

Village of Pulaski Police Department's NYS  
Executive Order #7:  
"Reimagining Policing"  
Public Hearing Monday February 8, 2021  
715pm at Pulaski Village Office



**Jan Tighe: Mayor**  
**Michael Martin: Chief of Police**  
**Robin Ford: Police Commissioner**  
**Police Reform Committee:**  
**Brett Charsky**  
**Cindy Adam**  
**Jill Truax**  
**Nicholas Allen**  
**Charles Deaton**

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## Overview of Change

The 'New York State Police Reform and Reinvention Collaborative' requires local police agencies to develop a plan based on community input. This executive order is intended to help rebuild the confidence and restore trust between police and the communities they serve by requiring localities to develop a new plan for policing in the community based on fact-finding and meaningful community input. The Pulaski Police Department is going to take a two-part approach to identifying the programing that address issues outlined in the governor's directives: 1 identify and inform the stakeholders of our current policies and procedures which help achieve these missions; and 2 new programing / directives developed (or in the process of being developed).

"The Pulaski Police Department pledges to protect, serve, educate, and enhance the quality of life for the citizens of our city by providing the highest level of professional police service. We will fulfill our mission in partnership with the community we serve while respecting the rights and diversity of all people. We shall always adhere to our core values of **integrity, dedication, and accountability** to the people we serve.

The Pulaski Police Department's policies and procedures are evaluated and updated on a regular basis. We use guidelines and best practices from the New York State Law DCJS Standards and 21<sup>st</sup> Century Policing, Procedural Justice, with a focus on health and wellness (these principles were outlined and addressed in a report issued in May 2015, by President Obama's task force on, "21<sup>st</sup> Century Policing").

Multiple needs and concerns will be address in this plan to include, but not limited to:

- Policy and Procedures,
- Departmental Training,
- Subject Management Policy and Review,
- Community Oriented Policing and Neighborhood Engagement,
- Dealing with Mental Hygiene Situations,
- Citizen and Internal Complaints,
- Statistical Data Collection and Sharing, and

## Policy and Procedures

The Pulaski Police Department is a New York State Law Enforcement. These programs encompass four principle goals (per New York State Department of Criminal Justice Services):

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

On top of these principles, 21<sup>st</sup> Century Policing principles discuss, “Six pillars of Community Policing,” to strengthen departments:

1. Building Trust and Legitimacy,
2. Policy and Oversight,
3. Technology and Social Media,
4. Community Policing and Crime Reduction,
5. Training and Education and
6. Officer Wellness and Safety.

All of the principles and, “pillars” above are addressed, and policies have been developed to mold these ideas into the inner workings of the Pulaski Police department. As the Pulaski Police Department reviews the needs of the community, we constantly evaluate our policies and procedures to be able to effectively and safely answer these needs.

Per the governor’s report, accredited agencies must meet minimum standards, considered “best practices” in the field, which promote a high degree of professionalism and public confidence. The policy manual is consistently reviewed, evaluated, and updated, as part of the ever-changing environment of policing.

Many of these policies address specific issues outlined in the Governor's report. Some of these policies include the following (Note: The highlighted policies have been updated post the governor's order and are consistent with changes outline in said order.

- **Internal investigations**
  - Updates include forms, clear lines of authority, and types of investigations.
- **Subject Management**
  - Addition of chokeholds restriction and updated reporting requirements.
- **Annual Training**
  - Addition of De-escalation and Minimizing use of Force and Procedural Justice and Police Legitimacy/ Anti-Bias Training
- **Hate Crime**
  - Addition of "NYS best practices" in community relations and crime prevention.
- **Safe Internet Exchange Area**
  - Provide an area for internet exchange.
- **Body worn cameras**
  - Overall update for efficiency.

## Departmental Training

It is the policy of the Pulaski Police Department that all sworn officers will receive at least sixteen (16) hours of in-service training annually.

- Firearms Training / Range
- Subject Management / Use of Force Review
  - Updated in 2020 to add chokehold regulations.
  -
- Use of Deadly Force Review
- Legal Updates
- Taser Training
- Workplace Violence Prevention

The department also reviewed, updated, and disseminated a new body worn camera policy and Use of Force policy. Both of these policy updates added supervisory review and documentation procedures. Theses trainings have also been addressed and acknowledged through all sworn police employees.

