

# POLICE REFORM

Youngstown Police Department

## Police Draft

In compliance with NYS Governor Andrew Cuomo's Executive Order 203, issued on June 12, 2020, the New York State Police Reform and Reinvention Collaborative for the Youngstown Police Department has developed the following plan.

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## **PREFACE**

In compliance with NYS Governor Andrew Cuomo's Executive Order 203, issued on June 12, 2020 ([See Figure 1](#)), the New York State Police Reform and Reinvention Collaborative for the Youngstown Police Department has developed the following plan. This plan includes a comprehensive review of current police strategies, policies, procedures, and practices for the purposes of addressing the particular needs of the communities being served. The executive order requires each local government to adopt a policing reform plan by April 1, 2021.

A comprehensive plan is also to be reviewed by community stakeholders who will provide input in areas of evidence based policing strategies.

Once this plan has been created in conjunction with community stakeholders, it shall be offered for public comment to all citizens. Upon completion of the review and comment, the plan will be presented to the local legislative body to be ratified and adopted by local law or resolution.

## **Mission Statement**

The mission of the Village of Youngtown Police Department is to provide the highest level of service through partnership which builds trust with the community, safeguards life and property, preserves the peace, enforces the law, protect the rights of all citizens and to enhance the quality of life in the community.

## **Vision Statement**

Our vision of a police department is one that values the community it serves and its employees. Our commitment is to the community, to serve with compassion and integrity when enforcing the laws and maintaining the peace. With our partnership with the community we can build trust and provide a safe community for the citizens.

## DEPLOYMENTS

### **Patrol Division**

The Patrol Division is the most visible component of the Youngstown Police Department. There are a total of 15 sworn police officers working within a part time status. The bulk of these sworn officers conduct patrol functions. The Patrol Division provides patrol services to the village. They also assist the adjacent police departments as needed. The Village of Youngstown resides in the Town of Porter.

Patrol cars are deployed based on several factors. Multiple cars can be deployed to busy service areas or utilized for special assignments. At a minimum, one patrol car is assigned to one 8 hour shift per day. A second car is assigned to areas or a shift where there are a larger number of calls for service which require additional manpower to handle or special events that require more manpower.

It is not uncommon during the warmer months to see officers patrolling on bicycles. Some members of our Patrol Division are certified bike patrol officers also. Bicycles allow us the opportunity to patrol small community areas as well as the various bike paths throughout the county.

Patrol Officers can also receive training on the operation of ATVs. We utilize ATV patrols to help the community during village events. They are also a very valuable search and rescue tool.

## **STRATEGIES**

The Village of Youngstown Police Department utilizes several strategies to effectively provide law enforcement services to our community. Many of those strategies are not only directed at targeting crime, but are also developed to ensure the community has the necessary resources offered by the police department. YPD believes in transparency and sharing as much information as possible with the public. It has always been our goal to work together with the community to provide better service and promote public safety.

## **Community Policing**

The Youngstown Police Department has a long tradition of proud service to the citizens of the Village of Youngstown. We take great pride in engaging with the community while increasing our transparency. The Police Department always puts the needs of the community first. We invite the community to work together with us to make the village a safe place to live, work and play. Our members can frequently be seen at community events.

We always seek new ways to partner with our community. The Youngstown Police Department recognizes that community participation and assistance are crucial for maintaining public safety and being responsive to the needs of the community.

**Victim Assistance Unit \*\*PROVIDED THROUGH THE NIAGARA COUNTY SHERIFF OFFICE\*\***

The Niagara County Sheriff's Office Victim Assistance Unit (VAU) employs five full-time Crime Victim Advocates to assist crime victims throughout Niagara County. The VAU's primary mission is to provide comprehensive, specialized services that are tailored to the specific needs of victims of sexual assault, domestic violence, child abuse (both physical and sexual), surviving family members of homicide victims, assault, robbery, DWI, arson, elder abuse, human trafficking and property crimes. The Victim Assistance Unit does not discriminate on the basis of race, color, national origin, sex, sexual orientation, gender identity, disability, age, immigration status or having a criminal record.

The VAU has been providing comprehensive direct services to crime victims in Niagara County since 1989. The advocates work as a liaison between the victim and law enforcement and the District Attorney's Office to make the criminal justice process easier to navigate. The VAU has continuously met these needs by offering:

- Outreach to explain VAU services and Office of Victim Services (OVS) compensation. OVS offers compensation for medical expenses, counseling

expenses, funeral costs, loss of wages, and essential personal property to eligible crime victims.

- Home/hospital/off-site visits (to assist in filing OVS compensation claims, supportive counseling and follow up services)
- Transportation and accompaniment to police interviews, court proceedings and medical examinations at the Child Advocacy Center (CAC), criminal justice support and advocacy
- Referrals to appropriate service providers
- Advocacy on the victim's behalf with other agencies such as OVS, courts, law enforcement, District Attorney's Office, insurance companies, medical providers, and employers, etc.
- Crisis intervention provided at the crime scene or hospital (24 hour on-call availability)
- Telephone and in-person crisis counseling

The VAU directly serves all ten of the police agencies within Niagara County (Niagara County Sheriff's Office, Lockport Police Department, North Tonawanda Police Department, Niagara Falls Police Department, Town of Niagara Police

Department, Middleport Police Department, Lewiston Police Department,  
Youngstown Police Department, Somerset Police Department and Barker Police  
Department), the District Attorney's Office, and four local hospitals.

