

# NEW YORK STATE POLICE REFORM & REINVENTION COLLABORATIVE

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COMMUNITY PROCESS & PLAN RESPONSE TO NEW YORK  
STATE GOVERNOR CUOMO'S EXECUTIVE ORDER #203.

VILLAGE OF WEEDSPORT POLICE DEPARTMENT

MARCH 10, 2021

MAYOR VILLAGE OF WEEDSPORT / VILLAGE OF WEEDSPORT BOARD OF TRUSTEES

DRAFT FOR PUBLIC RELEASE AND COMMENT PERIOD



# Village of Weedsport Police Department

## Plan Response

### Overview and Introduction:

New York State Governor Andrew Cuomo issued Executive Order #203 on June 12, 2020, requiring each municipality in New York State, including the Village of Weedsport, to prepare and adopt a Police Reform Plan by April 1, 2021 (the “Plan”). To build these plans on a foundation of inclusiveness and community participation, the Governor put forth the New York State Police Reform & Reinvention Collaborative to provide a framework for collective community effort when preparing the Plan.

The Village of Weedsport Police Department (W.P.D.) is a “part time” police department that serves the Village of Weedsport in Upstate New York. The Village of Weedsport is located in Cayuga County, Town of Brutus which is off exit 40 of the N.Y.S. Thruway and is about 7 miles north of the City of Auburn. The village has a population of 1,768 (2019) and is approximately 1 sq mile in size. The Village of Weedsport Police Department currently employs (1) full time police officer (8) eight part time police officers. The Current make up of the department consists of (1) one female officer and (8) male officers. Our (1) one full time police officers is assigned to our School Resource Officer (S.R.O.) program and is assigned full time to the Weedsport Central School District and works in the elementary and the Junior & Senior High Schools. The (8) part time police officers make up our patrol division. All of our part time officers are currently employed full time with the Auburn Police Department. Their employment with the City of Auburn is huge asset to the Village of Weedsport Police Department as they come to us with a considerable amount of training which they receive through the Auburn Police Department. These officers also come to us with volumes of experience which is invaluable and hiring these officers assists us in making the most of our small village budget. Without hiring these full time police officers from the Auburn Police Department to work here in the Village of Weedsport it would not be possible maintain our part time police department. In our department the Mayor holds the position of Chief Executive Officer, and an Officer in Charge (OIC) is hired to perform the day-to-day operations of the police department.

This document presents the Village of Weedsport Police Department’s Police Reform Plan that was developed through a community-focused public participation process. Due to the very small community in which we work we did work specifically within our community to evaluate their concerns, however we also partnered with surrounding agencies, specifically the Cayuga County Sheriff’s Department, Village of Port Byron Police Department, and the City of Auburn Police Department to achieve a broader county wide understanding of the concerns of the community surrounding us. In Cayuga County, there is a long and successful history of collaboration and mutual support between our agency, the Cayuga County Sheriff, Village of Port Byron Police Department, and the Auburn Police Department. This strong working relationship informed and enhanced the development of the Plan presented here. As mentioned in the Cayuga County and City of Auburn draft plan the District Attorney’s Office was invited to participate in this collaborative.

**Budget:**

Total operating budget including S.R.O. Program:	\$158,840.00
Reimbursement From school District for S.R.O.:	\$59,875.00
<b>Total operating budget without S.R.O. Program/reimbursement:</b>	<b>\$98,965.00</b>

- Broken down

▪ Personnel	\$87,340.00
▪ Equipment	\$5,000.00
▪ Contractual Items	\$11,500.00
▪ School Crossing Guard	\$5,000.00
▪ S.R.O. Salary	\$50,000.00

**Partnerships and Public Outreach Efforts**

Community Stakeholders:

- Tom Winslow, Mayor
- John Clark, Trustee
- Francis Gross Jr., Trustee
- Steve Sims, Trustee
- Chad Platten, Trustee
- Gregory Gilfus, Officer in Charge
- Timothy Spingler, Deputy Officer in Charge

On January 8, 2021, an online survey was established on our Village website, similar to the surveys put out by the Village of Port Byron Police Department, Cayuga County Sheriff Office and City of Auburn Police Department. The survey was additionally posted on social media and on the Weedsport Fire Department's informational billboard sign making residents aware of how to obtain a survey if they so desired. If residents did not want to complete the survey online, they were encouraged to stop into the Village Office to receive a paper copy they could complete and return. The survey was available to complete online and by stopping into the Village Office January 8, 2021 through January 29, 2021. The results have been compiled and are attached in Addendum A.

The Mayor of the Village of Weedsport, Officer in Charge, and the Deputy Officer in Charge participated in the Stakeholder Working Groups and Public Forums that were led by the Cayuga County Sheriff's Office and City of Auburn Police Department. The goal in participating in these forums was to gain additional understanding of the public's opinions and input in the community surrounding ours in which we often provide backup. The details regarding the Working Groups and Forums are clearly outlined in those departments respective reform plans. Please refer to their plans once approved for the intricate details on the meeting and forums. The working groups consisted of a variety of community stakeholders. Each of them working in one of (3) subgroups that were assigned to focus on two strategic police practice areas. Discussion was on a variety of topics and police personnel were available to act as subject matter experts, answer participant questions, provide clarification on current practices or proposed policies and providing insight into their work and with the communities they serve. Our Mayor took part in subgroup #(2) two which covered Police Community Relations and Crime Prevention, the Officer-in-Charge took part in subgroup #(3) three which covered Alternatives to Police Response and Procedural Justice, and the Deputy Officer in Charge took part in subgroup # (1) one which covered Police Structure and Training. The meetings were recorded and can be viewed at any time. Attendance at these meeting was very beneficial to this small agency as we acknowledge that we don't experience on a daily basis what these larger agencies do, however we understand that it could occur in our jurisdiction at any moment.

## **Focus Areas and Policy Proposals**

This report section will outline the police reform focus areas that will be pursued by the Village of Weedsport Police Department as a direct response to the public forums generated to date. The focus areas of our survey and the workshops were in the areas of Police Structure, Police Training, Police and Community Relations, and Alternatives to Police Response and Procedural Justice.

## ***Police Structure***

### **USE OF BODY WORN CAMERAS**

The Village of Weedsport Police Department supports and sees the value in the use of Body Worn Cameras by its members but at this time budgetary constraints will not allow for implementation. Body worn cameras are a very useful and beneficial tool and we will continue to explore budget and grant options to try and fund this program.

### **USE OF FORCE (CHOKE HOLDS, POLICIES AND PROCEDURES)**

The Village of Weedsport Police Department is in compliance with the Presidential Executive Order number 13929 (Executive Order on Safe Policing). This order governs use of force including choke holds as well as other uses of force. The Weedsport Police Department has never condoned or taught the use of choke holds as an appropriate use of force unless deadly physical force was justified. This policy is available on the village of Weedsport Web page at [www.villageofweedsport.org](http://www.villageofweedsport.org).

### **NO-KNOCK WARRANTS**

The Village of Weedsport Police Department rarely applies for search warrants and even more rarely applies for no knock search warrants. The Weedsport Police Department recognizes the need for the use of no-knock search warrants but also respects the dangers associated with their use. The Village of Weedsport Police Department will make every effort to avoid the use of no-knock warrants, however there may be situations where their use can reduce the risk of injury to law enforcement officer and the public. All search warrants, including no knock search warrants, will be approved by the swearing officer as well as a supervisor to determine the need and appropriateness of the application.

## ***Police Training***

### **TRAINING AND IMPLIMENTATION**

The Village of Weedsport realizes and respects the need for continued training. The Weedsport Police Department partners with sister agencies, including the City of Auburn Police Department, the Cayuga County Sheriff's Office, and the Village of Port Byron Police Department, to provide the best and most up to date training available. The Department of Criminal Justice Services requires that all police officers receive a minimum of 21 hours of yearly continued education in the areas of firearms training/ range, subject management/ use

of force, use of deadly physical force, legal updates, blood borne pathogens/ hepatitis awareness/ radiological, workplace violence prevention, collapsible baton, and oleoresin capsicum aerosol training. In addition Weedsport Police Department officers receive training yearly in de-escalation techniques, mental health training, racial bias training, and diversity training. The Village of Weedsport Police Department will continue to work with sister agencies to provide training on these issues as well as others and hot button topics as they arise.

## ***Police and Community Relations***

### **WEB SITE**

The Village of Weedsport Police Department is committed to transparency within its organization. Taking feedback from the survey the Weedsport Police Department will look to design and implement a web page focusing on the issues raised by residents. The web page will include an informational area where the Weedsport Police department will be able to communicate directly with the community at large. The web page will include an area for tips/ requests for assistance from the Weedsport Police Department. The web site will include contact information, physical location, the organizational makeup, and the process for making a complaint in regards to police officers/ handling of complaints. The web site will include an area for press releases as well as a police blotter section to inform the community of arrests in the village. The web site will also contain an area for the Weedsport Police Department to post policy and procedure information to the general public.

### **SCHOOL INVOLVEMENT**

The Village of Weedsport Police Department is committed to the partnership that has been created with the Weedsport Central School District and the Weedsport Police Department. The Weedsport Police Department rejects the idea of the school to prison pipeline with regards to police officers in school buildings. The Weedsport Police Department is committed to fostering relationships with students that focus on trust and safety. Youth development is crucial to our community and the Weedsport Police Department believes in the relationships built between our officers and the youth of our community. The Weedsport Police Department will continue to provide qualified and caring officers as requested to the Weedsport Central School District as part of the School Resource Officer Program.

## COMMUNITY OUTREACH

The Village of Weedsport Police Department is committed to our community. As such the Weedsport Police Department will continue its efforts at community outreach including but not limited to providing officers to assist at the Lions' Club Easter Egg Hunt, the Weedsport Fireman's Field Days Kiddie Parade, the Weedsport Fireman's Field Days Grand Parade, as well as other events as requested by organizations. The Weedsport Police Department will also look into sponsoring a coffee with a cop type event, as well as attending community events such as the yearly Halloween event at the Village Office/ Fire Department building. The Weedsport Police Department will also attend sporting events in the village when feasible.

## ***Alternatives to Police Response and Procedural Justice***

### MENTAL HEALTH INTERVENTION AND RESPONSE

The Village of Weedsport Police Department and its members are aware that there are partnerships established with the Cayuga County Mental Health Department and their agency partners. Currently, an after-hours (5:00 PM to 12:00 AM/Midnight) Mental Health Mobile Crisis Team is available to provide assistance to those in crisis. This team is comprised of professional social work and mental health service providers, available through Liberty Resources, under contract with Cayuga County. Unfortunately, they are not available after midnight. There is a demonstrated need to expand the availability of Mobile Crisis Team services to a 24/7 structure. Continuing these partnerships and working to expand them will address these specific community needs. In addition to expanding the Mobile Crisis Team to 24/7 availability, there is a need for complimentary training between mental health professional services personnel and law enforcement officers on the role, responsibilities, approach and best practices for each team. Appropriate training on the approach and best practices each team member brings to mental health response scenarios will serve to improve overall response to mental health intervention and response in the community.

### ***DIVERSIONARY PROGRAMS AND COURT ALTERNATIVES TO INCARCERATION***

Access to these types programs are available to residents post arrest and are normally agreed upon by the District Attorney Office, Defense Attorney, and local justices. The Village of Weedsport Police Department supports these programs. The Weedsport Police Department understands that an arrest is not always beneficial in certain investigations, and alternatives to arrest can be explored. There are however mandatory arrest situations in the law.

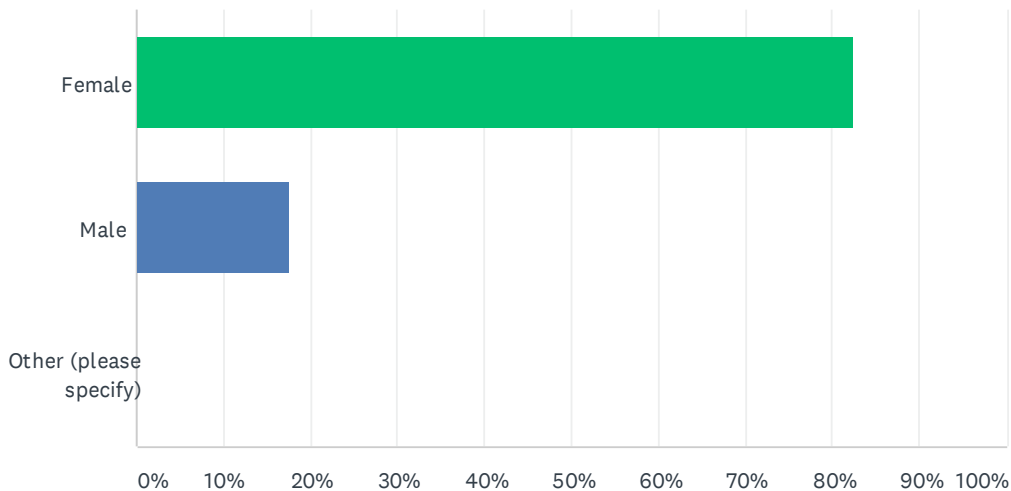
## ***In Closing:***

The Mayor of the Village of Weedsport, the Village of Weedsport Board of Trustees, and the Village of Weedsport Police Department would like to thank all of the stakeholders, community members, partnering agencies, participants, and Village residents that took time to complete a survey to help us in this process. Police reform is a serious process. Our efforts do not stop here with this collaborative and will continue to be an ongoing effort.

# Addendum A: Survey Results

## Q1 What is your gender?

Answered: 80 Skipped: 0

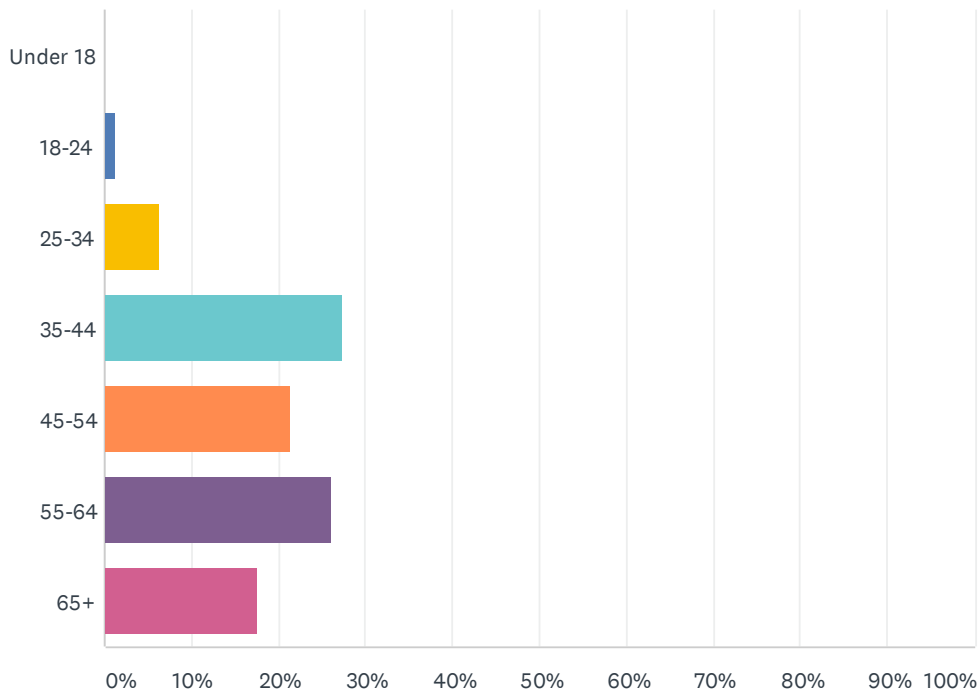


ANSWER CHOICES	RESPONSES
Female	82.50% 66
Male	17.50% 14
Other (please specify)	0.00% 0
<b>TOTAL</b>	<b>80</b>

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

## Q2 What is your age group?

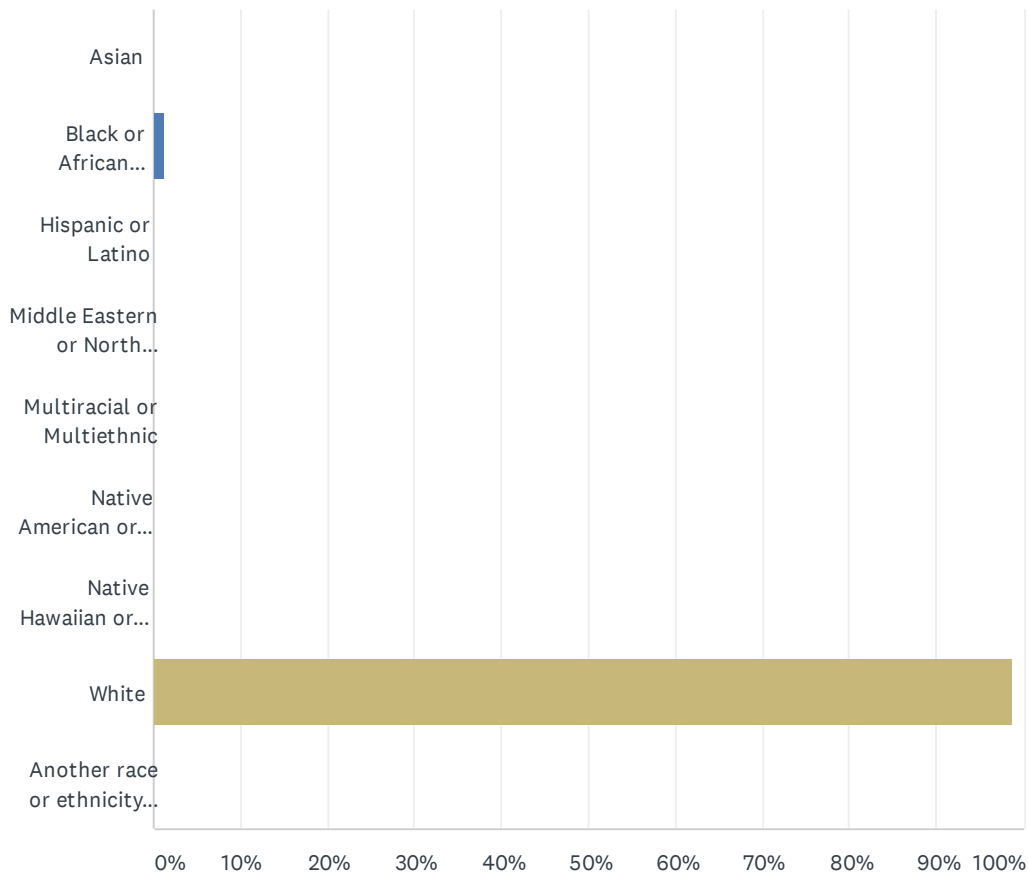
Answered: 80 Skipped: 0



ANSWER CHOICES	RESPONSES	
Under 18	0.00%	0
18-24	1.25%	1
25-34	6.25%	5
35-44	27.50%	22
45-54	21.25%	17
55-64	26.25%	21
65+	17.50%	14
<b>TOTAL</b>		<b>80</b>

