

VILLAGE OF KENMORE
POLICE REFORM

Executive Order 203

NYS Executive Order 203 authorizes the Village of Kenmore to collaboratively investigate its Police Department and develop a plan of reform to assure that the Kenmore Police Department (KPD) efficiently, professionally, and fairly serves the Village of Kenmore residents, businesses, and property owners.

To that end, the Village examined its Police Department according to the four major guidelines detailed in the *New York State Police Reform and Reinvention Collaborative Resource & Guide for Public Officials and Citizens*. A committee of Stakeholders met on February 11, 2021 and reviewed the function and police strategies of the Kenmore Police Department. Comments from the residents were solicited on the Village website from December 15, 2020 to January 18, 2021, via survey. The survey was made available on the Next Door Facebook app and the Village Website. A draft plan was developed in February for presentation to the public at a meeting which took place on March 2, 2021.

NYS Executive Order 203 Time Line in Kenmore

June 12, 2020	Executive Order 203 signed by Governor Cuomo
August 20, 2020	Kenmore receives Police Reform and Reinvention Collaborative Resources and Guide
December 15 – January 18	Public Input solicited via survey
January, 2021	Stakeholders Identified
February 11, 2021	Stakeholder Meeting
February 12 – March 2, 2021	Review of material presented at meeting
February, 2021	Preliminary Plan drafted
February 24, 2021	Public Meeting to review Preliminary Plan is advertised
March 2, 2021	Preliminary Plan presented to public
March 2 – 15, 2021	Revisions to Preliminary Plan after public meeting
March 16, 2021	Final Plan presented to Board of Trustees for adoption
March, 2021	Kenmore submits Certification to NYS Division of Budget

About the Village of Kenmore

Kenmore is a first-ring suburb located north of the City of Buffalo, and surrounded on all other sides by the Town of Tonawanda. With a population of approximately 15,500, situated in just 1.4 square miles, it is one of the most densely populated municipalities in the United States. The Village is a full-service government providing public works, emergency, fire and police protection. There are approximately 7000 households in the residential district, including single family, doubles, and multifamily properties. The business district includes restricted and general business uses, and there is an industrial district, as well. The Kenmore Police Department handles all emergencies, including traffic, domestic violence, felonies and misdemeanors. It has its own dispatch, detective bureau and juvenile aid office.

Stakeholder Meeting February 11, 2021

Attendees: Police Chief Thomas J. Phillips, Captain Andrew Kiefer, Mayor Patrick Mang, Trustee/Police Commissioner Paul Catalano, Village Prosecuting Attorney Eugene Adams (and resident), ADA James Marra (and resident), Kathleen Kanaley, Social Worker (and resident), Lawrence Ginnane (business owner and KBA member), Joe Hanisewski (Village resident and President of the Kenmore Business Association, Masud Qazi (business owner),

The minutes of this meeting are attached as Appendix 1 and a brief summary follows here.

All Stakeholders were provided a copy of the Use of Force Policy (Appendix 3), the 2020 Annual Police Report and the survey results (Appendix 4) in advance of the meeting. Chief Phillips began by thanking the Stakeholders for their participation and each member introduced themselves. Chief Phillips provided a brief background as the duties performed by the KPD, and reviewed the survey. He noted that the KPD does not get many complaints and that the main residential complaint is about traffic enforcement. The survey, overall, was extremely positive. He also reviewed the Use of Force policy, which he noted was recently updated to include specific language forbidding use of choke holds. The Use of Force Policy is posted on the Village website. The 2020 Annual Police Report was also reviewed. The Chief noted the KPD's quick response times. The stakeholders were invited to share their thoughts, plus and minus, about the KPD. They had no complaints and complimented the Chief. Mayor Mang and Trustee Catalano also thanked the Stakeholders for their participation and comments.

Police Call Data

Attached Appendix 2 is the Annual Police Report for calendar year 2020. This report, was reviewed and approved by the Village of Kenmore Board of Trustees on January 19, 2021. The report notes that the KPD handled 15,442 calls, which includes over 3000 Traffic calls, and over 3000 9-1-1 calls. There were 408 Arrests, including 62 felonies and 318 misdemeanors.

New York State Reform Guidelines and their Application to the Kenmore Police Department

1. What Functions Should the Police Perform?

a. Determining roles of the police

The KPD chief responsibility it to serve and protect the persons and property in the Village. They are emergency responders. They represent the Village and therefore need to be respectful, polite and responsible with their encounters with the public, whether they reside in the Village or not.

b. Staffing, budgeting, equipping

The Kenmore Police Department is full-time, full service Police Department with its primary goal of serving and protecting the residents through traffic safety, emergency response, and community policing. It has its own Dispatch, staffed by 4 full time and 10 part-time Police/Public Safety Dispatchers. The Kenmore Village budget includes a budget for both the Police Department (\$3,187,399 – 20/21 FY budget) and the Juvenile Aid office (\$130,942 – 20-21 FY budget). This budget includes funds for personnel services, training, equipment, uniforms, contractual and professional services, and uniforms. The Department has 1 Chief, 2 Captains, 4 Lieutenants, 2 Detectives, 1 Juvenile Aid Officer, 1 Court Officer and 14 Patrol officers. New equipment includes radar signs, and body cams. All patrol cars have computers and dash cams. Patrol officers have bodycams.

2. Employing Smart and Effective Policing Standards and Strategies

a. Procedural justice and community policing

The KPD has established a Manuel which establishes the procedures to be followed. This Manual is reviewed annually and updated, if necessary. Community Policing is a central part of the duties of the KPD. In fact, the Village's Community Development funding includes \$20,000 devoted solely for Community Policing. The Kenmore Police are present at all community events, not only for security purposes, but also to interact with the public so that residents feel that the police are approachable. The KPD also conducts a Citizen Police Academy Program to better acquaint residents and business owners of the inner workings and responsibilities of the Police Department.

b. Law enforcement strategies to reduce racial disparities and build trust

The Kenmore Police Department is committed to providing respect to all persons, regardless of race, gender, sexual orientation, age or socio-economic standing. Officers are expected and

trained to treat all persons equally. Presence and interaction with the public helps to build trust and respect, as well as accessibility.

c. Community engagement.

The Kenmore Police Department is a full service police department. Most complaints about policing involve traffic tickets. Community Engagement includes patrol and participation in community events, conducting annual Citizen Police Academy Programs, and maintaining its own Face Book page

3. Fostering Community Oriented Leadership, Culture and Accountability

a. Leadership and Culture –

The Police Department has always been a visible and integral part of the Kenmore community. There is a police presence at all community functions, not only for security purposes, but also to interact with the community. The KPD will distribute “badges” to the children and often will have a booth or other hand out information available to the public, including flyers for various its Citizen Police Academy – a program which they sponsor annually to give residents and business owners a better look at the workings of the police department and the services it provides.

b. Tracking and reviewing use of force and identifying misconduct

Officer performance is reviewed on a regular basis. In addition, if a complaint is received, an internal investigation is conducted, which may include meeting and discussion with the officer, review of dash and body cam video.

c. Internal Accountability for Misconduct

If, after review, an officer is found to have acted inappropriately, he/she may have to attend additional training, review, and/or disciplinary action.

d. Citizen Oversight and other external accountability

If a complaint is received, it will be investigated and the Chief may follow-up with the complaining party. Depending on the action deemed appropriate, the Board of Trustees may also need to take action. The Chief will report to the Mayor, Commissioner and Clerk/Treasurer of any disciplinary action which results in time off.

e. Data, technology, and transparency

The Kenmore Police Department is led by Chief of Police, Thomas (TJ) Phillips (Chief), who reports to the Mayor and Board of Trustees. The Chief also reports to the Police Commissioner – a Trustee, appointed to the Department by the Mayor. In reviewing complaints, the Chief will

interview the police officer and review available data (police reports) and technology (dash/body cam footage).

4. Recruiting and Supporting Excellent Personnel

a. Recruiting a Diverse Workforce

Hires are made pursuant to Civil Service rules and procedures, established by the Erie County Personnel Department (ECPD). New officers are hired off of lists provided by ECPD to the Kenmore Police Department. Names appearing on this list are candidates who have taken and passed a written test administered by the ECPD. The Village must hire one of the top 3 accepted candidates. All candidates must also pass background and agility tests. The Village also requires candidates to pass a physical and psychological test. Transfer hires are made in compliance with Erie County Personnel Department rules. The Department currently has 2 female officers.

b. Training and Continuing Education

The Village include an annual training budget in the Police Department Budget. All officers receive training throughout the year, including domestic violence, diversity, and de-escalation training. There is annual training in firearms, use of force, blood borne pathogens, and harassment. Also, Kenmore Officers are trained in DWI Detection NARCAN, AED/CPR, OSHA/PESH training. Finally, Kenmore Police Officers conduct their own active shooter training. During COVID, most of these trainings were done virtually.

c. Support Officers Wellness and Wellbeing

The KPD has one trained/certified officer that serves as a peer counselor. All recruits receive mental health and wellness training in the Police Academy. Family members of the recruit also attend this training so they too can understand the stress of the job, potential problems, and learn of resources available. We provide critical incident stress debriefings to officers, and we post available counseling services provided by Western New York Stress Reduction and The Western New York Law Enforcement Helpline. We will continue to offer mental health and officer wellness training to Police Department staff.

