

Village of North Syracuse Police Department

NYS Executive Order 203

Police Reform and Reinvention Collaborative



Gary Butterfield - Mayor, William Becker- Chief of Police



Acknowledgements

This collaborative is driven by the dedication and commitment of community volunteers, civil leaders and key stakeholders who took time out of their lives to work toward building a safer, more fair, and equitable Village of North Syracuse. These individuals along with other members of the Onondaga County Police Reform and Reinvention Collaborative have worked diligently to improve their communities and their homes.

Thank you.

Gov. Executive Order 203 *(14 Areas of Focus)*

Governor Cuomo's Executive Order 203: (See Full Order at **Appendix C**)

“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, **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.**”

- Use of Force Policies
- Procedural Justice
- Restorative Justice
- Problem-Oriented Policing
- Hot Spots Policing
- Focused Deterrence
- Implicit Bias Training
- Model Policies & Guidelines
- Systemic Racial Bias in Policing
- Violence Prevention / Reduction Interventions
- De-escalation Training / Practices
- Community-based Outreach
- Law Enforcement Assisted Diversion Programs
- Crime Prevention by Environmental Design

Accountability Goals

After this plan is ratified or adopted by your Village legislative body:

- We will need to implement the plan & communicate progress reports/metrics to the public.
- We will need to continuously to monitor and respond to community concerns with the police.
- Public engagement will not end on April 1st, 2021.

Note: This Collaborative is an important step in the continual process of building, maintaining, and strengthening the relationship between our police department and our community.

Village of North Syracuse Demographics

The Village of North Syracuse is a growing community that has approx. 3.2 square miles, population of approximately 7,000 and over 400 businesses. The North Syracuse Police Dept. ORI NY0333500 has 17 sworn officers and 3 support staff as of January 1, 2021.

According to the United States Census Bureau the Village of North Syracuse has a median age of 43.3, and the overall diversity breakdown for population and ethnicity groups in the area are, 94.93% White, 1.52% Hispanic-Latino, 1.36% black or African American, 0.86% Native American, 1.08% Asian and 0.25% other.

The Village of North Syracuse is located within the south central portion of the town of Cicero and Town of Clay. It consists of over 117 commercial properties and 3065 residential homes located in the Town of Cicero that the North Syracuse Police Department and Town of Cicero Police Dept. serve. A portion of this New York State Reform and Reinvention Collaborative includes the Town of Cicero Police Dept. The North Syracuse Police Dept. and Town of Cicero Police Dept. share services throughout the area as needed for example training, training instructors, equipment and assisting each other with calls for service when needed.

The North Syracuse Police Department has a tradition of providing community policing programs which exceed the expectations of its community and business owners. These community programs are clearly documented in this report. The North Syracuse Police Department takes great pride in its core values and maintains open lines of communication with the community through personal contact and our social media platforms, to include our NSPD App and Website as well as our Facebook, Twitter and Instagram accounts.

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The North Syracuse Police Dept. is a New York State Accredited Agency, with our last on site evaluation July 23rd 2020, being awarded September 3rd 2020 through June 3rd 2025.

Community Stakeholders

William Fitzpatrick, Onondaga County District Attorney

Gary Butterfield, Village of North Syracuse Mayor

Robert Germain, Village of North Syracuse Councilor

William Becker, Village of North Syracuse Chief of Police

Onondaga County NYS Police Reform and Reinvention Collaborative Citizen Committee

Village of North Syracuse Police Reform and Reinvention Collaborative Citizen Committee:

Chief William Becker

Sgt. Jeff Tripp

Trustee Chris Strong

Primary Committee Members:

1. Dan Welch
2. John Bolton
3. Melissa Cummings
4. Jake Bunton
5. Frank Mancari
6. Andy Houck
7. Chrissy Klaisle
8. Lisa Lioto
9. Robin Delpriore
10. Trisha Evans
11. Jackie Yeldon

Alternates:

1. Charlotte Starr
2. Deborah Ukrainec
3. Michael Price
4. Jackie Keyes

Overview of Change

“The New York State Police Reform and Reinvention Collaborative” requires local police agencies to develop a plan based on community input. Per the governor’s report, “This executive order is intended to help rebuild the confidence and restore trust between police and the communities they serve by requiring localities to develop a new plan for policing in the community based on fact-finding and meaningful community input.” The North Syracuse Police Department is going to identify the programming and directives that address the issues outlined in the governor’s order. We will do so by identifying our current policies and procedures which help achieve these missions as well as identifying new programming and directives that have been developed or are in the process of being developed. These will be described and highlighted in each section as we progress through this plan.

Note: The dates were attached to a general order document when the policy or procedure was upgraded or developed.

