



WASHINGTONVILLE POLICE DEPARTMENT

March 2021

**New York State Police Reform and
Reinvention Collaborative Plan**

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Executive Order No. 203
New York State Police Reform and Reinvention Collaborative Plan
January 2021

I. INTRODUCTION

On June 12, 2020, Governor A. Cuomo issued an executive order directing municipalities that employ police officers to actively engage stakeholders in the local community and develop locally approved plans for the strategies, policies and procedures of local police agencies. In accordance with this order, the Washingtonville Police Department entered a collaborative effort with County agencies and community residents to move through the process to enact police reform plans.

A. Department Profile

Municipality: Village of Washingtonville

Law Enforcement Agency: Washingtonville Police Department

Washingtonville Police Department Chief: Chief Brian Zaccaro

Village of Washingtonville Mayor: Mayor Joseph Bucco

B. Municipality Demographics

The Village of Washingtonville is located in the Town of Blooming Grove, Orange County, New York. According to the 2010 U.S. Census, the population was 5,770 and has a total area of 2.54 square miles with 2,149 households.

Washingtonville is at the junction of highways NY-94 and NY-208 and includes three school buildings (Taft ES, Washingtonville MS, and Washingtonville HS) out of the five within the Washingtonville Central School District. Race percentages as of the 2010 U.S. Census: 75.1% White, 9.9% Black or African American, 0.2% American Indian, 1.9% Asian, 22.5% Hispanic or Latino, 3.2% Two or More Races.

C. Agency Demographics

The Washingtonville Police Department consists of 24 employees, 17 full-time and 7 part-time. 7 of the employees are current residents of the Village of Washingtonville and additional 7 reside within the Washingtonville School District. WPD employs 1 Police Chief, 3 Sergeants, 2 Detectives, 1 full-time School Resource Officer, 3 part-time School Resource Officers, 1 K9 Unit, 7 full-time police officers assigned patrol duties and 3 part-time police officers assigned patrol duties. The police department also has 1 full-time police dispatcher (1 additional-vacant) and 2 part-time police dispatchers. The 21 sworn members are white with 5 of them being Hispanic. The 3 civilian dispatchers are white, two of which are females and additionally they are both police female matrons.

II. REFORM & REINVENTION COLLABORATION PROCESS

A. Collaborative Opt-in Approach

The Washingtonville Police Department partnered with community residents, Washingtonville School District Administration Personnel, Orange County District Attorney's Office, Orange/Sullivan Rehabilitation Support Services, Washingtonville School District Students, and the Washingtonville Special Needs Advocacy Group.

B. Team Leadership

- Joseph Bucco, Washingtonville Mayor
- Paul Lang, Washingtonville Deputy Mayor
- Rich Calore, Sr., Washingtonville Village Board Trustee
- Valerie Laudato, Washingtonville Village Board Trustee
- Laurisa Sampson, Washingtonville Village Board Trustee
- Brian Zaccaro, Washingtonville Police Chief
- Frances Cirigliano, Washingtonville Police Sergeant
- Robert Conflitti, Orange County District Attorney's Office
- Lisa Stivers, Program Director Orange/Sullivan Rehabilitation Support Services
- Lynn Imperato, Washingtonville Central School District - Director of Personnel
- Colleen Doyle, Washingtonville Central School District - School Board Member
- Rich Calore, Jr., Washingtonville Resident – College Student
- John Hastings, Washingtonville Resident
- James Kolar, Washingtonville Resident
- Nikki Munoz, Washingtonville Resident – Washingtonville Special Needs Advocacy Group
- Naterlie Powell, Washingtonville Resident

- Cheyenne Sampson, Washingtonville Resident – Student at Washingtonville School District
- Elijah Sampson, Washingtonville Resident – Recent graduate of Washingtonville School District
- Celina Rofer, Washingtonville Resident – Washingtonville Special Needs Advocacy Group

C. Process Implementation Approach & Timeline

- ▶ January 25, 2021 Posted on social media a Police Reform Flyer seeking individuals that would be interested in being considered part of the community reform committee. The flyer also included the link to review the Resource Guide for Public Officials and Citizens issued by the New York State Police Reform and Reinvention Collaborative. See attachment on page 9.
- ▶ January 25, 2021 created email address policereform@washingtonville-ny.gov and all emails sent to this address would be automatically distributed to both Mayor Bucco and Chief Zaccaro.
- ▶ February 4, 2021 Mayor Bucco and Chief Zaccaro attended a NYS Association of Towns webinar presented by Chatodd Floyd, Director of Legislative Affairs and Policy Office of Governor Andrew Cuomo, and Jeremy Shockett, Deputy Secretary for Public Safety to explain and answer questions on the Reform and Reinvention Collaborative on Policing released in June and related proposals included in the Executive Budget.
- ▶ February 10, 2021 at 7pm, first Washingtonville Police Reform Committee meeting, met in person at Village Hall and held via Zoom for those interested. Recording posted on Village’s YouTube channel. Police Chief Zaccaro presented a power point presentation about Washingtonville Police Department. PP included mission statement and core values, organizational chart, department demographics, 2020 total calls, 2020 arrest data including demographics, US census data, civil service hiring process, uniforms and appearance, right to know, personnel complaints, use of force, body cameras, mental health, juvenile justice and youth programs, community involvement and outreach, school resource officer program and department training. The Committee then discussed Executive Order 203 as well as objectives for the committee.
- ▶ February 12, 2021 WPD Reform 10-question survey was posted on Village Website and Social Media, Police Department’s Facebook page and Committee members shared on numerous other social media groups. See attachment on page 10.

