

TOWN OF
MACEDON
POLICE
DEPARTMENT

NEW YORK STATE
POLICE REFORM
AND REINVENTION
COLLABORATIVE

WELCOME!

November 18, 2020

EXECUTIVE ORDER 203

Each chief executive of such local government shall convene the head of the local police agency and stakeholders in the community to develop such plan, which shall consider evidence-based policing strategies, including but not limited to: **use of force policies, procedural justice; any studies addressing systemic racial bias or racial justice in policing; implicit bias awareness training; de-escalation training and practices; law enforcement assisted diversion programs; restorative justice practices; community-based outreach and conflict resolution; problem-oriented policing; hot spots policing; focused deterrence; crime prevention through environmental design; violence prevention and reduction interventions; model policies and guidelines promulgated by the New York State Municipal Police Training Council, and standards promulgated by the New York State Law Enforcement Accreditation Program.**

EXECUTIVE 203

The political subdivision, in coordination with its police agency, must consult 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**, and create a plan to adopt and implement the recommendations resulting from its review and consultation, including any modifications, modernizations, and innovations to its policing deployments, strategies, policies, procedures, and practices, tailored to the specific needs of the community and general promotion of improved police agency and community relationships based on trust, fairness, accountability, and transparency, and which seek to reduce any racial disparities in policing. Such plan shall be offered for public comment to all citizens in the locality, and after consideration of such comments, shall be presented to the local legislative body in such political subdivision, which shall ratify or adopt such plan by local law or resolution, as appropriate, **no later than April 1, 2021**.

TIMELINE

PHASE 1- PLANNING

- Create an operations plan
- Coordinate with neighboring localities
- Convene key stakeholders
- Assess where we are now

PHASE 2-LISTENING & LEARNING

- Listening sessions
- Engage Experts
- Request comments and information

TIMELINE

PHASE 3- DRAFT A PLAN

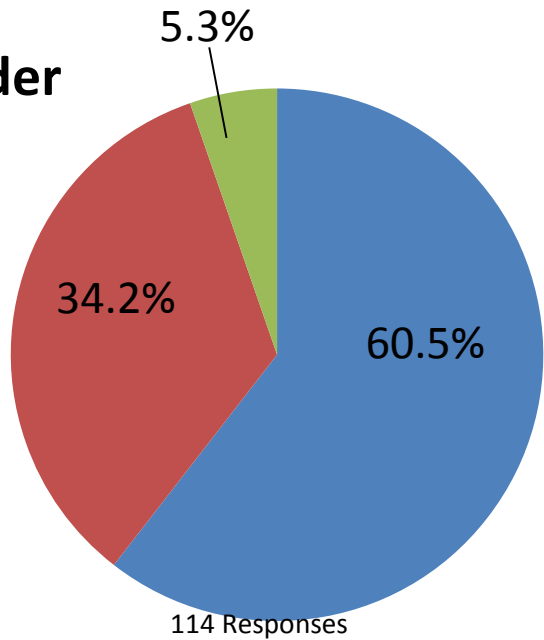
- Identify areas of focus
- Identify measurable goals
- Draft a reform & reinvention plan
- Keep the public engaged

PHASE 4- PUBLIC COMMENT & RATIFICATION

- Release draft plan for public comment (Release in January, public hearing 2/22/21)
- Educate the public
- Revise the plan to incorporate public comment
- Ratify (3/11/21)
- Certify with NYS (3/12/21)

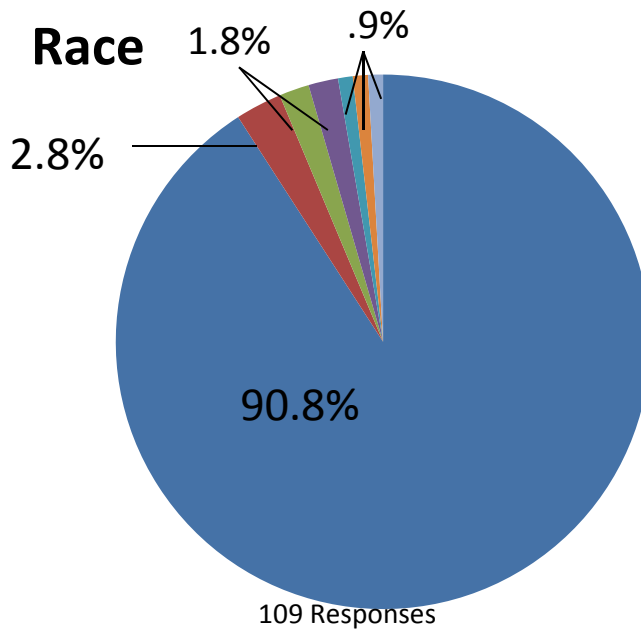
SURVEY

Gender



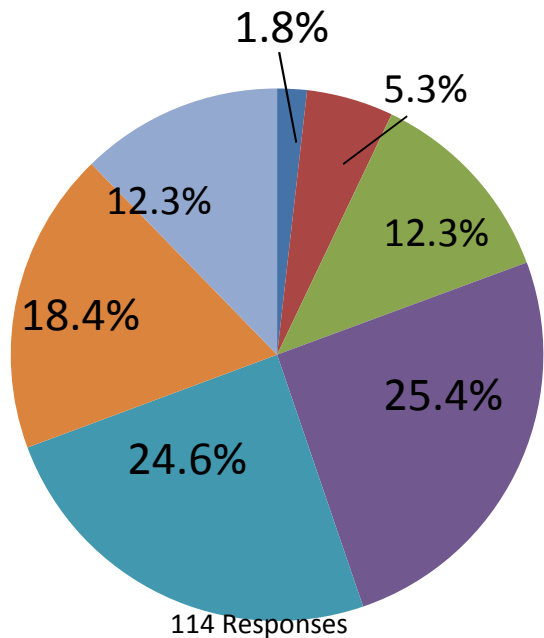
- Female
- Male
- Prefer not to say

Race



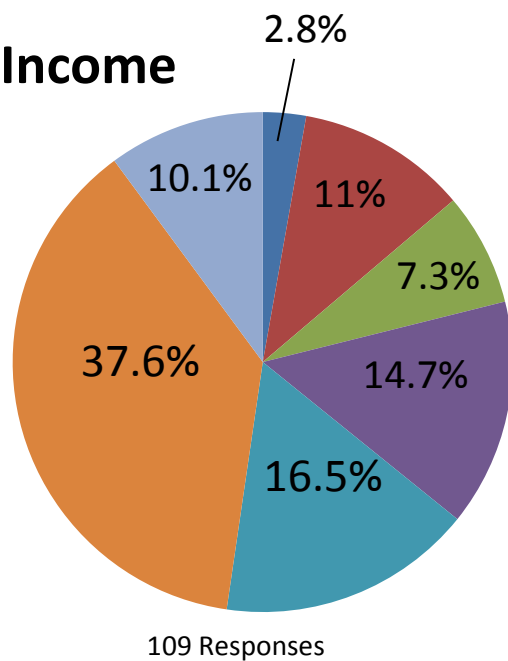
- White/Caucasian
- Black/African American
- Hispanic/Latino
- Other
- American Indian/Native
- Asian/Asian American
- Perfer Not to Say