### Q3 What is your race or ethnicity?

Answered: 80 Skipped: 0

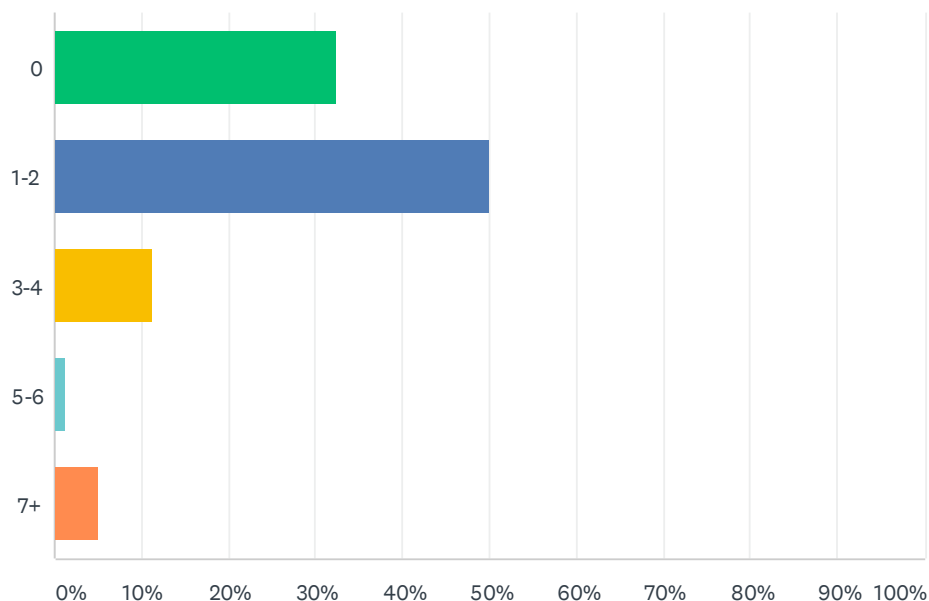


ANSWER CHOICES	RESPONSES
Asian	0.00% 0
Black or African American	1.25% 1
Hispanic or Latino	0.00% 0
Middle Eastern or North African	0.00% 0
Multiracial or Multiethnic	0.00% 0
Native American or Alaska Native	0.00% 0
Native Hawaiian or other Pacific Islander	0.00% 0
White	98.75% 79
Another race or ethnicity, please describe below	0.00% 0
<b>TOTAL</b>	<b>80</b>

#	SELF-DESCRIBE BELOW:	DATE
	There are no responses.	

## Q4 How many times have you had contact with the Weedsport Police Department?

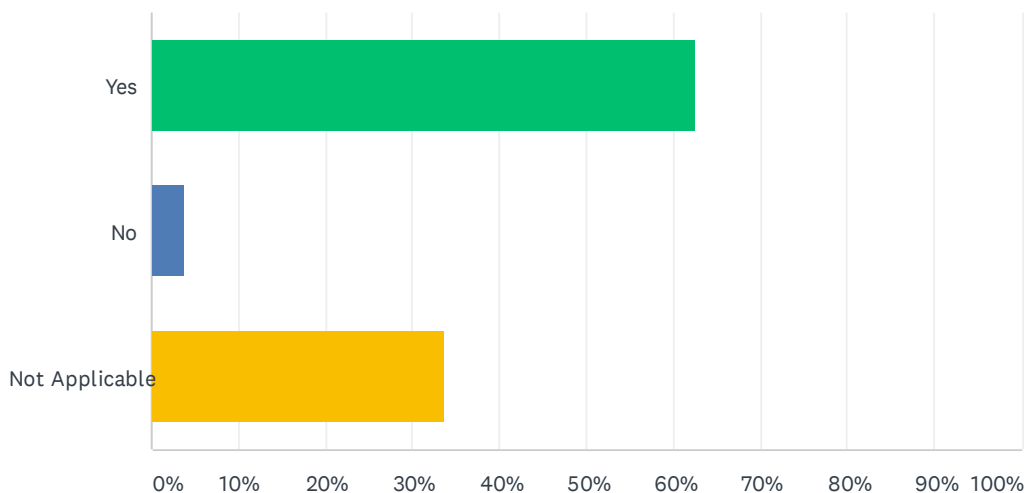
Answered: 80 Skipped: 0



ANSWER CHOICES	RESPONSES	
0	32.50%	26
1-2	50.00%	40
3-4	11.25%	9
5-6	1.25%	1
7+	5.00%	4
TOTAL		80

## Q5 When you had contact, were you treated professionally, with dignity, and respect?

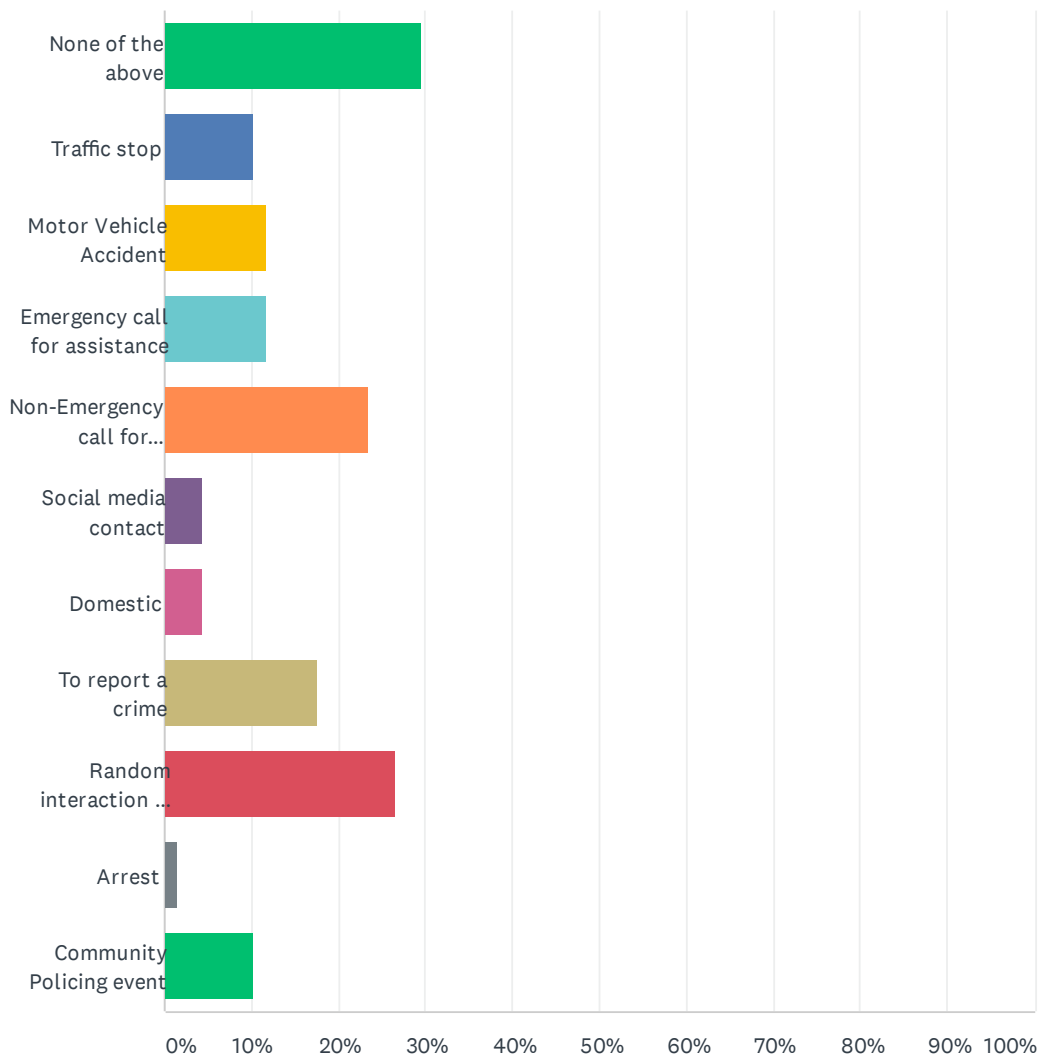
Answered: 80 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	62.50%	50
No	3.75%	3
Not Applicable	33.75%	27
TOTAL		80

### Q6 If yes, what type of Police contact did you have? (Please select all that apply)

Answered: 68 Skipped: 12



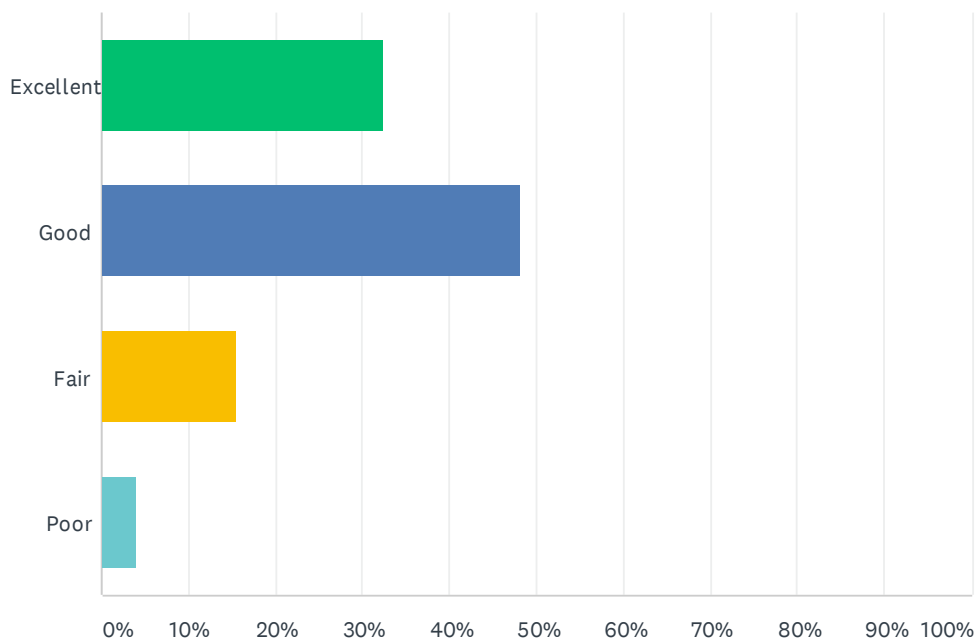
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ANSWER CHOICES	RESPONSES
None of the above	29.41% 20
Traffic stop	10.29% 7
Motor Vehicle Accident	11.76% 8
Emergency call for assistance	11.76% 8
Non-Emergency call for service	23.53% 16
Social media contact	4.41% 3
Domestic	4.41% 3
To report a crime	17.65% 12
Random interaction in public	26.47% 18
Arrest	1.47% 1
Community Policing event	10.29% 7
Total Respondents: 68	

#	OTHER (PLEASE SPECIFY)	DATE
1	Suspicious person walking neighborhood and car with suspicious people driving slowly through the neighborhood.	1/18/2021 8:51 AM
2	School resource officer conversations, wondering if kid had a real gun	1/18/2021 8:28 AM
3	Inspection check	1/17/2021 6:59 PM
4	Fire department member.	1/17/2021 12:39 AM
5	Neighborhood situation	1/16/2021 11:40 PM
6	Everyone I have had the pleasure of meeting and speaking with has been wonderful!	1/16/2021 11:40 PM
7	When we moved to Weedsport two years ago, I asked for directions to the recycling center. The most recent was when the office brought my children's chromebook, IPAD and school materials to us. We appreciate so much!!! Thank you for everything you do!	1/16/2021 10:25 PM
8	Reporting people not stopping at the stop sign on Jackson St and Centennial St.	1/16/2021 9:14 PM
9	School Resource Officer	1/16/2021 8:22 PM

## Q7 Overall, how do you feel the Weedsport Police Department does in providing services to the community?

Answered: 77 Skipped: 3



ANSWER CHOICES	RESPONSES	
Excellent	32.47%	25
Good	48.05%	37
Fair	15.58%	12
Poor	3.90%	3
<b>TOTAL</b>		<b>77</b>

## Q8 What do you feel is the role of the Weedsport Police Department in our community?

Answered: 55 Skipped: 25

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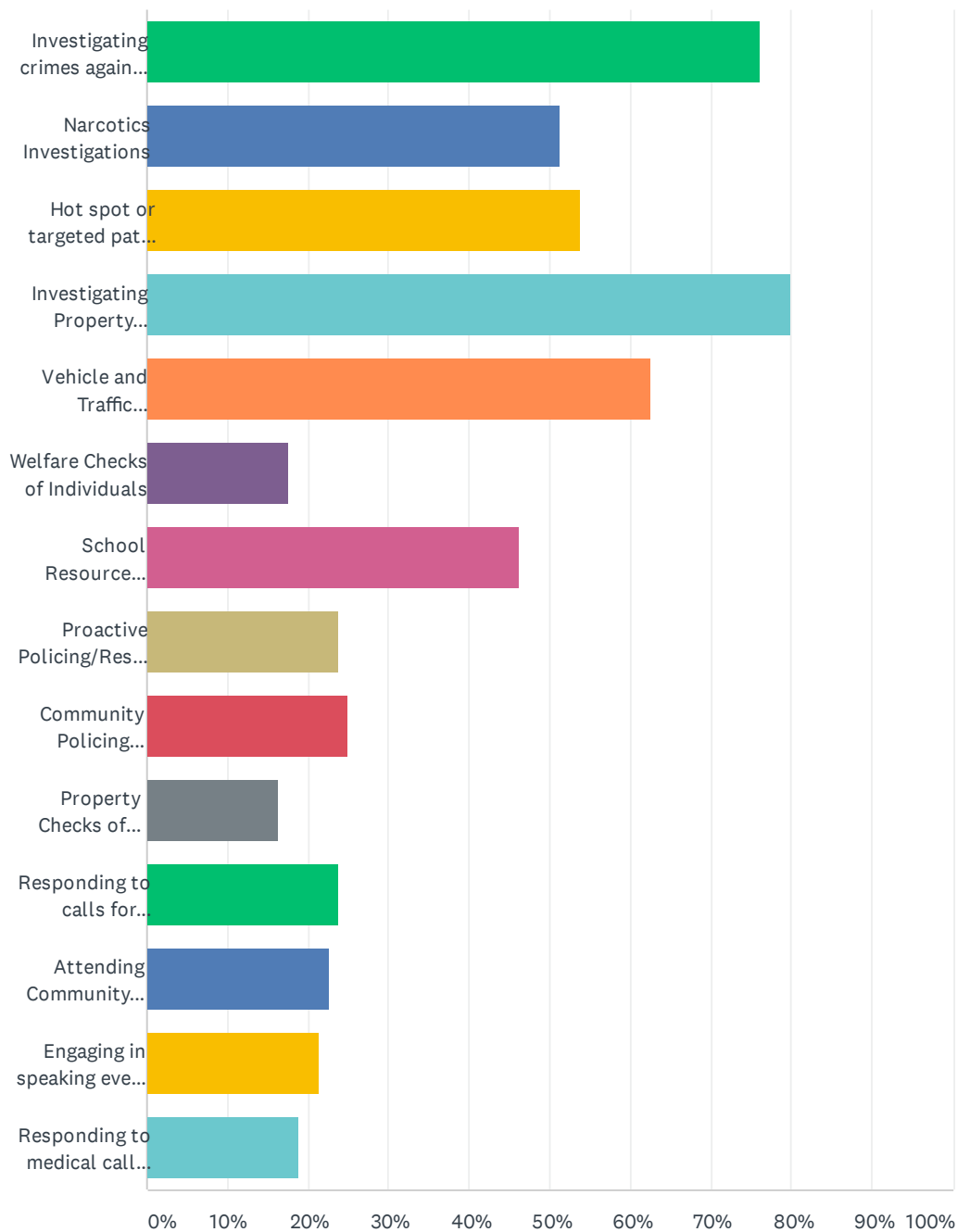
#	RESPONSES	DATE
1	Protect and Serve	1/22/2021 9:27 PM
2	There is more than Dunkin' Donuts in the village	1/21/2021 6:19 PM
3	To serve and protect the community	1/21/2021 6:05 PM
4	To keep the community safe	1/20/2021 8:15 PM
5	Keeping us safe from harm and keeping peace in our community.	1/20/2021 8:07 PM
6	To keep the community and its resident safe.	1/19/2021 7:13 PM
7	To help keep Weedsport safe	1/18/2021 9:06 PM
8	Keep us safe and keep crime under control	1/18/2021 8:09 PM
9	Patrol, use prevention techniques to inform community, assist any emergency situation	1/18/2021 11:31 AM
10	Enforce the law. Protect us.	1/18/2021 10:29 AM
11	Protect, enforce rules and regulations so that we may continue to enjoy the freedoms we have in our community. Visibly show the citizens of any age that you are part of the community to help and protect in a positive way. Be more visible at or participate in local events, enforce Village code violations/support the Village Code Department. The village is also a " school walking community" be visible after school when students are walking home to socialize with them. Be more visible with school age children in a classroom as a guest reader.	1/18/2021 8:51 AM
12	Traffic	1/18/2021 8:28 AM
13	To help with keeping our village safe.	1/17/2021 6:59 PM
14	To assure that people and property are protected at all times.	1/17/2021 1:25 PM
15	To keep us safe, and crime down	1/17/2021 8:23 AM
16	To protect the public and property from those who want to bring crime to our little community. Also would love to see more speed traps on Jackson St. They start at centennial stop sign and drag race down Jackson toward 31. we have a lot of little kids that moved into the area. these people doing this are not residents of Jackson st, They use it as a bypass to avoid traffic.	1/17/2021 7:51 AM
17	To monitor and assist the community with any issues with crime or community service needs	1/17/2021 7:51 AM
18	Prevention of crime.	1/17/2021 6:21 AM
19	To enforce the laws.	1/17/2021 1:01 AM
20	They quite obviously care for and protect our community.	1/17/2021 12:39 AM
21	Traffic control, investigate local crimes	1/16/2021 11:49 PM
22	To help maintain safety for those who resides here.	1/16/2021 11:48 PM
23	It's important for our community to have a strong relationship for everyone. Businesses, our schools and everyone the community needs it.	1/16/2021 11:40 PM
24	To be present and vigilant, it is a safe community and a tight knit community. They take good care of everyone when they are on duty.	1/16/2021 11:40 PM
25	I honestly didn't know we had our own Police Department. In addition to responding to calls, I would expect that they take initiative to make Weedsport a better place to live. We want to promote safety and community to draw people in.	1/16/2021 11:00 PM
26	To be observant and available	1/16/2021 10:39 PM
27	Keeping streets safe through traffic policing, street policing, emergency policing. Approachability.	1/16/2021 10:32 PM
28	Controlling traffic. Patrolling neighborhoods, responding to different types of emergencies. Being engaged with the community.	1/16/2021 10:25 PM

