



Hastings-on-Hudson Police Reform And Reinvention Collaborative Plan



IMPLEMENTATION EFFORTS AS OF
OCTOBER 31ST, 2021

CHIEF DAVID DOSIN
AND THE HASTINGS POLICE DEPARTMENT

Background



Hastings-on-Hudson Location and Demographics

- ◆ Hastings-on-Hudson is located along the banks of the Hudson River about 20 miles north of Manhattan. It is flanked by the Saw Mill River on the Eastern side of the Village, the city of Yonkers to the south and the Village of Dobbs Ferry to the north. It is part of the Town of Greenburgh.
- ◆ According to the 2020 US Census Bureau data, Hastings-on-Hudson has 8,590 residents (an increase of 9.4% from 7,849 in 2010) with the following make up: “White alone” 74.2%; “Hispanic or Latino” 11.3%; “Asian alone” 5.7%; “Black or African American alone” 2.6%; and “two or more races” 5.5%.

Background



Hastings-on-Hudson Police Department (HPD)

- ◆ HPD is a full-time agency comprised of 21 officers: Police Chief, Lieutenant, four Sergeants, one Detective Sergeant, one Detective, and thirteen Patrol Officers. A Youth Officer, appointed by the Chief of Police from among the officers, handles most juvenile cases. Currently the force has 20 officers due to a recent retirement.
- ◆ HPD has grown in diversity in recent years: as of today, 20% (4 out of 20 officers) self-identify as a woman and 15% (3 out of 20 officers) self-identify as a minority.
- ◆ HPD facilities are located within the Village Municipal Building at 7 Maple Avenue.

Background



Hastings-on-Hudson Police Calls

- ◆ HPD responds to approximately 5,500 calls a year.
- ◆ In 2019 (pre COVID-19), officers responded to 5,667 calls for service: 431 ambulance/aided calls; 313 burglar alarms; 210 fire alarms; 249 suspicious person/vehicle/activity calls; 201 automobile accidents; 126 animal complaints; 104 noise complaints; and 101 wellness checks.
- ◆ In 2019, officers made 135 arrests: of these 69 were DMV arrests; 39 were penal law arrests; and, 27 were juvenile facility arrests.

Police Reform and Reinvention Collaborative Process



HoH Police Reform and Reinvention Collaborative Task Force

- ◆ In September of 2020, the Village began the process of soliciting volunteers to serve on the Police Reform and Reinvention Collaborative Task Force. Over 50 people expressed interest and a diverse group of 25 were invited to become members of the Task Force.
- ◆ By early October, the Task Force was formed. A webpage for the Task Force was created on the Village website to house meeting agendas, minutes, documents, and videos for the public to view.
- ◆ The Task Force held 7 meetings that were all open to the public (October 14 and 28, 2020; November 12, 2020, December 2, 2020, January 2, and 27, 2021, and February 10, 2021) and two Public Fora (November 5, 2020 and December 21, 2020).

Police Reform and Reinvention Collaborative Process



HoH Police Reform and Reinvention Collaborative Subcommittees

- ◆ Subcommittees were formed on the topics deemed most relevant to Hastings-on-Hudson:
 - Equipment & Technology
 - Training
 - Community Policing
 - Youth
- ◆ Each subcommittee produced a set of recommendations which were presented to the Board of Trustees in the Final Plan.

Recommendations: Equipment & Technology



HoH Police Reform and Reinvention Collaborative – Actions Implemented

- ◆ The HPD is currently undertaking New York State Police Accreditation, and policies and procedures with respect to all areas of policing including equipment and technology are being reviewed and updated.
- ◆ The HPD purchased Power DMS Software to track compliance with training requirements, disseminate policies, and expedite the re-accreditation process.

Recommendations: Training



HoH Police Reform and Reinvention Collaborative – Actions Implemented

- ◆ All HPD officers have received their annual training in the following areas: The death of George Floyd/ The Response that might have been; De-Escalation Training; Bias & Racial Profiling Training; Principled Policing / Procedural Justice.
- ◆ Two HPD officers have been certified as De-escalation Instructors, one officer has been certified as a Principled Policing / Procedural Justice Instructor; two officers have been certified as Accreditation Managers; and one officer has been certified as a Community Resource Officer.
- ◆ The HPD Crisis Intervention Team has expanded to 5 officers who are trained in Crisis Intervention.

Recommendations: Community Policing



HoH Police Reform and Reinvention Collaborative – Actions Implemented

- ◆ In May of 2021, the HPD established a Community Relations Post to ensure Officers are out of their cars and interacting with residents at designated times in the morning, afternoon, and evening.
- ◆ Since April 2021, the HPD has offered multiple community events including most recently “Cone with a Cop” on Sept. 21, 2021 (previously there were “Coffee with a Cop” and “Pizza with a Cop” events).
- ◆ The HPD have added a “Leave a Comment” button on the HPD website page to afford residents another avenue of communication with the police. This box is not intended to be used for emergencies or calls for service but instead to facilitate interaction (citizens may also leave a note for the police anonymously).

Recommendations: Community Policing



HoH Police Reform and Reinvention Collaborative – Actions Implemented

- ◆ The HPD has created a partnership with the Westchester County Department of Community Mental Health, which assists with calls related to mental health, substance abuse and suicide.
- ◆ In July 2021, the HPD joined the “Hope Not Handcuffs” program, an initiative to connect law enforcement and community organizations to find viable treatment options for individuals seeking help to reduce dependency on substances such as heroin, prescription drugs, and alcohol.
- ◆ The HPD joined the “Faith and Blue Organization” so as to reinforce connections between law enforcement professionals and the communities they serve through the reach of houses of worship. The first HoH Faith and Blue event was a movie picnic event that took place on October 15, 2021.

Recommendations: Youth



HoH Police Reform and Reinvention Collaborative – Actions Implemented

- ◆ The PAL (Police Adolescent Liaison) program was launched this year on October 1, 2021, and will now include the Farragut Middle School.
- ◆ The HPD/HHS HUDDLE Program, where HHS students and HPD officers can discuss hot topics surrounding community/student/police relations, will begin meeting in the fall.
- ◆ School Security Checks have started at all Hastings-on-Hudson Public Schools and the Nursery School at Temple Beth Shalom.
- ◆ The HPD recently joined other police agencies in a new initiative “Police Engagement with Communities and Schools (PECS)”. The first meeting will be in early November.

Conclusions



- ◆ Regular progress reports are compiled by the HPD and presented to the Village Board.
- ◆ The Police Chief conducts continuous assessment on the training status of officers using Power DMS software and by monitoring the “Contact Us” page on the HPD website, as well as through conversations with officers and the public.
- ◆ The Board of Trustees and HPD are discussing how best to measure the impact and effectiveness of training programs in terms of outcomes (changes in behavior) and not just outputs (numbers of persons being trained).
- ◆ The Village has advocated at higher levels of Government for access to mental health professionals to provide assistance to the HPD and to address mandates in the Civil Service Law which limit the availability of candidates for police positions.