

All participants should recognize that funds are limited, that personnel must be trained and managed for the tasks they are given, and that organizational change is rarely swift. The Village of Cobleskill Police Department accepts and embraces all necessary changes within its procedural capacity, to protect and preserve public safety with honor and integrity.

EVIDENCE BASED POLICING STRATEGIES:

Use of force policies=adopt policy prohibiting the use of force for retaliatory reasons, such as resisting, fleeing, or showing disrespect for an officer

(current policy) We do have policies in place that ban UOF for certain things (see GO 128-7), although retaliation isn't specifically mentioned. We can certainly add retaliation to the list of prohibited uses of force, particularly in circumstances where a person is in custody and no longer a direct threat to officers. As for resisting or fleeing, the standard of objective reasonableness was established by *Graham v O'Connor* and determines what amount of force an officer may lawfully use to effect an arrest or prevent escape (see GO 128-2, 128-4, and 128-5). So while officers may not use force for certain things, they can use *objectively reasonable* force to accomplish other goals, including effecting arrests and preventing escapes.

Procedural justice=the manner in which law enforcement interacts with the public, and how these interactions shape the public's trust of the police. The four pillars of procedural justice are: treating individuals with dignity and respect, giving individuals a voice during law enforcement interactions, being neutral and transparent in decision making, and conveying trustworthy motives.

(current) This is covered somewhat in different places in our General Orders, but the term itself is not used as far as I can tell. The Mission Statement and Introduction touch on the concept, and additional

instances can be found in Chapter 1 as well as Chapter 12 (especially 12-10 and 12-11).

Implicit bias awareness training=Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner. Implicit bias awareness training allows officers to recognize their own human biases and how implicit biases can affect their perceptions of others and their behavior. This training develops skills and tactics to reduce the influence of bias on police practice, and allows officers to be safe, effective, and just professionals.

(current) While some of our officers have had training in implicit bias, not all of them have. This is something that we should incorporate into the policy manual so that it's required to be taken at least once if not recurring.

De-escalation training and practices=diffuse a possible dangerous situation with body position and stance, tone of voice or word choice to calm rather than inflame an already tense situation. Exhaust all available methods of resolving a situation before using force.

(current) Again, some of our officers have had this type of training while other have not. It should be required by policy and be recurring on a regular basis for all officers.

Law enforcement assisted diversion programs=education, drug or mental health treatment may provide a better alternative for the individual & community versus incarceration

(current) We already participate in the Schoharie County LEAD Program. There should be a policy on new officers having to take the LEAD training and possible refresher training on occasion.

Restorative justice practices=healing rather than punishment, cooperation from all parties to arrive at a mutually acceptable resolution

(current) We don't have anything regarding this in our policy manual or participate in any program of this type, at least at the pre-arrest stage. I also don't

think that this is something that we can do on our own. It would require the involvement of other agencies/organizations/entities as well. How would participants be brought to the table? Would it be voluntary or court-ordered? What would the disqualifiers (if any) be? Who appoints the mediator? It's certainly something we can explore, but I don't think that we could incorporate it in our policies unless the program is established first.

Community based outreach and conflict resolution=aim to curb violence by working with high-risk individuals & connecting them with services, programs, & other community engagement initiatives as to interrupt the cycle of crime

(current)We kind of do this now with LEAD, although it's not necessarily designed to curb violence. I think these are more of the Police Athletic League (PAL) type programs to help keep kids out of gangs and keep them engaged and out of trouble. While I'd love to be able to start up a PAL-type program, I just don't think that we have enough personnel to do it effectively. I'm not sure we could justify a program like this for what would amount to a very small number of people and would require more resources than we have. One thing we could do in this area would be more regular visits to the schools to engage in non-authoritative contacts with the students.

Hot Spots policing=visible increase in police presence where there are known crime spikes

(current)There are not many current hot spots. We usually have noise complaints/loud parties in off-campus student housing areas (which can change location from year to year), the occasional possible drug dealing call, or excessive vehicular speed complaints. In all of these cases, we already visibly increase

police presence in the affected areas to help deter the activity.

