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# Cubrir Carta

Estimado residente de Peekskill:

El jueves 25 de febrero, los miembros del Grupo de Trabajo aprobaron por mayoría de votos un borrador completo del Borrador del Plan del Grupo de Trabajo de Reforma Policial de Peekskill para cada recomendación para su presentación al Concejo Municipal para su revisión. El [recuento de votos se puede ver](#) en el Apéndice de este Plan. Otra votación el 4 de marzo agregó más recomendaciones al Plan (ver [recuento de votos](#)). El Plan se ha publicado en la [página webproyecto](#) y está disponible para revisión y comentarios públicos.

El Borrador del Plan tiene información sobre el departamento de policía, la membresía y el proceso del Grupo de Trabajo, y más de 30 borradores de Resúmenes de Recomendación para comentarios de la comunidad. Incluye un apéndice con información de antecedentes y detalles sobre muchas recomendaciones, así como otra información pertinente.

Alcalde Rainey, Copresidente: “Gracias al gobernador por su iniciativa oportuna ya los miembros del Grupo de Trabajo por su arduo trabajo. Este borrador del Plan es la fase inicial, y espero recibir más aportes de la comunidad y, en última instancia, una discusión por parte del Concejo Municipal para decidir cómo hacer avanzar el proceso de maneras concretas para implementar el Plan ”.

Antonio Knott, Copresidente del Grupo de Trabajo: “Es un honor poder publicar el borrador preliminar del Plan de Reforma Policial de Peekskill. No hace falta decir que esto no podría haberse completado sin el aporte de la comunidad y los miembros trabajadores del grupo de trabajo. Estos miembros han pasado incontables horas investigando, discutiendo y finalizando las diversas áreas de reforma que damos a conocer al público para su revisión y comentarios ”.

Jefe Halmy, Ciudad de Peekskill, “A partir de la firma de la Orden Ejecutiva 203 del gobernador Cuomo, los miembros del Departamento de Policía de Peekskill junto con las partes interesadas de la comunidad que representan el núcleo de la ciudad han trabajado muy duro para redactar este borrador. Si bien todavía queda mucho por hacer para que sea una realidad, creo que estas propuestas solo harán que un departamento de policía que ya es excelente sea aún mejor. El objetivo de este paquete es mejorar muchos de los programas que ya tenemos implementados, al tiempo que expandimos nuestra relación con la comunidad ”.

Fechas importantes:

- 11 de febrero - Última reunión pública del Grupo de Trabajo para obtener comentarios de la comunidad a fin de finalizar el Plan para su presentación al Concejo Municipal para su revisión
- 18 de febrero - Último día para la presentación de comentarios públicos por correo electrónico.
- 25 de febrero - Votación en una reunión pública del Grupo de Trabajo sobre el borrador del Plan para presentarlo al Concejo Municipal
- . 18 de febrero - 1 de marzo - Revisiones del plan por el Grupo de Trabajo sobre la base de los comentarios del público.
- 1 de marzo - Presentación pública del Plan al Concejo Municipal
- 15 de marzo - Discusión del Plan por parte del
- Concejo Municipal 22 de marzo - Votación esperada del Concejo Municipal sobre el Plan
- 1 de abril - Fecha límite del Estado de Nueva York para la aceptación del Plan por parte del Concejo Municipal Los

comentarios y sugerencias son bienvenidos y pueden enviarse por correo electrónico a :

[policetaskforce10566@gmail.com](mailto:policetaskforce10566@gmail.com)

Página web del proyecto con este y otros documentos:

<https://www.cityofpeekskill.com/police/pages/peekskill-police-reform-taskforce>

# NYS Police Reform and Reinvention Collaborative

City of Peekskill, NY

BORRADOR DE INFORME

Por

Peekskill Grupo de trabajo de reforma policial

Febrero de 2021

Revisado marzo de 2021



# Proyecto de plan de reforma y reinversión de la policía de Peekskill en cumplimiento con EO 203.

## **EO 203 COLABORATIVO DE REFORMA Y REINVENCIÓN DE LA POLICÍA ESTATAL DE NUEVA YORK, junio de 2020**

*Cada entidad del gobierno local que tiene una agencia policial que opera con agentes de policía como se define en 1.20 de la ley de procedimiento penal debe realizar una revisión integral de los despliegues, estrategias, políticas, procedimientos y prácticas actuales de la fuerza policial, y desarrollar un plan para mejorar dichos despliegues, estrategias, políticas, procedimientos y prácticas, con el fin de abordar las necesidades particulares de las comunidades atendidas por dicha agencia policial y promover la participación de la comunidad para fomentar la confianza, la justicia y la legitimidad, y abordar cualquier prejuicio racial y vigilancia desproporcionada de las comunidades de color.*

[\(Consulte el texto completo de EO203\)](#)

## ejecutivo Resumen

Esta es la respuesta de la ciudad de Peekskill a la Orden ejecutiva 203 del gobernador Andrew Cuomo sobre los procedimientos policiales. El plan a continuación refleja un proceso de colaboración comunitaria formal que cumple o excede los principios de la Orden Ejecutiva. Este Plan se presentará al Concejo Municipal de Peekskill para su adopción mediante resolución antes del 1 de abril de 2021.

La Ciudad de Peekskill da la bienvenida a la Orden Ejecutiva 203 del Gobernador que ordena a los Jefes de Policía y Administradores de la Ciudad dirigir una revisión exhaustiva de las operaciones y políticas policiales en consulta con las comunidades a las que servimos. Abordar de frente el hecho de que el racismo sistémico en la historia de los Estados Unidos crea barreras para el trabajo eficaz de seguridad pública. Este trabajo depende fundamentalmente de la asociación comunitaria, las percepciones de integridad y confianza. Para lograr estos objetivos, el Plan del Grupo de Trabajo de Reforma de la Policía de Peekskill (en adelante, el "Plan") tiene como objetivo reforzar la capacidad del departamento de policía para brindar seguridad pública y generar confianza, específicamente en las comunidades minoritarias (que ahora constituyen la mayoría de los residentes de Peekskill). Además, los cambios en las políticas, los

procedimientos, la capacitación, la educación cultural, la participación de la comunidad, el equipo y el personal aumentarán la seguridad pública para todos los residentes de Peekskill.

Este Plan es el resultado de un amplio y profundo proceso de participación comunitaria dirigido por un grupo diverso, talentoso y dedicado de voluntarios comunitarios, oficiales de policía y personal de la Ciudad. Este Plan es la culminación de varios meses intensos de trabajo, pero es solo un comienzo sólido y muchos desafíos para la implementación quedan por delante.

Todas estas recomendaciones cuentan con el apoyo, en principio, del jefe de policía y el administrador de la ciudad.

La evaluación del costo y la viabilidad de cada recomendación se determinará después de una revisión adicional por parte del Consejo Común y el personal de la ciudad. La administración de la ciudad ha proporcionado solo estimaciones preliminares, ya que las estimaciones más precisas requerirán más trabajo. Esta será una empresa sustancial.

El Plan presenta varias docenas de recomendaciones de diversa complejidad. Algunas recomendaciones se pueden implementar localmente y en poco tiempo. Otros son complejos, costosos, requieren una mayor exploración y, en algunos casos, requieren la cooperación de otras jurisdicciones, como las agencias de servicio civil del condado y del estado.

Los datos detallados del Plan y la descripción del Departamento de Policía de Peekskill (en adelante, el “Departamento de Policía”) en sí mismo constituyen un paso sin precedentes hacia el empoderamiento del público para comprender y participar en asuntos de política policial. Estas secciones del Plan muestran un departamento de policía con un historial de inversión en programas de policía comunitaria y el compromiso de diversificar constantemente el personal con más personas de color y mujeres. Varias recomendaciones abordan los objetivos de mayor transparencia y desarrollo de datos operativos.

Incluso a medida que aumentan las llamadas de servicio, el departamento tiene un presupuesto básico y menos personal hoy que hace una década. El crecimiento de la población de la comunidad y el aumento de las llamadas de servicio, junto con las solicitudes de mayor transparencia y participación de la comunidad, indican la necesidad de las muchas actualizaciones programáticas descritas en este Plan. El Ayuntamiento y la administración se enfrentan a un difícil acto de equilibrio, financiando la seguridad pública entre otros servicios esenciales y manteniendo la carga fiscal sobre los propietarios locales lo más ligera posible. Este Plan ayuda a iluminar el camino a seguir para todos los interesados.

# Tabla de contenido

[Resumen ejecutivo](#)

[Tabla de contenido](#)

[Introducción](#)

[Orden ejecutiva 203](#)

[Departamento de policía de Peekskill](#)

[ciudad Datos](#)

[Personal demográfico de lademográficos y de diversidad](#)

[Datos de actividades Datos de](#)

[arrestos e incidentes Datos de](#)

[llamadas de servicio](#)

[Presupuesto](#)

[Actividadesjusticia procesal Actividades](#)

[actuales deactuales de participación comunitaria](#)

[Proceso de planificación y participación pública](#)

[Comité organizadorformado](#)

[Grupo de trabajoy Comités Comité deformado](#)

[Transparencia y Rendición de CuentasComité de](#)

[Participación Comunitaria Comité de](#)

[Educación, Capacitación y Equipo Comité de](#)

[Políticas y Procedimientos Comité de](#)

[Reclutamiento y Contratación](#)

[Tabla de Resúmenes de Recomendaciones](#)

[Recomendaciones de Educación, Capacitación y Equipo](#)

[Recomendaciones para la Participación Comunitaria](#)

[Recomendaciones de Políticas y Procedimientos](#)

[Recomendaciones de Transparencia yRendición de Cuentas](#)

[Recomendaciones depara el reclutamiento y contratación](#)

[Recomendacionesrelacionada con laBehavioral Health](#)

[recomendaciónResúmenes](#)

[Recomendacionesde Educación, Formación y Equipamiento](#)

[Recommenparticipación comunitaria](#)

[Recomendaciones para laRecomendaciones para las políticas y procedimientos](#)

[Recomendaciones para la transparencia y la rendición de cuentas](#)

[Recomendaciones para el reclutamiento y la contratación](#)

[Recomendaciones relacionadas con la salud del comportamiento](#)

[Reconocimientos](#)

[Apéndice Tabla de contenido](#)

## Introducción

Peekskill no es una ciudad grande. Si bien ha sido bendecido con una atmósfera de protesta pacífica y el deseo sincero de todas las partes de abordar las preocupaciones a medida que surgen, este no es el momento para dormarnos en los laureles y mantenernos en “la forma habitual”. Los esfuerzos del Grupo de Trabajo para la Reforma de la Policía de Peekskill (en adelante, el "Grupo de Trabajo") se basan en una historia de inversión sostenida y exitosa en la policía comunitaria, y con plena conciencia de que el trabajo para superar el racismo sistémico en los Estados Unidos está lejos de ser completa y que las agencias policiales y sus socios comunitarios tienen la responsabilidad y la oportunidad únicas de ser líderes en este sentido.