As we begin to address these topics/issues, it is important to know that the North Syracuse Police Department bases all of its policies and procedures on a mission, vision and values statement that is outlined in **General Order GO-100** dated 12/20/18:

“The North Syracuse Police Department pledges to protect, serve, educate, and enhance the quality of life for the citizens of our Village by providing the highest level of professional police service. We will fulfill our mission in partnership with the community we serve while respecting the rights and diversity of all people. We shall always adhere to our core values of holding the highest level of integrity, dedication, professionalism, treat all persons with respect, compassion and dignity, honesty in all we do, preserve and safeguard individual rights and liberties, and hold ourselves responsible and accountable to the people we serve.”

The North Syracuse Police Department’s Vision Statement is to provide effective and efficient police services to our citizens, in the most professional, polite and service-oriented manner possible by tailoring our operations to meet the needs and expectations of our community.

The North Syracuse Police Department’s policies and procedures, are evaluated and updated on a consistent basis. From the “New York State Law Enforcement Accreditation Program and 21st Century Policing” we use guidelines, model polices, and best practices of procedural justice with a focus on quality of life issues along with the health and wellness of the people we serve. Many of these guidelines are outlined in a May 2015 report from President Obama’s Task Force on 21st Century Policing.

In Onondaga County law enforcement and the District Attorney’s office teamed up and worked collaboratively with each agency and the community to form a countywide community committee. Along with participating in the countywide community plan, the Village of North

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Syracuse also took its own initiative to address the needs more specific to the Village of North Syracuse which are clearly documented in this report.

Multiple needs and concerns will also be addressed in this plan to include, but not limited to:

- Policy and Procedures
- Departmental Training
- Subject Management Policy and Review
- Community-Oriented Policing and Neighborhood Engagement
- Collaborations with Local Service Providers
- Collaborations with Local Business
- Dealing with Mental Hygiene Situations
- Citizen and Internal Complaints
- Statistical Data Collection and Sharing
- Evaluating and Targeting Quality of Life Concerns
- Problem Oriented Policing
- Focused Deterrence

Policy and Procedures

Currently, the North Syracuse Police Department is a New York State Law Enforcement Accreditation Program certified agency (originally accredited on June of 2010). According to the New York State Department of Criminal Justice Services, “the accreditation program provides structure, guidance, and oversight for agencies to evaluate and improve their overall performance. These programs encompass four principle goals:

1. To increase the effectiveness and efficiency of law enforcement agencies utilizing existing personnel, equipment, and facilities to the extent possible;
2. To promote increased cooperation and coordination among law enforcement agencies and other agencies that provide criminal justice services;
3. To ensure the appropriate training of law enforcement personnel;
4. To promote public confidence in law enforcement agencies.”

Source: www.criminaljustice.ny.gov/ops/accred

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To complement the principles above, 21st Century Policing cite, “The Six Pillars of Community Policing” to help strengthen departments:

1. Building Trust and Legitimacy
2. Policy and Oversight
3. Technology and Social Media
4. Community Policing and Crime Reduction
5. Training and Education
6. Officer Wellness and Safety

[Source: eji.org/wp-content/uploads/2020/06/taskforce_finalreport.pdf](https://www.eji.org/wp-content/uploads/2020/06/taskforce_finalreport.pdf)

All of the principles and pillars above are used as guidelines when policies are developed. The principles and ideas that they encompass are molded into the inner workings of the North Syracuse Police Department. As we review the needs of the community, we constantly evaluate our policies and procedures to be able to effectively and safely respond to and satisfy these needs.

According to the Governor’s report, “Accredited agencies must meet minimum standards considered ‘best practices’ in the field, which promote a high degree of professionalism and public confidence.” The North Syracuse Police Department currently has over 150 distinct policies or special operating procedures as part of its operation manual. The policy manual is consistently reviewed, evaluated, and updated as part of the ever-changing environment of policing.

Many of the North Syracuse Police Department’s policies address specific issues outlined in the Governor’s report. Policies that were updated after the Governor’s order included, but are not limited to, the following:

- **Disciplinary Process/ Internal Affairs (General Order 211: 09/25/2018)**
 - Updates include forms, clear lines of authority, and types of investigations.
- **Use of Physical Force (General Order 335: 7/30/2019)**
 - Addition of chokeholds restriction and updated reporting requirements.
- **Use of Deadly Physical Force (General Order 340: 07/27/2020)**
 - Addition of chokeholds restriction and updated reporting requirements.
- **Health of Persons in Custody (General Order 334: 11/24/2020)**
- **Training (General Order 306: 1/12/2020)**

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- Addition of De-escalation and Minimizing use of Force and Anti-Bias Training
 - Reality Based Training
 - Less Than Lethal Training
- **Hate Crime Policy (General Order 436: 9/20/2019)**
 - Addition of “NYS Best Practices” in community relations and crime prevention

