

THIS DOCUMENT IS A WORK IN PROGRESS AND IS INTENDED TO BE REVIEWED REGULARLY; WITH THAT IN MIND, RESIDENTS ARE ENCOURAGED TO SUBMIT COMMENTS AT ANY TIME. THE TUESDAY DEADLINE ABOVE IS FOR SUBMISSION TO NYS AT THIS TIME.

# Town of Ellicottville Police Department Reform and Reinvention Collaborative

TOWN OF ELLICOTTVILLE POLICE DEPARTMENT  
1 WEST WASHINGTON STREET, ELLICOTTVILLE, NEW YORK 14731

# Table of Contents

Table of Contents.....	1
Introduction.....	2
Mission Statement.....	2
NYS Executive Order 203.....	3
DEPLOYMENTS	
Criminal/Police Patrols .....	5
STRATEGIES	
NYS Accreditation.....	5
Community Policing (SRO's).....	5
Social Media.....	6
POLICIES AND PROCEDURES	
Use of Force.....	6
Internal Affairs.....	6
Performance Evaluations.....	6
Public Information.....	7
Community Relations.....	7
Discipline Corrective Action.....	7
PRACTICES	
Field Training Program.....	8
Department Training.....	8
STAKEHOLDERS.....	8
NYS MANDATES-PREVIOUS COMPLIANCE.....	8
IMPROVEMENTS	
Recruitment.....	9
Surveys.....	10
Improved trainings/new programs.....	10
CONCLUSION.....	10
APPENDIXES.....	11

## **INTRODUCTION**

In light of recent events of civil unrest throughout our nation, New York State Governor Andrew Cuomo issued Executive Order 203 on June 12, 2020. The executive order requires each local government to adopt a policing reform plan by April 1, 2021.

The Governor realizes that maintaining public safety is imperative and a primary function of government. This order requires law enforcement agencies to conduct a comprehensive review of police force deployments, strategies, policies, procedures, and practices. Law enforcement must conduct this review to ensure they are addressing the needs of the communities being served. A comprehensive plan is also to be reviewed by community stakeholders who will provide input in areas of evidence based policing strategies to include, but not limited to: policies, procedural justice, implicit bias awareness training, de-escalation training, law enforcement assisted diversion programs, community-based outreach, and problem-oriented policing. Once this plan has been created in conjunction with community stakeholders, it shall be offered for public comment to all citizens in your service area. Upon completion of the review and comment, the plan will be presented to the local legislative body to be ratified and adopted by local law or resolution.

## **MISSION STATEMENT**

The mission statement of the Town of Ellicottville Police Department is as follows: The mission of the law enforcement divisions of this agency is to take a “guardian approach” to policing by providing for the peace and security of all residents and visitors of the Town of Ellicottville, New York. This can best be accomplished by continually adjusting our response to evolving needs in the area of law enforcement throughout Ellicottville. We will enforce all the laws for which we are responsible in a fair and impartial manner at all times. We will work, at all times, in close cooperation with other law enforcement agencies in order to maintain the appropriate level of enforcement.

**EXECUTIVE ORDER**

NEW YORK STATE POLICE REFORM REINVENTION COLLABORATIVE

WHEREAS, Constitution of the State of New York obliges the Governor to take care that the laws of New York are faithfully executed; and

WHEREAS, I have solemnly sworn, pursuant to Article 13, Section 1 of the Constitution, to support the Constitution and faithfully discharge the duties of the Office of Governor; and

WHEREAS, beginning on May 25, 2020, following the police-involved death of George Floyd in Minnesota, protests have taken place daily throughout the nation and in communities across New York State in response to police-involved deaths and racially-biased law enforcement to demand change, action, and accountability; and

WHEREAS, there is a long and painful history in New York State of discrimination and mistreatment of black and African-American citizens dating back to the arrival of the first enslaved Africans in America; and

WHEREAS, this recent history includes a number of incidents involving the police that have resulted in the deaths of unarmed civilians, predominantly black and African-American men, that have undermined the public's confidence and trust in our system of law enforcement and criminal justice, and such condition is ongoing and urgently needs to be rectified; and

WHEREAS, these deaths in New York State include those of Anthony Baez, Amadon Diallo, Ousmane Zange, Sean Bell, Ramarley Graham, Patrick Dorismond, Akai Gurley, and Eric Garner, amongst others, and, in other states, include Oscar Grant, Trayvon Martin, Michael Brown, Tamir Rice, Laquan McDonald, Walter Scott, Freddie Gray, Philando Castile, Annvon Rose Jr., Ahmaud Arbery, Breanna Taylor, and George Floyd, amongst others,

