

**DRAFT**  
**Village of Hastings-on-Hudson**

**POLICE REFORM AND REINVENTION  
COLLABORATIVE PLAN**

**Adopted by the Board of Trustees**  
**March \_\_, 2021**



This document was created through a collaborative effort involving the Hastings-on-Hudson community, the Hastings-on-Hudson Police Department, Elected Officials, Administrative Staff, the Legal Aid Society, the District Attorney's Office, and dedicated members of the Hastings-on-Hudson Police Reform and Reinvention Collaborative Task Force. Special thanks to:

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## INTRODUCTION

Pursuant to Governor Cuomo's Executive Order No. 203 following the police-involved death of George Floyd, all New York State (NYS) municipalities are required "to develop a plan to improve 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 address any racial bias and disproportionate policing of communities of color."

The Village of Hastings-on-Hudson embarked on this effort by gathering stakeholders. A diverse group was formed into a Task Force which undertook a fact based, honest dialogue about the public safety needs in Hastings-on-Hudson, in order to foster trust and fairness in police and community relations that facilitates law enforcement's success to protect the community.

The Task Force was charged with

- Reviewing the existing practices, procedures, and policies of the Hastings-on-Hudson Police Department (HPD).
- Reviewing the needs of the community served by the HPD.
- Involving the community in discussion.
- Preparing this Final Policing Reform Plan for public comment.
- Obtaining input from the community and including it in this Report.
- Presenting the plan to the Board of Trustees for adoption or ratification.
- Certifying adoption of the plan to the State Budget Director by April 1, 2021.

From October 2020 through January 2021, the Task Force met to educate itself about HPD policies, procedures, activity, training, equipment and public relations. The Task Force actively sought input from the community through multiple avenues to obtain thoughts, impressions, and concerns regarding policing in Hastings. The Task Force created four sub-committees charged with focusing on subject areas identified by the community as most relevant to policing in Hastings-on-Hudson. The subject areas included Youth, Community Policing, Training and Equipment and Technology. Each subcommittee gathered information on current policies, procedures and practices, obtained further public input and developed a set of recommendations intended to enhance police-community relationships that facilitates law enforcement's success in protecting and supporting the public in Hastings-on-Hudson. This draft plan is the result of that collaboration. It is subject to further review and input from the public and ultimately adoption or ratification by the Village Board of Trustees.

## **HASTINGS-ON-HUDSON POLICE DEPARTMENT OVERVIEW**

The Hastings-on-Hudson Police Department (HPD or Department) facilities are located within the Village Municipal Building at 7 Maple Avenue in Hastings. The Department is a full-time agency comprised currently of 20 officers, who respond to approximately 5,500 calls a year. The HPD is responsible for the preservation of the peace, protection of life and property, enforcement of all laws, arrest of those who violate the law, and prevention and detection of crime. The Department also assists the local fire patrol and the local schools and various municipal departments.

HPD is governed by the Board of Trustees and has a three-member Police Commission, appointed by the Board of Trustees pursuant to Village Law Section 3-308. The Police Commission serves as a liaison between HPD and the Board of Trustees. The Commission meets with the Police Chief regularly and is included in recruitment and hiring of new officers.

Departmental operations are under the command of the Police Chief. Other ranks in descending order include one Lieutenant, four Sergeants, one Detective Sergeant, one Detective, and thirteen Patrolmen. A Youth Officer, appointed by the Chief of Police from among the officers, handles most juvenile cases.

The HPD has grown in diversity in recent years. Currently 20% (4 officers) of the HPD are females and 20% (4 officers) self identify as minorities. The Village itself has a minority population of approximately 11%.

The data gathered and public comment received in developing this plan makes clear that the HPD provides a broad range of services to our community. This of course includes addressing crime in the Hastings community and patrolling, but also involves many other types of service calls and school and public safety services.

In 2019, officers from the Village of Hastings-on-Hudson Police Department responded to 5,667 calls for service. Most common in these calls for service were 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 welfare check requests.

