



Police Reform & Reinvention Collaborative Plan

for the

Village of Sherburne

March 15, 2021

Executive Summary

The Governor's Executive Order 203 directed each governmental entity with an operating police agency to perform a comprehensive review of the current police force deployments, strategies, policies, procedures, and practices, and develop a plan to improve all of the above and promote community engagement to foster trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of communities of color.

The order also directed the local governments to convene a committee of stakeholders of the community with high police interaction (ie. interested non-profit faith groups, Office of the DA, local Public Defender, local elected leader and the head of the Police Agency).

We convened a community group as well as surveyed the community. Through our local newspaper we encouraged participation in a collaboration of ideas from community stakeholders. I am happy to report that everyone who participated was not concerned with racial bias as it pertained to our police department. We are a small department and a small community which lends itself to high accountability on issues such as these. We have taken the comments that we did receive and will integrate them into our plan to improve. The one thing that I think will help us overall with community policing is to reconvene this group and others a year from now to discuss other ways our police department can improve.

William Acee, Mayor

VILLAGE OF SHERBURNE POLICE REFORM & REINVENTION COLLABORATIVE PLAN

Executive Summary

Police reform took center stage in our national discourse following the death of George Floyd and the subsequent homicide arrest of Minneapolis police officer Derek Chauvin. This event catalyzed a national outcry for reform and racial justice and spurred action at both the federal and state levels.

The formation of the Village of Sherburne Law Enforcement Panel was in part to meet the requirements and aid local municipalities in meeting the requirements of the Executive Order No. 203 issued by Governor Andrew Cuomo on June 12th 2020. The order required local governments with police agencies to engage the community in a reform effort to “eliminate racial inequalities” by reforming and modernizing police procedures, strategies, and tactics to meet those ends. At the end of this process, the appropriate local governments would be required to create a local law or resolution regarding their plan to Reform and Modernize and to certify this effort with New York State or risk losing state funding.

The purpose of the Village of Sherburne’s Law Enforcement Advisory Panel was twofold: to help guide municipalities with police agencies in their efforts and to create a framework for the Village of Sherburne to create their reform plan. The information for this collaborative was solicited by community stakeholders, Village Government, Municipal leaders, business community, and religious leaders.

In an effort to bring together a diverse group of stakeholders to guide the efforts of the Villages collaborative, public forum was held and an online public survey was created to solicit input from Village of Sherburne residents on their ideas for reform.

Most Common Recommendations from Public Forum and Online Survey

Add more patrols

Improve communication with the public by regular publications

Be more involved with social media

More interaction with youth

Communicate with the public on ways to contact the police with information such as tips

Over the recent month's discussions ensued to see how the needs, priorities, and various topics related to police reform could be met. Throughout the discussions a number of themes became apparent:

Maintain a law enforcement workforce that is representative of the community it polices

Better connect law enforcement to the community

Create better lines of Communication between police and the community

Community Stakeholder Group Priorities

Educate the public with regards to what police officers do – their role in the community

Create a social media presence

Post police officers photos engaging with the public in positive event settings

Refresh the plan annually with updated public input

Further comments, other than the priorities above, were:

The impression of the stakeholders was that there was not a problem with racist or gender bias by the Village of Sherburne Police Department.

Another stated comment was that the small community structure creates an accountability that does not exist in larger communities.

Early Village of Sherburne Reform Efforts

Participation in the Chenango County Traffic Diversion Program

Participation in Cultural Diversity and De-escalation Training started in late 2020 and into 2021 with all officers being trained.

The Village and the Sherburne Police Department have taken steps to ensure accountability and transparency by purchasing and requiring the use of latest up to date Body Cameras.

Patrol vehicle locations can be monitored by the Sheriff's Office Dispatch when logged in and using the CAD System on the vehicle laptops.

Worked with community groups to address substance abuse

2021 Survey Results

Village of Sherburne Police Department Survey in accordance with the Governor's Executive Order 203

Deployment

Village of Sherburne encompasses 1.52 square miles. There is usually 1 officer on patrol each day, but that officer at times may be called outside the village to assist Police, Fire, and EMS. Officers work a variety of shifts consisting of days, afternoons, and evenings. Based on this information would you say resources are properly deployed?

