



Cayuga County / City of Auburn Collaborative on Police and Community Relations Sub-Group One – Police Structure and Training

November 24, 2020 3:00PM
Meeting One

Co -Facilitators – Elane Daly, Cayuga County Legislator
Debby McCormick, City of Auburn, Councilor

Committee Members:	Roger Anthony	Deputy Police Chief/City of Auburn
	Bill Berry	Community Member
	Kathleen Cuddy	Director, Cayuga County Health Department
	Brian Hartwell	District Superintendent Cay/Onondaga BOCES
	Brian Myers	Sergeant – Cayuga County Sheriff
	Steve Smith	Under Sheriff, Cayuga County
	Tim Spingler	Sgt. Auburn Police Dept/FLDTF Supervisor

Elane Daly opened the meeting with introductions and discussed the work we as a group will do and how it fits in to the overall objective of EO – 203.

Goal: Each group is part of a comprehensive review of current policies and practices of local law enforcement agencies to ensure community needs are served, to foster trust, fairness, and address racial bias. Ultimately, where need is identified recommend changes to improve procedures.

EO 203 has 4 steps: review, plan development, adoption and submission. We are charged with reviewing Police Structure and Training. Our group has 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 our discussion.

Police Structure

Use of force policy

- Representatives from both agencies discussed policy and procedures.
- Choke holds are banned.
- A duty to intervene and report is policy.
- Any use of force beyond hand cuffing requires a force form to be completed.
- It is reviewed internally.
- Forms are tracked - if trends become apparent follow up is done.
- As a point of reference APD reported to the group that to date use of 100 instances of use of force forms have been submitted.

Relating to “duty to intervene and report” the question was asked if there are consequences if intervention and reporting did not happen? How serious is this violation and is there disciplinary action in accordance with policy?

Body Worn Camera

- Neither APD or CCSD use this. The expense of data management, equipment, record keeping, and administration at this time are prohibitive.

No Knock Warrants

- Not frequently used by the Sheriff's Department and if so the tactical team would be involved.
- More frequently used by APD
- Reasons include – officer safety, securing evidence (typically drugs).
- A threat matrix is used to evaluate need for No Knock.
- Avoided when children are known to be in home. Alternate used, breach and hold.

Concern raised: Does the No Knock warrant position the officers to use deadly force by fact that you are breaking down door?

Model Policies and Accreditation

- Sheriff's Dept was accredited several years ago. They are currently pursuing accreditation again.
- APD is in the process of submitting for accreditation.

Choke Hold Laws

- Chock Holds are prohibited.

Training

- Racial Bias – Implicit Bias – Training is ongoing in this area in both agencies. Training occurs at the academy for new officers and annually as part of other ongoing training.
 - Brian Hartwell shared that BOCES offers 'Responsiveness and Implicit Bias Training to administrators and others. He highly recommended it.
 - Bill Berry added that there are discussions with BOCES and APD about bringing professional specific training to law enforcement.
 - Brian Hartwell stated the possibility of implicit bias training become part of the BOCES Criminal Justice curriculum.

De-Escalation

- Officers are trained in techniques to use to reduce tension in high stress situations to lessen use of force – for example communication skills and awareness of body language.
- Incidents where de-escalation is needed are more challenging for new, younger officers. They would benefit from more training and skill development.

Mental Health Interventions

- Strategies in this area are incorporated into the departments Crisis Intervention Incidents policy - purpose is to provide guidelines for interacting with those experiencing mental health or emotional crisis.
- Group agreed that there has been significant effort put into this area. The CIT (Crisis Intervention Team) has officers to deal with individuals in crisis. There is a mobile crisis

team (Liberty Resources) that is used and works well with community providers that assist.

Officer Mental Health and Wellness

- An Employee Assistance Program (EAP) has been in place for years for all city employees. It was agreed that more attention to officer mental health and wellness is needed.

Follow up for next meeting scheduled for December 8th at 3PM via Zoom:

Areas identified for more discussion and follow up included:

- Community involvement in review boards. Are there avenues for more involvement?
- Is law enforcement open to more community involvement in policy development and review.
- How are officers evaluated? Copy of evaluation form requested.
- Request for copies of collective bargaining contracts.

Agreed that members would further clarify specific areas of concern for December 8th meeting with goal of developing the agenda for 12/8 meeting.

Meeting adjourned at 4:36PM

Documentation requested – (all documents requested have been sent

1. Media Relations policy or guidelines addressing official department information
2. Collective Bargaining Agreements – 2017-2022
3. Performance Evaluation forms
4. Personnel Complaints/Disciplinary System
5. Community Relations Policy