



PUBLIC SAFETY ADVISORY COMMITTEE DRAFT PLAN AND SUMMARY

Town of Manlius Public Safety Advisory Committee's Draft Plan for NYS Executive Order 203; the New York State Police Reform and Reinvention Collaborative.

February 16, 2021



TABLE OF CONTENTS

DRAFT PLAN 3

COLLABORATIVE PROCESS 5

PUBLIC SAFETY ADVISORY COMMITTEE MEMBERS 6

COMMUNITY QUESTIONS & ANSWER SHEET WITH DATA 9

COMMUNITY COMMENTS & QUESTIONS 10

EXECUTIVE ORDER NO. 203 14



DRAFT PLAN

The mission of the Town of Manlius Police Department is to create and maintain a partnership with our community by compassionately solving problems through effective communication while utilizing both a constitutional and a community policing model with the goal of earning trust and respect.

Trust and respect can only be achieved through transparency, accountability and community engagement. This plan outlines steps that can be taken to foster open communication between community members and their police department.

» ACKNOWLEDGING DIVERSITY

The Town of Manlius is a diverse community and it is important that all community engagements are unbiased and inclusive. As a first step to normalizing inclusiveness we ask that all policies are updated to use; "member", "police officer", "they" or another gender neutral term. The same should be applied to any official communications in which the individual's preferred pronouns are unknown.

» ACKNOWLEDGING MENTAL HEALTH

The Public Safety Advisory Committee discussed mental health in many of our meetings, especially with concern for our officers. We talked about how we need to normalize mental health within our police department and our community.

All town employees and their families have access to a confidential Employee Assistance Program (EAP). Our officers also have access to a chaplain, physician, psychologist and medical support.

» INCREASING TRANSPARENCY

Often conflict can arise due to lack of transparency and communication. By providing the community with the tools and information to understand the responsibilities of the Police Department we can foster community policing that holds both the community and police members accountable.

Policy Review

The Public Safety Advisory Committee reviewed the policies mentioned below as well as use of force policies and preventing biased policing and perceptions of biased policing which are on our website. The policies of the Town of Manlius Police Department are consistently reviewed, evaluated, and updated as part of the ever-changing environment of policing.

To promote public understanding of conduct of its police officers all general orders are to be added to the Town of Manlius website.

1. Add the following policies reviewed by the PSAC committee immediately to the town's website:
 - 101 : Agency Role and Authority
 - 211 : Internal Affairs
 - 248 : Preventing Biased Policing and Perceptions of Biased Policing
 - 428 : Unsheltered, Homeless, or Indigent Persons
 - 432 : Traffic Enforcement
 - 454 : Interaction with Persons Suffering from Mental Illnesses



465 : Body Worn Cameras

2. Add all remaining general orders to the town's website after proper review to ensure any non-public information is redacted if needed.

Our police officers are highly trained and their accomplishments should be shared with the community. Training, awards and promotions should be shared publicly via the Town of Manlius Police Department's social media accounts. In addition, all town employee titles and positions will be made available on our website.

Our community appreciates all opportunities to engage with the Town of Manlius Police Department. To foster further community engagement we recommend:

- Annual surveys should be reviewed by the Police Committee before being sent to the public. The Police Committee members should provide suggestions to revise or add questions to ensure topics that are important to the community are addressed.
- Annual survey responses should be added to the website for public access.
- Yearly CALEA reports should be given to the Police Committee and discussed at the next meeting.

» INCREASING ACCOUNTABILITY

Respect can only be obtained through clear communication and accountability for one's actions.

Feedback is essential to the continued success of our police department and officers. To ensure open communication the process should be easily accessible and fully explained on the police website. We recommend that an online form be added so community members can provide feedback, compliments or file a complaint.

Additional details on the chain of command should be added to the website to promote public understanding and how it escalates beyond the Town of Manlius Police Department.

Police Committee

The current Town of Manlius Police Committee is formed based on a 1984 mutual aid agreement from when the village departments merged. This agreement needs to be reviewed and updated to align with the needs and goals of our community.

» COMMUNITY ENGAGEMENT

We appreciate the department's community events such as Coffee with a Cop, Citizens' Police Academy, Child Passenger Safety Seat Checks and more. Our recommendation is to see some of these in an online format that can be shared with residents. Here are some ideas that the Public Safety Advisory Committee discussed:

- Yearly education workshops on topics such as safety tips and get to know our officers.
- Virtual Citizen's Police Academy
- Education on Services provided by Town of Manlius Police Department
- Example Traffic stops to understand what to expect from officers
- TheTown Board should periodically conduct a town wide survey on all services.