## **Targeted Patrol Enforcement**

The Patrol Division at the Youngstown Police Department not only responds to calls for service, but also provides proactive patrolling as a deterrent to crime. These efforts can also lead to the interruption of crimes in progress. When not responding to service calls, officers are encouraged to patrol their area of responsibility to look for suspicious activity. Marked patrol cars are often responsible for covering the village.

We utilize targeted and directed enforcement to combat problem areas. We receive complaints from the public regarding traffic concerns regularly. Those concerns are passed to the Patrol Division for increased enforcement efforts.

Officers are also directed to patrol problem areas or high crime areas. These identified areas, called hot spots, receive additional patrol activities and additional manpower to deter crime.

## **Social Media**

The Youngstown Police Department has found great value in Social Media. Currently, the police department utilizes Facebook. This outreach tool has proved to be invaluable with regard to connecting with residents of the village.

Social Media is used to push out press releases, photos of officers out in the community, crime and safety tips, missing children, recruitment, and highlight events that are occurring throughout the village. Most importantly, the use of social media has allowed our agency to be transparent in all we are involved in. We allow for community interaction on our pages and use feedback as a way to evaluate the needs of our community.

**OffenderWatch® \*\*This is provided by the Niagara County Sheriff Office\*\***

The Niagara County Sheriff's Office utilizes OffenderWatch®, the nation's leading registered sex offender management and community notifications tool. The Sheriff's Office utilizes OffenderWatch® to manage and monitor the whereabouts, conduct and compliance status of registered sex offenders in Niagara County. This program provides the most accurate and timely information which is available on our website at [www.NiagaraSheriff.com](http://www.NiagaraSheriff.com) by clicking the Sex Offender button located on our homepage.

There is no greater responsibility than protecting our children. The Sheriff's Office dedicates a deputy sheriff to this program who oversees and regularly monitors sex offenders to ensure they are in compliance. Furthermore, the Sheriff's Office works closely with school districts throughout Niagara County to communicate information about offenders who reside in that community.

A unique tool that OffenderWatch® offers our community is the ability to receive notifications via email or text message regarding sex offenders who reside in Niagara County. Signing up is not only easy, but free and can be done through our website.

## **POLICIES AND PROCEDURES**

As part of this endeavor, the Youngstown Police Department reviewed the policy and procedural manual to determine if any changes were necessary. The below policies were particularly reviewed as they relate to the police reform initiative.

## **Use of Force**

The use of force by any member of the Youngstown Police Department is governed by NYS Penal Law Article 35 which provides for the justification of such force. The policy of Youngstown Police Department is more restrictive than the regulations established by NYS law.

One change to be made to the Youngstown Police Department policy regarding use of force was to ban chokeholds as a method of gaining control, although the use of chokeholds has never been taught to any member of the department. Chokeholds have long been removed from training curriculums and are not a matter of practice for today's law enforcement officers.

The Youngstown Police Department is obligated to report specific use of force incidents to the DCJS repository if they meet certain criteria. The criteria include: the use of a chemical agent (pepper spray), the use of a firearm, the use of an electronic control weapon (Taser), the use of a chokehold, or any force which resulted in death or serious bodily injury as defined by the NYS Penal Law. Prior to NYS requiring the reporting of use of force incidents, the Youngstown Police Department regularly reported use of force incidents to the FBI for statistical gathering.

The Youngstown Police Department recognizes a Use of Force Continuum as a guide to navigate officer actions. ([See Figure 2](#))

Any use of force incident by any police officer is thoroughly reviewed by an administrative team to determine whether the force used was appropriate, justified, and authorized by law and policy.

### **Professional Standards**

The Youngstown Police Department is committed to ensuring the proper conduct of our officers. It is the policy of the Youngstown Police Department to thoroughly investigate any complaint made against any member of department.

### **Recruitment, Selection, and Appointment**

It is the policy of the Youngstown Police Department to recruit and select the highest caliber of police officer candidates for the position of Police Officer. The department will hire qualified candidates utilizing fair and impartial recruitment practices which do not discriminate on the basis of sex, race, creed, color, age, religion, ethnic or national origin or physical impairment. The Youngstown Police

Department is an Equal Opportunity Employer and shall maintain policies and procedures to ensure this result.

A thorough background investigation will be conducted on each person on the eligibility list by members of the department. Candidates must complete and submit a background questionnaire and they will be fingerprinted and photographed. The background investigation will include, but not be limited to, investigation into the candidate's residence, family, education, military background, previous employment history, social contacts, physical and emotional health, credit history, organizations and affiliations and motor vehicle and criminal history inquiries.

