APPENDIX B

NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE PLAN CERTIFICATION FORM

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

I, Kerry Dineen, as the Chief Executive of Village of Altamont (the "Local Government"), hereby certify the following pursuant to Executive Order No. 203 issued by Governor Andrew M. Cuomo on June 12, 2020:

☑ The Local Government has performed a comprehensive review of current police force deployments, strategies, policies, procedures, and practices;

☑ The Local Government has developed a plan, attached hereto, to improve such deployments, strategies, policies, procedures, and practices (the "Plan");

☑ The Local Government has consulted with stakeholders (including but not limited to: membership and leadership of the local police force; members of the community, with emphasis in areas with high numbers of police and community interactions; interested non-profit and faith-based community groups; the local office of the district attorney; the local public defender; and local elected officials) regarding the Plan;

☑ The Local Government has offered the Plan in draft form for public comment to all citizens in the locality and, prior to adoption of the Plan by the local legislative body, has considered the comments submitted; and

☑ The legislative body of the Local Government has ratified or adopted the Plan by local law or resolution.

KERRY A. DINEEN

Name

Kerry A. Dineen

Signature

MAYOR

Title

3/30/21

Date

VILLAGE OF ALTAMONT
RESOLUTION ~ March 30, 2021

Trustee Whalen made a motion seconded by Trustee Scally to approve adopting The Village of Altamont Policing Reform and Reinvention Collaborative Recommendations Findings and Recommendations of the Village of Altamont Policing Reform and Reinvention Collaborative.

Board Members:	AYE	NAY
Kerry A. Dineen, Mayor	X	
Nicholas Fahrenkopf, Trustee	X	
Michelle Ganance, Trustee	X	
John Scally, Trustee	X	
Dean Whalen, Trustee	X	

The foregoing Resolution was thereupon declared duly adopted.

DATED: March 31, 2021

Patty Blackwood, Village Clerk

The Village of Altamont Policing Reform and Reinvention Collaborative Recommendations Findings and Recommendations of the Village of Altamont Policing Reform and Reinvention Collaborative

Presented to Village of Altamont, NY Village Board

Governor Cuomo's Executive Order #203 NYS Police Reform and Reinvention Collaborative Resources & Guide for Public Officials and Citizens.

Our Purpose:

To foster trust, fairness, and legitimacy within the Altamont community. The United States Department of Justice has emphasized the need for "trust between citizens and their police officers so that all components of the community are treating one another fairly and justly and are invested in maintaining public safety in an atmosphere of mutual respect". It is our mission to ensure our residents' sense of personal security for our community to thrive and prosper. Police-community relationships must facilitate, rather than impede the growth of all members of the community equally and without bias.

Directive:

Each local government entity which has a police agency operating with police officers as defined under 1.20 of the criminal procedure laws must perform a comprehensive review of current police force deployments, strategies, policies, procedures, and practices, and develop a plan, for the purposes of addressing the needs of the communities served.

History:

Mud in the streets, in the crossings, no decent sidewalks or streetlamps. Not enough water, too much sewer, and fires. These were the issues the local community leaders were discussing in the spring of 1890. There was a real fear that the village of 543 residents would not survive. Incorporation would allow the village to collect taxes to be used in creating the much-needed infrastructure. A petition was circulated, generating enough support to hold an informational meeting at the Union Hotel on May 20th, 1890. Attorney Hiram Griggs (Assemblyman and Town of Guilderland Supervisor) led the discussion in favor of incorporation. A committee was created to see the process through. The Village of Altamont was incorporated in 1890, then President Hiram Griggs, Trustees Smith Philley, Jessie Crounse, and Henry Wilbur, were the founding members of the newly formed Village of Altamont. Altamont was the first Village to be incorporated in the Town of Guilderland and remains the only one to this day and was a great period of growth for settlers in the foothills of the Helderbergs. Over the years, the Altamont Police Department has been constantly changing to adapt to the needs of our residents and visitors to the village which are 1,669 as of the 2019, and our Altamont Fair, a popular gathering for people across the county and beyond. Today the village employs twelve officers including our chief Todd Pucci, and it is the mission of the Altamont Police Department to provide professional, high quality and effective police service in partnership with the community. The Altamont Police Department values an ethical, caring, and diverse community which is characterized by honesty, integrity, respect, fairness, empathy, equal opportunity, trust, and civility. This culture must be of utmost importance to those in command to maintain consistency between that culture and the goals of the department. Effective policy and strong leadership will ensure that these goals are in line with the goals of the community. Departmental culture must promote the pursuit of those goals with honesty and integrity. Members must be held

accountable when deviations result in misconduct. Timely and transparent addressing of this misconduct must take place, to keep community confidence that abuses will not be tolerated. Effective policing cannot be done without the support of those which are served. The standards and strategies implemented by the police department must be in line with what is expected by the community. As stated above, these standards and strategies must be imposed by the leadership and properly executed to create a police culture in line with the joint goals of the department and community. By doing this, we can reliably ensure that the individual interactions between the police department and the public will help to create a foundation of positive, trust-based relationships and advance the goals of protecting the community. When it comes to police-community relations, the individual interactions which occur countless times each day have the largest impact. The personnel of a department are the most crucial aspect to the relationship built between the department and the community. Knowing this, recruitment of new officers, retention of quality officers and continued training are some of the most important aspects of a police department.

