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Police Reform & Reinvention Collaborative Plan

Pursuant to the process initiated in the City of Newburgh as per the mandates set for the New York State Executive Law 203, the following is our plan of action. The implementation process has already begun, and will continue throughout 2021 until all aspects of this plan have been completed.

ITEM #1-Increase the annual department-wide training in-service curriculum to include the following:

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|----------------------------------|------------------------------------|
| • COMMUNITY RELATIONS | Minimum of four (4) Hours Annually |
| • IMPLICIT-BIAS | Minimum of Four (4) Hours Annually |
| • CULTURAL AWARENESS/ANTI-RACISM | Minimum of Four (4) Hours Annually |
| • DE-ESCALATION | Minimum of Four (4) Hours Annually |

ITEM #2-Data Collection Management and Disclosure:

The police department, as of January 1st 2021 will conduct an annual review of the following:

- All incidents whereby any Use-of-Force/Response to Resistance event occurs, type(s) of force utilized and the findings of the follow-up investigations.
- All Civilian-Complaints, type(s) of complaints, and their findings.
- All Field Interviews/Stops conducted as per the "Right-to-Know" Local Law, including race, gender and locations of contacts.

This data will be compiled and included in a formal Annual Report of the Police Department.

ITEM #3-The police department will increase its transparency to the community it serves:

- All General Orders, Policies & Procedures will be placed on the police website.
- The police website will be improved in order to be more informational.
- Monthly crime statistics, police activity reports by shift and productivity will be added.
- A Community Opinion Survey will be added.
- An online Civilian Complaint Form will be added.

ITEM #4-Equipment:

- The police department will examine additional less-than-lethal options that may exist and may not be presently deployed.

- The existing Body Worn Camera (B.W.C.) system, over five years old, will be replaced with a new one.

ITEM #5-General Orders Review:

During the 203 process the Committee reviewed several policies, as a result several changes were made based upon some recommendations made by Committee members. During our meetings the following General Orders of the Department were reviewed:

- General Order #A-011 (Response to Resistance)
 - Ban the use of chokeholds
 - Place K-9 use in the Force Continuum
 - Add "Duty to Intervene" section
- General Order #O-005 (Vehicle & Traffic Stops)
- General Order #O-039 (Crisis Intervention & Assisting the Mentally Ill)
- General Order #T-002 (In-Service Training)
 - Add above-stated additional training annually
- General Order #A-021 (Warrants)
- General Order #O-038 (Body Worn Cameras)
 - Upgrade existing system
- General Order #O-039 (Crisis Intervention Team)
- General Order #A-015 (Department Discipline)
 - Remove any reference to NYS Civil Service Law 50-A
- General Order #A-014 (Internal Affairs)
 - Create new Civilian Complaint Forms in English & Spanish
 - Send two supervisors to Internal Affairs Investigation Training

ITEM #6-Police Practices:

- The police department will issue a letter to several outside agencies requesting participation in joint meetings, in order to discuss the utilization of mental health services to assist with police in responding to and handling of persons in crisis.

ITEM #7-Police Operations:

- The police department will examine its current deployment of uniformed patrol officers by the present "zone system", and consider re-aligning the system to better reflect the current demographics of the City.
- The City will prioritize the re-location of the current police headquarters to a new location, while remaining downtown, within 12-18 months.

ITEM #8-Recruitment Process:

- The police department is committed to, and will remain so, the hiring of minority police officers.
- In 2021 and beyond members of the community will be encouraged to participate in the hiring process of all new police officers.

ITEM #9-Community Meetings:

- Community meetings will be held routinely, at least 1-2 times per-month. These meetings will be conducted by Ward, and overseen by the Chief-of-Police and a designated “ward contact” (Sergeant) from within the department. Opportunities for all to engage in an honest, open and transparent dialogue with police representatives will take place regularly. Additionally, any one of many organizations including the N.A.A.C.P. and others will be encouraged to attend.

ITEM #10-Police Chaplaincy Unit

- The police department will organize a diverse group of members of the clergy, equally balanced to reflect current City of Newburgh demographics. This unit will work with the police and the community in order to enhance relationships, respond to critical incidents and serve to support officers, crime victims and families in times of crisis.

ITEM #11-“Subpoena Power” for the Police Community Relations & Review Board (PCRRB)

- The City commits to a thorough and complete legal review of increasing the current authority of the PCRRB to have subpoena power when investigating complaints against members of the police department.

ITEM #12-“Hopes not Handcuffs”

- The police department will introduce this program within the City of Newburgh in an effort to provide alternatives to arrest when dealing with persons who suffer from substance abuse addiction. The Newburgh Christian Ministerial Fellowship will also be an active participant in this collaborative.

ITEM #13-Enhance the SNUG Program to include the Christian Ministerial Fellowship as a stakeholder

- The police department and its SNUG partners have recently began, and will continue to develop an action plan for engaging at-risk individuals of gun violence, along with the newly joined Christian Ministerial Fellowship.