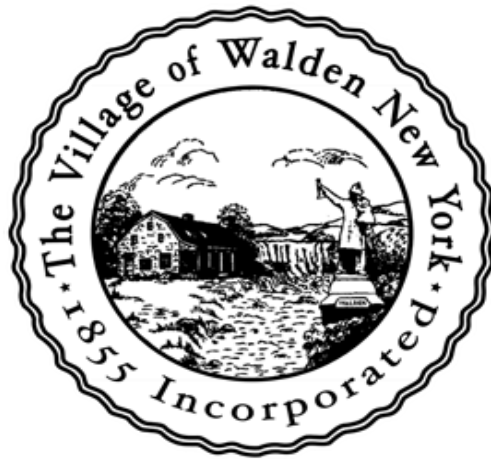


VILLAGE OF WALDEN

POLICE REFORM & REINVENTION COLLABORATIVE PLAN



Honorable Susan M. Taylor, Village Mayor
Honorable John Ramos, Village Trustee and Deputy Mayor
Honorable Willie Carley, Village Trustee
Honorable Brian B. Sebring, Village Trustee.
Honorable Cheryl Baker, Village Trustees
Honorable Lynn E. Thompson, Village Trustee
Honorable John Elliott, Village Trustee

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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 Walden 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 WALDEN COMMUNITY

The Village of Walden is a municipal corporation and is one of the Villages located within in the Town of Montgomery. The Village was settled in 1736.

The Village has a total area of 2.0 square miles. As of July 1, 2019, the Village population was approximately 6,689.¹

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

- The racial makeup of the Village as of July 1, 2019, was approximately 78.6% White, 14.6% Hispanic/Latino and 15.7% Black or African American together with a smaller number of Asians and other ethnicities. (According to the Census Bureau, Hispanics may be of any race, thus resulting in this total number exceeding 100%).
- The Village population consists of 28.9% of residents under the age of 18 and 8.0% of residents over the age of 65.
- Females represent approximately 51.7% of the population.
- The median income for a household in the Village is \$74,107.
- The per capita income is \$31,151.
- Approximately 9.40% of the Village population was classified as being a “person in poverty.”

The Village Government consists of a Mayor and six Village Trustees. The day to day operations of the Village are handles by the Village Manager who is the Village’s Chief Executive Officer.

¹ All demographic information is estimated as of July 1, 2019 and was obtained through the United States Census Bureau at: www.census.gov/quickfacts/Waldenvillagenewyork.gov.

THE VILLAGE OF WALDEN POLICE DEPARTMENT

The Village of Walden Police Department was established in 1890. Currently, there is a full-time Chief, 9 full-time officers, 13 part-time officers and 3 full-time dispatchers. Additionally, the Department has 3 sergeants. The Department is fully operational 24 hours per day and 7 days per week. Police activity for 2020 was as follows:

- 97 arrests
- 10 felony arrests.
- 46 misdemeanor arrests.
- 41 violation citations
- 742 traffic citations issued.
- 8,111 911 calls were answered.
- 151 domestic disputes were answered.

As the statistics illustrate, the Village of Walden 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 COLLABORATE PROCESS

Consistent with the directive of EO-203, the Village of Walden, through the entire Village Board which, as the elected representatives of the Village of Walden, took the lead in this process along with a committee comprised of the Village Manager John Revella, Esq., Village Trustee Willie Carley, Village Trustee John Ramos, Village Trustee John Elliott, Village Police Chief William Herlihy and Village Attorney David Donovan, beginning in the Fall of 2020, undertook a thorough and comprehensive review of the following Village of Walden Police Department Policies and Procedures:

- Rules and Regulations
- 09-00a – WRITTEN DIRECTIVES
- 09-01 – VEHICLE PURSUIT DRIVING 09-01
- 09-02 - ROADBLOCKS
- 09-03 – SUPERVISOR OF PRISONER
- 09-04 – ARREST PROCEDURES
- 09-05 – USE OF FORCE
- 09-06 – FIREARM POLICY
- 09-07 – DOMESTIC VIOLENCE
- 10-08 – PREVENTION OF TRANSMISSION OF COMMUNICABLE DISEASE
- 10-09 – DISPATCHING AND COMMUNICATION PROCEDURES
- 10-10 – PRISONER DEBRIEFING SYSTEM
- 11-11 – ADVANCES TASER X26 ECD USE
- 11-12 – BODY ARMOR
- 11-13 – ELECTRONIC RECORDING OF INTERVIEW