- ▶ February 17, 2021 at 7pm, Meeting #2 held in person and via Zoom, recorded for public viewing. Reviewed the WPD Reform Committee Survey results. A total of 193 total participated in survey and all results were emailed to committee members and then reviewed during the meeting.
- ▶ February 24, 2021 at 7:30pm. Meeting #3 held in person and via Zoom, recorded for public viewing. An updated total of 290 participated in survey and all results were emailed to committee members. Committee discussed other ways to solicit additional people to participate in survey. New QR Code was added to flyer and committee members hand-delivered to local businesses. Committee discussed objectives for the committee.
- ▶ March 3, 2021 at 5:30pm. Meeting #4 held in person and via Zoom, recorded for public viewing. Since last week, an additional 30 people completed the survey making the total 320 and all results emailed to committee members. Committee discussed objectives for the committee and the draft plan. WPD power point presentation added to Village Website for public review.
- ▶ March 5, 2021 Washingtonville Police Reform Committee Goals were emailed to all committee members for review prior to adding to the draft plan.
- ▶ March 17, 2021 Washingtonville Police Reform and Reinvention Collaborative Plan draft sent to all committee members.
- ▶ March 23, 2021 Washingtonville Police Reform and Reinvention Collaborative Plan draft presented to Village Board during regular scheduled Village Board meeting and opened for public comment.
- ▶ **March XX, 2021** Washingtonville Police Reform and Reinvention Collaborative Plan approved and adopted by Village Board.

III. PUBLIC PARTICIPATION & FEEDBACK CHANNELS

A. Listening Sessions:

- Conducted 4 meetings in person and via Zoom between February 10, 2021 and March 3, 2021. Zoom meetings were advertised via Village website and social media pages.
- 4 Public listening sessions were open to the public.

B. General Public Survey

- 10 survey questions which included 3 demographic questions; Notifications shared via Village website and social media from 2/12 – 3/3.
- Target audience of 4,472 village residents (over 18 years of age); 320 participants for a 7.16% response rate
- Results posted for public viewing.

IV. WASHINGTONVILLE POLICE DEPARTMENT REFORM PLAN

A. WASHINGTONVILLE POLICE DEPARTMENT REFORMS

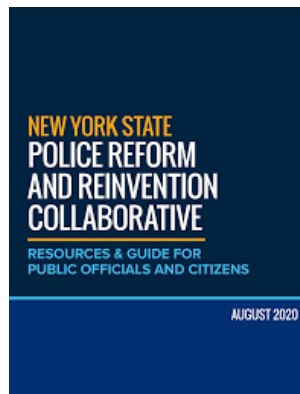
The Village of Washingtonville, in conjunction with the Washingtonville Police Reform Committee has identified the following reforms to be implemented within the Village of Washingtonville Police Department.

1. The Village of Washingtonville Police Department will add all police department employee names and shield numbers to the Village's website. This will assist anyone from the public to easily obtain the proper names or corresponding shield numbers to identify any specific department member.
2. The Village of Washingtonville Police Department will update the department's personnel complaint form and provide a link with a fillable form on the Village's website to make it more available than just coming to the station for the form.
3. The Village of Washingtonville Police Department will formally incorporate de-escalation training during the department's annual use of force training curriculum demonstrating the importance of utilizing de-escalation techniques whenever possible.
4. The Village of Washingtonville Police Department will continue to work with partnered agencies to increase training to police officers that are dealing with individuals exhibiting mental health emergencies. The police department recognizes that police officers are not social workers and are not adequately trained to deal with significant challenges associated with individuals suffering from serious mental health related issues.
5. The Village of Washingtonville Police Department will add email addresses to the Village's website for Sergeants sergeants@washingtonville-ny.gov and Detectives detectives@washingtonville-ny.gov so both could be contacted by the public to provide anonymous crimes tips or any other communications. chief@washingtonville-ny.gov will continue to remain on the website also.

6. The Village of Washingtonville Police Department will complete departmental training on procedural justice and implicit bias for all department employees. At the time of this reform plan about 70% of the department has attended the training and we will continue training when it is available.
7. The Village of Washingtonville Police Department will publicly share more departmental information with the media and on social media. It was determined that the general public is not aware of the everyday things that the police department are involved in. Providing more information to the public will foster better relationships knowing the number of community-oriented topics that the police department are involved in.
8. The Village of Washingtonville Police Department will work with the Orange County 911 Center and obtain or create a form to include in the police departments record management system for addresses that have children or adults with developmental disabilities. These addresses would then be known by police officers in case of emergencies and could be updated on a yearly basis.
9. The Village of Washingtonville Police Department will continue to work with partnered groups to increase awareness training to police officers when dealing with children or adults with developmental disabilities. The police department recognizes that police officers are not always familiar with how to respond to and communicate with persons with disabilities.
10. The Village of Washingtonville Police Department will continue to seek out vendors and the best technology available to present and implement a Police Body-Worn Camera program in the future that can maximize officer accountability and transparency.
11. The Village of Washingtonville Police Department will create a quarterly report including some of the department's activities that will be published on the Village's website.
12. The Village of Washingtonville Police Department will work with the Village of Washingtonville to plan and move the existing outdated police station to the current Village Hall. By having an all-in-one municipal building, it will provide a one-stop shop for the public. It may also save money because the Village Hall already has existing room for the police department to move into and the current police department could be sold. The new municipal building would provide better parking for guests, adequate lighting as well as a professional looking building for the Village.



