

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 E0203Certification@budget.ny.gov.

I, Carman Bogle, as the Chief Executive of Village of Cambridge
(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.

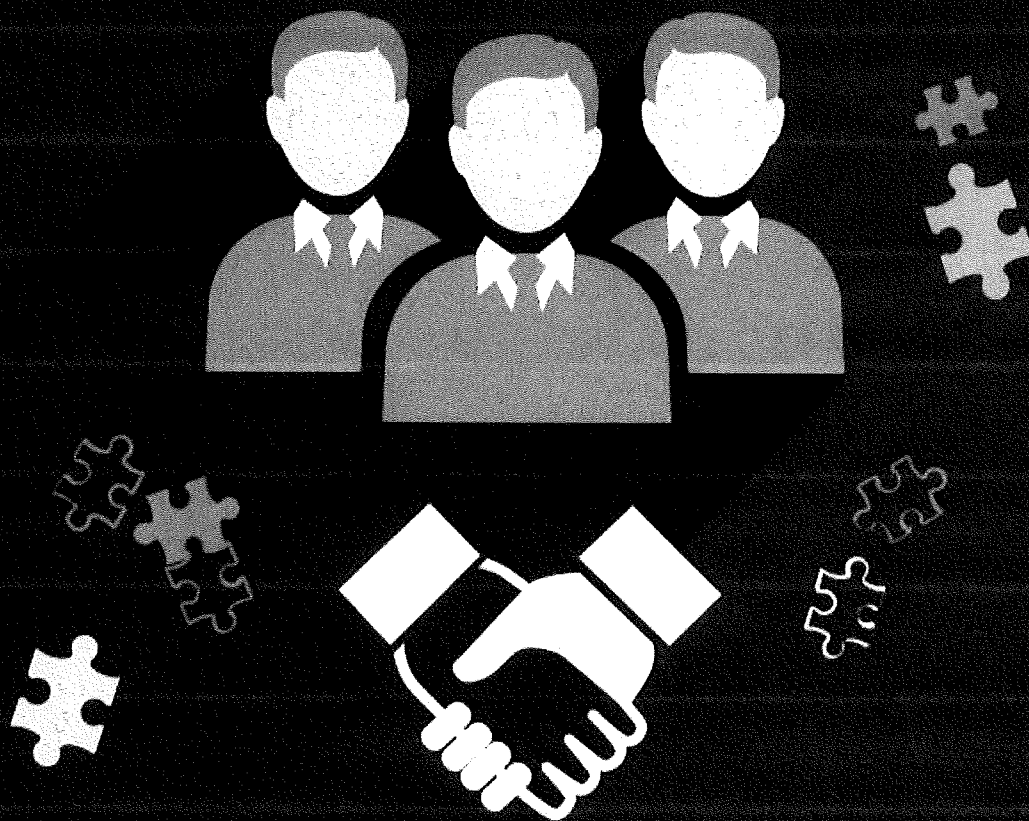
Carman Bogle
Name

Carm Bogle
Signature

Mayor
Title

3/30/2021
Date

Cambridge, New York Police Department Reform and Reinvention



Cambridge, New York Police Department Reform and Reinvention



Sergeant Robert Danko

December 2020

In June of 2020, Governor Andrew Cuomo signed Executive Order Number 203, instructing all police agencies as defined by New York State law, to conduct reviews aimed at reform and reinvention. These reviews are to be in collaboration with stakeholders drawn from the community to which each agency provides primary police services. The Governor further defined specific groups within each community which must be represented amongst the community stakeholders.

In accordance with this order, the Cambridge Police Department (CPD) has been conducting a comprehensive review of its policies, procedures, training, community programs, and methods which is in addition to the standard agency review conducted each year as part of standard protocol. This review employs evidenced based policing strategies as defined by the State in the executive order as well as in their New York State Police Reform and Reinvention Collaborative Guidebook. Said strategies have been developed further during this review based upon the ongoing research and through information gained from experts in the field organized by New York State Division of Criminal Justice Services.

To assist with instituting the plan our office has developed a survey which will be distributed to residents in each Village by the elected Mayor. The following information will be helpful to those completing the survey.

Cambridge, New York Police Department Reform and Reinvention

Overview of Executive Order #203

Pursuant to Governor Cuomo's June 20, 2020 Executive Order No. 203, my office is currently undertaking a comprehensive examination of its policies, procedures and training concerning all aspects of evidence-based policing strategies.

