



Submitted by:  
Members of the Committee on Police Reform and  
Reinvention Collaborative (Medina, NY)

*Draft Report: January 25, 2021*

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## **Background:**

On June 12, 2020, New York State Governor Andrew Cuomo initiated Executive Order 203 entitled the *New York State Police Reform and Reinvention Collaborative*. The core objective was that each local government with a police department needed to review the policies, procedures, and strategies of the police department. Specifically called out topics for review included Use of Force, Crowd Management, Community Policing, Implicit Bias Awareness Training, De-escalation Training and Practices, Community-Based Outreach, and Transparent Citizen Complaint Disposition Procedures.

To achieve these goals and directives, each local government shall pull together a group of stakeholders to perform a comprehensive review. The objective is to develop a plan to improve the stated areas for the function of better addressing the particular needs of the community; to foster trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of the communities of color.

Following this process, an approved comprehensive plan must be submitted to New York State by April 1, 2021.

## **Village of Medina Committee:**

To achieve Executive Order 203, each local government's head of government must work with the head of the police department to compile a group of community stakeholders to review the topics referenced within the Executive Order.

The Village of Medina Police Reform and Reinvention Collaborative Committee was formed in the summer of 2020, and held its first meeting on August 12, 2020. The Committee was formed by Mayor Michael Sidari and Medina Police Chief Chad Kenward and comprised of the following 11 additional people:

Committee Chairperson Scott Robinson (Medina Area Partnership)  
Daniel Doctor (Medina Central School District Representative)  
Pastor Jovannie Canales (Community Leader)  
Jacquie Chinn (Community Leader)  
Lt. Todd Draper (Medina Police Department)  
Sherry Tuohey (Community Leader)  
David King (Community Leader)  
Cynthia King (Community Leader)  
Danielle Figura (Orleans County Mental Health Department)  
Joe Cardone (Orleans County District Attorney)  
Joanne Best (Orleans County Public Defender)

The organizations and groups represented by the committee members included the Medina Police Department, Village Government, Medina School District, Medina Area Association of Churches (MAAC), Medina Area Partnership (MAP), Village Residents, Senior Citizens Center, Orleans County Mental Health, and the District Attorney's and Public Defender's Offices. The demographics of the committee are 8 males and 5 females, which includes 8 White, 4 Black, and 1 Hispanic. The Medina Village Board approved and finalized the members of this committee on Aug. 24, 2020.

**Process:**

The Medina Committee on Police Reform and Reinvention Collaborative began laying out the foundation for a report during the first meeting on August 12, 2020. It was agreed upon that one of the most critical features of any report was community input. While abiding by health restrictions due to COVID-19, the committee set up multiple channels to accept community input throughout the process. These channels included a public forum, an email address, an online survey, a printed survey, and conversations that took place between committee members and interested parties.

Using both opinions from committee members and the input from the community, the committee focused largely on topics that involved community policing/relations, mental health, and training. In addition to these specific topics, several policies were reviewed that are included as attachments to this report.

After reviewing the policies and practices of the Medina Police Department and the improvements that could be made, the committee submitted multiple recommendations for the Village of Medina Board of Trustees to consider. These recommendations represent both short and long term goals.

## **The Village of Medina**

Medina is a Village located in the Western side of Orleans County. It is split between the Townships of Ridgeway and Shelby. According to a 2020 census report the population is 5,543, making it the 154 most populated municipality in New York State. Medina residents have an average household income of \$48,729 with a poverty rate of 17.61%. The demographics of the Village include 86% White, 6% Black, and 4% Hispanic.

### **Village of Medina Police Department**

The Medina Police Department is comprised of 13 Officers. This includes one (1) Chief, one (1) Lieutenant, one (1) Sergeant, one (1) SRO, eight (8) Patrolman (including a Police K-9 and Handler), and one (1) Part time Officer. The department operates with two (2) officers on duty 24/7.

### **Village of Medina Committee on Police Reform and Reinvention Collaborative**

The Committee met approximately twice a month, with in person meetings, having started this past August. The first couple of meetings included familiarization with committee members and the organizations that they represent. There was also a tour of the Police Station and an in-depth explanation of Departmental equipment that is utilized along with a break-down of daily activities.

