosotros**

26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	En lo personal no tengo ninguna queja de ellos pero espero que pueda ayudar con cualquier comentario
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	En lo personal no tengo ninguna queja de ellos pero espero que pueda ayudar con cualquier comentario
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Masculino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no+
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	no
41 - 64	Turners Falls (Downtown)	Latino/a - Hispano/a	Femenino	no
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Masculino	Wue agan bien sus trabajo
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Masculino	Wue agan bien sus trabajo
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Masculino	Wue agan bien sus trabajo
26 - 40	Turners Falls (The Hill)	Latino/a - Hispano/a	Femenino	

# Report of the Police Equity & Use of Force Advisory Group

Submitted to the Town of Montague Selectboard  
April 26, 2021

## Advisory Group Members:

In alphabetical order:

- David Bulley
- Ariel Elan
- Faith English
- Deborah Frenkel
- Richard Hall (Oct.-Dec. 2020)
- Richard Kuklewicz
- Maddox Sprengel





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## Overview of this Committee’s Charge

The advisory group is one of two that were appointed by the Town of Montague Selectboard (SB) following the June 2020 Annual Town Meeting in which the town voted to level-fund the police department. This decision was made as a response to a national conversation surrounding the role of police in communities and national issues surrounding excessive use of force and accountability of police departments. This group received the following charge from the SB:

“What are Montague Police Department (MPD) policies and practices relative to equitable policing and use of force? What is the impact of these practices on key subgroups, and how might they improve?”

This report was generated by 7 residents of Montague, MA chosen by the SB to comprise the *Police Equity & Use of Force Advisory Group*.

## Data, Sources, and Research Process

In order to evaluate the policies and practices of the MPD in relation to equity and the use of force, the committee reviewed the data that was provided by the department, as well as official policy documents (listed below). The committee also conducted two public interviews with Chief of Police Christopher Williams and Lieutenant Christopher Bonnett.

The advisory group reviewed the following sources of data<sup>1</sup>:

- MPD Arrest Data 2017 – 2020 (also refer to Appendix 1 for arrest breakdown by residency 2017-2020 and traffic citation data 2015-2020).
  - Shows arrests by race (not ethnicity), gender, and residency for each of these 4 full years.
- MPD Use of Force Data 2017 – 2020 (see Appendix 2 for all uses of force 2017-2020).
  - Shows uses of force for each of the 4 most recent years, including annual breakdowns by race, ethnicity, gender, age, time of day, type of policing event, village where it took place, type of force used, and any injuries.
- MPD Policies & Procedures Manual
- MPD Field Training and Evaluation Program staff manual
- MPD Policies Powerpoint 2020 (aka Accountability Slides)
- Chief Williams’ Response to “8 Can’t Wait”
  - Montague Police Chief’s June 2020 memo to Selectboard chair & Town Administrator regarding Campaign Zero’s “8 Can’t Wait” nationally discussed recommendations regarding policing.

## Montague Police Department Staffing as of March 2021

- 17 full-time sworn police officers
  - 1 Chief of Police

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<sup>1</sup> All data including meeting minutes, interview transcripts, recordings, and materials from the MPD are available on the Town of Montague website: <https://www.montague-ma.gov/g/77/Police-Equity--Use-of-Force-Advisory-Group>

- 1 Lieutenant
- 1 Staff Sergeant
- 3 Sergeants
- 2 Detectives
- 7 Patrol Officers
- 2 School Resource Officers (SROs)<sup>2</sup>
- 1 shared Animal Control Officer (ACO) shared with Greenfield and Deerfield
- 10 sworn Reserve Police Officers
- 5 full-time civilian dispatchers
  - 1 Dispatch Manager/Administrative Assistant to the Chief
  - 4 dispatchers

## **Montague Police Department Demographics as of March 2021**

Full-time officers:

- 2 white women
- 2 African-American males
- 13 white males

The MPD is a civil-service department, hiring from an applicant pool provided by the state civil-service system.

Dispatchers:

- 3 white women
- 1 Asian woman
- 1 African-American male

## **Policing in Montague**

- During each of 3 shifts in a 24-hour day, at least two cars on duty.
- Patrol routes are based on a combination of where the most calls for police come from, and the need to make sure all parts of the Town of Montague have coverage.
- Montague police respond to approximately 19,000 to 20,000 calls a year. A “call” is any type of police attention to a situation, including traffic stops, 911 calls, non-emergency requests for help, and officer-initiated actions based on observations while on patrol. About half of calls are officer-initiated, including all traffic stops.
- There are 134 different classifications of “calls” (see Appendix 3 for a breakdown of the reasons for all calls initiated by the public, as categorized by the dispatcher in 2019. Note: ‘parking violation’ and ‘traffic enforcement’ are included in this list, but these are considered to be officer-initiated).
- Between 1.5% and 2% of police calls annually result in arrests.

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<sup>2</sup> 1 SRO assigned to the middle school/high school of the GMRSD [Gill-Montague Regional School District]; 1 at Franklin County Technical School.

- In the 4 years 2017 through 2020, there were 1391 arrests among 72,878 police calls which is an average arrest rate of 1.9%.
- In the 4-year timespan of these records, a total of 72 uses of force were documented, which is approximately 0.1% of police calls.
  - Of the 72 uses of force, 66 involved white individuals (91.7%), while 6 involved Black individuals (8.3%) which is slightly higher than the percentage of Black individuals estimated to be in the population.
  - The nature of the top three categories of incidents of use of force were reported as the following: 12 were “Disturbance”, 12 “Domestic”, 24 were “Mental Health”.
  - 3 injuries resulting from police use of force were reported; all were reported as “minor”. There were no additional injuries claimed.
- In 2019, a sample year for which the department provided deeper breakdowns, there were approximately 18,980 calls, of which 380 (2%) resulted in arrests. 16 calls resulted in the use of force.
  - Of the 16 calls that resulted in the use of force, 15 subjects were white, and 1 subject was Black, a ratio of 94% white to 6% Black.
  - 9 of the incidents of use of force involved the use of “compliance techniques”, 2 involved the use of “defensive tactics”, 2 involved the use of “OC Spray”, 2 involved “TASER Display”, and 1 involved “TASER Drive Stun.”

## **Current Policies Governing the Use of Force**

Part of our charge as a committee was to review the Montague Police Department's policy relative to the use of force. Per their Policies & Procedures Manual, which was updated on 02/16/2021, the chapter on “Use of Force”, Policy & Procedure No. 3.02 opens as follows:

### **“GENERAL CONSIDERATIONS AND GUIDELINES**

Police officers are continuously confronted with situations requiring the use of force to compel compliance from unwilling subjects. The degree of force used is dependent upon the totality of the circumstances surrounding the particular situation presented. Only an objectively reasonable amount of force may be used. The objective of a use of force is to compel compliance and maintain the safety of all persons in a situation.”

### **“POLICY**

It is the policy of the department that:

A. Officers use only the force that is objectively reasonable to compel compliance from an unwilling subject to accomplish lawful objectives, such as to make a lawful arrest or detention, prevent escape, to effectively bring an incident under control, or to protect the lives or safety of the officer and others. Any force will be appropriately ceased when compliance and control have been achieved.

B. When exigent and unforeseen circumstances cause officers to deviate from the provisions of this rule, officers are still expected to act with intelligence, sound judgment, objective reasonableness, and in full conformity with both state and federal laws and constitutional provisions. Any such deviations from the provisions of this rule shall be examined on a case-by-case basis.”

The chapter then defines key words and phrases, including "force", "non-lethal force", "lethal force", "bodily harm", "serious bodily harm", and "de-escalation tactics"; and describes in detail the factors an officer must weigh in deciding what actions are "objectively reasonable" in any situation.

The chapter includes specific considerations and requirements that govern the amount and degree of force that may be employed, perceived circumstances in which the use of force is warranted, and approved officer responses. The chapter outlines guidelines for the use of non-lethal force and deadly force, as well as when use of force should be terminated.

The chapter details an officer's duty to intervene if they observe another officer using an unreasonable degree of force – including the responsibility to immediately report and document the incident, and the prohibition of retaliation by any officer against another for interrupting and/or reporting an unreasonable use of force.

Other policing issues widely discussed by civilians that are covered in the policies include warning shots (which are never allowed); moving vehicles (discharging a firearm from inside a moving vehicle is prohibited; and discharging a firearm at a moving vehicle is only permitted under a list of specific conditions that must all be met); planned mass demonstrations (police officers must attempt to communicate with the organizers to discuss strategies to avoid conflict), and aftercare or medical attention after force has been used.

## **Current Policies Relative to Equity**

Part of this committee's charge was to learn what the Montague Police Department (MPD) policies and practices are relative to equitable policing. To explore this, the MPD Policies & Procedures Manual and Field Training and Evaluation Program Staff Manual were reviewed. A keyword search function was used to identify language synonymous to equity as well as words related to factors that could impact equitable practices. The search included the following words: equity, fairness, impartial, bias, stereotype, prejudice, discrimination, race, diversity, perception, perspective, accountability. The following breakdown indicates the number of times the word appears in the manuals and provides quoted examples of how the word appears:

**equity/equitably:** 1 result. The Oath of Office statement at the start of the P&P manual states, "I will fairly and **equitably** execute and enforce the laws thereof, within the extent of my authority and jurisdiction..."

**fair/fairness:** 22 results. Under the Accountability and Discipline section of the manual it states, "Essential **fairness** and justice are the foundation of the disciplinary process and it is the personal responsibility of the Chief to ensure that this standard is **equitably** maintained." Other mentions of fairness appear in the Eyewitness Identification section. Mention of fairness in the Field Training and Evaluation Manual refers to treatment of student officers.

**impartial:** 1 result. Under the Domestic Violence section of the manual it states, "Officers must be alert and **impartial**, and must be concerned with the needs of victims where domestic violence is apparent or alleged."

**bias:** 6 results. All 6 results were identified in the Field Training and Evaluation Manual and referred to bias that could impact officer treatment of one another. For example, a section titled, “Common Performance Evaluation Errors”, states, “error of personal **bias**” occurs when the FTO allows personal feelings about the student officer to affect the ratings.” A section referring to relationships with the general public states, “Acceptable: Courteous, friendly, and empathetic. Communicates in a professional, **unbiased** manner. Is service oriented. Good ‘non-verbal’ skills.”

**stereotype:** 1 result. The Responsibilities of the Field Training Officer states, “...the student officer should not be **stereotyped** or be discriminated against...”

**prejudice:** 1 result. The Code of Ethics section of the manual indicates, “I will never act officiously or permit personal feelings, **prejudice**, animosities, or friendships to influence my decisions.”

