

LEGAL NOTICE OF PUBLIC HEARING

PLEASE TAKE NOTICE, that the Town Board of the Town of Poughkeepsie does hereby set the 3rd day of March, 2021 at 7:00 p.m. at the Town Hall, Town of Poughkeepsie, One Overocker Road, Poughkeepsie, NY, as the time, date and place of a public hearing at which time said proposed Draft Plan in regard to the Executive Order 203 issued by Governor Andrew Cuomo in regard to the New York State Police Reform and Reinvention Collaborative will be considered for ratification, adoption or further amendment

Said amendment is available for review on our Town Website at www.townofpoughkeepsie.com, and also in the Public Hearings Section as well as in the Town Clerk's Office with in the business hours of Mon-Fri 8:00 AM -4:00 PM.

-Given the global COVID-19 pandemic, Town Hall is open to the public, but with very limited space and with special requirements (masks, social distancing, and sign-in) for public attendance. However, the Town Board meeting, inclusive of any public hearings if held, will only be accessible to the public through the media platform called Zoom in order to proceed with Town business and safely maintain social distancing requirements.

Members of the community can access the Town Board meeting through Zoom information below.

<https://zoom.us/j/97430391731?pwd=WENobjZUSHM1WIZnblRUVXILRGMxZz09>

Via the Zoom website or application ("app"): Meeting ID 974 3039 1731
Password: 253008

Through Zoom members of the community will be able to participate in the Town Board meeting via computer or phone audio.

Members of the community can also simply call into the meeting using the following phone number: 1-929-205-6099 and the meeting ID and meeting password above.

The meeting is also broadcast live on Cablevision Channel 22 and Verizon Fios Channel 38.

Felicia Salvatore, Town Clerk
Town of Poughkeepsie
February 18, 2021

Town of Poughkeepsie

New York State Police Reform and Reinvention

Collaborative Plan



February 17, 2021

Overview

The following plan is submitted to the Town of Poughkeepsie Town Board for approval and adoption as its response to Governor Andrew Cuomo's Executive Order 203 regarding the review and reform of police procedures.

In addition to the fact that its Police Department was recently recertified and accredited by the New York State Division of Criminal Justice Services (DCJS) Office of Public Safety, the Town has performed a comprehensive review of current police force deployment, strategies, policies, procedures and practices and submits this plan to improve our operations.

During this process, the Town Police Department conferred with community members, stakeholders, nonprofits, faith-based groups, the district attorney, the public defender, and elected officials, and worked with the Dutchess County Police Reform and Modernization Collaborative. This group included stakeholders from the Town and other municipalities as well as from across the county, giving us a broadly-based perspective of community input and participation.

In developing this plan, requests for public comments via email were posted on both the Town and Police Department websites, a draft of the plan was presented at the Town Board Meeting on February 17, 2021, and a public hearing was noticed and will be on March 3rd, 2021.

Community Collaboration

The Town of Poughkeepsie worked with other municipalities in Dutchess County, through the Dutchess County Police Reform and Modernization Collaborative, to provide the community and its stakeholders a platform through

which they could actively participate in the review and development of the reform plan.

Dutchess County organized community leaders and stakeholders into three working groups. The Community Stakeholder Workgroup was made up of a diverse group of individuals whose main responsibilities were to gauge input and suggestions from the public, give feedback on proposed plan ideas, and help craft a model plan or guidance.

The Municipal Leaders & Police Chiefs Workgroup was made up of representatives from every single town, village, and city in Dutchess County, including the supervisors and mayors of each. It also included representatives from each municipality's police agency in the County. The primary responsibility of this group was to prepare participating municipalities to conduct their own individualized processes as directed by Executive Order 203.

The Administrative Support Group was made up of Dutchess County employees whose primary responsibility was to research, administer, and guide topics of discussion, work with the Dutchess County Commission on Human Rights to host community forums, and publish the final County Police Reform Plan.

Seven community forums, facilitated by the Dutchess County Commission on Human Rights, were held throughout the months of September and October 2020. One forum was held to accommodate Spanish speaking citizens. Additionally, the Town of Poughkeepsie Police Department conducted six community forums for stakeholders and Town elected officials. Each forum was an open opportunity for the public to make suggestions on improving policing in our specific municipalities. A copy of the PowerPoint presentation given by the Town

of Poughkeepsie Police Department and a list of invited community stakeholders is annexed.

Residents of the Town of Poughkeepsie participated in the community forums and provided feedback to the Town and the Department. One participant suggested including a review of police interaction with youths during traffic stops, another suggested increasing police visibility within the community, another suggested conducting an annual community survey to facilitate a continuing conversation about how policing can be improved, a fourth suggested the adoption of legislation that would require police officers to identify themselves, state the reason for a stop or encounter, and provide information on the complaint process at the end of encounters that do not result in an arrest or summons, similar to legislation that was recently adopted in the City of Poughkeepsie, and for the Town to continue its efforts to diversify the recruitment of officers and employees.

As noted above, the Town of Poughkeepsie and the Police Department also invited the public to make comments and suggestions regarding reform by submitting any comments to a designated email address, presented this plan in draft form at the February 17, 2021 Town Board meeting, and noticed and a public hearing will be held on March 3rd, 2021.

About the Town of Poughkeepsie

Bordering the Hudson River in the heart of Dutchess County, the Town of Poughkeepsie was settled in 1780 and established in 1788. The Town surrounds the City of Poughkeepsie, abuts the towns of LaGrange and Hyde Park, and Pleasant Valley as well as the Village of Wappingers Falls.

The Town has roughly 45,000 residents and is home to Vassar College, Marist College and Dutchess Community College.

Town Statistics

- Area of 31.2 square miles
- Town Residents 44,337 (per 2017 Census Date)
- 20 Town Parks
- 278 Commercial/Industrial Properties
- 16 Malls/Plaza Shopping Centers
- 21 Schools
- 3 Colleges
- 3 Fire District
- 18 Places of Worship
- 1 Hospital
- 4 Emergency Walk-in Centers
- 1 Dutchess County Mental Health Stabilization Center
- 1 Children’s Home – Residential Care Facility

Town of Poughkeepsie Police Department

Mission Statement

The mission of the Town of Poughkeepsie Police Department is to provide twenty-four-hour police coverage to both the residents of the Town of Poughkeepsie and to those people who are traveling through our jurisdiction. We are dedicated to serving and protecting the people within our boundaries. The services that police officers provide involve many varied and, at times, complex duties, and responsibilities.

The basic mission of policing can best be met by creating and maintaining a feeling of security by the people in our community.

The duties and responsibilities that the police officers of the Town of Poughkeepsie are charged with are numerous. However, most are targeted at reducing crime rates, reducing the opportunity to commit crimes, identifying, and apprehending violators, prosecuting offenders, recovering, and returning property and providing the public with services, as necessary. These goals are accomplished by, but are not limited to, preserving the peace, enforcing all applicable laws, codes, and ordinances, protecting the life, property, and personal safety of all persons, and assisting all citizens in times of need.

The oath of office administered to each member at the time of employment, is their personal commitment to serve all our citizens with impartiality and fairness. Each police officer in the Town of Poughkeepsie Police Department must carry out these duties without allowing personal feelings, animosities, or prejudices to influence their actions. We are public servants and are expected to perform our duties diligently and as courteously as possible, even under extreme conditions.

The Town of Poughkeepsie currently employs 83 sworn officers, 15 full-time civilian employees, 12 part-time employees, for a total of 110 individuals employed by the Department.

New York State Accreditation

The Town of Poughkeepsie Police Department has been a New York State DCJS Office of Public Safety accredited law enforcement agency since 2011 and intends to continue to meet the standards required to maintain that accreditation going forward. The latest re-accreditation, for the years 2021-2026, was recommended by the Accreditation Auditor assigned to review the Department for approval last month and will take effect this upcoming March.

In line with the purposes of the Governor's Executive Order 203, 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.

The New York State DCJS Office of Public Safety program became operational in 1989 and encompasses four principal goals:

1. To increase the effectiveness and efficiency of law enforcement agencies utilizing existing personnel, equipment and facilities to the extent possible;
2. To promote increased cooperation and coordination among law enforcement agencies and other agencies of the criminal justice services;
3. To ensure the appropriate training of law enforcement personnel; and
4. To promote public confidence in law enforcement agencies.

The Accreditation Program is comprised of a set of standards developed to further enhance the capabilities of an agency and is divided into three categories. Standards in the Administrative section have provisions for such topics as agency organization, fiscal management, personnel practices, and records management. Training standards encompass basic and in-service instruction, as well as training for supervisors and specialized or technical assignments. Operations standards deal with such critical and litigious topics as high-speed pursuits, roadblocks, patrol, and unusual occurrences.

Department-Wide & Specialized Training

The Town of Poughkeepsie Police Department also implements department-wide training for its officers. The Department has consistently exceeded the mandatory required annual New York State per officer training hours. Over the last seven years the Department has averaged over 29 hours per officer in required annual training (the NYS standard is 15 hours).

In 2019 the Department participated in and completed training in a number of important topics including, but not limited to, procedural justice, use of force, crisis intervention, police mental health, disability awareness, implicit or unconscious bias, hate crimes, child abduction investigation, trauma informed investigation, forensic interviewing, reality-based training, site protection, and ethics and professionalism.

Members of the Town of Poughkeepsie Police Department completed numerous courses focused on specialized training in 2019. In total, 125 officers completed an additional 61 specialized training courses and spent a cumulative 5,342.50 hours training in those training courses.¹

Over the last seven years members of the Department have additionally received training in principled policing, evidenced based interviews, conflict management, autism awareness, crisis negotiations, police operation implications, fair and impartial policing, racial disparity, cultural diversity, and crime prevention through environmental design, among others.

¹ It is noteworthy that in 2020 the Town of Poughkeepsie Police Department managed to participate in and complete 35.5 hours per officer required training and a cumulative 3,007 hours of additional training despite the cancellation of a multitude of offered courses due to the effects of COVID-19.

The Town of Poughkeepsie Police Department will continue to seek and participate in department-wide training and specialized training courses.

Community Policing

The Town of Poughkeepsie Police Department embraces a philosophy known as Community Oriented Policing (COP). COP strives to develop partnerships between the police and the community in an effort to keep the Town of Poughkeepsie a safe community with a strong local economy and livable neighborhoods. How this is carried out varies from area to area based on the circumstances and needs of each neighborhood.

Each officer assigned to patrol a particular area within the Town is encouraged to familiarize him/herself with their area and the issues that are important to the residents and visitors to the area. Additionally, the officers are tasked with developing solutions for the various problems they may identify, or to refer a problem that requires in-depth solutions to their immediate supervisor or to the Department Community Policing Unit. In turn, the Department encourages each citizen to be active in their neighborhood by participating in Neighborhood Watch programs, neighborhood associations, and just being good neighbors.

As indicated above, in addition to the patrol officers assigned to a neighborhood, the Town of Poughkeepsie Police Department employs a full-time Community Policing Officer. The Community Policing Officer is available for consultation, initiation of Neighborhood Watch and other programs. The officer in this position serves as a daily point of contact for the community to express local concern or suggestions.

School Resource Officer (SRO)

The Town of Poughkeepsie School Resource Officer works in the Spackenkill Union Free School District, providing services and support to the students, staff and community. The SRO has an office located in the high school. The SRO maintains an open-door policy where students, faculty, staff, and parents are always welcome to visit. A private, confidential appointment may also be scheduled if someone has a concern or problem.

Goals of the SRO Program

- Create a safe school environment conducive to learning.
- Promote awareness of the law and other safety issues to foster responsible citizenship.
- Serve as a confidential advisor, a source of counseling and a link to support services.
- Bridge the gap between youth and law enforcement thereby establishing a trusting channel of communication.

Roles of the SRO

The roles of the SRO are defined by using a triad approach where the Officer serves the school district in the following capacities:

- Law Enforcement Officer, with the primary purpose of keeping the peace, working with the school administration to investigate violations of law that disrupt the orderly flow of the educational process, and implementing SAVE legislation.
- Law-Related Advisor, providing guidance to students, parents, teachers and staff and acting as a link to support services within and outside the school.

- Law-Related Educator, conducting presentations for students from K-12, the faculty & staff, and parents on various law, safety, and health issues.

Training & Accreditation Unit

The Town of Poughkeepsie Police Department recognizes the importance of continual professional training because officers exposed to frequent training are better able to serve their community. The Town of Poughkeepsie Police Department's Training and Accreditation Unit is designed to ensure this ideal.

The Training and Accreditation Unit assures the planning and development of recruit orientation training and makes sure that newly promoted personnel receive job-related training prior to, or within one year of promotion.

The Training and Accreditation Unit monitors and coordinates the completion of mandatory annual retraining of all sworn personnel by assuring attendance at approved training courses. The Training and Accreditation Unit further coordinates the registration and travel arrangements for employees approved to attend advanced training.

Interagency training is an integral part of improved response to community needs. The Training and Accreditation Unit serves as liaison to local, regional, and state training centers, as well as area colleges and universities.

The Training and Accreditation Unit has the additional responsibility of coordinating the accreditation process for the Department to ensure compliance with New York State DCJS Office of Public Safety accreditation standards. The Training and Accreditation Unit also maintains files for proof of compliance with New York State DCJS Office of Public Safety accreditation standards and ensures orientation training concerning the accreditation process is provided to all department members.

Use of Force

The Town of Poughkeepsie has a comprehensive policy in place regarding the reasonable use of force, including outlining methods, techniques and circumstances and providing a definition of pertinent terms. Under the policy all reportable use of force incidents involving department members are documented in writing. In addition, all reports are then reviewed by a Use of Force Review Board in order to ensure compliance with department policies as well as State and Federal laws. This policy is available for the public to review on the department website.

