

# NEW YORK STATE POLICE REFORM & REINVENTION COLLABORATIVE

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POLICE REFORM & REINVENTION PLAN RESPONSE TO NYS  
GOVERNOR CUOMO EXECUTIVE ORDER #203

CAYUGA COUNTY SHERIFF'S OFFICE

Cayuga County Legislature | Chair of the Legislature

*DRAFT FOR PUBLIC RELEASE & COMMENT PERIOD*

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## INTRODUCTION

New York State Governor Andrew Cuomo issued Executive Order #203 on June 12, 2020, requiring each municipality in New York State, including Cayuga County, to prepare and adopt a Police Reform Plan by April 1, 2021 (the “Plan”). To build these plans on a foundation of inclusiveness and community participation, the Governor put forth the New York State Police Reform & Reinvention Collaborative to provide a framework for collective community effort when preparing the Plan.

This document presents the Cayuga County Sheriff's Office Police Reform Plan that was developed through a community-focused public participation process undertaken in partnership between the Cayuga County Sheriff's Office and the City of Auburn Police Department. In Cayuga County, there is a long and successful history of collaboration and mutual support between the County Sheriff's Office and the Auburn Police Department. This strong working relationship informed and enhanced the development of the plan presented here.

## CONNECTING BRIDGES – MISSION STATEMENT

Continuing with the strategies and objectives that have been employed by the Cayuga County Sheriff's Office and the City of Auburn Police Department, this collaborative community effort seeks to perform a comprehensive review of current law enforcement deployments, strategies, policies, procedures, and practices in order to develop a Plan that strives to improve upon them into the future. By utilizing the synergistic “Connecting Bridges” approach, our law enforcement agencies and the people they serve will seek to partner in building mutual trust and respect through understanding of one another while emphasizing the delivery of public safety in a professional, courteous, empathetic, and sensitive way. This will be accomplished if we collectively demand that human dignity for all is the intrinsic goal for the sustained success of these efforts.

## VISION

Cayuga County, its elected officials and its Sheriff's Office will work with the community to create and recommend a plan that incorporates the ideas and needs of the citizens and stakeholders of Cayuga County. Implementation of this plan is to promote fair and just policing, enhance community relations and engagement, and to foster trust and mutual cooperation.

The Plan outlines the public outreach and public participation process and details the joint effort to assemble facilitators and stakeholders into strategic working groups and the organization of public surveys and community forums on current practices and opportunities for reform. The Plan presents recommended Sheriff's Office policies that are responsive to community and peer professional input and feedback and supportive of the Governor's call for police reform and reinvention.

## I. PARTNERSHIPS AND THE PUBLIC OUTREACH PLAN

### Collaborative Partnership: Cayuga County and City of Auburn.

Following the issuance of Executive Order #203 in June of 2020, Cayuga County Sheriff Brian Schenck and City of Auburn Police Chief Shawn Butler convened a meeting of senior staff from both agencies, Cayuga County Legislative Chair Aileen McNabb-Coleman, Auburn City Manager Jeff Dygert, and other elected representatives to begin leveraging the close and collaborative working partnership between the municipalities to perform a comprehensive review of policing in Cayuga County. Together they began to craft a collective public outreach plan to complete the review and broadly inform development of their individual Police Reform and Reinvention Plans that are responsive to the community they serve and protect. These initial working meetings resulted in a Public Outreach Plan comprised of three main components:

- Online and Anonymous Public Surveys on Current Sheriff and Police Practices
- Creation of three (3) Working Groups of Community Leaders with Strategic Focus Areas
- Community Public Forums on Police Practices, Police Reform and Reinvention

Although Cayuga County and the City of Auburn have prepared and are submitting individual Reform and Reinvention Plans in response to Executive Order #203, the planning process and community outreach was a collaborative effort. The community input gathered via public forums, surveys and working groups added community voices and perspective to both Plans. The following chapter discusses the convening of stakeholders and strategic focus working groups.

## II. STAKEHOLDER WORKING GROUPS

### Working Group Organization

Three (3) Working Groups were assembled with each Working Group assigned a focus on two strategic police practice areas. Each Working Group included two facilitators and eight to ten community members. In addition to the members of the Working Groups and facilitators, select staff members of the Cayuga County Sheriff's Office and Auburn Police Department attended each Working Group meeting, making themselves available as subject matter experts, answering participant questions, providing clarification or explanation on current practices or proposed policies and providing insights into their work in and with the communities they serve. In advance of the initial Working Group meetings, all members were provided extensive background materials on current police practice in the County and the City of Auburn, including copies current and proposed police policies. Lastly, copies of the community surveys that were broadly distributed by the Cayuga County Sheriff and the Auburn Police Departments on a parallel timeline with the Working Group meetings, were shared with members of the Working Groups before and between meetings. Meagan Kalet, Officer in Charge of the Port Byron Police Department, and Sgt. Greg Gilfus, Sergeant with the Auburn Police Department and Officer in Charge of the Weedsport Police Department, joined the stakeholder groups as well.



## Stakeholder Composition

The Stakeholders making up the three Working Groups were selected from broad sectors of the community and included civic leaders, professional staff and community organizers within the Cayuga County and City of Auburn community:

- City of Auburn Elected Officials
- Cayuga County Elected Officials
- Village Elected Officials
- Auburn Police Department Leadership
- Cayuga County Sheriff's Office Leadership
- Religious and Faith-Based Leaders
- Social Justice Advocates
- Education and Academic Sectors
- Public Defenders Office
- Social Services and Mental Health Providers
- Victim Advocacy Leaders
- Addition and Peer Advocacy Leaders
- Local Business Owners
- Not-for-Profit Organizations
- Migrant Population Advocates
- Police Union Representatives
- Public at Large Members
- Port Byron Police Department Leadership
- Weedsport Police Department Leadership

## Working Group Focus Areas

### WORKING GROUP I

Working Group I were given the focus area of Police Structure and Training that included the following topics:

#### Police Structure:

- Use of Force Policies
- Body Worn Camera Policy
- No-Knock Warrant Procedures
- General Model Policies and Accreditation Process
- Chokehold Law/Policy

#### Police Training:

- Racial Bias Training
- De-escalation Training
- Duty to Intervene
- Mental Health Intervention
- Officer Mental Health and Wellness

Working Group I were designated two group facilitators representing the City and the County: City Councilor Deb McCormick and Cayuga County Legislator and Chair of the County Health & Human Services Committee, Elane Daly. The ten Committee Members represented a cross section of community leaders and residents:

- William E. (Bill) Berry, Jr., Board Chair, Harriet Tubman Center for Peace and Justice, Inc.
- Brian K. Hartwell, Ed.D, District Superintendent, Cayuga-Onondaga BOCES
- Kathleen Cuddy, Cayuga County Health Director
- Deb McCormick, Auburn City Councilor
- Roger Anthony, Deputy Chief, Auburn Police Department
- Brian Myers, Patrol Sergeant, Cayuga County Sheriff's Department
- Steve Smith, Undersheriff, Cayuga County Sheriff's Office
- Tim Spingler, Sgt. Auburn Police Department
- Stacy Deforest, Corporation Counsel, City of Auburn

## WORKING GROUP II

The dedicated focus area for Working Group II centered on Police Community Relations and Crime Prevention. Specific topics in these related focus group areas included:

Police Community Relations:

- Outreach Programs
- Right to Know Law
- School Safety and Security – SRO – SPO Programs
- Police and Law Enforcement Hiring Process
- Community Collaboration

Crime Prevention:

- Problem Oriented Policing
- Policing Hot Spots
- Focused Deterrence
- Environmental Design & Policing
- Community Policing Initiatives
- Violence Prevention

The two facilitators assigned to assist Working Group II included Chair of the Cayuga County Legislature, Aileen McNabb-Coleman and City of Auburn Assistant Corporation Counsel, Nate Garland. The Working Group was assembled with nine community leaders and residents:

- Laurie Piccolo, Executive Director, Community Action Programs, Seneca/Cayuga CAP
- Josh Czyz, Chaplain, CC Sheriff and Auburn Police Departments, NYSDOCCS
- Chris Major, Patrol Officer, Auburn Police Department, SRO 2005-2019
- Stephanie Hutchinson, Executive Director, Auburn Housing Authority
- Jim Slayton, Lieutenant, Auburn Police Department
- Michael Wellauer, Lieutenant, Cayuga County Sheriff's Office
- Jim Basile, Mayor, Village of Fair Haven
- Bud Shattuck, Mayor, Village of Union Springs
- William Sherman, Mayor, Village of Cayuga

## WORKING GROUP III

Working Group III were given the focus area of Alternatives to Police Response and Procedural Justice that included the following topics:

Alternatives to Police Response:

- Proper Response to Non-Criminal Calls
- Diversionary Programs and Courts-Alternative to Arrest/Incarceration
- Community Court
- Community Partners
- Expectations from our Community: What kind of Police Force/Response do we want/expect

Procedural Justice:

- Implicit Bias
- De-escalation
- Transparency in Media and Public Communications
- Complaint Process
- Community Input – Having a Voice to ensure trust, fairness and accountability.

Working Group III were also designated two group facilitators representing the City and the County: City Manager Jeff Dygert and Cayuga County Planning & ED Director Steve Lynch. As with the other Working Groups, this group included Committee Members representing a cross section of community leaders and active residents. The ten members were:

- Dr. Rhoda Overstreet-Wilson, Ex. Dir., Westminster Manor; Board President, Booker T. Washington Community Center; Vice President, Auburn-Cayuga Branch, NAACP.
- Heather Petrus, MS, LMHC, Executive Director, Cayuga Counseling Services
- John Socci, Founding Member, HEAL
- Lloyd Hoskins, Executive Director, Cayuga County Youth Bureau; Administrator, Cayuga County Assigned Counsel Program; STOP-DWI Coordinator
- Kyle Platt, Captain, Auburn Police Department
- Fred Cornelius, Detective Lieutenant, Cayuga County Sheriff's Office
- Jimmy Giannettino, City Councilor, City of Auburn
- Nicole Stewart, Detective, Cayuga County Sheriff's Office
- Ricardo & Kathy Aguilar, Migrant Farm Worker Advocates
- Sgt. Greg Gilfus, Officer in Charge, Weedsport Police and Sergeant Auburn Police Departments

## PUBLIC SURVEY AND PUBLIC INPUT

### Public Survey

Community input was gathered throughout the development of the Plan. At the early stages of framing the plan process and soliciting stakeholder participation, two (2) online community surveys were developed individually by the City of Auburn Police Department and the Cayuga County Sheriff's Department, respectively. Each of these complimentary community surveys on local law enforcement were released in mid-November of 2020, and circulated via a number of social media, online and direct contact platforms. Survey outreach included local media releases including press, radio and television outlets, were emailed directly to each stakeholder Working Group member, and emailed to the entire countywide contacts list, including County employees, elected and appointed officials. The surveys were posted on the Sheriff and Police Department websites with easy and anonymous access available to anyone with feedback to share.

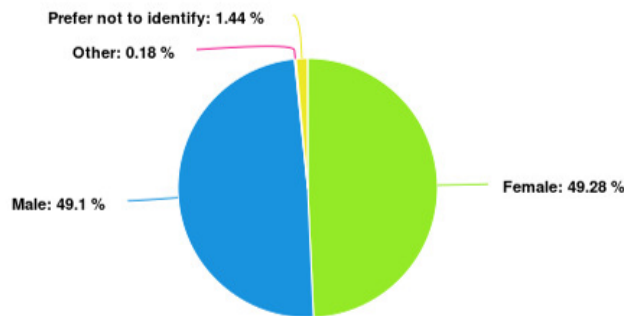
Periodically, before and between Working Group Stakeholder Meetings, up-to-date summaries of the survey results were circulated to all participants and facilitators. This informed and enhanced the stakeholder conversations and provided a periodic benchmark to measure the success of outreach efforts as they evolved in response to survey participation rates and demographics.

A copy of the public survey on policing prepared by the Cayuga County Sheriff Office and a listing of all of the comments received from the individuals who participated in the survey, broken out by category, is included in **Addendum B** of this document. These materials are also located on the Sheriff Office website, on the home page. Readers can access these online materials, under the Community Collaborative heading, via the following hyperlink: [http://www.cayugacounty.us/155/Sheriffs-Office#tabc9f226f9-8d49-44da-aa29-4a8e2c1a6e5f\\_1](http://www.cayugacounty.us/155/Sheriffs-Office#tabc9f226f9-8d49-44da-aa29-4a8e2c1a6e5f_1).

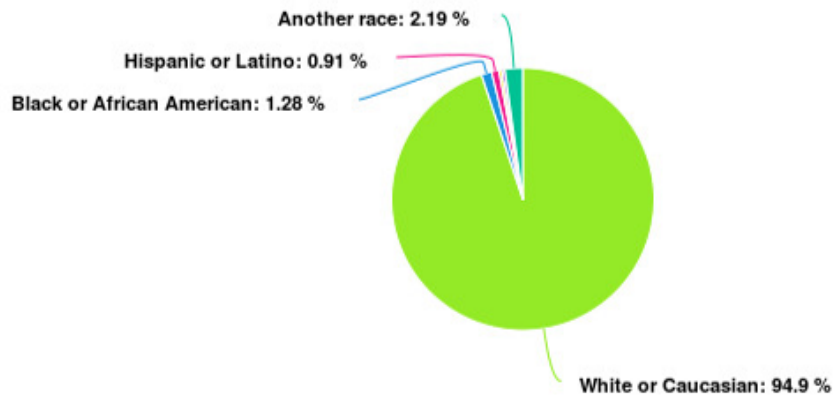
### SURVEY DEMOGRAPHICS

The Cayuga County Sheriff's Office provided the following charts showing the demographic profiles of survey participants, with additional charts that break out response categories for select survey questions.

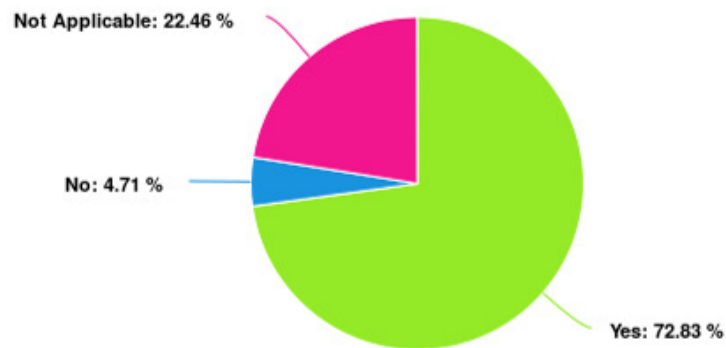
What is your gender?



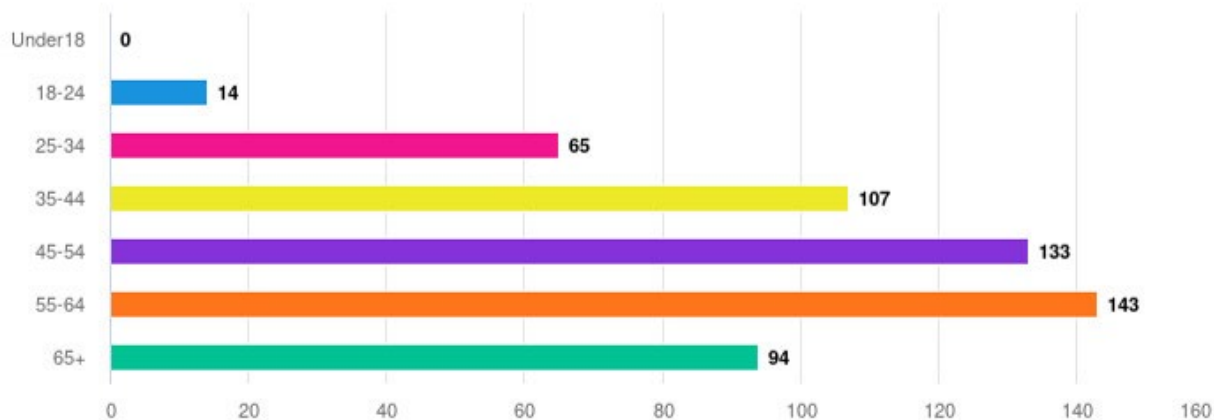
What is your race?