Strongly Agree 17%

Agree 76%

Neutral 7%

Disagree

Strongly Disagree

I'm not sure

Services

Please rate the 6 services that you think are the most important for the Police Department to provide and rate them with 1 being the most important and 6 being the least:

Property Checks: (5)

Responding to 911 Calls: (1)

Criminal Investigations: (4)

Referrals to Social Services: (6)

Routine Patrol: (2)

Community Policing: (3)

Communication

The Sherburne Police Department has the following means to communicate with the public we serve:

Officer Phone – 607-674-2203

Cell Phone – 607-316-2454

Email – sherburnepd@sherburne.org

Email – sherburnepolicetips@gmail.com

Is there a better way for us to communicate?

Social media, General publications for keeping the public updated.

Training

Officers attend annual training held at the Chenango County Sheriff's Office and subsequent training in New York State when available. Additional training is conducted throughout the year with Police One Academy. Almost all the officers are employed fulltime with another police agency and receive training within their departments. Based on this information would you say officers are well trained?

Strongly Agree 50%

Agree 50%

Neutral

Disagree

Strongly Disagree

I'm not sure

Necessity

Police Officers are a necessary part of our community.

Strongly Agree 100%

Agree

Neutral

Disagree

Strongly Disagree

I'm not sure

Responsiveness

Police Officers in the Village of Sherburne are responsive to the public needs.

Strongly Agree 54%

Agree 38%

Neutral 8%

Disagree

Strongly Disagree

I'm not sure

Community Policing

Does the Village of Sherburne Police Department effectively use a community policing strategy?

Strongly Agree 40%

Agree 50%

Neutral 10%

Disagree

Strongly Disagree

I'm not sure

Community Impact

Police Officers in the Village of Sherburne strive to have a positive impact on our community they serve.

Strongly Agree 46%

Agree 46%

Neutral

Disagree

Strongly Disagree

I'm not sure 8%

Officer Complaints

If you have a complaint against a Sherburne Police Officer are you confident it will be reviewed objectively?

Strongly Agree 38%

Agree 38%

Neutral 15%

Disagree

Strongly Disagree

I'm not sure 9%

Accountability

Police Officers in the Village of Sherburne are held accountable for their actions through an active internal affairs oversight.

Strongly Agree 31%

Agree 38%

Neutral 8%

Disagree

Strongly Disagree

I'm not sure 23%

Body Cameras

All uniformed officers are supplied body cameras and are required to record during all complaints with the public. Body cameras are an important tool for officers to utilize on patrol and provides for better transparency and accountability.

Strongly Agree 54%

Agree 46%

Neutral

Disagree

Strongly Disagree

I'm not sure

Bias

Police Officers in the Village of Sherburne are fair and unbiased in their interactions with all people.

Strongly Agree 38%

Agree 62%

Neutral

Disagree

Strongly Disagree

I'm not sure

Have you or someone you know experienced a bias related interaction with a Village of Sherburne Police Officer? Please explain;

No

Interaction

When was the last time you had a direct interaction with the Village of Sherburne Police Department?

More than 5 years ago

Less than 5 years ago 100%

Never

Interaction was related to:

Hit and run motor vehicle accident, Business owner happy with service, Customer theft, assisted with a responding to a reported crime, vehicle lock out, and noise complaint with neighbors.

Public Satisfaction

On a scale of 1 (one) to 1 (10), how satisfied are you with the Village of Sherburne Police Department?

(Please circle 1= not at all satisfied 10 = (extremely satisfied)

1 2 3 4 5 6 7 8 9% 9 38% 10 53%

What are the top three things that you feel would improve policing in the Village of Sherburne?

1. More patrols, earlier patrols, visibility, and tip line.
2. Interact with the youth
3. Check businesses when closing

The second half of this report looks into the guidance provided by New York State and incorporates many of the ideas and research included in the briefs. This section of the report includes many best practices, ideas and solutions being discussed throughout the nation. They have been developed by various experts and institutions. It is important to note that these reforms may not meet the needs of every community, while other communities may already be implementing many of the practices. The purpose of this section is to provide ways in which municipalities with police agencies may meet the needs identified by their communities or to comply with the pertinent sections of the state guidance. Although a number of these reforms will require significant resource investment, many of these reforms, including some of the most important, are low to no cost.