In 2019 there were also 135 arrests made. The arrests fall into three categories: Department of Motor Vehicle Arrests (DMV), Penal Law Arrests, and Graham School Arrests. These statistics are drawn from 2019 when the Graham School was a highly effective residential program for youth who had experienced trauma or were in foster care programs. Almost all of the residents were non-white. In 2020 Graham closed their residential program and became a day school.

Sixty-nine DMV arrests occurred; all misdemeanors over 18 years of age with varying race/ethnicity. Thirty-nine penal law arrests occurred; 87% were misdemeanors or violations the remainder were felonies; 82% were over 18 years of age of varying race/ethnicity. Twenty-seven Graham School arrests occurred; 74% were misdemeanors or violations, the remainder were felonies; 26 % were over 18 years of age and all were non-white (corresponding to the ethnicity and race of the majority of residents at Graham). The Department also issued 580 Traffic

Citations. Citations types include equipment violations, stop sign violations, red light violations and other aggressive driving violations.

The Department also provides school security details, fire alarm and lockdown drills, school crossing guard services, High School (HS) Senior internships and scholarships, a PAL officer in the HS and career day guidance in the Middle School, to name a few of the outreach efforts to youth in the community.

The HPD regularly conducts traffic details, assists with traffic engineering studies conducted by the Village, provides daily parking enforcement, and provides public safety at parades, festivals, downtown business events, marches, rallies and all forms of public gatherings. The Department also hosts a myriad of community policing events designed to promote community-police relations.

In January 2020, the HPD began the process of obtaining accreditation from NYS. Part of the accreditation process involves review, update, and training on HPD equipment, technology, and policies.

# PROCESS

## **Task Force**

In September of 2020, the Village began the process of soliciting volunteers to serve on the Police Reform and Reinvention Collaboration Task Force. Village officials engaged in a Village-wide effort to seek residents interested in serving on the Task Force. Over 50 people expressed interest and a diverse group of 25 were invited to become members of the Task Force. All applicants who expressed interest were encouraged to remain part of the process and participate in the process by sharing their thoughts, ideas, and concerns.

In forming the Task Force, Village officials included people identified as essential in the NYS Police Reform and Reinvention Collaborative Resources and Guide for Public Officials and Citizens (“NYS Guide”) promulgated by the State in August 2020 such as:

- Membership and leadership of the local 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 office of the District Attorney
- The local public defender’ office
- Local elected officials

In addition, as recommended in the NYS Guide and to the extent possible and relevant to Hastings, effort was made to include persons associated with the following:

- Residents who have had interactions with the police
- Residents who have been incarcerated
- Local police unions
- Local education officials and educators
- Local neighborhood, homeless, and housing advocates
- LGBTQIA+ leaders and advocates
- Local Health Department and healthcare leaders and advocates
- Mental health professionals
- Business leaders
- Transportation and transit officials
- Legal and academic experts

By early October, the Task Force was formed. A [webpage](#) for the Task Force was created on the Village website. The webpage houses all meeting agendas, minutes, documents, and videos for the public to view.

## **Meetings**

The Task Force held a series of meetings that were open to the public on the following dates:

- October 14, 2020.
- October 28, 2020.
- November 12, 2020.

- December 2, 2020.
- January 2, 2021.
- January 27, 2021.
- February 10, 2021.

Wide ranging discussions occurred at the meetings. For example, the group compared budget metrics across Westchester County for local police departments. The HPD was ranked in the lowest quartile of Westchester County police departments in terms of the size of its police operating budget, and police operating expenses per resident. The Task Force also reviewed the value of a web based tool found [here](#). Additional topics included police policies and procedures, the NYS accreditation process and the role of the PBA. The group also discussed logistical and administrative issues such as the format and topics for the public fora, creating opportunities for input from the public, administering a survey, the timing for a survey and topics identified during the fora as most relevant in Hastings-on-Hudson.