Public Comment and Survey Results

The Village solicited public comments on its website and on Next Door Neighbor Facebook from December 15, 2020 to January 18, 2021. The Village received 66 comments. The results are summarized below with the data attached in Appendix 3. Noteworthy conclusions from the comments and data gathered are that 94% of respondents believe the Village to be

safe/moderately safe, although 36.9% feel it has become more dangerous: 84.8% believe that the Kenmore Police play an active role in the community. 62.1% believe that the Kenmore Police work to engage with and develop relationships. 53% believe that the KPD communicates well with the public. 77.3% believe the KPD to be honest and trustworthy. 75.1% believe they treat people fairly with less than 7% believing they do not. There were similar findings with respect to respect, concern and impartiality. Over 75% believed that the KPD does not use excessive force. Most comments were very complimentary.

The Draft Reform Plan to Improve Police Service

The following *Kenmore Police Department Improvement Plan* is based on the careful review of the Stakeholders' Meeting, the Public Comments and Survey, and the analysis of Police Department function, strategies, leadership, and recruitment as suggested in the *NYS Police Reform and Reinvention Collaborative Resources and Guide for Public Officials and Citizens*.

1. Complaints are received by the Police Chief, the Mayor and the Clerk/Treasurer. Any complaints received by the Mayor and Clerk/Treasurer are forwarded to the Chief for his review, investigation and comment. Few complaints are received and are received via email.
2. The Chief will track any and all complaints (including complaints about tickets) to evaluate for patterns, need of training, and discipline to achieve better accountability.
3. The Chief will routinely review use of force policy to ensure that it follows NYS DCJS/Federal guidance. The Use of Force policy is posted on the Village website at <https://www.villageofkenmore.org/index.php/police>
4. The Chief will review policies and procedures annually to insure Department policies and procedures are in line with law enforcement best practices.
5. The Village budget includes a specific line-item for departmental training. The Board of Trustees approves any trainings which require expense and/or travel.
6. Officer training includes diversity, de-escalation and crisis intervention training, as well as trainings for frequently encountered calls, such as Domestic Violence.
7. The Chief, Village Clerk/Treasurer, and Village Trustees will continue to welcome engagement by residents and concerned citizens to address any perceived issues in a timely manner.

The Public Hearing: March 2, 2021 8:00 PM

The Public Hearing was held March 2, 2021 at the beginning of the regular meeting of the Board of Trustees. Minutes from this meeting are available on the Village website (www.villageofkenmore.org) and are summarized here.

The hearing was opened. There were no questions. Stakeholder Kathleen Kanaley was present and congratulated the Board on the work put into development of the Plan. She felt that that the Stakeholders were welcomed to offer criticism and comments but the only comments were very positive. The meeting was well run and she looks forward to the implementation of the Plan. Mayor Mang thanked Stakeholder Kanaley for coming and for her input, especially with respect to mental health issues.

The Final Reform Plan was presented to the Village of Kenmore Board of Trustees for ratification at the March 16, 2021 Board meeting. The Board of Trustees unanimously approved this Plan.

Mayor Mang	Aye
Trustee Bestine	Aye
Trustee Catalano	Aye
Trustee Burd	Aye
Trustee DeCecco	Aye

VILLAGE OF KENMORE

POLICE REFORM

APPENDIX 1

POLICE REFORM STAKEHOLDER MEETING MINUTES

February 11, 2021

Village Officials:

Mayor Patrick Mang

Trustee/Police Commissioner Paul Catalano

Police Chief Thomas J. Phillips

Police Captain Andrew J. Kiefer

Stakeholder Committee:

Kathleen Kanaley

Lawrence Ginnane

Eugene Adams

James Marra

Masud Qazi

Joseph Haniszewski

Due to COVID restrictions, this meeting was held virtually, with call-in information provided to the participants.

The meeting began with Chief Phillips thanking everyone for participating. He explained that, as a result of all the protests against police violence throughout the United States, The State has asked all municipalities with a police department to review their department to ensure that proper safeguards are in place. Citizen input is important to this review process to ensure that the Kenmore Police Department (KPD) is providing good service. He noted that, while he is very proud of his department, he notes that there is always room for improvement. He is eager for the Stakeholders to provide candid opinions so that he can take any needed corrective action.

The Stakeholders were provided with the 2020 Annual Police Report, the KPD Use of Force Policy and the survey results in advance of the meeting.

Chief Phillips first reviewed the Use of Force Policy. He stated that the policy is available on the Village website and was recently updated to include a prohibition of choke holds. He noted that while choke holds were never accepted by the department, specific language has been added which is modelled off of the NYS requirements and the President's Executive Order. The KPD also routinely updates its rules and regulations, which are found in its Manual. He further noted that police conduct is also reviewed through use of dash cams, and body cams. Captain Kiefer oversees trainings.

Ms. Kanaley requested that all participants introduce themselves. The Stakeholder Committee includes Village residents and business owners. The Village Prosecutor and an ADA are also included. The Chief also noted that the Clerk/Treasurer was on the line, taking minutes.

The Mayor thanked all the Stakeholders for their participation. He said that he takes great pride in the Kenmore Police Department. He trusts them and feels they treat the public with respect. But, he said, he wants all the stakeholders to be open and honest. Their input is very important.

Chief Phillips then reviewed the survey. He explained that the survey was posted on the Village website and on the Next Door app. He wanted to make sure that the survey was reaching Village of Kenmore residents. He noted that the Next Door app reaches 1000 households. The survey was up for one month and there were 66 responses. Overall, the responses were quite positive. He noted, that despite all the ticketing that the Kenmore Police Department is known for, the biggest complaint they get is speeding. The Chief explained that, with houses located close together, it's important that the police are visible. He believes that this presence helps to deter street crime. The survey results showed that one of the concerns is car break-ins. He said that the problem is that people are leaving cars unlocked or running the car with the keys in. Residents need to lock their cars.

The Chief then reviewed the 2020 Annual Police Report. He noted the use of Radar Speed Signs. All cars have dash cams and recently the Village purchased 12 body cams. Body cams will allow the Village to better see what's going on in the field. They record both voice and video. The Stakeholders were told that the body cam is activated automatically when the car stops. While the officer doesn't inform the people he/she is speaking to that they are being recorded, it is obvious. Body cams will not pick up casual conversations.

Captain Kiefer then reviewed training. He said that a major focus is de-escalation with the goal to avoid ugly interactions. Training strives to achieve fair and impartial policing. Everyone has implicit biases, but through training, officers learn to put those biases aside. Officers are also trained in delirium/mental health issues, crisis response and gun training.

Stakeholder Kanaley wanted to know how the Chief felt about social workers being present on mental health calls. The Chief said, that while he would be interested in what the research shows, he feels that it's a dangerous situation, as sometimes things can get violent. He explained that the KPD works with Crisis Services and offer protection. He noted that use of force is rarely implemented.

It was also noted that new recruits have crisis intervention training.

Trustee Catalano stated that this reform is designed to make sure officers are properly trained, but that KPD had been doing so already. Training has been enhanced and is on-going. He said that no one wants the Village to have a reputation for racial profiling. Training is designed to make sure that officers are color blind when they interact with the public.

The Chief noted that the KPD has an excellent response time. They are at the scene within a minute, and often in as little as 15 seconds.

Chief Phillips noted that the KPD is actively involved with community policing. They not only provide security for events, they often times hand out literature or have a booth.

Hiring was discussed. The Chief explained that all of the KPD hires are made in accord with Civil Service Rules and through the Erie County Personnel Department. When we need to fill a vacancy, a list is requested from Erie County. The list is comprised of those who have passed a test administered by Erie County. All candidates also need to have passed background checks and agility tests. The Village then

Interviews, and we are required to hire from the top 3 highest scoring eligible candidates. The Village also requires the candidate to pass a medical and psych evaluation before he/she is hired.

The Stakeholders asked if the Village police department participates in Mutual Aid calls. Chief Phillips responded that we often offer assistance to the Town of Tonawanda Police Department.

Stakeholder Marra stated that in his role as ADA for the Village of Kenmore, he interacts with the detectives a lot. He is grateful for the service they provide. He explained that New York State has enacted several changes which impact law enforcement:

1. Low level/non-violent crimes – suspects are no longer jailed until after trial. They are released after appearance.
2. Discovery – Police now have to provide everything right away. This creates a burden on the department to comply with this requirement.
3. Raised age for Juveniles – previously, one was classified as a juvenile if they were under 16 years old. Now the age is 17.

Stakeholder Kanaley suggested that the survey results be posted. They are so positive and really make the Kenmore Police Department shine. Also, she feels that by posting, the public will know that their input counted and was appreciated.

The Stakeholders again were asked to share any comments, plus or minus, about the Kenmore Police Department. No one had any criticism or suggested any need for improvement. All of the members stated that the police department does an outstanding job.

Stakeholder Qazi stated that he thinks the Kenmore Police Department is great.

As there were no other questions, Chief Phillips thanked everyone for their time and the meeting was ended.


Kathleen P Johnson, Clerk/Treasurer

VILLAGE OF KENMORE

POLICE REFORM

APPENDIX 2



2020 Annual Report

Village of Kenmore Police Department

Thomas J. Phillips
Chief of Police

January 19, 2021

Mayor Patrick Mang:
Village Board of Trustees:

It is a pleasure to present the Kenmore Police Department's 2020 Annual Report for your review. The following report highlights police activity and law enforcement efforts made throughout the year.

