

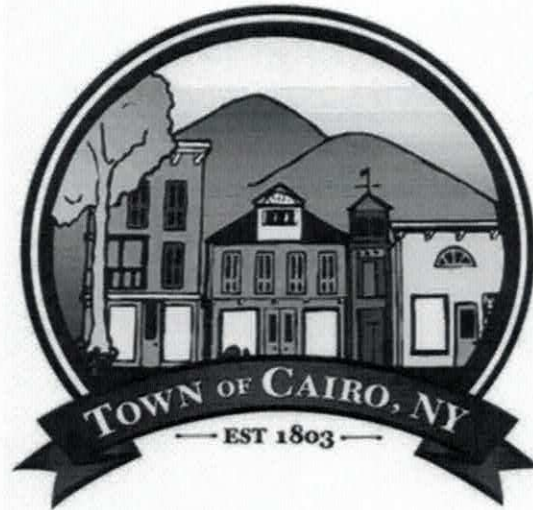
TOWN OF CAIRO



POLICE REFORM AND REINVENTION COLLABORATIVE

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CAIRO NEW YORK POLICING REFORM PLAN

DATED MARCH 1st, 2021

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 - a. A certified copy of the Resolution
3. Plan Certification Form with resolution Submitted to the Director of the NYS Division of the Budget

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Part I INTRODUCTION

1. INTRODUCTION:

The NYS Government required each local government to adopt a policing reform plan by April 1st, 2021. To kick off the start of the plan specific to the Town of Cairo a public announcement was made at the Cairo Town Hall at a public board meeting requesting interested members of the community to be involved with and aid with the reform plan.

COVID-19 made the plan a challenge; however, we were able to accomplish the ultimate goal of a reform plan with community input.

This report contains many topics of discussion, suggestions, committee recommendations, and recommendations put into effect as a result of the reform committee.

This task was unique as is the Town of Cairo for the fact that the Town of Cairo is patrolled by the New York State Police, The Greene County Sheriff's Office and The Town of Cairo Police Department. Many community members and citizens discovered things about the police department structure and reasoning behind the operational practices. Many citizens decided to not be involved feeling that the agenda is much more than is necessary for our small town or more time consuming than they would commit to.

After request from the panel, each panel member was provided a copy of the Cairo Police Department Use of Force policies including investigating Use of Force incidents, choke hold policy, and Training Policies for review.

The final plan includes adoption of a stand-alone "Choke hold" ban policy, adoption of De-escalation mandatory annual training, adoption of Anti-bias mandatory annual training, and review of civilian complaint policy.

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2. : **MEMBERS MAKING UP THE COMMITTEE**

Jeff Lowe - ADA with the Greene County District Attorney's Office
Victor Nelson- Faith Based Cairo Lutheran Church
John Coyne- Cairo Town Supervisor
Sergeant Richard Busch- Officer in Charge of the Cairo Police Department
Steve Kralovich- Cairo Town Councilman
Monica Kenny- Cairo Citizen and Attorney and Representing Community Involvement
Ann Marie Rabin- Greene County Public Defender's Office
Phil Heath- Cairo Citizen Representing Community Involvement
Mohammed Minhajuddin- Owner of Main Street Cairo business

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Part I INTRODUCTION

3. THE TOWN OF CAIRO

The following facts must be noted here because they play a major factor in the policing operational and structural decisions within the Town of Cairo. The Town of Cairo Police Patrol area is about 60 square miles. The tax paying patrol area is made up of Acra, Purling, Round Top, Cairo and South Cairo. In addition, many citizens have mailing addresses in many other towns that are not a Town of Cairo mailing address; however, their households are located within the Town of Cairo and they are entitled to Cairo Police service. The estimated residential population of the patrol area is about 6,600 citizens (estimates are from census reports). Cairo has 3 state highways of vehicular traffic, numerous County Roads and about 92 miles of Town Roads. The Cairo Police Department (only Cairo Police Department) files 1000 to 2000 official police incident reports annually and thousands of non-statistical requests for service are logged as miscellaneous aids annually. Many reports and complaints do not get tallied with New York State and Greene County police numbers due to the fact that Cairo Police handle complaints through and from the Greene County Emergency Control Center and the New York State Police Catskill Barracks but a large portion of the Town of Cairo Police calls are from the Cairo Police Department telephone (in the thousands), cell phone, email, social media, in person, walk ins, flag downs, etc. Much of the Town activity is not logged through the state or county unless it involves immediate emergency criteria.

We are a unique town as we respond to a great mix of various emergency calls from very minor calls or requests for service to calls involving felony criminal activity. Our Town and County have no hospital so trips are made out of County for mental health emergencies and any call involving a need to respond to surrounding hospitals. The Cairo Police budget has remained the lowest emergency service budget within the Town of Cairo because the Town of Cairo receives additional patrol support from the New York State Police and Greene County Sheriff's Office whenever possible. The Cairo Police budget remains one of the lower police budgets within Greene County. The Police Department bases employment numbers on two factors: a) when a police officer position becomes vacant if a member leaving the department, and b) the most important factor, the Town Board's approved budgets. We currently have two full time officers and nine part time officers. We have scheduling flexibility to add additional patrols using the members on a current roster when the need arises, or vary hours depending on needs that arise.