Candidates successfully completing the recruitment process and background investigation will be required to take part in an oral interview conducted by the Chief. The oral interview will employ a set of uniform questions and the results obtained will be recorded on standardized forms. The pre-appointed candidate will be required to submit to a test to determine substance use/abuse. The Youngstown Police Department also engages in recruitment procedures in an effort to attain and maintain a ratio of minority group employees in approximate proportion to the makeup of the Village of Youngstown and aggressively recruits women and minority members to become Youngstown Police Officers.

## **Discrimination**

It is the policy of the Youngstown Police Department that no person may use race, ethnicity, color, national origin, ancestry, religion, disability, gender, gender identity, sexual orientation, marital status, parental status, military discharge status, financial status, or lawful source of income in the course of their duties.

## **Affirmative Action**

It is the policy of the Youngstown Police Department to provide equal employment to all people without regard to race, color, sex, religion, age, national origin, disability, or Veteran Era Veteran status. The Youngstown Police Department goal is to encourage minorities and women to apply for departmental positions and to assist them in attaining supervisory status when time and rank permits. This policy is also designed to increase the overall effectiveness and vitality of the criminal justice system. The Youngstown Police Department is committed to keeping Affirmative Action Considerations an integral part of all agency activities performed in the furtherance of our mission and in meeting our responsibilities to the citizens.

## **Training**

The Youngstown Police Department has long been committed to providing the best training possible for our police officers so they can deliver the best service to the community. At a minimum, police officers must receive twenty-four hours of inservice training each year in the areas of Use of Force, Firearms, and Legal Updates. All training is conducted by NYS certified instructors.

## **Performance Evaluations**

It is the policy of the Youngstown Police Department to recognize the value of our employees and to stimulate them to excellence by evaluating their performance, recognizing their abilities and strengths and documenting their deficiencies.

Supervisors of the Youngstown are required to conduct annual evaluations of their subordinates. Performance evaluations assist in the administration of the personnel performance system, principles of which includes retaining employees on the basis and adequacy of their performance, correcting inadequate performance, and dismissing employees whose inadequate performance cannot be corrected.

## **Discipline**

Members of the Youngstown Police Department who violate any federal, state, or local laws or ordinances, or who violate the Rules and Regulations of the Youngstown Police Department are subject to disciplinary action up to and including termination.

Any member whose employment is terminated for cause or who chooses to resign prior to facing disciplinary charges is subject to a decertification process by NYS law. When this occurs, the agency must notify DCJS who maintains the police officer registry and submit paperwork to remove the officer's certification.

## **Handling Complaints**

It is the policy of the Youngstown Police Department that every complaint that can be properly resolved by the Patrol Division should be so handled without regard to race, ethnicity, color, national origin, ancestry, religion, disability, gender, gender identity, sexual orientation, marital status, parental status, military discharge status, financial status or lawful source of income. Exceptions to this policy shall be limited to those complaints where efficiency demands specialized assistance such

as cases which require extensive investigation, both in time and expertise for their solution or by their inherent nature, necessitate investigation by a separate division

## **Investigating Hate Crimes**

It is the policy of the Youngstown Police Department to employ the necessary resources and necessary law enforcement action to identify and arrest hate crime perpetrators. Any acts or threats of violence, property damage, harassment, intimidation or other crimes motivated by hate and bias and designed to infringe upon the rights of individuals are given a high priority by the Youngstown Police Department.

## **Patrol Procedures**

Patrol Officers are assigned to specific patrol areas on a daily basis. Patrol Officers will perform their duties and conduct themselves at all times in a professional, courteous, polite and efficient manner.

## **Prohibition Regarding Racial Profiling and Other Bias Based Policing**

The Youngstown Police Department expressly prohibits racial profiling or other bias based policing. The Youngstown Police Department is committed to observing, upholding, and enforcing all laws relating to the individual rights of all persons. Members will respect and protect each person's human rights and comply with all laws relating to human rights. In addition to respect for those human rights prescribed by law, members will treat all persons with the courtesy and dignity which is inherently due to every person as a human being. Members will act, speak, and conduct themselves in a professional manner and maintain a courteous attitude in all contacts with the public. It is a fundamental duty of every member to be vigilant in the investigation of unusual or suspicious occurrences, detect violations of the law, safeguard lives and property, guarantee all persons fair and equal treatment under the law, and ensure that the rights of all persons are protected. In meeting these duties, the Youngstown Police Department remains committed to working actively with the community. Members are expressly prohibited from engaging in racial profiling or bias based policing activities. Members making routine or spontaneous law enforcement decisions, such as investigatory stops, traffic stops and arrests, may not use race, ethnicity, color,

national origin, ancestry, religion, disability, gender, gender identity, sexual orientation, marital status, parental status, military discharge status, financial status, or lawful source of income, except that officers may rely on the listed characteristics in a specific suspect description. Members must be able to clearly articulate the specific police or public safety purpose of any traffic or other stop. Members will immediately report any observed violations of the policies and procedures established under this directive to a supervisor.