This past year we faced many challenges brought on by the COVID- 19 pandemic, and I would like to take this opportunity to acknowledge the efforts of the men and women of the Kenmore Police Department. We adjusted operations, and we will continue to take protective measures to keep our residents and staff safe. As we navigate our way through this challenging time, my staff and I remain dedicated to providing the best possible police service to our community.

On behalf of the Kenmore Police Department, I thank you for your support, and I look forward to serving our community in 2021.

Sincerely,

Thomas J. Phillips
Chief of Police

PERSONNEL

STAFFING

- 1- Chief of Police
- 2- Captains
- 4- Police Lieutenants (Patrol Supervisors)
- 2- Detectives (Criminal Investigations)
- 1- Detective (Court Officer)
- 1- Detective (Juvenile Officer)
- 14- Police Officers (Patrol)
- 14- Dispatchers (4 Full Time and 10 Part Time)
- 5- Crossing Guards/ Matrons (Part Time)
- 1- Building Maintenance Staff (Part Time)

ROSTER CHANGES/ PROMOTIONS

January 2020- Hired Anthony Catania for the position of Police Officer. Anthony is a life-long Village resident, and was hired off of the Civil Service list. Anthony graduated from Basic Training at the Erie County Law Enforcement Training Academy, and has completed the Field Training program.

June 2020- Retirement of Lieutenant David Lewandowski. Lt. Lewandowski had served with the Kenmore Police Department since November 1996.

September 2020- Retirement of Lieutenant David Stapleton. Lt. Stapleton had served with the Kenmore Police Department since April 1996.

Promotions

January 2020- Lt. Fred Vaccaro was promoted to the position of Captain.

February 2020- Officer Michael Landis was promoted to the position of Lieutenant.

June 2020- Officer Dan Vitale was promoted to the position of Lieutenant.

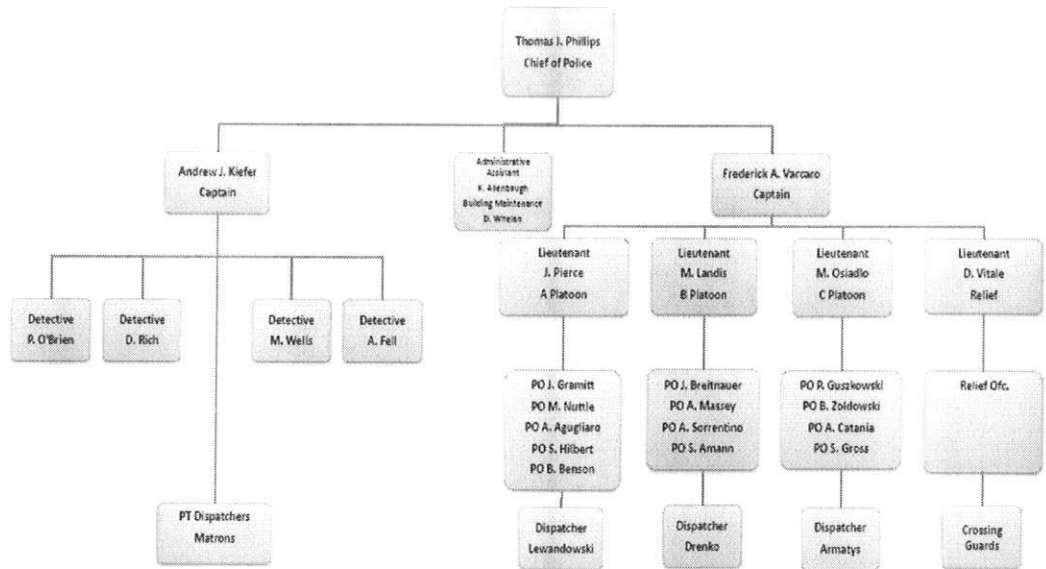
October 2020- Officer Michael Osiadlo was promoted to the position of Lieutenant.

Kenmore Police Department Employee Roster 2020

SWORN	Dispatchers- Full-Time
Chief Thomas J. Phillips	Karen Allenbaugh
Captain Andrew Kiefer	William Drenko
Captain Frederick Vaccaro	Haley Lewandowski
Lt. Jared Pierce	April Armatys
Lt. Michael Landis	Dispatchers- Part-Time
Lt. Daniel Vitale	Donald Biggie
Lt. Michael Osiadlo	Scott Czubaj
Det. Paul O'Brien	Deidre Manzella
Det. Michael Wells	Amanda Reming
Det. Alan Fell	Nicholas Czerwinski
Det. Douglas Rich	Danielle Kibat
Officer Michael Caruso	Leanne Reuman
Officer Paul Guskowski	Melanie Manzella
Officer JoAnne Grammit	Linda Chase
Officer Justin Breitnauer	Todd Bieron
Officer Michael Nuttle	Crossing Guards/ Matrons
Officer Adam Massey	Margo Toy
Officer Adam Agugliaro	Susan Muscarella
Officer Anthony Sorrentino	Romi Scheuer
Officer Shawn Amann	Barbara Hazelet
Officer Brian Zoldowski	Kimberly Heigel
Officer Stephanie Hilbert	
Officer Brian Benson	Maintenance
Officer Anthony Catania	Daniel Whelan
Vacant	



Table of Organization



2020 POLICE ACTIVITY

15,442 CALLS FOR SERVICE ** 3182 TRAFFIC STOPS INCLUDED

3,206 911 CALLS RECEIVED

1,352 POLICE REPORTS FILED

ENFORCEMENT

ARRESTS/ BOOKINGS- TOTAL 408

- **62** FELONIES
- **318** MISDEMEANORS
- **28** VIOLATIONS
- **14** ARRESTS FOR NARCOTICS/MARIJUANA OFFENSES
- **2** ARRESTS FOR FIREARM OFFENSES
- **47** ARREST WARRANTS ISSUED
- **54** ARREST WARRANTS SERVED
- **34** PRISONERS HELD AT KPD LOCKUP

TRAFFIC SAFETY



- **2604** TRAFFIC TICKETS ISSUED
- **3182** TRAFFIC STOPS CONDUCTED
- **22** DWI ARRESTS
- **174** PROPERTY DAMAGE ONLY ACCIDENTS
- **22** ACCIDENTS WITH INJURY
- **58** LEAVING THE SCENE
- **97** ACCIDENT REPORTS FILED WITH NY STATE
- **3970** PARKING TAGS ISSUED

The Kenmore Police Department currently has two RADAR Speed Signs (as pictured above). The speed signs are deployed to reduce speeds. They are not only used to gain compliance to the posted speed limits, but they are used to gather traffic data that we analyze to prioritize our enforcement efforts. In addition to utilizing the speed signs, KPD conducted **208** traffic enforcement details at targeted locations. All marked patrol cars are equipped with RADAR units and all officers are RADAR certified.

In 2020 we received the Governor's Traffic Safety Grant in the amount of \$4,484. These funds were used to participate in the NY State 'Buckle Up NY' campaign targeting seatbelt violations. All remaining funds were used for enforcement of traffic violations at targeted accident locations on Delaware Ave., Elmwood Ave., and Colvin Blvd.

OTHER CALLS FOR SERVICE

- **38** MENTAL HEALTH COMMITMENTS
- **35** COMMITMENTS FOR ALCOHOL
- **6** OVERDOSES W/ NARCAN USE
- **987** FIRST AID CALLS
- **20** CAR SEAT CHECKS

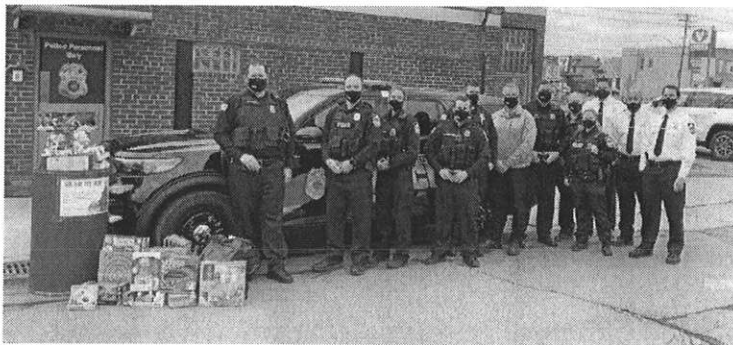
AVERAGE RESPONSE TIME PER CALL TYPE:

** THIS IS A SMALL SAMPLE OF THE MANY TYPES OF CALLS THAT WE RESPOND TO WITH THE AVERAGE RESPONSE TIME.

- ALARM CALL: 117 CALLS, **.94** MINUTES
- BURGLARY RESIDENCE: 15 CALLS, **1.4** MINUTES
- DISTURBANCE: 254 CALLS, **1.58** MINUTES
- DRUG OVERDOSE/NARCAN: 6 CALLS, **2.0** MINUTES
- FIGHT: 15 CALLS, **1.20** MINUTES
- FIRE RESIDENTIAL: 14 CALLS, **.86** MINUTES
- ROBBERY: 4 CALLS, **.25** MINUTES
- INJURY ACCIDENT: 22 CALLS, **.91** MINUTES
- SUSPICIOUS PERSON: 146 CALLS, **1.58** MINUTES
- UNKNOWN TROUBLE: 39 CALLS, **1.74** MINUTES

COMMUNITY POLICING

Most community events were cancelled this year because of the pandemic, and unfortunately, we were forced to cancel most of the KPD community outreach programs. At the request of residents, we assisted/participated in birthday drive-by parades. We partnered with the Town of Tonawanda Neighborhood Watch and the Town Parks and Rec. Department and passed out candy to the kids in our community at the Halloween Drive-Thru Parade at Lincoln Park.