Overall Required Process:

- Review the needs of the community served by its police agency and evaluate the department's current policies and practices.
- Establish policies that allow police to perform their duties effectively and safely.
- Involve the community in the discussion.
- Develop policy recommendations.
- Offer a plan for public comment.
- Present the plan to the village board to ratify or adopt it, and to certify adoption of the plan to the State Budget Director on or before April 1, 2021.

Key Organizing Principles:

Bring Your Community Together:

John Scally – Village Trustee

Todd Pucci – Chief of the Altamont Police

Patrick Thomas – Village Police Officer

Jason Johnson – Village Police Officer

Deborah Hext – Chair of the Village Planning Board

George Schiller – Village Resident/Community Member (long established resident)

Jean Conklin – Village Resident/Business Owner/Community Member

Must run a transparent process:

- Making planning and deliberation meetings public.
- Polling and surveying the public for their views on specific issues.
- Making materials public.
- Having a plan to incorporate public feedback.

Key Questions to be answered:

On the topic of Procedural Justice, the committee recommends that:

- The Altamont Police Department's policies and practices require transparency and equal treatment for all.
- The Altamont Police Department fosters, supports, and promotes a police culture that does not tolerate police misbehavior, with the repeal of 50a that will hold police officers more accountable and transparent for their actions, culminating in a timely transparency in the disclosure of impeachment information, consistent with New York State and Federal law.
- Defining impeachment criteria, that will be provided to the DA's office, if the need ever arises
- The Altamont Police Department will appoint the Attorney General as an independent prosecutor for police involved deaths.
- Persons making complaints against the Altamont Police Department or individual police officers could review the results of the investigation into their complaint in a timely manner.
- The Altamont Police Department employees have access to high-quality mental health services and that the Altamont Police Department will have available of such services.

On the topic of Studies Addressing Systemic Racial Bias or Racial Injustice Policing, the committee recommends that:

- To monitor if there are trends within the Altamont Police Department indicating bias, the Chief of Police annually reviews and analyzes data collected by the New York State Unified Court System as part of the Police Statistics and Transparency Act (The Laws of New York Article 7-A: Judicial Administration, Section 212)

On the topic of Implicit Bias Awareness Training, the committee recommends that:

- Altamont Police Department employees receive anti-bias/implicit bias awareness training which is adequate and substantial.

On the topic of De-escalation Training, the committee recommends that:

- Altamont Police Department officers receive training on de-escalation and alternatives to force which is adequate and substantial.
- The Altamont Police Department has modified and improved the use of force policy.
- The Altamont Police Department adapted policies to incorporate a less lethal philosophy of de-escalation and incorporated guidance for special training in their policies.

On the topic of Law Enforcement Assisted Diversion (LEAD) Programs, the committee recommends that:

- The LEAD program is a law enforcement diversion program that aims at police officers utilizing their discretion to direct low-level offenders away from the criminal justice system.
- The Altamont Police Department to participate in the Albany County LEAD Program
- The Altamont Police Department participates in the continued and enhanced collaboration of services between the Altamont Police Department, the Albany County Mental Health Department, the Albany County Department of Health, and legal services.
- The Altamont Police Department updated the Mental Health Emergencies policy.

On the topic of Restorative Justice Practices, the committee recommends that:

- The Altamont Police Department collaborate effort to investigate ways to establish and/or utilize processes designed to mediate disputes, utilize victim impact panels, and explore alternatives to incarceration including community service.

On the topic of Community-Based Outreach and Conflict Resolution, the committee recommends that:

- The Altamont Police Department collaborates with available resources to help accomplish this goal.
- Enhanced and improved community outreach with appropriate oversight
- Implement direct community referrals for diversions (Let Everyone Advance with Dignity)

On the topic of Problem-Oriented Policing, the committee recommends that:

- The topic be referenced in the Altamont Police Department's civilian complaints policy.
- The Altamont Police Department works with community residents to identify problems and collaborate on implementing solutions that produce meaningful results for the community.

On the topic of Hot Spots Policing, the committee recommends that:

- The Altamont Police Department continues to add more frequent patrols in areas of known criminal activity.
- The Altamont Police department will be present for community support during the Altamont Fair and festivals, each season.

