

SCHENECTADY COUNTY
SHERIFF'S OFFICE
POLICE REFORM and
COMMUNITY
COLLABORATION

Office of the Schenectady County Sheriff, Dominic Dagostino



Agenda

- Meeting protocol
- Overview
- Stakeholders and Sheriff's team
- Action items and responsible individuals
- Implementation

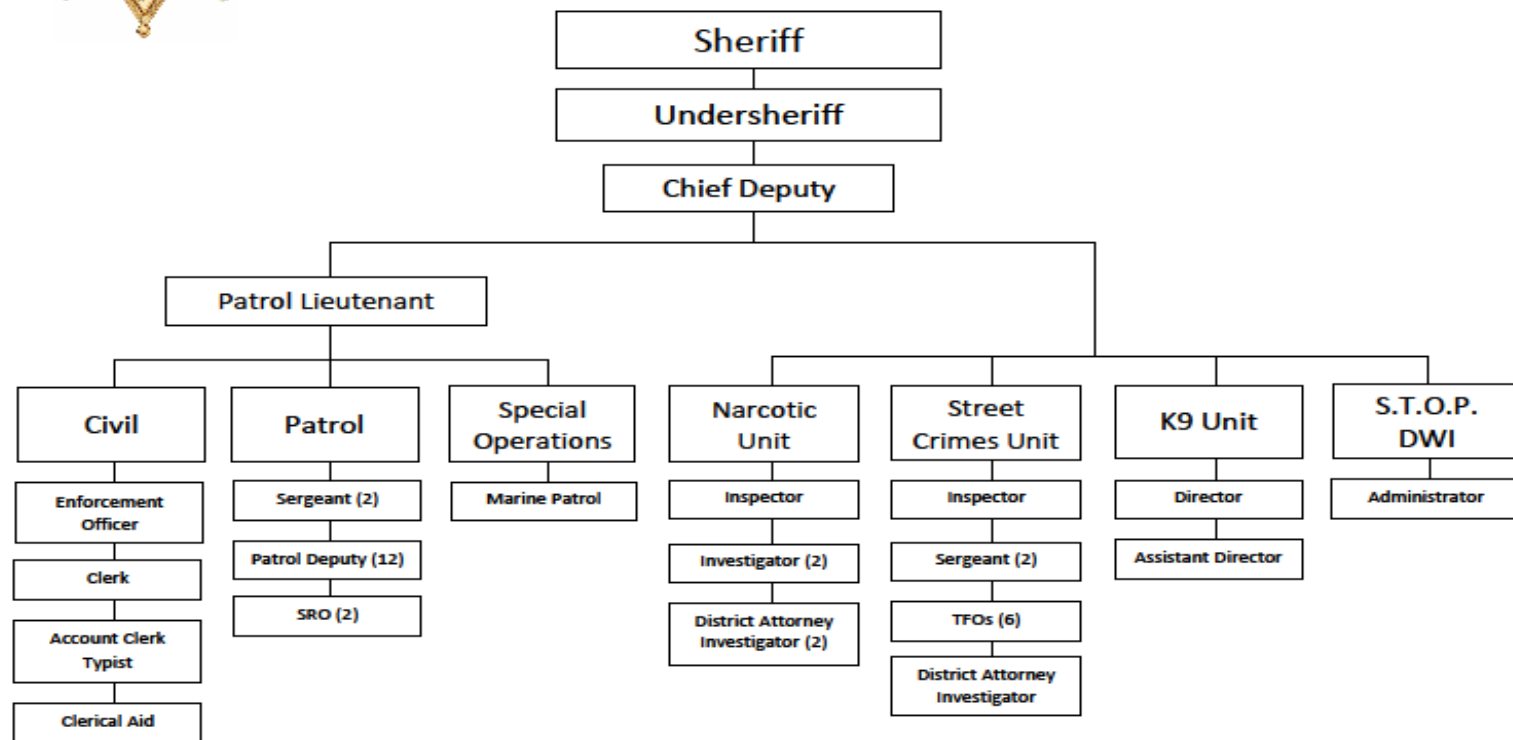
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Schenectady County Office of the Sheriff

Official Patrol Division Chain of Command



Stakeholders

- Sheriff's Office
- District Attorney
- Public Defender
- Youth L.I.F.E Support Director
- Mental Health and Social Services
- Faith Based Community Groups
- Local Elected Officials
- Community Members
- Business Owners
- Others as Identified

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Executive Order 203

On June 12, 2020, Governor Andrew Cuomo signed an Executive Order requiring each local government in the State to adopt a policing reform plan by April 1, 2021. To ensure these plans are developed through an inclusive process, Governor Cuomo called for the New York State Police Reform and Reinvention Collaborative.