The annual Holiday Toy Drive was once again very successful, and I thank all those in our community for their generous donations.

We continue to engage with our residents through social media.

Our Facebook page is closely monitored, and we have had great success exchanging information with the public, and we continue to use the Next Door App to communicate public safety matters with our residents. The Safecam program enables businesses and residents to register their surveillance cameras with KPD through the Village website, and the number of registered cameras has grown significantly over this past year.

Overtime details funded by the Community Development Grant enabled us to assign officers to community policing shifts. The community policing officers are detailed to engage the public and initiate non-law enforcement contacts. Community policing focuses on building relationships with those we serve, and we do this in many ways such as having an officer walk the business district or patrolling the parks in the “Rhino” ATV.

TRAINING

Training Summary 2020

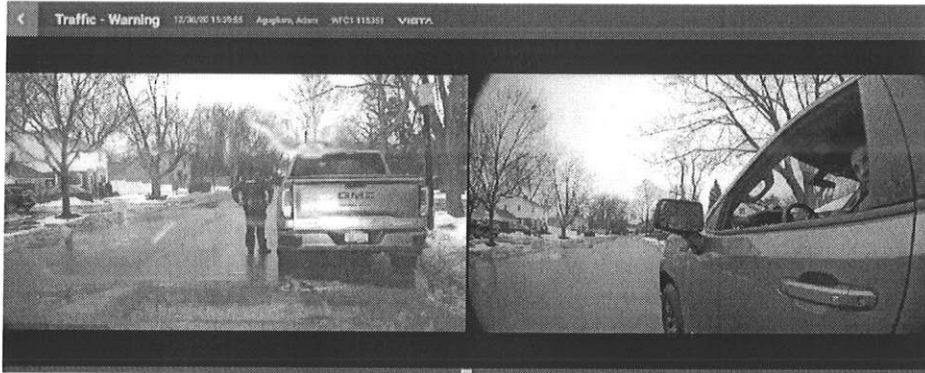
Department-wide Training

- Fair and Impartial Policing
- Excited Delirium
- Workplace Violence
- Blood-Borne Pathogens
- Firearms

Individual Trainings

- Law Enforcement Active Shooter Emergency Response (LASER)
- Law Enforcement Intelligence
- Managing Narcotics Informants
- Technology Threats and Trends Against Law Enforcement
- Social Networking
- Courtroom Testimony
- Video Surveillance techniques
- Site Protection Through Observational Techniques (SPOT)
- Patrol Response to the Suspicious Death and Homicide Scene
- Incident Command
- Taser Instruction
- Instructor Development
- Supervisor School

EQUIPMENT UPGRADES 2020



Currently, all marked patrol vehicles are equipped with in-car camera systems (Dash-cams). This year we

were able to add body-worn cameras to that system. The photo above shows video documentation of an officer/motorist contact with our current integrated video system.

To accommodate the storage of video evidence, we purchased a cloud storage system. This storage system enables us to store all video evidence in an organized case file, and enables us to efficiently share those files with the District Attorney's office in accordance with statutory requirements. Our camera system is the most up-to-date technology with 'record after the fact' features and automatic uploading.

I am confident that our camera system along with strong policies, and training will promote the transparency and accountability that will continue to strengthen the relationship between the Kenmore Police Department and the community we serve.

Additional Equipment

- Each patrol vehicle is now equipped with High Threat Ballistic Body Armor, and medical trauma kits.
- Integrated Public Alert and Warning System (IPAWS)- Mass notification system in partnership with the Town of Tonawanda.

- 3 new patrol vehicles, updated light bars, police radios and siren boxes
- 1 new RADAR unit

Building Upgrades

- The women's restroom was remodeled at KPD Headquarters
- Security door with keypad entry installed at the Dispatch Office

DOMESTIC VIOLENCE

To combat domestic violence, the Kenmore Police Department takes a proactive approach to the enforcement of family offenses. In addition to proactive enforcement, the Kenmore Police Department continues our partnership with Haven House. Haven House/ Child and Family Services continues to support our Domestic Violence Victim Advocacy Program, and we are fortunate to have case worker Lauren operating out of KPD Headquarters. DVA Lauren provides additional services to victims by accompanying victims to court, and guiding them through Family Court and Criminal Court proceedings. She also assists victims with finding shelter, counseling and provides other victim services.

ADMINISTRATIVE MATTERS

- New York State Police Reform and Reinvention Collaborative. In response to Governor Cuomo's Executive Order No. 203, the Kenmore Police Department has started the process of police reform. The goal of the Executive Order is for each municipality to develop a plan through an inclusive process to build police-community relationships. We started the process by an in-house review of policies and procedures, enforcement

strategies, community policing efforts, technology and equipment, officer recruitment and retention, citizen complaints, use of force and use of force reporting and training.

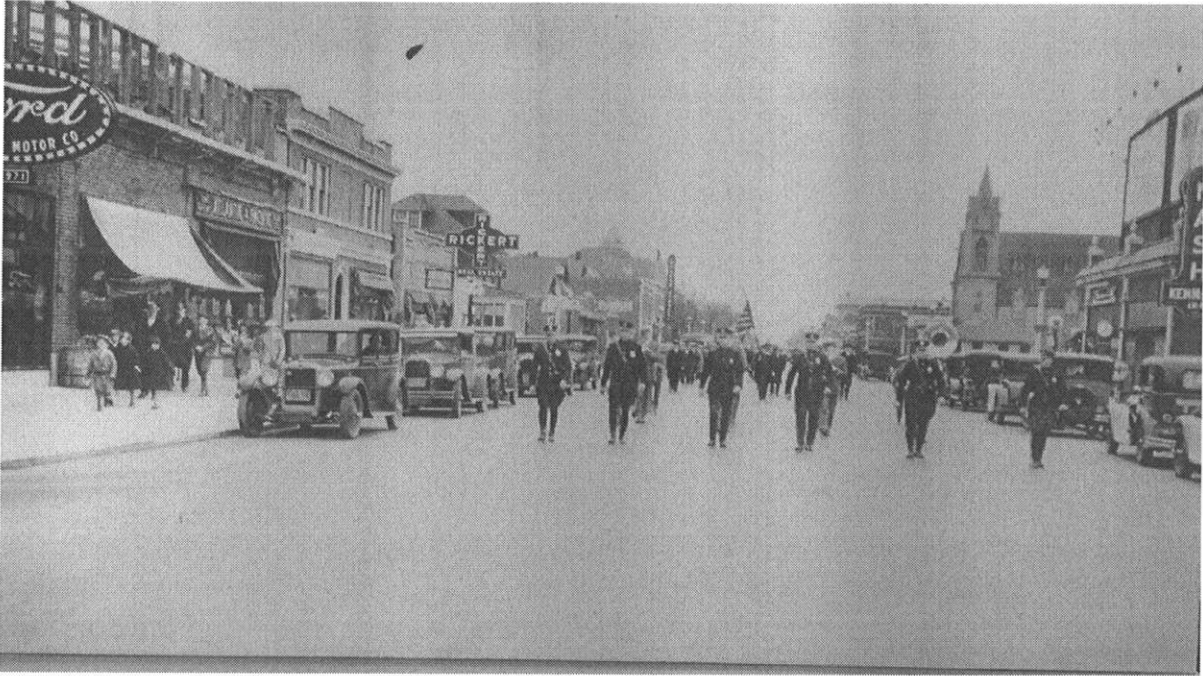
- I continue active membership in several law enforcement executive organizations. In 2020, I served as the President of the Erie County Association of Chiefs of Police, and attended the NY State Chiefs/ NY State Sheriffs annual leadership conference. I also maintained membership in the Western New York Association of Chiefs of Police, New York State Chiefs, and International Association of Chiefs of Police.

KENMORE POLICE



SERVING SINCE 1908

A look back.



VILLAGE OF KENMORE

POLICE REFORM

APPENDIX 3

GENERAL ORDER

A – 35 USE OF FORCE

PURPOSE

The purpose of this policy is to establish guidelines and procedures regarding the Use of Force by members of the Kenmore Police Department. This policy is not intended to endorse or prohibit any particular tactic, technique, or method of employing force.

POLICY

The Kenmore Police Department recognizes the immeasurable value of human life in our society. Police Officers have the primary responsibility to protect life and property, and to apprehend criminal offenders. The amount of force that is used by the Officers of the Kenmore Police Department shall be the amount of force that is objectively reasonable under the circumstances for the officer involved to effect an arrest, prevent an escape, or in defense of themselves or others. The standard of objective reasonableness, established by the United States Supreme Court in *Graham v. Connor*, is used in this policy and is intended to provide officers with guidelines for the use of force, including deadly physical force. Additionally, Officers must be thoroughly familiar with Article 35 of the NYS Penal Law.

This policy is based on the Use of Force - Model Policy provided by the NYS Municipal Police Training Council (approved June 5, 2019).