On the topic of Focused Deterrence, the committee recommends that:

- The topic be referenced in the Altamont Police Department's civilian complaints policy.
- The Altamont Police Department collaborates with community resources to assist with intervention.

On the topic of Crime Prevention Through Environmental Design (CPTED), the committee recommends that:

- The Altamont Police Department works with the Village of Altamont board, Planning Board, and Codes enforcement officer, as well as property owners, to make changes such as modifying lighting and landscaping to help deter criminal activity in a specific area.

On the topic of Violence Prevention and Reduction Interventions, the committee recommends that:

- The Altamont Police Department collaborates with and, when appropriate, makes referrals to youth development programs, community mentors, family counseling, support programs, community outreach programs, and violence interruption programs as applicable.

On the topic of Model Policies and Guidelines Promulgated by the NYS Municipal Police Training Council and Standards Promulgated by the NYS Law Enforcement Accreditation Program, the committee recommends that:

- The Altamont Police Department makes such policies and standards available to the public.
- The Altamont Police Department become a NYS Law Enforcement Accredited Agency.
- The Altamont Police Department administration reviews Altamont Police Department policies and will make changes as appropriate, and available to the public.

On the topic of Use of Force, the committee recommends that:

- The updated version of the Village of Altamont's use of force policy is wholly adequate and in line with all state and federal laws, regulations, and guidelines.
- Because the committee has discussed and/or suggested edits striving to improve the policies in ways that help reduce harm to both police officers and the community.
- The Altamont Police Department updated all policies regarding the use of force, eliminating chock holds, encompassing firearms, chemical mace, and tasers.
- The Altamont Police Department updated policies regarding prisoner transport, and arrest and booking policies.

The U.S. Department of Justice's Office of Community-Oriented Policing Services recommends the following best community policing practices:

1. Create a comprehensive community policing strategic plan.
2. Train all personnel on community policing – including overcoming distrust.
3. Foster an atmosphere of openness and transparency.
4. Adopt procedural justice as a guiding principle.
5. Prioritize law enforcement personnel safety and wellness.
6. Engage the community in a true partnership to address crime and disorder issues.
7. Treat every contact as an opportunity to engage positively with a community member.
8. Measure social cohesion and work to develop relationships.
9. Reevaluate metrics of community policing success.
10. Incorporate community policing measures into the performance evaluation process.

APPENDIX A

NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE PLAN CERTIFICATION FORM

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APPENDIX B

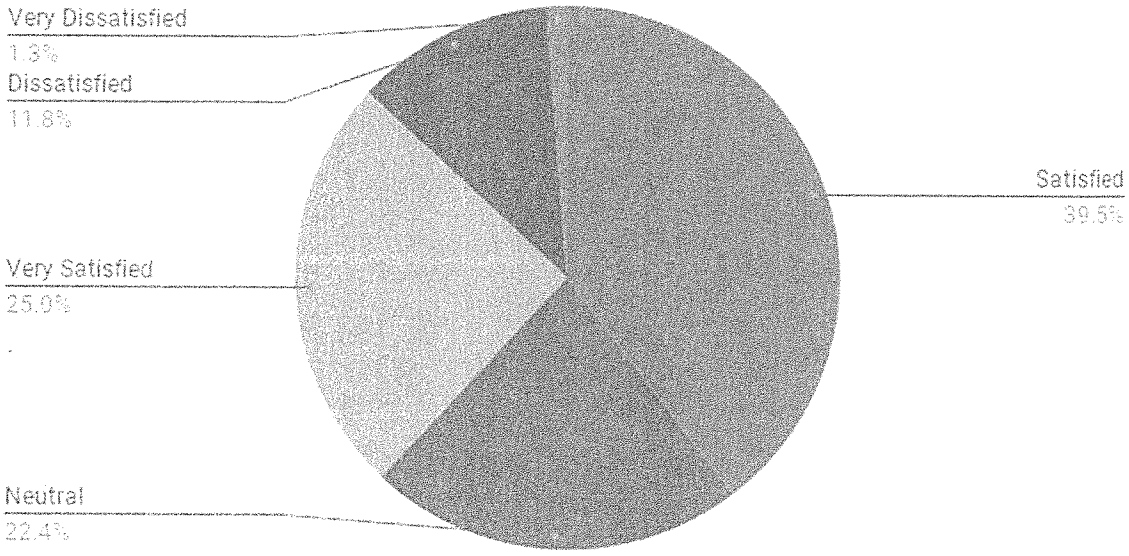
Survey Results

The Altamont Police Department and the Altamont Police Review Committee thanks everyone who took the time to complete the survey. The Altamont PD will take into consideration each response and strive to meet everyone's expectations. We received 77 responses in total out of those 77 there were 29 "Other comments or suggestions". For the survey itself most responses were favorable and charts with the percentage of answers to each question can be found on the Village website. Many of the general