Es bien sabido que los programas de bienestar social de nuestra sociedad tienen amplias "grietas" y, como resultado, la policía dedica una gran cantidad de tiempo a controlar a las personas que "se quedan atrás": las que luchan contra la adicción al alcohol y las drogas, los trastornos psiquiátricos, violencia doméstica y jóvenes involucrados en actividades parecidas a pandillas. Estas interacciones pueden evolucionar rápidamente hacia situaciones peligrosas y la policía debe tomar decisiones rutinarias en una fracción de segundo con consecuencias potencialmente graves. El Departamento de Policía utilizará este Plan como una guía para lograr cambios que puedan fomentar la confianza dentro de nuestra diversa comunidad y ayudar a prevenir situaciones peligrosas.

Por lo tanto, la ciudad de Peekskill acogió con satisfacción la orden de emergencia del gobernador para que todos los departamentos de policía de Nueva York involucren a las comunidades a las que sirven en una revisión crítica de las prácticas policiales a la luz del trato desigual y desigual de las personas de color en la historia de los Estados Unidos. Este informe describe el Grupo de Trabajo de Reforma Policial de Peekskill: sus orígenes, misión, actividades y resultados, incluidas recomendaciones para guiar al Concejo Municipal, el Jefe de Policía y el Administrador Municipal en su liderazgo del gobierno local. Este Plan concluye el trabajo del Grupo de Trabajo de Reforma Policial de Peekskill, pero no es ni el comienzo ni el final de nuestros esfuerzos colectivos para planificar e implementar acciones que conduzcan a una mayor seguridad pública a través de una asociación cada vez más sólida y de confianza entre la policía

y la comunidad. sirven. La confianza de la comunidad y la comprensión de la policía es esencial para un trabajo policial eficaz, al igual que la sensibilidad de la policía a las razones históricas y actuales que varios grupos, y especialmente las personas de color, desconfían de la policía.

## La Orden Ejecutiva 203

[La Orden Ejecutiva 203](#) requiere que el Jefe de Policía y el Administrador de la Ciudad involucren a las partes interesadas en una revisión pública y abierta de las estrategias y herramientas policiales, incluido el uso de la fuerza, el sesgo implícito y la reducción de la escalada, con el objetivo de abordar los efectos dañinos del racismo sistémico. en los Estados Unidos sobre las asociaciones entre la policía y la comunidad que son tan críticas para preservar y mejorar la seguridad pública en una comunidad diversa. La EO 203 requiere que el jefe de policía y el administrador de la ciudad incorporen las opiniones del público en un borrador del plan de reforma, presenten este plan al público para recibir comentarios, lo revisen en consecuencia y luego presenten el plan al Concejo Municipal para su revisión y adopción antes del 1 de abril de 2021. . Departamento de Policía de Peekskill

Esta sección del plan muestra un departamento de policía con una larga historia de inversión en programas de policía comunitaria y un personal diversificar de manera constante, con más gente de color y las mujeres que vienen a través de las filas. Sin embargo, el departamento tiene un presupuesto básico y menos personal hoy que hace una década, incluso cuando las llamadas de servicio aumentan año tras año. El crecimiento de la población en la comunidad, la pobreza y las crecientes llamadas de servicio que producen estas tendencias, combinadas con llamadas justificadas para una mayor transparencia y participación de la comunidad, indican la necesidad no solo de las muchas recomendaciones programáticas descritas en este Plan, sino simplemente,, más personal y financiación.

El desarrollo de datos brutos, de diversas fuentes, en una presentación útil para el público es una tarea sustancial y es una de las recomendaciones de este Plan. Esta sección no pretende cumplir con este desafío. La siguiente información es solo un primer paso para proporcionar el tipo de información que se incluiría en un informe anual de datos policiales como el propuesto en una recomendación del Grupo de Trabajo, que aborda el desafío de la transparencia y la rendición de cuentas. Se debe poder acceder y actualizar información similar a través del sitio web de la Policía.

## Demografía de la ciudad

En general, la población de Peekskill de aproximadamente 24,000 residentes tenía la siguiente demografía racial en 2019:





este cambio demográfico en el personal depende de una serie de candidatos a través del sistema de servicio civil del condado. En los últimos tres años como jefe, el jefe Halmy ha contratado a 16 agentes de policía, incluidos ocho no caucásicos. Actualmente hay seis puestos de oficiales de policía vacantes financiados a la espera de ser cubiertos. Para ser contratado, un candidato debe haber obtenido una puntuación entre los tres primeros en el examen de servicio civil y aprobar las pruebas de antecedentes, psicológicos y de aptitud. No es inusual que los candidatos prometedores no completen el proceso o rechacen el empleo. La demografía del grupo de candidatos está por detrás de la población de la ciudad en general, que actualmente es casi un 44% hispana o latina.

## actividad Datos de

El Departamento de Policía mantiene una variedad de datos tabulados sobre sus actividades de servicio. En algunos casos, estos datos están fácilmente disponibles, como la información que se presenta a continuación. Además, existen registros que, para ser de acceso público, tabulados o analizados, requiere una gran cantidad de trabajo seleccionando registros, tanto en papel como digitales, y creando conjuntos de datos y proporcionando contexto. Dado que la transparencia es un principio básico de la reforma policial, este Plan contiene una serie de recomendaciones en este sentido. Como punto de partida, a continuación se resumen dos tipos de datos:

- Datos de arrestos e incidentes: cualquier actividad policial que requiera documentación en un informe narrativo de algún tipo.
- Datos de llamadas de servicio: el Departamento rastrea aproximadamente 100 tipos diferentes de llamadas de servicio, muchas de las cuales dan como resultado datos de incidentes.

A continuación, se presenta brevemente cada tipo de datos con algunas notas de discusión. Se requiere precaución al interpretar los datos. Por ejemplo, la pandemia de COVID-19 afectó las llamadas de servicio en 2020. En 2020, los "controles especiales", en los que la policía verifica las áreas conocidas de preocupación, aumentaron considerablemente con respecto a los años anteriores, al igual que las quejas de fuegos artificiales, ya que los fuegos artificiales oficiales fueron cancelados. . Por otro lado, se redujeron los controles de "casa oscura" ya que muchas familias cancelaron viajes y por lo tanto no solicitaron controles policiales de seguridad en sus hogares. La pandemia es solo un ejemplo de un factor que puede hacer que los datos de cualquier categoría o año no sean representativos.

## Detención yincident Datos

datos de resumenEsto refleja un pequeño pero ocupado departamento de policía con los crecientes llamados para el servicio de varios tipos. Los datos de 2020 reflejan en parte la pandemia, con menos servicios de detención de prisioneros y, en general, menos arrestos en total que en años anteriores.

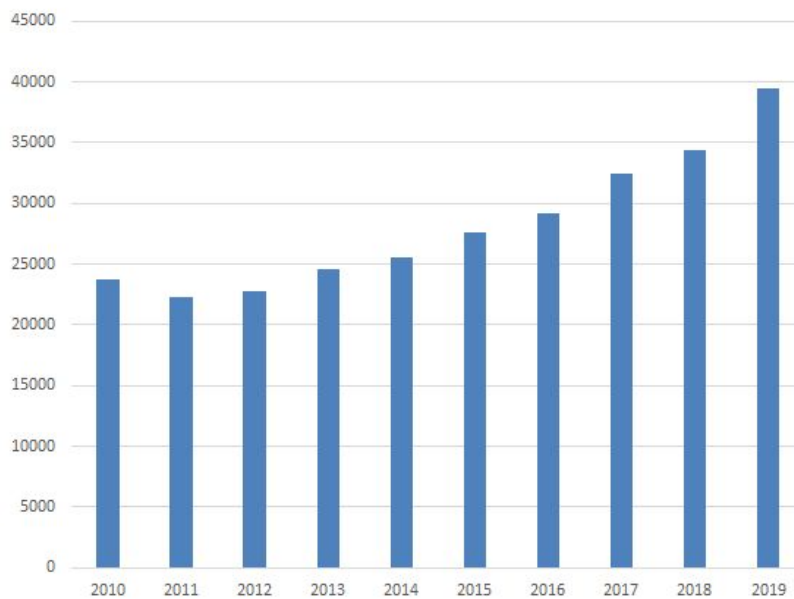
Los datos demográficos de arrestos, que correlacionan los incidentes de arrestos con la raza y / o etnia de los sujetos, aún están en desarrollo y se proporcionarán a través del desarrollo adicional de datos operativos de la policía para la discusión pública.

| City of Peekskill Police Dept 2010-2020 yearly Stats |       |       |       |       |       |       |       |       |       |       |       |               |
|------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------------|
|                                                      | 2010  | 2011  | 2012  | 2013  | 2014  | 2015  | 2016  | 2017  | 2018  | 2019  | 2020  | Total         |
| <b>CAD Calls/Event</b>                               | 23690 | 22284 | 22816 | 24549 | 25494 | 27650 | 29114 | 32416 | 34394 | 39523 | 40750 | <b>322680</b> |
| <b>Incidents/Case Reports</b>                        | 2193  | 1859  | 1995  | 1908  | 1882  | 1896  | 1829  | 6130  | 10344 | 10313 | 9376  | <b>49725</b>  |
| <b>All Arrests Total</b>                             | 1836  | 1320  | 1570  | 1507  | 1499  | 1345  | 1505  | 1313  | 1257  | 1171  | 712   | <b>15035</b>  |
| <b>City Code Arrests</b>                             | 443   | 214   | 230   | 131   | 84    | 59    | 52    | 115   | 141   | 109   | 85    | <b>1663</b>   |
| <b>Vehicle/Traffic Stops</b>                         | 2975  | 2490  | 4068  | 4632  | 4018  | 4362  | 4556  | 4673  | 4243  | 4284  | 1606  | <b>41907</b>  |
| <b>Accident Investigation</b>                        | 879   | 923   | 907   | 783   | 859   | 971   | 983   | 1040  | 958   | 941   | 813   | <b>10057</b>  |
| <b>UTT's (Traffic Tickets)</b>                       | 2760  | 3017  | 3906  | 4779  | 4220  | 4542  | 4587  | 4666  | 4121  | 4479  | 2055  | <b>43132</b>  |
| <b>DIR (Domestic Incidents)</b>                      | 441   | 546   | 571   | 516   | 609   | 626   | 530   | 532   | 389   | 482   | 448   | <b>5690</b>   |
| <b>Parking</b>                                       | 12162 | 9752  | 11027 | 8190  | 9210  | 10905 | 19369 | 15461 | 17348 | 17842 | 11787 | <b>143053</b> |
| <b>Prisoner Detention</b>                            | 1900  | 1391  | 1507  | 1354  | 1125  | 970   | 1099  | 780   | 749   | 896   | 478   | <b>12249</b>  |
| <b>Males</b>                                         | 1631  | 1245  | 1292  | 1157  | 976   | 834   | 952   | 677   | 644   | 759   | 409   | <b>10576</b>  |
| <b>Females</b>                                       | 269   | 146   | 215   | 197   | 149   | 136   | 147   | 103   | 105   | 137   | 69    | <b>1673</b>   |

