

The Report of the
Village of Hoosick Falls
Comprehensive Police Practices Review
Committee

March 9, 2021

For Submission to the
Hoosick Falls Village Board

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I. CREATION OF THE HOOSICK FALLS COMPREHENSIVE POLICE PRACTICES REVIEW COMMITTEE

On June 12, 2020, Governor Andrew Cuomo signed Executive Order 203 requiring each local government in the State of New York to adopt a policing reform plan by April 1, 2021. In compliance with Executive Order 203, on October 13, 2020, the Village of Hoosick Falls Board passed a motion made by Deputy Mayor Robert Ryan to “create a committee for review of police department procedures pursuant to the Governor’s Executive Order.” See Exhibit A (Minutes of the October 13, 2020 Village of Hoosick Falls Regular Board Meeting. Four individuals were appointed to that committee (hereinafter the “Committee”), which was charged with the task of performing a comprehensive review of current police force deployments, strategies, policies, procedures, and practices, and was charged with developing a plan to improve such deployments, strategies, policies, procedures, and practices, all in furtherance of addressing the particular needs of the Village of Hoosick Falls.

The members of this newly formed Committee included the Deputy Mayor of the Village of Hoosick Falls and a member of the Village Board, the Chief of Police, the Secretary of the Village Board and the Village Clerk, and several Village of Hoosick Falls stakeholders, including but not limited to members of the community with professional and legal expertise, such as an attorney and the head of a major New York State non-profit association, commercial and residential landlords, and owners of establishments with high numbers of police and community interactions, such as local bars and restaurants and retail shops. As required by Executive Order 203, the Committee also consulted with additional 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 office of the district attorney, the public defender, and local elected officials. The Hoosick Falls Village Attorney was retained as a non-voting legal consultant to the Committee.

The goal of the Committee was to create a plan to adopt and implement reforms and recommendations resulting from the Committee’s review and consultation of current police force deployments, strategies, policies, procedures, and practices and to create a structure for the development and implementation of future reforms and recommendations. The plan includes modifications, modernizations, and innovations to the department’s policing deployments, strategies, policies, procedures, and practices, tailored to the specific needs of the Village of Hoosick Falls and geared toward the general promotion of improved police agency and community relationships based on trust, fairness, accountability, and transparency, and the reduction any “racial / minority” disparities in policing. [NOTE: After the public comment period is complete and after changes, if any, resulting from public comments are incorporated into the report, the final draft of the report will include the following language: “Below are the findings, recommendations and plan prepared by the Committee and adopted by the Village Board after public hearing open to public comment to all citizens in the Village and formulated after consideration of such comments.”]

II. BACKGROUND ON THE VILLAGE OF HOOSICK FALLS AND SURROUNDING AREAS: Geography, Demographics, Education and Quality of Life

In order to better understand the findings, recommendations and plan prepared by the Committee, the background of the Village of Hoosick Falls is presented to place the said recommendations of the Committee in their proper context.

The Village of Hoosick Falls is in the Town of Hoosick, a rural community located in northeastern Rensselaer County. The Town has a population based on 2019 Census projections of 6,770 with 3,347 living in the Village. The Village as declined 2.6% in population since 2000. The town residents outside the village reside in one of its seven hamlets of Buskirk, Eagle Bridge, Hoosick, North Hoosick, Potter Hill, Walloomsac, and West Hoosick, or in its more rural areas. The town has a mix of farms and light industries.

The 1.6 sq. mile village has a density of 2,092 persons per sq. mile. Over 99% of the residents are U.S. citizens, with 1.79% born outside the United States. Whites comprise 97.10% of the population with blacks comprising 1.02%. White Hispanics comprise 1.5% of the residents. Hoosick Falls is majority female (54.6%) and the median resident age is 43.8 years. The median age is higher than that of Rensselaer County (39.7 years) and of the state (39.2 years).

The Village's overall population can be considered working class and economically diverse. Educationally, 94.6% of Hoosick Falls residents are high school graduates. College graduates comprise 22.5% of the population, and an additional 4.8%, attended some college. The estimated median household income is \$56,549 (2019), which is 21% lower than that of the county (\$71,574) and the state (\$72,108). The estimated per capita income is \$32,942 which is also 21% less than the statewide median (\$41,857). The percentage of residents living in poverty is 10.3%. Slightly over one percent (1.3%) of the residents have income below 50% of the poverty level. The disability rate among males and females living in the village is 35.4% and 33.3% respectively, which is higher than the state rates of 29.6% and 31.0%, respectively.

