

# TOWN OF CHESTER POLICE REFORM & REINVENTION COLLABORATIVE

January 25, 2021

Town of Chester Senior/Recreation Center



## TOWN OF CHESTER POLICE DEPARTMENT MISSION STATEMENT

The principal mission of the Town of Chester Police Department is to preserve the rights of citizens and reduce fear in the community through the prevention of crime, protection of persons, property, and the maintenance of order in public places; and to anticipate and respond to events that threaten public order and the protection of life and property.

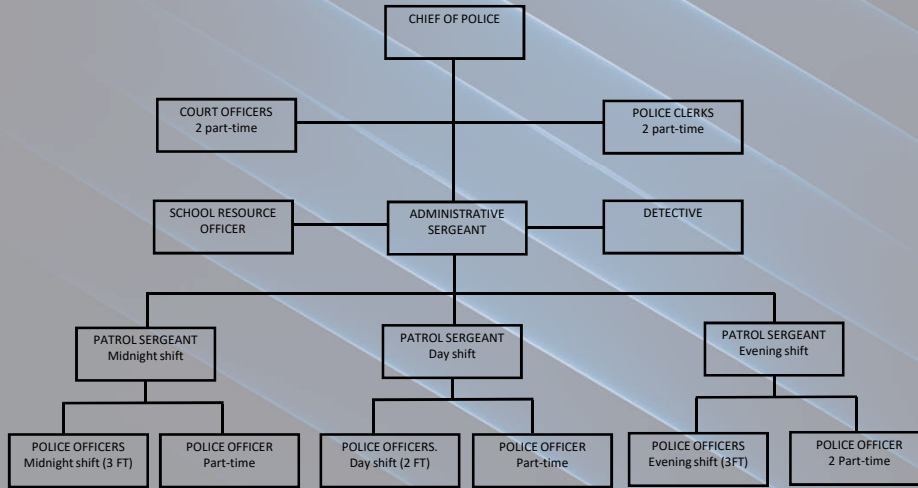
It is essential that all members remember that in the execution of their duties they act not for themselves but for the good of the public. They shall respect and protect the rights of individuals and perform their services with honesty, zeal, courage, discretion, fidelity, and sound judgment.

Police officers must seek and preserve public confidence by demonstrating impartial service to law and by offering service and trust to all members of the public.

It is the expressed policy of this department that police officers will use force only when the exercise of persuasion, advice and warning is found to be insufficient to obtain public cooperation to an extent necessary to secure observance of law or to restore order and to use only the minimum degree of physical force which is necessary upon any particular occasion for achieving a police objective.



# TOWN OF CHESTER POLICE DEPARTMENT ORGANIZATION CHART



# TOWN OF CHESTER POLICE DEPARTMENT NYS GOVERNOR'S EXECUTIVE ORDER 203 POLICE REFORM AND REINVENTION COLLABORATIVE

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.

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



# TOWN OF CHESTER POLICE DEPARTMENT NYS GOVERNOR'S EXECUTIVE ORDER 203 POLICE REFORM AND REINVENTION COLLABORATIVE

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.



# TOWN OF CHESTER POLICE DEPARTMENT TOWN DEMOGRAPHICS 2019

POPULATION: 12,185  
51.8% FEMALE, 48.2% MALE

RACE:	75.8%	White
	7.4%	Black or African American
	0.5%	American Indian and Alaska Native
	3.6%	Asian
	0.0%	Native Hawaiian or Pacific Islander
	3.9%	Two or more races
	21.3%	Hispanic or Latino
	65.9%	White, not Hispanic or Latino

[www.census.gov/quickfacts/fact/table/chesterorangecountynynewyork/IPE20219](https://www.census.gov/quickfacts/fact/table/chesterorangecountynynewyork/IPE20219)



## TOWN OF CHESTER POLICE DEPARTMENT DEPARTMENT DEMOGRAPHICS 2021

### 20 sworn members

- 15 full-time & 5 part-time
- 19 White & 1 Hispanic
- 18 male & 2 female
- 7 town residents



## TOWN OF CHESTER POLICE DEPARTMENT HIRING PROCESS

### All applicants:

- Two department interviews
- Background investigation
- Psychological examination
- Recommended by chief – interviewed and hired by town board



## TOWN OF CHESTER POLICE DEPARTMENT HIRING PROCESS – FULL-TIME OFFICERS

Full-time officers must come from civil service list or be an eligible transfer

Orange County gives exam every 2-4 years

- Between 21-35 years of age (military +4)
- 3 years military OR 60 credits OR 30 credits & work experience
- Must pass written exam, physical agility test and medical exam