### **Professional Conduct**

It shall be the policy of the Youngstown Police Department to investigate fully complaints against the office and its members. It shall also be the policy of the Youngstown Police Department to reach a prompt resolution of such complaints or allegations, after an objective and impartial investigation, in order that while maintaining the credibility and integrity of the Youngstown Police Department, the public will be assured that police misconduct will not be tolerated, but at the same time provide a mechanism through which a member, unjustly accused, can be vindicated.

## **PRACTICES**

As part of our collaborative process, the Youngstown Police Department reviewed all current practices throughout our divisions to ensure standards of New York State Police Reform Collaboration.

## **Niagara County Law Enforcement Academy**

One of the most important requirements of any police officer is training. The Youngstown Police Department has always been committed to providing the most highly trained police officer. This commitment begins at the Niagara County Law Enforcement Academy or any other New York State accredited Law Enforcement Academy.

The training required of a police officer is mandated by the NYS Division of Criminal Justice Services (DCJS). DCJS has established the Municipal Police Training Council (MPTC) to define the standards for training throughout NYS. Prospective police officers are required to attend an accredited law enforcement academy. The Niagara County Law Enforcement Academy trains all police officers and deputies from all across Western New York.

The Niagara County Law Enforcement Academy is a premier law enforcement training program. Through its partnerships with both private and public entities, they are able to administer the highest level of training available to law enforcement agencies across Western New York.

Training is one of the most important and vital functions of any law enforcement agency. The Basic Course for Police is often considered to be the

most important learning experiences that a police officer completes during his or her career.

The Basic Course for Police has undergone a continual evolution since it was first established on July 1, 1960. It originally consisted of a minimum of 80 hours of instruction in specific areas. Today, the Basic Course for Police consists of a minimum standard of over 700 hours that is established through the New York State Municipal Training Council (MPTC). The Directors at the Niagara County Law Enforcement Academy as well as New York State Department of Criminal Justice Services routinely reviews the content of the Basic Course for Police Officers to ensure that the material remains relevant to criminal justice issues and best prepares officers to serve their communities. Today's Basic Course for Police Officers covers a wide range of topics including, but not limited to, Ethics & Professionalism, Cultural Diversity, Bias Related Incidents, Professional Communication, Persons with Disabilities, Crisis Intervention, Use of Physical Force & Deadly Force, Active Shooter Response and Decision Making. Today's police recruits are also mandated to complete numerous Reality Based Training Scenarios to better prepare them for the situations they will encounter on the job.

More often than not, the Niagara County Law Enforcement Academy exceeds the minimum standard number of hours during the Basic Course for Police. Additional time is allocated in critical areas of instruction such as Emergency Vehicle Operation, Firearms, Reality Based Training, Officer Wellness and Response and Investigative Skills.

As previously mentioned, the Niagara County Law Enforcement Academy routinely reviews course curriculums to ensure compliance and up to date training. To remain in compliance with New York State Executive Order 203, The Niagara County Law Enforcement Academy has made changes to the Defensive Tactics Curriculum for the Basic Course for Police. This legislation establishes criminal penalties for the use of a chokehold by a police or peace officer causing serious physical injury or death. New York State Division of Criminal Justice Services (DCJS) and Office of Public Safety (OPS) issued a training advisory to all law enforcement academies and defensive tactics instructors outlining the necessary trainings. Per Municipal Police Training Council directives, defensive tactics training objectives and sections related to neck restraints have been discontinued, effective immediately.

The Niagara County Law Enforcement Academy has a great partnership with all law enforcement agencies throughout Niagara County. Each year, the

Academy holds a roundtable discussion with stakeholders regarding current training trends. In addition, Academy directors are able to share information that is received through both New York State Department of Criminal Justice and the New York State Municipal Training Council to ensure stakeholders are in compliance with new laws and regulations and to adequately plan and prepare for any upcoming changes.

In addition, the Niagara County Law Enforcement Academy has updated the curriculum for Defensive Tactics reflecting Part 4 Section J, specifically discontinuing objective #21 which demonstrates the mechanics of a shoulder pin restraint, and discontinuing instruction of the Neck Restraint (Pages 4J 26-29).

### **Field Training Program**

A police officer's training does not end upon graduation from the academy. They are then required to complete an extensive and elaborate Field Training Program administered by certified training officers within the agency. The Youngstown Police Department has a Field Training Program where new recruits receive supervised training by a certified Field Training Officer (FTO).

Recruits shadow a FTO to ensure they are following proper policy and procedure and are meeting expectations of the Chief and mission of the department.

In 2020, the Field Training program introduced a policy sign off sheet which allows the Field Training Officer to track and monitor current policy and procedures that the new recruit has reviewed. This addition will ensure that the Field Training Officer has properly taken the time to read through each directive with the new recruit so they have a good working knowledge of what is expected from them.

## **Department Training**

A police officer's training is never complete. Law Enforcement officers are continuously learning new techniques and new methods of policing. They are required to keep abreast of legal changes annually.

In-service training is a critical standard. It requires that all sworn personnel, receive at least 24 hours of in-service training annually. This includes, at a minimum, firearms training, legal updates, a review of use of force and the use of deadly force. The training requirements at the department exceeds these minimum standards.