#### **Public Outreach and Input**

1. An email address was created to allow residents to voice specific concerns in detail.
2. An online survey was developed rating the department in several areas, some of these included Transparency, Racial Bias, Trustworthiness, Community Participation. There was also input on what were respondents biggest concerns, as well as suggestions for improvements. In an effort to maximize distribution of the survey, committee members were requested to distribute paper copies of the survey as well. Efforts were made to distribute the survey to Officers of the Medina Police Department, Medina High School, and additional groups that allowed for more community input. The survey was also provided in Spanish. The survey is attached to this report.

#### **Survey results:**

- There was approximately 255 Respondents to the survey:
  - Approximately 90% of responses came from Medina (14103) residents
  - Equal response between male and female
  - 80% White, 7% Black, 8% Hispanic no other responses topped 1%
- Overall ranking of Medina PD - 3.7 out of 5
- Biggest concern for committee to address:
  - 27% Increased Training

27% Community Policing/Relations  
 21% Mental Health

-Through short answers, several comments were made regarding increased foot patrols and having meaningful contact with the community including getting to know the Officers better and building trust through positive encounters.

Below are additional survey results:

Topic:	Great	Good	Fair	Poor	No Opinion
Overall Performance	30% (77)	38% (96)	22% (57)	6% (16)	3% (8)
Transparency	21% (54)	28% (70)	30% (75)	9% (24)	12% (30)
Conflict Resolution	26% (65)	29% (74)	24% (61)	11% (28)	10% (24)
Racial Bias	24% (60)	23% (58)	19% (48)	11% (28)	23% (57)
Trustworthiness	34% (85)	29% (73)	21% (52)	12% (30)	5% (12)
Traffic Enforcement	31% (77)	31% (78)	23% (58)	11% (28)	6% (11)
Community Participation	27% (66)	30% (75)	23% (58)	14% (36)	6% (15)
Approachability	34% (85)	28% (71)	21% (54)	13% (33)	4% (10)

The results of the survey provided justification for focusing on the larger topics of community policing, relations, and public interaction. Additionally, results emphasized that training should continue to be a priority of the Medina Police Department and that additional information should be provided to the community on what training is currently done as well as what training will be completed in the future.

3. On September 23, 2020 a public meeting was held to gather public input. Approximately 50 people attended this meeting. A public meeting on November 18, was scheduled and cancelled due to COVID concerns. A video presentation was made in place of this meeting, providing insight on the Governor's Executive Order, and updating residents on specific areas addressed in the Order. The video presentation can be viewed at:

<https://www.youtube.com/watch?fbclid=IwAR2lqDjr725fyGED7oSZJtiThgYIlexZuDfDT0tYWGBAIMXtpOjumDaHqOs&v=yo32L7n6VVY&feature=youtu.be>

## **Subcommittee for Policies and Procedures**

Early in the process, while there was an effort being taken towards gathering information from the public, Chairman Scott Robinson formed a subcommittee for Policies and Procedures. The Sub Committee consisted of Lt. Todd Draper, Pastor Jovannie Canales, Danielle Figura, and D.A. Joe Cardone. The Sub-Committee began an extensive review of ALL Department Policies. In addition to the sub committee's review of all policies, there were some policies in which the Committee gave special attention and scrutiny. The specific policies below were brought before the Committee as a whole for review, questions and suggestions. This Committee reviewed the following Departmental Policies:

- Use of Force (Updated)
- Mental Health (New)
- Body Worn Cameras
- Community Relations (Updated)
- Civilian Personnel Complaints (New)
- Performance Evaluations
- Handling Deadly Force Incidents
- Use of Firearms
- Taser
- Less Lethal Shotgun

Through the process of policy reviews, there were multiple items identified and discussed, along with some written and procedural changes. These areas are discussed in more detail in various parts of the report.

### **Use of Force:**

A substantial focus of the Committee was on Departmental Use of Force. Committee members were all provided with Departmental statistics from 2016 to present on the annual use of force numbers verses the number of arrests. These stats show a reasonably low number of annual use of forces incidents.