WHEREAS, these needless deaths have led me to sign into law the Say Their Name Agenda which reforms aspects of policing in New York State; and

WHEREAS, government has a responsibility to ensure that all of its citizens are treated equally, fairly, and justly before the law; and,

WHEREAS, recent outpouring of protests and demonstrations which have been manifested in every area of the state have illustrated the depth and breadth of the concern; and

WHEREAS, black lives matter; and

WHEREAS; the foregoing compels me to conclude that urgent and immediate action is needed to eliminate racial inequities in policing, to modify and modernize policing strategies, policies, procedures, and practices, and to develop practices to better address the particular needs of communities of color to promote public safety, improve community engagement, and foster trust; and

WHEREAS, the Division of the Budget is empowered to determine the appropriate use of funds in furtherance of the state laws and New York State Constitution; and

WHEREAS, in coordination with the resources of the Division of Criminal Justice Services, the Division of the Budget can increase the effectiveness of the criminal justice system by ensuring that the local police agencies within the state have been actively engaged with stakeholders in the local community and have locally-approved plans for the strategies, policies and procedures of local police agencies; and

NOW, THEREFORE, I, Andrew M. Cuomo, Governor of the State of New York, by virtue of the authority vested in me by the Constitution and the Laws of the State of New York, in particular Article IV, section one, I do hereby order and direct as follows:

The director of the Division of the Budget, in consultation with the Division of Criminal Justice Services, shall promulgate guidance to be sent to all local governments directing that:

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.

Each chief executive of such local government shall convene the head of the local police agency, and Stake holders 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.

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; and Such local government shall transmit a certification to the Director of the Division of the Budget to affirm that such process has been compiled with and such local law or resolution has been adopted; and The Director of the Division of the Budget shall be authorized to condition receipt of future appropriated state or federal funds upon filing of such certification for which such local government would otherwise be eligible; and The Director is authorized to seek the support and assistance of any state agency in order to effectuate these purposes.

GIVEN under my hand and the Privy Seal of the State in the City of Albany this twelfth day of June in the year two thousand twenty.

BY THE GOVERNOR

Secretary to the Governor

## **DEPLOYMENTS**

The Town of Ellicottville Police Department consists of a Criminal/ Patrol Division. This comprehensive description will encompass all of the Criminal/Patrol Division to ensure a transparent and consistent process.

The Town of Ellicottville Police Department is a small police department with four (4) full-time officers and eight (8) part time officers.

All our officer's work in conjunction with other law enforcement officers from city, local, state and federal agencies. These are relationships that we take very seriously, and we work hard to keep the avenues of communication with these agencies open at all times.

## **STRATEGIES**

The Town of Ellicottville Police Department believes that many of our practices are effectively providing law enforcement services to our communities. Many of the strategies that we use are not only directed at preventing crime but also designed to encourage positive relationships and trust with community individuals and organizations so that we may better serve and promote public safety.

## **NYS Accreditation**

Accreditation in New York State provides a framework of best practices and operational standards to be followed by the Town of Ellicottville Police Department. The Town of Ellicottville Police Department is a small police agency, and we do not believe that it is feasible at this time to obtain accreditation status at this time.

HOWEVER, The Town of Ellicottville Police Department has partnered with the Cattaraugus County Sheriff's Office (A NYS Accredited Agency) and will be participating in as many in service trainings that are within reason for an agency of our size.

## **Community Policing**

All personnel in the Town of Ellicottville Police Department should project a positive image and become involved in community needs. The conduct of each employee reflects on the agency as a whole.

Examples of such programs include, but are not limited to, the following:

- VINE
- Drug & Alcohol Education
- Neighborhood Watch
- Bike Safety
- Agency Tours
- Meet with local event organizers (recreational events, protests, parades, festivals) to understand the objective of the event and to ensure the safety and protection of all participants

## **Social Media**

The Town of Ellicottville Police Department has found great value in Social Media. Currently, the Town of Ellicottville Police Department utilizes Facebook. This outreach tool has proved to be invaluable with regard to connecting with residents and visitors of our community.

Social Media is used for events that are occurring throughout Ellicottville. Most importantly, the use of social media has allowed our agency to be transparent in all we are involved in. We allow for community interaction on our pages and use feedback as a way to evaluate the needs of our community.