The Task Force unanimously voted to recommend Power DMS software to the Board of Trustees for immediate implementation as a tool to speed up the HPD accreditation process and provide accountability and transparency for HPD training and policies. The Board of Trustees authorized purchase of the software on December 15, 2020 and currently the HPD is being trained in its application and use.

### **Public Participation**

Public engagement was encouraged throughout the process and to promote engagement and accessibility, public comment was encouraged in several ways including:

- regular mail;
- anonymous drop box submission at Village Hall, the James Harmon Community Center, and the Hastings Public Library;
- email to [policereform@hastingsgov.org](mailto:policereform@hastingsgov.org);
- anonymous webform through the Police Reform and Reinvention Task Force webpage; and
- public comment at the two public fora.

Comments received included appreciation for the HPD and officer's responsiveness and availability to Hastings residents; questions about first amendment related procedures and technology; anti-bias training; mental health support; restorative justice and concerns raised by Hastings students.

The task force also conducted 2 public fora on:

- November 5, 2020.
- December 21, 2020.

The fora were widely advertised through Village wide emails, social media, posters, a prominently placed LED board; the Mayor's Message; School email; outreach to P-CoC and RISE (community race and inclusion groups) and the local newspaper.

The first forum was designed as a listening event to allow speakers to express their opinions on the topics and ideas that the Task Force might focus upon. Both in-person and anonymous participation was encouraged and opportunities were provided for both online and off-line comment.

Once the topics most relevant to Hastings-on-Hudson were identified, four subcommittees were established to research and collect data on these topics including Equipment & Technology, Training, Community Policing, and Youth.

The second forum drilled down into the specific topics enumerated above in greater detail. The research undertaken by the subcommittees, the data they collected and the recommendations they made are more thoroughly discussed below. Several of the recommendations were made by more than one committee and are repeated so the source of the recommendation is evident.

# THE SUBCOMMITTEES

## **Equipment & Technology**

### **Summary:**

The Equipment & Technology subcommittee was tasked with understanding the type and use of equipment and technology used by the Hastings Police. With this information the subcommittee made recommendations regarding the equipment necessary for the execution of police work as well as the safety and best interests of the community.

The Police Chief provided the subcommittee with a list of equipment and current technologies being used by the Department. The subcommittee compared the resources available to HPD to equipment used in nearby village police departments. The Chief informed the committee that each piece of equipment available to an officer also has a policy that governs its appropriate use. These policies were also reviewed by the subcommittee.

### **Research and Data:**

- HPD equipment is comparable to equipment available in neighboring communities in quantity and quality.
- HPD is in the process of modernizing its vehicle fleet with green fleet technologies such as electric vehicles.
- HPD does not use Bola Wraps, Bean Bag Rounds, Plastic/Rubber/Foam Bullets/ Impact Rounds, Pepper Balls, or Net Guns for individual engagement or non-lethal engagement. The HPD does use conducted energy weapons (tasers) and pepper spray.
- HPD lethal weapons include sidearms, patrol rifles and shotguns.
- HPD does not use tear gas, flash grenades, malodorant, military gear, or reinforced armored vehicles for crowd control. The HPD does use batons and shields.
- HPD has a civil unrest plan.
- HPD does not use wiretap technology, drones, internet surveillance, covert video recording or body cameras for surveillance. The HPD does use in-car GPS trackers, in-car cameras and voice recording technology on the in-car camera, HPD desk phone and HPD radios.
- HPD has a De-escalation Policy and Use of Force Policy applicable to both non-lethal and lethal weapons.
- HPD does not have in-house social workers and mental health professionals that respond to calls. Note: the Village has on staff both a Youth Advocate and a Senior Services Coordinator and the Village has an Inter Municipal Agreement with the County to use the County Crisis Team if necessary.