**discrimination:** 1 result. The section Interaction with Transgender Individuals states, “It is the general policy of the Montague Police Department to treat all individuals with dignity, respect, and professionalism. Therefore, this policy shall be enforced in order to create mutual understanding, prevent **discrimination** and conflict, and ensure the appropriate treatment of transgender individuals within the community.”

**race:** 6 results, most of which refer to the characteristics of suspects or detainees that should be recorded by officers.

**diversity:** 0 results.

**perception:** 19 results (some appear to be repeat uses). In the Use of Force Section IV. Procedures, item 3. Perceived Circumstances, “threat **perception**” is referenced as “a reasonable officer’s **perception** of the situation...” The forward of the manual states, “it is, therefore, of the utmost importance that all police officers have a keen **perception** of their role and purpose and a clear understanding of what is expected of them in the performance of their essential duties.” The other mention of perception appears in the manual section Eyewitness Identification and states, “scrupulously avoid using statements, clues, casual comments, or providing unnecessary or irrelevant information that in any manner may influence the witness’ decision-making process or **perception**.”

**perspective:** 2 results. In the Use of Force Section of the Policies and Procedures manual, item H of the Definition Section references, “the reasonableness of a particular decision, judged from the **perspective** of a reasonable officer on the scene...” Under further discussion of threat perception it states, “the reasonable officer’s **perspective** of the situation in reference to the severity of any crime, the existence of an immediate safety threat to the officer or others, and the degree of compliance from the subject...”

**accountability:** 6 results. The section on Accountability and Discipline states, “an effective and responsive system of personnel **accountability** and discipline has for its purpose the maintenance of efficient department performance...” The other references to accountability relate to “**accountability** for detainees.” The Overview section of the Field Training Manual

states, “While performing the duties of an FTO, an officer gains experience, **accountability**, responsibility, and knowledge; all of which contribute to leadership and evaluation skills.”

## **Areas of Strength of the MPD Relative to Equity and the Use of Force**

The Montague Police Department has conveyed to this committee that they prioritize de-escalation. As part of this approach, Montague police intentionally avoid making arrests whenever possible, and seek other means of resolution.

A total of 72,878 police calls during the years 2017 through 2020 resulted in a 1.9% arrest rate (1391 arrests); and across those 4 years, saw 72 incidents of use of force (0.1% of police calls), in which there were 3 injuries<sup>3</sup>. These were all reported by officers and all classified by the department as minor injuries.

Since 2018, the MPD has voluntarily submitted incidents of use of force to a national FBI Use of Force database<sup>4</sup>. The database is searchable by the public. No incidents from Montague have met the FBI criteria to be recorded in the database (as of 2021).

The committee also noted that the MPD’s current Policies and Procedures Manual already included several use of force policies that largely meet or exceed the recently passed Massachusetts Police Reform Bill S.2963<sup>5</sup>. As described in Policy & Procedure No. 3.02, these are:

1. Chokeholds and strangleholds have not been utilized and are prohibited.
2. Use of force may only be authorized after de-escalation tactics have been attempted and failed or are not feasible.
3. Where reasonably practicable, prior to discharging a firearm, officers shall identify themselves as law enforcement officers and of their intent to use deadly force.
4. “An officer present and observing another officer using physical force, including deadly force, beyond that which is necessary or objectively reasonable based on the totality of the circumstances, shall intervene to prevent the use of unreasonable force unless intervening would result in imminent harm to the officer or another identifiable individual...and shall report the incident to an appropriate supervisor as soon as reasonably possible.”

Comprehensive, transparent use-of-force reporting is recommended by many advocacy groups. Montague police began recording use of force events in detail in January of 2017, including demographic details such as race, ethnicity, age, and gender of the subject person(s), and also the type of force used, type of police call, geographical location, and shift during which each

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<sup>3</sup> These data were not compared to other towns of similar size and/or demographic makeup.

<sup>4</sup> <https://www.fbi.gov/services/cjis/ucr/use-of-force>

<sup>5</sup> <https://malegislature.gov/Bills/191/S2963>

incident took place). Going forward, use of force reporting is required statewide by the new police reform law.

While this is not mandated by law, MPD officers receive anti-bias training from Fair and Impartial Policing (FIP)<sup>6</sup>, a national implicit-bias-awareness training agency. Montague police in supervisory positions also participate in one or more week-long FBI leadership trainings that incorporate an anti-bias focus.<sup>7</sup>

MPD's training officer, Lt. Bonnett, is a certified instructor for FIP trainings, as well as a licensed police trainer for the Commonwealth. Montague hosts trainings attended by officers from other Franklin County towns, the Sheriff's Dept., and the Mass. Environmental Police, along with Montague's personnel.

## Recommendations

1. The MPD's internal affairs officer receives any complaints about policing or dispatch. The Selectboard currently serves as Police Commissioners for the Town, and the Town Administrator's role includes being an overall ombudsman for residents' concerns. While these constitute a variety of avenues to receive complaints or concerns, they are all branches of Town government and it is important that people have an outside entity with which they can file complaints.

We recommend that the Town explore creating an alternative channel such as a civilian committee or hotline to receive and hear complaints, as well as follow up with the Selectboard and MPD to determine whether and how the complaints can be addressed.

We recommend that the Town of Montague publicize all avenues for members of the public to bring forward complaints or needs concerning the police department.

2. There is an increasing number of calls for wellness checks and mental health calls. We recommend that the town develop a means by which wellness checks, despondent persons, and other predictably nonviolent calls be fielded by unarmed and non-uniformed support staff. We suggest that this be a county-wide effort that includes stakeholders from mental health agencies and residents of surrounding towns and invite our state senator and representative to participate. Similar models that have been successful exist in different parts of the country, such as the CAHOOTS program in Eugene, OR, and Project Respond in Portland, OR.
3. There is increasing evidence that police involvement with white supremacy organizations is not uncommon in the U.S., as outlined in a 2006 report released by the FBI<sup>8</sup>. In response to this, as well as the recent violent insurrection against our Nation's capital on January 6, 2021, this committee felt compelled to review the MPD Policies and Procedures Manual relative to participation in extremist groups.

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<sup>6</sup> <https://fipolicing.com/the-team>

<sup>7</sup> This committee did not review the data or content used in formulating these trainings.

<sup>8</sup> <http://s3.documentcloud.org/documents/402521/doc-26-white-supremacist-infiltration.pdf>



While the existing policies prohibit affiliation with persons or organizations that have involvement with criminal behavior; and acts of immoral, improper, disorderly or intemperate personal conduct which discredit the officer or the police force, this committee recommends that the MPD, in conjunction with the Montague Selectboard, establish clear policies prohibiting participation in white supremacist organizations, as well as a ban on overt expressions of racism, including tattoos, insignias, and social media postings.<sup>9,10</sup>

4. We recommend the annual publication of arrests and traffic stops by race, gender, ethnicity, and location, in the spirit of transparency. This would be in line with the regular publication of detailed data on incidents of use of force that the department already provides. This would include updating computer software capabilities as needed to ensure that data regarding race, gender, ethnicity, and location can be easily compiled.
5. We recommend a reassessment of current policy on use of pepper spray/chemical irritants to ensure clear parameters under which chemical irritants can (and cannot) be used.
6. We recommend that the Town of Montague hosts an annual police-community meeting with the MPD that can include a discussion about the police department's policies and procedures, among other issues and topics. We recommend that this be a well-publicized public forum in order to ensure community-wide participation.
7. We recommend that the MPD prioritize updating the current policies and procedures manual with gender inclusive language.
8. Upon conducting a key-word search in the MPD Policies and Procedures Manual and Field Training and Evaluation Program manual, we found that there were no explicit policies or statements regarding equitable policing. We recommend that the MPD write a statement that describes their commitment to impartial and unbiased policing and that highlights their efforts to promote equitable policing and incorporate these intentions into all policies.
9. We recommend that the department continue full participation in anti-bias training and include a statement in the training manual requiring this training for all officers.
10. We recommend that the Montague Selectboard explores the possibility of using cannabis revenue to fund any of the two police advisory groups' recommendations that entail extra cost to the town.

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<sup>9</sup> Although the First Amendment's freedom of association provision protects an individuals' right to join white supremacist groups for purposes of lawful activity, the government can limit the employment opportunities of group member who hold sensitive public sector jobs, including jobs within law enforcement, when their memberships would interfere with their duties.

<sup>10</sup> All policies should be properly vetted with legal counsel to ensure compliance with federal, state, and local laws.

11. We recommend that the MPD continue with and make official its policy of de-prioritizing what have been known as “Broken Windows”<sup>11</sup> or minor offenses when no harm is being done. This has been shown to be a particularly effective approach to reduce unwanted interactions with the police that don’t necessarily result in arrest but might contribute to inequitable policing and unnecessary use of valuable resources.
12. We recommend that police use of body cameras be actively pursued.

## Next Steps

Part of the framing of this committee’s charge is to consider how MPD policies and practices relevant to equity might improve. This framing suggests that having written practices, protocol, and procedures will translate to actualized changes in the role of the MPD in our community. While we have made thoughtful and deliberate recommendations that we hope will result in meaningful improvements in our community, we would also like to acknowledge that many of the challenges we have seen are the result of larger systemic and institutional inequities that create the social conditions affecting the wellbeing of the lives of people in Montague.

We hope that the work done by this committee and that of the Police Community Engagement Advisory Group is the beginning of a larger process embraced by the town of Montague to address the systemic issues facing our community, such as barriers to prevention and treatment for mental health and substance use disorders, as well as issues facing people living in poverty.