## **POLICIES AND PROCEDURES**

The Town of Ellicottville Police Department reviewed several policies and procedures as part of its due diligence in developing this Plan. The following policies were particularly reviewed because they relate to this police reform initiative.

### **Use of Force**

The Town of Ellicottville Police Department has recently updated our use of force policy. We will improve our training on topics to include use of force, New York State PL Article 35 and associated case law, conflict prevention, conflict resolution and association, and de-escalating techniques and strategies, including, but not limited to, interacting with persons presenting in an agitated condition as well as duty to intervene and prohibited contact. These trainings will help ensure that our Officers demonstrate their understanding concerning the proper application of force.

We are required to report to DCJS if a use of force meets certain criteria. Included in that criteria are: the use of a chemical agent, the use of a firearm, the use of an electronic control weapon, the use of a chokehold, or any force which resulted in death or serious bodily injury as defined by the New York State Penal Law. We updated our Use of Force form to reflect these changes.

### **Internal Affairs**

All complaints received by the Town of Ellicottville Police Department alleging inappropriate behavior, misconduct, or violations of law by a department member will be treated as Internal Affairs Complaints, to be reviewed by the Officer in Charge and the Town Board of Ellicottville. Our policy states that complaints may range from (but are not limited to) rudeness, uncooperativeness, late responding to a call, or inappropriate manner; to allegations of corruption, brutality, death or injury, criminal misconduct, or breach of civil rights. Every complaint will be investigated properly. In this department, the initial investigation will follow the same format regardless of the allegation. Any personnel complaint that alleges conduct, action, or association that could be construed to be a violation of law by a department member will result, if apparently founded, in immediate contact with the office of District Attorney. Following this policy will show our office is initiating transparency.

### **Performance Evaluations**

The objectives of Town of Ellicottville Police Department performance evaluation system are:

- To enable fair and impartial decisions affecting personnel and to standardize the nature of the decision-making process.
- To maintain and improve employee performance and to ensure the public that personnel are qualified to carry out their designated duties.
- To provide a medium for personnel counseling, to reinforce appropriate behavior, discourage inappropriate behavior and suggest when behavior modification is necessary.

- To facilitate proper decisions regarding probationary employees.
- To identify training needs. These are taken very seriously and also show the transparency of the Town of Ellicottville Police Department.

### **Public Information**

The Chief of Police is the public information officer for the Town of Ellicottville Police Department. At the Chief's direction, information is released to the media.

- On-Scene of an incident, the Chief or his/her designee has authority to release information to the news media. In the event of their absence, the ranking officer is so designated.

- Information from Agency File:

1. Information from a pending/closed file is released by the Chief of Police.

2. No release of information by person in charge of investigation or Records personnel.

- Ongoing Criminal Investigation: The Chief is authorized to release information concerning criminal investigations.

### **Community Relations**

The community relations function is a responsibility of all police personnel. All agency personnel should project a positive image and become involved in community needs. The conduct of each employee reflects on the agency as a whole and the burden of achieving the agency's community relations objective should be shared. Every employee must be aware of the different programs that the agency has so they can inform the community.

Responsibility: The Chief of Police is responsible for Community Relations programs in the Town of Ellicottville Police Department.

The Ellicottville Police Department welcomes the opportunity to engage with the public through guest speaker engagements. All requests for appearances, speeches, instruction etc., by police personnel will be referred to the Chief for approval. Public relations events will be assigned an incident number, documented and recorded.

### **Discipline Corrective Action**

Establishment of a procedure in disciplinary measures involving personnel covered by Section 75 of the New York State Civil Law who violate Federal, State or Local laws or ordinances, Agency Rules and Regulations and orders or are charged with misconduct or incompetence.

After evaluation of the incident in question, remedial training may be the best course of action when it appears that the employee's actions were a result of a training deficiency. Supervisors may direct the employee to undergo additional training to ensure that their course of conduct is not related to a lack of understanding of policy or practice. The type of training, its duration and curriculum will be determined by the individual needs of the employee.

Any supervisor may relieve any subordinate from duty with pay when in the supervisor's judgment the subordinate is incapable of performing his or her assigned duty for any reason, specifically including, but not limited to, intoxication, exhaustion, emotional condition, and arrest for any reason.

### **PRACTICES**

As part of the Police Reform Collaboration, we reviewed the current practices throughout our office that we currently use. Below is a list of programs in place that show police reform initiative.