The Department's most recent updates to the Use of Force policy, issued and effective December 1, 2020, reflect recent changes in State/Federal Law prohibiting the use of carotid control holds.

Mental Health

The Town of Poughkeepsie considers the mental health of both our community and our police officers to be of vital importance.

Our Police Department maintains a close collaborative relationship with both public and privately run mental health agencies in Dutchess County such as the Dutchess County Department of Behavioral and Community Health. The Department employs a Crisis Negotiation Unit which is specially trained to interact with people in crisis or during high-risk situations. The goal of the Crisis Negotiation Unit is to defuse potentially life-threatening situations through the use of proven verbal crisis management techniques.

Currently, all officers have participated in Crisis Intervention Training as presented by the Department in coordination with the Dutchess County

Department of Behavioral and Community Health. The Department will continue to ensure that this training, or its equivalent, is continued.

Department-wide training has also been provided regarding the mental health and wellness of our officers. Such training will be continued and more opportunities to improve upon the recognition of and response to mental health crises will be sought out going forward.

Civilian Complaints

The Town of Poughkeepsie Police Department's policy regarding civilian complaints is that the Department will promptly conduct a thorough and impartial investigation of a civilian complaint made against any employee of the police department.

Fairness to all participants of the investigation shall be maintained through impartial investigations and review. The police department will take the appropriate disciplinary action in all cases where an investigation substantiates a preponderance of evidence that a violation of a statute, directive, or policy of the department has been violated or that misconduct occurred.

All complaints, when submitted, are given to the employee's supervisor and forwarded to the Chief of Police or his designee. The employee's supervisor and division Captain then conduct an investigation when appropriate. Then, unless additional time is required, the results of any investigation are formulated and submitted in writing within 30 days of the date of the allegation. Notification is then provided to the citizen complainant.

Summary

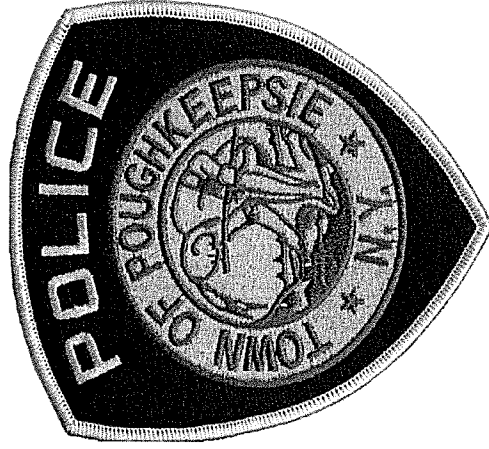
The Town of Poughkeepsie Police Department is committed to fostering an open and trusting relationship with the community in which it serves. As a result of community input and suggestions regarding improvements in local policing practices, the Town of Poughkeepsie Police Department will continue to remain up to date with changes regarding police procedure, policies, and trainings.

The Police Department's relationship with the local schools will be continued and improved as needed. The Department will be able to provide the local school districts with information regarding the role of the police within the community as well as information about how to prepare for and pursue a career in law enforcement.

The Police Department will continue, and seek to improve upon, its collaborative work with local, publicly and privately run, mental health agencies that also serve our community, and our department will continue to be educated about their own and mental health and wellness.

Finally, the Town will consider the adoption of an annual community-wide survey to seek input and continue the conversation on how policing can best serve our citizens. The Police Department will also continue to seek informational and training opportunities to learn and implement the best policing practices, including but not limited to de-escalation tactics, implicit or unconscious bias, procedural justice, and community policing.

**TOWN OF POUGHKEEPSIE POLICE DEPARTMENT
COMMUNITY FORUM**



Chief Kevin P. Faber



Captain Michael O'Dowd

Captain Joseph Cavaliere

TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Town Statistics

- AREA 31.2 SQUARE MILES
- TOWN RESIDENTS 44,337 (2017 CENSUS DATA)
- 20 TOWN PARKS
- 278 COMMERCIAL/INDUSTRIAL PROPERTIES
- 16 MALLS / PLAZAS
- 21 SCHOOLS
- 3 COLLEGES
- 3 FIRE DISTRICTS
- 18 RELIGIOUS BUILDINGS
- 1 HOSPITAL
- 4 EMERGENCY WALK-IN CENTERS
- 1 DUTCHESS COUNTY MENTAL HEALTH STABILIZATION CENTER
- 1 CHILDREN'S HOME – RESIDENTIAL CARE FACILITY



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Town Road Mileage and State Traffic Statistics

- TOWN ROADS 148.1 MILES
- COUNTY ROADS 9.7 MILES
- STATE ROADS 25.6 MILES
- RAILROAD 12.0 MILES

Vehicle Traffic on State Highways

- 431,097 PER DAY
- 3,017,679 PER WEEK
- 156,919,308 PER YEAR



Traffic statistics compiled by the New York State Department of Transportation. Above estimates includes traffic on US Route 9, US Route 44, NY Route 55 combined.

TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Residential Property Information



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Commercial Property Information

• POUGHKEEPSIE GALLERIA	113
• ARLINGTON SQUARE	8
• SOUTH ROAD SQUARE	10
• RED OAKS MILL	8
• MID-HUDSON PLAZA	11
• NINE MALL	17
• POUGHKEEPSIE PLAZA	26
• HUDSON PLAZA	19
• SHOPPES AT SOUTH HILLS	15
• CHESTNUT PLAZA	11
• SPACKENKILL PLAZA	5
• POST ROAD PLAZA	13
• OAKWOOD COMMONS	18
• DUTCHESS CENTER	6
• 44 PLAZA	19



Many of the commercial properties are malls and plazas which contain multiple businesses. Sample above of 15 properties that hold 299 individual businesses.

TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

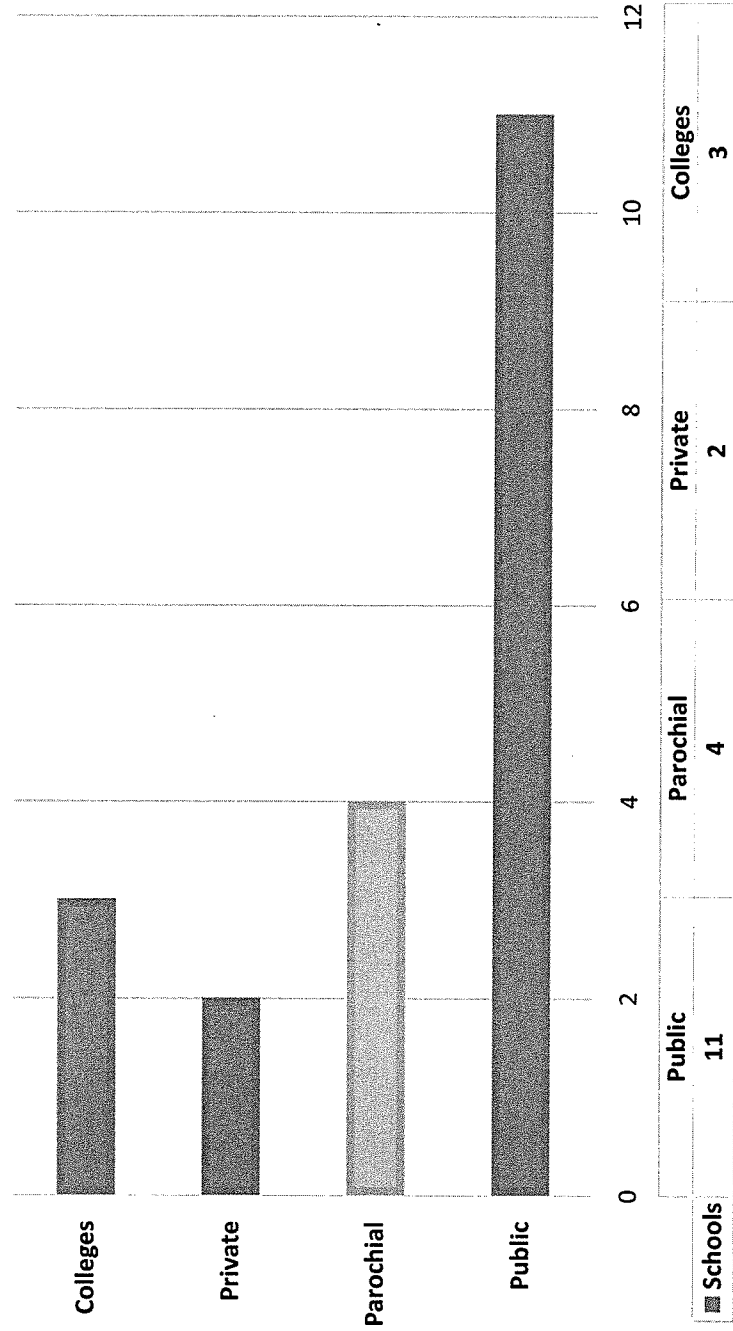
Future Development Projects

- **Eastdale Village**
 - 400 RESIDENTIAL UNITS (APARTMENTS AND TOWN HOMES)
 - 120,000 SQUARE FEET OF COMMERCIAL SPACE FOR RESTAURANTS, RETAIL, SERVICE, MEDICAL AND OFFICE USE
- **Hudson Heritage**
 - 750 RESIDENTIAL UNITS (APARTMENTS AND TOWN HOMES)
 - 150 ROOM HOTEL WITH CONFERENCE CENTER
 - 350,000 SQUARE FEET OF COMMERCIAL SPACE FOR RESTAURANTS, RETAIL, SERVICE, MEDICAL AND OFFICE USE
- **Arthur May Redevelopment**
 - 187 RESIDENTIAL UNITS (APARTMENTS)
 - 110 ROOM HOTEL
 - 10,000 SQUARE FEET OF COMMERCIAL SPACE FOR RESTAURANTS, RETAIL, SERVICE, MEDICAL AND OFFICE USE



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Schools (Public, Parochial & Private) & Colleges



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT Schools (Public, Parochial & Private) & Colleges (Continued)

Public Schools
 Arlington Central School District
 BOCES Beta
 Hyde Park Central School District
 Spackenkill Union Free School District
 Wappingers Central School District
Total Students: 4,094
Total Staff: 805

Parochial Schools
 St. Martin DePorres
 Holy Trinity
 Faith Christina Academy
 Our Lady of Lourdes
Total Students: 1,622
Total Staff: 198

Private Schools
 Oakwood Friends School
 Poughkeepsie Day School
Total Students: 415
Total Staff: 135

Colleges
 Marist College
 Vassar College
 Dutchess Community College
Total Students: 16,889
Total Staff: 3,280



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Schools & Colleges Population Totals

Population Totals	Number of Students	Number of Staff
Schools (Public, Parochial & Private)	6,539	1,216
Colleges	17,942	2,940



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Hospital

MID HUDSON REGIONAL HOSPITAL
241 North Road
Poughkeepsie, NY 12601

- Level 2 Trauma Center
- Emergency Psychiatric Care Center for Dutchess County and Surrounding Counties



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Fire Districts

ARLINGTON FIRE DISTRICT

- FIRE HOUSES: 4
- FULL TIME PAID FIREFIGHTERS: 74
- VOLUNTEER FIREFIGHTERS: 36

FAIRVIEW FIRE DISTRICT

- FIRE HOUSE: 1
- FULL TIME PAID FIREFIGHTERS: 16
- VOLUNTEER FIREFIGHTERS: 19

NEW HAMBURG FIRE DISTRICT

- FIRE HOUSES: 2
- VOLUNTEER FIREFIGHTERS: 60 (All Volunteer Company)



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Religious Buildings

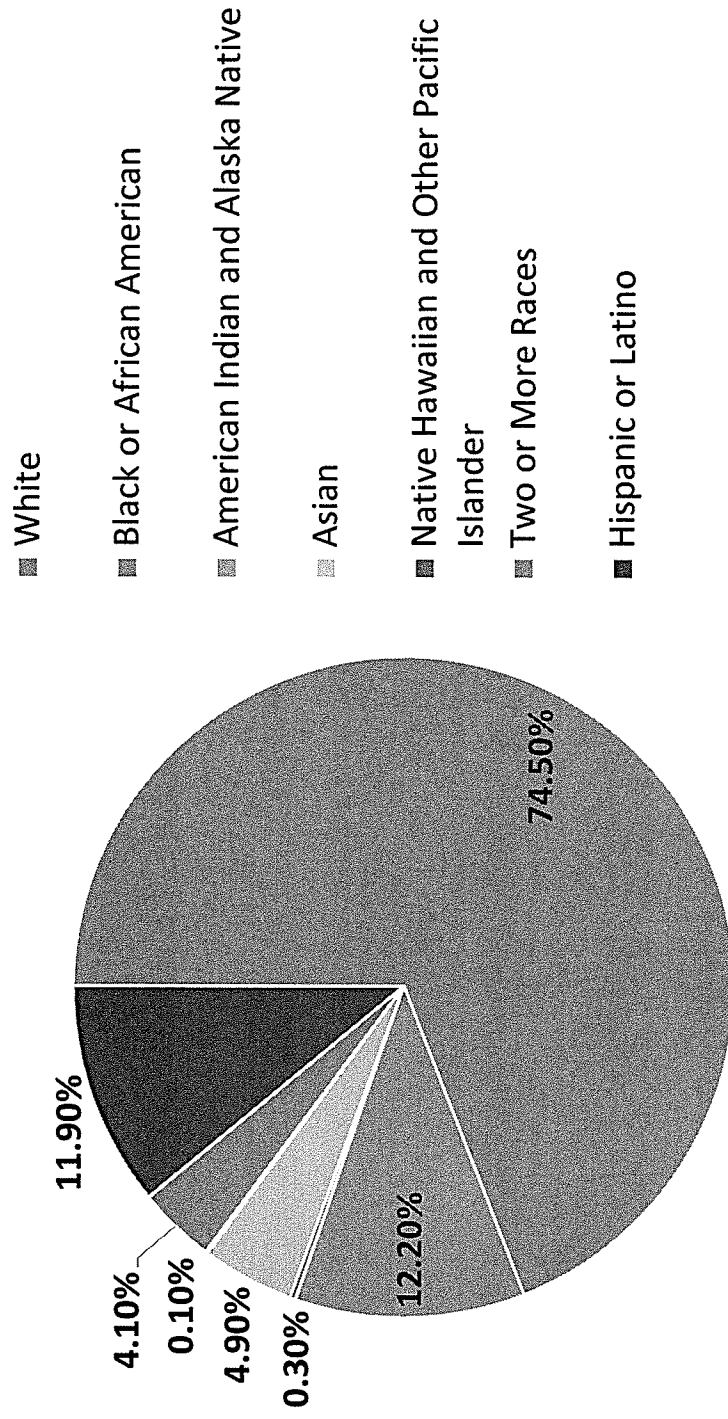
• ASSEMBLY OF GOD	1
• BAPTIST	1
• BUDDHIST	1
• JEHOVAH'S WITNESS	1
• KOREAN	1
• ANGLICAN	1
• CATHOLIC	4
• CHURCH OF JESUS CHRIST OF LATTER DAY SAINTS	1
• EPISCOPAL	1
• LUTHERAN	1
• METHODIST	1
• NAZARENE	1
• NON-DENOMINATIONAL	1
• REFORMED	1
• JEWISH	1



