

2021 Middleport Police Department Reform Plan

Draft Date: March 19, 2021



On June 12, 2020 Governor Cuomo signed an Executive Order requiring each local government to adopt a Police Reform Plan by April 1, 2021. This was the beginning of the New York State Police Reform and Reinvention Collaborative. The Middleport Committee was formed to provide fact based and honest dialogue about Public Safety Police needs and our Community needs.

The Committee, which was established in November 2020, is made up of 12 individuals who live or work in the Village. Their focus was to analyze the current policies, determine what needs to be changed or upgraded and establish the future needs of the community. The task then was to formulate a plan that included goals and actions required to achieve those goals. A five year plan for implementation was established.

Since December 2020 the Committee has been meeting every two weeks to discuss the ongoing research and results from the Community Survey and conduct an open conversation within the group as it pertains to our goals. After analyzing our discussions and compiling comments from the Community surveys, three future goals were established.

I would like to thank all the Committee members for their hard work and dedication to this process of reform. This couldn't have materialized without their due diligence.

In today's world, being a Police Officer is a demanding and difficult job, so I would like to thank our Village Police Force for their dedication, professionalism, and continued friendliness and outreach to the community. It is greatly appreciated.

As we move forward with the implementation of the plan, we feel our Police Force and our Community will have a greater understanding for each other and our goals for the future.

Richard Westcott

Richard Westcott, Mayor, Village of Middleport

Table of Contents

Page 1	Letter from Mayor Wescott
Page 2	Table of Contents
Page 3	Introduction and Executive Summary
Page 4	Goal #1: Maintain the Positive Community Based Policing
Page 5	Goal #2: Develop a Five Year Training Plan
Page 6	Goal #3: Policy and Procedures
Page 7	Appendix A: Meeting Schedule
Page 8	Appendix B: Middleport Police Reform Committee Members
Page 9	Appendix C: Community Survey and Summary
Page 19	Appendix D: New York State Police Reform And Reinvention Collaborative Plan Certification Form
Page 20	Appendix E: Executive Order -- New York State Police Reform and Reinvention Collaborative
Page 23	Appendix F: Lockport Journal Article January 13, 2021
Page 26	Appendix G: Sample Training Plan
Page 28	Appendix H: Lockport Journal Articles
Page 30	Appendix I: February 16, 2021 Minutes Public Hearing Police Reform
Page 34	Appendix J: Extract Of Minutes Police Reform Resolution 3-15-2021

Introduction and Executive Summary

The Village of Middleport is an Incorporated Village in Niagara County which is bisected by the Erie Canal. The Village has approximately 1,800 residents. By contract the Village of Middleport Police Department provides limited police services to the Towns of Royalton and Hartland. The corporate limits of the Village include portions of each Town.

The Police Department, at present, has 6 members; three full time including the Chief of Police and three part time Police Officers. The total Village annual budget for the Police Department exclusive of health care is \$317,508.00. This represents over 16% of the entire Village budget. The size of the Police Department mandates close ties with other police agencies, especially the Niagara County Sheriff's Department and the New York State Police who have overlapping jurisdiction in the Village.

The Middleport Police Reform Committee (The Committee) consists of 12 representatives from the Village of Middleport. Village Board members and the Towns of Royalton and Hartland business leaders, citizens of the Middleport community, Royalton and Hartland. The Committee engaged in a series of meetings and presentations beginning in November of 2020. The Committee conducted a community survey that resulted in over 90 responses during the month of December 2020. It also reviewed documents and data provided by the Middleport Police Department, and considered other community input.

The survey and input indicated general satisfaction with the Middleport Police Department, its personnel level of service, and a desire to maintain the Department as currently structured. After analysis, the Committee identified three goals that include maintaining the current level of service, increasing training and completing a comprehensive review of the Department's policy and procedures. The Committee recommended that a plan be implemented over the next five years and include recommendations of specific activities to the Mayor and Village of Middleport Board of Trustees.

Goal #1: Maintain the Positive Community Based Policing

Goal Statement #1. During the five year period beginning in 2021, the Village of Middleport will maintain and expand upon the current community based policing efforts and maintain a high level of community satisfaction. The Board of Trustees may consider future surveys or other means of gaging community satisfaction.

Activities:

1. Ongoing. Within the limits of its budget the Village of Middleport will continue to provide the financial support necessary to maintain the current staffing and services being provided by the Department. The Village Board is encouraged to seek out additional funding resources that will support and expand upon the good work of the Department.
2. Ongoing. The Village Board will continue to support the maintenance of the high level of services as currently being experienced under the leadership of Chief John Swick, and shall undertake, upon his retirement, to replace him with a highly motivated and competent experienced Officer who, preferably has strong community ties.
3. The Department. Will endeavor to recruit and retain a diverse Police force, through recruitment and efforts and hiring practices.
4. The Village. Will encourage the Department, and the Department will continue to maintain its direct citizen contact through its open door policy and its on the ground Police activities.

Goal #2: Develop a Five Year Training Plan

Goal Statement #2. During the five year period beginning in 2021, the Middleport Police Department will embark on a comprehensive review and revision of the Department's training plan.

Activities:

1. Ongoing. The Department will closely monitor the mandated and recommended training required of local Police Departments in New York State.
2. Ongoing. The Department will monitor and develop areas of mental health, the use of technology in community policing, and the use of force, ethnic sensibility and other emerging law enforcement areas. The Department will take advantage of training opportunities offered by the Niagara County Law Enforcement Academy, other police agencies, New York Division of Criminal Justice Services, and other agencies, such as Police One Academy, and require ongoing training of Department Personnel. An emphasis for continued training for mid-career and experienced officers.
3. Prior to 2022. A plan for minimum annual training will be developed. See Appendix G: Sample Training Plan

Goal #3: Policies and Procedures

Goal Statement #3. During the five year period beginning in 2021, the Middleport Police Department will embark on a comprehensive review and revision of the Middleport Police Department policy and procedures based on the most recent New York State Law Enforcement Standards.