DEFINITIONS

Objectively Reasonable – An objective standard used to judge an officer's actions. Under this standard, a particular application of force must be judged through the perspective of a reasonable officer facing the same set of circumstances, without the benefit of 20/20 hindsight, and be based on the totality of the facts that are known to that officer at the time that the force was used.

Deadly Physical Force - Physical force which, under the circumstances in which it is used, is readily capable of causing death or other serious physical injury.

Physical Injury – Impairment of physical condition or substantial pain.

Serious Physical Injury – Physical injury which creates a substantial risk of death, or which causes death or serious and protracted disfigurement, protracted impairment of health or protracted loss or impairment of the function of any bodily organ.

USE OF FORCE

In general terms, force is authorized to be used when reasonably believed to be necessary to effect a lawful arrest or detention, prevent the escape of a person from custody, or in defense of one's self or another.

Under the 4th Amendment, a police officer may use only such force as is "objectively reasonable" under the circumstances. The reasonableness of a particular use of force must be judged from the perspective of a reasonable officer on the scene.

DETERMINING THE OBJECTIVE REASONABLENESS OF FORCE

When used, force should be only that which is objectively reasonable given the circumstances perceived by the officer at the time of the event.

Factors that may be used in determining the reasonableness of force include, but are not limited to:

The severity of the crime or circumstance;

The level and immediacy of threat or resistance posed by the suspect;

The potential for injury to citizens, officers, and suspects;

The risk or attempt of the suspect to escape;

The knowledge, training, and experience of the officer;

Officer/subject considerations such as age, size, relative strength, skill level, injury or exhaustion, and the number of officers or subjects;

Other environmental conditions or exigent circumstances.

DUTY TO INTERVENE

Any officer 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.

An officer who observes another officer use force that exceeds the degree of force as described in the preceding paragraph should promptly report these observations to a supervisor.

USE OF DEADLY PHYSICAL FORCE

Deadly physical force may be used by an officer to protect themselves or another person from what the officer reasonably believes is an imminent threat of serious physical injury or death.

Deadly physical force may be used to stop a fleeing suspect where:

1. The officer has probable cause to believe the suspect has committed a felony involving the infliction or threat of serious physical injury or death; and,
2. The officer reasonably believes that the suspect poses an imminent threat of serious physical injury to the officer or to others.
3. Where feasible, some warning should be given prior to the use of deadly physical force.

PROHIBITED USES OF FORCE

Force shall not be used by an officer for the following reasons:

1. To extract an item from the anus or vagina of a subject without a warrant, except where exigent circumstances are present;
2. To coerce a confession from a subject in custody;
3. To obtain blood, saliva, urine, or other bodily fluid or cells, from an individual for the purposes of scientific testing in lieu of a court order where required;
4. Against persons who are handcuffed or restrained unless it is used to prevent injury, escape, or otherwise overcome active or passive resistance posed by the subject.
5. Warning shots are PROHIBITED.
6. Officers will not fire a weapon at, or from, a moving vehicle, except as an ultimate measure of self-defense or defense of another.
7. Officers will not use a Police vehicle in an attempt to collide with another vehicle or to force any vehicle off the road, unless the Officer has reason to believe that the occupant has committed a felony involving serious physical injury or death, and that the delay in apprehension creates risk of death or serious physical injury to others. The use of a Police vehicle against persons will be considered use of Deadly Physical Force.
8. Officers are justified in using their firearm to kill an animal for self-defense, to prevent substantial harm to the Officer or another, or when the animal is injured to the degree that humanity requires its relief from further suffering, and all other methods of disposal are impractical. In all such cases, the officer shall ensure that the action taken does not endanger any person. A KPD 109 (Firearm Use) report will be completed.

The use of chokeholds is prohibited except in those situations where deadly physical force is permitted.

REPORTING & REVIEWING THE USE OF FORCE

Any injuries resulting from a use of force incident shall result in the appropriate and timely medical attention being provided to the injured party.

Members involved in use of force incidents as described below shall notify their supervisor as soon as practicable and shall complete a departmental use of force report.

1. Use of force that results in a physical injury.
2. Use of force incidents that a reasonable person would believe is likely to cause an injury.
3. Incidents where a Taser or other conducted energy device (CED) was intentionally discharged or accidentally discharged after being displayed.
4. Incidents where pepper spray was pointed at or deployed towards a suspect.
5. Use of an impact weapon.

6. Use of a chokehold or similar restraint.

A-105b

7. Incidents where a firearm was discharged at a suspect.

A KPD 109A (Use of Force Report) will be used to document any reportable use of force incident.

Additionally, a KPD 109 (Firearms Use Report) will be used to document any time an Officer discharges any firearm, either accidentally or purposefully, whether on-duty or off-duty (except during authorized range practice or qualification).

The officer will protect his or her firearm for examination and submit it to the supervisor on duty. A replacement weapon may be issued to the Officer by the Range Officer.

The Officer will not discuss the incident with anyone except the investigating or supervising Officer, the Officer's attorney, clergy, psychologist, or immediate family. Officers involved will not make any statements, except as provided, without the express authority of the Chief of Police and the Officer's attorney.

PROCEDURES FOR INVESTIGATING USE OF FORCE INCIDENTS

Where practicable, a Supervisor should respond to the scene to begin the preliminary force investigation.

A Supervisor that is made aware of a use of force incident shall ensure the completion of a KPD 109A (Use of Force report) by all Officers engaging in reportable use of force and, to the extent practical, make a record of all Officers present.

Photographs should be taken which sufficiently document any injuries or lack thereof to officers or suspects.

The Patrol Captain will receive the Supervisor's report and conduct an investigation.

FIREARMS REVIEW

The Firearms Review Panel will consist of the Range Officer/Firearms Instructor, the shift Lieutenants (other than the Officer's shift Lieutenant), and the Captains.

All reports and recommendations will be forwarded to the Chief of Police. He has the sole authority to make the final determination on any action taken.

AUTHORIZED WEAPONS

1. Glock Model 21, .45 caliber semi-automatic pistol
2. Glock Model 30, .45 caliber semi-automatic pistol (Detectives/Captains/Chief)
3. It is the policy of the Kenmore Police Department that the issued Glock pistol must be locked in the employee's locker, locked using the provided cable lock or with an approved gun lock, or locked in a (gun) safe whenever not being carried on the Officer's person.
4. Ammunition which was issued by the Range Officer.
5. Colt M4 LE 6920 rifle
6. ASP expandable baton
7. Oleoresin-Capsicum (OC) Spray
8. TASER X26

9. The Chief of Police MUST authorize any weapon carried by the Officer other than the issued departmental weapon.

A-105c

VILLAGE OF KENMORE

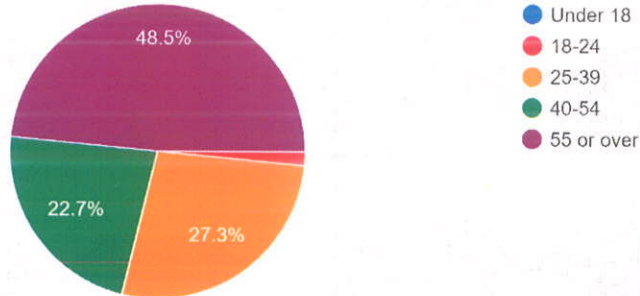
POLICE REFORM

APPENDIX 4

KENMORE POLICE COMMUNITY SURVEY SUMMARY

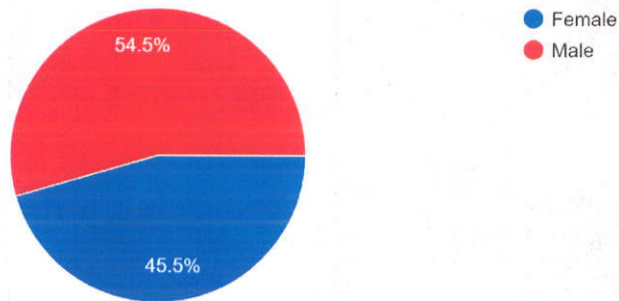
How old are you?

66 responses



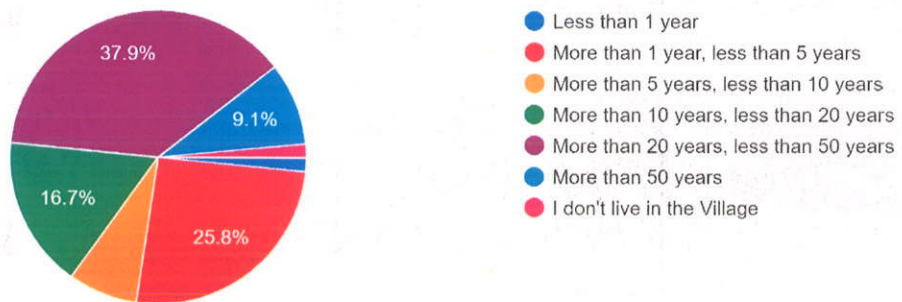
What is your gender?

66 responses



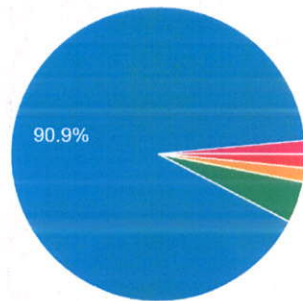
How long have you lived in the Village of Kenmore?

66 responses



What is your race?