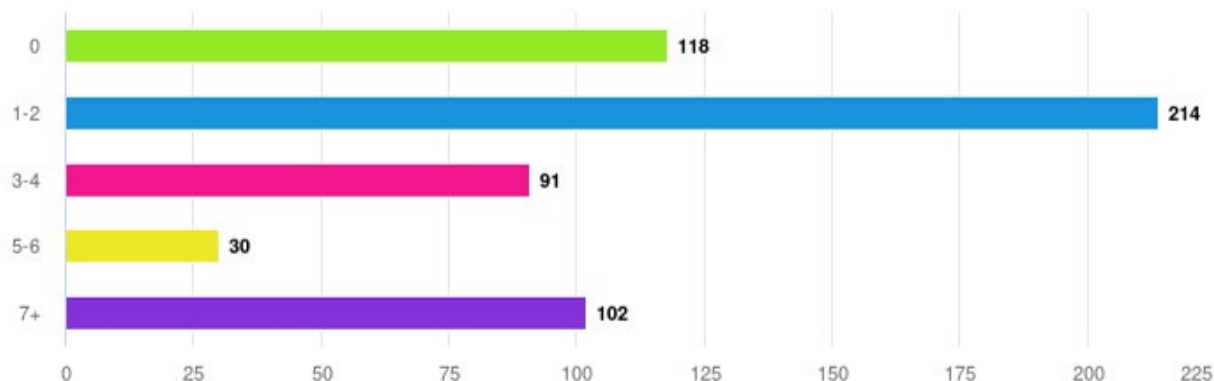
When you had contact were you treated professionally, with dignity and respect?



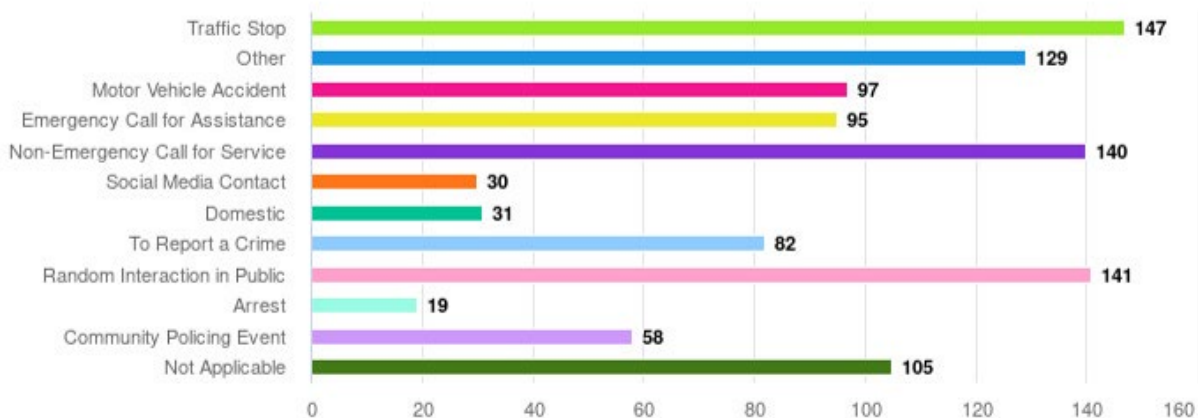
### What is your age group?



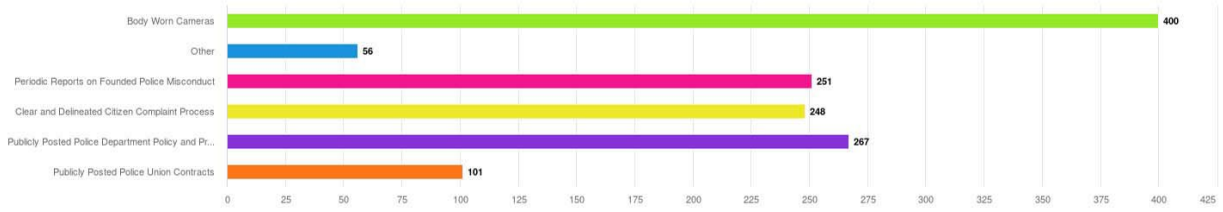
### How many times have you had contact with the Cayuga County Sheriff's Office?



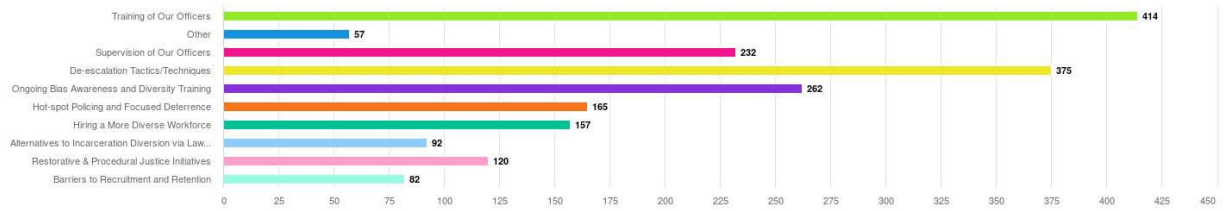
### What type of Police contact did you have? (Please select all that apply.)



What Are Some Ways the Cayuga County Sheriff's Office Can Improve Our Transparency and Accountability? Choose all that apply



What Does Equality and Social Justice in Regards to Local Law Enforcement in Our Community Mean to You? (You May Choose Up To (5) Responses

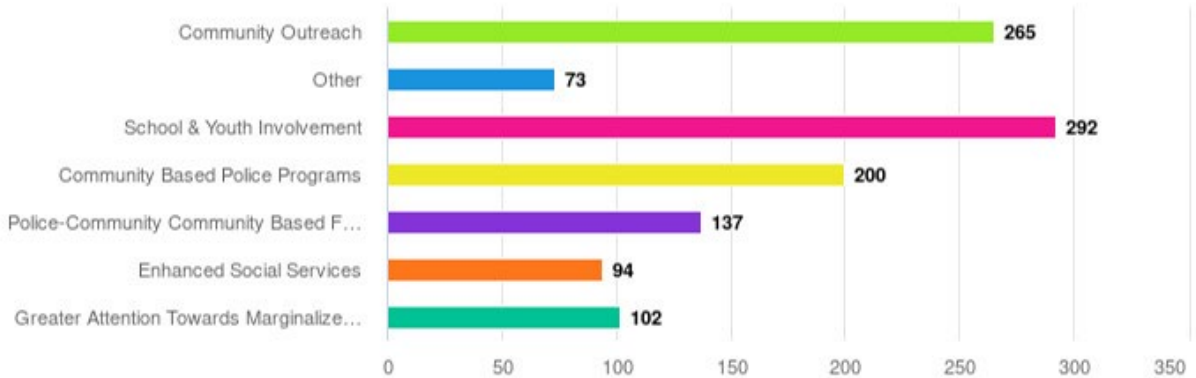


Do You Support a Residency Requirement for New Police Officers Hired by our Agency?

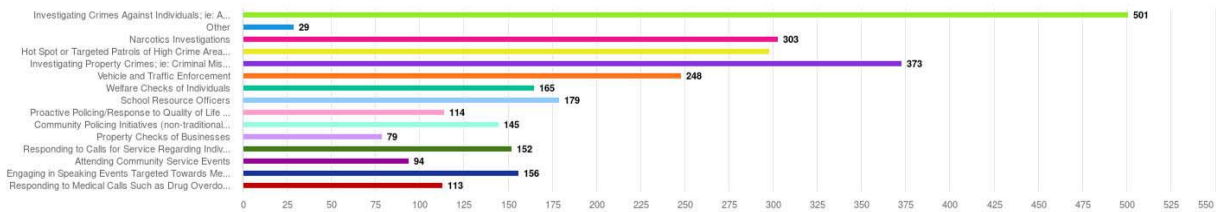




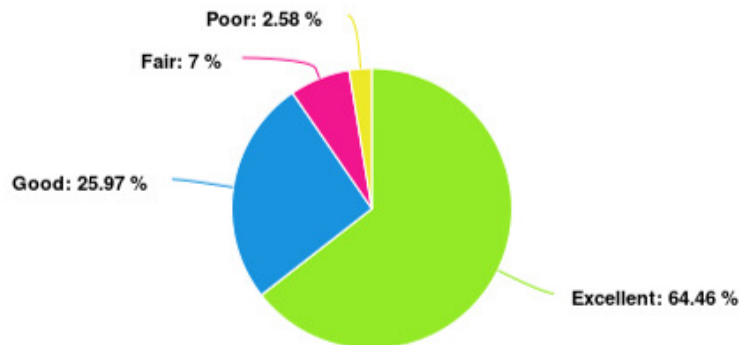
## Which of the Following Ways Can the Cayuga County Sheriff's Office Improve and Build Better Relationships with the Community at Large?



What police services are most important/beneficial to you? (Pick up to 5 responses)



Overall, how well do you feel the Cayuga County Sheriff's Office does in providing services to the community?



## Working Group Meetings

An introductory meeting was held on November 18, 2020 for all members of the three Working Groups, the group facilitators and law enforcement support staff. The County Sheriff and Auburn Police Chief, along with the Chair of the County Legislature and Auburn City Manager, outlined the requirements of Governor Cuomo's Executive Order 203 and the collaborative framework involving the Working Groups, Public Forums and resident surveys.

Due to meeting constraints associated with the COVID-19 Pandemic, all of the stakeholder Working Group meetings would be conducted virtually using the ZOOM meeting platform. To simplify logistics and expedite Plan development, each of the three Working Groups scheduled their meetings on the same dates and times.

Two (2) Working Group meetings were scheduled for each of the three Working Groups:

- The first Working Group Meetings were scheduled for Tuesday, November 24, 2020 at 3:00 PM; and
- The second Working Group Meetings convened on Tuesday, December 8, 2020, also at 3:00 PM.

Prior to the first Working Group meeting, all stakeholders were provided with extensive information on current law enforcement policies and practices at the County Sheriff's Office and the Auburn Police Department. Additional information and background on Executive Order 203, the concurrent accreditation process for each department and the two independent community surveys were circulated to all participants.

The assigned facilitators worked with each of the three Working Groups during the November and December work sessions to consider, discuss and provide feedback on the law enforcement topics provided to the individual groups. As expected some focus areas generated more discussion than others and some items discussed in the November meeting required follow up or the participation of subject matter experts during the second Working Group sessions in December.

The facilitators prepared meeting minutes and recaps that were available to all participants. A summary of the Working Group Meetings is provided below, along with hyperlinks to the online recordings and minutes for each meeting.

### WORKING GROUP I, MEETING #1 | NOVEMBER 24, 2020

The meeting opened with introductions and a discussion of Working Group goals and expectations in relation to the overall objective of Executive Order No. 203. Working Group I was charged with reviewing Police Structure and Training. It was noted that the Group received copies of policies, training information, and other records from both APD and CCSD to guide and inform our discussions. The following is a summary of the focus areas discussed.

#### *Duty to Intervene/ Use of Force/Body Worn Cameras/No Knock Warrants*

Representatives from both the Cayuga County Sheriff's Office and the Auburn Police Department discussed policy and procedures. It was noted that both agencies ban choke holds. The Cayuga County Sheriff's Office's

Use of Force Policy No. 0300 is included in Addendum A. It was noted that any use of force beyond handcuffing requires a force form to be completed, which is then reviewed internally. The Cayuga County Sheriff's Office typically engages in fewer use of force instances annually when compared to the City of Auburn Police Department. In 2020 for example, the CCSO reported fifteen (15) use of force instances with the Road Patrol Division out of a total of 338 arrests (~4.5%). As of mid-February 2021, there was only a single (1) use of force incident reported. As a point of reference and comparison, APD reported to the group that since the start of 2020, approximately 100 instances of use of force forms were submitted out of a total 1,056 arrests made (~9%). The Group then moved on to discuss whether there would be consequences if required intervention and reporting did not happen. How serious is this violation and is there disciplinary action in accordance with policy?

Turning next to the issue of Body Worn Cameras, it was noted that neither the APD nor CCSO use this technology. Currently, Law Enforcement Leadership reported, the expense of data management, equipment, record keeping, and administration at this time are prohibitive and make implementation impracticable. The Cayuga County Sheriff's Office, despite funding and operational challenges, reported that the Office supports future use of Body Worn Cameras.

The Group was introduced to the topic of No Knock Warrants. No Knock Warrants are not frequently used by the Sheriff's Office, and, when employed, a tactical team would be involved. APD staff reported that No Knock Warrants are more frequently used in the City of Auburn for reasons including officer safety and the efficacious securing of evidence (typically drugs). Additionally, APD Staff noted, a threat matrix is used to evaluate need for a No Knock Warrant. APD leadership noted the No Knock Warrants were avoided when children are known to be in the home, and that alternate methods, such as breach and hold, are used.

The Cayuga County Sheriff's Office does not currently have a stand-alone policy on No-Knock Warrants. The Department is currently working with Lexipol on revision and expansion of current law enforcement policies as the Department moves towards accreditation. A policy on No-Knock Warrants will be developed during this process. The APD noted that their warrant policies have been developed, also in collaboration with Lexipol, and links will be included in their Police Reform and Reinvention Report Plan. The Group wrapped up this topic by discussion on whether a No Knock Warrant places officers in a position to use deadly force by fact that they are breaking down a door.

### *Police Training, Implicit Bias and De-Escalation*

Implicit Bias Training is ongoing in both agencies. Training begins at the academy for new officers and continues annually as part of other ongoing training. The BOCES Superintendent in Work Group 1 highly recommended a training his organization offers, 'Responsiveness and Implicit Bias Training.' A leading community member and academic added that there are discussions with BOCES and APD about bringing professional, bias-specific training to law enforcement. The BOCES superintendent noted the possibility of implicit bias training becoming part of the BOCES Criminal Justice curriculum.

Law enforcement command staff explained that officers are trained in techniques to use to reduce tension in high stress situations to lessen use of force, i.e. enhanced communication skills and awareness of body language. However, it was noted, that incidents where de-escalation is needed are more challenging for new, younger officers. These officers would benefit from more training and skill development, it was suggested. De-escalation strategies are incorporated into each department's Crisis Intervention Incidents policies. The purpose of these policies, it was noted, is to provide guidelines for interacting with those experiencing mental health or emotional crisis. Please note that the Cayuga County Sheriff's Office does not currently have a dedicated policy regarding Crisis Intervention. As the department continues policy development with the assistance of Lexipol, the stakeholder and community feedback provided during development of this Plan will inform the scope and content of a Crisis Intervention Policy. The Group noted that the Auburn Police Department has developed a policy on Crisis intervention, and plans on providing online links to the policy in their Reform Plan. The Group agreed that there has been significant effort put into this area. Agencies have CIT (Crisis Intervention Teams) with trained officers to deal with individuals in crisis. There is a mobile crisis 3/3 team (Liberty Resources) that is also used and works well with community providers that assist.