Activities:

1. Prior to the issuance of the Governor's executive order, the Village Police Chief, in consultation with a respected retired Chief of Police has commenced a comprehensive review, including the existing Police Manual which has been in effect for many years. The Department expects to complete this review with a determination of needed revisions by the end of 2021. The Chief of Police, has prior to the State Directives for Reform Assessment, begun proposed revisions to the departments Police Policies and Procedures.
2. Within the next two years it is the recommendation that the revisions be completed, presented to the Village Board for review and acceptance or revision. The policies will incorporate existing policies requiring respectful treatment of those with whom Officers come into contact with, restraint in use of force, use of weapons, and high speed pursuit. Those area's will be expanded on where necessary and sections will be added relating to race, sex, sexual orientation, nationality as well as persons under the influence of drugs or suffering from mental illness, among others.

Appendix A: Committee Meeting Schedule

<u>Date</u>	<u>Time</u>	<u>Purpose</u>	<u>Description/Summary of Activities</u>
11/17/2020	4:00 p.m.	Committee Meeting	Organizational meeting of committee.
12/1/2020	4:00 p.m.	Committee Meeting	Meeting to approve the work plan timeline and meeting schedule, survey questions request specific data from the town.
12/15/2020	4:00 p.m.	Committee Meeting	Committee reviews preliminary survey results and data provided by the town.
12/21/2020	7:00 p.m.	Board Meeting	Committee member(s) present work plan and process to the Board as an update.
1/5/2021	4:00 p.m.	Committee Meeting	Committee meets and analyzes the survey results and begins to identify three to five overarching themes.
1/19/2021	4:00 p.m.	Committee Meeting	Committee agrees on three to five goals and activities per goal with specific timelines and deliverables.
1/19/2021	7:00 p.m.	Board Meeting	Committee member(s) present preliminary goals and activities to the Board as an update and for comment.
2/2/2021	4:00 p.m.	Committee Meeting	Committee finalizes goals and activities, formats plans and agrees to the first draft.
2/16/2021	4:00 p.m.	Committee Meeting	Committee finalizes plan and Board presentation on the proposed plan.
2/16/2021	7:00 p.m.	Board Meeting	Public hearing regarding the proposed goals and activities of the plan.
3/2/2021	4:00 p.m.	Committee Meeting	Committee takes into account comments from public hearing and adjusts plans as needed.
3/15/2021	7:00 p.m.	Board Meeting	Board formally accepts the recommendation of the committee.
3/16/2021	4:00 p.m.	Committee Meeting	Committee makes final adjustments to the plan.
3/22/2021			Village Mayor Submits final plan to Office of Budget.
3/30/2021	4:00 p.m.	Committee Meeting	Mayor and Chief sponsor reception for the committee.

Appendix B: Committee Members

Gary Bell, Principal, Royalton-Hartland High School

Thomas Conley, Deputy Mayor, Village of Middleport

Renee Eberhard, Village of Middleport Citizen

John Granchelli, Assistant DA, Niagara County

Kelly Halstead, Village of Middleport Citizen

Donald Heschke, Village of Middleport Business Owner

Nathan Lange, Pastor, United Methodist Church

Daniel Seaman, Attorney, Village of Middleport

Dr. Hank Stopinski, Superintendent, Royalton-Hartland CSD

John Swick, Chief, Village of Middleport Police

Lisa VanBuren, Village Clerk, Village of Middleport

Richard Westcott, Mayor, Village of Middleport

Appendix C: Community Survey Summary (Survey Shared Using a Google Form)

Dear Community Member;

As you may be aware during the summer of 2020, Governor Cuomo launched an effort across New York State to examine the practices of each of the over 500 law enforcement agencies across New York. The goal is that each Police Department will develop a plan and submit the plan prior to April 1, 2021. A committee has been meeting in support of the Middleport Police Department's efforts and is seeking input from the community.

The Middleport Reform Committee would like to request that you consider completing a brief survey to assist our planning process.

The following questionnaire is designed to assist the Middleport Police Reform Committee gather information from the community as they develop a plan to assist in the development of the department.

If you wish to print the form please either mail or drop the form off to the Middleport Village Hall at:
24 Main St. Middleport, NY 14105.

Thank you for your time and consideration of this important survey!

Richard Westcott
Village of Middleport Mayor

The following pages contain both the initial survey along with corresponding results data.

Question #1 (Check all that apply)

- Are you currently a resident of Middleport
- Are you currently a resident of the Town of Hartland
- Are you currently a resident of the Town of Royalton
- Do you currently work in Middleport, the Town of Hartland or the Town of Royalton

Question #2 (Chose one of the following)

- I identify myself as a female
- I identify myself as a male

Question #3 (Chose one of the following)

- I am younger than the age of 16
- I am between the ages of 16 and 21
- I am between the ages of 22 and 30
- I am between the ages of 31 and 50
- I am older than 50

Question #4 What do you believe are the greatest strengths of the Middleport Police Department?

Question #5 What do you believe are the greatest areas in need of improvement of the Middleport Police Department?

Question #6 How would the Middleport Police Department be perceived in 2025 as a result of the work of the Middleport Police Reform Committee?

Question #7 On a scale of 1 to 10, 10 being the most important priority to you, how would you rank the following aspects of police reform in Middleport?

Community Policing	1	2	3	4	5	6	7	8	9	10	n/a
Reducing Racial Disparities	1	2	3	4	5	6	7	8	9	10	n/a
Building Trust	1	2	3	4	5	6	7	8	9	10	n/a
Community Engagement	1	2	3	4	5	6	7	8	9	10	n/a
Leadership and Culture	1	2	3	4	5	6	7	8	9	10	n/a
Police Conduct/Use of Force	1	2	3	4	5	6	7	8	9	10	n/a
Accountability of Misconduct	1	2	3	4	5	6	7	8	9	10	n/a
Citizen Oversight	1	2	3	4	5	6	7	8	9	10	n/a
Data, Technology and Transparency	1	2	3	4	5	6	7	8	9	10	n/a
Recruiting a Diverse Workforce	1	2	3	4	5	6	7	8	9	10	n/a
Training for the Police Department	1	2	3	4	5	6	7	8	9	10	n/a
Police Officer Wellness	1	2	3	4	5	6	7	8	9	10	n/a

Question #8 On a scale of 1 to 10, 1 being the best police department I could imagine, how would you rank the Middleport Police Department?

1 2 3 4 5 6 7 8 9 10

Question #9 Is there anything you would like to share regarding the Middleport Police Department that would assist the committee in its work?

Responses are as follow.

