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DEPUTY-MAYOR
Gerald O'Donoghue

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-Village of Caledonia, New York- 2021

- **Police Reform and Reinvention Collaborative Process**

The Village of Caledonia, New York, in compliance with Governor Cuomo's Executive Order #203, submits the following Reform Plan to the New York State Director of the Budget.

The Village of Caledonia is the northern-most village in Livingston County. The village sits on the county line of Monroe, and its hamlet of Mumford. We are approximately 20 miles south of the largest city in the area Rochester, New York. We have long been considered the gateway to the Finger Lakes region for our neighbors to the North.

As seen in both local and national news, the Village of Caledonia recognizes there is always an opportunity for improving community policy. Our small village is not in any way sheltered or exempt from the same types of institutional racism, bigotry, homophobia, and gender bias that exist in larger villages, towns, and cities across the nation. Our goal is to continue establishing public trust, proper oversight and new training methods to meet Governor Cuomo's Executive Order #203.

*** Please see the attached demographics at the end of this report ***

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1. Mandated Changes

NYS Mandate – 1

Reform Item

Civil penalties for filing false reports on a member of a protected class:

- Establishes penalties for falsely summoning a Police Officer when there is no reason to believe a crime, offense, or a threat has been committed involving a member of a protected class. (6/13/20)

CPD Actions

Conduct in-house training on incoming calls to our local department phone number (585) 538-6200. Establish communications with county 911 center to ensure they are properly processing incoming calls.

Status

Active process on local incoming calls to 585-538-6200 number. Check with state and county for codes that specify established penalties for false reporting.

NYS Mandate -2

Reform Item

Require Police Officers to report the discharge of weapons:

- Requires a Police Officer or Peace Officer (on duty or off duty) who discharges his or her weapon under any circumstances where a person could be struck by a bullet to verbally report the incident within 6 hours and file a written report within 48 hours. (9/13/20)

CPD Actions

Write into the Policy and Procedures under use of force. Conduct training internally to establish chain of command for reporting. All officers under Chief/Officer in Charge will report directly to said Chief/Officer in Charge within the allotted timeframe. If the Chief/Officer in Charge discharges their weapon, they are to report directly to the Mayor within the same established timeframe for review and signoff.

Status

Procedure in place/active.

NYS Mandate – 3

Reform Item

Require the reporting of Police acts or omissions resulting in a person's death to the Office of Special Investigation.

- Establishes an Office of Special Investigations within the Office of Attorney General which will have investigative authority and criminal jurisdiction for any incident involving the death of a person caused by an act or omission by a Police Officer, or Peace Officer employed as a Corrections Officer, or contracted by Education, Public Health, Social Service, Parks or Housing Agency. Where an investigation concluded that death or matters relating to the death or investigation of the death involved a criminal conduct, the Office will then be empowered to prosecute any such alleged offenses. (4/21)

CPD Actions

Conduct internal training. Establish method of communication with Office of the Attorney General. We will monitor and adjust actions to meet the new mandate.

Status

Pending actions needed from NYS. Active process.

NYS Mandate – 4

Reform Item

Banning of Choke Holds:

- The Eric Gardner Anti-Choke Hold Act creates the crime of aggravated strangulation (making it a Class C Felony) and establishes criminal penalties for Police Officer or Peace Officer who uses a choke hold that causes serious injury or death. (6/12/20)

CPD Actions

Conduct internal training. Review new mandate at next staff meeting. Have all officers sign off on the mandate. Update policy and procedures if necessary.

Status

Active process/procedure is in place.

NYS Mandate – 5

Reform Item

Require medical response for arrestees:

- Affirm an individual's right to medical and mental health attention while under arrest or otherwise in custody of a Police Officer or Peace Officer. Failure to provide reasonably good faith medical assistance could result in a cause of action against the officer, representative, and/or entity. (6/15/20)

CPD Actions

Conduct internal training and establish protocol. Once anybody is in "official" custody of our department, the first question should be "Do you need any medical assistance"?

Status

Active process once someone is in official of custody of Caledonia Police Department.

NYS Mandate – 6

Reform Item

Requiring policing statistics to be reported to the Division of Criminal Justice Services:

- Requires courts to compile and publish data concerning arrests and court proceedings involving low-level offenses such as violations and traffic offenses. Such report will include aggregate and anonymized demographic information such as race, ethnicity, and sex. This bill requires Police Departments to submit annual reports on arrest related deaths to the Department of Criminal Justice Services, as well as the Governor and State Legislature. (12/12/20)

CPD Actions

Internal training and set up a formal format for statistic transfer to Caledonia Court and Department of Criminal Justice Services as required. We will continue to monitor and adjust statistic transfer to meet the objectives of the new state mandate.

