Village of Phoenix
Police Department
NYS EXECUTIVE ORDER 203
Police Reform and Reinvention Collaborative

MARTIN E. NERBER - CHIEF OF POLICE

CALEB SWEET - MAYOR

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THE NEW YORK STATEWIDE POLICE REFORM AND REINVENTION COLLABORATIVE ORDER

OVERVIEW

The New York Statewide Police Reform and Reinvention Collaborative Order requires local police agencies to develop a comprehensive plan of operations based upon community input. Executive Order 203 is intended to rebuild confidence and restore trust between police agencies and the communities they serve. Executive Order 203 requires that all police agencies develop and implement a new plan for policing based upon fact-finding and meaningful community input. The Phoenix Police Department will work diligently to identify that policies and procedure that advance the Governor’s mission, and will implement new programs, policies and directives to advance this reform.

The Phoenix Police Department has developed the following Plan (the “Plan”) to address the needs and concerns of the community we serve and advance the goals of Executive Order 203. The Plan addresses topics including:

- Policy and Procedure
- Department training
- Subject Management Policy and Review
- Collaborations with Local Service Providers
- Mental Hygiene Emergencies
- Citizen and Internal Complaints
- Community Relations
- Use of Force

The Chief of Police will help strengthen the Department by implementing the “Six Pillars of Community Policing” concept. The pillars are as follows:

- Building trust and Legitimacy
- Policy and Oversight
- Technology and Social Media
- Community Policing and Crime reduction
- Training and Education
- Officer Wellness and Safety
The Phoenix Police Department bases all of its policies and procedures on the following mission statement:

MISSION STATEMENT

The Administrative members within the Phoenix Police Department will, through community dialogue, continued education and understanding, foster a positive and when appropriate, a meaningful change in the policy, practices and procedures related to the Phoenix Police Department’s operations. In order to ensure everyone is respected, appreciated, and valued, it shall be the vision of the Chief of Police to bring forth racial equality and peace to all members of the Village of Phoenix community, regardless of one’s color, race, national origin, sex, gender identity or sexual orientation.
VILLAGE OF PHOENIX DEMOGRAPHICS

The Village of Phoenix is located in the southwestern portion of Oswego County in the State of New York. It lies along the eastside of the Oswego River. The Village was incorporated in 1848 and consist of 1.2 square miles with a population of 2,382. The overall diversity breakdown for population and ethnicity groups within the village are, 98.2% white, .36% black, .53% Native American, .22% Asian, .13% other, and .53% of two or more races.

The Village of Phoenix has provides for 1,041 housing units, zero industry, one franchise gas station/grocery/deli, three places of worship, a school district that includes an elementary, middle, and high school, a school transportation/maintenance department, a school food services support department, one veterans of foreign war post, one American Legion, one medical doctors general practice, one daycare, one pizza shop, three tavern/restaurants, one law office, one insurance agency, one Laundromat, one private club, one bakery, one car wash, one community park, one spa, one sign business, one monument business, one vessel repair business, one tool shop, one hair dresser business, one clothing/embroidery shop, and one ice cream parlor.

The Village Phoenix Police Department has an assigned ORI of NY037290000 having its principal office located at 455 Main Street. The department consists of one Chief of Police, two uniform sergeants, three uniform school resource officers (who are assigned specifically to the school district), and ten active part time working uniform police officers. There is one officer on duty for each ten-hour tour. The working hours consist of 07:00hrs-17:00hrs and from 17:00hrs to 03:00hrs seven days a week. There is no village patrol scheduled from 03:00hrs to 07:00hrs. In 2020 the Village of Phoenix Police Department recorded 1,074 calls for service.

The Village of Phoenix Police Department has a fleet of three patrol vehicle consisting of a 2018 Ford Explorer, a 2013 Ford Taurus, and a 2009 Ford Crown Victoria. Additional patrol resources include two bicycles, one small vessel that’s funded by a state grant, and a U.T.V. side by side that is donated.