In addition, the department supervision regularly reviews training opportunities to further the education and certifications of personnel. As trainings are identified, members can submit a request to attend. Efforts are made to seek out relevant trainings which allow attendees to share this information through train the trainer opportunities.

The Youngstown Police Department routinely utilizes a method of training called Reality Based Training (RBT). This is a scenario based training which allows officers to react to the situation as it is occurring. The scenarios are scripted to achieve the desired training outcomes. Following the completion of each scenario, instructors provide immediate feedback to the student on their performance.

## **Less Lethal Options**

The Youngstown Police Department believes in giving officers the proper tools to ensure their safety and that of the public. The goal to resolve any interaction is to use the least amount of force possible to control the situation. While officers are required to carry a service weapon, often times the most valuable tools available to them are their less lethal options. Every Officer is issued pepper spray, also referred to as Oleoresin Capsicum (OC). OC spray is

designed to be applied to a subject's facial area to cause a burning sensation. Exposure to OC spray allows the officer to assist in gaining control of a combative subject. Immediately following exposure, officers are required to ensure proper medical treatment is provided to a subject. It should be noted that officers are also required to become exposed to OC spray in order to be certified to carry it. Another valuable less lethal option is a Conducted Electrical Weapon (CEW), often referred to as a Taser. The CEW is designed to deliver electrically charged probes into a combative subject in an effort to incapacitate the neuromuscular system. The CEW has proven to be an effective tool for combative subjects. Studies have shown that the use of the CEW decreases the potential for injury to both the subject and the officer. It should also be noted that officers are required to be exposed to the CEW prior to being certified to carry it and are also required to receive training on the weapon annually. Per policy, officers are required to provide medical care to any subject who has been exposed to the CEW.

### **Use of Force Review Process**

Although the significant majority of arrest made by the Youngstown Police Department are made without incident, on occasion it becomes necessary for officers to use authorized and justified force to resolve a situation. As mentioned

earlier, all force situations by YPD are governed by departmental policy as well as New York State Law. The Youngstown Police Department closely examines all use of force incidents by department personnel. Officers using force are required to complete departmental reports and collect all pertinent information. Once those reports are completed, their supervisor must review the incident to determine if the amount of force used was authorized under NYS law, department policy, and current training standards.

The Youngstown Police Department retains all use of force incidents permanently. This serves as an additional measure of checks and balances.

The Youngstown Police Department is required by NYS to report certain types of force incidents to the DCJS portal system. Any force involving the use of pepper spray, the deployment of a CEW, the discharge of a weapon, or any incident that causes serious bodily injury must be reported.

## **Community Outreach**

The Youngstown Police Department has a long standing tradition of volunteering with different community organizations. This exemplifies our commitment to maintaining relationships within the community and getting to know the visitors and residents we proudly serve.

## **Youngstown Police Department** **COMMITMENTS**

The Youngstown Police Department remains committed to ensuring the safety and security of all citizens and visitors of the village. This commitment is part of our Vision – *“Our commitment is to the community, to serve with compassion and integrity when enforcing the laws and maintaining the peace.”* We at YPD are committed to effecting positive change in our relationships with the community we are so proud to serve.

## **Recruitment**

While we have always looked for new ways to improve our recruitment efforts, we are seeking new and innovative ways to ensure the recruitment of quality minority candidates to improve diversity in our agency. We are hoping to attract youth to careers in law enforcement through our expanded community efforts. Additionally, we are looking to educate perspective candidates on the sought after qualities of law enforcement officers.

Youngstown Police Department is working with the Lewiston Porter High School to assist high school candidates with interests in joining law enforcement. We will be initiating classes for youth so they can understand the process of getting into a law enforcement career. We are also working with Niagara County Community College (NCCC) and Niagara University (NU) to further assist students with getting information with in law enforcement careers. We plan to expand our RIDE ALONG Program to a Field Study Class Program that can be utilized by NU and NCCC. NU currently hosts our Pre-Employment Police Academy so applicants can become certified police officers.

**LEAD \*\*Provided by Niagara County Sheriff Office\*\***

NCSO is currently implementing the LEAD program within their office. Youngstown Police Department will approach the Sheriff's Office to partner with this initiative to give the YPD Officers the ability to utilize this resource from the Sheriff Office. Below the Sheriff Office outlines the program.

As discussed previously, the Niagara County Sheriff Office is pleased to partner with Niagara County Mental Health to begin training our members in the Law Enforcement Assisted Diversion (LEAD) program. This program will allow our officers to utilize discretion for low level arrests and encourage offenders to participate in necessary treatment programs in lieu of criminal charges. We anticipate having the majority of our officers trained by the end of 2020.

In addition to the LEAD program, the Sheriff's Office will be partnering with Niagara County Mental Health to participate in a Quick Response Team to address overdose problems occurring in the county. The Quick Response Team will respond to overdose victims and assist them with treatment planning immediately.

