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HUDSON POLICE REFORM: YEAR ONE

Pursuant to the process initiated in the City of Hudson as per mandates set for the New York State Executive Law 203, the following is our plan of action. The [Police Accountability & Reconciliation Committee](#) has issued an [advisory report](#) and recommendations. The implementation process has already begun, and will continue through 2023 at minimum. Our action plan has been constructed to build more trust and an advanced level of community engagement.

#1: The police department will increase its transparency to the community it serves

- Hudson PD must disclose all third-party contracts.
- All General Orders, Policies & Procedures will be placed on the [city website under the department tab](#).
- The website will be improved in order to be more informational.
- An online Civilian Complaint form will be added. As well as paper versions placed in City Hall.

#2: Policy Practices

- Hudson PD will adopt the Safeguarding Children of Arrested Parents protocols.
- Hudson PD will work with the Police Advisory and Reconciliation Committee to implement additions to the current body camera policy.
- Build on standards of “objectively reasonable” into a policy that outlines the principles of “necessary and proportional.”
- Create clear and explicit language defining a “use of force continuum.”
- Create clear and explicit language defining “de-escalation, with the mandate that an officer must exhaust all tactics of de-escalation before resorting to deadly force.
- If all other options have been exhausted, the officer needs to provide a clear and audible warning that they are escalating to deadly force.

#3: General Recommendations

- Police Advisory and Reconciliation Committee (PARC) will be made a permanent committee staffed by civilians and law enforcement representatives appointed civilians and law enforcement, and tasked with providing front-end accountability to Hudson PD policy.
- Hudson PD is committed to, and will remain so, the hiring of minority officers.



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- Studies have shown that most trainings on bias and race are not effective in combating systemic racism or racist or bias attitudes held by individuals. Accordingly, instead of requiring training, the City will hold quarterly 2-hour Community Conversations; two during the lunch hour and two in the evening. All Police Officers shall be required to attend one of these sessions. One-quarter of Police Officers in the Hudson Police Department shall attend one of the sessions at one time. Such sessions shall also be attended by members of the community who volunteer to participate in the sessions. The Mayor shall select different community members to participate in each of the sessions from those who volunteer to serve. The sessions will be facilitated by an outside facilitator. The intent of these sessions is to develop understanding between both the police and the community about the issues and concerns each face related to police interactions in the community in the hope of forging better community and race relations.
- Compile local data on no-knock warrants conducted including the location of raids, the race of household raided, whether items were found as specified in the warrant, whether or not children were present, and if there was damage to the property.
- Formalize Mayor Johnson's and Governor Cuomo's ban on chokeholds and no-knock raids within department policy.

#4: Police Recommendations

- Increase training specific to officers' strengths.
- Community "Ride Along" Program
- Implement an Employee Assistance Program (EAP) to assist members through their career, for personal and professional issues.
- Implement programs like "Coffee with a Cop", and the "Explorer Program" as a model.

#5: General Orders Review and Disclosure

- Vehicle and Traffic Stops
- Crisis Intervention and Assisting the Mentally Ill
- In-Service Training
- Department Discipline



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#6: Data Collection Management and Disclosure

- All incidents whereby any Use-of-Force/Response to Resistance event occurs, Type(s) of force utilized and findings of the follow-up investigation.
- All Civilian- Complaints, type(s) of complaints, and their findings.
- Online Civilian complaints will have the option to remain anonymous.

#7: Body Camera Recommendations

- Record audio and video in buffer mode, expand buffer mode to 120 seconds.
- Prohibit the ability of officers to view footage before making sworn statements in critical incidents. Officers may view after making statements, and if changes are necessary, must provide the reason for the change.
- Before renewing any body camera contract, the program must be audited and gauged for effectiveness, not only from a budgetary standpoint but whether or not there was a measurable decrease in the use of force.
- Ban video manipulation by police departments in public release footage (No zooming, cropping, slow motion, on-screen visual aids, etc.).
- Opt-out of sharing Hudson Police Department footage with Axon.