Housing is reasonably affordable in the village. The estimated median house value in 2019 is \$127,796, significantly below the statewide median of \$338,770. The mean gross rent is \$934. There are sixty-six (66) Section 8 housing units in the village, all of which are managed by the Town of Hoosick Housing Authority. Most all of the units were built before 1960 and over 75% are single family detached or semi-detached structures. Close to 80% of the residents in these units have an annual gross income of less than \$19,999.

One of Hoosick Falls' greatest resources is its scenic beauty. Rolling hills, mountains, and the two rivers—the Walloomsac and the Hoosic—which wind throughout the area, provide visitors and residents alike with breathtaking views and tranquil, private spots to enjoy the simple country pleasures of hiking, canoeing, or picnicking, and of course—spectacular trout fishing. In the Village of Hoosick Falls, the tree-lined streets with their graceful, Victorian dwellings retain much of the character and charm of the turn of the century. And summer concerts by the community band in Wood's Park still remind people

why Norman Rockwell and Grandma Moses took inspiration from the area and its people.

Hoosick Falls is located close to the many ski resorts and the many lakes of the Capital-Saratoga District, the Adirondacks, the Berkshire Hills of Western Massachusetts, and nearby Vermont. As part of the Capital District, Hoosick is near its shopping centers and is fifty minutes from the State Capitol.

In visiting or living in the town, one can take advantage of its antique shops and two auction houses, the community pool or skating rink, and the "Old Time" band concerts in the Park. Or one can play golf on the nine-hole course located within the village. Hoosick also has two fine school systems, Hoosick Falls Central School, and Hoosac School, a private co-educational Episcopal boarding school. The Town of Hoosick is an active community with great community spirit. Besides its many religious, social and community clubs and organizations, it's village and hamlets have volunteer fire departments, and the town has an active rescue squad that provides 24 hour emergency service to the sick and injured of the community. The Center for Nursing and Rehabilitation, a non-profit, 41-bed skilled nursing facility, serves the town and surrounding areas.

III. Law Enforcement and Public Safety

Law enforcement in the Village of Hoosick Falls is primarily provided by the Village of Hoosick Falls Police Department. The Village of Hoosick Falls Police Department was established on March 19, 1888 and has expanded since then, such that it currently employs [one (1) chief, one (1) full time officer, and eighteen (18) part-time officers, with budgeting sufficient to employ 7.5 full-time employees. As only one of two village departments in Rensselaer County, the Village of Hoosick Falls Police Department is a full-service police agency serving the Village of Hoosick Falls, New York.

Law enforcement in Hoosick Falls is supplemented by the New York State Police Troop G/Brunswick Sub-station (the headquarters of which lies approximately 30 miles away from the Village in the town of Brunswick) and the Rensselaer County Sheriff's Department which patrols the entirety of Rensselaer County (the headquarters of which

lies approximately 28 miles away from the Village in the City of Troy).

The Village of Hoosick Falls Police Department received over 1700 calls in 2020, with over 1600 being 911 calls received from the Rensselaer County 911 Call Center, demonstrating their dedication to public safety by successfully resolving many stressful and dangerous situations without serious injury to either the officers or the public.

IV. Committee Formation, Membership, and Preliminary Actions

Pursuant to Executive Order 203, the Village of Hoosick Falls, in coordination with the Hoosick Falls Police Department, is required to consult with “stakeholders” as that term is defined by the Executive Order. Executive Order 203 defines who is considered a stakeholder and provides that membership in the committee must include the municipality’s Chief Executive; leadership of the 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 office of the district attorney; the public defender and local elected officials.

On October 13, 2020, the Village of Hoosick Falls appointed the following persons as members of a Committee charged with creating the plan required by Executive Order 203:

Village Representatives:

- Deputy Mayor Robert Ryan
- Village Clerk and Village Board Secretary Marie O’Neil
- Police Force Leadership: Police Chief Robert Ashe

Community Members:

- Douglas Sauer, MSW, CEO of the New York Council of Nonprofits, Inc. and member of a bi-racial family residing in the Village
- David Borge, former Mayor of the Village of Hoosick Falls and Resident

- Tricia Bloomer, retired commercial litigation attorney and local business owner
- Jasen Von Guinness, residential landlord, local business owner, and Resident

The first meeting of the Committee took place on August 20, 2020 at 24 Main Street, the location of the Village Offices, the Village Court, and the Hoosick Falls Police Department, and a follow-up meeting was held on September 17, 2020. At these meetings, the Committee was counselled that it was required to engage in meaningful, honest and thoughtful dialogue about the goals they wanted the Police Department to accomplish. Moreover, the Chief of Police presented the Committee with background information concerning the Committee's creation, the Executive Order giving rise to it, and the Village Board's vision concerning the Committee's role in reviewing and reforming the Police Department, including a preliminary list of the critical issues that should be considered by the Committee through the plan development process.