2016: Total Arrests 465, Total Use of Force Reports 12. Percent of Arrests involving UOF 2.6%

2017: Total Arrests 551, Total Use of Force Reports 8. Percent of Arrests involving UOF 1.4%

2018: Total Arrests 416, Total Use of Force Reports 20. Percent of Arrests involving UOF 2.9%

2019: Total Arrests 374, Total Use of Force Reports 21. Percent of Arrest involving UOF 3.5%

(In 2018, the Department began tracking Taser and Gun Point with Subject Compliance. These numbers are shown in the Total Use of Force Reports, however, these Taser/Gun Point incidents are not counted in the percentage of arrests involving force due to compliance being gained with a show of force.)

In addition, specific areas of use of force were discussed.

### **Chokeholds:**

During the review of the Use of Force policy, the Committee was notified of a change in Department policy that had been made in a policy update in 2017. This change included wording in the Use of Force policy that ANY neck restraint is considered a use of Deadly Physical Force, which is the same use of force level as using a firearm. This action was well in advance of the 2019 adoption of NYS Law Penal 121.13-a Aggravated Strangulation by a Police Officer.

#### **Duty to Intercede:**

Continuing in the Use of Force policy, there was additional wording that was adopted in the 2020 revision in the Use of Force Policy. This wording was specific to the area of Duty to Intercede. The following wording was added:

“Any officer present and observing another officer using force that is clearly beyond that which is objectively reasonable under the circumstances shall, when in a position to do so, intercede to prevent the use of unreasonable force”

“An officer who observes another officer use force that exceeds the degree of force permitted by law should promptly report these observations to a supervisor.”

These changes make it clear that Officers need to intervene when something is not being done properly, specifically in the area of Use of Force. This wording change was not just a change in Department Policy, but this concept was added to the annual Use of Force block of instruction, and this topic was trained and explained at length during a Department In-Service Training on Use of Force which was conducted in November of 2020.

#### **Mental Health:**

During this process Mental Health was also a focal point of discussion and committee action. The Orleans County Director of Mental Health was added to the committee after this key stakeholder area was identified by the Committee.

One of the first concerns was that there was not a specific Departmental Policy that addressed Mental Health. Although procedures for handling people in crisis were mentioned in various other policies, there was not a policy solely for Mental Health. With input from NYS Accredited standards, as well as Orleans County Mental Health, the Medina Police drafted a Mental Health Policy (attached). The Policy gives specific directions to Officers on how to handle individuals who are experiencing a mental health crisis. It focuses on diverting these individuals to the appropriate resources outside the criminal justice system. This policy was submitted to the Committee for review and suggestions.

The Medina Police Department participates in a Countywide Law Enforcement/Mental Health Committee which has opened the lines of communication and allowed for sharing of information. This Committee has multiple stakeholders from Mental Health, Addiction recovery, Dispatch, and Law Enforcement from each agency in the County.

The Committee also became aware of an effort to fund and provide additional mental health services to children and adolescents in our area. This change would increase crisis assessment, referral, and linkage to the required level of mental health services. This addition of services would include options for increased mental health professionals responding on an on-call basis. The Committee joined local Law Enforcement in providing a letter of endorsement for this change. (attached)



The Committee discussed increased Mental Health Training. A breakdown of MPD training topics and hours are listed in the Training Section of this report.

**Transparency:**

For increased transparency, all policies containing non-sensitive information were posted on the Village of Medina website (villagemedina.org), under the Police Department tab. In addition to the policies, the Civilian Complaint Form was also placed on the Website for ease of access. On the basis of the Committee's discussions the department is considering posting departmental statistics in regards to calls for service, penal law arrests, vehicle and traffic law arrests, use of force, and demographics of those arrests as part of an annual Medina Police Department posting on the Village Website and/or Facebook page (Village of Medina Police Department).

The Civilian Personnel Complaint procedure was also examined. This is discussed in further detail in that section of the report.

In 2019, the Medina Police Department began its Body Worn Camera (BWC) program. All officers are equipped with a body worn camera for interactions with the public. These cameras aid in transparency, and are also used during prosecution of criminal and vehicle and traffic offenses. The BWC policy is attached to this report.