What Functions Should the Police Perform? Highlights

Determining the Role of the Police

- Police agencies should adopt procedural justice as their guiding principle for interacting with the public and internal management of their organization. Procedural is “the practice of ensuring that the outcomes of civilian interactions with police are perceived as fair and as providing civilians with the opportunity to be heard, regardless of the outcome.
- The document provides a number of examples of co-responder and alternative responder programs. (ie:) Eugene Oregon’s. “Crisis Assistance Helping Out On the Streets.” (CAHOOTS) and the local Behavioral Evaluation & Assistance Team (BEAT) Patrols. Municipalities looking to reduce the reliance on law enforcement for addressing social and mental health issues should examine these alternatives.
- Agencies with School Resource Officer (SRO) programs in their contracts or memorandums of understanding prohibit their officers from getting involved with school disciplinary matters or non-criminal offenses.

Staffing, Budgeting and Equipping Your Police Department

- Law Enforcement agencies should create policies and procedures for policing mass demonstrations that employ a continuum of managed tactical resources that are designed to minimize the appearance of a military operation and avoid using provocative tactics and equipment that undermine civilian trust.
- Municipalities wishing to restrict the use of such equipment should pass local laws requiring approval from their local governing bodies prior to a police agency receiving grant funding -OR – prohibit police agencies from obtaining military equipment or using federal funds to purchase such equipment.
- Localities interested in reducing other forms of militarization should consider requiring agencies with Special Weapons and Tactics Teams (SWAT) or their equivalent to put in place detailed protocols about when and how said teams should be deployed and limiting the use of or banning “no knock” warrants.

Police Reform Legislative Changes 2020

The reform items found in this section are derived directly from the Executive Order Number 203. The Village of Sherburne Police Department has taken many steps toward satisfying the recent legislative changes of 2020. The chart notes the Reform Item, Action Taken and Status.

NYS Legislated Reform	Reform Item	Description	VSPD Action	Status
NYS Reform 1-S8492	Civil penalties for filing false reports on a member of a protected class	Establishes civil penalties for falsely Summoning a Police Officer when there is no reason to believe a crime, offense or threat has been committed involving a member of a protected class. (Effective June 13 th , 2020)	Conducted In-service training	Complete
NYS Reform 2-S2575-B	Require police officers to report the discharge of weapon	Requires a police officer or peace officer (whether on or off duty) who discharges his or her weapon under circumstances where a person could be struck by a bullet to verbally report the incident within six hours, and file a written report within 48 hours. (Effective September 13 th , 2020)	Conducted In service training and Amended Use of Force Policy	Complete
NYS Mandate 3-S2574-B	Require the reporting of Police Acts or Omissions Resulting in a Person's Death to the Office of Special Investigation	Establishes the Office of Special Investigation within the Office of the Attorney General which will have investigative authority and criminal jurisdiction for any incident involving the death of a person caused by an act or omission by a police officer or a peace officer employed as a corrections officer or contracted by an education, public health, social service, parks or housing agency. Where an investigation concludes that the death involved criminal conduct, the Office will be empowered to prosecute any such alleged offenses. (Effective April 2021)	Conducted in service training and received communication from the Attorney General's Office on how to communicate the information	Complete Will be reported when/if an incident occurs.

Police Reform Legislative Changes 2020. (cont'd)

