

# Welcome



## Police Reform - Community / Stakeholders Meetings Sheriff Brooks J. Bigwarfe



October 13<sup>th</sup>, 2020

October 21<sup>st</sup>, 2020

# Agenda



- Team Members & Stakeholders - Introductions
- Ground Rules
- Why are we here? Police Reform, 4 Step Process
- Overview of Sheriff's Office Operations
- Police Reform Criteria - Input/Questions
- Next Steps- Future Events - October 21<sup>st</sup>, 2020
- Ending Remarks



# Introductions



- Sheriff
- Undersheriff
- Police Reform Team
- Stakeholders

# Ground Rules



- Meetings will start promptly
- Respect other people's opinions
- Stay on topic
- Provide specific examples from our community
- Be respectful of people's time
- Meeting will end promptly



# Sir Robert Peel



“ The Ability of the police to perform their duties is dependent upon public approval of police existence, actions, behavior and the ability of the police to secure and maintain public respect.” (1829)



# POLICE REFORM



## Compliance with the Governors' Executive Order 203 - New York State Police Reform and Reinvention Collaborative

- Accordingly, the New York State Sheriffs Association is recommending that Sheriffs voluntarily and proactively undertake the process of review, consultation and planning outlined in the Governor's Executive Order 203, engaging their communities and stakeholders in the process

**Even the best agencies can find opportunities for improvement, and this process should not be viewed negatively**



# EXECUTIVE ORDER 203, Step 1



The county must perform a comprehensive review of current Sheriff's Office deployments, strategies, policies, procedures and practices.

This was initiated by the Sheriff providing the county legislative body with an overview on the Executive Order 203 before the full Legislative Board on **July 13, 2020.**

# EXECUTIVE ORDER 203, Step 2



The chief executive officer of the county is tasked to call together the Sheriff and stakeholders in the community to develop a plan for any needed improvements to current deployments, strategies, policies, procedures and practices.

We use our knowledge, experience and professional judgement, combined with available information, data, analysis and research to develop our St. Lawrence County Sheriff's Office policing strategies, policies and procedures. Some of the relevant strategies, policies and procedures and related issues are set forth in the next slides for community discussion and comment.



# EXECUTIVE ORDER 203, Step 3



The plan shall be offered for public comment, and after consideration of such comments, shall be ratified by Resolution or adopted by Local Law, no later than April 1, 2021.

The public comment on any proposed plan could come in the form of written comments or at a public hearing (especially if proceeding Local Law) at a meeting of the legislative body. Public comment will be accepted at a meeting being held on **October 21, 2020.**

# EXECUTIVE ORDER 203, Step 4



The county shall transmit a certification to the Director of the Budget that the process has been complied with and the Resolution or Local Law has been adopted.



# PLAN DEVELOPMENT



In developing a plan for any needed improvements the following should be considered:

## 1. Education

- Evidence-based policing strategies, including use of force policies
- Implicit bias awareness training
- De-escalation training and practices
- Model policies and guidelines promulgated by the DCJS
- Standards promulgated by the Law Enforcement Agency Accreditation Council

## 2. Training

## 3. Supervision

# SHERIFF'S OFFICE



The St. Lawrence County Sheriff's Office serves the Law Enforcement needs of all the citizens of the County, and strives to do so in a professional manner, respecting the rights of all our citizens without regard to race, color, nationality, creed, gender or sexual orientation. Our policies and procedures are devolved and carried out with that goal in mind and our 33 Deputy Sheriffs are selected, trained and supervised to complete this mission statement.