Village of Washingtonville Police Department



New York State Police Reform and ReInvention Collaborative Announcement

We invite you to review the Resource Guide for Public Officials and Citizens issued by the New York State Police Reform and ReInvention Collaborative found at the link below.

https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/Police_Reform_Workbook81720.pdf

The Village of Washingtonville Police Reform Initiative wants to hear our community's input. If you are interested in being considered a member of this committee please contact us directly at policereform@washingtonville-ny.gov no later than February 5, 2021.

WASHINGTONVILLE RESIDENTS

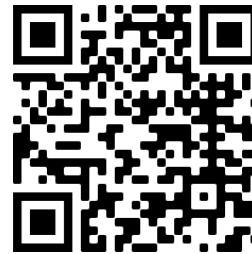


WPD Police Reform Survey

As part of the NYS Police Reform & Reinvention Collaborative, the Washingtonville Police Reform Committee needs to collect feedback about the Washingtonville Police Department.

Please take 2 minutes to scan the QR code below to answer ten survey questions

**All
Voices
Welcome!**

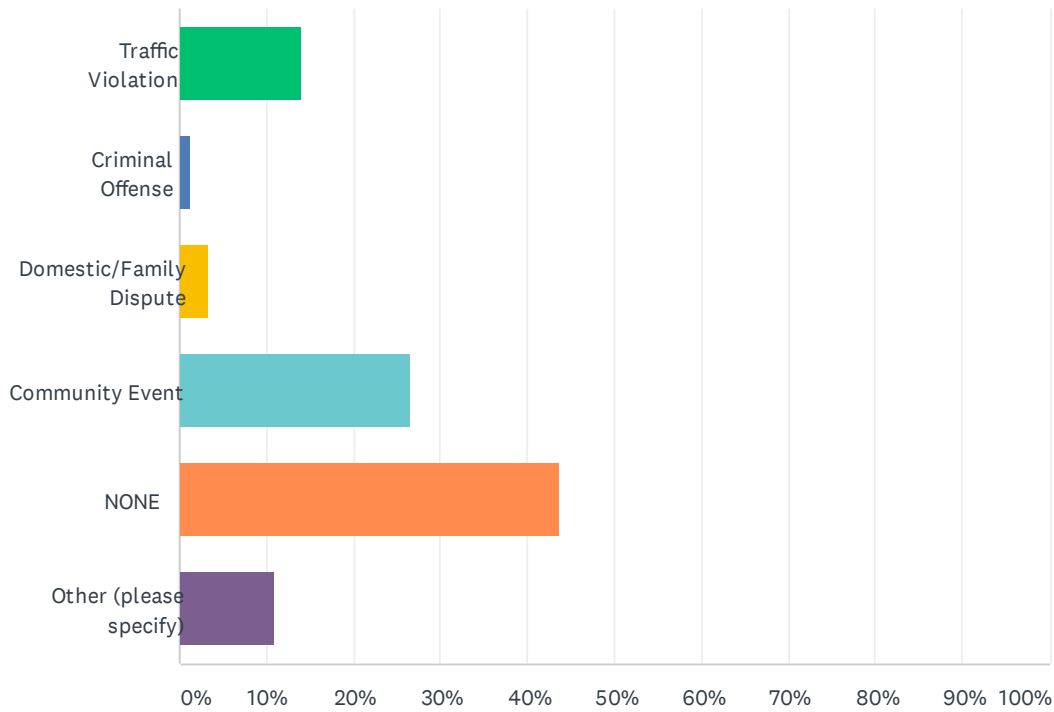


Your help Is appreciated!



Q1 Within the past 2 years, have you ever had an interaction with the Washingtonville Police Department regarding any of the following:

Answered: 320 Skipped: 0

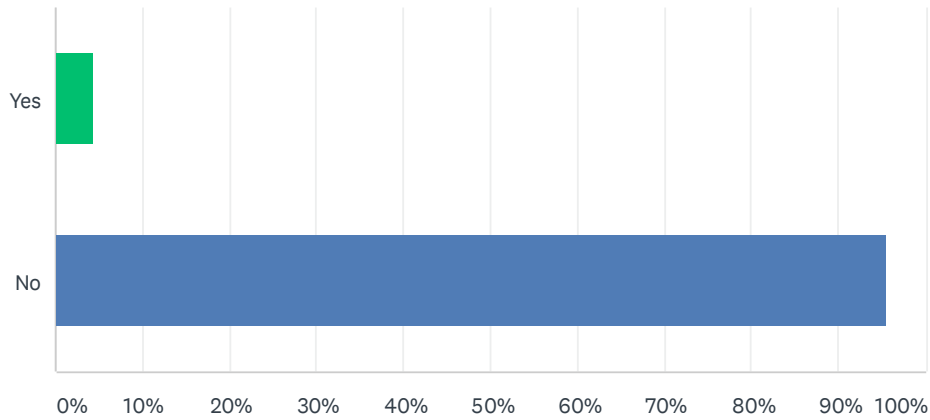


ANSWER CHOICES	RESPONSES	
Traffic Violation	14.06%	45
Criminal Offense	1.25%	4
Domestic/Family Dispute	3.44%	11
Community Event	26.56%	85
NONE	43.75%	140
Other (please specify)	10.94%	35
TOTAL		320