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<sup>11</sup> <https://www.joincampaignzero.org/brokenwindows>, <https://www.pbs.org/wgbh/frontline/article/the-problem-with-broken-windows-policing/>, [https://www.umes.edu/uploadedFiles/ WEBSITES/AJCJS/Content/VOL%2011%20KAMALU%20FINAL.pdf](https://www.umes.edu/uploadedFiles/WEBSITES/AJCJS/Content/VOL%2011%20KAMALU%20FINAL.pdf)

Appendix I. MPD Arrests by Residency 2017-2020 and Traffic Citation Data  
2015-2020

**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
<b>TOTALS</b>	<b>420</b>	<b>369</b>	<b>46</b>	<b>5</b>

<b>Resident Arrests</b>			
		<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%
<b>Total</b>	<b>276</b>	<b>100.00%</b>	<b>65.71%</b>

<b>Non Resident Arrests</b>			
		<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%
<b>Total</b>	<b>144</b>	<b>100.00%</b>	<b>34.29%</b>

## 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%
<b>Total</b>	<b>258</b>	<b>100.00%</b>	<b>67.89%</b>

<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%
<b>Total</b>	<b>122</b>	<b>100.00%</b>	<b>32.11%</b>

## 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>		<u>2019</u>		<u>2018</u>		<u>2017</u>	
			<small>*As of 8/1/2020</small>							
<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>



**POLICE DEPARTMENT**

Annual Report of the Montague Police Department for the year ending December 31, 2019

2017	2018	2019	
18,946	19,730	18,873	Calls for Service
2726	3318	3300	911 Emergency Calls
340	421	381	Persons arrested by the Police
230	270	330	Persons were male, 9 were juveniles
110	151	51	Person were female, 5 were juveniles
545	387	531	Victims of crime
82	59	52	Restraining orders served (209a & 258E)
5	0	0	Alarm by-law tickets
41	43	59	Registered Sex Offenders

**TOTAL REPORTABLE MOTOR VEHICLE ACCIDENTS OVER \$1,000 IN VALUE**

2017	2018	2019
138	142	115

**TOTAL REPORTABLE MOTOR VEHICLE ACCIDENTS UNDER \$1,000 IN VALUE**

2017	2018	2019
25	27	34

**TOTAL MOTOR VEHICLES ACCIDENTS**

2017	2018	2019
163	169	149

**INJURED PERSONS**

2017	2018	2019	
19	17	15	Operators
13	2	5	Passengers
3	1	1	Pedestrians
0	1	1	Bicyclist
0	1	3	Motorcyclists
1	1	0	Fatalities
<b>36</b>	<b>23</b>	<b>25</b>	<b>Total Injuries</b>

**MOTOR VEHICLE CITATIONS**

2017	2018	2019
768 (Fines \$4,335.00)	1244 (Fines \$5,380.00)	1165 (Fines \$2,685.00)

**FIREARMS REGISTRATION: PERMITS TO CARRY**

2017	2018	2019
190	204	226

**PARKING TICKETS ISSUED**

2017	2018	2019
381 (\$7,530.00)	466 (\$9,070.00)	442 (\$8,680.00)

**HOUSE CHECKS WHILE PEOPLE WERE AWAY**

2017	2018	2019
197	127	99

**SUMMONS SERVED**

2017	2018	2019
109	89	109



TASER Display	0	4	2	0	1	7	9.7%
TASER Drive Stun	1	0	1	0	0	2	2.8%
TASER Deployment	0	0	0	1	0	1	1.4%
K9 Apprehension	0	0	0	1	1	2	2.8%
Firearm	0	0	0	0	0	0	0.0%

**Injuries**

None	11	26	16	15	1	69	95.8%
Claimed	0	0	0	0	0	0	0.0%
Minor	0	0	0	2	1	3	4.2%
Major	0	0	0	0	0	0	0.0%
Death	0	0	0	0	0	0	0.0%

**Nature of Event**

Disturbance	2	5	2	3	0	12	16.7%
Domestic	3	2	3	4	0	12	16.7%
Mental Health	4	10	2	7	1	24	33.3%
Protective Custody	1	3	1	0	0	5	6.9%
Noncompliant Detainee	0	0	0	0	1	1	1.4%
Noncompliant Prisoner	0	2	1	0	0	3	4.2%
Motor Vehicle	0	1	2	0	0	3	4.2%
Property Crime	0	0	0	0	0	0	0.0%
Violent Crime	0	0	0	0	0	0	0.0%
Resisting Arrest	0	0	4	3	0	7	9.7%
Warrant	1	3	1	0	0	5	6.9%
Other	0	0	0	0	0	0	0.0%

Appendix III. MPD Calls for Service Breakdown - 2019

<b><u>MPD Call for Service Breakdown - 2019</u></b>		
<i>(Officer Initiated Filtered)</i>		
<b>Call Reason</b>	<b>#</b>	<b>% of Total</b>
258E Service	27	0.30%
911 (Abandoned Call)	68	0.77%
911 (Hangup Call)	50	0.56%
911 (Misdial)	140	1.58%
911 (Silent Call)	29	0.33%
Abandoned Auto	5	0.06%
Accident (Hit and Run)	24	0.27%
Accident (Pedestrian)	4	0.05%
Accident (Personal Injury)	20	0.23%
Accident (Property Damage)	161	1.82%
Alarm (Holdup)	4	0.05%
Alarm (Medical Alert)	37	0.42%
Alarm (Bugular)	139	1.57%
Alram (Domestic Violence)	1	0.01%
Animal Complaint	368	4.15%
Annoying/Harassing Phone Calls	14	0.16%
Assault	29	0.33%
Assault and Battery w/ Dangerous Weapon	12	0.14%
Assault and Battey	19	0.21%
Assist Citizen	378	4.26%
Assist Motorist	96	1.08%
Assist Other Agency	79	0.89%
Assist Other Police Department	54	0.61%
BOLO	204	2.30%
Breaking and Entering	36	0.41%
Death (Suicide)	2	0.02%
Death (Unattended)	7	0.08%
Despondant Person	50	0.56%
Disable Motor Vehicle	60	0.68%
Disorderly Conduct	1	0.01%
Disturbance (General)	177	2.00%
Disturbance (Motor Vehicle)	17	0.19%
Disturbance (Gang)	2	0.02%
Disturbance (Loud Noise)	157	1.77%
Disturbance (Neighbor)	70	0.79%
Disturbance (Domestic)	145	1.64%
Drug/Narcontics Violation	17	0.19%
Environmental Incident	18	0.20%
Escort Detail	51	0.58%
Fight	20	0.23%
Fire (Chiminey)	2	0.02%
Fire (Illegal Burning)	11	0.12%

Fire (Brush)	6	0.07%
Fire (Smoke Invest)	26	0.29%
Fire (Structure)	18	0.20%
Fire Alarm	117	1.32%
Follow Up Investigation	186	2.10%
Foot Patrol	144	1.62%
Fraud	27	0.30%
General Information	164	1.85%
Illegal Dumping	24	0.27%
Juvenile	153	1.73%
K-9 (Call Out)	47	0.53%
K-9 (Search)	12	0.14%
K-9 (Training)	20	0.23%
Landlord/Tenant Issue	15	0.17%
Larceny	87	0.98%
Lift Assist	53	0.60%
Loitering	3	0.03%
LTC/FID	693	7.82%
Medical Emergency	843	9.51%
Mental Health Emergency	37	0.42%
Missing Person	17	0.19%
Motor Vehicle Theft	7	0.08%
Mutual Aid Request	72	0.81%
Odor Invest	11	0.12%
Officer Wanted	127	1.43%
Open Door/Window	15	0.17%
Ordinance Violation	20	0.23%
Overdose	19	0.21%
Parking Violation	462	5.21%
Permit Request	4	0.05%
Person Well Being Check	319	3.60%
Police Information	134	1.51%
Property (Exchange/Return)	16	0.18%
Property (Found)	81	0.91%
Property (Lost)	66	0.74%
Public Drinking	7	0.08%
Radio Concern	4	0.05%
Rape	2	0.02%
Records Request	5	0.06%
Recovered Motor Vehicle	1	0.01%
Restraining Order Violation	22	0.25%
Robbery	4	0.05%
Runaway	7	0.08%
Safety Hazzard (Misc)	142	1.60%
Safety Hazzard (Motor Vehicle)	140	1.58%
Safety Hazzard (Weather)	1	0.01%
Scam	119	1.34%

School Drill	3	0.03%
Section 35	10	0.11%
Serve Restraining Order	97	1.09%
Sex Offender Address Check	10	0.11%
Sex Offender Registration	110	1.24%
Sex Offenses	6	0.07%
Sexual Assault	2	0.02%
Shoplifting	17	0.19%
Soliciting	15	0.17%
Suicide Attempt	3	0.03%
Summons Service	109	1.23%
Suspicious (Other)	96	1.08%
Suspicious Auto	154	1.74%
Suspicious Person	94	1.06%
Threatening/Harassment	115	1.30%
Traffic Enforcement	249	2.81%
Traffic Hazzard	99	1.12%
Trespassing	32	0.36%
Unknown	19	0.21%
Unwanted Person	70	0.79%
Vacation House Check	99	1.12%
Vandalism	51	0.58%
Warrant Arrest	67	0.76%
Winter Parking Permit	8	0.09%
Wires Down	25	0.28%
<b>TOTALS</b>	<b>8864</b>	<b>100.00%</b>

# INTERNAL AFFAIRS

POLICY & PROCEDURE NO. <b>2.10</b>	ISSUE DATE: <u>4/1/2021</u>
	EFFECTIVE DATE: <u>4/16/2021</u>
	REVISION DATE: _____

## I. GENERAL CONSIDERATIONS AND GUIDELINES

A relationship of trust between the employees of this police department and the citizens of the community is essential. As such, all police employees are expected to conduct themselves in such a manner as to reflect favorably upon themselves and the department.

To a large degree, the public image of this department is determined by how well it responds to allegations of misconduct against the department or its officers. To that end, the objectives of an Internal Affairs investigation are:

- Protection of the public;
- Protection of the employee;
- Protection of the department;
- Correction of procedural training problems.

All alleged or suspected violations of laws, ordinances, by-laws, department rules, regulations, policies, procedures, and orders (verbal or written) must be investigated according to the procedures outlined for each.

## **II. POLICY**

It is the policy of the Montague Police Department to:

- A. Investigate all complaints, including anonymous complaints, against the department or a member of the department, regardless of the source of such complaints, through a regulated, fair, and impartial Internal Affairs Program;
- B. Determine whether or not such complaints are valid; and
- C. Take appropriate action.

## **III. PROCEDURES**

### ***A. Complaint Procedures***

#### 1. PUBLIC NOTICE

- a. The procedure for filing a complaint against an employee or the agency is available to the public and is posted:
  - 1) On the department web site; and
  - 2) In the lobby of the police facility.
- b. Any employee asked by a member of the public about the procedure to file a complaint should be so advised by that employee.

#### 2. COMPLAINT FORM

- a. A standard complaint report form should be used to record all complaints of misconduct, mistreatment, or unethical practices against police department personnel, whether registered by a citizen, initiated from within the police department, or forwarded by another governmental agency.
- b. The following information shall be included on the complaint form:
  - 1) Date and time of complaint report;
  - 2) Name, address, and telephone number of the complainant;
  - 3) Name, address and telephone numbers of any witnesses to the reported incident;
  - 4) Name and description of the employee against whom the complaint is made;
  - 5) Date, time and location of the reported incident;
  - 6) Complainant's description of the incident which resulted in the complaint;



- 7) Signature of complainant; if complainant refuses to sign, note such on the complaint form;
- 8) Signature of parent or guardian if complainant is under eighteen years of age; if parent or guardian refuses to sign, note such on the complaint;
- 9) Name, rank and signature of officer receiving complaint report; and
- 10) A statement that the complainant will receive a response from the department within thirty (30) days regarding the status or conclusion of the investigation.