Finally, the group addressed Officer Mental Health and Wellness. For both County and City employees, an Employee Assistance Program (EAP) has been in place for several years. It was agreed that more attention to officer mental health and wellness is needed.

This completes the summary of Working Group I, Meeting # 1. Readers may access a video recording of the meeting and view the meeting notes, by clicking on the links below:

- [Subgroup 1 Meeting held November 24, 2020: https://youtu.be/TUyc2bu2ofg](https://youtu.be/TUyc2bu2ofg)
- [Subgroup 1 Meeting Notes 11-24-2020](#)

## WORKING GROUP I, MEETING #2 | DECEMBER 8, 2020

This meeting focused on follow-ups on action items from the November 24<sup>th</sup> meeting. The Supervisor of the Finger Lakes Drug Task Force (FLDTF) provided further information regarding No Knock Warrants. As FLDTF Supervisor he reviews all information prior to requesting a warrant. He noted for the Group that a warrant application was necessarily subject to judicial review before it can be approved. The team is composed of specially trained and experienced officers. Task Force members must have at 3 years of experience on the job and typically have served on the Emergency Response Team. Finally, Task Force Supervisor noted that a threat matrix is used to balance risk and determine need.

The meeting conversation then turned to police interaction with minors. Individuals under 16 are considered juveniles. Age 17-18 are designated as youthful offenders. The question of how the age of a child impacts how they are handled was discussed. It was clarified that specific laws dictate how juvenile and youthful offenders are processed by local law enforcement, emphasizing that law enforcement officers do not make that call. Both law enforcement agencies have officers dedicated to juvenile cases with additional training in

this specialized area. A member of the Cayuga County Sheriff's Office, Mr. Brian Myers, reiterated that each situation is different, and that individual circumstances are always a factor in these cases.

### *Opportunities for Greater Community Involvement in Policing*

A community leader and academic group member posed a big-picture question: how the community can be more engaged in the process, policies and protocols of local Law Enforcement agencies, and how can this engagement be sustained? While lauding the desire of current Law Enforcement Leadership to engage with these sorts of issues, he feared that there was a risk of such engagement ending when there is a change of leadership (a concern also highlighted by members of Working Group 3).

A recent impromptu meeting with APD and community members was mentioned as good example of the benefits of a relationship with community. The Cayuga County Sheriff added that recent community-based initiatives by law enforcement are building a foundation for community involvement. It was then suggested that the creation of a standing group of community members could be created to interface with Law Enforcement after an incident occurs to assist with de-escalation. The benefit would be to get information out in cooperation with law enforcement. This will also potentially mitigate the fallout from wrong or misleading information getting out. For any such group to properly function, a foundation of trust must be established, Group members agreed; building such a foundation is a current top-level goal of both law enforcement agencies. The Cayuga County Sheriff's Office has developed a Draft Community Relations Policy document that is included in Appendix A. The Group also noted that the Auburn Police Department does have a Community Relations policy and will include a live link to the policy in their Police Reform Plan.

This second meeting of Working Group I ended with a discussion on a related matter not included within the scope of Executive Order No. 203: Qualified Immunity. A community leader and academic group member noted Qualified Immunity is a very difficult conversation area and asked what local law enforcement thinking is on this issue. The City of Auburn Corporation Counsel provided a legal explanation and context. Qualified immunity is a longstanding legal defense, which, gives law enforcement immunity from civil liability when acting in a responsible manner. The defense is meant to balance two important interests: the need to protect governmental officials from harassment and liability when they perform their duties in a reasonable manner, while, at the same time, also holding them accountable if they act in bad faith or exercise power irresponsibly. Corporation Counsel explained that there is a bill pending in NY now to try to undo it from a state level, which specifically adds a new cause of action under the New York Civil Rights Law. There is no local discretion on this – Qualified Immunity is a state and federal issue of law.

This completes the summary of Working Group I, Meeting # 2. Readers may access a video recording of the meeting and view the meeting notes, by clicking on the links below:

- [Subgroup 1 Meeting held December 8, 2020](#)
- [Subgroup 1 Meeting Notes 12-08-2020](#)

## WORKING GROUP II, MEETING #1 | NOVEMBER 24, 2020

Working Group II was tasked with discussing two topics: Police/Community Relations and Crime Prevention. Due to some technical difficulties Working Group II was only able to fully discuss Police/Community Relations at this first meeting and addressed Community Policing at the meeting on 12/8/20. Working Group II utilized guidance from the NYS Executive Chambers guidebook to move the conversation along, serving as a roadmap for the meeting.

### *Community & Police Relations Discussion:*

Starting from the bedrock question of how a police department and the community should engage with one another, the group identified attention to marginalized communities as an important need to be addressed. Specific examples proposed for the City of Auburn were holding police/community events at Auburn Housing Authority facilities and/or at the Booker T. Washington Center, with a general desire to engage with the West End community. Officer familiarity with LGBTQ Perspective and People with Disabilities was also proposed as a valuable future goal.

The group moved on to discuss the Right to Know Law. Originating in New York City, Right to Know seeks to demystify police/citizen interactions by opening communication. Simply put, in instances where police are required to stop an individual, Right to Know requires the officer to identify him/herself and inform the citizen of the reason why they have been stopped. Both law enforcement command officers in the group indicated that rank and file would likely not object to the implementation of such practices. It was noted during the Work Group meeting by APD Lt. Slayton that APD policy No. 401 applies in practice much of the Right to Know principles. Group members who headed local services agencies where clients routinely had interaction with the police indicated that their jobs as providers of social services could be more efficient if Right to Know principles could be extended to include an officer providing a business card to their clients. The Cayuga County Sheriff's Office has developed a Bias-Based Policing Policy that emphasizes and affirms the Department's commitment to policing that is fair and objective, and carried out with due regard for the racial, cultural and other differences of those served. A copy of the draft Biased Based Police Policy is included in **Appendix A**.

The group then turned to the development and retention of a diverse corps of officers. It was noted by a clergy member with experience as chaplain for law enforcement agencies that in communities where police officers are traditionally represented, kids aspire to become police officers from an early age. The group discussed what measures could be taken to extend this modeling into underrepresented communities. Although BOCES has a Criminal Justice program, since applicants can't take the required civil service test until they reach 19 years of age, creating a gap between graduation and civil service eligibility where potential recruits can get lost. The introduction of Active Explorer Clubs in schools was suggested as a way to introduce younger students to the profession of policing. APD Lt. Slayton noted that a tailored approach to recruitment was useful, referencing events that the APD had put on in conjunction with the Booker T. Washington Center

in successive years. After the first year's event resulted in none of the event attendees taking the police officer civil service exam, APD analyzed the data and changed their approach. The next year's event resulted in nine attendees sitting for the police officer civil service exam. The group agreed that this flexible approach toward recruitment of underrepresented communities was a best practice to be utilized going forward. The Cayuga County Sheriff's Office has developed Recruitment Policy No. 301 that calls for the Sheriff's Office to develop and administer a comprehensive recruitment program. Readers can review a copy of the Recruitment Policy included in Addendum A. Members of the Work Group noted that the Auburn Police Department has prepared an APD Recruitment Policy and will provide an online link to the policy in their Reform Plan as well.

The final topic discussed in Meeting I was Collaboration. There was a general agreement among the Group that social service personnel could be efficaciously deployed instead of, or in addition to, police officers in some situations. Even though such a model represented a sea change in policing theory and practice, and would place a burden on local police force budgets, the Group felt that the benefits of having a mental health professional on board for certain police calls were so great that the issue deserved a spotlight.

The meeting closed with a real-time example of collaboration. When the director of the leading provider of low-income housing in Auburn indicated that although relationships between her office and APD Command Staff were functioning well, there was a gap in that relationship when it came to the APD member which routinely interacts with her office, the patrol-level officer. A meeting at APD lineup was suggested as a way to bridge that gap in communication. Afterward, Lt. Slayton reported that the meeting had taken place and had been a success.

This completes the summary of Working Group II, Meeting # 1. Readers may access a video recording of the meeting and view the meeting notes, by clicking on the links below:

- [Subgroup 2 Meeting Part 1 held November 24, 2020: https://youtu.be/vzxDLNDmUil](https://youtu.be/vzxDLNDmUil)
- [Subgroup 2 Meeting Part 2: held November 24, 2020: https://youtu.be/l4CqXvuoX04](https://youtu.be/l4CqXvuoX04)
- [Subgroup 2 Meeting Notes 11-24-2020](#)

## WORKING GROUP II, MEETING #2 | DECEMBER 8, 2020

Working Group II's second meeting touched on the topic of Crime Prevention. The discussion kicked off with a summary of specific policing strategies that have raised concerns among the public. Many in the Group were familiar with the Broken Windows theory of policing. While noting that there are positive aspects to the theory, i.e., that it seeks to instill pride in the community being policed and requires community input, City of Auburn Police Chief Butler noted that the Broken Windows theory is not a policy currently in place for the APD. Chief Butler also noted that another well-known policing policy, "Stop and Frisk," was not, nor had ever been a policy of the Auburn Police Department. The Group then turned to a topic linked in the minds of many to Stop and Frisk, that of discriminatory or bias-based stops, searches and arrests. After noting that biased-

based stops are not tolerated by the Auburn Police Department, Chief Butler suggested that approaching stops from a customer service aspect can help dispel perception of discriminatory stops. This, combined with the application of Right to Know principles, could serve to dispel the perception of bias in civilian/police interaction.

Next, the Group addressed the use of force for punitive or retaliatory reasons. It was noted that APD takes a data-driven approach to this problem, tracking use of force by demographic group, type of force, and officer demographics. The possibility of sharing this demographic information with public at year end was discussed and deemed practicable.

The group then turned to the topic of SWAT teams and so-called “No-Knock” Warrants (a topic also discussed by Working Group I). The Finger Lakes Drug Task Force does occasionally seek and obtain No Knock Warrants, which allow for unannounced entry into a building. It should be noted that pending legislation which would require officers to announce themselves and that search warrants be executed during daylight hours, may address the concerns many have over the execution of No-Knock Warrants. The APD and Cayuga County Sheriff’s Office both have units which are employed in similar situations to SWAT teams. The Cayuga County Sheriff’s Office does not have a dedicated policy for No-Knock Warrants. The City of Auburn Police Department does have such a Warrant Service Policy and an online link to the APD policy (Policy 0600) will be included in the APD Reform Plan.

Turning to current policing theory, the Group then touched on Hot-Spot policing and focused deterrence, where focus is placed on small geographic areas or places where crime is concentrated. Lt. Slayton indicated that APD shift commanders have authority to dedicate resources to areas where criminal activity flares up, an integral part of Hot-Spot Policing. For further information on the APD policy related to Hot-Spot policing, see APD policy No. 0341 Community Relations.

In addressing Community Policing Initiatives, such as diversion programs intended to address addiction in a manner outside or parallel to the criminal justice system, it was noted that full officer buy-in to such programs requires change in mindset of most police officers. One way to foster buy-in was to remind officers of successful instances of an arrestee’s participation in a diversion program. The role of a patrol officer vis a vis diversion was then discussed. Officers carry Helio Health and Nicks Ride cards on them and hand out to people who they think are in need of substance abuse services. Officers also carry Narcam to use in overdose situations. Lastly, it was noted that active Police representation on community boards, by both APD and Cayuga County Sheriff Office representatives, engenders goodwill in the community.

The Group then turned to mental health issues, both among law enforcement officers and members of the public. De-Escalation strategies were discussed, and it was noted that no blanket policy could effectively be applied to every heightened situation, and that a case by case strategy is preferable. Officer mental health was then discussed, with group members noting that programs like the Employee Assistance Programs and counseling in general come with a stigma attached. However, it was noted, Officer wellness as an agency goal



has increased acceptance One measure the APD is looking into to foster Officer mental health is a specific online application for mental health support that officers could use on their personal smartphones.

Finally, the Group addressed the issue of Violence Prevention. The first step in preventing violence is identifying its source. School Social Workers and APD and County Sheriff School Resource Officers exchange information about specific individuals, allowing for a holistic approach towards children in crisis. It was suggested that perhaps these techniques can be extrapolated to other specialized areas. The Mobile Crisis Team, wherein a contracted mental health professional accompanies the police officer on certain calls, and the Domestic Violence follow-up team, where a victim of domestic violence is contacted after the fact to see if they desire services, were noted for their efforts in violence prevention as well.

This completes the summary of Working Group II, Meeting # 2. Readers may access a video recording of the meeting and view the meeting notes, by clicking on the links below:

- [Subgroup 2 Meeting Notes 12-08-2020](#)

### WORKING GROUP III, MEETING #1 | NOVEMBER 24, 2020

Working Group 3 was tasked with discussing the overarching topics of Alternatives to Police Response and Procedural Justice. Before addressing the topics at hand, group facilitators discussed separate but related work that Cayuga County is undertaking to update their Alternatives to Incarceration Program, and mentioned local efforts to comply with recent changes mandated by the amending of the Criminal Procedure Law sections relating to related discovery, access to a speedy trial, and bail reform. Facilitators also noted community outreach efforts of the Auburn Police Department and the Cayuga County Sheriff's Office and the participation of several community groups with local law enforcement prior to this initiative.

#### *Proper Response to a Criminal Call & Crisis Intervention*

The first topic the Group addressed was what constituted a proper response to a criminal call. A farmworker advocate in the Work Group inquired about access to translators for non-English speaking residents. Several law enforcement participants shared their experience and their agency's current approach. It was agreed that this is an area that could benefit from further collaboration and/or policy development. Next, a community leader with extensive experience in the justice system inquired about how calls for assistance are determined to be criminal or non-criminal. In discussing this topic, which begins with the call for assistance most often through the 911 Center, it was determined that input from the Cayuga County 911 Center would be required. Group facilitators will endeavor to reach out to Cayuga County 911 to ask for their response and participation in the next meeting.

Discussion then turned to crisis intervention. A community leader and father of domestic violence and drug addiction victims, asked about the state of Crisis Intervention Teams. A Cayuga County Sheriff's Office Detective explained the approaches currently in use by City, County and State agencies. Discussion then followed as to whether current resource levels were sufficient to effectively implement such a program. The

director of a leading provider of social and mental health services indicated that the work her agency does is governed by state law and regulation which create funding constraints that limit the ability of her agency to provide field visits and response at the optimum level. Group members agreed that law enforcement shouldn't be solely responsible for the delivery of some of these services and that there is a value in these additional services to the victims and families impacted.

### *Diversionary Programs*

The Group then discussed the state of diversionary programs on the local level. A community leader inquired into how diversionary programs are accessed and the manner in which they are made available to those in need. A Detective-Lieutenant for the Cayuga County Sheriff's Office explained the various courts and programs available, noting that the Cayuga County District Attorney's Office acted as gatekeeper to these programs. As the group wanted to drill down on the process by which the DA's office determines eligibility and maintains impartiality, it was determined that a response to this particular issue from the DA's Office would be sought out and their future participation in these discussions encouraged.