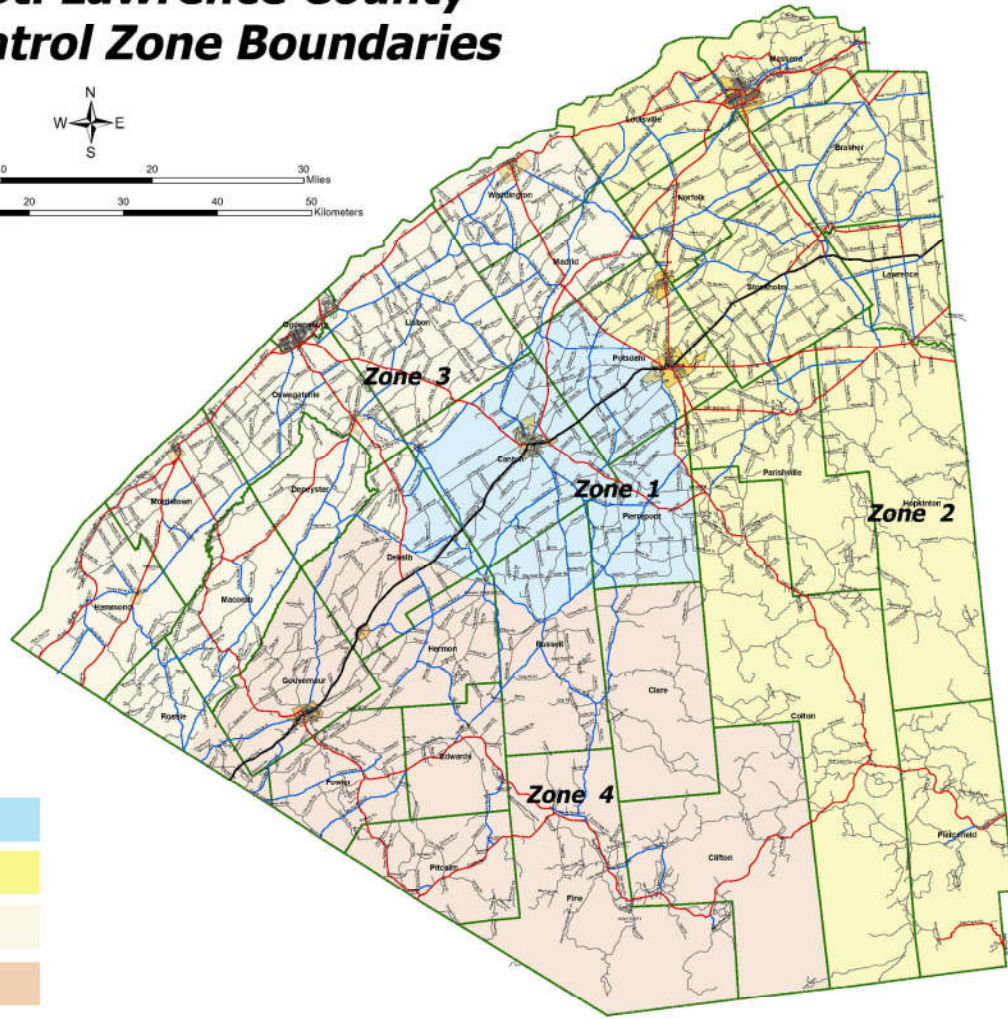
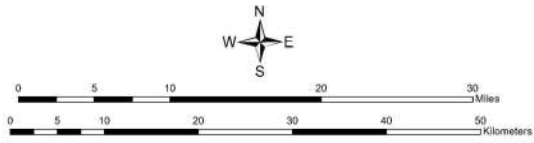
# DEPUTY DEPLOYMENT



## How and where we currently deploy our Deputies:

- Deputies are deployed to 4 different zones in the County.
- Zones are separated geographically for consideration of response times.
- St. Lawrence County Sheriff's Office strives to practice community oriented policing assigning Deputies to the areas where they live.
- No Quotas! We strive for productive "contacts" with the people we serve.

# St. Lawrence County Patrol Zone Boundaries



- Zone 1** 
- Zone 2** 
- Zone 3** 
- Zone 4** 



# DEPUTY DEPLOYMENT



## School Safety Initiative -

- Deputies are there to Support Safety, Not Discipline
- Presence in Schools - 478 School checks in 2019.
- Familiar with Students and staff members alike.
- Layout of Schools in case of emergency.
- Each Deputy has in-car computer that has school maps at their fingertips.
- Explored SRO Programs - Costs \$\$
- Additional Input?

