



VILLAGE OF ALBION POLICE DEPARTMENT POLICE REFORM & REINVENTION



106 North Platt Street

Albion, NY 14411

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Introduction

On June 12, 2020, New York State Governor Andrew Cuomo signed an Executive Order that requires each local government and law enforcement agency to adopt a policing reform plan called the “New York State Police Reform and Reinvention Collaborative”. This Executive Order gives authorization to the Director of the Division of the Budget to adjust State aid to localities based on such plan. The Collaborative was instituted to each local government agency to set forth a plan to address any racial bias, social injustice, and other issues such as use of force. See pages 12 and 13 for a copy of the entire Executive Order No. 203.

Founded in 1812, the Village of Albion is centrally located in Orleans County, New York. Located 30 miles west of Rochester and 50 miles east of Buffalo. The Village of Albion sits 12 miles south of Lake Ontario. The population of the Village at the 2019 census was 5,735 residents. Our Village is also nestled along the historic Erie Canal. Our municipality is overseen by the Village Board which consists of four elected Village Trustees and one elected Mayor.

In accordance to the New York State Police Reform & Reinvention Collaborative, the Village of Albion Police Department in Albion, New York aims to achieve the goals within the Executive Order No. 203 mandated by our New York State Governor. Our main focus is to conform to the statewide Executive Order by instituting a committee of members from both the department and stakeholders in our local community. The Village of Albion Police Department plans to address/review any police strategies, procedures, and any practices performed by our department. Our department does not tolerate any racial profiling or any kind of biased based policing. Our goal is to implement any community related response and set a plan for ways we as a department

can improve. Our department plans to maintain a positive relationship with our citizens, while demonstrating respect, transparency, and trust.

Staff

To partake in the plan for the New York State Police Reform & Reinvention Collaborative, it is important to understand the structure of our police department. It is our mission as a police department to provide exceptional service to the people of the community. Officers of the Village of Albion Police Department are authorized to exercise police officer authority granted to them by law. Our department does not tolerate any abuse of law enforcement authority. All members of the department shall comply with each person's rights under the United States Constitution and the State of New York laws. Our department will not discriminate against or deny any individual access to services.

As mentioned, our police department is accessible 24 hours a day, 7 days a week, including holidays. The Orleans County Sheriff's Department hosts a centralized dispatch also available 24/7. Officers shall respond to an emergency call immediately as appropriate. Our officers respond to about 4000- 5000 calls per year.

Our department consists of thirteen full-time sworn officers, led by the Chief of Police. In addition to the Chief of Police, second in command is the Lieutenant. We have three Sergeants, and eight police officers. Within the eight police officers, we have a K9 officer that works with our police dog "Badger", and a School Resource Officer who works with the Albion Central School District. We also provide a Crossing Guard for the district as well. Our Police Clerk is available during the hours of 8am- 4pm, Monday through Friday.

The department runs two 12-hour shifts, 1st and 2nd Platoon. Hours are 6am- 6pm for 1st Platoon, and 6pm- 6am for 2nd Platoon. At the beginning of each shift there is a shift briefing that takes place where officers pass on any relevant information from the shift they are relieving.

Our Department

The Village of Albion Police Department is located on North Platt Street in Albion. Our building is neighboring the Albion Fire Department on North Platt Street and the Village Clerk's Office located on East Bank Street. Our department includes a Chief, Lieutenant, three Sergeants, eight Officers, and a Clerk. Our law enforcement agency is available 24 hours a day, 7 days a week, 365 days a year. Our police department has a lobby, processing (mugshots and fingerprinting) room, holding room, juvenile room, interview room, main room, evidence room, and a designated records room. Most of our rooms in our department are equipped with video cameras. Also, some have the option of recording audio, such as our interview room. There is also a camera outside of the building.

Our department currently has four patrol SUV's, a K9 SUV, and a Chief's vehicle. Each of the patrol vehicles have Automatic External Defibrillators (AEDs), First Aid kits, vehicle lock-out tools, rescue discs for water rescue, flares, and fire extinguishers.

Our department issues a uniform, vest, handcuffs, handgun, OC spray, Narcan and a taser to each fully trained officer. Expandable metal batons and tourniquets are issued as well. Each officer is also equipped with a body camera.

Requests for records or F.O.I.L. requests are usually handled by the Police Clerk when present, both digital and hard copies of records are kept. Each report is filed by case number.

