


**NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE
PLAN CERTIFICATION FORM**

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

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

Name: Peter Scherer

Signature: 

Mayor, Village of Pleasantville

Date: 3 - 22 - 2021

Res. No. 2021-60 Ratify Police Reform and Reinvention Collaborative Plan and Certification Filing

Motion made by Trustee Asquith duly seconded by Trustee Vinjamuri that the following resolution is put forth for adoption:

WHEREAS, the Village of Pleasantville has performed a comprehensive review of current police force deployments, strategies, policies, procedures, and practices; and

WHEREAS, the Village has developed a plan, attached hereto, to improve such deployments, strategies, policies, procedures, and practices (the "Plan"); and,

WHEREAS, the Village has consulted with stakeholders (including but not limited to: membership and leadership of the local police force; members of the community, with emphasis in areas with high numbers of police and community interactions; interested non-profit and faith-based community groups; the local office of the district attorney; the local public defender; and local elected officials) regarding the Plan; and,

WHEREAS, the Village has offered the Plan in draft form for public comment to all citizens in the locality and, prior to adoption of the Plan by the local legislative body, has considered the comments submitted,

NOW THEREFORE BE IT RESOLVED, that the Board of Trustees for the Village of Pleasantville ratifies the Police Reform and Reinvention Collaborative Plan and authorizes the Village Mayor to sign the plan certification form.

ADOPTED:

Peter Scherer, Mayor	<u>Aye</u>
W. Paul Alvarez, Trustee	<u>Aye</u>
Nicole Asquith, Trustee	<u>Aye</u>
Joseph Stargiotti, Trustee	<u>Aye</u>
David Vinjamuri, Trustee	<u>Aye</u>





Village of Pleasantville
80 Wheeler Avenue, Pleasantville, New York 10570

VILLAGE OF PLEASANTVILLE - Police Reform and Reinvention Plan

In June 2020, Governor Andrew Cuomo signed NYS Executive Order 203, requiring local governments in New York State to adopt a policing reform report by April 1, 2021. In the Village of Pleasantville, the reform process included the creation of a community stakeholder group and a series of six online public forums focused on specific areas and three public meetings with the intent to obtain feedback on the draft/final Police Reform and Reinvention Plan. The dates and topics of the public meetings are as follows:

November 5, 2020: Initial Stakeholder Meeting to Outline the Reform Process and to Launch Community Awareness and Participation

November 19, 2020: Public Forum: Introduction to Police Reform Process

December 16, 2020: Public Forum: Use of Force and De-Escalation

January 14, 2021: Public Forum: Police Training and Complaint Review Process

January 28, 2021: Public Forum: Community Policing and Engagement

February 17, 2021: Spanish Language Q&A Session with Chief of Police

March 4, 2021: Public Form and Public Comment on Draft Police Reform and Reinvention Plan

March 8, 2021: Public Comment at Board of Trustees meeting on Draft Police Reform and Reinvention Plan

March 22, 2021: Public Comment at Board of Trustees meeting on Draft Police Reform and Reinvention Plan

In addition, the Village created a page on its website solely focused on the police reform process. It served as repository for information, including video recordings of all prior meetings and pertinent backup information. An email address was also developed for members of the public to submit comment via email. The feedback garnered from the stakeholder group and the public was central in developing these police reform initiatives.

Recommendation 1: Enhanced Training for Police Officers

A. Implicit Bias Training

- Commit to ongoing training for every police officer to recognize and address discrimination or bias in all interactions.
- Provide a combination of outside instruction and in-house training to ensure broad perspective, continued conversations, and personal awareness of bias.
- Annually evaluate training to assess effectiveness and identify opportunities for improvement.
- ***Timeline:*** Immediate
- ***Procedure:*** Review best practices in the region, gather and implement the most current training materials available, and coordinate with Westchester County to participate in shared training.

B. De-Escalation Training

- Train officers to respond to calls with the initial goal of de-escalation.
- Support officers with training to focus on specific situations—including people with mental illness, mental health crisis, or experiencing trauma.
- Evaluate opportunities with other law enforcement partners for crisis intervention training for mental health emergencies.

Work with Westchester County to gain support for the mental-health intervention programs proposed in the County reform recommendations.

- ***Timeline:*** Immediate
- ***Procedure:*** Review best practices in the region, gather and implement the most current training materials available, and coordinate with Westchester County to participate in shared training.

C. Use of Force Policies and Training

- Evaluate current of force training and ensure compliance with the Department of Justice requirements.
- Undertake a detailed review with the Village board and police administration of the existing use of force policy, revising as needed to reflect recent changes in NY State law and the results of the review process.
- ***Timeline:*** Immediate

- **Procedure:** Review best practices in the region, gather and implement the most current training materials available, and coordinate with Westchester County to participate in shared training.