Short answer responses to questions numbers 4,5, 6, and 20. There were 97 responses in total and the feedback was mostly positive.

Question #4, In your opinion, what are the greatest strengths of the Middleport Police Department?

A lot of the answers were generally the same. They mentioned the friendliness, personable nature, and approachableness of the police. Community feeling was also a theme that presented itself in the answers, the sense of community and how the Police Department shows concern and familiarity with members of the community. They show general concern and are quick to respond to any situation. Chief Swick was named by several responses as being one of the biggest strengths with his leadership and level headedness.

Question #5, In your opinion, what are the greatest areas in need of improvement of the Middleport Police Department?

The results seem to vary more. While many said not available or none. Some other answers submitted were greater presence within the community including supervision of the playground, more speed enforcement on State St. and more coverage for later shifts including a full time secretary. Updated Technology, focus on more training especially for Mental Health. A couple responses stated a need for a school resource officer and to offer more diversity. Statements that unprofessional language has been heard coming from a couple officers also showed in a couple responses.

Question #6, As a result of the work of the Middleport Police Reform Committee, how would the Middleport Police Department be perceived in 5 years, 2025?

Responses again varied. Many stated that they believed that the Middleport Police Department would be perceived as excellent in 5 years. Some responses were that the Police Department would be better than before with more community oriented policing. Others simply stated that they did not know or could not predict the future. There were a couple answers stating they did not know the goals of the committee so they could not presume to know what the outcome would be.

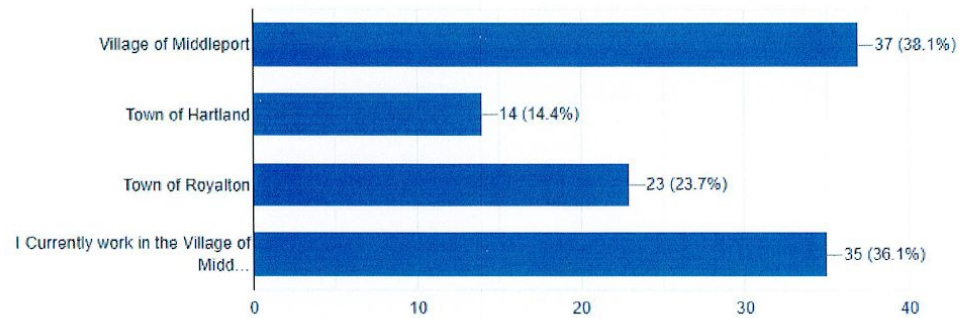
Question #9, Is there anything else you would like to share regarding the Middleport Police Department that would assist the committee in its work?

Many shared their frustration with good officers leaving for higher paid positions. A couple responses reiterated the need for school resource officers. Others expressed gratitude for everything that Chief Swick and his department does in keeping the Middleport community safe. One response was to get to know the community better with a suggestion of highlighting the officers on the village website.

Middleport Police Reform Survey

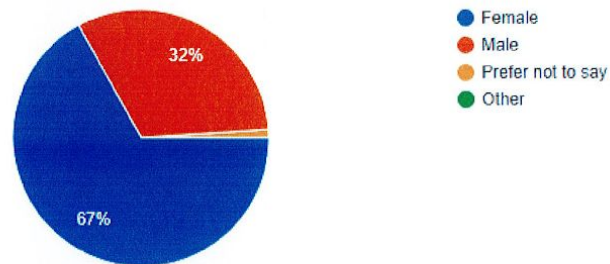
I am a Resident of: (Please check all that apply)

97 responses



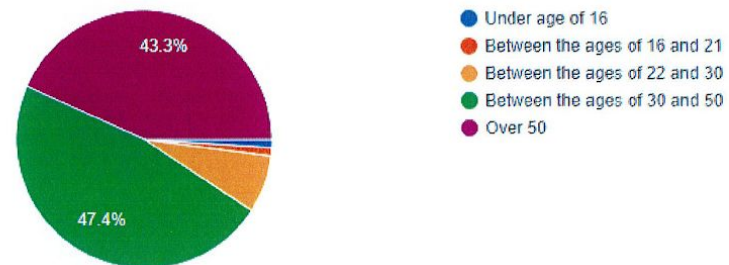
I identify as

97 responses



What is your age?

97 responses



How would you rank the Middleport Police Department? *

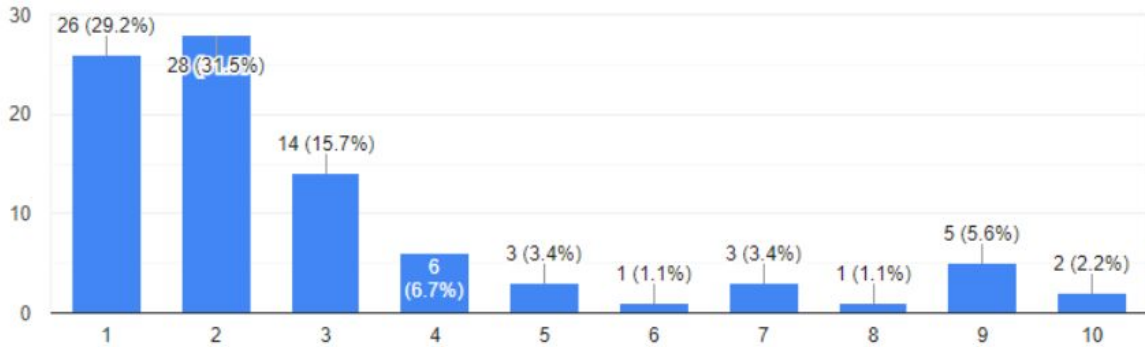
1 2 3 4 5 6 7 8 9 10

Best Police Department I could imagine



Worst Police Department I could imagine

89 responses

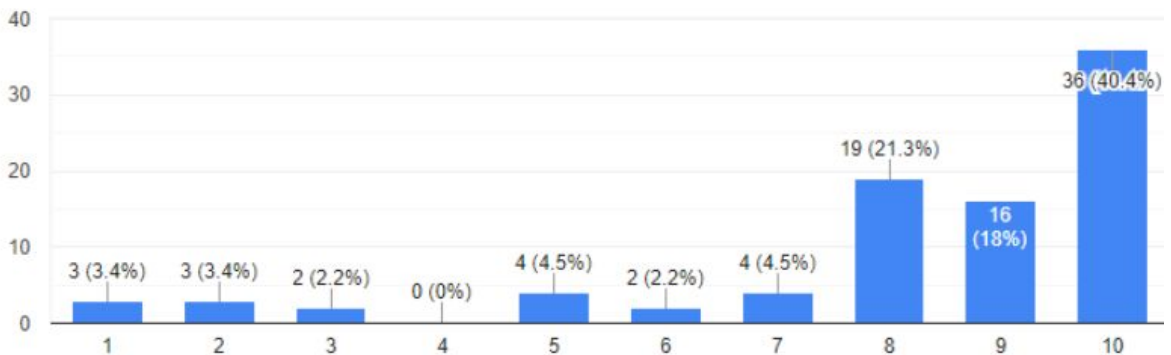


For the following, please rank the aspects of police reform in Middleport as they relate to you in priority.