## **Training**

Committee members and the public were provided with a breakdown of Departmental Training including the number of training hours for both in-service training topics, and outside specialty training. The Medina Police Department currently has 4 DCJS certified Trainers, who provide Departmental in-service training. This training is completed on a schedule of approximately 1 day every other month, including 5-6 in-service training days a year with each officer receiving no less than 35 hours of in-service training annually. This is well above the 21 hour training requirement for NYS Law Enforcement Accreditation standards. The MPD also participates in a wide variety of specialty training outside of the Department. A breakdown of the MPD training topics and hours are listed below.

**Department Wide Annual In-Service Training:**

Annual Topics Included: Use of Force, Firearms Training, Less Lethal Shotgun, Defensive Tactics, Taser, Legal Updates, Sexual Harassment, Hazardous Materials, Workplace Violence, and Bloodborne Pathogens.

**Department Wide Bi-Yearly In-Service Training:**

Emergency Vehicle Operation, Spike Strips, Active Shooter, CPR & Basic First Aid.

**Additional Departmental In-Service Training:**

Awareness Training, K-9, Tactical Team, Evidence Collection (Fingerprint/DNA), Narcan Administration

**Specialized Training:**

Crisis Intervention Training, Mental Health First Aid, Interview and Interrogation, Advanced Roadside Impairment Detection, Breath Test Operator, Drug Recognition Expert, School Resource Officer,

Instructor Training (Reality Based Training, Emergency Vehicle Operation, etc.), Use of Force Investigations, Weapon Armorer, Evidence Room Management.

**Total Hours of Training:** 2016: 739.5 hrs, 2017: 611.5 hrs, 2018: 988 hrs, 2019: 811 hrs.  
Average Number of Hours of Annual Training *Per Officer* (2016-2020): 65 hours per year.

Three training topics were specifically discussed at length, including Mental Health Training, De-Escalation Training, and Awareness Training/Procedural Justice.

### **Mental Health**

The Medina Police Department has worked through the NYS Department of Mental Health to provide State certified training in Mental Health. The course curriculums and training provided by the state consists of Crisis Intervention Training (40 hours) and Mental Health First Aid (8 hours). Since 2016 the Medina Police Department has sent 4 officers to Crisis Intervention Training, and 5 officers to Mental Health First Aid Training. Scheduling and locations for these trainings are determined by the NYS Office of Mental Health.

### **De-Escalation**

De-Escalation is an approach to conflict resolution in which Officers may have the opportunity to reduce the intensity of potentially violent situations through various techniques. This term is very familiar to the law enforcement community, and this concept has been at the forefront of law enforcement training for an extended period of time. These are techniques used by law enforcement on a regular basis, however, it was noted to the Committee that this process requires both parties to be willing to De-Escalate. Sometimes, despite the best efforts of the officers involved, a situation can easily escalate to a level where verbal communication does not resolve the situation. The Committee was advised that although a separate block of instruction is not conducted on De-Escalation, it's principles and concepts are trained and reinforced in trainings such as Reality Based Training, Taser, Defensive Tactics, Use of Force, Mental Health, and other trainings where verbal communication is necessary. These types of trainings, that provide an opportunity for Officers to use these communication skills, can definitely be expanded upon.

### **Procedural Justice**

Procedural Justice was also a new term to many members of the Committee. It is a concept that the legitimacy of the police is linked to the public judgment about the fairness and consistency of the processes in which the police make decisions and exercise authority. The Committee and Police Department recognize that Officers interact with a wide variety of people. These may include people of different races, sexes, ages, languages, origin, religion, sexual preference, etc. These differences may affect how Law Enforcement must perform their job. In the past the Department has provided training to aid our Officers in communicating with people who may be different than them. The department completes annual Sexual Harassment training. In addition, the Department has previously provided awareness training from Restore including interactive training with the LGBTQ community. This type of awareness training area is also a topic that can be expanded upon. The Committee discussed that these concepts are greatly reflected in the principles of Procedural Justice. During the course of the Committee's work, a NYS DCJS Instructor course for Principled Policing was offered in the area. This state certified training course prepares instructors to present on the topics of Procedural Justice from a standardized lesson plan. The program covers areas such as History of Policing, Communication, Racial Bias, Decision Making, Trust Building, and Core Values. It cites specific situations and provides examples through video and discussion. The Village of Medina sent an instructor to this Principled Policing

Instructor training. A 7- hour Department wide In-Service has been scheduled for January of 2021. It is the hope of the Medina Police Department that providing training such as this, will help our Officers perform in a way that continues to build trust and confidence with our community.

