

DRAFT PRRC Recommendations

Introduction

The Police Reform and Reinvention Committee (PRRC) was formed in the Fall of 2020 to respond to Governors Cuomo's Executive Order (EO) 203. That EO requires the governing body to submit a police reform and reinvention plan by April 1, 2021 to the State. After many PRRC meeting and individual hours, below are the draft recommendations presented by the Police Reform and Reinvention Committee. On December 15, 2020, the Committee formed subcommittees to work on the 16 areas presented to the BOT in late September entitled *Police Reform Policy Plan and Timelines*.

The Reform and Reinvention Plan Chapters:

1. Accreditation Program
2. Model policies and guidelines promulgated by the New York State
3. Community Interaction
4. Quality of Life Improvements
5. Community-based outreach and conflict resolution
6. Implicit bias awareness training
7. Procedural justice; any studies addressing systemic racial bias or racial justice in policing
8. De-escalation Training and Practices
9. Law enforcement assisted diversion programs
10. A transparent citizen complaint disposition procedure
11. Deterrence Effectiveness
12. Crime prevention through environmental design
13. Violence prevention and reduction interventions
14. Standards promulgated by the New York State Law Enforcement
15. Crowd Management
16. The use of force by police officers

Sub-committees were formed based on categories in the VOM PRRC Planning document and volunteers were assigned. The sub-committees are:

- i. Training - #6, 7, 8 and 16
- ii. Policy/Accreditation - #1, 2, 14, 15 and 16

- iii. Community - #3, 4, 5, and 9
- iv. Crime Prevention - #11, 12, and 13
- v. Civilian Oversight - #3, 5, 7 and 10

Reference: *December 15, 2020 PRRC Minutes*

Below are the individual Subcommittees recommendations.

PRRC Subcommittee – Training Recommendations

The Training Committee would like to suggest the following:

1. The Village PD keep doing what they're doing
2. Complete CIT Training
3. Complete ABLE Training

Generally, our PD is doing a good job staying on the cutting edge of training and that is something we would encourage them to maintain.

PRRC Subcommittee – Policies and Accreditation Recommendations:

Accreditation has been a time goal of the previous retired VM Police Chief. The accreditation status is the aspiration of most, if not all, Police Departments throughout NYS. The process of accreditation is not taken lightly. It requires a commitment on the part of a Police Department to analysis, revamp, modify, and modernize their internal processes from policies, to training, to discipline, and more. A Police Department must be committed to this process as it exposes areas that may have been overlooked or never considered.

The recommendations of the Policies and Accreditation Subcommittee are:

1. The start the process of accreditation by filing the application with NYS.
2. Continue to use PowerDMS to modernize the existing policies and add new policies to this platform.
3. Continue encouraging the police force to use PowerDMS as it becomes a critical and essential resources of written policies and procedures for VMPD to doing and performing their jobs efficiently.

PRRC Subcommittee – Community Recommendations

- Conduct both indoor and outdoor forums. Forums include both topic specific and informal Q&A. Examples: Domestic Violence-NYS Mandatory Arrest, explore cultures and beliefs
- Utilize LMCTV (Officers to speak on certain topics)
- Scheduled engagement events (i.e. Coffee with a Cop, Community “Night Out” event, etc.)
- All officers receive Crisis Intervention Training
- Identify what issues require police notification/response and provide resources for non-police matters
- Continue to maintain an “open” online survey (abbreviated version)
- Add trained professionals to VMPD staffing based on funding (i.e. social workers, therapists, etc.)

PRRC Subcommittee - Civilian Oversight Recommendations:

The creation of a collaborative complaint review board comprised of appointed civilians and police officers to receive complaints and recommend a disposition (or further investigation) of such complaints. The PRRC sub-committee recognizes that the process set forth below must align with the parameters set forth in the Westchester Police Act and all applicable state, county and local laws. As such, we recommend the following, and are open to further discussion as to how to properly adjust and implement the board:

1. Complaint Review Board will do the following:

- a. Directly receive complaints and refer such complaints to the Chief of Police for investigation.
 - i. Complaints that are minor and rule based in nature (ex: improper wearing of the uniform, complaint that a patrol car went through a red light etc.) would remain with the Chief of Police/ Command structure for disposition. The level at which such complaints would remain with the command structure to be further discussed and agreed to.
 - ii. All other complaints would be investigated as per the current investigation protocol. The results of such investigation returned to the complaint board for review and recommendation of disposition (either to the Chief of Police and/or the Board of Police Commissioners). The recommendation will be for disposition or further investigation.
 1. If the recommendation is for further investigation, the complaint board must specify the areas in which they would like further investigation and why.