### **Recommendations:**

- Consider replacement/upgrades/additions of the following equipment:
  - Conducted Energy Weapon (taser).
  - Patrol Vehicles #305 and #309 (nearing end of lifespan (consider replacement with electric vehicles).
  - Rifles purchased in 2002.
  - Shotguns purchased in 2002.

- Consider implementing the following procedures
  - Institute, regular and systematic annual inventory review of HPD Equipment and Technologies. Note: HPD already does this annually.
  - Provide public access to HPD policies.
  - Update "Complaints" system and make it available on Village website, allow for anonymity and independent review by the HPD Commissioners when possible.
  - Mandate Board of Trustees review of significant purchases/changes by the HPD of equipment and technology. Note: The Board of Trustees already does this for all operational budget and capital budget items.
- Encourage continued use of the following:
  - Westchester Crisis Team (available 9am – 5pm, Mon – Fri) to assist with mental health or other social/domestic non-emergencies.
- Consider exploration of the following:
  - Instituting Computer Aided Dispatch (CAD) system for indexing households with special needs, history of calls to a location, and other relevant information to assist on calls.
  - Partnering with Westchester County on Records Management System for efficient tracking of paperwork when it becomes available.

## **Training**

### **Summary:**

The Training subcommittee was tasked with understanding the HPD's efforts to ensure appropriate and valuable law enforcement personnel training; to understand relevant concerns and priorities of the community served by the HPD; to summarize and convey back to the community what the subcommittee learned; and to provide recommendations on law enforcement training as it pertains to the HPD.

The Police Chief provided the subcommittee with a list of all the trainings that the Department currently offers and the subcommittee reviewed the list. Many trainings are mandatory and are offered through the County. The Chief also compiled a list of additional training possibilities that could be beneficial to the HPD.

### **Research and Data:**

- Data was compiled from several sources including the Hastings-on-Hudson community and HPD, as well as other available sources regarding law enforcement training.
- During the pandemic, the HPD has used virtual training that includes video instruction and quizzes which can be completed during regular shifts avoiding overtime and providing social distancing necessary.
- HPD has extensive training opportunities that have been made available to police officers.
- The leadership of the Village and the Police Department believes in and makes training available to officers, and the participation of senior members of the HPD in training underscores the Village's commitment to continuing education and in-service training.
- HDP receives mandatory training annually through Westchester County.
- One officer has attended Crisis Intervention training, with two additional officers signed up to participate in Spring 2021.

- Several officers are certified police motorcycle operators as well as bicycle and marine unit operators.
- Members of the Detective Division have attended the Criminal Investigators Course (CIC) and Crime Scene Management Course.
- The Village has annual training in sexual and workplace harassment prevention, discrimination and implicit bias for all employees.
- The Village has a robust Diversity Policy for which all employees including the HPD have received training.
- HPD participated in a virtual training related to the George Floyd incident that took place in Minnesota in 2020 and has received Implicit Bias training.
- This sub-committee saw no evidence of bias based HPD stops during their review.
- PD leadership remains committed to providing additional and extensive implicit bias training and other appropriate trainings for members of the Department.
- After extensive investigation, the Training Subcommittee recommended the purchase of "Power DMS". Power DMS is software that tracks compliance with training requirements and facilitates dissemination of new or amended police policies. The Task Force in turn unanimously recommended the purchase to the Board of Trustees for use by the HPD. The Board of Trustees approved the acquisition of the software in December 2020.
- The Village of Hastings-on-Hudson provides all employees with an Employee Assistance Program (EAP), which can be utilized in addition to wellness counseling by the "[Westchester BLUE Foundation](#)."