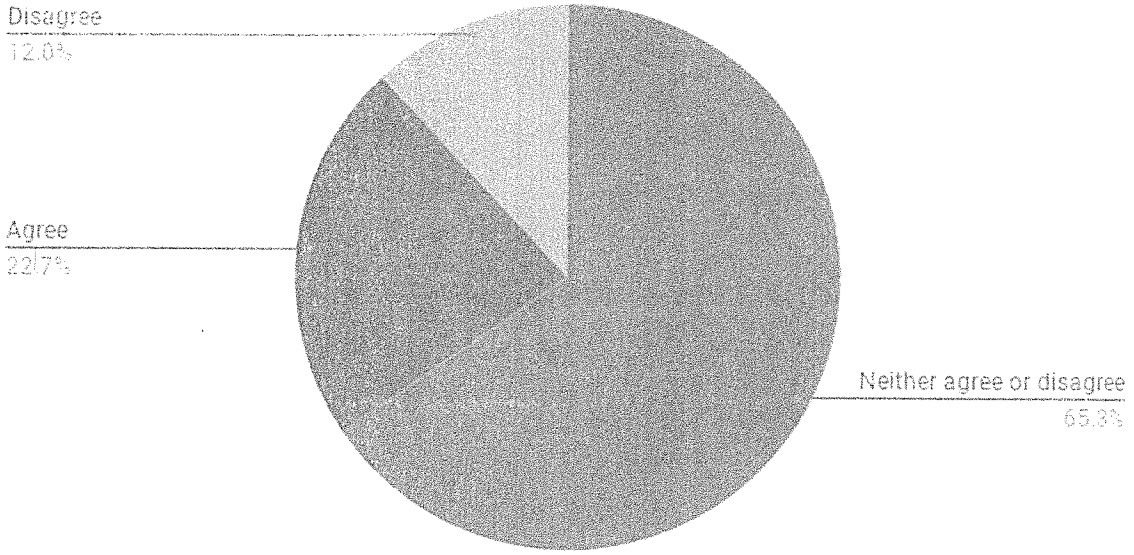
comments were also favorable with a heavy emphasis on the need for stricter traffic enforcement, in particular speeding. A spreadsheet that depicts survey answers in a columned format, along with the comments can be found on the Village website.

Graphical representation of the Altamont Police Reform and Reinventive Collaborative Public Survey

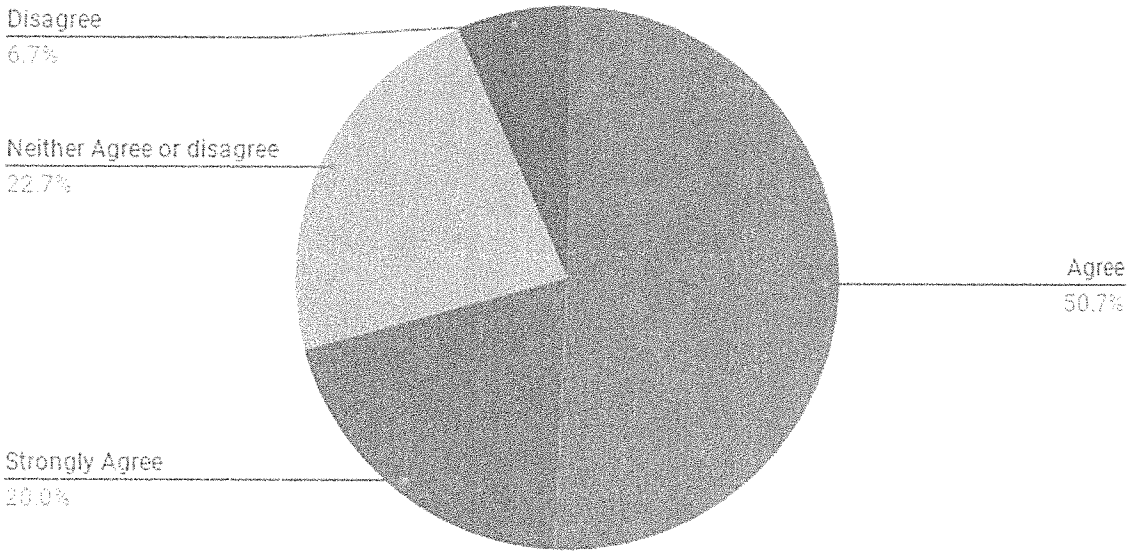
Count of How satisfied are you with the Altamont Police Department?