## **Field Training Program**

Currently the Town of Ellicottville Police Department does have a Field Training and Evaluation Program. Every new hire to The Town of Ellicottville Police Department will have to complete the Field Training Program.

The Town of Ellicottville Police Department will be responsible for the Field Training.

The probationary officer will be assigned to an FTO. During this period, the FTO will prepare daily observation summaries on the probationary officer's performance. If the probationary officer's performance during this phase is not satisfactory in the opinion of the FTO, then the probationary officer may be retained for closer supervision and more personal assistance. Failure of the probationary officer to satisfactorily complete the field training program during the probationary period, will be cause for termination. This will occur only after the probationary officer has been exposed to the FTO program and the command staff of the Town of Ellicottville Police Department.

## **Department Training**

As stated in "NYS Accreditation" above the Town of Ellicottville Police Department has partnered with the Cattaraugus County Sheriff's Office for departmental trainings. It is the policy of the Town of Ellicottville Police Department to ensure the proper use of less than lethal substances and devices. All officers using less than lethal substances or devices such as pepper spray, batons (ASP) and Tasers will be trained in the proper use of these devices before they are issued. Officers who have not received prior training will be trained prior to their usage. In-service training of these devices is to be done annually. It is the policy of the Town of Ellicottville Police Department to provide in-service training annually. This training will include, but not limited to; Firearms Training, Legal Updates, Review of the Use of Force, and the Use of Deadly Physical Force.

## **STAKEHOLDERS**

Our community stakeholders include:

Jack Rogan - Village resident, former Village Justice  
Sharon and Gary Mathe – Community Members/Participants of BLM  
Doug Bush - Village of Ellicottville Trustee  
Erich Ploetz– Ellicottville Central School, Principal  
Dan Buringrud - St Paul's Lutheran Church, Pastor  
Greg Fitzpatrick - Town of Ellicottville Councilman  
Matt McAndrew - Town of Ellicottville Supervisor  
Kathleen Moriarty - Town of Ellicottville Attorney  
Don Auge – Ellicottville Police Department, Officer-In-Charge  
Jim Bouchard - Ellicottville Police Department Deputy Officer-In-Charge

## **PREVIOUS NEW YORK STATE MANDATES**

The Town of Ellicottville Police Department will meet compliance with the recent updates put down by the state since the President ordered the President's Task Force on 21st Century Policing. They include the following, with a description of how our agency met the mandate:

1. Civil Penalties for Filing False Reports on Member of a Protected Class Description: Establishes civil penalties 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. (Effective April 01, 2021)
2. Require Police Officers to Report the Discharge of Weapons Description: 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 six hours, and file a written report within forty-eight hours. (Effective April 01, 2021)

3. Require the Reporting of Police Acts or Omissions Resulting in a Person's Death to the Office of Special Investigation Description: Establishes an Office of Special Investigation within the Office of 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 housing agency. Where an investigation concludes 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 offenses.(Effective April 2021)-In Department Policy

4. Ban Choke Holds Description: The Eric Garner Anti Choke Hold Act creates the crime of aggravated strangulation (making it a Class C felony) and establishes criminal penalties for a police officer or peace officer who uses a chokehold that causes serious physical injury or death. (Effective April 2021)- Our training, has never taught them in my 33 years and obviously never will, Officers advised they are banned.

5. Require Medical Response for Arrestees Description: Affirms an individual's right to medical and mental health attention while under arrest or otherwise in custody of a police officer or peace officer. Failure to provide reasonable and good faith medical assistance could result in cause of action against the officer, representative and/or entity. (April 2021)-Policy Update

6. Require Police Statistics to be Reported to the Division of Criminal Justice Services Description: Requires courts to compile and publish data concerning arrests and court proceedings involving low-level offenses such as violations and traffic offenses. Such report 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 Department of Criminal Justice Services, as well as the Governor and the State Legislature. (Effective April 2021)- The Town of Ellicottville Police Department will compile this information and report it to NYS Division of Criminal Justice Services.

7. Recording of Law Enforcement Activity Description: Provides that a person not under arrest or in the custody of a law enforcement official has the right to record police activity and to maintain custody and control of that recording and of any property or instruments used by that person to record such activities. A person in custody or under arrest does not, by that status alone, forfeit such right to record. (Effective April 2021)-Will provide training.