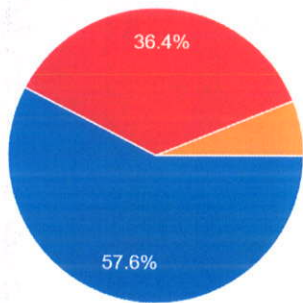
66 responses



- American Indian
- Asian or Asian American
- Black or African American
- Hispanic or Latin American
- Native Hawaiian or other Pacific Islander
- White or Caucasian
- Other

How would you rate the safety of your neighborhood?

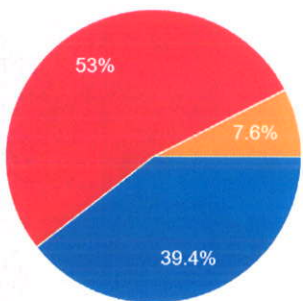
66 responses



- Very safe
- Moderately safe
- So-so
- Dangerous
- Very dangerous

How would you rate the safety of the Village of Kenmore as a whole?

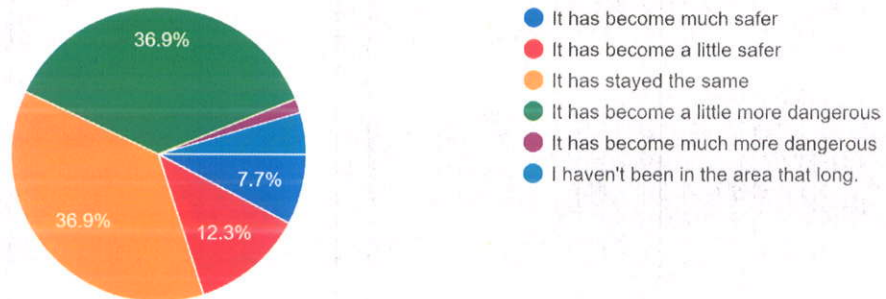
66 responses



- Very safe
- Moderately safe
- So-so
- Dangerous
- Very dangerous

Over the past 5 years, how do you think the safety in the Village has changed?

65 responses



List your top three (3) criminal/public safety areas of concern.

Car break ins/sketchy people walking around at night, and then I get concerned about my neighbors lack of compliance with village codes resulting in hazardous situations and damage to my own and other property from the village's inability to enforce derelict property management.

Stolen property Home/Garage/Car break ins Traffic safety

Home burglary, theft, speeding in neighborhood

Too many speeders, lots of rats, a more responsible Village Inspector

I do not have any concerns

theft, vandalism, trespassing

Lack of respect given to Police is my number one concern.

Speeding down cross streets/no stop, Paddock Chevy Vehicles/drivers,

Driving while black in Kenmore

People breaking into cars Shooting at the corner bar and people running through our back yards Lately protesters not peaceful and no mention of any of this on the news or communication to the residents

Break ins. Gangs. Protests.

Car break ins, speeding down our street, house break ins

people going thru stop signs constantly , speeding on side streets, dwi

General Pedestrian Safety, Poor Traffic discipline

stealing, drug activity

Hoarding, garbage picking, property theft

I live right by the police station on Lincoln and I've had my car broken into one time. So has my upstairs tenant. I may have been naive buying my home so close to the police station thinking I would never experience any crime here. The village seems relatively safe and it's great to see the police presence around, but reading about other car break ins and stolen Christmas decorations on the Kenmore page just draws attention to the fact that there is a not so great element creeping into the neighborhood.

That the police will not be staffed enough to cover the increasing population of people who believe rules are for others or people who have mental health issues. That police will be told to ignore infractions because times are difficult.

Seems cars, garages, postal packages being taken.

1. Vagabonds prowling, they do it in cars, casing out our homes-mostly looking at other people's garages, of course stealing. 2. The public safety of homelessness is weirder now because some criminals "act" crazy and we just don't know how they will behave. Say, some homeless people know they are being rude when they throw banana peels at you (happened to me), piss/spit on your car, etc. They KNOW. We don't know if they are "criminals" acting stupid/homeless or if they are mentally ill and how far these homeless people are going to go. Are they trying to rob you when you walk by and they're trying to reach in your pocket for a cigarette or pound on your car (like my lady) I'll take anything because she saw a \$10 bill on my dashboard. for real. Are they really crazy or really angry; Or both? So I am just supposed to put up with the behavior of a "crazy" person because they are crazy? This is just insanity and will only make the criminals act crazy so they'll be ignored. Things are gonna get weird out here. It's very easy - throw the (proverbial) banana peel Back at the Homeless person and see how mad he gets!! Oh I thought it was funny. Not. Piss on the homeless person's carbox and again, it's not funny. We really need to find a giant box for the homeless because people won't put up with them. 3. Kenmore is not Tonawanda. I am SICK of saying we're Buffalo or Tonawanda. Neither of those places was voted as a favorite place to live in the U.S. We taught our children to be proud in Kenmore schools and it showed. And we want that to continue. We don't have white privilege. We have the privilege of working and making a respectable family, consisting of biological parents with morals and good community and work ethics. I'm sick of people trying to take away our community because Kenmore rocks! and let's

hope we don't find out that our water bills are paying for welfare folks in Tonawanda or the police will be called.

Burglary, speeding & stop sign violations

People breaking into cars, speeding through the village.

Car break-ins, package theft,

Theft at homes, car thefts, garage thefts

House robberies, car/garage break in, vandalism

Home crimes

Theft and noise are my two complaints

car break in's, speeding cars up the street, people picking through the garbage

break-ins to homes, garages and car (mostly hom)safety walking my dog

I am worried that with financial resources being limited by covid that the police department might not receive enough staffing. Sometimes I worry that we are hiring less qualified people to be police officers, although I have not seen that in the Village, just the town. I would like to see a bit more street patrol.

Coumo giving criminals a free pass to commit several more crimes in a short period of time and restricting law enforcement from keeping the village safe from repeat offenders

Car entry, package theft

public intoxication (alcohol/drugs)

Mang Park, Kenmore Ave., and West Hazeltine by Melrose

Car break in Home invasion/robbery Drivers speeding through the Village

Car breakins

Car break in's. package thefts, undesirables walking around

People walking in back yards at nigh. Car brake ins. Package thefts

Property theft, cars speeding down Hoover, drug dealers (some years ago a side door was shot at because of a drug dealer. It's a rental that always seems to be rented by questionable people.

Car break ins, home break ins/property theft, suspicious persons

Mang and Lincoln parks

Thankfully our house on Tremont has not been a target of any crimes since moving in last year and actually the immediate neighborhood seems very safe and quiet which has been nice! One of the reasons I decided to move here was the noted police presence and quick response times. Thank you for your service! I have noticed some riff raff/beggars hanging around the bench on the NE corner of kenmore and Delaware late at night. Also I have never witnessed any crimes, but it seems as though the building to the north of laundry stop on elmwood between w hazeltine and tremaine is a loitering hotspot

- Code of silence by police/falsified police reports - Communication. Would like more opportunities to talk with police officers. Over a cup of coffee or something, discuss some of the difficult elements of police/community relations. I would absolutely welcome an officer over for some coffee and dessert right in my dining room! Someway somehow, the officer has to find a way to get out of their car once in a while.

Looting cars and porches, drugs, rats

Crime from buffalo, people walking streets checking our doors

Theft, burglary, fireworks

Speeding on side streets More patrolling of side streets Youth activities at mang park

We support the police and think you all do a great job. we walk the neighborhood a lot to get exercise and feel pretty safe. All the cops we have had interactions with have been respectful and professional.

Enforcement of speed and stop signs Quality of life Parking enforcement

1.Evening Vehicle theft 2.Owner occupied Housing changing to rentals

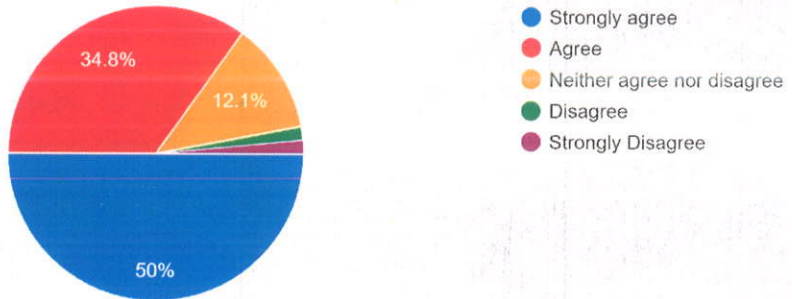
Reckless drivers on the side streets, loud car stereos blaring and people not cleaning up after their dogs-some not even on leashes.

Racism

porch pirates, Blm protests, kids roaming in from city of Bflo. Using our facilities.

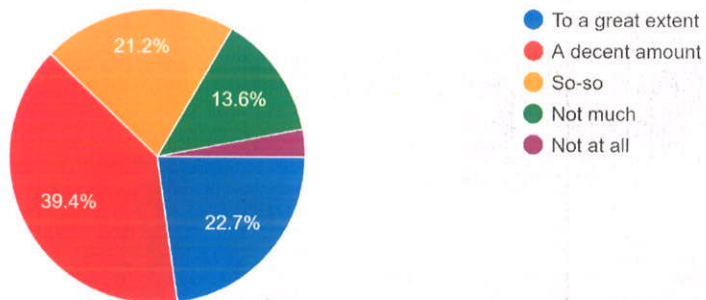
How much would you agree that the Kenmore Police are an active part of your community?

