

# VILLAGE OF GOSHEN



## POLICE REFORM & REINVENTION COLLABORATIVE PLAN

Honorable Michael Nuzzolese, Village Mayor  
Honorable Peter Smith, Deputy Mayor and Police Commissioner  
Honorable Christopher Gurda, Village Trustee  
Honorable Anthony Scotto, Village Trustee  
Honorable Daniel Henderson, Village Trustee.

# Table of Contents

Introduction.....	3
The Village of Goshen Community.....	4
The Village of Goshen Police Department.....	6
The Collaborative Process.....	7
Collaborative Plan Specifics.....	9
Conclusion.....	12
Appendix A.....	13
Appendix B.....	40

## Introduction

On June 12, 2020, New York State Governor Andrew Cuomo issued Executive Order No. 203 (“EO-203”). EO-203, entitled, *New York State Police Reform and Reinvention Collaborative*, required each municipality in New York State having a law enforcement agency to review the practices of that agency and develop a plan to improve such practices. Specifically, EO-203 stated as follows:

*Each local government entity which has a police agency operating with police officers as defined under 1.20 of the Criminal Procedure Law must perform a comprehensive review of current force deployments, strategies, policies, procedures and practices, and develop a plan to improve such deployments, strategies, policies, procedures and practices, for the purpose of addressing the particular needs of the communities served by such police agency and promote community engagement to foster trust, fairness and legitimacy and to address any racial bias and disproportionate policing of communities of color.*

In order to develop the plan required by EO-203, municipalities were directed to engage in an open process which would allow for community input into the development, preparation and adoption of each community’s Police Reform and Reinvention Plan (“Plan”).

This Plan has been developed in accordance with the requirements of EO-203. It is important to bear in mind, however, that this Plan is a living document and does not represent the end of the process but, rather, the beginning of an ongoing process that will require a continual review of police policies and procedures to ensure that the Village of Goshen Police Department at all times fulfills its duties to all people who live and visit our community regardless of age, sex, race, religious persuasion, ethnicity and/or sexual orientation.

## THE VILLAGE OF GOSHEN COMMUNITY

The Village of Goshen is a municipal corporation located within in the Town of Goshen, approximately 50 miles north of New York City. The Village was settled in 1714 and was incorporated in 1809. It is currently the County Seat of Orange County.

The Village has a total area of 3.2 square miles. As of July 1, 2019, the Village population was approximately 5370.<sup>1</sup>

The most recent available demographic information for the Village of Goshen provides that:

- The racial makeup of the Village as of July 1, 2019, was approximately 66.30% White, 27.50% Hispanic/Latino and 3.20% Black or African American together with a smaller number of Asians and other ethnicities.
- The Village population is relatively equally divided between young and old with 26.40% of the population under the age of 18 and 22.10% of the population over the age of 65.
- Females represent approximately 53.50% of the Village population.
- The median income for a household in the Village is \$82,019.00.
- The per capita income in the Village is \$43,024.00.
- Approximately 9.70% of the Village population was classified as being a “person in poverty.”

---

<sup>1</sup> All demographic information is estimated as of July 1, 2019 and was obtained through the United States Census Bureau at: [www.census.gov/quickfacts/goshenvillagenewyork.gov](http://www.census.gov/quickfacts/goshenvillagenewyork.gov).



The Village Government consists of a Mayor and four Village Trustees with the Mayor being the Village's Chief Executive Officer and responsible for the daily management of the Village Government.

## **THE VILLAGE OF GOSHEN POLICE DEPARTMENT**

The Village of Goshen Police Department was established in 1877. Currently, there is a full-time Chief, 12 full-time officers, 12 part-time officers and 4 dispatchers. Additionally, the Department has 4 sergeants and 2 detectives. A current assessment of the Village Police Department functions is attached hereto as Appendix A.

The Department is fully operational 24 hours per day and 7 days per week. Police activity for 2020 was as follows:

- 229 arrests
- 17 felony arrests.
- 159 misdemeanor arrests.
- 53 violations issued.
- 1,196 traffic citations issued.
- 3,778 911 calls were answered.
- 63 domestic disputes were answered.

As these statistics illustrate, the Village of Goshen is not a community that has a significant number of violent, felony-level crimes. The function of the Village Police Department is, generally speaking, that of community policing. The Plan adopted herein is promulgated in an effort to facilitate that community policing function.

## **THE COLLABORATIVE PROCESS**

Consistent with the directive of EO-203, the Village of Goshen, through the entire Village Board which, as the elected representatives of the Village of Goshen, took the lead in this process, together with the Village of Goshen Police Department, beginning in the Fall of 2020, undertook a thorough and comprehensive review of the following Village of Goshen Police Department Policies and Procedures:

- GO #2 DOMESTIC VIOLENCE POLICY
- GO #5 USE OF FORCE/ARTICLE 35
- GO #16 SPECIAL MUNITIONS/LESS THAN LETHAL OPTIONS
- GO #18 WARRANTS
- GO #19 PERSONNEL EVALUATIONS
- GO #20 MOTORCYCLE PATROL
- GO #27 JUVENILE ARREST PROCEDURES
- GO #29 INVESTIGATION OF HATE CRIMES
- GO #42 GOALS AND OBJECTIVES
- GO #49 CIVIL SERVICE EXAMS
- GO #52 RACIAL BIAS AND PROFILING
- GO #55 K-9 UNIT POLICY AND PROCEDURES
- GO # 57 BICYCLE PATROL
- GO #58 SCHOOL RESOURCE OFFICERS
- GO #59 PERSONS WITH DISABILITIES
- GO #62 CITIZEN COMPLAINTS/INTERNAL AFFAIRS

Public input was solicited at the following open meetings:

- Monday, January 11, 2021 at 7:00 p.m.
- Monday, January 25, 2021 at 7:00 p.m.
- Monday, February 8, 2021 at 7:00 p.m.
- Monday, February 22, 2021 at 7:00 p.m.
- Monday, March 8, 2021 at 7:00 p.m.

Further, written input was solicited by inviting comments to be sent to the Village Board at: [vogmayor@frontier.com](mailto:vogmayor@frontier.com) or mailed, by regular mail, to 276 Main Street, Goshen, New York 10924, the address of the Goshen Village Hall.

The notice that appeared on the Village web site is attached as Appendix B.

The Village also seeks public input regarding this Plan. This document will be posted on the Village website at [www.villageofgoshen-ny.gov](http://www.villageofgoshen-ny.gov) for review by the public. Comments may be submitted through the Village website or at the March 8, 2021 Village Board meeting.

## **Collaborative Plan Specifics**

The following is the Village's plan of action to implement the directives of EO-203. The implementation process has already begun and will continue throughout 2021 until all aspects of this Plan have been completed. The Plan will be reviewed on an ongoing basis to make sure the community policing mission of the Village of Goshen Police Department is fulfilled.

### **Point One – Increase the annual department-wide training in-service curriculum to include the following:**

- |                                  |                                    |
|----------------------------------|------------------------------------|
| • COMMUNITY RELATIONS            | Minimum of four (4) hours annually |
| • IMPLICIT-BIAS                  | Minimum of four (4) hours annually |
| • CULTURAL AWARENESS/ANTI-RACISM | Minimum of four (4) hours annually |
| • DE-ESCALATION                  | Minimum of four (4) hours annually |

### **Point Two – Data Collection Management Disclosure:**

The police department will conduct an annual review of the following:

- All incidents whereby any Use-of-Force/Response to Resistance event occurs, type(s) of force utilized and the findings of the follow-up investigations.
- All Civilian-Complaints, type(s) of complaints, and their findings.
- Will submit Use-of-Force Reports to DCJS no later than 30 days after each month ends, as required by NYS directive.

This data will be compiled and included in a formal Annual Report of the Police Department and submitted to the Village Board.