Status

Active process. Working with local court clerk to streamline reporting.

NYS Mandate – 7

Reform Item

Recording of Law Enforcement Activity:

- Provide that a person not under arrest or in the custody of a Law Enforcement Official has the right to record police activity and to maintain custody and control of that recording and of any property or instruments used by that person to record such activity. A person in custody or under arrest does not, by that status alone, forfeit such right to record. (7/13/20)

CPD Actions

Conduct internal training. Department officers must understand that the general public has the right to record.

Status

Procedure in place/active

NYS Mandate – 8

Reform Item

Provide access to the public of personnel records of Police Officers:

- Repeal of Civil Rights Law 50-A, which had made all personnel records used to evaluate the performance towards continued employment or promotion of Police Officers, Firefighters, Paramedics, Corrections Officers, and/or Peace Officers confidential and not subject to inspection or review without the individual's written consent or court order. This Legislation also amends the NYS Freedom of Information Law (FOIL), subjecting any record created in furtherance of a Law Enforcement Disciplinary Proceeding to disclosure under FOIL. The new FOIL provisions require specific sensitive personal information, including medical history to be redacted from such records prior to being disclosed. (6/13/20)

CPD Actions

Conduct internal training and process. Establish evaluation template that covers the information that is required and eliminate sensitive personal information. Work with village clerk and village counsel to assure proper protocol is followed.

Status

Active process. Monitor and adjust to meet both employee's rights and the NYS Freedom of Information Law. (Foil)

- We will be asking legal advice to make sure all parties are represented properly.

2. Additional Reform

Training:

Update de-escalation training

- Review current de-escalation training and benchmark for additional recommendations.

CPD Actions

Internal Policy Review, including possible certification of instructors in de-escalation training and tactics.

Status

Active process.

Training:

Update use of force training

- Review current training and review up-to-date defensive tactics.

CPD Actions

Internal training and review tactics that are acceptable, including alternatives to use of hands for control tactics.

Status

Active process.

3. Equality and Social Justice

Reform Item

Diversify and increase candidate recruitment pools:

- Take proactive steps to increase diversity of the candidate pools so newly hired Officers better reflect the community demographics.

CPD Actions

Review hiring process. We will reach out to the County, and local SUNY schools for potential civil service test training.

Status

Active process.

- Provide Civil Service Test training:
 - Due to budget constraints and staffing, we will reach out to potential services that can help. (County, SUNY Schools)

Reform Item

Expand diversity and bias awareness training:

- Expand training to include marginalized populations such as low income, substance use disorders, minority, and LGBTQ communities, as well as training to recognize systemic racism.

CPD Actions

Require implicit bias awareness. Look for fiscally responsible training tools that cover cultural competency and racial reconciliation.

Status

Active progress.

4. Community Relations

The Village of Caledonia will continue to meet with members of the community to address policing concerns to foster trust, fairness, accountability, and transparency. We have an open door policy.

CPD Actions

Open door policy, foot patrols, School Resource Office (SRO), visit kids at our local parks. We will also look into incorporating our local churches.

Status

Active process.

5. Transparency and Accountability

Reform Item

Have Personnel Review Board:

- Start panel to review personnel and ensure best practices.

CPD Actions

With budget and staffing constraints, CPD will do internal reviews using oversight from the Board of Trustees (Elected Officials). The Village can also establish a review board with residents if needed with guidance from our counsel.

Status

Active process.

Reform Item

Increase transparency of arrest activities and calls for service:

- Ensure citizens have access to appropriate police data and arrest activities via a monthly report.

CPD Actions

Continue monthly reports that are presented at public meetings then place on the Village website.

Status

Current.

Reform Item

Reduce personnel complaints:

- Identify key behaviors and causes that may drive residents to complain about officers.

CPD Actions

Receive and welcome complaints from the public. Review and respond with implemented changes.

Status

Active process.

Reform Item

Increase transparency of use of force incidents and personnel complaints:

- Ensure better and timely citizen access to use of force incidents/data and personnel complaints and outcomes.

CPD Actions

Compile data and add these potential statistics to the Board's Monthly Report. Post reports to Village website.

Status

In progress, restructure monthly report.

Reform Item

Body camera program (We will research the cost).

