

Village of Fredonia Police Department



POLICE REFORM AND
REINVENTION COLLABORATIVE

Police Chief Phillip Maslak Jr.
Mayor Douglas Esseck

Executive Order No. 203
New York State Police Reform and Reinvention Collaborative Plan
January 2021

I. INTRODUCTION:

In June 12, 2020, Governor Andrew Cuomo signed Executive Order Number 203, instructing all police agencies as defined by New York State Law, to conduct reviews aimed at reform and reinvention. These reviews are to be in collaboration with stakeholders drawn from the community in which each agency provides primary police services, and develop locally approved plans for strategies, policies and procedures of local police agencies. In accordance with this order, The Fredonia Police Department in conjunction with the Chautauqua County Sheriff's Office, Dunkirk Police Department, Westfield Police Department, Jamestown Police Department, Lakewood-Busti Police Department and the Ellicott Police Department, entered a collaborative effort to move through a county-wide process to enact police reform plans specific to the municipalities they serve.



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Fredonia Police Department

Mission Statement

The Members of the Fredonia Police Department, in partnership with our community, are dedicated to improving the quality of life by protecting lives and property, enforcing the laws of the state of New York and the United States Constitution, securing offenders, and responding to the needs of the people. **This is our commitment to you and ourselves.**

We hold ourselves accountable to the following principles:

Integrity - We will maintain the highest degree of the moral and ethical standards by conducting ourselves in a manner beyond reproach in both our department and personal lives.

Fairness – We will be consistent in our treatment of each other and in our service to the community by exercising good judgement, objectivity, and impartiality in our actions.



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Fredonia Police Department Mission Statement

Compassion - We will have the courage to be patient, understanding, and sensitive to the needs of the community and each other, treating all with respect and dignity.

Professionalism - We will take pride in providing the highest level of service by being cooperative, well-trained, disciplined and dedicated to continuous improvement.



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Municipality Demographics :

The Village of Fredonia consists of approximately 5.19 square miles. The 2019 Census data indicates a population of 10,303 people. The Village is 85.5% white, 4.7% black, 8.1% Hispanic, 1.4% Asian, 0.8% American Indian and Alaska Native, 0.2% Native Hawaiian and other Pacific Islander.

* Influx of 4,000-4,800 students while SUNY Fredonia is in session

Agency Demographics :

The Fredonia Police Department consists of 23 employees. The Rank and Structure is as follows; Chief of Police, Investigative/Sergeant, 3-Patrol Sergeants, 10 Full-time Police Officers/All White Males, 4 Civilian Dispatchers-2 Males/2 Females and 4 Part-time Police Officers, 3 Males/1 Female



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Department Divisions & Specialized Details and Resources

Patrol Division/Criminal Investigations/Communications

- 2 FIT Members (Forensic Identification Team)
- 1 D.R.E. (Drug Recognition Expert)
- Accident Investigation/reconstruction
- Ejustice Data Entry (Via Communications/Dispatch)
- Public speaking as detailed/requested
- CAP (Child Advocacy Program)
- Stop DWI – numerous Officer
- OD Mapping (Drug Overdose)
- Prescription Medication Drop Boxes



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Department Operations

- Serve & Protect Lives and Property
- Maintain the Peace
- Assist with Quality of Life Issues
- Respond to all Calls for Service
- Investigate Crimes
- Arrest when Mandatory and/or Appropriate
- Assist with medical related calls for service
- Provide Court Security
- Assist other Law Enforcement Agencies/Mutual Aid



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Stakeholders Group

Phillip Maslak Jr. – Fredonia Police Chief

Douglas Essek – Fredonia Mayor

David Price – Inv/Sgt. Fredonia Police

Mark Stuczynski – Fredonia Resident & Owner Fredonia Food Mart

Gina Kron – Fredonia Resident & Owner Tim Hortons

Brad Balentine – Fredonia Resident & Walmart Store Manager

Jennifer Vahl – M&T Bank Manager

Mike Plaza – Owner Nyce & Clean Detailing

Darrin Paschke – Fredonia Central School District Principal

All Community members regardless of their participation in the initial process



Integrity

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Fairness

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Compassion

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Professionalism

Stakeholder – Community Survey

On December 28, 2020 Chief Maslak made the Survey available to the public via Facebook. Prior to that date the Stakeholders were able to complete that same survey. The survey remained open until January 15, 2021 at which time Sheriff Quattrone of the Chautauqua County Sheriff's Office compiled that data provided.

The results will be listed in the following pages and the report will be made available should anyone wish to view. 116 people started the survey, only one chose not to finish.

Community members accounted for the larger portion of those participating in the survey at 91.23 %
Emergency Services (fire/rescue) accounted for 6.14%
Law Enforcement accounted for 1.75%



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On January 14, 2021 Chief Maslak, Chief Ortolano and Sheriff Quattrone participated in a radio broadcast via WDOE located in Dunkirk N.Y., further detailing the process regarding Police Reform and seeking public input.