Other current and recently developed policies or Special Orders that help to achieve goals addressed in the Governor’s order include:

- **In Car and Body worn cameras (General Order 533 and 534: 10/14/2019)**
 - Overall review and update for efficiency
- **Memorandum, of Understanding between North Syracuse Police Dept. and Liberty Resources Mental Health (Special Order 2021-03: 1/1/2021)**
- **Kinetic Energy Weapons Systems (General Order 345: 08/30/2019)**
- **Officer Wellness and Mental Health (General Order 218: 01/05/2021)**
- **Performance Evaluations (General Order 207: 11/01/2018)**
- **Rules of Conduct (NSPD Rules of Conduct: 2/12/2020)**
- **Vehicle Pursuit /Roadblocks and Emergency Response (General Order 530: 6/15/2020)**
- **Community Relations (General Order 215: 2/11/2020)**

Departmental Training

It is the policy of the North Syracuse Police Department that all sworn officers, in accordance with DCJS, will receive at least twenty-one (21) hours of in-service training annually. This is guided by the NYS Accreditation Program. Part of the twenty-one (21) hours must be devoted to the following areas:

- Firearms Training / Range
- Subject Management / Use of Force Review
- Use of Deadly Force Review
- Legal Updates
- Blood borne Pathogen / Hepatitis Awareness Review / Radiological
- Taser Training

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- Workplace Harassment/Violence Prevention
- De-escalation and Communication
- Sexual Harassment
- Impact Munitions less lethal
- Collapsible Baton
- Oleoresin Capsicum Aerosol Training

We currently average approximately 100 hours of training per officer per year to include pre-shift roll call trainings and computer based training which help disseminate information on current trends and address concerns as they develop. Other training areas addressed are:

- LE Executive Officer and Middle Manager Course
- ESLETS Traffic Safety Symposium
- ITSMR Traffic Safety Conference
- Officer Survival Tactics
- Initial Response to Active Shooter
- Active Threat Integrated Response Course
- Field Training Officer Course
- Motorcycle Enforcement Awareness
- Commercial Vehicle Enforcement Awareness
- Crisis Intervention Team Training
- Approaching Alzheimer's for First Responder
- Property Evidence Room Management
- Dealing with Conflict
- Distracted Driving Enforcement
- Active Threat Integrated Response
- ARIDE
- Ethics Workshop Training
- Transformational Leadership
- Child Passenger Safety Seat Technician Training
- Social Networking
- Fentanyl: Trends, Investigations and Officer Safety
- Work Place Violence/ Sexual Harassment in the Work Place
- CPR / AED training
- Juvenile Conference
- Hate Crime Investigations
- Ethics Workshop Training
- Mental Health First Aid

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- Sexual Offense Trauma Informed Victim Response Training

In **2020** the North Syracuse Police Department had a combined total of 1346 hours of in-service training and 1267 hours in 2019.

In 2020, the North Syracuse Police Department conducted multiple trainings to begin the year. A few of these trainings included de-escalation and communication, use of physical and deadly force, and crisis intervention team. This training was assigned and completed before the Governor's order; yet they fully encompass the principles outlined in it. De-escalation and Communication training is a 2 hr., 2-part online training intended for law enforcement personnel, developed by PERMA (Public Employee Risk Management Association), which "equip officers to assess human reactions in their self and in others so that they can determine which countermeasures are appropriate. Officers learned de-escalation techniques so they can leverage communication to gain compliance."

The recently updated NYS Department of Criminal Justice Services Use of Force and Deadly Physical Force program in its entirety is presented to every officer annually. This program in its entirety, is generally reserved for new officers in the police academy. However, presenting this to veteran officers reinforced basics (laws, case laws, decision making) and included new case law and a better understanding of "risk vs. need." The DCJS focus for this updated program is such; "The goal should not be to train officers to act thoughtlessly and mechanically according to some predetermined formula. Rather, the goal must be to train officers to 'think' quickly in light of the facts and circumstances confronting them, and then to respond effectively and rationally."

Furthermore, the department has been gradually increasing the police budget to increase a focus on education and training capabilities. The 2021 training will consist of in-service, specialty, refresher, and reality-based training. We will be developing and adding reality-based scenario training (RBT) on a yearly basis. RBT can promote mental acuity, situational awareness, and confidence within the officer so that they may adequately handle various situations, as well as save the life of their fellow officers, bystanders, and the suspect. The position of the researcher is that reality-based training (RBT) is a type of training that offers officers realistic experiences in training that will provide them the necessary tools to win and survive the potential critical conflicts that they may encounter. Along with the addition of reality based training the Officers of the North Syracuse Police Department will also conduct a third session of firearms training each year utilizing the FATs LE100 firearms simulator. This system allows extensive realistic based engagements allowing the officer to interact with verbal commands, engage with Patrol Rifle, Service Pistol, Taser and OC spray as the scenario dictates, while placing the officer under stress in a controlled environment.