### Datos de llamadas de servicio

En 2012, el departamento respondió a 22,816 llamadas de servicio y el volumen de llamadas ha tenido una tendencia constante al alza durante la última década, alcanzando un promedio de alrededor de 39,000 llamadas por año en 2020, un aumento del 73%. Durante el mismo período de tiempo, como se muestra arriba, la dotación de personal del departamento ha disminuido de 74 en 2010 a 61 empleados en 2020 (51 oficiales y 10 civiles), para una disminución en la dotación de personal de alrededor del 18%. El Departamento de Policía responde a aproximadamente 40,000 llamadas de servicio por año, o 110 llamadas por día.

### Police Calls for Service



Los tipos de llamadas varían en frecuencia. La policía lleva a cabo entre 10.000 y 20.000 "controles especiales" por año, es decir, patrullar de forma proactiva sitios específicos donde se detectan con frecuencia problemas de seguridad o delitos. Las siguientes llamadas más frecuentes oscilan entre 500 y 2000 llamadas por año y se enumeran a continuación:

| <b>Nature of Call</b>           | <b>Total</b> |
|---------------------------------|--------------|
| Special Check                   | 20,128       |
| Operation Safeguard             | 1,895        |
| V&T Detail                      | 1,731        |
| Traffic Stop                    | 1,557        |
| Medical Emergency               | 1,535        |
| Park, Walk and Talk             | 1,101        |
| Suspicious Per, Vehicle, Inci   | 879          |
| Parking Complaint               | 774          |
| Follow-up Investigation         | 710          |
| Police Investigation            | 620          |
| Noise Complaint                 | 601          |
| Civil, Land/Ten, Verbal Neighbo | 598          |
| MVA Property Damage             | 545          |
| Commercial Burglary alarm       | 498          |

No obstante, algunas actividades de servicio de menor frecuencia son muy importantes para la seguridad pública y pueden absorber una gran cantidad de tiempo y recursos de la policía. Las actividades que se muestran a continuación ocurren ocasionalmente, y para las cuales el departamento de policía mantiene registros:

|                                 |                             |
|---------------------------------|-----------------------------|
| <b>Naturaleza de la llamada</b> |                             |
| Verificación de la casa oscura  | Hurto en curso              |
| actividad K9                    | Sobredosis de, médicos      |
| Disparos Disparo                | vehículo abandonado         |
| Bloqueo de                      | Robo de                     |
| vehículo Arrancado              | Travesura criminal en curso |
| Infracción Orden de protección  | Robo, vehículo              |
| asalto de                       | Hombre con arma de          |

|           |                  |
|-----------|------------------|
|           | fuego            |
| Robo      | Delito sexual    |
| Alarma de | incendioincendio |

## Presupuesto depremeditado

El presupuesto de la ciudad está dividido en fondos y la mayoría de los servicios de la ciudad, incluida la policía, están cubiertos por el Fondo General. Con un presupuesto anual de aproximadamente \$ 8.8 millones, el Departamento de Policía absorbe aproximadamente el 21% del Fondo General.

Sorprendentemente, el presupuesto general de la policía ha cambiado poco durante la última década, principalmente porque el aumento del costo de la mano de obra (salarios, jubilación, seguro médico, etc.) se ha compensado con una disminución del nivel de personal. Como se mencionó anteriormente, la dotación de personal ha disminuido en aproximadamente un 18% durante la última década.

Actualmente hay seis puestos vacantes financiados en el Departamento de Policía. Estos puestos financiados están vacantes por varias razones. Las vacantes son el resultado de retrasos en la contratación debido a los procesos del servicio civil, así como del requisito del servicio civil de preservar las vacantes financiadas creadas por los ascensos a nuevos puestos que son probatorios hasta por un año, de modo que un empleado pueda volver a su título anterior si necesario. El servicio civil también congela la lista del examen de ingreso de los oficiales de policía, lo que hace que los candidatos adicionales no estén disponibles para contratar.

Los costos de personal son aproximadamente el 75% del costo del presupuesto del Departamento de Policía, y el departamento cuenta actualmente con el nivel mínimo necesario para brindar una cobertura de patrulla de la ciudad las 24 horas del día, los 7 días de la semana, los 365 días del año.

Como regla general, la mejora de los servicios para una mayor participación de la comunidad, una mayor capacitación de los agentes de policía, más tiempo que los agentes de policía pasan a pie o en bicicleta, todo ello requiere un aumento de los costos de personal, ya sea mediante el pago de horas extraordinarias o la contratación de empleados adicionales.

## Actividades actuales de justicia procesal

Para ayudar en la discusión de cuestiones relacionadas con la gestión policial, es útil considerar el estado actual de los programas y actividades policiales de Peekskill relevantes para la reforma policial y la rendición de cuentas. Las recomendaciones de este Plan abordan muchos de estos temas en mayor profundidad.

**Acreditación:** La reacreditación periódica por parte del NYS implica una revisión minuciosa y minuciosa de los registros, procedimientos y resultados policiales. El Departamento de Policía D fue reacreditado por última vez el 9 de septiembre de 2019 (ver Apéndice).

**Asimientos de estrangulamiento:** Los asimientos de estrangulamiento y carótidas no están permitidos según la política del Departamento de Policía de Peekskill.

**Deber de intervenir:** Según la política actual del Departamento de Policía, los agentes tienen el deber de intervenir cuando se utiliza fuerza excesiva y deben informar esto a un supervisor.

**Documentación sobre el uso de la fuerza:** Todos los usos de la fuerza están documentados, revisados por el sargento, el teniente y el jefe, y se notifica al Departamento de Servicios de Justicia Criminal del Estado de Nueva York.

**Cámaras corporales:** Las cámaras corporales se utilizan durante los encuentros con el público. Esto incluye auditorías para asegurarse de que se cumpla con el uso de la cámara y la política policial.

**Salud mental / Intervención en crisis:** con frecuencia se llama a la policía para que atienda a las personas con problemas mentales, y las asociaciones con otras agencias son clave para el éxito. El Departamento de Policía utiliza el Hospital Phelps para obtener tratamiento de salud mental para quienes están en crisis. Las tarjetas de salud mental se distribuyen a quienes necesitan recursos adicionales de salud mental.

**Quejas:** Los formularios de quejas civiles están disponibles en la sede de la policía y en el sitio web de la ciudad. Si las personas se sienten incómodas al abordar sus inquietudes dentro del proceso de quejas, se les anima a que presenten sus inquietudes a otra agencia policial para que las remitan a la Ciudad, como la Policía del Estado de Nueva York o el Fiscal de Distrito del Condado.

**Capacitaciones:** Los agentes de policía reciben una amplia gama de capacitación, tanto en el aula como en el trabajo, para prepararlos para servir al público de manera efectiva:

- Capacitación sobre el uso de la fuerza para limitar el uso de la fuerza solo a lo que es necesario para proteger al público. y agentes de policía en situaciones inseguras.
- Técnicas de desescalada para prevenir la necesidad del uso de la fuerza
- Sesgo / Discriminación / Conciencia cultural y educación para comprender cómo se produce el sesgo implícito y la microagresión entendiendo cómo los diversos grupos se comunican y perciben la aplicación de la ley.

- Intervención de crisis / capacitación en salud mental para prepararse para atender de manera segura las necesidades de las personas con problemas psiquiátricos y emocionales, o discapacidades.

## actuales de Actividades participación comunitaria

Los esfuerzos para mejorar la confianza y la asociación entre el Departamento de Policía y la comunidad de Peekskill se basan en una historia de programas de policía comunitaria que se han desarrollado a lo largo del tiempo en la ciudad. Para el Departamento de Policía, la participación en eventos, organizaciones y comités comunitarios es esencial para trabajar de manera proactiva para abordar las inquietudes. Algunos ejemplos de este trabajo de participación comunitaria incluyen:

**Café con un policía:** un evento en un negocio local o lugar popular donde el público puede interactuar con los oficiales de policía sobre cualquier tema que deseen o simplemente reunirse y saludar con una taza de café y bocadillos. Los lugares populares incluyen Peekskill Coffee House, Kurzhal's Coffee, Bohlman Towers, al aire libre en Main Street y la plataforma de la estación de tren.

**Eventos de NAACP:** El Departamento de Policía se ha asociado con NAACP en eventos comunitarios como Bridging the Gap, juegos de kickball, bolos y foros de estudiantes en Peekskill High School.

**Academia Juvenil:** Un campamento de verano de dos semanas, generalmente para estudiantes de secundaria y preparatoria que es organizado por el Departamento de Policía. La academia está diseñada para darles a los jóvenes una idea de lo que es la policía y lo que se necesita para ser un oficial de policía.

**Saturday Academy:** un programa organizado por el distrito escolar de la ciudad de Peekskill para unir a las familias los sábados por la mañana. Este programa, en el que participa el Departamento de Policía, permite a los residentes interactuar con una amplia variedad de organizaciones comunitarias para presentarles muchas actividades nuevas que tal vez no conocían y simplemente pasar un día divertido.

**Oficina de la Juventud:** el oficial Jonathan Saintiche es miembro de la junta de la Oficina de la Juventud de Peekskill y sirve como enlace para las muchas actividades que se llevan a cabo con los niños de Peekskill.