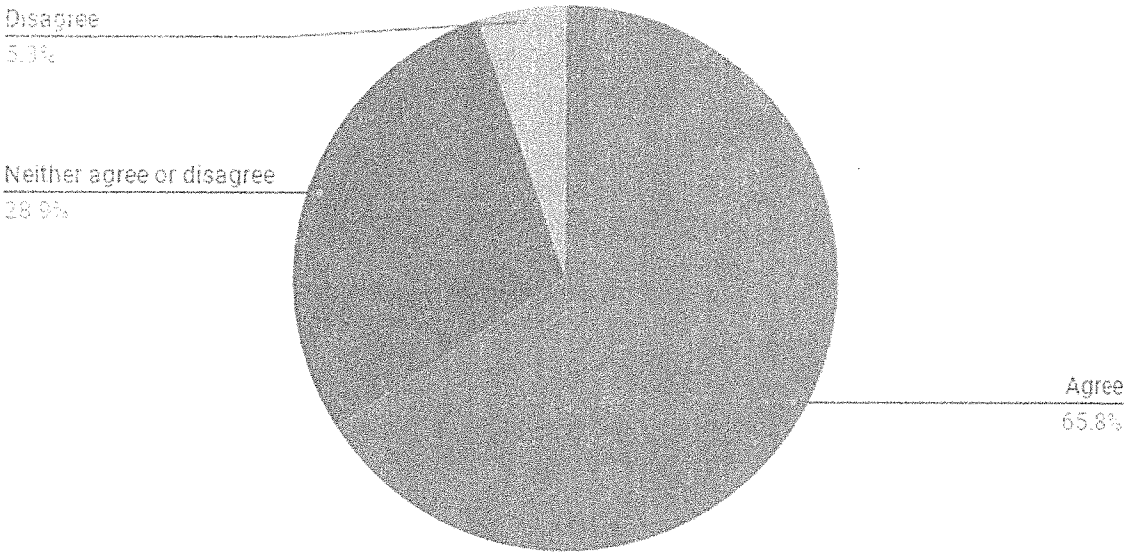
Count of Complaints against the Altamont Police Department or Officers will be heard and reviewed objectively.



Count of The Altamont Police Department Officers do a good job.

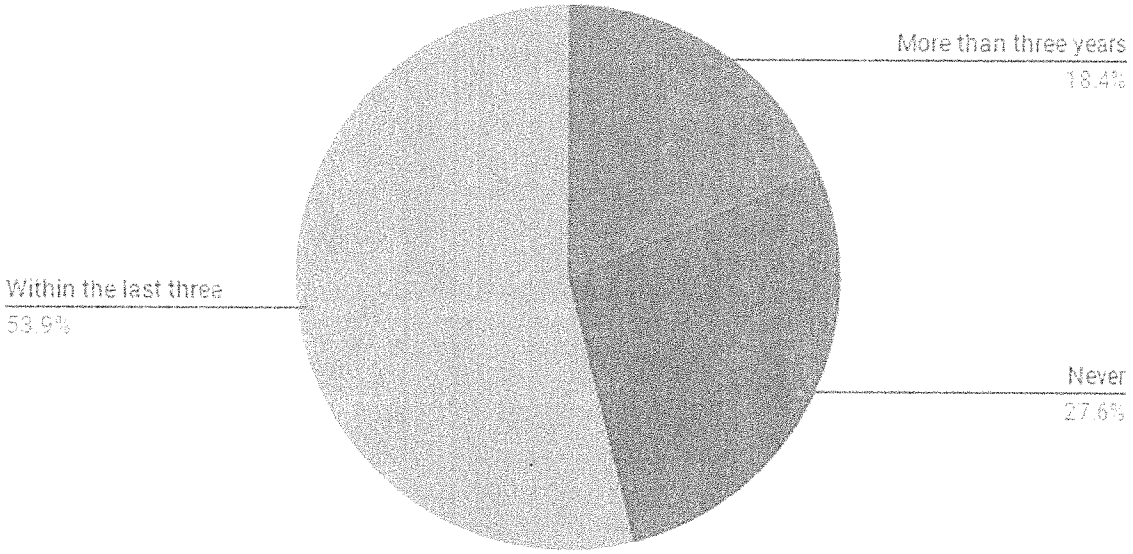


Count of Altamont Police Officers strive to have a positive impact on the Village.