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29	Traffic safety, be on look out for suspicious activity, emergency response	1/16/2021 10:24 PM
30	To protect the citizens by watch for suspicious activities and people, and to help in emergency situations.	1/16/2021 10:23 PM
31	Patrolling the streets in the afternoon and evenings	1/16/2021 10:05 PM
32	Patrol and curb crime and traffic violations. Instill peace of mind in the community.	1/16/2021 10:00 PM
33	I would hope to Serve and protect us all and keep us safe as our possessions and belongings. God bless you all.	1/16/2021 9:57 PM
34	One thing I wish they would do more of is radar checks of speeding tractor trailers on South Seneca St. as trucks fly through doing at least 55 mph. And cars too.	1/16/2021 9:35 PM
35	Maintain safety and have a presence when needed.	1/16/2021 9:34 PM
36	To serve and protect	1/16/2021 9:15 PM
37	Keeping our community safe	1/16/2021 9:14 PM
38	To be visible to our community	1/16/2021 9:09 PM
39	To be available when needed to investigate crimes and accidents. To be a positive presence in the community.	1/16/2021 9:04 PM
40	Monitoring for night time mischief	1/16/2021 8:59 PM
41	School resource officer	1/16/2021 8:52 PM
42	Patrol, protect	1/16/2021 8:49 PM
43	Protecting the people and their property	1/16/2021 8:49 PM
44	Keep the community safe, respond when someone feels they need assistance, help protect and serve the community in any role they see fit	1/16/2021 8:47 PM
45	Caring for the community and watching out	1/16/2021 8:45 PM
46	Traffic, safety, support and enforce rules.	1/16/2021 8:39 PM
47	Protect people and property	1/16/2021 8:37 PM
48	Protect	1/16/2021 8:34 PM
49	Not sure other than for traffic tickets....and even so, rte 34 is a speedway and traffic control devices seem only to be a suggestion... and no parking is enforced.	1/16/2021 8:31 PM
50	Protect public safety	1/16/2021 8:24 PM
51	To have the presence in the Village for Traffic Safety with Enforcement, for Crime deterrence and for Community Feeling safe knowing an Officer is On-duty	1/16/2021 8:24 PM
52	Public safety and crime control	1/16/2021 8:22 PM
53	To monitor traffic and safety issues downtown. To provide a place for residents to voice their concerns about safety & the well being of the town.	1/16/2021 8:20 PM
54	Excellent. They all do a phenomenal and are always very helpful	1/10/2021 8:53 PM
55	To aid and help the community and keep them safe.	1/8/2021 8:21 AM

## Q9 What police services are most important/beneficial to you? (Pick up to 5 responses)

Answered: 80 Skipped: 0



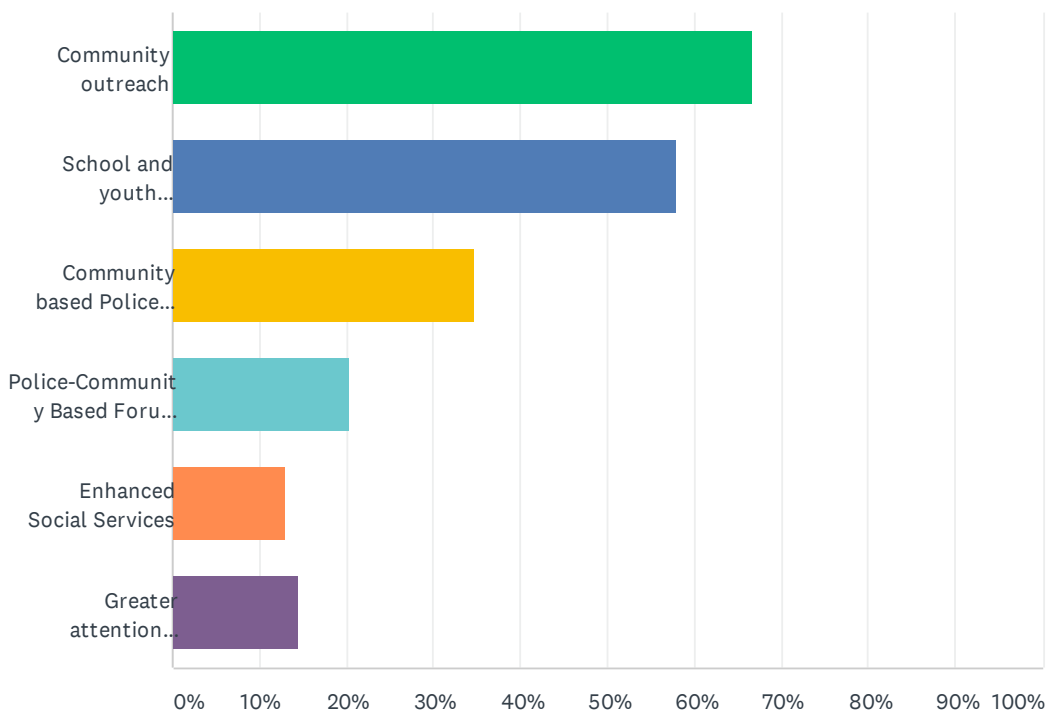
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ANSWER CHOICES	RESPONSES
Investigating crimes against individuals, i.e.: Assaults, Robbery, Sex Crimes	76.25% 61
Narcotics Investigations	51.25% 41
Hot spot or targeted patrol of high crime areas	53.75% 43
Investigating Property Crimes, i.e.: Criminal mischief, Larceny	80.00% 64
Vehicle and Traffic Enforcement	62.50% 50
Welfare Checks of Individuals	17.50% 14
School Resource Officers	46.25% 37
Proactive Policing/Response to quality-of-life issues, i.e.: loud music	23.75% 19
Community Policing initiatives (non-traditional policing beyond enforcing laws and responding to calls)	25.00% 20
Property Checks of Businesses	16.25% 13
Responding to calls for service regarding individuals have a mental health crisis	23.75% 19
Attending Community Service Events	22.50% 18
Engaging in speaking events targeted towards mentoring our youth	21.25% 17
Responding to medical calls such as drug overdoses	18.75% 15
Total Respondents: 80	

#	OTHER (PLEASE SPECIFY)	DATE
1	Keeping the cars longer. We don't need a new car every year.	1/21/2021 6:19 PM
2	Our police 'roam' our village daily and is VERY appreciated!!	1/18/2021 10:29 AM
3	I believe all the above are important. I didn't check some because I added the comments in #8 Also introduction to new community residents , actually meeting them and letting them know who you are and where you are located ( police welcome wagon).	1/18/2021 8:51 AM
4	Trucks on Route 34 coming into village and not slowing down. The noise is unbelievable. They rattle the windows. Can't enjoy your front porch because of the noise.	1/17/2021 6:59 PM
5	I have always held a very high opinion of our officers, and the work they do. Officer Quigley for instance, is a fantastic asset to our community.	1/17/2021 12:39 AM
6	We could definitely use policing at night , perhaps consider a late evening or night crew. There seems to be an influx of issues at night because locals know that no one is on duty. However when on duty I have no complaints about the job our police officers are doing. They are a gift to the community.	1/16/2021 11:40 PM
7	We need a police presence in our community. The mischief going on is happening because they know after 11pm we have only other agencies doing random drive thoughts. I also think education to the public on property safety is huge!	1/16/2021 8:47 PM
8	Someone visible at night from time to time to patrol high crime areas which seem to be mostly bored teenagers Monitor thru traffic especially on Rt. 34	1/16/2021 8:37 PM

## Q10 Which of the following ways can the Weedsport Police Department improve and build a better relationship with the community at large?

Answered: 69 Skipped: 11



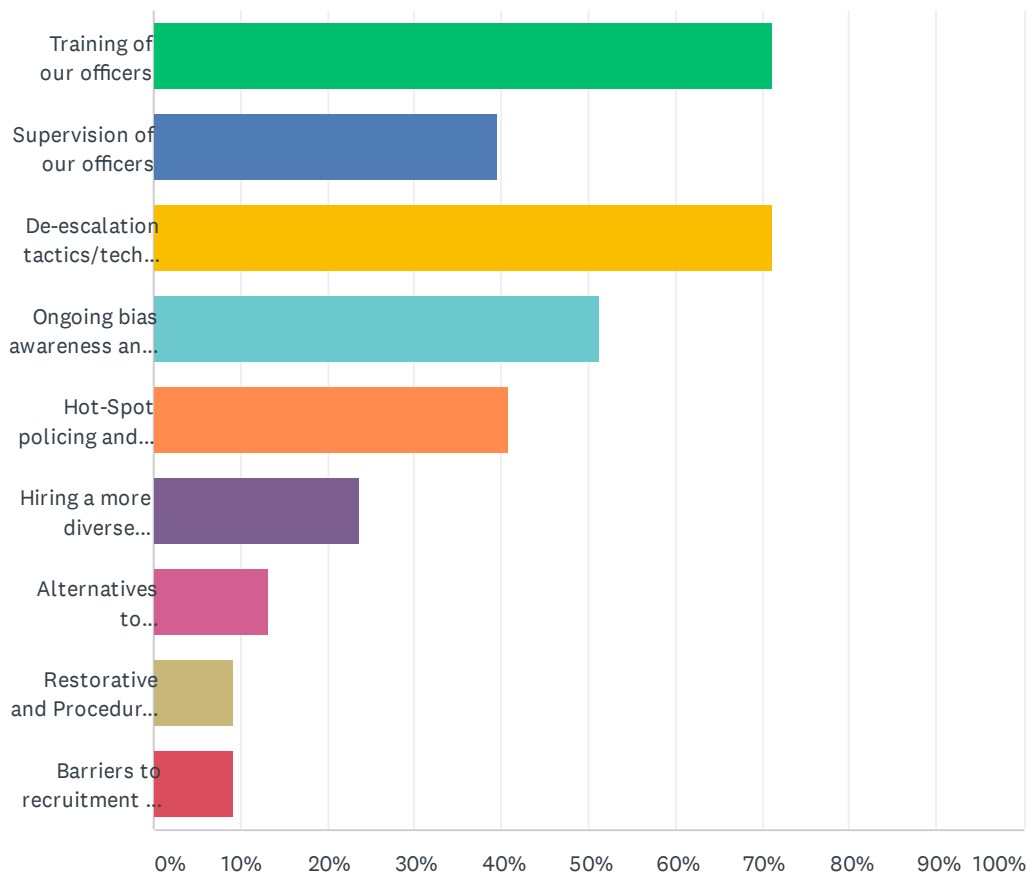
ANSWER CHOICES	RESPONSES	
Community outreach	66.67%	46
School and youth involvement	57.97%	40
Community based Police programs	34.78%	24
Police-Community Based Forum Sessions	20.29%	14
Enhanced Social Services	13.04%	9
Greater attention towards marginalized Communities	14.49%	10
Total Respondents: 69		

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#	OTHER (PLEASE SPECIFY)	DATE
1	Work with local drug free coalition as partners	1/24/2021 12:05 AM
2	Take care of the renters in the village. Knock on doors and have people clean up their yards of garbage and other eyesores.	1/21/2021 6:19 PM
3	Better assist in the issue with our crime rate in weedsport during this time	1/20/2021 8:15 PM
4	Wish we had more officers for the village.	1/17/2021 6:59 PM
5	Stop having 2-3 police vehicles on duty on day a Sunday morning where the chance of no crime is high but yet we are paying for staff.	1/17/2021 7:51 AM
6	Traffic infractions are absolutely unacceptable on route 34, especially Northbound into the village. Speeding and trucks utilizing compression brakes need to be addressed.	1/17/2021 12:39 AM
7	Evening or late night enforcement	1/16/2021 11:40 PM
8	Think that needs to be more patrol especially on the after hours. Everybody knows when the village officers are on duty therefore it makes the crime rate low. Once the officers are off duty and the gates are closed on Earl Street that's when all havoc breaks loose.	1/16/2021 9:57 PM
9	Have someone on duty more often. Anytime I've needed something I've had to call the sheriff because it seems there is hardly ever a Weedsport officer on duty	1/16/2021 9:53 PM
10	More police visibility	1/16/2021 9:15 PM
11	Actually investigating complaints instead of telling you to call the sheriffs office	1/16/2021 8:44 PM
12	Answering non-emergency calls in a timely manner & have a more visible presence in the community on a daily basis	1/16/2021 8:31 PM
13	They do a good job with interacting with the community and are always there when needed. Never heard anything bad about the police department in the village.	1/10/2021 8:53 PM

## Q11 What does equality and social justice regarding local law enforcement in our community mean to you? (Pick up to 5 responses)

Answered: 76 Skipped: 4



ANSWER CHOICES	RESPONSES	
Training of our officers	71.05%	54
Supervision of our officers	39.47%	30
De-escalation tactics/techniques	71.05%	54
Ongoing bias awareness and diversity training	51.32%	39
Hot-Spot policing and focused deterrence	40.79%	31
Hiring a more diverse workforce	23.68%	18
Alternatives to incarceration diversion via law enforcement	13.16%	10
Restorative and Procedural Justice initiatives	9.21%	7
Barriers to recruitment and retention	9.21%	7
Total Respondents: 76		

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#	OTHER (PLEASE SPECIFY)	DATE
1	Balancing diversity in police department because the Weedsport residents are becoming more diverse in ethnicity in the community.	1/18/2021 8:51 AM
2	Absolutely nothing. Our officers are professionals, and fine individuals. The entire idea of social justice in policing is utterly ridiculous. I firmly believe that our officers apply the law fairly, and there need be no more waste of time accusing them of anything otherwise.	1/17/2021 12:39 AM
3	Na	1/16/2021 9:15 PM
4	I think we have a good force there just isn't enough of them. I know this is a budget issues but I think more neighborhood watch and community involvement would help fill this gap a little of we had a place to voice and share our concerns.	1/16/2021 8:47 PM

