



# TOWN OF DEERPARK

---

GARY SPEARS, SUPERVISOR  
DAVID M. DEAN, DEPUTY SUPERVISOR  
ARTHUR TROVEL, COUNCILMAN  
KENNETH SMITH, COUNCILMAN  
ALAN F. SCHOCK, COUNCILMAN

## EO203 COMMITTEE

### MEMORANDUM

#### Points of Concern

Committee Members' Concerns/Ideas:

Reestablishment of a Police Commission to review the following, including but not limited to:

1. Create/Review policies relating to:
  - Physical force, including domestic abuse;
  - mental health;
  - non-English speaking community members;
  - communication and leadership; and
  - other policies identified by the Town Board, or Police Chief or community members.
2. Ensure updated training for the above issues that would include new and refresher training for all officers. This training should be mandatory and either held in-house utilizing local organization or use of trainers that are equipped to put practices in place with new techniques as required for handling of sensitive incidents.
3. Evaluate the need and develop a list of persons who can help with communicating with non-English speaking people, and/or people impacted by mental health issues, substance abuse, LGBTQ, and racial disputes.
4. Continue with and expanding upon community programs hosted by the police department, to include potentially:
  - A meet and greet within local community organizations such as Senior citizens, Lion's Club, Recreation, Veterans, Dare Program and gun safety;
  - the use of social media to get the message out that would allow for interaction for those who may not be able to attend programs in-person.

5. Creation/Updating of Town web site to include phone numbers and procedures to use to file complaints if a department policy was not followed or compliments if a police officer goes above and beyond.
6. Review the functions of the school resource officers to insure they are functioning as developed to increase safety in the schools. Working with the local school district to ensure the effectiveness of the program.
7. Train a group of police officers that have effective de-escalation techniques that other officers can contact if needed.
8. Review and update how data is entered to generate reports to ensure the effectiveness of all programs while maintaining necessary confidentiality so as to avoid any disclosure of confidential information and to avoid disclosure of tactics and operational techniques.
9. Establish community policing in areas of the town **where** a police officer or officers can get out and meet the public such as at local events, developments, parks, and neighborhoods that would allow for this making **police** more visible and potentially increasing community support for the officers.
10. Investigate and evaluate the purchase of body cameras for officers allowing for the funding of this program through grants, budgets and other means.

The Police Commission should also:

- Explore how the Police Dept. functions within the school system; explore the current contract that guides school staff and Officers assigned to each school, and what is
- Examine the curriculum/training content provided to all Officers to prepare them to safely/effectively respond to a wide array of behaviors/situations in the community.
- Regularly meet to support the functions of the Police Dept., using a process described in the Town Law to examine what Department needs exist, and make recommendations to the Chief/Town Board.
- The Police Commission should consist of elected Town official(s), Police Officer(s) and/or the Chief of Police, and community residents.
- Establish an accessible/transparent/anonymous complaint process that community members can use to identify and communicate satisfaction/dissatisfaction with the Police Department. to the Police Commission.
- Decide if and how to provide Police Dept. occurrence data in a spread sheet format to promote aggregation and analysis of what is taking place in the Town.

### **Police Commission**

- Reestablishment of the Police Commission and intentional recruitment of participants to reflect the broader community (including but not limited to diversity in race, gender, areas of personal/professional expertise), and
- Create a clearly defined process and posting on the Town website for how individuals can file a complaint, and generally how the complaints will be handled. Subject to privacy/contractual concerns, potentially provide updates to the public on issues raised and decisions made to address the concern. Allow for anonymous submission to protect from fear of retaliation.
- Commission members will practice confidentiality and have access to all data necessary to conduct their responsibilities, including departmental disciplinary records.

### **Training**

- Future goals for training should include, but not be limited, to Unconscious Bias, De-escalation, Officer Well-Being, Diversion Programs, Trauma-Informed Responses, Mental Health & Neurodiversity Awareness, and Procedural Justice.
- Banning Warrior-style or Fear-Based training.

### **Staff Review Policies**

- Performance reviews of each officer and departmental staff to be administered by the Chief of Police on a yearly basis
- Non-punitive peer review is to be required for each officer and staff to anonymously rate the professionalism of each peer. The review should occur on a yearly basis
- These reviews to be kept for up to, but not limited to, 5 years as part of departmental staff records.

### **Departmental Policies**

- Annual reviews of hiring should target how the department is working to recruit and hire a staff that reflects the community. This includes but is not limited to representation in languages spoken, gender, sexual orientation, race, and ethnicity.
- Expanded police recruiting. Potentially incorporating community partner ride-along options until there is more diversity among officers.
- Departmental inquiry into whether any officers or staff are or have been members of an FBI identified domestic terrorism or hate group. Such information, including that an individual's history is found to be clear of such activity, should be recorded in individual Human Resource records.
- Policy to allow subordinate officers to call out misconduct (protection for whistleblowers and intervention for excessive use of force).

## Community Outreach

- Work with Police Department partner organizations to identify potentially isolated or alienated segments of our community to understand the information and programs that would enable the Deerpark Police to best serve and protect them.
- Define & publicly communicate the process for community organizations to become partner organizations with the Deerpark Police Department.
- Public listing\* on the town website of:
- Training department staff has taken over the last 3 years (listing course and count of department participation, not individual names).
- Monthly breakdown of incidents and reported issues by type (disclosed for at least a 2-year lookback).
- Catalog of the community and agency groups the department collaborates with that is updated on a 6-month or annual basis.
- Listing of partnered support organizations and contact information (e.g., Fearless Hudson Valley, Hope Not Handcuffs)

*\*Each of these public disclosure items should be updated on a standard schedule of every 6-months or year.*

## Community Members' Concerns:

- Make the Deerpark Police agile and responsive through employing software (all get trained) that has the potential to look at both broad and specific issues in policing that have potential for change, development, innovation and reform. Budget for it. Aim is to be as effective as possible with new tools addressing in some instances, new issues and techniques... broad stuff...connected with procedures, social issues, within the department and in the community. A continuing growth and discovery with a positive result down the line. Information and data, well used, is the coin of the realm. Pursue it, observe the changes and share with the community the results. "The times they are a changin'"