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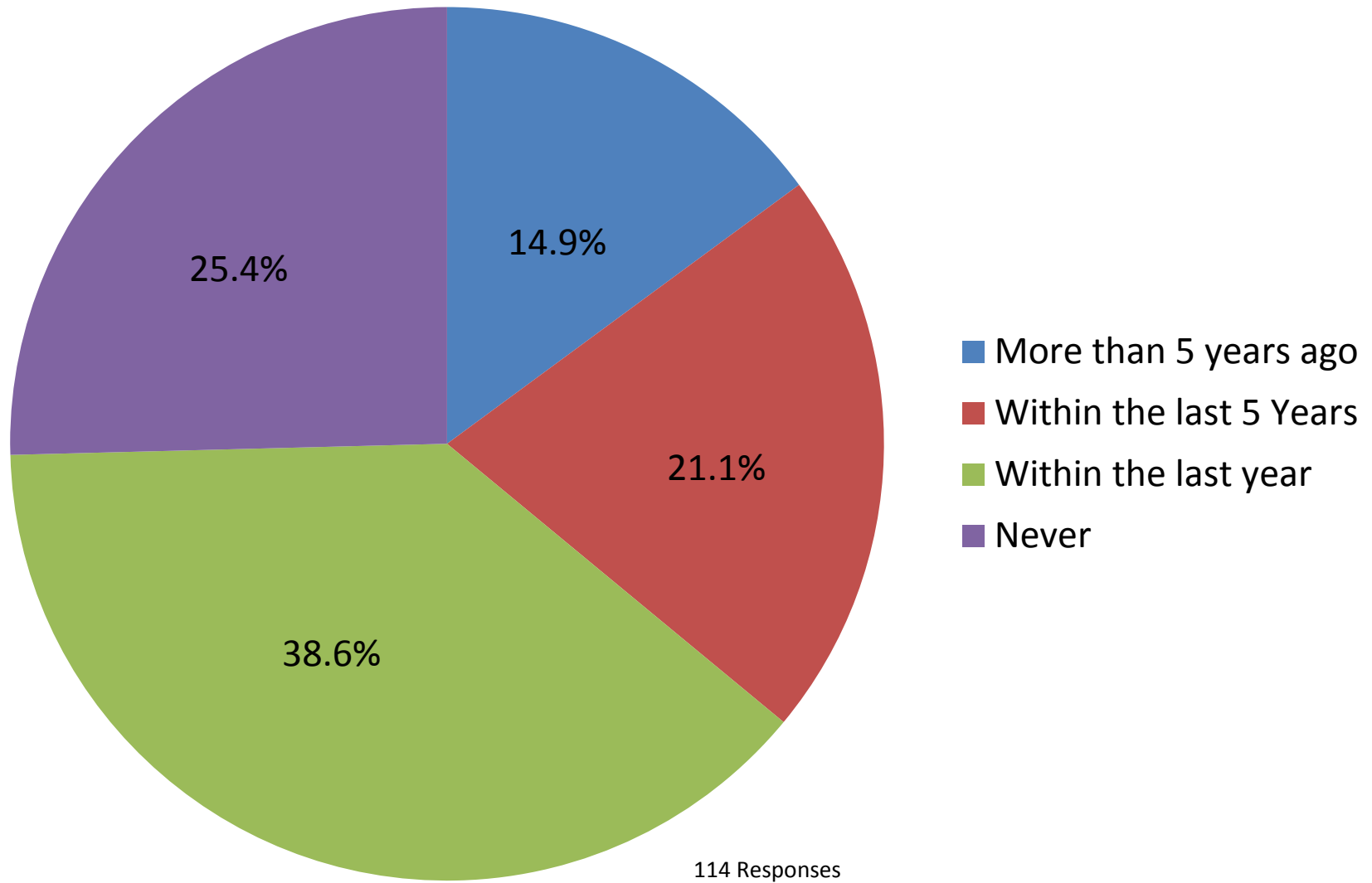
- Under 18
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+

Income

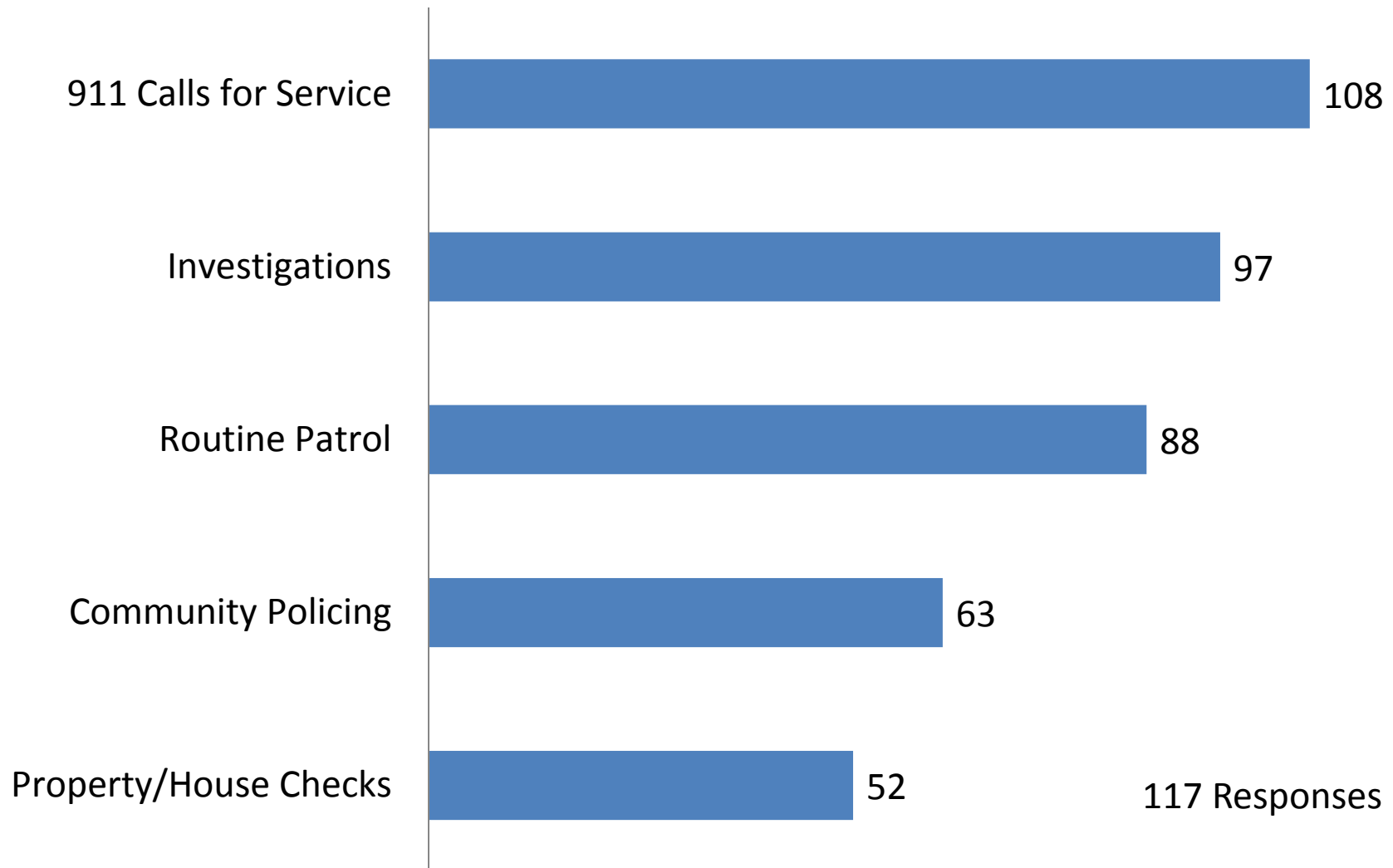


- Under \$15,000
- \$15,000-\$29,999
- \$30,000-\$49,999
- \$50,000-\$74,999
- \$75,000-\$99,999
- \$100,000-\$149,999
- Over \$150,000

Last Interaction with the Macedon Police Department



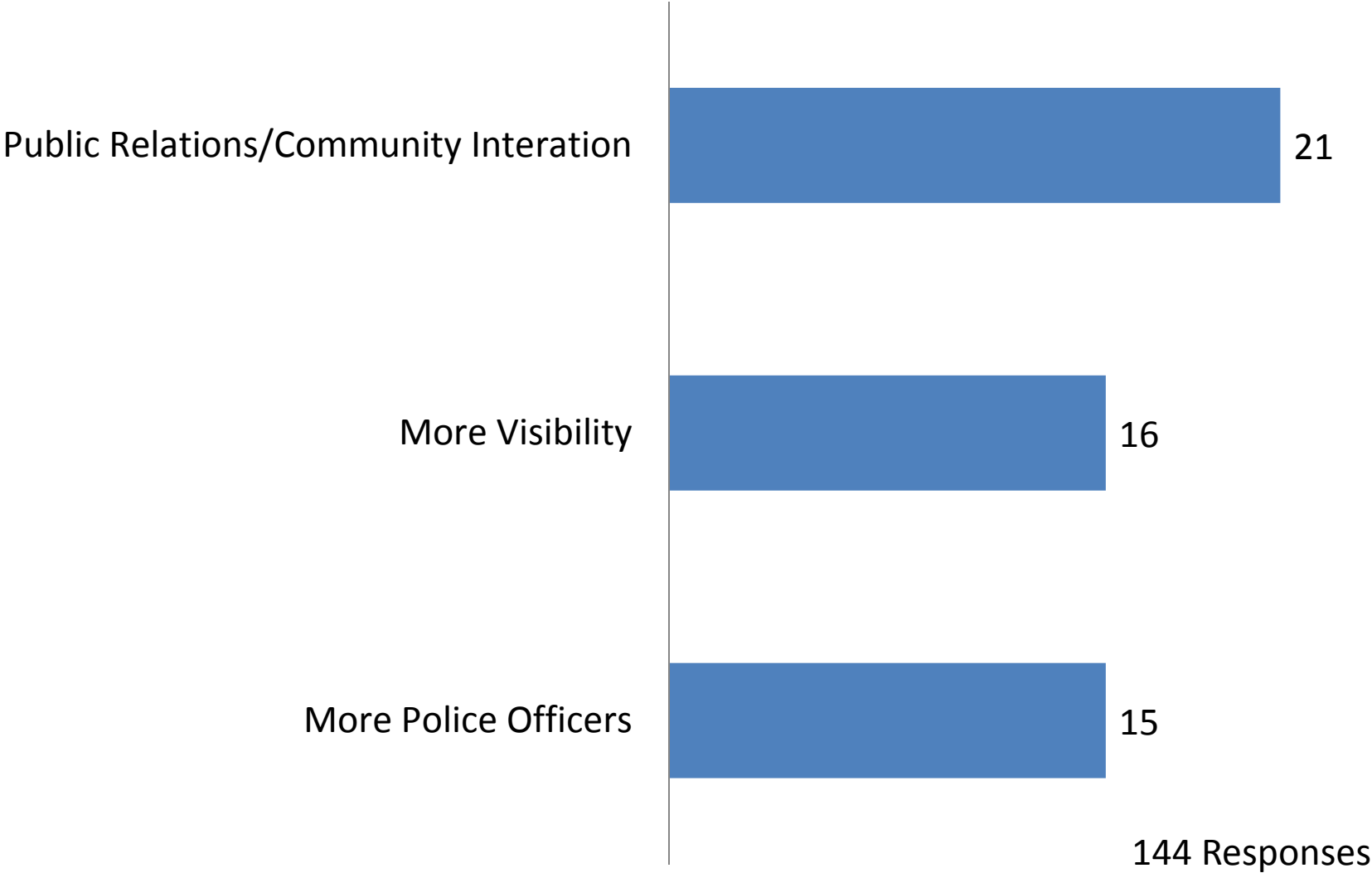
Top 5 Most Important Services for the Macedon Police Department to Provide