## Q12 What does transparency and accountability relative to our Police Department mean to you?

Answered: 34 Skipped: 46

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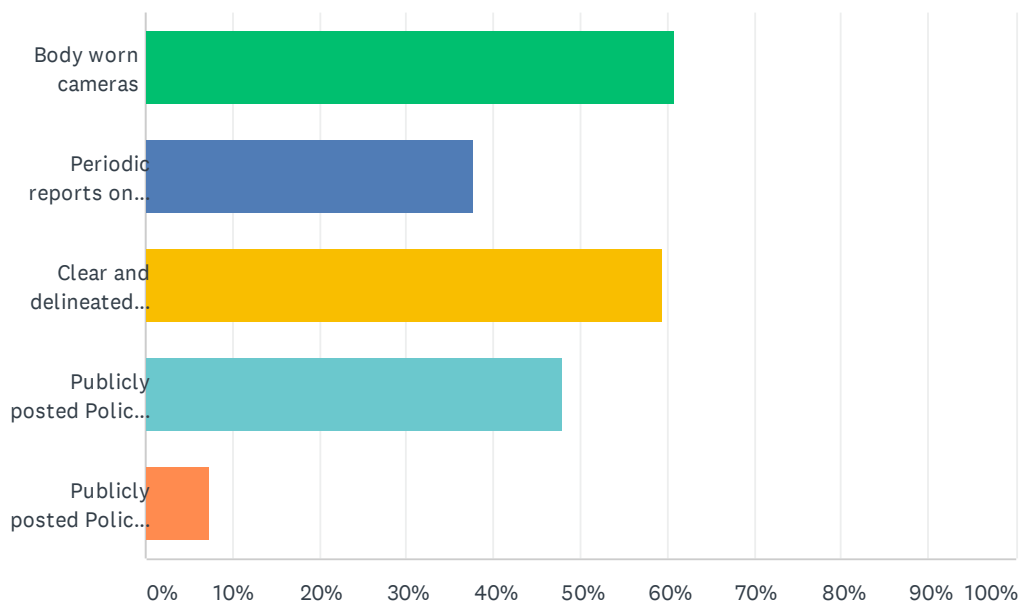
#	RESPONSES	DATE
1	Being open with the community about the real issues .... Like drugs ...	1/24/2021 12:05 AM
2	Officers should act/react the same whether on camera or not.	1/22/2021 9:27 PM
3	Make sure people are treated equally. The buddy system shouldn't apply	1/21/2021 6:19 PM
4	Having an open and honest dialog with the community in regards to criminal events that take place. New releases to make the community more aware of safety concerns, etc.	1/21/2021 6:05 PM
5	That all the facts are freely given to the community when a crime is committed involving an officer.	1/20/2021 8:07 PM
6	If someone does not behave professionally and appropriately they have consequences. Such as the force being honest and the person responsible is let go.	1/18/2021 9:06 PM
7	Communication on all things	1/18/2021 11:31 AM
8	Being visible, knowing the community you work in and public documentation of what the role of the Weedsport police Department is.	1/18/2021 8:51 AM
9	Explanation of situations not being an attorney communication with other community institutions.	1/18/2021 8:28 AM
10	That is wrong doing by an office that it is not covered up and they are held accountable	1/17/2021 6:59 PM
11	Allowing us to know what they are doing in response to crime, and how that response was handled.	1/17/2021 1:25 PM
12	Knowing what is being done in our community	1/17/2021 8:23 AM
13	I believe there should be a citizen review board, these officers work for the community, they should be accountable to the same community.	1/17/2021 7:51 AM
14	As a small community we should know our officers and what type of arrest are being made in our community	1/17/2021 1:01 AM
15	See above.	1/17/2021 12:39 AM
16	body cameras, reports made available for public review	1/16/2021 11:49 PM
17	The transparency is helpful in that the community puts more trust in the Police Dept. Accountability is always the way to go.	1/16/2021 11:48 PM
18	Our department is very transparent and accountable.	1/16/2021 11:40 PM
19	Being available. Holding each other accountable. Admitting mistakes and being proactive in an attempt to continue to improve and grow with the times.	1/16/2021 11:00 PM
20	Transparency isn't important to me as long as we are safer because of our police Department!! I trust them!	1/16/2021 10:32 PM
21	Police blotters that communicate their activites	1/16/2021 10:24 PM
22	The Police department should keep the community informed as much as possible about investigations, without sharing details that should be kept confidential.	1/16/2021 10:23 PM
23	Maybe more involvement in the community.	1/16/2021 10:05 PM
24	Open communication with the community.	1/16/2021 9:34 PM
25	Community knowledge of goings on and what is being done to fix	1/16/2021 9:15 PM
26	I think we do this well, I feel they are very responsive to things, and are great at keeping open communication with residents who have had issues.	1/16/2021 8:47 PM
27	Improving pparks and protect our schools. More curfews and get parents involved	1/16/2021 8:45 PM
28	Community being informed.	1/16/2021 8:39 PM
29	Keeping population informed and aware of procedures	1/16/2021 8:37 PM
30	Not sure what this means.	1/16/2021 8:31 PM

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31	Hard to find accurate information for accountability	1/16/2021 8:24 PM
32	Tell it like it is. The cops need to be able to perform their jobs.	1/16/2021 8:24 PM
33	The ability to adapt to the changing times and environment around them	1/10/2021 8:53 PM
34	Following the rules set forth and staying in those boundaries.	1/8/2021 8:21 AM

### Q13 What are some ways the Weedsport Police Department can improve our transparency and accountability? Choose all that apply.

Answered: 69 Skipped: 11



ANSWER CHOICES	RESPONSES	
Body worn cameras	60.87%	42
Periodic reports on founded police misconduct	37.68%	26
Clear and delineated citizen complaint process	59.42%	41
Publicly posted Police Department policy and procedures	47.83%	33
Publicly posted Police Union Contracts	7.25%	5
Total Respondents: 69		

#	OTHER (PLEASE SPECIFY)	DATE
1	Work more than 5 hrs a week.	1/21/2021 6:19 PM
2	Cameras protect the officer and the community.	1/18/2021 8:51 AM
3	Na	1/16/2021 9:15 PM

**Q14 Using the space below describe your experiences with the Weedsport Police Department.**

Answered: 36 Skipped: 44

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#	RESPONSES	DATE
1	Good people doing a decent job.	1/22/2021 9:27 PM
2	I have dealt with a few of these officers. The only one that is nice is the older tall bald guy . I was doing 49 in a 30 and he let me go with a warning	1/21/2021 6:19 PM
3	I have always had positive interactions with the Weedsport police. They are helpful, professional and respectful.	1/21/2021 6:05 PM
4	School resource officer is no issue. It's lack of police presence. We have been having packages and little thefts multiple times a week for months and nothing has happened. It's day time and weedsport is only so big. Resource officer is at the school and nobody knows where the other on duty officer ever is.	1/20/2021 8:15 PM
5	No personal experience.	1/20/2021 8:07 PM
6	I have had only positive interactions with the police. I hope to raise my children to respect and not be afraid of police. I want them to know they can go to them if they are in need.	1/18/2021 9:06 PM
7	Just seeing our resource officer at school interacting with students. She's great.	1/18/2021 11:31 AM
8	Always been professional, helpful and respectful.	1/18/2021 8:51 AM
9	Wave ,	1/18/2021 8:28 AM
10	The only time I have had an interaction with our police is when they do routine vehicle checks. I will say that when they get someone who is speeding through town I am very happy. Very few slow down to 30. As previously stated trying to sit on porch and have a conversation is next to impossible.	1/17/2021 6:59 PM
11	I have had little or no contact with the police, except driving past the officer parked on the corner of South Street and Rude.	1/17/2021 1:25 PM
12	Always positive and helpful	1/17/2021 10:18 AM
13	We reported drugs being sold out of our tenants apartment. We evicted him - pre pandemic	1/17/2021 8:23 AM
14	Our police officers are amazing, this is something we should retain, my wife and I had some laughs with the school recourse officer just last month, while she was distributing the chrome books to kids on our street, we love having that sense of community with the people that protect us while we sleep at night.	1/17/2021 7:51 AM
15	For the most part i can say they are part of the community . The school resource officrr is fantastic and the kids respect and are very fond of her . Especially my grandchildren. In my opinion that is a position that we should never get rid.	1/17/2021 1:01 AM
16	Any experiences ive had, the officer has been courtious and respectful.	1/16/2021 11:49 PM
17	N/a	1/16/2021 11:48 PM
18	They are amazing and professional individuals who are always kind and friendly. They are a blessing to our community and our family are grateful for their service.	1/16/2021 11:40 PM
19	Didn't know we had our own police department. I would expect to see more community involvement.	1/16/2021 11:00 PM
20	Very positive!!!	1/16/2021 10:32 PM
21	Thankfully, my encounters have been minor, but both were pleasant. My children feel safe knowing that the officers are at the schools and we see them randomly drive by our home.	1/16/2021 10:25 PM
22	Traffic stop for expired registration, auto theft	1/16/2021 10:24 PM
23	When I have needed the assistance of the police, once when our daughter was in a traffic accident and once when our van was stolen, the police responded promptly and were very helpful.	1/16/2021 10:23 PM
24	I really have no contact, just waving when they drive by which isn't often.	1/16/2021 10:05 PM
25	Very professional, courteous, respectable	1/16/2021 9:57 PM

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26	Very friendly and professional	1/16/2021 9:15 PM
27	While no one wants the police at their home, I feel they have always treated my family with respect, assured me of my safety, worked along side us and kept things very professional and I feel theybare doing an excellent job.	1/16/2021 8:47 PM
28	Had to deal with the trolley park vandal. Rruining everything not behaving. So police were called	1/16/2021 8:45 PM
29	Good experiences.	1/16/2021 8:39 PM
30	Great, friendly professional	1/16/2021 8:37 PM
31	We have had some good experience with specific officers but we have had non-emergency situations where the attention to our problems were not adequately addressed or not addressed in a timely manner.	1/16/2021 8:31 PM
32	None other than my employer	1/16/2021 8:24 PM
33	Well Trained friendly and Professional	1/16/2021 8:24 PM
34	Our police department is a great department. The guys are professional. Thank you for all you do .	1/16/2021 8:14 PM
35	Always had a great interaction with the police department. Like I've been stating always there to help when needed.	1/10/2021 8:53 PM
36	I find from my observations they are very quick to do whatever needs to be done in the community to assist.	1/8/2021 8:21 AM

**Q15 Using the space below please give any other thoughts or comments related to the Weedsport Police Department to help us improve and better serve you and the community.**

Answered: 33 Skipped: 47

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#	RESPONSES	DATE
1	I've seen far too many traffic violations daily go unnoticed.	1/22/2021 9:27 PM
2	I think that maybe if there was a chief or someone in charge of these guys maybe they would behave better.	1/21/2021 6:19 PM
3	Could do better. I feel like no supervision being a solo officer for our village there is a lack of involvement and handling issues.	1/20/2021 8:15 PM
4	I'm concerned with the rise in crime. Parks and School playgrounds not closing at dusk.	1/20/2021 8:07 PM
5	I know there is a lot of drugs at trolley and packages stolen on Jackson stm I wish they would patrol more regularly at odd hours to try to decrease crime.	1/18/2021 9:06 PM
6	To me, this is important! I was at the Pit Stop knowing a customer had been drinking/driving from Auburn to Weedsport. I went inside to call the Village Police and they didn't have your phone number written down!!! They called the Sheriff Dept. for me. The questions were ridiculous, then asked me what I wanted them to do about it! The man left and prayed he didn't hurt or kill someone! Make sure they have your number right there, close by, in big numbers!	1/18/2021 10:29 AM
7	A better office, actual visible police office and phone number so the community can have visual contact as well and verbal contact with the Weedsport Police Department. It's very difficult for visitors or community members to contact the Weedsport Police Department. If you surveyed different age groups residents I am confident they don't know where the police office is.	1/18/2021 8:51 AM
8	I had to move to Weedsport to live next to a murder, crime is worse now? Community is anxious now about property issues. I see this opportunity as how does the community build a better relationship with all stakeholders, it's really not the worse of times. Perceptions of community need addressed by better village communication, inclusion, maybe foot portals, more community inter action.	1/18/2021 8:28 AM
9	As stated speeding through town.	1/17/2021 6:59 PM
10	We used to see the officer driving through the village at different times of the day. Maybe I am oblivious, but I haven't seen one in my section in a long while. Maybe the drives can be reinstated.	1/17/2021 1:25 PM
11	Speeding in the village and truck traffic. I live on 34 and trucks will downshift creating noise and vibrations when coming into the village. The noise /vibrations and speed have escalated . The cars don't even slow down until they are going downhill by the Catholic Church or they see a police car.	1/17/2021 10:18 AM
12	I've only lived here about two years, and am aware of their presence, but have never interacted with them. My husband did. Be sure to check out and talk with residents with concerns and crimes that have occurred to them, no matter how trivial.	1/17/2021 8:23 AM
13	See above comment on way to many police canvassing the village at low crime times.	1/17/2021 7:51 AM
14	The crime rate has increased in the past few years i think there should be transparency of this issue and what is being done . After 40 years i am locking my doors and my car . I grew up in this community, raised my family here and now my grandchildren but what it terrifies me is weedsports crime and drug rate . There should be more patrols in the areas that we are having	1/17/2021 1:01 AM
15	I understand that the governor hates law enforcement officers, and that this survey has been foisted upon the citizens of the state from a cynical, anti police position. If there is any need for reform, especially in our area, it is with the public, and the way they interact with the police. Our officers are doing good work, and deserve far more credit than the very existence of this survey gives them.	1/17/2021 12:39 AM
16	Get out and talk with the citizens of the village.	1/16/2021 11:49 PM
17	.	1/16/2021 11:48 PM
18	I feel we need more officers to be able to spread out hours so there is always an officer on duty.	1/16/2021 11:40 PM
19	Evening or late night patrols	1/16/2021 11:40 PM

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20	You need to work to promote Weedsport as a safe and desirable place to live. We don't want to become an Auburn.	1/16/2021 11:00 PM
21	A police meet and greet!!	1/16/2021 10:32 PM
22	We know you have a tough job and we appreciate everything that you already do. What is something that the community could do for all of you?	1/16/2021 10:25 PM
23	Need full night shift to catch crimes in action. Use community action teams for input.	1/16/2021 10:24 PM
24	In light of the rash of criminal activity that has been taking place in our village recently, having the police patrol through the night seems like it would be a deterrent to crime and also give the citizens some comfort.	1/16/2021 10:23 PM
25	Would like to see more of a presence in the interior of the village. Officers do a good job of policing the edges of town but driving practices on the interior streets seems to be getting much worse. ie not stopping at stop signs, speeding and reckless driving. Also, hear frequent youth activity in the streets late at night.	1/16/2021 10:00 PM
26	I've moved into this community six months ago and have found it to be a beautiful place to live. It has concerns me lately of the amount of break-ins and thief's that have been occurring within the village. This latest one hit too close to home it was on the same street as me. Please up the amount of police patrol even if it can just be the shares order to prove driving through town.	1/16/2021 9:57 PM
27	I have no idea who our police are. How many officers, how many hours we have local coverage.	1/16/2021 9:15 PM
28	Need to be more visible. Actually do traffic stops. Patrol higher crime areas.	1/16/2021 8:52 PM
29	Just want to say Thank You! Your jobs fo not go unnoticed and we greatly appreciate all you each do for our community in your various roles. I love seeing the waves to kids as you pass, stopping to check on residents and always coming when called no matter how small the call is!	1/16/2021 8:47 PM
30	More patrols at night need to be enforced. Parking lots, school grounds need night patrols and just general night patrols. Thefts and crimes in the village have been up lately and residents have been left to purchase cameras to protect themselves and property.	1/16/2021 8:39 PM
31	Board minutes to explain details of ongoing business They are hugely vague	1/16/2021 8:37 PM
32	Local Laws need to be enforced more as Simple as the Parking Regulations. Wrong direction, wrong side of street, on/over sidewalks, overnight, etc...	1/16/2021 8:24 PM
33	Weedsport Police Department is one of the best in the county. You get to know the officers on a personal basis when being in a small tight knit community	1/10/2021 8:53 PM

**Addendum B:  
Cayuga County Sheriff  
Office Draft for  
Public Release &  
Comment Period**

# NEW YORK STATE POLICE REFORM & REINVENTION COLLABORATIVE

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POLICE REFORM & REINVENTION PLAN RESPONSE TO NYS  
GOVERNOR CUOMO EXECUTIVE ORDER #203

CAYUGA COUNTY SHERIFF'S OFFICE

Cayuga County Legislature | Chair of the Legislature

*DRAFT FOR PUBLIC RELEASE & COMMENT PERIOD*

*FEBRUARY 23, 2021*



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## INTRODUCTION

New York State Governor Andrew Cuomo issued Executive Order #203 on June 12, 2020, requiring each municipality in New York State, including Cayuga County, to prepare and adopt a Police Reform Plan by April 1, 2021 (the “Plan”). To build these plans on a foundation of inclusiveness and community participation, the Governor put forth the New York State Police Reform & Reinvention Collaborative to provide a framework for collective community effort when preparing the Plan.

This document presents the Cayuga County Sheriff's Office Police Reform Plan that was developed through a community-focused public participation process undertaken in partnership between the Cayuga County Sheriff's Office and the City of Auburn Police Department. In Cayuga County, there is a long and successful history of collaboration and mutual support between the County Sheriff's Office and the Auburn Police Department. This strong working relationship informed and enhanced the development of the plan presented here.

## CONNECTING BRIDGES – MISSION STATEMENT

Continuing with the strategies and objectives that have been employed by the Cayuga County Sheriff's Office and the City of Auburn Police Department, this collaborative community effort seeks to perform a comprehensive review of current law enforcement deployments, strategies, policies, procedures, and practices in order to develop a Plan that strives to improve upon them into the future. By utilizing the synergistic “Connecting Bridges” approach, our law enforcement agencies and the people they serve will seek to partner in building mutual trust and respect through understanding of one another while emphasizing the delivery of public safety in a professional, courteous, empathetic, and sensitive way. This will be accomplished if we collectively demand that human dignity for all is the intrinsic goal for the sustained success of these efforts.