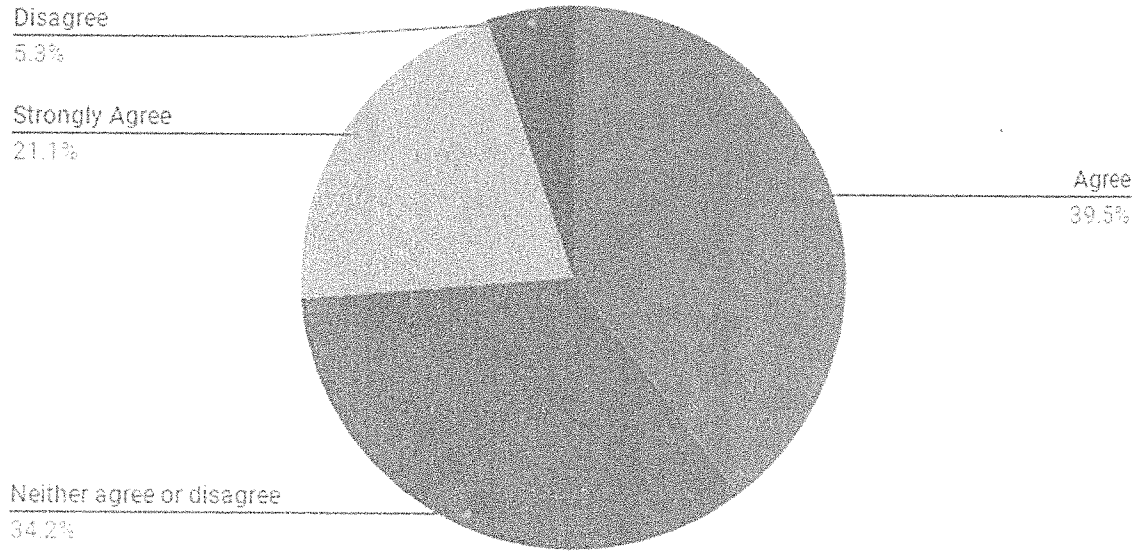


Count of Altamont Police Officers are responsive to our community needs.

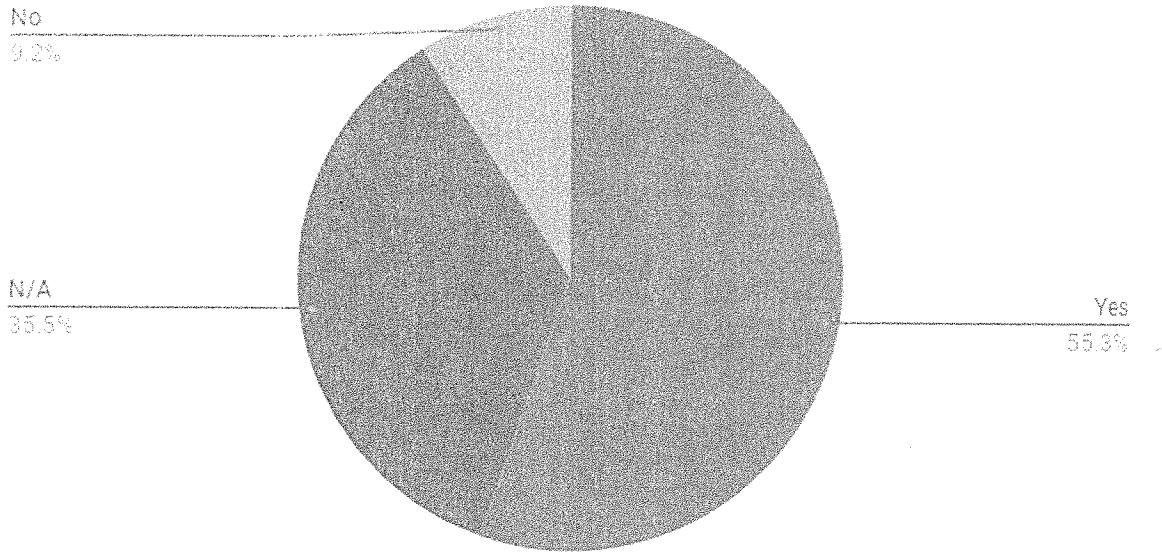
Count of When was the last time you had to contact the Altamont Police Department?



Count of The Altamont Police Department's diversity is reflective of the community.



Count of Was your reason for contacting the Altamont Police Department resolved in a professional manner?



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APPENDIX C

Other Comments or suggestions from the Altamont Police Reform and Reinventive Collaborative Public Survey

- The two occasions we called the Altamont police no one answered. Have had to then call the Guilderland non emergency number to speak with an officer. Altamont police are always friendly and wave when they drive past our house. Never had a bad experience, just happens they aren't working when we've needed them

- Looking forward to hearing more about the review committee and how the public can become involved in a discussion about racial justice and policing, what is happening, and where there are opportunities for growth and improvement.

- I've had a number of occasions to contact the Altamont Police - they are always quick to respond and very professional. My family and I appreciate their presence!

