

## TOWN OF PINE PLAINS POLICE REFORM AND MODERNIZATION 2021

### MISSION STATEMENT

In order to prepare for changes in leadership, the Town of Pine Plains has created this Mission Statement with which to affect our Policies and Procedures. This Mission should guide the Department going forward as encouragement but also to influence the culture now and in the future.

- 1) Officers will be chosen based on their maturity and ability to work with people well in a small close-knit community. A preference will be given to people who live in Pine Plains, grew up here and/or went to school here. Those who ultimately do not honor our Mission will be asked to leave.
- 2) Officers should consider themselves Guardians, not Warriors. To that effect, we ask them to treat townspeople as neighbors, not adversaries. The creation of bitterness towards the Police is of utmost concern and can be prevented by keeping this in mind. Officers must take infractions seriously, but with empathy, and allow the Law and Courts to do their work.
- 3) Policing in Pine Plains is community-based. A willingness to handle community events is a part of the culture of policing here. School events, parades, the triathlon, and funerals are typical kinds of events that police in which should play an active role.
- 4) Mentorship is operative here. The Officer-In-Charge is charged not only with running the Department but also with being available 24/7 to help officers with problems and to teach them how best to serve the public here.
- 5) Communication between all agencies is paramount in serving the Town. Officers are encouraged to communicate whenever doubtful with the OIC, and he in turn must be available to do so. Additionally, communication between all agencies, for instance, the State Troopers, the County Sheriff's Department, and Conservation Police.
- 6) Flexibility in assigning hours creates a sense of camaraderie and openness in the Department. Officers have families and jobs beyond their work for the Town, and accommodating their needs creates morale via fairness and autonomy.
- 7) Whenever possible, and with support, de-escalation of incidents is the goal. Use of force is never the goal.
- 8) Above all else, our mission is to protect the people of Pine Plains. With our history of losing teenagers particularly to accidents on our roads, vigilance over our speed limits and the condition of drivers is of utmost priority.

## KEY POINTS

- 1) Monthly training in a variety of skills including such topics as bias training and procedural justice, and quarterly training in use of weapons.
- 2) Clear and constant training in the services available to people with mental illness, drug addictions, and victims of abuse.
- 3) Commendations and awards program for officers.
- 4) Community-relationship programs like lunchtime with officers in the schools, touch-a-police-car events, ride-alongs and teen driving programs.
- 5) Establishment of Police Stakeholders Committee to at times be called upon to handle changes and reforms.
- 6) Role of police as guardians not warriors.
- 7) Establishment of a town policing mission.
- 8) Adequate equipment for police in keeping with all agencies in the County.
- 9) Diversity in the PPPD.
- 10) Handling citizen complaints and officer misconduct.
- 11) Officer Well-being and Wellness.