#	OTHER (PLEASE SPECIFY)	DATE
1	Medical emergency	3/2/2021 1:15 PM
2	I dropped off unused medications at the police station.	2/26/2021 6:34 AM
3	Calls for service.	2/18/2021 9:36 PM
4	Call for medical	2/18/2021 9:36 PM
5	Son hit by a car	2/18/2021 7:23 PM
6	Multiple reasons	2/18/2021 7:20 PM
7	Had a dying skunk in my backyard, officer came and shot it.	2/18/2021 2:13 PM
8	Son threatened to harm himself	2/18/2021 1:03 PM
9	car accident	2/18/2021 12:46 PM
10	Intruder	2/18/2021 11:34 AM
11	Reporting vandalism	2/18/2021 11:01 AM
12	Medical call	2/18/2021 10:37 AM
13	My daughter called the police when she couldn't find her father who was working out downstairs. And when my daughter was younger, she locked herself in my car.	2/15/2021 8:16 PM
14	In house security system	2/15/2021 6:55 PM
15	Infant having difficulty breathing	2/15/2021 11:52 AM
16	Assault	2/15/2021 11:01 AM
17	Self checkup	2/15/2021 8:13 AM
18	School Resource Officers	2/14/2021 1:21 PM
19	Stranger in yard at night by generator	2/13/2021 4:24 PM
20	Assistance	2/13/2021 3:03 PM
21	Texting at a light	2/13/2021 12:58 PM
22	Car accident	2/13/2021 9:37 AM
23	Auto accident	2/13/2021 9:25 AM
24	Neighbor problem	2/13/2021 8:43 AM
25	Car accident	2/13/2021 8:32 AM
26	Adt alarm going off	2/13/2021 8:19 AM
27	Traffic & community. Check all that apply but can't check more then 1 off to a good start	2/13/2021 7:46 AM
28	Medical emergency	2/12/2021 10:16 PM
29	was stop because the back off an empty truck gate was open. Then asked if I was drinking.	2/12/2021 5:45 PM
30	Robberies	2/12/2021 5:26 PM
31	My temporary license plate was stolen from our travel trailer right in my driveway. I called WPD to make a report.	2/12/2021 5:08 PM
32	Work along side them as a first responder	2/12/2021 4:16 PM
33	My child had a missing phone.	2/12/2021 4:10 PM
34	Death of my husband at home	2/12/2021 4:04 PM
35	Helping direct traffic release with school buses	2/12/2021 3:54 PM

Q2 In the past 2 years, have you had to call the Washingtonville Police Department for help because you or another person were in a mental health crisis?

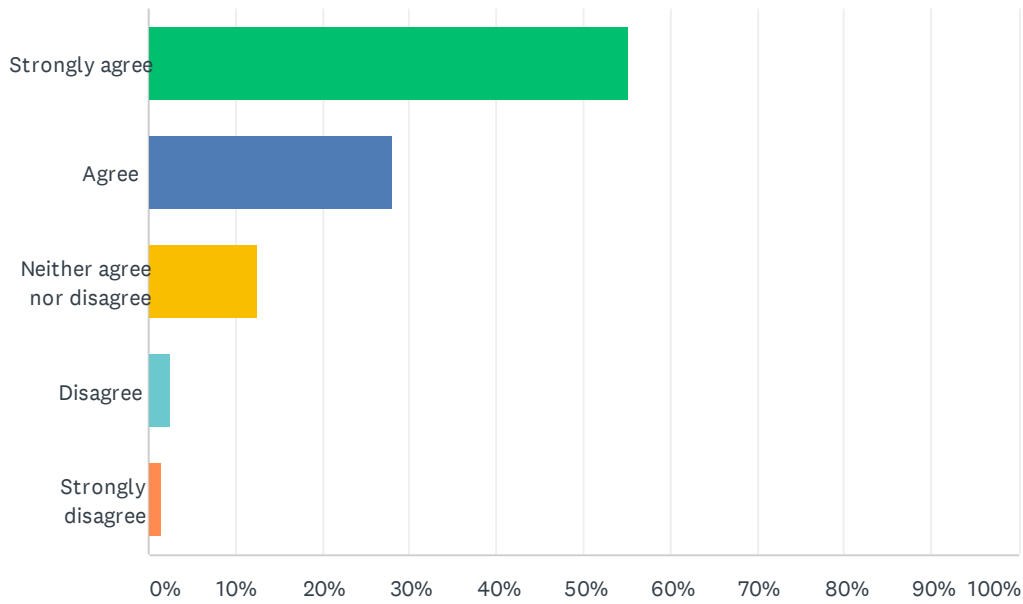
Answered: 320 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	4.38%	14
No	95.63%	306
TOTAL		320

Q3 What do you think about this statement: "The Washingtonville Police Department treats people fairly."

