



Town of Cuba Police Department

**NEW YORK STATE
POLICE REFORM
AND REINVENTION
COLLABORATIVE**

Police Reform and Re invention Plan

*** Acknowledgements ***

Any success of the collaborative is in large part owed to the dedication and commitment of community volunteers, who took time out of their lives to attempt to build a safer, fairer, and freer Cuba. These individuals and the other members of the Cuba Police Reform and Re invention Collaborative have worked hard to better their community, their home — thank you.

Table of Contents

- I. Summary
- II. Mandated Reforms
- III. Training
- IV. Social Justice and Equality
- V. Public/Community Relations
- VI. Transparency and Accountability
- VII. Policy and Procedure Updates
- VIII. Action Plan
- IX. Public Survey
- X. Public Survey Comments
- XI. Reform Agreement

I.

Summary

The formation of the Cuba Police Reform and Reinvention Collaborative was in part to meet the requirements and aid our municipality in meeting the requirements of Executive Order No. 203 issued by Governor Andrew Cuomo on June 12th. The order required local governments with police agencies to engage the community in a reform effort to “eliminate racial inequalities” by reforming and modernizing police procedures, strategies, and tactics to meet those ends. At the end of this process, the pertinent local governments would be required to submit a plan to New York State or risk losing State funding. The purpose of the Cuba Police Reform and Reinvention Collaborative was twofold: to create a plan to help guide our municipality with our police agency in our efforts and to create a framework for the Cuba Police Department to create our reform plan. The Collaborative was comprised of two groups, the Community Stakeholder workgroup made up of members of the community, ethnic and religious groups and the Municipal workgroup comprised of elected officials, police chief, Town and Village officials and legal representatives as well as the Cuba PBA union. In addition to bringing together a diverse and driven group of stakeholders to form the town’s collaborative, six public forums were held, and an online public comment forum and survey was created to solicit input from Cuba residents on their ideas for reform. Over the past several months, the collaborative met to discuss needs, priorities, and various topics related to police reform. Throughout that discussion a number of themes became evident:

- Building a law enforcement workforce that is representative of the community it serves.
- Connecting law enforcement to the community.
- Creating better mechanisms for addressing mental health and substance use issues in the community.
- Increasing lines of communication between the police and the community.
- Ensuring law enforcement officers are held accountable for their actions.

Most Common Recommendations from Public Forums and Online Survey Comment Forum

- Make data available regarding police interactions with the public to identify if they are engaging in discriminatory practices (improve transparency).
- Invest in mental health resources and training for officers.
- Provide additional information to the public about how to file a complaint in a confidential manner against the police (improve communication).
- Have more diversity, sensitivity, and implicit bias awareness training.
- Have the police more visible in the downtown areas.
- Add policies and procedures to department website.

II.

Mandated Reforms

Civil penalties for filing false reports on a member of a protected class

Establishes penalties and consequences for falsely summoning a police officer when there is no reason to believe a crime, offense or threat has been committed involving a member of a protected class.

Cuba Police Department Actions – Completed In-Service Training.

Require the reporting of police acts or omissions resulting in a person's death to the office of special investigation

Establishes an Office of Special Investigations within the Office of the Attorney General which will have investigative authority and criminal jurisdiction for any incident involving the death of a person caused by an act or omission by a police officer or a peace officer employed as a correction officer or contracted by an education, public health, social service, parks or hosing agency. Where an investigation concluded that the death or matters relating to the death or investigation of the death involved criminal conduct, the Office will be empowered to prosecute any such alleged offense.

Cuba Police Department Actions – Waiting for additional guidance from New York State. Will conduct In-Service Training.

Require police officers to report the discharge of weapons

Requires a police officer or peace officer, whether on or off duty, who discharges his or her weapon under circumstances where a person could be struck by a bullet to verbally report the incident within 6 hours, and file a written report within forty-eight hours.

Cuba Police Department Action – Our agency has already had this practice for several years and we are in compliance currently.

Banning of choke holds

The Eric Gardner Anti-Choke Hold Act creates the crime of aggravated strangulation (a Class C Felony) and establishes criminal penalties for police officers or peace officers who use chokeholds that cause serious physical injury or death.

Cuba Police Department Action – Annual in-service use of force training that incorporates this. Also added to CPD policy and procedure. Choke holds have never been authorized as an acceptable use of force under CPD policy or training.