The Pulaski Police Department continues to emphasize training and determined that “anti-bias” training and “de-escalation and minimizing use of force” training, will be added to the departments mandatory annual in-service training

## Subject Management and the Use of Force

Many of the issues in the governor’s report address issues relating to the use of force. This has been a heavily reviewed and altered policy. Currently, it is the policy of the Pulaski Police Department that members, in compliance with Article 35 of the New York State Penal Law and other applicable case law & federal statutes, use only the force that reasonably appears necessary to effectively bring an incident under control, while protecting the lives of the member and others. The department policy outlines officer’s ability to (includes but not limited to):

- Use of force;
- Duty to intervene (which states: Any officer present and observing another officer using force that he/she reasonably believes to be clearly beyond that which is objectively reasonable under the circumstances shall intercede to prevent the use of unreasonable force, if and when the officer has a realistic opportunity to prevent harm);
- Prohibited uses of forces;
- Less lethal procedures;
- Training requirements; and
- Reporting and documenting procedures.

All subject management incidents must be documented by the officers at the Pulaski Police Department. The reports must then go through a review process, consisting of multiple steps. First, it must be reviewed by a first line supervisor. Secondly, it is reviewed by the Chief of Police. The report is then logged for statistical recording and review purposes and reported to the state (if it fits the guidelines). The statistical data recorded includes but is not limited to: date, time, race, gender, ethnicity, age, tool/technique, application/display, reason for contact, whether there was an injury, if the person was treated, and if resisting arrest was charged. The reporting process at the Pulaski Police Department requires **ALL** use of forces to be documented and reviewed. If at any time in the review process deficiencies are identified, they are addressed appropriately. This can be in the form of training, counseling, discipline or even termination. As stated, the subject management (Use of Force) policy is consistently reviewed and updated to stay current with applicable laws and best practices.

In 2020, one update that has been made in our policy is regarding chokeholds. Chokeholds, obstructing breathing and/or carotid restraints are considered deadly physical force. This applies to any application of pressure to the throat, windpipe, neck, or blocking the mouth or

nose of a person in a manner that may hinder breathing, reduce the intake of air or obstruct blood circulation, this is not a trained technique at the Pulaski Police Department and have further been outlawed by NYS.

Going forward, we will be establishing and engaging with a panel of community stakeholders in a public and open process on use of force and policing strategies. The updated process will then be finalized and disseminated to all officers for implementation.

## Community Oriented Policing and Neighborhood Engagement

This section of our department has seen the most amount of adjustment in 2020. The Pulaski Police Department recognizes that need for community oriented policing strategies. We try and foster an atmosphere of openness and transparency throughout the department, engage the community in true partnerships to address crime and disorder, while trying to make every police contact an opportunity to engage positively with the community. We try and keep the ideal of the Peelian' principle (known as the founding principles of modern policing) that,

“Police, at all times, should maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police; the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.” – Sir Robert Peel

**The Pulaski Police Department further recognizes that Community Policing is comprised of three key components:**

### **Community Partnerships**

Collaborative partnerships between the law enforcement agency and the individuals and organizations they serve to develop solutions to problems and increase trust in police.

### **Organizational Transformation**

The alignment of organizational management, structure, personnel, and information systems to support community partnerships and proactive problem solving.

### **Problem Solving**

The process of engaging in the proactive and systematic examination of identified problems to develop and rigorously evaluate effective responses.

The Pulaski Police Department plans on working with members of the public, in community partnerships, to develop and implement problem solving strategies. By utilizing the outreach and community oriented policing approach, we can build relationships, understanding of policing practices, and share in the responsibility of strengthen our village neighborhoods. .

Many times, they must coordinate efforts with direct community members as well as other city departments, county, state, federal government agencies, private businesses and charities to create non-law enforcement solutions.

The Village will be creating and developing other community-oriented programs like a “Safe Internet Exchange,” “Internet Safe Exchange Locations” have risen in popularity around the country as a tool to help facilitate face to face internet purchases between private individuals after incidents occurred nation-wide with internet transactions being linked to acts of violence. The areas are intended to provide a reliable, safe location for the public to conduct interactions and exchanges in a safe environment after purchasing an item from another individual using the internet. The Pulaski Police Department will be required to conduct walk through parks and river trails, to further engage in, and to enhance community policing efforts in Pulaski. This initiative will give the officers an opportunity for the department to partner with neighborhoods, understand the issues most important to them and to act on their priorities. Officers will be on foot or UTV allow officers to be more approachable for Village residents and also allows us to patrol areas that are otherwise inaccessible by car.

Through our community outreach efforts, we have identified many “at risk” elements that could use resources and attention:

- Drug addiction,
- Homelessness
- Mental Health
- Domestic Violence

We have (and continue) to partner with non-law enforcement agencies to provide needed services outside of the criminal justice system.

We provide access to drug disposal bins, with a, “no cost, no questions asked” policy.

We have a partnership with **Oswego Health and Liberty Resources**, specifically the Mobile Crisis Units, to help people suffering with mental health issues in an attempt to avoid the custodial interactions with police for mental health services.