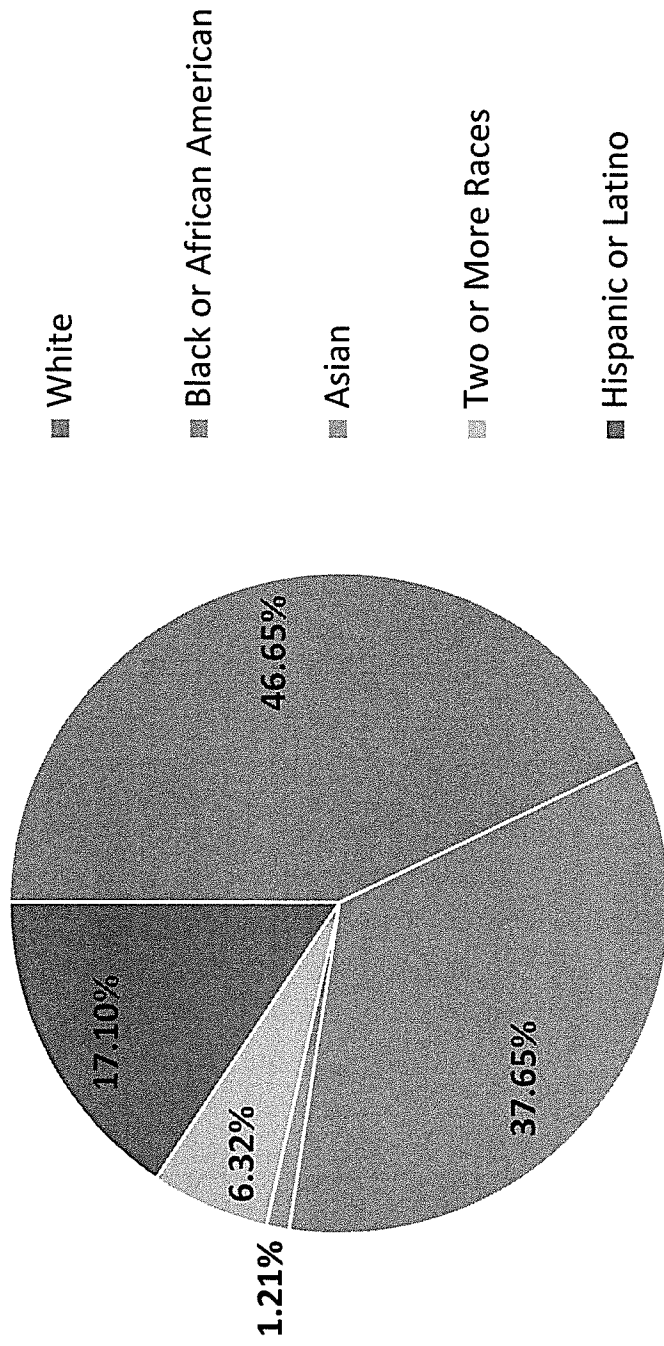
TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Town of Poughkeepsie Police Department

Community Demographics – 2010 Census



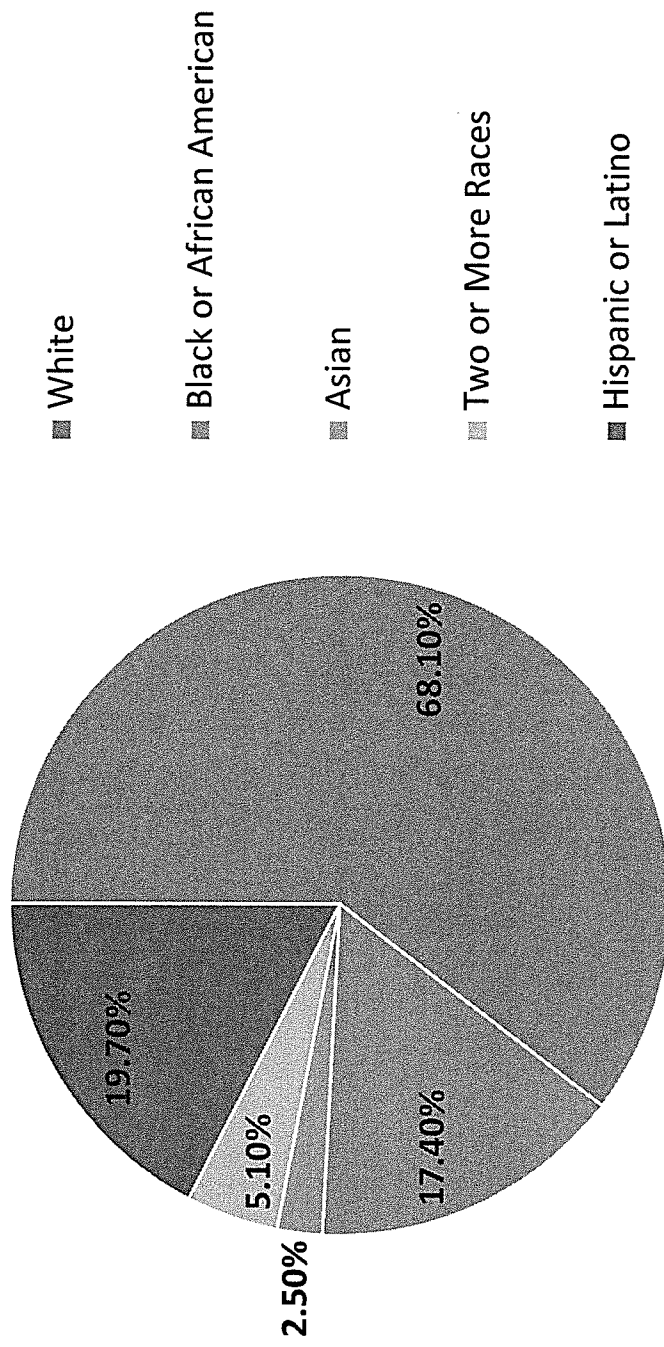
TOWN OF POUGHKEEPSIE POLICE DEPARTMENT
City of Poughkeepsie Police Department
Community Demographics – 2010 Census