## VISION

Cayuga County, its elected officials and its Sheriff's Office will work with the community to create and recommend a plan that incorporates the ideas and needs of the citizens and stakeholders of Cayuga County. Implementation of this plan is to promote fair and just policing, enhance community relations and engagement, and to foster trust and mutual cooperation.

The Plan outlines the public outreach and public participation process and details the joint effort to assemble facilitators and stakeholders into strategic working groups and the organization of public surveys and community forums on current practices and opportunities for reform. The Plan presents recommended Sheriff's Office policies that are responsive to community and peer professional input and feedback and supportive of the Governor's call for police reform and reinvention.

## I. PARTNERSHIPS AND THE PUBLIC OUTREACH PLAN

### Collaborative Partnership: Cayuga County and City of Auburn.

Following the issuance of Executive Order #203 in June of 2020, Cayuga County Sheriff Brian Schenck and City of Auburn Police Chief Sean Butler convened a meeting of senior staff from both agencies, Cayuga County Legislative Chair Aileen McNabb-Coleman, Auburn City Manager Jeff Dygert, and other elected representatives to begin leveraging the close and collaborative working partnership between the municipalities to perform a comprehensive review of policing in Cayuga County. Together they began to craft a collective public outreach plan to complete the review and broadly inform development of their individual Police Reform and Reinvention Plans that are responsive to the community they serve and protect. These initial working meetings resulted in a Public Outreach Plan comprised of three main components:

- Online and Anonymous Public Surveys on Current Sheriff and Police Practices
- Creation of three (3) Working Groups of Community Leaders with Strategic Focus Areas
- Community Public Forums on Police Practices, Police Reform and Reinvention

Although Cayuga County and the City of Auburn have prepared and are submitting individual Reform and Reinvention Plans in response to Executive Order #203, the planning process and community outreach was a collaborative effort. The community input gathered via public forums, surveys and working groups added community voices and perspective to both Plans. The following chapter discusses the convening of stakeholders and strategic focus working groups.

## II. STAKEHOLDER WORKING GROUPS

### Working Group Organization

Three (3) Working Groups were assembled with each Working Group assigned a focus on two strategic police practice areas. Each Working Group included two facilitators and eight to ten community members. In addition to the members of the Working Groups and facilitators, select staff members of the Cayuga County Sheriff's Office and Auburn Police Department attended each Working Group meeting, making themselves available as subject matter experts, answering participant questions, providing clarification or explanation on current practices or proposed policies and providing insights into their work in and with the communities they serve. In advance of the initial Working Group meetings, all members were provided extensive background materials on current police practice in the County and the City of Auburn, including copies current and proposed police policies. Lastly, copies of the community surveys that were broadly distributed by the Cayuga County Sheriff and the Auburn Police Departments on a parallel timeline with the Working Group meetings, were shared with members of the Working Groups before and between meetings. Meagan Kalet, Officer in Charge of the Port Byron Police Department, and Sgt. Greg Gilfus, Sergeant with the Auburn Police Department and Officer in Charge of the Weedsport Police Department, joined the stakeholder groups as well.

## Stakeholder Composition

The Stakeholders making up the three Working Groups were selected from broad sectors of the community and included civic leaders, professional staff and community organizers within the Cayuga County and City of Auburn community:

- City of Auburn Elected Officials
- Cayuga County Elected Officials
- Village Elected Officials
- Auburn Police Department Leadership
- Cayuga County Sheriff's Office Leadership
- Religious and Faith-Based Leaders
- Social Justice Advocates
- Education and Academic Sectors
- Public Defenders Office
- Social Services and Mental Health Providers
- Victim Advocacy Leaders
- Addition and Peer Advocacy Leaders
- Local Business Owners
- Not-for-Profit Organizations
- Migrant Population Advocates
- Police Union Representatives
- Public at Large Members
- Port Byron Police Department Leadership
- Weedsport Police Department Leadership

## Working Group Focus Areas

### WORKING GROUP I

Working Group I were given the focus area of Police Structure and Training that included the following topics:

#### Police Structure:

- Use of Force Policies
- Body Worn Camera Policy
- No-Knock Warrant Procedures
- General Model Policies and Accreditation Process
- Chokehold Law/Policy

#### Police Training:

- Racial Bias Training
- De-escalation Training
- Duty to Intervene
- Mental Health Intervention
- Officer Mental Health and Wellness

Working Group I were designated two group facilitators representing the City and the County: City Councilor Deb McCormick and Cayuga County Legislator and Chair of the County Health & Human Services Committee, Elane Daly. The ten Committee Members represented a cross section of community leaders and residents:

- William E. (Bill) Berry, Jr., Board Chair, Harriet Tubman Center for Peace and Justice, Inc.
- Brian K. Hartwell, Ed.D, District Superintendent, Cayuga-Onondaga BOCES
- Kathleen Cuddy, Cayuga County Health Director
- Deb McCormick, Auburn City Councilor
- Roger Anthony, Deputy Chief, Auburn Police Department
- Brian Myers, Patrol Sergeant, Cayuga County Sheriff's Department
- Steve Smith, Undersheriff, Cayuga County Sheriff's Office
- Tim Spingler, Sgt. Auburn Police Department
- Stacy Deforest, Corporation Counsel, City of Auburn

## WORKING GROUP II

The dedicated focus area for Working Group II centered on Police Community Relations and Crime Prevention. Specific topics in these related focus group areas included:

Police Community Relations:

- Outreach Programs
- Right to Know Law
- School Safety and Security – SRO – SPO Programs
- Police and Law Enforcement Hiring Process
- Community Collaboration

Crime Prevention:

- Problem Oriented Policing
- Policing Hot Spots
- Focused Deterrence
- Environmental Design & Policing
- Community Policing Initiatives
- Violence Prevention

The two facilitators assigned to assist Working Group II included Chair of the Cayuga County Legislature, Aileen McNabb-Coleman and City of Auburn Assistant Corporation Counsel, Nate Garland. The Working Group was assembled with nine community leaders and residents:

- Laurie Piccolo, Executive Director, Community Action Programs, Seneca/Cayuga CAP
- Josh Czyz, Chaplain, CC Sheriff and Auburn Police Departments, NYSDOCCS
- Chris Major, Patrol Officer, Auburn Police Department, SRO 2005-2019
- Stephanie Hutchinson, Executive Director, Auburn Housing Authority
- Jim Slayton, Lieutenant, Auburn Police Department
- Michael Wellauer, Lieutenant, Cayuga County Sheriff's Office
- Jim Basile, Mayor, Village of Fair Haven
- Bud Shattuck, Mayor, Village of Union Springs
- William Sherman, Mayor, Village of Cayuga

## WORKING GROUP III

Working Group III were given the focus area of Alternatives to Police Response and Procedural Justice that included the following topics:

Alternatives to Police Response:

- Proper Response to Non-Criminal Calls
- Diversionary Programs and Courts-Alternative to Arrest/Incarceration
- Community Court
- Community Partners
- Expectations from our Community: What kind of Police Force/Response do we want/expect

Procedural Justice:

- Implicit Bias
- De-escalation
- Transparency in Media and Public Communications
- Complaint Process
- Community Input – Having a Voice to ensure trust, fairness and accountability.

Working Group III were also designated two group facilitators representing the City and the County: City Manager Jeff Dygert and Cayuga County Planning & ED Director Steve Lynch. As with the other Working Groups, this group included Committee Members representing a cross section of community leaders and active residents. The ten members were:

- Dr. Rhoda Overstreet-Wilson, Ex. Dir., Westminster Manor; Board President, Booker T. Washington Community Center; Vice President, Auburn-Cayuga Branch, NAACP.
- Heather Petrus, MS, LMHC, Executive Director, Cayuga Counseling Services
- John Socci, Founding Member, HEAL
- Lloyd Hoskins, Executive Director, Cayuga County Youth Bureau; Administrator, Cayuga County Assigned Counsel Program; STOP-DWI Coordinator
- Kyle Platt, Captain, Auburn Police Department
- Fred Cornelius, Detective Lieutenant, Cayuga County Sheriff's Office
- Jimmy Giannettino, City Councilor, City of Auburn
- Nicole Stewart, Detective, Cayuga County Sheriff's Office
- Ricardo & Kathy Aguilar, Migrant Farm Worker Advocates
- Sgt. Greg Gilfus, Officer in Charge, Weedsport Police and Sergeant Auburn Police Departments

## PUBLIC SURVEY AND PUBLIC INPUT

### Public Survey

Community input was gathered throughout the development of the Plan. At the early stages of framing the plan process and soliciting stakeholder participation, two (2) online community surveys were developed individually by the City of Auburn Police Department and the Cayuga County Sheriff's Department, respectively. Each of these complimentary community surveys on local law enforcement were released in mid-November of 2020, and circulated via a number of social media, online and direct contact platforms. Survey outreach included local media releases including press, radio and television outlets, were emailed directly to each stakeholder Working Group member, and emailed to the entire countywide contacts list, including County employees, elected and appointed officials. The surveys were posted on the Sheriff and Police Department websites with easy and anonymous access available to anyone with feedback to share.

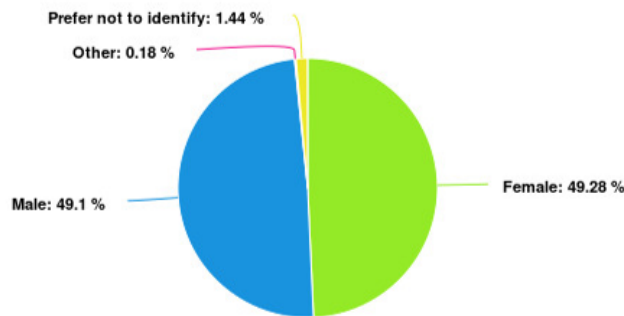
Periodically, before and between Working Group Stakeholder Meetings, up-to-date summaries of the survey results were circulated to all participants and facilitators. This informed and enhanced the stakeholder conversations and provided a periodic benchmark to measure the success of outreach efforts as they evolved in response to survey participation rates and demographics.

A copy of the public survey on policing prepared by the Cayuga County Sheriff Office and a listing of all of the comments received from the individuals who participated in the survey, broken out by category, is included in **Addendum B** of this document. These materials are also located on the Sheriff Office website, on the home page. Readers can access these online materials, under the Community Collaborative heading, via the following hyperlink: [http://www.cayugacounty.us/155/Sheriffs-Office#tabc9f226f9-8d49-44da-aa29-4a8e2c1a6e5f\\_1](http://www.cayugacounty.us/155/Sheriffs-Office#tabc9f226f9-8d49-44da-aa29-4a8e2c1a6e5f_1).

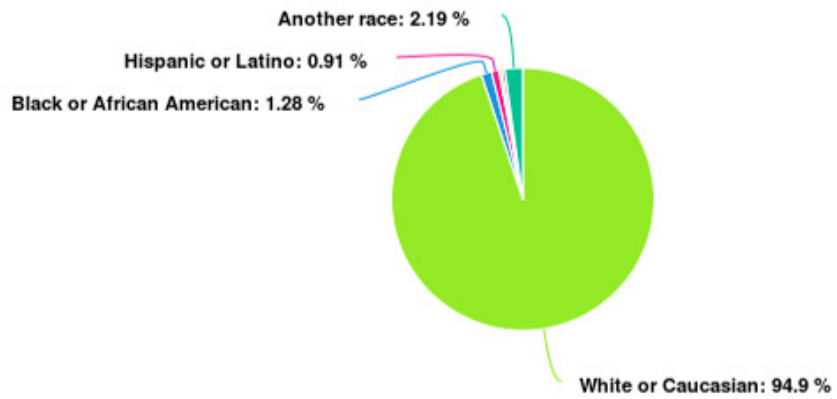
### SURVEY DEMOGRAPHICS

The Cayuga County Sheriff's Office provided the following charts showing the demographic profiles of survey participants, with additional charts that break out response categories for select survey questions.

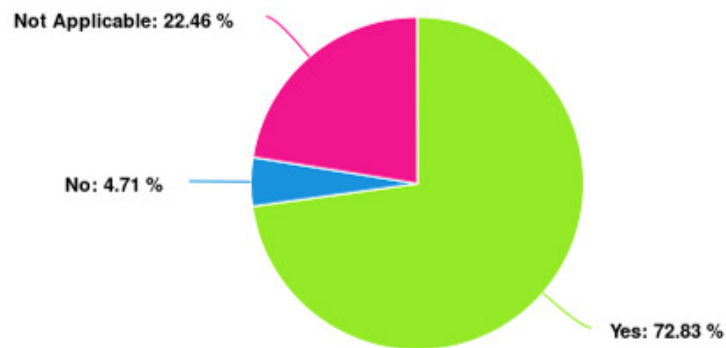
What is your gender?



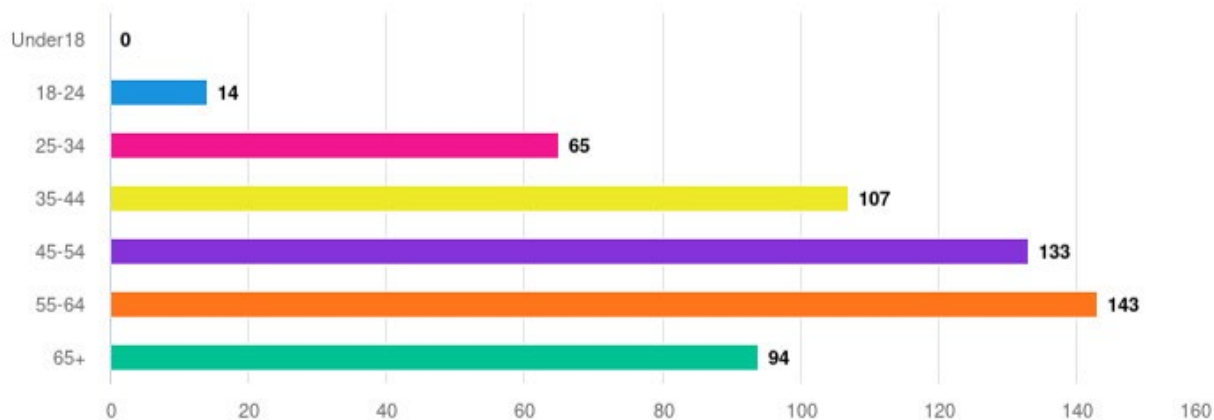
What is your race?



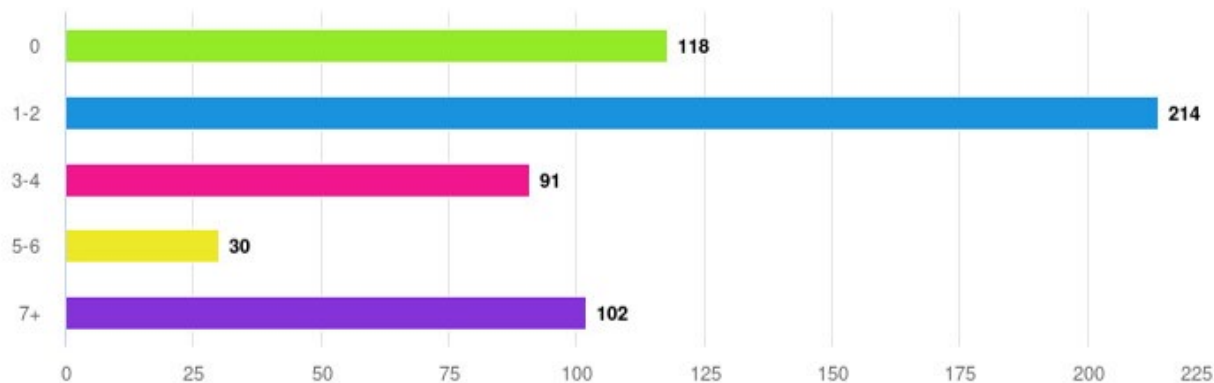
When you had contact were you treated professionally, with dignity and respect?



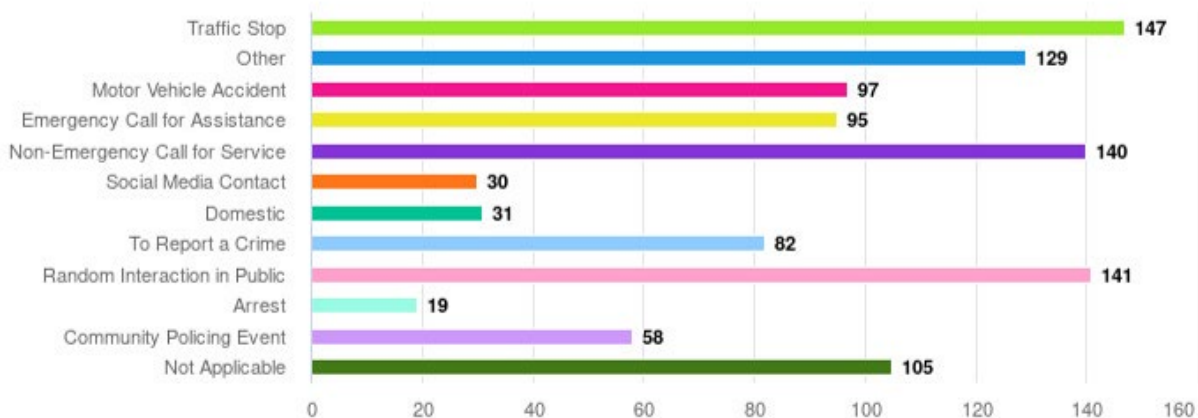
### What is your age group?