Training

Our agency prides itself on the amount of knowledge and training that all of the Officers, Sergeants, Lieutenant, and Chief have. Each of our department's officers are required to meet the standards of NYS Division of Criminal Justice Services training. Each Police Officer at our department has successfully completed the Basic Course for Police Officers through the Division of Criminal Justice Services and have received certificates of completion for the Basic Course for Police Officers. The Basic Course for Police Officers has undergone a continual evolution since it was first established. When mandated effective July 1, 1960, the Basic Course for Police Officers consisted of a minimum standard of 80 hours of instruction in specified areas. The current Basic Course for Police Officers consists of a minimum standard of over 700 hours established by the Municipal Police Training Council. Staff routinely reviews the content of the Basic Course for Police Officers to ensure that the material remains relevant to criminal justice issues and best prepares officers to serve their communities. Today's Basic Course for Police Officers covers a wide range of topics including, but not limited to, Ethics & Professionalism, Cultural Diversity, Bias-Related Incidents, Professional Communication, Persons with Disabilities, Crisis Intervention, Use of Physical Force & Deadly Force, Active Shooter Response and Decision Making. Today's police recruits are also mandated to complete numerous Reality Based Training Scenarios to better prepare them for the situations they will encounter on the job. After satisfactorily completing all instructional aspects of the Basic Course for Police Officers, officers are required to satisfactorily demonstrate practical application of information and skills learned during Supervised Field Training. Our department conducts a Field Training Program that exceeds the Municipal Police Training Council minimum requirement of 160 hours. The goal of the field training program is to ensure that new Albion

Police Officers can perform the duties and responsibilities necessary to be a productive law enforcement officer. Our department also provides in-service training annually to all of the officers. In-service training conducted by our department is key to increasing effectiveness and efficiency. In-service training further enhances the attitudes, knowledge, skills and procedures involved in carrying out the duties and responsibilities that each officer initially learned during the Basic Course for Police Officers. NYS General Municipal Law §209-q and 9 NYCRR 6021 requires all first-line police supervisors to satisfactorily complete a Municipal Police Training Council approved Course in Police Supervision within one-year of appointment as a first-line supervisor. Likewise, Criminal Procedure Law §2.30 requires all peace officers armed by their employer during the performance of their official duties to satisfactorily complete a Municipal Police Training Council approved Annual Firearms Course and/or Annual Other Weapons Courses each year. Outside of these two specific requirements, there is no mandate for police officers or peace officers to complete in-service training as a condition of continued employment. That being said, our department's annual in-service training consists of the following:

- Firearms training for all departmental issued weapons platforms.
- Use of Force/deadly physical force (NYS Penal Law Article 35)
- Legal Updates i.e. Bail Reform, Raise the Age, etc.
- EVOC (Emergency Vehicle Operation Course)
- Stinger Spike Strip: Vehicle pursuit termination efforts
- Administering Naloxone (Narcan)
- Tourniquet/ First Aid, CPR & AED
- Defensive Tactics

- Taser and 12 Gauge Less Lethal Drag Stabilized Bean Bag Shotgun: to reduce the potential for violent confrontations. Kinetic energy projectiles are used in an attempt to de-escalate a potentially deadly situation.
- Reality Based Training: Focusing on de-escalation tactics
- Below 100: Advise and tips for officers to remain safe and reduce injuries/deaths
- Bloodborne Pathogens/Lead Awareness
- Active Shooter: Prepares officers for a mass casualty type incident

Our department also sends its Officers to various educational and updated training as it is available to expand on their skills and knowledge. A majority of the officers with the Village of Albion Police Department also took part in Crisis Intervention/De-escalation Training, which provided guidance on how to deal with individuals suffering from mental health related issues. This training also helped to reduce police liability and injury. Lastly, the Village of Albion Police Department is comprised of multiple instructors that are trained to instruct in various areas. Our department will continue to go above and beyond with the skills and trainings taught throughout the year to ensure that our Village remains safe.

Community

Our department does our best to sustain a positive relationship with the residents of the community. To maintain that relationship, it's important as a department to host and participate in community events. Such events can vary between showing what our department is about and doing events to help educate individuals. For example, we host child car seat safety checks throughout the year. Before each child safety seat check, there is a press release to the public. Members of our department apply for a grant from the State of New York to help educate and

provide correct safety seats to any individual in need. Our department has two designated Child Safety Seat Technicians that are more than willing to provide any information needed. In the past, our department has attended “Coffee with a Cop” events to any Village resident that were interested in sitting down with our officers and getting to know one another and what services our department provides. The Village of Albion Police Department participates in Drug Take Back Day. Our lobby is equipped with a large secure bin for any expired or unused medications. Anyone who would like to utilize that, may stop in at any time to dispose of such medications. Our lobby also has a sharps bin to securely hold any used hypodermic needles.

