



**Village of Piermont Police Department
Reform and Collaborative Plan**

**NEW YORK STATE
POLICE REFORM
AND REINVENTION
COLLABORATIVE**

Introduction

The Village of Piermont developed this Police Reform Plan in response to Governor Andrew Cuomo's Executive Order 203. The Village and its police department utilized a public meeting and numerous stakeholders meetings to seek public input on how the department could better serve the community. Through these meetings we saw that the police department was serving the needs of the community overall but there was some areas that the department could improve upon.

The stakeholders for our committee were the Chief of Police, Mayor, school officials, Public Defenders Office, Piermont Chamber of Commerce President, Religious leaders, District Attorney's Office, representative from the National Association for the Advancement of Colored People, Director of the Police Athletic League, Piermont Police Benevolent Association and village residents.

The Piermont Police Department provides 24/7 coverage to the village. There is eight full time officers, four part time officers and one civilian employee. The rank structure of the department includes a Chief, Sergeant, Detective and Patrol officers. During our patrols we utilize marked patrol vehicles and unmarked patrol vehicles. Our department currently has many community outreach programs such as our Police Athletic League, Hope not Handcuffs, Child Safety Seat Inspections, internships with local college, and holiday food drives. Our main interactions with the public are from responses to call for service, response to medical emergencies and traffic enforcement. Below is our village demographics:

Statistic	Piermont	New York	National
Population	2,565	19,453,561	328,239,523
Population density (sq mi)	3,805	413	91
Median age	50.8	38.2	37.7
Male/Female ratio	0.9:1	0.9:1	1.0:1
Married (15yrs & older)	55%	52%	55%
Families w/ Kids under 18	30%	43%	43%
Speak English	80%	70%	79%
Speak Spanish	3%	15%	13%

Piermont Population Breakdown By Race

Race	Piermont	New York	National
White	81.52%	64.31%	73.35%
Black	3.55%	15.60%	12.63%
Asian	9.55%	8.12%	5.22%
American Indian	0.00%	0.38%	0.82%
Native Hawaiian	0.00%	0.04%	0.18%
Mixed race	3.20%	2.93%	3.06%
Other race	2.18%	8.62%	4.75%

In Piermont, 6.2% of people are of Hispanic or Latino origin.

Please note: Hispanics may be of any race, so also are included in any/all of the applicable race categories above.

Pursuant to the process initiated in the Village of Piermont as per the mandates set for the New York State Executive Law 203, the following is our plan of action. The implementation process has already begun and will continue until all aspects of this plan have been implemented.

Item 1: Expand Training

- Increase the annual in-service training to include training in principled policing, procedural justice, implicit bias, and issues facing underserved communities.
- Continue to provide officers with training on improved tactics and safer ways to interact with subjects, including several forms of de-escalation.
- Provide further mental health awareness and interaction training.
- Provide joint training between officers, social workers, and mental health workers.
- Officers will be completing daily training through Lexipol.

Item 2: Personnel Complaint Process/Internal Accountability

- Establish a general order that guides the complaint process.
- Add the complaint form to the village website.
- New complaint policy will encourage officers to report misconduct and protect officers who file these complaints.

Item 3: Strengthen Community Relations

- Increase visibility of officers through foot patrols.
- Officers to attend more school events and conduct weekly school checks to establish effective relationships with school population.
- Establish more connections with local organizations such as the Rockland Pride Center.

Item 4: Use of Force Policy Update

- Department policy to meet state and federal guidelines.
- Items to be added to policy:
 - Chokehold ban.
 - Duty to intercede and report.
 - Alternative tactics- De-escalation.
 - Shooting at moving vehicles.
 - Medical response for arrestees.
- Update use of force report form.
- At least an annual use of force analysis.

Item 5: Recruitment and Hiring

- Establish recruitment and selection policy.
- Expand outreach through partnerships with community groups.

Item 6: Additional Recommendations and General Orders Updated or Added

- A complete review of all general orders was completed during this process. Below are some of the general orders that will be updated or added:
 - First Amendment Demonstrations.
 - Victim and Witness Assistance.
 - Communications with Persons with Disabilities.
 - Bias- Based Policing.
 - Public Recording of Law Enforcement Activity.
 - Chaplains.
 - Community Relations.
 - Crisis Intervention Incidents.
- Speak to the Rockland County Department of Health regarding expanding their Behavioral Response Team to better serve the community needs.
- Traffic Safety Committee Meetings to discuss the needs of the community.