

City of Poughkeepsie Police Reform And Modernization Collaborative Report Highlighted Changes After February 2 Release of Draft Document

Continuing conversation, Page 4

The City and the City of Poughkeepsie Police Department will continue providing a website and email address location that any willing community stakeholder can continue to forward comments, concerns and policy suggestions to continue the process and progress of a collaborative community and policing approach to resolving crime and other issues that are of importance to the community.

Procedural Justice Committee's role in future, Page 6

The Procedural Justice Committee shall remain engaged and may have an active role in making suggestions, for a number of issues including policy and collaborating for solutions to the many issues and challenges facing the community and their relationship with the City of Poughkeepsie Police. Together, a collaboration such as this, will further advance and promote a more transparent and trusting community/police relationship. Future and possibly more frequent surveys and data evaluation will be considered.

Training, Page 7

The City of Poughkeepsie Police Department recognizes the need for ongoing training in numerous disciplines within the field of law enforcement. Additionally, the Police Department recognizes the importance of transparency within certain areas and components therein. Training in such cases will be presented in a significant similar manner to members of the Procedural Justice Committee, other City employees as well as elected members of the Common Council. The scope and intent of parallel training is to offer a fair and transparent look at the described training attended by officers. Such training may foster additional understanding, support and transparency between other city employees and the community to which we all serve.

Policy Manual, Page 8

The City of Poughkeepsie Policy manual revision and re-write began in 2019 as stated and was prior to the Governor's Executive Order. The

Federal, State, and Accreditation directives and guidance are not flexible and are required to be met by our police department. Best practices are derived from the City of Poughkeepsie Police Department and others to mitigate poor decision making.

Accreditation, Page 8

It is the desire of the City of Poughkeepsie Police Department to become a fully recognized accredited police department through the New York State Division of Criminal Justice Services. 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 of policies that are conceptually and operationally effective. As a part of New York State Accreditation, personnel evaluations are included as a measurement of sworn personnel. To achieve accreditation status, it is the desire of the City of Poughkeepsie Police Department to hire personnel dedicated to the effort involved including planning, preparation and the institution of all policies and procedures to achieve compliance.

Use of Force, (including language on duty to intercede and medical language) Page 9

Use of Force, Policy 300

The City of Poughkeepsie has a policy in place that provides guidelines on the reasonable Use of Force, including outlining methods, techniques and circumstances and providing a definition of pertinent terms. The department's most recent updates to the use-of-force policy reflect recent changes in State/Federal Law regarding carotid control hold.

The Use of Force Policy and the various tenets that speak to same are again derived from Federal, State and Accreditation standards. Numerous alternatives to the highest levels of force are identified in the policy manual. Throughout the tenets, officer's decisions are guided by "reasonable" under the circumstances. The policy manual is a guide and cannot speak to nor identify every given situation facing an officer. The Use of Force Policy and tenets therein guide officers in responsible decision making to provide safety to the citizens of Poughkeepsie, safety to themselves and protect the home and business owners of the City from liability.

300.2 Policy

A mutually important component of the policy is stated and clarified as “the use of force by law enforcement is a matter of critical concern, both to the public and to the law enforcement community.” As such, a very comprehensive set of guidelines have been dedicated to addressing use of force.

300.2.1 Duty to Intercede and Report

As noted and of utmost importance to the community, is the duty to intercede. The policy states “any officer present and observing another law enforcement officer or member using force that is clearly beyond that which is objectively reasonable under the circumstance shall, when in a position to do so, intercede to prevent the use of force posed by the subject.”

300.6 Medical Considerations, Page 10

Once it is reasonably safe to do so, medical assistance shall be obtained for any person who exhibits signs of physical distress, has sustained visible injury, expresses a complaint of injury or continuing pain, or was rendered unconscious.

This section is important, in that officers need to ensure the safety of the injured, the safety of the citizens in the immediate area as well as the safety to responding City of Poughkeepsie Fire Department personnel, Emergency Medical Technicians, Paramedics and any other responding first responders.

The City of Poughkeepsie Police Department has recognized the need to de-escalate and recognize those in mental crisis. The initial 40 hour training and ongoing de-escalation training and is to prepare responding officers with the tools to recognize a mental health crisis and mitigate when possible within their ability. In many cases of police response to those in mental health crisis, more intense care is needed and those in crisis are transported to the appropriate facility for treatment by experts.

Warrant Service, Page 14

To better evaluate the needs to initiate warrant service, each request for the Emergency Services Unit for warrant service is individually scrutinized. The totality of the request is evaluated with use of a strict threat risk matrix. The risk matrix is to evaluate the dangers/risk posed by the subject of the warrant, the dangers/risk posed to the officers initiating the warrant service and the dangers/risk to the people in the immediate area. Alternatives to ESU warrant service are always evaluated within the threat matrix. The threat matrix was developed in part with guidance from industry sources

including Lexipol, other police departments and the National Tactical Officers Association.

Website Upgrade, Complaint Form Changes, Page 16

The City recognizes the importance of information technology and user friendly accessibility to the City of Poughkeepsie Police Department and the complaint process. The City is currently upgrading the entire City website including the police department. Fully implemented changes to the complaint form as suggested as well as the Police Department website should be fully upgraded by the end of the 2nd quarter 2021.

Statistical Transparency, Page 16

The City of Poughkeepsie Police Department records and reports large amounts of data in relation to the activities of the police Department. Statutorily required data is reported to the New York State Division of Criminal Justice Services. Recognizing the challenges to locate this reported data and in full transparency with the community a direct web link to this data will be available on the City of Poughkeepsie Police Department webpage.

The data in question currently includes Crime and Victimization (index crimes), Arrests, Dispositions, Criminal Justice Population Demographics, Youth Justice Data and other relevant data.

New York State Criminal Justice Statistics

<https://www.criminaljustice.ny.gov/crimnet/ojsa/stats.htm>.

In full conformity with statutory requirements contained within the “Police Statistics and Transparency Act” signed into law by Governor Andrew Cuomo on June 15, 2020, the City of Poughkeepsie Police Department will require that any law enforcement officer or peace officer who discharges their weapon, while on or off duty, where a person could be struck by a bullet from the weapon is required to verbally report the incident to his or her supervisor within six hours and prepare and file a written report within 48 hours of the incident.

Civilian Review Board, Page 18

The city administration believes a “Working Group” should be created that includes two City of Poughkeepsie PBA members; two members of the Police Command Staff; two members of the Common Council; two

members of the community active in the ongoing discussions around police reform, both of whom should be residents of the City of Poughkeepsie; and the City Administrator.

The Working Group should provide its recommendations to establish a Local Civilian Complaint Review Board to the Administration and the Common Council at a public meeting called for that purpose. The recommendations should include, but should not necessarily be limited to, the design and operation of a new civilian complaint process and the board's composition and authority.

Community Policing Public Outreach, Page 27

Community Policing will commit to outreach by way of a virtual based platform to those citizens willing to participate. Regularly scheduled meetings will begin in the coming weeks. Community policing officers will conduct outreach and community policing meetings by way of each of the 8 geographical wards of the City. This approach will enable community members to identify issues that may be unique to the ward area.

Community policing officers will utilize the above model in problem solving and will help marshal resources to address issues outside of their prevue. The participation and assistance of the elected common council members of each ward sought and welcome.