Require medical response for arrestees

Requires an individual right to medical and mental health attention while they are under arrest or in custody by a police officer or peace officer. Failure to provide reasonable and good faith medical assistance could result in a cause of action against the officer and or department.

Cuba Police Department Action - The Cuba Police Department already has incorporated this into our policy and procedure and CPD is in full compliance. Annual in-service training will be conducted in conjunction with use of force to reinforce this mandated.

Require policing statistics to be reported to the division of criminal justice services in Albany

Requires courts to compile and publish data concerning arrests and court proceedings involving low-level offences such as violations and traffic offenses. Such reports will include aggregate and anonymized demographic information such as race, ethnicity and sex. This bill requires police departments to submit annual reports on arrest related deaths to the Division of Criminal Justice Services, as well as the Legislature and Governor.

Cuba Police Department Action – This practice is already in place via the E-Justice portal through Uniform Crime Reporting. Our agency will provide this data to the Cuba Town Court as required.

Recording of law enforcement activity

Allows for a person not under arrest or in the custody of a law enforcement official to have the right to record police activity and to maintain custody and control of that recording and of any property or instruments used by that persons to record such activities. A person in custody or under arrest does not, by that status alone, forfeit such a right to record.

Cuba Police Department Action – Provide annual in-service training to all staff.

Provide access to the public of police personnel records

Repeal of Civil Rights Law 50-a, which made all personnel records used to evaluate the performance for continued employment or promotion of police officers, firefighters, paramedics, correction officers or peace officers confidential and not subject to inspection or review without the individual's express written consent or court order. The New York State F.O.I.L. (Freedom of information law) is also amended thus subjecting any record created in furtherance of a law enforcement disciplinary proceeding to disclosure. Under the amendment this law allows for specific, sensitive personal information, including medical history, to be redacted from such records prior to being disclosed.

Cuba Police Department Action – Law has been shared with the Town Supervisor and Clerk as well as conferenced with the Town Attorney.

III.

Training

Updated use of force training

New guidelines for use of force training to include topics such as banning of choke holds and other means of use of force.

Cuba Police Department Action- Expand use of force training to include de-escalation in-service training and improve upon our use of force tactics. CPD has posted our use of force policy on our website and we have implemented crowd control training tactics, taser units, oc spray, batons and pepper ball launchers as an alternative to hands on use of force.

Updated de-escalation training

New guidelines for de-escalation tactics and training.

Cuba Police Department Action – Instructors of CPD will be certified in de-escalation training and tactics in February of 2021. Following this certification, a yearly in-service will be conducted in de-escalation for all officers.

IV.

Social Justice and Equality

Diversify our police force

Having a diverse agency is not just bound to only race and gender. Diversity entails other characteristics as well including religion, language, life experience, sexual orientation, and cultural background. Increasing diversity efforts may attract more people from different cultural backgrounds, and life experiences to apply.

Cuba Police Department Action – Our agency will be taking steps to attend job fairs and conduct public relations “meet and greet” recruitment events. CPD will also increase our advertisement on social media.

Increase CPD implicit bias and diversity training

Require implicit bias awareness training for all Cuba Police Department Officers.

Cuba Police Department Action – Mandated implicit bias training for all staff. Instructors from CPD will begin implicit bias and cultural diversity train the trainer certification courses in February at Alfred State College.

V.

Public/Community Relations

Neighborhood network meetings

Increase our transparency and community relations by continuing our neighborhood network meetings quarterly in an effort to reach our community members in person and share concerns about their community and police force.

Cuba Police Department Action – Hold meetings focusing on different topics conveyed from our public throughout the year.

Electronic outreach

Increase outreach via multiple channels.

Cuba Police Department Action – Provide additional information on our website as well as our social media platforms (Twitter, Instagram and Facebook).

Traditional methods

Use of traditional “old school” programs to reach the public.

Cuba Police Department Actions – Utilize more foot and bike patrol as well as our newly established community message board program allowing for the public to give input without having to be present at the police station.

Additional Community Programs

Establish and/or continue community programs.

Cuba Police Department Actions – Continue free programs such as our women’s firearms safety class, public self-defense classes, drug take back initiatives as well as our CRASE (Civilian Response to Active Shooter Events) course.