## **Community Buy-In**

As a segue to community policing many civilian members of the Committee made a point on several occasions to stress and address the belief that the Community must participate and buy in for there to be any meaningful reform. The theory promoted by the committee is that this needs to be a societal change in which both the Police and our Community can work together to affect meaningful change. The Committee believes this notion can be reinforced by creating more positive interactions, such as the principles of Community Policing.

### **Community Policing/Relations:**

In order to achieve this, the Community Policing/Relations policy and strategy was examined. At the suggestion of the Committee, the MPD attempted to increase positive interaction through a Departmental social media platform. Short professional bios and photographs of each Officer were posted so that the community would be able to get to know their Officers.

MPD has also attempted to be more active on social media, sharing relevant and positive information with the community that is served. This past December, the Department produced a video presentation to answer questions from letters written by the six-grade class from Medina Middle School.

The Committee had discussion regarding bringing National Night Out or some other type of law enforcement/community interactive event to the Village of Medina. National Night Out, which the Medina Police Department participates in, occurs once a year in Albion. National Night Out is conducted once a year, usually the first Tuesday in August. The Medina Police Department is willing to host such an event, however consideration must be made regarding the availability of resources; vendors (GCASA, Mental Health Services, other Social Service providers), equipment (ex. tactical vehicles), other law enforcement agencies, fire services. These resources might be unavailable due to participation in other National Night Out Events in the region. Consideration should be made for some other hybrid type of National Night Out Event that the Medina Police Department and community membership can collectively create.

The department in years past, minus COVID, has organized and conducted bicycle rodeos at Oak Orchard Elementary School. This event is held every June and is a very positive interaction with school children. Well over 100 school children participate in the event each year. The department distributes bicycle helmets (courtesy of the Medina Area Association of Churches) to those children that don't have one. Instruction on bicycle safety is also given during this time.

The Medina School District and the Medina Police Department have worked in conjunction with one another for several years including having an officer in the school district; the school resource officer or SRO. The SRO is a multi-faceted role. The school district gains another layer of security, but also a multitude of other roles i.e. counselor, educator, role model, etc. The SRO is the face of the department not only in the school district but the community.

The Medina Police Department has a K-9 unit that prior to Covid, has been extremely proactive in interacting with the community. The K-9 unit has previously completed demonstrations for several different groups including the Boy Scouts, Lions Club, Farmer's Market, Summer Parks Program and several other locations. These demonstrations allow for positive interaction that may not have been achieved without the use of this trained Police K-9.

The Medina Police Department also has a ride along program that allows for local residents to ride with Officers to observe the daily activity that Officers experience. This program is also utilized to educate students who may be interested in pursuing a career in law enforcement. This public relations tool may be underutilized both as a teaching tool, and a recruitment effort.

The Medina Police Department's Community Policing/Relations policy outlines that officers, during their tours of duty, take time to get out of the patrol car and conduct foot patrol. Midnight shift officers are required to conduct downtown foot patrol by checking doors of the respected businesses in that area. This is a courtesy that the Medina Police Department has completed for many years. During other shifts (days and afternoons), officers are encouraged to get out and do foot patrol in the business and residential areas of the community. We have encouraged face to face interactions, stressing more positive encounters than negative ones. Our Officers have played football/basketball with kids, play video games, foot races, water fights with squirt guns, to name a few interactions. The Community Policing/Relations policy was also updated to add specific wording to reflect longstanding standards within the Medina Police Department:

“Officers will maintain impartiality in the enforcement of laws. Officers will not base enforcement efforts on any type of bias, for example; race, age, gender, religion, nationality.”

“Management and Supervision does not have, nor will it impose any type of numbered quota on Officers in regard to arrests, tickets, or enforcement laws.”

The Committee had discussions regarding the Medina Police Department conducting bike patrol. The premise being that bike patrols remove the officer from the patrol car and provide the opportunity for more community engagement. In past years the department provided such activity during special events. However, providing said service during routine patrols requires extra manpower. The Medina Police Department currently possesses two (2) bicycles for such details. The Medina Police Department is willing to provide this service under the stipulation that it would be done with the proper amount of manpower on duty at that time, three (3) or more officers.