1 being Not Important to you at all
10 being the Most important

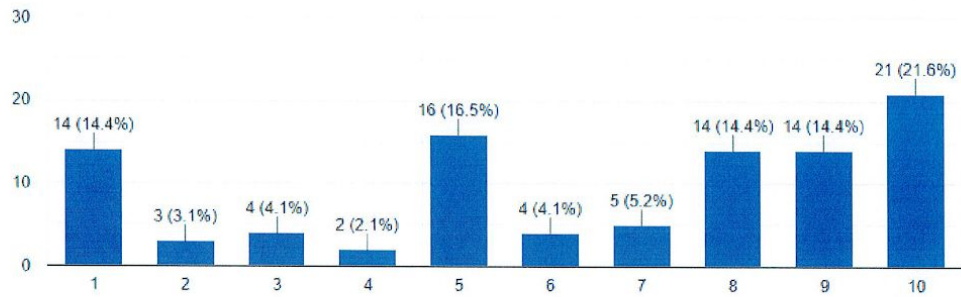
Community Policing: (use of partnerships and problem-solving techniques to proactively address the immediate conditions that give rise to public safety issues)

89 responses



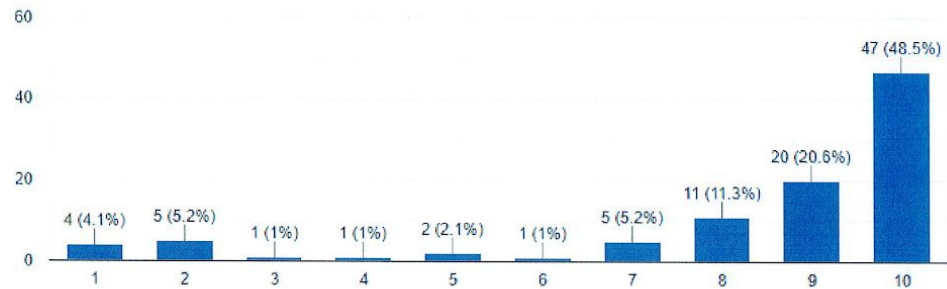
Reducing Racial Disparities: (a difference in treatment or out- come that does not necessarily result from intentional bias or prejudice.)