The Director of the Cayuga County Assigned Counsel Program discussed a recent change in the local criminal justice system, the Centralized Arraignment Process. Heretofore, defendants were arraigned off-hours without legal counsel. Now, on a countywide basis for all crimes, no defendant is arraigned without legal counsel being available. A community leader familiar with Alternatives to Incarceration Process currently underway via a Cayuga County-led working group updated the Group on issues relating to Pretrial Diversion, Pretrial Release, and Bail Reform. Group members again enquired about access to these programs for marginalized communities, sharing a concern that these minority groups were not being provided access equitably.

### *Community Collaboration & Community Expectations*

The next topic discussed was Community Collaboration and Expectations. First, the Group was provided with lists of agencies with which APD and CCSO regularly collaborate. It was noted that the Group would benefit from a representative from the substance abuse/recovery community partners such as Comprehensive Help for Alcohol and Drugs (C.H.A.D), and facilitators will endeavor to engage with the same.

Next, an in depth discussion of the School Resource Officer (SRO) Program took place. While expressing support for the program, the Group's Farmworker Advocate asked how the relationships that are established with SROs carry over into adulthood. The Group's Cayuga County SRO Detective provided some examples of continued positive relationships with young individuals after graduation. The Auburn City Council Member assigned to this Working Group spoke to the ongoing and continued relationships with former students he had observed during his ride-along experiences with APD and during events such as Shop with a Cop and local food drives.

The Group's juvenile justice expert inquired about SRO response to behavioral issues, positing that intervention in such circumstances may not be beneficial to ongoing positive relationships. Law enforcement

Officers familiar with SRO training indicated the training includes what to and what not to get involved with, and that behavioral issues relating to teacher compliance were not subject to SRO intervention. It was stressed that even after a necessary interaction between a student and SRO, there should be a follow up to repair and re-establish a positive relationship. The discussion then touched on the idea that the lack of school resources, such as in-school social workers and aides, may be leading teachers and administrators to rely on SROs for support to bring order. The group agreed that while such reliance might gain short term compliance, it may be counterproductive in building long term positive relationships with students.

### *Workforce Diversity, Implicit Bias and Procedural Justice*

The next topic discussed was workforce diversity, something that Working Group III members agreed was an important element for local policing. The Group's member of law enforcement command described the extensive efforts of APD and CCSD over the years to diversify their workforce. Further, he explained that the Civil Service process, governed by state law and administered locally, is sometimes a barrier to entry. The Group's juvenile justice expert identified the need to "grow our own" law enforcement officers and to create programs to help local youth prepare for these jobs. One such program suggested by group members as a possible avenue for growth was an Explorer Program.

Moving on, the Group began a discussion of Implicit Bias and Procedural Justice. The Group's farmworker advocate noted that among undocumented residents, there is often a reluctance to call for help out of fear their immigration status will result in a negative outcome for them. This reluctance leads to potentially serious crimes going unaddressed and this population becoming at risk. Group members then discussed how current practice may effect this dynamic and what additional measures improve this situation. The County's Assigned Counsel Program Director agreed this is a significant problem and suggested that better training for Assigned Counsel on Immigration Law would help. The Group's member of Law Enforcement Command explained his department's approach to these calls, where officers are trained to focus on the need that prompted the call, and to understand that individuals being in the country without documentation is not a criminal offence.

The Group's Law Enforcement Officer members then detailed the specific training their respective agencies engaged in regarding bias training. The Captain of the Auburn Police Department Detective Bureau explained APD's approach and efforts at implicit bias training. He noted that resources, cost and time constraints have an impact on training. The Group's member of Law Enforcement Command explained the State minimum annual requirement of 21-hours of training, noting that the Cayuga County Sheriff Office strives to conduct monthly trainings and approaches 90-hours of training annually. A member of the CCSO's Criminal Investigations Division noted that the City of Auburn Chief of Police and the Cayuga County Sheriff both attended week-long de-escalation training last year. Group members pointed to the Cayuga County Sheriff's collaboration with Cayuga Community College faculty to leverage local resources for training as an example of what is possible when outside the box thinking is encouraged.

### *Transparency and the Complaint Process*

Finally, the Group discussed the complaint process. The County's Assigned Counsel Program Director asked if there is a community review board in place. Neither the City of Auburn nor the County of Cayuga have such a board to field complaints from civilians. It was noted that the topic is often only broached when there is a crisis, creating a less than optimal space for discussion. The pros and cons of implementing a civilian complaint board were discussed with some community members voicing sentiment against establishing such a board. The director of a leading provider of social and mental health services enquired as to whether there was any mechanism for the public safety community to understand how the community perceives the complaint process and community review. The Cayuga County Sheriff's Office has a Personnel Complaints Policy that can be reviewed in Addendum A. The City of Auburn Police Department also has a fully detailed Complaints and Disciplinary System Policy in place and will include a link to the policy in their Reform Plan.

This completes the summary of Working Group III, Meeting # 1. Readers may access a video recording of the meeting and view the meeting notes, by clicking on the links below:

- [Subgroup 3 Meeting held November 24, 2020: https://youtu.be/EjAeaX01iil](https://youtu.be/EjAeaX01iil)
- [Subgroup 3 Meeting Notes 11-24-2020](#)

### WORKING GROUP III, MEETING #2 | DECEMBER 8, 2020

As the first meeting on November 24<sup>th</sup> addressed all topics assigned to Working Group III, this meeting served to supplement and expand the previous discussion. The Auburn City Manager reported that there was no response from the District Attorney's Office regarding questions posed at the last meeting regarding diversionary programs. However, the Group facilitators were able to bring in the Cayuga County 911 Director, who broadly discussed how the 911 Center takes in calls, how calls are prioritized, and what agencies are dispatched based upon that information. With this clarification as a foundation, a dialogue then took place about a variety of scenarios and how resources are deployed, including how "non-emergency" calls and 911 hang ups are dealt with.

The Group then returned to the topic of Diversionary Programs. The director of an agency which administers certain diversionary programs indicated that, in her opinion, the programs seem underutilized in Cayuga County compared to other counties with which she is familiar. There was discussion of how much, if any, discretion law enforcement officers have or could have in directing individuals to diversionary programs. A Community Leader enquired about the availability of demographic information for such programs and stressed the need to bring the District Attorney in to this discussion. It was generally agreed that for various reasons, diversionary programs are not understood by the public and underutilized.

Turning to the issues of Community Partners and Expectations, the Group's member of Law Enforcement Command suggested an approach to community engagement wherein many smaller community meetings

with law enforcement could be consolidated into larger community meetings to bring together more individuals, broaden the conversations and improve schedule demands on participants. The City of Auburn Chief of Police explained how the online survey results are reviewed weekly with Auburn Police staff. The Auburn City Manager identified a desire to find a method to share information with the public in order to educate about procedures. Regarding Implicit Bias, the Manager shared his goal of adding such a component into staff training for all City departments, boards, and commissions.

The meeting wrapped up by revisiting the topic of De-Escalation. A member of the Sheriff's Office Command Staff noted that de-escalation training is ongoing in all jurisdictions and that there exists a need to work with the current and future generation of recruits to improve the communication skills essential to de-escalate a situation. The City of Auburn Chief of Police noted that de-escalation techniques – in other forms and approaches, have been deployed for a long time in law enforcement, and that successful de-escalation results in fewer use-of-force incidents. The Member of the Auburn City Council assigned to the Group complimented Auburn Police on their daily efforts of de-escalation across the many interactions as he has observed through several ride-a-longs.

The Group discussion then turned to the relationship between mental health and de-escalation. It was noted that certain programming provided by the New York State Department of Criminal Justice Services regarding mental illness and calls for service had been held up by the COVID State of Emergency. The Director of a leading provider of social and mental health services shared that the Auburn Police Department has sent officers through training referred to as "Mental Health First Aid". She further noted that her agency depends on local law enforcement regularly to deal with clients, and identified a need to expand the Mobile Crisis Unit program. A desire to have a further commitment to the funding of Mobile Crisis Unit expansion as an outcome of this process was agreed upon.

This completes the summary of Working Group III, Meeting # 2. Readers may access a video recording of the meeting and view the meeting notes, by clicking on the links below:

- [Subgroup 3 Meeting held December 8, 2020](#)
- [Subgroup 3 Meeting Notes 12-08-2020](#)

During the next phase of the public participation process – the Public Forums, each of the working group facilitators provided a summary of the November and December Working Group meetings. These summaries also capture the focus areas discussed and points emphasized in each of the working groups and are discussed at length in the next section of this document – the Public Forums.

## Public Input – Public Forums

### INTRODUCTION

In addition to the online Public Surveys, and the total of six (6) stakeholder Working Group meetings (three Working Groups; two meetings each), community input was expanded through a series of two (2) Public Forums. These online (“ZOOM”) meetings were held on December 15, 2020 and January 5, 2021.

Both Public Forums were held on the remote ZOOM platform at 3:00 PM and each forum was facilitated by Mr. Guy Cosentino, Executive Director of the Cayuga Community College Foundation. Each public forum began with introductory remarks stating the goals and objectives on the collaborative effort and the structure of the facilitated stakeholder Working Groups. Following introductions, a facilitator from each Working Group summarized the topics discussed and explored in the prior Working Group meetings, bringing the topics and discussion points to the Public Forum for continued community discussion.

### PUBLIC FORUM 1: DECEMBER 15, 2020

Public Forum 1 included approximately twenty-five participants, consisting primarily of stakeholder groups and with fewer citizens from the general public than was hoped for. Readers can access and view a video of the full Public Forum Meeting at the link below:

- [VIDEO: 1st public forum meeting held December 15, 2020;](https://play.champds.com/auburnny/event/8)  
<https://play.champds.com/auburnny/event/8>

At the start of the Public Forums, each Working Group provided a summary of items discussed in the prior stakeholder Working Group meetings and these summaries are provided below.

**Working Group I.** Working Group 1 focused their discussions on Police Structure and Training, addressing operations and training practices for both the Auburn Police Department and the Cayuga County Sheriff's Department. Working Group 1 report is summarized below:

#### Police/Sheriff Structure & Training

- Use of Force Policies. Representatives from both law enforcement agencies discussed their policies and each policy includes a duty to intervene and report related to excessive use of force. Any use of force beyond handcuffing requires a use of force form be completed. Forms are reviewed and tracked for trends. The question was posed how can the community can be more involved with this review?
- The working group discussed the use of choke-holds in general and learned that both the County Sheriff and Auburn Police Departments have banned their use.
- No-Knock Warrant procedures were discussed. Representatives from the agencies explained that the reasons for a No Knock Warrant include officer safety and securing of evidence. Procedurally, a threat matrix is used determine need for such a warrant. All requests for a No Knock Warrant are subject to internal review and approval prior to going to a Judge who can approve or deny. Specially

trained and experienced officers are included as part of the team acting on a No Knock Warrant. A concern was raised: does a No Knock Warrant position officers to use deadly force by fact you are breaking down doors?

- Training on Racial Bias/ Implicit Bias. Working Group 1 spent time discussing Racial and Implicit Bias and related training. There was consensus that Racial and Implicit Bias Training should be conducted on an ongoing basis. It was brought up that it would be ideal to bring professional and specific training to law enforcement. There is a possibility of implicit bias training to become part of BOCES criminal justice curriculum (per BOCES Superintendent participating as a stakeholder).
- The use of de-escalation techniques was discussed, including incorporation of de-escalation approaches into broader training efforts. There was strong support for continued use and training in de-escalation techniques in both the APD and Cayuga County Sheriff's Department.
- Response protocols for Mental Health incidents were discussed, including alternative approaches for responding to these types of calls that incorporated mental health professionals. Currently, strategies are incorporated into the department's Crisis Intervention Incidents policy. There has been significant effort put into this area. A Crisis Intervention Team (specially trained officers) deals with these type of crisis. They have access to a Mobile Crisis Team through Liberty Resources and a good working relationship with other local providers to assist in this area.
- Juvenile Arrests were discussed by the working group and advisors from both agencies clarified that current law dictates how juvenile and youthful offenders are handled. Both law enforcement agencies have specially trained officers dedicated to juvenile cases. Question was asked if parents are advised of the circumstances of the arrest and notified of any use of restraints.
- Working Group 1 also discussed the potential for a Rapid Response Initiative. During discussions, it was suggested that a standing committee of law enforcement convene at the discretion of APD Chief and/or the Cayuga County Sheriff. This group would come together after an incident occurs to assist with de-escalation. The benefit would be getting information out in cooperation with law enforcement, to support transparency and help mitigate the fallout from wrong information being circulated.
- Officer Mental Health and Wellness. There was agreement that this is an area needing far more attention than it currently receives.

**Working Group 2.** Working Group 2 focused on Police and Community Relations & Crime Prevention. During the two prior Working Group meetings, the stakeholder participants covered the following topics:

#### **Outreach and Communication**

- What is being done now and how can community connections be improved? What are the outreach plans going forward and what will work best? How does outreach differ for the Auburn Police Department in the City from the more rural communities served by the County Sheriff?

- There was discussion of SROs and law enforcement presence in the schools. The discussions framed these as mostly leading to positive connections and outcomes with youth but there was also discussion of potential negative responses and outcomes, depending on the circumstances.
- The recruiting and hiring of law enforcement personnel was discussed in Working Group 2 meetings. Discussions included exploration of outreach for recruitment, the need and desire to create a more diversified law enforcement sector including racial and gender diversity and the desire to have this diversity extend throughout the organization(s). There was also a discussion of mechanisms to assess law enforcement leadership and how that leadership is hired/promoted.
- The Working Group also discussed methods to deploy, and opportunities/constraints related to deploying, social service providers in lieu of or alongside law enforcement response.

### **Crime Prevention.**

Under the broad topic of Crime Prevention, a number of issues were discussed between the two stakeholder meetings conducted with Working Group 2:

- An overview of “Broken Window” policies was provided to the Working Group. This led to discussion of “Hot Spot” and “Focused Deterrence” practices, problem-related policing efforts, quotas and “stop-and-frisk” policing.
- The Working Group discussed prevention programs and the use of de-escalation techniques as a component of crime prevention.
- Environmental design, as a factor in crime prevention, was briefly discussed.

**Working Group 3.** Working Group 3 focused their stakeholder conversations on Alternatives to Police Response and Procedural Justice. In summary, the two Working Group meetings covered the following:

### **Police Response**

- There was a brief questions and discussion on access to translators for non-English speaking residents and several law enforcement participants shared their experiences and current approach. There was general consensus that this area could benefit from expanded collaboration and policy development.
- In the first Working Group meeting (November 25, 2020) a good deal of discussion was generated by the desire to understand how calls for assistance are determined to be criminal or non-criminal. This led to a discussion of procedures established under the E-911 system as the starting point for most calls for law enforcement assistance. A decision was made to reach out to the County E-911 Director to join the second Working Group meeting (December 8, 2020) to provide an overview of the system protocols and answer questions. The 911 Director joined Working Group 3 for their second meeting and provided clarification on internal 911 call procedures, and the variety of scenarios and related resource deployment.