## **CIT/De-escalation \*\*Training Provided by Niagara County Sheriff Office\*\***

Youngstown Police Department is committed to providing their officers with training to better serve the community as a whole. The environment we serve is ever changing and the calls to service can rapidly evolve. Our officers need to have the ability to alter their responses based on each situation they face. When dealing with calls involving mental health and drug overdoses, the officers have to rely on their training and ability to recognize the mental states of the persons they encounter. The Youngstown Police Department is committing to provide their officers with the Crisis Intervention TEAM training that the NCSO has developed and is currently utilizing with their deputies. Below explains the program the NCSO has developed and the training they are offering to other agencies in the area.

The Sheriff's Office has experienced much success since the inception of our Crisis Intervention Training (CIT). Our goal is to expand the training opportunities to more deputies and correction officers. We will continue to

expand upon this important program to meet the needs of our communities.

Members of the Sheriff's Office will also continue to engage in deescalation training programs. We are currently in the process of rolling out additional deescalation training and empathy training. We have recently purchased a product which allows us to utilize Virtual Reality (VR) training to place officers in real life situations. The VR training will enhance officer's abilities to recognize members of the community who are experiencing mental health situations. Additional scenarios continue to be developed and will be implemented as they become available.

In addition to our expanded CIT training, we also continue to evaluate and expand the training our officers received in Disability Awareness. We have enjoyed a great partnership with a local professor who has helped our disability awareness program grow over the years. We are able to offer this training during our law enforcement academy as well as through in-service training with the use of certified instructors.

The CIT Training will be expanded to NCSO Dispatchers as well to assist them with proper mental health call screening. These trainings will have specific components directed at contact with veterans.

## **Use of Force Review**

The review process involving force incidents is imperative to our core functions. While this process will continue, we will also look to increase our transparency with the community by sharing statistical data. We will utilize our website ([youngstownnewyork.us](http://youngstownnewyork.us)) to share information regarding our force incidents with the public.

We are also committed to ensuring that we monitor use of force incidents involving our members to ensure there are no disparities amongst members of certain races. For calendar year 2020, our officers have not had to report any incidences with Use of Force. Our officer's interactions with the public have occurred without incident.

## **“Town Hall” Meetings / Community Interaction Meetings**

The Youngstown Police Department regularly attends the Village Board meetings which are held bi-monthly. The Police Department will provide timed sessions during selected village meetings to have a “Town Hall” style interaction to allow the community to express themselves to the police. These meetings allow our agency to communicate information about programs and services

offered through the police department. In addition, these meetings have and continue to be a great way for the police department to obtain valuable feedback from the community.

The Youngstown Police Department understands that the community would like to have time to interact with the officers that serve the community. The police department commits to have one on one meetings with the public on a monthly basis. These meetings will allow citizens to meet officers during library hours, the time frames will be set up and scheduled once pandemic restrictions have lifted.

### **Continuous Reform Evolvement**

We will continue to engage with our selected reform committee periodically to update them on progress and seek regular input and feedback. Once we have completed the reform process, we are going to establish measurement tools to verify that our new procedures are functioning properly.

## **GOALS AND MEASUREABLE OBJECTIVES TO POLICE REFORM**

The following outlines the goals and measurable objectives for the Youngstown  
Police Department:

## **Goal**

### **#1**

**Crisis Intervention TEAM training for all officers at the Youngstown Police Department.**

#### **STRATEGIES:**

##### ***Objective 1:***

Require mandatory ongoing in-service CIT (Crisis Intervention TEAM) training annually to all officers.

Expected completion date: 12/31/2021 (Ongoing)

#### **COMMUNITY PARTNERS:**

Niagara County Sheriff Office, Niagara County Law Enforcement Academy (NCLEA)

## **Goal**

### **#2**

**Reach out to all local schools to offer information meetings to students about law enforcement careers. Develop a program to review with the students based on law enforcement careers and options for all students to get the resources needed to start a career in law enforcement.**

#### **STRATEGIES:**

##### **Objective 2:**

Develop relationship with local schools and develop a program with NCLEA to provide students with information about starting careers in law enforcement.

Expected completion date: 12/31/2021 (Ongoing)

#### **COMMUNITY PARTNERS:**

Niagara University, Niagara County Community College, Lewiston Porter High School, Niagara Wheatfield High School, Niagara Falls High School, Niagara County Law Enforcement Academy (NCLEA)

## **Goal**

### **#3**

**Develop a community based program that allow the citizens to interact with the police officers one on one or in a meeting setting.**

#### **STRATEGIES:**

##### **Objective 3:**

Utilize the village library to schedule meeting time monthly for an officer to be available to speak with residents of the community.

Expected completion date: 12/31/2021

#### **COMMUNITY PARTNER:**

Village of Youngstown Residents

## **Goal**

### **#4**

**Regularly review the use of force incidences to determine if there are force irregularities based on race. Review the policies for use of force to ensure policies are meeting and exceeding the NYS Standards. Incidences involving Use of Force transparency for the public to review.**

#### **STRATEGIES:**

##### **Objective 4:**

Review incidences involving the use of force and determine all factors and totality of the incident fall within our department polices on use of force.