**Operación Arcángel:** Los oficiales capacitados para ayudar a administrar los protocolos de seguridad en los lugares de culto se reúnen con líderes religiosos para formular planes de seguridad y discutir temas relevantes con los feligreses.

**Fiesta de puerta trasera de la escuela secundaria:** El Departamento de Policía trabaja con el distrito escolar todos los años para organizar una fiesta de puerta trasera en la escuela secundaria de Peekskill, donde se lleva a cabo un almuerzo de barbacoa para los estudiantes que ingresan.

**Noche Nacional:** Junto con la Oficina de la Juventud, se lleva a cabo una fiesta en la calle North Division en la que el Departamento de Policía ofrece una comida al aire libre para los residentes mientras se encuentran y saludan a los oficiales.

**Foro de la comunidad hispana:** Se organizó un foro de la comunidad en la Iglesia de la Asunción para discutir inquietudes sobre inmigración y cualquier otro tema sobre el que los invitados quisieran hablar. Se estaba organizando otra reunión en la congregación hispana de la Iglesia Tabernáculo de Cristo en Main Street, pero se suspendió con la pandemia.

**Programa de recompra de armas:** The River Outpost organizó una recaudación de fondos con el fin de recaudar dinero para recomprar armas no deseadas. Luego, el Departamento de Policía llevó a cabo un evento de recompra de armas y retiró casi 200 armas que, de otro modo, podrían haber terminado en las calles de Peekskill.

**Violencia doméstica:** El Departamento de Policía recientemente hizo que todos los oficiales participaran en un programa de evaluación de letalidad que los capacita para determinar quién puede estar en mayor riesgo de convertirse en víctima de violencia asociada con la violencia doméstica. Esto, junto con visitas de seguimiento y referencias sólidas, ayudará a proteger a los miembros de la familia en riesgo.

**Estacionar, caminar y hablar:** Diariamente, los oficiales interactúan con el público en diferentes lugares de la ciudad. Por lo general, estos incluyen parques, el centro de la ciudad, Kiley Center, el teatro Paramount, el mercado de pulgas y los mercados de agricultores, eventos deportivos programados, todas las escuelas de la ciudad, etc.

**Patrulla de bicicletas:** durante el verano, implementamos Patrullas de bicicletas enfocadas en el área del centro y la ribera del río. Green / Riverwalk.

**Rodeo de bicicletas:** Oficiales organice un curso anual de seguridad en bicicleta, generalmente junto con el espectáculo anual de caballos rotatorios de Peekskill, para enseñar a los niños cómo andar en bicicleta de manera segura. Por lo general, también incluye obsequios gratuitos como luces o cascos que fueron donados.



**Instalación de asientos de seguridad para niños:** mensualmente, los oficiales realizan la instalación de asientos de seguridad para niños y tienen un inventario de asientos gratuitos disponibles para los padres necesitados. Esto también se hace con cita previa.

**Oficiales de recursos escolares e instructores DARE:** Durante el año escolar, estos oficiales interactúan constantemente con los estudiantes de Peekskill y Cortlandt, con la esperanza de construir relaciones duraderas con estos niños.

**Programa K9:** Nuestros K9 y sus socios humanos son los Oficiales más solicitados para asistir a funciones comunitarias, especialmente en las escuelas. Charlie y Bones son nuestros mejores embajadores ante la juventud de Peekskill.

**Guardia de honor de la policía de Peekskill:** una unidad que participa en desfiles de la ciudad y eventos conmemorativos.

**Peekskill Police / Fire 5K:** El Departamento de Policía y el Departamento de Bomberos celebran una carrera anual de 5K en la ciudad de Peekskill y las ganancias se destinarán a crear becas para estudiantes de último año de Peekskill High School que van a la universidad.

**Autoridad de Vivienda de Peekskill:** El Jefe de Policía asiste a las reuniones mensuales de inquilinos de Vivienda para estar disponible para discutir cualquier problema que los residentes puedan tener en la propiedad de la PHA.

**SocialMedia:** Las páginas de redes sociales de la Policía Peekskill hacen un excelente trabajo de alertar al público de temas, eventos, y los diferentes esfuerzos de participación de la comunidad del departamento de policía está involucrada en el invitación:

**maletero o** Los oficiales han participado en diversas actividades de Halloween en toda la comunidad cada año.

**Programa Árbol Ángel del Ejército de Salvación:** Oficiales de Peekskill participan para comprar a los niños desfavorecidos de la comunidad los regalos de Navidad que esperaban.

## Proceso de planificación y participación pública

EO203 no solo requiere que todos los departamentos de policía locales realicen planes de reforma, sino que requiere la mayor participación de la comunidad en este proceso de planificación para que las diversas perspectivas de los miembros de la comunidad estén representadas en las recomendaciones de cambio que se presentarán. a los funcionarios electos de la Ciudad. Peekskill tomó muy en serio el

principio de participación de la comunidad, comprometiendo cientos de horas de personal y tiempo voluntario para este esfuerzo. El proceso general de participación de la comunidad involucró: el

- Grupo de trabajo diverso Grupo de trabajo de 23 miembros fue presidido por afroamericanos e incluyó una colaboración diversa entre la población local: personas de color, jóvenes, miembros de la comunidad LGBTQ, líderes religiosos, policías activos y retirados oficiales, personas anteriormente encarceladas, profesionales de la salud mental y personas involucradas en una amplia gama de grupos y agencias de la comunidad.
- Reuniones públicas y votos del grupo de trabajo: Las reuniones públicas, transmitidas por el canal del gobierno de la ciudad, con comentarios públicos a través de Zoom, se llevaron a cabo el 1 de octubre de 2020; 5 de noviembre de 2020; 17 de diciembre de 2020; 21 de enero de 2021; y 11 de febrero de 2021, y el 25 de febrero de 2021 se llevó a cabo una reunión pública con transmisión televisiva, para discusión y votación de los miembros del Grupo de Trabajo. Otra reunión del Grupo de Trabajo transmitida públicamente tuvo lugar el 4 de marzo de 2021 y una votación mediante la cual se agregaron varias recomendaciones más al Plan. Las reuniones del Ayuntamiento sobre este tema siempre están abiertas al público, y están previstas para el 1, 15 y 22 de marzo de 2021. Las reuniones del Task Force se promovieron en [español](#) e inglés, en las redes sociales, retransmitidas en directo por Internet y en el Gobierno. Canal. Los miembros del público aprovecharon la oportunidad para hacer comentarios y hacer preguntas.
- Página web del proyecto: la página web del proyecto se ha actualizado continuamente con documentos, comunicados de prensa y videos de reuniones y otros recursos que permiten a las partes interesadas obtener información relevante rápidamente.
- Dirección de correo electrónico del proyecto: las comunicaciones públicas se facilitaron aún más mediante la creación y el seguimiento de una dirección de correo electrónico única para recibir comentarios, cartas de interés y otras comunicaciones.
- Membresía y actividades del comité: Los presidentes de los comités invitaron a personas adicionales a participar en sus comités, agregando jóvenes, expertos en políticas y otros miembros de la comunidad.
- “Sesiones de escucha”: El comité de participación comunitaria organizó siete reuniones comunitarias a las que asistieron un total de 62 personas, incluidos jóvenes negros e hispanos.
- Reuniones mensuales de la NAACP: Valerie Eaton, presidenta de la NAACP de Peekskill, presidenta del Comité de Capacitación, Equipo y Educación, incorporó la discusión de los problemas de la reforma policial en las reuniones mensuales de la NAACP y las reuniones especiales de Justicia Penal de la NAACP.
- Borrador del informe sujeto a comentarios públicos: Se publicó un borrador de este informe para recibir comentarios del público durante un período de dos semanas, y los comentarios se recibieron e incorporaron según corresponda.
- A complete draft of the Peekskill Police Reform Task Force's Draft Plan was approved by majority vote for each recommendation by the members of the Task Force on Thursday, February 25 for submission to the City Council for review. The [vote tally can be viewed](#) in the Appendix of this Plan. A second vote on March 4, 2021 added more

recommendations to the Plan. The Plan has been posted to the [project webpage](#) and is available for public review and comment.

- Common Council Discussion: The Plan was presented to the Council on March 1 by a team of Task Force chair and committee chairs, and Council discussions are open to the public.

This public planning process unfolded over almost a year-long period:

### **Project Timeline**

- Summer 2020 - Data gathering, assessment of current conditions, inventory of policy reform options
- Fall 2020 - Feasibility and cost analysis and prioritization of reform options
- Winter 2020 - Drafting of plan, public comment on plan, revisions
- Spring 2021 - Presentation of plan to Common Council, revision and adoption
- On-going - Implementation of plan, drafting of new policies and procedures, piloting of new programs or initiatives, measurement of outcomes.

## **Organizing Committee Formed**

Shortly following EO 203 the City formed an Organizing Committee aimed at recruiting diverse persons to form a Peekskill Police Reform Task Force. Organizing Committee members were:

- Valerie Eaton - President, NAACP-Peekskill Chapter
- Susan Erdey - Chair, Human Relations Commission
- Mayor André Rainey
- Peekskill Police Chief Don Halmy
- Andrew Stewart, Peekskill City Manager
- Mayo Bartlett, Westchester County Police Task Force
- Ramón Fernandez, City Council liaison to the Police Department

The committee met weekly beginning in July to review EO 203 and define the scope of the project, especially as it pertained to ways of generating community participation and engagement. On August 17, 2020, the committee [issued a public call for candidates](#) to serve on a large and diverse community task force, and used its social networks to recruit interested individuals from a broad range of social sectors. These included: African Americans, Hispanics, Whites, youth, LGBTQ, straight, male, female, faith-based, those with experience in police profession or policy matters, people who have been incarcerated, and community activists and advocates. City residency was considered important, but some exceptions were made for policy experts with local involvement, if not residency per se, and with the understanding that

subcommittees would be free to invite additional people to participate in committee meetings and work.

## Task Force and Committees Formed

The Task Force had its first meeting on October 1, 2020, and met weekly thereafter for a total of approximately 20 meetings prior to submission of a Plan to the Common Council. The Task Force elected two co-chairs, Antonio Knott and Mayor Rainey, created five committees, and appointed committee chairs and members. Each committee developed its own schedule of additional regular meetings, and in some cases, opportunities for further public involvement. The table below lists the Task Force members, their affiliations, their committee membership, and in some cases indicates individuals included on committees, but not appointed as Task Force members.