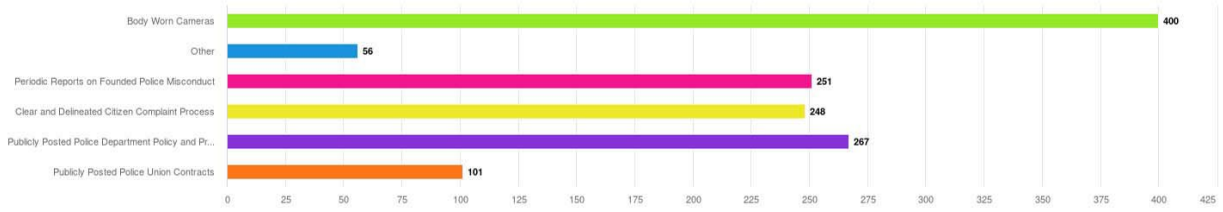
### How many times have you had contact with the Cayuga County Sheriff's Office?



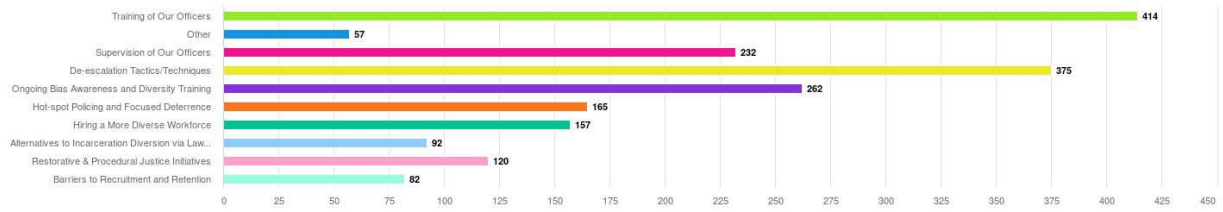
### What type of Police contact did you have? (Please select all that apply.)



What Are Some Ways the Cayuga County Sheriff's Office Can Improve Our Transparency and Accountability? Choose all that apply



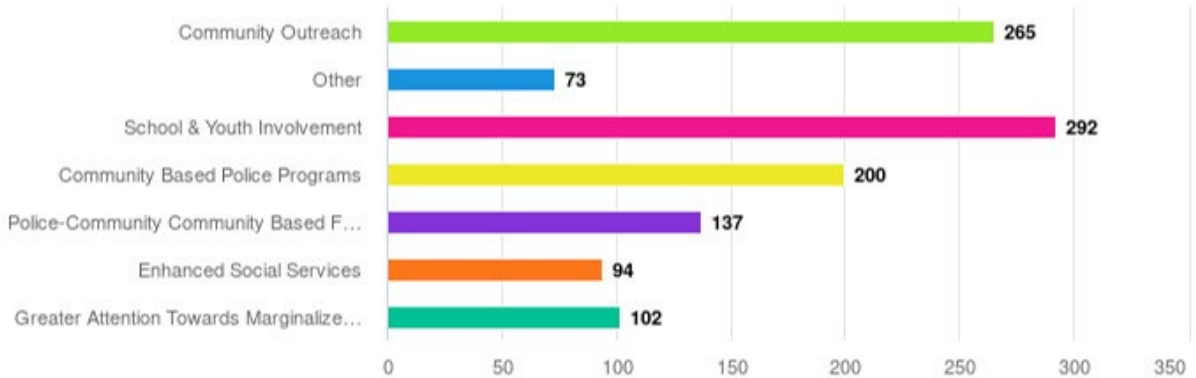
What Does Equality and Social Justice in Regards to Local Law Enforcement in Our Community Mean to You? (You May Choose Up To (5) Responses



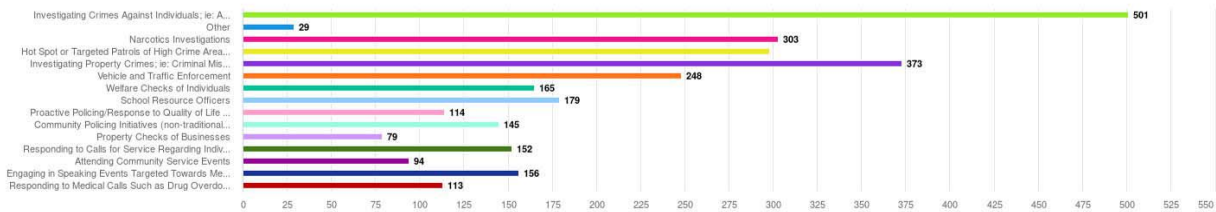
Do You Support a Residency Requirement for New Police Officers Hired by our Agency?



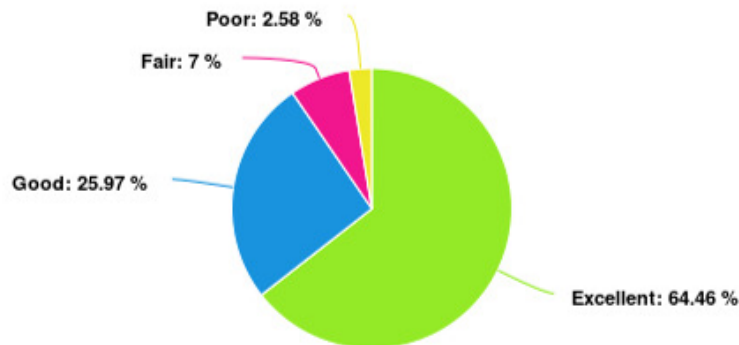
## Which of the Following Ways Can the Cayuga County Sheriff's Office Improve and Build Better Relationships with the Community at Large?



What police services are most important/beneficial to you? (Pick up to 5 responses)



Overall, how well do you feel the Cayuga County Sheriff's Office does in providing services to the community?



## Working Group Meetings

An introductory meeting was held on November 18, 2020 for all members of the three Working Groups, the group facilitators and law enforcement support staff. The County Sheriff and Auburn Police Chief, along with the Chair of the County Legislature and Auburn City Manager, outlined the requirements of Governor Cuomo's Executive Order 203 and the collaborative framework involving the Working Groups, Public Forums and resident surveys.

Due to meeting constraints associated with the COVID-19 Pandemic, all of the stakeholder Working Group meetings would be conducted virtually using the ZOOM meeting platform. To simplify logistics and expedite Plan development, each of the three Working Groups scheduled their meetings on the same dates and times.

Two (2) Working Group meetings were scheduled for each of the three Working Groups:

- The first Working Group Meetings were scheduled for Tuesday, November 24, 2020 at 3:00 PM; and
- The second Working Group Meetings convened on Tuesday, December 8, 2020, also at 3:00 PM.

Prior to the first Working Group meeting, all stakeholders were provided with extensive information on current law enforcement policies and practices at the County Sheriff's Office and the Auburn Police Department. Additional information and background on Executive Order 203, the concurrent accreditation process for each department and the two independent community surveys were circulated to all participants.

The assigned facilitators worked with each of the three Working Groups during the November and December work sessions to consider, discuss and provide feedback on the law enforcement topics provided to the individual groups. As expected some focus areas generated more discussion than others and some items discussed in the November meeting required follow up or the participation of subject matter experts during the second Working Group sessions in December.

The facilitators prepared meeting minutes and recaps that were available to all participants. A summary of the Working Group Meetings is provided below, along with hyperlinks to the online recordings and minutes for each meeting.

### WORKING GROUP I, MEETING #1 | NOVEMBER 24, 2020

The meeting opened with introductions and a discussion of Working Group goals and expectations in relation to the overall objective of Executive Order No. 203. Working Group I was charged with reviewing Police Structure and Training. It was noted that the Group received copies of policies, training information, and other records from both APD and CCSD to guide and inform our discussions. The following is a summary of the focus areas discussed.

#### *Duty to Intervene/ Use of Force/Body Worn Cameras/No Knock Warrants*

Representatives from both the Cayuga County Sheriff's Office and the Auburn Police Department discussed policy and procedures. It was noted that both agencies ban choke holds. The Cayuga County Sheriff's Office's

Use of Force Policy No. 0300 is included in Addendum A. It was noted that any use of force beyond handcuffing requires a force form to be completed, which is then reviewed internally. The Cayuga County Sheriff's Office typically engages in fewer use of force instances annually when compared to the City of Auburn Police Department. In 2020 for example, the CCSO reported fifteen (15) use of force instances with the Road Patrol Division out of a total of 338 arrests (~4.5%). As of mid-February 2021, there was only a single (1) use of force incident reported. As a point of reference and comparison, APD reported to the group that since the start of 2020, approximately 100 instances of use of force forms were submitted out of a total 1,056 arrests made (~9%). The Group then moved on to discuss whether there would be consequences if required intervention and reporting did not happen. How serious is this violation and is there disciplinary action in accordance with policy?

Turning next to the issue of Body Worn Cameras, it was noted that neither the APD nor CCSO use this technology. Currently, Law Enforcement Leadership reported, the expense of data management, equipment, record keeping, and administration at this time are prohibitive and make implementation impracticable. The Cayuga County Sheriff's Office, despite funding and operational challenges, reported that the Office supports future use of Body Worn Cameras.

The Group was introduced to the topic of No Knock Warrants. No Knock Warrants are not frequently used by the Sheriff's Office, and, when employed, a tactical team would be involved. APD staff reported that No Knock Warrants are more frequently used in the City of Auburn for reasons including officer safety and the efficacious securing of evidence (typically drugs). Additionally, APD Staff noted, a threat matrix is used to evaluate need for a No Knock Warrant. APD leadership noted the No Knock Warrants were avoided when children are known to be in the home, and that alternate methods, such as breach and hold, are used.

The Cayuga County Sheriff's Office does not currently have a stand-alone policy on No-Knock Warrants. The Department is currently working with Lexipol on revision and expansion of current law enforcement policies as the Department moves towards accreditation. A policy on No-Knock Warrants will be developed during this process. The APD noted that their warrant policies have been developed, also in collaboration with Lexipol, and links will be included in their Police Reform and Reinvention Report Plan. The Group wrapped up this topic by discussion on whether a No Knock Warrant places officers in a position to use deadly force by fact that they are breaking down a door.

### *Police Training, Implicit Bias and De-Escalation*

Implicit Bias Training is ongoing in both agencies. Training begins at the academy for new officers and continues annually as part of other ongoing training. The BOCES Superintendent in Work Group 1 highly recommended a training his organization offers, 'Responsiveness and Implicit Bias Training.' A leading community member and academic added that there are discussions with BOCES and APD about bringing professional, bias-specific training to law enforcement. The BOCES superintendent noted the possibility of implicit bias training becoming part of the BOCES Criminal Justice curriculum.

Law enforcement command staff explained that officers are trained in techniques to use to reduce tension in high stress situations to lessen use of force, i.e. enhanced communication skills and awareness of body language. However, it was noted, that incidents where de-escalation is needed are more challenging for new, younger officers. These officers would benefit from more training and skill development, it was suggested. De-escalation strategies are incorporated into each department's Crisis Intervention Incidents policies. The purpose of these policies, it was noted, is to provide guidelines for interacting with those experiencing mental health or emotional crisis. Please note that the Cayuga County Sheriff's Office does not currently have a dedicated policy regarding Crisis Intervention. As the department continues policy development with the assistance of Lexipol, the stakeholder and community feedback provided during development of this Plan will inform the scope and content of a Crisis Intervention Policy. The Group noted that the Auburn Police Department has developed a policy on Crisis intervention, and plans on providing online links to the policy in their Reform Plan. The Group agreed that there has been significant effort put into this area. Agencies have CIT (Crisis Intervention Teams) with trained officers to deal with individuals in crisis. There is a mobile crisis 3/3 team (Liberty Resources) that is also used and works well with community providers that assist.

Finally, the group addressed Officer Mental Health and Wellness. For both County and City employees, an Employee Assistance Program (EAP) has been in place for several years. It was agreed that more attention to officer mental health and wellness is needed.

This completes the summary of Working Group I, Meeting # 1. Readers may access a video recording of the meeting and view the meeting notes, by clicking on the links below:

- [Subgroup 1 Meeting held November 24, 2020: https://youtu.be/TUyc2bu2ofg](https://youtu.be/TUyc2bu2ofg)
- [Subgroup 1 Meeting Notes 11-24-2020](#)

## WORKING GROUP I, MEETING #2 | DECEMBER 8, 2020

This meeting focused on follow-ups on action items from the November 24<sup>th</sup> meeting. The Supervisor of the Finger Lakes Drug Task Force (FLDTF) provided further information regarding No Knock Warrants. As FLDTF Supervisor he reviews all information prior to requesting a warrant. He noted for the Group that a warrant application was necessarily subject to judicial review before it can be approved. The team is composed of specially trained and experienced officers. Task Force members must have at 3 years of experience on the job and typically have served on the Emergency Response Team. Finally, Task Force Supervisor noted that a threat matrix is used to balance risk and determine need.

The meeting conversation then turned to police interaction with minors. Individuals under 16 are considered juveniles. Age 17-18 are designated as youthful offenders. The question of how the age of a child impacts how they are handled was discussed. It was clarified that specific laws dictate how juvenile and youthful offenders are processed by local law enforcement, emphasizing that law enforcement officers do not make that call. Both law enforcement agencies have officers dedicated to juvenile cases with additional training in

this specialized area. A member of the Cayuga County Sheriff's Office, Mr. Brian Myers, reiterated that each situation is different, and that individual circumstances are always a factor in these cases.

### *Opportunities for Greater Community Involvement in Policing*

A community leader and academic group member posed a big-picture question: how the community can be more engaged in the process, policies and protocols of local Law Enforcement agencies, and how can this engagement be sustained? While lauding the desire of current Law Enforcement Leadership to engage with these sorts of issues, he feared that there was a risk of such engagement ending when there is a change of leadership (a concern also highlighted by members of Working Group 3).

A recent impromptu meeting with APD and community members was mentioned as good example of the benefits of a relationship with community. The Cayuga County Sheriff added that recent community-based initiatives by law enforcement are building a foundation for community involvement. It was then suggested that the creation of a standing group of community members could be created to interface with Law Enforcement after an incident occurs to assist with de-escalation. The benefit would be to get information out in cooperation with law enforcement. This will also potentially mitigate the fallout from wrong or misleading information getting out. For any such group to properly function, a foundation of trust must be established, Group members agreed; building such a foundation is a current top-level goal of both law enforcement agencies. The Cayuga County Sheriff's Office has developed a Draft Community Relations Policy document that is included in Appendix A. The Group also noted that the Auburn Police Department does have a Community Relations policy and will include a live link to the policy in their Police Reform Plan.

This second meeting of Working Group I ended with a discussion on a related matter not included within the scope of Executive Order No. 203: Qualified Immunity. A community leader and academic group member noted Qualified Immunity is a very difficult conversation area and asked what local law enforcement thinking is on this issue. The City of Auburn Corporation Counsel provided a legal explanation and context. Qualified immunity is a longstanding legal defense, which, gives law enforcement immunity from civil liability when acting in a responsible manner. The defense is meant to balance two important interests: the need to protect governmental officials from harassment and liability when they perform their duties in a reasonable manner, while, at the same time, also holding them accountable if they act in bad faith or exercise power irresponsibly. Corporation Counsel explained that there is a bill pending in NY now to try to undo it from a state level, which specifically adds a new cause of action under the New York Civil Rights Law. There is no local discretion on this – Qualified Immunity is a state and federal issue of law.

This completes the summary of Working Group I, Meeting # 2. Readers may access a video recording of the meeting and view the meeting notes, by clicking on the links below:

- [Subgroup 1 Meeting held December 8, 2020](#)
- [Subgroup 1 Meeting Notes 12-08-2020](#)

## WORKING GROUP II, MEETING #1 | NOVEMBER 24, 2020

Working Group II was tasked with discussing two topics: Police/Community Relations and Crime Prevention. Due to some technical difficulties Working Group II was only able to fully discuss Police/Community Relations at this first meeting and addressed Community Policing at the meeting on 12/8/20. Working Group II utilized guidance from the NYS Executive Chambers guidebook to move the conversation along, serving as a roadmap for the meeting.

### *Community & Police Relations Discussion:*

Starting from the bedrock question of how a police department and the community should engage with one another, the group identified attention to marginalized communities as an important need to be addressed. Specific examples proposed for the City of Auburn were holding police/community events at Auburn Housing Authority facilities and/or at the Booker T. Washington Center, with a general desire to engage with the West End community. Officer familiarity with LGBTQ Perspective and People with Disabilities was also proposed as a valuable future goal.

The group moved on to discuss the Right to Know Law. Originating in New York City, Right to Know seeks to demystify police/citizen interactions by opening communication. Simply put, in instances where police are required to stop an individual, Right to Know requires the officer to identify him/herself and inform the citizen of the reason why they have been stopped. Both law enforcement command officers in the group indicated that rank and file would likely not object to the implementation of such practices. It was noted during the Work Group meeting by APD Lt. Slayton that APD policy No. 401 applies in practice much of the Right to Know principles. Group members who headed local services agencies where clients routinely had interaction with the police indicated that their jobs as providers of social services could be more efficient if Right to Know principles could be extended to include an officer providing a business card to their clients. The Cayuga County Sheriff's Office has developed a Bias-Based Policing Policy that emphasizes and affirms the Department's commitment to policing that is fair and objective, and carried out with due regard for the racial, cultural and other differences of those served. A copy of the draft Biased Based Police Policy is included in **Appendix A**.

