



**TOWN OF BRANT,
NY POLICE
DEPARTMENT**

POLICE REFORM

Reform and
Reinvention
Collaborative

DRAFT PLAN

February 17, 2021

Town of Brant Police
Reform and Reinvention Collaborative
Date 2/17/2021

It is the overall sense of the committee that the Brant Police have good rapport with the local community and institutions. In the committee's review of the best practices encouraged by the New York Police Reform Workbook, it is the sense of the committee that the Brant Police are already following many of these best practices either formally or informally, and that the Brant Police generally do not follow practices described in the workbook as potentially problematic.

As outlined below in further detail, the committee encourages the Brant Police to continue best practices already in place and to explore opportunities to expand upon these existing positive practices. Where appropriate, the committee encourages the Brant Police to consider memorializing current informal positive practices into formal policy. The committee also encourages the Brant Police to continue avoiding potentially problematic practices not currently employed.

Last, the committee suggests that the Brant Police consider updating existing policy and procedure manuals as well as adopting new policies and practices, such as a language access plan, which may be beneficial in building community relationships.

Following is a Draft Plan for consideration in development of the Final Plan for the Town of Brant Police Department's Reform and Reinvention Collaborative Plan.

Current Positive Practices to be Continued

Brant Police officers will-

1. Continue to excel at de-escalation strategies.
2. Maintain good relations with the community
3. Participate in Community Events
4. Continue their practice of "not" utilizing "stop and frisk" practices of temporarily detained individuals on the street for pat-downs based on reasonable suspicion.
5. Continue to "not" utilize informal quotas which may encourage officers to make arrests to meet a mandated numeric threshold.
6. Continue its current practice counting community contacts towards daily job performance goals, which encourages officers to engage with the community in a positive manner

Problematic Practices to Be Avoided

1. Brant Police do not utilize surplus military equipment, drones, or facial recognition technology in its daily operations.
2. The Brant Police also do not operate a SWAT team or other high risk response group. The committee believes that the use of such technologies or teams would be inappropriate in our community and encourages the Brant Police to continue avoiding such practices, unless there is an emergency need to do so.

Suggested New Policies / Practices to Be Adopted

1. Use de-escalation experience as a requisite in hiring procedures
2. Brant Police will require current officers to attend training and/or enlightenment in dealing with or handling of crisis situations in an effort to build upon existing de-escalation skills.
3. Revise and modernize the Brant Police's Policies and Procedures Manual
Chief of Police will implement several key policies to include
 - use of force policy (attached) which prohibits the use of choke holds unless deadly force is justified, requires the documentation and investigation of any use of force incidents, and outlines the rules for carrying and deploying lethal and non-lethal weapons.
 - A policy on the operation of Brant Police Department vehicles, including policy on police pursuits.
 - training and deployment for Taser's and OC spray
 - an annual evaluation policy for officers which may include incentives for continuing education and fitness
 - investigation and disposition of personnel complaints received from the public, as well as an overall disciplinary policy
 - formal language access policy regarding the use of interpreters and language line resources by the Brant Police in providing services to limited English proficiency members of our community.
4. Implement a Citizen Complaint Form available of the Towns Website page or at the Town Hall (see attached)
5. re-activate a past practice of operating an informal internship program offering opportunities to older high school students. The committee suggests that the Brant Police consider re-activating its student internship program as a technique to grow its positive community relations.
6. The committee also suggests that the Brant Police may want to invite service providers, such as the operators of the 211 WNY hotline, to provide training to the Brant Police about available supportive services which may be useful to community members who contact the police for matters which may be best handled through non-police assistance.
7. It is the understanding of the committee that the Brant Police do not currently participate in an Employee Assistance Program. Although members should have access to mental health care through their health care provider, the committee recommends that the Town of Brant explore available options to provide the Brant Police an Employee Assistance Program which is geared towards meeting the unique needs and challenges of law enforcement officers.

Police Reform Committee Continued Practices

1. The Police reform committee will review the adopted reform plan and policies, and any files pertaining to said plan, with the Chief of Police on an annual basis.
2. The Chief of Police and the Committee will apply any updates needed for said plan and policy if required and/or needed.
3. The committee will file a report to the Town Board for recording purposes as an annual follow up on said plan to ensure that said plan is being practiced as approved.

THE GOAL OF THE TOWN OF BRANT GOVERNMENT OFFICIALS AND THE TOWN OF BRANT POLICE DEPARTMENT IS TO ENSURE THE SAFETY OF THE TOWN OF BRANT AND VILLAGE OF FARNHAN COMMUNITIES AS WELL AS THE SURROUNDING COMMUNITIES IF CALLED TO DO SO.

THIS POLICE REFORM PLAN IS OFFERED TO COMBAT POLICE MISCONDUCT, EXCESSIVE FORCE AND RACIAL BIAS IN POLICING.

THE TOWN OF BRANT POLICE DEPARTMENT HAS DEDICATED OFFICERS THAT ARE BUILT ON INTEGRITY, COMPASSION, AND COMMITMENT TO ENSURE THIS GOAL.

Committee Members

Dated _____, 2021

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Town of Brant Supervisor

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Town of Brant Chief of Police

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