VI.

Transparency and Accountability

Civilian review board

Create and establish a civilian review board.

Cuba Police Department Action – The Town of Cuba currently and has always had a police committee and board of ethics for the purposes of reviewing any issues that may come to light as it pertains to Town and Police Employees. Our current police committee consists of Lee James, Lon Sweet and Dustin Burch. The Town of Cuba Board of Ethics consists of Lee James, Nancy Orcutt and Michele Conklin.

Police activities

To ensure that citizens have access to police data and arrest activities.

Cuba Police Department Action – All police reports are submitted to the Town and Village Government on a monthly basis as well as posted to our websites and emailed to all local media outlets.

Police personnel complaint process

Establish a process so that members of the public have an outlet to officially file justified police complaints with the department.

Cuba Police Department Action – Our agency has already updated and placed the official form on our website for easy access to the public.

Use of force incident reports

Show transparency on use of force incidents with the Town and Village of Cuba.

Cuba Police Department Action – Updated use of force forms and reports will be made available through the normal F.O. I. L. process.

Body camera program

Ensure our agency has adequate funding for body camera equipment.

Cuba Police Department Action – Our agency has had a police body camera program in place for the past 5 years and every officer has been issued a body camera during this time frame.

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VII.

Policies and Procedures

Background investigations

To enhance and improve the process in which the Cuba Police Department selects and hires new employees.

Cuba Police Department Action – Our agency has updated our methods and requirements for selection of new hires as well as supervisory promotions to fall in line with the New York State Law Enforcement Accreditation Standards. These updates also include more in-depth background checks as well as required polygraph examinations.

New York State accreditation

Accreditation is a progressive and contemporary way of helping police agencies evaluate and improve their overall performance. It provides formal recognition that an organization meets or exceeds general expectations of quality in the field. Accreditation acknowledges the implementation of policies that are conceptually sound and operationally effective.

Cuba Police Department Action – Our agency has been actively working with the Division of Criminal Justice Services to obtain accreditation status.

Mental health and crisis intervention training and procedures

Expand and improve our collaboration with subject matter experts in these fields and build strong working relationships between our agencies.

Cuba Police Department Action – Our agency has always partnered with Allegany County Mental Health Services as well as crisis intervention services and Partners for Prevention (PPAC). We will continue to build on these relationships.

Officer wellness

Training Officers to recognize signs of stress or officers in distress

Cuba Police Department Action - The Cuba Police Department will train multiple members in peer counseling to assist with members involved with traumatic events. These members will be specifically trained by a non-law enforcement entity to recognize signs and symptoms of fellow officers before they become unmanageable. They will also provide stress debriefings to our agency.

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VIII. Strategic Action Plan

Cuba Police Reform Collaborative

Strategy:	Create action plans that focus on high priority areas for potential reform for the Cuba Police Department and monitor the progress of action plans at least 4 times during the reform period.
Related Objectives:	Implement the collaboratives strategic plan and evaluate results on a monthly basis with a ratification date of April 2021.
Products/ Outputs/ Deliverables:	<ul style="list-style-type: none"> Detailed action steps will be created for strategies identified by Collaborative Reform Team as high priority. Each action step will be identified by Goal, Objective and Strategy. Each action step will have a person or person(s) assigned responsible for completion of the identified action and monitoring progress.
Due Date:	April 2021
Owner(s):	Cuba Police Reform and Reinvention Collaborative Committee

Action Step	Responsibility	Start Date	End Date	Status
Hand out surveys to the general public.	Committee Members	09/17/2020	10/15/2020	Complete
Contact area college for procedural justice or studies addressing racial bias in policing.	Chief Burch	09/17/2020	01/07/2021	Complete
Calendar at least 4 dates in the next 12 months to monitor the status of reform action plans.	Committee Members	09/17/2020	01/21/2021	Complete
Conduct public meetings.	Committee Members/ Public	10/15/2020	01/21/2021	Complete
Examine the progress of each action during set dates throughout the year. If any of the dates are cancelled, re-schedule new date.	Committee Members	09/17/2020	01/21/2021	Complete
Finalize the reform plan for ratification by the Town Government to meet the deadline of April 2021.	Committee Members	09/17/2020	01/21/2021	Complete

IX

Cuba Police Department Reform Survey

We ask that you reflect upon the following topics and share your thoughts in the space provided.

