

City of Port Jervis Police Reform and Reinvention Collaborative

April 2021- April 2022

Year One Report



Published 26 July 2022

Report Scope and Purpose

On March 22, 2021, the City of Port Jervis Police Reform and Reinvention Collaborative Committee published a report that was approved by the Common Council of the City of Port Jervis in compliance with the provisions of Executive Order 203 issued by former Governor Andrew Cuomo on June 12, 2020. Executive Order 203 required each local government to develop a plan to improve deployments, strategies, policies, procedures, and practices of its police departments 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 neighborhoods. After a comprehensive community-based review of the City of Port Jervis Police Department, a total of seventeen (17) recommendations were developed by the committee and published in the final report.

The purpose of this report is to provide the public with information and updates pertaining to the efforts the City of Port Jervis has engaged between the time of April 1, 2021, and May 31, 2022, to diligently address the Committee's recommendations. Since the City's Reform Report was published in 2021, the Port Jervis Police Department and City of Port Jervis Police Committee have prioritized the necessity of addressing these recommendations. Some recommendations have been completed with policy, training, or organizational changes while other recommendations require extensive research, planning, and resources to implement. The Reform Report and Recommendations have served as a guiding philosophy for the City of Port Jervis Police Department to ensure that we continue to perform community oriented and sustained police services.

During the first year of the City's efforts to implement the Police Reform and Reinvention Collaborative Committee's recommendations, the City successfully developed a Citizen-Police Advisory Group that has provided an influential role in hiring new police officers, promoting personnel and enhancing diversity, adopted enhanced de-escalation training, policies, and evidence based programs to include Project ABLE (Active Bystandership for Law Enforcement), enhanced officer wellness, improved the police department's physical facility, began the process of implementing a body-worn camera program, and secured grant funding partnering with a research foundation to improve the department's response to violent crime, neighborhood disorder and illicit narcotics trafficking in addition to obtaining critical law enforcement technologies to enhance our investigative capacity. The City of Port Jervis looks forward to continuing our efforts to implement the Committee's recommendations in partnership with our community to enhance the services we provide to the residents and visitors of the City of Port Jervis.

Respectfully Submitted,

William J. Worden

Chief of Police

1. The creation of a Community Policing Advisory Committee (CPAC) that follows best practices and reflects the varied composition of city residents to serve as a citizen advisory board to the Police Department and Police Committee. Found on Page 15 of the report.

| STATUS: | NOTES: |
|-----------|--|
| COMPLETED | Action Item: Year 1: January 2022: Appointment by Mayor and Common Council of Ms. Dawn Jones, Ms. Gina Torres, Ms. JoAnn Burton, Ms. Kristin Trovei and Mr. Tim Monahan to the newly formed Port Jervis Community Police Advisory Board. Two year appointments expiring 1/31/2024. |

OVERALL STATUS:
COMPLETED

COMMENTS / FEEDBACK:

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2. Continued advancement of de-escalation training through use of the existing simulator, the ABLE Program and other similar available training and equipment.
Found on Page 21 of the report.