97 responses



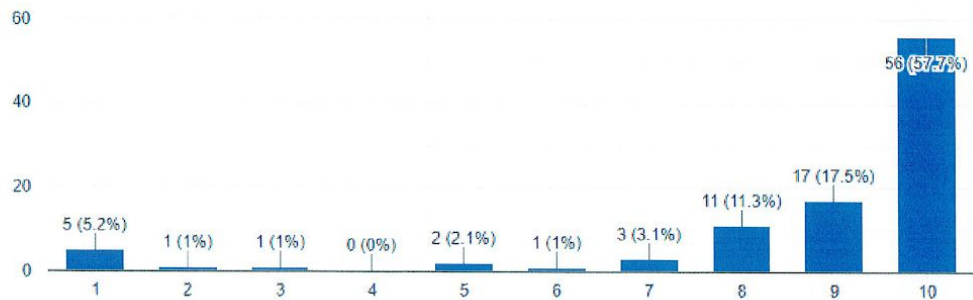
Building Trust

97 responses



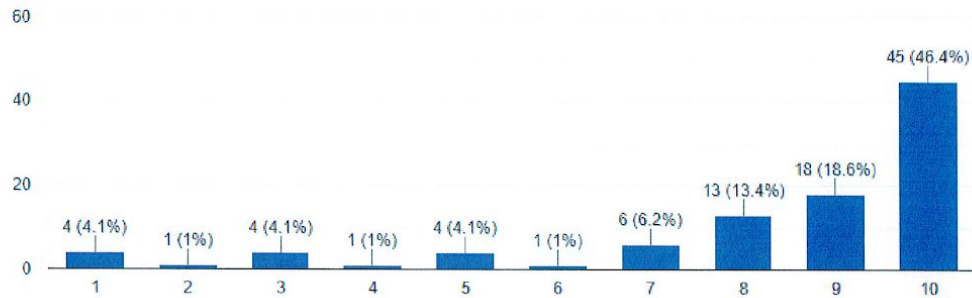
Community Engagement

97 responses



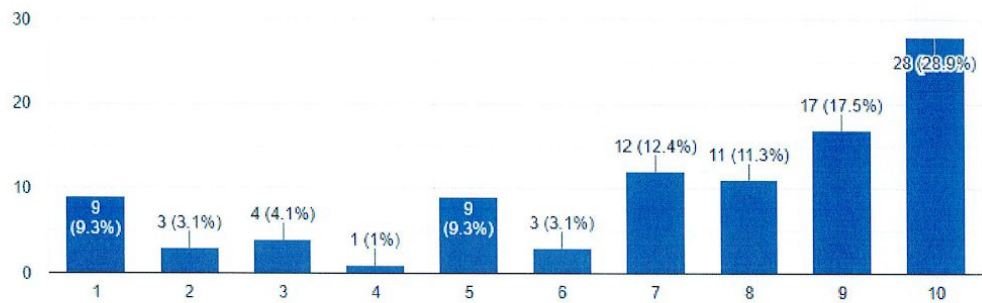
Leadership and Culture

97 responses



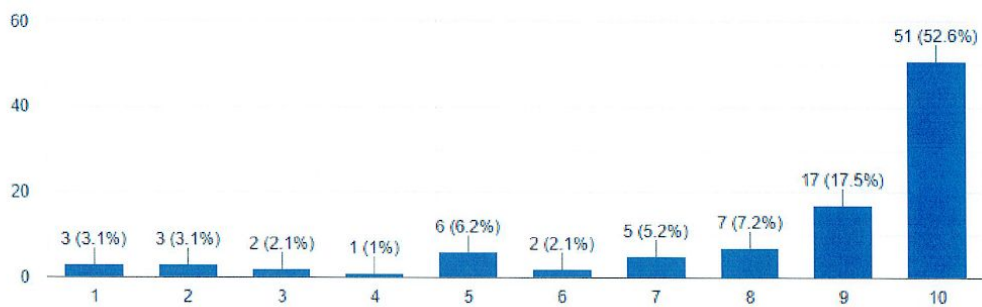
Police Conduct/ Use of Force

97 responses



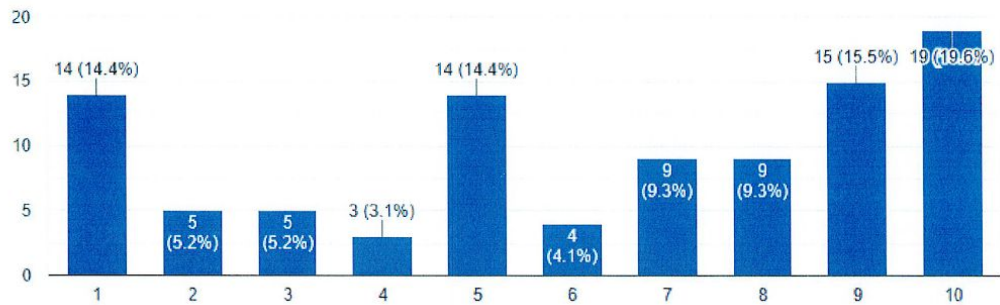
Accountability of Misconduct

97 responses



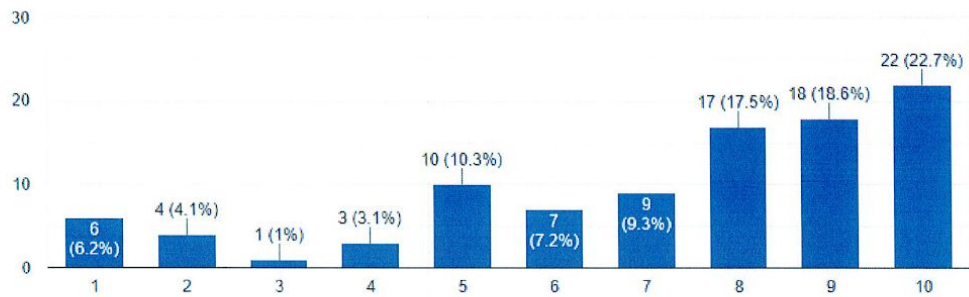
Citizen Oversight (citizen or community participation in reviewing government activities)

97 responses



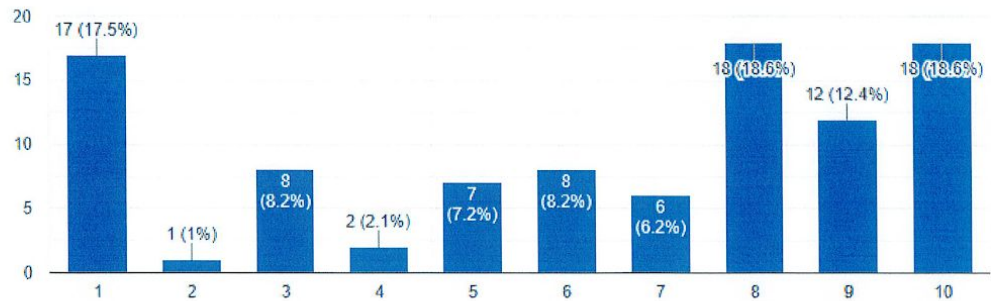
Data, Technology, and Transparency

97 responses



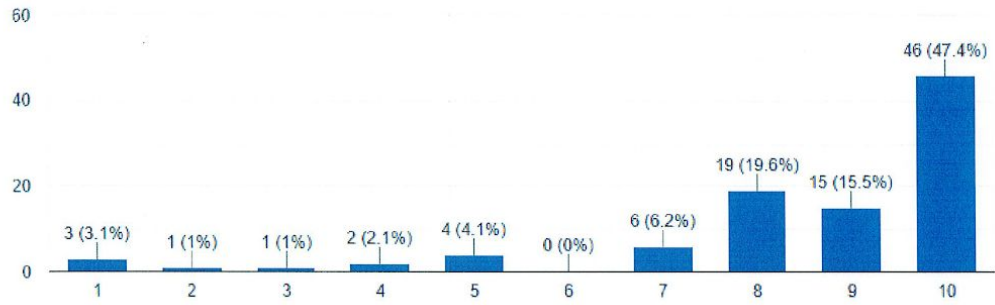
Recruiting a Diverse Workforce

97 responses



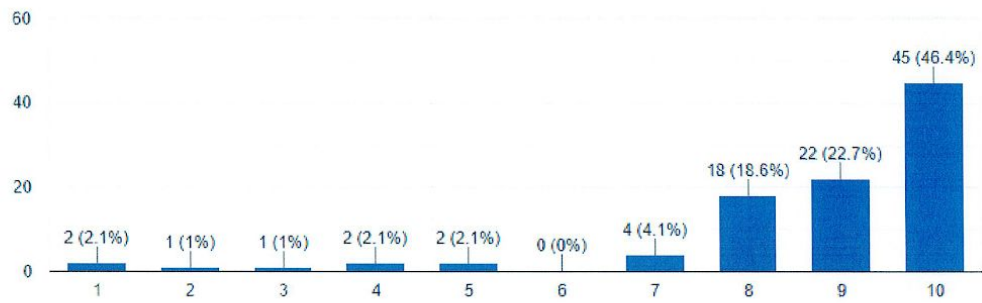
Training for the Police Department

97 responses



Police Officer Wellness

97 responses



Appendix D: New York State Police Reform And Reinvention Collaborative Plan Certification Form

Instructions: The Chief Executive of each local government must complete and submit this certification and a copy of their Plan to the Director of the New York State Division of the Budget on or before April 1, 2021 at EO203Certification@budget.ny.gov.

