

**The Village of Fort Edward
Police Reform & Modernization
Collaborative**

**The Village of Fort Edward's Response to
Governor Andrew Cuomo's Executive Order 203**

February 2021

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E X E C U T I V E O R D E R

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.

G I V E N 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.

BY THE GOVERNOR

Secretary to the Governor

Village of Fort Edward Police Reform and Reinvention Collaboration

We are submitting for approval the Village of Fort Edward's response to Gov. Andrew Cuomo's Executive Order 203 regarding police procedures.

Per Governor Andrew Cuomo's Executive Order No. 203 dated June 12, 2020, which requires each government that have a local law enforcement agency as defined under 1.20 of the criminal procedure law adopt a policing reform and submit that formal reform plan to the State by April 1, 2021.

A group was formed by members of law enforcement, elected officials and community members to establish a committee that would create a dialog and develop a list of areas that the committee would review the Police Departments current policies, strategies, procedures and practices to address the particular needs of the community and promote community engagement to foster trust, fairness and legitimacy, and address any racial bias and disproportionate policing of and consider evidence based policing strategies.

To ensure that the community had the opportunity to be completely engaged in the process the formation of this committee was discussed openly by the Fort Edward Village Board during their public meeting. The discussion was detailed by the local media in a news paper article. An open public forum was also created with an email address link made available on the Village website encouraging community members to comment on the functions of the Police Department. Contact was also made with local community groups and stake holders to discuss the committee and the desire for stake holders to actively be involved in the review and collaborative efforts of the committee.

As this executive order and subsequent formation of a committee came during the COVID-19 pandemic it at first proved problematic to engage the community due to the inability for there to be in person meetings. The group was able to establish a meeting schedule and hold virtual meetings with the links for all meeting being made available for anyone from the public community able to access the meeting through a link on the Village website.

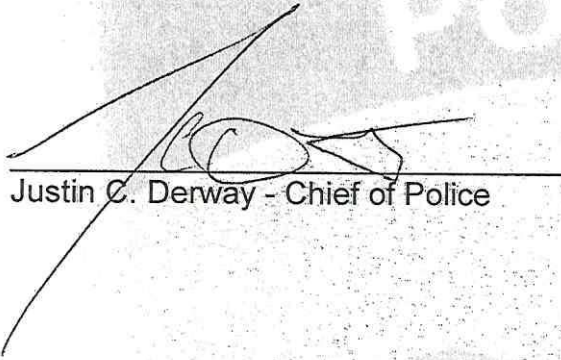
With virtually no feedback, comments, concerns, complaints or recommendations being received by the committee through the public outreach a committee was formed by those that signed on to join the public virtual meetings. The committee through initial discussions was presented by Chief Justin Derway an overview of the Fort Edward Police Department. The executive order was also provided to committee members and the group as a whole through multiple meetings, discussions and review of Police policy, procedure and strategies established a list of five key areas to focus on.

What ensues in the Reform Plan and Collaborative Effort is the summary of the thoughts and ideas that were established by the committee. This plan is a working document aimed to provide guidance to the Police Department moving forward with a desire enhance the services provided by the department.

Fort Edward Police Department

MISSION STATEMENT

We, the public appointed protectors of the community of the Village of Fort Edward define our mission as critical to the safety and security of those we service. We pledge to enforce the laws of this state and our nation within the boundaries of our prescribed authority, displaying at all times the honor, integrity, and impartiality for which our positions require. We seek continuous advancement in our personal skills to ensure that we will always provide capable and professional law enforcement services without partiality or discrimination. We stand with courage to face all situations and offenders that threaten the rights, property, and life of our community.