In 2021, the department is expanding its Kinetic Energy Weapon Systems capabilities, along with the training, as another tool available to officers dealing with volatile situations. This weapon system is considered a non-lethal weapon which tries to minimize the risk of casualties (e.g. serious/permanent injuries or death) as much as possible. **Kinetic Energy Weapon Systems** are used in policing and combat situations to limit the escalation of conflict where employment of lethal force is prohibited or undesirable, where rules of engagement require minimum casualties, or where policy restricts the use of conventional force.

Subject Management and the Use of Force

The Governor's report address issues relating to the use of force. This is a heavily reviewed and altered policy. Currently, it is the policy of the North Syracuse Police Department that members, in compliance with Article 35 of the New York State Penal Law and other applicable case law & federal statutes, use only the force that reasonably appears necessary to effectively bring an incident under control, while protecting the lives of the member and others. The department policy outlines officer's ability to (includes, but not limited to):

- Use of force;
- Use of deadly physical force;
- Duty to intervene (which states: Any officer present and observing another officer using force that he/she reasonably believes to be clearly beyond that which is objectively reasonable under the circumstances shall intercede to prevent the use of unreasonable force, if and when the officer has a realistic opportunity to prevent harm);
- Prohibited uses of forces;
- Less lethal procedures;
- Training requirements;
- Reporting and documenting procedures.

All subject management incidents must be documented by the officers at the North Syracuse Police Department. The reports then go through a review process consisting of multiple steps. First, the report is reviewed by a first line supervisor. The report is then forwarded to the Chief of Police for final review and logged for statistical recording and overall review purposes. It is then reported to the state per NYS Executive Law 837-t. The following Use of Force incidents must be reported per NYS:

- Display a chemical agent - To point a chemical agent at a person or persons

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- Use/Deploy a chemical agent - The operation of the chemical agent against a person or persons in a manner capable of causing physical injury as defined in Penal Law Article 10
- Brandishes a firearm - To point a firearm at a person or persons
- Uses/Discharges a firearm - To discharge a firearm at or in the direction of a person or persons
- Brandishes an electronic control weapon - To point an electronic control weapon at a person or persons
- Uses/Deploys electronic control weapon - The operation of an electronic control weapon against a person or persons in a manner capable of causing physical injury as defined in Penal Law Article 10
- Brandishes an impact weapon - To point an impact weapon at a person or persons
- Uses/deploys an impact weapon - The operation of an impact weapon against a person or persons in a manner capable of causing physical injury as defined in Penal Law Article 10
- Uses a chokehold or other similar restraint - Any application of sustained pressure to the throat or windpipe of a person in a manner that may hinder breathing or reduce intake of air
- Conduct which results in the death or serious bodily injury of another person - Serious bodily injury includes bodily injury that creates or causes:
 - Substantial risk of death; or
 - Unconsciousness; or
 - Serious and protracted disfigurement; or
 - Protracted loss or impairment of the function of any bodily member, organ or mental faculty.

Source: NYS Executive Law 837-t

The reporting process at the North Syracuse Police Department is **more** restrictive than the state of NY. We require that **all** use of forces are documented and reviewed. If at any time in the review process deficiencies are identified, they are addressed appropriately. This can be in the form of training, counseling, discipline or even termination. The statistical data recorded includes but is not limited to: date, time, race, gender, ethnicity, age, tool/technique,

application/display, reason for contact, whether there was an injury, if the person was treated by emergency medical services, and if resisting arrest was charged. As stated, the subject management (Use of Force) policy is consistently reviewed and updated to stay current with applicable laws and best practices.

In 2020, subject management (Use of Force) training was also updated. One of the updates of this training was regarding chokeholds. Chokeholds, obstructing breathing and/or carotid restraints are considered deadly physical force. This applies to 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 the intake of air or obstruct blood circulation. This is not a trained technique at the North Syracuse Department and has further been prohibited by NYS. This training also addressed excited delirium, positional asphyxia, the duty to intervene, and proper documentation of a Use of Force incident.

Community Oriented Policing and Neighborhood Engagement

The North Syracuse Police Department recognizes the need for community-oriented policing strategies. NSPD leads by example and takes great pride in our community policing programs. Our main goal is to foster an atmosphere of openness and transparency throughout the department, engaging the community in true partnerships to address crime and disorder, quality of life, education of the law enforcement system and our services to the public, while trying to make every police contact an opportunity to engage positively with the community.