The Committee's next endeavor was to become familiar with the structure and organization of the Village of Hoosick Falls Police Department. The Committee believed it was critical to understand the history, structure and current organization, policies, and procedures of the Hoosick Falls Police Department in order to perform a comprehensive review of current police force strategies, policies and practices. The Committee educated itself on the Police Department's structure, organization and policies and procedures by conducting first a thorough walk-through, tour, and explanation of the Police Department facilities and then a thorough review of the entirety of the Hoosick Falls Police Procedures manual, meeting to discuss this manual on a provision by provision basis with the Chief of Police and other consultants, including the Village Attorney and a labor attorney, and asking questions and/or discussing the pros and cons of alternative provisions that might be proposed to reform, clarify, and/or update these procedures. This review consumed months of the Committee's time and attention, and through this process, the Committee became familiar with the manner in which the Police Department currently operates. The

material the Committee examined included policies, procedures, regulatory guidelines, practice manuals, contracts, equipment, use of force policies, and recruitment procedures.

In the midst of completing its review of these materials, the Committee simultaneously prepared a request for community feedback, reaching out to over twenty (20) important stakeholders in the Village of Hoosick Falls in an effort to identify other areas of concern in relation to policy reform that should be considered and/or addressed by the Committee. including but not limited to the Hoosick Falls Local Development Corporation (LDC); Hoosick Rising; Hoosick Armory; Hoosick Area Church Association; Commission on Economic Opportunity's Community Resource Center (including Head Start); YMCA; Unity House; Hoosick Falls Village Fire Department, Town of Hoosick Rescue Squad, Town of Hoosick Housing Authority; Rensselaer County Public Defender; YMCA; local realtors; Black Lives Matters activists; Hoosick Falls Central School; Hoosac School; CiviCure; and, Alcoholics Anonymous. Additionally, solicitations were made online via the Hoosick Falls Police Department and an additional tab was created detailing Committee specifics on the Hoosick Falls Police webpage. Lastly, the Committee received comments and feedback from and responses to questions posed to a police union representative, a Town of Hoosick Falls Supervisor, the Village attorney, and a labor relations attorney, among others.

Based upon the information gleaned through the Committee's physical inspection of the Police Department headquarters, review of procedures, policies and other documents, and consultations, the Committee developed a preliminary list of the critical issues and key questions to be addressed through the plan development process, all in accordance with the material and recommendations contained in the NYS Police Reform and Reinvention Collaborative Guidebook (August 2020).

V. COMMITTEE REVIEW AND KEY QUESTIONS CONSIDERED

1.) What goals do the people of Hoosick Falls want their Police Department to accomplish?

The Committee determined, after open and honest discussion, that the primary goal the people of Hoosick Falls want their Police Department to accomplish is achieve the highest degree of safety possible in the community consistent with treating all citizens equally and with the utmost degree of dignity, honor, and respect.

2.) Is the Hoosick Falls Police Department achieving its goals?

The Committee believes that the Hoosick Falls Police Department has steadfastly, and largely successfully, pursued its goal of achieving the highest degree of safety possible in the community consistent with treating all citizens equally and with the utmost degree of dignity, honor, and respect. This is based on several observations: First, it is clear that the Department has strived to update its policies and procedures manual to keep up with advancements in terms of improved policing policies and strategies and improved practices geared at achieving equality and fairness of treatment with regard to the community it serves. Indeed, the Committee found that the Hoosick Falls Police Department has incorporated this goal into its policies and procedures manual with absolute clarity stating in Administrative Procedure #2 the following: "By establishing and routinely updating goals and objectives, our agency will have a basis for measuring progress, as well as for ensuring direction and unity of purpose". Moreover, the manual has clearly undergone several rounds of revisions over the past several years reflecting efforts by the Department to improve and reform continually over time.