Justin C. Derway - Chief of Police

Fort Edward Police Department

OBJECTIVE STATEMENTS

The following objectives have been established to accomplish the mission within in the budgetary and manpower constraints imposed on the agency:

- A. **Protect Life and Property:** To provide services that contribute to the preservation of life, the protection of property, and the safety of the community.
- B. **Maintain Public Order:** To maintain peace and public order. To assist during times of natural or technological disasters and/or other critical incidents. To provide for the safe and effective flow of both vehicular and pedestrian traffic and the investigation of traffic related accidents.
- C. **Prevent, Detect and Investigate Criminal Activity:** To prevent crime through active and coordinated patrols that limit the opportunity for a crime to occur, and through education of citizens that reduces the likelihood of them becoming victims of crime. To provide a thorough, appropriate, and efficient investigation of criminal activity.
- D. **Apprehension of Offenders:** To provide for the expeditious and prudent apprehension of suspected violators of the law, regardless of an individual's status in the community.
- E. **Community Service:** To provide the resources necessary for assisting citizens under special non-criminal circumstances.
- F. **Compliance with Ethical Standards and Professionalism:** To ensure integrity and adherence to the professional standards of the Agency by investigating all complaints against Agency personnel. To provide for the training needs of officers and promote a high rate of proficiency in the officers of the Agency. To address the career development goals of agency personnel.

Fort Edward Police Department

Duties & Responsibilities of Police Officers

A. Nature Of Work

This is general and varied duty police work in the protection of life and property through the enforcement of laws and ordinances. Work involves the responsibility for performing routine police assignments that are received from police officers of superior rank. Work normally consists of routine patrol, preliminary investigation and traffic regulation, and investigation duties in a designated area on an assigned shift which involve an element of personal danger and employees must be able to act without direct supervision and to exercise independent judgment in meeting emergencies. Employees may receive special assignments which call upon specialized abilities and knowledge usually acquired through experience as a uniformed officer.

In addition, employees may be required to assist other personnel of the police department in conducting interrogations, searches, and related duties as assigned, involving female prisoners or suspects, as well as in escorting females and juveniles to and from designated points. Assignments in general and special instructions are received from a superior officer who reviews work methods and results through reports, personal inspection, and discussion.

B. Illustrative Examples Of Work

(Any one position of this classification may not include all duties included, nor do listed examples include all duties that may be found in positions of this classification.)

- Patrols a designated area on foot, on a bicycle, or in a radio cruiser to preserve law and order, to prevent and discover the commission of a crime, and to enforce traffic and parking regulations.
- Answers calls and complaints involving fire, automobile accidents, larcenies and other violations, misdemeanors and felonies.
- At scene of any crime; administers first aid, conducts preliminary investigations, gathers evidence, obtains witnesses, and makes arrests; testifies as a witness in court.
- Interviews persons with complaints and inquiries and attempts to make the proper disposition or direct them to proper authorities.

- Checks for parking violations and issues traffic tickets; directs traffic at intersections; participates in escorting funerals and any other necessary traffic control functions.
- Conducts accident investigations providing first-aid for injured, taking safeguards to prevent further accidents; interviews principals and witnesses, taking written statements from drivers, witnesses; examines vehicles and roadways, observing traffic control devices and obstruction to view; takes necessary street measurements; clears the scene of obstructions and wreckage.
- Escorts prisoners to and from court; insures that prisoners are properly guarded.
- Acts as custodian of personal property and evidence being held for court presentation; maintains records of property, evidence, and automobiles held or impounded.
- When assigned, participates in training activities at the police training academy or other area(s) as designated by the Sergeant or the Chief of Police; may instruct or establish curriculum for instructional purposes.
- When assigned, investigates crimes; searches for and preserves evidence; questions suspects and witnesses; checks pawn shops; maintains surveillance over persons and places suspected of criminal activities.
- Assists in interrogation and investigations involving female prisoners and juveniles.
- Performs other related police duties as assigned.

C. Necessary Knowledge, Skills And Abilities

- Ability to cope with situations firmly, courteously, tactfully, and with respect for the rights of others.
- Ability to analyze situations quickly and objectively, and to determine proper course of action to be taken.
- Ability to understand and carry out oral and written instructions.
- Ability to write and speak effectively.
- Ability to develop skill in the use and care of firearms.
- Good general intelligence and emotional stability.
- Willingness to cooperate with officials and other police officers.
- Willingness to learn and increase skills in police work.