1. What services does your local police department provide that are beneficial to the community?

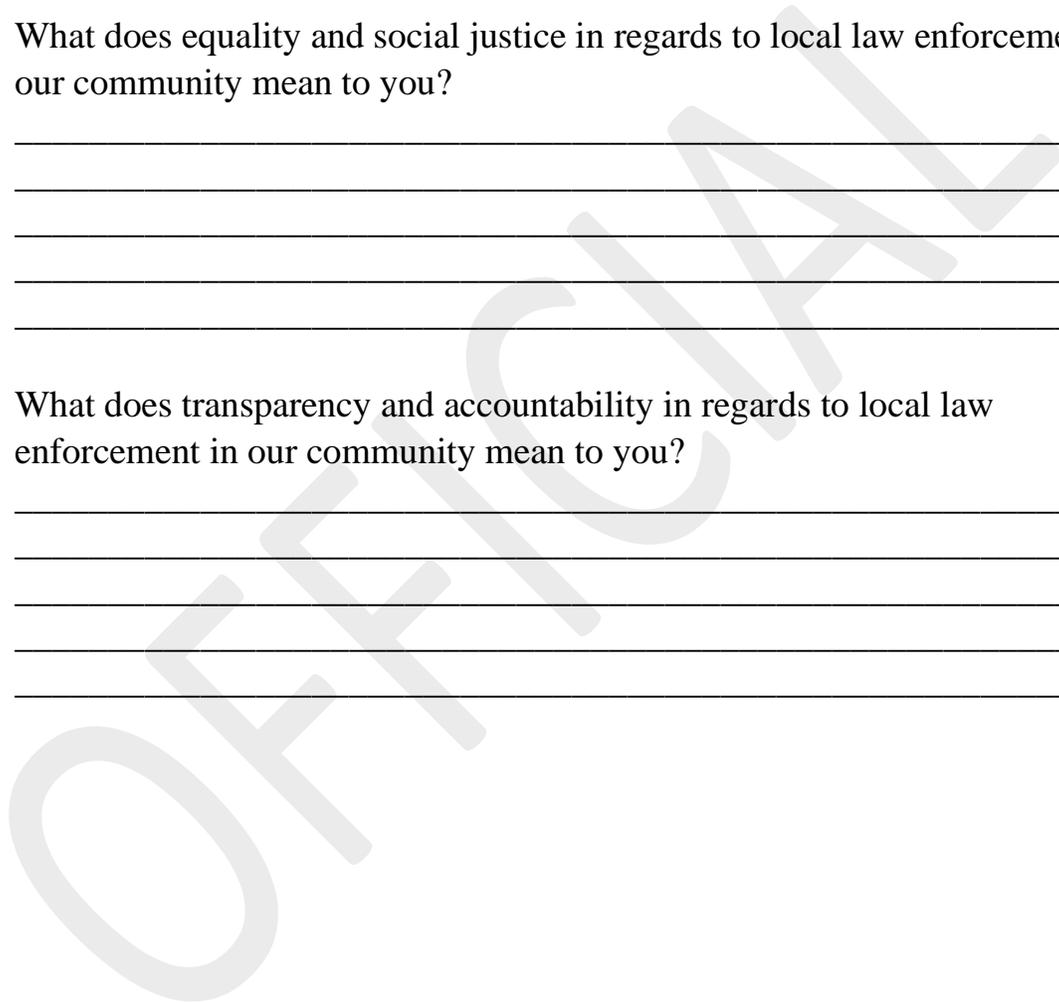
2. What police services do you feel should be provided to the community, but are currently not?