Second, the Department has had a notably low number of legal actions or complaints lodged against it by community members alleging failures to uphold the Department goals of fair and equal treatment, dignity, honor, and respect. Indeed, the emphasis the Department places on achieving its goals is perhaps *best reflected* by the fact that the Hoosick Falls Police Department and its officers are rarely the subject of a legal action or complaint alleging any kind of abuse of process, excessive force, or discriminatory enforcement of the law. Indeed, notwithstanding that the

Hoosick Falls Police Department participated in nearly 4,400 calls for service in the three years spanning 2018, 2019, and 2020, there was only one (1) instance of a complaint *of any kind* being lodged against the Department or officers of the Department over the course of those three years, and that complaint, related as it was to the escape of a suspected felon, in no way alleged any kind of abuse of process, excessive force, or discriminatory enforcement of the law. There was one more recent incident in 2021 that led to the receipt by the Department of correspondence asserting that an officer of the Hoosick Falls Police Department had exhibited a lack of sensitivity to race relations issues in a comment he made in his personal capacity on a social media website. This incident, which was resolved amicably between the department, the officer, and the complaining party, only highlights the importance of the various recommendations made later in this report to improve in any way possible the Department's policies, procedures, and training and thereby strengthen the ties between the Police Department and the Hoosick Falls community.

Finally, the Committee notes that through training beginning with a police recruit's enrollment in the Zone 5 Municipal Policy Training Academy and continuing with periodic courses that must be completed by each Hoosick Falls Police Officer, the importance of treating each citizen with dignity, honor and respect regardless of the citizen's race, ethnicity, gender, age, disability, or sexual orientation or identification is continually reinforced within the Department. Training is clearly a priority for the Hoosick Falls Police Department, as demonstrated by the fact that, over the last number of years, Hoosick Falls Police Officers have been provided with additional training in new subjects such as crisis intervention, de-escalation techniques, and mental health training that were all taught using reality-based techniques and role players.

3.) Are there ways in which the Hoosick Falls Police Department can better accomplish its goal of keeping the community safe while treating its citizens equally and with the utmost dignity, honor, and respect?

Although the Committee has concluded that the Hoosick Falls Police Department has steadfastly, and largely successfully, pursued its goal of keeping the community safe while treating its citizens equally and with the utmost dignity, honor and respect, the Committee has also carefully considered the question of whether there are ways in which the Department can, simply put, do better. Specifically, the Committee has considered the following types of questions, among others: Are there ways in which the Department policies and procedures manual can be improved? Should the training provided to Hoosick Falls Police officers be amended to reflect a new manner of interaction with the public? Are there sufficient protocols in place to ensure that any community or civilian complaints concerning the Department, or its officers are adequately investigated, that the necessary measures are taken to remedy any deficiencies noted during such investigations, and that complainants and the community at large are kept informed about the Department's efforts to address grievances and improve performance? Is the Department doing all that it can to incorporate its lofty goals of maximizing both community safety and principles of equality and anti-discrimination into its recruitment and hiring practices?

The Committee has concluded that, although the Hoosick Department has excelled in its pursuit of its significant and commendable goals, there are improvements that can be made. First, the Committee believes that the Department's Policies and Procedures Manual should be re-organized and updated. Without intending any disrespect to the Department, it is clear to the Committee that prior revisions and updates to the manual were made in a somewhat piecemeal fashion, with the result being a largely disorganized set of provisions that contain significant instances overlap, duplication, outdated provisions, and internal inconsistencies. With some significant re-organization and careful review of the manual as a whole with an eye toward better structure and more internal consistency, the Committee believes that the manual can become a much more useful and navigable tool for use by officers seeking guidance concerning department expectations and applicable standards of conduct, as well as officers' individual duties

and responsibilities in various contexts. In addition, with substantive revisions that seek to implement and incorporate more current guidance concerning developing areas of priority such as equality and social justice issues, the Committee believes that the manual will likewise become a more effective means to achieving the department's ultimate goal of maximizing safety while ensuring equal treatment, dignity, honor and respect.

Similarly, the Committee believes it would be worthwhile to consider additional sources of training materials and training techniques as well as expanded training opportunities in new and important areas such as equality and social justice, hate crime regulation and use of force guidance. Although the Committee has not had an opportunity to explore all available training resources and guidance in order to formulate specific recommendations in this regard, the Committee believes this to be a worthwhile and potentially very fruitful exploration that should occur in the near future.