Focused deterrence=officers engage directly with offenders or groups of offenders based on their prior history, sometimes in partnership with community members

(current) This sounds like engaging an outside person (such as a member of the clergy or other prominent citizen) to go with an officer to engage the offender(s). To date, we have a very limited number of "offenders" who we could even attempt this with. So, as with many community-based outreach/PAL-type programs, I'm not sure that we would have the client base or resources needed to make this effective.

Crime prevention through environmental design=modify lighting and landscape, reducing the opportunity for crime

(current) I've had some basic training on the CPTED concept, and I like what I've seen. Although most of the issues (and changes needed to correct them) are encountered in more urban and suburban areas, there are some things that we here in the Village of Cobleskill could benefit from. Getting started would take working with Code Enforcement to gather a list of potential issues and remedies and then convincing the property owners that they need to make the changes in order to help deter criminal activity in that area. I'm all for it, and I think we could get it done with the resources that we have (with some exceptions). One big exception is that we could really use a good video system in the Main Street area that feeds directly into the PD and is recorded. Of course while the Village would own/operate the system, it's certainly possible to try and convince the business owners in that area to help foot the bill for the cost (I don't think it would take too many cameras to actually cover the whole area), and if they

all joined in and split it up across the board, it probably wouldn't be that much to start it up. The tough part is that with COVID-19, most of them have been hit hard financially already (and will be suffering for years to come), so it would be a really tough sell right now. Plus, some of them have already invested in security cameras and may not see more cameras as an added benefit for them or their businesses.

Violence prevention and reduction interventions=examples are youth development, programs relying on mentors from the community to teach young people skills/ addressing trauma & preventing violence at home, family counseling/ parent support, support programs run by social workers/community based outreach and violence interruption, derived from public health models of gun violence

(current)As with some of the other topics in this list, I think it's a good idea, but there are already a few programs out there that address these types of issues. We could certainly try to participate more in some of them, but trying to add our own program seems superfluous. What I'd love to do is make use of our own DARE program, which is exactly this type of program. We had great success with it in the Head Start program, but I'd like to see us expand into the elementary and middle schools as well. At that point it comes down to resources. We currently have one remaining DARE officer (Tahir Haqq). We used to have two before Shane Jones left. But even with two, scheduling the classes was challenging. We'd need to put more money (and people) towards it for it to be able to work.

Problem-oriented policing=Law enforcement agencies can work with community residents to identify problems and collaborate on implementing solutions that produce meaningful results for the community.

(current) This is VERY similar to hot spots policing and focused deterrence (at least in our community). We actually did this back when Chief Travis was at the helm. We had issues with noise/loud parties in certain areas (mainly West Main St. and MacArthur Ave.) and met multiple times with residents and business owners in those areas. What resulted were the new noise ordinances and unruly gathering laws that we have today. So I would say that we already do this and will continue to do so.

Model policies and guidelines promulgated by the NYS Municipal Police Training Council, and standards promulgated by the NYS Law Enforcement Accreditation Program=The Village Board has contracted with Lexipol to evaluate and assist in necessary revisions of the Village of Cobleskill Police Policies and Procedures Manual. The Village Board and Police Department are currently working towards, and taking all necessary steps to become an accredited law enforcement agency.

(current) Not much to say on this one. It's a work-in-progress and will get done as soon as we can do it.

Studies addressing systemic racial bias or racial justice in policing=evaluate practices concerning the identification and investigation of hate crimes and bias. Find additional training and community resources to draw on to enhance hate crime prevention and response.

(Current) We can certainly use more training in this area, but we do on occasion deal with hate crimes and bias. Most recently we arrested a person for throwing bricks through the windows of a local business in part because of the owner's ethnicity. So it exists here, and we do deal with it (although it's rare). We could certainly try to do more in the area of hate crime prevention by working with other community resources to get the word out. More training would help our response in the sense that we might be able to detect hate-based crimes more readily with enhanced training.