D. Required Training and Experience

Graduation from a standard high school or possess a valid certificate of equivalency issued by a state department of education.

Police Certification pursuant to the Standards set forth by the New York State Division of Criminal Justice Services.

E. Necessary Special Requirements

Must be not less than twenty-one (21) years of age. Must meet such medical and physical standards as may be prescribed by the civil service board and successfully pass any qualifying examination, either oral or written, that the board may approve. Must be a citizen of the United States and a resident of the State of New York.



**Fort Edward Police Department
Law Enforcement
Policies and Procedures**

Subject: Management Philosophy & Goals	Policy Number: 2.03
Issue Date:	Revision Date: 2, February 2016
Approval Authority Title and Signature: Chief Justin C. Derway	

POLICY:

The, Fort Edward Police Department strives to provide professional law enforcement services to citizens within the community.

Philosophy:

The, Fort Edward Police Department operates under the principle that all administrative and management decisions either directly or indirectly affect the quality of law enforcement services provided to the community, and the public's perception of our efforts. Employees are expected to interact with the public in a professional, respectful, ethical, unbiased and productive manner.

Mission:

The mission of the Fort Edward Police Department is to maintain social order and provide professional law enforcement services to citizens in the community, within prescribed ethical, budgetary, and constitutional constraints. This agency strives to enforce the law and maintain order in a fair and impartial manner, recognizing the need for justice, and consistent appearance of justice. The Chief of Police recognizes that no law enforcement agency can operate at its maximum potential without supportive input from the citizens it serves. This agency actively solicits and encourages the cooperation of all citizens to reduce and limit the opportunities for crime and to assist in bringing to justice those that break the law.

Peel's Principles of Policing:

The, Fort Edward Police Department subscribes to the principles that make law enforcement a unique element in society. Sir Robert Peel, the father of modern law enforcement, established some fundamental guiding principles in 1832 that are still hallmarks we follow today. Whether we are called *police*, *constables*, *deputies*, *officers*, or *agents*, the ideals remain the same. *Peel's Principles of Policing* are:

1. The basic mission for which the police exist is to prevent crime and disorder.
2. The ability of the police to perform their duties is dependent upon public approval of

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police actions.

3. Police secure the willing cooperation of the public in voluntary observance of the law to be able to secure and maintain the respect of the public.
4. The degree of cooperation of the public that can be secured diminishes proportionately to the necessity of the use of physical force.
5. Police seek and preserve public favor not by catering to public opinion but by constantly demonstrating absolute impartial service to the law.
6. Police use physical force to the extent necessary to secure observance of the law or to restore order only when the exercise of persuasion, advice, and warning is found to be insufficient.
7. Police, at all times, maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police; the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.
8. Police should always direct their action strictly toward their functions and never appear to usurp the powers of the judiciary.
9. The test of police efficiency is the absence of crime and disorder, not the visible evidence of police action in dealing with it.

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Village of Fort Edward Police Reform and Reinvention Collaboration

Topic: Department Training

- All officers of the Fort Edward Police Department receive training through the Basic Course for Police Officers Academy which provides the officers with a wide array of training in all aspects of policing. As is stated in the title this is the "basic" training that officers receive but provides a good foundation for building the officer's knowledge and capabilities become more well rounded.
- The Fort Edward Police Department will expand upon this training with a focus upon areas including but not limited to de-escalation training, bias awareness and hate crime investigations.
- Use of Force Training - the department currently conducts annual firearms qualification during which training is conducted on Article 35 as well as the department's use of force continuum. This training will be expanded to utilize more reality based training throughout the year with an emphasis on current up to date training standards as well incorporating societal situations.
- Officers will receive training in Procedural Justice. Procedural Justice is a research-based and cost-effective paradigm that was designed to increase peace officers' ability to improve the public's confidence and trust in law enforcement agencies. One of the main principles of Procedural Justice is the development of a spirit of teamwork between law enforcement agencies and community members. This sense of cooperation leads to a reduction in criminal activity and an overall improved quality of life within the community. Research indicates that procedural justice increases citizens' voluntary compliance during law enforcement contacts in addition to improving the relationship of trust with community members.
- The department will evaluate training as it pertains to officer's health and mental wellness. Additional training blocks may be added after availability and financial review of said programs are completed. The department has maintained an Employee Assistance Program (EAP) and continuously evaluates officers involved in Critical Incidents to identify the need for additional training or evaluation/treatment.
- The department over the past year has been working with the instructional staff to enhance the ongoing in-service training of officers in all areas of policing. In conjunction with this will be an increase in documentation of officers strengths and weaknesses by