I, **Richard Westcott**, as the Chief Executive of **Village of Middleport** (the “Local Government”), hereby certify the following pursuant to Executive Order No. 203 issued by Governor Andrew M. Cuomo on June 12, 2020:

The Local Government has performed a comprehensive review of current police force deployments, strategies, policies, procedures, and practices;

The Local Government has developed a plan, attached hereto, to improve such deployments, strategies, policies, procedures, and practices (the “Plan”);

The Local Government has consulted 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) regarding the Plan;

The Local Government has offered the Plan in draft form for public comment to all citizens in the locality and, prior to adoption of the Plan by the local legislative body, has considered the comments submitted; and

The legislative body of the Local Government has ratified or adopted the Plan by local law or resolution.

Richard Westcott

Signature

Richard Westcott, Mayor

March 15, 2021

Appendix E: EXECUTIVE ORDER
New York State Police Reform and Reinvention Collaborative

WHEREAS, the 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, Amadou Diallo, Ousmane Zango, Sean Bell, Ramarley Graham, Patrick Dorismond, Akai Gurley, and Eric Garner, amongst others, and, in other states, include Oscar Grant, 119 Trayvon Martin, Michael Brown, Tamir Rice, Laquan McDonald, Walter Scott, Freddie Gray, Philando Castile, Antwon Rose Jr., Ahmaud Arbery, Breonna 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 120 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 stakeholders 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 121 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 complied 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.

G I V E N 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

Appendix F: Lockport Journal Article

Middleport Police reform planning effort underway (Lockport Journal 1/13/21)

<https://lockportjournal-cnhi-app.newsmemory.com/?publink=059a95587>

SERVICE: Recent survey of residents in Middleport, Royalton and Hartland shows police training is a main concern.

ben.joe@lockportjournal.com

A survey asking residents and workers in the village of Middleport the towns of Royalton and Hartland to rate Middleport Police Department, and share their views on how it could serve their community better, has been tallied by the village's Police Reform Committee.

The survey was distributed through local government offices, as well as online at the Royalton-Hartland school district's website, in early December and completed surveys were due back on Dec. 30. According to Police Chief John Swick, near the due date, 97 surveys had been returned.

New York Governor Andrew M. Cuomo last year mandated that police departments across the state submit individual plans for police reform by April 1, 2021, and linked the creation of the plan directly with state aid for each department.

While Middleport Police Department is not funded by the state, Swick said, small departments like his are still ordered to submit a plan. A local committee was convened in November and created the survey.

According to the results, a few areas were defined most important to citizens including training for officers and police officer wellness. Respondents also indicated they wanted to "keep what they had" with MPD currently, Mayor Dick Westcott said.

"Training was a big issue," he said, along with "Maintain what we have, enhance the training and technology, be as diverse as we have been in the past and moving forward, and also protect the mental health issues and the wellness of the members of the police department."

According to Westcott, 5% of the respondents were critical of the amount of diversity in MPD. He says that while hiring racially diverse officers is easy, keeping young officers at a part-time job has been a challenge.

"One of the frustrations is that we can't keep some of the younger officers that we hired. We had seven patrol officers and we had Hispanic and Black people on the force, but they were part-time, and when a position comes up for a full-time and they scored high on the exams, they're going," he said.

While the turnover rate is high, the officers that do stay will be trained, Swick said. Before the survey was even distributed, plans for focusing on different parts of an officer's job were being made, including use of force training, deescalation, anti-bias training and correct behavior for mental health calls, he added.

"Due to the circumstances these days, the officers should be more trained in (mental health), understand it," Westcott said. "When you respond to an incident, if it's called 'domestic,' that sets off a chain of incidents and demands. ... (but) it may be a domestic call for mental illness. ... Put that first, start thinking of those scenarios first, and the policing may take a second seat and that'll work itself out."

The village board approved \$500 funding to allow Swick to purchase several training tutorials tackling those issues. Swick said each video is about two hours and officers would watch one each month as part of their duties.

The tutorials were made by PoliceOne Academy, an online law enforcement training center.

The other crucial resident concern turned up in the survey responses is the mental health of Middleport police officers, which Swick called "two problems." The first one is the shock at seeing what first responders may witness.

"My officer was the first to the site of the fatalities on Griswold," Swick said, referring to the late November motor vehicle collision in Royalton in which a mother and toddler lost their lives.

"I made sure that he had a debriefing eight hours later," he added.

The second problem occurs "where officers see it all the time ... where they become desensitized to it," Swick said.

The survey responses were tallied and shown to the Police Reform Committee. Now the results are being analyzed and a plan prepared for presentation to the village board on Jan. 19, at which Westcott said a "round table open discussion" will be held. A public hearing on the reform plan will be held in February and a final draft of the plan is to be submitted to the state in March.

"The surveys point that we're going in the right direction," Westcott said. "They're pretty positive with where we're at right now. So, we streamlined some goals and now we're going to work on three goals that we think we can make. ... I'm confident we'll get something that the governor will approve of."

Appendix G: Sample Training Plan





Training Month	Course Name	Course Type
Month 1 Training	Anti Bias Training	One-Hour Full-Length Course
	Implicit Bias Training	One-Hour Full-Length Course
Month 2 Training	Community Policing	One-Hour Full-Length Course
	Active Shooter	One-Hour Training Block Course
Month 3 Training	Ethics in Law Enforcement	One-Hour Training Block Course
	Traffic Stops and Safety 1	One-Hour Training Block Course
Month 4 Training	Interaction with Mentally Ill Person	One-Hour Training Block Course
	Traffic Stops and Safety 2	One-Hour Training Block Course
Month 5 Training	De Escalation and Minimizing Use of Force	Two-Hour Full-Length Course
Month 6 Training	Community Policing	Two-Hour Full-Length Course
Month 7 Training	Recognizing and Responding to Domestic Violence	Two-Hour Full-Length Course
Month 8 Training	Suicide By Cop	One-Hour Training Block Course
	Interacting with the Mentally Ill as a First Responder	One-Hour Training Block Course
Month 9 Training	Arrest, Search and Seizure 4th Amendment	Two-Hour Full-Length Course
Month 10 Training	Officer Wellness and Mental Health	Two-Hour Full-Length Course
Month 11 Training	Diversity In The Work Place	One-Hour Full-Length Course
	Airborne and Blood Borne Pathogens	One-Hour Full-Length Course
Month 12 Training	Law Enforcement Response to Active Shooter	Two-Hour Full-Length Course

1/28/21 US+J
IN BRIEF

MPD reform panel meeting

The Middleport Police Reform Committee will meet from 4 to 5 p.m. Tuesday, February 2, at the Scout House. The meeting is open to the public and questions and comments can be posed to the committee. Seating is limited in order to maintain proper social distancing and face covering is required. For more information, call village Clerk-Treasurer Lisa VanBuren at (716) 735-3303.