- Law Enforcement response to non-criminal calls was discussed, including the availability of resources for mental health and/or domestic violence related issues. The current Mobile Crisis Team, currently with limited availability for deployment, was explained. The Auburn Police Department Crisis Intervention Team and current approaches to use similar teams at the City/County/State levels, were explained by participating law enforcement members and discussed. There was consensus that the Mobile Crisis Team should be expanded and the associated need for funding resources to accomplish this. There were cautions expressed that funding needs to be expanded to meet Mobile Crisis Team needs as opposed to being diverted from other existing/essential law enforcement services/programs.
- Challenges to deploying professional social services staff, currently governed by NYS Article 31 regulations, were explained, highlighting regulatory constraints tied to funding sources that limit the ability of local agency staff to provide field visits/response at the levels needed.
- The partnership between the Auburn Police Department and Cayuga Counseling Services for the Victim Specialist Program, which is currently grant-funded, was explained.
- There was general consensus that law enforcement should not be solely responsible for the delivery of some of these services, despite the regulatory, funding and operational challenges imposed on alternative approaches.
- De-escalation approaches were discussed at both Working Group 3 meetings. The County Sheriff and the Auburn Police Departments conduct officer training in de-escalation techniques which does result in fewer use-of-force incidents. The group noted and discussed the need to work with current and future generations of (younger) recruits on effective personal communication skills in light of current norms of interpersonal communication weighted more heavily toward social media.

### **Procedural Justice and Diversionary Programs**

All of the Working Groups acknowledged the absence of representation by the Cayuga County District Attorney or DA Staff in the working groups and public forums. Forum participants noted that participation by the District Attorney – as an integral component of the law enforcement and justice system, would have informed and expanded the discussion of most topics, including the area of procedural justice and diversionary programs. It should be noted that the DA is participating in the Alternatives to Incarceration (ATI) Committee created by the County, This committee is working to improve this important procedural justice component. The stakeholder conversations from the two Working Group 3 meetings were shared with the participants of Public Forum 1:

- Working Group 3 stakeholders requested clarification on how diversionary programs are operating and how access to these programs is structured. It was noted that some segments of the City or County community/residents may not be provided access to these court alternative programs.

- In the discussion of alternatives to courts programs, it was noted that the Cayuga County District Attorney's office determines eligibility for program access on a case-by-case basis. The question was voiced as to the degree that these programs have the support of the CC District Attorney and the mechanism the DA or DA Office uses to ensure impartiality when determining which cases/individuals are provided access to the programs. Follow up outreach to the Cayuga County District Attorney was made to seek participation in the stakeholder and public forum discussions and secure feedback on these questions, however participation by the District Attorney was not secured.
- Centralized Arraignment was explained, highlighting that no individuals are arraigned without access to legal counsel.
- The Alternatives to Incarceration process was outlined and discussed, including an update on a program being worked on by a stakeholder group looking at Pretrial Diversion, Pretrial Release, Bail Reform, etc.
- The question was raised regarding availability of translators for non-English speaking program participants. Translators are made available and a small number of bi-lingual attorneys have been utilized as well.
- Implicit Bias was also discussed under the topic of Procedural Justice. The reluctance of undocumented resident to call for help, out of fear that their immigration status will lead to negative outcomes, was noted with the observation that serious crimes might not be addressed and this population being at increased risk. There was acknowledgement that this could be a significant problem and recommendations that better training for Assigned Counsel on Immigration Law would help. The County Sheriff's Office strives to maintain a focus on the need that prompted the call for law enforcement assistance rather than the immigration status of individuals.
- Information on Implicit Bias and De-escalation Training was requested. It was noted that both the Auburn Police Department and the Cayuga County Sheriff's Department significantly exceed the New York State minimal annual requirement of 21-hours of training.

*PUBLIC FORUM DISCUSSION FOLLOWING WORKING GROUP SUMMARY REPORTS:*

At the conclusion of the Working Group Summary Reports, the Forum facilitator opened up the floor for discussion by the participants.

- The Auburn City Police Chief noted that continued interaction with the community should be pursued beyond the current effort and noted that a form of the NYS Police Right-to-Know, tailored to and improved for use at our local level, could be looked into.
- The Cayuga County Sheriff underscored the coordination between the County Sheriff and Auburn Police Department on development of policies and best practices as both departments work toward accreditation. The Sheriff acknowledged the community partnerships and relationships created in this current process and recommended further community discussion on many of these select topics discussed by the Working Groups continue into the future.

- Noting the majority of Working Group stakeholders attending this first Public Forum, the facilitator expressed the need to expand resident participation in the next Public Forum. A number of outreach options were discussed, including expansion of survey distribution channels and direct outreach via the stakeholders, human services agencies and the religious community.
- The important question was raised as to how the building of relationships and partnerships realized under this Collaborative Policing and Community Relations effort might be institutionalized and given a structure that will ensure continuation. Defining and adopting an appropriate mechanism to do so will reduce dependence on the current good will and leadership now in place. It was noted that the current law enforcement leadership, working with a relatively young population of law enforcement personnel within the two departments, have an opportunity to secure support for more collaborative policing and stronger community relations with younger staff.
- There was support from law enforcement leaders for expanded community policing. The challenge to moving forward with this is understaffing, which is placing significant constraints on the ability to move officers out of their patrol cars and into the community and neighborhood to build these important connections.
- There was a question as to what sectors or individuals still need to be brought to the table for these community discussions? Participants noted that law enforcement reform must include the broader justice system that would benefit from active participation of the County District Attorney and the probation agencies.
- To further clarify the Working Group discussions on the extent of annual law enforcement trainings, it was reported that the Auburn Police Department personnel completed approximately sixteen-thousand hours of training in 2020.
- A question was raised as to how communication is or can be extended between the County Sheriff Department and Auburn Police Department as well as the New York State Police. The Auburn Chief of Police noted that there is a monthly Chief's meeting and that the E-911 Director participates as well.

At the conclusion of Public Forum 1, there were approximately 30 individuals participating, The Facilitator announced that the second Public Forum would be held on January 5, 2021 at 3:00 PM and thanked all for attending and participating. **NOTE: Public Forum 2 was later rescheduled to Wednesday, Jan. 6, 2021 at 6:00 PM.**

## PUBLIC FORUM 2: JANUARY 6, 2021

Public Forum 2 included approximately forty-seven (47) participants, with a combination of stakeholders from the three Working Groups and increased participation by members of the general public – a measurable improvement in outreach and community involvement from the December Public Forum.

This remote Public Forum was also facilitated by Mr. Guy Cosentino, who again provided participants with an overview of Governor Cuomo’s Police Reform and Reinvention Collaborative and the partnership approach taken by the Cayuga County Sheriff and Auburn Police Department leadership in developing the local Plan. Following introductions, a facilitator from each of the three Working Groups summarized the themes and topics discussed in earlier meetings.

Working Group 1 summarized their focus on police structure and training, discussions of policy development for accreditation. Focus topics included de-escalation techniques, response to mental health crisis situations, use of force such as choke holds (prohibited from use), no-knock warrants and juvenile arrests.

Working Group 2 discussed crime prevention, including discussions on the pros-cons of traditional “broken window” policies in policing. Consideration of these strategies led to stakeholder discussions about problem-oriented policing. Group 2 noted so-called stop-and-frisk approaches/policies are not used by the Auburn Police or Cayuga County Sheriff’s Departments.

Working Group 3 summarized their effort to clarify and highlight law enforcement procedures from initial 911 calls, through engagement and into the justice system. Conversations continued to focus on the importance of the Mobile Crisis Team, diversionary programs and alternatives to incarceration.

#### *PUBLIC FORUM DISCUSSION FOLLOWING WORKING GROUP SUMMARY REPORTS:*

At the brief Working Group summaries, the Forum facilitator opened up the floor for discussion by the participants.

**Police Training.** Auburn’s Chief of Police and the Cayuga County Sheriff both emphasized the importance of training overall and acknowledged the current constraints of limited staffing, staff time and funding resources targeted to training. There was also confirmation that despite these constraints, both departments significantly exceed the minimum annual training hours established by New York State.

**Police Response & De-escalation Training.** Training in de-escalation techniques is not conducted as a stand-alone training but is incorporated into other law enforcement training areas, including use of force, weapons training and defensive tactics. Participants discussed opportunities and community benefits for incorporating de-escalation training into the public school curriculum, teaching these approaches from K-12 grades.

Forum discussion on de-escalation also touched on use of de-escalation techniques as a means to address community tensions associated with crisis situations. The creation of a Rapid Response Team including community leaders, stakeholders and law enforcement was recommended by forum participants.

**Racial-Bias Training.** A forum participant questioned what precautions and training could be used to address racial bias and/or profiling? The Auburn Police Chief shared the importance of starting with a good recruitment and hiring process. The Cayuga County Sheriff expressed that racial bias or profiling in any form would not be tolerated in the department and shared that this is not something he is seeing.

**Trauma-informed Response and Mental Health Response.** The benefit of expanding trauma-informed response training was underscored by forum participants. The forum participants also discussed non-criminal calls and the opportunities and challenges of expanding mental health Mobile Crisis Teams in both the City and County.

**Procedural Justice.** A forum participant noted that several sectors of the community have been working on all of these law enforcement issues for some time – conversations that had started well before the Governor’s call to reform and reinvent policing. The concern is that a critical parameter is missing: the opportunity to critically review and address what happens after law enforcement engagement, as individuals move on and into the public safety system, advancing to the District Attorney stage. Forum participants discussed that any effort at community reform and reinvention of policing must look at the critical role that prosecution plays, including review of diversionary programs, alternatives to incarceration and the involvement of District Attorneys. There was consensus that police response is important but only one component of the public safety system. This conversation prompted questions as to the relationship/interplay between the County District Attorney and law enforcement? Forum participants expressed appreciation for the intent, energy and engagement of the Auburn Police Chief, the Cayuga County Sheriff and their senior leadership in this community process and voiced concern that the District Attorney and/or DA staff were not part of the conversations.

**Recruitment and Diversity.** A member of the public forum associated with the local Civil Service Commission shared the efforts the departments are making to diversify local law enforcement, noting that the current qualified applicant lists for the Auburn Police (and Fire) Departments represents the most diverse group of applicants seen in over a decade with the Commission. Following discussion, the participant observed that this increase in diversity within the applicant pool is a direct result of a targeted outreach effort in the community.

**Outreach and Community Engagement.** There was a brief discussion on the current outreach and community engagement process. There was a question on whether the Sheriff and Auburn Police Departments were close enough to the community and, what could be done to increase that connection and how to measure success? The Auburn Police Chief acknowledged that this is an ongoing effort and that they are consistently looking for what they can do to expand community connections. Measuring success here is a challenge but one measure may be assessing the responses to the recent surveys by Sheriff and APD, noting that the anonymous framework of the surveys has led to direct and honest feedback both pro and con. The County Sheriff encouraged forum participants and stakeholders to reach out to community members and provide the departments with feedback on how we can expand community engagement.

The Cayuga County Sheriff and the Auburn Police Chief both stated their hopes to continue this community outreach and engagement effort and extend the current work to build bridges between law enforcement and the community they serve.

## FOCUS AREAS & POLICY PROPOSALS

### Introduction

The Governor's call for Police Reform and Reinvention, formalized by Executive Order Number 203 in June of 2020, was received by a local Cayuga County law enforcement team already engaged in an effort to build community bridges. For the last few years, the Cayuga County Sheriff's Office has been partnering with the Auburn Police Department, the Harriet Tubman Center for Justice and Peace, the local Chapter of the NAACP, and the Auburn Human Rights Commission. This collaborative effort to build trust between law enforcement leadership and stakeholders in our organizations and agencies, was undertaken with a goal to ensure that the community's concerns are heard while partnering with these stakeholders to identify problems and craft community-based solutions. Executive Order 203 placed a formal community outreach structure around these ongoing conversations, culminating in this Plan Report and the focus area outcomes listed in this section.

In a parallel effort, aligned with and informing the stakeholder and community conversations associated with Executive Order 203, is the current work by the Cayuga County Sheriff and Auburn Police Departments to update and secure accreditation of police policies and procedures under the NY State Division of Criminal Justice Services Accreditation Program. The Cayuga County Sheriff's Office is currently updating all of their Road Patrol Division (Police) policies and procedures with technical assistance and regulatory guidance being provided in consultation with Lexipol (see: <https://www.lexipol.com>). This process is scheduled to be completed in the summer of 2021. The program goals for policy accreditation support much of the direction and focus developed through the public participation process involving stakeholder Working Groups and public forums. More specifically, the accreditation program goals include:

- Increase the effectiveness and efficiency of law enforcement agencies utilizing existing personnel, equipment and facilities to the extent possible;
- Promote increased cooperation and coordination among law enforcement agencies and other agencies of the criminal justice services;
- Ensure the appropriate training of law enforcement personnel; and
- Promote public confidence in law enforcement agencies.

The Cayuga County Sheriff's Office is committed to continuing the partnerships forged through their "Connecting Bridges" collaboration and expanded under the Governor's Police Reform planning effort. The department welcomes other community organizations and individuals to do the same. This Plan calls on local leadership to establish an organizational framework, supported by institutional policy, to ensure that the important community collaboration and conversations undertaken in this effort continue in the future despite inevitable changes in leadership positions at all levels over time.

This report section outlines the police reform focus areas that will be pursued by the Cayuga County Sheriff's Office as a direct response to the stakeholder and public forum input generated to date. The Focus Areas are presented below and organized under the law enforcement topics addressed by the three Working Groups:

- Police Structure and Police Training;
- Police and Community Relations; and
- Alternatives to Police Response and Procedural Justice.

## Police Structure

### USE OF BODY WORN CAMERAS

To improve transparency, the Cayuga County Sheriff's Office supports and is seeking to implement the use of Body Worn Cameras by its members. This will require initial and ongoing funding to implement. In addition, the deployment of body worn cameras will require the preparation and adoption of policies governing the use of these tools.

### USE OF FORCE / DE-ESCALATION TECHNIQUES

The Cayuga County Sheriff's Office has recently updated a range of policies associated with the use of force and de-escalation techniques. Recurring training in these areas should remain a priority as well as routine review of policies and procedures to ensure that up to date best practices are being followed and implemented.

### NO – KNOCK WARRANTS

The Cayuga County Sheriff's Office should try to make efforts to avoid using no-knock warrants; however, there may be situations where their use can reduce the risk of injury to law enforcement officers and the public. In limited cases, they can limit the risk of destruction and loss of critical evidence as well. Clearly written policy and procedure should be established for their use that includes administrative oversight in each case as well as justification for the need to execute a search warrant without giving prior notice.

## Police Training & Implicit Bias

The stakeholder Working Group and public forum discussions evidenced strong support for continued and expanded training for local law enforcement on behalf of the Cayuga County Sheriff and Auburn Police Departments. Stakeholder Working Groups learned that both law enforcement departments currently exceed the minimum standards for annual officer training established by New York State. The Cayuga County Sheriff's Office supports continued training with an expanded focus on:

- Diversity training;
- Racial Bias training; and
- De-escalation Techniques training.

These focus areas were central to stakeholder and public forum feedback on officer training. Expanded trainings for local law enforcement officers at both the Sheriff's Office and Auburn Police Department are directly tied to, and under the general constraints associated with, current low staffing levels and limited funding resources. These constraints will need to be addressed in order to meet the community and law enforcement expectations for expanded training. The Sheriff's Office should make efforts to partner with local community organizations and stakeholders on these training initiatives when possible, especially with regards to implicit-bias-specific trainings.