supervisory staff to better assist in the employee performance review process and assignment to training that will be more beneficial to providing officers with training specific to their individual needs.

Village of Fort Edward Police Reform and Reinvention Collaboration

Topic: Mental Health and Addiction

- Working with committee members and resources identified through this reform process to establish a working document to further assist officers in dealing with these incidents by providing guidance as well as multiple contacts for resources that can be accessed and referred to for better handling of the incidents.
- Establishing referral cards to be provided to the public regarding mental health/addiction to provide them with clear and identifiable paths to getting the help they need. Having officers take a more proactive approach that when they see a person in one of these situations to more actively seek out family, friends and loved ones of the individual to provide the cards to in an effort to enlist more people to help support the individual and assist them to get the help that they need.
- Explore the Law Enforcement Mental Health Referral System (LEMHRS) which is an online referral system that can be used by officers to refer individuals to the Office of Community Services.
- Work closely with the District Attorney's Office, Probation and PINS to utilize the Diversion Programs for low level offenders and juvenile offenders.
- The department will continue to evaluate options as it pertains to social work. Unlike in some communities the financial constraints of the Village Budget would not allow for the hiring of a full time Social Worker, however the ability of the department to partner with an outside agency for assistance in social work is something that we will explore as an option.
- A majority of the struggles involving the handling of Mental Health and Addiction issues center around available resources and funding. It was discussed at length that in many of these incidents the time of day of the occurrence can present the biggest hurdle. Late night and weekend incidents are met with the situation that many resource locations are not open and without having mental health resources available many times the responding officers are left with the only option being to bring the individual to the hospital. This option is not always the best answer to the problem nor is it often well received by the individual which causes further stress and potential at times that it leads to physical resistance and the need for officers to use force to protect themselves or gain compliance. All involved agreed that there needs to be review of making

additional funding available to municipalities and mental health/addiction resources to be able to better address the short falls that currently exist. The department is working to establish better after hours support and resource contacts to better address this issue.

Village of Fort Edward Police Reform and Reinvention Collaboration

Topic: Recruitment

- Continue to build bonds within the community and attempt to identify people from the local community for consideration in hiring of officers while continuing to use the already established Village residency preference for Civil Service hiring.
- Continue to encourage the application of potential officers recognizing people of color, religious and ethnic backgrounds as well as sexual orientation.
- Partnering with the Fort Edward School and BOCES for active participation in employment education as well as career fairs and classes.

Village of Fort Edward Police Reform and Reinvention Collaboration

Topic: Transparency/Community Involvement

- Review of Department Policies to establish what policies are able to be disseminated and have those policies posted on the Village web site for review. As policies are reviewed, updated and/or changed these modifications shall be made readily available for public review and comment.

- Establishing an online complaint form/process with instructions for filing a personnel complaint as well as a FAQs list for the process of filing a personnel complaint. Often when a member of the community has a negative interaction with a police officer there is an inherent amount of confusion and concern with how to go about filing a complaint or getting the required information to deal with the situation appropriately. Depending on the type of incident or situation the case could be as simple as a lack of communication between the officer and the community member. In some instances the matter may constitute a person's disagreement for why they were issued a citation/summons or were arrested. And in the worst case scenario it's a matter of an officer acting/conducting themselves in a manner or committing acts not consistent with department policy/procedures or laws. Never the less every interaction in which a community member feels that they were not treated properly, the department wants to be aware of the incident to address a need for additional training, counseling or discipline. Many times people are apprehensive to file a complaint against an officer out of fears of retribution or that the complaint will not be taken seriously. The Fort Edward Police Department seeks to have an open channel of communication with the community and encourages anyone who has a complaint in regards to an officer to feel free to do so without the fear of retribution and to have readily available information on how to file a complaint and what the complaint process consists of.