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

City of Beacon Police Department

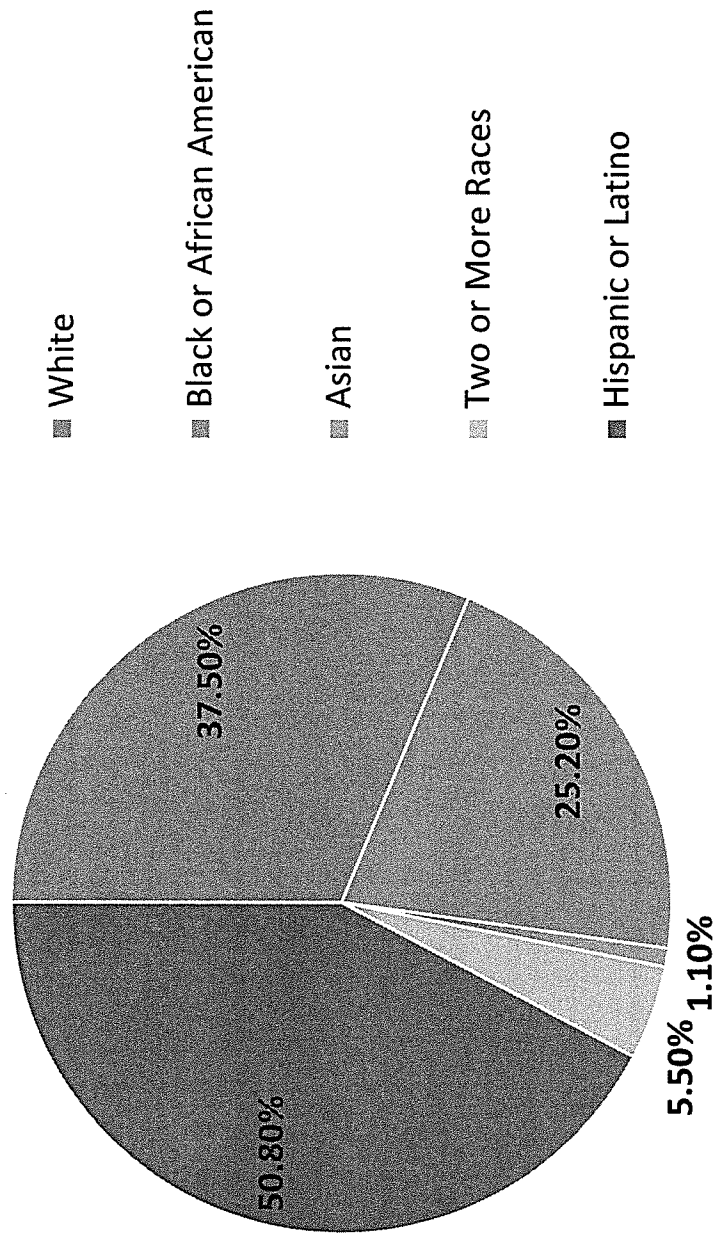
Community Demographics – 2010 Census



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

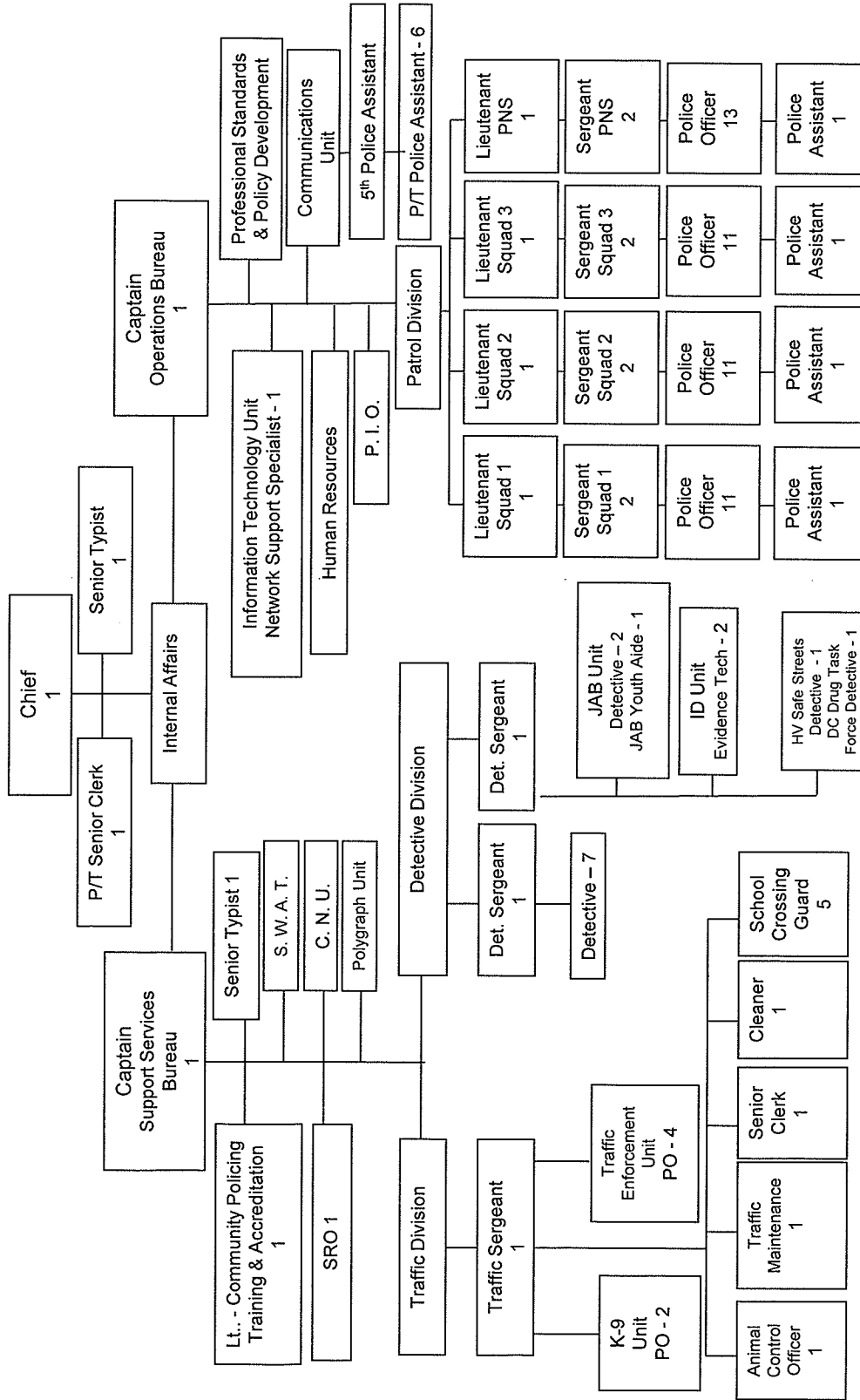
City of Newburgh Police Department

Community Demographics – 2010 Census



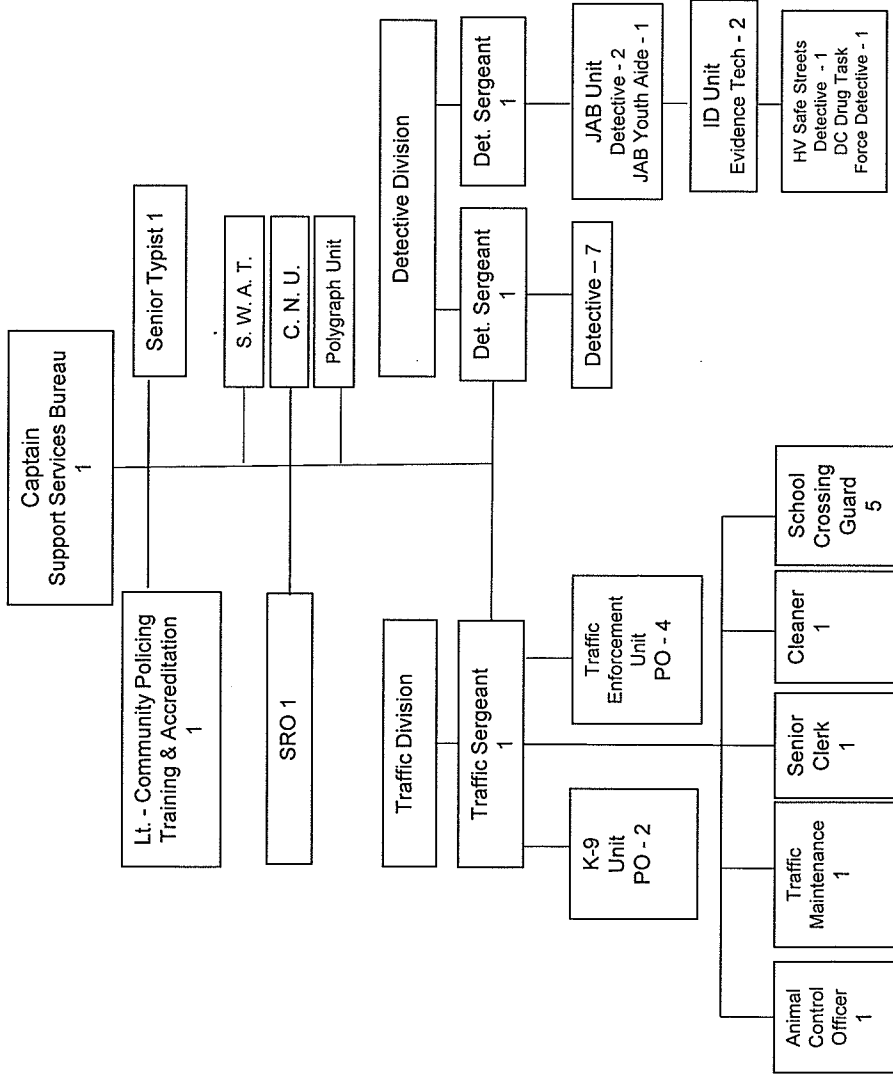
TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

83 Sworn Officers
 15 Full-Time Civilian Employees
 12 Part-Time Employees
 110 Total Employees



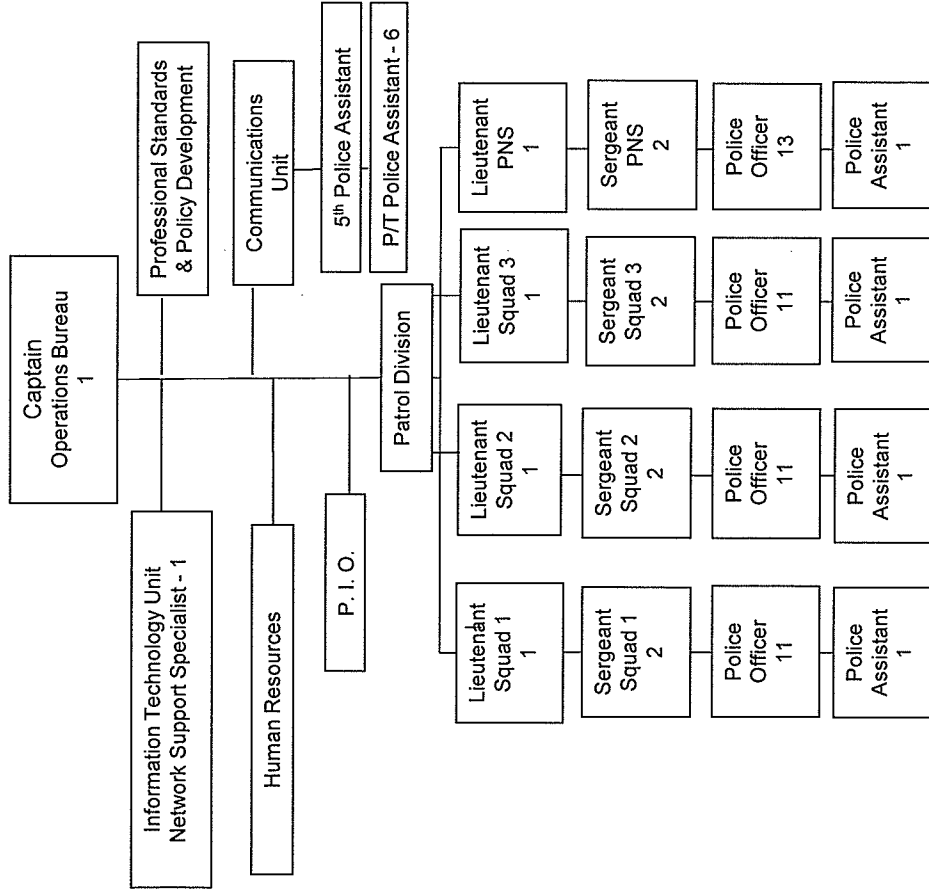
TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Support Services Bureau



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Administrative Operations Bureau



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Police Department Hiring Process

- The preliminary method of recruitment for the position of full-time police officer within the Town of Poughkeepsie Police Department is through the Dutchess County Department of Personnel's recruitment testing program.
- Appointment and/or Promotion (*New York Civil Service Law Sec. 61*) from eligible lists. Appointment or promotion from an eligible list to a position in the competitive class shall be made by the selection of one of the (3) three persons certified by the appropriate civil service commission as standing highest on such eligible list who are willing to accept such appointment or promotion; provided, however, that the state or a municipal commission may provide, by rule, that where it is necessary to break ties among eligibles having the same final examination ratings in order to determine their respective standings on the eligible list, appointment or promotion may be made by the selection of any eligible whose final examination rating is equal to or higher than the final examination rating of the third highest standing eligible willing to accept such appointment or promotion.
- The "Rule of Three" - Agencies count down the first three people on the list AND these three people, plus anyone else at the third person's score are the eligibles they can consider to fill a position.



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Police Department Hiring Process (Continued)

- Candidates considered for appointment must be of good moral character and must satisfy the height, weight, and physical fitness requirements prescribed by the New York State Bureau of Municipal Police (BMP), pursuant to S840 of the New York State Executive Law.
- Candidates must conform to the age requirements addressed in Civil Service Law Section 58, and/or any other applicable law.
- Candidates are required to participate in a valid, useful and non-discriminatory examination by a licensed physician or practitioner prior to permanent appointment. Such examination is to ensure verification of the BMP minimum health standards.
- Candidates are required to have an evaluation of their emotional stability and psychological fitness. Such screening will be conducted by a qualified professional of the Department's choosing.
- A background investigation will be conducted for each candidate.



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Police Department Hiring Process (Continued)

- Candidates will be given an oral interview to determine their suitability for the intended position. The Chief of Police OR his designee(s) shall conduct such interviews. These interviews will employ a set of uniform questions and the results will be kept on file for a minimum of one year after appointments resulting from any series of interviews.
- Upon completion of the selection process, the Chief of Police shall make a written recommendation to the Town Board indicating that the named candidate is suitable for employment as a police officer with the Town of Poughkeepsie Police Department. The Town Board shall be the appointing authority for all police officers.
- Selected candidates will be required to take an oath of office upon appointment.
- A twelve-month probationary period for police officers shall commence upon employment as a probationary police officer. Probationary police officers will be continuously evaluated during their course of instruction and during any additional recruit and probationary training mandated.



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Civil Service Requirements

- Civil Service Tests are administered and scored by Dutchess County Department of Human Resources.
- **MINIMUM QUALIFICATIONS:**
 - Graduation from a standard high school or possession of a high school equivalency diploma AND: EITHER: (A) Completion of sixty (60) standard credit hours at a regionally accredited or New York State registered college or university; OR: (B) Two (2) years of satisfactory active military service with the armed forces of the United States; OR: (C) Two (2) years of full-time paid work experience as a police officer, correction officer, licensed security guard, or as an emergency services dispatcher*; OR: (D) An equivalent combination of education and experience within the limits of (A), (B) and (C) above. *NOTE: Work as an “emergency services dispatcher” would include work experience that primarily involved police, fire or emergency medical services.
- **SPECIAL REQUIREMENTS:**
 - Minimum Age: Eligibility for appointment begins when a candidate reaches his or her 20th birthday. Date of birth must be noted on the application.



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Civil Service Requirements (Continued)

- **SPECIAL REQUIREMENTS:** (Continued)
 - **Maximum Age:** Candidates who reach their 35th birthday on or before the date of the written examination are not qualified.
 - **Citizenship:** United States Citizenship is required.
 - **Driver's License:** Possession of a valid New York State Driver's License is required at time of appointment.
 - **Qualifying Physical Fitness Examination:** Candidates who pass the written exam will be notified of the date for a qualifying physical fitness test. Candidates should be prepared to take the physical fitness test within 3 weeks from the time they are contacted for interest by an appointing authority.

Note: Convictions: A felony conviction bars a candidate from appointment as a Deputy Sheriff or Police Officer. Misdemeanors, violations and other offenses will be evaluated on a case by case basis and may bar the candidates from appointment.



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Physical Fitness Requirements

- **PHYSICAL FITNESS TEST:**
 - Sit-Up - Muscular endurance (core body) - The score indicated below is the number of bent-leg sit-ups performed in one minute.
 - Push-Up - Muscular endurance (upper body) - The score below is the number of full body repetitions that a candidate must complete without breaks.
 - 1.5 Mile Run Cardiovascular Capacity

Physical Fitness Test				
	Age	Sit Up	Push Up	1.5 Mile Run
Males	20-29	38	29	12:38
	30-39	35	24	12:58
	40-49	29	18	13:50
	50-59	24	13	15:06
	60+	19	10	16:46
Females	20-29	32	15	14:50
	30-39	25	11	15:43
	40-49	20	9	16:31
	50-59	14	N/A	18:18
	60+	6	N/A	20:16

