

THE VILLAGE OF MONTGOMERY PLAN 02/17/21

Pursuant to the process initiated in the Village of Montgomery and the Village of Montgomery Police Department (VMPD) as per the mandates set forth in New York State Executive Law 203, the following is our plan of action. The implementation process has already launched and will continue throughout 2021 until all the elements of this plan have been achieved.

ELEMENT #1-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 #2-Data Collection Management and Disclosure:

The VMPD, as of January 1st, 2021 will conduct an annual review of the following:

- All incidents where 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.
- All Field Interviews/Stops conducted including the race, gender, and location(s) of contacts made.
- This data will be collected and incorporated in a formal Annual Report of the Police Department.

ELEMENT #3-Increasing transparency to the community served:

- All General Orders, Policies, and Procedures will be placed on the VMPD 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 #4-Equipment:

- The VMPD 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 #5-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 #6-VMPD Practices:

- The VMPD 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 of persons in crisis.

ELEMENT #7-VMPD Operations:

- The VMPD 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 #8-Recruitment Process:

- The VMPD 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 #9-Community Meetings:

- Community meetings will be held quarterly. These meetings will be conducted and overseen by the Chief-of-Police, or designee, and the Civilian Oversight Person(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 many organizations will be encouraged to attend.

ELEMENT #10-Police Chaplaincy Group

- The VMPD will organize a diverse group of members of the clergy, equally balanced to reflect current Village demographics. This group will work with the police and the community to enrich relationships, respond to critical incidents, and serve to support officers, crime victims, and families in times of crisis.

ELEMENT #11- “Hope Not Handcuffs Hudson Valley”

- The VMPD will introduce the “Hope Not Handcuffs” program to the Village of Montgomery which provides alternatives to arrest when dealing with persons who suffer from substance abuse addiction.