Other Responses:

School Liaison Officers	47
Special Patrols	36
Referrals to Social Services	32
Fingerprint services for background and employment checks	18
Animal Control Referrals	9
Parking Enforcement	4
Sofa in Road	1
Back the Blue	1
Knowing who to call (Mental Health/CPS/Psych)	1
Mental Health Referrals	1
Traffic Enforcement	1
Mental Health Arrests	1

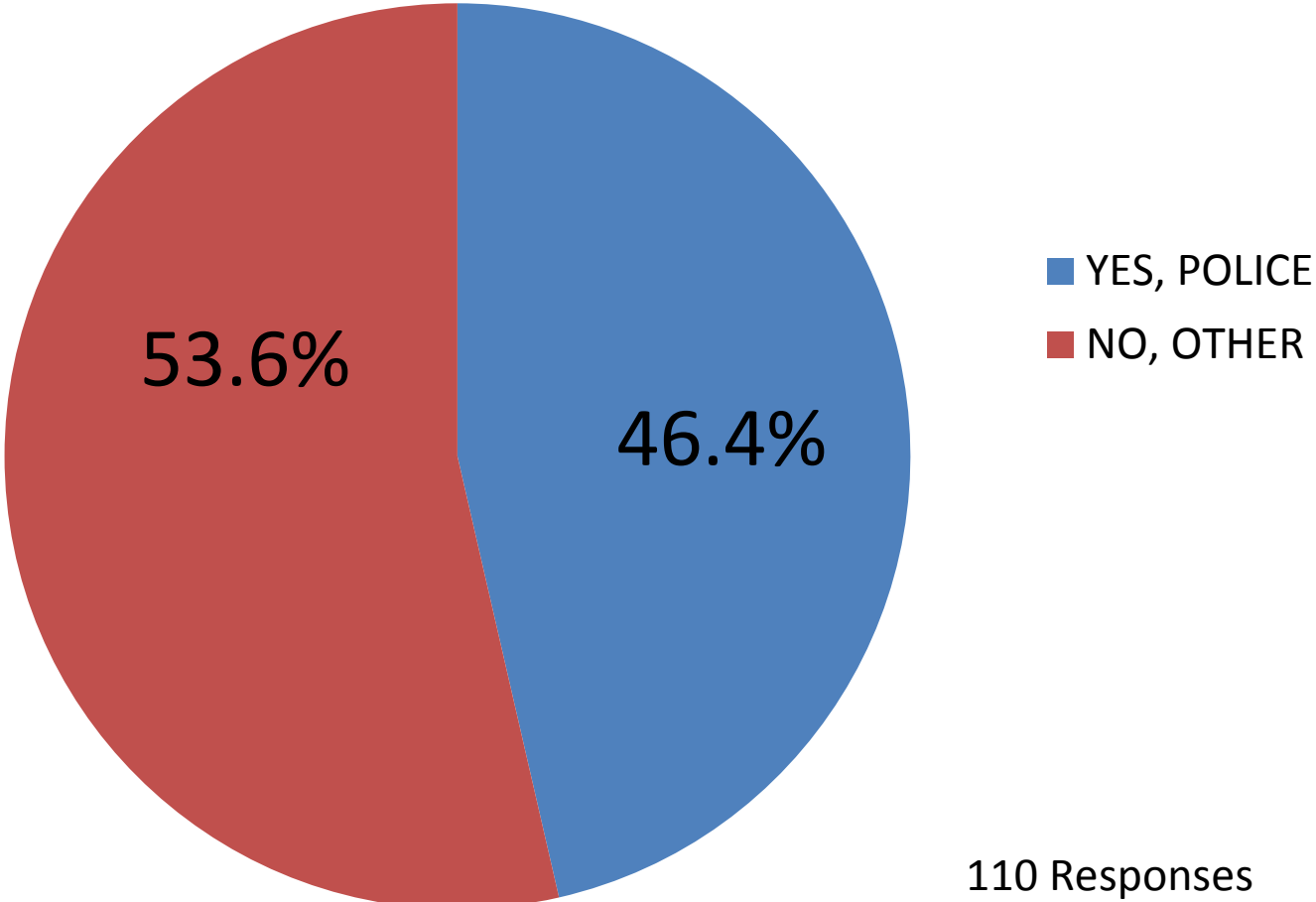
Top 3 things that would improve policing in your community



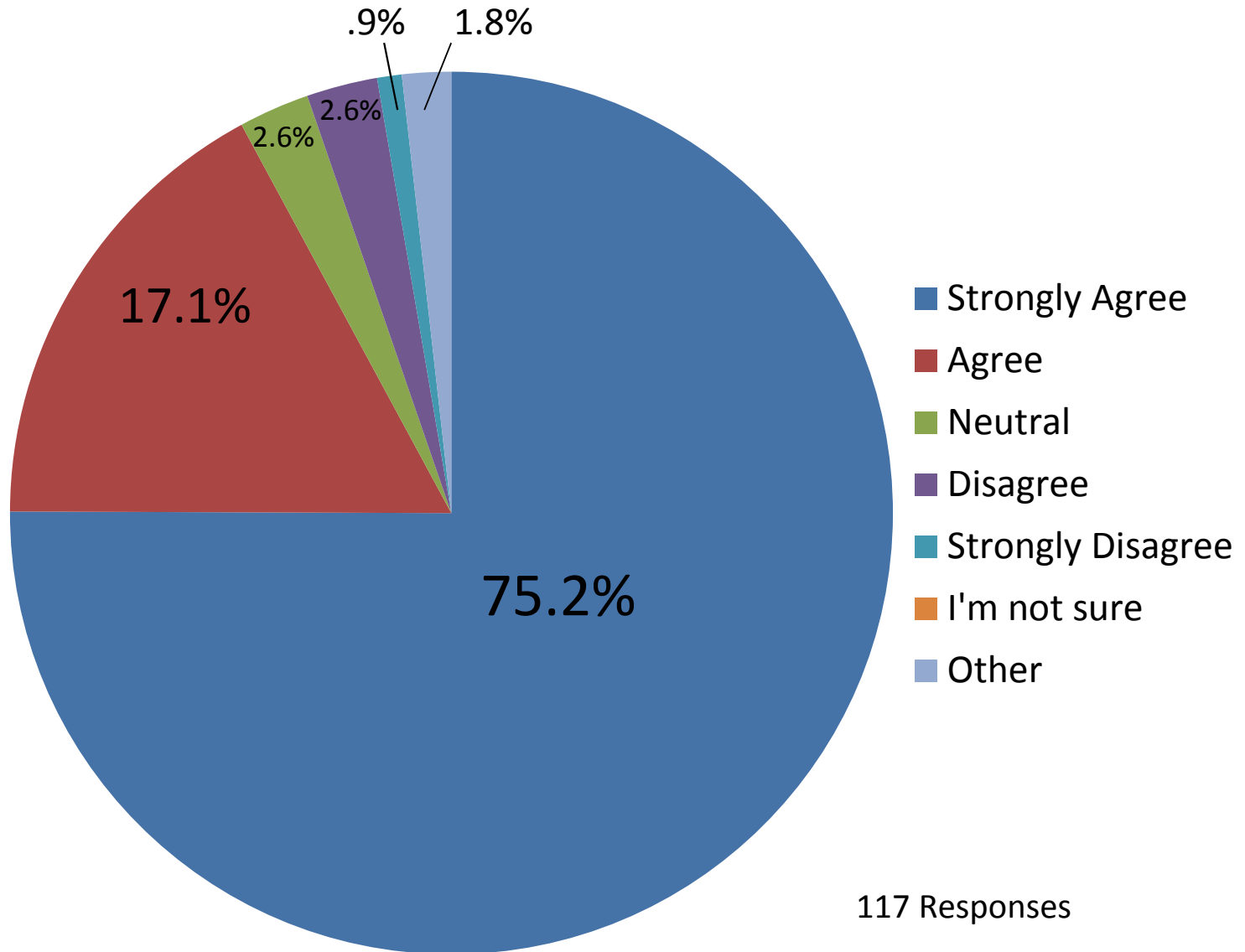
Other Responses:

Nothing – Satisfied with Police	15
More Training for Officers	14
Communication with Community/Community Education	12
Social Services Referrals	8
Fundraisers/Community Events	6
Respect/Support from Community	6
Speed/Traffic Enforcement	6
Other	4
Police Accountability	3
Body Cameras/New Equipment	3
School Liaison Officers	3
Transparency	3
State/County Response	3
Less Equipment	2
Less Traffic Enforcement	1
Better Response Time	1
More Funding	1
Strict Sentencing for convicted criminals	1

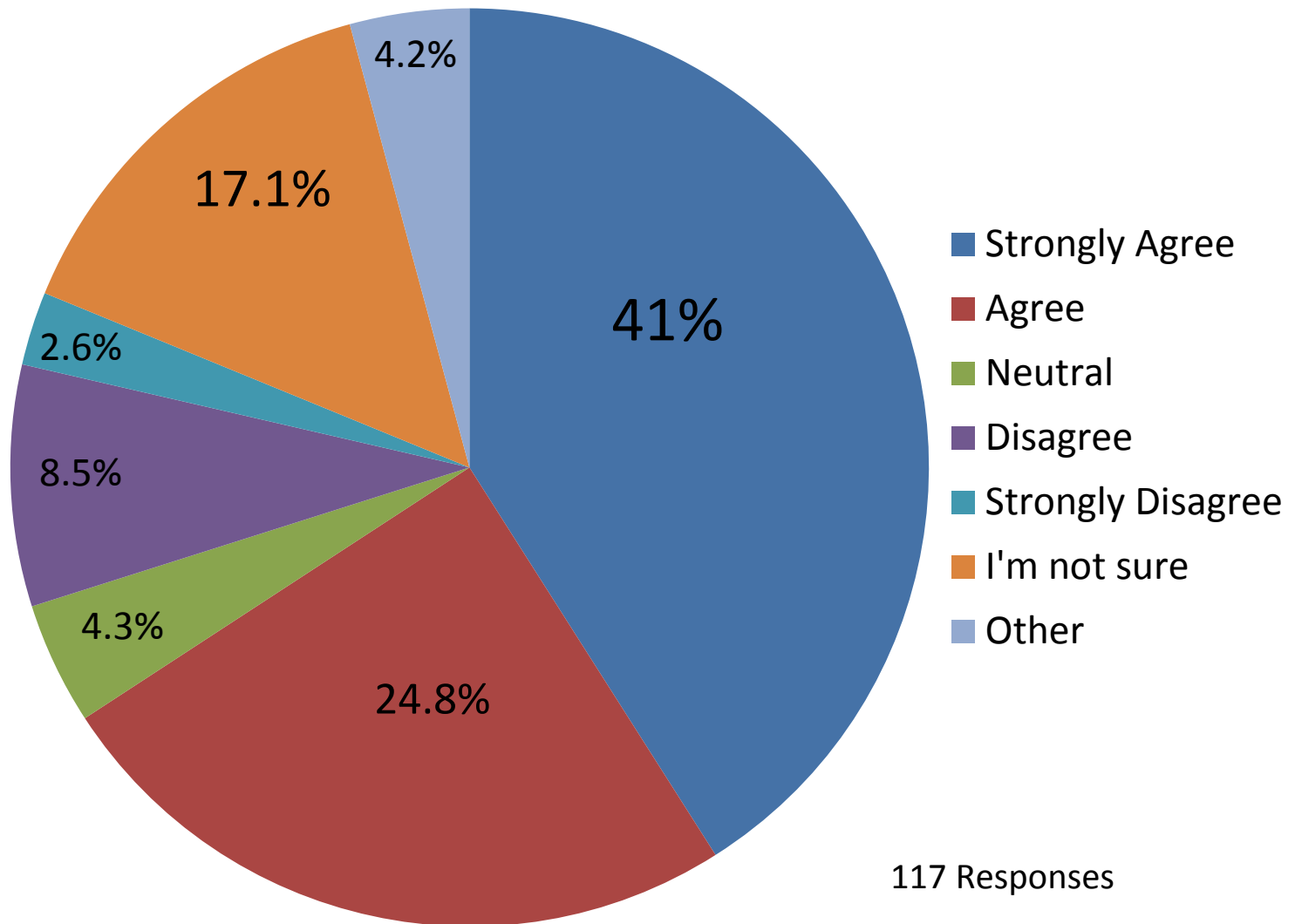
Do you think Law Enforcement should be handling calls for mental health related services or would that be better handled by another service organization?



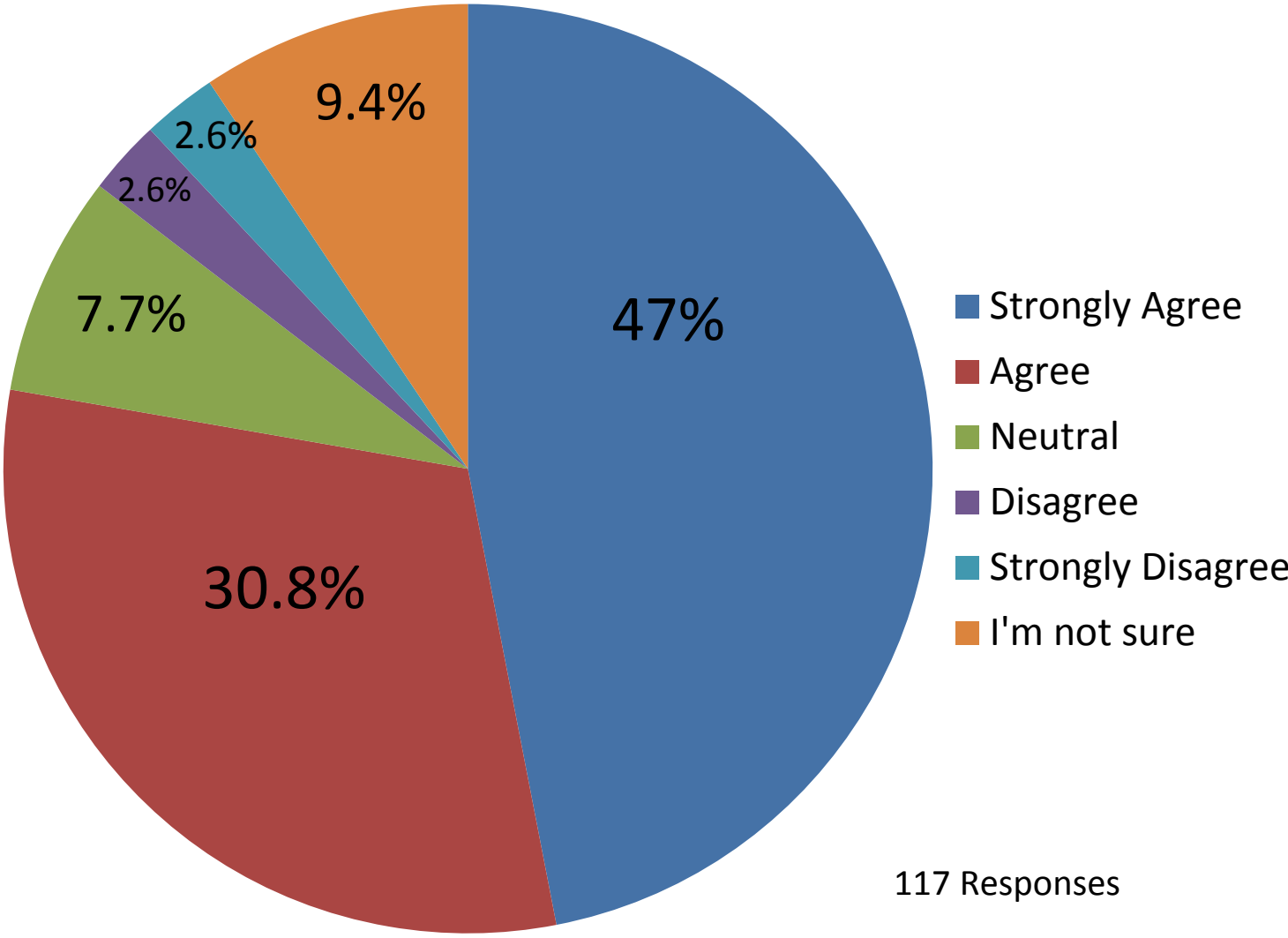
Police Officers are a necessary part of your community