There was discussion about creating a Community Policing Board; made up of stakeholders from the community. The concept would be that the group would meet occasionally during the year to discuss issues between the police and the community. Discussion led to the potential to have yearly community meetings to allow people to voice their concerns and/or issues with regard to the police department. This would be a great opportunity for the Medina Police to present statistics and other information of what the police department has accomplished for the year and what is in store for the future.

#### **Civilian Personnel Complaints:**

The Medina Police Department has never had a policy dedicated solely to addressing civilian personnel complaints. A new policy, Civilian Personnel Complaints, general order number 2020-50, was drafted and put into place in September of 2020. The Committee had open discussion regarding this topic considering all the potential perspectives. It is agreed that a police officer must be able to act independently and make decisions within the bounds of the authority granted to him or her by the State

of New York. Police officers must be free to exercise their best judgement to initiate action in a reasonable, lawful, and impartial manner without fear of reprisal, yet meticulously observe the rights of all people. The purpose of the Civilian Personnel Complaint policy was to standardize the complaint process in order to increase transparency and fostered confidence and trust between the public and its police. The policy also establishes procedures for handling complaints and disciplinary actions against members and employees of the Medina Police Department. The policy is attached to this report.

Through this policy a civilian can file a personnel complaint via accessing the Village of Medina Website and clicking on the Civilian Personnel Complaint Form found under the Police Department Section. The complainant should fill out the form and deliver the completed form to the Village of Medina Clerk's Office or Police Department to be time stamped and forwarded to the ranking supervisor of the Medina Police Department for investigation. This concept allows a person(s) an open, uninhibited, documented means of filing a complaint. Complaints are always welcome to speak to a supervisor who can attempt to identify the complaint as being one of procedural and/or policy issues in nature, then explain the procedure and/or policy associated with the complainant. If after explanation the complainant isn't satisfied the civilian complaint procedure can and should commence.

The investigation of any civilian complaint will be handled by a Sergeant, Lieutenant, or the Chief of Police. This investigation should be completed within ten (10) business days of the received complaint unless the complaint is associated with an arrest, which would be addressed after a disposition of the case is rendered.

The Investigating Supervisor will give one of the following classifications to all civilian personnel complaints:

Unfounded – investigation indicates the act complained of did not occur.

Exonerated – investigation indicates the act occurred but that it was justified, lawful, and proper.

Not Sustained – investigation discloses insufficient evidence to prove or disprove clearly the allegation made.

Sustained – investigation discloses that the act complained of did occur and does amount to Misconduct. (The response will advise the complainant that administrative action will be taken in regards to the misconduct.)

All civilian complaint forms and investigation reports will be submitted to the Chief of Police.

The complainant will receive a copy of the complaint and the findings of the investigation.

The Medina Village Mayor will also receive a copy of the complaint and the investigation findings.

The complainant should be advised that if they disagree with the findings of the investigation that they can follow up with the Mayor at the Village Clerk's Office.

As part of the New York State Police Reform the New York State Governor's Office and legislative body repealed the Civil Rights Law 50-a regarding police disciplinary records within the scope of New York's Freedom of Information Law, found in Public Officer 84-90. This law allows for transparency in regards to civilian personnel complaints.

Civilian Personnel Complaint policy, General Order #2020-50 is attached and made part of this report.

## Plan of Action/Committee Recommendations

Following several months of collaborative efforts, the Village of Medina Police Reform and Reinvention Collaborative Committee has brought together viewpoints from several community stakeholders. In addition, we have made several attempts to engage the public and gather information regarding how the community feels, as a whole, about the performance of the Medina Police Department. The Committee has made a concerted effort to thoroughly review a majority of the operations of the Medina Police Department. The Committee feels that the Medina Police Department is meeting the suggested requirements in many areas of the Governor's Order. There are some areas in which the Committee has made recommendations that we feel will aid the Medina Police Department in the performance of their duties. These recommendations and plans of actions are listed below.

### 1. Community Policing Board

**Recommendation:** The Committee recommends forming a Community Policing Board, made up of community stakeholders and individuals from the Committee on Police Reform Collaborative. Have regular meetings to further common goals.