### **Recommendations:**

- Consider implementation of the following:
  - Purchase Power DMS Software to track compliance with training requirements, disseminate policies, and expedite the re-accreditation process (done).
  - Recertify and maintain New York State Accreditation (in process).
  - Appoint a dedicated "Training Officer" position within the department.
  - Conduct annual bias and self-awareness training for all officers (in process).
  - Require mandatory attendance at crisis intervention training on a rotating basis for all officers.
  - Implement a wellness training program for all officers to supplement the village Employee Assistance Program (EAP) and the Westchester BLUE Foundation Inc services.
  - Require all officers engage in cross-discipline leadership training programs.
  - Meet with local stakeholders for interaction with members of the community.
  - Review, increase, and or re-allocate training budget if necessary.
- Encourage continued use of the following:
  - Virtual training opportunities for officers.
- Encourage the following:
  - Reading *White Fragility* by Robin DiAngelo, *Biased* by Jennifer Eberhardt, Ph.D. and/or *She is Not There, a Life in Two Genders* by Jennifer Finney Boylan.
- Explore the following:
  - Research joint-funding opportunities in collaboration with neighboring police departments for firearms and situational training opportunities, i.e., *FATS Simulator*.

- Research training programs that would assist officers to recognize behavior that is the product of mental illness or drug use rather than criminal intent.
- Invite volunteers in the mental health and drug addiction fields to lead small group discussions with officers to understand better these types of behaviors *vis a vis* criminal conduct.
- Task civilian Police Commissioners with reaching out to local groups such as *Hastings RISE, P-CoC*, (community race and inclusion groups), to better to understand any concerns regarding the HPD.
- Provide training on information technology resources relevant to police work.
- Provide follow-up leadership training for supervisors and others.

## **Community Policing**

### **Summary:**

The purpose of the Community Policing subcommittee is to understand how our Village currently approaches community policing, both with regard to how the Hastings Police Department interacts with and supports community members and how community members interact with and support the Department. To do this, the subcommittee explored ways to elevate and expand the practices already in place and recommend additional strategies for productive community engagement. Section II, subsection 1 of the NYS Guide at page 22 addresses Procedural Justice and Community Policing. Within this subsection, the report states, “The premise of community policing is that community participation and assistance are crucial for maintaining public safety and building a police force responsive to the public.” We endorse that premise and encourage the HPD to continue to develop new ways to engage with the community.

### **Research and Data:**

- HPD has existing policies and procedures to guide its community policing approach in the Village.
- HPD has a training curriculum covering topics related to community policing, including de-escalation, crisis intervention, and restorative justice.
- HPD operates numerous programs that actively promote community participation across a variety of constituency groups, including:
  - Breakfast with Santa where the PBA invites the community to a free breakfast and Santa (HPD Chief) gives out candy and small gifts to the children.
  - Career Day at the Middle School (5th – 8th grade) where officers share what it means to be a police officer.
  - PAL Office at the High School (9th – 12th grade) where plainclothes officers speak with students in a non-confrontational setting.
  - Police internship program for high school seniors & PBA scholarship for Criminal Justice studies (12th grade).
  - Coffee with a Cop / Pizza with a Cop (aimed at the general public) which provides an informal opportunity to speak with a police officer.
  - Hastings PD Social Media presence (Facebook, Twitter, and Instagram) to keep the public informed of safety-related issues, department programs, and weather/traffic alerts (aimed at the general public).
  - Vacation Checks where the department will monitor empty homes when residents request it (aimed at the general public).

- Crime Surveys where at the occupant's request, officers will conduct a physical survey of residences and businesses to help target-harden these locations and make them less susceptible to crime (aimed at the general public).
- SALT program (Seniors and Law Enforcement Together) where members of the PD run a BINGO program and check on seniors in the village (aimed at Senior Citizens). Note: The Parks and Recreation Department has a robust Senior Outreach program.