D. Training Schedules and Curriculum

- Develop and maintain an outline of officer training programs, describing the sequence and schedule of training provided for new recruits and officers—showing initial training, annual training, periodic training, and opportunities for specialized training.
- Develop and maintain a training curriculum—identifying the subjects, methods, and sources of training materials and programs.
- **Timeline:** Immediate
- **Procedure:** Review and codify best practices in the region, current training materials, and shared training available through Westchester County.

Recommendation 2. Communication, Community Outreach & Engagement

A. Outreach to Community Groups

- Continue to identify and engage community groups with identifiable needs.
- Strive to identify the best means of communication with each group.
- Expand registrants in the existing Police Department program for community members to register information on household members with special needs, mental health issues, and/or medical issues to assist with Police response.
- Establish a committee to provide ideas and advice about improving police-community relations—and to consider ways to encourage and analyze feedback about interactions with police.
- **Timeline:** Immediate

Procedure: Village board to establish an advisory committee; police administration and Village administration to collaborate on a communications campaign to engage community groups and educate the public on the registrant program.

B. Increase Community Policing

- Create a more visible presence for officers—encouraging foot and bicycle patrols, and enhancing public interactions in the downtown and during public events.
- **Timeline:** July 1, 2021
- **Procedure:** Examine scheduling and staffing, seeking opportunities to enhance visibility; police administration to report to the Village board and administration

on opportunities within the current staffing budget and potential costs of opportunities that would require additional staff or overtime.

C. Quarterly Updates from the Police Department

- Provide updates on department operations, training, statistics on crime and arrests, and other matters of public interest presented quarterly at public Village Board meetings.
- ***Timeline:*** Immediate
- ***Procedure:*** Police Chief and a Lieutenant will be scheduled to present at the second Village Board meeting in January, April, July, and October.

D. Improve Accessibility of Police Department Resources

- Promote contact information, downloadable forms, and department resources on Police Department web page.
- Encourage registration in Village “News & Announcements” e-mail list.
- Initiate and post a weekly summary of police blotter activities to police web page.
- ***Timeline:*** September 1, 2021
- ***Procedure:*** Communications campaign to promote police web resources and to gather public opinion on communications. Start weekly posting of blotter first week of May 2021.

Recommendations 3. Policies and Procedures

A. Policies and Procedures should be made more transparent to the public •

Undertake a full review of current Pleasantville police policies and procedures.

- As appropriate, make policies public and available on the police web page – including the complaint procedures and the use-of-force policy
- ***Timeline:*** TBD
- ***Procedure:*** Evaluate resources required to complete comprehensive review and update.

B. Personnel Complaint Review Procedure

- Incorporate review by personnel outside of the police department.
Timeline: Immediate
- ***Procedure:*** The Village Administrator will be notified by the Police Chief within three (3) business days of receipt of a complaint about the Department or its officers.

- The Chief will maintain timely communication with the Village Administrator about ongoing investigations and findings.
- Prior to finalizing disciplinary actions, the Chief will brief the Village Administrator on the proposed actions and their justification.
- Every six months, the Chief will meet with the Village board in executive session, providing a summary of all complaints received, the results of investigations, and disciplinary actions.
- **Ongoing:** Schedule a standard executive session with the Village board at the second meeting in January and July. Review policies in other jurisdictions for managing police complaints and discipline.

C. Use of Force Review Process

- Enhance internal review process when use of force is utilized to include 1) Debrief within the department, 2) Debrief to Village administration, and 3) Identification of potential training needs/opportunities.
- **Timeline:** Immediate
- **Procedure:** Amend General Orders to reflect the above.

D. Review Future Implementation of Body Cameras.

- The Village board, Village administration, police administration, and PBA should review the benefits, issues, policies and costs associated with potential future implementation of body cameras for officers.
- **Timeline:** Initial review by December 2021, annual review/update thereafter
- **Procedure:** Solicit and assess information from the County and other departments in the region who have implemented body camera programs or are considering them.

Recommendation 4. Enhanced Collection and Analysis of Data

A. Comprehensive Collection of Demographic and Police Action Data

B. Acquire and implement new data collection software to capture demographics, police actions, and information to ensure accessibility and usability of data. [Note: The Department is part of a shared-service effort with Westchester County to identify and license a new law enforcement software platform.]

C. Comply with NYS mandates for data collection.

D. Provide quarterly updates on police data at public Village Board meetings.

- **Timeline:** June 1, 2022 (pending shared services timeline)

- ***Procedure:*** Research and migrate police patrol software due to end of service of current platform.

Recommendation 5. Civil Service Reform

- Village Board and police leadership recommend New York State and Westchester County reconsider existing civil service process to allow for more flexibility in hiring or explore other ways to increase opportunities to hire a more diverse police force.
- When civil service process will allow, develop specific benchmarks/goals for increased diversity in department.