| STATUS: | NOTES: |
|------------------------|---|
| COMPLETED | Action Item: Year 1: 2021-2022: In-service training on firearms simulator, firearms training and taser recertification incorporated enhanced de-escalation training tactics. |
| IN PROCESS | Action Item: Year 1: 2021-2022: Less lethal “Bean Bag” technology implemented with training for specified officers. Additional technology supporting less lethal projectiles such as bean bag technology will be procured with additional officers training in 2022. |
| IN-PROCESS | Action Item: 2022: BOLA Wrap less lethal technology presentation and training: A department trainer is assigned to attend an upcoming seminar on the BOLA Wrap technology and train the trainer program sponsored by the Orange County Sheriff’s Office. <i>BOLA Wrap is a less lethal technology that is described as “remote handcuffs”. This handheld restraint tool fires a lasso-like, 8-foot Kevlar tether with hooks on each end that wraps around a subject’s arms or legs, preventing them from fleeing, punching, or kicking during a high-risk situation to be used as a tool to minimize force and injuries to officers and civilians. The cost for each device is approximately 975.00.</i> |
| COMPLETED | Action Item: Year 1: 2021: Enhanced de-escalation training provided through in-service training incorporated with use of force training and assignment of a DCJS De-escalation online training program. |
| IN PROCESS | Action Item: Year 1: 2022: Defensive Tactics Training to be scheduled June 2022 to include enhanced de-escalation component. |
| SUBSTANTIALLY COMPLETE | Action Item: Year 1: Project ABLE: On June 4, 2021, the City of Port Jervis Police Department was accepted into the Georgetown University of Law to participate in the Active Bystandership for Law Enforcement (ABLE) Project. Port Jervis PD along with Mount Hope PD became the first agencies in our region to be accepted into this prestigious training program and one of 265 agencies nationwide. This training is free of charge and provided through Georgetown’s Innovative Policing Program in partnership with the law firm Sheppard Mullin, to provide an academic and research-based training to officers to successfully intervene to prevent harm and to create a law enforcement culture that supports peer intervention with the goals of preventing misconduct, avoiding police mistakes, and promoting officer health and wellness. <i>-The benefits of a culture that supports meaningful active bystandership training for police officers further include improved police/community relations, improved officer job satisfaction, reduced litigation, and improved overall citizen satisfaction with their law enforcement service.</i> <i>-As a participating agency, the Port Jervis Police Department committed to the program principals governing training accountability, officer wellness, participation in pre-implementation and post implementation surveys, follow-through and assisting other agencies with the training.</i> <i>-Sgt. Daniel Mioglionico and PO Patrick Kerr attended the Project ABLE Train the Trainer Course becoming certified to train officers in the 8-hour basic training course and subsequent 2-hour annual in-service.</i> <i>-During 2021, all officers received the 8-hour basic ABLE training course.</i> <i>-In September 2022, a two-hour in-service is being planned for all sworn officers to continue to support our law enforcement culture that supports peer intervention with the goals of preventing misconduct, avoiding police mistakes, and promoting officer health and wellness</i> |

OVERALL STATUS:
ONGOING PROCESS

COMMENTS / FEEDBACK:

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3. Addition of the proposed Community Policing Advisory Committee (CPAC) as another avenue to receive community complaints (or compliments).
Found on Page 23 of the report.

| STATUS: | NOTES: | |
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| | | Action Item: Issue officers with business cards that contain information on the card for filing a commendation or complaint including contact information for the CPAC Committee. |
| TBD | | Action Item: 2022: Add an information tab on the department's website that provides information regarding the newly formed CPAC Committee including a central contact email address. |

OVERALL STATUS:
IN PROCESS

COMMENTS / FEEDBACK:

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4. The purchase and use of police body worn cameras by the PJPd. Found on Page 24 of the report.

| STATUS: | NOTES: | |
|------------------------|--------|---|
| COMPLETED | | Action Item: 2021: City of Port Jervis procures \$24,000.00 dedicated to support implementation of body worn cameras and related computer infrastructure upgrades. |
| COMPLETED | | Action Item: May 2021: Funding request submitted to OCDA Office for partial funding to support camera project. |
| COMPLETED | | Action Item: July 2021: PJPd and Community Development Agency submit a Dept. of Justice Body Worn Camera Implementation Grant request (matching funding). |
| COMPLETED | | Action Item: December 2021: DOJ Grant Award BWC Program- Matching Funds to implement a body worn camera program (cost: \$38,000.00). |
| COMPLETED | | Action Item: February 2022: Common Council advertises competitive bids for BWC technology. |
| SUBSTANTIALLY COMPLETE | | Action Item: April 2022: Common Council awards BWC bid to Hudson Valley Computer Guys to purchase AXIS Body Worn Camera Technology when approved by DOJ. Note: Currently, DOJ in process of approving PJPd Body Worn Camera Policy and Budget: Estimated purchase of technology and implementation of training program: May-June 2022. |

OVERALL STATUS:
IN PROCESS

COMMENTS / FEEDBACK:

5. The PJPDP, and the city government take steps to ensure a broad field of qualified candidates through outreach and/or increasing the 15-mile residency radius.
Found on Page 25 of the report.