## ***B. Receiving and Recording Complaints***

### 1. GENERAL PROCEDURES

- a. This department shall maintain a record of all complaints against the agency or its employees.
- b. The shift supervisor at the time the complaint is made shall be responsible for receiving and making a complete recording of any complaint of police employee misconduct made by a citizen in person or received by telephone.
- c. This initial contact between a complaining citizen and police authorities is a most important stage in the complaint process, as the complainant is often tense, angry, and emotionally upset, and the potential for hostility is great.
- d. Courtesy and cooperation should be extended to all citizens registering complaints or otherwise inquiring about complaint procedure.
- e. No person shall be denied an opportunity to register a complaint, nor shall any such person be directed to return or call back later.
- f. Every complaint report form shall be given an identifying number, so that the processing of complaints can be carefully monitored. This identifying number will be assigned by the Officer in Charge of Professional Standards. Currently this role is assigned to Lieutenant Christopher Bonnett.

### 2. IN-PERSON COMPLAINTS

- a. Citizens making complaints in person shall be requested to read over their completed reports, to make any necessary corrections or additions and to sign their complaints.
- b. If a complainant refuses to sign a complaint, a notation to that effect shall be made on the complaint form.

3. TELEPHONE COMPLAINTS
  - a. Citizens making complaints by telephone shall be informed that their signed complaint is requested; however, no telephone complaint shall be refused or rejected because the complainant does not wish to sign a complaint form or because [s]he does not wish to be identified.
  - b. The officer taking the complaint shall incorporate it in a complaint form.
4. COMPLAINTS RECEIVED BY MAIL/ELECTRONIC MAIL
  - a. If a complaint of misconduct or mistreatment by a department employee is received by mail or e-mail, same shall be immediately forwarded to the Officer in Charge of Professional Standards, and the allegations shall be incorporated in a complaint form and the original communication attached thereto.
  - b. If the information so received is insufficient or incomplete, the complainant shall be contacted, if possible, and informed of the department complaint procedure and any necessary additional information obtained.
5. DEPARTMENTAL COMPLAINTS: Formal departmental complaints of misconduct against a department employee by another employee shall be initiated by the preparation of a standard complaint report form.
6. COMPLAINTS BY PRISONERS: Any prisoner who alleges misconduct or mistreatment by a department employee shall be advised by the shift supervisor of his/her right to submit a complaint form, and such complaints shall be investigated and processed in the same manner as other citizen complaints.
7. COMPLAINTS FROM GOVERNMENTAL AGENCIES: When information is received or obtained from other governmental agencies alleging specific acts of misconduct against a department employee, this information shall be recorded on a standard complaint report form and immediately forwarded to the Officer in Charge of Professional Standards for investigation initiated in the usual manner.
8. STREET COMPLAINTS: If an officer on the street is approached by a citizen regarding a complaint of alleged misconduct against an employee of the police department, the officer shall inform such person that his/her complaint should be directed to the shift supervisor.
9. VERIFICATION OF RECEIPT
  - a. Every person making a complaint against a department employee shall receive a copy of his/her complaint to serve as a receipt

verifying that such complaint has been received and is being processed.

- b. When a complaint is made in person, the supervisor receiving the complaint will ensure that the complainant receives a copy of his/her complaint to serve as a written verification that the complaint has been received.
- c. When a complaint is received over the telephone or through the mail, the complaint will be forwarded to the Officer in Charge of Professional Standards, who shall be responsible for ensuring that the complainant is sent a copy of his/her complaint to serve as a written verification that the complaint has been received, provided that the complainant can be identified.

### **C. Immediate Action**

#### 1. IMMEDIATE RESOLUTION

- a. In some cases, the resolution of a complaint may be accomplished by the shift supervisor if the incident is clearly not of a serious nature, or arises from a misunderstanding or lack of knowledge of the law or of the limitation of a police officer's authority.
- b. Under no circumstances, however, will a justifiable complaint be refused, delayed, or otherwise rejected in this manner.
- c. The supervisor addressing the complaint shall report the facts of the incident and subsequent resolution to the Officer in Charge of Professional Standards in writing or by e-mail.

2. REFERRAL TO INTERNAL AFFAIRS SUPERVISOR: If the substance of the employee misconduct warrants it, the officer-in-charge shall immediately notify the Officer in Charge of Professional Standards, who will determine if an investigation should be immediately undertaken.

3. NOTIFICATION OF CHIEF: If the substance of a complaint against the agency or its employees, if proven, would be of grave nature or is an accusation of a serious crime, the Officer in Charge of Professional Standards shall notify the Chief forthwith.

#### 4. RELIEF OF EMPLOYEE FROM DUTY

- a. A Sergeant may place an employee on immediate administrative leave for the remainder of his/her shift, pending notification of the Officer in Charge of Professional Standards or the Chief of Police. Such action may be taken when a complaint is of a serious nature and, in the opinion of the supervisor, may be credible, or when the supervisor believes that such action is in the best interest of the department, such as insubordination or fitness for duty.

- b. The employee shall only be relieved from duty otherwise at the direction of the Chief of Police or Lieutenant, in accordance with statutory and collective bargaining provisions.

#### ***D. Investigation of Complaints***

- 1. OFFICER-IN-CHARGE OF PROFESSIONAL STANDARDS
  - a. A superior officer shall be assigned by the Chief of Police as the officer-in-charge of professional standards and shall be responsible for supervising Internal Affairs investigations.
  - b. The position responsible for the internal affairs function has the authority to report directly to the Chief of Police.
- 2. CATEGORIES OF COMPLAINTS
  - a. Complaints Investigated by Supervisor
    - 1) Criteria for the assignment of an investigation to a shift supervisor or officer-in-charge of the station may include, but are not limited to:
      - a) Alleged rudeness;
      - b) Tardiness; and
      - c) Minor cases of insubordination.
    - 2) Reports of investigations performed by shift supervisors shall be forwarded and reviewed by the Officer in Charge of Professional Standards.
  - b. Complaints subject to an Internal Affairs Investigation: The criteria for determining the categories of complaints to be investigated by Internal Affairs include, but are not limited to, allegations of:
    - a) Corruption;
    - b) Brutality;
    - c) Use of excessive force;
    - d) Violation of civil rights;
    - e) Criminal misconduct; and
    - f) Any other matter as directed by the Chief.

#### ***E. INTERNAL AFFAIRS INVESTIGATIONS***

- 1. NOTIFICATION OF EMPLOYEE
  - a. The affected employee shall be provided a written statement of the allegations against him/her (Notification of Charges/Allegations Form), unless the Chief or Lieutenant determines that disclosure might jeopardize an investigation.

- 
- b. When an employee is notified that [s]he has become the subject of an internal affairs investigation, the Officer in Charge of Professional Standards shall issue the employee:
    - 1) A written statement of the allegations; and
    - 2) The employee's rights and responsibilities relative to the investigation.
  - c. If the employee was not notified, [s]he must receive written notification prior to any interrogation, being directed to submit a report regarding the complaint, or an administrative or criminal hearing.
  - d. The written statement of the allegations to the employee will include the employee's being advised of his/her rights and responsibilities relative to the investigation.
2. STATUS REPORTS
- a. The officer-in-charge of Professional Standards shall be responsible for providing the Chief of Police with status reports on the progress of the investigation every seven (7) days.
  - b. In all cases of reporting, except anonymous reports, the complaining party shall periodically receive information regarding the status of the investigation. Notification should be made:
    - 1) Upon an investigator's being assigned or change of investigator;
    - 2) Every thirty days if extended; and
    - 3) Upon completion of the investigation. See Duties of Officer in Charge of Professional Standards in this policy.
3. TIME LIMITS OF INVESTIGATION: Any Internal Affairs investigation must be commenced immediately upon receipt of the complaint and must be completed within thirty (30) days.
- a. If extenuating circumstances preclude completion within thirty (30) days, the Internal Affairs investigator shall request an extension from the Chief of Police in writing, and provide written notification to the employee (if previously notified of the complaint and investigation) and complainant of the delay.
  - b. If the investigation is not completed within thirty days, the investigator shall provide the complainant with a progress report every thirty days until the completion of the investigation.
4. OFF-DUTY CONDUCT: An internal administrative investigation may inquire into a department employee's on-duty or off-duty conduct if such inquiry is reasonably and directly related to the employee's performance of duty, if such conduct affects the employee's fitness or

ability to continue in the police service or reflects discredit on the department.

#### 5. CRIMINAL WRONGDOING

- a. If it is determined, generally after a preliminary investigation, that allegations against a department employee could result in a criminal prosecution, the accused employee must be granted all applicable constitutional and statutory rights.
- b. Prior to being questioned regarding alleged personal involvement in criminal activity, a department employee shall be given the Miranda warnings, including the right to have an attorney present during any such questioning, prior to custodial interrogation.
- c. After Miranda warnings have been given, any voluntary statement made thereafter could be admissible in a criminal proceeding, and it may otherwise be used for departmental disciplinary purposes.
- d. A department employee who is being questioned about alleged personal involvement in criminal activity which could result in a criminal prosecution cannot be discharged or otherwise penalized, solely for invoking the right to remain silent as guaranteed by the Fifth Amendment or for refusing to sign a waiver of immunity.
- e. An employee may be compelled to answer questions narrowly drawn and related to his/her on- or off-duty conduct, and may be disciplined (including discharge) for failure to answer truthfully.

#### 6. DEPARTMENTAL DISCIPLINARY ACTION

- a. If it is determined as a result of a preliminary investigation that allegations made against a department employee could result in departmental disciplinary action, the accused employee is entitled to a fair and objective investigation and resolution of the charges made.
- b. Employees Compelled to Answer Questions
  - 1) All department employees, when requested by the Chief, the Lieutenant, or by a superior officer designated by the Chief or Lieutenant, must respond fully and truthfully to all questions regarding their performance of official duties or their off-duty misconduct which affects their fitness or ability to remain in the police service.
  - 2) Any failure to answer completely and truthfully to such inquires may be punished by appropriate disciplinary action, including dismissal from the department.<sup>1</sup>
  - 3) The official conducting the interrogation must, at the time of the interrogation, specify if the employee or his/her counsel or

representative asks, the precise repercussions (i.e., suspension, discharge, or the exact form of discipline) that will result if the officer fails to respond.<sup>2</sup>

- 4) When a department employee, after declining to do so voluntarily, is ordered to submit a report or to answer questions under a threat of the penalty of discipline, that employee must receive transactional immunity from criminal prosecution for any offenses to which the compelled testimony relates.
  - a) The Supreme Judicial Court has held that Article 12 of the Massachusetts Declaration of Rights requires "transactional" immunity to supplant the privilege against self-incrimination when a public employee is being compelled to answer questions concerning possible criminal activities connected with his employment. Transactional immunity grants "immunity from prosecution for offenses to which compelled testimony relates."<sup>3</sup>
  - b) If the questions specifically, directly, and narrowly relate to the employee's performance of official duties or his/her off-duty conduct which affects his/her fitness or ability to remain in the police service, and if such employee is informed that [s]he will receive transactional immunity from criminal prosecution, [s]he must answer or face disciplinary action, including dismissal from the department, for refusing to answer such questions.
  - c) The Chief shall secure a written grant of transactional immunity from the Attorney General's Office. An employee may decline to answer questions in a criminal investigation until such documentation is received.