## MENTAL HEALTH INTERVENTION AND RESPONSE

Feedback from stakeholder Working Groups and discussion during community forums underscored the need to ensure that the mental health needs of those in our community are served appropriately. The Cayuga County Sheriff has been working on these strategies in partnership with the Cayuga County Mental Health Department and their agency partners. Currently, an after-hours (5:00 PM to 12:00 AM/Midnight) Mental Health Mobile Crisis Team partners with Sheriff's Office Deputies to provide assistance to those in crisis. This team is comprised of professional social work and mental health service providers, available through Liberty Resources, under contract with Cayuga County. Unfortunately, they are not available after midnight. There is a demonstrated need to expand the availability of Mobile Crisis Team services to a 24/7 structure. Continuing these partnerships and working to expand them will address these specific community needs. In addition to expanding the Mobile Crisis Team to 24/7 availability, there is a need for complimentary training between mental health professional services personnel and law enforcement officers on the role, responsibilities, approach and best practices for each team. Appropriate training on the approach and best practices each team member brings to mental health response scenarios will serve to improve overall response to mental health intervention and response in the community.

## OFFICER MENTAL HEALTH AND WELLNESS

Law enforcement officers are continually subjected to traumatic events. A single incident, or the culmination of many, can have a negative impact on the mental health and wellness of our officers that we entrust with making split second decisions. Their sound judgement can be impacted by post-traumatic stress disorders or other challenges created by their constant exposure to this trauma. The health and wellness of our Sheriff's Deputies within the Cayuga County Sheriff's Office is critical to ensuring that they can serve our community in a manner that upholds the mission of their office. We must continue to support current efforts and actions to support the positive health and well-being of those that serve within the Cayuga County Sheriff's Office.



## Police and Community Relations

### ESTABLISHING A FRAMEWORK FOR CONTINUED COMMUNITY OUTREACH & PARTNERSHIP.

As stated in the introduction to this section, the Plan calls for a policy structure or institutional framework that ensures local law enforcement leadership will continue efforts at community outreach and bridge building started under this process. The community would clearly like to see sustained outreach between law enforcement, community partners and the general public as a means to periodically assess the state and status of police and community relations and mutual support.

The Cayuga County Sheriff's Office supports this goal and will work with County leaders and community partners to create such a framework. To establish a timetable to ensure continued assessment and community outreach going forward, the County will:

- Annually review the commitments made in this Police Reform Plan, and the progress made in advancing and implementing them, in a legislature work session open to the public;
- Annually prepare and circulate a countywide community survey and assess and share the results;
- Work with community partners to revisit and adjust the framework for continued community engagement and assessment of law enforcement operations.

### SCHOOL RESOURCE OFFICERS – SRO PROGRAM

There was extended discussions in the stakeholder Working Groups regarding the existing School Resource Officer ("SRO") Program and support for its continued use in Cayuga County schools. A suggestion was made to position positive interactions between students and SROs as an introduction to the law enforcement field for students and an aid to future recruitment efforts across all sectors of the community. In addition to the existing SRO program, the Cayuga County Sheriff's Office will continue to support school-community partnerships and participate in initiatives that engage youth in our local schools and throughout our community in a positive way.

### COMMUNITY BASED POLICING PROGRAMS

The practice of bringing officers out of their patrol vehicles and into the community and neighborhoods was discussed and supported throughout the community outreach process. While acknowledging the benefit of community policing programs and expressing strong support for moving in this direction, the Sheriff's Office and Police Department each underscored the challenge of current low staffing levels that are keeping officers "pinned" to their vehicles. As challenges to low recruitment are met and overcome, and staffing numbers return to appropriate levels, both agencies support the implementation of community policing initiatives.

### TRANSPARENCY AND THE COMPLAINT PROCESS

There was a call to bring both clarification and transparency to the public's understanding of and access to the complaint process at both the Sheriff's Office and the Auburn Police Department. The Cayuga County

Sheriff is recommending that the current complaint process, included in Addendum A, be clearly defined on the department website. In addition, there will be a straightforward process to contact the Sheriff via the web and/or by telephone. In addition to online clarification and access, the County is committed to implementing a mechanism for anonymous submission of complaints by individuals and review of all complaints, whether the individual making the complaint self-identifies or remains anonymous. This will require development of internal procedures ensuring all complaints will be documented and addressed.

## TRANSPARENCY AND POSTING OF LAW ENFORCEMENT POLICIES

Conversations within stakeholder Working Groups and feedback from public forums and survey responses all supported the posting of current and/or pending law enforcement policies as a forward step in overall transparency and community understanding of law enforcement practice. The Cayuga County Sheriff's Office supports this goal and will post department policies on the web for public access as they are updated.

## Police Response and Procedural Justice

### IMPLICIT BIAS & UNDOCUMENTED RESIDENTS.

Stakeholder Working Groups discussed the reluctance of undocumented residents that are victims of crime to call for help, out of fear that their immigration status will lead to negative outcomes. It was noted that serious crimes might not be addressed and this population could be placed at increased risk. The County Sheriff's Office is aware of this dynamic during response to calls and maintains a focus on the need that prompted the call for law enforcement assistance rather than the immigration status of individuals being served.

### TRANSLATION SERVICES FOR NON-ENGLISH SPEAKING INDIVIDUALS

Current local law enforcement practices include making translators available during law enforcement interactions with non-English speaking individuals. In addition, a number of the Assigned Counsel staff within the County are fluent in Spanish and make themselves available as needed. The Sheriff's Department supports continuing this support and expanding such support as resources are available.

### DIVERSITY AND OUTREACH IN RECRUITMENT AND HIRING

A number of stakeholder Working Group and public forum participants were aware of and commented on the recent efforts by the Cayuga County Sheriff and Auburn Police Departments to increase racial and gender diversity within their departments through expanded community outreach and recruitment efforts. It was noted that the current roster of recruits for the Auburn Police Department is the most diverse list of individuals in decades. Stakeholders and public forum members urged the law enforcement community to continue these strong outreach programs with a goal of encouraging young people in the community to consider local law enforcement and public service as an available and favorable career choice. The Cayuga County Sheriff's Office strongly supports the current partnerships and collaboration with the Harriet Tubman Center for Justice and Peace, The Auburn Chapter of the NAACP, and the Auburn Human Rights Commission

in respect to recruiting efforts and diversifying, as well as expanding, their police and custody candidate pool for new hires.

#### DIVERSIONARY PROGRAMS AND COURTS-ALTERNATIVES TO INCARCERATION

The stakeholder and public forum conversations strongly recommended the need to clarify the working procedures and operational policies that impact access to, and participation in, the range of court diversion and alternative to incarceration programs available and operating within the local law enforcement and justice system. Participants called on community leaders running these programs, including the Cayuga County District Attorney, DA Staff, local justices and law enforcement officers, to strive for equitable access to these important procedural justice programs and alternatives across all sectors of the community. Stakeholders and participants in the public forums shared the view that positive and progressive change at the law enforcement level must be matched by complimentary moves to increase transparency of and access to these valuable programs. This Plan will be made available to the Alternatives to Incarceration (ATI) Committee currently working to expand and ensure equitable access and deployment of these important programs.

## PUBLIC INPUT – DRAFT PLAN REPORT COMMENT PERIOD

Following the preparation and public release and circulation of the Draft Plan Report on February 24, 2021, a public comment period was held for two weeks – starting on the February 24th release date and ending on Wednesday, March 9, 2021. *(Note to Reader: Summary of any Public Comments resulting from this comment period will be brought into final document).*

# ACKNOWLEDGEMENTS

[This will be incorporated into the final document]

# ADDENDUM A: CAYUGA COUNTY SHERIFF OFFICE POLICIES

## *Policing Policy Development and the NYS Law Enforcement Accreditation Program*

As discussed in this Plan Report, the Cayuga County Sheriff's Office is currently seeking accreditation under the New York State Law Enforcement Accreditation Process administered through the NYS Division of Criminal Justice Services. The NYS Law Enforcement Accreditation Program provides formal recognition that an agency such as the Cayuga County Sheriff's Office meets or exceeds general expectations of quality in the field. The program has four principal goals:

- To increase the effectiveness and efficiency of law enforcement agencies utilizing existing personnel, equipment and facilities to the extent possible;
- To promote increased cooperation and coordination among law enforcement agencies and other agencies of the criminal justice system;
- To ensure the appropriate training of law enforcement personnel; and
- To promote public confidence in law enforcement.

In essence, accreditation acknowledges the implementation of policies that are conceptually sound and operationally effective. The cornerstone of the Accreditation Program lies in established standards for policing policies that contain a clear statement of professional requirements. By participating in the program, the Cayuga County Sheriff's Office is undertaking a thorough analysis of their organization to determine how existing operations can be adapted to meet established standards. Once the Sheriff's Office adopts policies and procedures that meet the standards, an Accreditation team of independent professionals will conduct an on-site assessment to verify that all applicable standards have been successfully implemented. This process culminates with a decision by the NYS Law Enforcement Accreditation Council that the Cayuga County Sheriff's Office is worthy of accreditation. Accreditation is granted for a period of five years.

Policing policies aligned with the NYS standards established for the accreditation process are a foundation element of the accreditation program. The policies generally cover three (3) law enforcement areas: Administration, Training Standards and Operations Standards. While the standards established by the NYS Accreditation Council establish the framework for policy development, the local community engagement process undertaken through the Governor's Police Reform and Reinvention Program has, and will continue to inform the development of policing policies in the Cayuga County Sheriff's Office.

This document includes live hyperlinks to specific Cayuga County Sheriff Office policies where they are noted in the chapters. For convenience, the policies are provided in this Addendum for ease of access and reference.

*Readers should note that the following policies are in Draft Form only and subject to review and change as the Sheriff's Office finalizes the policies and moves through the NYS Law Enforcement Accreditation process.*

# Bias-Based Policing Policy No. 401

## 401.1 PURPOSE AND SCOPE

This policy provides guidance to office members that affirms the Cayuga County Sheriff's Office's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the office's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach and partnerships).

### 401.1.1 DEFINITIONS

Definitions related to this policy include:

**Bias-based policing** - An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement.

## 401.2 POLICY

The Cayuga County Sheriff's Office is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this office to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

## 401.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit a deputy from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

## 401.4 MEMBER RESPONSIBILITIES

Every member of this office shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any bias-based actions by another member.

### 401.4.1 REASON FOR CONTACT

Deputies contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

To the extent that written documentation would otherwise be completed (e.g., arrest report, case report), the involved deputy should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any deputy to document a contact that would not otherwise require reporting.

#### 401.4.2 REPORTING TRAFFIC STOPS

Each time a deputy makes a traffic stop, the deputy shall report any information as required in the Traffic and Parking Tickets Policy.

### 401.5 SUPERVISOR RESPONSIBILITIES

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

- (a) Supervisors should discuss any issues with the involved deputy and his/her supervisor in a timely manner.
  - 1. Supervisors should document these discussions, in the prescribed manner.
- (b) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (c) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this office who discloses information concerning bias-based policing.

### 401.6 ADMINISTRATION

The Undersheriff and the Division Commanders should annually review statistics, personnel complaints and any public concerns that have been brought to the attention of the Office. At the conclusion of this review, the Undersheriff and the Division Commanders may develop a report of any concerns. The report should be reviewed by the Sheriff to identify any changes in training or operations that should be made to improve service.

### 401.7 TRAINING

Training on fair and objective policing and review of this policy should be conducted as directed by the Patrol Lieutenant or authorized designee.

# Community Relations Policy No. 343

## 343.1 PURPOSE AND SCOPE

The purpose of this policy is to provide guidelines for community relationship-building.

Additional guidance on community relations and outreach is provided in other policies, including the:

- Hate Crimes Policy.
- Limited English Proficiency Services Policy.
- Communications with Persons with Disabilities Policy.
- Chaplains Policy.
- Patrol Policy.
- Suspicious Activity Reporting Policy.

## 343.2 POLICY

It is the policy of the Cayuga County Sheriff's Office to promote positive relationships between office members and the community by treating community members with dignity and respect and engaging them in public safety strategy development and relationship-building activities, and by making relevant policy and operations information available to the community in a transparent manner.

## 343.3 MEMBER RESPONSIBILITIES

Deputies should, as time and circumstances reasonably permit:

- (a) Make casual and consensual contacts with community members to promote positive community relationships (see the Contacts and Temporary Detentions Policy).
- (b) Become reasonably familiar with the schools, businesses and community groups in their assigned jurisdictional areas.
- (c) Work with community members and the office community relations coordinator to identify issues and solve problems related to community relations and public safety.
- (d) Conduct periodic foot patrols of their assigned areas to facilitate interaction with community members. Deputies carrying out foot patrols should notify an appropriate supervisor and the Dispatch Center of their status (i.e., on foot patrol) and location before beginning and upon completion of the foot patrol. They should also periodically inform the Dispatch Center of their location and status during the foot patrol.

## 343.4 COMMUNITY RELATIONS COORDINATOR

The Sheriff or the authorized designee should designate a member of the Office to serve as the community relations coordinator. He/she should report directly to the Sheriff or authorized designee and is responsible for:



- (a) Obtaining office-approved training related to his/her responsibilities.
- (b) Responding to requests from office members and the community for assistance in identifying issues and solving problems related to community relations and public safety.
- (c) Organizing surveys to measure the condition of the office's relationship with the community.
- (d) Working with community groups, office members and other community resources to:
  - 1. Identify and solve public safety problems within the community.
  - 2. Organize programs and activities that help build positive relationships between office members and the community and provide community members with an improved understanding of office operations.
- (e) Working with the Patrol Division Commander to develop patrol deployment plans that allow deputies the time to participate in community engagement and problem-solving activities.
- (f) Recognizing office and community members for exceptional work or performance in community relations efforts.
- (g) Attending County council and other community meetings to obtain information on community relations needs.
- (h) Assisting with the office's response to events that may affect community relations, such as an incident where the conduct of an office member is called into public question.
- (i) Informing the Sheriff and others of developments and needs related to the furtherance of the office's community relations goals, as appropriate.

### **343.5 SURVEYS**

The community relations coordinator should arrange for a survey of community members and office members to be conducted at least annually to assess the condition of the relationship between the Office and the community. Survey questions should be designed to evaluate perceptions of the following:

- (a) Overall performance of the Office
- (b) Overall competence of office members
- (c) Attitude and behavior of office members
- (d) Level of community trust in the Office
- (e) Safety, security or other concerns

A written summary of the compiled results of the survey should be provided to the Sheriff.

### **343.6 COMMUNITY AND YOUTH ACTIVITIES AND PROGRAMS**

The community relations coordinator should organize or assist with programs and activities that create opportunities for office members and community members, especially youth, to interact in a positive setting. Examples of such programs and events include:

- (a) Office-sponsored athletic programs (e.g., baseball, basketball, soccer, bowling).

- (b) Police-community get-togethers (e.g., cookouts, meals, charity events).
- (c) Youth leadership and life skills mentoring.
- (d) School resource deputy/Drug Abuse Resistance Education (D.A.R.E.®) programs.
- (e) Neighborhood Watch and crime prevention programs.

### **343.7 INFORMATION SHARING**

The community relations coordinator should work with the Sheriff or authorized designee to develop methods and procedures for the convenient sharing of information (e.g., major incident notifications, significant changes in office operations, comments, feedback, positive events) between the Office and community members. Examples of information-sharing methods include:

- (a) Community meetings.
- (b) Social media (see the Office Use of Social Media Policy).
- (c) Office website postings.

Information should be regularly refreshed, to inform and engage community members continuously.

### **343.8 LAW ENFORCEMENT OPERATIONS EDUCATION**

The community relations coordinator should develop methods to educate community members on general law enforcement operations so they may understand the work that deputies do to keep the community safe. Examples of educational methods include:

- (a) Development and distribution of informational cards/flyers.
- (b) Office website postings.
- (c) Presentations to driver education classes.
- (d) Instruction in schools.
- (e) Office ride-alongs (see the Ride-Alongs Policy).
- (f) Scenario/Simulation exercises with community member participation.
- (g) Youth internships at the Office.
- (h) Citizen academies.