# DEPUTY DEPLOYMENT



## Department of Social Services:

- Mental Health Assistance - Pickup Orders
- Substance Abuse Calls
- Homeless- Assist with placement and transportation
- Assist with custody disputes



# DEPUTY DEPLOYMENT



- Project LiveSaver
- Pharmaceutical drop off / take back
- Safe Child I.D.
- Elder Wellness Checks / assist with Meals on Wheels program
- CAC Member / Domestic Violence Cooperative / VINE Program
- Sheriff's Summer Camp
- Yellow DOT Program
- Snowmobile / Boat Patrols
- Enhanced DWI / Stonegarden Patrols

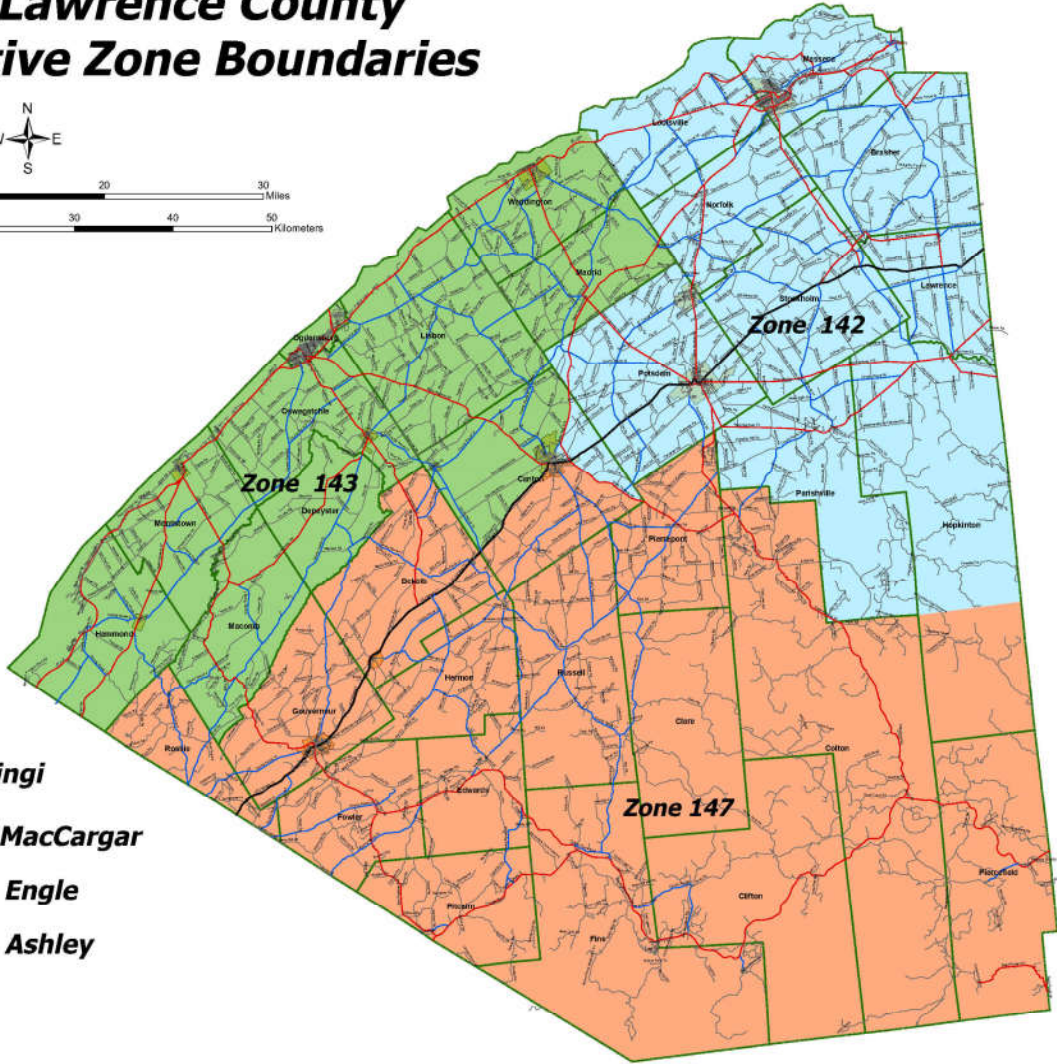
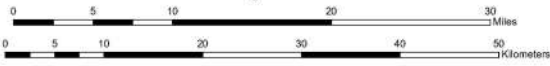
# DETECTIVE DEPLOYMENT



- 1 Detective Sergeant supervises 4 Detectives.
- 1 Detective assigned to each of the 3 Zones that are familiar with their area of responsibility.
- 1 Detective assigned to lead the Countywide Drug Task Force.
- Major crimes investigations.



