

**Village of Fishkill Police Department  
4 Wood Place  
Fishkill, New York 12524**

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POLICE COMMISSIONER

FBINA – 214<sup>TH</sup> SESSION  
MEMBER – IACP  
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*Pursuant to the process initiated by the Village of Fishkill, by Dutchess County and as per the mandates set by New York State Governor’s Executive Law 203, the following is the Village of Fishkill Police Department’s plan of action:*

**Determining the Role of the Police**

- The police department will adopt procedural justice as a guiding principle for interacting with the public and internal management of their organization. It is “the practice of ensuring that the outcomes of civilian interactions with police are perceived as fair and as providing civilians with the opportunity to be heard, regardless of the outcome.”

**Staffing, Budgeting, and Equipping Your Police Department**

- The police department is committed to, and will remain so, in the hiring of community-oriented police officers.
- The police department will examine additional less-than-lethal options that may exist and may not be presently employed.
- The police department will evaluate the need for a body worn camera program for officers at such time as funding is provided by the State or Federal authorities for the purchase of said equipment and for costs pertaining to the maintenance and storage of the associated data.

### **Procedural Justice and Community Policing.**

- The police department has provided and will continue to provide training in procedural justice and include procedural justice principles in department policies. The department has provided officers with business cards that include the officer's name, shield #, contact information & incident / interaction information.
- The police department policies and mission statement include language regarding the critical nature of community policing.
- The police department engages all of its officers in community policing.
- The police department participates in community programs and encourages patrols to increase nonenforcement interactions between officers and members of the community including regular interaction with community organizations, local business, and faith-based organizations.
- The police department conducts community surveys. Said surveys are available via the Village website, at police headquarters and through community, faith-based and business organizations.
- The police department will place a priority on sharing their community policing successes with the wider community through the media and social media.
- The police department will be providing officer implicit bias awareness training and use processes which minimize the influence of officer bias.
- The police department has adopted bias-free policing policies to send a clear message to employees and the community about the agency's commitment to fair and equal treatment.
- The police department does not use formal or informal sanctioned practices such as quotas for traffic or pedestrian stops, tickets, and summonses that are not directly related to improving public safety.

### **Law Enforcement Strategies to Reduce Racial Disparities and Build Trust**

- The police department will continue to examine how focused deterrence, "hot-spot" policing, and problem-oriented policing could meet the needs of the Village community.
- The police department utilizes a formal use of force policies that at minimum meet the requirements of the New York State MPTC and includes:
  - A principled commitment to preserving human life
  - Requires officer to de-escalate situations when circumstances permit
  - Establishes a duty to intervene if another officer is using excessive or unnecessary force
  - Requires officers to render medical aid for individuals injured as a result of police actions
  - Prohibits shooting at moving vehicle, chokeholds, the use of deadly force on individuals who pose a risk only to themselves, and the use of retaliatory force.

- Requires officers to issue a verbal warning before the use of force, to exhaust all alternatives

prior to the use of deadly force, and that force is proportional to the threat posed.

- The police department requires officers to report every time they draw their weapon
- The police department receives training on the use of force and firearms which include scenarios where officers are not required to use force or discharge their weapon.
- The police department trains and supports the use of the Distance, Cover, and Time concept.
- The police department has a detailed pursuit policy that gives priority to the safety of the public, officer, and subject.

### **Community Engagement**

- Community meetings will be held which will provide opportunities for all to engage in an honest, open and transparent dialogue with police representatives.
- The police department will also hold Executive-level listening sessions with the community to engage in honest dialogue and receive feedback in small group settings.
- The police department hold two-way communication sessions for youth (adolescents and teenagers) to discuss police relations and concerns with police leadership and officers. The agency is considering participation in a "Adopt a Cop" program.
- The police department will host an "open house" and conduct tours of the police facility on an annual basis.

### **Leadership and Culture**

- The police department will evaluate their performance management and evaluation systems, criteria for hiring / promotion and align them with the principles of procedural justice and community policing.
- The police department will consider creating awards and commendations that recognize officers committed to community policing, procedural justice, and advancing other reform goals.

### **Tracking and Reviewing Use of Force and Identifying Misconduct**

- The police department has put in place clear policies regarding reporting and documenting the use of force. The Use of Force policy is available for public review on the Village website
- The police department has clear disciplinary policies for who fail to report use of force or who falsify such reports.
- The police department administration reviews all use of force incidents. Said reviews shall be used to

also evaluate the effectiveness of policies, procedures, and training.

- The police department will utilize use of force and administrative review findings as the basis for proactive, nonpunitive interventions

- The police department prohibits a supervisor involved in a use of force incident from taking part in the investigation of said incident.
- The police department will consider creating a committee of first-line supervisors to review subordinates' work behavior bi-annually.

#### **External Accountability**

- The police department administration will notify the Village Police Committee of the existence of all personnel complaints. They will also be notified of the outcome of all personnel complaint investigations.

#### **Internal Accountability for Misconduct**

- The police department has an open and accessible complaint registry system and complaint investigation process/policy, with multiple access points and various means for accepting complaints.
- The police department has in place anti-retaliation policies to protect both internal and external complainants. The department will maintain data related to the investigation of misconduct complaints.
- The police department will utilize a discipline matrix and the principles of procedural justice to guide internal disciplinary procedures.
- The police department regularly reviews any lawsuit data to identify problematic officers, units, policies, and practices.
- The police department has established a written Standard of Conduct that pertains to both on and off-duty behavior that is inconsistent with the mission and ethical code of their law enforcement agency.

#### **Data, Technology and Transparency**

- The police department shall comply with the Death in Custody Reporting Act (DCRA), participate in the FBI's National Use-of-Force Data Collection, and consider participating in National Decertification Index or any index created by the US Department of Justice.

- The police department has published the agency's use of force policy and personnel complaint policy on the Village website with future agency policies to be posted as practical.

#### **Recruiting a Diverse Workforce**

- The police department shall evaluate their hiring and recruitment process and identify barriers

within such a process that limit recruiting a diverse law enforcement workforce.

- The police department will prioritize the hiring of qualified local residents.

### **Training and Continuing Education**

- The police department utilizes performance-based criteria for selecting personnel who will conduct agency training programs.
- The police department provides a minimum of 21 hours of annual in-service training.
- The police department offers leadership training for all department members but prioritize training for new sergeants or officers in charge.
- Training on the use of force and firearms includes scenarios where officers are not required to use force or discharge their weapon. Such training is arranged so that it either follows or is followed by training in de-escalation. The agency also owns and utilizes a firearm training simulation system.
- The police department officers have participated in and will continue participate in procedural justice, implicit bias awareness training, and on-line crisis intervention training.
- The police department administration conducts periodic reviews, audits, and assessments of training programs to ensure that they are not teaching outdated practices and/or basing their trainings on outdated understandings of community needs.
- The police department shall maintain complete, accurate, and up-to-date training records.

### **Supporting Officer Wellness and Well-Being**

- The police department will evaluate programs in place to address the wellness and well-being of officers and consider implementing peer support and counseling programs.