### **Point Three – The police department will increase its transparency to the community it serves:**

- All General Orders, Policies & Procedures will be placed on the Village's website to the extent that it would not compromise the manner in which criminal investigations are conducted and/or which would otherwise be subject to the Freedom of Information Law.
- Monthly crime statistics, police activity reports by shift and productivity will be added.

- A Community Opinion Survey will be added to the Village website for use by the public.
- An online Civilian Complaint Form will be added to the Village website for use by the public.

**Point Four– Equipment.**

- The police department will examine and seek funding for additional less-than-lethal options that may exist and may not be presently deployed.
- The police department will examine and seek funding for a Body Worn Camera (B.W.C.) system.

**Point Five – Weapons Discharge Reporting.** All members of the Village of Goshen Police Department shall report the discharge of a weapon by them, whether on or off duty, at a time when a person could be struck by a bullet from the weapon immediately, but within 6 hours of the discharge in verbal form and in writing within 48 hours.

**Point Six – General Orders Review.** All General Orders will be provided on an annual basis.

**Point Seven – Police Practices:**

- The police department will issue a letter to the Orange County Department of Mental Health requesting participation in joint meetings, in order to discuss the utilization of mental health and substance abuse services to assist with police in responding to and handling of persons in crisis.

**Point Eight – Police Operations.**

- Foot patrol / motorcycle patrol/bicycle patrol to engage in direct community engagement, as scheduling allows.

**Point Nine – Recruitment Process:**

- The police department is committed to, and will remain so, to the hiring of underrepresented community members as police officers and staff.



- In 2021 and beyond members of the community will be encouraged to participate in the hiring process of all new police officers.
- The Village shall publish and maintain on its website all requirements to become a police officer, any vacancies and promotional opportunities in the Department and an application and job announcement forms.

## **CONCLUSION**

The Village's Police Reform and Reinvention Collaborative Action Committee had worked diligently over the past several months to develop this Plan in accordance with the directives in Executive Order 203. The Village of Goshen and the Village of Goshen Police Department will continue to monitor and measure the success of this Plan by reviewing data, expanding and modifying our training and by listening to our community.

## **APPENDIX A**

# **Police Reform and Reinvention Collaborative Plan**

## **ASSESSMENT**

### **I. The Village of Goshen Police Department is Charged with Law Enforcement Duties in Our Community**

#### **a. Primary Functions of the Village of Goshen Police Department (VGPD)**

- i. The authority of the VGPD is derived from Village Code and NYS Village law. The VGPD is the primary law enforcement agency for the incorporated boundaries of the Village of Goshen.
- ii. The VGPD's Mission Statement is to provide law enforcement services and to effectively maintain overall general welfare and security of the citizens of the Village of Goshen by pro-actively patrolling to prevent crime and situations hazardous to the public; responding to calls for police services, investigating criminal complaints, investigating complaints of improper and/or illegal activities involving the staff of the Village of Goshen Police Department; maintaining control of all individuals in our custody by transporting them in a safe and orderly manner; providing security to multiple schools, participating in police units, and providing, upon request, assistance to Local, State and Federal Agencies.
- iii. Response to Community Calls for Service and Patrol Service by the Village of Goshen Police Department

#### **1. Primary functions of the Police Officers in the community**

##### **a. The primary activities of the VGPD are described in its Mission Statement. The VGPD engages in the following functions:**

- i. Patrol coverage and response to complaints within the Village of Goshen.
  - ii. Operation of bicycle, foot and motorcycle patrols for community engagement.
  - iii. School safety officers in the schools.
  - iv. Operation of K-9 Unit for explosive device threat response and assessment.
  - v. Criminal and warrant investigations.
  - vi. Participation in the SOG and TRU which responds to various incidents.
  - vii. Partner with other state, county and local agencies to conduct criminal investigations relating to child abuse.
- #### **2. Police Officer's role in responding to 911 calls**

- a. All Police Officers answer 911 calls as dispatched by the Orange County (OC) E 911 Center protocols
3. Proactive policing actions
  - a. Members of the Village of Goshen Police Department engage in proactive self-initiated policing in a variety of ways. The most basic function is the uniform division which enforces vehicle and traffic law violations and penal law offenses. Uniform members actively patrol the Village of Goshen. In addition, state grant funds are used to enforce the use of seat belts, the violation of illegally passing school buses and proactive and focused D.W.I. enforcement.
- b. Deferral of Calls for Service to Appropriate Social Services Entities
  - i. Police Response to Mental Health Calls
    1. Orange County's current crisis services continuum provides both telephonic and in person response 24 hours per day, seven days per week, 365 days per year. Orange County's Crisis Call Center (OCCCC) at 311 (1-800-832-1200), operated under the Orange County Department of Mental Health in partnership with the Mental Health Association in Orange County, Inc., Independent Living, Inc., and Access: Supports for Living, Inc., and is co-located with Emergency Services (911). OCCCC endeavors to provide the following non-police services to Orange County residents:
      - a. Telephonic support, crisis intervention, assessment, practical assistance, and a warm connection to appropriate services for individuals, youth and families impacted by mental illness, substance use, and/or developmental disability;
      - b. Behavioral Health response by the Crisis Mobile Response Team (MRT) which provides in-person support including and assessment, intervention, crisis de-escalation, and connection to appropriate services, which can include referrals to peer supports that assist individuals to engage with services, help navigate the system, and provide on-going support;
      - c. Rape Crisis services
    2. Text4Teens
      - a. The Mental Health Association in Orange County, Inc., offers the Text4Teens Program which is available 24/7 by texting 845-391-1000.
      - b. Text4Teens connects young people in need of support for mental illness, substance use, developmental disability, sexual assault, and those in need of information and referrals to trained professionals.
    3. Members of the VGPD Patrol routinely answer calls for mental health distress as polled by OC E-911. The VGPD's response to Mental

Health calls are also directed by the General Order related to Mental Illness.

ii. Police Response to Substance Abuse/Overdose calls

1. The VGPD routinely answers calls for overdoses and substance abuse calls for service as directed by OC E911.

iii. Police Response to calls to assist the Homeless

1. The VGPD cooperates with our county partners in the Department of Social

Services with warrant searches and/or sex abuse register requests for information.

c. Reduction of Violence by Redeploying Resources from Policing to Other Programs: Community

Based Outreach and Violence Interruption

i. Parent Support Programs

1. The Orange County Youth Bureau funds the following programs which are supportive of Families:

- a. Access Supports for Living, Inc.: Circles of Wellness
- b. Big Brothers Big Sisters of Orange County, NY, Inc: Big Brothers Big sisters of Orange County One-to-One Mentoring
- c. Cornell Cooperative Extension of Orange County: Education for Parenthood/RAPP
- d. Warwick Community Bandwagon, Inc.: Living

ii. Youth Development Programs

1. The Orange County Youth Bureau funds the following programs (2020):

- a. Positive Youth Development Run Through the Police Department Juvenile Aid Program in the following communities:
  - i. City of Middletown Police Department
  - ii. City of Port Jervis Police Department
  - iii. Town of New Windsor Police Department
  - iv. Town of Newburgh Police Department
    - 1. DARE Program
    - 2. Junior Police Academy
  - v. Town of Wallkill Police Youth Coalition
  - vi. Greenwood Lake Police Department Juvenile Aid Bureau
  - vii. Village of Montgomery Police Department DARE Program

b. Positive Youth Development (non-police involved)

- i. Boys & Girls Club of Newburgh, Inc.: Diplomas to Degrees
- ii. City of Middletown Recreation Department:
  - 1. Middletown Teen Center
  - 2. Middletown Summer Youth Leadership Academy
- iii. City of Newburgh:

1. Boxing Program
2. Youth Soccer Program
3. Summer Playground
4. Year-Round Basketball Program iv. City of Port Jervis Recreation Department: Port Jervis Youth Center
- v. Hudson Valley Seed, Inc.: Garden Learning Time – Newburgh
- vi. Maternal Infant Services Network of Orange, Sullivan & Ulster Counties, Inc. (MISN): Empowered Girls Circles vii. Nora Cronin Presentation Academy: Summer Youth Leadership Academy viii. Town of Crawford: Summer Youth Leadership Academy
- ix. Town of New Windsor: Town of New Windsor Summer Camp Program
- x. Town of Wallkill Boys & Girls Clubs: Project Triple Club
- xi. Village of Florida: Village of Florida Summer Recreation Program xii. Village of Walden Recreation:
  1. Teen Center
  2. Summer Youth Employment Program xiii. Village of Warwick: Village of Warwick Recreation Project for Youth xiv. Warwick Community Bandwagon, Inc.:
    1. Life Skills for Teens
    2. Youth Task Force
    3. Summer Youth Leadership Academy xv. Winslow Therapeutic Riding Center:
      1. Visiting Classrooms (Equine-ability and WITH)
      2. Summer Youth Leadership Academy xvi. Text4Teens
2. The Orange County Youth Bureau also provides substantial assistance to other Coalitions and Action Teams including the following:
  - a. Cultural Equity Taskforce
  - b. Healthy Orange
  - c. Healthy Orange's Council of Community Agencies of Port Jervis
  - d. Kinship Coalition
  - e. Middletown Cares



- f. Operation P.J. PRIDE
    - g. Orange County JDAI (Juvenile Detention Alternatives Initiative)  
Collaborative
    - h. Orange County Parenting Coalition
    - i. Orange County Teen Pregnancy Prevention Coalition
    - j. Pine Bush Focus on Youth Initiative
    - k. TEAM Newburgh
    - l. Warwick Prevention Coalition
  - iii. Addressing Trauma and Preventing Violence at Home
    - 1. The Orange County Positive Youth Bureau also funds programming in the area of Positive Youth Development and Mental Health, Trauma and Violence Prevention
      - a. Fearless HV (formerly Safe Homes of Orange County): Teen Dating Violence Prevention Program (TDVPP)
      - b. Fearless HV (formerly Safe Homes of Orange County): Summer Youth Leadership Academies
      - c. Fearless HV (formerly Safe Homes of Orange County): Safe Harbor Trafficking Prevention Program
      - d. HONORehg, INC: A Friend's House
      - e. Mental Health Association in Orange County, Inc.
        - i. Text4Teens
        - ii. Rape Crises Services
      - f. Orange County Crisis Intervention Training (CIT)
    - 2. STOP DWI in partnership with Juvenile Probation offer "Too Good," a comprehensive family of substance use and violence prevention curricula designed to mitigate the risk factors associated with risky behavior and building protection within the child who attends the programming.
- d. Community Policing Activities
  - i. The VGPD's community policing activities is broadly defined by the General Order on Community Relations. Presently, the VGPD participates in the following community policing programs:
    - 1. Boy Scouts/Cub Scouts fingerprint merit and safety classes
    - 2. Child fingerprinting and DNA
    - 3. Child Seat Inspection
    - 4. Toys for Tots collection
    - 5. Police Officer Bike Patrols and Bike Rodeo
    - 6. If you SEE SOMETHING SAY SOMETHING
    - 7. Police Officer foot patrols, business registration and security checks
    - 8. Sex Offender Awareness

9. Senior center door to door checks
10. Various PBA activities, such as Egbertson Scholarship, Golf Tournament, Christmas Tree Sale and 5K run
11. Vacant home registration and checks
12. Seasonal festivities within the Village of Goshen community including events such as St. Patrick's Day parade, Memorial Day parade, Great American Weekend, Halloween, Veteran's Day, Tree lighting, New Year's Eve events and youth sports activities

## **II. Orange County 911 Call Center**

### **a. Construction, staffing and training at the 911 call**

#### **i. Orange County Emergency Communications (911) is a division within the Orange**

County Department of Emergency Services, and is the primary Public Safety Answering

Point (PSAP) for all of Orange County, New York. The Department is headed by a

Commissioner who is overseen by the County Executive. Within the Division of Emergency Communications, certified (through IAED & APCO) Public Safety Dispatchers handle the task of call taking and dispatching calls received by 911. The Public Safety Dispatchers are overseen by the 911 Director of Operations, who is overseen by the Deputy Commissioner of Emergency Communications, who reports directly to the Commissioner for the Department of Emergency Services. Our Training unit is made up of a Public Safety Dispatch Supervisor and Dispatch Trainer, who oversee all training aspects and the Quality Assurance/Quality Improvement (QA/QI) program for the division.

#### **b. How are calls routed; how are these decisions made?**

i. Our 911 Center receives calls for service and processes the call by interviewing the caller using a national protocol (IAED Emergency Medical Dispatch, Emergency Fire Dispatch, or Emergency Police Dispatch), then providing lifesaving instructions or other pre-arrival instructions, while emergency services are responding. Our Center dispatches a "tiered response" in order to shorten the response time to emergencies. The tiered response includes the notification of law enforcement to all medical and/or fire type incidents. It is up to the discretion of the notified law enforcement agency as to whether they respond to those types of calls. The Computer Aided Dispatch (CAD) System decides which agencies to notify based on appropriate jurisdiction, removing discretion from the Public Safety Dispatcher to decide who gets dispatched/notified.

ii. Orange County has a single dedicated crisis call center number 311. The Orange County

Crisis Call Center is co-located with 911 call takers at the Emergency Services Building. The Crisis Call Center staff provide 24/7 clinical telephonic response for mental health, developmental disabilities and substance use disorders; and includes the ability to screen for substance use disorders, complete the NYS

required LOCADTR tool to determine substance use disorder level of care, and schedule an appointment for individuals in need of treatment.

- c. Describe what social services support systems are available to the 911 Call Center in order to appropriately route calls for service.
  - i. Our 911 Center is also home to the Orange County Crisis Call Center (311). The Crisis Call Center stands ready to provide collaborative, professional, and peer telephone support/outreach, to anyone in need of emotional support, crisis intervention, or connection to social services. This is a valuable resource available to Orange County 911 with the push of a button. Together, we operate with a memorandum of understanding (MOU).

### **III. The Role of the VGPD in Our Schools**

- a. Definition of PD role
  - i. The VGPD have part-time School Safety Police Officers in 4 schools at the specific request of the Goshen Central School District. Their primary function is the security of the school building, students and staff. School Safety Police Officers are fully certified New York State Police Officers who are additionally trained in the areas of Use of Force, Use of Force Policy, Active Shooter Response, Medical training. De-escalation training and firearms training.
- b. Role in the case of student misbehavior which may amount to a crime
  - i. Where a possible crime has occurred and is brought to the attention of the School Safety Police Officer, such cases are turned over to the Patrol force, detective or Youth Officer, as the situation dictates.

### **IV. Staffing, Budgeting, and Equipping Your Police Department**

- a. Police Department Staff
  - i. 21 full-time employees
    - 1. Command Staff
      - a. Chief
      - b. 4 Sergeants (1 vacant)
      - c. 1 detective
      - d. 1 investigator
    - 2. 12 Police Officers
  - ii. Part-Time Police Officers
    - a. 6 Part-Time Police Officers Patrol (3 Vacant)
    - b. 6 Part-Time School Safety Police Officers
  - iii. Civilian Employees
    - 1. 2 Full-Time Dispatchers
    - 2. 1 Full-time school crossing guard/parking enforcement officer
    - 3. 2 Part-Time Dispatchers
- b. Police Officer's Role in Crowd Control
  - i. The VGPD maintains a policy by General Order which specifically addresses the VGPD's response to civil disturbances, labor strike scenes, and protests. The General Order related to the Use of Force also directs the Police Officer's role at such events.