# St. Lawrence County Detective Zone Boundaries



**Supervisor 141 Caringi**

- Zone 142**  **MacCargar**
- Zone 147**  **Engle**
- Zone 143**  **Ashley**

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# ACCOMPLISHMENTS TO DATE



- Met with Chiefs, State Police and SUNY Chiefs/SLU Director
  - Planned for college forums with their staff and police reform as a whole.
  - Discussed training and educational components.
- College Forum Group Meetings (all four colleges)
  - Sheriff, Chiefs, College presidents, Mayors, Town Supervisors, others
    - Discussed college issues and making plans for fall semester
    - Possible student forums with law enforcement
- Met with Professors of Potsdam State
  - Discussed national and local issues pertaining to Police Reform
- Training / Educational components



# USE OF FORCE



- Our Use of Force policy is available on the St. Lawrence County government website as well as the St. Lawrence County Sheriff App.
- Annual review is conducted on our Use of Force policy.
- Use of Force policy is modeled after the Municipal Police Training Councils' policy. This is required by the New York State **Accreditation** Program.
- Last review of our Use of Force policy was conducted by **Accreditation** auditors in July of 2020.
- Use of Force Reports are submitted electronically to DCJS by the Undersheriff when outlined criteria is met.

# PROCEDURAL JUSTICE



The St. Lawrence County Sheriff's Office has several policies that promote procedural justice. Listed below are a few of those policies:

- Policy Standard #3, Section 11.25 , Letter C states: “Officers shall not express any prejudice concerning race, religion, politics, national origin, lifestyle or other personal characteristics.”
- Policy Standard #3, Section 11.26 states: “When any person applies for assistance, advice, or makes a complaint whether by telephone or in person, all pertinent information will be obtained in an official and courteous manner.”



# PROCEDURAL JUSTICE



- Policy Standard #3, Section 11.24 states: “Officers shall courteously and promptly record in writing any complaint made by a citizen against any Officer of the St. Lawrence County Sheriff’s Office.”
  - TRANSPARENCY- Is a Priority
  - Complaint made to on duty Supervisor
  - Forwarded to administration if warranted
  - Further investigation conducted by administration
  - In the event there is alleged Criminal Activity, DA Consulted
  - Attorney General will be notified for any unarmed suspect shootings

# PROCEDURAL JUSTICE



- Policy Standard #7, Section 19.01 states: “The St. Lawrence County Sheriff’s Office recognizes the importance of maintaining an atmosphere of openness and cooperation within the community. The Sheriff’s Office actively seeks to establish cooperative relationships and to keep the community informed on matters of public interest.”
  - Sheriff App / Notifications -Emergency Banner
  - Facebook / Twitter
  - Media Releases
  - Open Door Policy



# ANTI-BIAS AND ANTI-DISCRIMINATION



The St. Lawrence County Sheriff's Office practices anti-bias and anti-discrimination policing. We hold our Officers to a high standard and require our Officers to attend the latest available trainings to include:

- Academy Training (additional training will be added for 2021 academy class)
- Bias training / Diversity and Inclusion / Mental Health, others
- On-Line Trainings
- Fair and Impartial Policing
- Refresher Trainings
- Chief Mulkin - Bias training (completed)