Expected completion date: 12/1/2021

#### **COMMUNITY PARTNERS:**

Village of Youngstown Residents

## **Goal**

**#5**

**Utilize the Niagara County LEAD (Law Enforcement Assisted Diversion) Program.**

### **STRATEGIES:**

#### **Objective 5:**

Develop a relationship with the NCSO to utilize the LEAD program.

Expected completion date: 12/31/2021 (Ongoing)

### **COMMUNITY PARTNERS:**

Niagara County Sheriff Office, Niagara County Mental Health

## **Conclusion**

The Youngstown Police Department is an agency comprised of highly trained men and women who are service oriented and reflect the ideals consistent with our mission, to provide the finest and most professional public safety services to the residents and visitors of the Village of Youngstown.

In addition, we are committed to working in unison with the community and other law enforcement agencies and demand of ourselves the highest standards of honesty and integrity as we uphold all laws for which we are responsible.

The Youngstown Police Department recognizes the importance of public safety throughout our community. We are committed to utilizing all resources available in order to ensure the safety of our citizens. We will continue to work closely with our partners in law enforcement as well as the community to ensure that the Village of Youngstown remains a great place to live, work and play.

# Appendices

## Definitions

**BMP** – Bureau of Municipal Police

**CIT** – Crisis Intervention Training

**DCJS** – Division of Criminal Justice Services

**FTO** – Field Training Officer

**LEAD** – Law Enforcement Assisted Diversion

**MPTC** – Municipal Police Training Council

**NCLEA** – Niagara County Law Enforcement Academy

**NCSO** – Niagara County Sheriff's Office

**NY-Alert**- Platform to receive critical information and emergency alerts

Figure 1



No. 203

**EXECUTIVE ORDER**

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

**WHEREAS**, the Constitution of the State of New York obliges the Governor to take care that the laws of New York are faithfully executed; and

**WHEREAS**, I have solemnly sworn, pursuant to Article 13, Section 1 of the Constitution, to support the Constitution and faithfully discharge the duties of the Office of Governor; and

**WHEREAS**, beginning on May 25, 2020, following the police-involved death of George Floyd in Minnesota, protests have taken place daily throughout the nation and in communities across New York State in response to police-involved deaths and racially-biased law enforcement to demand change, action, and accountability; and

**WHEREAS**, there is a long and painful history in New York State of discrimination and mistreatment of black and African-American citizens dating back to the arrival of the first enslaved Africans in America; and

**WHEREAS**, this recent history includes a number of incidents involving the police that have resulted in the deaths of unarmed civilians, predominantly black and African-American men, that have undermined the public's confidence and trust in our system of law enforcement and criminal justice, and such condition is ongoing and urgently needs to be rectified; and

**WHEREAS**, these deaths in New York State include those of Anthony Baez, Amadou Diallo, Ousmane Zango, Sean Bell, Ramarley Graham, Patrick Dorismond, Akai Gurley, and Eric Garner, amongst others, and, in other states, include Oscar Grant, Trayvon Martin, Michael Brown, Tamir Rice, Laquan McDonald, Walter Scott, Freddie Gray, Philando Castile, Antwon Rose Jr., Ahmaud Arbery, Breonna Taylor, and George Floyd, amongst others,

**WHEREAS**, these needless deaths have led me to sign into law the Say Their Name Agenda which reforms aspects of policing in New York State; and

**WHEREAS**, government has a responsibility to ensure that all of its citizens are treated equally, fairly, and justly before the law; and

**WHEREAS**, recent outpouring of protests and demonstrations which have been manifested in every area of the state have illustrated the depth and breadth of the concern; and

**WHEREAS**, black lives matter; and

**WHEREAS**, the foregoing compels me to conclude that urgent and immediate action is needed to eliminate racial inequities in policing, to modify and modernize policing strategies, policies, procedures, and practices, and to develop practices to better address the particular needs of communities of color to promote public safety, improve community engagement, and foster trust; and

**WHEREAS**, the Division of the Budget is empowered to determine the appropriate use of funds in furtherance of the state laws and New York State Constitution; and

**WHEREAS**, in coordination with the resources of the Division of Criminal Justice Services, the Division of the Budget can increase the effectiveness of the criminal justice system by ensuring 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

NOW, THEREFORE, I, Andrew M. Cuomo, Governor of the State of New York, by virtue of the authority vested in me by the Constitution and the Laws of the State of New York, in particular Article IV, section one, I do hereby order and direct as follows:

The director of the Division of the Budget, in consultation with the Division of Criminal Justice Services, shall promulgate guidance to be sent to all local governments directing that:

Each local government entity which has a police agency operating with police officers as defined under 1.20 of the criminal procedure law must perform a comprehensive review of current police force deployments, strategies, policies, procedures, and practices, and develop a plan to improve such deployments, strategies, policies, procedures, and practices, for the purposes of addressing the particular needs of the communities served by such police agency and promote community engagement to foster trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of communities of color.

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.

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; and

Such local government shall transmit a certification to the Director of the Division of the Budget to affirm that such process has been complied with and such local law or resolution has been adopted; and

The Director of the Division of the Budget shall be authorized to condition receipt of future appropriated state or federal funds upon filing of such certification for which such local government would otherwise be eligible; and

The Director is authorized to seek the support and assistance of any state agency in order to effectuate these purposes.