66 responses



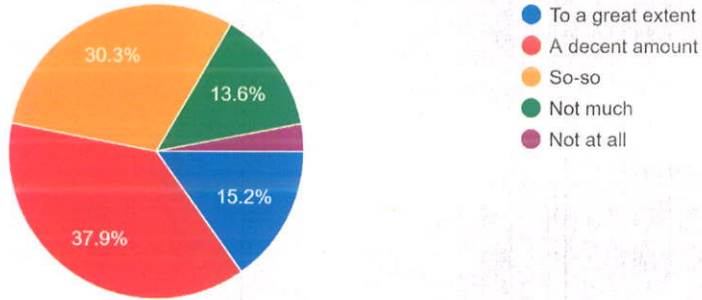
To what extent do you think the Kenmore Police Department engages with and develops relationships with members of the community?

66 responses



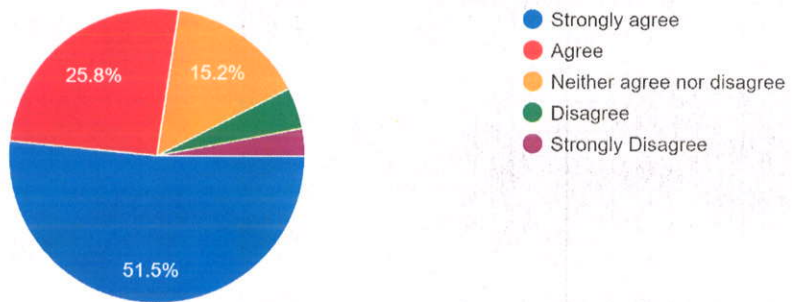
To what extent do you think the Kenmore Police Department communicates important information to the community?

66 responses



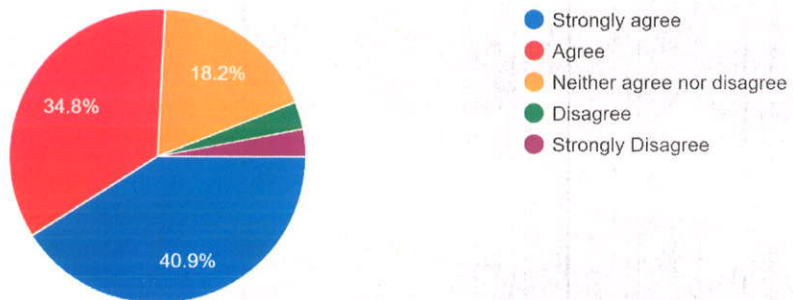
How strongly do you agree that the Kenmore Police are honest and trustworthy?

66 responses



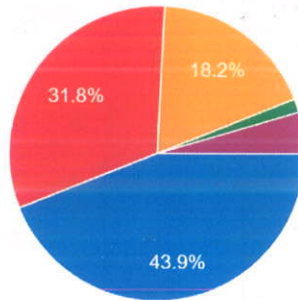
How strongly do you agree that the Kenmore Police treat people fairly?

66 responses



How strongly do you agree that the Kenmore Police show concern for members of the community?

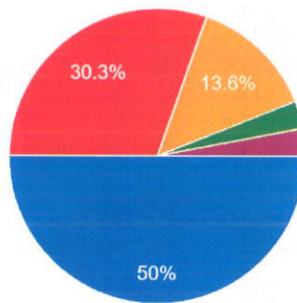
66 responses



- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

How strongly do you agree that the Kenmore Police are respectful?

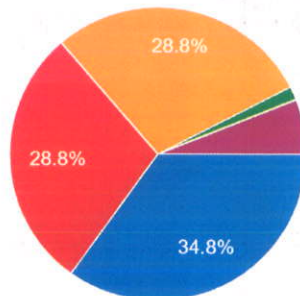
66 responses



- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

How strongly do you agree that the Kenmore Police make fair and impartial decisions in cases they deal with?

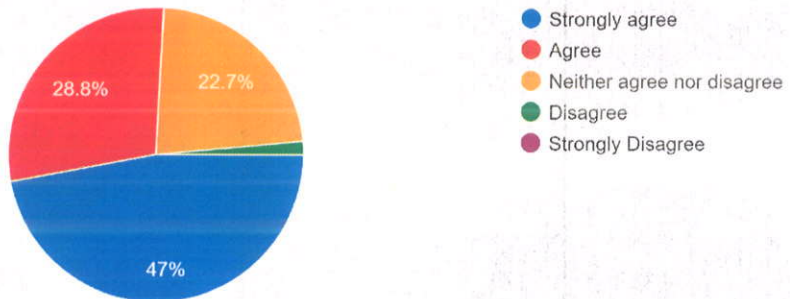
66 responses



- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

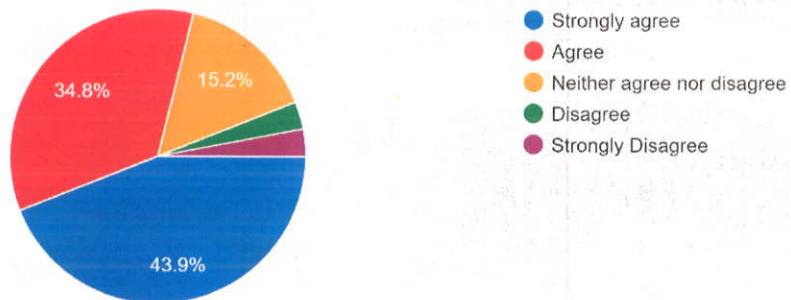
How strongly do you agree that the Kenmore Police DO NOT use excessive force?

66 responses



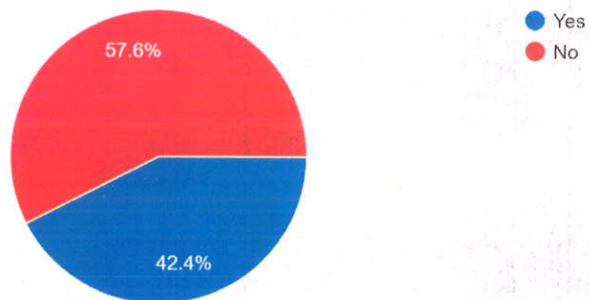
How strongly do you agree that the Kenmore Police are responsive to community concerns?

66 responses



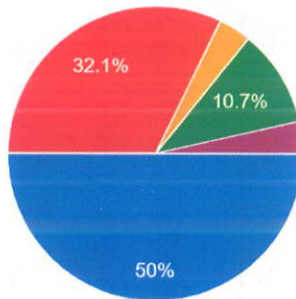
Over the past 5 years, have you had at least one interaction with the Kenmore Police in which you were the victim of a crime or witness to a crime?

66 responses



Based on the interaction(s), do you feel that you were treated fairly?

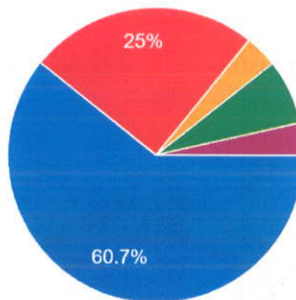
28 responses



- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Based on the interaction(s), did the officer listen to your concerns?

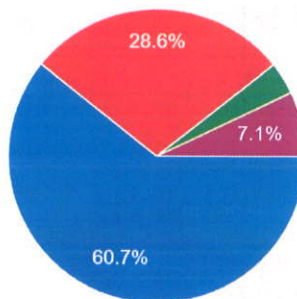
28 responses



- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Based on the interaction(s), did the officer treat you with respect?

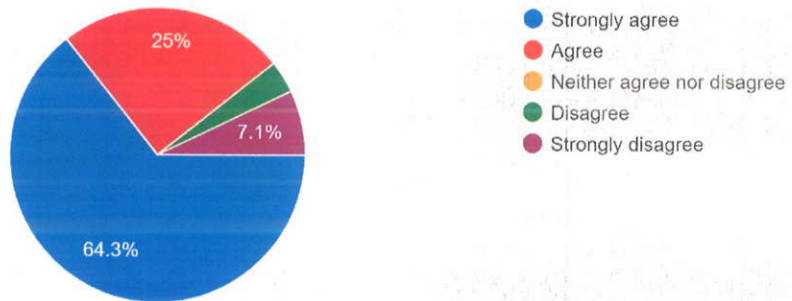
28 responses



- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

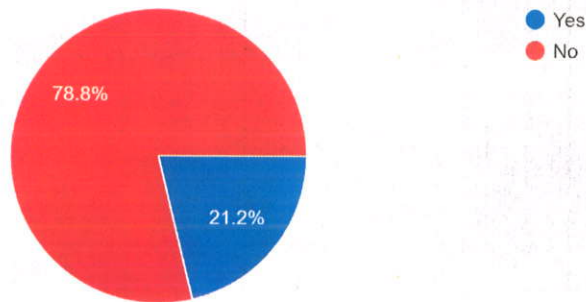
Based on the interaction(s), did the officer act professionally?