Instructional information should include direction on how community members should interact with the police during enforcement or investigative contacts and how community members can make a complaint to the Office regarding alleged misconduct or inappropriate job performance by office members.

### **343.9 SAFETY AND OTHER CONSIDERATIONS**

Office members responsible for community relations activities should consider the safety of the community participants and, as much as reasonably practicable, should not allow them to be present in any location or situation that would jeopardize their safety.

Office members in charge of community relations events should ensure that participating community members have completed waiver forms before participation, if appropriate. A parent or guardian must complete the waiver form if the participating community member has not reached 18 years of age.

Community members are subject to a criminal history check before approval for participation in certain activities, such as citizen academies.

### **343.10 COMMUNITY ADVISORY COMMITTEE**

The Sheriff should establish a committee of volunteers consisting of community members, community leaders and other community stakeholders (e.g., representatives from schools, churches, businesses, social service organizations). The makeup of the committee should reflect the demographics of the community as much as practicable.

The committee should convene regularly to:

- (a) Provide a public forum for gathering information about public safety concerns in the community.
- (b) Work with the Office to develop strategies to solve public safety problems.
- (c) Generate plans for improving the relationship between the Office and the community.
- (d) Participate in community outreach to solicit input from community members, including youth from the community.

The Patrol Lieutenant or authorized designee should arrange for initial and ongoing training for committee members on topics relevant to their responsibilities.

The Sheriff may include the committee in the evaluation and development of office policies and procedures and may ask them to review certain personnel complaints for the purpose of providing recommendations regarding supervisory, training or other issues as appropriate.

#### **343.10.1 LEGAL CONSIDERATIONS**

The Sheriff and the community relations coordinator should work with the County Attorney as appropriate to ensure the committee complies with any legal requirements such as public notices, records maintenance and any other associated obligations or procedures.

### **343.11 TRANSPARENCY**

The Office should periodically publish statistical data and analysis regarding the office's operations. The reports should not contain the names of deputy, suspects or case numbers. The community relations coordinator should work with the community advisory committee to identify information that may increase transparency regarding office operations.

### **343.12 TRAINING**

Subject to available resources, members should receive training related to this policy, including training on topics such as:

- (a) Effective social interaction and communication skills.

- (b) Cultural, racial and ethnic diversity and relations.
- (c) Building community partnerships.
- (d) Community policing and problem-solving principles.
- (e) Enforcement actions and their effects on community relations.

Where practicable and appropriate, community members, especially those with relevant expertise, should be involved in the training to provide input from a community perspective.

# Disciplinary System Policy No. 315

343.13 Issuing Authority: Cayuga County Sheriff

343.14 Effective Date 01/31/2013 | Supersedes Policy dated 4/15/2010

- I. **PURPOSE:** The purpose of this Order is to define the Disciplinary System, authority and responsibility delegated to Supervisors in the Cayuga County Sheriff's Office for the maintenance of discipline.
- II. **POLICY:** It is the policy of the Cayuga County Sheriff's Office that discipline procedures shall be positive in nature, constructive in use and application, impartial, consistent and without prejudice in administration. The Disciplinary System of the Cayuga County Sheriff's Office is comprehensive and includes provisions for non-punitive actions such as training, counseling and punitive alternatives.
- III. **DEFINITIONS:**
  - A. **DISCIPLINE** - A characteristic which embodies willingness to conform and a feeling of self-restraint, coupled with dedication and perseverance or correctional or disciplinary action.
  - B. **PUNITIVE** - Action that may involve written reprimands, loss of pay or leave, suspension, demotion, or dismissal. Punitive discipline is seldom constructive, but when necessary, it has salutary effect on all Members of the Department and sometimes, but not always, on the person against whom it is directed.
  - C. **COMMAND DISCIPLINE** - The resolution of disciplinary issues through the mutual consent of the accused Member and the Sheriff.
  - D. **FORMAL DISCIPLINE** - The pursuit of disciplinary action through the process mandated by Section 75 of the New York State Civil Service Law and the Collective Bargaining Agreement.
- IV. **PROCEDURE:**
  - A. **RESPONSIBILITIES OF SUPERVISORY OFFICERS:**
    1. Supervisory Officers are responsible to ensure that Department Members perform their duties in accordance with the Policies, Procedures, General Orders of the Department and all applicable Laws. Supervisors are required to initiate discipline in response to the acts of commission or omission of personnel who:
      - a. Are assigned to their command.
      - b. Are under their supervision.
      - c. Come to their attention.
    2. With regard to the discipline process, an immediate Supervisor has the responsibility to:
      - a. Discover the strengths, efficiencies, weaknesses, deficiencies, failures or overt acts of a subordinate that indicate the need for recognition or corrective action.
      - b. Analyze all the factors involved in order to decide the most suitable action.
      - c. Initiate, and in most instances execute counseling actions as outlined in General Order 314 "Employee Counseling".

- d. Recommend, through the Chain of Command, to the Sheriff, punitive actions.
3. Supervisory Members are authorized to initiate disciplinary actions for Members of their Commands to include:
  - a. Recommending punitive disciplinary actions, through the Chain of Command to the Sheriff.

**B. PUNITIVE DISCIPLINE:**

1. In cases involving serious Violations of General Orders, Standard Operating Procedures, and Violations of Law or in those instances in which counseling actions have been tried and failed, Supervisory Members shall request punitive measures to correct a Member's behavior. Supervisors initiating a request for punitive action shall:
  - a. Prepare a memo detailing the situation and forward it to the Sheriff through the Chain of Command as soon as possible, especially in the case of a Violation of Law.
  - b. Collect and record facts or potential evidence pertaining to the alleged misconduct.
  - c. Demonstrate, where applicable, that counseling actions have been attempted and have failed.
2. Each Level of Command shall review the request and forward it to the next Level with a notation that the request and recommendation are either:
  - a. Endorsed. - If a Division Commander endorses such request, they shall complete the County adopted "Employee Counseling Notice" form and submit it to the Sheriff through the Chain of Command.
  - b. Not Endorsed. If the action is not endorsed, commentary shall be provided to explain the reasons for such decision, and recommended alternative action.
3. The Sheriff will be responsible for approving, modifying, or disapproving requests for punitive actions against Members.
4. The Sheriff may authorize the following punitive disciplinary actions:
  - a. Such discipline provided for in the New York State Civil Service Law.
  - b. Criminal Prosecution.
5. Punitive Discipline authorized by the Sheriff, may be executed by the Undersheriff or Custody Facility Administrator.
6. All Punitive Discipline will comply with pertinent Laws and the Employees' Collective Bargaining Agreement.

**C. COMMAND DISCIPLINE / STIPULATION AGREEMENT:**

1. The Sheriff may, at his discretion, offer the Member the opportunity to accept Command Discipline in lieu of formal disciplinary charges. The accused Member may elect to accept the finding and Command Discipline, or reject the finding and penalty and opt for formal disciplinary charges.
2. Command Discipline penalties shall be limited to:
  - a. Written Reprimands.
  - b. Loss of Leave.

- c. Loss of Pay.
- d. Suspension.
- e. Demotion or downgrade in Title.

**D. WRITTEN DOCUMENTATION:**

1. If the Member elects to accept the finding and Command Discipline, the Sheriff, or his designee, will provide the Member with written documentation to include:
  - a. Allegation of Misconduct.
  - b. Penalty proposed and accepted.
  - c. Member's signature acknowledging the finding and penalty.
  - d. The Sheriff, or his designee's, signature.
2. The Member shall be provided with a copy of the completed written documentation. The original shall be filed in the Member's personnel file.

**E. FORMAL DISCIPLINE:**

1. When a Member declines to accept Command Discipline, or in those cases in which the Sheriff does not offer the Member the option of Command Discipline, the Member will be subjected to formal disciplinary action.
2. Members who are formally charged shall proceed in accordance with Section 75 of the Civil Service Law.

**F. DISCIPLINARY RECORDS**

1. A Record of all sustained Command Discipline and formal disciplinary findings shall be placed in the Members Personnel File.
2. Pursuant to New York State Education Department guidelines, records of disciplinary actions may be purged from a Members Personnel File at the discretion of the Sheriff three years after a final disposition has been reached.
3. A Member's Personnel File may be reviewed in accordance with the Procedures listed under the established Bargaining Agreement, and applicable laws.

[Original: 07/12/007] [Revised: 03/30/2010] [Revised: 01/02/2013]

# Personnel Complaints Policy No. 1010

## 1010.1 PURPOSE AND SCOPE

This policy provides guidelines for the reporting, investigation and disposition of complaints regarding the conduct of members of the Cayuga County Sheriff's Office. This policy shall not apply to any questioning, counseling, instruction, informal verbal admonishment or other routine or unplanned contact of a member in the normal course of duty, by a supervisor or any other member, nor shall this policy apply to a criminal investigation.

## 1010.2 POLICY

The Cayuga County Sheriff's Office takes seriously all complaints regarding the service provided by the Office and the conduct of its members.

The Office will accept and address all complaints of misconduct in accordance with this policy and applicable federal, state and local law and municipal and county rules and the requirements of any collective bargaining agreements.

It is also the policy of this office to ensure that the community can report misconduct without concern for reprisal or retaliation.

## 1010.3 PERSONNEL COMPLAINTS

Personnel complaints include any allegation of misconduct or improper job performance that, if true, would constitute a violation of office policy or federal, state or local law, policy or rule. Personnel complaints may be generated internally or by the public.

Inquiries about conduct or performance that, if true, would not violate office policy or federal, state or local law, policy or rule may be handled informally by a supervisor and shall not be considered a personnel complaint. Such inquiries generally include clarification regarding policy, procedures or the response to specific incidents by the Office.

### 1010.3.1 COMPLAINT CLASSIFICATIONS

Personnel complaints shall be classified in one of the following categories:

**Informal** - A matter in which the Division Commander is satisfied that the appropriate investigation was conducted and a resolution was reached by the supervisor of the accused member. Informal complaints must be resolved with no higher than a written counseling.

**Formal** - A matter in which the Division Commander determines that further investigation is warranted. Such complaints may be investigated by a Command Officer or referred to the Undersheriff or authorized designee, depending on the seriousness and complexity of the investigation.

**Incomplete** - A matter in which the complaining party either refuses to cooperate or becomes unavailable after diligent follow-up investigation. At the discretion of the assigned Division



Commander or the Undersheriff, such matters may be further investigated depending on the seriousness of the complaint and the availability of sufficient information.

#### 1010.3.2 SOURCES OF COMPLAINTS

The following applies to the source of complaints:

- (a) Individuals from the public may make complaints in any form, including in writing, by email, in person or by telephone.
- (b) Any office member becoming aware of alleged misconduct shall immediately notify a supervisor.
- (c) Supervisors shall initiate a complaint based upon observed misconduct or receipt from any source alleging misconduct that, if true, could result in disciplinary action.
- (d) Anonymous and third-party complaints should be accepted and investigated to the extent that sufficient information is provided.
- (e) Tort claims and lawsuits may generate a personnel complaint.

### 1010.4 AVAILABILITY AND ACCEPTANCE OF COMPLAINTS

#### 1010.4.1 COMPLAINT FORMS

Personnel complaint forms will be maintained in a clearly visible location in the public area of the sheriff's facility. A substantially similar electronic form will also be accessible through the office website.

Personnel complaint forms in languages other than English may also be provided, as determined necessary or practicable.

#### 1010.4.2 ACCEPTANCE

All complaints will be courteously accepted by any office member and promptly given to the appropriate supervisor. Although written complaints are preferred, a complaint may also be filed orally, either in person or by telephone. Such complaints will be directed to a supervisor. If a supervisor is not immediately available to take an oral complaint, the receiving member shall obtain contact information sufficient for the supervisor to contact the complainant. The supervisor, upon contact with the complainant, shall complete and submit a complaint form as appropriate.

Although not required, complainants should be encouraged to file complaints in person so that proper identification, signatures, photographs or physical evidence may be obtained as necessary.

## 1010.5 DOCUMENTATION

Supervisors shall ensure that all complaints are documented on a complaint form. The supervisor shall ensure that the nature of the complaint is defined as clearly as possible.

All complaints and inquiries should also be documented in a log that records and tracks complaints. The log shall include the nature of the complaint and the actions taken to address the complaint.

On an annual basis, the Office should audit the log and send an audit report to the Sheriff or the authorized designee.

## 1010.6 ADMINISTRATIVE INVESTIGATIONS

Allegations of misconduct will be administratively investigated as follows.

### 1010.6.1 SUPERVISOR RESPONSIBILITIES

In general, the primary responsibility for the investigation of a personnel complaint shall rest with the member's immediate supervisor, unless the supervisor is the complainant, or the supervisor is the ultimate decision-maker regarding disciplinary action or has any personal involvement regarding the alleged misconduct. The Sheriff or the authorized designee may direct that another supervisor investigate any complaint.

A supervisor who becomes aware of alleged misconduct shall take reasonable steps to prevent aggravation of the situation.

The responsibilities of supervisors include, but are not limited to:

- (a) Ensuring that upon receiving or initiating any formal complaint, a complaint form is completed.
  - 1. The original complaint form will be directed to the accused member's supervisor who will take appropriate action.
  - 2. In circumstances where the integrity of the investigation could be jeopardized by reducing the complaint to writing or where the confidentiality of a complainant is at issue, a supervisor shall orally report the matter to the member's Division Commander or the Sheriff, who will initiate appropriate action.
- (b) Responding to all complaints in a courteous and professional manner.
- (c) Resolving those personnel complaints that can be resolved immediately.
  - 1. Follow-up contact with the complainant should be made within 24 hours of the Office receiving the complaint.
  - 2. If the matter is resolved and no further action is required, the supervisor will note the resolution on a complaint form and forward the form to the Division Commander.

- (d) Ensuring that upon receipt of a complaint involving allegations of a potentially serious nature, the Division Commander and Sheriff are notified via the chain of command as soon as practicable.
- (e) Promptly contacting the Sheriff, the Undersheriff, Division Commander or the Cayuga County Human Resources Administrator for direction regarding the supervisor's role in addressing a complaint that relates to sexual, racial, ethnic or other forms of prohibited harassment or discrimination.
- (f) Forwarding unresolved personnel complaints to the Division Commander, who will determine whether to contact the complainant or assign the complaint for investigation.
- (g) Informing the complainant of the investigator's name within three days after assignment.
- (h) Investigating a complaint as follows:
  1. Making reasonable efforts to obtain names, addresses and telephone numbers of witnesses.
  2. When appropriate, ensuring immediate medical attention is provided and photographs of alleged injuries and accessible uninjured areas are taken.
- (i) Ensuring that the procedural rights of the accused member are followed.
- (j) Ensuring interviews of the complainant are generally conducted during reasonable hours.

**1010.6.2 ADMINISTRATIVE INVESTIGATION PROCEDURES UNDER CIVIL SERVICE LAW**  
 Whether conducted by a supervisor or a member of the administration, the following applies to employees covered by Civil Service Law (Civil Service Law § 75):

- (a) Interviews of an accused employee shall be conducted during reasonable hours and preferably when the employee is on-duty. If the employee is off-duty, he/she shall be compensated.
- (b) Unless waived by the employee, interviews of an accused employee shall be at the Cayuga County Sheriff's Office or other reasonable and appropriate place.
- (c) No more than two interviewers should ask questions of an accused employee.
- (d) Prior to any interview, an employee should be informed of the nature of the investigation.
- (e) All interviews should be for a reasonable period and the employee's personal needs should be accommodated.
- (f) No employee should be subjected to offensive or threatening language, nor shall any promises, rewards or other inducements be used to obtain answers.
- (g) Any employee refusing to answer questions directly related to the investigation may be ordered to answer questions and may be subject to discipline for failing to do so.

