

Village of Harriman Police Reform Collaborative Plan

The following plan is submitted to the Village of Harriman Board for approval and adoption as its response to Governor Andrew Cuomo's Executive Order 203 regarding the review and reform of police procedures.

In addition to the fact that its Police Department is accredited by the New York State Division of Criminal Justice Services (DCJS) Office of Public Safety, the Village has performed a comprehensive review of current police force deployment, strategies, policies, procedures, and practices. In developing this plan, requests for public comments via email were posted on the Village website, public workshop meeting was held, a draft of the plan was presented to the Village Board and Panel Members, and a public hearing was noticed and held on March 9, 2021.

Community Collaboration

Under the Executive Order, the Chief Officer of the municipality, in the Village of Harriman's case, the Mayor, was charged with putting a Panel together of stakeholders made up of: Membership and leadership of the local police force, members of the community, interested non-profit and faith-based community groups and Local elected officials. As such, the Village impaneled a representative from each group. A public hearing for public comment was held on Tuesday, February 2, 2021. The Chief of Police conducted a presentation for the Panel members and the public, outlining and describing the following topics:

- Departments Mission and Values Statement
- NYS Accreditation
- Statistical data and reporting
- Policing Policies and Practices
- Hiring Practices
- Training
- Community Engagement and Outreach

Panel discussions, question and answer session, and public comment and discussions followed. The complete Minutes from the February 2, 2021 public Panel meeting were posted on the Village of Harriman website for public review.

Village of Harriman Police Department Mission and Values Statement

The principal mission of the Harriman Police Department is to serve and protect the community for which we serve. To protect life and property; prevent crime; enforce all laws; and maintain order for all citizens. This goal will be accomplished through the cooperative effort of the Police Department and the community. To this end, the success of this mission requires a commitment of the Administration, every employee of this department and the citizens of our Village, all working together to maintain the trust, respect, integrity, and excellence expected of the Harriman Police Department and its members. To accomplish this mission, the following values must be the basis for all our actions:

RESPECT:

The Harriman Police Department recognizes that its members are its greatest asset. Our actions shall reflect this belief. Our members will respect all citizens and recognize their ethnic and cultural diversity and perform all duties with honesty, zeal, courage, discretion, fidelity, and sound judgment. We will respect each other as professionals and fellow human beings.

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INTEGRITY:

We believe in the principles embodied in the constitution. We recognize the authority of Federal, State and Local Laws. Honesty and truth must be the standard of interactions with the community and with our members.

EXCELLENCE:

We will strive for personal and professional excellence, dedication to duty and the delivery of quality of service to the public. We are part of a team dedicated to the safety and protection of our community. Our actions will reflect professional, intelligent, sincere, efficient, and courteous service. In fulfilling our mission, we will need the support of all Citizens, Elected Representatives, Government Officials, and the Criminal Justice System to provide the quality of service these values commit us to providing.

New York State Accreditation

The Village of Harriman Police Department has been a New York State DCJS Office of Public Safety accredited law enforcement agency since 2012 and intends to continue to meet the standards required to maintain that accreditation going forward. The latest re-accreditation, for the years 2017-2022, was recommended by the Accreditation Auditor assigned to review the Department for approval December 7th, 2017.

The New York State DCJS Office of Public Safety program became operational in 1989 and encompasses four principal goals:

1. To increase the effectiveness and efficiency of law enforcement agencies utilizing existing personnel, equipment, and facilities to the extent possible; and
2. To promote increased cooperation and coordination among law enforcement agencies and other agencies of the criminal justice services; and
3. To ensure the appropriate training of law enforcement personnel; and
4. To promote public confidence in law enforcement agencies.

The Accreditation Program is comprised of a set of standards developed to further enhance the capabilities of an agency and is divided into three categories. Standards in the Administrative section have provisions for such topics as agency organization, fiscal management, personnel practices, and records management. Training standards encompass basic and in-service instruction, as well as training for supervisors and specialized or technical assignments. Operations standards deal with such critical and litigious topics as high-speed pursuits, roadblocks, patrol, and unusual occurrences.

Department Training

The Village of Harriman Police Department implements department-wide training for its officers. The Department has consistently exceeded the mandatory required annual New York State per officer training hours. In 2019 the Department participated in and completed training in several important topics including, but not limited to, use of force, sexual harassment, legal updates.

Over the last year members of the Department have additionally received training in principled policing, among others. The Village of Harriman Police Department recognizes the importance of continual professional training because officers exposed to frequent training are better able to serve their

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community. The Village of Harriman will continue to seek and participate in department-wide and specialized training courses.

Use of Force

The Village of Harriman has a comprehensive policy in place regarding the reasonable use of force, including outlining methods, techniques and circumstances and providing a definition of pertinent terms. Under the policy all reportable use of force incidents involving department members are documented in writing. This policy is available for the public to review at Village Hall. The Department's most recent updates to the Use of Force policy, issued and effective November 2020, reflect recent changes in State/Federal Law prohibiting the use of carotid control holds.

Mental Health

The Village of Harriman considers the mental health of both our community and our police officers to be of vital importance. Our Police Department maintains a close collaborative relationship with both public and privately run mental health agencies in Orange County such as the Crisis Intervention Teams, SART, and Mobile Mental Health. The Department will continue to ensure that these relationships, or its equivalent, is continued.

Department-wide training has also been provided regarding the mental health and wellness of our officers. Such training will be continued and more opportunities to improve upon the recognition of and response to mental health crises will be sought out going forward.

Civilian Complaints

The Village of Harriman Police Department's policy regarding civilian complaints is that the Department will promptly conduct a thorough and impartial investigation of a civilian complaint made against any employee of the police department.

Summary

The Village of Harriman Police Department is committed to fostering an open and trusting relationship with the community in which it serves. As a result of community input and suggestions regarding improvements in local policing practices, the Village Police Department will continue to remain up to date with changes regarding police procedure, policies, and trainings.

The Police Department will continue, and seeks to improve upon, its collaborative work with local, publicly, and privately run, mental health agencies that also serve our community, and our department will continue to be educated about their own mental health and wellness.

Finally, the Police Department will also continue to maintain law enforcement accreditation through the New York State DCJS Office of Public Safety and to seek informational and training opportunities to learn and implement the best policing practices, including but not limited to de-escalation tactics, implicit or unconscious bias, procedural justice, and community policing.