Community Relations

It is clear that community relations are at the forefront of community needs. The Police Department could benefit from filling a position within the department whose primary goal is community relations and resident engagement. This person would be in charge of keeping the community up-to-date via social media and press releases. They also should be actively cultivating community relationships and unique opportunities for officer engagement.

COLLABORATIVE PROCESS

On July 12, 2020 Governor Andrew Cuomo signed NYS Executive Order 203, requiring each local government in the State of New York to adopt a policing reform plan by April 01, 2021. To comply with this executive order, the Town of Manlius created the Public Safety Advisory Committee in August 2020. Over 50 community members expressed interest in this committee, and we created a mailing list on our website to keep everyone who expressed interest involved in the process by sending updates from the committee.

The committee consists of two Town Board members and 12 community members from across the Town of Manlius. We worked together with our Chief of Police to gather community input identifying the services needed by our community by creating an anonymous form on our website and talking with our neighbors as safely as we could in a pandemic, reviewed police procedures, held an online presentation with Q&A session by our police department and developed this plan of recommendations to the Town Board for public comment.

The Public Safety Advisory Committee met virtually at least once a month to discuss the community input gathered, police procedures and data collected from our Police Department. Our first meeting on August 26, 2020 was live streamed to introduce everyone on the committee and to hear from our Chief of Police, Mike Crowell, who is also participating with the Onondaga County District Attorney's group to develop a plan for recommendations that can be implemented county wide.

The Public Safety Advisory Committee's second meeting discussed the resource guide provided by New York State. This guide was posted on the Town of Manlius's website page for residents to participate and follow along with the Public Safety Advisory Committee. We reviewed questions, comments and ideas submitted on the Town of Manlius website.

The Public Safety Advisory Committee held an informational presentation by the Town of Manlius Police Department on October 22, 2020 to answer some of the questions the committee received through our outreach. This presentation covered accreditations, hiring process, training and community engagement. At the end of the presentation by our officers, we opened it up for questions from viewers. During this presentation we heard from Police Chief Crowell, Captain Schafer, Captain Slater, Sergeant Carnie, Officer Desalvatore and SIRO Officer Campbell. This presentation was live streamed and is available on the Town of Manlius YouTube page.

Also in October, the Town of Manlius Police Department was going through their on-site assessment from CALEA. They released their annual survey and held a public hearing on October 27, 2020. To be accredited through the Commission on



Accreditation for Law Enforcement Agencies (CALEA), the Town of Manlius Police Department goes through an annual online review and an on-site review every 4 years and every 5 years through New York State. The Town of Manlius has been a nationally and state accredited agency since 1996.

After hearing from our officers, reviewing police procedures and data, the Public Safety Advisory Committee broke into small groups to discuss topics more in depth. These topics included mental health, the complaint process, internal affairs, surveys, resident education and transparency.

For questions that we received from the community that were not answered in the informational presentation, we created an informational document to answer some of the data questions that we received.

During this process, we had great conversation about policing in the Town of Manlius. We hope these conversations continue between the Town Board, our Police Department and our community members. The comments we collected from our community highlighted the desire to learn more about our Police Department and open up communication. Our recommendations which focus on transparency, accountability and community engagement reflect the work that Public Safety Advisory Committee focused on. We feel the draft plan is a start in this ongoing process to build trust and respect between community members and their Police Department.

PUBLIC SAFETY ADVISORY COMMITTEE

TOWN COUNCILORS

ELAINE DENTON was elected to the Manlius Town Board in 2019 and started her 4 year term in January 2020. She is a member of the Town of Manlius Police Committee, Fire Committee, Critical Response Committee and Sustainable Manlius. As a graphic designer, Elaine uses her knowledge of design, technology, and communication to ensure members of our community are informed and have the opportunity to participate in our government. Elaine and her husband, Matthew, have lived in the Town of Manlius for over 10 years with their three children.

JOHN DEER was elected to the Manlius Town Board in 2019. As a member of the board, John has worked diligently to increase transparency and address resident concerns. Previously a Database Developer, Councilor Deer now works as a political consultant with local candidates. John and his wife Perna purchased their first home in the Homewood neighborhood in 2019 and look forward to raising a family together in the Town of Manlius.