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Executive Order 203

To rebuild the police-community relationship, each local government must convene stakeholders for a fact-based and honest dialogue about the public safety needs of their community. Each community must envision for itself the appropriate role of the police. Policies must be developed to allow the police to do their jobs to protect the public and these policies must meet with the local communities' acceptance. "Collaborative" is the key word.

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Collaborative Process

- Review the needs of the community served by its police agency, and evaluate the department's current policies and practices
- Establish policies that allow police to effectively and safely perform their duties
- Involve the entire community in the discussion
- Develop policy recommendations resulting from this review
- Offer a plan for public comment
- Present the plan to the local legislative body to ratify or adopt it
- Certify adoption of the plan to the State Budget Director on or before April 1, 2021.

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OUR MISSION STATEMENT

MISSION STATEMENT

The mission of the Schenectady County Sheriff's Office shall be the protection and preservation of the rights, lives and properties of all persons, through the fair and impartial enforcement of the law, regardless of such person's race, creed, color, ethnicity or social standing. The department will operate with total transparency while receptive to the voices of the community and our officers.

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Reform Plan

Reform Plan Must Address;

- The use of force by police officers
- Crowd management
- Community policing
- Implicit bias awareness training
- Procedural justice, addressing systemic racial bias or racial injustice in policing
- De-escalation training and practices

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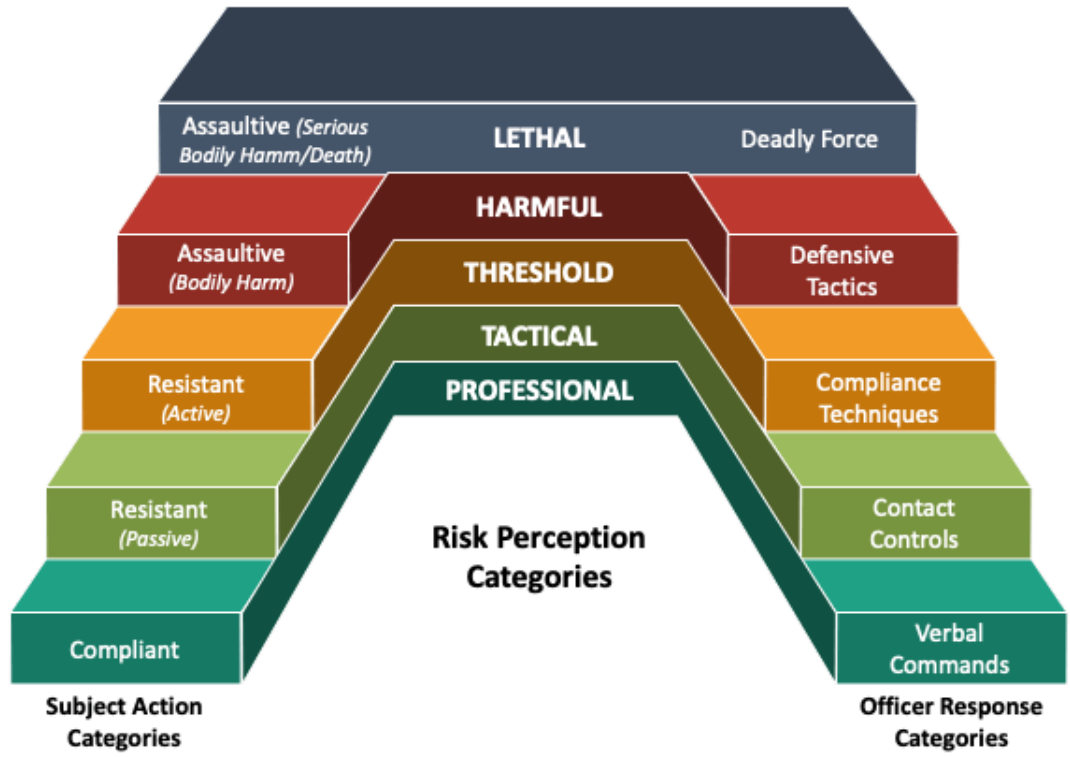
Reform Plan