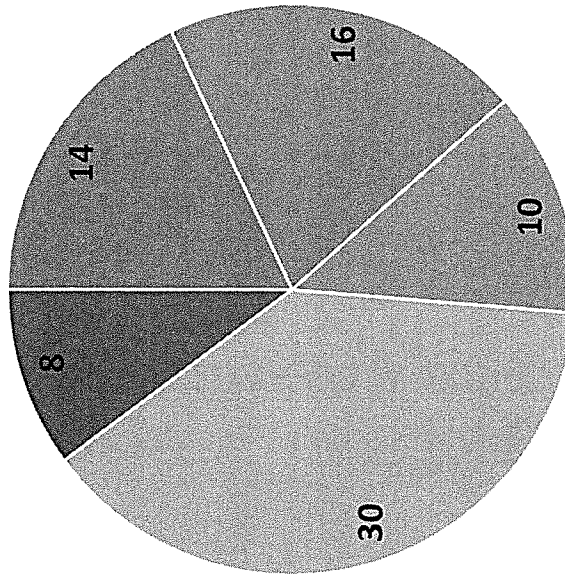


TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

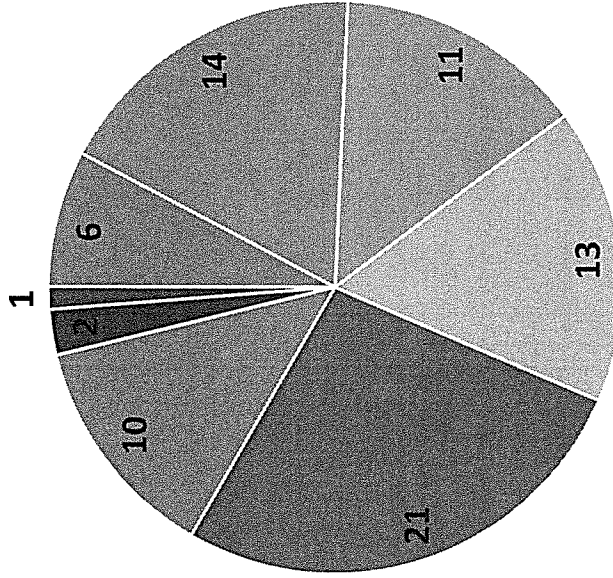
Sworn Personnel Statistics



Age / Number of Officers



Longevity / Number of Officers



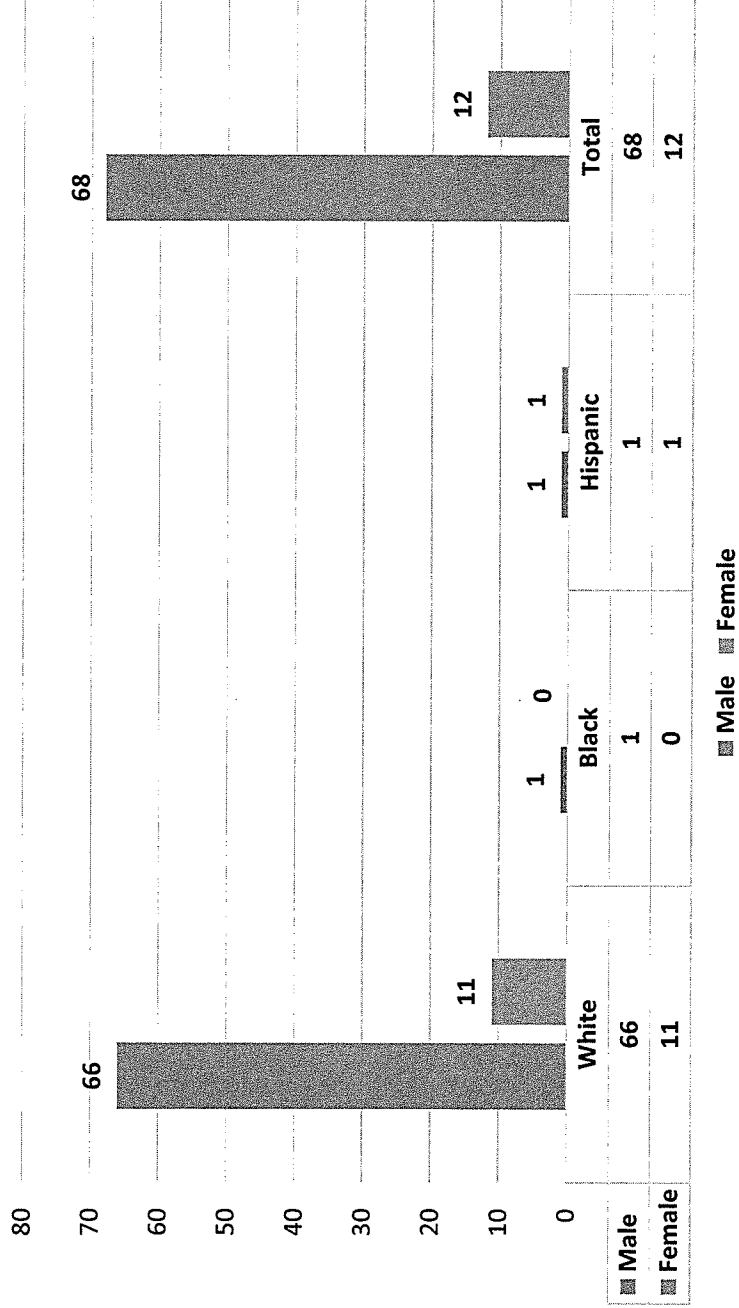
- 0-1 Year ■ 1-2 Years ■ 3-5 Years ■ 6-10 Years
- 11-15 Years ■ 16-20 Years ■ 21-25 Years ■ 26-30 Years

TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Sworn Personnel Department Demographics



Sworn Personnel – 80 Employees

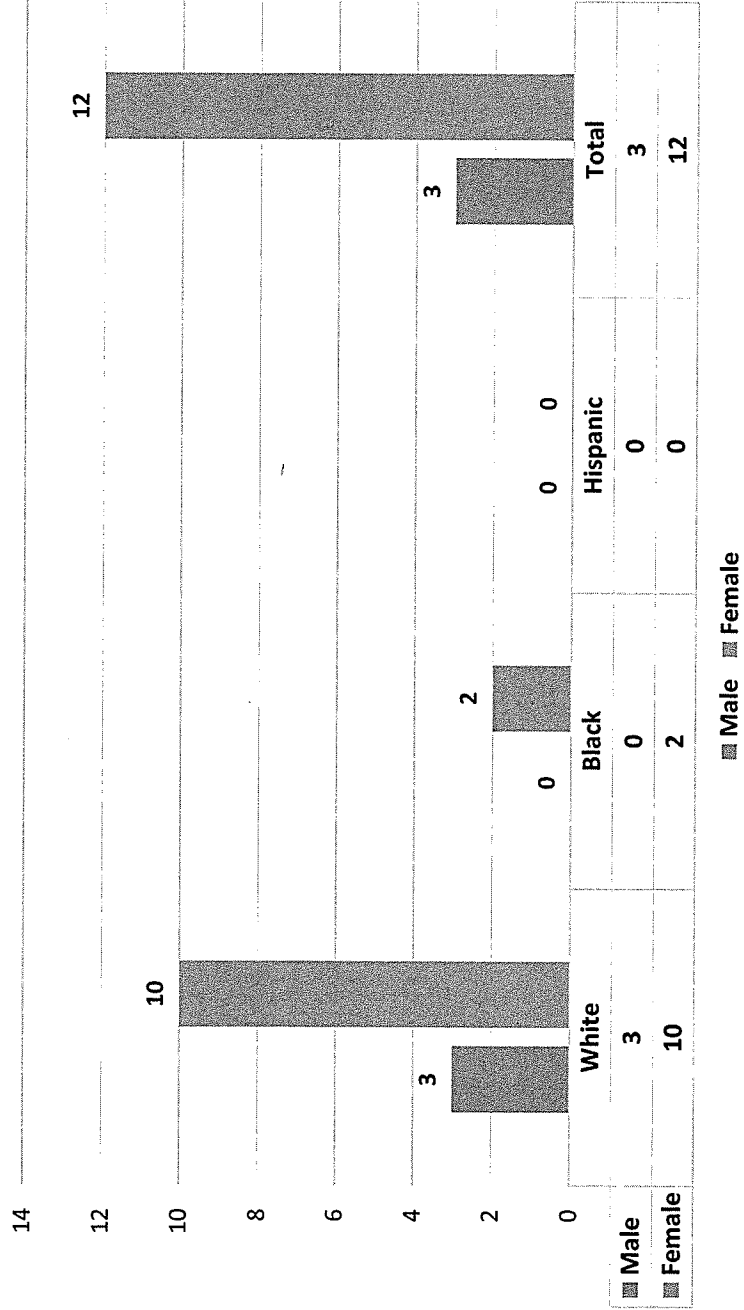


TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Civilian Personnel Department Demographics



Civilian Personnel Full Time – 15 Employees

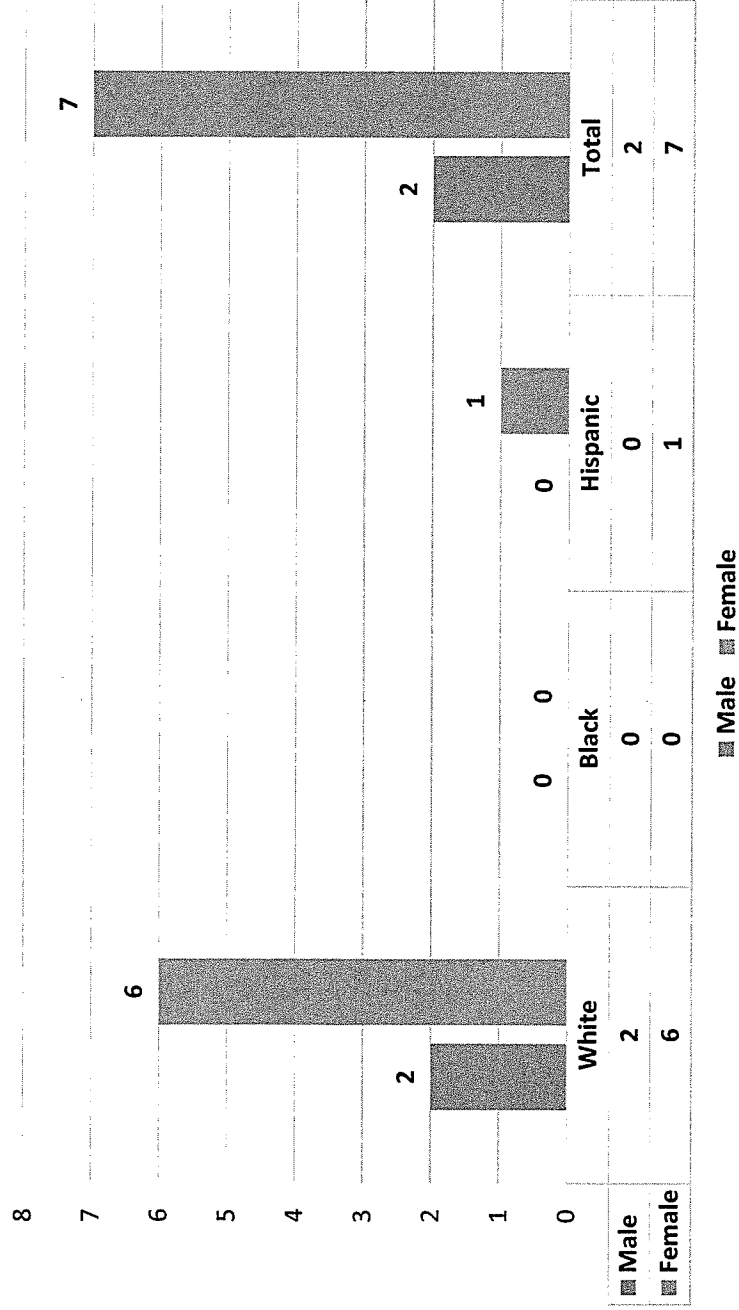


TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Civilian Personnel Department Demographics

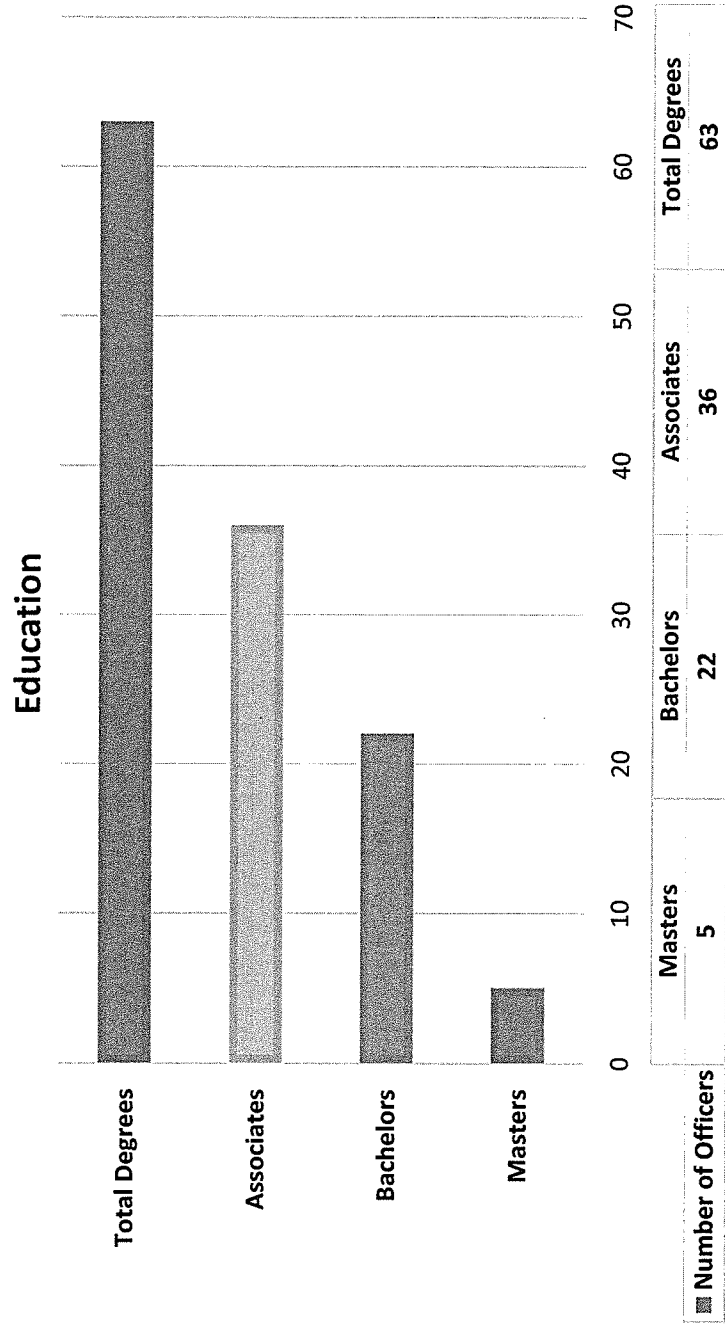


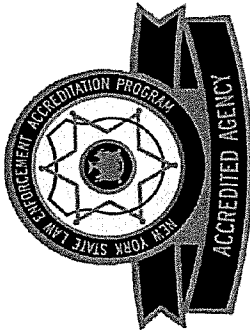
Civilian Personnel Part-Time – 9 Employees



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Sworn Personnel Statistics





TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Accredited Law Enforcement Agency