CHIEF OF POLICE

MIKE CROWELL, a graduate of Columbia College, is currently serving his 32nd year in law enforcement. Crowell began his law enforcement career in 1989 when he was hired as a Police Officer for the Village of East Syracuse Police Department. Over his career Crowell became a DARE officer, Bike Patrol Officer, Defensive Tactics Instructor, Pepper Spray Instructor, Citizen Police Academy Instructor and started teaching at the Citizen and Central New York Police Academy. In October of 2017



Crowell was selected as the next Town of Manlius Police Chief.

COMMUNITY MEMBERS

DOMINIQUE BARR has been a resident of Fayetteville for 11 years and has an 8 year old daughter. She is the Offsite School-Age Child Care Coordinator and Assistant Camp Director for Camp Evergreen at the Hal Welsh East Area YMCA, Treasurer for the Manlius Democratic Committee, a member of the Production Board and Diversity Board for CNY Playhouse and a volunteer organizer of rallies and events at the Matilda Joselyn Gage Center in Fayetteville. Dominique is also a recent recipient of the 2020 Emerging Leaders Resource Network 30 under 30 award for the YMCA of the USA.

JIM BRULÉ has been pursuing two career paths for most of his life. Commercially, he most recently retired from his position as the senior regulatory expert for a large international healthcare software company based in Chicago. Prior to that, he had spent decades in artificial intelligence, preceded by a career as a family therapist. Jim has also been a professional storyteller, using his skills to engage fractured organizations and communities in the process of reconciliation, healing, and growth. He has been ordained as a *Maggid* - a Jewish storyteller who serves congregations and communities throughout Central New York and across the country.

RYAN DRAKE was born and raised in Manlius. In 2015 Ryan and his wife bought their first home after completing grad school. They love the area and are passionate about seeing continued growth of our community. Ryan is the director of marketing and development for a nonprofit in Syracuse and has a masters degree in public policy.

WILLIAM HARRIS and his wife are 54 year residents of Fayetteville since he was honorably discharged from the US Army in 1966. William is a NYS Peace Officer and Fire Police Captain of the Fayetteville Fire Department (1992 to present). He was President of the Onondaga County Volunteer Fire Police Association for 3 years. William teaches in the music departments at Syracuse University (50yrs) and Onondaga Community College (52 yrs).

BILL KIRCHOFF is a long term resident of the town of Manlius since 1987. His wife teaches at the ESM high school and they have two children. Bill is a sales manager in the coffee industry for the past 32 years. He is the lead for the eastern suburbs for Nextdoor and volunteers for David's Refuge and On Point for College.

SALLY LISI has lived in the Town of Manlius for fifteen years. For the past 42 years, Sally has been involved in education including 16 years as the principal of Immaculate Conception School in Fayetteville and is now retired. In her role as principal she had the opportunity to interact with members of the Town of Manlius Police Department and always found them to be helpful, knowledgeable and willing to go above and beyond. Sally also served as a member of the Town of Manlius Emergency Management Committee.

**PUBLIC SAFETY ADVISORY COMMITTEE
DRAFT PLAN AND SUMMARY**



ALAN RUDNICK has lived in Manlius for over five years with his wife Christine and their three children. He is the Senior Minister at DeWitt Community Church and has served on local, regional, and national leadership boards in the areas of faith, justice, and community engagement. He has written for the *Syracuse Post Standard*, *Albany Times Union*, *The Christian Citizen*, *Baptist News Global*, and *Ethics Daily* on issues of faith and culture. As a community leader, Alan has worked with churches and communities in New York, Maryland, and Pennsylvania to align resources and partnerships for the societal common good. He is also a doctoral candidate at La Salle University.

JULIANA SMITH is the Deputy Athletics Director at Colgate University and has recently moved to the Manlius area. She has bachelors and masters degrees in Criminal Justice and has extensive experience serving on and leading interdisciplinary committees charged with developing and executing plans to affect change.

TONY WADDELL has been a member of the Town of Manlius Community since 2013. His experiences and interactions with other cultures during his 21 years of military service allow him to bring a new perspective to the committee and community.

ROBERT WINTER is a retired police sergeant with the Town of Manlius Police. He is a strong advocate for community engagement. During his tenure with TMPD he was involved with training, community outreach, emergency operations and planning. Rob and his wife moved to the Town of Manlius in 1994 and have two school-aged daughters. He teaches emergency care topics and is active as a volunteer with the Fayetteville Fire Department and the National Ski Patrol.