| STATUS: | NOTES: | |
|------------|--------|--|
| IN PROCESS | | Action Item: Comments: Current Civil Service List established in 2020 does not expire until 2024. |
| IN PROCESS | | Action Item: 2022 Agenda: Police Committee to review extending residency radius from 15 miles to 30 miles. |
| | | 8 Full time officers and two part time dispatchers hired in 2021-22. We experienced five retirements, one transfer and two new hires increased female officer representation and Hispanic officer representation. Department increased bilingual Spanish speak personnel to three from zero. |

OVERALL STATUS:
IN PROCESS

COMMENTS / FEEDBACK:

6. Exploring the option of adding community representation, perhaps through the proposed Community Policing Advisory Committee (CPAC), that will provide input to the city’s police officer selection and promotion process. Found on Page 27 of the report.

| STATUS: | NOTES: |
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| COMPLETED | Action Item: Year 1: June/July 2021: A committee consisting of two representatives from the Police Committee, two representatives from the City’s reform committee and representatives from the police department collaboratively reviewed over 40 candidates being considered for six full time police officer candidates in the police department and selected six candidates including two female candidates one of whom is a bi-lingual Spanish speaking candidate. The candidates were approved by the Common Council based upon the committee’s recommendations. |
| COMPLETED | Action Item: Year 1: July 2021: The committee interviewed candidates approved by Civil Service for promotion to police sergeant and recommended three officers to be promoted to the rank of sergeant who were appointed by the Common Council based on the committee’s recommendation. |
| COMPLETED | Action Item: Year 1: February 2022: Police officer candidates were interviewed by the members of the newly formed citizen advisory committee in partnership with the police committee to fill two police officer positions. Two officers were recommended by the committee and subsequently approved by the Common Council. |
| <i>The valuable community participation in this process has greatly enhanced the diversity and community representation of the PJPd.</i> | |

OVERALL STATUS:
COMPLETED /
ONGOING
IMPLEMENTATION

COMMENTS / FEEDBACK:

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7. The location and use of applications that cost effectively provide the aspects necessary to standardize inputs and provide the analytical reports that are necessary for administration and oversight committees to determine department effectiveness. Page 31 of the Report.

| STATUS: | NOTES: | |
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| IN PROCESS | | Action Item: 2021-2022: Conversion from UCR Uniform Crime Reports to Incident Based Reporting (IBR) to increase statistical information pertaining to crime, victimization, arrests and demographics. |
| IN PROCESS | | Action Item: 2021-2022: Developing reporting mechanisms to provide a record of all traffic stops, tickets, warnings, and demographics for future statistical analysis. |
| IN PROCESS | | Action Item: 2022: Enhanced Department monthly report to include IBR crime statistics and Use of Force reporting. |
| IN PROCESS | | Action Item: 2021-22: Continued Implementation of Lexipol Electronic Policy and Procedure Manuel and policy daily training bulletins. |

OVERALL STATUS:
IN PROCESS

COMMENTS / FEEDBACK:

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8. The development and implementation of a statistical dashboard of police activities be added to the city’s website and that key measurements and time update increments be decided by the Police Committee and recommended Community Policing Advisory Committee (CPAC). Found on Page 31 of the report.

| STATUS: | NOTES: | |
|------------|--------|---|
| IN PROCESS | | Action Item: 2022: Enhanced Department monthly report to include IBR crime statistics and Use of Force reporting. |
| IN PROCESS | | Action Item: A “statistical dashboard” is being drafted for the 2021 Annual Report for Website posting that will contain specific demographical information regarding arrests, traffic stops, crime statistics and use of force data. |

OVERALL STATUS:
IN PROCESS

COMMENTS / FEEDBACK:

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9. The exploration of developing a Community Engagement Team consisting of trained community-based peers and community leaders that would provide an effective avenue for officers to refer complex quality-of-life complaints to build community-based solutions to solve them. Page 33 of the report.

| STATUS: | NOTES: |
|---------|---|
| FUTURE | Action Item/Comments: To be reviewed by committee for year two of the local reform implementation plan for 2022-2023. |

OVERALL STATUS:
FUTURE

COMMENTS / FEEDBACK:

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10. To increase the required educational level of an incoming officer beyond that of a 2-year degree, and/or, to current officers, offer tuition reimbursement for training in social services, mediation, conflict resolution, mental health first aid and so forth. Page 33 of the report.

| STATUS: | NOTES: |
|---------|--|
| FUTURE | Action Item/Comments: Requires Civil Service Review and further study by police committee for 2022-2023. |