On January 21, 2021 Chief Maslak and Sheriff Quattrone hosted a Zoom meeting speaking about Police Reform and the results of the survey. The meeting was also broadcast via social media using the Facebook platform which enabled those watching the ability to ask questions during the meeting.

Police Reform Survey

Available December 28, 2020 – January 15, 2021

Please see Attached Survey for results and responses pertaining to policing in the Village of Fredonia



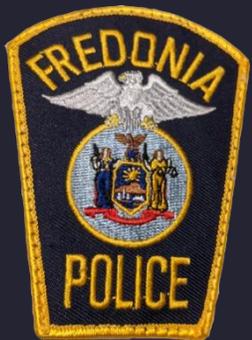
Survey was posted Via Email and Facebook available to all interested in participating

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COMMUNITY SURVEY RESPONSES

TOP 5 SERVICES PROVIDED VIA SURVEY

1. RESPOND TO 911 CALLS	92.17%	106 RESPONSES
2. INVESTIGATIONS	84.35%	97 RESPONSES
3. COMMUNITY POLICING	69.57%	80 RESPONSES
4. ROUTINE PATROLS	68.70%	79 RESPONSES
5. SPECIAL PATROL (DWI, SPEED ENFORCEMENT)	56.52%	65 RESPONSES



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Sir Robert Peel's – Nine Principles of Policing

1. The basic mission for which police exist is to prevent crime and disorder.
2. The ability of the police to perform their duties is dependent upon public approval of police actions.
3. Police must secure the willing cooperation of the public in voluntary observance of the law to be able to secure and maintain the respect of the public.
4. The degree of cooperation of the public that can be secured diminishes proportionately to the necessity of the use of physical force.
5. Police seek and preserve public favor not by catering to public opinion but by constantly demonstrating absolute impartial service to the law.



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Sir Robert Peel's – Nine Principles of Policing (Cont.)

6. Police use physical force to the extent necessary to secure observance of the law or to restore order only when the exercise of persuasion, advice and warning is found to be insufficient.

7. Police, at all times, must maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police; the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of the community welfare and existence.

8. Police should always direct their action strictly toward their functions and never appear to usurp the powers of the judiciary.

9. The test of police efficiency is **the absence of crime and disorder, not the visible evidence of police action in dealing with it.**



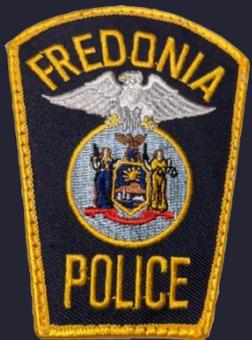
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3 CORE IDEAS

The goal is preventing crime, not catching criminals. If the police stop crime before it happens, we don't have to punish citizens or suppress their rights. An effective police department doesn't have high arrest stats; its community has low crime rate.

The key to preventing crime is earning public support. Every community member must share the responsibility of preventing crime, as if they were all volunteer members of the force. They will only accept this responsibility if the community **supports and trusts the police.**

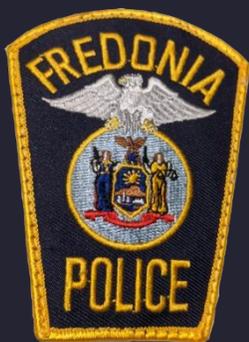
The police earn public support by respecting community principles. Winning public approval requires hard work to build reputation: enforcing the laws impartially, hiring officers who represent and understand the community, and using force only as a last resort.



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DETERMINING THE ROLE OF POLICE/INTERACTIONS

1. 911
2. Alarms
3. ABC violations
4. Accidents
5. Animal Complaints
6. Area Checks
7. Assist citizens
8. Bad Checks
9. Business Checks
10. Court
11. Child protection services
12. Criminal Mischief
13. Custody Disputes
14. Death Inv.
15. Despondent (MH)
16. Disorderly subjects
17. DNA collection
18. Domestic Disputes
19. DWI Inv.
20. Escorts Funeral/Etc.
21. Fights
22. Fingerprints
23. FOIL
24. Found Property
25. Fraud Inv.
26. Gunshot Complaints
27. Handicap Tags
28. Harassments
29. House checks
30. Illegal Dumping
31. Larceny
32. Lost Children
33. Lost Plates
34. Missing Persons
35. Narcotics Inv.
36. Neighbor Disputes
37. Noise complaints
38. Open Burn
39. Open Doors
40. Overdoses
41. Parking/Meters
42. Peace Officer
43. Prisoner Transports
44. Property Checks
45. Rape
46. Serve Subpoenas
47. Sex Offender Registration
48. Suicide Inv.
49. Suspicious Situations
50. Structure Fires
51. Traffic Control
52. Unwanted Persons
53. Vehicle Lock-outs
54. Vehicle & Traffic
55. Warrants
56. Well-being Checks
57. Youths Annoying



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2020 ANNUAL REPORT/STATISTICS

INCIDENTS REPORTED	9708
ACCIDENTS – Prop/Personal Inj.	201
Arrests	330
Domestic Incidents	224
FCS Calls for service	7
Parking tickets	656
Vehicle & Traffic tickets/stops	224/562
Prisoners Held	137
Male	93
Female	44



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USE OF FORCE

Our policy on the use of force is in accordance with the Model Policy developed by the NYS Department of Criminal Justice Services – Municipal Police Training Council. Our policy follows New York State and United States constitutional and statutory standards and is based on the basic premise of objective reasonableness. The policy does include a **duty to intervene, prohibited uses of force, reporting requirements, procedures for investigating use of force incidents and training requirements**. The training requirements include conflict prevention and **de-escalation techniques**.