## 7. UNION REPRESENTATION

- a. In conducting internal administrative investigations, there is no legal obligation for the police department to provide department employees with an opportunity to consult with an attorney before being questioned on work-related matters;<sup>4</sup> however, a request for an attorney or an employee representative to be present will be granted if the investigation is not thereby unduly delayed.
- b. Except in unusual or exigent situations, any interview or questioning should take place during the employee's regular duty hours.
- c. Any interview or questioning should not be prolonged without reasonable rest periods and the opportunity for meals and such other personal necessities as are reasonably required.

- d. A department employee shall not be improperly harassed or threatened during this period of questioning.
8. DOUBLE JEOPARDY: No double jeopardy exists when a department employee is found not guilty in court of criminal charges and is then found guilty of departmental charges after a disciplinary hearing, as the department charges are administrative in nature and can be sustained by a "preponderance of the evidence" rather than the criminal court standard of "beyond a reasonable doubt."
9. INVESTIGATIVE TECHNIQUES
  - a. Generally
    - 1) In conducting investigations of alleged employee misconduct, all appropriate investigative techniques and methods should be employed, consistent with legal requirements and all necessary concern for the individual rights of the accused employee.
    - 2) An internal administrative investigation should be conducted with the same degree of professional competence as is devoted to a criminal investigation.
  - b. Medical or Laboratory Examinations
    - 1) Upon orders of the Chief of Police or his/her designee, an employee may be required to submit to a medical or laboratory examination, at the department's expense. This examination must be specifically directed and narrowly related to a particular internal affairs investigation being conducted by the department.
    - 2) Drug or Alcohol Testing: Police employees may be compelled to submit to alcohol testing in connection with an administrative investigation based upon reasonable suspicion.<sup>5</sup>
  - c. Identification
    - 1) A department employee may be required to be photographed.
    - 2) A department employee may be compelled to stand in a lineup for identification in connection with an administrative investigation. Such a lineup should be fairly constructed and not be unfairly suggestive and should not be used for an administrative investigation where criminal charges are contemplated.
    - 3) A refusal can be the basis for an additional disciplinary charge of refusal to obey a lawful order.
  - d. Searches
    - 1) A police officer's personal property, including his/her home, car and other property, is protected from unreasonable search and



seizure under the Massachusetts Constitution, and it is possible that any evidence illegally obtained may not be used as evidence in an administrative proceeding.<sup>6</sup>

- 2) Department property furnished to the officer, such as desks, lockers, or vehicles, in which it is clearly understood in advance that an officer has "no expectation of privacy," may be searched without a warrant.
- e. Financial Disclosure; A police officer may be compelled to submit a financial disclosure statement as part of an internal affairs investigation provided such statement is material to the investigation being conducted.<sup>7</sup>
- f. Polygraph: Under the provisions of G.L. c. 149, s.19B, police officers may be required to submit to a polygraph or lie detector test in connection with an internal administrative investigation if such test is conducted by a law enforcement agency in the course of a departmental investigation of criminal activity, and under such circumstances, officers may face disciplinary action for refusal.<sup>8</sup>
- g. Recording Interviews: If possible, the complete interview with an employee in all internal administrative investigations should be recorded mechanically or by a qualified stenographer.

### ***F. Withdrawn Complaints***

1. If during the progress of an internal investigation, the complainant indicates a desire to withdraw the complaint, every effort should be made to ensure that this decision is made voluntarily, and a signed statement to this effect should be obtained from the complainant.
2. Even though a complaint is withdrawn, a full report of the investigation to date should be prepared for the Chief, and his/her approval obtained for the termination or continuation of the investigation.
3. Any attempt, directly or indirectly, on the part of a department employee to obstruct any internal investigation or to threaten or persuade any complainant to withdraw or abandon his/her complaint is prohibited and will be subject to disciplinary action, up to dismissal from the department.

### ***G. Report of Investigation***

1. REPORT: At the conclusion of any administrative investigation, a full written report shall be prepared for submission to the Chief, which shall include the following:
  - a. The original complaint report;

- b. Any additional statements taken from the complainant or statements obtained from witnesses;
  - c. Any statements made or reports submitted by the department employee under investigation;
  - d. A summary of all evidence gathered;
  - e. Any mitigating circumstances; and
  - f. An evaluation of the complaint, a conclusion of facts, and a definitive statement as to whether the charges made by the complainant were:
    - 1) SUSTAINED: The complaint was valid and supported by sufficient evidence;
    - 2) NOT SUSTAINED: There was inadequate or insufficient evidence to either prove or disprove the complaint;
    - 3) UNFOUNDED: The allegations were baseless and without foundation; or
    - 4) EXONERATED: The complaint was unjustified or unwarranted, as the actions of the accused department employee were in compliance with law or in accordance with department policy and procedure.
2. DUTIES OF OFFICER IN CHARGE OF PROFESSIONAL STANDARDS
- a. The subject of the investigation shall be promptly notified of the final results of the investigation. If the department employee is cleared of the charges made, [s]he shall be officially exonerated in writing.
  - b. The complainant shall be notified promptly as to the final results of the investigation, personally if possible, or otherwise by mail.
  - c. If a disciplinary hearing is deemed necessary, the complainant shall be notified that his/her testimony will be required at that time.
3. DUTIES OF CHIEF
- a. Upon receipt of the report of an investigation, the Chief should take further action as is necessary based upon findings in the particular case.
4. CONFIDENTIALITY OF INTERNAL AFFAIRS
- a. In order to ensure that the individual rights of officers who are the subject of an Internal Affairs investigation are protected, all materials relevant to that investigation shall be kept strictly

confidential and secured by the Officer in Charge of Professional Standards.

- b. Any departmental employee, whether or not they are directly or indirectly involved in an internal affairs investigation, shall not speak to any other employee regarding their role or any knowledge of the investigation without permission from the Chief or Lieutenant.
- c. No departmental employee shall communicate or divulge any information regarding any internal investigation to any non-employee of the department without permission from the Chief or Lieutenant.
- d. Internal Affairs investigators should note in their reports any instances where witnesses refused or were reluctant to speak with them unless they were assured that their statements would be kept confidential, at least to the extent legally allowed.
- e. No statement regarding an Internal Affairs investigation will be made or issued to the public or media unless the charges have been sustained and action has been taken or initiated against the officer or employee.

#### ***H. Liaison with District Attorney***

1. Any Internal Affairs investigation which may, or does, result in criminal charges being brought against an officer shall require the District Attorney's or Attorney General's office to be apprised of the case for the purpose of advising on legal issues and ultimate prosecution, if necessary.
2. Contact shall be made through the officer-in-charge of Professional Standards.

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<sup>1</sup> *Carney v. Springfield*, 403 Mass. 604, 532 N.E.2d 631 (1988).

<sup>2</sup> *Carney v. Springfield*, 403 Mass. 604, 532 N.E.2d 631 (1988).

<sup>3</sup> *Carney v. Springfield*, 403 Mass. 604, 532 N.E.2d 631 (1988).

<sup>4</sup> *NLRB v. Weingarten*, 420 U.S. 251, 95 S.Ct. 959 (1975).

<sup>5</sup> *Johnson v. Dept. of Police*, 615 So.2d 1064 (La. App. 1993)

<sup>6</sup> *Board of Selectmen of Framingham v. Municipal Ct. of City of Boston*, 373 Mass. 783, 369 N.E.2d 1145 (1977).

<sup>7</sup> *O'Brien v. Mun. Court*, 10 Mass. App. Ct. 851, 407 N.E.2d 1297 (1980).

<sup>8</sup> M.G.L. c. 149, §19B.

# CORRECTIVE ACTION AND DISCIPLINE

POLICY & PROCEDURE NO. <b>2.11</b>	ISSUE DATE: <u>4/1/2021</u>
	EFFECTIVE DATE: _____
	REVISION DATE: _____

## I. GENERAL CONSIDERATIONS AND GUIDELINES

Under most circumstances, the term “discipline” is incorrectly interpreted to be solely a negative form of punishment. This directive reflects the term ‘discipline’ in its broader sense, as in having a “highly disciplined department.” In this usage, discipline takes on a positive connotation and is associated with conformance to a set of rules, a code of ethics and a high standard of conduct that results in a departmental image of professionalism. Department disciplinary policy differentiates between exemplary performance, performance deficiencies and intentional acts.

Exemplary performance should be recognized and/or rewarded.

Performance deficiencies may be the result of the lack of training, knowledge, or experience on the part of an employee and may be corrected through training or mentoring.

Intentional wrongful acts, on the other hand, are a more serious matter. An employee must make a conscientious decision to disobey a department rule or policy, or a state or federal statute. These acts may be subject to discipline up to and including dismissal and/or criminal prosecution.

This disciplinary directive enables all officers and employees to know what is expected of them and to understand that appropriate discipline will be administered when required. Essential fairness and justice are the foundation of this process.

## II. POLICY

It is the policy of the department that corrective action and discipline will be administered in a fair, timely, and consistent manner. When appropriate, discipline will be directed toward ensuring that employees have an opportunity to correct deficient performance. Corrective action or imposed discipline shall remain consistent with the seriousness of the offense and the employee's prior record, and will be progressive in nature when prudent and possible.

The department's disciplinary process includes training, rewarding, counseling and punitive actions in the interest of discipline. The corrective action process, while acutely stressful, is intended to be a positive process that is used to train and develop well-disciplined employees.

In such egregious circumstances in which an employee's conduct is of such a nature that continued employment is not appropriate, termination may still be warranted, regardless of prior corrective action or discipline (or the absence thereof). Nothing in this policy is meant to expand the definition of discipline contained in the Civil Service law or any applicable collective bargaining agreement.