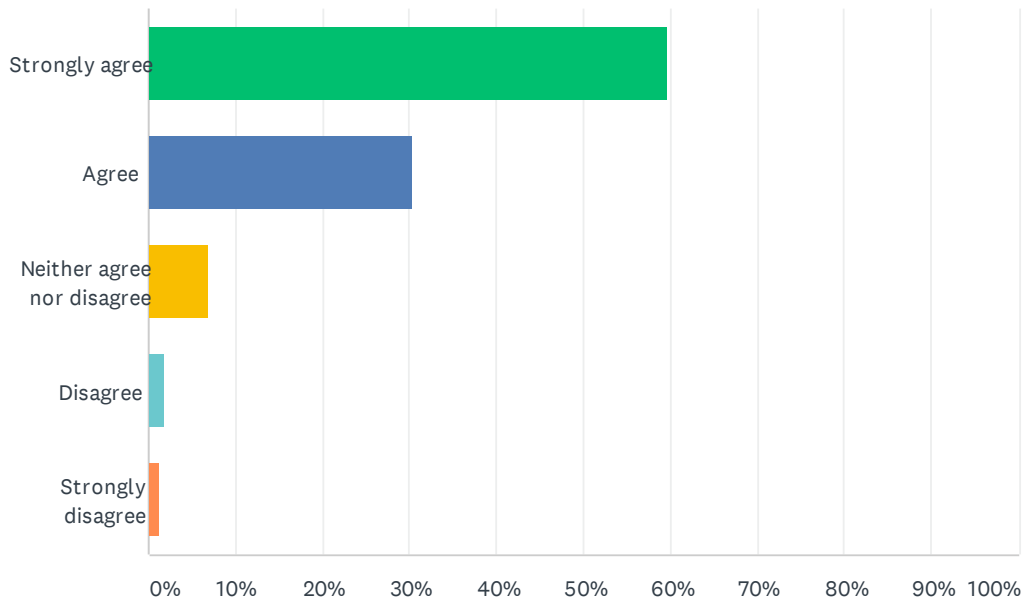
Answered: 320 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	55.31%	177
Agree	28.13%	90
Neither agree nor disagree	12.50%	40
Disagree	2.50%	8
Strongly disagree	1.56%	5
TOTAL		320

Q4 How do you feel about this statement: “The Washingtonville Police Department does a good job protecting our community.”

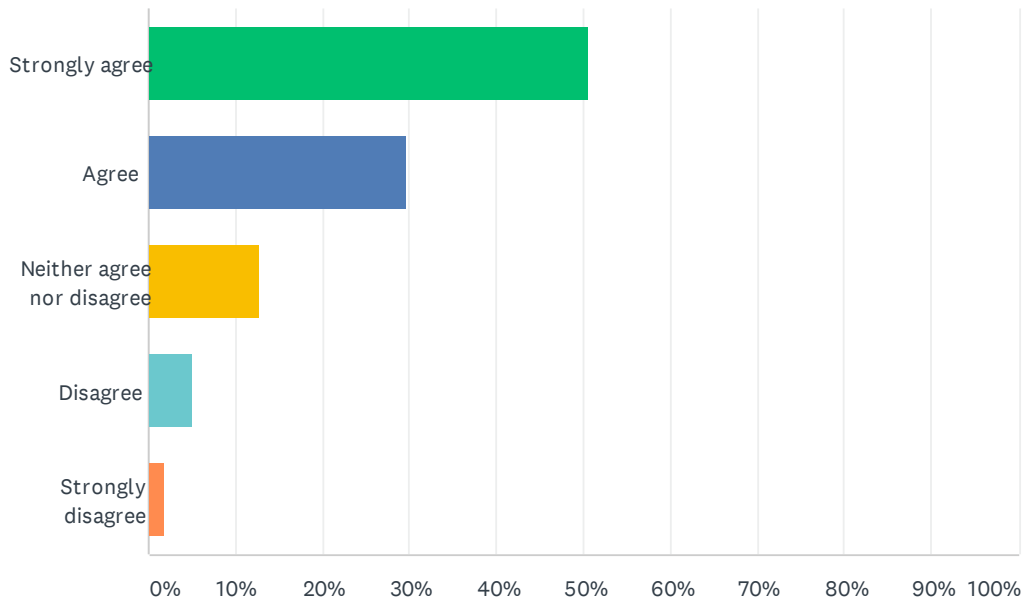
Answered: 320 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	59.69%	191
Agree	30.31%	97
Neither agree nor disagree	6.88%	22
Disagree	1.88%	6
Strongly disagree	1.25%	4
TOTAL		320

Q5 Do you feel the Washingtonville Police Department actively uses a system of community policing? "Community policing" is a system where the police work closely with the community to solve problems together to prevent crime and solve problems in the community.