- Law enforcement assisted diversion programs
- Community-based outreach and conflict resolution
- Violence prevention and reduction interventions
- Focused deterrence
- Crime Prevention Through Environmental Design (CPTED)
- Model policies and guidelines by the New York State (MPTC) Municipal Police Training Council and the New York State (DCJS) Division of Criminal Justice Services
- New York State Law Enforcement Accreditation Program
- A transparent citizen complaint disposition procedure

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Use of Force Continuum



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Crowd Management

- Know the crowd/audience/attendees
- Plan in advance – have enough personnel working
- Inform the relevant parties – contact local partners, businesses, law enforcement
- Make a risk assessment – identify potential dangers and plan on how to keep people away from them
- Have an emergency plan & contingency plan
- Use signage – avoid having to answer a lot of questions, people need to know where to go and where not to go

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Community Policing

- Bike Rodeos
- Safe Child ID
- Project Life Saver
- Child Safety Seat Check
- K-9 Demonstrations
- Community Holiday Events
- Toys for Tots
- Prescription Drug Take Back Program
- House Checks
- Pistol Permits
- Vehicle lock outs
- Pedestrian Safety Initiative
- Law Enforcement Explorer Post

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Community Bike Rodeo

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Project Lifesaver







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Empowering our Deputies

Completed Training

- De-escalation training and techniques
- Procedural Justice 1

Upcoming Training

- Procedural Justice 2
- Implicit Bias (Procedural Justice 3)

Refresher trainings each year for above topics

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Principled Policing

Procedural Justice



Voice

Listen

Neutrality

Fair & Impartial

Respect

Treatment of others

Trustworthiness

Transparent

Anthony Geraci,
Chief (Ret.)

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Reform Meetings

Partnered and collaborated with several law enforcement agency reform meetings:

- City of Schenectady PD
- Town of Rotterdam PD
- Town of Niskayuna PD

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Neighborhood Meetings

A representative from the Sheriff's Office attends each monthly meeting in the following towns:

- Town of Duanesburg
- Town of Princetown
- Village of Delanson

Purpose is to give the community a voice for any related concerns

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Youth L.I.F.E. Support Network, Inc.



Youth L.I.F.E. Support Network, Inc. is a community-based 501(c)(3) non-profit organization with a focus on public safety operating in the Capital Region.

Jamel Muhammad, President-CEO

Cell: (518) 229-1015 Email: j.Muhammad@ylsninc.org

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Criminal Justice & Law Enforcement Partnership & Collaboration

1Life2Live – Gun & Gang Violence Prevention & Intervention Program

Implemented Under Sheriff's Department October 2014 funded in part by the Schenectady County Legislature and the G.I.V.E. Initiative (Gun Involved Violence Elimination)

Objective – Reduce the number of retaliatory shootings in the county

Violence Interrupters/Outreach Workers

Hospital Response – Epicenter of emotions and where retaliation is likely to be planned/initiated

Respond to site of incident – Engage community to get information to “Contain, De-escalate, and Mediate” conflict

Case Management – Those at the highest risk of shooting or being shot (each Outreach Worker carries a caseload of 9 – 12 participants)

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Back2Life – Reintegration & Transition Support Program (Facility Component)

Housed under Inmate Services Coordinator inside Schenectady County Jail

Has two components – Facility Component & Community Component

Facility Component

Part-time Discharge Coordinator

Master Social Worker Student

Meets with all sentenced Inmates who are residents of Schenectady County to conduct a needs assessment to assist with a stable transition back to the community.

The Discharge Coordinator assists with:

Securing housing

Connecting to support services (DSS, Mental Health, Substance Use, etc.)

Health Insurance

Obtaining State ID and birth certificates

Transitioning to Community Component

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Back2Life – Reintegration & Transition Support Program

Community Component

- Community Transition Coordinator
- Meets with inmate releasing back into the county at the jail once needs assessment is conducted to support successful discharge and transition
- Follows up with services (DSS, Mental Health, Substance Use Treatment, etc.) and secures appointments.
- Does follow-up with residence arrangements to ensure that planned residence is still secure (contacts family/significant other)
- Assists with job preparation and placement
- Assists with access to education and trainings
- Maintains follow-up contacts for up to 1-year post-release to support reintegration process and stability

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L.E.A.D. (Law Enforcement Assisted Diversion) Initiative

L.E.A.D. is a new harm-reduction oriented process for responding to low-level drug, alcohol and mental-illness based offenses. L.E.A.D. gives police officers the discretion to divert these offenses out of the criminal justice system for case management. The program is designed to be a multi-agency partnership between the The County, District Attorney, Sheriff, Mayor, Police Department, Center for Community Justice, and the Business Improvement District and Youth L.I.F.E. Support Network, Inc.