<p>NYS Mandate 4-S6670-B</p>	<p>Ban Choke Holds</p>	<p>The Eric Garner Anti Choke Hold Act creates the crime of aggravated strangulation (making it a Class C felony) and establishes criminal penalties for a police officer who uses a chokehold that causes serious physical injury or death (Effective June 12, 2020)</p>	<p>No action taken Choke holds are already prohibited by the Use of Force Policy</p>	<p>Complete</p>
<p>NYS Mandate 5-S6601-A</p>	<p>Require Medical Response for Arrestees</p>	<p>Affirms an individual's right to Medical and Mental Health attention while under arrest or otherwise in custody of a police or peace officer. Failure to provide reasonable and good faith medical assistance could result in a cause of action against the officer, representative and /or entity. (Effective June 15th, 2020)</p>	<p>Conducted in service training</p>	<p>Complete</p>
<p>NYS Mandate 6-S1830-C</p>	<p>Require Policing Statistics be reported to the Division of Criminal Justice Services</p>	<p>Requires courts to compile and publish data concerning arrests and court proceedings involving low-level offenses such as violations and traffic offenses. Such report will include aggregate and anonymized demographic information such as race, ethnicity and sex. This bill requires police departments to submit annual reports on arrest-related deaths to the Department of Criminal Justice Services, as well as the Governor and State Legislature. (Effective December 12, 2020)</p>	<p>No actions needed, already in compliance</p>	<p>Complete</p>

NYS Mandate 7-S3253-A	Recording of Law Enforcement Activity	Provides that a person not under arrest or in the custody of a law enforcement official has the right to record police activity and to maintain custody and control of that recording and of any property or instruments used by that person to record such activities. A person in custody or under arrest does not, by that status alone, forfeit such right to record. (Effective July 13 th , 2020).	No actions needed, already in compliance	Complete
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Police Reform Legislative Changes 2020. (cont'd)

NYS Mandate 8-S8496	Provide the Public Access to Personnel Records of Officers	Repeal of Civil Rights Law 50-a which had made all personnel records used to evaluate the performance toward continued employment or promotion of police officers, firefighters, paramedics, correction officers or peace officers confidential and not subject to review without the individual's consent or a court order. This legislation also amends the New York State Freedom of Information Law (FOIL), subjecting any record created in-furtherance of a law enforcement disciplinary proceeding to disclosure under FOIL. The new Foil provisions require specific sensitive personal information, including medical history, to be redacted from such records prior to being disclosed. (Effective June 13 th , 2020)	Discussed with the Village Attorney and FOIL Officer	Complete
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Employing Smart and Effective Policing Standards and Strategies Highlights

Procedural Justice and Community Policing

- Agencies should prioritize providing training in procedural justice and include procedural justice principles in agency policies such as requiring officers to identify themselves by their full name, rank and command (as applicable) and provide written reasons for the stop (including traffic stops) and searches. Agencies across the nation provide officers with business cards that include the information noted above as well as directions on how to file a complaint.
- Policies, mission statements and job descriptions should include language regarding the critical nature of community policing and procedural justice in each agency and the methods and purpose of meeting goals related to these foundational concepts.
- Agencies should consider engaging all officer's not just subsets in community policing.
- Agencies should be encouraged to create programs and/or refocus patrols to increase non-enforcement interactions between officers and members of the community including regular interaction with community organizations, local business, faith based organizations, organizations that specifically represent marginalized groups (people of color, immigrant communities, limited English proficiency (LEP) citizens, individuals with disabilities and the LGBTQIA+ community).
- Municipalities, Law Enforcement Agencies, or the County should conduct annual community surveys using accepted sampling protocols (Potentially task to the Criminal Justice Advisory Board).
- Law Enforcement agencies should place a priority on sharing their community policing successes with a wider community through media and social media.
- Agencies should consider providing officer implicit bias awareness training and use processes which minimize the influence of officer bias, including double-blind line-up presentations and information-gathering interrogation approaches.
- Law Enforcement agencies should place a priority on sharing their community policing successes with the wider community through media and social media.
- Law Enforcement agencies should screen police officer candidates throughout the hiring and probationary period for explicit bias and create clear policies that those with explicit biases do not share the vision of the law enforcement agency.
- Agencies should adopt bias-free policing policies to send a clear message to employees and the community about the agencies commitment to fair and equal treatment.
- Agencies should refrain from using formally or informally sanctioned practices such as quotas for traffic or pedestrian stops, tickets and summonses that are not directly related to improving public safety.

- Agencies should consider putting in place policies to restrict the use of investigatory stops to only circumstances in which they promote public safety and do not unnecessarily harm police-community relations.
- Police agencies should make clear in policies and orders that when dealing with youth, the goal is always to divert them out of the criminal justice system whenever possible.