- ii. Police Officer's receive training every other year in the area of civil disturbances and protests, including addressing varying force options available for use should the occasion arise.
- iii. Military Equipment: The VGPD maintains an un-armored HumVee for off-road and inclement weather operations and 3 light towers for evening operations.
- iv. Tactical Equipment: The VGPD utilizes the Special Operations Group (SOG) and Tactical Response Unit (TRU) when tactical response is required which exceeds the equipment and training of our Police Officers. The equipment available to the SOG and TRU includes:
  - 1. Lenco MedCat: described as an up-armored ambulance with on-board oxygen capable of transporting and caring for patients from high-risk scenes as well as performing rescues of downed officers and civilians and transporting Tactical assets and gear into a hostile environment safely.
  - 2. Crisis Negotiation Van: outfitted with communication and recording equipment for safely negotiating with persons experiencing an emotional disturbance, hostage takers and barricaded subjects.
  - 3. Fully Operational Ambulance: available to provide advanced medical treatment to injured police officers and civilians while the SOG/TRU unit is operating.
  - 4. Less Lethal Launchers and Munitions: This equipment is designed and utilized for enhanced less lethal options specifically used by the SOG/TRU members including foam baton rounds, super sock rounds, Oleoresin Capsicum (OC (or pepper)) spray, CS, CN and smoke.
  - 5. Ballistic Shields, pole cameras and robots.

## **V. Smart and Effective Policing Standards and Strategies**

- a. Use of Force: The VGPD's General Order on Use of Force governs the use of Chokeholds and defensive tactics which would restrict breathing
  - i. Police Officers shall not use any technique, or combination of techniques than is required to effectuate an arrest.
  - ii. The VGPD does not teach or justify the use of any restraints used for the purpose of physical control which applies pressure to the throat or windpipe of a person in a manner that is intended to hinder breathing or reduce the intake of air.
  - iii. The use of any chokehold which may hinder or reduce the intake of air should only be employed where deadly physical force is justified.
- b. Pursuit: the VGPD's General Order on its Pursuit Policy governs pursuits of vehicles by Police Officers.
  - i. Police Officers shall not shoot at or from a moving vehicle except as the ultimate measure of self-defense or defense of another when the suspect is using deadly physical force by means other than the vehicle.
- c. Use of Force for retaliatory reasons
  - i. Every training provided to the Police Officers includes Use of Force training, the review of New York State Penal Law Article 35, which governs police use of force, as well as the GO on Use of Force.

- d. Duty to Intervene: Any Police Officer present and observing another officer using force that she or he reasonably believes to be clearly beyond that which is objectively reasonable shall intercede to prevent the use of unreasonable force, if and when the Police Officer has a realistic opportunity to prevent harm.
- e. Pretextual Stops and proactive policing
  - i. The VGPD receives certified police officers from their respective academies who have been trained on issues surrounding pretextual vehicle and traffic stops and proactive policing measures. Such matters are address at a Police Officer's in-service training.
- f. VGPD productivity standards directed to its uniformed MOS
  - i. The VGPD does not employ productivity standards or quotas directed at measuring productivity standards.
- g. Use of SOG/TRU; input on No-Knock Warrants
  - i. The Special Operations Group (SOG) and Tactical Response Unit (TRU)
    - 1. The SOG and TRU are made up of Tactical Operators, Tactical Medics, and Crisis Negotiators highly trained and equipped to handle a multitude of scenarios.
    - 2. The SOG/TRU are highly skilled emergency service and tactically trained officers which offer resolution of critical incidents proven to substantially reduce the risk of injury and loss of life to citizens, officers and suspects alike where it is established that patrol forces are not adequately equipped or trained to intercede. The SOG/TRU is staffed with highly motivated personnel with outfitted with specialized equipment and training in the response to critical incidents. SOG/TRU works to contain volatile situations and deliver acceptable resolutions. Examples of incidents where SOG/TRU may be called to respond includes barricaded suspects, hostage situations, high risk arrest and/or search warrant execution, terrorist situations, dignitary protection assignments and any other response deemed necessary by the Chief of Police.
    - 3. SOG/TRU may also be made available to any other agency that makes such requests for intervention in a critical incident.
- h. Police Officer's Less-Than-Lethal Weaponry such as Tasers and Pepper Spray; training and equipment
  - i. i. Equipment
    - 1. Oleoresin Capsicum (OC) or Pepper) Spray
    - 2. Baton
    - 3. SOG/TRU is additionally trained in launchable and handheld less lethal options such as foam baton rounds.
  - ii. Training (*See also* Training section at **VIII**)
    - 1. De-escalation training
    - 2. Reality Based training (which includes scenarios of less lethal and de-escalation options)

## **VI. Law Enforcement Strategies to Reduce Racial Disparities and Build Trust**

- a. Using Summonses Rather than Warrantless Arrests for Specified Offenses

- i. The Use of Summonses as opposed to executing a summary arrest is generally governed by the General Order on Arrest Procedure.
  1. Presently, the General Order on this point no specific instructions in Arrest Procedures G.O. of when to use a criminal summons vs. arrest warrant or custodial warrantless arrest based on civilian complaint when the Police Officer is not the victim/complainant.
    - a. In contrast to full custodial arrest, citation/summons allows the officer to release the individual without the need for transport to the station, formal booking, fingerprinting and pretrial release decisions.
    - b. A written policy which would more specifically guide our Police Officer's on this issue is under review and consideration.
    - c. Under the new Bail Reform statute, all offenders accused of non-violent felonies and misdemeanors must be released on their own recognizance and strong consideration must be had for release from the station with an Appearance Ticket to appear in Court.
- b. Diversion Programs are offered and supervised by the courts in Orange County.
  - i. Focused Deterrence
    1. The VGPD participates in the following special enforcement details:
      - a. DWI enforcement initiatives
      - b. Buckle-Up New York (BUNY)
      - c. Directed Patrols based upon citizen complaints
      - d. Cell phone and crosswalk violation initiatives
    2. Special Operations Group (SOG) and Tactical Response Unit TRU) as requested by outside agencies.
- c. De-Escalation Strategies (*See also* Training Section at **VIII(b)**)
  - i. All Police Officers were introduced to de-escalation strategies when trained in the police academy as part of their Use of Force curriculum.
  - ii. All Police Officers are trained annual in their Use of Force as proscribed by the New York State Penal Law, Article 35, as well as the VGPD Use of Force General Order and policy.
  - iii. In 2014 Orange County partnered with local law enforcement to provide Crisis Intervention Training (CIT) as part of the New York State Office of Mental Health and the New York State Department of Criminal Justice Services (DCJS) Mental Health Criminal Justice Initiative. As part of the CIT rollout, all police departments participating are required to complete and submit a report to the Local Government Unit (LGU), National Alliance for Mental Illness (NAMI), Mobile Mental Health and Independent Living, Inc. within 24 hours of responding to an "emotionally disturbed person" as defined by law enforcement.
  - iv. Orange County currently provides a Mobile Mental Health response 24 hours per day, seven days per week, and 365 days per year.
- v. The VGPD also ensures de-escalation training and annual in-service training which specifically incorporates the subjects of crisis intervention and the mentally ill.



- d. The Detective at the VGPD is charged with the duty to effectively identify, investigate and forward founded Hate Crimes for prosecution
- i. The VGPD is committed to the investigation of Hate Crimes. Any acts or threats of violence, property damage, harassment, intimidation, or other crimes motivated by hate and bias and designed to infringe upon the rights of individuals are viewed very seriously by this agency and will be given high priority. This agency shall employ necessary resources and vigorous law enforcement action to identify and arrest hate crime perpetrators. Also, recognizing the particular fears and distress typically suffered by victims, the potential for reprisal and escalation of violence, and the far-reaching negative consequences of these crimes on the community, this agency shall be mindful of and responsive to the security concerns of victims and their families.
  - ii. The Detective is trained in evidence collection and crime scene management. A uniform member is also trained in these functions to assist if necessary.
  - iii. The Detective can adopt any investigation involving hate crimes. After hours, the detective or supervisor operates on a call-in basis to respond to incidents occurring outside of regular working business hours.
  - iv. The Detective or supervisor can work with the Hudson Valley Crime Analysis Center to access, analyze and develop intelligence indicating patterns and organized hate groups and suspects potentially involved in the offense.
  - v. Investigators have been trained by the Orange County District Attorney's Office in the methods and indicators for identifying incidents as hate crimes. The training further provided information and resources to assist supervisors in the preparation for prosecution and the procedures that the Orange County District Attorney's Office has in place to coordinate with the investigating agency.
- e. The Detective or Supervisor can contact the F.B.I. Hudson Valley White Collar Crime Task Force. Investigators assigned to this unit can adopt cases that fall within defined federal hate crime statutes.