- The Department has historically worked very closely with the school to provide education and guidance to the staff and student body. We would seek to improve this relationship further to make officers more readily accessible in the school and for officers to take a more active role in school activities and programs to help foster more trust in the student body and their families. Many times the relationships built with the youth of the community extend homeward into the rest of the family. Striving to maintain positive relationships with the youth of the community shall be imperative as this can foster trust and legitimacy of policing to entire families and will carry with our youth as they mature and grow into our community.

- Enter into discussions with School and Elected Officials about having a class in which High School Students could interact with officers in a class room setting for a question and answer type scenario. This would provide students with the ability to ask officers questions about policing, equipment, laws and police strategies/tactics. This would also provide a time for officers to give educational instruction on interactions with the police for example, what to do or not to do when being pulled over on a traffic stop. Many people especially our youth don't know what they should or should not do during these incidents and this would provide the ability to make future interactions with officers less stressful and safer as they would have a better working knowledge.
- Seek to establish more community oriented events (i.e. open houses, coffee with a cop and access for the communities elderly to more openly communicate with the department.)
- Creating a partnership with the Village Recreation Department to further involve officers in positive activities with the communities youth.
- When able based on staffing availability creating more assignments of officers to bike/foot patrols during the summer months making the officers more accessible when they would not so readily be while assigned in a patrol car.
- Creation of an online survey form/process where community members can actively provide live time feedback of the departments functions, strategies and performance. This would provide an open invite for members of the community to actively play a role in the ways that the department is managed as well as provide helpful feedback for Administration as well as to look at people thoughts and feelings about the department whether positive or negative. The information can also be included in the department's monthly reporting to the Village Board.
- Evaluate the feasibility of a body worn camera program. This would obviously carry a financial circumstance that would have to be evaluated for budgetary impact. Potential for State or Federal funding would also be a factor in this consideration.

Village of Fort Edward Police Reform and Reinvention Collaboration

Topic: Oversight of Policing

Police oversight can benefit not only the individual complainant, but also the larger community, police departments, and even elected or appointed officials. The actual benefits that occur depend on how well the involved groups work together and the type of model implemented. Some potential benefits are:

- Complainants are given a place to voice concerns outside of the law enforcement agency.
- Oversight can help hold the police department accountable for officer's actions.
- Oversight committees can help improve the quality of the department's internal investigations of alleged misconduct.
- The community at large can be reassured that discipline is being imposed when appropriate, while also increasing the transparency of the disciplinary process.
- When the oversight agency confirms a complainant's allegation(s), complainants may feel validated.
- And similarly, when the oversight agency exonerates the officer, the officer may feel vindicated.
- Oversight committees can help improve community relations by fostering communication between the community and police agency.
- Oversight committees can help reduce public concern about high profile incidents.
- Oversight committees can help increase the public's understanding of law enforcement policies and procedures.
- Oversight committees can improve department policies and procedures. Policy recommendations can prevent issues by identifying areas of concern and subsequently offering options to improve policing.
- Oversight committees can assist a jurisdiction in liability management and reduce the likelihood of costly litigation by identifying problems and proposing corrective measures before a lawsuit is filed.

- Mediation has multiple benefits to both citizens and police officers. If the oversight agency provides mediated solutions, it can help complainants feel satisfied through being able to express their concerns to the specific police officer in a neutral environment. Mediation can also help police officers better understand how their words, behaviors and attitudes can unknowingly affect public perceptions.

- By establishing an oversight system, public officials are provided the opportunity to demonstrate their desire for increased police accountability and the need to eliminate misconduct.

All of these potential benefits help to support the goals of community-oriented policing, which seeks to utilize problem solving techniques to work in a cooperative effort with the community to proactively address concerns.