- Amended Policy to include Chokeholds Completed
- Duty to Intervene Completed



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USE OF FORCE TRACKING

- Where practicable, a Supervisor respond to the scene to begin the preliminary force investigation
- Appropriate documentation notes/photographs to document any injuries or lack thereof to officers or suspects
- Completion of a use of force report by all officers engaging in a reportable use of force
- Review supervisors report, Ascertain if there is a need for discipline, additional training or policy changes



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COMMUNITY BASED OUTREACH & CONFLICT RESOLUTION

Community policing works well in a Village our size. We are able to foster community-based outreach and non-arrest conflict resolution as our officers regularly spend time in the community they serve. Officers are regularly seen at our Farmers Market, Parks, local Festivals, stores, restaurants, schools and sporting events where they're able to engage in dialogue.

Community Policing Participation

1. House Watch Program – vacation or hospital stays
2. Ride-Alongs
3. National Night Out (Covid Delayed)
4. Officer reader day (implementing stage)
5. Business checks/registry
6. Mock DWI with CCSD
7. Speaking engagements as requested
8. Participation in Job Fairs – to assist in enhancing the recruiting process with the County Sheriff



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COMMUNITY BASED OUTREACH & CONFLICT RESOLUTION (CONT.)

- STAKEHOLDERS/COMMUNITY
- FREDONIA FIRE DEPARTMENT
- FREDONIA STREET DEPARTMENT
- BOARD MEETING/SPECIAL MEETING
- WDOE MONTHLY ENGAGEMENTS/VIEWPOINT



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IMPLICIT BIAS

Add Annual In-Service Training

Completed and Trained



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ADDRESSING MISCONDUCT

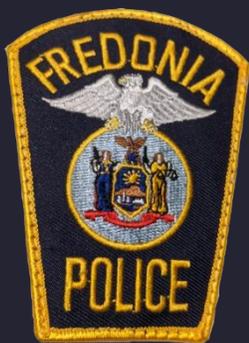
- Officers are held to higher standards both on and off duty
- Less than two complaints per year (Misunderstanding or discourtesy)
- Clear complaint reporting procedure (Shift supervisor/Chain of Command)



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TRANSPARENCY

- Officers names are clearly displayed on their uniform and will provide name & badge number when requested
- Freedom of Information Law (FOIL)
- Arrest Information submitted to Local Newspaper via email
- Body Cameras – in operation/worn since 2016



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ASSISTED DIVERSION PROGRAMS

- Adult Protection
- Mental Health
- Mobile Crisis unit
- Department of Social Services
- Probation
- Substance abuse / OD Mapping
- Medical Evaluations
- (CPS) Child Protective Services

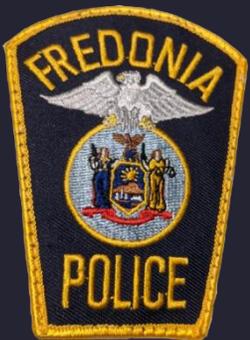


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HOT SPOT POLICING

Hot spot policing and Problem Oriented policing are similar in nature and involve identifying specific crime problems and locations and targeting resources toward solving those problems.

By participating in STOP DWI patrols, targeted traffic operations based on **Citizen** complaints we use Radar and our department Speed trailer to assist in an effective outcome.



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CRIME PREVENTION THROUGH ENVIRONMENTAL DESIGN

Attention to environmental design can help to increase the probability that an offender will be caught. Studies show that increased probability of capture tends to deter the commission of crime. A prime example of crime prevention through environmental design would be better lighting in crime prone areas. Our Department assists in maintaining well lit streets throughout the Village by maintaining contact with National Grid and our street department should we need assistance with additional lighting or replacing lighting already in place.

Law enforcement can play a significant role in identifying possible improvements in the built environment which could help deter criminal activity in an area. The Fredonia Police Department works with schools, to conduct safety evaluations and offers suggestions to make locations safer.



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OFFICER WELLNESS

According to the New York State Police Reform and Reinvention Collaborative guidebook, “Studies show that people working in Law Enforcement are at an elevated risk of physical and mental health issues when compared to the general public.”

Programs available:

- Employee Assistance Programs (EAP)
- Debriefing/crisis counseling after tragic incidents
- Consider any other programs that promote officer wellness and well-being while taking into consideration, physical and emotional stress.



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Model Policies Promulgated by the Municipal Police Training Council

The NYS Law Enforcement Agency Accreditation Standards

Current Policies are already in alignment with accreditation policies and as time permits, we'll evaluate and consider the accreditation process.



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