

## APPENDIX B

### NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE PLAN CERTIFICATION FORM

**Instructions: The Chief Executive of each local government must complete and submit this certification and a copy of their Plan to the Director of the New York State Division of the Budget on or before April 1, 2021 at [EO203Certification@budget.ny.gov](mailto:EO203Certification@budget.ny.gov).**

I, Azem "Ozzy" Albra, as the Chief Executive of Town of Fishkill  
(the "Local Government"), hereby certify the following pursuant to Executive  
Order No. 203 issued by Governor Andrew M. Cuomo on June 12, 2020:

- The Local Government has performed a comprehensive review of current police force deployments, strategies, policies, procedures, and practices;
- The Local Government has developed a plan, attached hereto, to improve such deployments, strategies, policies, procedures, and practices (the "Plan");
- The Local Government has consulted 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) regarding the Plan;
- The Local Government has offered the Plan in draft form for public comment to all citizens in the locality and, prior to adoption of the Plan by the local legislative body, has considered the comments submitted; and
- The legislative body of the Local Government has ratified or adopted the Plan by local law or resolution.

Azem Albora

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Name

Azem albora

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Signature

Town Supervisor

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Title

03/18/2021

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Date



## Town of Fishkill Police Department

801 Route 52

Fishkill, New York 12524-3109

Tel (845) 831-1110 Fax (845) 838-6710

*Keith L. Dworkin, Chief of Police*



### **Police Reform, Modernization & Reinvention Collaborative Plan**

On June 12, 2020 Governor Andrew Cuomo signed Executive Order 203 to reinvent and modernize police strategies and programs, requiring every police department in New York State to develop a reform plan with community input. The Governor's order requires that state law enforcement agencies draft a plan designed to improve public safety, community relations and build trust through open and transparent communication. The Town of Fishkill has begun the implementation process which will be complete by the end of 2021.

The Town of Fishkill Police Department attended meetings hosted by the Dutchess County Collaborative on Police Reform & Modernization from July 28 until October 6, 2020 and participated in the Dutchess County Commission on Human Rights public forum held September 22, 2020. As a result of these meetings a draft plan was created by the Police Department in preparation for review by a Police Advisory Council to be established by the Town of Fishkill.

January 6, 2021 the Town of Fishkill established a Police Advisory Council to review current Police Department practices related to Police Reform and provide feedback and recommendations on how to improve performance. PAC meetings were held throughout the month of February and included key stakeholders. All input from PAC members was reviewed by the department for implementation; policies and procedure were updated to address recommendations and suggestions. On February 18, 2021 the final draft of the Police Department's Reform Plan was presented to the Advisory Council for adoption by resolution of the Town Board on March 17, 2021.

The list of Articles presented on the Town of Fishkill Police Reform, Modernization & Reinvention Collaborative Plan are documented here.

#### **ACCREDITATION**

- New York State Accreditation certification currently in progress
- Restructuring of department policy and procedure manual to meet Accreditation standards

## TRANSPARENCY

- Use of Force Policy link available on Department website
- Civilian complaint form link available on Department website
- Civilian commendation form link available on Department website
- Redesign of Department website to be more user friendly and informative

## GENERAL ORDERS

- Duty to Intervene and Report 300.2.1
- Alternative Tactics De-Escalation 300.3.1
- Restrict the Use of Choke Holds 300.3.6
- Restrict shooting at moving vehicles 300.4.1
- Medical considerations in use of force incidents 300.6
- Restrict high speed pursuits 307

## PROCEDURES

- Continue to utilize resources of outside agencies to assist with persons in crisis, specifically, Dutchess County Mobile Crisis Intervention Team which provides qualified mental health professionals who respond directly to the person in crisis to de-escalate and create connection with appropriate resources
- Patrol complaint follow up procedure fostering informational satisfaction – requires officers meet with caller/complainants to provide their findings and closure at completion of investigation
- Improve focused deterrence – conduct hot spot policing to meet the needs of the community
- Continue development of Early Intervention System to identify problematic behavior of personnel, providing early intervention to correct/improve performance
- Town Review Board comprised of elected civilian officials who are empowered to make final determination concerning investigation of complaints and impose disciplinary penalties with respect to department members
- Civilian oversight provided by a Police Commissioner who serves at the pleasure of the Town Board or by the Town Board themselves who may also serve as such Police Commission
- Modify and improve Field Training Officer program
- Implementation of Alert System providing up to date relevant information to the community
- In accordance with new policy, targeted traffic enforcement conducted to focus on addressing complaints and concerns of residents, does not support quotas formally, informally or in any other manner.

## **TRAINING**

- Increase Annual Training to a minimum of 21 hours per year to meet Accreditation standards
- Expand Defensive Tactics / Use of Force Training to include Reality Based Training format
- Incorporate de-escalation tactics into Use of Force training
- Officer certified and assigned to instruct Procedural Justice and Implicit Bias to Department members and surrounding agencies
- All officers to receive 8 hours of training in Procedural Justice
- All officers to receive 8 hours of training in Implicit Bias
- All officers to receive 8 hours of training in De-Escalation
- Continue to provide use of cover, distance and time concept in firearms training
- Continue to maintain employee training records
- Supervisor training required for all officers promoted to the rank of Sergeant
- Investigators required to attend crime scene block training as designated by department

## **EQUIPMENT**

- Implementation of less lethal options in the form of kinetic energy munitions to prevent and minimize death and injuries

## **COMMUNITY OUTREACH PROGRAMS**

- Maintain Community Policing Unit
- Maintain Domestic Violence Unit
- Implement Police Chaplain and Clergy program to provide support services
- Continue to maintain and support Police Youth Cadet Program
- Maintain and support Are You OK? Program
- Continue development of Resident Special Needs Program
- Maintain Child Safety Seat Program
- Maintain DARE Program
- Continue to develop and maintain Social Media sites
- Continue development of citizen training in safe car stop strategies and motor vehicle accident safety procedures
- Continue to provide active shooter training for civilians

## **DATA COLLECTION & REPORTING**

- Continue to review all Use of Force reports
- Continue to provide Use of Force statistical data to New York State DCJS
- Release annual Use of Force statistical data on Department website
- Civilian complaint procedure revised to meet State and Accreditation standards
- Online Personnel Complaint form allows for anonymity of complainant
- Weekly Blotter Report available on Department website
- Weekly Arrest Report available on Department website
- Annual statistical report of incidents and arrests available on Department website

## **HIRING & RECRUITMENT PROCESS**

- Implemented new hiring policy building on established methodology and robust vetting procedure
- Prioritize qualified candidates with Town of Fishkill residency
- Implement posting of vacancies for Police Officer and Police Assistant positions (as applicable) on department media sites