3. What police services are currently being offered that you feel are not beneficial to the community?

4. What are the 2-3 top issues that are necessary to improve policing in our community?

5. What does equality and social justice in regards to local law enforcement in our community mean to you?

6. What does transparency and accountability in regards to local law enforcement in our community mean to you?



X. REFORM SURVEY RESULTS

1. BENEFICIAL SERVICES:

- Our local police are a wonderful asset to our community. They serve in the following ways: personal and property protection, traffic control, ambulance and fire assistance, child education, domestic dispute mediation, animal management, drug investigation and control, and burglar, arson and 911 support.
- Traffic control for stranded motorists and in emergencies. Great help when dealing with the elderly and children. Continue to set up road blocks for sobriety checks.
- I see the police patrol daily. They keep their eyes on community events. I think their presence is still in the school. Traffic infractions and domestic disputes are recorded in the Patriot-so I know our safety is covered. Our policemen are friendly, calm and professional- setting behavioral examples for our young.
- SRO. Road patrol, pill drop, door checks, educational information, overall public safety, criminal investigations, assisting at public events, problem solving, working with other agencies.
- Respond to medical emergency and criminal activity, education children re: safety, etc., Provide a safe environment (esp. in times of high traffic). Developing relationships w/ youth (SRO)
- All they do currently- i.e., pill drop, property checks, seminars, Facebook
- Do a good job
- Pill drop, supervised visitation/exchange
- Among the many the numerous patrols the department perform daily
- Shop with a cop, trunk or treat, basketball games at the school, candy check at Halloween, pill drops, dairy days, garlic fest.
- Protect and serve.
- They answer community call and questions.
- They help with parades and the garlic festival.
- Traffic control.
- Protection, as well as the law.
- I honestly don't know.
- That they help out the community by showing up at the school for games and getting involved with the kids at the school and to just help out the businesses around Cuba.
- Speed trafficking.
- Everything they do is beneficial and needed
- Unlocks Car Doors, checks business, holds community meetings
- Everything is great
- Vehicle & Traffic enforcement. Vehicle & Home lockouts, Criminal investigations, firearms & self- defense training, role models to adults & children, pro -active patrol for crime prevention, a friendly ear when you might just need to talk
- Pill drop offs

- They do continuous drives around town to keep an eye on what is going on. They engage with kids at the park & at school. Everything they do. Our police department is amazing.
- They often escort/help with ambulance calls.
- They are very active in school related functions-often hosting events for the school.
- They are active with Youth court at the Middle HS Level! I am really impressed with how they operate within our community.
- Watches our place when we go south. When the alarm goes off at our home, police dept. is there within 5-10 minutes. Has happened twice.
- They guard our children at school.
- At community events, there is police presence!
- There are numerous programs provided by local police that are beneficial – informational gatherings, police presence at gatherings, K-9 events, bicycle and car seat safety, businesses safety checks, escorts, SRO program within the school, pill drops, etc. walking and bicycle presence, great media presence.
- Provide information on fastest and best way to contact local police.
- Open communication, education, assist with crisis situations, they go out of their way to help, enforcing the law, ensure public safety
- Serve & Protect”, domestic disputes, speed control
- Public safety and support at local events (traffic control etc.), good communication via social media
- I feel I have a safe community, certainly our police dept is part of the reason for this. Dustin Burch has proven to be a good leader!
- I feel safe most of the time in our community. I feel police presence is part of that safe feeling.
- Traffic control for events, accident investigations, investigate noise and domestic issues, investigate drug use, making and selling.
- Lock-outs, business checks, 911 response

2. Service should be, but not provided

- Maybe more proactive child and teen programs.
- Even though we have cameras at the parks, I believe they still need to patrol them more often. Better attendance at Village Board meetings.
- Does the CPD have an expedient connection for any emergency mental health services?
- For a small department and community, the services are about right.
- For patrons on Main Street, never see any police “walking” the streets.
- Program with senior citizens quarterly to keep them informed of what is going on.
- This one I’m not really sure about because I don’t completely know what they do and don’t provide.
- I don’t know.
- I don’t really know the police services to tell you what to add.

- Day/night watch.
- There are none- proud to live in Cuba and know I am being protected.
- More investigation officers; k-9
- They are doing what they need to do!
- Our officers should have more discretion regarding who gets arraigned when an arrest is made instead of the severe limitations put in place by NYS Bail Reform.
- I can't think of anything that's lacking.
- None
- At this time, I really cannot think of any! The only thing I could add is maybe more community meetings with the Police Department. However, their presence in our community is outstanding!
- Nothing comes to mind
- Can't think of anything. Maybe an annual meet and greet hosted by the police?
- Provide information on fastest and best way to contact local police.
- I feel our services are adequate