“Police, at all times, should maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police; the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.”

The North Syracuse Police Department further recognizes that Community Policing is comprised of three key components:

Community Partnerships

Collaborative partnerships between the law enforcement agency and the individuals and organizations they serve to develop solutions to problems and increase trust in police.

Organizational Transformation

The alignment of organizational management, structure, personnel, and information systems to support community partnerships and proactive problem solving.

Problem Solving

The process of engaging in the proactive and systematic examination of identified problems to develop and thoroughly evaluate effective responses.

The North Syracuse Police Department is developing a new community program titled Chat with the Chief. This program will be a bi monthly virtual meeting which gives the Village of North Syracuse community an opportunity to give feedback to the Chief regarding the North Syracuse Police Dept.

This new program is the first step in building a stronger partnership with the community and assist in developing and implementing problem-solving strategies.

The North Syracuse Police Department has also recently developed a new community program in the creation of the North Syracuse Police Department APP. This APP can be downloaded free to the user from The Google, Microsoft and IOS (Apple) phones. This new program is just one method utilized by NSPD in building a stronger partnership with the community and assisting in developing and implementing problem-solving strategies. The APP can provide the user with the following information:

- Push notifications regarding amber alerts, weather emergencies, threats, traffic accidents or other pertinent information.
- A link to the North Syracuse Police Department Website.
- Current COVID 19 information
- Make an anonymous tip
- Request a home vacation check
- FAQ
- Department Programs
- Contact Us
- Make a Traffic Complaint
- View department open cases
- Provide Department Feedback
- Senior registration for our senior program
- Register your Bicycle
- Village Municipal Code
- NY State Sex Offender listing
- Wanted Persons listing

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Many community policing strategies have been identified to help the North Syracuse Police Department build the appropriate relationships in partnership with our community. These approaches use technology and social media communication as well as direct community policing and crime reduction strategies to help build trust, communication, and bring legitimacy to our policing processes. Some of these strategies for the specific units include, but are not limited to, the following:

- Community-Oriented Policing and Neighborhood Outreach Officers
- Neighborhood Bicycle Patrols
- Community Event Attendance
- Neighborhood and Community Group Meetings
- Coffee with a Cop
- Police Department Tours
- School Appearances
- Department Internships and Civilian Riders to include the New Visions Program
- Child ID and Senior ID card Program
- Media Relations / Assist Public Information Officer / Social Media Liaison
- Community education programs-NRA Refuse to be a Victim/Civilian Response to Active Shooter Events
- Problem-oriented policing designed to target quality of life issues
- Pending Chat with the Chief program

By utilizing the outreach and community oriented policing approach, we can build relationships, understanding of policing practices, and share in the responsibility of strengthening our neighborhoods. The development of these programs allows the North Syracuse Police Department to direct resources to a specific problem, issue, “hot spots” or neighborhood concerns without diverting Patrol Officers from responding to calls for service. The administration provides criminal and statistical information that can be used to effectively and efficiently develop policing strategies to target points of concern. All of the North Syracuse Police Department programs may use traditional law enforcement methods or a combination of strategies in meeting community, neighborhood and business owner needs. Many times, they must coordinate efforts with direct community members as well as other Village and Town departments, county, state, federal government agencies, private businesses and charities to create non-law enforcement solutions.

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In the recent years, we have initiated other programs to help us work better in the community. With changing demographics, the North Syracuse Police Department recognized the importance of being able to communicate with all people in our community. The North Syracuse Police Department utilizes Voiance language services this is an over-the-phone interpreter service that can be used 24 hours a day. It provides the ability to assist communicating in 240 different languages. This program is provided to all law enforcement agencies in Onondaga County and managed thru the Onondaga County 911 center.

The North Syracuse Police Department has also developed other community-oriented programs like a “Safe Internet Exchange,” “Internet Safe Exchange Locations” have risen in popularity around the country as a tool to help facilitate face to face internet purchases between private individuals after incidents occurred nation-wide with internet transactions being linked to acts of violence. The areas are intended to provide a reliable, safe location for the public to conduct interactions and exchanges in a safe environment after purchasing an item from another individual using the internet. The North Syracuse Police Department has updated its exterior security camera systems to enhance camera footage in our Safe Exchange Zone, located at the North Syracuse Police Department.

Through our community outreach efforts, we have identified many “at risk” elements that could use resources and attention:

- Drug addiction
- Homelessness
- Mental Health
- Quality of life issues in the Village such as traffic, noise and juvenile complaints
- Domestic Violence

We have, and continue, to partner with non-law enforcement agencies to provide needed services outside of the criminal justice system.