The Village Board would have the opportunity to accept applications from community members wishing to be on the Oversight Committee. Members chosen would be appointed to the committee. Once created the committee would meet periodically and work closely with the Chief of Police to ensure that the above stated goals are being achieved.

Village of Fort Edward Police Reform and Reinvention Collaboration

Conclusion

Law enforcement today faces a rapidly shifting landscape, culturally, socially, and technologically. Viral moments can be incredibly entertaining . . . and yet, they can be incredibly volatile, sparking widespread civil unrest fueling damage to property and loss of life. The very nature of police work is evolving rapidly and officers are expected to deftly navigate non-traditional roles and responsibilities while balancing the need to enforce laws and effectuate arrests of offenders against the responsibility to see the people they are engaging with not as offenders and suspects, but as people experiencing what may be among the worst days of their life. There is no packaged solution to the challenges facing law enforcement in their efforts to promote and achieve fair, safe, and effective policing for all. Solutions must be tailored to community context, organizational culture, and capacity for change. The Police Department is committed to continuous improvement, including adopting policies and strategies that improve our ability to be transparent and accountable to the public while also enhancing the effectiveness of our training and actual law enforcement functions.

Being a very small agency in a small community our Police Department is already very actively involved with our public and in most cases are on first name basis with much of our population. The Police Department strives to strengthen the bonds with members of the community in an effort to foster respect and trust.

Prior to this Executive Order being issued review and updates to the Police Department's policy had been made and changes including banning choke hold were put into place. Additional reviews were made following the death of George Floyd and at that time an update was made in which a Duty to Intervene section was added to the Use of Force Policy.

At several points during this Collaborative Effort it was identified that additional resources and funding needs to be made available to municipalities to further the identifiable goals; to that end its important that the State look at finding ways to

financially support smaller municipalities and work together to fund and address these areas.

With the completion of this document does not come the end of the reform process. There is much work to be done and additional areas to be examined moving forward. The committee will continue to meet and have at this point tentatively scheduled a meeting for July 7, 2021 at 2:00pm to follow up on the plan and review the Police Department's progress addressing the topics.

APPENDIX B

NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE PLAN CERTIFICATION FORM

Instructions: The Chief Executive of each local government must complete and submit this certification and a copy of their Plan to the Director of the New York State Division of the Budget on or before April 1, 2021 at EO203Certification@budget.ny.gov.

I, _____, as the Chief Executive of _____
(the "Local Government"), hereby certify the following pursuant to Executive
Order No. 203 issued by Governor Andrew M. Cuomo on June 12, 2020:

- ☐ The Local Government has performed a comprehensive review of current police force deployments, strategies, policies, procedures, and practices;
- ☐ The Local Government has developed a plan, attached hereto, to improve such deployments, strategies, policies, procedures, and practices (the "Plan");
- ☐ The Local Government has consulted 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) regarding the Plan;
- ☐ The Local Government has offered the Plan in draft form for public comment to all citizens in the locality and, prior to adoption of the Plan by the local legislative body, has considered the comments submitted; and
- ☐ The legislative body of the Local Government has ratified or adopted the Plan by local law or resolution.

Name

Signature

Title

Date



FORT EDWARD POLICE DEPARTMENT

118 BROADWAY
FORT EDWARD, NY 12828

EMERGENCY – Dial 911
NON-EMERGENCY – (518) 747-6365
FAX – (518) 747-4397

JUSTIN C. DERWAY
Chief of Police

Fort Edward Police Dept. Arrest Statistics 2019/2020

	<u>2019</u>	<u>2020</u>
<u>Arrest type:</u>		
Warrants:	59	28
Mental Health Law	53	52
Traffic Misdemeanor/Felony	82	41
Property Offenses/Theft	26	21
Domestic Related Offenses	39	28
Drug Offenses	42	28
Person / Person Offenses	21	25
Public Related Offenses	20	22
Sexual Related Offenses	6	5
Weapons Related Offenses	4	5

2019

2020

Demographics:

Gender:

Male	174	102
Female	62	43

Race:

White	221	134
Black	10	8
Hispanic	2	2
Unknown	3	1