BY THE GOVERNOR

A handwritten signature in black ink, appearing to be "Me. C.", written over a horizontal line.

Secretary to the Governor

GIVEN under my hand and the Privy Seal of the  
State in the City of Albany this  
twelfth day of June in the year two  
thousand twenty.

A handwritten signature in black ink, appearing to be "Andrew M. Cuomo", written in a cursive style.

Figure 2

Use of Force Continuum

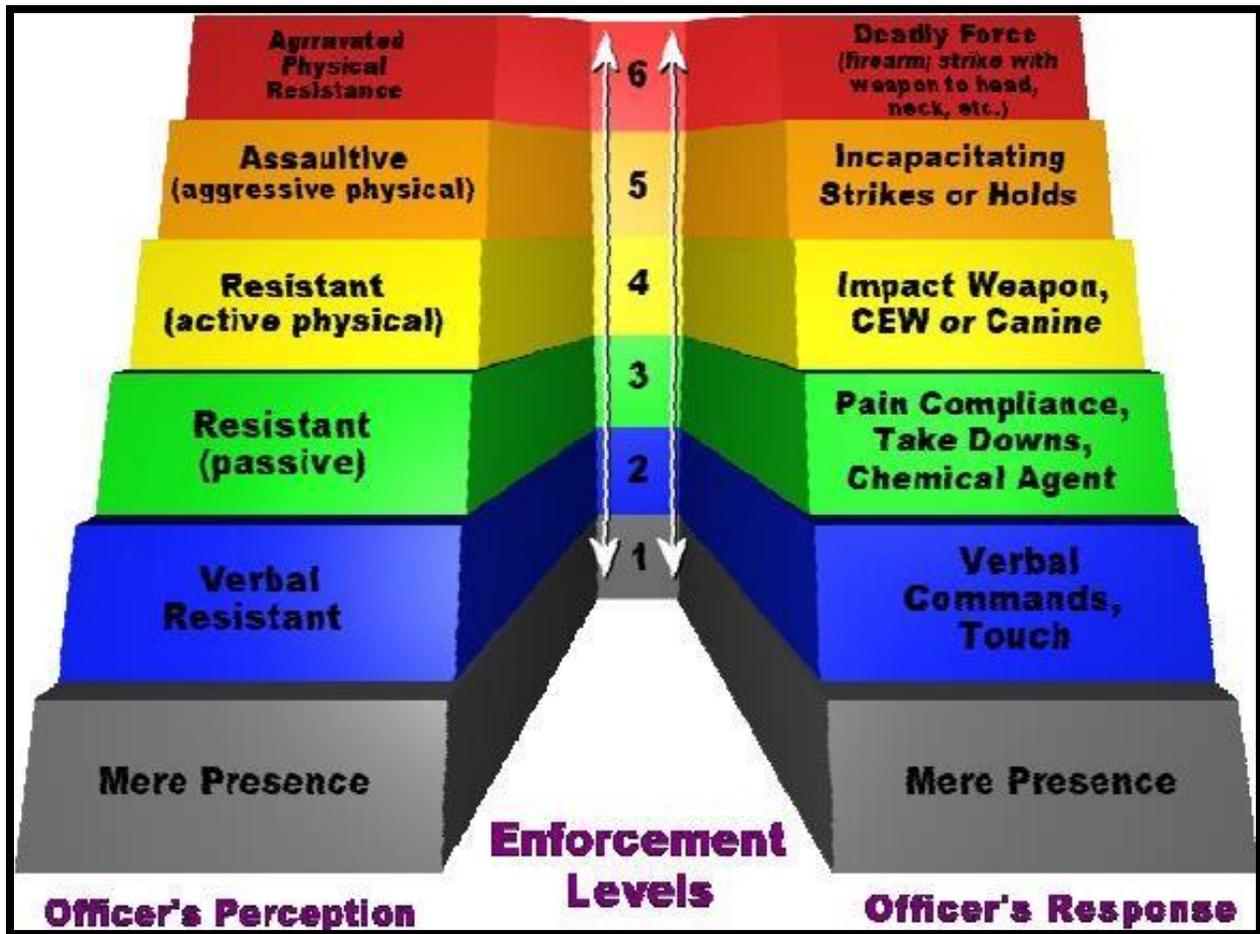
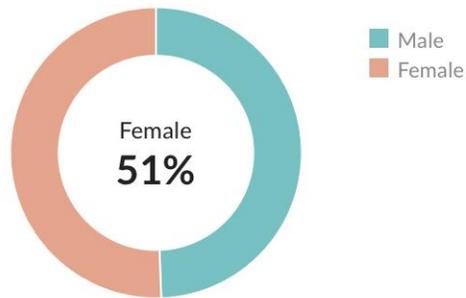


Figure 3

### Village Demographic

#### Sex



[Show data / Embed](#)

#### Race & Ethnicity



\* Hispanic includes respondents of any race. Other categories are non-Hispanic.

[Show data / Embed](#)