The group then turned to the development and retention of a diverse corps of officers. It was noted by a clergy member with experience as chaplain for law enforcement agencies that in communities where police officers are traditionally represented, kids aspire to become police officers from an early age. The group discussed what measures could be taken to extend this modeling into underrepresented communities. Although BOCES has a Criminal Justice program, since applicants can't take the required civil service test until they reach 19 years of age, creating a gap between graduation and civil service eligibility where potential recruits can get lost. The introduction of Active Explorer Clubs in schools was suggested as a way to introduce younger students to the profession of policing. APD Lt. Slayton noted that a tailored approach to recruitment was useful, referencing events that the APD had put on in conjunction with the Booker T. Washington Center

in successive years. After the first year's event resulted in none of the event attendees taking the police officer civil service exam, APD analyzed the data and changed their approach. The next year's event resulted in nine attendees sitting for the police officer civil service exam. The group agreed that this flexible approach toward recruitment of underrepresented communities was a best practice to be utilized going forward. The Cayuga County Sheriff's Office has developed Recruitment Policy No. 301 that calls for the Sheriff's Office to develop and administer a comprehensive recruitment program. Readers can review a copy of the Recruitment Policy included in Addendum A. Members of the Work Group noted that the Auburn Police Department has prepared an APD Recruitment Policy and will provide an online link to the policy in their Reform Plan as well.

The final topic discussed in Meeting I was Collaboration. There was a general agreement among the Group that social service personnel could be efficaciously deployed instead of, or in addition to, police officers in some situations. Even though such a model represented a sea change in policing theory and practice, and would place a burden on local police force budgets, the Group felt that the benefits of having a mental health professional on board for certain police calls were so great that the issue deserved a spotlight.

The meeting closed with a real-time example of collaboration. When the director of the leading provider of low-income housing in Auburn indicated that although relationships between her office and APD Command Staff were functioning well, there was a gap in that relationship when it came to the APD member which routinely interacts with her office, the patrol-level officer. A meeting at APD lineup was suggested as a way to bridge that gap in communication. Afterward, Lt. Slayton reported that the meeting had taken place and had been a success.

This completes the summary of Working Group II, Meeting # 1. Readers may access a video recording of the meeting and view the meeting notes, by clicking on the links below:

- [Subgroup 2 Meeting Part 1 held November 24, 2020: https://youtu.be/vzxDLNDmUil](https://youtu.be/vzxDLNDmUil)
- [Subgroup 2 Meeting Part 2: held November 24, 2020: https://youtu.be/l4CqXvuoX04](https://youtu.be/l4CqXvuoX04)
- [Subgroup 2 Meeting Notes 11-24-2020](#)

## WORKING GROUP II, MEETING #2 | DECEMBER 8, 2020

Working Group II's second meeting touched on the topic of Crime Prevention. The discussion kicked off with a summary of specific policing strategies that have raised concerns among the public. Many in the Group were familiar with the Broken Windows theory of policing. While noting that there are positive aspects to the theory, i.e., that it seeks to instill pride in the community being policed and requires community input, City of Auburn Police Chief Butler noted that the Broken Windows theory is not a policy currently in place for the APD. Chief Butler also noted that another well-known policing policy, "Stop and Frisk," was not, nor had ever been a policy of the Auburn Police Department. The Group then turned to a topic linked in the minds of many to Stop and Frisk, that of discriminatory or bias-based stops, searches and arrests. After noting that biased-

based stops are not tolerated by the Auburn Police Department, Chief Butler suggested that approaching stops from a customer service aspect can help dispel perception of discriminatory stops. This, combined with the application of Right to Know principles, could serve to dispel the perception of bias in civilian/police interaction.

Next, the Group addressed the use of force for punitive or retaliatory reasons. It was not that APD takes a data-driven approach to this problem, tracking use of force by demographic group, type of force, and officer demographics. The possibility of sharing this demographic information with public at year end was discussed and deemed practicable.

The group then turned to the topic of SWAT teams and so-called “No-Knock” Warrants (a topic also discussed by Working Group I). The Finger Lakes Drug Task Force does occasionally seek and obtain No Knock Warrants, which allow for unannounced entry into a building. It should be noted that pending legislation which would require officers to announce themselves and that search warrants be executed during daylight hours, may address the concerns many have over the execution of No-Knock Warrants. The APD and Cayuga County Sheriff’s Office both have units which are employed in similar situations to SWAT teams. The Cayuga County Sheriff’s Office does not have a dedicated policy for No-Knock Warrants. The City of Auburn Police Department does have such a Warrant Service Policy and an online link to the APD policy (Policy 0600) will be included in the APD Reform Plan.

Turning to current policing theory, the Group then touched on Hot-Spot policing and focused deterrence, where focus is placed on small geographic areas or places where crime is concentrated. Lt. Slayton indicated that APD shift commanders have authority to dedicate resources to areas where criminal activity flares up, an integral part of Hot-Spot Policing. For further information on the APD policy related to Hot-Spot policing, see APD policy No. 0341 Community Relations.

In addressing Community Policing Initiatives, such as diversion programs intended to address addiction in a manner outside or parallel to the criminal justice system, it was noted that full officer buy-in to such programs requires change in mindset of most police officers. One way to foster buy-in was to remind officers of successful instances of an arrestee’s participation in a diversion program. The role of a patrol officer vis a vis diversion was then discussed. Officers carry Helio Health and Nicks Ride cards on them and hand out to people who they think are in need of substance abuse services. Officers also carry Narcam to use in overdose situations. Lastly, it was noted that active Police representation on community boards, by both APD and Cayuga County Sheriff Office representatives, engenders goodwill in the community.

The Group then turned to mental health issues, both among law enforcement officers and members of the public. De-Escalation strategies were discussed, and it was noted that no blanket policy could effectively be applied to every heightened situation, and that a case by case strategy is preferable. Officer mental health was then discussed, with group members noting that programs like the Employee Assistance Programs and counseling in general come with a stigma attached. However, it was noted, Officer wellness as an agency goal

has increased acceptance One measure the APD is looking into to foster Officer mental health is a specific online application for mental health support that officers could use on their personal smartphones.

Finally, the Group addressed the issue of Violence Prevention. The first step in preventing violence is identifying its source. School Social Workers and APD and County Sheriff School Resource Officers exchange information about specific individuals, allowing for a holistic approach towards children in crisis. It was suggested that perhaps these techniques can be extrapolated to other specialized areas. The Mobile Crisis Team, wherein a contracted mental health professional accompanies the police officer on certain calls, and the Domestic Violence follow-up team, where a victim of domestic violence is contacted after the fact to see if they desire services, were noted for their efforts in violence prevention as well.

This completes the summary of Working Group II, Meeting # 2. Readers may access a video recording of the meeting and view the meeting notes, by clicking on the links below:

- [Subgroup 2 Meeting Notes 12-08-2020](#)

### WORKING GROUP III, MEETING #1 | NOVEMBER 24, 2020

Working Group 3 was tasked with discussing the overarching topics of Alternatives to Police Response and Procedural Justice. Before addressing the topics at hand, group facilitators discussed separate but related work that Cayuga County is undertaking to update their Alternatives to Incarceration Program, and mentioned local efforts to comply with recent changes mandated by the amending of the Criminal Procedure Law sections relating to related discovery, access to a speedy trial, and bail reform. Facilitators also noted community outreach efforts of the Auburn Police Department and the Cayuga County Sheriff's Office and the participation of several community groups with local law enforcement prior to this initiative.

#### *Proper Response to a Criminal Call & Crisis Intervention*

The first topic the Group addressed was what constituted a proper response to a criminal call. A farmworker advocate in the Work Group inquired about access to translators for non-English speaking residents. Several law enforcement participants shared their experience and their agency's current approach. It was agreed that this is an area that could benefit from further collaboration and/or policy development. Next, a community leader with extensive experience in the justice system inquired about how calls for assistance are determined to be criminal or non-criminal. In discussing this topic, which begins with the call for assistance most often through the 911 Center, it was determined that input from the Cayuga County 911 Center would be required. Group facilitators will endeavor to reach out to Cayuga County 911 to ask for their response and participation in the next meeting.

Discussion then turned to crisis intervention. A community leader and father of domestic violence and drug addiction victims, asked about the state of Crisis Intervention Teams. A Cayuga County Sheriff's Office Detective explained the approaches currently in use by City, County and State agencies. Discussion then followed as to whether current resource levels were sufficient to effectively implement such a program. The

director of a leading provider of social and mental health services indicated that the work her agency does is governed by state law and regulation which create funding constraints that limit the ability of her agency to provide field visits and response at the optimum level. Group members agreed that law enforcement shouldn't be solely responsible for the delivery of some of these services and that there is a value in these additional services to the victims and families impacted.

### *Diversionary Programs*

The Group then discussed the state of diversionary programs on the local level. A community leader inquired into how diversionary programs are accessed and the manner in which they are made available to those in need. A Detective-Lieutenant for the Cayuga County Sheriff's Office explained the various courts and programs available, noting that the Cayuga County District Attorney's Office acted as gatekeeper to these programs. As the group wanted to drill down on the process by which the DA's office determines eligibility and maintains impartiality, it was determined that a response to this particular issue from the DA's Office would be sought out and their future participation in these discussions encouraged.

The Director of the Cayuga County Assigned Counsel Program discussed a recent change in the local criminal justice system, the Centralized Arraignment Process. Heretofore, defendants were arraigned off-hours without legal counsel. Now, on a countywide basis for all crimes, no defendant is arraigned without legal counsel being available. A community leader familiar with Alternatives to Incarceration Process currently underway via a Cayuga County-led working group updated the Group on issues relating to Pretrial Diversion, Pretrial Release, and Bail Reform. Group members again enquired about access to these programs for marginalized communities, sharing a concern that these minority groups were not being provided access equitably.

### *Community Collaboration & Community Expectations*

The next topic discussed was Community Collaboration and Expectations. First, the Group was provided with lists of agencies with which APD and CCSO regularly collaborate. It was noted that the Group would benefit from a representative from the substance abuse/recovery community partners such as Comprehensive Help for Alcohol and Drugs (C.H.A.D), and facilitators will endeavor to engage with the same.

Next, an in depth discussion of the School Resource Officer (SRO) Program took place. While expressing support for the program, the Group's Farmworker Advocate asked how the relationships that are established with SROs carry over into adulthood. The Group's Cayuga County SRO Detective provided some examples of continued positive relationships with young individuals after graduation. The Auburn City Council Member assigned to this Working Group spoke to the ongoing and continued relationships with former students he had observed during his ride-along experiences with APD and during events such as Shop with a Cop and local food drives.

The Group's juvenile justice expert inquired about SRO response to behavioral issues, positing that intervention in such circumstances may not be beneficial to ongoing positive relationships. Law enforcement

Officers familiar with SRO training indicated the training includes what to and what not to get involved with, and that behavioral issues relating to teacher compliance were not subject to SRO intervention. It was stressed that even after a necessary interaction between a student and SRO, there should be a follow up to repair and re-establish a positive relationship. The discussion then touched on the idea that the lack of school resources, such as in-school social workers and aides, may be leading teachers and administrators to rely on SROs for support to bring order. The group agreed that while such reliance might gain short term compliance, it may be counterproductive in building long term positive relationships with students.

### *Workforce Diversity, Implicit Bias and Procedural Justice*

The next topic discussed was workforce diversity, something that Working Group III members agreed was an important element for local policing. The Group's member of law enforcement command described the extensive efforts of APD and CCSD over the years to diversify their workforce. Further, he explained that the Civil Service process, governed by state law and administered locally, is sometimes a barrier to entry. The Group's juvenile justice expert identified the need to "grow our own" law enforcement officers and to create programs to help local youth prepare for these jobs. One such program suggested by group members as a possible avenue for growth was an Explorer Program.

Moving on, the Group began a discussion of Implicit Bias and Procedural Justice. The Group's farmworker advocate noted that among undocumented residents, there is often a reluctance to call for help out of fear their immigration status will result in a negative outcome for them. This reluctance leads to potentially serious crimes going unaddressed and this population becoming at risk. Group members then discussed how current practice may effect this dynamic and what additional measures improve this situation. The County's Assigned Counsel Program Director agreed this is a significant problem and suggested that better training for Assigned Counsel on Immigration Law would help. The Group's member of Law Enforcement Command explained his department's approach to these calls, where officers are trained to focus on the need that prompted the call, and to understand that individuals being in the country without documentation is not a criminal offence.

The Group's Law Enforcement Officer members then detailed the specific training their respective agencies engaged in regarding bias training. The Captain of the Auburn Police Department Detective Bureau explained APD's approach and efforts at implicit bias training. He noted that resources, cost and time constraints have an impact on training. The Group's member of Law Enforcement Command explained the State minimum annual requirement of 21-hours of training, noting that the Cayuga County Sheriff Office strives to conduct monthly trainings and approaches 90-hours of training annually. A member of the CCSO's Criminal Investigations Division noted that the City of Auburn Chief of Police and the Cayuga County Sheriff both attended week-long de-escalation training last year. Group members pointed to the Cayuga County Sheriff's collaboration with Cayuga Community College faculty to leverage local resources for training as an example of what is possible when outside the box thinking is encouraged.

### *Transparency and the Complaint Process*

Finally, the Group discussed the complaint process. The County's Assigned Counsel Program Director asked if there is a community review board in place. Neither the City of Auburn nor the County of Cayuga have such a board to field complaints from civilians. It was noted that the topic is often only broached when there is a crisis, creating a less than optimal space for discussion. The pros and cons of implementing a civilian complaint board were discussed with some community members voicing sentiment against establishing such a board. The director of a leading provider of social and mental health services enquired as to whether there was any mechanism for the public safety community to understand how the community perceives the complaint process and community review. The Cayuga County Sheriff's Office has a Personnel Complaints Policy that can be reviewed in Addendum A. The City of Auburn Police Department also has a fully detailed Complaints and Disciplinary System Policy in place and will include a link to the policy in their Reform Plan.

This completes the summary of Working Group III, Meeting # 1. Readers may access a video recording of the meeting and view the meeting notes, by clicking on the links below:

- [Subgroup 3 Meeting held November 24, 2020: https://youtu.be/EjAeaX01iil](https://youtu.be/EjAeaX01iil)
- [Subgroup 3 Meeting Notes 11-24-2020](#)

### WORKING GROUP III, MEETING #2 | DECEMBER 8, 2020

As the first meeting on November 24<sup>th</sup> addressed all topics assigned to Working Group III, this meeting served to supplement and expand the previous discussion. The Auburn City Manager reported that there was no response from the District Attorney's Office regarding questions posed at the last meeting regarding diversionary programs. However, the Group facilitators were able to bring in the Cayuga County 911 Director, who broadly discussed how the 911 Center takes in calls, how calls are prioritized, and what agencies are dispatched based upon that information. With this clarification as a foundation, a dialogue then took place about a variety of scenarios and how resources are deployed, including how "non-emergency" calls and 911 hang ups are dealt with.

The Group then returned to the topic of Diversionary Programs. The director of an agency which administers certain diversionary programs indicated that, in her opinion, the programs seem underutilized in Cayuga County compared to other counties with which she is familiar. There was discussion of how much, if any, discretion law enforcement officers have or could have in directing individuals to diversionary programs. A Community Leader enquired about the availability of demographic information for such programs and stressed the need to bring the District Attorney in to this discussion. It was generally agreed that for various reasons, diversionary programs are not understood by the public and underutilized.

Turning to the issues of Community Partners and Expectations, the Group's member of Law Enforcement Command suggested an approach to community engagement wherein many smaller community meetings

with law enforcement could be consolidated into larger community meetings to bring together more individuals, broaden the conversations and improve schedule demands on participants. The City of Auburn Chief of Police explained how the online survey results are reviewed weekly with Auburn Police staff. The Auburn City Manager identified a desire to find a method to share information with the public in order to educate about procedures. Regarding Implicit Bias, the Manager shared his goal of adding such a component into staff training for all City departments, boards, and commissions.

The meeting wrapped up by revisiting the topic of De-Escalation. A member of the Sheriff's Office Command Staff noted that de-escalation training is ongoing in all jurisdictions and that there exists a need to work with the current and future generation of recruits to improve the communication skills essential to de-escalate a situation. The City of Auburn Chief of Police noted that de-escalation techniques – in other forms and approaches, have been deployed for a long time in law enforcement, and that successful de-escalation results in fewer use-of-force incidents. The Member of the Auburn City Council assigned to the Group complimented Auburn Police on their daily efforts of de-escalation across the many interactions as he has observed through several ride-a-longs.

The Group discussion then turned to the relationship between mental health and de-escalation. It was noted that certain programming provided by the New York State Department of Criminal Justice Services regarding mental illness and calls for service had been held up by the COVID State of Emergency. The Director of a leading provider of social and mental health services shared that the Auburn Police Department has sent officers through training referred to as "Mental Health First Aid". She further noted that her agency depends on local law enforcement regularly to deal with clients, and identified a need to expand the Mobile Crisis Unit program. A desire to have a further commitment to the funding of Mobile Crisis Unit expansion as an outcome of this process was agreed upon.

This completes the summary of Working Group III, Meeting # 2. Readers may access a video recording of the meeting and view the meeting notes, by clicking on the links below:

- [Subgroup 3 Meeting held December 8, 2020](#)
- [Subgroup 3 Meeting Notes 12-08-2020](#)

During the next phase of the public participation process – the Public Forums, each of the working group facilitators provided a summary of the November and December Working Group meetings. These summaries also capture the focus areas discussed and points emphasized in each of the working groups and are discussed at length in the next section of this document – the Public Forums.