# DE-ESCALATION



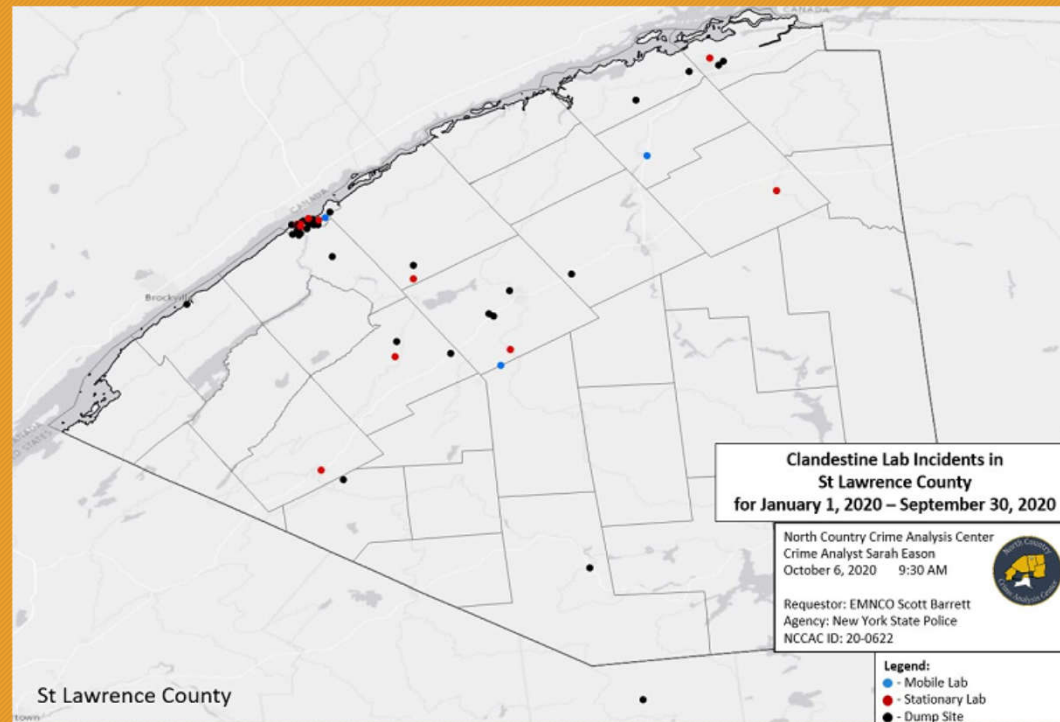
- All of our Officers are trained annually on de-escalation techniques.
- Annual training consists of, but not be limited to, use of force, conflict prevention, conflict resolution and negotiation, and de-escalation techniques and strategies. This includes, but not limited to, interacting with persons presenting in an agitated condition and mental health emergencies.
- Duty to intervene and prohibited conduct by other Officers.
- Verbal Judo - Sheriff & Chief Murray Certified Instructors.
  - Steps for De-escalation for traffic stops, complaints, other situations.
- De-escalation is included in our use of force policy which is modeled after the Municipal Police Training Council use of force policy.