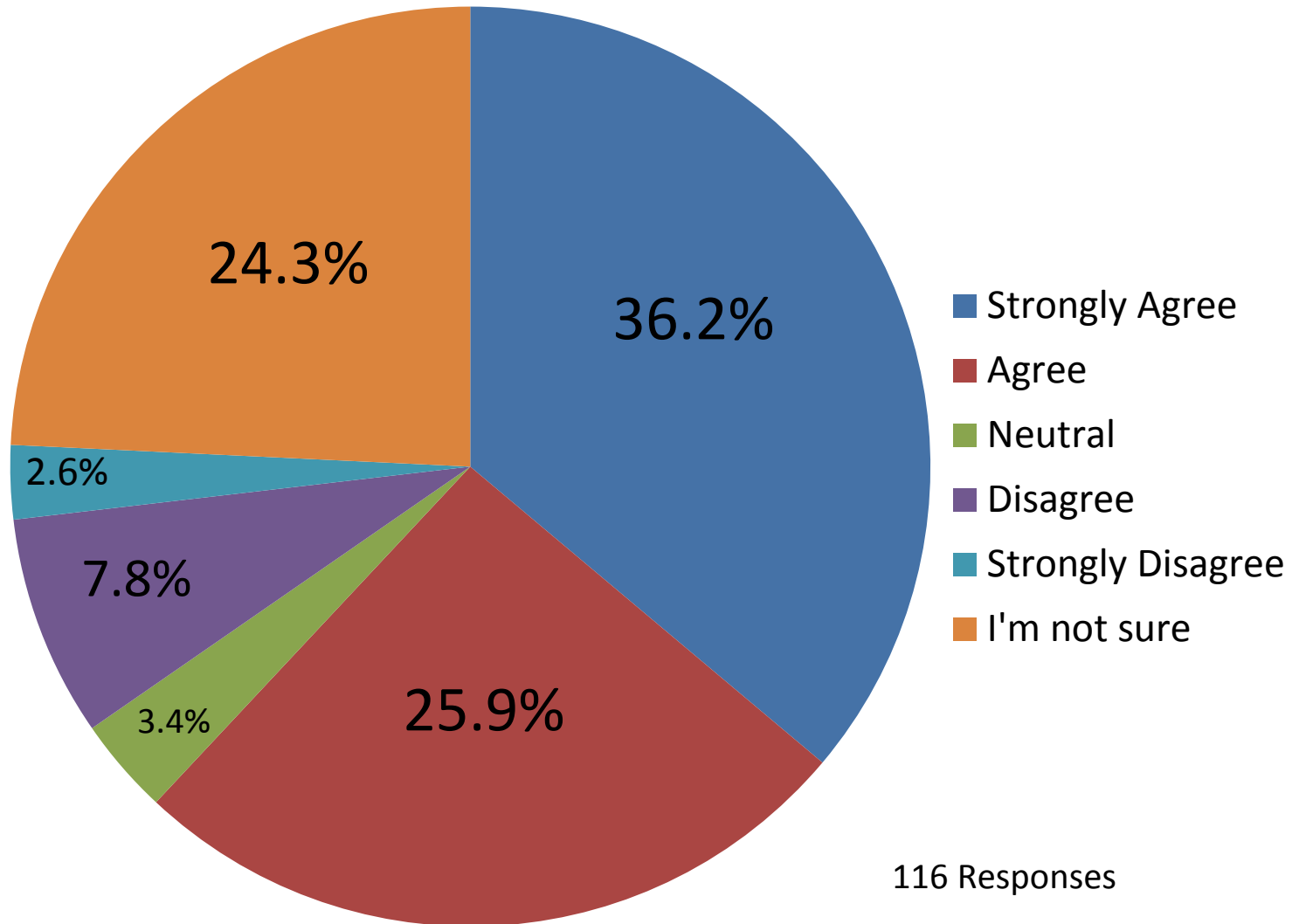
Police officers in your community are well trained.



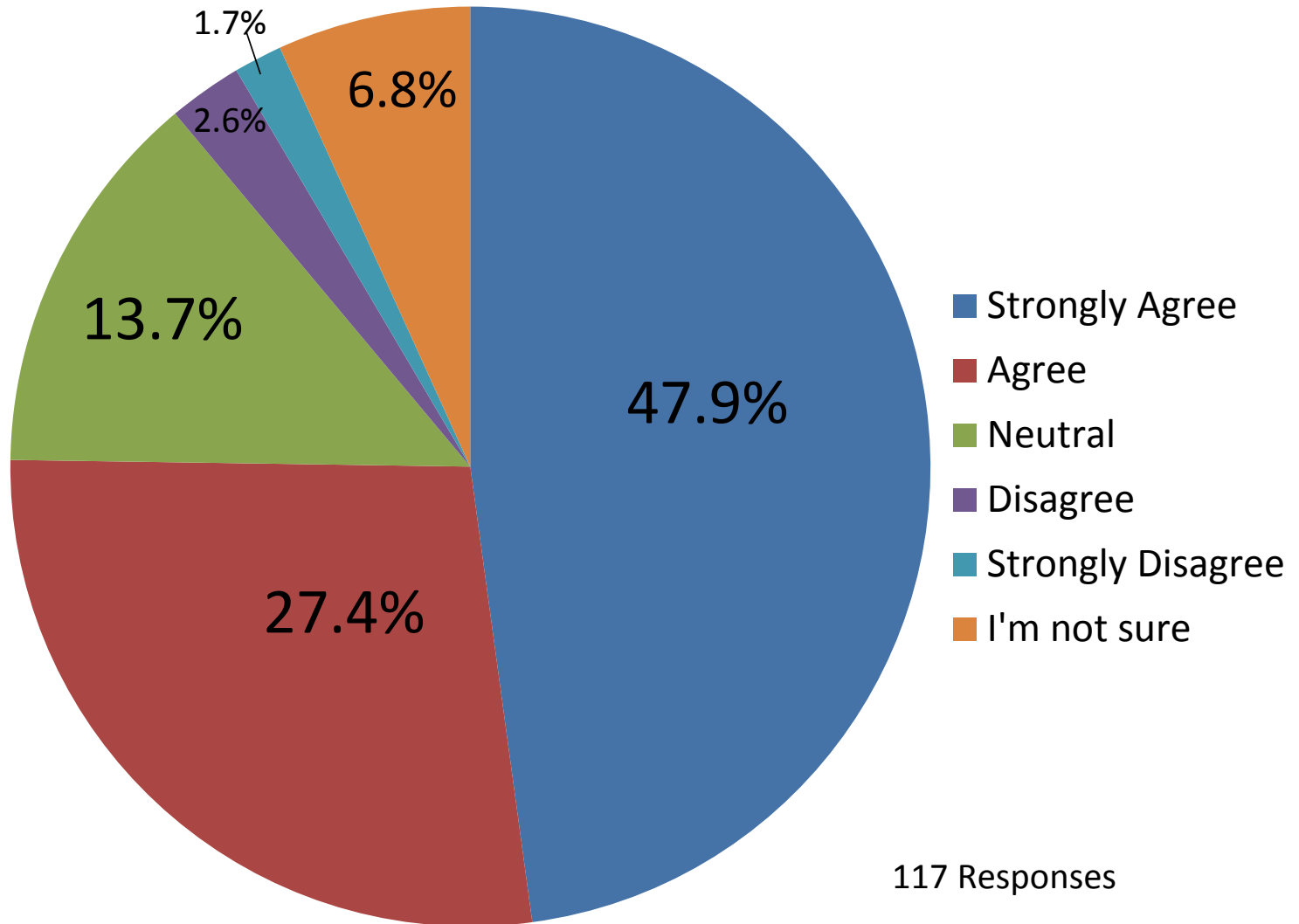
Police officers in your community are responsive to the public's needs.