**Plan of Action:** The Medina Police Department and Mayor will form a board that will work towards forming better relations between law enforcement and the community. These relationships can be beneficial to convey information in both directions. This Board may also be tasked with aiding in community relations events.

### 2. Training

**Recommendation:** The Committee recommends increasing training topics to include areas of Mental Health and Procedural Justice. The Committee recognizes the commitment to training and that the Medina Police Department exceeds the training hours required by NYS accreditation standards. However new topics could be included that further address the concerns of modern-day policing.

**Plan of Action:** The Medina Police Department will work with local mental health to develop a regular mental health training schedule, as well as seek out opportunities for Mental Health Training such as Crisis Intervention Training, and Mental Health First Aid. The Medina Police Department has sent an Instructor for certification in Principled Policing outlined in the training section of this report. This Principled Policing program covers areas such as History of Policing, Communication, Racial Bias, Decision Making, Trust Building, and Core Values. Regular training in this area may help Officers deal with the difficulties of modern-day policing. All of these training areas can be reinforced through reality based training, including interactive scenarios involving use of communication skills.

### 3. Community Policing/Relations:

**Recommendation:** The Committee recommends that the Medina Police Department take efforts to increase Community Policing/Relations. Additionally, it is recommended that the Medina Village Board include funds in the next budget to assist with these community policing initiatives, in the amount of \$10,000.

**Plan of Action:** The Medina Police Department will work with the Community Policing Board to plan additional ways to engage with the public in a positive manner. The following suggestions have been recommended by the committee.

- Annual open community meetings hosted by the Medina Police Department. These meetings can be used to relay relevant information, and hear public concerns.
- Consider an annual public survey to gather input from local citizens on Police activities.
- Increase opportunities for community interaction through activities such as foot patrol, bike patrol, and community activities.
- Annual gathering open to the public where Police Officers can have positive interactions with the community.
- Consider the assignment of a Community Policing Officer who can focus on creating opportunities for positive interactions with the community.

#### 4. Accreditation:

**Recommendation:** The Committee recommends that the Medina Police Department attempt to obtain NYS Accreditation status.

**Plan of Action:** The NYS Accreditation Program provides outside guidance and oversight to Law Enforcement to ensure performance in areas such as policies, procedures, and training. The Medina Police Department will obtain the standards for NYS Accreditation and work towards meeting and adopting those standards.

#### 5. Funding:

**Recommendation:** The Committee recommends funding be increased to local Law Enforcement as well as local Mental Health. We recommend additional funding for law enforcement on both a Local and State level.

**Plan of Action:** The Committee is requesting additional funding on both a local and state level. This funding may be provided in many forms including:

- A letter is sent by the committee to New York State officials highlighting the need for increased funding for local municipalities, and for grant opportunities that focus on mental health, training, and equipment. Suggested topics and requests will include:
  - Requests for statewide funding for mental health training, such as CIT and Mental Health First Aid
  - Funding mechanisms that can increase law enforcement manpower that focuses on community policing.
- The Medina Village Board of Trustees approves funding for community policing efforts, as mentioned under “3 Community Policing/Relations”. The bike patrol will be part of this

funding request.

- The committee also requests the Medina Village Board of Trustees in conjunction with the Medina Police Department consider future funding for an investigator position. A designated position should result in a higher rate of case closures, which it is assumed will also increase public confidence.



## **Conclusion**

To achieve the directives from New York State Governor Andrew Cuomo's Executive Order 203, the committee met nearly bi-weekly from August 12 through early January. In an effort to meet the goals of committee members and to incorporate the requests from the community at-large, this committee focused on several policies and procedures. Additionally, the committee offered several strategies and recommendations to address these comments and concerns.

The committee worked diligently to increase community participation throughout the process, even while some health department restrictions existed as a result of COVID-19. We do not believe that these restrictions prevented anyone from being given the opportunity to offer comments or raise concerns.

After taking every suggestion into account, the committee believed the most important topics were community relations/policing, mental health, and training. Each of these topics are fully discussed throughout the report, in the recommendations, and in revisions to policies of the Medina Police Department.

It is the hope of the committee that the Medina Village Board of Trustees will approve this report and continue to offer support where they are able.