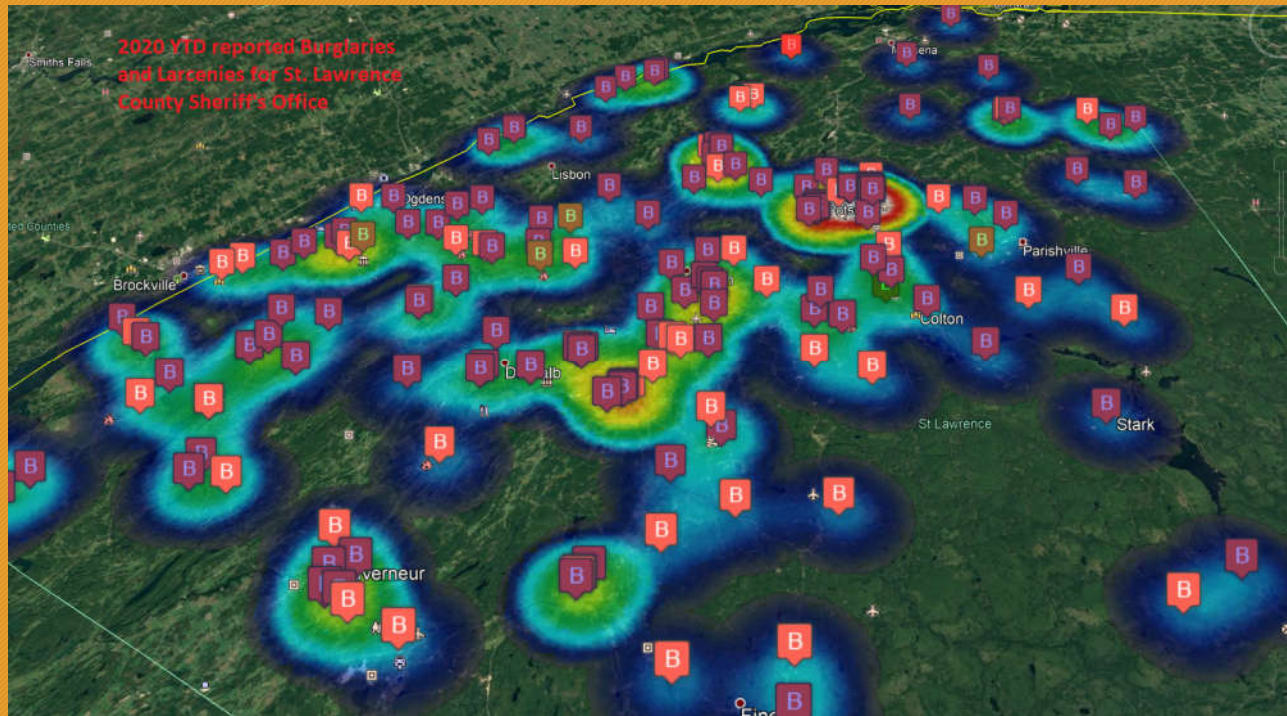
# Hot Spot Policing



## Meth Labs in St. Lawrence County



# Hot Spot Policing





# ACCREDITATION



- **Accreditation** means that our Sheriff's Office has adopted and adheres to the best practices in policing as proscribed by the States Law Enforcement Agency Accreditation Council (Exceeds Municipal Police Training Committee Standards)
- Two-thirds of Sheriff Offices in NYS are accredited by DCJS
- NY Sheriffs have been, and continue to be, leaders in Police Accreditation
- Started in 1984 by NYS Sheriffs' Association - proved so successful it was taken over by NYS and is now offered to all NY agencies.

# ACCREDITATION



- Internal Yearly Review
- Re-Accreditation every 5 years by DCJS
- SLCSO has worked the past 1 ½ years to become accredited.
- Review on July 27<sup>th</sup> -WE MADE IT!- NYS Accredited on **September 3<sup>rd</sup>, 2020.**
- Completes or Exceeds many standards in new Police Reform criteria
- You see this throughout this presentation - **ACCREDITATION**



# BODY CAMERAS



- Body Camera usage is currently in an implementation phase and a policy has been created. Started October 1<sup>st</sup>, 2020 for 30 day trial.
- New York State Police to be mandated for all uniform Troopers to wear body cameras.
- PPD / SUNY Canton only agencies in county that presently require Body Cameras
  - PPD: \$30,000 start up cost - several thousands / year maintenance
  - Server / software / warranty / maintenance costs
- Cost analysis completed for Sheriffs Office (not required yet)
  - \$50,000-\$70,000 (preliminary first year implementation estimate)
  - Annual costs to be determined (server/cloud storage/maintenance costs)

# Body CAMS



- Transparency
- Accountability
- Data Collection / Retention / Documentation
- Help confirm the the nature of events and supports accounts articulated.
- Evidentiary purposes - corroborating
- Use of Force issues
- Civilian Complaints - Quicker Resolutions
- Training Opportunities



# Officer Evaluations



- Annual Evaluations completed by supervising officers-  
**ACCREDITATION**
  - Mission Statement - (read and sign off)
    - ~ Positives
    - ~ Negatives
    - ~ Improvements (review throughout the year)
    - ~ Goals - Personal and Agency

# Officer Wellness/ Well Being



- Employee Mental Health Screening Prior to Employment - **ACCREDITATION**
- Employee Assistance Program - EAP
  - Crisis Intervention
  - Counseling
- Chaplaincy Program
- Extreme Circumstances- Allow Officers to change shifts for a period of time.