NADINE ZESKY is a retired police officer, who is still actively engaged in the field of safety and community engagement. She has lived in the Town of Manlius, with her husband and two daughters for the past 21 years. Nadine spent 8 years as an East Syracuse Minoa School Board member and has served on the boards of several organizations. Her passion for service to the community extends to her current position as an EAP coordinator.

KRISTINE ZETTLER is a Licensed Marriage and Family Therapist, Kristine has, for a very long time, wanted to be a part of the conversation about mental well-being. She has worked historically and currently with many officers individually as well as with officers and their families regarding the impact of the stressors presented in their jobs daily and how this impacts their mental health, their morale, their relationships and their support systems.

COMMUNITY QUESTIONS

WHAT IS THE POLICE DEPARTMENT'S BUDGET?

Our police department's budget is approximately 4.7 million dollars. Approximately 30% of the Town of Manlius budget of 16 million dollars.

ARE THERE MENTAL HEALTH RESOURCES FOR OUR OFFICERS?

Yes, our officers have access to a chaplain, physician, psychologist, medical support and an Employee Assistance Program (EAP).

WHAT TRAINING DO OUR OFFICERS RECEIVE?

Our officers are required to complete a minimum of 48 hours of In Service training annually. In addition, they complete numerous hours of outside training opportunities such as Crisis Intervention Team (CIT) Training, Emergency Vehicle Operations, Procedural Justice, Verbal Judo, Legal Updates and Firearms.

DOES THE TOWN OF MANLIUS POLICE HAVE MILITARY SURPLUS EQUIPMENT?

No, the Town of Manlius Police Department has not received any military surplus equipment.

DO OUR POLICE OFFICERS HAVE AND USE BODY CAMERAS?

Yes, our police department was the first in Onondaga County to acquire body cameras for our officers in 2014.

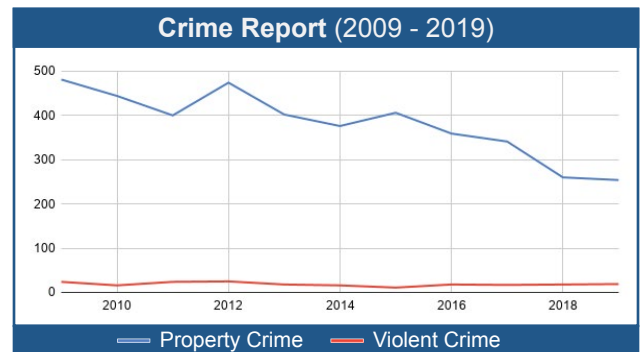
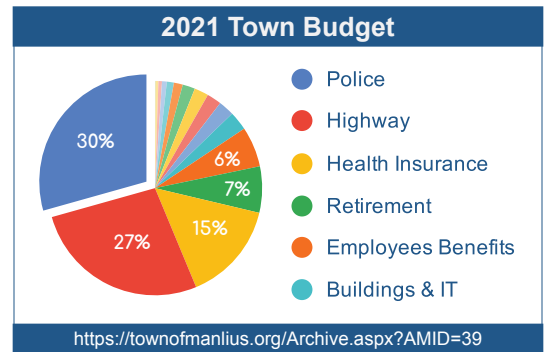
WHAT IS THE MAIN ROLE OF SIROS IN OUR SCHOOLS?

To learn more about the SIRO & SPO programs please watch the Town Board meeting from August 26, 2020 or view the Town of Manlius Police annual report. If you have additional comments or questions, please contact your school board.

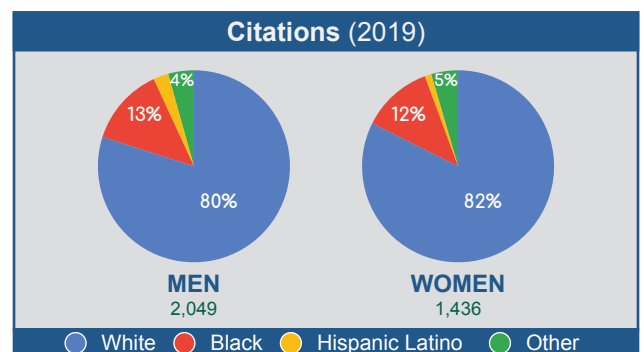
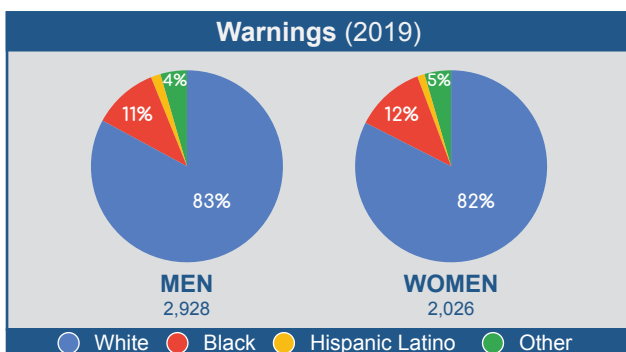
HOW MANY ARRESTS ARE MADE WITHOUT USING FORCE?