The Police Department assigned one police officer to each committee, including the police chief, a school resource officer, the president of the PBA, and a female police officer.

| First Name  | Last Name           | Committee                                 | Affiliation                                                   |
|-------------|---------------------|-------------------------------------------|---------------------------------------------------------------|
| Marcus      | Andre               | Transparency/Accountability               | Peekskill Youth NAACP                                         |
| Christopher | Calabrese           | Policies and Procedures                   | Chief Inspector, West. County Police;<br>Local Business Owner |
| Jennifer    | Carpenter           | Community Engagement (Chair)              | Ret. Police Sergeant and Consultant.                          |
| Sgt         | Carter              | Community Engagement                      | Police Sergeant, Peekskill                                    |
| Jeff        | Deskovic            | Policies and Procedures                   | Community Advocate, Attorney                                  |
| Valerie     | Eaton               | Education, Training and Equipment (Chair) | Peekskill NAACP - President                                   |
| Susan       | Erdey               | Community Engagement                      | Chair, Human Relations Commission,<br>City of Peekskill       |
| Ramon       | Fernandez           | Recruitment/Hiring                        | Councilman, Peekskill                                         |
| Jay         | Forbes              | Transparency/Accountability               | Community Educator and Organizer                              |
| Chief       | Halmy               | Policies and Procedures                   | Police Chief, City of Peekskill                               |
| Antonio     | Knott<br>(Co-Chair) | Transparency/Accountability               | Accounting Professional; Board<br>Treasurer Peekskill Pride   |
| Sgt         | Kruithof            | Transparency/Accountability               | Police Sgt; PBA President                                     |
| PO          | Lalindez            | Recruitment/Hiring                        | Police Officer, School Resource<br>Officer, Bicycle PO        |
| Martin      | McDonald            | Recruitment/Hiring                        | Westchester County Police Reform<br>Taskforce                 |

|           |                   |                                     |                                                         |
|-----------|-------------------|-------------------------------------|---------------------------------------------------------|
| Wilfredo  | Morel             | Community Engagement                | Community Health and Arts Advocate, Peekskill           |
| Ariana    | Okoth             | Education, Training and Equipment   | Peekskill Youth NAACP                                   |
| Elizabeth | Oliveto           | Education, Training and Equipment   | Social Services Professional                            |
| Tricia    | Pickering         | Recruitment/Hiring (Chair)          | Faith community; Civic leader                           |
| Katherine | Quezada           | Community Engagement                | Student leader Peekskill High School                    |
| Andre     | Rainey (Co-Chair) | Education, Training and Equipment   | Mayor, Peekskill                                        |
| Steve     | Ronco             |                                     | District Attorney Office Representative                 |
| PO        | Sgroi             | Education, Training and Equipment   | Police Officer, Peekskill                               |
| Brandon   | Smith             | Education, Training and Equipment   | Use of Force Policy Expert                              |
| Andy      | Stewart           | Transparency/Accountability         | City Manager, Peekskill                                 |
| Eileen    | Sullivan          | Transparency/Accountability         | Mental Health Advocate                                  |
| Joseph    | Teel              | Transparency/Accountability (Chair) | Finance and Accounting Professional                     |
| Derek     | Wright            | Policies and Procedures (Chair)     | Ret. NYPD Detective; Local Business Owner; NAACP Member |

In creating committees, the Task Force used for guidance the NYS [publication](#) *New York State Police Reform and Reinvention Collaborative: Resources and Guide for Public Officials and Citizens*, August 2020. In addition it was noted that the Final Report of the President's Task Force on 21st Century Policing was, at best, a barebones start and foundation to future initiatives.

### Transparency and Accountability Committee

Chaired by Joseph Teel, an African American city resident with a background in finance and civic activism, this committee's work focused on researching models for community review boards as well as creating public electronic access to police records, especially the Police Manual and data on arrests, calls for service, and other police activities. The group interviewed experts in these fields and shared models and policy information.

### Community Engagement Committee

Chaired by Jennifer Carpenter, a retired police officer who consults on police training and community issues, this committee focused on methods to increase community awareness and understanding of police operations, and methods to increase police awareness and understanding of community concerns. The group hosted “listening sessions” with local youth and others, and

developed recommendations related to police training and ongoing community forums. Here is a partial list of community meetings held:

| DATE       | LOCATION     | # OF ATTENDEES | Demographics         |
|------------|--------------|----------------|----------------------|
| 11/11/2020 | Kiley Center | 2              | Black males          |
| 11/17/2020 | Kiley Center | 12             | H&B males            |
| 12/01/2020 | ZOOM         | 1              | Hisp f/m             |
| 12/07/2020 | ZOOM         | 7              | B&H m/f,<br>LGBTQ    |
| 12/08/2020 | ZOOM         | 8              | B&H m/f,<br>LGBTQ    |
| 12/14/2020 | ZOOM         | 9              | B&H m/f,<br>LGBTQ    |
| 01/11/2021 | ZOOM         | 27             | B, W&H m/f,<br>LGBTQ |

### Education, Training and Equipment Committee

Chaired by Valerie Eaton, president of the NAACP-Peekskill, this committee developed recommendations related to police officer anti-racism/implicit bias education, duty to intervene training, in-service training, and crisis intervention training. The committee discussed partnerships possible with county agencies, especially related to mental health crisis response. The committee reviewed equipment concerns, such as dash cams, approachable vehicles, less-than-lethal weapons, data access, and muster room video presentation technology. Chair Eaton also incorporated police reform topics into regular meetings of the NAACP.

### Policies and Procedures Committee

Chaired by retired NYPD officer Derek Wright, this committee involved police professionals in the page-by-page review of the Peekskill police department's [Policy Manual](#), the document that describes exactly how police officers are to do their jobs. Topics included use of force, duty to intervene, juvenile interviews, and managing non-binary gendered persons during arrests and encounters, among others. According to City of Peekskill local law Chapter A602-1,

“The Chief of Police shall be empowered to amend the Department rules, regulations and procedures as deemed necessary by submitting the same to the City Manager in his capacity as Commissioner of Public Safety pursuant to the City Charter. The City Manager is hereby authorized to adopt and promulgate all such amended rules and regulations upon the consent of the Common Council.”

## Recruitment and Hiring Committee

Chaired by Tricia Pickering, a local and national media professional, this committee developed recommendations centered on the furthering of youth interest in police careers, specifically proposing Explorers, Cadet, and professional training programs aimed at youth. The committee also reviewed the School Resource Officer program. Several recommendations emerged that would involve changes to the county and state civil service system for testing and hiring police officers, which are described below. The committee also discussed the idea of civilian participation in PO candidate interviews, but no consensus yet exists for this concept.

## Impact of Public Comment

The Task Force has used the various methods described above to obtain diverse public comments, ranging from verbal comments at public meetings, to emails to the Task Force, to conversations between Task Force members and other persons in both formal and informal settings. Task Force members brought this knowledge of community interest into their committees, the committees reviewed all relevant materials, and the committees produced draft recommendations. The draft recommendations were reviewed by the full Task Force, revised accordingly and are presented in this Plan. The Plan was submitted for public comment, and further revisions were made by the Task Force.

## List of Recommendation Summaries

Each of these recommendations is summarized below.

## Recommendations for Education, Training and Equipment

1. Negotiate Change in Collective Bargaining Agreement with the Police Benevolent Association (PBA) to Provide for Increased Training with Cost Mitigation
2. Increase 2022 Police Overtime Budget by \$40,000 to Pay for Increased Training Hours
3. Join the ABLE (Active Bystander Law Enforcement) Training Program through Georgetown University
4. Increase Training and Education in Human Behavior and Social Interaction Management
5. Approachable Vehicles: Maximize usage of bicycles, ATVs and other innovative vehicles in addition to standard automobile-based policing
6. Dash Cams - Replace and Expand Cameras on Car Dashboards
7. Less than Lethal Weapons - Tasers
8. Install a Peekskill Police Department Intranet and Access Tools

9. Create Roll-Call Presentations Calendar for Local Organizations:
10. Safety Pouch for Vehicle Document Access During Traffic Stops
11. Use Bar Codes or QR Codes to Facilitate Information Access
12. Create Educational Panels
13. Data Collection to Measure Program Effectiveness

## Recommendations for Community Engagement

14. Plan Monthly On Going Public Forums for Community Engagement
15. Develop a Community Survey on Public Safety Issues and Concerns
16. Update Community Feedback/Complaint Form on Police Website
17. Redesign Police Website
18. Update Police Mission Statement
19. Revise Police Personnel Evaluation Form to Include Community Engagement Abilities of Police Officers
20. Meet and Greet Daily Report by Police Officers
21. City Council Appoint a Liaison to the Police Department
22. Make Spanish Language Translation Available at Police Department Lobby on All Shifts
23. Police Management Should Conduct a Periodic Internal Survey of Police Officers to Identify Ways to Optimize Community Engagement Programming
24. Create and Implement a Communications Plan Showing Community Policing Activities
25. Increase Police Department Community Engagement Activities in Public Housing
26. Develop a LEAD Program in Partnership with County and Local Agencies

## Recommendations for Policies and Procedures

27. Revise the Police Department Manual as Continuing Project of Existing Committee

## Recommendations for Transparency and Accountability

28. Recommend the Creation of a Community Complaint Review Board
29. Develop a New Webpage Dedicated to the Peekskill Police Department with Police Activity Data
30. Publish Police Department Manual Online
31. Consider Accreditation by the Commission on Accreditation for Law Enforcement Agencies (CALEA)
32. Police Provide ID Cards at Incidents
33. State and County Agencies Should Address Certain Policy Issues



## Recommendations for Recruitment and Hiring

34. State Civil Service Law Should Reform the “1 in 3” Rule
35. State Civil Service Law Should Reduce Delays in Testing Process
36. State Civil Service Law Should Offer Police Exam Every Two Years
37. State Civil Service Law Should Reform the Psychiatric Evaluation Rules
38. Add a Dedicated Community Relations Police Officer to Staff
39. Create an “Explorers” Program for Youth Ages 14-21
40. Create a “Public Safety Academy/Classes” at the High School Level
41. Improve the SRO (School Resource Officer) Program
42. NYS Create a Police Officer Recruitment Agency
43. Peekskill PD Should Make Better Use of Social Media Tools

## Recommendations Related to Behavioral Health

44. Registry for Persons At-Risk
45. Crisis Intervention Training
46. Crisis Intervention Coordination with Experts in Local, Faith, County and Medical Agencies

## Recommendations Added on March 4, 2021

47. Hire a Full Time Social Worker in the Police Department
48. Appoint a Community Representative to Participate in Police Chief Hiring Process
49. Hire a Full Time Civilian Assistant to the Police Chief
50. Write a Community Policing Strategic Plan and Update the Plan Annually
51. Prioritize Police Personnel Safety and Wellness:

## Recommendation Summaries

The summary recommendations below are derived from, and in addition to, the recommendation memo authored by the various committees and assembled in full in the Appendix. Links to relevant memos, or “green sheets” are provided as appropriate following each summary below (“R1”). The recommendations are organized by committee, and they vary greatly in complexity, from a simple change to a policy, to the development of a complex project that requires organizational change, significant cost, and/or partnership or cooperation from other parties.