Another aspect of the Department that the Committee believes has room for significant improvement is in the areas of receiving, investigating, resolving, and responding to civilian complaints. The Committee notes that there is no formal structure or protocol dictating Department procedures for the investigation and handling of such complaints. The Committee believes that having a formal protocol in place would assist the Department in ensuring that complaints are received, heard, considered, addressed, and tracked in a consistent and effective manner that maximizes the Department's ability to ensure that the civilian complaint process achieves a dual purpose of providing an effective channel for the making and addressing of specific grievances while simultaneously ensuring the Department's education, growth and reform in response to such grievances. This in turn would assist the Department in improving its relationship and channels of communication with the community it serves and developing a better understanding of the needs and values of that community.

Finally, the Committee believes it would be worthwhile to explore whether

there are additional ways that the Department, consistent with its collective bargaining and social service obligations of course, can better incorporate its community safety and equality goals into its recruitment and hiring practices. The Committee notes the large emphasis placed (rightfully so) in recent months and years on the concept of community policing and social justice initiatives, and believes it is entirely possible that through better community outreach programs and recruitment initiatives, the Department may have some success in hiring more officers who: (i) are local to and hence naturally more familiar with the community served by the Department and/or (ii) further contribute to the diversity of the Department in terms of race, ethnicity, gender and/or sexual orientation, and that these developments may, in turn, foster a more congenial and collaborative relationship between the Hoosick Falls Police Department and the close-knit yet diverse community it serves. Moreover, recruitment programs geared toward local youth in particular could be designed not only to give youth in the Hoosick Falls community an opportunity to learn first-hand the knowledge and skills required in the field of law enforcement, but also to foster communication and trust of the Hoosick Falls Police with the young people of the village and surrounding areas. Areas to be explored in this regard include job fairs, internship programs, school outreach programs and social media announcements.

VI. COMMITTEE RECOMMENDATIONS

The Committee was charged with the task of performing a comprehensive review of current police force deployments, strategies, policies, procedures, and practices, and was charged with developing a plan to improve such deployments, strategies, policies, procedures, and practices, all in furtherance of addressing the particular needs of the residents of the Village of Hoosick Falls. As a result of the comprehensive review, the Hoosick Falls Comprehensive Police Practices Review Committee makes the following

recommendations to the Village of Hoosick Falls Board to be ultimately included in a Village Board Resolution contemplated by Governor Andrew Cuomo's Police Reform initiative.

1. The Committee recommends that the Village and/or the Department initiate and implement new recruiting programs intended to encourage more hiring of local residents and also to diversify the police candidate pool. The Village of Hoosick Falls Police Department is constantly seeking talented and service-oriented people to join the Department and assist in providing the best service to the Hoosick Falls community, its residents and businesses. In order to obtain the best suited and most diverse candidate pool possible, the Committee recommends that the Village develops and/or continues recruitment strategies such as job fairs, internship programs, school outreach programs and, most importantly, adopts new strategies such as fully utilizing social media and social media announcements to attract as many local residents and diverse candidates as possible.
2. The Committee determined that the primary goal the people of Hoosick Falls want their Police Department to accomplish is to keep the community safe while treating all citizens equally and with dignity, honor, and respect. The Committee therefore recommends that the Village continues to provide its officers with training in subjects such as crisis intervention, de-escalation techniques, mental health training, safe defensive tactics, use of force training, and training in the identification, investigation, prosecution, and prevention of hate crimes. Additionally, bias and diversity training should be held on an annual basis.
3. In keeping with the Committee's primary goal of community safety, are supportive of the current funding for the Police Department and a reduction is not recommended.
4. The Committee also recommends that the Hoosick Falls Police Department continue to periodically review policies and procedures to ensure best practices are achieved. The Committee also found that the data collection is crucial to

reviewing the effectiveness of policies and fairness. The Committee therefore recommends that racial data along with other pertinent information on each traffic stop and police interaction with the public should be tracked and analyzed on an annual basis so that any negative trends will be promptly identified and remedied.

5. In order to assist the Village Board with the operationalization of the above recommendations, the Committee strongly recommends the immediate creation of a Civilian Review and Reform Board (“CRRB”) with accompanying authority to perform its tasks as detailed below. The makeup of the CRRB shall be as follows:
 - a. The CRRB shall consist of 3 -7 voting members appointed by the Village Board (with a preference for an odd number of appointed members wherever feasible). Each voting member shall be appointed for a term of one (1) year and may be reappointed with no consecutive term limit at the discretion of the Village Board. Voting members must have strong connections to the Village such as residency, business operations and/or professional/social services.
 - b. Additional non-voting members of the CRRB shall include: The Village Clerk and the Village Deputy Mayor. These individuals shall serve in an advisory and support capacity. In addition, while not formally a member, the Chief of the Hoosick Falls Police Department (the “Chief of Police”) shall be included in meetings and discussions of the CRRB as if he or she were a member, thereby affording the CRRB the opportunity to benefit from the Chief of Police’s knowledge and insights, except in instances when the CRRB determines that inclusion of the Chief of Police in any particular meeting or discussion would hamper the CRRB’s ability to engage in a full and frank discussion on any particular subject before it.

