

A. NEW YORK STATE MANDATES:

The reform items found in this section are derived directly from the Executive Order No. 203

| NY State Mandated Changes | Reform Item | Description | Angelica PD Action | Status |
|---------------------------|--|--|---|--|
| NYS Mandate - 1 | <p>NYSM – 1.</p> <p>Civil Penalties for Filing False Reports on Member of a Protected Class</p> | <p>Establishes civil penalties for falsely Summoning a Police Officer when there is no reason to believe a crime, offense or threat has been committed involving a member of a protected class. <i>(Effective June 13, 2020)</i></p> | <p>Angelica Police Department will follow NYS Guidelines.</p> | |
| NYS Mandate - 2 | <p>NYSM – 2.</p> <p>Require Police Officers to Report the Discharge of Weapons</p> | <p>Requires a police officer or peace officer (whether on or off duty) who discharges his or her weapon under circumstances where a person could be struck by a bullet to verbally report the incident within six hours, and file a written report Within forty-eight hours. <i>(Effective September 13, 2020)</i></p> | <p>This mandate is covered in Policy 305. Specifically 305.12 All APD members will be trained on policy</p> | <p>Training will occur when new Policies and Procedures go into effect on May 1, 2021.</p> |

| NY State Mandated Changes | Reform Item | Description | Angelica PD Action | Status |
|---------------------------|---|--|--|---|
| NYS Mandate - 3 | <p>NYSM – 3. Require the Reporting of Police Acts or Omissions Resulting in a Person’s Death to the Office of Special Investigation</p> | <p>Establishes an Office of Special Investigation within the Office of Attorney General which will have investigative authority and criminal jurisdiction for any incident involving the death of a person caused by an act or omission by a police officer or a peace officer employed as a correction officer or contracted by an education, public health, social service, parks or housing agency. Where an investigation concludes that the death or matters relating to the death or investigation of the death involved criminal conduct, the Office will be empowered to prosecute any such alleged offenses. (Effective April 2021)</p> | <p>Training to be conducted for APD Officers. Department will establish communication method with the Attorney General’s office.</p> | <p>Pending on needed actions from NYS.</p> |
| NYS Mandate - 4 | <p>NYSM – 4. Ban Choke Holds</p> | <p>The Eric Garner Anti Choke Hold Act creates the crime of aggravated strangulation (making it a Class C felony) and establishes criminal penalties for a police officer or peace officer who uses a chokehold that causes serious physical injury or death. (Effective June 12, 2020)</p> | <p>This mandate is covered in Policy 300, Use of Force. Specifically 300.3.4. APD will be trained on policy</p> | <p>Training will occur when new Policies and Procedures go into effect on May 1, 2021</p> |
| NYS Mandate - 5 | <p>NYSM – 5. Require Medical Response for Arrestees</p> | <p>Affirms an individual’s right to medical and mental health attention while under arrest or otherwise in custody of a police officer or peace officer. Failure to provide reasonable and good faith medical assistance could result in a cause of action against the officer, representative and/or entity. (June 15, 2020)</p> | <p>This mandate is covered in Policy 428 Medical Aid and Responses. Specifically 428.6. APD will be trained on policy</p> | <p>Training will occur when new Policies and Procedures go into effect on May 1, 2021</p> |

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|---------------------------|--|--|---|--|
| NYS Mandate - 6 | <p>NYSM – 6. Require Policing Statistics to be Reported to the Division of Criminal Justice Services</p> | <p>Requires courts to compile and publish data concerning arrests and court proceedings involving low-level offenses such as violations and traffic offenses. Such report will include aggregate and anonymized demographic information such as race, ethnicity and sex. This bill requires police departments to submit annual reports on arrest-related deaths to the Department of Criminal Justice Services, as well as the Governor and the State Legislature. <i>(Effective December 12, 2020)</i></p> | <p>APD submits monthly Use of Force reports to DCJS through the E-Justice Portal.</p> <p>APD will provide data to the Court of Competent Jurisdiction as requested.</p> | <p>APD will continue to report monthly incidents to DCJS through the E-Justice Portal.</p> <p>APD will provide data to court upon request.</p> |
| NYS Mandate - 7 | <p>NYSM – 7. Recording of Law Enforcement Activity</p> | <p>Provides that a person not under arrest or in the custody of a law enforcement official has the right to record police activity and to maintain custody and control of that recording and of any property or instruments used by that person to record such activities. A person in custody or under arrest does not, by that status alone, forfeit such right to record. <i>(Effective July 13, 2020)</i></p> | <p>This mandate is covered in Policy 424, Public Recording of Law Enforcement. Specifically 424.1 and 424.2. APD will be trained on policy</p> | <p>Training will occur when new Policies and Procedures go into effect. May 1, 2021</p> |

| NY State Mandated Changes | Reform Item | Description | Angelica PD Action | Status |
|---------------------------|---|--|--|---|
| NYS Mandate - 8 | <p>NYSM – 8. Provide the Public Access to Personnel Records of Deputies and Correctional Officers</p> | <p>Repeal of Civil Rights Law 50-a, which had made all personnel records used to evaluate the performance toward continued employment or promotion of police officers, firefighters, paramedics, correction officers or peace officers confidential and not subject to inspection or review without the individual’s express written consent or a court order. This legislation also amends the New York State Freedom of Information Law (FOIL), subjecting any record created in furtherance of a law enforcement disciplinary proceeding to disclosure under FOIL. The new FOIL provisions require specific sensitive personal information, including medical history, to be redacted from such records prior to being disclosed. (Effective June 13, 2020)</p> | <p>Will notify the Village Clerk and the Village Attorney of the repeal of 50-a.</p> | <p>Village Mayor made aware of the change in this law and will make the appropriate notifications</p> |