6. Policies and Procedures

Reform Item

Improve selection and promotion methods by requiring candidates to meet new standards:

- Require candidates to meet new additional criteria helping elevate a higher quality of service to the public.

CPD Actions

Improve interview process and review process. Report all potential candidates to the Board.

Status

Active process.

Reform Item

NYS DCJS Law Enforcement Accreditation (LEAD):

- Assess current policy and procedures to determine areas of non-compliance.

CPD Actions

Conduct a comprehensive review.

Status

In progress.

Reform Item

Improve collaboration with Mental Health Agencies:

- Look for intervention training. Partner with Livingston County Department of Health. Does a 24/7 county hotline exist for telemedicine (mental health)?

CPD Actions

Work with Livingston County Health Department. Search and collaborate with area providers to see if we are missing any readily available tools. Look for crisis intervention training for members of the CPD through other County or State agencies.

Status

*Consider all available options. This continues to become a growing need. As a small department with limited staffing and budgetary constraints, we depend on County/State assistance in this matter.

Reform Item

Improve awareness of mental health challenges of Officers:

- Look for County/State programs for counseling and emotional support for Officers and families.

CPD Actions

Check with County/State for existing programs. Educate entire staff on potential programs.

- Appoint a CPD Chaplin to assist officers in real time.

Status

Active process.

7. Stakeholder feedback

Our Stakeholders:

- Maura Martin (Resident)
- Kelly McClenney (Resident)
- Betty McClenney (Resident)
- Fr. John Hayes (Faith base community)
- Reverend Canon Johnnie Ross (Faith base community, Resident)
- Joseph Caluorie (Former Mayor, Resident)
- Dennis Cohen (Asst. District Attorney, Resident)
- Robert Molisani (Superintendent of Caledonia School District)
- Scott DiLiberto (Village Mayor, Resident)
- Jared Passamonte (CPD Officer in Charge)

Our Stakeholder meetings took place on Wednesday February 3rd and Wednesday February 10th. I would like to thank all of our volunteer stakeholders for participating in this very important process. Our conversations were community specific addressing a wide variety of topics from resident concerns to community outreach. It is very evident that there is a need for mental health assistance. With budgetary constraints and the lack of a local health department, the village has to rely on and seek financial assistance from New York State.

Another topic of discussion was community outreach. How can we (the Village) have more than an open door policy for our community. Meet and greets were suggested because sometimes the “open door policy” can be intimidating. The village also explained that “foot patrols” are nice but with limited staff and patrol cars on duty they could potentially do more harm than good if an emergency arises.

Stakeholders questioned the role of our School Resource Officer. The Caledonia Police Department supplies Caledonia-Mumford School District with an officer 5 days a week during the school season. We have two officers that cover these shifts, one male and one female. These officers are not involved in any school discipline. Their role is exposure, read to the young, building rapport with all students, scanning social media, security at events, and educational demonstrations. We believe this has been a successful program for our community.

To sum things up, our meetings generated quality conversation. Being able to hear suggestions and comments from our stakeholders in real time was refreshing. This also allowed us to reply and explain our positions, budgetary constraints, and staffing constraints that go

hand in hand with a small village. Once again, we thank our stakeholders and our community. Their dedication during this pandemic shows the willingness to improve our village.

Our other stakeholders that will be voting on this Police Reform Mandate in March at our Village Board meeting include:

Gerald O'Donoghue (Deputy Mayor, Resident)

Sarah Santora (Trustee, Resident)

Janet Cappotelli (Trustee, Resident)

Dorothy Grant-Fletcher (Trustee, Resident)

All residents feel free to send comments or questions to:

calmayor@frontier.com (Scott DiLiberto)

or

jpassamonte@caledoniapolice.org (Jared Passamonte)

Caledonia Population Breakdown By Race

Race	Caledonia	New York	National
White	96.84%	64.31%	73.35%
Black	1.79%	15.60%	12.63%
Asian	1.09%	8.12%	5.22%
American Indian	0.00%	0.38%	0.82%
Native Hawaiian	0.00%	0.04%	0.18%
Mixed race	0.28%	2.93%	3.06%
Other race	0.00%	8.62%	4.75%

In Caledonia, 1.7% of people are of Hispanic or Latino origin.

Please note: Hispanics may be of any race, so also are included in any/all of the applicable race categories above.