Employing Smart and Effective Policing Standards and Strategies Highlights

Law Enforcement Strategies to Reduce Racial Disparities and Build Trust

- Localities and their police agencies should examine how focused deterrence, hot-spots policing and problem-oriented policing could meet the needs of their communities.
- Agencies should have formal use of force policies that at a minimum meet the requirements of the New York State Accreditation Program. Agencies should also consider amending their use of force policies to.
- Include a principled commitment to preserving human life.
- Require officers to de-escalate situations when circumstances permit.
- Establish a duty to intervene if another officer is using excessive or unnecessary force.
- Require officers to render medical aid for individuals injured as a result of police actions.
- Prohibit shooting at moving vehicles, strangleholds, the use of deadly force on individuals who
- Pose a risk only to themselves and the use of retaliatory force.
- Require officer's issue a verbal warning before the use of force, to exhaust all alternatives prior to the use of deadly force and that force is proportional to the threat posed.

Agencies should consider having supervisors respond to crises involving a weapon, a person experiencing a mental health crisis, or if a dispatcher/member of the department believes there to be a potential for significant use of force.

- Training on the use of force and firearms should include scenarios where officers are not required to use force or discharge their weapon.
- Agencies should train and support the use of Distance, Cover and Time concept.

- Agencies should have detailed pursuit policies that give priority to the safety of the public, officer and subject.

Community Engagement

- Municipalities with police agencies should consider establishing a community-engaged policymaking is a process where policies and policy changes are created and/or vetted in partnership with community members (especially those areas with high rates of enforcement activity) through a formalized process and structure.
- Law Enforcement hold two-way communication sessions for youth (adolescents and teenagers) to discuss police relations and concerns with police leadership and officers.
- Agencies should organize and consistently hold Executive Level listening sessions with the community to engage in honest dialogue and receive feedback in small group settings.
- Agencies should consider creating policies and participating in trainings to address the need of marginalized communities such as requiring officers to recognize the preferred name and gender of an individual, specific training to address barriers with individuals with a disability that impacts their ability to communicate and eliminate language barriers whenever practicable.

Fostering Community-Oriented Leadership, Culture and Accountability Highlights

Leadership and Culture

- Agencies should evaluate their performance management and evaluation systems. Criteria for hiring and promotion and align them with the principles of procedural justice and community policing.
- Agencies should consider using up-to-date evaluation tools capable of evaluating new hires community policing skills and outcomes as opposed to arrests or tickets issued, in addition to other policing skills.
- Municipalities and agencies should consider creating awards and commendations that recognize officer's commitment to community policing, procedural justice and advancing other reform goals.

Tracking and Reviewing Use of Force and Identifying Misconduct

- Police Departments should put in place clear policies regarding reporting and documenting the use of force.
- Agencies should consider adopting clear disciplinary policies for who fail to report use of force or who falsify such reports.

- Agencies should review all use of force incidents, including as part of performance evaluations. Reviews should be used to evaluate the effectiveness of policies, procedures and training.
- Agencies should utilize use of force and administrative review findings as the basis for proactive, non-punitive interventions
- Municipalities and police agencies should consider providing the public with an annual summary of all use-of-force incidents including basic details of force incidents and the findings of internal or external investigations or reviews.
- Agencies should consider prohibiting supervisor involved in a use of force incident from taking part in the investigation of said incident.
- Larger Agencies should consider implementing data driven Early Intervention Systems that identify and prevent problematic and dangerous behavior. Smaller agencies may consider creating a committee of first-line supervisors to review subordinates work behavior quarterly.

Citizen Oversight and Other External Accountability

- Municipalities and agencies should evaluate the need and feasibility of establishing a community review board including what model you will choose to implement.
- Agencies should consider becoming accredited by the New York State Law Enforcement Accreditation Program.