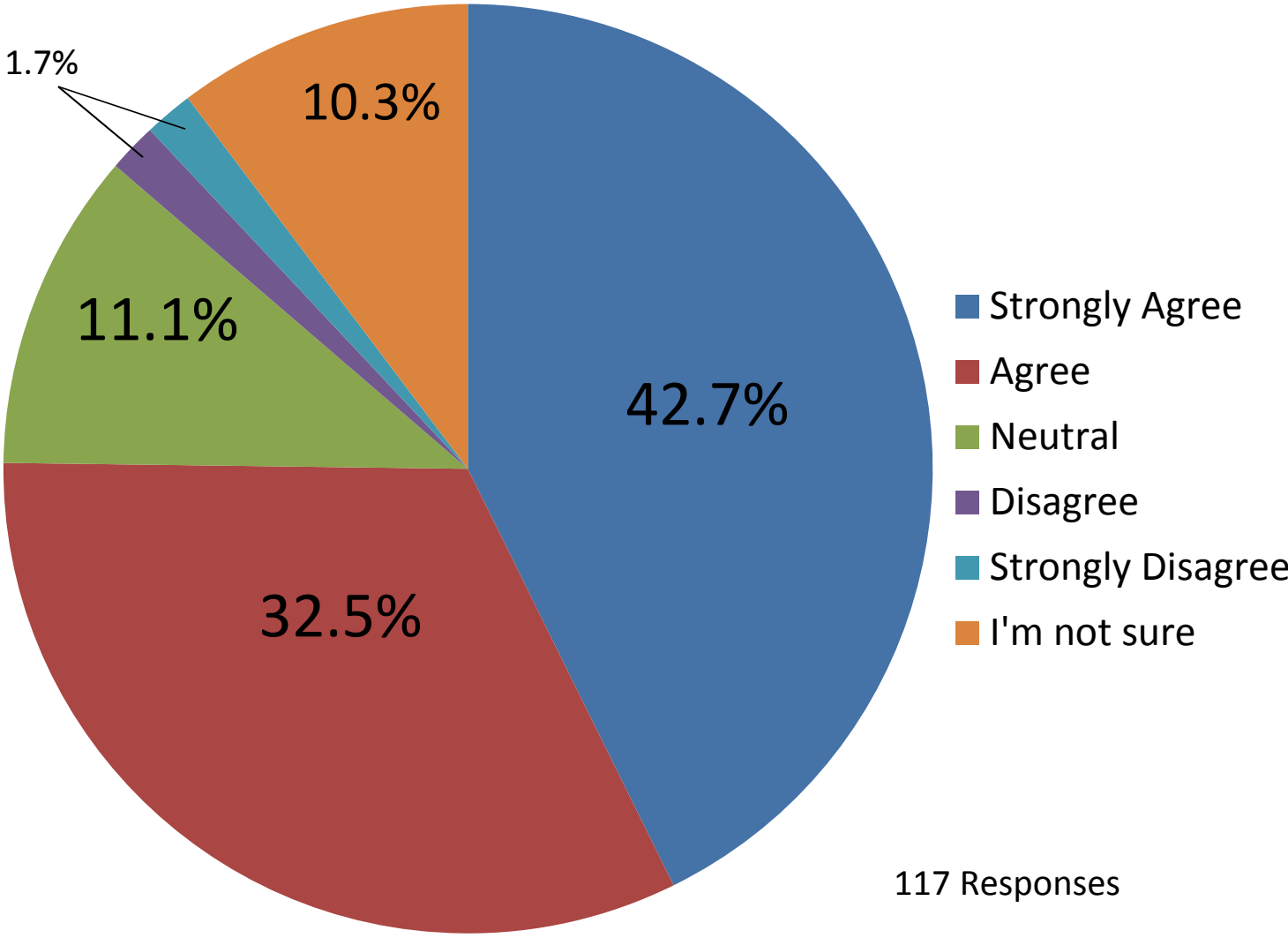
Police officers in your community are held accountable for their actions.



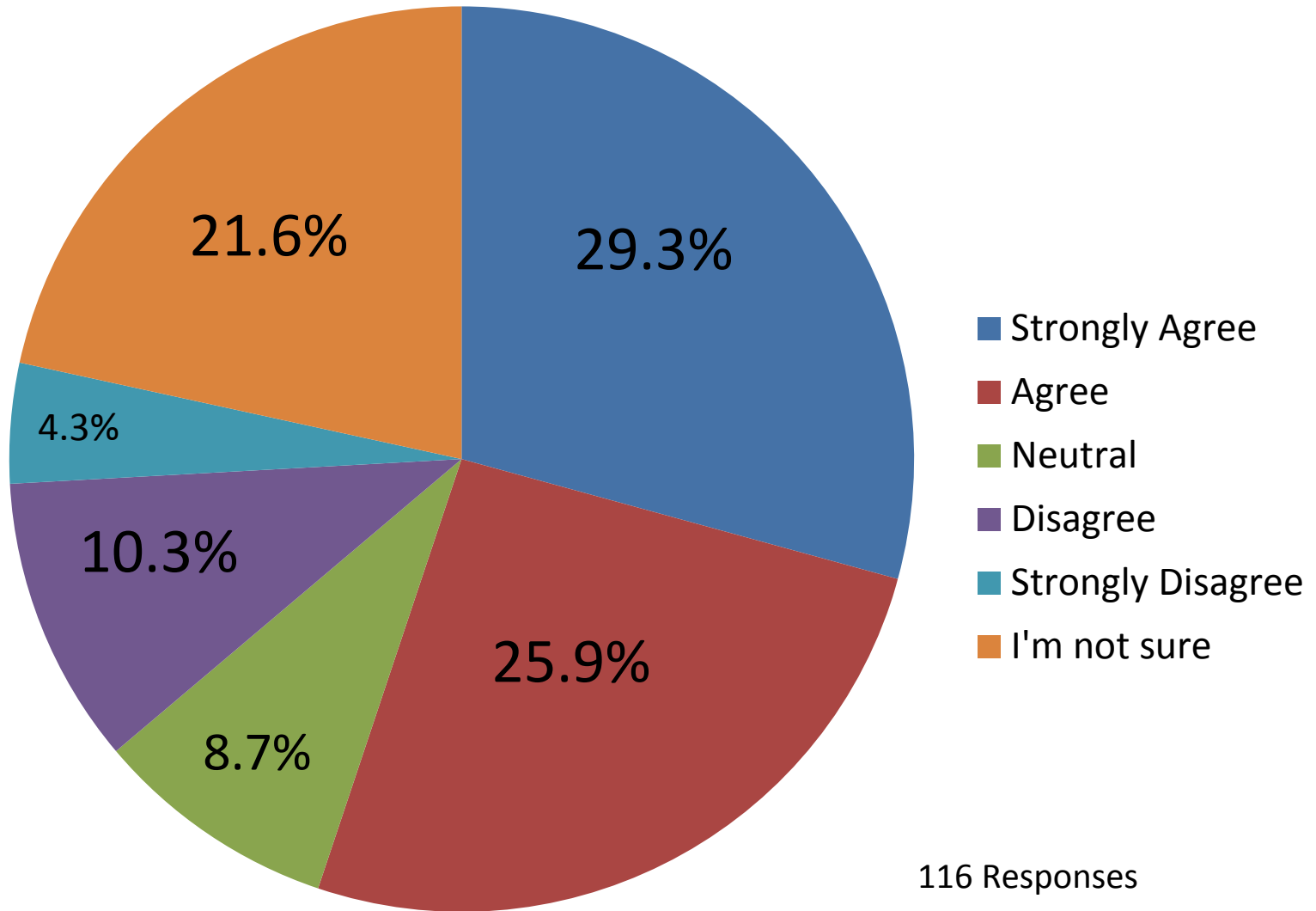
Police officers in your community strive to have a positive impact on the community.



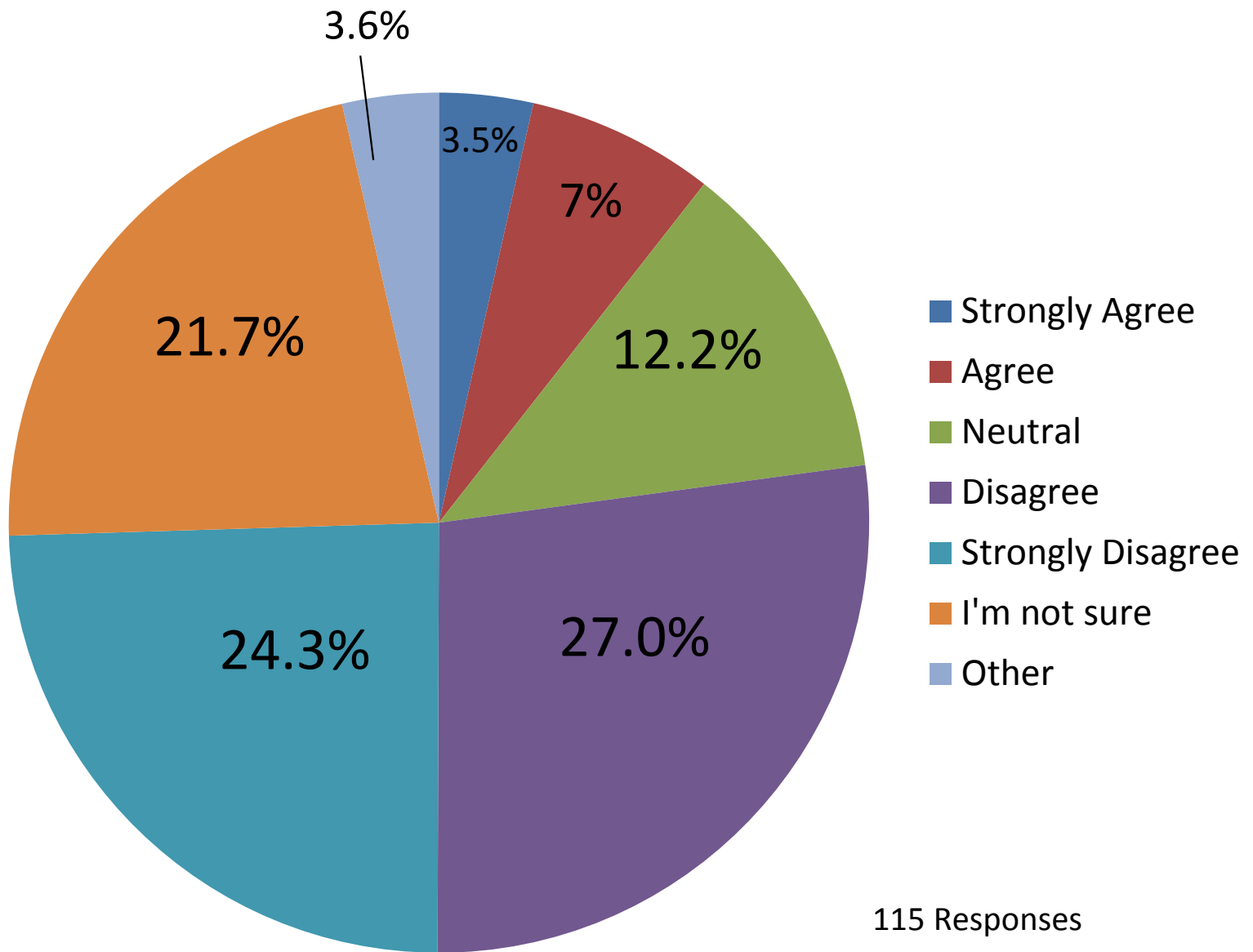
Police officers in your community are fundamentally honest.



