

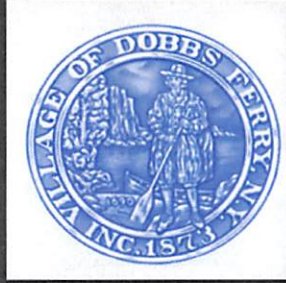


VILLAGE OF DOBBS FERRY BOARD OF TRUSTEES AGENDA

MEETING DATE: OCTOBER 13, 2020
AGENDA ITEM SECTION: PRESENTATIONS
AGENDA ITEM NO. : 1
AGENDA ITEM: POLICE CHIEF TO PRESENT REQUEST FOR NEW DEPARTMENT OVERSIGHT SOFTWARE
ITEM BACKUP DOCUMENTATION: 1. DOBBS FERRY POLICE DEPARTMENT PRESENTATION

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1. DOBBS FERRY POLICE DEPARTMENT PRESENTATION



Dobbs Ferry Police Department:

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Maintaining high professional standards for public safety

Background

Since 1994, the Dobbs Ferry Police Department has been accredited by the New York State Department of Criminal Justice Services ([DCJS](#)).

Benefit of Accreditation:

Accreditation communicates that our department adheres to high standards and follows best practices in law enforcement, while providing a framework for discipline and rigor for our officers who maintain those standards.

From the DCJS: " 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."

Background

DCJS Accreditation evaluates 110 standards in the following categories:

- **Administration**

Agency operation, fiscal management, use of force directive, personnel, records management, etc

- **Training**

Basic and in-service training, supervisory training, records training, etc

- **Operations**

High-speed pursuits, criminal investigations, roadblocks, traffic, patrol, unusual occurrences, etc

Background

Process for achieving accreditation involves:

- Significant record keeping - maintaining evidence that standards are met
- Regular evaluation by independent auditors
- Time and commitment from officers and department leadership

Dobbs Ferry is 1 of approximately 125 police departments in New York out of 510 law enforcement agencies to achieve DCJS accreditation. We have demonstrated a commitment to professionalism and high standards for many years, but we know we can always do more.

The Challenge

- Recent stressors on community/police relations reflected and amplified by national conversation over police reform
- Revelations in recent local events about distrust in DF law enforcement by some constituencies
- Governor's mandate to adopt a policing reform plan by April 1, 2021
- Desire to be pro-active in examining ways we can improve our departmental performance and improve community relations
- Reduce paperwork and improve record-keeping efficiency

Two proposed initiatives as part of overall strategy

We are in the process of convening stakeholders for police reform committee to make recommendations for April 2021 report.

Our current request:

- Invest in **CALEA** accreditation, a set of 180 national standards that serves as the gold standard for law enforcement accreditation
- Purchase **Power DMS** software to better facilitate record keeping, improve internal communications, increase transparency, and strengthen accountability

1) CALEA ACCREDITATION

Why CALEA?

1. Accreditation cited by the Governor's Police Reform and Reinvention Collaborative guide as a tool to increase accountability and credibility (p. 69)
2. CALEA demonstrates that we are maintaining the highest standards for public safety on a national scale.
3. CALEA provides a framework and guidance to strengthen our department manual and ensure adherence by all Dobbs Ferry officers

There are 729 law enforcement agencies in the US that have achieved CALEA accreditation and only 5 in New York state

1) CALEA ACCREDITATION

An example of a CALEA standard:

1.2.9 Bias Policing

The agency has a written directive governing biased policing and, at a minimum, includes the following provisions:

1. a prohibition against biased based policing;
2. initial training and annual training for affected personnel in biased issues including legal aspects; and
3. a documented annual administrative review of agency practices including citizen concerns and any corrective measures taken.

(excerpt)

Law enforcement agencies should implement ongoing, top down training for all officers in cultural diversity and related topics that can build trust and legitimacy in diverse communities. This should be accomplished with the assistance of advocacy groups that represent the viewpoints of communities that have traditionally had adversarial relationships with law enforcement. The agency should ensure all police actions provide training that addresses how bias can affect police activities and decision making, such as field contacts, traffic stops, searches, asset seizure and forfeiture, interviews and interrogations. Training should emphasize the corrosive effects of biased policing on individuals, the community and the agency. Agencies should consider ways that citizens might seek to utilize law enforcement personnel against others in a biased manner and consider training, policies, or other safeguards to minimize the risk personnel are placed into biased circumstances by an outside source.

It is best practice for the agency to collect and track data relating to all citizen contacts as defined by the data tables (biased policing, traffic warnings and citations).

1) CALEA Accreditation

What it takes:

- 5 Step Process
 - Enrollment
 - Self-Assessment - 1-3 years, internal review of necessary changes to meet standards
 - Assessment - in 1-3 years, an external audit of our performance including on-site review
 - Commission Review decision - national Board reviews performance
 - Maintaining accreditation - regular tracking of performance, regular reports to agency
- Dedicated administrative officer - one full-time officer dedicated to meeting standards
- Financial investment

1) CALEA Accreditation

Cost of CALEA

Enrollment Fee: \$11,500 (2020)

Assessment Fee: \$5500 (2021/2022)

Annual fee after achieving accreditation: \$4600 (2023)

2) Power DMS software

Whether we enroll in CALEA accreditation or not, Power DMS is a data management tool that can help us improve communications, accountability and transparency.

What it is:

Document Management tool to organize, coordinate and communicate department policies, training tools, and accreditation paperwork.

Allows for public-facing access to departmental policies to improve transparency

2) Power DMS

How it helps improve:

Communication

- Officers have access to department policies and training tools online and on mobile device
- DF Manual is at officer's finger tips - officers can quickly get questions answered
- Receive notifications and updates when policies have changed
- Officers can easily notify leadership when policy updates have been reviewed and training is complete
- Moves everything online - reduces paper

2) Power DMS

How it helps improve:

Accountability

- Officers must acknowledge when they have received and reviewed policies and training modules
- Includes ability to test officers and measure understanding
- Tracks and reports performance, achievements
- Helps manage accreditation proofs, integrates with both DCJS and CALEA

2) Power DMS

How does it help improve:

Transparency

- Optional public-facing documents platform enables police department policies to be open for public review
- New policies are automatically updated for both internal and public review
- Reduces possibility of inconsistency and reduces staff time for web updates

2) Power DMS

Cost Benefit

Requires an investment but leads to some cost and qualitative savings:

- Reduction in paper costs
- Overtime hours reduced because of access to online training and mobile apps
- Reduction in hours spent on accreditation management and policy updates

2) Power DMS

Cost

FY 2020-21 (7 MONTHS PRO-RATED)	FY 2021-22
\$4274.68	\$7328.34 (annual subscription)

CALEA AND POWER DMS

Combined costs

FISCAL YEAR	CALEA ONLY	DMS ONLY	CALEA AND DMS
2020	11,500	4274.68	15,774.68
2021	5500	7328.34	12,828.34
2022	4600	7328.34	11,928.34
2023	4600	7328.34	11,928.34

Questions?