The Town of Manlius Police Department makes an average of 568 arrests per year. To view our use of force policy visit: www.townofmanlius.org/234/General-Orders

98% OF ARRESTS ARE MADE WITHOUT THE USE OF FORCE



WHAT ARE THE DEMOGRAPHICS OF TRAFFIC STOPS?





Below is a table of the questions, comments and ideas the Public Safety Advisory Committee collected from our community with an online form on the town's website and with committee members talking with their neighbors.

Questions
Are you planning on defunding the police?
I have long wondered if the Police Department has a Use of Force policy, and if so, what is included.
How many satisfaction surveys do you send out a year?
Can you post results on your facebook page?
What is the hiring process?
How many hours of training does each officer have to complete each year, AFTER they become officers?
what is the average education level of the officers?
How many times, in the past 5 years has an officer had to use force against a citizen?
How many arrests are made without using force?
What kind of training does Manlius provide officers on race?
How many of the drivers stopped during Manlius traffic stops are Black?
How does Manlius recruit its officers?
Is our PD accredited?
How do we handle mental health issues now?
What types of accountability are already in place?
How might we want the public to react in the event of a blatantly inappropriate use of force? My perception is that protests get louder because people feel like they're not being listened to. Is there an appropriate avenue between filing a complaint (which seems far too small) and a riot (which doesn't serve anyone)? In the past, a protest may have been that avenue, but with an increasingly militant culture, should there be a different route that provides appropriate, immediate, public interaction? Thanks!
What types of community outreach or community service programs does the police department conduct?
How are citizens complaints reviewed.
How do you recruit officers and do you try to reflect your hiring with the demographics of your community?
What types and how much/how many pieces of military surplus has the department acquired? What are they used for?
What accountability processes are in place to discipline officers who misuse their positions?
What training is being offered to ensure a reduction of institutional racism among the members of the department? Is it mandatory? How will that training be used in day-to-day situations?
Have any of our police officers had any complaints lodged against them regarding BIPOC?
What is the procedure when/if a complaint is made? Are the outcomes made public?
Do our police officers have and use body cameras?
Do we keep statistics on arrests by race?
Do our police officers feel that we have a race problem here in the TOM?
Are our police officers trained in anti-racism skills and de-escalation techniques? How often?
The police officers have always treated our family courteously and with respect. We are glad to have them interact with our kids and community.
It seems like most of the cars stopped on E Genesee street have drivers or occupants who are persons of color.
It seems like a lot of "military style" equipment is "given" to police. What portion of cost of acquiring the equipment comes from the village budget?