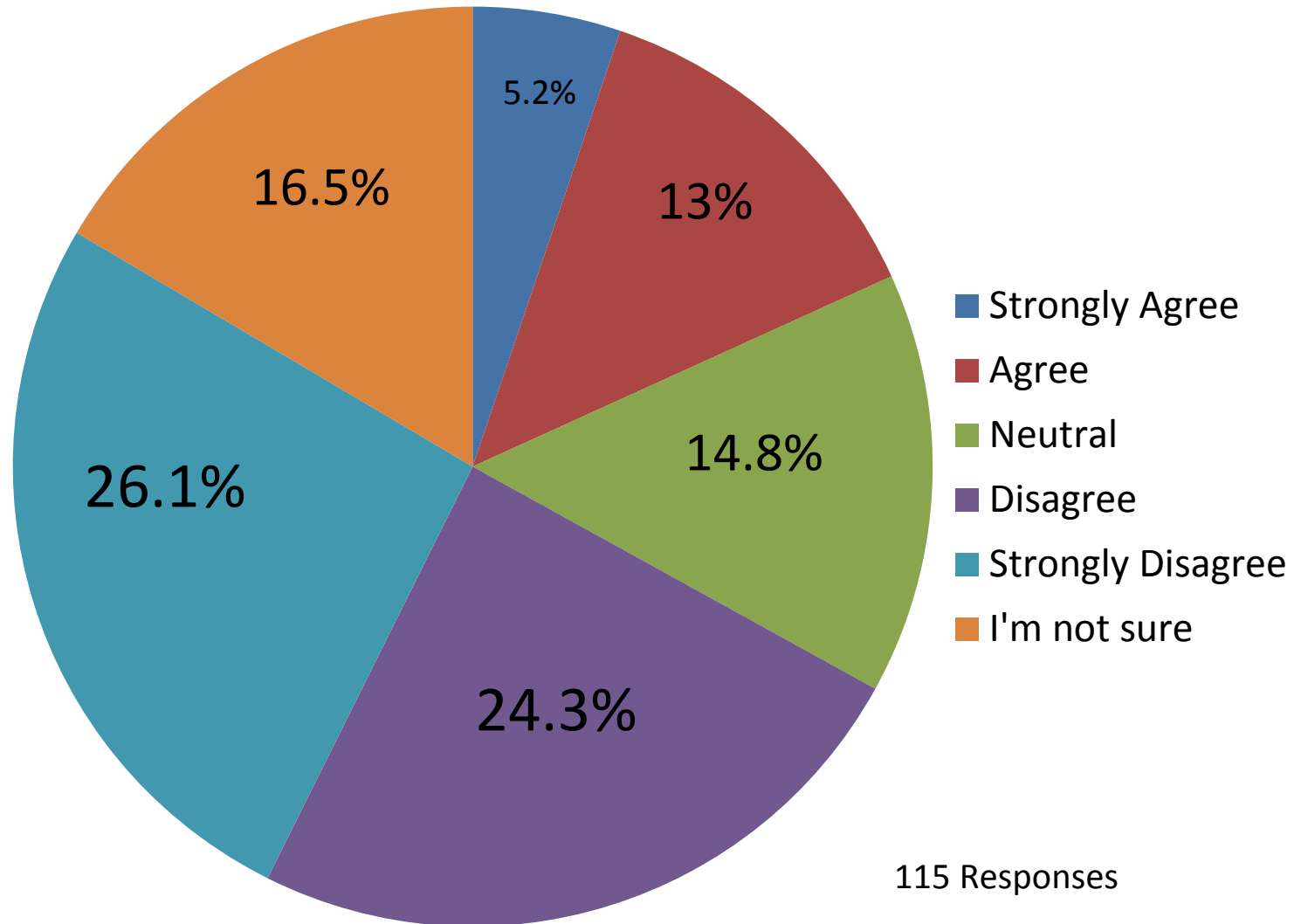
If you have a complaint against your local police department or an officer, you are confident it will be heard and reviewed objectively.



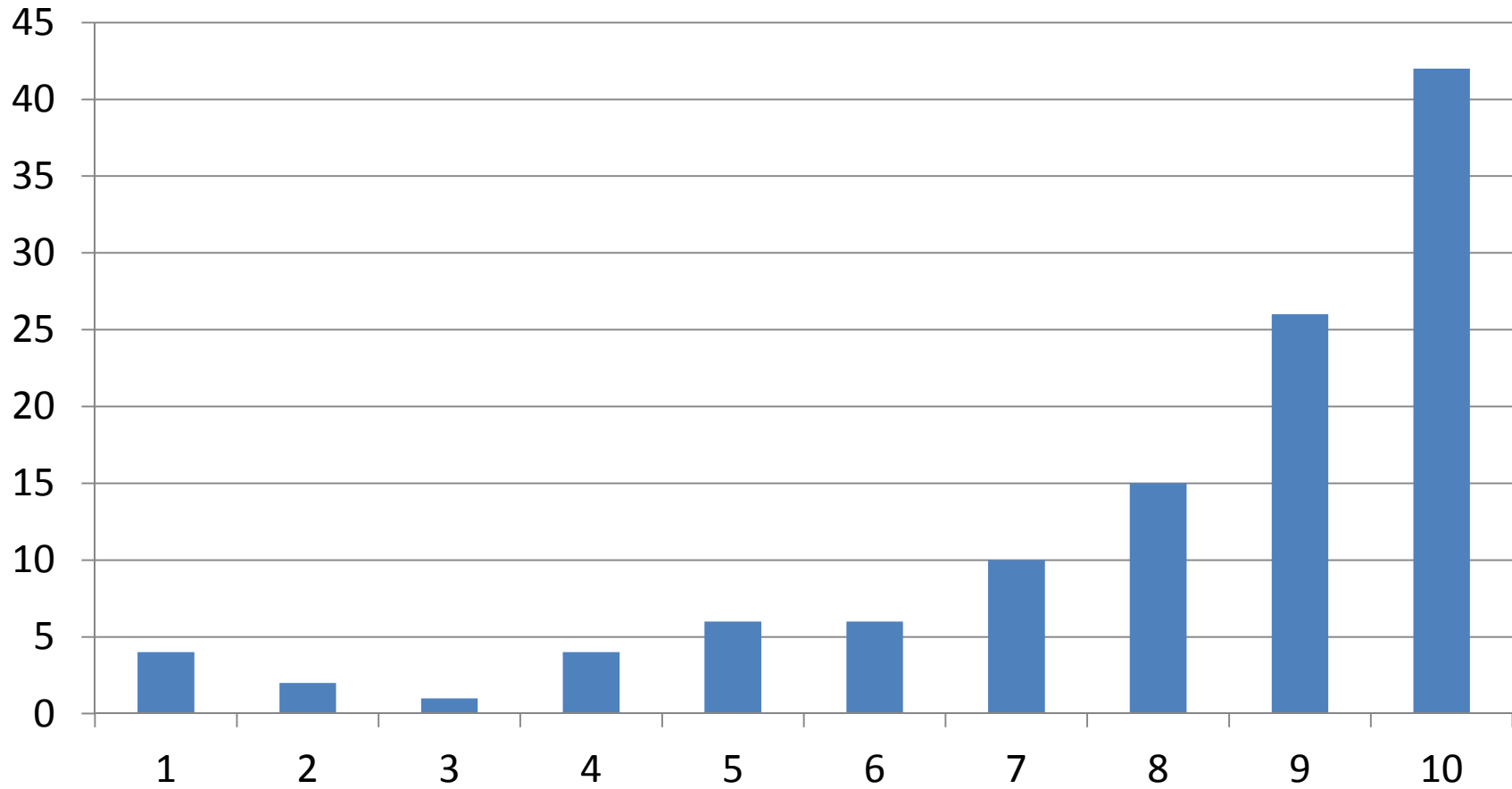
There is corruption in the police department.



Police officers in your community are biased in their interactions with certain groups of people



On a scale from 1 to 10, how satisfied are you with your police agency?



116 Responses

Please provide any additional feedback about your local police department:

The officers need more coverage (i.e. more than one officer a shift) for their safety and civilian safety. As a resident I pay to see MPD. I may pay to see NYSP and WCSO but having my local police department that should be familiar with my town is important. Knowing that a county car or state car has to come from an unknown distance to my residence because MPD isn't working past a certain hour is dismaying."