## **VII. Community Engagement**

### **a. Fostering Community-Oriented Leadership, Culture and Accountability**

- i. Present personnel promotional process at the VGPD is divided by Civil Service Positions and Non-Civil Service Positions:
  1. Civil Service Positions:
    - a. The VGPD promotes to its civil service ranks solely on the basis of qualification for the position free of discrimination as outlined in Civil Service Law.
    - b. Civil Service promotions will be made from the eligibility list established by the Civil Service Commission.
    - c. The Chief may make a temporary or provisional appointment of a person to a civil service position.
    - d. When a vacancy exists within the Department, which requires the promotion of a member to a civil service rank, the Chief may do any of the following:

- i. request the civil service commission to schedule a test to provide him with a certified eligibility list of candidates,
  - ii. make an appointment from an existing eligibility list of candidates,
  - iii. request a new test to provide him with a new eligibility list.
- e. The Civil Service Commission shall make appropriate announcements when promotional examinations are scheduled, and the Chief will post the notice on the bulletin board at least ten (10) days prior to the last filing date.
- f. Oral interviews may be given to eligible Police Officers by the Chief and/or his designee.
- g. The Chief or his designee shall review performance evaluations to assist in the selection process and the candidate must have a minimum of acceptable level of rating in the previous (2) performance evaluations.
- h. The Chief may request recommendations for promotion from the Detective and the candidate's supervisors.
- i. The Chief shall determine the most qualified candidate and make said promotion.
- j. The Chief will post on the bulletin board a Personnel Order announcing the selection, after notifying all candidates interviewed.
- k. The promoted Police Officer shall have a probationary term in accordance with Civil Service standards.
- l. Reapplication for Promoted Positions:
  - i. Promoted personnel are selected from list of eligible candidates established by the passing of the civil service promotional exam appropriate for the position.
  - ii. Eligibility lists are fixed for a period of time set by Civil Service.
  - iii. Candidates appear on the promotional list in order of their final rating.
  - iv. Candidates may be chosen from such list for the duration of the list Upon expiration of the eligibility list, candidates must take and pass the exam again in order to be eligible for a promotion.
  - v. Maintaining one's name on the promotional list is the procedure for reapplication.

## 2. Non-Civil Service Positions:

- a. When a vacancy exists within the Police Department which requires the appointment of a member to a non-civil service position, the Chief will post a Departmental Memorandum, on

the bulletin board at least ten (10) days prior to the last filing date listing the following:

- i. Job description and eligibility requirements,
    - ii. A schedule of dates, times and locations of all elements of the process,
    - iii. A description of the process to be used in selecting personnel for the vacancies.
  - b. The appointment to a non-civil service position shall be job related and nondiscriminatory.
  - c. Oral interviews may be given to eligible officers by the Chief and/or his designee.
  - d. The Chief or his designee shall review performance evaluations to assist in the selection process and the candidate must have a minimum of acceptable level of rating in the last two (2) performance evaluations.
  - e. The Chief may request recommendations for promotion from the candidate's supervisors.
  - f. The Chief will post on the bulletin board a Personnel Order announcing the selection, after notifying all candidates interviewed.
- ii. Present personnel evaluation process.
1. Police Officer Evaluations are conducted to review the following performance areas:
    - a. Officer Safety
    - b. Interpersonal Skills
    - c. Knowledge
    - d. Investigative Skills
    - e. Community Relations
    - f. Problem Solving and Decision Making
    - g. Productivity
    - h. Report Writing
    - i. Work Habits
    - j. Initiative
    - k. Training Received
    - l. Commendations Received
    - m. Plan for future performance goals and objectives
    - n. Plan for career goals and objectives
    - o. Invite Police Officer's comments on review
  2. Supervisor Evaluations are conducted to review the above performance areas as well as the following performance areas:
    - a. Appearance
    - b. Acceptance of Feedback/Criticism
    - c. Attitude toward Police Work, Personal Responsibility, Personal Motivation

- d. Knowledge and Application of Department Rules and Regulations
  - e. Knowledge and Application of Criminal Statutes, Vehicle and Traffic Laws, and Local Ordinances
  - f. Field Performance
    - i. Stress Conditions/Decision Making
    - ii. Informed Judgments
  - g. Encouraging Creative Thinking, Team Approach, Trust
  - h. Citizen Orientation
  - i. Familiarity with Resident
    - ii. Familiarity with Local Business operators
    - iii. Development of Relationship of Trust Within Community
  - i. Problem Solving Abilities
  - j. Dealing with Police Officers Fairly
  - k. Planning, Organizing, and Implementing Plans
  - l. Attendance
  - m. Decision Making, Dependability, and Job Knowledge
  - n. Communications
  - o. Conflict Resolution
  - p. Administrative Skill in Utilizing Departmental Procedures
  - q. Time Management
- iii. VGPD incentivize/track/memorialize when Police Officers are involved in community-oriented activities which are not enforcement related
    - 1. Police Officers: Tracked and reviewed during personnel evaluations in the area of interpersonal skills and community relations
    - 2. Supervisors: Additional tracked and reviewed in area of Citizen Orientation and Communications
  - iv. VGPD fosters diversity in its workforce and Diversity in its leadership team
    - 1. The Chief has promoted diversity and minority inclusion in the selection of employees and has been successful in appointing women and minorities. Minority candidates are rarer on the eligible list and appointment is based on availability.
    - 2. The second method the Police Department's workforce is selected is through requests for transfer from currently serving police officers in Orange County. This method provides the Police Department with Police Officers that already have completed their basic training and is very cost effective. The selection is made through interview (a board conducts interviews) and review of the candidates' law enforcement experience. Individual police officers apply for transfer at their own election. It is common knowledge among police officers serving in Orange County that the VGPD accepts transfers.

3. The VGPD's leadership team must select most positions via the Civil Service test process described above. In those positions (not necessarily leadership per se) wherein the Police Department has open choices from a candidate pool the VGPD seeks diversity and minority representation in its workforce.
- v. VGPD instills a culture of diversity and fairness reflective of your formal rules and policies.
  1. Outlined in the VGPD's Bias Based Profiling General Order and the Ethics General Order, the VGPD engages in a multitude of policy development and enforcement measures to ensure consistent attention is paid to diversity and fairness amongst its workforce.
  2. Bias training and Micro Aggression Training (for further information see Training section)
    - a. The VGPD prohibits biased based policing. Police Officers are initially trained in the police academy in the areas of Cultural Diversity/Bias Related Incidents/Sexual Harassment. The VGPD provides Annual Retraining Program/ In-Service Training includes blocks of instruction in Harassment/Discrimination and Police Ethics where police officers are trained in biased based profiling and diversity issues including legal aspects. A documented annual administrative review of agency practices including citizen concerns and corrective measures taken which include a review of: citizen complaints/comments, training, recommendations for changes in procedures/practices, Vehicle and Traffic stops, consent searches, field interviews and arrest data.
  3. Rewarding the intervenor
    - a. The VGPD Code of Ethics and the General Order regarding Disciplinary Procedures and Rules of Conduct includes the duty to intervene. In fact, the VGPD "encourages" police officers to intervene at the time of biased policing incidents.
      - i. The Code of Ethics states in pertinent part, "...serve the community; to safeguard lives and property..... I will never act officiously or permit personal feeling, prejudices, political beliefs, ....to influence my decisions. ....I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers."
      - ii. The General Order on Disciplinary Procedures states that any VGPD Office employee who becomes aware of any violation of any law, rule, regulations, general orders and other policies or procedures, by any Office employee, shall immediately notify their supervisory officer.
    - b. The Duty to Intervene is also addressed in the Use of Force Policy as follows:

- i. Any Police Officer present and observing another officer using force that s/he reasonably believes to be clearly beyond that which is objectively reasonable shall intercede to prevent the use of unreasonable force, if and when the Police Officer has a realistic opportunity to prevent harm.
- ii. A Police Officer who observes another officer use force that exceeds the degree of force as outlined in this General Order shall promptly report these observations to a Supervisor.
- iii. Police Officer's shall not use any more of these techniques, or combination of techniques than is required to gain compliance to effect an arrest.
- iv. Note: The Village of Goshen Police Department does not teach or justify the use of any restraints used for the purpose of physical control which applies pressure to the throat or windpipe of a person in a manner that is intended to hinder breathing or reduce the intake of air.
- v. The use of any choke holds which may hinder or reduce the intake of air should only be employed at the level where deadly physical force is justified.

**b. Tracking and Reviewing Use of Force and Identifying Misconduct**

- i. Use of Force Reporting
  - 1. VGPD General Orders require that all use of force incidents be reported by the Police Officer to their supervisor.
- ii. Review of Use of Force
  - 1. All uses of force must be reported, even those that do not result in injury.
  - 2. The review process determines whether the employee followed established Policy and Procedure or used excessive force in the performance of their duties. Reviewers include Detectives, the Sergeants, and The Chief of Police or his designee.
  - 3. If the use of force utilized is determined to be consistent with the established Policy and Procedures the use of force is determined to be "Justified and Appropriate".
  - 4. In those cases where the use of force is determined to be inconsistent with the established Policy and Procedure an internal investigation is conducted to determine the level of misconduct and the appropriate discipline that is warranted by the facts of the case.
  - 5. If discipline must be imposed it also must be consistent with the terms of a collective bargaining agreement wherein employees have the right to appeal their discipline to neutral arbitration.
  - 6. In cases where a serious disciplinary outcome is imposed the Police Department advises and consults with the Village Attorney and Village labor Counsel.



7. Discipline can range from a written reprimand to separation from service.
- iii. Independent Review of Use of Force or Misconduct
  1. Misconduct cases within the Police Department are passed through a system of review.
    - a. In cases of misconduct the VGPD practices progressive discipline.
      - i. Progressive discipline is a process where minor misconduct is addressed through re-training and steadily increasing discipline for repeated misconduct. Of course, dependent of the severity of the misconduct (untruthfulness and other serious violations) the misconduct could result in immediate serious discipline without following the track of progressive discipline. Discipline can range from written reprimand up to separation from service.
      - ii. Discipline is governed by contractual agreement with the collective bargaining agencies that represent the employees. At the last step any dispute related to discipline ends in neutral arbitration.
  2. Misconduct which rises to the level of potential criminal conduct.
    - a. Where identified, a bifurcated investigation (one criminal and one employment based) is implemented and the Office of District Attorney is advised and consulted with.
    - b. In cases involving the use of deadly physical force that results in serious physical injury and/or death of an employee or another person, the VGPD has entered into a Memorandum of Understanding with the Office of District Attorney that the New York State Police shall be the lead criminal investigation agency. Those types of cases can also be reviewed by state agencies including the Office of the NYS Attorney General pursuant to the Executive Orders which specifically address Use of Force Resulting in the Death of a Civilian.
- i. VGPD Personnel Early Warning System
  - a. The VGPD has a responsibility to its employees and the community to identify and assist employees that demonstrate symptoms of job stress and performance problems. Although no set of criteria can determine these traits, it is important that certain “risk indicators” be reviewed routinely as possible indicators of behavior patterns. The Chief or his designee will annually review the items contained in this section in addition to reviews that shall be initiated by the supervisory staff.
  - b. The following threshold or trigger levels represents will initiate a review of employee actions or behavior for Personnel Early Warning System:

- i. Disciplinary Problems
- ii. Internal Affairs Complaints
- iii. Vehicle Pursuits
- iv. Civil Litigation
- v. Vehicle accidents involving agency vehicles
- vi. Negative performance evaluations
- vii. Civilian complaints
- viii. Excessive sick leave usage
- ix. Worker's Compensation claims
- x. Adverse or extreme personality changes
- xi. Other personal issues
- xii. Use of force incidents
- xiii. Tardiness
- xiv. Unexcused Absences
- ii. Review of "sentinel" or "near-miss" events is included in the Personnel Early Warning System policy.
- iii. Non-punitive measures designed to improve officer performance
  - a. A Police Officer who is not meeting standards dictated by the Police Department's Policy and Procedure is first a subject of conduct counselling.
  - b. Conduct counselling is not discipline; it is a review of actions and activities of a Police Officer by a Supervisor who retrain the Police Officer regarding whatever shortcoming has been identified.
  - c. If the conduct of the Police Officer does not improve, the Police Officer may be counselled again or placed with another Police Officer (this Police Officer would be a Field Training Officer (FTO), generally used to train new Police Officers). The FTO will give the Police Officer more intensive retraining over a period and produce reports relative to the progress the retraining Police Officer is making.
  - d. If the Police Officer still does not improve then they are subject to discipline due to inability or inaptitude.

**c. Internal Accountability for Misconduct**

- i. Peer misconduct reporting requirements at VGPD
  - 1. The Rules of Conduct and the General Order on Internal Affairs require a Police Officer to report the misconduct of a peer.
- ii. Process for investigating reports of misconduct
  - 1. The General Order on Internal Affairs governs the investigative process for suspected misconduct by a Police Officer
  - 2. Substantiated and finalized misconduct is available to the public.
- iii. Retraining as a result of substantiated complaints of misconduct and settlements or adverse verdicts in lawsuits to reduce the risk of future misconduct
  - 1. These types of incidents are routinely addressed by supervisors during daily pre-shift roll call and included in future trainings as warranted. Depending on the event these incidents would be discussed by

supervisory staff to develop future training strategies and policy updates.

2. Supervisors would also send out written directives to all Police Officers.
- iv. Arbitration process in place to ensure impartiality when reviewing potential misconduct.
- v. Referral to the OCDA for prosecution where criminal misconduct is found as described above.
- vi. The off duty conduct by Police Officers is governed by the Rules of Conduct Policy.

**d. Citizen Oversight and Other External Accountability**

- i. Reporting Misconduct by a member of the PD
  1. Easy, accessible and well-publicized process for members of the public to report complaints about police misconduct includes the Village of Goshen website which supplies information on how to make a complaint to the Village.
  2. All complaints, including anonymous complaints, shall be accepted in person, in writing or by telephone.
- ii. Investigation Outcomes
  1. Prior to the repeal of New York Human Rights Law section 50-a, the outcome of any investigation was not communicated as such communication was prohibited by statute.
  2. Since the repeal of 50-a, to the extent the Public Officer's Law allows, such information is communicated to the public by request.
- iii. Legislative oversight of the PD
  1. Village Board
  2. Funding powers
  3. Ethics Board
- iv. Current accreditation status of the PD
  1. The VGPD is currently seeking accreditation from NYS DCJS Law Enforcement Accreditation Program (NYS LEAP)
  2. Accreditation managers have been appointed and trained and all policies meet NYS LEAP Accreditation standards
  3. NYS LEAP SWAT Accreditation for SOG/TRU

**e. Data, Technology and Transparency**

- i. Incident data is reported out by the Division of Criminal Justice Services and is publicly available
- ii. Data driven policing strategies
  1. The VGPD does not formulate its own data from which it then makes policing strategy decisions.
  2. The VGPD does obtain data driven requests from New York State to enforce certain crimes and/or vehicle and traffic conditions in certain geographic areas.
- iii. Policies are presently available by FOIL request.