- The chief was pleasant and helpful when I spoke with him the one time I called the police (because of an aggressive and threatening tailgater). Otherwise, I have had no interactions with the APD, aside from seeing officers driving around when I walk my dog or go for a run. Sometimes they wave, which is nice. I do wonder why patrols are by car only in such a small village. In Albany, where I lived previously, there were a lot of foot or bike patrols. Seems doable and even desirable here as well. Sitting in a car is about the unhealthiest activity, and you don't see as much. Thank you.

- Have coverage after midnight a lot of people don't know we have no coverage after midnight and have to call in guiderland PD

- We take great comfort in having the Altamont Police Department. PLEASE don't take them away!

- I have many suggestions. There are several quality of life issues in my neighborhood that have yet to be-addressed satisfactorily. Speeding on Altamont Boulevard is a hazardous & a everyday occurrence. In the morning stating @ 5am, throughout the day, then around dinner time & weekend nights are all problem times. I have called Altamont & Guilderland PD m

- any times about this issue & yet I've seen no increase of patrols, no speed limit signs put up like has been done in other areas. Also it is the same people routinely doing 50-60 mph in the 30 mph zone. If I recognize them, surely the police would too if they were there on a regular basis. The other areas of concern are the people who create disturbances at Ketchum's gas station. I occasionally see an officer interacting with them but more needs to be done- again it's always the same people. The rental units that are houses with the laundromat are also problems - many neighbors suspect that there is drug dealing or something else going on there. Often cars pull in, meet with one of the residents and leave within minutes as if a transaction is taking place. This occurs mostly on the weekends & at night. If we had officers around during these times instead of during the day, during the week, the village would be a safer place.

- I'd like to see more full time officers instead of part time officers. Part-time officers have to split their time elsewhere. I want police who are part of the community, not rent-a-cops.

- I've lived in the Village for four years. Other than watching them drive down my street every now and then, I have no idea what they do. I've never seen anyone pulled over by a Village police officer. Ever.

- Speed and vehicle noise control (bad mufflers) need to be enforced on less patrolled village thoroughfares, like Bozenill Rd., Gun Club Rd., Maple Ave Ext.

- I haven't had much interaction with our officers, but they seem well intentioned and apt enough to be involved! So long as they keep people from speeding through the village I'm all in!

- I appreciate the Department's visibility in the community and its program where it checks on residences when the occupants are away e.g. on vacation - a service you might not be able to get in a larger community.Actually be out and about. Not sitting in office.

- Speeding through the village could be improved, as many residents have complained about the excesses. Cones placed for crossing areas, esp. during spring/summer/fall.

- Your presence and efforts are most appreciated. Be safe and thank you.

- I haven't had any interactions with the police department, except this summer when I participated in a BLM march in town. I was very impressed with the courtesy and the professionalism of the village police. It was a fraught time and I felt like the police were going out of their way to act with courtesy and professionalism.

- Later hours. Most disturbances happen at night, when they're not around.

- My concern is that the department is not always available when needed. You call the phone and get the answering machine. My concerns were not addressed because I could not talk to anyone. There was a car accident near my home. 911 was called. We had to wait for Guilderland Police because it was 7:15an and Altamont police were not on duty yet. Why have a police force if they're not available whenever needed? I also wonder where are they? Altamont is not that big and I haven't seen one around the village in almost a week. Altamont is not an overly diverse community (getting more & more diverse) but that doesn't mean there can't be more than one black/brown officer.

- I would like to see the Altamont Police Department disbanded, and see the village utilize the other local police organizations available to us, Town of Guilderland, NYS, Albany County.

- We are very lucky to have such professional, friendly, and helpful officers in our village.

- I thinkwe are paying for a police department we dont need

- The APD does a great job - they are responsive, professional, friendly and helpful. Thank you for your service!

- I'm not really sure how necessary they are. Seems like the town could take over and save us money. I only ever see them sitting in cars in predictable spots catching a few speeding cars.

- Would like to see more speeding and rd safety patrols done around the village boarders not just on Main Street, I've visited the police department on many occasions with plate numbers of vehicles speeding down a rd that's not even supposed to be used in that direction and have been told there is t anything more they can do the signs arnt enforceable, yet the dmv drivers handbook states clearly that any rd sign with black writing on a white back ground is enforceable, I've seen no extra patrols in the area of concerns from the town police I've since gone to guilderland pd and the county sheriffs to report the safety concerns many young children live on this particular rd yet that's no cause for concern as far as the Altamont Pd Is concerned it's sad quite honestly, I even reported a vehicle that came around a my child's stopped school bus and almost knocked him down had I not been paying attention he had been severely injured or possibly killed I had witnesses license plate number and nothing absolutely nothing was done the offender was approached and "talked" to by Altamont Pd but no tickets issued shameful. Yes n speaking with other residents in the village this is a long term issue that the outskirts are not policed often enough it's just Main Street for the most part, I'd also lie to see more officers on foot around town I grew up in a small town and we had our local Bobby he made rounds everyday spoke with people in person, we want to change the way police are perceived they need to make changes to how they conduct shifts I'm not saying it's possible to get out of foot every day but I believe they could benefit the community more if they did this more often and not just on there trip to stewarts etc, I've never had a concern approaching an officer of the law but I grew up with officers that weren't so disconnected with the public I knew my village officers name and had spoken with him in passing many times as a child and adult, when I first moved to the states I found the police in general to be very standoffish in the city's and rurally, Altamont does do a good job of being approachable.