Fostering Community-Oriented Leadership, Culture and Accountability Highlights

Internal Accountability for Misconduct

- Agencies should consider implementing a standalone “duty to intervene” policy that requires member to intervene if witnessing a fellow officer engage in an act that is unethical, in violation of any law or policy or when force is being inappropriately applied.
- Agencies should consider providing training on peer intervention and developing internal affairs policies in conjunction with employee representatives and community stakeholders.
- Law enforcement agencies should adopt an open and accessible complaint registry system and compliant investigation process/policy, with multiple access points and various means for accepting complaints.
- Departments and /or Municipalities should consider putting in place anti-retaliation policies to protect both internal and external complainants, establishing an “Inspector General,” generating and distributing internal memos regarding and managing a database of data related to the investigation of misconduct complaints.

- Departments should consider the use of a discipline matrix and the principles of procedural justice to guide internal disciplinary procedures.
- Local agencies should consider adopting a process by which departments regularly review lawsuit data, among other processes, to identify problematic officers, units, policies and practices.
- Agencies should establish a written Standard of Conduct that pertains to both on and off-duty behavior that is inconsistent with the mission and ethical code of their law enforcement agency.

Data, Technology and Transparency

- Local law enforcement agencies should comply with the Death in Custody Reporting Act (DCRA), participate in the FBI's National Use of Force Data Collection and consider participating in the National Decertification Index or any index created by the US Department of Justice.
- Agencies should consider putting in place policies about the timely release of information to the public after the use of deadly force.
- Agencies should consider collecting traffic stop data and publishing aggregate data annually.
- Agencies should consider publishing all general and special orders on their website within 24 hours of the issuance of said orders.
- Agencies should consider requiring officers to wear body camera's and create clear policies governing their use, including disciplinary measures for failing to adhere to said policies and retention and storage of data.

Recruiting and Supporting Excellent Personnel Highlights

Recruiting a Diverse Workforce

- Agencies should invest in growing their own talent by setting up cadet, pre-cadet, auxiliary police, Explorer and /or internships programs.
- Agencies should evaluate recruitment materials and ensure they are designed and targeted in hopes of attracting a diverse candidate pool, such as utilizing messages on career benefits that have shown to attract more diverse candidates.
- Departments should evaluate their hiring and recruitment process and identify barriers within such a process that limit recruiting a diverse law enforcement workforce.
- Educate the public about the hiring process, provide test and physical exam preparation classes and provide test preparation materials to candidates.

Training and Continuing Education

- Evaluate current training academy policies and procedures and ensure they align with the “guardian” mindset and conform to the goals of 21st century policing (procedural justice and community policing).
- Agencies should consider requiring the New York State Law Enforcement Accreditation Program standard of 21 hours of annual in-service training.
- Agencies should consider establishing performance based criteria for selecting personnel who will conduct agency training programs.
- Agencies should consider implementing leadership training for all department members but prioritize training for new sergeants or officers in charge.
- Training on the use of force and firearms should include scenarios where officers are not required to use force or discharge their weapon. Such training should be arranged so that it either follows or is followed by training in de-escalation.
- Agencies should require officers to participate in procedural justice, implicit bias awareness training and Crisis Intervention Training.
- Agencies should also consider training on how officers can better work with specific marginalized communities.
- Agencies should consider conducting periodic reviews, audits and assessments of training programs to ensure that they are not teaching outdated practices and /or basing their trainings on outdated understandings of community needs.
- Agencies should adopt policies requiring the maintenance of complete, accurate and up to date training records.

Supporting Officer Wellness and Well –Being

- Agencies should evaluate programs in place to address the wellness and well-being of officers and consider implementing peer support, journaling and counseling programs.

Plan for Implementation of Police Reform Initiatives

Meetings, discussions and surveys with the Village of Sherburne Stakeholders and members of the public have led to a review of reform initiatives and the formation of a plan to further ensure law enforcement accountability and trust in the Village of Sherburne. The following will direct the actions of the Village of Sherburne Police Department to take, along with benchmarks to guide the implementation of the plan.

What Functions Should the Police Perform?

Determining the Role of the Police

1. The Police Department will continue to;
 - a. Respond to 911 calls for service
 - b. Routine Patrols
 - c. Community Policing
 - d. Criminal Investigations
 - e. Property Checks
 - f. Make referrals to Social Services and Mental Health Services
2. Additional Action
 - a. Review the possibility to warm or soft hands off of a person in need of Social or Mental Health Services
 - b. Review the possibility to develop a method to make referrals to Social and or Mental Health Services on minor incidents.
 - c. Review the possibility to develop a system to notify schools of students who have been involved directly or indirectly in trauma inducing incidents alerting school officials (counselling staff) of potential needs.

