

In response to the New York State Police Reform and Reinvention Collaborative instituted by Governor Andrew Cuomo's Executive Order 203, the committee tasked with the review of existing policies regarding the Village of Cobleskill Police Department submits the following recommendations to the Board of Trustees of the Village of Cobleskill, providing the recommendations made therein do not conflict with New York State or Federal laws:

On the topic of Procedural Justice, the committee recommends that:

- The Cobleskill Police Department's policies and practices require transparency and equal treatment for all;
- The Cobleskill Police Department administration fosters, supports, and promotes a police culture that does not tolerate police misbehavior and holds police officers accountable for their actions;
- Persons making complaints against the Cobleskill Police Department or individual police officers have the ability to review the results of the investigation into their complaint in a timely manner;
- There is timely transparency in the release of officer disciplinary records and pertinent information when consistent with New York State and Federal law;
- The Cobleskill Police Department participate in a Citizen Advisory Board which, once formed, would meet at least annually to discuss Cobleskill Police Department policy and citizen concerns; and
- Cobleskill Police Department employees have access to high-quality mental health services and that the Cobleskill Police Department administration normalizes the use of such services.

On the topic of Studies Addressing Systemic Racial Bias or Racial Injustice Policing, the committee recommends that:

- In order to monitor if there are trends within the Cobleskill Police Department indicating bias, the Chief of Police annually reviews and analyzes data collected by the New York State Unified Court System as part of the Police Statistics and Transparency Act (The Laws of New York Article 7-A: Judicial Administration, Section 212) which requires NYS courts to compile and publish racial and other demographic data for low-level offenses.

On the topic of Implicit Bias Awareness Training, the committee recommends that:

- All Cobleskill Police Department employees receive mandatory annual anti-bias/implicit bias awareness training which is adequate and substantial.

On the topic of De-escalation Training, the committee recommends that:

- All Cobleskill Police Department officers receive mandatory annual training on de-escalation and alternatives to force which is adequate and substantial.

On the topic of Law Enforcement Assisted Diversion (LEAD) Programs, the committee recommends that:

- The Schoharie County LEAD Program be referenced in the Cobleskill Police Department's Community Relations policy;
- The Cobleskill Police Department continues to participate in the Schoharie County LEAD Program and helps to expand the program where and when possible; and
- The Cobleskill Police Department participates in the continued and enhanced collaboration of services between the Cobleskill Police Department, the Schoharie County Mental Health Department, the Schoharie County Department of Health, and legal services.

On the topic of Restorative Justice Practices, the committee recommends that:

- Such practices be referenced in the Cobleskill Police Department's Community Relations policy; and
- The Cobleskill Police Department collaborate with other entities including Catholic Charities to investigate ways to establish and/or utilize processes designed to mediate disputes, utilize victim impact panels, and explore alternatives to incarceration including community service.

On the topic of Community-Based Outreach and Conflict Resolution, the committee recommends that:

- Such practices be referenced in the Cobleskill Police Department's Community Relations policy;
- The Cobleskill Police Department advocates that, where and when possible, the Schoharie County LEAD Program expand so that it supports high-risk individuals to intervene before a crime is committed; and
- The Cobleskill Police Department collaborates with available resources to help accomplish this goal.

On the topic of Problem-Oriented Policing, the committee recommends that:

- The topic be referenced in the Cobleskill Police Department's Community Relations policy; and
- The Cobleskill Police Department works with community residents to identify problems and collaborate on implementing solutions that produce meaningful results for the community.

On the topic of Hot Spots Policing, the committee recommends that:

- The Cobleskill Police Department continues to add more frequent patrols in areas of known criminal activity.

On the topic of Focused Deterrence, the committee recommends that:

- The topic be referenced in the Cobleskill Police Department's Community Relations policy; and
- The Cobleskill Police Department collaborates with community resources to assist with intervention.

On the topic of Crime Prevention Through Environmental Design (CPTED), the committee recommends that:

- The topic be referenced in the Cobleskill Police Department's Community Relations policy; and
- The Cobleskill Police Department works with the Village of Cobleskill Department of Planning, Environment, and Codes as well as property owners to make changes such as modifying lighting and landscaping to help deter criminal activity in a specific area.

On the topic of Violence Prevention and Reduction Interventions, the committee recommends that:

- The topic be referenced in the Cobleskill Police Department's Community Relations policy; and
- The Cobleskill Police Department collaborates with and, when appropriate, makes referrals to youth development programs, community mentors, family counseling, support programs, community outreach programs, and violence interruption programs as applicable.

On the topic of Model Policies and Guidelines Promulgated by the NYS Municipal Police Training Council and Standards Promulgated by the NYS Law Enforcement Accreditation Program, the committee recommends that:

- The Cobleskill Police Department makes such policies and standards available for access by the public online;
- The Cobleskill Police Department become a NYS Law Enforcement Accredited Agency; and
- The Cobleskill Police Department administration reviews Cobleskill Police Department policies with the Citizen Advisory Board at least annually.

On the topic of Use of Force, the committee recommends that:

- The recently updated version of the Village of Cobleskill's use of force policy is wholly adequate and in line with all state and federal laws, regulations, and guidelines; and
- Because the committee has discussed and/or suggested edits that would require more time and exploration prior to adopting, the committee therefore recommends that the Citizen Advisory Board, once formed, investigates the intricacies and effects certain language changes might make while simultaneously striving to improve the policies in ways that help reduce harm to both police officers and the community.