Preliminary feasibility and cost estimates are provided using a simple rating system:

- Feasibility rating: 1 = simple; 2 = somewhat involved; 3 = complex/difficult
- Cost rating: \$ = less than \$10,000; \$\$ = less than \$20,000; etc.
- Priority rating: This rating is incomplete, subject to feasibility, cost and further discussion.

## Recommendations for Education, Training and Equipment

Police officers currently receive a portfolio of ongoing in-service training in a wide range of topics, from de-escalation to firearms safety. Since an hour of in-service training for one officer is an hour of patrol work that must be filled by another, increasing in-service training requires increased funding for staffing and overtime.

1. Negotiate Change in Collective Bargaining Agreement with the Police Benevolent Association (PBA) to Provide for Increased Training with Cost Mitigation: The current union agreement enables management to assign officers to receive up to 24 hours of training at the cost of “comp time” instead of overtime (time and a half) pay, with a cap on comp time of 56 hours per year. Trainings that occur and require additional time beyond 24 hours are paid at overtime rates. Therefore, the City will seek to negotiate with the PBA to enable the City to pay officers for 40 hours of training using comp time, not overtime, making the increased training envisioned in this Plan more affordable.  
Feasibility = 2 Cost estimate = \$\$\$\$\$ Priority = TBD/High
2. Increase 2022 Police Overtime Budget by \$40,000 to Pay for Increased Training Hours: In general, an additional 8 hours of training for all PO per year would cost an approximate \$40,000. This budget increase would enable the PD to provide greater diversity of trainings. Current budget for trainings (registration, travel, lodging) is \$12,000.  
Feasibility = 1 Cost estimate = \$\$\$\$ Priority = High
3. Join the ABLE ([Active Bystander Law Enforcement](#)) Training Program through Georgetown University: Organize a presentation by these policy and training experts and if appropriate, approve an agreement and plan to participate in this outstanding training program designed to help officers take action to intervene to prevent a colleague or supervisor from taking inappropriate or harmful action. [R1](#).  
Feasibility = 2 Cost estimate = \$\$ Priority = High
4. Increase Training and Education in Human Behavior and Social Interaction Management: De-escalations, anti-racism, racial and implicit bias, mental health crisis intervention, trauma, stress management and wellness training for all POs, tactical perception and procedural justice principles. All officers should be trained on recognizing mental illness and substance abuse. Trainings offered through County Dept of Health and NYS DCJS, and others. Ensure local experts and organizations are included in training /education contract procurement process. Also possible to allocate more of existing training budget

to de-escalation and related topics. It is incumbent upon the Police Chief and Supervisory Officers to recognize the wellness scale of Police Officers. The wellness and safety of officers is predicated on recognizing signs of burnout and other attributes that may impede their judgement. [R1](#); [R2](#); [R3](#); [R4](#); [R5](#);

Feasibility = 1 Cost estimate = \$\$\$ Priority = High

5. Approachable Vehicles: Maximize usage of bicycles, ATVs and other innovative vehicles in addition to standard automobile-based policing. Current bicycle program is contingent on minimum staffing a minimum of 4-5 cars for rapid response to radio calls and patrol with sufficient safety equipment. Use of additional vehicles routinely requires additional staffing. Cost is both equipment and staffing. [R1](#)

Feasibility = 1 Cost estimate = \$\$ Priority = TBD

6. Dash Cams - Replace and Expand Cameras on Car Dashboards: Currently PD has a few cars with Dash Cams, but the systems are not operating adequately for a simple expansion to more vehicles and integration with body cameras and other digital devices. Estimated cost of \$30,000 in 2022 budget. [R1](#)

Feasibility = 1 Cost estimate = \$\$\$ Priority = TBD

7. Less than Lethal Weapons - Tasers: PD will increase its supply of Tasers to insure Tasers are always available to and used patrol officers; PD will require all officers to carry Tasers in addition to pistols and pepper spray. Training on de-escalation will equip Officers with the skills to choose the appropriate weapon to meet the circumstances. PD will continue to explore less than lethal weapons as new technologies develop. [R1](#)

Feasibility = 1 Cost estimate = \$ Priority = TBD

8. Install a Peekskill Police Department Intranet and Access Tools: Include Peekskill-specific information trends and daily updates from intranet on Muster Room improved screen. Muster room current technology for projection is outdated. Update this technology for the display of intranet pages available internally to PPD staff and officers. Explore further development of digital document sharing and collaboration tools, such as an intranet. [R1](#)

Feasibility = 1 Cost estimate = \$ Priority = TBD

9. Create Roll-Call Presentations Calendar for Local Organizations: The PD currently does 5-10 minute mini-trainings and presentations at roll call, and will create a calendar of such opportunities and review presentation topics and credentials from interested community groups and representatives. Due to shift schedule, four meetings are needed to address all police officers.

Feasibility = 1 Cost estimate = \$ Priority = TBD

10. Safety Pouch for Vehicle Document Access During Traffic Stops: The safety pouch is a community-wide initiative. It enables drivers to purchase (or be provided) a “safety pouch” for storing vehicle documents, accompanied by a window sticker. During a traffic

stop, these devices clearly indicate driver cooperation and make documents more easily accessible. [R1](#)

Feasibility = 2 Cost estimate = \$ Priority = TBD

11. Use Bar Codes or QR Codes to Facilitate Information Access: Consider addition of a bar code or QR code to accident Reports. Scanning code will take the user to information about the accident and the Officer who responded. Addition of a bar code or QR code to Drivers License/ID Card. Scanning code will take the user to information about the individual identified in the ID. Voluntary information could be added to this data including mental health, autism, medical information (eg, allergies, conditions such as seizure disorder, etc.). Addition of a bar code or QR code to Officers badge or business card. Scanning code will give the user information about that Officer: Name, badge number, etc. Scanning can be used for an individual to identify that an officer is in fact an officer. [R1](#)

Feasibility = 2 Cost estimate = \$ Priority = TBD

12. Create Educational Panels: Regularly scheduled educational panels where officers and the community can come together to discuss predetermined topics as related to police-community relations. These panels would be a collaboration between the proposed Community Services Officer and interested community members. [R1](#)

Feasibility = 2 Cost estimate = \$ Priority = TBD

13. Data Collection to Measure Program Effectiveness: Police department will incorporate program evaluation tools into major community engagement activities to track and measure outcomes and benefits to participants. In addition, the Peekskill Police would benefit from having an electronic database which contains a variety of data points pertaining to Police stops, outcomes and individual demographics. This information can be collected, extracted, and reviewed by the Police Department for a variety of reasons: training, focusing priority, funding, and indicating where reform is needed. This information can point out to the Police and the community where possible biases are, leading to targeted training and reform. [R1](#); [R2](#)

Feasibility = 2 Cost estimate = \$ Priority = TBD

## Recommendations for Community Engagement

The police department has a current portfolio of community engagement programs described above. These recommendations focus on enhancing this portfolio with better tools for capturing community interests, needs and perceptions.

14. Plan Monthly On Going Public Forums for Community Engagement: Continue and institutionalize the public forums created by the Task Force (Committees on Community Engagement and Education) through the appointment by the Common Council of a new committee dedicated to this purpose, drawing from the Task Force members and including the police department. Meeting agendas to focus on: community concerns and questions, policing programs and priorities, presentations by experts in various areas of

police community engagement work, monitoring of progress on implementation of this Plan. [R1](#); [R2](#)

Feasibility = 2 Cost estimate = \$ Priority = High

15. Develop a Community Survey on Public Safety Issues and Concerns: Design and administer a survey to measure public satisfaction with police services and perceptions of diverse public safety concerns throughout the city's neighborhoods to help prioritize policing and public safety activities. [R1](#)

Feasibility = 2 Cost estimate = \$ Priority = High

16. Update Community Feedback/Complaint Form on Police Website: Update existing complaint form on the website to make it more visible. The “complaint and commendation” tool on the police website makes it easier for city residents to let police know their concerns, observations and ensure that the comments received are assigned and reviewed by police officers. Assign a Lieutenant to review, refer and respond to complaints and commendations and provide a monthly report to the Chief. [R1](#)

Feasibility = 1 Cost estimate = \$ Priority = High

17. Redesign Police Website: Create a more attractive and user friendly website, based on the design discussed in the committee, including new content related to policing data, such as calls for service, number of arrests of various types, and community engagement activity reports. Note that police activity data development and transparency is addressed separately in the Accountability and Transparency section. [R1](#)

Feasibility = 2 Cost estimate = \$\$ Priority = TBD

18. Update Police Mission Statement: A mission statement reminds staff and community of the basic values of the department, and will be more prominently incorporated into the police website, the police Department Manual and police training. Focus on values statement related to procedural justice, racial equity and public safety [R1](#)

Feasibility = 1 Cost estimate = 0 Priority = TBD

19. Revise Police Personnel Evaluation Form to Include Community Engagement Abilities of POs: While these abilities are currently considered, the evaluation could more thoroughly include these abilities. [R1](#)

Feasibility = 1 Cost estimate = 0 Priority = TBD

20. Meet and Greet Daily Report by POs: Each police officer will report one meet and greet conversation with a city resident to listen to community perspective and build relationships. [R1](#)

Feasibility = 1 Cost estimate = \$ Priority = TBD

21. City Council Appoint a Liaison to the Police Department: Council to provide a list of duties for this role. [R1](#)

Feasibility = 1 Cost estimate = 0 Priority = TBD

22. Make Spanish Language Translation Available at Police Department Lobby on All Shifts: The Department currently has several bilingual POs, but they are not always available for walk-in service. As long as all dispatchers are not English-Spanish bilingual, develop a plan to provide this service. Currently, PD uses 911 translation service in emergencies. Ensure that non-English speakers have access to interpretation and

translation services as needed via staffing and/or contract services. Possibly a dedicated phone in lobby with appropriate signs in various languages.