## Public Input – Public Forums

### INTRODUCTION

In addition to the online Public Surveys, and the total of six (6) stakeholder Working Group meetings (three Working Groups; two meetings each), community input was expanded through a series of two (2) Public Forums. These online (“ZOOM”) meetings were held on December 15, 2020 and January 5, 2021.

Both Public Forums were held on the remote ZOOM platform at 3:00 PM and each forum was facilitated by Mr. Guy Cosentino, Executive Director of the Cayuga Community College Foundation. Each public forum began with introductory remarks stating the goals and objectives on the collaborative effort and the structure of the facilitated stakeholder Working Groups. Following introductions, a facilitator from each Working Group summarized the topics discussed and explored in the prior Working Group meetings, bringing the topics and discussion points to the Public Forum for continued community discussion.

### PUBLIC FORUM 1: DECEMBER 15, 2020

Public Forum 1 included approximately twenty-five participants, consisting primarily of stakeholder groups and with fewer citizens from the general public than was hoped for. Readers can access and view a video of the full Public Forum Meeting at the link below:

- [VIDEO: 1st public forum meeting held December 15, 2020;](https://play.champds.com/auburnny/event/8)  
<https://play.champds.com/auburnny/event/8>

At the start of the Public Forums, each Working Group provided a summary of items discussed in the prior stakeholder Working Group meetings and these summaries are provided below.

**Working Group I.** Working Group 1 focused their discussions on Police Structure and Training, addressing operations and training practices for both the Auburn Police Department and the Cayuga County Sheriff's Department. Working Group 1 report is summarized below:

#### Police/Sheriff Structure & Training

- Use of Force Policies. Representatives from both law enforcement agencies discussed their policies and each policy includes a duty to intervene and report related to excessive use of force. Any use of force beyond handcuffing requires a use of force form be completed. Forms are reviewed and tracked for trends. The question was posed how can the community can be more involved with this review?
- The working group discussed the use of choke-holds in general and learned that both the County Sheriff and Auburn Police Departments have banned their use.
- No-Knock Warrant procedures were discussed. Representatives from the agencies explained that the reasons for a No Knock Warrant include officer safety and securing of evidence. Procedurally, a threat matrix is used determine need for such a warrant. All requests for a No Knock Warrant are subject to internal review and approval prior to going to a Judge who can approve or deny. Specially

trained and experienced officers are included as part of the team acting on a No Knock Warrant. A concern was raised: does a No Knock Warrant position officers to use deadly force by fact you are breaking down doors?

- Training on Racial Bias/ Implicit Bias. Working Group 1 spent time discussing Racial and Implicit Bias and related training. There was consensus that Racial and Implicit Bias Training should be conducted on an ongoing basis. It was brought up that it would be ideal to bring professional and specific training to law enforcement. There is a possibility of implicit bias training to become part of BOCES criminal justice curriculum (per BOCES Superintendent participating as a stakeholder).
- The use of de-escalation techniques was discussed, including incorporation of de-escalation approaches into broader training efforts. There was strong support for continued use and training in de-escalation techniques in both the APD and Cayuga County Sheriff's Department.
- Response protocols for Mental Health incidents were discussed, including alternative approaches for responding to these types of calls that incorporated mental health professionals. Currently, strategies are incorporated into the department's Crisis Intervention Incidents policy. There has been significant effort put into this area. A Crisis Intervention Team (specially trained officers) deals with these type of crisis. They have access to a Mobile Crisis Team through Liberty Resources and a good working relationship with other local providers to assist in this area.
- Juvenile Arrests were discussed by the working group and advisors from both agencies clarified that current law dictates how juvenile and youthful offenders are handled. Both law enforcement agencies have specially trained officers dedicated to juvenile cases. Question was asked if parents are advised of the circumstances of the arrest and notified of any use of restraints.
- Working Group 1 also discussed the potential for a Rapid Response Initiative. During discussions, it was suggested that a standing committee of law enforcement convene at the discretion of APD Chief and/or the Cayuga County Sheriff. This group would come together after an incident occurs to assist with de-escalation. The benefit would be getting information out in cooperation with law enforcement, to support transparency and help mitigate the fallout from wrong information being circulated.
- Officer Mental Health and Wellness. There was agreement that this is an area needing far more attention than it currently receives.

**Working Group 2.** Working Group 2 focused on Police and Community Relations & Crime Prevention. During the two prior Working Group meetings, the stakeholder participants covered the following topics:

#### **Outreach and Communication**

- What is being done now and how can community connections be improved? What are the outreach plans going forward and what will work best? How does outreach differ for the Auburn Police Department in the City from the more rural communities served by the County Sheriff?

- There was discussion of SROs and law enforcement presence in the schools. The discussions framed these as mostly leading to positive connections and outcomes with youth but there was also discussion of potential negative responses and outcomes, depending on the circumstances.
- The recruiting and hiring of law enforcement personnel was discussed in Working Group 2 meetings. Discussions included exploration of outreach for recruitment, the need and desire to create a more diversified law enforcement sector including racial and gender diversity and the desire to have this diversity extend throughout the organization(s). There was also a discussion of mechanisms to assess law enforcement leadership and how that leadership is hired/promoted.
- The Working Group also discussed methods to deploy, and opportunities/constraints related to deploying, social service providers in lieu of or alongside law enforcement response.

### **Crime Prevention.**

Under the broad topic of Crime Prevention, a number of issues were discussed between the two stakeholder meetings conducted with Working Group 2:

- An overview of “Broken Window” policies was provided to the Working Group. This led to discussion of “Hot Spot” and “Focused Deterrence” practices, problem-related policing efforts, quotas and “stop-and-frisk” policing.
- The Working Group discussed prevention programs and the use of de-escalation techniques as a component of crime prevention.
- Environmental design, as a factor in crime prevention, was briefly discussed.

**Working Group 3.** Working Group 3 focused their stakeholder conversations on Alternatives to Police Response and Procedural Justice. In summary, the two Working Group meetings covered the following:

### **Police Response**

- There was a brief questions and discussion on access to translators for non-English speaking residents and several law enforcement participants shared their experiences and current approach. There was general consensus that this area could benefit from expanded collaboration and policy development.
- In the first Working Group meeting (November 25, 2020) a good deal of discussion was generated by the desire to understand how calls for assistance are determined to be criminal or non-criminal. This led to a discussion of procedures established under the E-911 system as the starting point for most calls for law enforcement assistance. A decision was made to reach out to the County E-911 Director to join the second Working Group meeting (December 8, 2020) to provide an overview of the system protocols and answer questions. The 911 Director joined Working Group 3 for their second meeting and provided clarification on internal 911 call procedures, and the variety of scenarios and related resource deployment.

- Law Enforcement response to non-criminal calls was discussed, including the availability of resources for mental health and/or domestic violence related issues. The current Mobile Crisis Team, currently with limited availability for deployment, was explained. The Auburn Police Department Crisis Intervention Team and current approaches to use similar teams at the City/County/State levels, were explained by participating law enforcement members and discussed. There was consensus that the Mobile Crisis Team should be expanded and the associated need for funding resources to accomplish this. There were cautions expressed that funding needs to be expanded to meet Mobile Crisis Team needs as opposed to being diverted from other existing/essential law enforcement services/programs.
- Challenges to deploying professional social services staff, currently governed by NYS Article 31 regulations, were explained, highlighting regulatory constraints tied to funding sources that limit the ability of local agency staff to provide field visits/response at the levels needed.
- The partnership between the Auburn Police Department and Cayuga Counseling Services for the Victim Specialist Program, which is currently grant-funded, was explained.
- There was general consensus that law enforcement should not be solely responsible for the delivery of some of these services, despite the regulatory, funding and operational challenges imposed on alternative approaches.
- De-escalation approaches were discussed at both Working Group 3 meetings. The County Sheriff and the Auburn Police Departments conduct officer training in de-escalation techniques which does result in fewer use-of-force incidents. The group noted and discussed the need to work with current and future generations of (younger) recruits on effective personal communication skills in light of current norms of interpersonal communication weighted more heavily toward social media.

### **Procedural Justice and Diversionary Programs**

All of the Working Groups acknowledged the absence of representation by the Cayuga County District Attorney or DA Staff in the working groups and public forums. Forum participants noted that participation by the District Attorney – as an integral component of the law enforcement and justice system, would have informed and expanded the discussion of most topics, including the area of procedural justice and diversionary programs. It should be noted that the DA is participating in the Alternatives to Incarceration (ATI) Committee created by the County, This committee is working to improve this important procedural justice component. The stakeholder conversations from the two Working Group 3 meetings were shared with the participants of Public Forum 1:

- Working Group 3 stakeholders requested clarification on how diversionary programs are operating and how access to these programs is structured. It was noted that some segments of the City or County community/residents may not be provided access to these court alternative programs.

- In the discussion of alternatives to courts programs, it was noted that the Cayuga County District Attorney's office determines eligibility for program access on a case-by-case basis. The question was voiced as to the degree that these programs have the support of the CC District Attorney and the mechanism the DA or DA Office uses to ensure impartiality when determining which cases/individuals are provided access to the programs. Follow up outreach to the Cayuga County District Attorney was made to seek participation in the stakeholder and public forum discussions and secure feedback on these questions, however participation by the District Attorney was not secured.
- Centralized Arraignment was explained, highlighting that no individuals are arraigned without access to legal counsel.
- The Alternatives to Incarceration process was outlined and discussed, including an update on a program being worked on by a stakeholder group looking at Pretrial Diversion, Pretrial Release, Bail Reform, etc.
- The question was raised regarding availability of translators for non-English speaking program participants. Translators are made available and a small number of bi-lingual attorneys have been utilized as well.
- Implicit Bias was also discussed under the topic of Procedural Justice. The reluctance of undocumented resident to call for help, out of fear that their immigration status will lead to negative outcomes, was noted with the observation that serious crimes might not be addressed and this population being at increased risk. There was acknowledgement that this could be a significant problem and recommendations that better training for Assigned Counsel on Immigration Law would help. The County Sheriff's Office strives to maintain a focus on the need that prompted the call for law enforcement assistance rather than the immigration status of individuals.
- Information on Implicit Bias and De-escalation Training was requested. It was noted that both the Auburn Police Department and the Cayuga County Sheriff's Department significantly exceed the New York State minimal annual requirement of 21-hours of training.

*PUBLIC FORUM DISCUSSION FOLLOWING WORKING GROUP SUMMARY REPORTS:*

At the conclusion of the Working Group Summary Reports, the Forum facilitator opened up the floor for discussion by the participants.

- The Auburn City Police Chief noted that continued interaction with the community should be pursued beyond the current effort and noted that a form of the NYS Police Right-to-Know, tailored to and improved for use at our local level, could be looked into.
- The Cayuga County Sheriff underscored the coordination between the County Sheriff and Auburn Police Department on development of policies and best practices as both departments work toward accreditation. The Sheriff acknowledged the community partnerships and relationships created in this current process and recommended further community discussion on many of these select topics discussed by the Working Groups continue into the future.

- Noting the majority of Working Group stakeholders attending this first Public Forum, the facilitator expressed the need to expand resident participation in the next Public Forum. A number of outreach options were discussed, including expansion of survey distribution channels and direct outreach via the stakeholders, human services agencies and the religious community.
- The important question was raised as to how the building of relationships and partnerships realized under this Collaborative Policing and Community Relations effort might be institutionalized and given a structure that will ensure continuation. Defining and adopting an appropriate mechanism to do so will reduce dependence on the current good will and leadership now in place. It was noted that the current law enforcement leadership, working with a relatively young population of law enforcement personnel within the two departments, have an opportunity to secure support for more collaborative policing and stronger community relations with younger staff.
- There was support from law enforcement leaders for expanded community policing. The challenge to moving forward with this is understaffing, which is placing significant constraints on the ability to move officers out of their patrol cars and into the community and neighborhood to build these important connections.
- There was a question as to what sectors or individuals still need to be brought to the table for these community discussions? Participants noted that law enforcement reform must include the broader justice system that would benefit from active participation of the County District Attorney and the probation agencies.
- To further clarify the Working Group discussions on the extent of annual law enforcement trainings, it was reported that the Auburn Police Department personnel completed approximately sixteen-thousand hours of training in 2020.
- A question was raised as to how communication is or can be extended between the County Sheriff Department and Auburn Police Department as well as the New York State Police. The Auburn Chief of Police noted that there is a monthly Chief's meeting and that the E-911 Director participates as well.

At the conclusion of Public Forum 1, there were approximately 30 individuals participating, The Facilitator announced that the second Public Forum would be held on January 5, 2021 at 3:00 PM and thanked all for attending and participating. **NOTE: Public Forum 2 was later rescheduled to Wednesday, Jan. 6, 2021 at 6:00 PM.**

## PUBLIC FORUM 2: JANUARY 6, 2021

Public Forum 2 included approximately forty-seven (47) participants, with a combination of stakeholders from the three Working Groups and increased participation by members of the general public – a measurable improvement in outreach and community involvement from the December Public Forum.

This remote Public Forum was also facilitated by Mr. Guy Cosentino, who again provided participants with an overview of Governor Cuomo’s Police Reform and Reinvention Collaborative and the partnership approach taken by the Cayuga County Sheriff and Auburn Police Department leadership in developing the local Plan. Following introductions, a facilitator from each of the three Working Groups summarized the themes and topics discussed in earlier meetings.

Working Group 1 summarized their focus on police structure and training, discussions of policy development for accreditation. Focus topics included de-escalation techniques, response to mental health crisis situations, use of force such as choke holds (prohibited from use), no-knock warrants and juvenile arrests.

Working Group 2 discussed crime prevention, including discussions on the pros-cons of traditional “broken window” policies in policing. Consideration of these strategies led to stakeholder discussions about problem-oriented policing. Group 2 noted so-called stop-and-frisk approaches/policies are not used by the Auburn Police or Cayuga County Sheriff’s Departments.

Working Group 3 summarized their effort to clarify and highlight law enforcement procedures from initial 911 calls, through engagement and into the justice system. Conversations continued to focus on the importance of the Mobile Crisis Team, diversionary programs and alternatives to incarceration.

#### *PUBLIC FORUM DISCUSSION FOLLOWING WORKING GROUP SUMMARY REPORTS:*

At the brief Working Group summaries, the Forum facilitator opened up the floor for discussion by the participants.

**Police Training.** Auburn’s Chief of Police and the Cayuga County Sheriff both emphasized the importance of training overall and acknowledged the current constraints of limited staffing, staff time and funding resources targeted to training. There was also confirmation that despite these constraints, both departments significantly exceed the minimum annual training hours established by New York State.

**Police Response & De-escalation Training.** Training in de-escalation techniques is not conducted as a stand-alone training but is incorporated into other law enforcement training areas, including use of force, weapons training and defensive tactics. Participants discussed opportunities and community benefits for incorporating de-escalation training into the public school curriculum, teaching these approaches from K-12 grades.

Forum discussion on de-escalation also touched on use of de-escalation techniques as a means to address community tensions associated with crisis situations. The creation of a Rapid Response Team including community leaders, stakeholders and law enforcement was recommended by forum participants.

**Racial-Bias Training.** A forum participant questioned what precautions and training could be used to address racial bias and/or profiling? The Auburn Police Chief shared the importance of starting with a good recruitment and hiring process. The Cayuga County Sheriff expressed that racial bias or profiling in any form would not be tolerated in the department and shared that this is not something he is seeing.

**Trauma-informed Response and Mental Health Response.** The benefit of expanding trauma-informed response training was underscored by forum participants. The forum participants also discussed non-criminal calls and the opportunities and challenges of expanding mental health Mobile Crisis Teams in both the City and County.

**Procedural Justice.** A forum participant noted that several sectors of the community have been working on all of these law enforcement issues for some time – conversations that had started well before the Governor’s call to reform and reinvent policing. The concern is that a critical parameter is missing: the opportunity to critically review and address what happens after law enforcement engagement, as individuals move on and into the public safety system, advancing to the District Attorney stage. Forum participants discussed that any effort at community reform and reinvention of policing must look at the critical role that prosecution plays, including review of diversionary programs, alternatives to incarceration and the involvement of District Attorneys. There was consensus that police response is important but only one component of the public safety system. This conversation prompted questions as to the relationship/interplay between the County District Attorney and law enforcement? Forum participants expressed appreciation for the intent, energy and engagement of the Auburn Police Chief, the Cayuga County Sheriff and their senior leadership in this community process and voiced concern that the District Attorney and/or DA staff were not part of the conversations.

**Recruitment and Diversity.** A member of the public forum associated with the local Civil Service Commission shared the efforts the departments are making to diversify local law enforcement, noting that the current qualified applicant lists for the Auburn Police (and Fire) Departments represents the most diverse group of applicants seen in over a decade with the Commission. Following discussion, the participant observed that this increase in diversity within the applicant pool is a direct result of a targeted outreach effort in the community.

**Outreach and Community Engagement.** There was a brief discussion on the current outreach and community engagement process. There was a question on whether the Sheriff and Auburn Police Departments were close enough to the community and, what could be done to increase that connection and how to measure success? The Auburn Police Chief acknowledged that this is an ongoing effort and that they are consistently looking for what they can do to expand community connections. Measuring success here is a challenge but one measure may be assessing the responses to the recent surveys by Sheriff and APD, noting that the anonymous framework of the surveys has led to direct and honest feedback both pro and con. The County Sheriff encouraged forum participants and stakeholders to reach out to community members and provide the departments with feedback on how we can expand community engagement.

The Cayuga County Sheriff and the Auburn Police Chief both stated their hopes to continue this community outreach and engagement effort and extend the current work to build bridges between law enforcement and the community they serve.