2/10/21 OS+J
IN BI

MPD reform hearing scheduled

MIDDLEPORT — The Middleport Village Board will hold a public hearing on the local police reform committee's report during its 7 p.m. Feb. 16 business meeting at the village hall, 24 Main St. Copies of the report are available at the village clerk's office. The report also is posted at www.villageofmiddleport.org under the Quick Links section (boards and committees link). All who attend the public hearing must wear face covering. For more information, call the clerk's office at 735-3303.

Appendix I:

February 16, 2021 Minutes Public Hearing Police Reform

A regularly scheduled meeting of the Board of Trustees was held on Tuesday, February 16, 2021, in the Village Hall. Mayor Westcott opened the meeting at 7:00 p.m. Also present were Deputy Mayor Conley, Trustee Blumrick, Trustee McAvoy, Trustee Barr, Coordinator Bobbitt, Police Chief Swick, Clerk-Treasurer VanBuren, Fire Chief Czaja, and Dan Seaman, attorney.

Trustee Blumrick led the Pledge of Allegiance.

There were a few residents in attendance, as well.

The fire report was submitted and accepted for the month of January 2021.

Mayor Westcott opened the Public Hearing at 7:01 p.m. and stated that the Board would take any questions or comments regarding the Middleport Police Reform Committee report from the audience.

Paul Nayman, 78 N Hartland St, asked why his calls to the Middleport Police Department go to Niagara County dispatch. He also questioned that on one occasion dispatch sent a NYS Trooper which took well over an hour to respond and the second incident they dispatched a Niagara County Sheriff which took almost an hour and a half to arrive. As a Village taxpayer he would like to see more of a police presence within the Village limits from the Middleport Police Department.

Edward Murphy, 1 Pebble Court, would like the Board to review the Town Police contracts to make sure that the service the Middleport Police Department is providing is being adequately compensated. He would like to see more training for Domestic Violence for the police officers as well and noted that it should be added to the report. Mr. Murphy questioned the salaries of the officers as being too low for the positions that they hold within the community. He would like to see the Civil Service qualifications for Chief of Police broadened so that the Village gets the best possible candidates when that position is available. Lastly, he requested that the Monthly Village and Town Police Report be posted on the website for everyone to see.

As no one else asked to speak, Mayor Westcott advised that the Board will move on with the meeting but keep the Public Hearing open in case anyone else joins the meeting who may want to speak.

A motion was made by Trustee McAvoy, and seconded by Trustee Barr, to approve the minutes of the, January 19, 2021, meeting. Carried, with all present voting aye.

A motion was made by Trustee Blumrick, and seconded by Deputy Mayor Conley, to approve payment of claims submitted on Abstract No. 9-20/21 in the amount of General: \$56,070.08; Water: \$14,559.68; and Sewer: \$13,127.60; Capital Improvement: \$1,998.40; for a Total of: \$85,755.76. This figure also includes Payrolls No. 17 and 18 for weeks ending January 16, 2021, and January 30, 2021. Carried, with all present voting aye.

A motion was made by Trustee Blumrick, and seconded by Deputy Mayor Conley, to authorize the following budget transfer:

TO AMOUNT	FROM	
F8310.4	F8340.4	\$ 524.41
TOTAL		
\$524.41		
Carried, with all present voting aye		

The Treasurer’s report and the General Fund Cash Flow Forecast was submitted and accepted for January 2021.

The Public Works report was submitted and accepted for January 2021.

The Village and Town Police reports were submitted and accepted for January 2021, with Chief Swick reading the highlights.

The February 1, 2021, water and sewer billing were as follows: Water: \$ 65,345.69; Sewer: \$64,821.73; for a total of \$130,167.42.

Correspondence

Clerk-Treasurer VanBuren read an email from Mike Weber regarding the Niagara County by The Numbers Mural Project. The Board has decided not to participate in this project.

Deputy Mayor Conley commented on the NYS Canal Corporation email regarding the Earthen Embankment Integrity Program. He asked if the Village could contact them about the deteriorating canal walls within the Village. We will draft a letter and send it out.

At this time, 7:40 p.m., Mayor Westcott closed the Public Hearing.

Old Business

The following resolution was offered by Deputy Mayor Conley, and seconded by Trustee McAvoy:

WHEREAS, the Village of Middleport was required to develop a plan for operations in the event of a declared public health emergency involving a communicable disease, and

WHEREAS, Governor Cuomo signed the “Pandemic Operations Plan” legislation into law (Chapter 168 of the Laws of 2020) on Monday, September 7, 2020, which requires all public employers to develop a plan and have it completed by April 1, 2021, now therefore be it

RESOLVED, that the Village Board approves of the Village of Middleport Emergency Operations Plan as presented to them.

On a roll call vote, the following were cast: Deputy Mayor Conley – aye; Trustee Barr – aye; Trustee McAvoy – aye; Trustee Blumrick – aye; Mayor Westcott – aye. Nays: none. Abstentions: none. Absent: none. The resolution was unanimously adopted.

Clerk-Treasurer VanBuren asked the attorney if she could send out a letter on behalf of Computel Consultants to Attorney Jeffrey Rosenbloom, representing NYSEG and RG&E. The letter is in regards to the Gross Utilities Tax Receipts payment audit that Computel Consultants is conducting on behalf of municipalities.

There was discussion about what price the Board will set for an additional refuse cart and the yearly disposal service fee associated with that extra cart. The Board decided to wait until the March meeting to set those fees.

New Business

Clerk-Treasurer VanBuren gave the Board a proposal from General Code to convert the Village's Code into an electronic format so that it can be accessed in their eCode360 platform. This will enable the community to view and search the entire Code in one place.

