



September 15, 2020

DRAFT POLICE REFORM AND REINVENTION COLLABORATIVE OPERATIONS PLAN

Mayor Armacost

Board of Trustees

Hastings-on-Hudson Police Commission

Village Manager Murphy

Police Chief David Dosin

The Village of Hastings-on-Hudson Police Department, headquartered in the Municipal Building at 7 Maple Avenue., Hastings-on-Hudson, N.Y. currently consists of 21 full time officers who provide 24 hour, 7 days a week coverage of police services to the Village of Hastings-on-Hudson.

The Mission of the department is to protect life and property, create a safe environment, enforce the law fairly and impartially, and protect the Constitutional rights of all citizens. The department endeavors to be responsive to the needs of the community and strives to enhance the quality of life within the Village.

On June 12, 2020 New York State Governor Andrew Cuomo signed an Executive Order requiring each local government in the state to adopt a Policing Reform Plan by April 1, 2021. The goal of this reform is to rebuild the police community relationship by fostering trust, fairness and legitimacy within communities and addressing any racial bias and disproportionate policing of communities of color.

The Village of Hastings-on-Hudson is fortunate to have good Police Community relations that it has developed through community policing efforts initiated over the last several years. That said, we look to build upon efforts previously made in this new collaborative process by convening stakeholders within the Village for a fact based and honest dialogue about the public safety needs of the Village. Stakeholders who will be included are as follows:

- Members and leadership of the Hastings-on-Hudson Police Force.
- Members of the community, with emphasis on areas with high numbers of police and community interactions.

- Interested non-profit and faith-based community groups.
- The local officer of the District Attorney.
- The Local Public Defender.
- Local Elected Officials.
- Other residents, educators, business leaders and advocates for community interests.

The collaborative process will:

- Review the needs of the community served by its police agency and evaluate the departments current policies and practices.
- Review policies to assess if they allow police to effectively and safely perform their duties.
- Involve the entire community in discussion.
- Collect input from the community to be considered by the committee.
- Offer the Final Policing Reform Plan for public comment.
- Present the plan to the Board of Trustees to ratify or adopt it.
- Certify adoption of the plan to the State Budget Director by April 1, 2021.

Timeline/Outline of Operations Plan

- Phase 1 (August - October) Planning
 - Identify synergy with County and neighboring municipalities

- Identify Stakeholders
 - Assess current operations and share with public
- Phase 2 (October - November) Listening and learning
 - Thematic meetings to hear public
 - Research
 - Post questions for public feedback
- Phase 3 (November – January) Draft a Plan
 - Identify where change is needed
 - Create short- and long- term goals
 - Articulate policy changes and what the changes will accomplish
 - Involve public
- Phase 4 (February – March)
 - Release Draft Plan
 - Use a variety of methodologies to share plan with public
 - Solicit feedback from public
 - Revise plan and address comments
 - BOT ratifies plan
 - Certify with NYS
 - Sunset Committee
- Phase 5 (ongoing) Police Dept. and BOT
 - Implement Plan
 - Monitor progress
 - Communicate progress to the community