**PUBLIC SAFETY ADVISORY COMMITTEE
DRAFT PLAN AND SUMMARY**



Who pays for the maintenance of this "military style" equipment? How much?
How is a violent crime defined in the town? How many violent crimes are there in a year?
How many traffic tickets are issued in a year? Are they broken down by race/ethnicity? If so, what's the result?
How many domestic calls are responded to in a year?
How many mental health calls are responded to in a year?
Is training provided in de-escalation techniques? How much? How often renewed?
It seems like most of the cars pulled over have a person of color in them.
I was treated with respect and received just a warning when I was speeding. I wish everyone was treated that way.
Why was it necessary to have police officers added to our schools when J/D just eliminated them?
What sensitivity training is currently in place and what is your measure of success with that program if it does exist?
If sensitivity training needs to be implemented, will the department use some of the funds already allocated in your budget or will you require additional funds? If the latter, will the voters see a referendum for this?
What disciplinary action has been taken against the police officer who, without warrant, followed and stopped a Black man in Manlius, after he dropped off his daughters? (Hope he was fired.)
What is your record of complaints against the department and how is the public able to access that information?
What is the main role of SROs in our schools at FM?
Are police at our schools prepared to deal with a mass shooting? Is that one of the main reasons they are there?
What is the culture of policing like behind closed doors?
Do officers feel comfortable speaking up if their partner abuses his/her power or uses excessive force? Why or why not?
Is there an anonymous mechanism by which the police and staff of the PD are able to provide feedback about other members of the department or other issues they may have with superiors, etc?
What is the TMPD's policy on COVID and what measures are they taking to keep themselves, each other and the community safe from infection?
Is this the first independent review of the police or are there other ways they are reviewed and assisted from outside the department?
Does the police department have a plain clothes crisis intervention team that includes officers and mental health professionals working together on calls?
How can the police help someone who has a stalker? Puts up cameras to monitor them? Electronic stalkers? Someone showing up at their home repeatedly and frightening them?
Question: The phrase "defund the police" means different things to different people. To me, it means restructuring community services so that the role of police officers would be focused on crime, say, and other professionals would work in tandem (or autonomously?) so that police officers don't have to be "all things to all people" and can concentrate on safety and crime. Health care workers, social workers, CPS, traffic safety, etc., could all share in the services offered by the Town, and thereby direct requests for help to specific departments. The thief running off with packages from our front porch may require a call to police, but maybe not. Maybe another department could handle non-life threatening cases, freeing up officers for more secure matters requiring different skills and expertise. In order to fund these other services and effectively remove those responsibilities from the police force, a fair portion of the current police budget could be transferred to support them. In this way, the force would be "defunded."
Will the Manlius Police Department work towards restructuring its services, and its budget, to help move in this direction? Why or why not?



Thank you: Anonymous: A woman wanted to thank the TMPD for keeping her safe from someone who repeatedly was harrassing her. She said they believed her, made it clear they believed her and that they encouraged her to call any time she felt unsafe. They did finally happen to arrive when he was there and they spoke with him and de-escalated the situation and he left without incident.

How does the department manage the mental health and stress of officers? Are there policies and supports in place for officer's and staff's mental health? How do you decide if someone needs to go on leave or have their guns taken away?

How are promotions decided and do people in the department get any leadership training?

Ideas/Comments

I live on Bowman Road, Town of Manlius. Several years ago the speed limit was changed to 40 mph, from 30 mph, that had been since I personally moved to Bowman Rd. When it was 30, people were going 50-60 mph. Now with the higher speed limit, they are going way beyond 60 mph. There is a Day Care where people are constantly pulling out of the driveway, there's a driveway directly across the the street from the Day Care's driveway, and 2 other driveways on either side of the aforementioned driveways. Is there anyway to police the speed limit on Bowman? It's getting beyond ridiculous. Bowman Rd was never designed to handle that type of speed. It's very narrow with a curve right after Taylor Rd, (from Manlius Center Rd) with a blind spot. It's very dangerous. When the speed was raised, we as residents of Bowman w, were never notified of the speed limit changed. I went to work, speed limit was 30 and came home to new signs of 40 mph. You need to come and sit somewhere on Bowman to check the speeds of cars going by. I give you permission to sit in my driveway to monitor the cars going by. Or reduce the speed limit to make it safer for all the residents on the upper part of Bowman & even the houses coming out of Clark Hill. Someone is going to get killed or injured seriously eventually. We need a Police presence on Bowman Rd, at all times if the day or stagger the timing Or Reduce the speed limit It's extremely dangerous to live on Bowman Road. Main highways have lower speeds than we have here Thank you for listening. I hope something can be done regarding this situation.

The Manlius police are one of the reasons we like living here. Defunding the police would be ludicrous. Education for the public on respecting the police is what is needed.

I think there should be more law enforcement agencies like the Town of Manlius Police Department! We need more support for our police department!

You need to better enforce traffic laws, such as turning right on red out of the Towne Center, pulling into an intersection when you cannot make it all the way through and getting stuck there, and parking such that roadways are blocked. I am tired of people illegally turning right on red when there is a specific reason it's not legal, and not being able to get through an intersection because of cars stopped there.

I have always thought the police budget is overkill for the amount and level of crime in our town. New cars, new equipment, new everything it seems year in and year out with no one questioning from the Town Board on your budget requests. Every year, the Chief comes to the town with a new budget, gloats about all the school visits it made this year, ETC., and gets a slap on the back from Ed Theobald. It appears to the taxpayers as though you are the golden boys and golden girls, always getting whatever you ask for. Many people resent this appearance of superiority and preferred treatment compared to other town services, and We would would like to see a concerted effort to make cuts to the budget for 2021, allowing funds to be reallocated to other services that would both help the pd (by relieving them of responsibility) and get better help to the citizens. Social workers and mental health counselors could take over more sensitive matters that police are less skilled to do, for instance.

