

Dolgeville Police Department

Police Reform and Reinvention Collaborative Plan

This plan is in response to the New York State Police Reform and Reinvention Collaborative effort mandated by Governor Cuomo via Executive Order #203.

Purpose: To foster trust, fairness and legitimacy within communities throughout our state and to address any racial bias and disproportionate policing of communities of color.

Dolgeville Police Department is staffed by:

- 1 Chief of Police (PT);
- 3 Full-time Police Officers and;
- 9 Part-Time Police Officers.

We serve a geographical area of 1.83 square miles with a population of 2,206 in 2010.

When this Executive Order was released and provided to our agency, it was accompanied by a 135-page book with suggestions, ideas, best practices, and topics to consider as a part of our review and plan. The need to have unbiased interaction and a collaborative approach to successful policing is imperative for public safety and for public confidence in our service. We have and will continue to strive to be an agency that cares, serves, and supports the residents of the Village of Dolgeville and its surrounding neighbors.

Goals and Objectives:

1. Review the needs of the community served by its police agency and evaluate the department's current policies and practices.
2. Continue to establish policies that allow the agency to effectively and safely perform their duties.
3. Involve the community in the discussion.
4. Develop policy recommendations resulting from this review.
5. Offer the plan for public comment.
6. Present the plan to the Village Board to ratify or adopt.
7. Certify the adoption of the plan and submit to the State Budget Director.

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1. Review the needs of the community served by its police agency and evaluate the department's current policies and practices.

- a. Reviewing the needs of the community and evaluating our policies and procedures is something we do continually. Our policies and procedures have been newly installed and formatted to be the best for the community and based

on the State of New York Division of Criminal Justice Services Accreditation. The needs of the community are the most important and affect the services we provide and how we provide them. We participate in public meetings and events and our patrols try to engage the community every chance they get in hopes of being a good partner and staying ahead of any necessary changes or potential issues.

2. Continue to establish policies that allow the agency to effectively and safely perform their duties.
 - a. As far as policies that allow us to effectively and safely perform our duties, the Dolgeville Police Department is moving towards State certification as an accredited agency.
 - i. Accreditation is a progressive and contemporary way of helping police agencies evaluate and improve their overall performance. It provides formal recognition that an organization meets or exceeds general expectations of quality in the field. Accreditation acknowledges the implementation – and proof of enforcement – of policies that are conceptually sound and operationally effective.
 - ii. When completed, everything we do will be monitored and approved by the accreditation counsel, which is controlled by the State of New York. The Chief of Police is the controlling force obligated to continually monitor our policies, make any necessary changes and communicate with the state when there is an issue.
 - b. The New York State program became operational in 1989 and encompasses 109 standards developed to further enhance the capabilities of an agency and is divided into three categories:
 - i. Standards in the Administrative section have provisions for such topics as:
 1. Agency organization;
 2. Fiscal management;
 3. Personnel practices and;
 4. Records management.
 - ii. Training standards encompass basic and in-service instruction, as well as training for:
 1. Supervisors and;
 2. Specialized or technical assignments.
 - iii. Operations standards deal with such critical and litigious topics as:
 1. Highspeed pursuits;
 2. Roadblocks;
 3. Patrol, and;
 4. Unusual occurrences.

- c. When the state updates their program standards, they update their verification manual and notify agencies, who then make necessary changes to maintain compliance.
- d. The Police department will coordinate an annual review of agency policy and conduct audits and inspections as necessary to ensure compliance with the accreditation standards and agency policy.

3. Involve the community in the discussion.

- a. Involving the community was difficult due to COVID-19 this year. We brought together representatives from most of the sub-groups in the community such as seniors, youth, public service, business and others at a Zoom meeting for with our stakeholders.
- b. Discussion involved several topics including:
 - i. Policing sects of the population of people of color;
 - ii. Interaction with community;
 - iii. Transparency of the police department to the public;
 - iv. New training topics;
 - v. Agency Policy;

4. Develop policy recommendations resulting from this review.

- a. Encouraging officers to have more personal interaction with community members, not just during an emergency situation;
- b. Increase the police department's community presence;
- c. Increase agency transparency by:
 - 1. Posting statistics on the website.
 - 2. Posting Use of Force Policy on website.
 - 3. Posting Officer Complaint Form on website.
- d. Continued accountability for staff misconduct;
- e. Mandated De-escalation Training, Crisis Training and Response for Mental Health Issues.
- f. Update Defensive Tactics Training to exclude chokeholds;
- g. Look into Body Camera purchase, policy creation and implementation;
- h. Continued review of Use of Force events through policy recently instituted mandating a review of all incidents. All incidents are reviewed for compliance by the Chief of Police;
- i. Re-work the agency Use of Force policy to include wording and policy changes in as approved by NYS MPTC sample policy.

5. Offer the plan for public comment.

- a. This plan will be offered for public comment at Village Board meeting in February.

6. Present the plan to the Village Board to ratify or adopt.
 - a. Offer a resolution for the March board meeting.

7. Certify the adoption of the plan and submit to the State Budget Director.
 - a. Deliver by the 1st of April to the State Budget Director.

APPENDIX B

NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE PLAN CERTIFICATION FORM

Instructions: The Chief Executive of each local government must complete and submit this certification and a copy of their Plan to the Director of the New York State Division of the Budget on or before April 1, 2021 at BO203Certification@budget.ny.gov.

I, Mary E. Puznowski, as the Chief Executive of Village of Dolgeville
(the "Local Government"), hereby certify the following pursuant to Executive
Order No. 203 issued by Governor Andrew M. Cuomo on June 12, 2020:

- The Local Government has performed a comprehensive review of current police force deployments, strategies, policies, procedures, and practices;
- The Local Government has developed a plan, attached hereto, to improve such deployments, strategies, policies, procedures, and practices (the "Plan");
- The Local Government has consulted with stakeholders (including but not limited to: membership and leadership of the local police force; members of the community, with emphasis in areas with high numbers of police and community interactions; interested non-profit and faith-based community groups; the local office of the district attorney; the local public defender; and local elected officials) regarding the Plan;
- The Local Government has offered the Plan in draft form for public comment to all citizens in the locality and, prior to adoption of the Plan by the local legislative body, has considered the comments submitted; and
- The legislative body of the Local Government has ratified or adopted the Plan by local law or resolution.

Mary E. Puznowski
Name

Mary E. Puznowski
Signature

Mayor
Title

3-9-21
Date