- c. A formal confidentiality agreement shall be prepared and approved by the Village Board with the assistance of the Village attorney. This will serve ensure appropriate confidential treatment of matters raised and discussions had among the Chief of Police and the members of the CRRB. All voting and non-voting members of the CRRB as well as the Chief of Police shall be required to sign such confidentiality agreement upon appointment as a member of the CRRB.
- d. The CRRB will determine its chairperson and vice chairperson, who shall serve one (1) year terms with no consecutive term limits, by majority vote.
- e. The Chief of Police will notify the CRRB Chair within 24 hours upon receipt of all complaints towards the HFPD and the Chair shall notify the remaining members of the Board as soon as practicable thereafter.
- f. The primary tasks of the CRRB include but are not limited to:
 - i. Conduct a complete and thorough review of the HFPD Policies & Procedures Manual as a matter of first priority and recommend both organizational and substantive revisions to that manual geared toward the general promotion of improved police agency and community relationships based on trust, fairness, accountability, and transparency, and the reduction any “racial / minority” disparities in policing.
 - ii. Review and propose recommendations to the HFPD Policies & Procedures Manual going forward regularly and as needed.
 - iii. Explore and recommend new training resources and techniques to be employed by the HFPD.

- iv. Formalize a civilian complaint process to review, investigate, advise and respond to concerns received from the public involving the HFPD, and incorporate provisions setting forth the details of that process into the Hoosick Falls Policies and Procedures Manual.
- v. Advise and assist in the development of HFPD recruitment strategies.
- vi. Review and advise the Chief of Police concerning development of the annual budget and any related budget matters, as well as issues relating to staff allocations.
- vii. Advise the Chief of Police in all matters brought before the CRRB.
- viii. Establish and maintain minutes and a confidential record keeping system as deemed appropriate regarding CRRB activities.

V. CONCLUSION

Governor Andrew Cuomo recently stated: “Maintaining public safety is imperative; it is one of the essential roles of government. In order to achieve that goal, there must be mutual trust and respect between police and the communities they serve. The success and safety of our society depends on restoring and strengthening mutual trust.”

Due to the current demographics of the Village of Hoosick Falls, the Village does not face many of the challenges posed to other municipalities in the State of New York. The Hoosick Falls Police Department is very fortunate since it enjoys significant support of village residents and businesses. The rate of complaints lodged by Hoosick Falls residents suggest that the Hoosick Falls Police Department has the trust and respect of the community it serves. Additionally, the Village administration and the Village Police

Department work well together in all areas of labor/management and are able to resolve most if not all disputes without resort to the formal grievance process. The mutual trust and respect that exists between the parties is based upon the parties' well-deserved reputation for fairness in the community which the Hoosick Falls Police Department serves with honor and respect.

However, as with any situation, there is ample room for improvement. Demographics are changing, societal views, norms, and priorities are advancing, and Hoosick Falls must be prepared to meet and keep pace with those changes and developments and must do so in a way that garners community support and respect. As Governor Andrew Cuomo stated: "Each community must envision for itself the appropriate role of the police. Policies must be developed to allow the police to do their jobs to protect the public and these policies must meet with the local communities' acceptance."

In the Village of Hoosick Falls, this Committee determined after closely examining the facts and circumstances inherent to policing the community that the overwhelming majority of the residents of the Village maintain that the appropriate role of its Police Department is to keep the community safe while treating all citizens equally and with dignity, honor and respect. This Committee is proud to report that its Police Department has faithfully pursued and largely achieved that goal to date by implementing and then steadfastly adhering to policies and procedures that meet with the community's approval, and that, with the implementation of the additional recommendations noted herein, the Committee is confident that the Hoosick Falls Police Department will see even further improvement in attaining its commendable goals and better community relations as it continues to evolve.

Duly approved by the Hoosick Falls Comprehensive Police Practices Review Committee and on behalf of the Committee, respectively submitted to the Hoosick Falls Village Board by:

2/22/2021

Robert Ryan, Deputy Mayor

Douglas Sauer, Committee Chairperson

DRY

EXHIBIT A

[VILLAGE RESOLUTION CREATING COMMITTEE]