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L.E.A.D. (Law Enforcement Assisted Diversion) Initiative

In sum, L.E.A.D. is designed to achieve six outcomes:

1. **REORIENT** collective response to safety, disorder, and health-related problems;
2. **IMPROVE** public safety and public health through research-based, health-oriented, and harm reduction interventions;
3. **REDUCE** the number of people—particularly Black, Brown, and Indigenous people—entering the criminal legal system through punitive responses to low-level conduct related to unmet behavioral health needs;
4. **ELIMINATE** racial disparities at the front end of the criminal legal system;
5. **SUSTAIN** funding for alternative interventions by capturing and reinvesting systems savings; and
6. **IMPROVE** police-community relations.

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Problem Oriented Policing

- Our approach to traffic enforcement has changed, *educate the public rather than just issue summonses*
- Focused deterrence
- Gun Involved Violence Elimination - G.I.V.E.
- Crime Prevention Through Environmental Design (CPTED)
- Data-Driven Approaches to Crime and Traffic Safety (DDACTS)

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Crane Street Model

Mont Pleasant Neighborhood Policing and Crime Reduction Initiative

- Collaborated and partnered with Street Crimes Task Force, Schenectady City PD, Probation, Parole and the New York State Police
- High visibility
- Traffic enforcement
- Deputies on foot patrols
- Community oriented policing – engaged the youth with bicycle helmet and ice cream giveaways, engaged at the library, the playgrounds/basketball courts
- Outcome was positive community engagement among businesses and resident community members and reduction in crime and traffic related crashes
- Outreach programs offered by 1 Life 2 Live

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Problem Oriented Policing

- Collaborating with social services and the community
- Partnering with Northern Rivers and the Unified Communications Center, 911 Call Center
- Implementation of policies and procedures for handling emotionally disturbed persons (EDP Diversion)

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Accreditation

- Accreditation is a progressive and contemporary way of helping police agencies evaluate and improve their overall performance.
- The purpose of Accreditation is to enhance the effectiveness, efficiency, and professionalism of an agency, while promoting training and public confidence in law.

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Benefits to Accreditation

- Provides sound guidance for the highly-effective operation and management of our agency based upon professionally developed and legally sound standards that reflect best practices
- Enhance the reputation of the Sheriff's Office within the community and will serve as a source of pride for our deputies
- Implementation of written policies and procedures which must be adhered to
- Can lessen vulnerability to civil suits and costly settlements

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Police Explorer Program

Law Enforcement Explorers Post

Law Enforcement Exploring is the preeminent career orientation and experience program for young people contemplating a career in law enforcement or a related field in the criminal justice system. The program offers young adults, who are at least 14 years of age and have completed the eighth grade and not yet 21 years old, a personal awareness of the criminal justice system through training, practical experiences, competition, and other activities.

Additionally, the program promotes personal growth through character development, respect for the rule of law, physical fitness, good citizenship and patriotism. Law Enforcement Explorer Posts are sponsored by local, state and federal law enforcement agencies throughout the country.

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Explorer Program

GOALS

The goals and objectives of the Schenectady County Law Enforcement Explorer Program:

- Personal growth through development of interpersonal skills, leadership opportunities and teamwork
- Involvement in community service
- Enhance the Explorers preparation for future roles as citizens, community members, leaders, and a law enforcement career.



Accessibility

The Sheriff's Office has a desire and intent to become more accessible to the community.

The website includes a responsive and accessible page that serves as a destination for key focus areas, for example, community engagement and workforce diversity.

High quality service required to improve public trust and legitimacy, the Schenectady Sheriff's Office has an obligation to find new ways to understand and respond to community needs.

Effective community engagement strategies leverage technology to enable residents and stakeholders to be heard, get involved, and collaborate with police and fellow citizens for solutions to community problems.

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THANK YOU

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