

WHEREAS, on June 12, 2020, New York State Governor Andrew Cuomo enacted Executive Order 203 (“EO 203”) entitled the “New York State Police Reform and Reinvention Collaborative”; and

WHEREAS, EO 203 was enacted in furtherance of the elimination of racial inequities in policing, modifications and modernization of policing strategies, policies, procedures, and practices, and development of practices to better address the particular needs of communities of color to promote public safety, improve community engagement, and foster trust; and

WHEREAS, EO 203 requires the Division of Criminal Justice Services and Division of Budget to ensure that the local police agencies within the state have been actively engaged with stakeholders in the local community and have locally-approved plans for the strategies, policies and procedures of local police agencies; and

WHEREAS, the Village of Monticello recognizes the importance of giving voice to all of the stakeholders in the community with respect to the effectiveness, responsibility and policies of the Village of Monticello Police Department; and

WHEREAS, Village of Monticello Mayor George Nikolados, being Chief Executive of the Village of Monticello, together with Village of Monticello Police Chief Robert Mir, has undertaken the conversations contemplated by EO 203 with stakeholders in the Monticello community; and

WHEREAS, a good faith effort was made to engage not only those stakeholders identified by EO 203 as essential to these conversations, but other community members whose input would contribute to discussions which included diverse viewpoints; and

WHEREAS, the conversations were designed to address the Village’s plan to improve deployments, strategies, policies, procedures, and practices, for the purposes of addressing the particular needs of the Monticello community and promote community engagement to foster

trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of communities of color; and

WHEREAS, these collaborative conversations resulted in recommendations that the Village of Monticello (i) adopt a formalized compliment and complaint procedure to foster access to channels of accountability for those who believe they have been targeted or treated unfairly because of their membership in a protected class or for some other reason; (ii) adopt training protocols that prevent the release of a new officer from field training unless and until such officer has satisfactorily attended and participated in community gatherings and/or events to promote integration and community-based policing in the Village of Monticello; (iii) adopt an in-service training regimen that includes anti-bias and other trainings designed to foster understanding and inclusiveness with respect to all persons served by the Village of Monticello Police Department; (iv) adopt a periodic survey schedule to ensure that members of the community are heard on a regular basis with respect to their impressions of the effectiveness, responsibility and policies of the Village of Monticello Police Department; and (v) develop an Officer Assistance Program in recognition of the toll of policework to destigmatize mental health treatment and promote the importance of both regular and as-needed assessment, therapy and treatment; (vi) commit to procedures designed to further the goal of having a police force that is representative of the community it serves and to serving the community in a manner that demonstrates a lack of bias and/or hostility toward any person or group based upon race, religion, color, sex, gender identity or expression, or any other factor irrelevant to the fair and proper administration of justice; it is therefore

RESOLVED that the principles of community-based policing as embodied by the policing and patrol strategies of the Chief of Police over the past decade are important to the Village of Monticello's ability to develop relationships and trust with members of the community and should continue to be incorporated in the policing strategies of the Police Department going forward; and it is further

RESOLVED that the proposed Police Compliment or Complaint procedure attached hereto is hereby adopted and the Chief of Police is directed to implement procedures consistent with the proposed policy and to comply with such policy going forward; and it is further

RESOLVED that the Chief of Police is hereby directed to develop training protocols which require the following:

- i. Twenty (20) hours of meaningful community engagement as a condition of release from field training, with such community engagement requirement to apply not only to officers upon graduation from an accredited police academy, but also to officers who “transfer-in” from other police departments as certified police officers; “community engagement” shall be deemed to include attendance at, at a minimum, the following:
 - a. Gatherings related to religious, civic or community organizations for no less than four (4) hours;
 - b. Meetings of local non-profit organizations for no less than four (4) hours; and
 - c. Foot patrols including visiting local businesses and making contact with employees and patrons of various businesses within the Village for no less than four (4) hours; and
 - d. Patrol duty that specifically includes engagement with youth and/or vulnerable (i.e., elderly, homeless, etc.) populations for no less than eight (8) hours.
- ii. Four (4) or more hours of yearly in-service training for all members of the Village of Monticello Police Department designed to educate officers on recognition and elimination of implicit bias, diversity and/or cultural competency;
- iii. De-escalation trainings and refresher courses as deemed appropriate by the Chief of Police, with not less than one such training administered to each police member of the Department every two years;
- iv. Crisis Intervention team training at least once per police member, and at such further intervals as deemed appropriate by the Chief of Police; and
- v. Transgender sensitivity training at least once per police member, and at such further intervals as deemed appropriate by the Chief of Police; and it is further

RESOLVED that the Chief of Police must ensure that records with respect to the activities of the Department, to the extent such records are kept by the Department in the ordinary course of business as of the date hereof, and records with respect to trainings administered to police members of the Police Department and staff employed by the Police Department from the date hereof going forward are maintained in the ordinary course of business of the Police Department, and such records will be made available to the public in accordance with all available laws; and it is further

RESOLVED that the Village Manager and Chief of Police are to ensure that annual community engagement surveys are disseminated in a manner designed to maximize participation and feedback from all sectors of the Village of Monticello community, with such surveys available to the public for a sufficient length of time as to promote widespread responses, such surveys to commence over the course of the Summer of 2021 and annually thereafter; and it is further