We had a positive experience with the Macedon police about 4 months ago. They responded quickly and were incredibly helpful and respectful, as was the dispatcher."

Having the Macedon police department keeps us safe”

Keep up the great work, we appreciate everything you do.”

Thank you for all that you do! Feel safer knowing you are here!”

Keep up the good work. Thank you for all that you do.”

All police officers take an oath to protect and abide by the Constitution. But they aren't educated well enough about the Constitution and how it applies to enforcing laws. I "back the blue" not only officers that don't enforce unconstitutional laws, especially the S. A. F. E Act and other laws infringing in the Second Amendment. Step up the great work, we appreciate everything you do."

Thank you for your service, stay safe!"

We appreciate whether this is required or not that you are taking the time to do this"

Officer Goodfriend is an excellent officer in our community very thorough and gets the job done”

loved Officer MacNeal was so fast responding to my call...”

think they are under appreciated and not respected like they could be. They have always been great when having any interaction with them. Being a school bus driver I appreciate them even more.”

Overall not had much interaction with local officers.”

The Macedon Police Department is unnecessary.”

These are tough questions as I have almost no context for most of them related to most officers.”

Police should not cater to known liars and felons who choose to make all the neighbors upset and yet nothing is done to the known troublemakers of the community”

et them do what they are trained to do.”

have never had a bad interaction with any police officers. I
tributed that respect for them and myself.”

We have had very good interactions with our police department, b
e are white middle class professionals. I don't know how others fe
out the department.”

's hard because I don't see MPD's interactions often.”

police need to be present when an individual is having a mental health crisis. Those individuals can often pose a danger to the individuals attempting to help them (teachers, health care providers, etc)”

yes/no response to a mental health situation is far too broad. Is there a weapon? Are there bodily/property injuries? Does the individual need to be removed from the location? Etc”

a response to the mental health calls. I believe in some situations mental health professionals should be called in to assist but not hinder the police process.”

Thank you for being public servants and being the ones to take all the calls when we have no one else to call. Thank you for helping us with our son and for listening to us when we said he needed mental health and not a rap sheet. I wish you all had more tools than what you do for dealing with what you are dealt: mental health pros or protective care folks. I also think the justice/court/legal system needs to change: when all you are is a hammer, everything looks like a nail. When everyone is seen as a criminal (and not that there aren't oodles of depraved people), we don't have options for those non-criminal folks who get caught up in the legal world. For those of us dealing with severe mental health issues, our only options are law enforcement and involuntary committal. Those are really horrible options, but I thank you for helping us and working out to keep us safe. Thank you for serving."

I believe for the most part we have good police officers. However I was involved in a serious situation with my daughter and feel completely shut out. I don't believe they even care. When I feel like a bother. I still have no idea what's going on and I probably never will. As a law abiding citizen who helps out in the community often and consider myself intelligent I felt terrible and discouraged after having to deal with the Macedon Police Department. We are people like they are people. They know the process and we don't. It's scary."

DEFINITIONS

Guardian- Defender, protector, or keeper

Use of Force- The International Association of Chiefs of Police has described use of force as the "amount of effort required by police to compel compliance by an unwilling subject."

Procedural Justice- Procedural justice refers to the idea of fairness in the processes that resolve disputes and allocate resources. It is a concept that, when embraced, promotes positive organizational change and bolsters better relationships.

DEFINITIONS

Implicit Bias- Thoughts and feelings are “implicit” if we are unaware of them or mistaken about their nature. We have a bias when, rather than being neutral, we have a preference for (or aversion to) a person or group of people. Thus, we use the term “implicit bias” to describe when we have attitudes towards people or associate stereotypes with them without our conscious knowledge.

De-escalation- The reduction of the intensity of a conflict or potentially violent situation. (Oxford) To decrease intensity, magnitude. (Dictionary.com) To decrease the extent, volume, or scope. (Merriam-Webster)

DEFINITIONS

Diversion programs- any of a variety of programs that implement strategies seeking to avoid the formal processing of an offender by the criminal justice system. A typical diversion program results in a person who has been accused of a crime being directed into a treatment or care program as an alternative to criminal prosecution and imprisonment.

Restorative Justice- Restorative justice repairs the harm caused by crime. When victims, offenders, and community members meet to decide how to do that, the results can be transformational. It emphasizes accountability, making amends, and — if they are interested — facilitated meetings between victims, offenders, and other persons.

DEFINITIONS

Problem-oriented policing- Problem-oriented policing (POP) means diagnosing and solving problems that are increasing crime risks, usually in areas that are seeing comparatively high levels of crime (e.g., “hot spots”). POP is challenging in that agencies need to diagnose and solve what could be any of a wide range of crime-causing problems.

DEFINITIONS

Hot spots policing- Hot spots policing strategies focus on small geographic areas or places, usually in urban settings, where crime is concentrated. Through hot spots policing strategies, law enforcement agencies can focus limited resources in areas where crime is most likely to occur.

DEFINITIONS

Focused deterrence- The practice of using tailored deterrence strategies to address a specific crime problem in a jurisdiction. Focused deterrence identifies the small number of individuals responsible for a disproportionate amount of crime. Law enforcement, as well as social service providers and community leaders, focus on these individuals to deter them from criminal activity and help them transition into law-abiding lifestyles.

DEFINITIONS

Crime prevention through environmental design- Crime Prevention Through Environmental Design (CPTED) asserts that the community, homeowners, planners, developers and architects can play a greater role in protecting the community and themselves from crime by integrating CPTED principles and concepts into the design and management of the physical environment. This refers to physical design. Doors, gates, signs, etc.

SIX PILLARS OF COMMUNITY POLICING

Pillar One: Building Trust and Legitimacy

Pillar Two: Policy and Oversight

Pillar Three: Technology & Social Media

Pillar Four: Community Policing & Crime Reduction

Pillar Five: Training & Education

Pillar Six: Officer Wellness & Safety

PILLAR I

Building Trust & Legitimacy

What have we
accomplished?

- “Guardian” versus “Warrior”
- Diversity
- Positive non-enforcement activities

PILLAR I

Building Trust & Legitimacy

What will we do?

- “Guardian” culture of policing
- Transparency & Accountability
- Mental Health related calls for service
- Procedural Justice methods
- Implicit Bias training
- De-escalation training & methods

PILLAR 2

Policy & Oversight

What have we
accomplished?

- Accreditation
- General Orders
- 8 Can't Wait
- General Order update for Search Warrant

PILLAR 2

Policy & Oversight

What will we do?

- General Orders
- Seek community input
- Create open dialogue
- Feedback from department members

PILLAR 3

Technology & Social Media

What have we
accomplished?

- Body worn cameras
- Increased social media presence
- Less than lethal technology

PILLAR 3

Technology & Social Media

What will we do?

- Continue BWC program
- Expand social media use/platforms
- Research new technology
- Train less than lethal

PILLAR 4

Community Policing & Crime Reduction

What have we
accomplished?

- School liaison officers
- Non-enforcement activities
- Training from experts
- Nation Alliance for Drug Endangered Children
- Partnerships with other organizations
- Open/honest conversations

PILLAR 4

Community Policing & Crime Reduction

What will we do?

- Community outreach programs
- “How to Report”
- What resources are available?
- Opioid Epidemic
- “Handle with Care”
- Diversion programs
- Restorative Justice
- Problem oriented policing
- Hot spots policing
- Focused deterrence
- Community feedback
- CPTED

PILLAR 5

Training & Education

What have we
accomplished?

- Training program
- Use of Force & De-escalation
- Motivated personnel
- CIT
- Mental Health training

PILLAR 5

Training & Education

What will we do?

- Develop training
- Leadership training
- Relevant training topics
- CIT

PILLAR 6

Officer Wellness & Safety

What have we
accomplished?

- Mental health related materials
- Peer Support Program
- Ballistic vests
- Seatbelt/vest policy
- Fitness incentive program

PILLAR 6

Officer Wellness & Safety

What will we do?

- Encourage participation
- Ongoing training
- Create an environment of fulfillment and satisfaction in the workplace
- Solicit feedback

A TIME TO LISTEN...

- What is the process for making a personnel complaint?
- Do you want police to respond to mental health calls?
 - Substance abuse/OD calls?
 - Calls regarding the homeless?
 - Other types of calls for service?
- Would it be useful for social service providers to work alongside the police in these circumstances? Separately?
- How should your police force conduct crowd control activities?
- What kind of training should police officers be participating in?

THANK YOU!

Chief John Colella- jpcollella@macedontown.net

Sergeant Steve MacNeal- smacneal@macedontown.net

Officer Brigette Goodfriend- bgoodfriend@macedontown.net

FOR A COPY OF THIS PRESENTATION, PLEASE VISIT:
[THE TOWN OF MACEDON WEBSITE](#)

YOU MAY ALSO SEND QUESTIONS AND COMMENTS TO :

OFFICER BRIGETTE GOODFRIEND
[BGOODFRIEND@MACEDONTOWN.NET](mailto:BGGOODFRIEND@MACEDONTOWN.NET)

OR

[LISTENING SESSION FEEDBACK](#) LINK