People of the public may participate in a ride along with an officer at the discretion of the Chief of Police. A form is required to be filled out and signed prior to approval. Our officers participate in the annual National Night Out as well. This event is usually held at Bullard Park in Albion. This event brings people throughout the community together so they may participate in different activities offered by our first responders. For example, the “Battle of Belts” activity is a great way to promote fastening of seat belts in vehicles and educating the importance of utilizing the seat belts. Also, promoting the donning of bike helmets is part of the event. Our department in the past has participated in a Stop DWI event along with the Albion Fire Department to educate teens at the Albion High School about the importance of being sober while behind the wheel of a vehicle. With our Facebook page, we aim to provide the public with more publications of such events. The officers also carry out routine patrols around business buildings during the night to ensure more surveillance. Again, we always encourage the people of our village to call 911 when any suspicious activity is seen. This goes along with the saying “see something, say something”. No matter how obscure something seen was, this is why we are here; to protect and serve.

Committee Meeting

On March 2, 2021, the Village of Albion Police Department held a committee meeting at the Village of Albion Board Room. Attending were four individuals from the community (two people weren't able to make the meeting but met at a later date). The meeting consisted of business owners in the Village, a clergy member, the Orleans County District Attorney, the Village Mayor, Chief of Police, Police Lieutenant, and the Police Clerk. Topics and questions addressed during the meeting were as follows:

Is there a deadline for the Police Reform? – Yes, April 1st is the deadline the State of New York has to have the plan for our reform in place. Our department plans on continuing meetings with the committee on a quarterly bases or as needed to continue with any feedback from the community that wants to be addressed.

As a business owner in the Village, what are some things you would like to see? – Business owners in general would like to see more foot patrol downtown, and in any areas where crime may be an issue. The Village of Albion Police Department encourages residents and business owners to call 911 with ANY type of criminal activity they may see at any time, day or night. Our goal is to promote more police presence in order to decrease the current crime rate.

How does the environment affect decision making? – Our officers go through extensive trainings year-round. In some instances, officer(s) may be forced to make a split-second decision. These trainings are put in place to help them make those decisions and determine if that is the right thing to do at that very moment.

Any concerns with diversity regarding the hiring process of the department? – As far as diversity, our department is an equal opportunity employer and will always encourage and accept

any applications to our department. The problem our department is seeing today, is the lack of individuals applying and the lack of desire to work in law enforcement. Each applicant shall meet the requirements made by the Department of Criminal Justice Services, civil service, and requirements of the Village of Albion. The applicant will then go through a very thorough background investigation, psych evaluation, and physical evaluation after interviews.

Is there any way to show the public any trainings the department goes through? – The Village of Albion Police Department does have a Facebook page. Going forward, our department would like to utilize our page more by possibly posting trainings we are involved in as long as they don't compromise our tactics.

Our Plan

The Albion Police will make every effort to maintain the Community Police Collaborative Committee and to conduct regular meetings. Throughout the committee meeting, and individual meetings held afterwards with other members of the community, issues that were addressed are as follows:

The community would like to see the Albion Police Department participate in more community events and to be seen in public more often. The Albion Police will make every effort to ensure that officers are seen more in the public when available and will attend or stop by at community events. Officers will make an effort to conduct foot patrol.

The Albion Police Department was advised that the public is unaware of the trainings that officers attend. In the future our department will be sure to utilize "The Village of Albion, NY Police Department" Facebook page and other media outlets to advise the community of the trainings that officers have recently attended.

A committee member also advised that Officers should go to the Albion School District more often so that the students in the school district can get to know the Albion Police Officers on a more personal level. The Albion Police Department will look into putting officers on a rotation to work at the school alongside with the School Resource Officer at the discretion of the Albion School Board and Superintendent.

One of the committee members mentioned that having all of the department vehicles equipped with tinted windows should no longer exist as it's unsafe and puts a barrier between them and the public. After hearing such comment, we've decided not to equip future patrol vehicles with window tint.

A committee member also mentioned that we should look to further diversify our committee as we continue to meet in the future. We will reach out to community members of different races/ethnicity prior to the next meeting in an effort to do so. The committee members are subject to change over time in order to accommodate the needs of our community.

Our committee did not bring up any issues regarding our department and systematic racial bias or racial injustice during the initial meeting. However, we as a department will continue to show members of our community respect. We will also look to add more Racial Justice Training to ensure that officers have the most up to date training to best serve the community.

The above plan can be subject to change based upon the Village of Albion Police budget.

We have generated a public survey to better complete our plan and may be updating it upon receiving the additional feedback. Our survey along with a draft of this plan will be released to the public via our Facebook page and the Village of Albion website.