- 11-14 – IDENTIFICATION PROCEDURE PHOTO ARRAYS AND LINE UPS
- 11-16 – PERFORMANCE EVALUATIONS
- 11-16 – PERFORMANCE EVALUATIONS, FORMS
- 14-17 – NALOZONE USE
- 14-18 – SOCIAL MEDIA
- 14-19 – LAW ENFORCEMENT SURVIVAL KIT
- 14-20 – BODY CAMERA POLICY
- 17-21 – E-JUSTICE POLICY
- 17-22 – STINGER DEPLOYMENT
- 18-23 – CRISIS INTERVENTION TEAM
- 19-24 – HOPE NOT HANDCUFFS

Public input was solicited at the following open meetings:

- Monday, December 7, 2020 at 6:00 p.m.
- Monday, January 4, 2021 at 6:00 p.m.
- Monday, February 1, 2021 at 6:00 p.m.
- Monday, March 1, 2021 at 6:00 p.m.

Further, written input was solicited by inviting comments to be sent to the Village Board at: info@villageofwalden.org or PoliceReform@waldenpd.com ; or mailed, by regular mail, to One Municipal Square, Walden, New York 12586, the address of the Walden Village Hall. A copy of the request for input is set forth in Exhibit “A.”

The Village also seeks public input regarding this Plan. This document will be posted on the Village website at www.villageofwalden.org for review by the public. Comments may be submitted through the Village website.

Collaborate Plan Specifics

Pursuant to the process initiated in the Village of Walden and the Village of Walden Police Department (“VWPD”) as per the mandates set forth in the New York Estate Executive Law 203, the following is the Village’s Plan of action. The implementation process had already launched and will continue throughout 2021 until all elements of this Plan have been achieved.

Element One – Increase annual 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 |
| • MENTAL WELL-BEING | Minimum of four (4) hours annually |

Element Two – Data Collection Management Disclosure:

The VWPD, as of January 1, 2021 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.

Element Three – The police department will increase its transparency to the community it serves:

- All General Orders, Policies & Procedures will be placed on the VWPD’s website.
- The police website will be improved to be more informational.
- Monthly crime statistics, police activity reports and productivity will be included.

- A Community Opinion Survey and online Civilian Complaint Form will be added.

Element Four– Equipment.

- The VWPD will examine additional less-than-lethal options that may exist and may not be currently deployed.
- The existing Body Worn Camera (B.W.C.) system data is utilized on all tours and reviewed randomly for effectiveness.

Element Five – General Orders Review.

- General Orders are continuously reviewed and changes will be made pursuant to Executive Law 203 along with recommendations made by Committee members. General Orders are maintained in hard-copy files and digital files, and all police department members shall review and acknowledge they have read and understand the changes.

Element Six – VWPD Practices:

- The VWPD will issue a letter to several outside agencies requesting participation in joint meetings, to discuss the utilization of mental health services to assist with police in responding to and handling persons in crisis.

Element Seven – VWPD Operations.

- The VWPD will examine its current deployment of uniformed patrol officers by the present system and consider re-aligning the system to better reflect the current demographics of the Village.

Element Eight – Recruitment Process:

- The VWPD is committed to the hiring of police officers of color.
- Members of the community will be encouraged to contribute to the hiring process of new police officers.

Element Nine – Community Meetings.

- Community meetings will be held quarterly. These meetings will be conducted and overseen by the Chief-of-Police, or designees, and the Civilian Oversight

Persons(s) (C.O.P.) assigned to the department. Opportunities for all to engage in an honest, open and transparent dialogue with police representatives can take place. Additionally, any one of the many organizations will be encouraged to attend.

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 Walden and the Village of Walden 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

REQUEST FOR PUBLIC INPUT

NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE

The Board of Trustees of the Village of Walden 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 Manager at: info@villageofwalden.org or to the Village Police Department at PoliceReform@waldenpd.com.

In order to further facilitate your input, the Village has scheduled open public forums to be held in the Bradley Assembly Room, on the third floor of the Village Hall, One Municipal Square, Walden, NY 12586 on the following dates and times:

Monday, December 7, 2021 at 6:00 p.m.
Monday, January 4, 2021 at 6:00 p.m.
Monday, February 1, 2021 at 6:00 p.m.
Monday, March 1, 2021 at 6:00 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