Ideas: Since many Americans are currently learning about anti-racism and the origins of policing in America, I believe all police departments should understand this history as well. Perhaps the Town of Manlius Police Department could arrange some kind of class for officers so they can familiarize themselves with the history of policing in America. Furthermore, I think it would be beneficial for all officers to undergo anti-racism education (even if it's self-taught). I've personally learned a lot in the last few months and I believe police officers would benefit from doing the same. It would improve their ability to maintain public safety on behalf of all people in our community. Thank you.



Thank you: Anonymous: A woman says thank you to the TMPD for keeping her safe while she retriever her items from her home with a volatile partner and for defending her right to get her things when he was trying to refuse her entry to her own home.

Thank you: Two teenage girls and a parent approached me about saying that they love "Officer Golden" and that he has helped them a lot by being there for them in stressful situations and navigating complex issues related to their mental health and distress.

On October 22, 2020, officers from the Town of Manlius Police Department participated in a virtual presentation to talk about accreditations, hiring, training, community engagement and more. After the presentation, we opened it up for additional questions from the public.

Questions & Comments Recieved During Police Presentation on 10/22/2020

Thanks for your time tonite TOM PC ! Nice to know TOM PD has accrediting and one of Top 5! Regarding recruitment, Are the top candidates ranked based on the testing also representative of the demographic of CNY? Does Drug testing for marijuana ever disqualify a candidate?

Since candidates are hired based on the recent civil service exam, when and how are candidates looked at that are from other departments?

Thank you for this session. Very informative. I can testify to the excellence of your officers in dealing with mental health crises. I expect you have reduced many unnecessary arrests as a result. We are so appreciative. We also had an amazing experience with a cyber email scare for our 13 yr old. They went so far as to talk with the young man who did it and had no idea it was wrong!

No question, I am so happy to hear about the education and training that officers are receiving and wish that would happen across the country.

I wonder do we have a black or brown community in Manlius? Do we even have a low income population in Town of Manlius?

1. What specialized training and/or commuinity conversations do you do have relative to Black Lives Matter.

2. Do you have any 'check in' protocols for older or disabled residents especially during COVID?

I do like that it sounds like in the crisis response training that you also learned a little bit about Autism Spectrum Disorder. Also one thing that I reccomend is that each officer write a paragraph or two about themselves and their hobbies so that people can see that you all are amazing police officers who are Human like Officer Desalvatore was talking about. Maybe on facebook it could be a get to know your local officer fun facts. I also think it is great that the officers mental health is a priority.

What do you think stops other police departments from getting accredited in the manner you spoke of? Cost?

I do see the passion and the need to provide the best for their community. I am still curious about my questions.

Keep up the great work TMPD

Can you discuss pros and cons of body cams, including expense, and whether TMPD uses them?

Extremely informative and helpful! Nice to hear about these different topics, it helps give an enlightened view to those listening of the police department. Well done!

I can attest to the value of officers in the schools. As a school principal I was blessed to collaborate with several of the officers as we worked together to continue to find ways to keep our students and staff educated, trained and safe. "Thank you" doesn't even begin to express my gratitude .

I just read that the civil service exam is biased against Black and Brown officers. Are you aware of that and the work that is being done now to make the exam more fair? In the meantime, Are we able to consider race and gender (I notice no women are represented tonight) as a consideration in hiring?

Impressive event



No. 203

EXECUTIVE ORDER

NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE

WHEREAS, the Constitution of the State of New York obliges the Governor to take care that the laws of New York are faithfully executed; and

WHEREAS, I have solemnly sworn, pursuant to Article 13, Section 1 of the Constitution, to support the Constitution and faithfully discharge the duties of the Office of Governor; and

WHEREAS, beginning on May 25, 2020, following the police-involved death of George Floyd in Minnesota, protests have taken place daily throughout the nation and in communities across New York State in response to police-involved deaths and racially-biased law enforcement to demand change, action, and accountability; and

WHEREAS, there is a long and painful history in New York State of discrimination and mistreatment of black and African-American citizens dating back to the arrival of the first enslaved Africans in America; and

WHEREAS, this recent history includes a number of incidents involving the police that have resulted in the deaths of unarmed civilians, predominantly black and African-American men, that have undermined the public's confidence and trust in our system of law enforcement and criminal justice, and such condition is ongoing and urgently needs to be rectified; and