## III. DEFINITIONS

- A. *Discipline:*** Any one of several actions designed to produce a pattern of behavior including, but not limited to, reprimand (oral and written); suspension; demotion; discharge; as well as reward, recognition, training and counseling.
- B. *Competent Authority:*** Any person authorized by law or policy to issue orders or directives.
- C. *Command Staff:*** The Chief or Lieutenant of the department.
- D. *Supervisor:*** An officer holding the rank of Sergeant or above.
- E. *Appointing Authority:*** The Montague Board of Selectmen

## IV. PROCEDURES

### **A. *Adherence to Directives/Employee Expectations***

1. Employees will, at all times, adhere to the Laws of the Commonwealth, Rules and Regulations of the Police Department, the procedural guidelines set forth in this manual, and any other department directives.
2. All sworn and non-sworn personnel, upon appointment to the Police Department, shall have access to and shall become familiar with the Police Department's Rules & Regulations Manual, Policy & Procedure

Manual and other directives issued by the Command Staff or other competent authority.

3. Employees are required to obey any lawful order of a superior, including any order relayed from a superior by an employee of the same or lesser rank.
4. Failure to comply with the Rules & Regulations, to adhere to the Policies & Procedures of the Police Department, to obey the orders of a superior, or to obey any other directives issued by a competent authority may result in disciplinary action against an employee.

## ***B. Role and Authority of the Supervisor***

### 1. FIRST LINE SUPERVISORS

- a. The first-line supervisor's familiarity with his/her personnel allows him/her the best opportunity to observe or foresee disciplinary problems and to determine the most appropriate methods to deal with them.
  - b. First line supervisors bear the primary responsibility for the conduct, discipline, and performance of all personnel under their supervision and the basic accountability for failure to take warranted disciplinary action.
  - c. They shall be responsible for recognizing poor performance and for uncovering any evidence of corruption, dishonesty, or malfeasance by personnel under their command.
2. All supervisors have a duty to ensure that discipline is maintained within the department. It must be remembered that discipline can be positive in nature and may include recognizing and rewarding exemplary performance, training, and counseling.
  3. The following is an outline by rank and command level of authority of supervisors to discipline their subordinates: (Each supervisor should also be aware of his/her duties as specified in the Police Department Manual and Rules and Regulations):
    - a. **Sergeants:** have the authority to counsel, evaluate, praise, recommend letters of commendation in recognition of exemplary individual performance, They also have the authority to engage in any educational or corrective action, orally reprimand, and recommend a formal written reprimand or more serious punitive disciplinary action, as appropriate.
    - b. **Staff Sergeants:** have all of the above authority and additionally the authority to issue letters of reprimand and recommend letters of commendation, awards, and decorations in recognition of individual or group achievements.

- c. **Lieutenants:** have all of the above authority, plus the authority to suspend up to 5 days.
  - d. **The Chief of Police** has all the above authority, plus the authority in accordance with the law and the provisions of any applicable collective bargaining agreement to impose punishments and recommend to the appointing authority suspensions exceeding five days, lowering of rank and compensation, and termination.
  - e. Any superior officer who is directed to act in the capacity of a rank above his/her ordinary or usual rank shall, for that period of time, possess the authority of that rank.
4. All supervisors have the authority to initiate an emergency suspension with pay and relieve from duty an employee whom they deem to be unfit for duty. Supervisors may suspend any employee for the balance of a work day under any of the following conditions:
    - a. Prescription drugs or a controlled substance;
    - b. Insubordination or misconduct;
    - c. Any violation of criminal law;
    - d. Any violation of department rules and regulations that would subject the violating employee to discipline;
    - e. Falsifying a statement or record;
    - f. Abusing, stealing, damaging, destroying, or defacing property or equipment of the department or others;
    - g. Any time the officer is not fit for duty.
  5. Supervisors will immediately notify Command Staff, through the chain of command, of any instance where an employee has been suspended under any of the above circumstances. The suspending supervisor will submit a detailed report to the Officer in Charge of Professional Standards at or prior to the end of the shift.

### **C. Non-Punitive Actions**

1. **POSITIVE**
  - a. Letters of Commendation are given for exemplary performance or achievements and for awards and decorations for accomplishments or heroism.
  - b. Supervisors may submit a written recommendation and appropriate supporting documentation through their chain of command to a superior who is authorized to issue such letter, award or decoration.

**2. EDUCATIONAL/CORRECTIVE:**

- a. Counseling Session: At those times when a supervisor recognizes a minor problem or the potential for one with an employee, s/he may choose to discuss the matter with the employee and attempt to remedy the situation before more punitive disciplinary methods are required. Counseling is an educational action, and is not punitive in nature. Supervisors shall keep notes of such counseling for the purposes of memorialization only, allowing other supervisors to maintain awareness of counseling sessions among employees with the goal of eliminating duplication and tailoring supervisory assistance to best serve the employee.
- b. Informal Training: Supervisors are encouraged to undertake informal training with officers as a means to promote understanding and promote well-disciplined behaviors and actions among department employees. Informal training Said training should be memorialized in the supervisor's notes for the purposes of memorialization only, allowing other supervisors to maintain awareness of counseling sessions among employees with the goal of eliminating duplication and tailoring supervisory assistance to best serve the employee.
- c. Remedial Training: When it is determined that training, job knowledge, or experience is at the root of performance deficiency, Document the employee's shortcomings, deficiencies, or lack of expertise. Take immediate steps to retrain in deficient areas or schedule for training. Maintain the results for review, and file the documentation with the Officer in Charge of Training for filing in the officer's training file.

**D. PUNITIVE ACTIONS:**

1. A permanent employee, whether or not subject to M.G.L. Chapter 31, may only be disciplined for just cause. Disciplinary action may be sought for actions constituting one or more the following:
  - a. A violation of state, local or federal law;
  - b. Conduct unbecoming an officer or employee;
  - c. Incompetence;
  - d. A violation of written or verbal departmental rules, policy, procedures or orders;
  - e. Dereliction of Duty/Failure to Act; and/or
  - f. A violation of any departmental or town rule, policy, procedure, regulations or order.



2. When a supervisor deems appropriate, the following punitive disciplinary measures may be considered:
  - a. Oral Reprimand
  - b. Written Reprimand
  - c. Punishment Duty
  - d. Suspension Not Exceeding Five Days
  - e. Suspension Exceeding Five Days
  - f. Lowering in Rank and Compensation
  - g. Discharge
3. Formal Training may accompany any imposition of discipline (excluding discharge). Said training shall be documented and stored in the employee's training file.
4. First line supervisors will forward recommendations for punishment or punitive discipline beyond their authority, with all supporting documentation in writing to the Officer in Charge of Professional Standards for review. After investigation or review is completed, it will be the decision of the Chief of Police to determine if punishment is warranted.

#### ***E. Imposition of Punishment***

1. Notice of Disciplinary Action: In all cases where punitive discipline is imposed, Notice of Disciplinary Action will be served in writing prior to the effective date of imposition. The Notice will include violation(s) specifications, the disciplinary action to be taken, and the effective date of imposition of discipline.
2. If punishment is warranted, the type of punishment and effective date of imposition will also be determined as follows:
  - a. Oral Reprimand – the lowest level of punishment which may be appropriate when other methods have failed to bring about an appropriate change in performance or in response to minor intentional misconduct.
  - b. Written Reprimand: the second level of punishment for minor offenses with prior disciplinary action, or moderate offenses with little or no recent, prior disciplinary action. Written reprimands should include the following:
    - 1) Details of Offending Conduct: specify dates, times, persons present, location, etc.
    - 2) Rules Violated: list which rules and regulations or what orders or standards of conduct were involved.

- 3) **Require Future Conduct:** make it clear what conduct is required. Specify an *order* if there is any doubt.
  - 4) **Signatures:** the supervisor should sign and request the employee to sign also (acknowledging *receipt* not necessarily admitting wrong). Note, a refusal by an employee to sign the receipt is insubordination and may result in additional discipline.
  - 5) **Comments by Employee:** provide space for employee comments or rebuttal, or afford the employee the opportunity to submit a written reply and have it attached to the written notice/warning.
- c. **Punishment Duty:** Extra, unpaid duty in lieu of suspension, not in excess of 5 days may be imposed by the Chief of Police.
  - d. **Suspension:** for a moderately serious offense with some recent disciplinary action or for a serious offense. The severity of offense should be commensurate with the length of suspension.
    - 1) **Short Term Suspension** - of not more than 5 days may be imposed by the Lieutenant or Chief of Police (with appointing authority).
    - 2) **Long Term Suspension:** of 5 days or more may be imposed by the Chief of Police (with appointing authority).
  - e. **Lowering in Rank and Compensation/Demotion:** In lieu of dismissal for a supervisor. A demotion of one or more ranks may be imposed by the Chief of Police (with appointing authority).
  - f. **Dismissal:** for the most serious of offenses, patterns of misconduct or deficient performance.
    - 1) The discharge of an employee may be recommended by the Chief of Police, and directed by the appointing authority.
  - g. In the event that an employee is dismissed, the Chief of Police and Appointing Authority shall ensure that the employee to be dismissed is provided with a written notice advising of the following
    - 1) The reason for dismissal;
    - 2) The effective date of dismissal;
    - 3) The status of fringe benefits after dismissal; and
    - 4) The status of retirement benefits after dismissal.

- F. Appeals:** Employees may appeal their disciplinary action imposed in accordance with the employee's respective collective bargaining agreement or M.G.L. c 31, s 41-45.
- G. Records:** Disciplinary records shall be maintained in the personnel files of the affected employee by the Chief of Police.

# INFORMATION TECHNOLOGY

POLICY & PROCEDURE NO. <b>2.14</b>	ISSUE DATE: <u>4/1/2021</u>
	EFFECTIVE DATE: _____
	REVISION DATE: _____

## I. GENERAL CONSIDERATIONS AND GUIDELINES

The Montague Police Department relies heavily on its computer systems, software, networks, and other information technology resources to conduct its business, and email and its email servers to communicate both routine and crucial information. This policy will enumerate proper guidelines and usage for all information technology resources, including hardware, software, networks, telecommunications devices, electronic documentation, email, and the internet.

## II. POLICY

It is the policy of the Montague Police Department to utilize information technology resources efficiently and appropriately to facilitate the department's mission and objectives, and in the course of any legitimate business.

## III. DEFINITIONS

- A. Information Technology (IT):** All computers and automated systems and equipment, on site or mobile, to include all related and installed hardware and software, servers, files, and networks; as well as stand alone, internet based systems such as email, electronic documentation software, CAD/LANS and RMS interfaces, CJIS extranet/CJIS Web, the MPTC ACAIDIS portal, automated messaging platforms, online training venues.