The 139-page Executive Order regarding stakeholders can be broken into five requirements:

The Chief Executive of the municipality shall:

1. "Convene" stakeholders.
2. The stakeholders must be "consulted" and must include non-profit, faith based, District Attorney, Public Defender, elected officials and community/business members.
3. After the stakeholders are consulted, the local government shall develop a plan resulting from its review.
4. The plan must be submitted for public comment.
5. After public comment, the plan should be adopted by resolution of the village government.

Stakeholders

Police Department

Officer Brundage

Officer Tefft

Village of Cambridge Public Safety

Sergeant Danko

Village of Cambridge Elected Officials

Mayor Bogle

Trustee Walsh

Washington County District Attorney

Tony Jordan, Esq

Faith Based

St Patrick's Church- Sue Preece

Non-Profit

Loaves and Fishes Food Pantry - Pastor Jim

Bartholomew

Cambridge Central School - Ralph Harrington

Cambridge Valley Rescue Squad - Adrienne
Hamilton

Business/ Community

Country Gals cafe- Todd Akin

The Bog- Mark Harwood

Jordan Williams

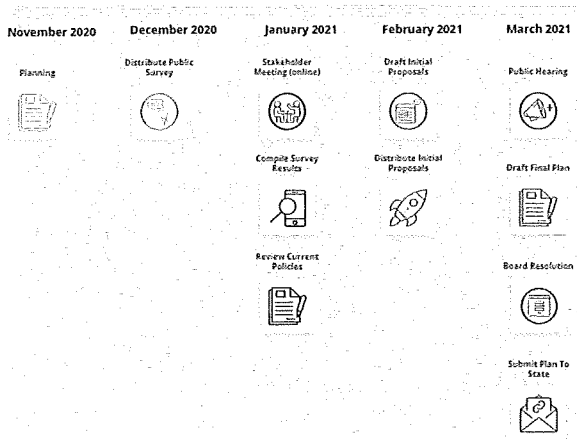
Naiomi Marsh

Tracy Schneider

Jim Cramer

Cambridge, New York Police Department Reform and Reinvention

Timeline



Deployment

How and where our Officers are deployed:

- The Village of Cambridge patrols are accompanied by Washington County Sheriff's Office along with New York State Police.
- Officers are based out of our main office in Cambridge and our partner community, Greenwich. Patrol Posts are assigned to Officers at the start of each shift and they are responsible for answering calls for service and patrolling the designated area.
- **Policing Strategy** - Our reason for deploying our resources where and how we do so is based on calls for service, vehicle traffic, and prior criminal activities in certain areas of the Village.

Use of Force By Village Officers

Use of Force by members of the Village Police Department is governed by agency policy and state law including Article 35 of the NYS Penal law.

- CPD procedures require members to file agency use of force reports following use of force incidents and all incidents, both law enforcement and corrections, are reviewed for compliance by a shift supervisor, and command staff.
- CPD use of force policy is being updated pursuant to Governor Cuomo's criminal justice reforms.
- Changes included newly updated NYS MPTC sample policy, including new definitions and guidelines.
- New mandated reporting protocols where use of force is reported to NYS DCJS to allow for more data tracking.

Cambridge, New York Police Department Reform and Reinvention

Community Policing

Our "Community First" motto and approach has been an asset to the Cambridge Police Department. The primary goal is to strengthen the relationship between the Police Department and the citizens of the communities that we serve.

Community Engagement

- Heroin Summit
- High School Sporting Events
- Operation Santa Toy Drive
- Police Department Food Drive
- Cambridge Balloon Festival

Anti-Bias Awareness

- Anti bias is the subconscious association regarding certain groups of people and the belief that those groups behave in a particular way.
- Anti Bias Policing Training Parts 1 & 2 is provided to all sworn Police Officers through the Village's Insurance provider, NYMIR.
- Members of the public must feel that police in their area are acting, and reacting, in a fair and impartial manner, regardless of race, age, gender, socioeconomic status, etc. For there to be that trust, Police Officers must exhibit fairness during each encounter with members of the public. This represents just a start to more unbiased way of thinking, reacting, and ultimately, effective policing.

De-Escalation And Communications

- Training with a focus on de-escalation techniques as a method of prevention. Communication is a key factor in the ability to de-escalate any situation.
- De-escalation Training is given to all sworn Police Officers.
- The Police Department recognizes that de-escalation training provides officers with an organized way to make decisions about how they will act in a given situation to prevent escalation and resolve conflict.
- We teach and stress:
 - Self Control
 - Effective Communication
 - Scene Assessment and Management
 - Force Options

Mental Health/ Substance Abuse

- Training with a focus on emotionally disturbed persons, substance abuse as well as those with autism has been and will continue to be provided to all Sworn Officers. This training was provided through the Justice Center.
- All uniformed members have received training regarding substance abuse and are equipped with and have been trained in the use of NARCAN.