Drug Addiction – The North Syracuse Police Dept. currently provides access to needle a drop box (needle exchange canisters) and drug disposal bins with a “no cost, no questions asked” policy. Available from 0800hrs to 1600hrs or by appointment

All North Syracuse Police Officers have also been trained and issued Naloxone to carry and implement when needed. Naloxone blocks or reverses the effects of opioid effects, including extreme drowsiness, slowed breathing, or loss of consciousness.

Mental Health - We have an active partnership with Liberty Resources, specifically the Onondaga County Mobile Crisis Units, to help people suffering with mental health issues in an attempt to avoid the custodial interactions with police for mental health services. This is an “on call,” on site program, to bring mental health services to non-violent, non-dangerous (not

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suicidal or homicidal at the time) people. This brings the social workers/mental health professionals to the subject in need at non-threatening locations and avoids the feelings of “being arrested” for a mental/medical crisis. This program is currently available on “off hours” but Liberty Resources is working to make it available 24/7.

New This Year 2021 The Police Department also instituted a new Officer Wellness and Mental Health program led by the police chaplain and a patrol officer. As part of the program the North Syracuse Police Department is currently researching a Mental Health and Officer Wellness App from Cordico at an annual cost of \$6000.00. Cordico provides officers and their families Cordico is the world leader in wellness technology for high-stress professions, providing trusted, confidential, 24/7 proactive and preventative wellness support specially developed for law enforcement, firefighters, dispatchers, medical professionals, and others serving in the most demanding and critical roles. Their app is a customized, continuously updated wellness platform which provides handheld access to anonymous self-assessments, peer support, instructional videos, geo-mapping of vetted therapists, one-touch calling, and on-demand tools. It targeting alcohol abuse, anger management, anxiety, behavioral health, brain health and cognitive strength, burnout, childhood adversity, compassion fatigue, COVID-19 resources, critical incidents, depression, emotional health and survival, family support, financial fitness, goal-setting and achievement, grief and loss, healthy habits, heart health, ICAC coping and resiliency, injury prevention, intrusive traumatic images, major life events, marital guidance, mental toughness, mindfulness, nutrition, panic attacks, parenting tips, peak performance, physical fitness, physical therapist videos, posttraumatic stress, relationship success, resilience, sleep optimization, stress management, substance abuse, trauma, suicide risk and prevention, work-life balance, YFFR Yoga for First Responders® videos, and much more. We are currently researching grant options to fund this project and to sustain the annual rates.

Homelessness - Homelessness is not a crime and should not be handled as such. When officers identify an individual that may be homeless or in need of services, that officer has the ability to advise and educate the individual on services available in and around the Central New York area, such as the Rescue Mission.

Domestic Violence – In 2020 the North Syracuse Police Dept. partnered with Vera House of Syracuse in an effort to better serve victims of domestic violence and to combat domestic violence incidents. All domestic violence reports prepared by the North Syracuse Police Department are forwarded to Vera House for additional follow up by a counselor at Vera House. This allows for quicker interaction from a professional domestic violence advocate.

Recruitment and Retention of a diverse workforce- The North Syracuse Police Department also took an active role in trying to recruit a diverse workforce as recommended by the Governor’s report on Police Reform and Reinvention Collaborative. Although we are governed by NYS and Onondaga County Civil Service rules, we highly support hiring a diverse workforce and the inclusion of all represented demographics of our community. The Village places police officer positions on INDEED and utilizes all of our social media platforms as well as both the Village and

police dept. websites in an effort to gather more diverse candidates for future police officer vacancies.

Dealing with Mental Hygiene Situations

The North Syracuse Police Department recognizes the importance of mental health and wellness. This includes mental health for not only members of the public, but members of the department as well.

Public:

It is the policy of the North Syracuse Police Department to take appropriate action when a person appears to be mentally ill and is conducting himself / herself in a manner which is likely to result in serious harm to himself / herself or others. This may include taking custody of an individual to prevent harm. Officers should always use the least amount of force necessary to safely take people into custody (following all policies and procedures) when this must be done. We further recognize that mental health is not in and of itself a crime, and should not be handled in the same way. The North Syracuse Police Department has partnered with Liberty Resources (Mobile Crisis Support) to help provide crisis stabilization to individuals experiencing emotional distress. All efforts should be made to connect people in crisis with the appropriate services to avoid the need for police custodial interventions. The North Syracuse Police Department utilizes our police chaplain program to also assist police officers on calls for service in which a chaplain may be beneficial to the public and have a positive outcome. The police dept. has also increased training in the area of mental health awareness and officer wellness by sending personnel to training when available, For example in January of 2021 The New York State Office of Mental Health, Division of Forensic Services offered an in-service program designed to assist law enforcement personnel in recognizing emotional distress and to prepare them to de-escalate emotionally charged situations to achieve a safer resolution for both the public and law enforcement, as well as, to discuss strategies for increasing officer wellness. This course covered several topics including:

- A review of the signs, symptoms, and indicators of mental illness
- Using communication skills for deescalating and intervening in situations with emotionally distressed persons
- An overview of applying Mental Hygiene Law
- Officer Wellness strategies and resources

Department Personnel:

The North Syracuse Police Department recognizes that Law Enforcement is one of the most stressful occupations with higher than average rates of alcohol abuse, divorce and other stress related issues. There have been efforts to develop and maintain initiatives that improve health and wellness. The Village of North Syracuse also provides any officer (or town employee) the ability to contact Employee Assistance Programs if needed. These services are available 24/7, 365 days, to any employee or family member in crisis. Multiple services can be used to include, but not limited to: helpepeople-eap.org and NYS EAP. Both services keep individual's information anonymous, and assist in stress management and help keep officers emotionally and psychologically stable. In 2020, the North Syracuse Police Department partnered with NYS EAP to deploy a rapid response to members that may be in crisis or experiencing symptoms

It is the policy of the North Syracuse Police Department to establish policies and procedures for accepting civilian complaints and standards that define the authority, policy and procedures for receiving, accepting, reporting, and conducting internal investigations within the North Syracuse Police Department, as well as define the authority and responsibility delegated to departmental supervisors for the maintenance of discipline.

In September of 2019 Chief William Becker took command of the North Syracuse Police Dept. and did a complete review of all North Syracuse Police Dept. policies and procedures, internal investigations and citizens' complaints. They were updated during that time.

The North Syracuse Police Department depends upon the personal integrity and discipline of all officers and staff. To a large degree, the public image of this Department is determined by the professional response of the department to allegations of misconduct by members.

The North Syracuse Police Department shall:

1. Promptly, competently, professionally and impartially investigate all complaints relative to the department or its members' responses to community needs.
2. Take appropriate corrective action, to include disciplinary action in all cases where an investigation substantiates a violation of law, orders, rules, regulations, policies or procedures of the North Syracuse Police Department.

The Department encourages citizens to bring forward legitimate complaints regarding misconduct by department members. Department members shall receive complaints courteously and shall handle them efficiently. Complaints, regardless of their nature, can be received in person, by mail, by email, through our website, APP or by phone at any time.

Procedural Justice / Quality Assurance Surveys

The National Initiative for Building Community Trust and Justice describes Procedural Justice as a “focus on the way police and other legal authorities interact with the public, and how the characteristics of those interactions shape the public’s views of the police, their willingness to obey the law, and actual crime rates. Mounting evidence shows that community perceptions of procedural justice can have a significant impact on public safety.”

Procedural Justice is based on four central principles:

1. Treating people with dignity and respect
2. Giving citizens “voice” during encounters
3. Being neutral in decision-making
4. Conveying trustworthy motives

These are principles that we share at the North Syracuse Police Department. In December of 2020 we created a Quality Assurance Survey (QAS) to start identifying the public perception of how these Procedural Justice Principles are being applied.

A quality assurance survey will be conducted once a year, in December. When completed and compiled it will be used to identify:

- a. overall agency performance
- b. overall competency of agency employees
- c. citizens' perception of officers' attitudes and behavior
- d. Community concern over safety and security within our service area; citizens' recommendations and suggestions for improvements

The survey will be used as a platform for organizational learning and should answer questions about the image and perceived quality of policing in our community. We believe that the image and perceived quality of policing affects public trust. The surveys will address all sections of the community, and a final survey PowerPoint presentation shall be posted on the dept. website.

Statistical Data Collection

Data is an important tool for improving accountability. The North Syracuse Police Department currently collects data and monitors situations in a multitude of categories. At this current time specialty data is collected on:

- **Calls for service** (to include locations for hot spot problem addressing)
- **Arrests** (to include but not limited to: Race, Sex, Ethnicity, Age, Class of Main Offense, and Nature of Main Offense)

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- **Domestic Complaints**
- **Traffic Accidents**
- **Property Checks** (residential and businesses)
- **Subject management reports** (to include but not limited to: Race, Sex, Ethnicity, Age, Tool/Technique, reason for interaction, and Injuries to any subjects)
- **Drug related cases** (to include overdose investigations and the types of drugs involved)
- **Community Oriented Policing / Neighborhood Engagement Activities**
- **Training** (to include courses and topics completed)
- **Homeless contacts**