- B. Network(s):** Any and all systems of data transmission/infrastructure, including but not limited to the Internet, the POLICE and Training Room servers, local area networks, wide area networks, telephone, and telecommunications transmissions systems, whether via cable, wired, wireless, virtual, or cellular connection.
- C. Email:** Electronic mail system, which is an online based email server. This is a primary method of routine and critical communication in the department.
- D. External Resource:** Any IT resource not administered by the department, but legitimately accessed and utilized during the normal course of department business. Examples include, but are not limited to, CJIS, AFIS, CJIS Web, Track-Kit, MPI, ACAIDIS, and the Fusion Center.
- E. Electronic Documentation:** Paperless, electronic repository for department documentation, including but not limited to department policies/procedures, directives, standing orders, department forms, and reference documents (Power DMS)
- F. CAD:** Computer Aided Dispatch (IMC/TRITECH)
- G. LANS:** Local Area Network System, used to access chat, RMV queries, etc. via mobile and remote workstation.
- H. RMS:** Records Management System (IMC/TRITECH)
- I. Automated Messaging Platforms:** Systems utilized to send information to multiple individuals or groups efficiently and simultaneously (One Call Now, Code Red).
- J. User:** All employees of the Town/Dispatch/Police Department, as well as any outside contractors, volunteers, interns, consultants, etc. that use or may use or have access to any department information technology tools.
- K. IT Administrator:** The individual responsible for oversight, maintenance, and administration of all the department's IT resources. Currently, Lieutenant Bonnett is assigned to this role.
- L. Command Staff:** The Chief and Lieutenant of the Police Department

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## **IV. PROCEDURES**

### ***A. Ownership and Control***

1. All information technology resources, both physical and virtual, and all data transmitted and received, including but not limited to all resources referred to in this policy, are the sole property of the Montague Police Department/Town of Montague.
2. Any hardware, software, devices, accounts, or access may be taken into physical custody or virtual control at the direction of Command Staff at any time. Upon such a demand, the user shall immediately surrender any and all aforementioned resources, as well as any accompanying accessories, passwords, access controls, etc.
3. All rules of use and access to all department IT resources apply at all times, whether an employee is on or off duty, and whether or not such use or access is made via department equipment.
4. No user shall install, remove, modify or otherwise alter any setting or software on any department IT resource, or alter or modify any department hardware resource, without authorization from the IT administrator.

### ***B. Security***

1. No user shall attempt to bypass or circumvent any security, virus protection, restrictions, or access parameters, including but not limited to:
  - a. Accessing information to which they are not authorized;
  - b. Use of hardware to which they are not authorized;
  - c. Attempting to access the account or data of any other user
2. Users shall safeguard any passwords they create or are privy to with the utmost diligence.
3. Users shall make every effort to protect all department IT resources from harm, compromise, or intrusion. If a user is unsure about a particular website, error message, warning, file, email attachment, setting, or procedure, they are to seek assistance or inquire with the IT administrator rather than proceed and risk detriment to a department IT resource.

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**C. Use for Legitimate Business Purposes Only**

1. Department IT resources are provided for legitimate purposes relating to the business of the department only. Any other purposes are prohibited unless authorized by command staff.
2. Access and use of external resources not under the control of the department shall be subject to the rules, restrictions, and guidelines of this policy, and also those independently established by those resources. Any misuse or violation of an external resource's guidelines for use shall be considered a violation of this policy.

**D. No Expectation of Privacy**

1. Users shall maintain no expectation of privacy in any use of any department IT resource.
2. All uses, transmissions, queries, and communications via department IT resources are subject to public disclosure law, regardless of content or method of use.
3. All users expressly waive any right or expectation of privacy in anything they create, store, send, or receive on any department IT resource. Users understand that the department may use human or automated means to monitor use of its IT resources.

**E. Access**

1. Granting of, limitation to, or revocation of any access to any Information Technology hardware, software, or virtual resources, at any time, remains the right and is at the discretion of Command Staff or the IT Administrator.
2. Users are not permitted to share their access with anyone else without specific permission or direction from Command Staff. This includes any and all passwords or access controls to hardware, software, or virtual systems.
3. Any remote access to any system or resource shall only be through methods authorized by the IT Administrator.

**F. Appropriateness, Lawfulness, and Professionalism**

1. All uses, transmissions, queries, and communications utilized through any hardware, software, network, or system must be appropriate, lawful, professional, and in compliance and within the spirit of all town and department policies and local, state, and federal regulations.
2. Command Staff retain sole discretion and right to determine what is appropriate use regarding information technology resources, including but not limited to:

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- a. Physical manner of use, treatment, care, assignment, and location of resources;
  - b. In-person, remote, and virtual use of communications, email, searches, files, software, and online platforms
  - c. Content of communications or any other information or data, on both in house systems and through the internet or any other means
3. All users are expected to conduct themselves in an appropriate manner during any utilization of any IT resource. These expectations include, but are not limited to, refraining from the following examples of inappropriate (and therefore prohibited) use of IT Resources:
- a. Knowingly accessing, transmitting, creating, or viewing any content that is pornographic, obscene, sexually explicit, unlawful, hateful, or discriminatory in nature;
  - b. Participating, lobbying, contributing, or engaging with any type of campaign or political speech or message;
  - c. Any harassing, abusive, intimidating, or defamatory activity, content, transmission, or communication;
  - d. Any content, transmission, or communication that disseminates sensitive information or any information gained through department employment (outside of appropriate department business), or passing of personal views as representative of the organization;
  - e. Any content or communication that could reflect poorly on the character, reputation, mission, or wellbeing of the department or an individual within the department.
4. Exceptional Access to Sensitive/Restricted Material:
- a. It is understood that some investigations, information gathering, or educational functions may represent a legitimate business purpose for accessing sites and information otherwise considered inappropriate or illegal.
  - b. If employees need to access such information, they shall obtain approval from the Lieutenant or Chief of Police. The IT Administrator will also be notified before gaining access.
  - c. If such access is of an exigent or emergency nature and Command Staff cannot be notified prior, the shift supervisor shall be notified, and notification of what was accessed and why shall be provided to command staff in writing before the end of the shift.
  - d. Employees accessing such sites should exercise such sites should exercise courtesy to others that may be present when doing so. This may include a private location, turning the screen away, or notifying other employees beforehand.



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### **G. Department Email**

1. Every employee shall be issued an email account in the department's montague.net domain. Upon issuance of said email account, the user shall be sent a welcome email, which must be acknowledged with a response of understanding and agreement.
2. Users shall change their email password and keep it private.
3. Employees issued montague.net email shall be the **only** email account used for the sending and receiving of any communications involving the business of the department or business in which the user is engaged in as a result of their employment with the department.
4. Employees shall check their email and make any appropriate responses at least once per shift when on duty.
5. Any forwarding of department email to another, non-department email is prohibited.
6. The Department acknowledges that email signatures and user photos may contribute to an employee's professional image. Employees wishing to include photos, emblems, logos, quotations, or other similar items in their email signature must have their proposed email signature approved by their chain of command in advance.
7. Employees shall exercise the utmost caution in the opening of email attachments. Any attachment that is not immediately recognizable or expected correspondence **shall not be opened**. Any attachment or email that is unknown or appears suspect shall be immediately deleted or referred to the IT administrator.

# SOCIAL MEDIA

POLICY & PROCEDURE NO. <b>2.20</b>	ISSUE DATE: <u>4/1/2021</u>
	EFFECTIVE DATE: _____
	REVISION DATE: _____

## I. GENERAL CONSIDERATIONS AND GUIDELINES

Social media is a rapidly evolving and pervasive element in modern life. As such, the Montague Police Department recognizes both its utility and the need for management and guidance on its use, administration, and oversight by Department personnel both on-duty in the course of their official duties and off-duty when identified as members of the organization, or otherwise pursuant to their official duties in the public arena.

## II. POLICY

It is Montague Police Department policy that all personnel use computers, computer applications, computer programs, Internet resources, and network/Internet communications in a responsible, professional, ethical, and lawful manner. (*see Information Technology, 2.14*)

All existing laws, rules, regulations, and directives that govern on- and off-duty conduct are applicable to conduct associated with social media and networking. When engaging in social networking, employees will strictly adhere to any and all existing federal, state, and local laws, policies of the Montague Police Department, and laws regarding public information on arrests, investigations, and personnel data.

## III. DEFINITIONS

- A. **Blog:** A self-published diary or commentary on a particular topic that may allow visitors to post responses, reactions, or comments.

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- B. **Comment:** Response to a blog post, news article, social media entry, or other social networking post.
- C. **Forum:** Discussion area on websites where people can post messages or comment on existing messages at any time.
- D. **Page:** The specific portion of a social media website where content is displayed and managed by an individual or individuals with administrator rights.
- E. **Post (noun):** Content that an individual shares on a social media or similar site or the act of publishing content on such a site.
- F. **Post (verb):** The act of creating, uploading, editing, or adding to any social media outlet. This includes text, photographs, audio, video, or any other multimedia file.
- G. **Profile:** Information that a user provides about himself or herself on a social networking or similar site.
- H. **Social Media:** A category of Internet-based resources that integrate user-generated content and user participation. This includes, but is not limited to, social networking sites, blogs and microblogging sites, photo and video sharing sites, wikis, and news sites that permit user contributed content.
- I. **Social Networks:** Online platforms where users can create profiles, share information, and socialize with others using a range of technologies, such as Facebook, Twitter, LinkedIn, Usenet Group message or on-line bulletins boards, blogs, wikis, news sites, or other similarly developed formats.
- J. **Speech:** Expression or communication of thoughts or opinions in spoken words, in writing, by expressive conduct, symbolism, photographs, videotape, or related forms of communication.
- K. **Wiki:** Web page(s) that can be edited collaboratively.
- L. **User:** All employees of the Town/Dispatch/Police Department, as well as any outside contractors, volunteers, interns, consultants, etc. that use or may use or have access to any department information technology tools.
- M. **IT Administrator:** The individual responsible for oversight, maintenance, and administration of all the department's IT resources. Currently, Lieutenant Bonnett is assigned to this role.
- N. **Command Staff:** The Chief and Lieutenant of the Police Department

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## **IV. PROCEDURES**

### ***A. Department-Sanctioned Use of Social Media***

- 1. Social media is a valuable investigative tool when seeking evidence or information about:**
  - a. Missing persons
  - b. Wanted persons
  - c. Gang participation
  - d. Crimes perpetrated online (i.e., cyberbullying, cyberstalking)
  - e. Photos or videos of a crime posted by a participant or observer
  
- 2. Social media can be used for community outreach and engagement by:**
  - a. Providing crime prevention tips
  - b. Offering online reporting opportunities
  - c. Sharing crime maps and data
  - d. Soliciting tips about unsolved crimes
  
- 3. Social media can be used to make time-sensitive notifications related to:**
  - a. Road closures
  - b. Special events
  - c. Weather emergencies
  - d. Missing or endangered persons
  
- 4. Department Social Media Pages**
  - a. Where possible, each social media page shall include an introductory statement that clearly specifies the purpose and scope of the Department's presence on the website.
  - b. When appropriate, the page(s) should link to the Department's official website.
  - c. All Department social media sites or pages shall be approved by Command Staff, and only administered by those assigned to do so.
  - d. Where possible, social media pages shall clearly indicate they are maintained by the Department and shall have Department contact information prominently displayed.
  - e. Social media content shall adhere to applicable laws, regulations, and policies, including all information technology and records management policies.
  - f. Content may be subject to public records laws. Relevant records retention schedules apply to social media content, and content must be managed, stored, and retrieved to comply with public records laws.