**Recommendations:**

- Consider implementation of the following:
  - Hold an annual event where the Village demonstrates its appreciation of the HPD (possibly merge with an existing event).
  - Create HPD database with alert capabilities, so that responding officers are aware of an individual's special circumstances (physical, mental, etc.) prior to the start of a direct engagement.
  - Host HPD community meetings, organized by geography, throughout the year to promote enhanced dialogue.
  - Encourage further HPD youth outreach through the following:
    1. HPD Summer Police Camp (anticipated for this summer, pending COVID conditions).
    2. HPD school assemblies (K9 Unit, Touch a Truck, etc.) in Elementary school to increase exposure and comfort among the youngest Village residents.
    3. HPD tent at community events so that residents can engage with officers and learn more about community/policing programs.
    4. Annual visits to houses of worship to connect with residents.
    5. The creation of a HPD Youth Advisory Council.
    6. Extending PAL to the Middle School.
    7. Youth Police Initiative (where at-risk young people can do trust-building exercises with officers).
  - Working in concert with the Village technology team, to develop the Department's online presence with a focus on:
    1. Providing the public access to relevant Department's policies, particularly those focused on community policing and community engagement.
    2. Creating an easily accessible online form to facilitate direct communication between the Department and the community with a specific focus on enabling the public's submission of questions, complaints, compliments, and similar correspondence.
    3. Publishing and distributing information on the existing community engagement programs (see above) to increase community participation.
  - Establish a three-officer Community Relations Committee within the Department to work with the Chief of Police and the Civilian Police Commissioners who together will be responsible for coordination, development, evaluation and

maintenance of community relations and update the current Community Engagement Policy to reflect this change.

- Several recommendations were made for initiatives already being done such as:
  - HPD develop an online presence and publish information on existing programs and contact information.
  - Develop a system for checking in on elderly residents who need support. Note: The Village Senior coordinator does this regularly and the Village has an “Are You OK” list, which residents can request to be added to.
  - Creation of video messages on key topics (e.g., keeping car doors locked) and share across traditional and social media channels. Note: Some have been done.

## **Youth**

### **Summary of Task:**

The purpose of the Youth subcommittee was to solicit feedback from young members of the Hastings community, with the goal of ensuring strong relationships between youth and the Hastings Police Departments and furthering open communication. The subcommittee organized three focus groups among students at Hastings High School and Farragut Middle School where students discussed topics related to police reform and their thoughts about the HPD.

In the focus groups with students, the youth were prompted to answer the following questions: What do you (youth) think about the police? What do you think the police think about teens? Does your race, ethnicity, gender, gender identity, religion, and culture influence how you feel about the police and explain what you mean? Have you witnessed a confrontation with the police or experienced one yourself? What (if anything) do you think the police could do to improve their relationship with youth in the community? If you could give one message to the Hastings-on-Hudson Police Department, what would it be?

### **Research and Data:**

- In response to the questions posed, the students shared a combination of positive, negative, and benign opinions about the HPD.
- The information gathered at the forums was opinion and anecdotal and varied from speaker to speaker.
- Youth were encouraged to express individual thoughts, not necessarily a consensus.
- Parental influence appeared to play a large role in a youth’s perception of, reaction to and interaction with the police.
- Youth shared that their parents’ experiences with police officers, both within Hastings and outside of Hastings, have informed how their parents have guided them to behave with police.
- Youth are paying attention to the broad conversation going on in our nation and want to be a part of positive change on a large scale to build up trust.
- Youth would like to be given the benefit of the doubt.
- There were comments that teens believe their youth, color and gender identity can play a role in their interactions with police.
- Students of color shared that they feel that they may be singled out by police when they are in a mixed group.

- Youth who are not cisgender relayed that authority figures in general may talk down to them.
- Interactions with female police officers in Hastings have been more positive and open.
- Youth thought that certain parts of the Village seem to attract a larger police presence particularly Warburton Avenue and Washington Avenue, where officers are perceived to write tickets for minor offenses, such as parking infractions.