Town can use resident list or general list

3 of last 7 full-time hires are residents

4 of last 7 full-time hires were already working here as part-time officers

- the other 3 had 8+ years of full-time experience



## TOWN OF CHESTER POLICE DEPARTMENT HIRING PROCESS – PART-TIME OFFICERS

Part-time officers must meet county requirements

Applications continually accepted

Prefer to hire already certified candidates

Prefer to hire potential future full-time candidates



## TOWN OF CHESTER POLICE DEPARTMENT SCHOOL RESOURCE OFFICER

Agreement with Chester UF School District annually

**Section 11(d)** *Under no circumstances shall the SRO be a school disciplinarian. The SRO will not be involved in the enforcement of disciplinary infractions that do not constitute violations of law.*

One officer assigned – Officer R. Perez

40 hour state training course for certification

Implementing an SRO Program	Keys Elements of the SRO
Advisor and Communication Skills	NYS Juvenile Laws
SRO in the Classroom	The Teen Brain and Trauma
Social, Emotional and Mental Health	School Security Surveys



## TOWN OF CHESTER POLICE DEPARTMENT IN-SERVICE TRAINING

### Monthly departmental training

- Firearms (semi-annual)
- Use of Force/Article 35
- Bloodborne pathogens
- Workplace violence
- Sexual harassment awareness
- Active shooter response
- LESK refresher
- HazMat awareness
- Narcan refresher
- OC spray refresher
- TASER refresher (bi-annual)
- CPR/AED refresher (bi-annual)
- Legal updates
- Other topics as needed



## TOWN OF CHESTER POLICE DEPARTMENT IN-SERVICE TRAINING

- Officers attend other training usually upon request, sometimes assigned
- All sworn officers\* attended two state sponsored Procedural Justice classes in 2020
- PJ focuses on the way police interact with the public and how these interactions influence crime rates, public view of the police and willingness to obey the law. Practicing PJ can have a significant impact on compliance, cooperation, public safety and officer safety.
  - Procedural Justice I - Police Legitimacy
    - Public views the police as entitled to exercise authority in order to maintain social order, manage conflicts and solve problems in the community – how to gain it and keep it, every encounter is a deposit or a withdrawal
  - Procedural Justice 3 – Tactical Perception and the Science of Justice
    - Implicit Bias – awareness of the facts that go into decision making, how to make better choices with awareness of biases and stereotypes that exist

*\* Two officers have not completed PJ3 yet due to scheduling issues, will be attending in early 2021*



## TOWN OF CHESTER POLICE DEPARTMENT PRESIDENT'S TASK FORCE ON 21<sup>ST</sup> CENTURY POLICING

### SIX PILLARS FRAMEWORK

1. Building Trust and Legitimacy
2. Policy and Oversight
3. Technology and Social Media
4. Community Policing and Crime Reduction
5. Training and Education
6. Officer Safety and Wellness



## TOWN OF CHESTER POLICE DEPARTMENT COMMUNITY COMMUNICATION

SOCIAL MEDIA – Facebook, Nixle  
 MORNING ROLL CALL – Seniors  
 SRO – Chester Schools  
 COFFEE WITH A COP/COFFEE WITH THE CHIEF  
 VARIABLE MESSAGE BOARD  
 TOWN WEBSITE



## TOWN OF CHESTER POLICE DEPARTMENT COMMUNITY EVENTS

- COMMUNITY DAY
- EASTER EGG HUNT (PBA)
- HOLIDAY LIGHTS PARADE
- CHESTER LITTLE LEAGUE
- BICYCLE PATROLS
- SUGAR LOAF FESTIVALS/EVENTS
- CHESTER CLEAN SWEEP
- NEIGHBORHOOD BLOCK PARTIES
- COMMUNITY ASSIGNMENTS (seniors, scouts, Bruderhof, Sugar Loaf, FD/EMS)
- CHILD SAFETY SEAT CHECKPOINTS





## TOWN OF CHESTER POLICE DEPARTMENT USE OF FORCE POLICY

### 300.2 POLICY

The use of force by law enforcement personnel is a matter of critical concern, both to the public and to the law enforcement community. Officers are involved on a daily basis in numerous and varied interactions and, when warranted, may use reasonable force in carrying out their duties.

Officers must have an understanding of, and true appreciation for, their authority and limitations. This is especially true with respect to overcoming resistance while engaged in the performance of law enforcement duties.

The Town of Chester Police Department recognizes and respects the value of all human life and dignity without prejudice to anyone. Vesting officers with the authority to use reasonable force and to protect the public welfare requires monitoring, evaluation, and a careful balancing of all interests.

#### 300.2.1 DUTY TO INTERCEDE AND REPORT

Any officer present and observing another law enforcement officer or a member 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.

Any officer who observes another law enforcement officer or a member use force that is potentially beyond that which is objectively reasonable under the circumstances should report these observations to a supervisor as soon as feasible.



## TOWN OF CHESTER POLICE DEPARTMENT USE OF FORCE POLICY

### 300.3 USE OF FORCE

Officers shall use only that amount of force that reasonably appears necessary given the facts and circumstances perceived by the officer at the time of the event to accomplish a legitimate law enforcement purpose.