Cambridge, New York Police Department Reform and Reinvention

Crisis Intervention

- Members receive Crisis Intervention Team training through the NYS Law Enforcement Assistance Program.
- The Police Department also has members specially trained with Post Critical Incident Training to deal with those involved in traumatic events.

Procedural Justice. Studies Addressing Systemic Racial Bias or Racial Justice in Policing

- Per NYS Municipal Police Training Council requirements, the academy instructs all new hires in the topic of Professional Justice and police legitimacy and recognizes their essential role in establishing a positive relationship with the community.
- Instruction is based around 4 pillars of procedural justice:
 - Give others a voice
 - Exercise neutrality in decision making
 - Treat others with respect
 - Foster a sense of trustworthiness and earn the trust of the community

Demographics

Demographic studies using available search criteria in our current agency systems were conducted to check for patterns of inequality in arrests or police contacts.

Crime Prevention Through Environmental Design

- The Police Department conducts property checks throughout the Village.
- The Police Department co-ordinates with WaCo Sheriff, NYS Police, and other law enforcement agencies for the purpose of enhanced Public safety.

Transparent Citizen Complaint Disposition Procedure

- Contact information for the Administrative Office is listed on the Village of Cambridge websites.
- Email addresses for all sworn Officers are available at <https://CambridgeNY.gov/Police> for public use to submit complaints or praise.

Cambridge, New York Police Department Reform and Reinvention

Arrest Charge Totals for 2020

Warrants: 8
Local Law Violations: 1
Driving While Ability Impaired: 3
Behavior Health: 15
Aggravated Unlicensed Operation of a MV: 29
Assaults: 1
Suspended Registration: 3
Menacing: 1
Stalking: 1
Unlawful Imprisonment: 1
Trespass: 13
Criminal Mischief: 7
Larceny: 2
Grand Larceny: 1
Unauthorized use of a vehicle: 1
Possession of a Forged Instrument: 1
Obstruction of Governmental Admin: 1
Disobey a Court Order: 1
Criminal Contempt's: 3
Criminal Possession of a Controlled Substance: 10
Unlawful Possession of Marijuana: 17
Criminal Possession of Marijuana: 5
Disorderly Conduct: 4
Harassment: 4
Aggravated Harassment: 2
Endangering the Welfare of a Child: 4
Driving While Intoxicated: 9
Total Charges: 150

Arrest Totals for 2020 by Race

Asian: 1
Hispanic: 0
Native American: 0
Black: 4
White: 103



New York State Police Reform and Reinvention Collaborative Cambridge-Greenwich Police Department

Recommendations to the Village of Cambridge Board of Trustees and the Village of Greenwich Board of Trustees

March 2021

In response to the New York State Police Reform and Reinvention Collaborative initiative resulting from Gov. Cuomo's Executive Order 203, the Villages of Cambridge and Greenwich developed a plan to evaluate the policies and practices of their combined police department and to solicit community opinion about what if any improvements are needed.

The Villages of Cambridge and Greenwich are small rural communities located in Southern Washington County, each with a population of approximately 1,900 residents. The two villages share nonunion police leadership under a shared-services agreement.

A survey addressing community sentiment about the Cambridge-Greenwich Police Department was distributed widely in each of the villages, and these surveys were available to citizens through the month of December.

Each of the communities formed committees consisting of elected officials, community representatives, and volunteers interested in the process. They held meetings in Cambridge and Greenwich, and then convened two joint meetings to develop the recommendations detailed in this document. Joint meetings were held on February 11 and February 25, with the meeting recordings made available through the Village websites.

The following recommendations resulted.

On the topic of the mental health and well-being of Cambridge-Greenwich Police Department officers, the committee recommends:

- Recognizing the potentially difficult aspects of the police officer's job, the Cambridge-Greenwich Police Department should provide stress management support for our officers. We recognize that resources are available in our area.
- The Washington County safety officer, available in crisis situations, is available for regular information sessions for our officers. The Department will work with Washington County to plan targeted sessions.
- Our insurance agency, NYMIR, offers courses on specific subjects that include health maintenance. The department will distribute information about this resource to officers and encourage participation in them.