OVERALL STATUS:
ONGOING REVIEW

COMMENTS / FEEDBACK:

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11. The PJPD continue to seek community partnerships that may be formalized over time that will support its ongoing service mission, support proactive intervention and diversionary programs for youth utilizing a network of youth and family services providers, and increase the knowledge and training of PJPD officers and staff and continue to improve public safety. Page 40 of the report.

| STATUS: | NOTES: | |
|------------|--------|---|
| IN PROCESS | | Action Item: Priority of Juvenile Aid Unit is to defer nonviolent juvenile contacts to diversionary services. |
| IN PROCESS | | Action Item: Continued support of Hope Not Handcuffs Treatment Program |
| IN PROCESS | | Action Item: Participation in OCDA Office non-violent pre-arrest diversionary program |
| IN PROCESS | | Action Item: Pilot Program: Co-location of peer mental health support specialist – Independent Living and Orange County Mental Health at City Hall to work in partnership with officers to increase training, collaboration, joint response during daytime calls for mental health assistance and increased mental health referrals to Forensic Connections program for intervention and follow-up to reduce traditional criminal justice response and provide treatment. |

OVERALL STATUS:
ONGOING PROCESS

COMMENTS / FEEDBACK:

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12. That the City provide and expand opportunities for positive interactions and programs between youth, the PJPD and other City departments such as Recreation and Parks and responsible qualified community leaders whenever possible. To expand the reach and depth of programming for youth, formal and information partnerships with community organizations is also encouraged. Page 43 of the report.

| STATUS: | NOTES: |
|-----------|---|
| COMPLETED | Sponsored PD/Recreation Jump Out BBQ Parties at Church Street Park and the Pump Track |
| COMPLETED | Attended a Community BBQ at Church Street Park sponsored by a local community group |
| COMPLETED | Sponsored a Fall Community Harvest |
| COMPLETED | Continued partnership with Port Jervis Youth Center, Salvation Army, Orange County Youth Bureau, and PJ Schools. |
| COMPLETED | Sponsored Coloring with a Cop Program for Area pre-schools and elementary schools. |
| COMPLETED | Sponsored a Youth Safety Day and Bicycle Rodeo |
| COMPLETED | Sponsored the 4th Annual Youth Leadership Academy |
| COMPLETED | Expanded community service role with Salvation Army and Easter Seals outreach programs |
| COMPLETED | Return of National Night Out Against Crime August 2, 2022 |
| TBD | <i>Stemming from a series of meetings with students at the Port Jervis High School, the Port Jervis PD Juvenile Aid unit is working with the school district to develop the following programs to be launched in 2022:</i> <ul style="list-style-type: none">•Police Explorer Club (High School)•DARE Mentor Program•Police/Student Open Gym Nights |

OVERALL STATUS:
WORK IN PROGRESS

COMMENTS / FEEDBACK:

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13. The City regularly provide the funding to hire communication agencies experienced in multi-platform social media communications for coordinated PJPB and City public outreach.
Page 43 of the report.

| STATUS: | NOTES: |
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| COMPLETED | Action Item: 2021-2022: Contracted Niki Jones Agency to enhance department’s social media presence and improve website. |

OVERALL STATUS:
COMPLETED

COMMENTS / FEEDBACK:

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14. The PJPd continues and expands where possible, its face-to-face interactions with the public from youth to seniors, residents, businesses owners and visitors.
Page 43 of the report.

| STATUS: | NOTES: | |
|------------|--------|---|
| COMPLETED | | Enhanced Foot Patrols "Bring Back the Beat" in neighborhoods and business districts. |
| COMPLETED | | Enhanced training of bicycle patrol officers. |
| IN PROCESS | | Researching funding to purchase E-Bikes and an electronic golf cart type vehicle to improve deployments and access for officers in parks and neighborhoods. |
| FUTURE | | Fall-2022: Planning a senior safety- fraud prevention program and drug take back program for all senior citizen housing complexes. |

OVERALL STATUS:
ONGOING PROCESS

COMMENTS / FEEDBACK:

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15. The development and active implementation of formal training and informal interactions that will increase personal contact between department staff, officers, and the community. Page 44 of the report.