- Perhaps there could be some community events planned with the police department. Maybe with the school or a safety day?

- I think the APD does an excellent job overall and I am thankful to have them in our community.My only comment would be traffic enforcement, especially speed needs to be addressed, it's totally out of control. I see comments on the Community page day after day it's the same thing. People need to slow down. Thank you Altamont PD for what you do.

- The car is ALWAYS parked at the station. I have also witnessed an Altamont cop on a scene invoving a kid hurt riding a bike and he did not have his radio, gun, nor belt. That did not pose a promising look to the public...

- I would like to see officers out in the community more often, interacting with residents, and see them less often trying to catch hapless motorists from other communities. If they want to go after other motorists, the village would be better served if they focused on loud and reckless drivers who accelerate unsafely

- This is a redundant service as the community is covered by the Albany County Sheriff's organization, the Guilderland PD and the NYS Police Barracks in GuilderlandDD

APPENDIX D

Policies and procedures with changes or updates

Currently, there are 72 policies and procedures in the Altamont Police Department Standard Operating Procedures manual.

The following is a summary of the changes to 23 Policies and Procedures proposed by the Committee:

- Field Training Policy - More evaluations, more documentation, more in-depth training in phases, and more accountability of new Officers and of Trainers.
- Prisoner Detention Policy - Made Arrest and Booking Policy to increase security protocols and ensure the humane treatment of individuals in custody and the safety of both the incarcerated and the Officer(s). Also, increased the requirements/permissions and documentation for body searches.
- Firearms, Impact Weapons, Electronic Immobilizing devices, OC Spray Regulations Policy was broken down into 4 individual policies: Firearms, ASP, Taser and Chemical Mace - Each policy more in-depth and restrictive, listing additional training requirements.
- Civilian Complaints and Internal Affairs Policies - Combined into one policy addressing the repeal of Civil Rights Law section 50-a, added the appointment of the Attorney General as the prosecutor in all Police related deaths and added the sharing of impeachment information with the District Attorney's Office to be shared with the Public Defender or Defense attorney. Also added additional departmental documentation.
- Community Relations Policy - Updated to reflect more transparency and better interaction with the community and equality with enforcement.
- Domestic Incident Policy - Updated changes due to Bail Reform and Raise the Age reform and included a new section on Officer involved domestics within the Village.
- Equal Employment Opportunity - Updated to reflect the Village's hiring policy.
- Evaluations - Combined Performance and Personnel Evaluation policies and better-defined evaluation periods.
- Goals and Objectives - Updated to reflect the Police Reform Plan.
- Hate Crimes Police - Updated to reflect the Model Policy recommended by DCJS.
- Juvenile Policy - Updated to include all the changes made in Raise the Age Reform.
- Media Relations and Public Information - Made changes to provide for more transparency.
- Mental Health Emergencies - More utilization of Mental Health professionals available in Albany County.

- Photo Arrays Policy - Use of "blind" identifications, more documentation, and additional training. Updated Policy based on Model Policy provided by Albany County District Attorney's Office.
- Police Ethics and Rules of Conduct - Combined into one Policy. Additional rules added to reflect reform.
- Prisoner Transports Policy - Additional guidance in Mental Health transports.
- Recording Interviews - Additional transparency.
- Traffic Enforcement, Selective Traffic Enforcement, and Traffic Violator Contact Policies - Combined into one policy with additional detail to increase the safety of the Officer(s) and motorist(s).
- Use of Force - New policy further addresses the ban on chokeholds, addresses the need for more de-escalation training, includes the use of the Attorney General's office in Officer-involved deaths, and addresses the use of force reporting requirements and documentation.
- Vehicle Pursuit Policy - Makes the use of vehicle pursuits more restrictive (pre-pursuit violent Felony).

In conclusion the Altamont Police Department and Police Review Committee believe these recommendations and changes to policies and procedures will allow the Altamont Police Department to perform their duties more effectively and safely. These recommendations will be presented to the Village Board of Trustees and if approved/adopted by the Village Board the plan will be sent the State Budget Director by April 1 2021