**Recommendations:**

- The School should consider partnering with the HPD to implement the following:
  - Consider assemblies ('K9 Unit, Touch a Truck, etc.) at the Elementary school to increase exposure and comfort among the youngest Village residents.
  - Extend PAL to the Middle School
  - Allow officers to dress down when they visit the schools. Wear a special shirt with the district's yellow jacket mascot (currently done).
  - Expand the PAL Officer presence to other locations at Hastings High School such as the cafeteria and scheduled classroom visits.
  - Establish weekly "Lunch with an Officer" opportunities at each school.
  - Create a program at Hillside and a Junior Officer League for Farragut Middle School.
  - Meet monthly at each school (Hillside, Farragut, and Hastings High) with the Principal and Assistant Principal to walk around the school for 30 minutes together to say hello to children and adults and learn more about each school.
  - Create a canine program. During monthly school visits, the officer assigned to each school could walk the building with the canine to say hello to children and adults. Suggestions include a border collie, lab, or beagle.
  - Hold an annual meeting between representatives from HPD, student leadership, district leadership, and PTA where all parties could raise any concerns on safety or policing of youth.
- The Village should consider implementing the following:
  - Increase the amount of time officers are out of their cars and a visible presence in downtown areas.
  - Establish a Youth Advisory Council to the HPD.
  - Develop a Youth Police Initiative where at-risk young people do trust-building exercises with officers.
  - Create a Hastings PD & Youth Partnership Agreement, where officers and youth leadership could mutually agree to a set of expectations. Examples: Youth will treat officers with respect. Officers will give youth the benefit of the doubt, etc. While this wouldn't be legally binding or enforceable, it could help set a framework for interactions.
  - Generally, the students advocated for greater communication between themselves and police officers, either via assemblies or on a more daily basis. Particularly, conversations with students of color would be helpful. Students also discussed the benefits of knowing officers personally and being able to reach out to a specific officer when there is a problem they would like to discuss.

## **CONTINUING ACTIONS**

### **Assessing Outcomes**

The Board of Trustees of the Village and the HPD will assess the effectiveness of this process and the implementation of any recommendations by doing the following :

- All the recommendations will be reviewed and a subset will be selected for implementation by the Police Chief and the Board of Trustees.
- Regular monitoring and progress reports will be done by the HPD and will be reported to the Board of Trustees.
- Additional surveys may be implemented to monitor progress.
- Continuous assessment will be done at the departmental level through the Police Chief's use of Power DMS software, as well as conversations with the officers.
- Continuous assessment will also be done through monitoring the "Contact Us" page on the website for public comments and concerns, as well as through direct contact with the HPD.

### **Identifying Adjustments**

Through the Assessing Outcomes process, HPD and the Board of Trustees will identify areas in which modification may be needed. Any adjustments would be at the discretion of the Police Chief and the Board of Trustees.

## **CONCLUSION**

The Hastings-on-Hudson Police Department was found by the community to be highly engaged, organized, and transparent. There is a positive history of community-focused officer participation and programs and, under the current Chief of Police there is strong momentum to add to the existing programs and expand upon the positive local presence of officers in our community.

There is no evidence that the HPD engages in racially motivated police practices. Nor is there evidence that HPD engages in discriminatory or bias-based stops, chokeholds, use of force for punitive or retaliatory reasons, pretextual stops, informal quotas for summonses, tickets or arrests or facial recognition technology was found to exist.

The HPD has a diverse staffing composition and is adequately equipped to perform its duties. Training in the Department is both mandated and encouraged and new and different trainings are instituted regularly.

The Department has several community outreach programs and is enthusiastic to engage in more. Youth relations, particularly in the schools, should be a focus of future efforts by the School and the Department to engage the students and create relationships.

## REFERENCES

Executive Order No 203:New York State Police Reform and Reinvention Collaborative  
<https://www.governor.ny.gov/news/no-203-new-york-state-police-reform-and-reinvention-collaborative>

New York State Police Reform and Reinvention Collaborative resources and Guide for Public Officials and Citizens  
[https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/Police\\_Reform\\_Workbook\\_81720.pdf](https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/Police_Reform_Workbook_81720.pdf)

Village of Hastings-on-Hudson Police reform and Reinvention Task Force  
<https://www.hastingsgov.org/police-reform-and-reinvention-task-force>