| STATUS: | NOTES: | |
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| COMPLETED | | Action Item: 2021: Continued partnership with neighborhood watch groups participating in community meetings and ward walks. |
| COMPLETED | | Action Item: 2021-2022: Officers assigned to assist Salvation Army, Easter Seals, Elks Club and other community-based organization to assist with community-based projects to increase community interactions. |
| FUTURE | | Action Item: 2022: Committee to solicit input from CPAC to develop a community based in-service training program identifying key community partners to support this training and awareness. |
| IN PROCESS | | Action Item: 2021-2022: Support of Homeless Outreach Efforts, Point in Time Count with HONOR EHG and Tri-State Interfaith Counsel. |

OVERALL STATUS:
ONGOING PROCESS

COMMENTS / FEEDBACK:

16. That the City and Department continue to seek and expand resources for equipment, training and programs from community, county, state, and federal levels. Consider partnering with not-for-profits and research foundations and grant funding entities for funding. Page 44 of the report.

| STATUS: | NOTES: | |
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| COMPLETED | | Action Item: Partner with Georgetown University – ABLE Program – promote active by-standership. |
| INITIATED | | Action Item: Partner: US Dept of Justice, the Gifford Foundation and John F. Finn Institute for Public Safety, Inc. to implement the Safe Neighborhoods Grant providing \$178,134 in funding to address crime, disorder, and community policing in our community during FY 2022, 2023. |
| TBD | | Action Item: Partner with Orange County DA and Orange County Emergency Management to participate in a shared Records Management System “NICHE” replacing the department’s current RMS, to facilitate increased information sharing in Orange County. |
| COMPLETED | | Action Item: December 2021: Awarded a grant through the Division of Criminal Justice Services to update the department’s aging live scan on-line computerized booking infrastructure. |
| CONTINUING | | Action Item: Continued collaboration with Fearless! Hudson Valley and membership with the Risk Reduction Response Team of Orange County to facilitate co-located domestic violence intervention services, collaboration, and training. |
| CONTINUING | | Action Item: Continued collaboration with OC Mental Health and Independent Living to support collaborative mental health responses, participation with Orange County CIT working group, co-location of services, shared information, and increased training to include the goal of providing Forty Hour CIT Crisis intervention Training to patrol officers. Two officers were training in 2021 and a total of six officers scheduled in 2022. |
| FUTURE | | Action Item: Participation and membership on the Orange County Sexual Assault Response Team (MHA). |

OVERALL STATUS:
ONGOING PROCESS

COMMENTS / FEEDBACK:

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17. The continued financial, programmatic support of programs and methods that advance officer wellness.
Page 46 of the report.

| STATUS: | NOTES: |
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| COMPLETED | Action Item: Year 1: Assignment of two officers to serve as departmental EAP Coordinators. (Sgt Mloglionico and Officer Kerr) |
| COMPLETED | Action Item: Year 1- 2021: Formed partnership with NYLEAP (New York Law Enforcement Employee Assistance Program) and conducted an 8-hour wellness training with all officers. |
| IN PROCESS | Action Item: 2022: Officer Wellness Policy Drafted for Distribution |
| CONTINUING | Action Item: Basic 8-hour ABLE Training Provided to all officers in 2021. 2-hour ABLE in-service training will be provided in 2022. |
| | Action Item: Continued deployment of police chaplain program within the department. |
| | Action Item: Culture of Wellness infused within leadership, supervision, and training inside the department. |
| | Action Item: Department administration prioritizing adequate shift coverage (safe shift minimums to include supervision on all shifts) and granting leave time. |
| IN PROCESS | Action item: City Council and PBA negotiating a reduced work schedule: 5-2, 5-3 with improve time off. |
| COMPLETED | Action Item: City of Port Jervis invested in improving the physical work environment of the police department by adding additional space for the patrol division, kitchen, improved locker facilities, added a shower facility and improved the overall safety and security of the physical structure. |
| COMPLETED | Action Item: Prioritization of issuing a law enforcement officer safety deployment bag to all patrol officers and first line supervisors that includes level IV protective vest and helmets to be deployed for critical incidents involving violence such as an active shooter situation. |

OVERALL STATUS:
ONGOING PROCESS

COMMENTS / FEEDBACK:

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