DPD Reform Plan

Category	Reform Item	Description	Reform Action	Completion Timeline
Community Relations	CR-1. Conduct Public Education on Policing Practices	Increase the transparency of policing methods and governance by educating the public on these practices.	1. Provide brochures to share recommended actions for citizens when interacting with police.	Nov - 2022
Community Relations	CR-2. Strengthen Customer Service Practices	Reinforce need for positive communications through better customer service & professional development training. Develop a quality assurance program to identify how citizens perceive the DPD customer service.	1. Develop & conduct Professional Development training on communications for Supervisors 2. Develop & conduct best practice communication trainings Village-wide: a) Positive & effective customer service b) Best practices for general communications	Feb - 2023 Jan - 2024

DPD Reform Plan

Category	Reform Item	Description	Reform Action	Completion Timeline
Community Relations	CR-3. Strengthen Community Safety Training Programs	Partner with ambulance volunteer instructors to provide key CPR/AED training that are provided to residents or community groups and improve offerings. These trainings help enhance their knowledge and support better community relations.	1. Team with Ambulance instructors to continue conducting CPR/AED courses for members of the community. 2. Team with School for "Bike Rodeo" twice a year. 3. Assist with any community events	Aug 2021 April 2021
Community Relations	CR-4. Establish & Promote Community Programs to Increase Law Enforcement Visibility in the Community	Develop and execute programs that bring law enforcement officers and citizens together in forums where they talk to one another, share thoughts, and promote interactions which support the building of positive relationships. Further promote the Department of Homeland Security's CRASE training (Citizen Response to Active Shooter Event) and Stop the Bleed training (an emergency medical response training for catastrophic injuries)	1. Create new interactive programs: a) "Park Walk and Talk" program for officers to interact personally with citizen groups b) "Coffee with the Chief/Mayor" monthly social hour or gatherings for faith-based groups and community action groups to interact with the DPD and Village	April - 2021 April - 2021

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Category	Reform Item	Description	Reform Action	Completion Timeline
Transparency & Accountability	TA-1. Reduce Personnel Complaints & Adopt Reporting Method & Tracking	Identify key behaviors & causes that may drive citizens to complain about officers and incorporate these findings into trainings. Work to align village agencies to adopt a standardized personnel complaint process. Develop a Village-wide tracking system of complaints.	1. Train field training officers to review complaints and determine needed focus areas & changes in trainings 2. Establish a standardized personnel complaint process Village-wide 3. Develop a Village-wide tracking system to assist in identifying training needs.	Sept - 2022 Jan - 2022 Jan - 2022
Transparency & Accountability	TA-2. Increase transparency of Use of Force Incidents & Personnel Complaints	Ensure better and timely citizen access to use of force data and personnel complaint incidents and outcomes. Modify current DPD software systems to better collect and track this data.	1. Add annual report data fields in current system for: a) Use of Force (type & frequency) b) Personnel Complaints and adjudications	Jan - 2021
Transparency & Accountability	TA-3. Publish Job Descriptions and Annual Performance Appraisal Process	Make job descriptions and performance process more readily available to improve transparency.	1. Post job descriptions of DPD personnel (Chief, Sergeant, Officers) and performance appraisal document on DPD website.	May - 2021

Category	Reform Item	Description	Reform Action	Completion Timeline
Transparency & Accountability	TA-4. Increase Transparency of Arrest Activities & Calls for service	Ensure citizens have access to appropriate police data & arrest activities via a monthly report placed on the Village of Dansville website	1. Publish these monthly reports: a) Calls for service, arrests, and use of force incidents Arrests by gender and race.	Jan - 2021

DPD Reform Plan

Category	Reform Item	Description	Reform Action	Completion Timeline
Operational Policies & Procedures	OPR-1. Initiate Anonymous Quality Assurance Feedback Channels	Allow citizens & officers to submit feedback via website to the Village of Dansville. This could be positive or negative	1. Establish a process for citizens and/or officers to engage with the Village of Dansville website anonymously notify Village officials of positive or unsatisfactory behavior of personnel.	Oct - 2021
Operational Policies & Procedures	OPR-2. Pursue NYS DCJS Law Enforcement Accreditation (LEAP)	Assess current policy and procedures to determine areas of non-compliance in order to meet NYS DCJS Law Enforcement Accreditation standards.	1. Conduct a comprehensive review of current DPD policies against these state level standards to identify gaps and attain NYS accreditation.	Nov - 2023