Clerk-Treasurer VanBuren also gave the Board a proposal from C&H PC to host and design a new Village website. The Board will review other websites they have designed and make their decision at the next meeting.

Clerk-Treasurer VanBuren asked the Board to consider offering the residents Modern's porter/hardship service. The Board discussed this with Attorney Seaman. Clerk-Treasurer VanBuren will follow up with the residents to make sure they understand the program.

Coordinator Bobbitt discussed the need for a Shared Service Agreement with the Royalton Hartland Central School District. Attorney Seaman will draw one up.

Trustee Blumrick updated the Board on his review of our Village Codes compared to other municipalities. He used General Code's eCode360 Library for his research. He would like to see the Village Codes updated to include Yard/Garage Sales and to review the Village Code regarding Unregistered Vehicles and Fences.

A motion was made by Trustee McAvoy, and seconded by Trustee Blumrick, to enter into Executive Session for the purpose of consultation with the Village's Attorney. Carried, with all present voting aye.

Executive Session opened at 7:58 p.m.

A motion was made at by Deputy Mayor Conley, and seconded by Trustee McAvoy, to return to General Session. Carried, with all present voting aye.

General Session reconvened at 8:40 p.m.

A Resolution was offered by Deputy Mayor Conley, and seconded by Trustee McAvoy, to incur the loss of uncollectable sewer charges from Water/Sewer Acct No. 437. Carried, with all present voting aye.

The next regularly scheduled meeting of the Board of Trustees will be held on Monday, March 15, 2021, at 7 pm.

There being no other business, a motion was made by Deputy Mayor Conley, and seconded by Trustee Barr, to adjourn. Carried, with all present voting aye.

Meeting adjourned at 8:47 p.m.

Respectfully Submitted,

Lisa M. VanBuren
Clerk-Treasurer

Á
 ÁÁÁÁÁYJGTGCU. "Ö~ {æã^~ãÁO | ~↑~Á↔bb | æäÁÓ [æ´ | \↔ {æÁŠãäæãÁS~ÈÁG€ĜÁ~^Á
 Ö | ^æÁFGÊÁG€G€ÊÁãæ@ | ↔ã↔^&Áæá´ áÁ→~´ á→Á&~ {æã^↑æ^Á} ↔\áÁáÁ*~→~´ æÁ
 äæ*áã\↑æ^Á\~Á´ ~^ {æ^æÁ\áæ↔ãÁ*~→~´ æÁ´ á↔æàÁá^äÁb\á←æá~→äæãbÁ↔^Á\áæÁ
 ´~↑↑ | ^↔\]Á\~Áãæ {↔æ} Áá^äÁäæ {æ~*ÁáÁ*→á^Á\~Á↔↑*ã~ {æÁ´ | äãæ^Á*~→~´ æÁ
 äæ*~→]↑æ^Á\ bÊÁb\ãá\æ&↔æbÊÁ*~→~´ ↔æbÊÁ*ã~´ æä | äæbÊÁ*ãá´ \↔´ æbÊÁá^äÁ
 ÁÁÁÁÁYJGTGCU. "ÚáæÁŞ→á^Á↑ | b\ÁâæÁáä~*\æäÁâ]Á\áæÁ↑ | ^↔´↔*á~→\↔æbÁ
 &~ {æã^↔^&Áâ~áääÁâ]ÁN*ã↔↔ÁFÊÁG€GFÊÁá^äÁ
 ÁÁÁÁÁYJGTGCU. "ÚáæÁ↔^ \æ^Á\~àÁ\á↔bÁ´ ~→→áâ~ãá\↔ {æÁ*ã~´ æbbÁ↔bÁ\~Á
 áääãæbbÁ\áæÁ*áã\↔´ | →áãÁ^ææbÁ~àÁ\áæÁ´ ~↑↑ | ^↔\↔æbÁá^äÁ*ã~↑~\æÁ
 ´~↑↑ | ^↔\]Áæ^&á&æ↑æ^Á\~Áâ~b\æãÁ\ã | b\ÊÁáä↔ã^æbbÊÁá^äÁ→æ&\↔↑á´]ÊÁ
 á^äÁ\~ÁääãæbbÁá^]Ááá´ ↔á→Áâ↔ábÁá^äÁä↔b*ã~*~ã\↔~^á\æÁ*~→~´ ↔^&Á~àÁ
 ´~↑↑ | ^↔\↔æbÁ~àÁ´ ~→~ãÊÁ^~ } Á\áæãæà~ãæÁâæÁ↔\ Á Á
 ÁÁÁÁÁTGUQNXGF. " \áá\Á\áæÁÜ↔↔→á&æÁÑ~áääÁá*~ã~ {æbÁ~àÁ\áæÁÜ↔↔→á&æÁ~àÁ
 R↔ää→æ*~ã\ÁŞ~→↔´ æÁPæà~ã↑ÁPæ*~ã\ÁábÁ*ãæbæ^ \æäÁ\~Á\áæ↑Á~^Áâæáá→àÁ
 ~àÁ\áæÁR↔ää→æ*~ã\ÁŞ~→↔´ æÁPæà~ã↑ÁO~↑↑\ \ææÈÁ
 ÚáæÁáä~*\↔~^Á~àÁ\áæÁà~ãæ&↔^&Áãæb~→ | \↔~^Á } ábÁbæ´ ~^äæäÁâ]ÁÚã | b\ææÁ
 Ñ→ | ↑ã↔´ ←Áá^äÁä | →]Á* | \Á\~Á {~\æÁ~^Áã~→Á´ á→ÊÁ } á↔´ áÁãæb | →\æäÁábÁ
 à~→~ } bÍÁ

NWÓUIÁ

P↔´ ááääÁÖÈÁÜæb\´~\Á
 Ûá] ^æÁÑÈÁÑ→ | ↑ã↔´ ←Á
 Çæ^↔bÁÖÈÁR´N {~]
 Ç~ã~\á] ÁÖÈÁÑáääÁ
 Úá~↑ábÁOÈÁO~^→æ]

Á

Á

Á

SŠÓUI

SŠSÓÁ

Á

Á

ÚáæÁãæb~→ | \↔~^Á } ábÁäæ´ →áääÁáä~*\æäÈ