The Chief of Police and the members of the Village of Phoenix of Police Department take great pride in their core values and have, and will continue to provide open lines of communication with members of the community. Furthermore, the Chief of Police recognizes the benefit of a strong, positive, relationship between the police and the community which is why the department offers a verity of community support programs that will be clearly documented in this report.
COMMUNITY STEAKHOLDERS

Greg Oaks - Oswego County District Attorney
Caleb Sweet- Village of Phoenix Mayor
James Lynch- Village of Phoenix Administrator
Jeffrey J. Schiano- Village of Phoenix Attorney
Martin E. Nerber- Village of Phoenix Police Chief
The Phoenix Central School District
The Village of Phoenix Board of Trustees:
Danny Dunn
David Pendergast
Adam Mulderig
Paul Griser
POLICE AND COMMUNITY RELATIONS:

(a) The Phoenix Police Department will encourage face-to-face, open and free dialogue with the community to provide a forum for questions, comments, concerns, or complaints regarding police procedures and operations. The venue for the “police and the public” forum will be at the Sweet Memorial Building located at 455 Main Street Phoenix New York 13135. Sessions will be held, but not limited to, the first and third Tuesday of every month during regularly scheduled village board meetings.

(b) The Phoenix Police Department will continue to keep the Phoenix Police WEB page and Facebook account active for those community members who prefer to utilize the online service to express compliments, questions, comments, concerns or complaints. Additionally, for further convenience, the Phoenix Police Department has implemented a non-emergency phone number (315-343-1313) to report anonymous complaints or concerns. Members of the community can provide NON-EMERGENCY information to the police department 24 hours a day, 7 days a week. Upon receiving tip information, the officer, when applicable, will complete an authorized police information log and will conduct a follow up pursuant to department procedures.

(c) When interacting with members of the community, sworn officers employed by the Phoenix Police Department will strive to build trust between the Department and the public by (1) treating all people with dignity and respect, (2) allowing the community to have a voice in the matter at hand, (3) engaging in neutral and transparent in decision making, and (4) always conveying trustworthy motives.

(d) The Phoenix Police Department will practice both internal and external “Procedural Justice” as defined below:

**Internal** - Being that each sworn member within the department will conduct himself or herself in a professional and courteous manner within the rank and file. This will allow the member to feel respected and will encourage the officer to follow departmental policies and comply with administrative decisions. Additionally, implementing a strong internal Procedural Justice practice will likely cause the officer to carry that respect over into the public when interacting with community members.

**External** - Being that each member of the Phoenix Police Department when interacting with the public will practice fair and impartial policing.

(e) Members of the Phoenix Police Department will be required to attend diversity and community policing training on an annual basis.

(f) The Phoenix Police Department will incorporate community policing measures into the performance evaluation process. These activities will include foot patrols in the business district, directed neighborhood mobile patrols, and attending community events.
(g) The Phoenix Police Department will continue to maintain a partnership with the Phoenix Central School District by providing a school resource officer in the elementary, middle, and high schools. Along with safety and security the school resource officers, on a daily basis, foster an atmosphere of openness and transparency to both students and faculty members. Officer will participate in prom crash drills, DWI and drug awareness, career day events, “Shop With a Cop” program, and community parade participation.

(h) The Phoenix Police Department recognizes there are challenges with assisting persons with disabilities (PWD). Disabilities include, but are not limited to, autism spectrum disorders, intellectual disabilities, Tourette syndrome, epilepsy, attention deficit, hyperactivity disorder, deaf, and blindness, and physical disabilities. It will be the mission of the Chief of Police to provide sworn members of the Phoenix Police Department training in Law Enforcement Disability Awareness. The training in this area is offered by the Niagara University First Responders Disability Awareness Training Program (D.A.T.). The objective of this program is to train officers in the areas of Recognize – Identify- Approach- Interaction- and Response when assisting persons with disabilities, and to be aware of any local outside agency Crisis Response Team resources.

(i) The Phoenix Police Department has in place a Project Lifesaver Unit. This Unit consists of two officers who are trained in the operation and deployment of specialized equipment utilized to locate persons who have gone missing as a result of a disability or altered mental state. Moving forward, the Department will continue to train personnel in this area and will remain active with providing the public with this potential lifesaving resource.