3. Services not beneficial

- I feel we have too many parts time officers. How many officers do we have at school dances?
- All programs being done are currently beneficial.
- This one I'm not really sure about because I don't completely know what they do and don't provide.
- Whoever answers the phone to Miss Deck's calls after dusk for Chamberlain Park.
- I don't know.
- I feel like the services are helpful because you never know what will happen and if it gets taken out then there goes that help you may need.
- Speed trafficking
- Again, I truly believe that everything is beneficial – your presence – speaks volumes.
- None
- They're great we don't need any further changes.
- All of our police services bring specific value.
- None that I am aware of.
- None
- No, everything they do has benefitted our community! **Even their Facebook page is informative!!
- They are doing things that are beneficial, if not beneficial, they are NOT doing!
- I feel they all are beneficial, or they would not continue to be offered.
- I can't comment due to all services being beneficial
- I feel all services are beneficial.

4. 2-3 top issues

- I believe all communities could use more or new programs to educate the community members, particularly the youth of the community about their policies and efforts to support the BLM movement.
- At times, I feel we need to have the police more visible in the downtown areas. Way too many U-turns and cars seem to like to speed heading out of town.
- Whatever the department feels
- Nothing to offer because they do a great job.
- Make police more visible.
- Have adequate numbers of law enforcement officer so our present staff are not overworked.
- To maintain and update equipment to meet the everchanging technology needs.
- Enforcement.
- I feel that the policing in our community is great. The Officers are all very caring and take their job seriously, which allows the community to be safe.
- I don't have any issues with what our police force is doing.
- Traffic.
- Trespassing.
- Stealing.
- Making the 24/7
- Keep the police paid and there will not be any issue's
- 1-return discretion to local municipalities and reduce the current NYS over reach and unfunded mandates. 2-Better fund the police for staffing, training and equipment. 3- Understand that not everything is a Societal problem; rather people must have personal accountability.
- 1-not posting arrests on social media until individual is proven guilty. Unfair to be already guilty in the public eye. 2-Listen more fairly to individuals. Michal Cornelius has filed false complaints about me personally and I 100% feel that I was not heard by the other and judgement was rashly made. I don't know that this improves "policing" as you may be looking for it but these are my only complaints.
- None
- Right now, I feel our Police Dept. is doing an excellent job of being active in our community!
- 1-lack of state funding 2-no K-9 unit
- I feel that the Cuba PD is tuned in to the community needs and as the need arises it is addressed. Continue to be so open so that people feel free to approach.
- Dealing with what appears to be increased drug activity is all I can think of
- I am concerned going forward about funding things like police dept's village and town "work crews," especially in the aftermath of the COVID issues and \$ government has spent.

- I would like to see police intervention with vehicle operators, breaking the law at crosswalks and main intersections – including possibly lowering speed limits in these areas.
- Community policing, public awareness, community interaction

5. What does equality and social justice...mean to you?

- To my knowledge, our force treats everyone with equality and practices social justice in the department of their job.
- I don't know of any bias in our police department. Cuba's diversity is mainly financial. Although middle income residents get into trouble, poverty is often the background for poor health and nutrition, theft, addiction, depression domestic abuse, and suicide. Less income inequality should make policing easier.
- Fair and unbiased treatment for all – being professional and acting with respect while acting in the boundary of the law(s).
- That everyone is respected and treated equally and fairly by police officer and the court.
- Everyone treated the same for the same infractions.
- Everyone is treated the same.
- All citizens are treated fairly and on the same scale.
- If someone within the community, no matter their race, ethnicity, or religion have committed a crime or broken the law; they should be treated with respect and understanding of the situation to the best of our law enforcements ability.
- Treat everyone equally according to the law.
- I'd say because we live in such a small town, we don't necessarily have these major issues. We could, but I'm not aware. I will say, when we did our Black Lives Matter march, the police department did help.
- If you steal a car you would get the same punishment anyone else would for stealing a car.
- Treating everybody the same no matter who they are or what they look like.
- The law enforcement I'd say is equal to the people in Cuba and around the area.
- Nothing.
- The problem isn't w/law enforcement if you can teach parental skills so they could raise decent children that would be wonderful.
- Treating all people fairly which is my experience has been and I am a minority citizen.
- Everything!
- Equality should apply to the way you are treated throughout your law enforcement encounter, especially in regards to constitutional rights. Please see the Oxford definition for Social Justice. The idea behind social justice is that all people should

be at the same place in society without earning anything or accepting personal responsibility.

