

Police Reform and Reinvention Collaboration Meeting 11/24/20

In attendance: Aileen McNabb-Coleman, Chair of the Cayuga County Legislature, Mayor Bud Shattuck, Village of Union Springs, Mayor Bill Sherman, Village of Cayuga, Lt. Jim Slayton, APD, Lt. Michael Wellauer, CCSO, Stephanie Hutchinson, Auburn Housing Authority, Laurie Piccolo, CAP, Rev. Josh Czyz, Nate Garland, Esq. City of Auburn

Meeting Synopsis: This group was tasked with discussing two topics: Police/Community Relations and Crime Prevention. Due to some technical difficulties we were only able to fully discuss Police/Community Relations. Subheadings were taken from guidance from Executive Chambers and included to move the conversation along, serving as a roadmap, rather than a record of the meeting. Red notation indicates “Action Items” which the group felt should be elevated for further discussion. A further meeting is scheduled for December 8, 2020.

Police Community Relations

- Outreach Programs
 - How should the police and the community engage with one another?
 - Community outreach plans
 - Citizen advisory boards and committees
 - Partnership with community organizations and faith communities
 - Partnering with students and schools
 - Police-community reconciliation
 - Attention to marginalized communities
 - Events at Auburn Housing/BTW West End
 - Involving youth in discussions on the role of law enforcement agencies
 - LGBTQ Perspective/ People with Disabilities
- Right to Know Law
 - NYC Law
 - Officer ID, Business Card,
 - Helpful to Auburn Housing in solving problems for clients
 - SPD now has business cards
 - Rank and file likely would not object
 - Inform suspect of basis for search
- School Safety and Security – SRO / SPO Programs
 - Should law enforcement have a presence in schools?
- Hiring Process
 - What are the staffing needs of the police department the community wants?
 - Is your leadership selection process designed to produce the police community relationship you want?

- Does your officer evaluation structure help advance your policing goals?
- What incentives does your department offer officers to advance policing goals?
- Does your hiring and promotion process help build an effective and diverse leadership team? Does your agency reflect the diversity of the community it serves?
- What are ways in which your agency recruits diverse candidates that better represent the demographics of the communities you serve?
- What are ways in which you can re-evaluate hiring practices and testing to remove barriers in hiring underrepresented communities?
- How can you encourage youth in your community to pursue careers in law enforcement?
- What actions can your agency take to foster the continued development and retention of diverse officers?
 - Cops want to be cops from an early age, so what measures can be taken to extend modeling into underrepresented communities?
 - Active Explorer Clubs in schools?
 - BOECES has a CJ program but applicants can't take civil service test until 19 ½ yo, so potential candidate get lost in that period.
 - 9 Attendees from BTW civil service event took the test.
 - Compare to previous year w/0 test takers from event
 - APD was responsive in tailoring approach and it paid off
- Collaboration
 - Should you deploy social service personnel instead of or in addition to police officers in some situations?
 - Collaboration with command and Auburn Housing/CAP good, with patrol level not great
 - Line-up meeting with agency heads suggested as possible remedy by Lt. Slayton