1. The Village of Goshen Police Department is committed to publishing our Policies and Procedures for review by the public on the Village website consistent with advice that we will receive from the Village Attorney.

iv. Body Worn Cameras/Dash Cams

1. The Village of Goshen Police Department has previously explored the purchase of dash and body cameras. The cost of the cameras is relatively inexpensive, but the storage and encryption of the data is the substantial cost associated with these items. Previous estimates for these items were in excess of fifty thousand dollars for equipment storage and maintenance.

**VIII. Recruiting and Supporting Excellent Personnel**

**a. VGPD efforts to recruit a Diverse Workforce**

i. Agency reflective the diversity of the community it serves

1. The VGPD believes it is essential that law enforcement agencies reflect and represent the diversity of the communities they serve. Diversity defined not only in terms of race and gender, but also religion, sexual orientation language ability, and background, is a critically important tool to build trust in communities. Research has demonstrated that when members of the public believe that when law enforcement represents them, understand them, and respond to them – and when communities perceive authorities as fair, legitimate and accountable in deepens trust and confidence. This trust is essential to defusing tension, solving crimes and creating a system in which residents view law enforcement as fair and just.

2. Entry level positions advertised through Orange County Civil Service announcements, available on the internet, posted in public buildings and newspapers, current agency personnel notifying qualified applicants.

3. Like most agencies throughout Orange County the VGPD does not reflect the racial diversity of the county but we have been successful in increasing the number of minorities and women in the workforce. The Civil Service process does not produce enough prospective candidates that would substantially raise racial diversity in the VGPD. However, in those appointments that are not controlled by a list (part-time School Security Police Officers and Dispatchers/support staff) the VGPD does reflect the community we serve in terms of racial minorities and diversity.

ii. What the VGPD can do better to re-evaluate hiring practices and testing to remove barriers in hiring underrepresented communities

1. Testing is controlled by the NYS Civil Service Commission. The VGPD seeks candidates that can expand our minority and diversity percentages

2. The VGPD has been successful in developing diverse officers through appointments to School Safety and Part time Patrol Police

Officers and other special support staff assignments encouraging others to set their goals higher. The current VGPD retention rate is excellent.

**b. Training and Continuing Education**

**i. VGPD Training Program**

**1. Training specifically geared toward building police-community trust and reduction in bias incidents/building stronger connections with communities of color**

**a. Police Academy Training (Orange County Police Academy)**

i. Ethics and Professionalism (8 hours): Recruits attend training in basic ethical terms and theories, examine their own personal values and morals and challenge those values and morals by a series of ethical dilemmas. The recruit is expected to identify values of personal importance, explain ethical decision-making, describe an ethical dilemma and the conditions under which they can occur, explain how they can be susceptible to corruption, understand police subculture and how it can impact ethical decision making, and understand theories of bystandership.

ii. Police Discretionary Powers (2.5 hours): Recruits attend training in reasoning, logical decision making, and the fair and equitable application of their police powers. The training emphasis the impact and potential repercussions arising from the use of their police powers.

iii. Procedural Justice (2 hours): Recruits attend training in the four pillars of procedural justice; 1) giving others a voice, 2) neutrality in decision making, 3) respectful treatment of others, and 4) trustworthiness, and its role in police legitimacy.

iv. Interview and Interrogation (5 hours): Recruits attend training on the Constitutional requirements which govern police interviews of citizens and the concepts of due process as a mechanism to achieve procedural fairness in custodial and non-custodial interviews.

v. Persons with Disabilities (6 hours): Recruits attend training which examines a police officer's responsibilities when interacting with persons with disabilities, including anticipating and properly reacting to unexpected actions, communicating with individuals who may have difficulty understanding concepts and/or commands, and caregiver interference.

vi. Cultural Diversity, Bias Related Incidents, Sexual Harassment (5 hours): Recruits attend training on cultural diversity and cultural identity, identifying strategies to increase the effectiveness of contact

between officers and individuals from other cultural backgrounds, understanding sexual orientation and gender identity, identify behaviors which constitute sexual harassment and the ramifications of engaging in such behaviors, identifying hate crimes, identifying the indicators of biased policing, and understanding how police action which could be viewed as culturally insensitive, biased, and/or sexually harassing can shape the way citizens view law enforcement.

vii. Eyewitness identification (2.5 hours):

Recruits attend training on the proper procedures for conducting identification procedures including show up identifications under emergent situations, blinded, or double blinded, photo identification, blinded line-up identification and the impermissibility of suggestive identification procedures due to the actions of officers.

viii. Decision Making (8 hours): Recruits are guided through a series of reality-based scenarios. They are assessed on their decision-making skills in each scenario. ix. Fundamental Crisis Intervention Skills for Law Enforcement (48 hours): Recruits attend training, both in the classroom and reality-based scenarios, in all aspects of dealing with emotionally disturbed and/or mentally ill persons, including taking a mentally ill person into custody as the Mental Hygiene Law may require.

x. Professional Communications (8 hours): Recruits attend classroom instruction and receive reality-based training in an effort to develop an officer's communication and human relation skills in all aspects of police-citizen encounters. The reality-based training includes positive and difficult public interactions to develop the officer's professional communication skills. xi. Community Resources – Victim and Witness Services (3 hours): Recruits attend training on the laws applicable to victims and their rights, instruction on appropriate victim and witness interaction with the officers and the need to be sensitive and compassionate to the victim's needs, including referrals to appropriate social services agencies.

xii. Community oriented policing and problem solving (2 hours): Recruits attend training on the public perceptions and stereotypes about law enforcement and study the use of community-oriented policing strategies to combat these perceptions and stereotypes in an effort to

strengthen ties between police and community members in order to reduce crime, disorder and other problems.

b. VGPD Training

i. Biased based profiling (2 hours annually): The VGPD administers initial training and annual training for affected personnel in biased based profiling, diversity issues, and legal aspects. In this training, members are instructed on how to recognize preconceived biases and subconscious biases, awareness of the factors that go into decision making, and the stereotypes that exist.

ii. Principled Policing (2 hours annually): The VGPD conducts annual training for Principled Policing that covers the four pillars of Procedural Justice: giving members of the community a voice, neutrality in decision making, respectful treatment, and trustworthiness. Police Legitimacy is also covered to emphasis the public's view that police are entitled to enforce the laws and maintain order.

iii. Code of Ethics (1 hour Annually): The VGPD adheres to a Code of Ethics which is reviewed with personnel annually. This review emphasizes that a law enforcement officer will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities, or friendships to influence their decision making in the performance of their duties.

iv. Harassment and Discrimination (1 hour Annually): The VGPD receives annual training reviewing the Agency's policy and procedure on harassment and discrimination, including recognizing problem behaviors and how to report them.