B. ANGELICA POLICE DEPARTMENT REFORMS

| Category | Reform Item | Description | Angelica PD Action | Completion Timeline |
|--------------------------------------|--|---|---|---------------------|
| Equality & Social Justice | ESJ-1. Diversify & Increase Candidate Recruitment Pools | Take proactive steps to increase diversity of the candidate pools so newly hired officers better reflect community demographics. Encourage potential candidates to take advantage of preparatory law enforcement training. (non-weapon portions of the police academy curriculum) | The Angelica Police Department is an equal opportunity employer and gives everyone the same consideration when it comes to employment. | Q3- 2021 |
| Equality & Social Justice | ESJ-2. Provide Civil Service Test Training | Provide Civil Service test training material to applicants to prepare them for the entry-level examination. | Angelica PD will provide access to the Entry Level Civil Service study guide for police officers. | Q3- 2021 |
| Equality & Social Justice | ESJ-3. Expand Diversity and Bias Awareness Training | Expand diversity and bias awareness training to include marginalized populations such as Low Income, Substance Use Disorders, Minority, and LGBTQ+ communities, as well as training to recognize systemic racism. | Currently about half of APD Officers have received Implicit Bias Awareness Training and Fair and Impartial Policing. The department will make it mandatory for all officers to receive the same training. | Q4- 2021 |

| Category | Reform Item | Description | Reform Action | Completion Timeline |
|--|--|--|---|----------------------------|
| Transparency & Accountability | TA-1. Increase Transparency of Arrest Activities & Calls for service | <p>Ensure citizens have access to appropriate police data & arrest activities via a monthly report.</p> <p>The Angelica Police Department currently provides the Angelica Village Board with a monthly report that outlines all Police Department activities during that period.</p> | <p>This report becomes part of the minutes of each Village Board meeting and are open and available to the public.</p> <p>The village will add a Police Department section to the web site and the department will post arrests and calls for service data.</p> | Q2- 2021 |
| Transparency & Accountability | TA-2. Reduce Personnel Complaints & Adopt Reporting Method & Tracking | <p>Identify key behaviors & causes that may drive citizens to complain about officers and incorporate these findings into trainings.</p> | <p>Utilize established standardized Citizen Complaint Procedure.</p> <p>Review any sustained legitimate civilian complaints to identify any training needs and follow up with appropriate training.</p> | Q3- 2021 |
| Transparency & Accountability | TA-3 Increase transparency of Use of Force Incidents & Personnel Complaints | <p>Ensure better and timely citizen access to use of force data and personnel complaint incidents and outcomes.</p> | <p>The village will add a Police Department section to the web site and the department will post all Use of Force incidents and related personnel complaints and associated adjudications</p> | Q1- 2021 |
| Transparency & Accountability | TA-4. Publish Job Descriptions | <p>Make job descriptions and more readily available to improve transparency.</p> | <p>Job descriptions will be available at the Angelica Police Department and on the department website.</p> | Q4- 2021 |

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|---------------------|---|---|---|----------------------------------|
| 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. | <p>Provide brochures to share recommended actions for citizens when interacting with police.</p> <p>Provide Angelica residents an opportunity to participate in a Citizen’s Police Academy</p> <p>a) Include in-person & on-line versions</p> | <p>Q4- 2021</p> <p>Q1 - 2023</p> |
| Community Relations | CR-2. Strengthen Customer Service Practices | Reinforce need for positive communications through excellent customer service. | <p>Develop & conduct best practice communication.</p> <p>a) Positive & effective customer service</p> <p>b) Best practices for general communications</p> | Q1-2022 |
| Community Relations | CR-3. Strengthen Community Safety Training Programs | Provide an opportunity for residents to be educated on proper installation and use of Child Safety Seats. These trainings help enhance their safety knowledge and support better relations. | <p>Team with ACCORD Corporation to conduct Child Safety Seat Inspections and check-ups.</p> <p>a) Potentially Fair Week and Yard Sale Days</p> | Q4- 2021 |

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| 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 that support the building of positive relationships. | “Coffee with a Cop social hour or gatherings for faith- based groups and community action groups to interact with the Police Foot patrols at community events. | Q4- 2021 |
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| Category | Reform Item | Description | Reform Action | Completion Timeline |
|--|--|---|--|----------------------------|
| Operational Policies & Procedures | OPR-1. Improve Selection & Promotion Methods by Requiring Candidates to Meet Additional Standards | Require candidates to meet additional criteria to help ensure a higher quality pool of candidates for new-hires, lateral transfers, and promotions. | Enhance selection methods for new- hire, lateral transfers, and supervisor promotions: a) Utilize current Allegany County Civil Service Department to hire from open competitive list when an Angelica Police candidate is reachable. | Q3-2021 |
| Training | T-1. Expand De-Escalation Training | Review current de-escalation trainings and benchmark for additional recommendations. | Offer De-escalation training to officers when available. | Q1- 2022 |