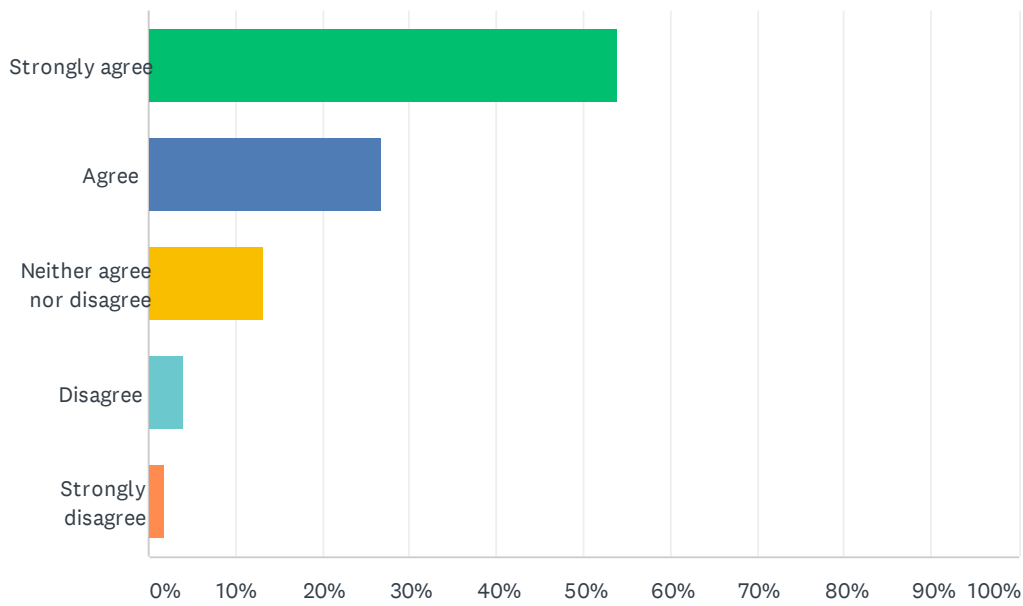
Answered: 320 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	50.63%	162
Agree	29.69%	95
Neither agree nor disagree	12.81%	41
Disagree	5.00%	16
Strongly disagree	1.88%	6
TOTAL		320

Q6 How do you feel about this statement: "The Washingtonville Police Department treats people from all walks of life with equality."

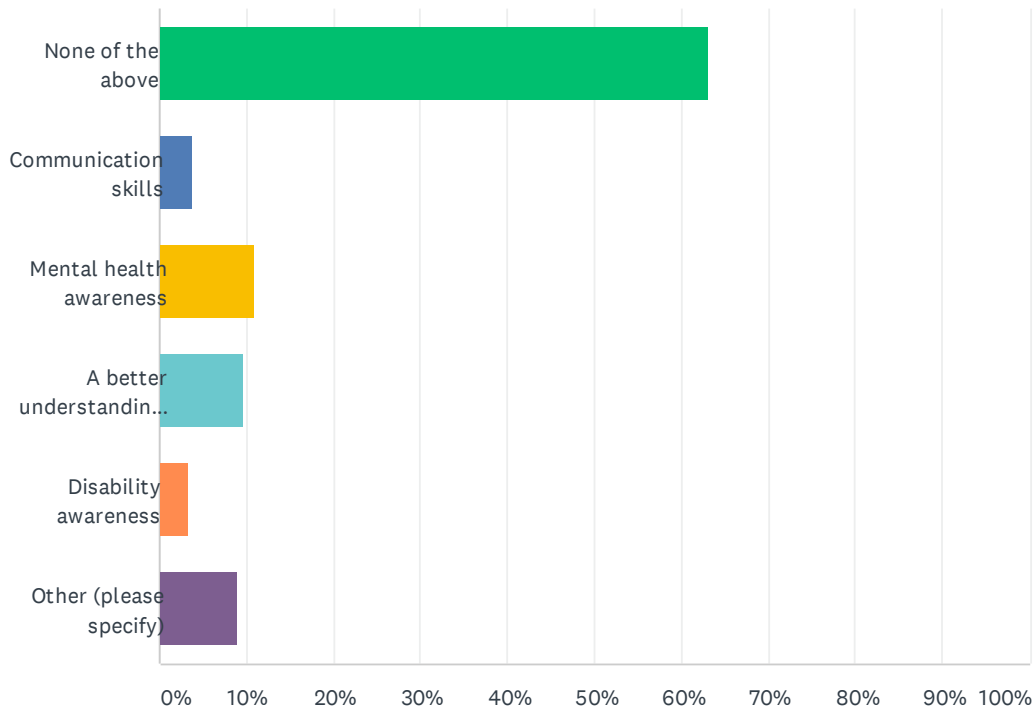
Answered: 320 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	54.06%	173
Agree	26.88%	86
Neither agree nor disagree	13.13%	42
Disagree	4.06%	13
Strongly disagree	1.88%	6
TOTAL		320

Q7 Do you think the Washingtonville Police Department needs more education, awareness, and/or training in any of the following:

Answered: 320 Skipped: 0

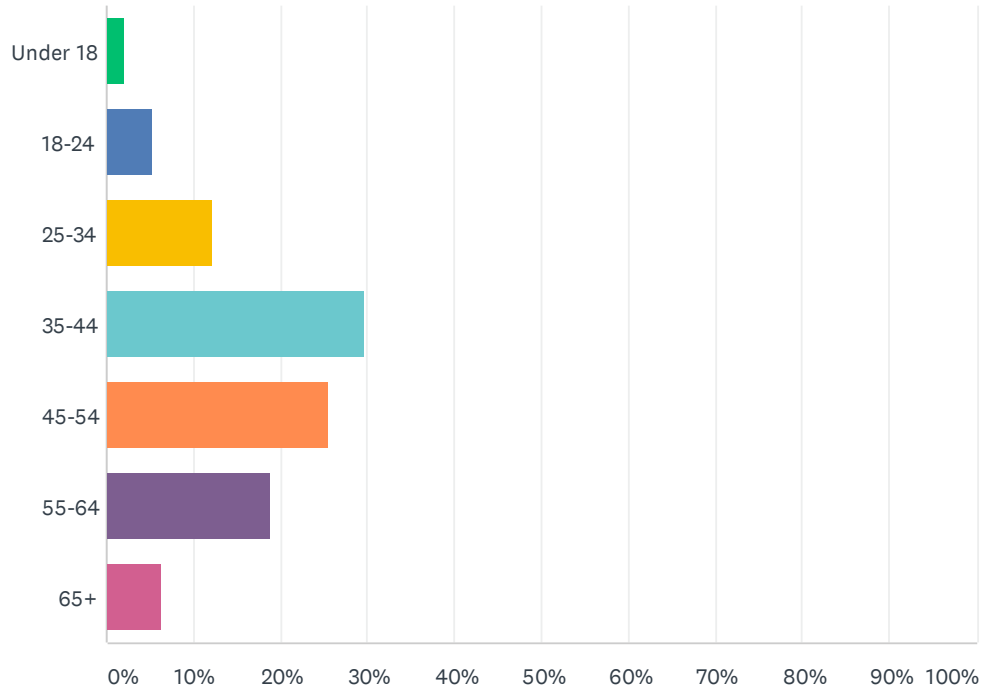


ANSWER CHOICES	RESPONSES	
None of the above	63.13%	202
Communication skills	3.75%	12
Mental health awareness	10.94%	35
A better understanding of implicit bias, people's culture, personal identity	9.69%	31
Disability awareness	3.44%	11
Other (please specify)	9.06%	29
TOTAL		320

#	OTHER (PLEASE SPECIFY)	DATE
1	Training should be ongoing	3/2/2021 1:15 PM
2	Don't fall into this "woke" bullshit ideology. It's a money grab. You guys are doing great. No one is racist. It's all bullshit!!	3/1/2021 12:37 PM
3	Get the drug dealers and users off the streets and out of our town. Enforce dwi's NOT DOT inspections, robbing the working man.	2/25/2021 5:10 PM
4	I believe all of these areas are important for continued training.	2/25/2021 4:26 PM
5	Drug Enforcement	2/18/2021 10:02 PM
6	I think all police departments would benefit from all of the above educational initiatives	2/18/2021 9:26 PM
7	Speaking to women especially officer Lopez	2/18/2021 7:23 PM
8	More training never hurt anybody!	2/18/2021 7:20 PM
9	I think the police could work on creating a better repor with the younger generation	2/18/2021 4:09 PM
10	More postings on social media.	2/18/2021 3:16 PM
11	All of the above. Education should be ongoing.	2/18/2021 11:01 AM
12	All of the above	2/18/2021 10:57 AM
13	Leave them alone. God bless them.	2/18/2021 8:54 AM
14	All of the above	2/16/2021 10:57 AM
15	All of the above, more training couldn't hurt	2/15/2021 7:32 PM
16	All police departments need better training in all of the above	2/15/2021 10:36 AM
17	more training? no. I think continued education	2/13/2021 3:07 PM
18	All of the above. Dont be tyrants	2/13/2021 9:40 AM
19	All of the above apply	2/13/2021 9:25 AM
20	Addressing loitering and dirt bikes/ATVs/reckless bikers on roads	2/13/2021 9:22 AM
21	Training is always essential	2/13/2021 8:43 AM
22	Animal cruelty laws	2/12/2021 10:54 PM
23	All the above	2/12/2021 9:26 PM
24	Active shooter	2/12/2021 6:06 PM
25	All of these	2/12/2021 4:32 PM
26	More education is always a good thing	2/12/2021 4:04 PM
27	Train then on things actually related to and that would help with enforcing the law	2/12/2021 4:00 PM
28	Substance Use Disorder	2/12/2021 3:56 PM
29	Continued training in all the areas lusted is a good thing for any dept. That being said I think you do a great job	2/12/2021 3:52 PM

Q8 What is your age group?