Staffing, Budgeting and Equipping Your Police Department

1. The Police Department Operates on Minimal Staffing
2. Community Outreach
3. Maintain Body Cameras and Review Technology to continue to improve transparency

Employing Smart and Effective Policing Standards and Strategies

Procedural Justice and Community Policing

1. Actions to be taken
 - a. Promote the Principled Police Training
 1. Participate in Sheriff's Office training
 2. Review the possibly re-instituting Neighborhood Watch

Law Enforcement strategies to Reduce Racial Disparities and Build Trust

1. Actions to be taken
 - a. Promote training areas of cultural diversity to aid officers understanding
 - b. Implement Cultural Diversity Training
 - c. Participate in training with Women and Minority Owned Business in Spring 2021
 - d. Review and Implement Unbiased-Based Policing Policy in fall 2021
 - e. Continue Community Outreach

Community Engagement

1. Actions to be taken
 - a. Continue Community Involvement Programs
 1. Senior Citizen Education – Scams, medication, VINE, Domestic Violence, Yellow Dot Program
 2. School Presentations – Safety topics, drug education, driver safety, domestic violence, DARE.
 3. Promote Fight Crime Invest in kids
 4. NYS Opioid Overdose Prevention Program
 5. Prescription Take Back Program Participation
 6. Speed Trailer Participation

Fostering Community-Oriented Leadership, Culture and Accountability

Leadership and Culture

1. Actions to be taken
 - a. Develop if possible a training program for staff focused on mentoring and being a role model for Police Department staff (4th Quarter of 2021).

Tracking and reviewing Use of Force and Identifying Misconduct

1. Actions to be taken
 - a. Review and revise the Use of Force Policy with the Village Board and counsel if necessary, review public comments.
 - b. Review and revise the Vehicle Pursuit Policy annually if needed.

Data, Technology and Transparency

1. Actions to be taken
 - a. Develop and ensure timely citizen access to the use of force data and personnel complaint incidents and outcomes.

Recruiting and Supporting Exceptional Personnel

Recruiting a Diverse Workforce

1. Action to be taken
 - a. Outreach to other fulltime departments

- b. Outreach with community based groups

Training and Continuing Education

1. Action to be taken
 - a. Implicit Bias Training to all Police Department Officers (1st Quarter of 2021)
 - b. Cultural Diversity Training (1st Quarter 2021)
 - c. Disability Awareness Training (4th Quarter 2021)
 - d. Mental Awareness Training (ongoing)
 - e. Principled Policing (2nd Quarter 2021)
 - f. De-escalation Training

Support Officer Wellness and Well-Being

1. Promote an employee assistance plan
2. Promote a culture of wellness
 - a. Structured Debriefings
 - b. Peer Support
 - c. Mental Health First Aid for Law Enforcement

Conclusion

The Village of Sherburne and the Village of Sherburne Police Department will continue to work closely with the Chenango County Sheriff's Office, and our Community Partners to ensure the Sherburne Police Department maintains a standard of excellence and consistently provides the highest possible level of law enforcement services to our community. The Village of Sherburne recognizes the importance of public safety throughout the community and is committed to utilizing all available resources in order to ensure the safety and well-being of our citizens.

Village of Sherburne Board of Trustees Resolution in support of the plan

Whereas, the Village of Sherburne is committed to Police Reform as described in the Governor's Executive Order No. 203, and

Whereas, the Mayor's Police Reform Panel has discussed the Village of Sherburne Police Department practices, and potential improvements to support the intent of the Governor's Executive Order,

Now therefore be it resolved, the Village of Sherburne Board of Trustees hereby supports and approves the final version of the Village of Sherburne Police Reform & Reinvention Collaborative Plan, dated March 15, 2021.

Roll call vote:

Ayes: Trustee Smith

Trustee Tomaselli

Trustee Casscles

Mayor Acee

Noes: None

Absent: Trustee Westcott