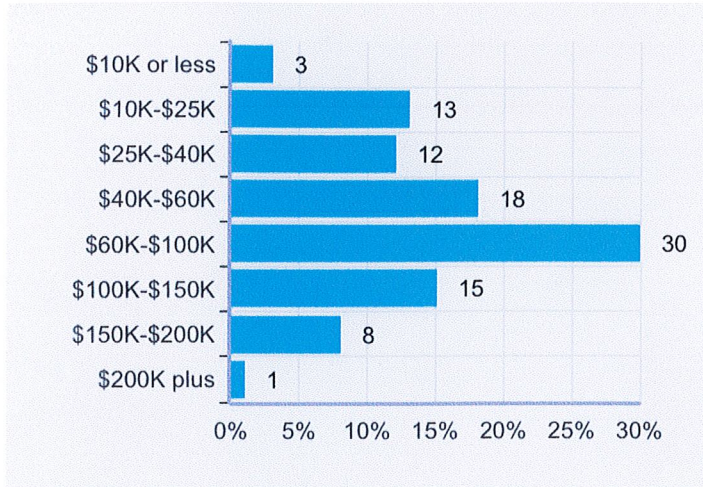
Key Findings

- The population density in **Caledonia** is 144% higher than **New York**
- The median age in Caledonia is 17% higher than New York
- In Caledonia 96.84% of the population is White
- In Caledonia 1.79% of the population is Black
- In Caledonia 1.09% of the population is Asian

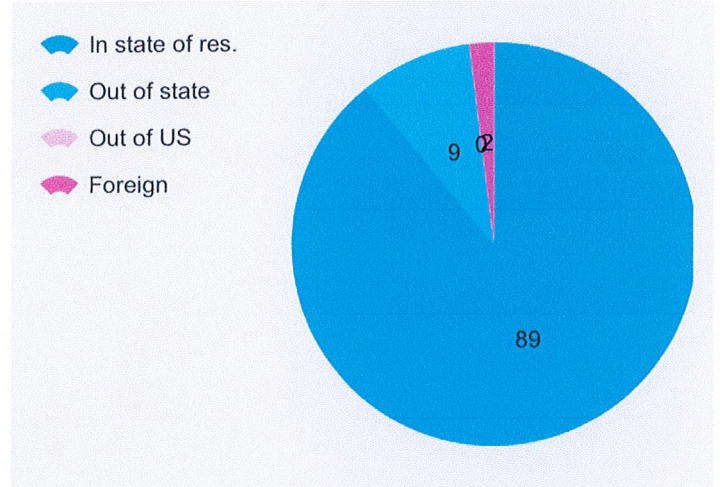
Caledonia, NY Demographics

Statistic	Caledonia	New York	National
Population	2,117	19,453,561	328,239,523
Population density (sq mi)	1,009	413	91
Median age	44.8	38.2	37.7
Male/Female ratio	1.0:1	0.9:1	1.0:1
Married (15yrs & older)	59%	52%	55%
Families w/ Kids under 18	34%	43%	43%
Speak English	98%	70%	79%
Speak Spanish	1%	15%	13%