28 responses



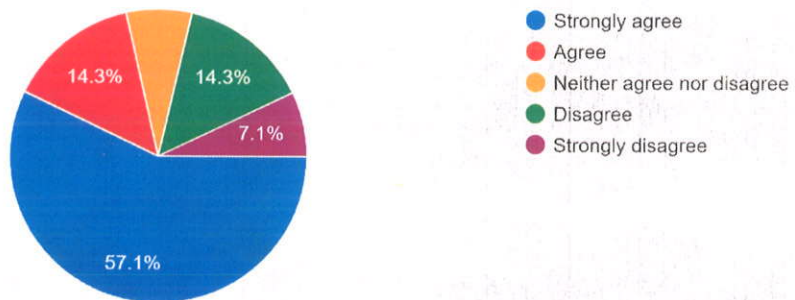
Over the past 5 years, have you had at least one encounter with the Kenmore Police in which you were stopped for a traffic violation?

66 responses



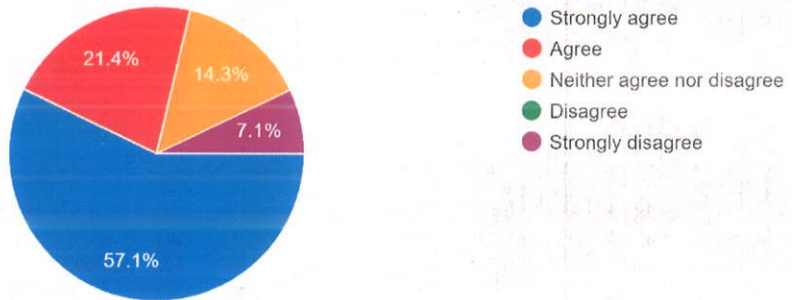
Based on the interaction(s), do you feel that you were treated fairly?

14 responses



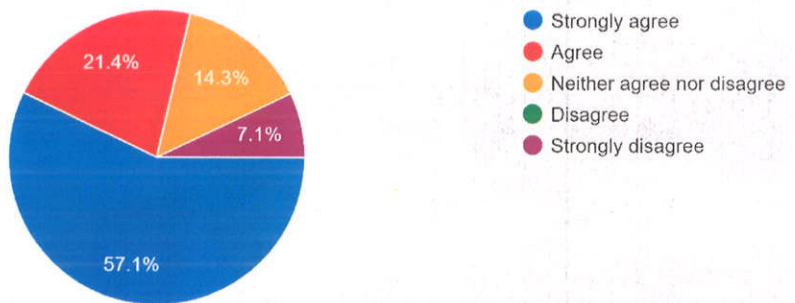
Based on the interaction(s), did the officer treat you with respect?

14 responses



Based on the interaction(s), did the officer act professionally?

14 responses



Over the past 5 years, have you had at least one encounter with the Kenmore Police in which you were arrested or suspected of committing a crime?

66 responses



Please add any comments you have related to the previous questions, or anything else you'd like to say regarding the Kenmore Police Department.

Thank you Kenmore PD

I wish there was a way for residents to be made aware of the criminal activity in the Village of Kenmore. This could be done with a police blotter or better communication from Kenmore Police on their web page or social media. Thank you.

Dispatchers are kind, Detective O'Brien is great, be more pro-active with speeders on side streets.

Overall Kenmore has a fine police force.

I feel that Kenmore Police have an ever changing job and that is very hard to be part of a community that has such a change of residents. It used to be the residents lived here most of their life and had pride in taking care of their neighborhood. I feel that has changed making the day to day job of the police a little harder.

Driving while black I sent a crime in kenmore. I will be coming down too speak too a captain n file a complaint against an officer who profiled and followed me on englewood in a all black suv as I was going too pick my mother up from apartments in kenmore on my way too work.

Great job! The main reason I live in Kenmore!

I wish you would treat victims of domestic violence in a more trauma informed way. I wish you would get trained in the mental aspect of domestic violence for a better understanding of what they go through. I would love to speak to you and share my story to help you understand!

Generally, the police seem like they could be a more friendly/open to people in general during interactions.

Please consider enforcing stop sign rules. It is not safe to cross streets at stop signs on Lincoln Boulevard. People routinely roll through and ignore pedestrians at night

Overall I think the Kenmore Police Department does an excellent job. Personally, I would like to see better enforcement of regulations in the Village Municipal Code that affect quality of life -- in particular regulations regarding garbage picking, hoarding and accumulating large quantities of trash on residential property, and vehicles parked across sidewalks.

I have had interaction with the police when my son was a teen, also when rear ended someone on Delaware Ave. They were always polite but business like Also they have helped me when I thought I heard someone in the driveway, when my late mother thought someone came into her apartment upstairs. They were extremely reassuring and responded so quickly. They even knocked on my door when I had left my interior light on in the car at night. They are a major reason that Kenmore is a great place to live in.

I have a challenge son. I think the Kenmore Police for most part HAVE been extremely helpful to both my son and myself and husband. I feel they have a VERY hard job, and I truly am thankful for all they have out up with. I'm proud to say I live in Kenmore

The Kenmore Police dept. DEFINES Kenmore. Get that.

Having to call Kenmore Police five times in the last two years their response was very quick and the result every time was positive. They took care of the situation I called them for and it was resolved.

Keep up the good work, and thank you!

Keep up the great work. Maybe more surveillance during the night to deter car breakins

need more presence in the village

Noise violations aren't handled...like at all. The same house ALWAYS has parties into the wee hours of the night with thumping bass that can be felt a block over and yelling and screaming...and the police just drive by. There is also a large uptick in car breakins and package/lawn decoration/yard item thefts. Instead of better patrolling or more presence during the offending hours...residents are simply told to "lock up better".

I have a great respect for our local police force and do not subscribe to defunding the police, with that said, keep the damn politics out of the enforcement of the law.

Over the years I have had tickets for expired inspection, expired registration, parking on the wrong side of the road. I was to blame at all times and paid the fines. The police were doing their job. I also had an encounter with them when my son was a teen and they were very professional and strict. They have also been very kind and courteous to my grandchildren when we see them on the street. Overall they are an extreme asset to the Village and I believe help keep it safe and secure.

In my 52 years living in the village a lot of great officers have retired, 20-30 years ago I believed the village was the safest place on earth, not so much now with Coumo and bail reform arresting criminals and giving them a ticket and sending them on there way just to

arrest them again and give them another ticket. KPD is a bunch of great people but it's sad that their hands are tied

One of the main reasons I have lived in Kenmore for so long is due to the police dept.

Be more visible on the streets

Thank you for your service

Keep watch at 152 Hoover, blue house, upper flat. Numerous cars stop there for 5 minutes only, then leave.

I had a brief interaction with a Kenmore police officer about a noise complaint filed against me (I was running loud machinery) and he very kindly approached me and politely asked me to resume the work the next day. On a separate occasion I was given a warning in lieu of a parking ticket and it was much appreciated.

Speak up on current events. Don't make us wonder where you stand on abuse of power, falsified police reports, increasing overlap between white supremacy groups and police forces around the country. "Pay police like your life depends on it" is an implicit threat. Thin blue line flags are racist. Speak up.

I love how KPD has taken to social media to communicate (my husband says look at West Seneca PD Twitter feed for ideas). I like how adaptive they have been with winter parking. I like seeing police actively patrolling streets. I hope they take opportunities to interact with kids on the street etc. I am disturbed how many people I hear complaining of looting of cars and porches.

The Kenmore Police are the best

Relating to the prior incident, my issue wasn't with the offense being stopped for, I only take issue with the officer being nitpicky and citing me for an additional unrelated, and non-moving, violation that ended up being dropped anyways.

Be safe

Great work. Keep up the patrols, seeing the SUVs go down the block always makes us feel safer. You all protect us and we are grateful for it.

I've lived in a few communities in WNY and regret buying a home in Kenmore. Almost all of my interactions with KPD have been unprofessional. When you're told "what do you want us to do about it" when you and your neighbor's call it's disappointing. When you can't even take your kids to the park across the street from the police station it's disappointing.

People of color go out of their way NOT to drive through Kenmore because they know they will be pulled over. My entire life, every time I've seen someone pulled over on Delaware or Elmwood, it was a person of color. Until that stops completely, our police department will be seen for what it is, an extension of white supremacy. Do better.

Thanks for doing the toys for Christmas

APPENDIX B

NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE PLAN CERTIFICATION FORM

Instructions: The Chief Executive of each local government must complete and submit this certification and a copy of their Plan to the Director of the New York State Division of the Budget on or before April 1, 2021 at E0203Certification@budget.ny.gov.

I, Patrick Mang, as the Chief Executive of Village of Kenmore (the "Local Government"), hereby certify the following pursuant to Executive Order No. 203 issued by Governor Andrew M. Cuomo on June 12, 2020:

- The Local Government has performed a comprehensive review of current police force deployments, strategies, policies, procedures, and practices;
- The Local Government has developed a plan, attached hereto, to improve such deployments, strategies, policies, procedures, and practices (the "Plan");
- The Local Government has consulted with stakeholders (including but not limited to: membership and leadership of the local police force; members of the community, with emphasis in areas with high numbers of police and community interactions; interested non-profit and faith-based community groups; the local office of the district attorney; the local public defender; and local elected officials) regarding the Plan;
- The Local Government has offered the Plan in draft form for public comment to all citizens in the locality and, prior to adoption of the Plan by the local legislative body, has considered the comments submitted; and
- The legislative body of the Local Government has ratified or adopted the Plan by local law or resolution.

Patrick Mang
Name



Signature

Mayor
Title

3/16/2021
Date