No. 203

EXECUTIVE ORDER

NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE

WHEREAS, the Constitution of the State of New York obliges the Governor to take care that the laws of New York are faithfully executed; and

WHEREAS, I have solemnly sworn, pursuant to Article 13, Section 1 of the Constitution, to support the Constitution and faithfully discharge the duties of the Office of Governor; and

WHEREAS, beginning on May 25, 2020, following the police-involved death of George Floyd in Minnesota, protests have taken place daily throughout the nation and in communities across New York State in response to police-involved deaths and racially-biased law enforcement to demand change, action, and accountability; and

WHEREAS, there is a long and painful history in New York State of discrimination and mistreatment of black and African-American citizens dating back to the arrival of the first enslaved Africans in America; and

WHEREAS, this recent history includes a number of incidents involving the police that have resulted in the deaths of unarmed civilians, predominantly black and African-American men, that have undermined the public's confidence and trust in our system of law enforcement and criminal justice, and such condition is ongoing and urgently needs to be rectified; and

WHEREAS, these deaths in New York State include those of Anthony Baez, Amadou Diallo, Ousmane Zango, Sean Bell, Ramarley Graham, Patrick Dorismond, Akai Gurley, and Eric Garner, amongst others, and, in other states, include Oscar Grant, Trayvon Martin, Michael Brown, Tamir Rice, Laquan McDonald, Walter Scott, Freddie Gray, Philando Castile, Antwon Rose Jr., Ahmaud Arbery, Breonna Taylor, and George Floyd, amongst others,

WHEREAS, these needless deaths have led me to sign into law the Say Their Name Agenda which reforms aspects of policing in New York State; and

WHEREAS, government has a responsibility to ensure that all of its citizens are treated equally, fairly, and justly before the law; and

WHEREAS, recent outpouring of protests and demonstrations which have been manifested in every area of the state have illustrated the depth and breadth of the concern; and

WHEREAS, black lives matter; and

WHEREAS, the foregoing compels me to conclude that urgent and immediate action is needed to eliminate racial inequities in policing, to modify and modernize policing strategies, policies, procedures, and practices, and to develop practices to better address the particular needs of communities of color to promote public safety, improve community engagement, and foster trust; and

WHEREAS, the Division of the Budget is empowered to determine the appropriate use of funds in furtherance of the state laws and New York State Constitution; and

WHEREAS, in coordination with the resources of the Division of Criminal Justice Services, the Division of the Budget can increase the effectiveness of the criminal justice system by ensuring that the local police agencies within the state have been actively engaged with stakeholders in the local community and have locally-approved plans for the strategies, policies and procedures of local police agencies; and

NOW, THEREFORE, I, Andrew M. Cuomo, Governor of the State of New York, by virtue of the authority vested in me by the Constitution and the Laws of the State of New York, in particular Article IV, section one, I do hereby order and direct as follows:

The director of the Division of the Budget, in consultation with the Division of Criminal Justice Services, shall promulgate guidance to be sent to all local governments directing that:

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 police force deployments, strategies, policies, procedures, and practices, and develop a plan to improve such deployments, strategies, policies, procedures, and practices, for the purposes 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.

Each chief executive of such local government shall convene the head of the local police agency, and stakeholders in the community to develop such plan, which shall consider evidence-based policing strategies, including but not limited to, use of force policies, procedural justice; any studies addressing systemic racial bias or racial justice in policing; implicit bias awareness training; de-escalation training and practices; law enforcement assisted diversion programs; restorative justice practices; community-based outreach and conflict resolution; problem-oriented policing; hot spots policing; focused deterrence; crime prevention through environmental design; violence prevention and reduction interventions; model policies and guidelines promulgated by the New York State Municipal Police Training Council; and standards promulgated by the New York State Law Enforcement Accreditation Program.

The political subdivision, in coordination with its police agency, must consult 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, and create a plan to adopt and implement the recommendations resulting from its review and consultation, including any modifications, modernizations, and innovations to its policing deployments, strategies, policies, procedures, and practices, tailored to the specific needs of the community and general promotion of improved police agency and community relationships based on trust, fairness, accountability, and transparency, and which seek to reduce any racial disparities in policing.

Such plan shall be offered for public comment to all citizens in the locality, and after consideration of such comments, shall be presented to the local legislative body in such political subdivision, which shall ratify or adopt such plan by local law or resolution, as appropriate, no later than April 1, 2021; and

Such local government shall transmit a certification to the Director of the Division of the Budget to affirm that such process has been complied with and such local law or resolution has been adopted; and

The Director of the Division of the Budget shall be authorized to condition receipt of future appropriated state or federal funds upon filing of such certification for which such local government would otherwise be eligible; and

The Director is authorized to seek the support and assistance of any state agency in order to effectuate these purposes.



GIVEN under my hand and the Privy Seal of the

State in the City of Albany this

twelfth day of June in the year two

thousand twenty.

A handwritten signature in dark ink, appearing to read "Andrew M. Cuomo".

BY THE GOVERNOR

A handwritten signature in dark ink, appearing to read "Mr. C".

Secretary to the Governor