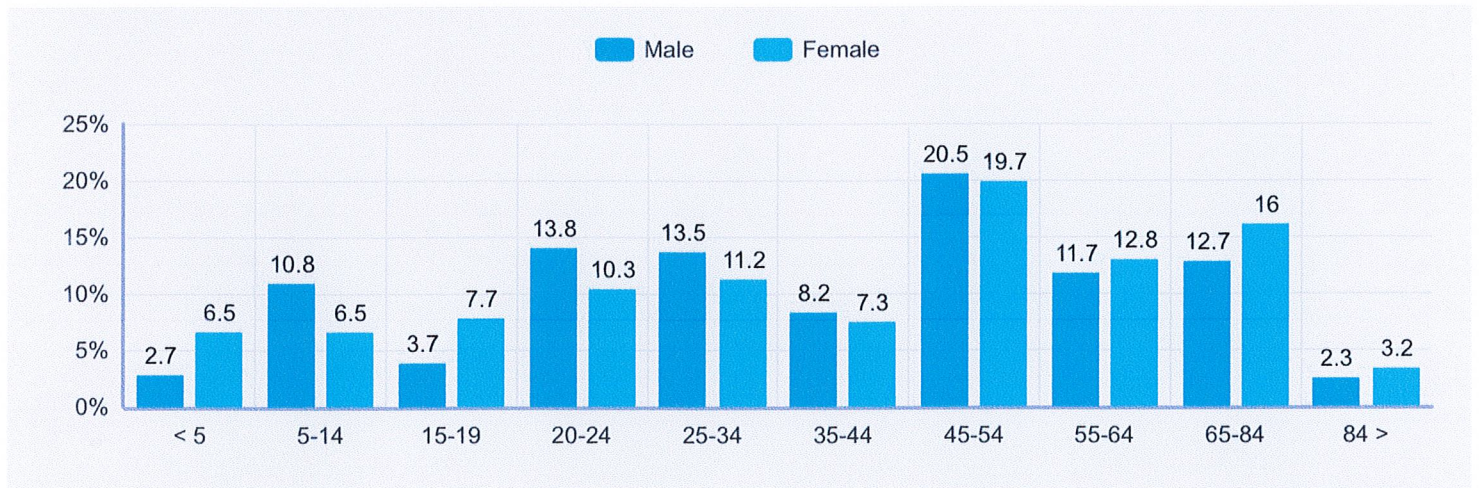
Household Income Distribution



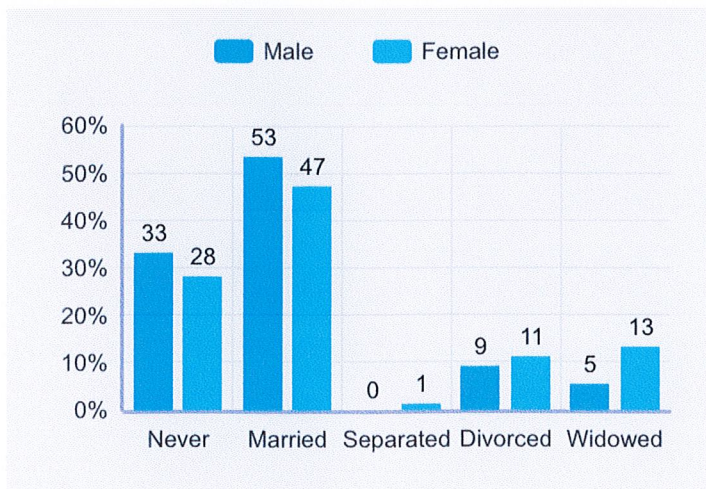
Place Of Birth By Citizenship



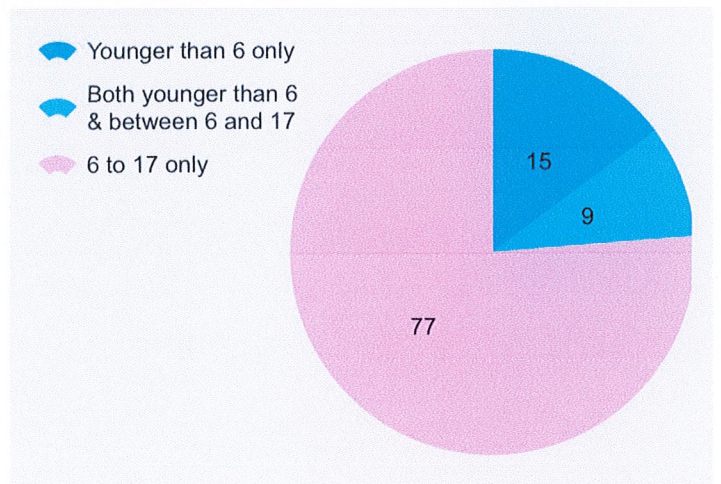
Caledonia Age Breakdown



Marital Status



Age Of Children In Married Couples



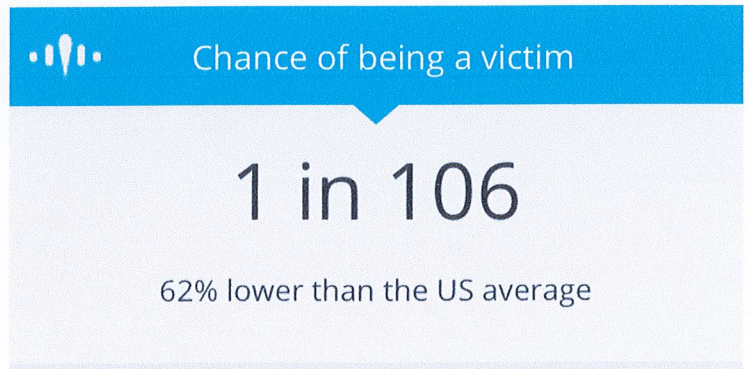
Caledonia Cost of Living

Cost of living is 21% lower than New York



Caledonia Crime

Total crime is 45% lower than New York



Caledonia Employment

Household income is 10% lower than New York