RESOLVED that the Village of Monticello Village Board recognizes the following:

- i. Organizational stressors and regular exposure to human suffering and death can have a complicated effect upon the psychological well-being of police officers, who are in a unique position of public trust and scrutiny; and
- ii. Exposure to one or more sudden, critical and/or traumatic incidents creates a significantly increased risk of post-traumatic stress disorder or other trauma-related conditions in police officer, compared to the general population; and
- iii. The Village of Monticello community recognizes the importance of mental health of the police who serve the community; and
- iv. The Village of Monticello community recognizes its duty to provide support and assistance to the members of its police community; and therefore it is further

RESOLVED, that the Village of Monticello Village Manager and Chief of Police must identify and recommend to the Board a program designed specifically to assist police officer in coping and recovering from the generally stressful character of policework and event-specific trauma pursuant to which police members of the Village of Monticello Police Department may access

confidential, immediate and ongoing (as necessary) mental health services rendered by competent and qualified care providers, and must further design and implement a plan to destigmatize and promote engagement in such a program, upon its adoption by the Board, including by requiring those in positions of authority to supply information and recommend consultation with such a program in all instances involving the use of deadly force, the death or injury of civilians, catastrophic disasters, the death of a child or children and suspicion of excessive and/or abusive use of alcohol or other substances; and it is further

RESOLVED, that the Chief of Police will take appropriate steps to ensure that police officers recognize the importance of appropriately addressing mental health crises, bearing in mind their commitment to public safety, and develop strategies for training and response that are sensitive to those in mental health crises who are not engaged in criminal conduct, and to develop positive working relationships with mental health services providers and local emergency response personnel to that end; and it is further

RESOLVED that the Village Manager and Chief of Police are hereby required to make a good faith examination of local civil service lists to encourage qualified members of the Monticello community to join the police force while complying with the Civil Service Law prior to moving to a more expansive list; and it is further

RESOLVED that the Village of Monticello hereby adopts the attached Village of Monticello Police Department anti-discrimination policy, required to be distributed to every member of the Department with an explanation of the consequences for violations and/or non-compliance with the policy, and required to be conspicuously posted in a place where members are likely to see and be reminded of its importance; and it is further

RESOLVED that the Mayor and Chief of Police shall work to create a coalition comprised of members of the Village government, the Chief of Police and/or his designees from within the Police Department, and members of the community who reflect the diversity of the community whose function is to engage with members of the community to encourage positive communications and relationships, including with the youth of the community, including, as

fiscally feasible and appropriate, the redevelopment of a youth officer program within the Police Department; and it is further

RESOLVED that the existing policy of the Village of Monticello Police Department will remain in effect, preventing police officers employed by the Village from using race, gender, perceived immigration status, age, religion, gender identity, sexual orientation, or any other protected class as a pretext for interacting with any person, except to the extent that such factors are relevant and necessary bases for an interaction in the context of an ongoing police investigation (for example, an alert containing a description of a suspect in connection with the ongoing or recent commission of a crime), and police members of the Police Department will refrain, to the extent reasonable and practical, from making inquiry as to a person's immigration status until such time as necessary in the course of compliance with applicable rules and regulations; and it is further

RESOLVED that, to the extent reasonable and practical under the circumstances, members of the Village of Monticello Police Department should refer to transgender individuals by the name, pronouns and gender they prefer and, to the extent reasonable and practical under the circumstances, members of the Village of Monticello Police Department will make reasonable accommodations in the event of a strip search of a person to ensure that such person is searched by an officer of the same gender as that by which such person to be search identifies or an officer of the gender expressed by such person to be search as preferred to the extent reasonable and appropriate as determined by a supervisor in the event a question with respect thereto arises, and officers of the Police Department will not undertake a search of a person solely for the purpose of determining such person's biological sex; and it is further

RESOLVED that the Chief of Police adopt or develop a policy substantially conforming with the New York State Division of Criminal Justice Services model Use of Force policy and will discourage and not condone the participation of members in warrior-style training; and it is further

RESOLVED that the Chief of Police adopt or develop a policy substantially conforming with the New York State Division of Criminal Justice Services model Hate Crime Investigation policy; and it is further

RESOLVED that the Chief of Police adopt or develop a policy substantially conforming with the New York State Division of Criminal Justice Services model Responding To and Interacting With Persons with Disabilities policy; and it is further

RESOLVED that the Chief of Police adopt or develop a policy substantially conforming with or going beyond the New York State Division of Criminal Justice Services model Sexual Offense Evidence Kit policy, in consultation with the Office of the District Attorney; and it is further

RESOLVED that the Village of Monticello Police Department, through its Chief of Police, will continue to hold its officers to exemplary standards of good conduct, both on and off duty, including the development of a Social Media Policy applicable to officers in the official and off duty capacities subject to review by the Chief of Police; and it is further

RESOLVED that the Village of Monticello Village Board and its Chief of Police hereby affirm our commitment to continuing to listen, to learn, and to engage with the community to promote trust and cooperation.