The reasonableness of force will be judged from the perspective of a reasonable officer on the scene at the time of the incident. Any evaluation of reasonableness must allow for the fact that officers are often forced to make split-second decisions about the amount of force that reasonably appears necessary in a particular situation, with limited information and in circumstances that are tense, uncertain and rapidly evolving.

Given that no policy can realistically predict every possible situation an officer might encounter, officers are entrusted to use well-reasoned discretion in determining the appropriate use of force in each incident.

It is also recognized that circumstances may arise in which officers reasonably believe that it would be impractical or ineffective to use any of the tools, weapons or methods provided by this department. Officers may find it more effective or reasonable to improvise their response to rapidly unfolding conditions that they are confronting. In such circumstances, the use of any improvised device or method must nonetheless be reasonable and utilized only to the degree that reasonably appears necessary to accomplish a legitimate law enforcement purpose.

While the ultimate objective of every law enforcement encounter is to avoid or minimize injury, nothing in this policy requires an officer to retreat or be exposed to possible physical injury before applying reasonable force.



## TOWN OF CHESTER POLICE DEPARTMENT USE OF FORCE POLICY

### 300.3.4 ALTERNATIVE TACTICS - DE-ESCALATION

When circumstances reasonably permit, officers should use non-violent strategies and techniques to decrease the intensity of a situation, improve decision-making, improve communication, reduce the need for force, and increase voluntary compliance (e.g., summoning additional resources, formulating a plan, attempting verbal persuasion).



## TOWN OF CHESTER POLICE DEPARTMENT USE OF FORCE POLICY

### 300.10 USE OF FORCE ANALYSIS

At least annually, the Administrative Sergeant should prepare an analysis report on use of force incidents. The report should be submitted to the Chief of Police. The report should not contain the names of officers, suspects, or case numbers, and should include:

- a. The identification of any trends in the use of force by members.
- b. Training needs recommendations.
- c. Equipment needs recommendations.
- d. Policy revision recommendations.



# TOWN OF CHESTER POLICE DEPARTMENT USE OF FORCE POLICY

## 301.1 PURPOSE AND SCOPE

This policy establishes a process for the Town of Chester Police Department to review the use of force by its members.

This review process shall be in addition to any other review or investigation that may be conducted by any outside or multi-agency entity having jurisdiction over the investigation or the evaluation of the use of force.

## 301.4 REVIEW BOARD

The Use of Force Review Board will be convened when the use of force by a member results in very serious injury or death to another person.

The Use of Force Review Board will also investigate and review the circumstances surrounding every discharge of a firearm, whether the member was on- or off-duty, excluding training, termination of sick or injured wildlife, or recreational use.

The Chief of Police may request the Use of Force Review Board to investigate the circumstances surrounding any use of force incident.

The Administrative Sergeant will convene the Use of Force Review Board as necessary.

### 301.4.1 COMPOSITION OF THE BOARD

The Chief of Police should staff the Use of Force Review Board with up to five individuals from the following, or as appropriate:

- Administrative Sergeant
- Patrol Sergeant assigned to supervise the involved member
- A peer officer/department member
- A law enforcement officer from an outside law enforcement agency, as appropriate
- Department instructor for the type of weapon, device or technique used



# TOWN OF CHESTER POLICE DEPARTMENT USE OF FORCE POLICY

State law requires every police department and county sheriff's office to report any occurrence in which a police officer or peace officer employs the use of force under the following circumstances:

- When an officer engages in conduct which results in the death or serious bodily injury of another person. Serious bodily injury is defined as bodily injury that involves a substantial risk of death, unconsciousness, protracted and obvious disfigurement, or protracted loss or impairment of the function of a bodily member, organ, or mental faculty.

In the absence of either death or serious bodily injury, when one of the following is initiated by an officer:

- brandishes, uses or discharges a firearm at or in the direction of another person;
- uses a chokehold or similar restraint that applies pressure to the throat or windpipe of a person in a manner that may hinder breathing or reduce intake of air;
- displays, uses or deploys a chemical agent, including, but not limited to, oleoresin capsicum, pepper spray or tear gas;
- brandishes, uses or deploys an impact weapon, including, but not limited to, a baton or billy; or
- brandishes, uses or deploys an electronic control weapon, including, but not limited to, an electronic stun gun, flash bomb, or long range acoustic device.

JULY 2019 – OCTOBER 2020

Chester Town PD	TC-001916-20	8/29/2020	Chester Town	Orange	Response to unlawful or suspicious activity	Firearm (Brandished, Used or Discharged)
Chester Town PD	tc-003246-19	12/19/2019	Chester Town	Orange	Executing Arrest	Brandished Firearm
Chester Town PD	tc-001967-20	9/3/2020	Warwick Town	Orange	Response to unlawful or suspicious activity	Impact or Electronic Control Weapon (Brandished, Used or Deployed)