North Syracuse Police Reform and Reinvention Initiatives

- The Police Dept. worked collaboratively with North Syracuse Police Benevolent Association when it developed and implemented the In-Car and Body Worn Camera (BWC) Policies and Procedures.
- The Police Dept. purchased ten (10) WatchGuard Body Cameras and support equipment from unbudgeted fund at a cost of \$29,295.75 in 2018
- The Police Dept. developed numerous trainings and programs, including an Officer Wellness program and policy, less than lethal program and policy, increased firearms training to three times a year, identified areas for additional training requirements such as de-escalation requirements and implicit bias training, acquired access for mental health assistance on specific calls for service.
- The Police Dept. developed a citizen's police satisfaction survey that was placed on department website, with results presented on department website, Use of Force Policy after being reviewed by the District Attorney placed on website as well. The items listed in the bullet statements below have been the three main topic identified in our department survey.
 - Traffic enforcement
 - Lack of personnel
 - Quality of Life issues in the Village of North Syracuse

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- The Police Dept. through website and other social media platforms, solicited residents and business owners and formed a Citizen Advisory Committee with recommendations and suggestions placed on the departments website.
- In the November and December Village Board meetings the Village of North Syracuse Mayor discussed information updates on the current status of the reform plan and asked for community input.
- The Police Dept. purchased SURVEY MONKEY for the Citizen Satisfaction Survey and questions were developed
- In early January 2021, the North Syracuse Police Citizen satisfaction survey was placed on the police department website, APP and Facebook page from January 22nd to February 8th 2021. Over 270 responses were submitted with a heavy focus on quality of life issues, traffic enforcement, community policing, and an approx. 86% overall high confidence in the professionalism of the North Syracuse Police Department
- On February 18th 2021 a Citizen Advisory Board Meeting was held at Village of North Syracuse Community Center, The Police Chief, Mayor, Police Liaison and Sergeant presented the committee with a current police operations PowerPoint. The Police Chief held a question and answer session along with documenting the committee input. The listed bullet statements indicate recommendations from the committee.
 - Additional youth programs and positive interactions with local youth. Possibly promoted through the 2021 proposed Police Explorer Post for the North Syracuse Police Department
 - Additional training and awareness is recommended for individuals with special needs. For example individuals with Autism and Mental health issues.
 - Committee noted that policies of the North Syracuse Police were in good order. Having been just inspected and re-accredited on July 24th 2020, the New York State Accredited agency is a checks and balances for all New York State Law Enforcement agencies.
- On January 5, 2021 the Onondaga County District Attorney's Office approved the county-wide community input and forum dates for release to the general public. Onondaga County released information to local media and the North Syracuse Police Dept. developed a Village of North Syracuse specific community input flyer and

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posted the flyer on social media platforms and sent to local media on March 5th 2021

- The Police dept. amended its Grooming Standards on a trial basis allowing for facial hair. Studies indicate police are more approachable with younger generations in regards to appearance.
- As part of reimagining the police dept., Chief Becker is developing a new community input program in 2021 titled Chat with the Chief, a bi-monthly event the Chief will hold virtual community input session; during these sessions the Chief will answer questions, document concerns and compliments as a part continued community input.
- January 5, 2021 the police dept. developed a North Syracuse Police Dept. specific flyer for the January 14, 2021 Onondaga County Community input and forums. Flyer was be posted on dept. website, social media platforms and sent to local media.
- January 14, 2021 Chief Rotunno from the Town of Cicero Police Dept. and Chief Becker from North Syracuse Police Dept. attended the Zoom meeting for the Northern Onondaga County NYS Police Reform and Reinvention Collaborative Community Input Session.
 - During the Zoom meeting input was received that police in general need to have better communication between the police and hearing impaired. Chief Rotunno took this recommendation and purchased ten (10) KwikPrint Law Enforcement Visual Aid Language cards that will be placed in Cicero patrol vehicles as a quick reference for patrol officers. North Syracuse Police Dept. is currently evaluating several products which can assist officers in communicating with a hearing impaired subject.
 - During the Zoom Meeting one resident sent input through the countywide community input website commenting on lack of police presence and speeding vehicles in the North Syracuse and Town of Cicero. Chief Becker and Chief Rotunno commented that this is also a part of the community input form the police survey. Both agencies are working together to address these concerns.
- Final Onondaga County Police Reform and Reinvention Plan was submitted for approval at the Onondaga County Legislature on March 9th 2021.

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- Onondaga County Police Dept. Reform and Reinvention Plan was submitted to the Village of North Syracuse Board for adoption on – **Resolution #**
- The North Syracuse Police dept. Reform and Reinvention Plan – addendum was submitted to Village board for adoption on – **Resolution #**

Please take a moment to visit the North Syracuse Police Department website at <https://northsyracusepoliceny.com> and review our detailed annual reports for a comprehensive view of the remarkable work and programs the men and women of the Village of North Syracuse Police Department do each year.

END OF REPORT