- g. Where possible, social media pages should state that the opinions expressed by visitors to the page(s) do not reflect the opinions of the Department.
- h. Pages shall clearly indicate that posted comments will be monitored and that the Department reserves the right to moderate those comments which violate the Department's Terms of Use Policy.
- i. Pages shall clearly indicate that any content posted or submitted for posting is subject to public disclosure.

### ***B. Personal Use of Social Media by Department Personnel***

1. Department personnel are free to express themselves as private citizens speaking on matters of public concern<sup>1</sup> on social media sites to the degree that their interests in engaging in such speech is not outweighed by the Department's interests against impairing the maintenance of discipline by supervisors, impairing working relationships of this Department for which loyalty and confidentiality are important, impeding the performance of duties, impairing discipline and harmony among coworkers, interfering with the operation of the Department, undermining the mission of the Department, conflicting with the responsibilities of the personnel, or abusing one's authority or public accountability<sup>2,3,4</sup>. The instances must be judged on a case-by-case basis.<sup>5</sup>
2. As public employees, Department personnel are cautioned that speech on- or off-duty, made pursuant to their official duties is not protected speech under the First Amendment and may form the basis for discipline if deemed detrimental to the Department<sup>6,7</sup>.
3. For safety and security reasons, Department personnel should be cautious where they disclose their employment with this Department. As such, **Department personnel are prohibited from the following:**
  - a. posting, transmitting, and/or disseminating any photographs, video or audio recordings, likenesses or images of department logos, emblems, uniforms, badges, patches, marked or unmarked vehicles, equipment, or other material that specifically identifies the Department, on any personal or social networking website or web page, without express written permission of Command Staff.<sup>8</sup>
  - b. Posting personal photographs, or providing similar means of personal recognition, that may cause them, or another officer, to be identified as a police officer of this Department. Officers who are, or who may reasonably be expected to work in undercover operations, shall not post any form of visual or personal identification.

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4. When using social media, Department personnel should be mindful that their speech becomes part of the worldwide electronic domain. Therefore, adherence to the Department's Code of Conduct is required in the personal use of social media.
  5. Department personnel may not make any statements, speeches, appearances, endorsements, or publish materials that could reasonably be considered to represent the views or positions of this Department without express authorization.
  6. Department personnel should be aware that they may be subject to civil litigation for:
    - a. Publishing or posting false information that harms the reputation of another person, group, or organization (defamation).
    - b. Publishing or posting private facts and personal information about someone without their permission that has not been previously revealed to the public, is not of legitimate public concern, and would be offensive to a reasonable person.
    - c. Using someone else's name, likeness, or other personal attributes without that person's permission for an exploitative purpose.
    - d. Publishing the creative work of another, trademarks, or certain confidential business information without the permission of the owner.
  7. Employees should be aware that there is no reasonable expectation of privacy when engaging in social networking online. As such, the content of social networking websites may be obtained for use in criminal trials, civil proceedings, and departmental investigations. Such content may have a detrimental impact on criminal investigations or judicial proceedings.
  8. Department personnel should be aware that privacy settings and social media sites are constantly in flux, and they should never assume that personal information posted on such sites is protected.
  9. Department personnel should expect that any information created, transmitted, downloaded, exchanged, or discussed in a public online forum may be accessed by the Department at any time without prior notice.

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10. Any employee becoming aware of or having knowledge of a posting or of any website or web page in violation of the provision of this policy shall notify his or her supervisor immediately for follow-up action.
  11. Except in the performance of an authorized duty, employees may not use Department computers to access social networking sites, blogs, bulletin boards, or similar media.
  12. Except in the performance of an authorized duty, employees may not utilize personal computers, cell phones, or other devices to access social networking sites, blogs, bulletin boards, or similar media while on duty.
  13. Employees having personal web pages or other types of internet postings which can be accessed by the public, shall not place, or allow to be placed, photographs or depictions of themselves dressed in uniform and/or displaying official identification, patches or badges, or in any way, either directly or indirectly, identify themselves as an employee of the department for any reason, without approval as indicated in this policy.
  14. Employees having personal web pages shall not use their rank, title, or position in a manner that would suggest that they are representing the interests or official position of the police department.
  15. Photographs of the inside of the police building as well as any crime or accident scene shall not be posted without consent of Command Staff.
  16. When engaging in the personal use of social media, employees shall not post any photograph, audio, video, illustration, or any other multimedia file related to or depicting any of the following:
    - a. Brandishing any Department-owned weaponry, actual or simulated, or any contraband whether actual or simulated.
    - b. Brandishing any Department-owned tactical instrument, including, but not limited to: firearms, baton, OC spray, electrical control weapon, and/or mechanical restraints.

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### **C. Approval Process**

1. Personnel seeking approval to use references to the Police Department on a personal website, web page, or other public forum shall submit a request for approval to the Chief of Police via the chain of command.
2. Personnel who post photos, comments, or other material pertaining to other department personnel must inform and seek approval from the personnel before posting same.

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<sup>1</sup> Keyishian v. Bd. of Regents, 385 U.S. 589, 87 S.Ct. 675 (1967).

<sup>2</sup> Pickering v. Bd. of Education, 391 U.S. 563, 88 S.Ct. 1731 (1968).

<sup>3</sup> Tang v. State of R.I. Dep't of Elderly Affairs, 163 F.3d 7, 11 (1st Cir.1998).

<sup>4</sup> Putnam v. Town of Saugus, Massachusetts, 365 F.Supp.2d 151 (2005) (citing Tang, 163 F.3d at 12).

<sup>5</sup> Putnam v. Town of Saugus, Massachusetts, 365 F.Supp.2d 151 (2005); Tang, 163 F.3d at 12 (citing O'Connor v. Steeves, 994 F.2d 905, 913 (1st Cir.1993)).

<sup>6</sup> Garcetti v. Ceballos, 547 U.S. 410 (2006).

<sup>7</sup> Putnam v. Town of Saugus, Massachusetts, 365 F.Supp.2d 151

<sup>8</sup> M.G.L. c 268 §35





Charles D. Baker, Governor  
Karyn E. Polito, Lieutenant Governor  
Jamey Tesler, Acting Secretary & CEO  
Jonathan L. Gulliver, Highway Administrator



May 5, 2021

Select Board and Town Administrator  
Town of Montague  
One Avenue A, Turners Falls, MA 01376

RE: Project 601186: General Peirce Bridge Rehabilitation  
Traffic Mitigation Strategy at Turners Falls Road and Canal Street

Dear Mr. Ellis:

MassDOT has received the request from the Montague Select board and Town Administrator regarding the traffic issue near the White Bridge location, due to the construction activity and bridge closure of General Pierce Bridge.

MassDOT and our designer, WSP, met virtually today and discussed in detail the traffic problem, public safety concerns and the construction project's impact on the surrounding area. MassDOT is monitoring the traffic at the Turners Falls Road / Canal Street intersection and other related intersections. As the General Pierce bridge closure has only been in place for one week and local traffic is still rebalancing, MassDOT will continue to monitor the traffic at the Turners Falls Road / Canal Street intersection for 2 more weeks prior to implementing changes. After the monitoring period, if the congestion remains the same, MassDOT will install Stop signs on Canal Street at the Turners Falls Road intersection. MassDOT will continue monitoring the traffic to see if more mitigation measures will be required for public and vehicular safety.

MassDOT is also thankful to the Town of Montague for informing of the developing situation. We request, if you have any traffic or pedestrian count data at this intersection or around this area, please share it with us as it will be helpful for possible future use.

Peter Cavicchi, P.E.

*Peter Cavicchi*

District Two Highway Director

HPB/hpb

CC: John Donoghue

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**WendyB-Montague Board of Selectmen**

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**From:** StevenE - Montague Town Administrator  
**Sent:** Thursday, April 29, 2021 4:38 PM  
**To:** WendyB-Montague Board of Selectmen  
**Subject:** FW: Redistricting hearing - seeking your input

Hi Wendy – please put this on the May 10 agenda under TA Report. Include the message below.

**From:** Comerford, Joanne (SEN) <Jo.Comerford@masenate.gov>  
**Sent:** Thursday, April 29, 2021 4:36 PM  
**Subject:** Redistricting hearing - seeking your input

Greetings town officials,

As you well know, the Legislature is engaged in redistricting.

You very well also may have learned that our part of the Commonwealth has lost population.

I am engaging with the Senate Chair of redistricting, Senator Will Brownsberger, to understand the impact on the Hampshire, Franklin, Worcester district and our related House and Congressional districts.

This is an important process that needs your engagement and advocacy.

There is a hearing on May 24, beginning at 5:30 p.m. focused on CD 2 (Congressman McGovern's district) which covers the towns of Amherst, Deerfield, Erving, Gill, Greenfield, Hadley, Hatfield, Leverett, Montague, New Salem, Northampton, Northfield, Orange, Pelham, Royalston, Shutesbury, Sunderland, Warwick, Wendell, and Whately.

Here's the calendar notice. Testifying in person requires sign up:  
<https://malegislature.gov/Events/Hearings/Detail/3707>.

Here is a way to submit written testimony/comments: <https://malegislature.gov/Redistricting/Contact>.

I would be grateful to receive copies of your testimony so that I can understand your concerns as we navigate this complex, high-stakes process. Please reach out to me directly if you'd like a conversation ([jo.comerford@masenate.gov](mailto:jo.comerford@masenate.gov); 413.559.1649).

Warmest wishes,

Jo

*Hampshire, Franklin, Worcester district*  
SenatorJoComerford.org  
Sign up for our office newsletter [here](#).