Feasibility = 1 Cost estimate = \$ Priority = TBD

23. Police Management Should Conduct a Periodic Internal Survey of Police Officers to Identify Ways to Optimize Community Engagement Programming: A key tenet of procedural justice is the cultivation of PO feedback and input into policing priorities. The addition of a periodic survey will help management to ensure POs know their ideas are taken seriously. Refer to Association of Chiefs of Police for policy guidance. [R1](#)

Feasibility = 1 Cost estimate = \$ Priority = TBD

24. Create and Implement a Communications Plan Showing Community Policing Activities: Use diverse media to increase the frequency of positive messages regarding community engagement activities, events, personnel and partnerships. Incorporate these goals into the City's annual contract for communications services and into the work of the dedicated Community Relations Officer (see Recruitment and Hiring). [R1](#)

Feasibility = 2 Cost estimate = \$ Priority = TBD

25. Increase Police Department Community Engagement Activities in Public Housing: Examples could include infant CPR training, coffee with cop, back to school events, BBQs, and Halloween events. Assign PO to participate in event planning by other agencies within the public housing settings. These non-enforcement activities are the building blocks of trust.

Feasibility = 1 Cost estimate = \$ Priority = TBD

26. Develop a LEAD Program in Partnership with County and Local Agencies: Law Enforcement Assisted Diversion ([LEAD](#)) is a community-based diversion approach with the goals of improving public safety and public order, and reducing unnecessary justice system involvement of people who participate in the program. Involves an MOU among social services agencies to “de-center” POs responding to incidents where referrals are needed.

Feasibility = 3 Cost estimate = \$\$ Priority = TBD

## Recommendations for Policies and Procedures

Police policies and procedures are codified in the [Police Department Manual](#). The Police Department Manual is hundreds of pages long and provides police officers with instructions for all significant tasks in their jobs. It must be updated regularly with changing laws, technologies, and discoveries. It is not unusual for cities to contract for third-party services to continuously review and update their police manuals and provide associated training resources. All contracts require approval by the Common Council. The Police Department does not currently have such a service agreement and is not proposing one at this time.

27. Revise the Police Department Manual as Continuing Project of Existing Committee: Police Chief will continue to work with members of this committee on an ad hoc basis to review and update police Department Manual in light of best practices. The Chief will

research and write policy changes, updates, removals, etc., in accordance with professional standards, new laws, new technology and other developments. (See Transparency and Accountability section for related recommendation to publish the Department Manual online. See Appendix for Police Department Manual Table of Contents). Updates are currently in progress on policies for (selected): [R1](#)

- Interview and Interrogation - Mandatory electronic recording of ALL juvenile prisoners in custody.
- Use of Force - Emphasized focus on de-escalation.
- Duty to Intervene -Mandate officers report other officers they witness using abusive language and/or excessive physical force
- Use of Deadly Physical Force - Updated directives for use of deadly physical force with firearms at or from a moving vehicle
- Mandate Times of Search Warrant Executions - Restrict time of search warrant executions exclusively from 6 AM - 9 PM, except with permission from a judge.
- Add to department manual the procedures to form a specialized response team of officers specifically proficient in [Crisis Intervention Training](#) (CIT), including mental health awareness and de-escalation and/or non-violent tactics to respond to mental health calls within Peekskill.
- Prisoners – Clarify the current department manual in the best practices for the Strip Search and lodging of non-binary persons inside the Peekskill Police station house.
- Notifications to ICE (Immigration and Customs Enforcement) DELETED the entire section from the department manual.

Feasibility = 2 Cost estimate = 0 Priority = High

## Recommendations for Transparency and Accountability

The committee explored various approaches to the creation of a type of Community Complaint Review Board (CCRB), as well as ways of making data on police activities more easily available and useful for public discussion. CCRBs are a complex policy and legal challenge. There are models and resources to draw upon for guidance. Westchester County is planning to create a type of CCRB as a shared service for local police agencies. Even if the County creates a County Review Board the City of Peekskill may still benefit from having its own CCRB. Other actions to increase transparency are aimed at gathering and presenting information and data to help the public better access and understand police services, and participate in policy discussions about them.

28. Recommend the Creation of a Community Complaint Review Board: Create a committee involving by current members of the Accountability and Transparency committee to



continue the work already researched for the City of Peekskill by this committee in applying models for providing citizens with independent oversight of police officers' performance reviews. Committee should include a selection of subject matter experts. Many such models exist, balancing the internal performance review process with independent investigation powers. Consider hiring NACOLE (National Association for Civilian Oversight of Law Enforcement) for consulting services to help the city identify the best policy options and tools. Recommend a shared services model with the County, as the County Police Task Force is working on such a proposal, details of which are currently not available. [R1](#); [R2](#)

Feasibility = 3 Cost estimate = TBD Priority = High

29. Develop a New Webpage Dedicated to the Peekskill Police Department with Police Activity Data: The development of data from raw records into information and insights helpful for public discussion is a labor-intensive process. Presentation and discussion of this data is a project unto itself. The City should design an annual report on the Police Department that includes appropriate data on calls for service, local crime, demographics of arrests, police community engagement program activities and policy updates. The report should be presented annually to the city council and public for review. The report would be accessible online and provide analysis of data trends and program development, not just statistics with no context. The Peekskill Police Department already maintains and provides a wide range of data on its activities, but the data is not organized for public access or understanding. [R1](#); [R2](#); [R3](#);

Feasibility = 3 Cost estimate = \$\$ Priority = High

30. Publish Police Department Manual Online: As the Police Department's guiding document, the Manual, properly redacted, can be made available for public access so those interested in a detailed understanding of police procedures can become better informed and participate in advising the police department on policy changes going forward. This requires completion of on-going revision process, review for public distribution, digitizing, indexing, and other preparation according to best practices for public access to police policy and procedure information. [R1](#)

Feasibility = 2 Cost estimate = \$ Priority = High

31. Recommend Accreditation by the Commission on Accreditation for Law Enforcement Agencies (CALEA): The department currently is among many police departments accredited through a rigorous periodic review by the NYS Law Enforcement Accreditation Council (see Appendix), and was last assessed in 2019. CALEA offers an enhanced accreditation process as well as related services to support and track in-service training programs and keep the Department Manual updated according to new laws and best practices in the police profession. In addition, accreditation from CALEA is a nationally recognized accreditation and would allow the City of Peekskill to be one of



only two cities in Westchester County that is nationally accredited. National accreditation gives benefits to the City and the members of the Police force. [R1](#)

Feasibility = 3 Cost estimate = \$\$\$ Priority = TBD

32. Police Provide ID Cards at Incidents: The Police Department will review and redesign the contact cards and information and referrals sheet they provide to people involved in various types of incidents. Contact cards with basic incident and police officer information (shield #) make it easy for subjects to follow up with the police department regarding any aspect of an incident, whether to make a complaint, offer helpful information, or obtain a report. Information sheets enable crime victims, family members, and others to find help from a wide range of agencies specializing in mental health, drug addiction, domestic violence and other topics. [R1](#)

Feasibility = 1 Cost estimate = \$ Priority = High

33. State and County Agencies Should Address Certain Policy Issues: Police reform policy debates often identify issues that ought to be addressed at the county, state or national scales. These include: proposals to change “qualified immunity” to better balance the goals of accountability and public safety; proposals impacting union contracts as they pertain to disciplinary action; and proposals for increased public access to police disciplinary records via online databases. [R1](#); [R2](#); [R3](#);

Feasibility = 3 Cost estimate = TBD Priority = High

## Recommendations for Recruitment and Hiring

These recommendations address both the workforce development “pipeline” and the policy environment in which hiring takes place, and include several recommendations to the county civil service agency that would help local police hire qualified candidates.

34. State Civil Service Law Should Reform the “1 in 3” Rule: County should change the “1 in 3” rule to a “1 in 10” rule for the appointment of new police officers off the County eligible list, and change the “1 in 3” rule to a “1 in 5” rule for the promotion of existing police officers to positions of greater authority, or other reasonable change, whereby local police departments would have a bigger pool of qualified candidates and more ability to hire both more qualified and more diverse personnel. [R1](#); [R2](#)

Feasibility = 3 Cost estimate = \$ Priority = TBD

35. State Civil Service Law Should Reduce Delays in Testing Process: The agency should decrease the lag time between when tests occur and when candidate test results become available in order to speed up the hiring process. Currently wait time can be 5-8 months. Consider making the exam computerized, if this speeds the process. Delays cause qualified candidates to lose interest and pursue other careers. [R1](#)

a. Feasibility = 3 Cost estimate = \$ Priority = TBD

36. State Civil Service Law Should Offer Police Exam Every Two Years: The agency currently provides the exam only every 4 years. This results in a list of eligible candidates

that becomes burdened with candidates no police department wants to hire, preventing qualified and desirable candidates from entering the candidate pool. [R1](#)

Feasibility = 3 Cost estimate = \$ Priority = TBD

37. State Civil Service Law Should Reform the Psychological Evaluation Rules: The agency should modify the requirement for psychological evaluation. As the regulation currently exists, the candidates for police officer from other police departments who are transfer-eligible but did not have a prior psychological evaluation as part of their first full time law enforcement job cannot be considered for hiring by another department. This eliminates qualified candidates from pursuing transfer opportunities. The candidates should be able to get a psych evaluation and be considered for employment. [R1](#)

Feasibility = 3 Cost estimate = \$ Priority = TBD

38. Add a Dedicated Community Relations Police Officer to Staff: There needs to be constant contact and positive police community interaction throughout the city schools, youth groups, recreation activities, seniors, religious groups, and businesses within Peekskill. Adding a dedicated full-time position is the best way to ensure that all police officers maintain a focus on community engagement wherever possible. Consider adding a sergeant position with oversight of community relations work by all officers in the department. The Department currently has an unfilled downtown foot patrol title that could be upgraded to a Community Relations Officer for this purpose. [R1](#)

Feasibility = 2 Cost estimate = \$\$ Priority = TBD

39. Create an “Explorers” Program for Youth Ages 14-21: For youth ages 14-21, in collaboration with schools and youth agencies, the Explorers program aims to foster youth character and career development. Explorers learn the value of education, discipline, diversity and the Peekskill community, and gain an introduction into law enforcement careers. Police will have the opportunity to grow in sensitivity to youth concerns and ways of communicating. Program is already planned. [R1](#)

Feasibility = 1 Cost estimate = \$ Priority = TBD

40. Create a “Public Safety Academy/Classes” at the High School Level: This program would run in conjunction with the Police Cadet program. It would offer a specialized preparation program where students could earn College credits from a local College/University while taking Criminal Justice classes and internships. Similar programs throughout the Country offer High School students to graduate in five years with a HS diploma and an Associate's Degree. This gives them an added boost and pads their resume when interviewing for Peekskill PD because they now possess an Associate's Degree. [R1](#)

Feasibility = 3 Cost estimate = \$\$\$ Priority = TBD

41. Improve the SRO (School Resource Officer) Program: SROs are widely appreciated. School District and Police Department should work together to optimize this program so that more students understand and benefit from it, including review of DCJS program and training guidelines and current status of the program. Find ways of enhancing student access to police officers and student understanding of the SRO program and police

services. Consider increasing the frequency of SRO classroom visits versus other ways SROs spend time in schools. City currently has two SROs involved in the Middle School and High School. [R1](#)

Feasibility = 2 Cost estimate = \$ Priority = TBD

42. NYS Create a Police Officer Recruitment Agency: Similar to military service, invest in recruiting young people into public service as POs. Focus on minority and female candidates. Use updated marketing methods including range of social media tools.