# Repeal of 50-A



- For many years, Public Officers Law 87 (2)(a) allowed covered entities to exempt disclosure of records if the records were “specifically exempted from disclosure by state or federal statute.”
- Civil Rights Law 50-a has required that law enforcement personnel records be treated as confidential and not released to the public except as mandated by a lawful court order or the consent of the police officer who is the subject of the records.
- On June 11<sup>th</sup>, 2020, the Governor signed legislation repealing New York Civil Rights Law 50-a, in turn, allowing the public to have access to the disciplinary records of law enforcement personnel.
- This means: Law enforcement personnel records are no longer automatically exempt from disclosure.

# Law Enforcement Misconduct Investigative Office



- Established the Law Enforcement Misconduct Investigative Office within the Department of Law which would investigate complaints, allegations of corruption, fraud, use of excessive force, criminal activity, conflicts of interest, or abuse in certain law enforcement agencies.
- Requires every officer to promptly report to the Investigative Office any information concerning police corruption, fraud, use of excessive force, criminal activity, conflicts of interest or abuse by another officer or employee relating to his/her office or employment, or by a person having business dealings with a covered agency relating to those dealings.



# Law Enforcement Misconduct Investigative Office



- An Officer's known failure to report such information is cause for his/her removal.
- Police agencies should adopt a policy and introduce education regarding the duty to report information to the investigative office.
- Decertification of Police Officers with cause.
  - Effective April 1<sup>st</sup>, 2021

# Anti-Chokehold Act



- Eric Garner Anti-Chokehold Act (Senate Bill 6670B / Assembly Bill 6144B) Effective June 12<sup>th</sup>, 2020.
- Established the crime of aggravated strangulation PL. 121.13-A: for Police Officers where such Officer commits the crime of criminal obstruction of breathing or blood circulation or uses a chokehold or similar restraint and causes serious physical injury or death.



# Anti-Chokehold Act



- Reviewing the new standards provided by MPTC for change consideration.
- Article VII, C sub 1 “Any application of pressure to the throat, windpipe, neck or blocking the mouth or nose of a person in a manner that may hinder breathing, reduce intake of air or obstruct blood circulation, is prohibited unless deadly physical force is authorized.”
  - Defensive Tactics - training / education

# Police Statistics and Transparency Act



- Requires reporting of criminal offenses and arrest-related deaths.
  - Courts must compile and publish aggregate racial and other demographic data of all low-level offenses, including misdemeanors and violations.
  - Police agencies are required to promptly report any arrest-related deaths to DCJS, and submit annual reports containing that same information to the DCJS, the Governor, and the Legislature.
  - Effective December 12<sup>th</sup>, 2020



# Reporting Police Officer's Discharge of Weapon



- Requires state and local police and peace officers, whether on or off duty, to report to a supervisor within six hours of the discharge of their weapon under circumstances where a person could have been struck.
- Verbal report to supervisor within six hours and a written report within 48 hours of the occurrence.
- Police department policies should be revised to include this new reporting requirement.
- Effective September 13<sup>th</sup>, 2020.
  - **ACCREDITATION**- Been implemented since 2010

# Right to Medical and Mental Health



- Attention- While in Police Custody
- Amends the NYS Civil Rights Law to affirm the right to medical and mental health attention while in Police custody and established a private right of action against an officer if the individual did not receive reasonable and good faith attention, assistance or treatment and as a result suffered injury or significant exacerbation of injury.
- Police Officers should be trained about this addition of a private right of action for failure to provide reasonable and good faith attention, assistance or treatment to a person in police custody.
- Effective June 15<sup>th</sup>, 2020.
- In the process of reviewing and adding to our Use of Force policy.



# WHERE DO WE GO FROM HERE?



- Additional public group forum meetings
- Additional college forum meetings
- Review of Policy/Procedures
- Review of Use of Force Policies (presently available to public on Sheriff App)
- Review Use of Force reporting procedure to State (currently being completed)
- Meet with Chief Executive Officer for future planning and review of Police Reform

Questions???