(j) The Phoenix Police Department has partnered with the Oswego County 911 Center to implement the Hyper-Reach Program. The Hyper-Reach Program is software that gives the police the capability to send mass notifications to community members informing them of any crucial emergency and with instructions on how to proceed. This effective and clear communication not only can help save lives and prevent injury, but the information also provides a level of transparency and honesty which only helps with promoting trust between the police and community.

(k) The Chief of Police has created the Cops Helping Our Own Seniors in Emergencies program commonly referred to as (C.H.O.O.S.E). This is a non-discriminatory program that offers assistance to the elderly by keeping documentation of medical records, medical history, emergency contact information and recent photographs of the senior. This has enabled the Department to provide EMS personnel vital information to better care for community members in emergency situations. The Program also offers home visits once a month. This provides an opportunity for a C.H.O.O.S.E. member to engage in general conversation with the officer, to update his/her medical status, or express any concerns he/she may have.

The program has expanded to include younger adults who have suffered from a variety of medical issues such as stroke, heart attacks, and traumatic brain injuries.

The Phoenix Police Department will keep this program and policy in place to help ensure that a positive relationship between the police and all member of the community continues.
(l) The Chief of Police has spearheaded the “Kids In Need of Direction” Program (K.I.N.D.). This program is a mentoring style approach to juveniles who have committed minor crimes or violations. K.I.N.D is designed to establish honest and open lines of communication between the juvenile community member and the police. The intent is (1) to provide the juvenile with a positive role model, (2) to the juvenile better options when making choices, (3) to inform the juvenile of consequences of bad behavior, and (3) to help the juvenile to grow into being a productive part of society.

(m) The Phoenix Police Department has partnered with the non-for-profit “Bridge House Brats.” A village sponsored organization that involves community children who clean the park, engage sporting events, work as waiters and waitresses for the visiting boating community, and work on landscaping in the business district to help maintain an aesthetically pleasing environment for all.

EMOTIONALLY DISTURBED PERSONS:

Members of the Phoenix Police Department will receive annual mental health crisis training relative to responding to mental health incidents.

An officer who is dispatched to assess the threat level of a person with an altered mental state and to evaluate the condition of the individual shall do so with empathy, understanding, and compassion while practicing good officer safety tactics. When appropriate, the officer shall give the individual some physical space to assess the situation. This may help establish a comfort zone thereby showing respect and dignity for the individual.

A determination will be made on how best to assist the individual, which may consist of assisting the person with voluntarily treatment, or in some cases, taking the individual into custody for involuntary treatment. Additionally, when applicable, the officer shall attempt to utilize the Mobile Crisis Response Team or a trained Crisis Intervention Team (CIT) officer.

The contact information for the 24/7 Mobil Crisis Outreach Program is 315-251-0800.

Voluntary Admissions: (9.21 Mental Hygiene Law):

A person requesting admission, care, and treatment for themselves, and who does not meet the minimum requirements for section 9.41 of the New York state Mental Hygiene law.

Voluntary admissions that are transported by police shall be search prior to being transported. The use of handcuffs on a voluntary referral will be based on the officer’s assessment of the individual and the situation.

When an individual who voluntarily agrees to seek a mental health evaluation by a mental health professional, the officer shall continue to observe the individual to determine if MHL 9.41 involuntary criteria is presented. If the 9.41 criteria is met the officer will proceed with an involuntary examination.

Involuntary Admissions: (9.41 Mental Hygiene Law):
The section empowers authorized peace or police officers to take any person into custody and initiate an emergency admission for immediate observation, care, and treatment of a subject based on:

1- A person who appears to be mentally ill and is conducting himself in a manner which is likely to result in serious harm to himself or others. “Likelihood to result in serious harm” shall mean (a) substantial risk of serious harm to himself as manifested by threats of or attempts at suicide or serious bodily harm or other conduct demonstrating that he is a danger to himself. Or, (b) a substantial risk of physical harm to other persons as manifested by homicidal or other violent behavior by which others are placed in reasonable fear of serious physical harm. Such officer may direct the removal of such person or remove him to any hospital specified in subdivision (a) of section 9.93 of the MHL or, pending his examination or admission to any such hospital, temporarily detain any such person in another safe and comfortable place, in which event, such officer shall immediately notify the director of community services or, if there be none, the health officer of the jurisdiction of such action.