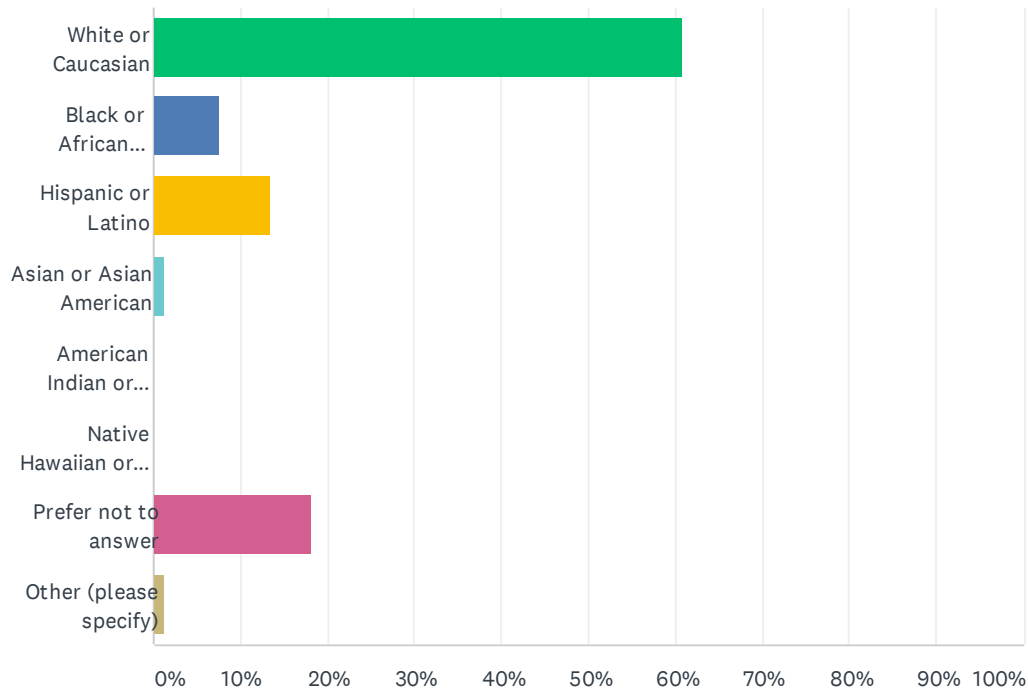
Answered: 320 Skipped: 0



ANSWER CHOICES	RESPONSES	
Under 18	2.19%	7
18-24	5.31%	17
25-34	12.19%	39
35-44	29.69%	95
45-54	25.62%	82
55-64	18.75%	60
65+	6.25%	20
TOTAL		320

Q9 What is your race or ethnicity?

Answered: 320 Skipped: 0

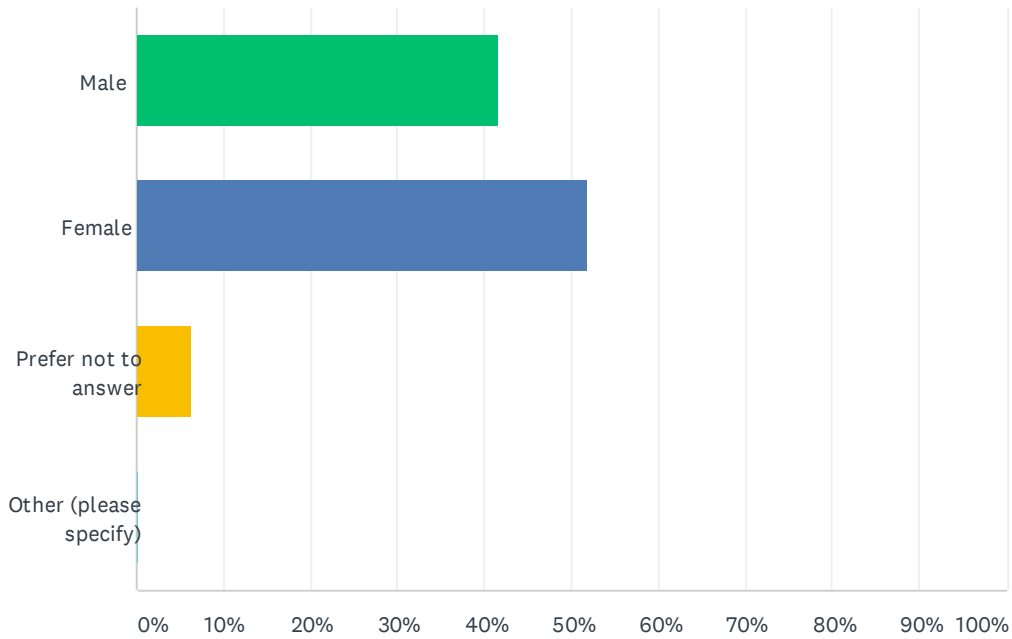


ANSWER CHOICES	RESPONSES
White or Caucasian	60.94% 195
Black or African American	7.50% 24
Hispanic or Latino	13.44% 43
Asian or Asian American	1.25% 4
American Indian or Alaska Native	0.00% 0
Native Hawaiian or other Pacific Islander	0.00% 0
Prefer not to answer	18.13% 58
Other (please specify)	1.25% 4
Total Respondents: 320	

#	OTHER (PLEASE SPECIFY)	DATE
1	Human race	3/1/2021 12:37 PM
2	Arubian	2/26/2021 8:17 PM
3	White and proud	2/25/2021 5:10 PM
4	Mixed	2/12/2021 4:17 PM

Q10 What is your gender?

Answered: 320 Skipped: 0



ANSWER CHOICES	RESPONSES
Male	41.56% 133
Female	51.88% 166
Prefer not to answer	6.25% 20
Other (please specify)	0.31% 1
TOTAL	320

#	OTHER (PLEASE SPECIFY)	DATE
1	I am non binary.	2/24/2021 9:44 PM