- All individuals being treated fairly, justly, with dignity d/t being a person regardless of background, skin color, social economic status, etc. In order to ensure that the entire police dept is pursuing social justice, ensure either through interview process or what have you that the individual officers have that ultimate goal in mind. (i.e., no hx of biased notions – racism, sexism, etc.)
- Being fair and honest. Treating everyone the same.
- Treating everyone, regardless, of their race, religion etc. equal! I believe our department does this!
- Being equal to all!
- People of all races, creed, religion and gender etc. feel free to approach local law enforcement with needs and that when altercations occur that they are handled with uniform practices despite these areas of inequality and social justice.
- This means treating everyone equal
- Everyone is treated equally
- Fairness and respect for everyone
- I feel that there are fewer persons that show respect for law enforcement and many other people in general. Very sad to me.
- Treat everyone equally, majority should take priority over the complaint of one person
- Treating everyone fairly

6. Transparency and accountability

- Both are of the utmost importance for the establishment of trust between the force and community members.
- The newspaper and websites provide transparency. You don't know what you don't know, but transparency and accountability don't seem to be a problem. Gossip often gets it wrong.
- Open communication, visibility, honesty, good decision making, putting the community and department (other officers) before self.
- That all information not of a protected nature be released to the public (newspaper, etc. (ans. to inquiries)
- Open and honest about what is happening
- Seems to be transparent, have heard of no incident that they weren't accountable for their actions
- Nothing that the police need to know is kept secret. All are accountable for their performance. Both "on duty" and in their private lives.
- Transparency and accountability – that says it all.

- It is the responsibility of our law enforcement officers to be truthful and open to present all information necessary to measure the validity of someone's performance. We need accountability for all to be held responsible for their actions.
- The police department should be honest with issues when they are involved with the community.
- If you are acting shady or suspicious because you're doing something and you get caught, you're accountable???
- Being able to do their job with safety and responsibility to protect themselves and others in the community.
- Mr. White sees through some of the kids here at Cuba and it helps those kids out so they don't do anything wrong.
- Nothing.
- I don't know if this is happening here or not – too many arrested and don't pay for the crime – Judges let them off, etc.... Again, not you – you guys are great! Totally against defunding of the police – behind you all!
- Sharing Info
- Justice to those who need it.
- Transparency is being informed as to the general workings of your department and their policies. Accountability is your department and officers being held to established & reasonable policy, procedures and standards.
- Admitting to mistakes and correcting them when applicable. I think that overall, most of the officers do a great job. Dustin Burch is a good leader.
- The law enforcement officers being held to the same rules and regulations as everyone else in the town and punished if they don't.
- Being honest with the public, keeping them informed of certain situations! Again, I feel the CPD has done an outstanding job of this!
- Keeping public informed!
- The community has a great leader in Chief Burch, he is open and honest and very approachable!
- I am firmly aware that privacy is of the utmost importance but feel that our dept. provides timely and accurate information to the public through social media. I feel you do an excellent job without compromising details of the investigation.
- That I can trust officers to do their job
- In our very small town of Cuba, our police force is functioning fine in my opinion. However, I think there is room for improvement in NYS troopers.
- Open communication and living up to their oath to protect and serve
- Law enforcement officers have their "hands full" now more than ever, I feel. Excessive drugs and suicides are part of these issues in today's world.
- It's important
- Having an honest and open police department.

Additional comments

- I don't know the parameters of the job for the Cuba Police Dept. How do the policemen spend their days? Is there a lot of research and paperwork? Are they required to be present in court? I just found the CPD Facebook page. I am glad to see "less than lethal" training. I will check this page more often.
- The Cuba Police Department provides a professional and well managed service to our citizens. Thanks to Chief Burch and his staff.
- Chief Burch commands respect and has integrity and it shows through in his staff.
- Certainly in "today's world of social media, cameras, etc. police depts are "exposed" more than in the past. The job they have is dangerous and split-second decisions that affect lives occur often. Having said that, respect for the law is "missing" with a lot of folks. I also realize that a few "bad apples" can ruin things for all of us. I feel we are fortunate to have a village, town, and police dept that cares about its citizens. But I am not "behind the scenes" to know what is happening day to day. Probably don't want to know, might be scary! All in all, happy with our leadership and keep up the good work!