On the topic of mental health/wellness and addiction issues in the community, the committee recommends:

- Our officers are in the position of fulfilling multiple roles, including responding to mental health incidents, moderating in domestic disputes, household accidents, and others. Our police department has printed information that officers provide to people involved in such crises. In

order to avoid some of these crisis situations and give community members resources before a crisis point is reached, we recommend disseminating this information to the community now. A subcommittee of the reform committee will proceed with the work of compiling and disseminating more information.

- Other sources of support for community members operate in our region; for example, a mobile crisis unit funded by veterans. We recommend that we learn more information about services that can help our local residents and get the information out.
- Education and awareness training for the public: Once the resource lists are compiled, distribute to the community via our websites, publicity on social media, newspaper articles.
- More information is needed for the public about crisis resources, including hotlines. This information should be distributed.

On the topics of education and additional training of officers, the committee learned about and recommended:

- Initial training, which happens for officers who have gone through the Police Academy. Once an officer completes the Police Academy, that officer travels with an experienced officer until they are deemed ready to work alone.
- Ongoing training currently in place: refreshers take place annually, but this generally covers range practice and other technical training, such as using the alcohol testing equipment.
- The committee recommends that additional training should be instituted for all officers. This should include anti-bias training, cultural sensitivity training, and de-escalation techniques.
- The committee recommends that supplemental training should be a requirement of every officer employed by the Police Department. The Department can begin this process this year by using the courses offered by NYMIR. NYMIR offers a series of courses each year. Officers will be required to complete the complete curriculum by years' end. Participation will be monitored by our chief officer Sargent Danko.
- The committee recommends that the Department institute a policy of mandating officers to complete a self-assessment of their training needs.
- The committee recommends planning community-based training or discussion groups that would bring officers and members of the public into forums to discuss issues or topics that become important to the community. The Village Boards are responsible for planning these events.

On the subject of officer accountability, the committee recommends:

- A formal complaint policy will remain in place, for situations where a complaint against a specific officer is lodged, and this policy is governed by standing laws and policy. The complaint form should be available on the Village websites. The Village will acknowledge receipt of each complaint.
- A generic comment form should be created that will be used to report citizen interactions with the police, either positive or negative. This form will be posted on the Village website, and it can be filed with the Village via email, mail or drop off. The form can be filed anonymously. An alternate version of this could be a "How are we doing?" form that encourages residents to report on any ideas or thoughts about Village happenings that involve one of the Village departments. One of these versions should be created and posted on the Village website and on Facebook.
- Officers on duty will wear functioning body cameras.

- In order to monitor trends within the Police Departments, the chief officer will review and analyze data collected locally and by the New York State Unified Court System as part of the Police Statistics and Transparency Act, which requires NYS courts to compile and publish racial and other demographic data for low-level offenses. This review will be scheduled annually.

Regarding the subject of Community Policing and Community Outreach, the committee recommends, based on a strong response from surveys in both villages,

- The Villages should plan events that bring the residents and the police department together, as soon as possible based on the Covid environment. Ideas for these are open houses for the public to come into the police department offices, a Police Department barbeque for the Village, etc.
- New officers should be introduced to the Village in a couple of ways: 1) new officers should be introduced at the next regular Village meeting; 2) a profile of the new officer with photo should be posted on the website and on social media.
- Weather permitting, officers should spend part of each shift on foot, and the officer should stop in and talk to business owners.
- Public relations events should be planned. Ideas are bicycle safety, a helmet giveaway event, a police-sponsored fun run, maybe just for kids. It could be a dog training mini-event with an officer who has had canine training. The idea is that the Police Department will offer useful information to the public in a format where the officers interact with citizens. These should be jointly planned by the Village and the Police Department.
- The police officers should see it as their mission to get to know people in the community. They should be expected to get out of their vehicles and meet people, when opportunities arise.
- When they perform a vehicle stop, while doing their jobs, officers should at the same time display a professional demeanor.

On the subject of improved transparency, the committee recommends:

- The Village, the Village court, and the police department should develop plans to demystify legal and law enforcement issues. Ideas for this included short articles on the subjects of legal processes, which will appear in the local newspapers or on social media sites.
- The Police Department will work with the Villages to make available a summarized version of their policies and procedures manual, for members of the public. The mayors and the chief officer will be responsible for this task.

On the subject of follow up for these recommendations, the committee recommends:

- During the month of April, 2022, the committee will meet to review these recommendations and evaluate implementation efforts.