

IN RESPONSE TO THE NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE; EXECUTIVE ORDER 203, THE COMMITTEE TASKED WITH THE REVIEW OF EXISTING POLICIES REGARDING THE VILLAGE OF COBLESKILL POLICE DEPARTMENT, SUBMITS THE FOLLOWING RECOMMENDATIONS; PROVIDING THEY DO NOT CONFLICT WITH NEW YORK STATE OR FEDERAL LAWS, ARE AS FOLLOWS:

Procedural Justice:

- recommend policies and practices that require transparency and equal treatment for all
- foster, support and promote a police culture that does not tolerate police misbehavior and holds officers accountable
- complainants should have the ability to review results of his/her complaint timely
- timely transparency to include officer disciplinary records and pertinent information consistent with NYS law
- recommend county wide citizen advisory board to meet annually at minimum to discuss policy and citizen concerns
- recommend officers have access to high quality mental health services, and the department normalized such services

Studies Addressing Systemic Racial Bias or Racial Injustice Policing:

-The Governor recently signed legislation (Police Statistics and Transparency Act) requiring courts to compile and publish racial and other demographic data for low-level offenses. This legislation also requires departments to report arrest-related deaths to DCJS. The Chief of Police will review and analyze this data annually at minimum to monitor that there are no trends indicating bias.

Implicit Bias Awareness Training:

- recommend mandatory, adequate and substantial anti bias training annually at minimum

De-escalation Training:

- recommend mandatory adequate and substantial de-escalation training and alternatives to force, annually at minimum

Law Enforcement Assisted Diversion Programs:

- include in “community relations policy”
- recommend continuing and expanding current LEAD program
- recommend continued and enhanced collaboration of services between police, health dept., mental health, and legal services

Restorative Justice Practices:

- include in “community relations policy”
- work with other entities including Catholic Charities to investigate ways to set up processes to mediate disputes, utilize victim impact panels, explore alternatives to incarceration including community service (will require collaboration)

Community Based Outreach and Conflict Resolution:

- include in “community relations policy”
- recommend expanding the LEAD program to support high-risk individuals before a crime is committed
- collaboration with available resources

Problem Oriented Policing:

- include in “community relations policy”
- law enforcement agencies work with community residents to identify problems and collaborate on implementing solutions that produce meaningful results for the community

Hot Spots Policing:

- continue to add more frequent patrols in areas of known criminal activity

Focused Deterrence:

- include in “community relations policy”
- collaborate with community resources for intervention

Crime Prevention Through Environmental Design:

- include in “community relations”

-work with Code Enforcement and property owners to make changes (ie. modify lighting and landscape) in order to help deter criminal activity in a specific area

Violence Prevention and Reduction Interventions:

- include in “community relations policy”
- youth development programs, community mentors, family counseling, support programs, community outreach and violence interruption (collaboration and referrals for services)

Model Policies & Guidelines Promulgated by the NYS Municipal Police Training Council, & Standards Promulgated by the NYS Law Enforcement Accreditation Program:

- make public/place available links on line (current police policy)
- become an accredited agency
- annually review policies with citizen advisory board

Use of Force Policy:

- to be further discussed by the citizen advisory board
- follow NYS guidelines