2. Recommendations for disposition must be in writing and agreed to by a majority of the members of the complaint review board. Any dissenting members should have an opportunity to note their dissent and may provide a reason if they so choose.
 - iii. Upon recommendation of the complaint review board, the Police Chief and/or Board of Police Commissioners (as applicable under the current discipline and review process) must either concur with the recommendation or reject the recommendation (both of which may be done in part or in full). Full concurrence with the recommendation requires written sign off. A rejection (even if only in part) of any part of the recommendation must be in writing and must provide the reason for which the recommendation was rejected.
2. The complaint review board will be comprised of an odd number of individuals. We recommend at least 3 civilian volunteers, and at least 2 police officers (final numbers to be determined at a later date). We also strongly recommend alt members in order to account for vacations, possible bias, command influence etc. On a broader level (and possibly at a later time), it may be helpful to collaborate with the tri-municipality area in order to access more neutral police officers in the case of a larger number of officers within our own village that may be subject to one investigation. The final make up of the board for each complaint must ensure neutrality and fairness (considering command structure to ensure no unlawful command influence).
3. Police officer representatives will be appointed by the Chief of Police and approved by the Board of Trustees. Civilian representatives will apply and be approved by the Board of Trustees.
4. All members of the complaint board must take an oath, be trained in the process (training to be created) and serve for a set term. There will be a limit to the number of consecutive terms a board member may serve but not cumulative term limit.

PRRC Subcommittee - Crime Prevention Recommendations:

1. Community Policing (1 of the top 4 recommendations)

Increase in foot patrols and access to officers. As personnel allows, increase foot patrol in more heavily trafficked areas. Familiarize with local businesses and community leaders, clergy.

Efforts to rotate officers of color and women to day tours and visible positions. increased availability for interaction, business cards. Facebook presence inviting communication, anonymously or not.

2. Community Justice and individualized justice (2 of top 4)

Decriminalize individuals, gain assistance from community leaders, family members where individuals can be offered behavioral improvement options to arrest and possible incarceration (programs available from Westchester DA, Westchester County, TASC, possible no-plea judicial intervention). Establish

Liaison Committees with rotating officers and community members from different areas to step in as needed site-specifically.

3. Car Stops: (3 of top 4)

Source of critique of officers' attitudes. Newly introduced DATs (Desk Appearance Tickets) require subject to appear in court at a later date - reduces street arrest scenes and lengthy processing. Use should be expanded as much as possible for non-violent, non-bail eligible crimes.

All auto stops are on video from p.o. vehicle. Can we add sound/volume?

Instruction for POs to approach with courtesy, introduction, maybe business card, not exude power and control over the situation, keep subject informed of any delay. Written record of ethnicity and age of subjects reported to Senior Officer end of tour and make available on website stats.

4. Tips Line:

Encouraged but further instruction regarding probable cause necessary at all levels (a tip is not probable cause without tipster identity verified and proven reliable or examined for details under questioning)

5) Body cameras: (4 of top 4)

Chief will seek grants (Federal and local) and Board will examine budget. Rules must be strictly followed.

6) Unresolved CCRB:

I propose zero or one officer, 4-5 civilians. Committee members are trained on law, rights and obligations of officers, forms of discipline.

Complaints made directly to Committee or, if made to VMPD, referred to Committee. Committee review and send to VMPD 1-3 recommendations for discipline, if any, including possibly community mediation which leaves no blemish if completed voluntarily.

Police Commissioners review Departmental decision with participation of Committee in case of serious disagreement. Merge with recommendation made by Civilian Oversight Sub Committee.