In an effort to combat domestic violence. The Pulaski Police Department partnered with the Oswego County District Attorney's Office to develop and launch the Oswego County Handle with Care program. This program attempts to promote safe and supportive schools by helping children heal and cope from traumatic events while allowing them to thrive in their educational environment. Under the Handle with Care program, when the police department responds to an incident in which a child is the victim of abuse or has experienced a traumatic event, officers send written notification to the District Attorney's Office. Without disclosing confidential information, the District Attorney's Office alerts the school district and provides the child's name, age, and building assignment so that the school district may provide in-school support resources as needed. We are also actively working with **SAF** (Services to Aid Families) for domestic violence outreach. The purpose of this program will be to follow up police interactions with victim services, in an effort to reduce recidivism and the need for police for interventions.

## Dealing with Mental Hygiene Situations

The Pulaski Police Department recognizes the importance health and wellness. This includes mental hygiene for not only members of the public but members of the department as well.

### **Public:**

It is the policy of the Pulaski Police Department to take appropriate action when a person appears to be mentally ill and is conducting himself / herself in a manner which is likely to result in serious harm to himself / herself or others. This may include taking custody of an individual to prevent harm. Officers should always use the least amount of force necessary to safely take people into custody (following all policies and procedures) when this must be done. We further recognize that mental health is not in and of itself a crime, and should not be handled in the same way. The Pulaski Police Department has partnered with Oswego Health (Behavioral Services Division), and Liberty Resources (Mobile Crisis Support) to help provide crisis stabilization to individuals experiencing emotional distress. All efforts should be made to connect people in crisis with the appropriate services to avoid the need for police custodial interventions. The Pulaski Police Department participates in a quarterly, "Police Mental Hygiene" meeting. This is made up of department heads from all of the local police departments as well as mental health service providers in the area. It evaluates each agencies interactions and capabilities in an effort to help make the process as efficient as possible and provide the best services to the community.



**Department:**

The Pulaski Police Department recognizes that Law Enforcement is one of the most stressful occupations with higher than average rates of alcohol abuse, divorce and other stress related issues. There have been efforts to develop and maintain initiatives that improve health and wellness. The Village also provides any officer with the ability to contact Employee Assistance Programs if needed. These services are available 24/7, 365, to any employee or family member in crisis. Multiple services can be used, to include but not limited to; [helppeople-eap.org](http://helppeople-eap.org) and NYS EAP. Both services keep individual's information anonymous, and can assist in stress management and help keep officers emotionally and psychologically stable.

## Citizen and Internal Complaints

It is the policy of the Pulaski Police Department to establish policies and procedures for accepting civilian complaints and standards that define the authority, policy and procedures for receiving, accepting, reporting, and conducting internal investigations within the Pulaski Police Department as well as define the authority and responsibility delegated to departmental supervisors for the maintenance of discipline.

This policy was examined and a new civilian complaint form was instituted accordingly. We believe the image of the Pulaski Police Department depends upon the personal integrity and discipline of all members. To a large degree, the public image of this Department is determined by the professional response of the Department to allegations of misconduct by members.

The Pulaski Police Department shall:

1. Promptly, competently, professionally and impartially investigate all complaints relative to the Department or its member's response to community needs.
2. Take appropriate corrective action, to include disciplinary action, in all cases where an investigation substantiates a violation of law, orders, rules, regulations, policies or procedures of Pulaski Police Department.

The Department encourages citizens to bring forward legitimate complaints regarding misconduct by department members. Department members shall receive complaints courteously and shall handle them efficiently. Complaints, regardless of their nature, can be received in person, by mail, by email, or by phone at any time.

**Quality Assurance Surveys**

A quality assurance survey will be conducted once a year on each officer. When completed and compiled it will be used to identify:

- a. overall agency performance;
- b. overall competency of agency employees;
- c. citizens' perception of officers' attitudes and behavior;

- d. community concern over safety and security within our service area; and
- e. Citizens' recommendations and suggestions for improvements.

The survey will be used as a platform for organizational learning and should answer questions about the image and perceived quality of policing in our community. We believe that the image and perceived quality of policing affects public trust. The surveys will address all sections of the community, permanent and transient

## Statistical Data Collection

Data is an important tool for improving accountability. The Pulaski Police Department currently collects data and monitors situations in a multitude of categories. At this current time specialty data is collected on:

- **Calls for service** (to include locations for hot spot problem addressing)
- **Arrests** (to include but not limited to: Race, Sex, Ethnicity, Age, Class of Main Offense, and Nature of Main Offense)
- **Subject management reports** (to include but not limited to: Race, Sex, Ethnicity, Age, Tool/Technique, Reason for Interaction, and injuries to any subjects)
- **Drug related cases** (to include Overdose investigations and the types of drugs involved)
- **Training** (to include courses and topics completed)

Attachments:

Subject Management Policy

Civilian Complaint Form

BWC

Hate Crimes