2. Training specifically geared toward less lethal use of force techniques

a. Police Academy Training (Orange County Police Academy)

i. The laws which govern the use of physical force and deadly physical force (11 hours): Recruits are trained to recognize circumstances that justify the use of physical force and the use of deadly physical force, to recognize the considerations and consequences associated with the use of physical force and deadly physical force, to understand the relationship and differences between federal law, state law, and agency policy regarding the use of force, to understand the relevant case law applied to develop police use of force policies and procedures in New York State and nationwide, to understand the reasonableness standard for the use of any



application of force depending on the circumstances, and applications of these concepts to scenarios.

ii. Civil liability and risk management (2 hours):

Recruits are trained on the civil, criminal and vicarious liability which will apply should an officer cause injury under certain circumstances with an emphasis on the duty and responsibilities of both the officer and their employment agencies. Applicable state and federal law are reviewed.

iii. Defensive Tactics (71 hours): Recruits are trained extensively on the non-firearms involved use of defensive tactics and principles of control specifically in the areas of control tactics, search and transporting prisoners, and the mechanics of arrest. Instruction includes use of non-lethal methods to defend and/or control by using batons, punch defense, holds, takedowns, ground control tactics, handcuffing, restraint of suspects, and protection against persons armed with dangerous or deadly weapons.

iv. The Nature and Control of Civil Disorder (3 hours): Recruits are trained on the patterns and causes of disorder, levels of violence and damage, initial incidents, control capabilities, use of force, community assistance and the dangers of overreaction. The training includes the use of police authority in the context of crowd gatherings including where civil unrest ensues, the importance of assessing the size and nature of the crowd, the manpower, equipment and tactical alternatives usable in crowd control, identification of agitators in a hostile group (as opposed to peaceful persons), and proper procedures for effecting arrests in a crowd condition..

v. Aerosol Subject Restraint (6 hours): Recruits are trained in the safe handling and operation of aerosol sprays including deploying aerosol sprays in critical situations as a non-lethal option.

b. VGPD Training

i. New York State Penal Law Section 35 Use of Force (4 hours annually)

1 Article 35 is covered annually for all sworn members of VGPD. This training covers agency policy and procedure on the use of force, NYS Article 35, and the use of force continuum. Any legal updates pertaining to use of force are also covered during this annual training.

2 Reality based training scenarios are conducted throughout the year that require Officers to demonstrate



their ability to apply the force continuum in evolving situations.

- ii. Use of Aerosol Devices (1 hour annually): Each year sworn members receive training in the safe and proper use of displaying and deploying pepper spray. Guidelines for use and demonstration of proficiency are required annually. Members also receive inert training pepper spray throughout various reality-based training scenarios for hands-on deployment of a less lethal option.
  - iii. Baton Training (4 hours bi-annually): All sworn members who are issued or may be issued a baton receive training in the proper application for both riot control and patrol deployments. Classroom topics consist of batons which are approved by VGPD, baton target areas, and different blocks and strikes which are effective in less lethal situations. Practical exercises are conducted to allow the student to demonstrate the ability to strike intended target areas using proper technique.
  - iv. Specialty Impact Munitions (4 hours annually): This training includes the deployment of 37mm, 40mm and shotgun specialty impact munitions. Members certified in the deployment of impact munitions are required to demonstrate proficiency with operating their respective less-lethal platform. Various projectiles are deployed in training including bean bag, rubber pellet, and foam rounds.
  - v. Chemical Agents (4 hours annually): Members certified in the use of chemical agents for the purpose of crowd and riot control receive annual training in both classroom and live scenario deployments. Classroom training reviews different chemical agents, delivery methods, crowd and riot dynamics, tactical considerations, and decontamination procedures.
3. Training regarding response to non-criminal matters:
- a. Police Academy Training
    - i. Crisis Intervention Training (listed above)
    - ii. Vehicle Stops and Traffic Enforcement: Recruits are specifically trained in the concepts of selective enforcement and its relationship to community-oriented policing and problem solving.
    - iii. Community Resources – Victim and witness services (see above).
    - iv. Missing and children and adults: Recruits are instructed on procedures for handling missing person cases, with an emphasis on the unique challenges and procedures associated with missing children and vulnerable adult cases, the importance of a prompt and thorough initial assessment,

as well as the New York State AMBER Alert, Missing Child, College Student Alert and Vulnerable Adult Program activation procedures.

iv. Emergency medical services (48 hours): Recruits are trained in all aspects of immediate and temporary care given in cases of medical emergencies encountered by officers.

b. VGPD Training

i. De-Escalation and Crisis Intervention (4 hours annually)

1 The VGPD Conducts annual training for sworn members in De-Escalation and crisis intervention. This training prepares members to identify behavioral signs of an individual in emotional distress and with a mental illness. Students learn the major causes of emotional distress, mental illness, substance abuse, and medical conditions. In addition, students are instructed how to handle these situations safely and effectively.

2 In addition to the 4-hour annual training, de-escalation is covered multiple times throughout the year and incorporated into various trainings including crisis intervention, use of force/Article 35, disability awareness, and utilized during reality-based training. De-Escalation training emphasizes verbal persuasion and the use of time, distance, and cover to decrease the number of instances where the use of force is necessary.

ii. Disability Awareness (2 hours Bi-Annually): The VGPD conducts training every two years on Disability Awareness. This content of training contains essential information that Law Enforcement Officers need to respond to situations and incidents involving individuals with disabilities. This training highlights the distinct characteristics and needs of many disabilities along with different ways to interact and proceed properly.

iii. Medical Training (8 hours Bi-Annually): Medical Training is given to all members bi-annually. During this training we cover basic first aid, CPR/AED, bleeding control and naloxone training from the American Safety and Health Institute taught by Certified Instructors of VGPD.

iv. The VGPD measure the quality and efficiency of training provided in two ways:

1 Direct field observation by supervisors and annual personnel evaluations.

2 Annual review of training requirements to meet DCJS and NYS accreditation standards.

**c. Support Officer Wellness and Well-being**

- i. Police Academy Training (16 hours): Recruits are introduced to the myriad of personal and professional stressors that can affect their overall health and well-being as a result of being an officer. They are instructed how their exposure to stress, directly or indirectly, influences them biologically and psychologically which, if left unaddressed, can cause a variety of physical and mental health issues and have a detrimental effect on their lives.
- ii. Wellness and well-being within the VGPD.
  1. Physical Health
    - a. The VGPD as part of its annual personnel evaluation reviews physical fitness with its Police Officers.
    - b. The Police Officers have access to wellness programs through contractually provided Health Insurance and on-line programs.
  2. Mental Health
    - a. Police Academy Training – Police Officer Suicide Seminar – 3 hours
    - b. Counseling
      - i. Employee Assistance Program is offered through the PBA and Village health insurance.
    - c. Sleep Deprivation
      - i. The VGPD has both Policies and Contractual provisions with its collective bargaining agencies to ensure that employees are not over-scheduled or exposed to sleep deprivation.
    - d. Substance Abuse
    - e. Post Critical incidents
      - i. The VGPD engages Police Officers in post critical incident debriefing with a person certified in critical incident debriefing. Follow up consultation may be offered and, if so, encouraged.

## **APPENDIX B**

### **REQUEST FOR PUBLIC INPUT**

#### **NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE**

The Board of Trustees of the Village of Goshen hereby invites public input to assist the Village in the development of a Plan to improve police force deployments, strategies, policies, procedures and practices in accordance with the Governor's Executive Order 203, entitled "New York State Police Reform and Reinvention Collaborative."

The Village's objective is to adopt a Plan that is tailored to the needs of the Village and that will promote the improvement of police agency and community relationships based upon trust, fairness, accountability and transparency and that further seeks to reduce any racial disparity in policing.

Written input can be sent to the Village Board at [vogmayor@frontier.com](mailto:vogmayor@frontier.com); or mailed to 276 Main Street, Goshen, NY 10924.

In order to further facilitate your input, the Village invites public comments at the Village Board meetings as scheduled on the following dates and times:

Monday, January 11, 2021 at 7:00 p.m.

Monday, January 25, 2021 at 7:00 p.m.

Monday, February 8, 2021 at 7:00 p.m.

Monday, February 22, 2021 at 7:00 p.m.

Monday, March 8, 2021 at 7:00 p.m.

If in person attendance at these forums is not possible due to restrictions imposed as a result of the COVID-19 pandemic, further information will be provided by the Village to allow remote attendance and participation.

**PLEASE CHECK THE VILLAGE'S WEBSITE FOR ANY CHANGES TO THE FOREGOING DUE TO ONGOING AND EVOLVING RESTRICTIONS RELATED TO THE PANDEMIC. [www.villageofgoshen-ny.gov](http://www.villageofgoshen-ny.gov)**