New York State Accredited Since 2011
Total of 110 Standards

Highlights

Administration

- Responsibility & Authority – Critical Standard

Internal Administration

- Records Management System – Critical Standard

Personnel

- Recruitment
- Personnel Recruitment
- Selection
- Oath of Office
- Discipline

Use of Force

- Use of Force – Critical Standard





TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Accredited Law Enforcement Agency

New York State Accredited Since 2011
Total of 110 Standards

Highlights (Continued)

Internal Affairs

- Internal Affairs – Critical Standard

Public Relations

- Community Relations

Training Standards

Operational Standards

- Responsibilities of Patrol Officers
- Vehicle Pursuits – Critical Standard
- Domestic Incidents – Critical Standard
- Hate Crimes



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

2015-2019 Comparison Statistics



	2015	2016	2017	2018	2019
Calls for Service	24,953	24,816	25,401	39,710*	55,119*
Calls for Service/No Responder	4,019	4,213	4,177		
Arrests	1,379	1,453	1,179	1,053	1,221
Assaults	55	57	52	65	85
Alarms (Residential/Commercial)	2,147	2,115	2,262	2,278	1,000
Burglaries	132	107	98	107	79
Domestic Violence Reports	836	803	769	765	677
Domestic Violence Arrests	63	60	56	61	55
DWI Arrests	137	87	89	53	89
Drug Related Charges	165	110	202	107	75
Intox/MHL/Welfare Check	961	1,103	1,266	1,763	1,678
Larcenies	1,420	1,289	862	1,071	1,050
Motor Vehicle Accidents	2,221	2,504	2,600	1,962	2,362
Motor Vehicle Break Ins	171	94	310	60	34
Robberies	18	11	14	16	12
Uniform Traffic Tickets	9,968	9,931	8,359	12,273	14,650
PD Miles Driven	578,643	513,445	597,045	594,833	618,309

* Data derived from call type

TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

2019 Juvenile Aid Bureau Statistics



Total Number of Youth Served:	
Male Juveniles	243
Female Juveniles	306
Incidents	
Felony	87
Misdemeanor	167
Violations	53
Dispositions	
Appearance Ticket Issued	36
Referred to Another Agency	60
Handled in House	467
Held	11

TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

2019 Animal Control Statistics

Type of Incident	Total
Loose Dog Complaints	237
Barking Dog Complaints	27
Failure to Remove Dog Waste	8
Dog Bites	11
Dangerous Dog Cases	2
Cat Complaints	15
Wildlife Complaints – Sick or Injured	247
Dogs in Car / Animal Welfare Checks	93
Dogs Seized / Dogs Redeemed	25 / 14
Dogs Transferred to DC SPCA	11
Appearance Tickets Issued	55



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

2015-2019 Community Policing Annual Report

	2015	2016	2017	2018	2019
Arlington Business Improvement Mtg. & Arlington SE Committee Mtg.	16	14	13	11	10
Bike Rodeo	2	2	1	0	0
Child Identification Event	6	7	7	7	10
Domestic Abuse Response Team Meeting	11	8	16	16	24
Health Fair	3	3	2	1	0
Halloween Safety Presentations	8	8	8	8	8
URDV Steering County Wide Committee (Domestic Violence)	2	0	0	0	12
School Lockdown Drills	16	16	0	0	27
Sexual Abuse Response Team Meeting	0	0	1	1	2
Domestic Violence Lethality Assessment Program Meeting	4	5	4	3	4
Elder Abuse Coalition / MDT Meeting	0	0	7	14	3
Law Enforcement Career Events	0	0	0	0	3
Miscellaneous Meetings	27	34	37	27	N/A
Station Tours	5	6	6	3	4
Safety / Community Presentations	22	23	31	29	26
Special Events Community Events	19	24	9	18	0
Year-to-date Totals:	141	150	142	138	133



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

2019 In-Service Training Annual Report

Topic(s)	Number of Hours(s)
Phase 1 Class & Practical	7
<ul style="list-style-type: none"> • Use of Force, Less Lethal, AED/CPR 	
Phase 2 Classroom & Practical	7
<ul style="list-style-type: none"> • Rescue Task Force 	
Phase 3 Firearms Qualifications	7
Phase 4 Low Light Firearms Qualifications	3
Workplace Violence	1
Handcuffing, Weapon Retention, Shield Training, Mobile Field Force	3
Reality Based Training	4
Sexual Harassment Prevention	1
OSHA	1
Legal Updates	1.5
Total Course Hours	35.5
Total Training Hours	2,946.50

* Note – NY State Requirement 21 Hours/Officer



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

2019 Specialized Training Report

Total Number of Courses	61
Total Number of Officers Attending	125
Total Number of Hours – Cumulative Hours of Training	5,342.50



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Department Training 2019

- Procedural Justice

- Article 35

- Crisis Intervention Training

- Police Mental Health Instructor

- Disability Awareness Instructor

- Crisis Intervention Instructor

- Implicit Bias Training

- Ethics & Professionalism



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Department Training 2018

- **Procedural Justice**
- **Article 35**
- **Crisis Intervention Training**
- **Mental Health Instructor**
- **Disability Awareness Instructor**
- **Crisis Intervention International Conference**
- **Conflict Management for Contact Professionals**
- **Autism Awareness for First Responders**
- **DCJS Use of Force Refresher**
- **Use of Force Instructor Refresher**



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Department Training 2017

- Procedural Justice Train the Trainer
- Article 35
- Crisis Intervention Training
- Trauma Informed Sexual Assault Investigations
- Verbal Defense
- Mental Health
- Implicit Bias Train the Trainer
- Implicit Bias
- Applied Suicide Skills
- Mental Health First Aid
- CIT Coordinators Leadership Course
- FBI Crisis Negotiator Course
- Crisis Intervention Service



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Department Training 2016

- **Mental Health**
- **De-Escalation Techniques**
- **Article 35**
- **Crisis Intervention Training**
- **Police Operations Implications Post Justice Department Review of Ferguson Police Department**
- **Basis Crisis Negotiation Course**
- **Effectively Responding to Emotional Crisis**
- **Procedural Justice, Implicit Bias, Blue Courage Overviews for LE Executives**
- **Verbal Defense & Influence**
- **Crisis Intervention Training for Dispatchers**
- **Procedural Justice, Fair & Impartial Policing & Verbal Defense & Influence**

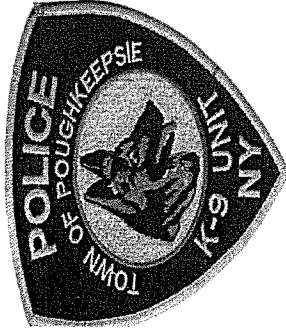


TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Department Training 2015

- Mental Health
- Cultural Diversity
- Article 35
- De-Escalation Techniques
- Crisis Intervention Training
- Tact, Tactics and Trust
- Racial Disparity Training



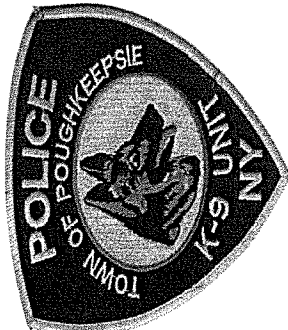


TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

2019 K-9 Unit Report

PO V. Mikelic / K9 Kyle	
PO R. Marino / K-9 Czar	
Shifts Worked	271
Complaints Responded To	1,098
Traffic Tickets Issued	246
Parking Tickets Issued	14
Felony Arrests	0
Misdemeanor Arrests	7
V&T Misdemeanor Arrests	5
Violation Arrests	0
Total Arrests	12
Drug Arrests	0
Drugs Seized – Marijuana	0
Drugs Seized – Heroin	0
Alarms	103
Interior Building Search	3
Exterior Building Search	103



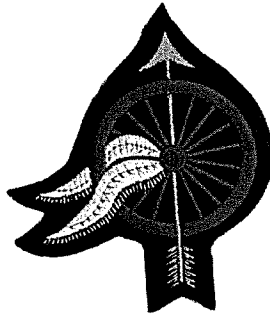


TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

2019 K-9 Unit Report (Continued)

PO V. Mikelic / K9 Kyle	
PO R. Marino / K-9 Czar	
Area/Evidence Search	3
Evidence Recovered	12
Wood Seek	0
Crowd Control	0
K9 Training Session – PO Mikelic	24
K9 Training Session – PO Marino	15
Police Schools – PO Mikelic	2
Police Schools – PO Marino	0
Demos	18
Back Up Other Police Agency	7
K9 Call Back	13
Tracks	13
Handler Protection	0
Suspects Located	2
Suspects Apprehended by K9	0
Suspects Medically Treated for Dog Bite	0





TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

2019 Traffic DWI Arrest & Accident Statistics

	January	February	March	April	May	June	July	August	September	October	November	December	Total
DWI	6	4	12	10	6	5	6	7	7	9	3	3	78
DWAI	0	0	0	0	0	0	0	0	0	0	0	0	0
AI-D	1	3	1	4	0	0	0	0	0	0	2	0	11
Total Arrests	7	7	13	14	6	5	6	7	7	9	5	3	89
Crash Totals	1	3	3	3	0	0	0	1	0	2	1	1	15

	January	February	March	April	May	June	July	August	September	October	November	December	Total
Minor Auto	106	107	94	120	121	117	111	108	116	143	138	119	1,400
DMV	43	35	30	12	40	12	6	19	17	34	27	21	296
Total	149	142	124	132	161	129	117	127	133	177	165	140	1,696
Pedestrian	2	2	1	1	2	2	3	1	2	2	7	1	26
Fatal	0	0	0	0	0	1	0	1	0	0	0	0	2



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

2015-2019 Dutchess County Police Reform & Modernization Collaborative

	2015	2016	2017	2018	2019
Shootings by Officers	0	0	0	0	0
Firearms Discharges*	0	0	0	0	0
Use of Force Incidents	33	32	53	51	44
Civilian Injuries	9	6	10	16	12
Arrests	1,379	1,453	1,179	1,053	1,221
Traffic Stops**					14,476
Calls for Service	24,953	24,816	25,401	39,710	55,119

*This number is excluding animal eliminations.

**Number based on search of Incident Type "Traffic Offense." Number not precise.



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

January – September 2020 Arrest Demographics - ALL



	MALE										Tally	Total
	<21	21-30	31-40	41-50	51+	<21	21-30	31-40	41-50	51+		
Asian	0	0	0	0	0	0	0	1	0	3	0	4
Tally	0	0	0	0	0	0	0	1	0	3	0	4
Black	1	5	1	1	1	1	5	6	2	0	0	22
Not of Hispanic Origin	6	42	40	12	8	108	78	57	35	25	216	324
Tally	7	47	41	13	8	116	83	63	37	25	230	346
Other	0	0	0	0	0	0	1	0	0	0	0	1
Tally	0	0	0	0	0	0	1	0	0	0	0	1
Unknown	0	0	0	0	0	0	0	0	2	0	0	2
Unknown	1	0	0	0	0	1	2	0	1	0	0	5
Tally	1	0	0	0	0	1	2	0	3	0	0	7
White	0	0	1	0	0	1	0	0	0	0	0	1
Hispanic Origin	2	8	7	3	2	22	18	26	17	5	76	98
Not of Hispanic Origin	9	38	51	20	13	131	89	92	64	44	306	438
Tally	11	46	59	23	15	154	107	118	81	49	382	537
Total	19	93	100	36	23	271	194	181	124	74	623	895

TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

January – September 2020 Arrest Demographics

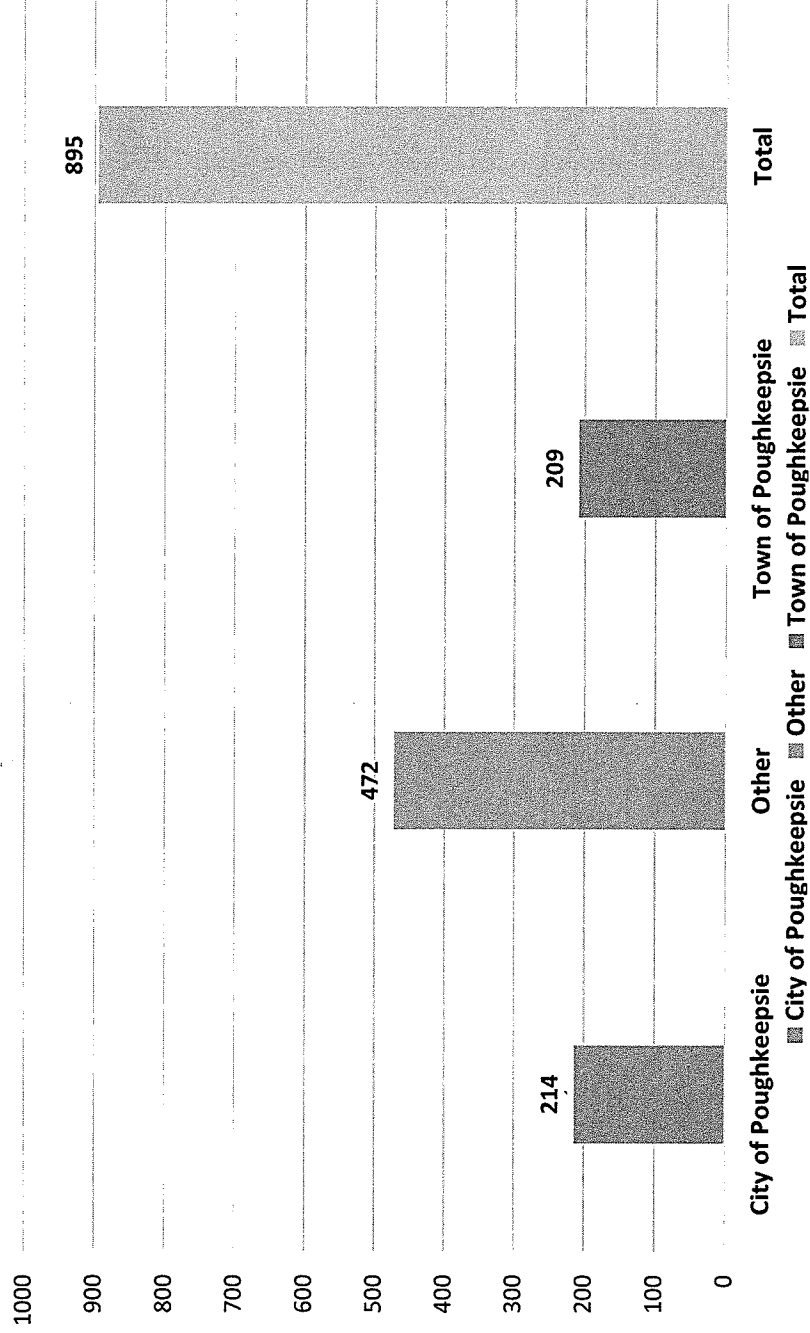
Town of Poughkeepsie Residents

	MALE										Total		
	<21	21-30	31-40	41-50	51+	Tally	<21	21-30	31-40	41-50		51+	Tally
Asian	0	0	0	0	0	0	0	0	1	0	2	0	3
Not of Hispanic Origin	0	0	0	0	0	0	0	0	1	0	2	0	3
Tally	0	0	0	0	0	0	0	0	1	0	2	0	3
Black	0	0	1	0	0	0	1	0	1	4	2	0	7
Not of Hispanic Origin	1	4	6	4	2	17	7	9	11	8	4	4	39
Tally	1	4	7	4	2	18	7	10	15	10	4	4	46
Unknown	1	0	0	0	0	0	1	0	0	0	0	0	1
Not of Hispanic Origin	1	0	0	0	0	0	1	0	0	0	0	0	1
Tally	1	0	0	0	0	0	1	0	0	0	0	0	1
White	1	2	3	0	1	7	3	8	5	9	1	1	26
Not of Hispanic Origin	3	9	12	3	3	30	8	14	22	22	11	11	77
Tally	4	11	15	3	4	37	11	22	27	31	12	12	103
Total	6	15	22	7	6	56	18	33	42	43	16	16	209



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

January – September 2020 Arrest Demographics



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

2019 Arrest Demographics - ALL

	FEMALE					MALE					Total		
	<21	21-30	31-40	41-50	51+	Tally	<21	21-30	31-40	41-50		51+	Tally
Blank	0	0	0	0	0	1	1	0	0	0	0	0	4
Tally	0	0	0	0	0	1	1	0	0	0	0	0	4
Asian	0	1	1	1	0	3	3	1	3	1	1	0	6
Tally	0	1	1	1	0	3	3	1	3	1	1	0	6
Black	3	0	2	0	0	5	3	9	1	0	0	13	18
Not of Hispanic Origin	31	62	35	16	11	155	45	101	44	36	45	271	426
Tally	34	62	37	16	11	160	48	110	45	36	45	284	444
Other	1	1	0	0	0	2	0	2	0	0	0	2	4
Not of Hispanic Origin	1	0	0	0	0	1	0	0	2	1	0	3	4
Tally	2	1	0	0	0	3	0	2	2	1	0	5	8
Unknown	0	0	0	0	0	0	1	1	0	0	0	2	2
Not of Hispanic Origin	0	2	0	0	0	2	4	0	1	1	0	7	9
Tally	0	2	0	0	0	2	5	1	1	1	0	9	11
White	4	26	13	4	4	51	17	50	31	12	14	124	175
Not of Hispanic Origin	32	88	65	27	31	244	42	147	119	51	70	429	673
Tally	36	114	78	31	35	295	59	197	150	63	84	553	848
Total	72	180	116	48	47	464	113	313	199	102	129	857	1,324



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

2019 Arrest Demographics

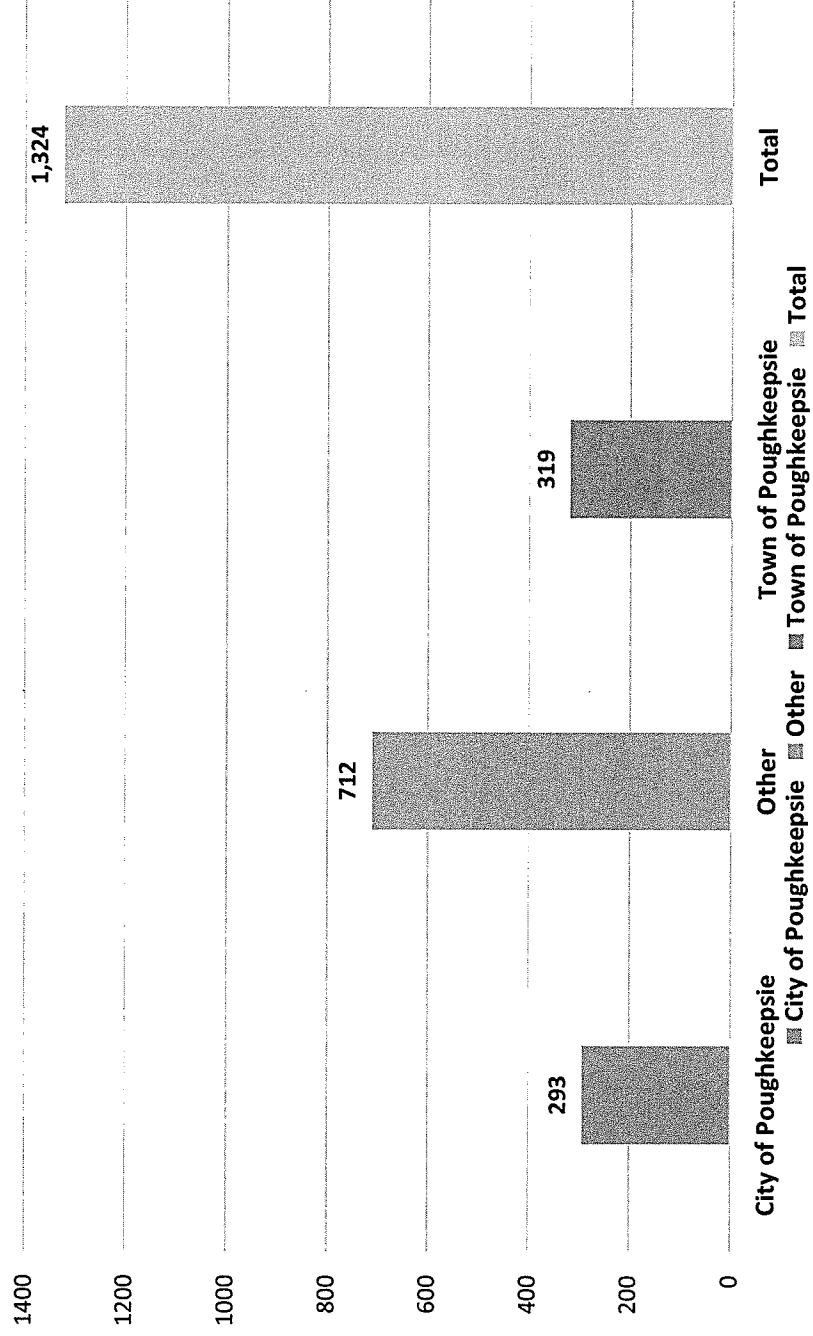
Town of Poughkeepsie Residents

	FEMALE						MALE						Tally	Total
	<21	21-30	31-40	41-50	51+	Tally	<21	21-30	31-40	41-50	51+	Tally		
Asian	0	0	0	0	0	0	0	1	1	1	1	0	4	
Not of Hispanic Origin	0	0	0	0	0	0	0	1	1	1	1	0	4	
Tally	0	0	0	0	0	0	0	1	1	1	1	0	4	
Black	2	0	0	0	0	0	2	1	0	0	0	0	2	
Not of Hispanic Origin	6	14	1	4	3	28	18	21	9	9	4	4	61	
Tally	8	14	1	4	3	30	19	22	9	9	4	4	63	
Other	0	1	0	0	0	0	2	0	0	0	0	0	2	
Not of Hispanic Origin	1	1	0	0	0	2	0	2	0	0	0	0	2	
Tally	1	1	0	0	0	2	0	2	0	0	0	0	2	
Unknown	0	0	0	0	0	0	0	1	0	0	0	0	1	
Not of Hispanic Origin	0	1	0	0	0	1	4	0	0	1	0	0	5	
Tally	0	1	0	0	0	1	5	0	0	1	0	0	6	
White	3	5	3	1	0	12	3	20	4	2	2	2	31	
Not of Hispanic Origin	7	16	16	6	6	51	7	35	34	21	20	20	117	
Tally	10	21	19	7	6	63	10	55	38	23	22	22	148	
Total	19	37	20	11	9	96	35	80	48	34	26	223	319	



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

2019 Arrest Demographics



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

June – December 2018 Arrest Demographics - ALL



	FEMALE						MALE						Total	
	<21	21-30	31-40	41-50	51+	Tally	<21	21-30	31-40	41-50	51+	Tally		
Blank	0	0	1	0	0	1	0	0	0	0	0	0	1	2
Tally	0	0	1	0	0	1	0	0	0	0	0	0	1	2
Asian	1	1	1	0	0	3	1	0	0	0	0	0	1	4
Tally	1	1	1	0	0	3	1	0	0	0	0	0	1	4
Black	3	3	1	0	0	7	2	4	0	1	0	0	7	14
Not of Hispanic Origin	15	34	17	6	2	74	19	52	25	20	10	10	126	200
Tally	18	37	18	6	2	81	21	56	25	21	10	10	133	214
Not Reported	0	0	0	0	0	0	0	0	1	0	0	0	1	1
Tally	0	0	0	0	0	0	0	0	1	0	0	1	2	2
Other	0	0	0	0	0	0	0	0	1	0	0	0	1	1
Tally	0	0	0	0	0	0	0	0	1	0	0	0	1	1
Unknown	0	1	0	0	0	1	0	1	0	0	0	0	1	2
Not of Hispanic Origin	0	3	0	0	0	3	3	1	2	0	0	0	6	9
Tally	0	4	0	0	0	4	3	2	2	0	0	0	7	11
White	1	6	1	1	1	10	4	22	10	6	3	45	55	55
Not of Hispanic Origin	8	46	32	17	11	114	27	81	42	26	25	201	315	315
Tally	9	52	33	18	12	124	31	103	52	32	28	246	370	370
Total	28	94	53	24	14	213	56	163	81	53	41	395	608	608

TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

June – December 2018 Arrest Demographics

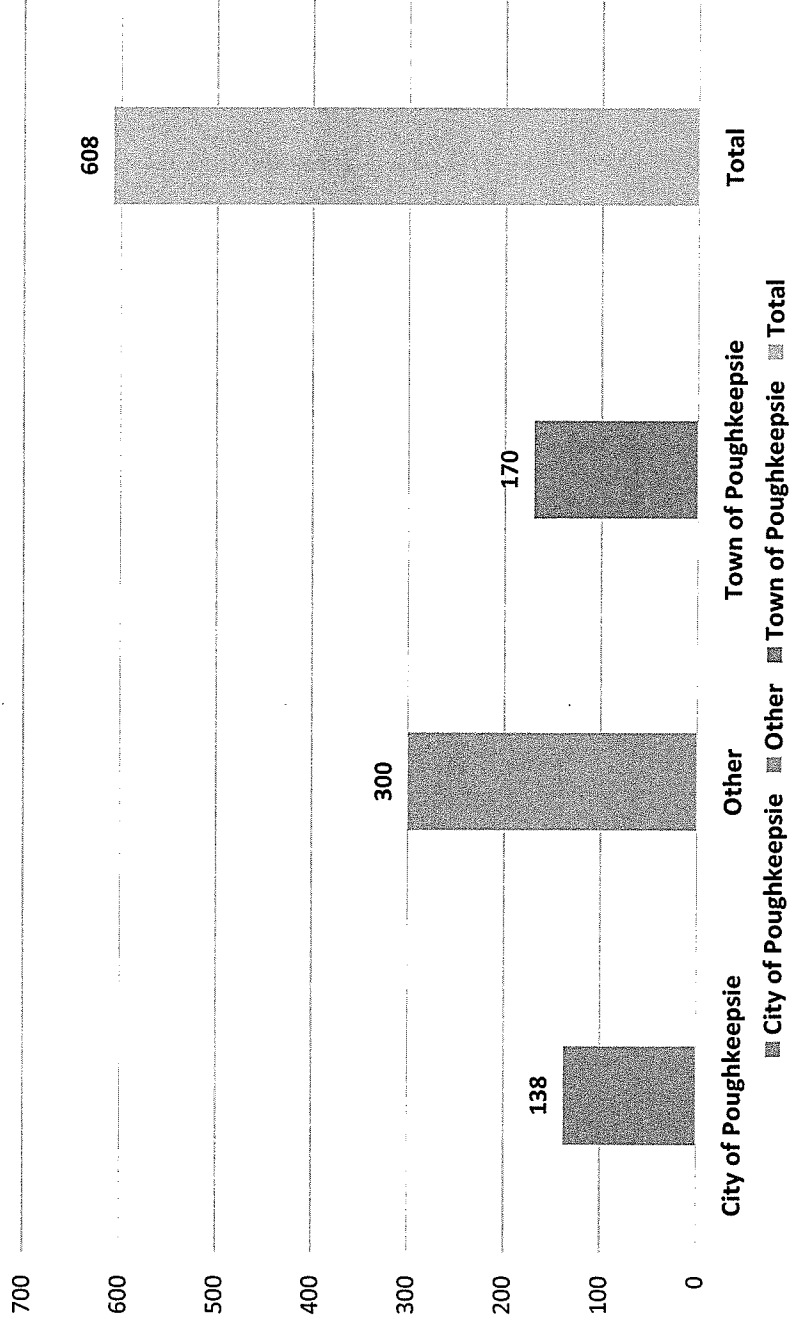
Town of Poughkeepsie Residents



	FEMALE					MALE					Tally	Total		
	<21	21-30	31-40	41-50	51+	Tally	<21	21-30	31-40	41-50			51+	
Blank	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Tally	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Asian	1	0	1	0	0	2	0	0	0	0	0	0	0	2
Tally	1	0	1	0	0	2	0	0	0	0	0	0	0	2
Black	0	1	1	0	0	2	1	0	0	1	0	0	2	4
Not of Hispanic Origin	6	5	6	1	1	19	4	11	1	2	0	0	18	37
Tally	6	6	7	1	1	21	5	11	1	3	0	0	20	41
Not of Hispanic Origin	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Reported Tally	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Other	0	0	0	0	0	0	0	1	0	0	0	2	3	3
Tally	0	0	0	0	0	0	0	1	0	0	2	2	3	3
Unknown Hispanic Origin	0	0	0	0	0	0	0	1	0	0	0	0	1	1
Unknown	0	1	0	0	0	1	0	0	0	0	0	0	0	1
Tally	0	1	0	0	0	1	0	1	0	0	0	0	1	2
White	0	1	1	0	0	2	0	10	1	2	1	14	16	16
Not of Hispanic Origin	3	9	7	9	3	31	13	25	16	10	9	73	104	104
Tally	3	10	8	9	3	33	13	35	17	12	10	87	120	120
Total	10	17	16	10	4	57	18	49	18	15	12	113	170	170

TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

June – December 2018 Arrest Demographics



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Civilian Complaints

POLICY

The department will promptly conduct a thorough and impartial investigation of a civilian complaint made against any employee of the Town of Poughkeepsie Police Department. Fairness to all participants of the investigation shall be maintained through impartial investigations and review. The police department will take the appropriate disciplinary action in all cases where an investigation substantiates a preponderance of evidence that a violation of statute, directive or policy of the department, has been violated or that misconduct occurred.



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Civilian Complaints (Continued)

- Complaints may be filed either verbally by telephone, by mail, or in person.
- Employees will facilitate the courteous and prompt receipt and processing of a civilian complaint.
- Supervisor receiving a complaint will attempt to resolve the complaint when it is filed.
- Complaint(s) will be forwarded to the Chief of Police or his designee.
- The employee's supervisor and the division Captain will conduct an investigation when appropriate. Unless circumstances warrant additional time, the results will be formulated and submitted in writing within (30)thirty days of the date of the allegation. Notification will be made to the civilian complainant of the results of the investigation as soon as practical.
- UNFOUNDED - No truth to allegation could be substantiated.
- EXONERATED - Employee actions are a result of adherence to proper and appropriate police procedures and techniques.
- NOT SUSTAINED - Unable to verify truth of matters under investigation or lack of evidence to support the allegation.
- SUSTAINED - Allegations are true.
- Report recommended disciplinary action for a sustained allegation to the Chief of Police unless findings indicate criminal charges be addressed to the appropriate legal department.



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

2015-2019 Civilian Complaint Data

2015 – Total of Four (4) Complaints

- Four (4) Complaints for Improper Police Procedure
- One (1) Complaint was Sustained
- One (1) Complaint was Not Sustained
- Two (2) Complaints were Unfounded

2016 – Total of Two (2) Complaints

- Two (2) Complaints for Improper Police Procedure
- One (1) Complaint was Exonerated
- One (1) Complaint was Unfounded

2017 – Total of (2) Complaints

- One (1) Complaint for Rude Conduct
- One (1) Complaint for Conduct Unbecoming
- Both Complaints Unfounded



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

2015-2019 Civilian Complaint Data (Continued)

2018 – Total of Two (2) Complaints

- One (1) Complaint for Improper Police Procedure
- One (1) Complaint for Harassment
- Both Complaints Unfounded

2019 – Total of Five (5) Complaints

- One (1) Complaint for Rude Conduct
- Two (2) Complaints for Improper Police Procedure
- One (1) Complaint for Conduct Unbecoming
- One (1) Complaint for Missing Property
- One (1) Complaint was Exonerated
- One (1) Complaint was Sustained
- One (1) Complaint was Not Sustained
- Two (2) Complaints were Unfounded



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Use of Force

POLICY

It is the policy of the Town of Poughkeepsie Police Department to document in writing all reportable use of force incidents involving department members.



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Use of Force (Continued)

Reportable Use of Force - Any time an officer:

- Applies any force beyond cooperative handcuffing.
- Applies the use of physical strength and skill that results in, or is alleged to have resulted in, an injury to either the department member or another person.
- Applies force through the use of a lethal or less-lethal weapon.
- Points a department issued or authorized firearm at a subject, for other than training purposes. (SWAT Team members acting under the guidance of a Tactical Operation Plan are exempt from this requirement.)
- Discharges a department issued or authorized firearm, exemptions:
 - Training or recreational purposes
 - Ballistic testing or maintenance
 - Eliminating an animal
- Takes action that results in or is alleged to have resulted in the injury or death of another person.
- Is accused or reported to be involved in the application of excessive force.



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Use of Force (Continued)

Reporting the Use of Force:

- All reports completed by the officer(s) using force, other officers or witnesses will include the following:
 1. A description of the events leading to the use of force or deadly physical force.
 2. The original offense or probable cause for the police action.
 3. An accurate description of the incident and reason(s) for employing force.
 4. A description of the weapon or device used and the manner in which it was used.
 5. A description of the injuries suffered/reported and the treatment given or received.
 6. A list of all participants and witnesses to the incident.
 7. A copy of all incident reports compiled as a result of the incident.
 8. Photographs of the subject(s) and/or officer(s), when there is a complaint of pain, injury or discomfort to any officer or subject involved.
- A Use of Force Report is completed every time there is a reportable use of force incident. A copy of the Use of Force Report, all associated documents and video shall be submitted to the Office of the Chief of Police for review.
- Each officer that witnessed the incident will complete a report detailing the circumstances surrounding the Use of Force incident.



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Use of Force (Continued)

Reporting the Use of Force:

- Supervisor Shall:
 1. Absent exigent circumstances, the direct Supervisor of any officer using force, shall respond to the scene of the use of force. If a supervisor is unable to respond to the scene, the supervisor shall document the exigent circumstances preventing his or her presence.
 2. A supervisor who has used, participated in or ordered the use of force, will not conduct the preliminary investigation of the use of force incident, unless directed to do so by the Chief of Police or his designee.
 3. Conduct a thorough and impartial investigation.
 4. Complete a Supervisor's Preliminary Review Report.
 5. All documents are forwarded to the Office of the Chief of Police for review.



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Use of Force (Continued)

Use of Force Review Board:

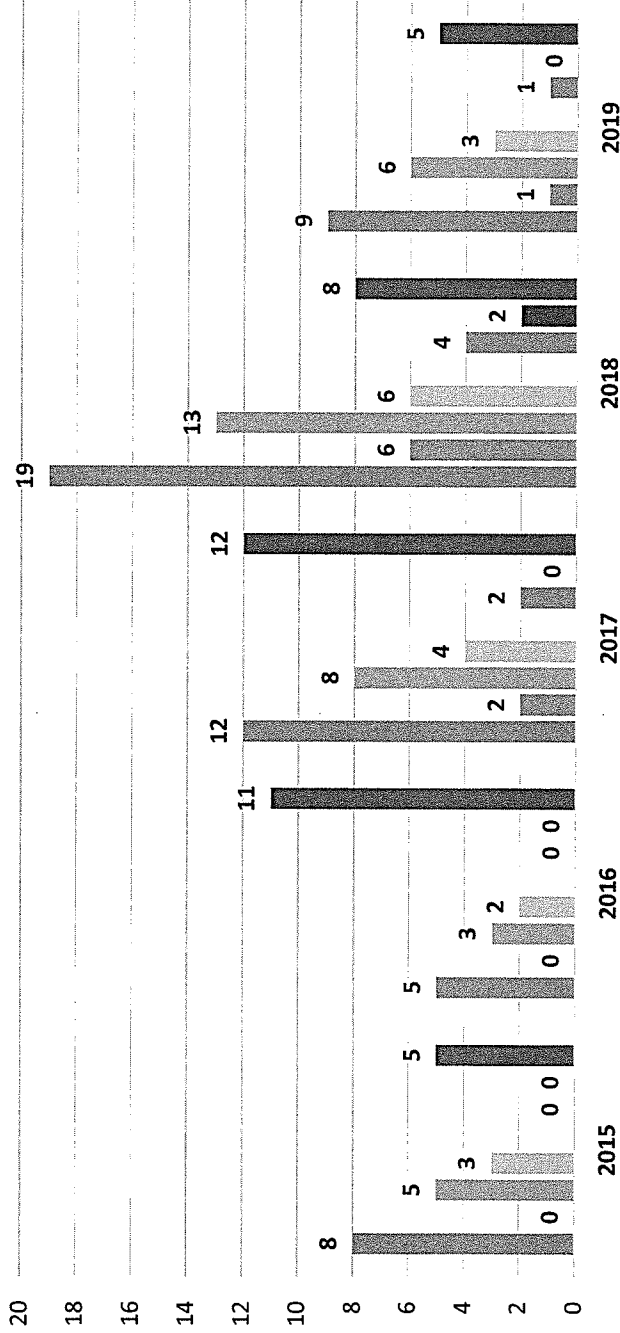
- The Use of Force Review Board consists of ranking members of the Town of Poughkeepsie Police Department designated by the Chief of Police. (Currently: 1 Lieutenant, 2 Captains)
- The Use of Force Review Board will examine each use of force incident, all reports and other ancillary documents.
- The Use of Force Review Board will order a further investigation or an additional investigative resource(s) when necessary.
- When the Use of Force Review Board determines policy, training, tactical or equipment concerns, the Chief of Police or his designee will ensure necessary training is delivered and that policy, tactical or equipment concerns are resolved.
- The Use of Force Review Board shall conduct an annual analysis of all use of force reports and submit a written report to the Chief. Such analysis and conclusions may indicate the need for training, equipment upgrades or policy modification.



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Use of Force Injury and Hospitalization

Demographics

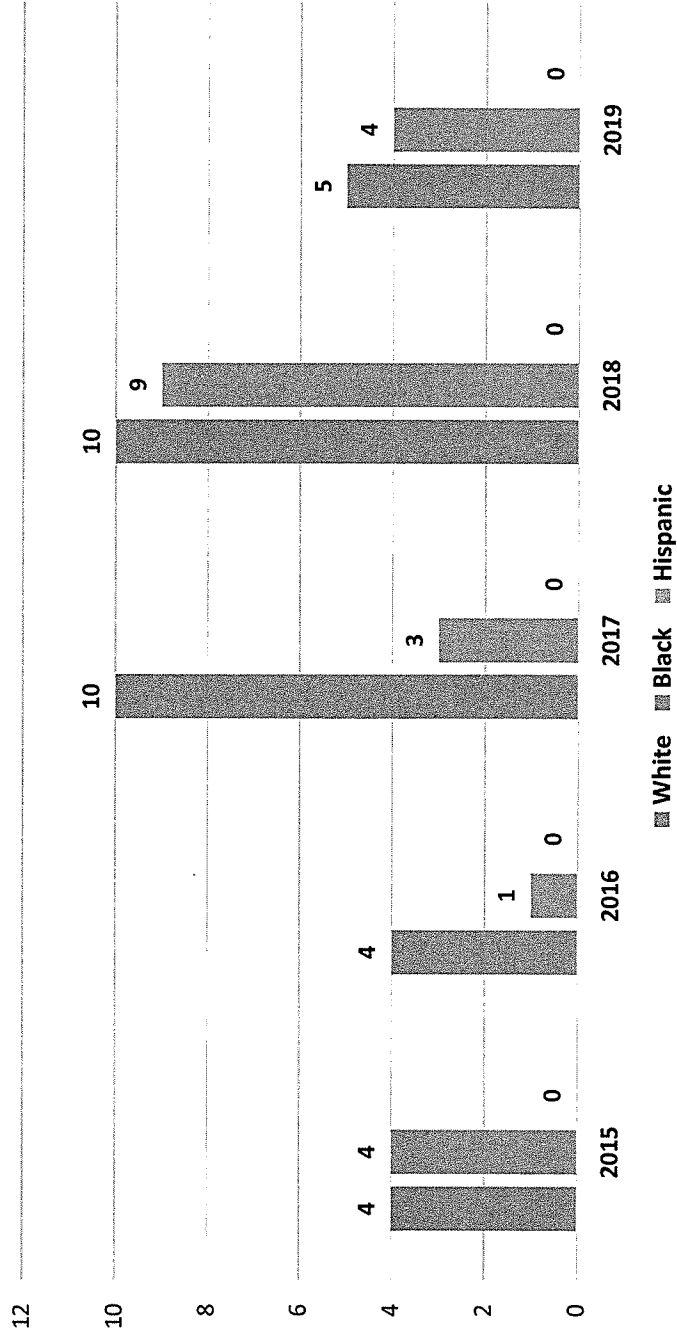


Injuries
 Hospitalizations
 Inj. Male
 Inj. Female
 Hosp. Male
 Hosp. Female
 Officer Injury



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Use of Force Injury Demographics



TOWN OF POUGHKEEPSIE POLICE DEPARTMENT

Use of Force Hospitalization Demographics