Feasibility: 3 Cost: TBD Priority: TBD

43. Peekskill PD Should Make Better Use of Social Media Tools: Department currently uses Facebook and Instagram, but could add Twitter and more advanced audience targeting methods such as “geofencing” given that young people tend to rely on mobile devices for all information, including employment searches.

Feasibility: 3 Cost: TBD Priority: TBD

## Recommendations Related to Behavioral Health

The Police Department receives mental health-related calls for service during one out of five tours or shifts, or approximately once every couple of days. Police, ambulance, and paramedic personnel frequently manage incidents and provide services to people experiencing psychiatric crises and to their families. The Police Department also provides support to County Child Protective Services staff when they visit Peekskill homes. Given how common these calls are, and the necessity of collaborating with other agencies to serve them, this Plan includes the following recommendations that emerged from various committees:

44. Registry for Persons At-Risk: The Police Department will use its Records Management System (RMS) and website to create a tool whereby families can voluntarily register individuals with behavioral challenges so police responding to the address will be more aware of special needs, whether psychiatric, medical, physical or developmental disability, or other needs.

Feasibility = 2 Cost estimate = 0 Priority = TBD

45. Crisis Intervention Training: Police Department in-service training will include additional hours of training in mental health incident and behavior management, in collaboration with Westchester County Mental Health Department. This includes attention to the mental health of POs to ensure PO safety. Training is already available for officers through DCJS. All officers should be trained on recognizing mental illness and substance abuse. Crisis Intervention Training, including De-Escalation Training, should be included in the mandated list of In-Service Trainings as listed in the policies and procedures and attended annually. Some officers should be more extensively trained in specialized crisis intervention training such that each tour would have a specialist in this area. Specially trained Officers in addition to community behavioral specialist create a Crisis Intervention team. [R1](#); [R2](#);

Feasibility = 2 Cost estimate = \$\$ Priority = TBD

46. Crisis Intervention Coordination with Experts in Local, Faith, County and Medical Agencies: Schedule POs with CIT across all shifts or tours. Pursue teamwork with County agencies and staff for coordinated response to mental health crisis related emergency responses, including possible “ride along” program. Explore options for more coordination with EMS agencies. [R1](#); [R2](#); [R3](#)

Feasibility = 3 Cost estimate = \$\$ Priority = TBD

## Recommendations Added on March 4, 2021

[Vote tally](#) from 3-4-21 Task Force meeting

47. Hire a Full Time Social Worker in the Police Department: Add a civilian social worker to police staff to help respond to calls for service as appropriate, and to follow up on calls for service, especially as they may pertain to domestic disputes, mental and medical health issues, homelessness and related issues. Also, advocate to county and state agencies for the assignment of social workers to work in collaboration with the Police Department, school district, courts, ambulance, paramedics and other agencies. [R1](#)

Feasibility = 2 Cost estimate = \$\$\$\$\$\$ Priority = TBD

48. Appoint a Community Representative to Participate in Police Chief Hiring Process: The appointment of a police chief by the city manager is subject to civil service regulations and the approval of the City Council. The proposal is to add a representative of the community to participate in the interview process, possibly a city council member, or somebody else appointed by the city council. [R1](#)

Feasibility = 1 Cost estimate = Priority = TBD

49. Hire a Full Time Civilian Assistant to the Police Chief: This new position, subject to civil service and union negotiation, would have duties that include assisting the Chief in the development, administration, coordination, and implementation of departmental policies, procedures, and activities. The variety of duties would include data development and analysis pertaining to public safety concerns, perceptions and community engagement efforts, and the organizing, planning, and coordinating of various programs and operations in collaboration with community police officer and in support of community policing efforts. [R1](#)

Feasibility = 2 Cost estimate = \$\$\$\$\$\$ Priority = TBD

50. Write a Community Policing Strategic Plan and Update the Plan Annually: This written Plan would describe the department's core values, goals and objectives, the actions by which it plans to accomplish them, and the process by which the Plan is written and progress on its goals is monitored. The strategic Plan would describe existing programs and their impacts, proposed new activities, who is responsible, and the means by which success will be measured. The Plan would address community concerns based on survey

data, and provide statistics on crime and police activities. It should outline a broader mission of identifying and addressing the underlying issues, the Community's concerns, drivers of crime and disorder, and the Community's perception of them. [R1](#); [R2](#)

Feasibility = 2 Cost estimate = \$ Priority = TBD

51. Prioritize Police Personnel Safety and Wellness: Members of the Peekskill Police Department along with Law enforcement personnel around the country are under enormous stress in the performance of their everyday duties— a stress compounded by constant public scrutiny. Effective community policing requires law enforcement personnel to have greater capacities for empathy, compassion, and tolerance than traditional policing. In order to demonstrate this emotional versatility, Peekskill Police will need ways to break the defense or coping mechanisms they can develop after repeated exposure to trauma and other stressful events. The City of Peekskill should mitigate the impacts of these events, in systematic ways, in order to ensure personnel, have the capacity to fully engage and establish meaningful relationships with members of the Peekskill community and the general public. The officers who protect us must also be protected against the hazards of their job. [R1](#)

Feasibility = 2 Cost estimate = \$\$\$\$ Priority = TBD

## Further Discussion Topics and Community Concerns

Many topics and themes have been addressed in a preliminary fashion during Task Force meetings and committee meetings that do not appear as Recommendation Summaries above. The Task Force heard and considered many ideas through public verbal comment at meetings, public comment via emails to the Task Force, and through conversations in the community and within the Task Force itself. See the Appendix for a list of these topics in the section titled [“Further Discussion Topics and Community Concerns.”](#)

## Acknowledgements

The Task Force would like to acknowledge the following people for their support of this project:

- Peekskill City Council
- Mike Miner, City Videographer
- Cassandra Redd, Assistant to City Manager
- Kelly Lee, Co-Communications
- People who made public comments
- Judge Reginald Johnson
- Mayo Bartlett

# Appendix Table of Contents

**Note: Each section heading below is linked to an online folder containing the items listed within the section heading.**

## [MISCELLANEOUS ITEMS](#)

1. Vote Tally from 2/25/21 Task Force public meeting to review and approve recommendations to include in the Plan.
2. [Vote tally](#) from 3/4/21 Task Force meeting adding certain recommendations to the Plan
3. Letter From Governor Cuomo To Mayors
4. Executive Order No. 203
5. Police Department Manual Table Of Contents
6. Police Department Assessment Report 2019
7. Police Department Calls For Service Date 2020
8. Racial Justice And George Floyd By Chief Halmy
9. Racial Justice Statement By City Manager
10. Task Force Member Recruitment Announcement
11. Task Force Formed And Chairs Appointed
12. October 1<sup>st</sup> – First Public Meeting
13. November 5<sup>th</sup> Public Meeting
14. December 17<sup>th</sup> Public Meeting – (Flyer In Spanish)
15. December 17<sup>th</sup> Public Meeting – (Flyer In English)
16. January 21<sup>st</sup> Public Meeting – (Flyer In Spanish)
17. January 21<sup>st</sup> Public Meeting – (Flyer In English)
18. Task Force River Journal November 2020

## 19. Community Survey Sample

### **RECOMMENDATIONS**

#### ACCOUNTABILITY AND TRANSPARENCY

1. Legislative Action - Indemnification
2. Legislative Action - Certification
3. Develop an Annual Police Dept Data and Program Report
4. National Accreditation by the commission on accreditation for law enforcement agencies (CALEA)
5. Demographics of persons receiving police services and analysis thereof
6. Make police policy manual online
7. Police form mental health partnership with relevant agencies
8. Contact cards-Police provide ID cards at incidents
9. Police review board models and concepts
10. Review of Existing Legislation by the State and County
11. Design a new website for the police department

#### COMMUNITY ENGAGEMENT

1. Administer a department – wide and community –wide survey to get the officers and community perspectives
2. Mission statement revision in policy manual
3. Procedural justice
4. Trauma related training
5. Assistant to the Police Chief
6. Community Policing Strategic Plan
7. Community Policing
8. Peekskill Personnel Safety and Wellness Recommendations

#### EDUCATION, TRAINING AND EQUIPMENT

1. Data Collection
2. Active Bystandership – “ABLE” Training
3. Required Anti-Racism Education
4. Equipment-Approachable transportation
5. Bar Code and QR Code Use
6. DashCams/BodyCams
7. De-Escalation
8. Expert Level Training Requirements
9. Peekskill PD Intranet
10. Less Than Lethal Options
11. Public Forums

## 12. Safety Pouches for Drivers

### POLICIES AND PROCEDURES

1. Add a Dedicated Community Relations Police Officer to Staff
2. Increase Police Diversity by modifying NYS Civil Service Restrictive Hiring and Promotion Rules - the “3 in 1 rule”
3. Peekskill Police Manual Updates
4. PPD Crisis Response and Training

### RECRUITMENT AND HIRING

1. Liaison from City council
2. Civil Service make Police Exams more frequent and review 3 in 1 rule
3. Civil service should consider Computerized Police Exam
4. Modify Civil Service requirement for psychiatric evaluations
5. Explorers Program-Ages 14-21
6. Adding a non-police professional to the interview process for new hires or promotions
7. Public Safety Academy/Classes
8. 3 in 1 rule
9. Expansion of SRO program to include Elementary Schools and Middle School in addition to High School