All persons taken into custody pursuant to section 9.41 shall be searched, handcuffed, and transported in accordance with Phoenix Police Department’s procedure.

The primary receiving facility for a mental Health evaluation will be the Oswego Hospital Emergency Room Department. However, an officer may utilize St. Joseph’s Hospital CPEP, the Veteran’s Administration Hospital, or the University Hospital Psychiatric Ward via the Emergency Room Department.

Officers shall transport in appropriate agency vehicles unless a medical condition exists, there are physical limitations, advanced age, or the individual is showing violent behavior that warrants being on a stretcher, or the individual is administered a pre-hospital care injection by a paramedic.

Pick up orders – (9.45 Mental Hygiene Law):

The director of community services or his designee shall have the power to direct the removal of any person, within his jurisdiction, to a hospital approved by the commissioner pursuant to subdivision (a) of section 9.39 of the MHL if the parent, spouse or child of the person, a licensed physician, health officer, peace or police officer reports to him that such person has a mental illness for which immediate care and treatment in a hospital is appropriate and which is likely to result in serious harm to himself or others as defined in section 9.39 MHL.

It shall be the duty of police offers of the Phoenix Police Department, when acting pursuant to their special duties, to assist representatives of such director to take into custody and transport any such person.

The pick-up order is executed by receiving a valid order signed by the director of community services or his designee or by two separate qualifies physicians. That person is placed in custody following the criteria for involuntary admissions, and then must be transported or cause to be transported, to the corresponding receiving facility noted on the order.
**Minors:**

Any person less than 18 years of age, who is either transported voluntary or involuntary to a receiving facility, must have a parent or guardian respond as well to authorize treatment of the minor. As an alternative Upstate Hospital Pediatrics Emergency Department may be used for minors, as the Oswego County Mental Health facility does not admit minors.

Although alternatives to arrest should be considered in managing persons with mental illness in order to keep them out of the criminal justice system, nothing in this directive requiring mental health processes shall prevent an officer from instituting a criminal proceeding for acts committed in violation of criminal laws.

Consideration should be given to the special needs of some people with disabilities in an arrest situation. At no time should criminal enforcement/charges be avoided when appropriate and substituted with the MHL admissions.

**Transporting an EDP:**

If an individual is willing to be voluntarily evaluated by a mental health professional and is making well-reasoned decisions regarding his/her mental health care, and he/she meets the criteria for voluntary admission, the person would not meet the requirements established in the MHL for an involuntary examination. Therefore, a less restrictive means of transportation such as willing family members, a friend, or a taxicab may be used to transport the individual to a receiving facility.

In the event social workers are tasked with responding to incidents involving emotionally disturbed persons without police, and then after the fact require a police response, an officer will be dispatched to the location to assist the mental health care official in any way her or she can while staying in compliance with the department’s policy and procedure(s) in an effort to maintain the highest level of quality service. The Phoenix Police Department has in place a procedure for sex offender registration. A trained officer is responsible for the required documentation and tracking of said offenders registered within the Village of Phoenix. In the event a violation of the sex offender registry act is committed the Phoenix Police will conduct a complete and thorough investigation and when applicable file the appropriate charge.

**Documentation:**

It will be the policy of the Phoenix Police Department for every officer to document all incidents involving persons suffering from an altered mental state, regardless if that person is transported by police vehicle, an ambulance, or by a private vehicle. The documentation will include the standardized written incident report, a desk blotter entry, and any additional medical reports required by the receiving facility.

