

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:

IDEAS/DISCUSSION/COMMENTS COLLECTED FROM THE OCTOBER 22 COMMITTEE MEETING ARE INDICATED IN RED BELOW

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.

- Mirror NYC policy on chokeholds etc. avoiding compressing the diaphragm
- choke holds, strangle holds are already banned
- be thoughtful not to be too restrictive
- Officers may encounter a "fight for his/her life" situation
- where is the line between unnecessarily continuing to restrain an individual who is no longer resisting
- the Cobleskill PD does have a duty to intercede policy

-objectively reasonable force is a Supreme Court doctrine. The standard thread throughout the criminal justice system; what a reasonable person would do in a situation, is well defined

-Is that a high enough standard regarding the use of deadly force

-are we training our officers to learn what is reasonable (per/Jeff, they train to recognize indicators, de-escalation is used and the goal is to get the individual to bring him or herself "down", which is especially difficult if impaired by substances)

-8 Can't wait recommendations recognize the use of deadly force protecting an officer or others if there is a current, active, immediate threat of death posed VERSUS an imminent threat

-(emailed 10/23) 8 Can't Wait initiative has seemingly as many opponents as advocates. Seems directed towards reform in large cities. Uneasy about using campaigns aimed at larger police forces that would hinder the work of our local police force. Looking for use of force statistics for Cobleskill PD to define what types of issues currently exist in Cobleskill

-looking for objective changes that can be made to reduce deaths

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).

- all encompassing as we proceed, SAME for ALL
- asking clarifying questions vs resisting
- extra layer of scrutiny by prosecutor
- complaints can be made, reviewed and results available for review by complainant
- should there be a civilian review board
- officer disciplinary records reviewable
- timely transparency if a mistake is made vs. hiding it
- prevent shielding officers or purposefully keeping from the public
- possible tainted jury pools due to social media

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.

- mandatory, annual training requirement of all officers
- critical race theory
- Violation of White House? Will we lose federal funding as a result?
- what state & federal funds are received by the village

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 others have not. It should be

required by policy and be recurring on a regular basis for all officers.

- mandatory annual training for officers

- possible dangerous situation: immediate threat vs. eminent threat

- culture of the Cobleskill PD/ accepting of all training required & practice in daily activity

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.

- criteria? Who LEAD is offered to (frequent offenders) NOTE: lead is not in our policy, we just choose to participate

- participant must be a WILLING participant

- can LEAD be expanded on

- collaboration of services, dept. of health, mental health, legal defense of indigents etc.

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 dis-qualifiers (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.

- mediation of disputes, Catholic Charities collaboration

- victim impact panels

- restorative justice
- repairing harm done vs other penalties such as jail time
- board for alternative incarceration
- community service as an option?
- where does this fit in our policy OR do we look for partnerships and/or referrals?
- community responsive to our own accountability
- teaching, engaging, collaborating, connecting

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 **or behavior**

(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.

- start with the youth
- volunteerism
- what's available & available to ALL
- limited resources limit officers to engage outside of their shifts (let alone during their shifts)
- do we put into the policy that the officers DO have opportunity to engage w/the community
- look for opportunities where large groups of youth will already be gathered

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.

- eliminate hot spots, see something, say something
- hot spots policing currently being done by PD
- landlords held ultimately responsible for reoccurring tenant behaviors causing unrest to nearby residents

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.

- currently collaborate with other community resources & will continue to look for support
- limited village funding will not necessarily allow for officer engagement

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.

- residential area must follow village code for lighting
- currently have a well lit parking lot at the village offices for exchange etc. also videoed
- currently have unused drug drop box in lobby of PD and used needle drop
- creation of more sidewalk has been helpful
- creation of more crosswalks and enforcement
- Golding Park (aka Teen Town) out of the way, area for unwanted behavior, no security cameras
- utilize the park more for our youth
- have lighting automatically shut off at the hour the park is supposed to be closed
- should skate park and/or volleyball court/basketball court be moved to lorio Park

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.

-repeating what's already been said (COLLABORATION)

-question effectiveness of DARE program

-funding needed and manpower

-outside of police jurisdiction...should we create a "side list" of recommendations not necessarily policy

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.

-see something say something

-create a "quality of life officer" (not using police to solve all problems)

-resolve rather than make an arrest by utilizing other outside resources

-department is one size, budget is what it is, can a trained community panel/volunteers act in some capacity

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.

-problems with Lexipol? Review policies once re-written by Lexipol

-Lexipol has been contracted by the Village Board

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.

-more training (quality training)-evaluation & feedback of training provided along with follow up

-Practice makes muscle memory

-putting people in situations

-tracking racial background, is there evidence of implicit bias or are things even handed

- if officers know they are being tracked will officers not stop individuals within a certain category we are watching
- Or, if officers know they are being observed, will they ensure he/she IS being even handed
- everyone needs to be treated equally to ensure community safety
- re-evaluate practices
- can we track everything?
- indicating racial background on all traffic stops
- will that deter officers from making as many stops
- are we tracking just race, or are we tracking gender, or how a person identifies themselves
- field interview card can be used to track data
- define what contacts are we collecting data for (already done on all arrests and incident reports)
- not all traffic stops result in a ticket (some will receive a warning to repair a headlight, for example)
- indicate race at all traffic stops to assess if officers are stopping individuals for "driving while black"
- data available to the public
- legality of asking individuals their race? Do they have to answer that question?
- what do we do with the data collected
- change over time, how big of a problem do we have now, was training effective?
- who is reviewing the data collected
- the more you put on officers, the less they are likely to do
- are the numbers skewed because it doesn't indicate how many people were "let go" (incomplete data)
- looking for a better way to police and a better relationship between community and police