WHEREAS, these deaths in New York State include those of Anthony Baez, Amadou Diallo, Ousmane Zango, Sean Bell, Ramarley Graham, Patrick Dorismond, Akai Gurley, and Eric Garner, amongst others, and, in other states, include Oscar Grant, Trayvon Martin, Michael Brown, Tamir Rice, Laquan McDonald, Walter Scott, Freddie Gray, Philando Castile, Antwon Rose Jr., Ahmaud Arbery, Breonna Taylor, and George Floyd, amongst others,

WHEREAS, these needless deaths have led me to sign into law the Say Their Name Agenda which reforms aspects of policing in New York State; and

WHEREAS, government has a responsibility to ensure that all of its citizens are treated equally, fairly, and justly before the law; and

WHEREAS, recent outpouring of protests and demonstrations which have been manifested in every area of the state have illustrated the depth and breadth of the concern; and

WHEREAS, black lives matter; and

WHEREAS, the foregoing compels me to conclude that urgent and immediate action is needed to eliminate racial inequities in policing, to modify and modernize policing strategies, policies, procedures, and practices, and to develop practices to better address the particular needs of communities of color to promote public safety, improve community engagement, and foster trust; and

WHEREAS, the Division of the Budget is empowered to determine the appropriate use of funds in furtherance of the state laws and New York State Constitution; and

WHEREAS, in coordination with the resources of the Division of Criminal Justice Services, the Division of the Budget can increase the effectiveness of the criminal justice system by ensuring that the local police agencies within the state have been actively engaged with stakeholders in the local community and have locally-approved plans for the strategies, policies and procedures of local police agencies; and

NOW, THEREFORE, I, Andrew M. Cuomo, Governor of the State of New York, by virtue of the authority vested in me by the Constitution and the Laws of the State of New York, in particular Article IV, section one, I do hereby order and direct as follows:

The director of the Division of the Budget, in consultation with the Division of Criminal Justice Services, shall promulgate guidance to be sent to all local governments directing that:

Each local government entity which has a police agency operating with police officers as defined under 1.20 of the criminal procedure law must perform a comprehensive review of current police force deployments, strategies, policies, procedures, and practices, and develop a plan to improve such deployments, strategies, policies, procedures, and practices, for the purposes of addressing the particular needs of the communities served by such police agency and promote community engagement to foster trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of communities of color.

Each chief executive of such local government shall convene the head of the local police agency, and stakeholders in the community to develop such plan, which shall consider evidence-based policing strategies, including but not limited to, use of force policies, procedural justice; any studies addressing systemic racial bias or racial justice in policing; implicit bias awareness training; de-escalation training and practices; law enforcement assisted diversion programs; restorative justice practices; community-based outreach and conflict resolution; problem-oriented policing; hot spots policing; focused deterrence; crime prevention through environmental design; violence prevention and reduction interventions; model policies and guidelines promulgated by the New York State Municipal Police Training Council; and standards promulgated by the New York State Law Enforcement Accreditation Program.

The political subdivision, in coordination with its police agency, must consult with stakeholders, including but not limited to membership and leadership of the local police force; members of the community, with emphasis in areas with high numbers of police and community interactions; interested non-profit and faith-based community groups; the local office of the district attorney; the local public defender; and local elected officials, and create a plan to adopt and implement the recommendations resulting from its review and consultation, including any modifications, modernizations, and innovations to its policing deployments, strategies, policies, procedures, and practices, tailored to the specific needs of the community and general promotion of improved police agency and community relationships based on trust, fairness, accountability, and transparency, and which seek to reduce any racial disparities in policing.

Such plan shall be offered for public comment to all citizens in the locality, and after consideration of such comments, shall be presented to the local legislative body in such political subdivision, which shall ratify or adopt such plan by local law or resolution, as appropriate, no later than April 1, 2021; and

Such local government shall transmit a certification to the Director of the Division of the Budget to affirm that such process has been complied with and such local law or resolution has been adopted; and

The Director of the Division of the Budget shall be authorized to condition receipt of future appropriated state or federal funds upon filing of such certification for which such local government would otherwise be eligible; and

The Director is authorized to seek the support and assistance of any state agency in order to effectuate these purposes.



BY THE GOVERNOR

Secretary to the Governor

G I V E N under my hand and the Privy Seal of the
State in the City of Albany this
twelfth day of June in the year two
thousand twenty.