

The Town of New Berlin Police Department Reform Committee has collectively reviewed the following items in an effort to develop a plan to further improve the perception and professionalism of our Community Police Force.

Department policies and procedures

Community Engagement

Training

Department input relating to Improved Community Policing

Community Members' definitions of the same

As a committee, we concluded that our New Berlin Police Department has good practices for Community Policing. As with any professional organization, there are always opportunities for improvement in, and updates to, both capabilities and procedures.

Outlined below were our three primary areas of focus. For each focus area there are steps that the committee felt New Berlin could take to support improvement. When possible, steps are assigned a measurable goal.

Department Policies and Procedures

Update Department Policies & Procedures as a whole: Ensure all members of New Berlin's Police Force are fluent in, or at least have access to the latest information on applicable law enforcement and policing issues.

Research and Subscribe to a vendor that automatically updates the Department with applicable law enforcement and policing issues. (Police One Academy is one example of such a service)

This will ensure the most current information is available to the Department as it is released. New Berlin's Supervising Officer will be responsible for reviewing the updates and disseminating appropriate information to all members of the Department. The Supervising Officer will also confirm that all officers are informed of the most updated information on all relevant topics

Use of Officer Body Cameras

The committee is recommending that the Town of New Berlin and the New Berlin Police Department conduct appropriate research into this topic in terms of equipment, costs, and training.

At such time as the Town of New Berlin finds a financially-feasible means, make the investment in such equipment (hardware and software/system). The committee is recommending the Department implement formal policies and procedures that require officers to turn the camera on, whenever they are engaged in Vehicle and Traffic or Complaint situations.

Work collaboratively with other local law enforcement departments, county and state officials, or municipalities to investigate and pursue grant funding to assist in the purchase of all required equipment.

Conduct a review of existing technology and IT services within the department and update as necessary.

This will allow the Department to remove obstacles created by outdated technology/software and create a network that supports future systems, versions, and enhancements.

Work collaboratively with other departments, state and county officials, or municipalities to pursue any available grant monies necessary to make such network upgrades.

Community Engagement

Expectations are that officers will cover the entire patrol area 2 times during a shift (workload permitting).

Expectations are that officers should engage the public at various local businesses, community gathering locations, and while engaged in other individual and community-based activities as part of their patrol of the township.

These will be casual conversations with the town members to present a more friendly, recognizable, and approachable image.

Formal Interactions with the Unadilla Valley Central School District

Coordinate 2 scheduled on-site Engagement Days with the school per academic year .

Engagement Days should be centered around seasonal educational opportunities. Such events should be planned and conducted in coordination with the current Sheriff Deputy Resource Officer

Engagement at the juvenile level should be pursued as it will further demonstrate that officers are personable, approachable, and respectable.

The committee recommends the Town of New Berlin reengage UV-CSD to provide, on a reimbursable basis, the School Resource Officer as soon as practical.

Work with local Daycare centers to introduce police officers to the youngest levels of the community.

Schedule a minimum of 1 interaction meeting with each State Registered Daycare in jurisdiction annually.

Purchase of Radar Speed Signage

Seeing Town of New Berlin Police Department speed monitoring signage and other deterrents at sites across the community will provide an image that the department is being proactive and is sensitive to the community's safety concerns.

Work collaboratively with other departments, county officials, or municipality officials to pursue available grant money necessary for the purchase of such equipment. The minimal target would be two (2) mobile/re-locatable devices.

Use of Department's Social Media

Plan a minimum of 2-3 posts per month on specific topics.

Topics include, but are not limited to, general social awareness topics, change-of-season education, positive interactions with officers, promotion of School Engagement Days, and other topics the Supervising Officer deems appropriate.

Implement Continuing Education/Training Program

- Increase annual training hours by a minimum of 50%

This will be tracked via the DCJS system and recorded in individual and department personnel files.

The Town and Department will seek and continuously coordinate with external organizations to best take advantage of collaborative and public training opportunities.

- Such training opportunities could be offered through the Chenango County Sheriff's Office, Chenango County District Attorney's Office, State Police, Department of Social Services (Drug and Alcohol, Mental Health), etc.

This training will include, but is not limited to, the following topics as outlined by Supervising Officer:

- Diversity & Inclusion, Narcan, CPR/First Aid, Defensive Tactics, Escalation and De-escalation, Deadly Force, and Firearms
 - The required and suggested training topics will be determined by the Supervising Officer based on local need, and be conducted in compliance with state and local mandates (i.e., annually, semi-annually, etc.)

In conclusion, committee reiterates our belief that the Town of New Berlin Police Department has built a solid foundation on the principals of Community Policing. The implementation of the above-mentioned items, which will be resourced using funds already available in the budget or via grant funds will further distinguish The New Berlin Police Department as one that is focused on positive relationships and professional protection of the community.