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PART II DATES, MEETINGS AND HEARINGS

✓ SIX (6) TOTAL MEETINGS: THREE (3) PUBLIC

- October 14th, 2020 Attended County **Public** Reform meeting Catskill High School
- October 28th, 2020 **Public** Police Reform meeting at Cairo Elementary School commencing Cairo Police Reform
- November 18th, 2020 **Public** Reform meeting Cairo Town Hall with Town Board and acceptance of all interested panel members
- January 25th, 2021 Panel members meeting only, immediate request, review, and acceptance of new stand alone “Choke Hold” policy- request for anti-bias and de-escalation training be added to annual training requirements
- January 28th, 2021 Stand alone “Choke hold” policy absorbed by Cairo Police Department
- January 31st, 2021 All Cairo Police Use of Force and Training Policies provided to panel for review and discussion for February 8th meeting
- February 1st, 2021 Anti-bias and de-escalation training mandate absorbed into Cairo Police annual training policy
- February 8th, 2021 Panel members meeting only
- February 18th, 2021 Civilian Complaint form added to Cairo Police Department web site.
- February 18th, Draft plan released for public comment, utilizing Cairo Police web site and the Daily Freeman newspaper, all members forwarded copies of plan with new Policies attached
- March 1st, 2021 **Public** comment/question meeting, panel members PRESENT with Town Board for resolution to adopt plan
- March 3rd, 2021 Mailed resolution, plan certification form, and the final reform plan to the NYS division of budget

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PART III

1. <u>TOPICS DISCUSSED/REVIEWED:</u>	<u>Comments/Issues/Recommendations</u>
✓ Police functions-	No issues
✓ Determine the role of the police-	No issues
✓ Staffing, budgeting, equipment-	No issues
✓ Smart and effective policing standards-	No issues
✓ Procedural justice and community policing-	No issues
✓ Law Enforcement strategies to reduce racial disparities-	No issues
✓ <u>Community engagement-</u>	<u>No issues, current engagement adequate</u>
✓ Fostering community-oriented leadership-	No issues
✓ Leadership and culture-	No issues
✓ Tracking and reviewing use of force and identifying misconduct-	No issues
✓ Internal accountability for misconduct-	No issues
✓ <u>Citizen oversight and other external accountability-</u>	<u>No issues, sufficient</u>
✓ <u>Data technology and transparency-</u>	<u>No issues, sufficient</u>
✓ Recruiting and supporting good personnel-	No issues
✓ Recruiting a diverse workforce to the best of our ability-	No issues
✓ Support officer wellness and well-being-	No issues
✓ Use of Force Policy-	No issues – added Choke Hold Policy
✓ Other banned mechanisms-	No issues
✓ <u>Military equipment-</u>	<u>Do not have any-No-issues</u>
<u>if we obtain needed equipment in the future</u>	
✓ Tear gas pepper spray-	No issues
✓ Night Sticks/Baton-	No issues
✓ Regular training requirements-	No issues
✓ Direct/Train the trainer-	No issues, continue
✓ De-escalation-	No issue, it is covered in training and now required
✓ <u>Narcan/Naloxone-</u>	<u>No issues- continue administering to save lives</u>
✓ Treat with dignity and respect-	No issues
✓ Giving individuals voice during interaction-	No issues
✓ Neutral and transparent in decision making-	No issues
✓ Conveying trust worthy motives-	No issues
✓ Record data by gender, religion, ethnicity-	No issues
✓ <u>Participate in OD MAPPING-</u>	<u>No issues, Continue supporting and reporting</u>
✓ Stop and frisk-NO- No issues-	Not used

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1. TOPICS DISCUSSED/REVIEWED:	<u>Comments/Issues/Recommendations</u>
✓	
✓ Broken windows seldom use-	No Issues-Not used
✓ Racial profiling procedures-	No Issues-Not used
✓ Target hot spots-	No issues-Not used
✓ <u>Body Cams Dash Cams- NO- including IT storage and all equipment</u>	<u>ONLY if Grants covers all costs</u>
✓ Defined Internal affairs program-	No issues
✓ Drug Incident Investigation-	<u>No issue, continue as-is</u>
✓ <u>DARE Program-</u>	<u>No issues, it is not paid for by tax payers</u>
<u>so continue with program</u>	
✓ Mental Health Components-	<u>No issue- continue as-is</u>
✓ <u>Accreditation-</u>	<u>Not at this time unless it is</u>
<u>mandated with total funding assistance</u>	

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PART III

1. TOPICS DISCUSSED/REVIEWED: Comments/Issues/Recommendations

- ✓ Training and continuing education- **ACTION ITEM 1-REQUEST FOR UPDATING-** Although the training is performed, need to add mandate to Cairo Police Policy and Procedure anti-bias and de-escalation annual training, **ADDED to policy and procedure**
- ✓ Specific ban on choke holds- **ACTION ITEM 2-REQUEST FOR UPDATING-** Choke holds are covered on use of force however a stand-alone **“Choke Hold”** policy now **ADDED** as its own policy
- ✓ Vehicle and traffic check points- **RECOMMENDATION ONLY-** No request for policy change; however occasional check points were requested by the panel
- ✓ Civilian Complaints- **ACTION ITEM 3-REQUEST FOR UPDATING-** Add a complaint form to the police website (**ADDED to website**) Over the past 8 years- 4 complaints- all investigated and addressed when necessary- no complaints of bias or discriminatory nature