XI. REFORM AGREEMENT

THIS PLAN, which shall be deemed to be dated as of the date the Town Board executes this Police Reform and Reinvention Collaborative Plan, by and between the TOWN OF CUBA POLICE DEPARTMENT, a municipal corporation organized and existing under the laws of the State of New York, having its offices located at 15 Water Street, Cuba, New York 14727 (hereinafter referred to as the “TOWN”, and TOWN OF CUBA POLICE REFORM AND REINVENTION COLLABORATIVE COMMITTEE, a COMMUNITY STAKEHOLDERS GROUP organized and existing under the Governor of the State of New York’s Executive Order No. 203.

WITNESSETH:

WHEREAS, the Town, through its Police Department, is willing, able and qualified to perform such services to the community; and

WHEREAS, The Community and the Town recognize the benefits of the Reform Program to the Town and the citizens of the Cuba Community; and

WHEREAS, in view of the foregoing, the parties deem it in the best interests of the Town, and the citizens of Cuba to establish this reform; and

WHEREAS, the Town Chief Executive Officer is authorized to execute this reform pursuant to annual resolution, adopted by the Town of Cuba on the first Cuba Town Board meeting of April 2021.

NOW THEREFORE, in consideration of the mutual promises and covenants herein contained, the Cuba Town Board and Cuba Police Department hereby agree as follows:

1.) **Policy Placement.** The policy and procedure of the Cuba Police Department is designed to provide clear and legal guidelines to the Officers of the police department. The police department, in an effort to show transparency, will conspicuously publish their policy and procedure on the Cuba Police Department website for the public to view.

2.) **Implicit Bias Training.** The Town shall employ and properly train all current and newly hired police officers in implicit bias and trauma involved care. This will provide for officers to have a better understanding of victims and suspects and how to properly assist them.

3.) **Implicit Bias In-Service Training.** The Cuba Police Department shall certify their police instructors in implicit bias train the trainer certifications. The Cuba Police Department instructors will provide implicit bias in-service refresher training on a yearly basis to all employees.

4.) **Outreach.** The Cuba Police Department will continue to schedule outreach events yearly in an effort to bring the police department and the community together to help build trust.

5.) **Officer Wellness.** The Cuba Police Department will train multiple members in peer counseling to assist with members involved with traumatic events. These members will be specifically trained by a non-law enforcement entity to recognize signs and symptoms of fellow officers before they become unmanageable. They will also provide stress debriefings to our agency.

**NEW YORK STATE POLICE REFORM AND REINVENTION
COLLABORATIVE PLAN CERTIFICATION FORM**

I, LEE JAMES, AS THE CHIEF EXECUTIVE OF THE TOWN OF CUBA, HEREBY
CERTIFY THE FOLLOWING PURSUANT TO EXECUTIVE ORDER NO. 203
ISSUED BY GOVERNOR ANDREW M. CUOMO ON JUNE 12, 2020:

THE LOCAL GOVERNMENT HAS PERFORMED A COMPREHENSIVE REVIEW OF CURRENT POLICE FORCE DEPLOYMENTS, STRATEGIES, POLICIES, PROCEDURES, AND PRACTICES;

THE LOCAL GOVERNMENT HAS DEVELOPED A PLAN, ATTACHED HERETO, TO IMPROVE SUCH DEPLOYMENTS, STRATEGIES, POLICIES, PROCEDURES, AND PRACTICES;

THE LOCAL GOVERNMENT HAS CONSULTED 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 OFFICE OF THE PUBLIC DEFENDER; AND LOCAL ELECTED OFFICIALS) REGARDING THE PLAN;

THE LOCAL GOVERNMENT HAS OFFERED THE PLAN IN DRAFT FORM FOR THE PUBLIC COMMENT TO ALL CITIZENS IN THE LOCALITY AND, PRIOR TO ADOPTION OF THE PLAN BY THE LOCAL LEGISLATIVE BODY, HAS CONSIDERED THE COMMENTS SUBMITTED; AND

THE LEGISLATIVE BODY OF THE LOCAL GOVERNMENT HAS RATIFIED OR ADOPTED THE PLAN BY LOCAL LAW OR RESOLUTION.

NAME

SIGNATURE

TITLE

DATE