**Training regarding persons experiencing a mental health crisis:**

The Chief of Police will provide annual training including but not limited to, Crisis Intervention Team (C.I.T) training. C.I.T. training has shown to enhance an officers’ ability to recognize mental health emergencies, increase the likelihood of treatment for individuals experiencing a mental health illness.
and reduce the injury rate to officers and the individual and reduce the possibility of an officer having to use force.
DISCRIMINATORY OR BIAS-BASED STOPS, SEARCHES, AND ARRESTS:

(a) It shall be unlawful for any sworn member of the Phoenix Police Department to detain, search, or arrest any member of the community based upon racial and ethnic profiling, or as a result of being bias upon ones race, sex, national origin, gender identity and expression or sexual orientation.

Awareness and appreciation for cultural diversity are integral components of a professional police agency. The Chief of Police will provide annual training to the officers of the Phoenix Police Department regarding implicit biases training. This will allow officers to recognize their own human biases and how implicit biases can affect their perception of others. This will improve policing and have a positive effect on the relationship between the police and the community.

QUOTAS FOR TRAFFIC TICKETS AND ARRESTS:

(a) It has been a long-time standing policy within the Phoenix Police Department not to have a quota system regarding traffic tickets or criminal arrests. The sworn members of the Phoenix Police Department have been allowed to utilize their own discretion in vehicle and traffic matters and when applicable, with certain criminal offenses. Sworn members will be allowed to continue to follow this long term past practice.

(b) Pursuant to the New York State Constitution and the United States Constitution, every sworn member of the Phoenix Police Department, while in the course of his or her special duties within his or her geographical area of employment or anywhere throughout the State of New York, shall, when applicable, be diligent with enforcing local, state, and federal laws pursuant to his or her authority while in accordance with, but not limited to, the New York State Penal law, the New York State Criminal Procedural Law, and the New York State Vehicle and Traffic Law.

SUBJECT MANAGEMENT / USE OF FORCE:

(a) The Phoenix Police Department currently does have a written standard operating procedure in place that is applicable to all sworn members. Subject Management S.O.P #10 references New York State Penal Law Article 35. Its purpose is to provide all sworn members of the Phoenix Police Department with guidelines, restrictions, post incident report procedures for subject management and to have a policy that is authorized and established.

(b) Subject Management S.O.P # 10 specifically defines the several levels of force and the application of subject management. The procedure includes the definitions of, physical resistance, physical force, deadly physical force, physical aggression, physical injury, serious physical injury, less lethal force, mechanical assistance, maximum restraint, minimum restraint, draw and direct, exhibit, deployment, primary service member, involved officer, witness member, Garrity statement, public safety statement and objective reasonableness.
(c) Defensive tactics and principle of control are defined in the policy. This section also outlines the levels of resistance, the levels of control, control tactics, protective tactics, the parameters of the use of deadly physical force, the parameters of the use of less lethal force, the duty to intervene, prohibited uses of force, training and qualifications and the reporting of use of force incidents.

CHOKEHOLDS: In an effort to be open and transparent with all members of the community. It shall be noted that it has been a long-term standing practice that members of the Phoenix Police Department do not apply chokeholds, or intentionally apply excessive or long-term pressure to one’s back, diaphragm or intentionally compromise one’s airway in any way for the purpose of taking that person into custody. The members of the Phoenix Police Department shall continue to avoid chokeholds or engage in applying any type of pressure that restricts the circulation of blood flow or airflow movement UNLESS the application of said pressure is a last resort to save the officer’s own life or the life of a third person.

For the purposes of safely gaining control or re-gaining control of a violent, aggressive, combative suspect. It shall not be deemed criminal or a violation of policy or procedure to forcibly direct an individual to the ground and apply pressure to the upper and or lower torso of the body in an effort to secure the suspect. The physical contact administered must only be applied just long enough to safely handcuff or secure the suspect. In order to prevent any serious physical injury or death to the individual, once the suspect is secured the officer(s) will, immediately assist the individual to a seated position or in a position of most comfort for him or her to receive the maximum exchange of airflow.

The officer will immediately request medical attention for the suspect in the event there is obvious injury to the individual or if the individual demonstrates or complains of any physical injury.

An officer will maintain constant view of the suspect and monitor his or her airflow throughout the entire time the individual is in police custody.

At no time will an individual in police custody be “hogtied” or carried, or placed in a position in a manner that will likely restrict the individual’s exchange of airflow.