8. Provide the Public Access to Personnel Records of Police Officers Description: Repeal of Civil Rights Law 50-a, which had made all personnel records used to evaluate the performance toward 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. This legislation also amends the New York State Freedom of Information Law (FOIL), subjecting any record created in furtherance of a law enforcement disciplinary proceeding to disclosure under FOIL. The new FOIL provisions require specific sensitive personal information, including medical history, to be redacted from such records prior to being disclosed. (Effective April, 2021)-Officers Advised, waiting for Ellicottville Town Attorney Guidance.

## **TOWN OF ELICOTTVILLE POLICE DEPARTMENT IMPROVEMENTS**

### **Recruitment**

It is the policy of the Town of Ellicottville Police Department to recruit and hire well qualified persons to perform the many tasks necessary in providing superior law enforcement and corrections to the citizens of Ellicottville. It is the policy of this department that local, state, and federal laws and regulations shall be fully complied with.

## **Surveys**

We believe that the public should be able to voice their opinion always, not just during the Police Reform Collaboration. There are several agencies involved with the TIC, CCRT and Healthy Cattaraugus that already submit Community Needs Assessment Surveys to the county citizens annually. With the Sheriff having a representative on the Board of Directors and on these committees, we will have them add in questions about their Police Interactions. This will give us an idea of public opinion annually.

## **Improved trainings/new programs**

As previously stated, the Town of Ellicottville Police Department has partnered with the Cattaraugus County Sheriff's Office to provide vast improvements in not only in-service trainings but in establishing the newest policies and procedures to the Police Department. We also commit to developing partnerships with Cattaraugus County supported mental health professionals to assist with emergency calls where appropriate.

## **CONCLUSION**

The Town of Ellicottville Police Department is an agency comprised of highly trained men and women who are service oriented and reflect the ideals consistent with our mission, to provide the finest and most professional public safety services to the residents and visitors of Ellicottville.

In addition, we are committed to working in unison with the community and other law enforcement agencies and demand of ourselves the highest standards of honesty and integrity as we uphold all laws for which we are responsible.

The Town of Ellicottville Police Department recognizes the importance of public safety throughout our community. We are committed to utilizing all resources available in order to ensure the safety of our citizens. We will continue to work closely with our partners in law enforcement as well as the community to ensure that the Town of Ellicottville remains a great place to live, work and raise a family!

**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 Ellicottville Police Department, a municipal corporation organized and existing under the laws of the State of New York, having its offices located at 1 West Washington Street, Ellicottville, New York 14731(hereinafter referred to as the “Town”, AND THE TOWN OF ELLICOTTVILLEPOLICE REFORM ANDREINVENTION COLLABORATIVE COMMITTEE, a COMMUNITY STAKEHOLDERSGROUP organized and existing under the Governor of the State of New York’s Executive OrderNo. 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 Ellicottville Community; and

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

**WHEREAS**, the Town of Ellicottville Supervisor is authorized to execute this reform pursuant to annual resolution, adopted by the Town of Ellicottville on the first Town of Ellicottville Board meeting of March 2021.

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

- 1.) **Policy Placement**. The policy and procedure of the Town of Ellicottville 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 Town of Ellicottville 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 Town of Ellicottville Police Department shall certify their police instructors in implicit bias train the trainer certifications. The Town of Ellicottville Police Department instructors will provide implicit bias in-service refresher training on a yearly basis toall employees.
- 4.) **Outreach**. The Town of Ellicottville Police Department will continue to schedule outreach events yearly to bring the police department and the community together to help build trust.

**NEW YORK STATE POLICE REFORM AND REINVENTIONCOLLABORATIVE PLAN CERTIFICATION FORM**

I, Matthew McAndrew, AS THE CHIEF EXECUTIVE OF THE TOWN OF ELLICOTTVILLE, HEREBYCERTIFY THE FOLLOWING PURSUANT TO EXECUTIVE ORDER NO. 203ISSUED BY GOVERNOR ANDREW M. CUOMO ON JUNE 12, 2020:

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

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

THE LOCAL GOVERNMENT HAS CONSULTED WITH STAKEHOLDERS (INCLUDING BUT NOTLIMITED TO:MEMBERSHIP AND LEADERSHIP OF THE LOCAL POLICE FORCE; MEMBERS OF THE COMMUNITY; AND LOCAL ELECTED OFFICIALSREGARDING THE PLAN;

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

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

---

NAME

---

SIGNATURE

---

TITLE

---

DATE