

Teresa Kenny

From: Teresa Kenny
Sent: Tuesday, March 2, 2021 3:27 PM
To: Allison Kardon; Barbara Gionta; Brandon McLauchlin; Captain Michael Shannon; Chief Donald Butterworth; Denis Troy (external); Dominic Crispino; Don Hammond; Elizabeth Brancati; Jerell Jones; John McGowan; Nicholas S. Whalen; Tanya Gayle; Teresa Kenny; Willie Outlaw
Cc: Robert Magrino
Subject: Police Reform Committee
Attachments: Police Reform taskforce recommendations (003).docx; TMKpolice reform final.docx

Good Afternoon Everyone,

The draft of the Orangetown Police Reform and Reinvention Plan must be presented for comment at a public hearing and approved by the Town Board by April 1st. I am looking to finalize the draft plan by the end of next week, present it to the public at a virtual public hearing on ~~April~~ ^{March} 16th and have the Town Board adopt the final Plan at the March 23rd Town Board meeting.

I am attaching copies of the written comments and recommendations received to date. Please feel free to review and comment or to make additional recommendations for inclusion in to the report.

Thanks again for your help on this important committee.

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Police Reform taskforce recommendations:

DRAFT THOUGHTS

1. Civilian Oversight - There should be a governance structure that includes oversight by the communities that are served. (There are several different options that could be explored from community members on the police commission, to advisory groups, to advisor/advocates for different communities, a civilian board to hear and act on citizen complaints.)
2. Different systems and strategies for how behavioral health issues are handled in the community. Focus the response on the entities that have the expertise and training specific to this populations. There is a need for more funding but could funding be shifted gradually to enhance services.
3. Make up of staffing should reflect community that is served. Have goals and strategies for interviewing BIPOC and other categories of individuals that result in increased representation to reflect the community.
4. Training from experts outside the law enforcement field on soft skills. (Diversity, emotional intelligence, leadership, cultural intelligence, implicit bias).
5. I have a serious question about how we continue the transition of the culture and expectation for our police. In many ways we have created an us and them culture. This can create an unhealthy practice that is not positive for our community including law enforcement in the definition of community. We need to develop opportunities for law enforcement to "live" the experience of BIPOC people.
6. Gather and monitor information related to ethnicity and Race related to arrests, charges, prosecution and sentencing. There are organizations that are tracking the information and it is good for us to know what they are and where we stand. We don't know if we need to work on things unless we have data. Establish goals and outcomes around these categories.

Supervisor Teresa Kenny
Recommendations:

1. The Town Board should establish a new Town Committee to continue the work that this Committee and Governor Cuomo's Executive Order have started. The Committee should include representatives from local organizations, schools and town residents, and should report to the Town Board on proposed actions and recommendations to continue to further the goals of Executive Order 203 and this Committee.
2. Look to incorporate some level of citizen review when there is a complaint of misconduct made against a police officer. There are different models for such oversight and the new committee can review the different models and make recommendations to the Town Board.
3. Institute a process for someone to file a complaint to someone outside of the Police Department. For example, allow the complaint to be filed with the Town Attorney's Office. In addition, create an on-line component so that the individual does not need to come to the Town or to print and mail.
4. Community Policing - over time and with the recommendation of the new Town Committee, work to incorporate community policing at some level. The public should be involved in this discussion, including how they would like to see it incorporated.
5. Work with law enforcement agencies throughout Rockland County to expand on the model of a medical professional responding to someone in a mental health crisis; incorporate the work of BHRT with the New Jim Crowe and fund, as needed, to accomplish and expand on the current level of services.
6. Diversification in the Orangetown Police Department is something that both the past and current Orangetown Police Chiefs, as well as the Town Board, have identified as a priority for the overall health, success and wellbeing of the Department. While recruitment steps have been taken, the limitations of the Civil Service Laws and Rules has stifled efforts at hiring a more diverse police force. I recommend the Town Board work with Rockland County Personnel on alternatives for hiring off a Town list, such as hiring off a County list, as a means to expand the applicant pool.
7. Review the process currently in place for conducting background checks for new hires, specifically the social media investigation, and determine if the process can be improved (such as hiring a professional company to perform a more advanced search).