To ensure personal safety measures of community all members of the Phoenix Police Department shall continue to receive their annual training reference to article 35, positional asphyxia

At no time will a member of the Phoenix Police Department use any level of force for retaliatory or punitive reasons.

(d) Use of Force Training. The officers employed with the Phoenix Police Department receive and will continue to receive annual use of force training. Their training includes but is not limited to:

(1) In person and or video instruction on NYS Penal Law article 35 (Justification for use of force)

(2) Department Policy and Procedures specific to use of force

(3) Case law instructions (Tennessee vs Garner) (Castle Doctrine)

(4) Firearms qualifications

(5) The deployment of the ASP or straight baton
(6) The deployment of the O.C. pepper spray

(7) The deployment of the Taser

(8) Active shooter response

(9) Decision making

(10) De-Escalation

(11) Criminal Liability

(12) Civil Liability

(13) Documentation procedure
(e) De-Escalation. Providing that an officer or a member(s) of the community are not in immediate
danger of death or serious physical injury and the totality of the situation is manageable, members of
the Phoenix Police Department will implement de-escalation strategies that consist of but are not
limited to, time, distance, body position, stance, choice of words, the tone of voice used, and
negotiation options. The officer should attempt to exhaust all available methods to resolve a tense
situation peacefully before using force.

Members of the Phoenix Police Department will receive training in de-escalation tactics in order to
further assist them with slowing down or stopping an evolving situation and to help reduce the risk that
a situation will become violent.

DUTY TO INTERVENE:

(a) Any member of the Phoenix Police Department present and observing another officer using
force that he/she reasonably believes to be clearly beyond that which is objectively reasonable under
the circumstances shall intercede to prevent the use of unreasonable force, if and when the officer has a
realistic opportunity to prevent harm.

(b) An officer who observes another officer use force that exceeds the degree of force as described
in subdivision (a) of this section are obligated to promptly report these observations to a supervisor.

MISCONDUCT:

Intentional or reckless misconduct on any level by a Phoenix Police officer will be a direct violation of
policy and procedure and is strictly prohibited. Examples of misconduct will include but are not limited
to: sexual harassment, unreasonable or excessive use of force, intentional unlawful detainment, to act
in a manner that discriminates or act in a manner that is bias based upon racial and ethnic profiling,
upon ones race, sex, national origin, gender identity and expression or sexual orientation, or by using
unnecessary threatening or offensive language towards an individual. Any officer, after due process,
that is found to be guilty of any form of misconduct shall be subjected to disciplinary action which may
result in verbal counseling, a written reprimand, suspension, termination of their employment, or by
having criminal charges filed against him or her by local, state, or federal authorities.

In an effort to maintain a clear and transparent process along with a high level of internal accountability,
every report of misconduct shall be forwarded to the Chief of Police without any unnecessary delay.
The allegations will be investigated by the Chief of Police or by his or her designee(s). Each complaint
will be taken on a case-by-case basis. The severity of the complaint and the totality of the situation will
dictate the investigative process.

When appropriate, to ensure strict impartiality the Chief of Police or his or her designee(s) will reserve
the right to utilize outside agencies such as the Oswego County Sheriff’s Office, the New York State
Police, the Oswego County District Attorney’s Office, the New York State Attorney General’s Office, the
United States Attorney General’s Office, or any other qualified agency or entity capable of assisting with the investigation.

**Strategies to Reduce the Likelihood of Misconduct:** The Chief of Police and the members of his/her administrative staff will be diligent with demonstrating internal and external procedural justice practices.

The Chief of Police will require his or her officers to attend annual training relative to diversity, self-stress awareness, and official misconduct.

When possible, administrative staff will be active with monitoring the officer’s demeanor throughout their daily course of duties.

Any administrative staff member who observes an issue that may suggest that a future misconduct episode may occur will immediately address the concern with the officer.

**USING SUMMONSES RATHER THAN WARRANTLESS ARRESTS FOR SPECIAL OFFENSES:**

The Chief of Police understands that low level offenses such as NYS vehicle and traffic infractions along with some misdemeanors, and NYS penal law violations along with some misdemeanors should be considered for criminal summons to initiate a non-custodial arrest and to commence litigation. In an effort to maintain positive community relations with members of the Village of Phoenix community, providing the suspect’s identity and residence status is verified, and there is no active warrant or extenuating circumstances, the officer shall in accordance with the NYS criminal procedural law apply for a criminal summons for a non-violent low-level offense.

**DIVERSION PROGRAMS:**

For youthful or first-time offenders, or persons with mental health issues or with a substance abuse addiction, the Chief of Police or his or her designee will serve as an advocate for the person to seek counselling from an authorized diversion program. Officers of the Phoenix Police Department will work closely with Assistant District Attorneys within the Oswego County District Attorney’s Office, with members of the Oswego County Probation Department and with the Judicial System to ensure that every effort is made to avoid, when applicable, unnecessary incarceration and to ensure the person is provided the tools needed for him or her to become a healthy, productive part of society.

**CRIME REDUCTION:**

The Phoenix Police Department has always been an advocate of the Neighborhood Watch Program concept. The Chief of Police encourages the community members to practice being a good witness by accurately reporting physical descriptions to offenders, vehicle makes and descriptions along with direction of travel and time frames.
The Chief of Police has taken an active role in crime reduction by conducting public service announcements on social media, participating in “town hall” forums and increasing the uniform patrol presence when needed.

DATA, TECHNOLOGY AND TRANSPARENCY:

The Chief of Police recognizes the value of accurate data collection, technology and transparency. By making available law enforcement policies, procedures, and activities the public can make meaningful evaluations of the performance of the officers under his/her command. In an effort to maintain transparency and promote public confidence the Chief of Police will post a newsletter ever quarter highlighting police activities.

The Chief of Police will recommend to the village board of trustees that body worn cameras be purchased. The use of body worn camera technology can prove to be essential with showing the public how professional, respectful, and honest the officers are when interacting with the community. The use of an officer body worn camera will also be useful when monitoring mechanisms to ensure accountability.

The Chief of Police in conjunction with the Village of Phoenix Administrator are in the process of installing a camera system throughout the entire police facility. These cameras will be able to capture images in and around the police department twenty-four hours a day seven days a week. The upgraded security system will offer an additional level of transparency for the community as well as ensuring that members of the Phoenix Police Department conduct themselves in an impartial, professional manner.

DIVERSE WORKFORCE:

The Phoenix Police Department has a long-standing history of recruiting and selecting excellent personnel to maintain a diverse population within the police department. Along with white males the Chief of Police has proudly employed several female officers, persons of African American decent, Middle Eastern decent, and Asian descent. The Chief of Police understands that having diversity within the workforce can have tangible benefits for both the agency and the community we serve. It will be a continuing goal for the Chief of Police to employ qualified recruits within the minority community.

OFFICER WELLNESS AND WELL-BEING:

The Chief of Police acknowledges that law enforcement is inherently a physically and emotionally dangerous career, and that there is, an elevated risk that officers may experience physical and or mental health issues. It’s the Chief of Police’s top priority to take a proactive approach in preparing officers to handle the stress of the occupation.
In an effort to recognize mental health issues in the work force the Chief of Police and his/her staff will participate and encourage others to be vigilant with recognizing specific behavior patterns, (on and off duty) a sudden increase or decrease in work performance, inappropriate or bizarre verbal comments, and a drastic change in attitude and or appearance among their peers.

The Chief of Police’s number one concern is the well-being of each officer. The Chief is committed to providing any assistance necessary to help a member through a mental crisis. In the event a crisis is recognized the officer will have the ability to speak with the Chief in a confidential setting, receive input from fellow officers, receive counseling from the Employee Assistance Program, or from a traumatic crisis counselor.

It shall be the obligation of the Chief of Police to implement formal and or informal intervention systems in an effort to provide meaningful assistance to those officers in need.

CONCLUSION:

The Chief of Police and all the members of the Phoenix Police Department shall continue to work collaboratively with the Village of Phoenix community, the Village of Phoenix steak holders, and with all our partners in the Oswego County area to better meet the needs of all walks of life.