1. An employee should be given an order to answer questions in an administrative investigation that might incriminate the employee in a criminal matter only after the employee has been given a *Garrity* advisement. Administrative investigators should consider the impact that compelling a statement from the employee may have on any related criminal investigation and should take reasonable steps to avoid creating any foreseeable conflicts between the two related investigations. This may include conferring with the person in charge of the criminal investigation (e.g., discussion of processes, timing, implications).
  2. No information or evidence administratively coerced from an employee may be provided to anyone involved in conducting the criminal investigation or to any prosecutor.
- (h) The interviewer should record all interviews of employees and witnesses. The employee may also record the interview. If the employee has been previously interviewed, a copy of that recorded interview should be provided to the employee prior to any subsequent interview.
- (i) All employees subjected to interviews that could result in discipline have the right to have a certified or recognized union representative present during the interview. However, in order to maintain the integrity of each individual's statement, involved employees shall not consult or meet with a representative or attorney collectively or in groups prior to being interviewed.
1. The employee shall be informed in advance and in writing of the right to representation.
  2. If the employee is unable to find representation within a reasonable time, the interview will proceed.
- (j) All employees shall provide complete and truthful responses to questions posed during interviews.
- (k) No employee may be compelled to submit to a psychological stress evaluator examination, nor shall any refusal to submit to such examination be mentioned in any investigation (Labor Law § 735).

**1010.6.3 ADMINISTRATIVE INVESTIGATION PROCEDURES OTHER EMPLOYEES**  
Whether conducted by a supervisor or a member of the administration, the following applies to employees:

- (a) Interviews of an accused employee shall be conducted during reasonable hours and preferably when the employee is on-duty. If the employee is off-duty, he/she shall be compensated.
- (b) Unless waived by the employee, interviews of an accused employee shall be at the Cayuga County Sheriff's Office or other reasonable and appropriate place.
- (c) No more than two interviewers should ask questions of an accused employee.
- (d) Prior to any interview, an employee should be informed of the nature of the investigation.

- (e) All interviews should be for a reasonable period and the employee's personal needs should be accommodated.
- (f) No employee should be subjected to offensive or threatening language, nor shall any promises, rewards or other inducements be used to obtain answers.
- (g) Any employee refusing to answer questions directly related to the investigation may be ordered to answer questions administratively and may be subject to discipline for failing to do so.
  - (a) An employee should be given an order to answer questions in an administrative investigation that might incriminate the employee in a criminal matter only after the employee has been given a *Garrity* advisement. Administrative investigators should consider the impact that compelling a statement from the employee may have on any related criminal investigation and should take reasonable steps to avoid creating any foreseeable conflicts between the two related investigations. This may include conferring with the person in charge of the criminal investigation (e.g., discussion of processes, timing, implications).
  - (b) No information or evidence administratively coerced from an employee may be provided to anyone involved in conducting the criminal investigation or to any prosecutor.
- (h) The interviewer should record all interviews of employees and witnesses. The employee may also record the interview. If the employee has been previously interviewed, a copy of that recorded interview should be provided to the employee prior to any subsequent interview.
- (i) All employees subjected to interviews that could result in discipline have the right to have an uninvolved representative present during the interview. However, in order to maintain the integrity of each individual's statement, involved employees shall not consult or meet with a representative or attorney collectively or in groups prior to being interviewed.
- (j) All employees shall provide complete and truthful responses to questions posed during interviews.
- (k) No employee may be compelled to submit to a psychological stress evaluator examination, nor shall any refusal to submit to such examination be mentioned in any investigation (Labor Law § 735).

#### 1010.6.4 NOTICE OF CHARGES

Any charges brought against an employee shall be in writing and within the time frame prescribed by law (Civil Service Law § 75).

#### 1010.6.5 ADMINISTRATIVE INVESTIGATION FORMAT

Formal investigations of personnel complaints shall be thorough, complete and essentially follow this format:

**Introduction** - Include the identity of the members, the identity of the assigned

investigators, the initial date and source of the complaint.

**Synopsis** - Provide a brief summary of the facts giving rise to the investigation.

**Summary** - List the allegations separately, including applicable policy sections, with a brief summary of the evidence relevant to each allegation. A separate recommended finding should be provided for each allegation.

**Evidence** - Each allegation should be set forth with the details of the evidence applicable to each allegation provided, including comprehensive summaries of member and witness statements. Other evidence related to each allegation should also be detailed in this section.

**Conclusion** - A recommendation regarding further action or disposition should be provided.

**Exhibits** - A separate list of exhibits (e.g., recordings, photos, documents) should be attached to the report.

#### 1010.6.6 DISPOSITIONS

Each administrative investigation shall be classified with one of the following dispositions:

**Unfounded** - When the investigation discloses that the alleged acts did not occur or did not involve office members. Complaints that are determined to be frivolous will fall within the classification of unfounded.

**Exonerated** - When the investigation discloses that the alleged act occurred but that the act was justified, lawful and/or proper.

**Not sustained** - When the investigation discloses that there is insufficient evidence to sustain the complaint or fully exonerate the member.

**Sustained** - When the investigation discloses sufficient evidence to establish that the act occurred and that it constituted misconduct.

If an investigation discloses misconduct or improper job performance that was not alleged in the original complaint, the investigator shall take appropriate action with regard to any additional allegations.

#### 1010.6.7 COMPLETION OF INVESTIGATIONS

Every investigator or supervisor assigned to investigate a personnel complaint or other alleged misconduct shall proceed with due diligence in an effort to complete the investigation within one year from the date of discovery by an individual authorized to initiate an investigation.

#### 1010.6.8 NOTICE TO COMPLAINANT OF INVESTIGATION STATUS

The member conducting the investigation should provide the complainant with periodic updates on the status of the investigation, as appropriate.

## 1010.7 ADMINISTRATIVE SEARCHES

Assigned lockers, storage spaces and other areas, including desks, offices and vehicles, may be searched as part of an administrative investigation upon a reasonable suspicion of misconduct.

Such areas may also be searched any time by a supervisor for non-investigative purposes, such as obtaining a needed report, radio or other document or equipment.

## 1010.8 ADMINISTRATIVE LEAVE

When a complaint of misconduct is of a serious nature, or when circumstances indicate that allowing the accused to continue to work would adversely affect the mission of the Office, the Sheriff or the authorized designee may temporarily assign an accused employee to administrative leave. Any employee placed on administrative leave:

- (a) May be required to relinquish any office badge, identification, assigned weapons and any other office equipment.
- (b) Shall be required to continue to comply with all policies and lawful orders of a supervisor.
- (c) May be temporarily reassigned to a different shift, generally a normal business-hours shift, during the investigation. The employee may be required to remain available for contact at all times during such shift, and will report as ordered.
- (d) May be on leave without pay for no more than 30 days (Civil Service Law § 75).

## 1010.9 CRIMINAL INVESTIGATION

Where a member is accused of potential criminal conduct, a separate supervisor or investigator shall be assigned to investigate the criminal allegations apart from any administrative investigation. Any separate administrative investigation may parallel a criminal investigation.

The Sheriff shall be notified as soon as practicable when a member is accused of criminal conduct. The Sheriff may request a criminal investigation by an outside law enforcement agency.

A member accused of criminal conduct shall be provided with all rights afforded to a civilian. The member shall not be administratively ordered to provide any information in the criminal investigation.

The Cayuga County Sheriff's Office may release information concerning the arrest or detention of any member, including a deputy that has not led to a conviction. No disciplinary action should be taken until an independent administrative investigation is conducted.

## 1010.10 POST-ADMINISTRATIVE INVESTIGATION PROCEDURES

Upon completion of a formal investigation, an investigation report should be forwarded to the Sheriff through the chain of command. Each level of command should review the report and include their comments in writing before forwarding the report. The Sheriff may accept or modify any classification or recommendation for disciplinary action.

### 1010.10.1 DIVISION COMMANDER RESPONSIBILITIES

Upon receipt of any completed personnel investigation, the Division Commander of the involved member shall review the entire investigative file, the member's personnel file and any other relevant materials.

The Division Commander may make recommendations regarding the disposition of any allegations and the amount of discipline, if any, to be imposed.

Prior to forwarding recommendations to the Sheriff, the Division Commander may return the entire investigation to the assigned investigator or supervisor for further investigation or action.

When forwarding any written recommendation to the Sheriff, the Division Commander shall include all relevant materials supporting the recommendation. Actual copies of a member's existing personnel file need not be provided and may be incorporated by reference.

### 1010.10.2 SHERIFF RESPONSIBILITIES

Upon receipt of any written recommendation for disciplinary action, the Sheriff shall review the recommendation and all accompanying materials. The Sheriff may modify any recommendation and/or may return the file to the Division Commander for further investigation or action.

Once the Sheriff is satisfied that no further investigation or action is required by staff, the Sheriff shall determine the amount of discipline, if any, that should be imposed. In the event disciplinary action is proposed, the Sheriff shall provide the employee with a written notice that includes the reasons for the proposed disciplinary action and a copy of the charges (Civil Service Law § 75).

The employee shall be given an opportunity to respond in writing to the Sheriff within eight days of receiving the notice. Upon a showing of good cause by the employee, the Sheriff may grant a reasonable extension of time for the employee to respond.

Once the employee has completed his/her response, or if the employee has elected to waive any such response, the Sheriff shall consider all information received in regard to the recommended discipline. The Sheriff shall designate a hearing officer, in writing, when there is a recommendation for disciplinary action or termination of an employee. Upon completion of the hearing, the Sheriff shall review the record of the hearing and recommendations of the hearing officer and shall render a timely written decision to the employee and specify the grounds and reasons for discipline and the effective date of the discipline. Once the Sheriff has issued a written decision, the discipline shall become



effective.

#### 1010.10.3 HEARING BY HEARING OFFICER

The hearing shall be conducted by the designated hearing officer as provided in Civil Service Law § 75 or as otherwise provided in the applicable collective bargaining agreement or personnel rules. The hearing officer shall make a record of the proceedings.

The employee, upon request, may be represented by counsel, or by a representative of a recognized or certified employee organization. The employee shall be allowed to summon witnesses on his/her behalf. Judicial rules of evidence do not apply.

The hearing officer shall consider all information received in regard to the recommended discipline and shall forward his/her recommendations to the Sheriff.

If the employee is found guilty, a copy of the charges, the employee's written response to the charges, a transcript of the hearing and the determination shall be retained by the Office. A copy shall be filed with the civil service commission having jurisdiction over the employee. A copy shall also be provided to the employee upon request without charge.

#### 1010.10.4 NOTICE OF FINAL DISPOSITION TO THE COMPLAINANT

The Sheriff or the authorized designee should ensure that the complainant is notified of the disposition (i.e., sustained, not sustained, exonerated, unfounded) of the complaint.

### 1010.11 PRE-DISCIPLINE EMPLOYEE RESPONSE

The pre-discipline process is intended to provide the accused employee with an opportunity to present a written or oral response to the Sheriff after having had an opportunity to review the supporting materials and prior to imposition of any recommended discipline. The employee shall consider the following:

- (a) The response is not intended to be an adversarial or formal hearing.
- (b) Although the employee may be represented by an uninvolved representative or legal counsel, the response is not designed to accommodate the presentation of testimony or witnesses.
- (c) The employee may suggest that further investigation could be conducted or the employee may offer any additional information or mitigating factors for the Sheriff to consider.
- (d) In the event that the Sheriff elects to conduct further investigation, the employee shall be provided with the results prior to the imposition of any discipline.
- (e) The employee may thereafter have the opportunity to further respond orally or in writing to the Sheriff on the limited issues of information raised in any subsequent materials.

## 1010.12 RESIGNATIONS/RETIREMENTS PRIOR TO DISCIPLINE

In the event that a member tenders a written resignation or notice of retirement prior to the imposition of discipline, it shall be noted in the file. The tender of a resignation or retirement by itself shall not serve as grounds for the termination of any pending investigation or discipline.

## 1010.13 POST-DISCIPLINE APPEAL RIGHTS

Non-probationary employees have the right to appeal a suspension without pay, punitive transfer, demotion, reduction in pay or step, or termination from employment. The employee has the right to appeal using the procedures established by Civil Service Law § 76, any collective bargaining agreement and/or personnel rules.

## 1010.14 PROBATIONARY EMPLOYEES AND OTHER MEMBERS

At-will and probationary employees and members other than non-probationary employees may be disciplined and/or released from employment without adherence to any of the procedures set out in this policy, and without notice or cause at any time. These individuals are not entitled to any rights under this policy.

In cases where an individual has been absent for more than a week or when additional time to review the individual is considered to be appropriate, the probationary period may be extended at the discretion of the Sheriff.

## 1010.15 RETENTION OF PERSONNEL INVESTIGATION FILES

All personnel complaints shall be maintained in accordance with the established records retention schedule and as described in the Personnel Records Policy.

# RECRUITMENT POLICY NO. 303

Issuing Authority: Cayuga County Sheriff | Effective Date: 01/01/2008

- I. **PURPOSE:** The purpose of this order is to establish a comprehensive recruiting program to attract the most qualified applicants for actual or anticipated vacancies within the department.
- II. **POLICY:** It is the policy of the Cayuga County Sheriff's Office to actively participate in the recruiting and selection of the best qualified candidates for positions within the department in a manner that is fair, consistent and non-discriminatory.
- III. **PROCEDURE:**

## **A. RECRUITMENT PROGRAM**

1. The Cayuga County Department of Human Resources and Civil Service co-operates with and conducts recruiting activities on behalf of the Cayuga County Sheriff's Department. The activities of the Cayuga County Department of Human Resources and Civil Service provides the police department with a large pool of applicants, including minorities.
2. The Undersheriff shall be responsible for all elements of the departments recruiting program and shall act as liaison with the Cayuga County Department of Human Resources and Civil Service.
3. The department shall design and administer a comprehensive program to complement the recruiting efforts of the Cayuga County Department of Human Resources and Civil Service. In order to ensure job relevancy, the department's recruiting strategies and procedures shall be based upon written job task analysis of the work to be performed. The written recruitment program shall include, at a minimum, the following elements:
  - a. An assessment of the department's current and anticipated personnel needs.
  - b. The program objectives, stated in quantitative terms.
  - c. A statement of the departments authorized, budgeted and actual strength.
  - d. Timetables for recruitment activities.
  - e. A written statement of support from the Sheriff.
  - f. Procedures for seeking assistance from community organizations and leaders.
  - g. Recruiting strategies.
  - h. Methods for coordinating recruitment activities with the Cayuga County Department of Human Resources and Civil Service.
  - i. Procedures for recruiting in areas beyond the geographical limits of the County of Cayuga.

## **B. RECRUITMENT ACTIVITIES**

1. When appropriate, the Undersheriff shall initiate recruitment activities, and shall:

- a. Encourage all members to participate in recruitment activities and to seek referrals from community leaders and groups.
  - b. Develop recruiting literature and materials which depict careers in law enforcement and the roles of women and minorities in those careers. All applications, advertisements and recruiting literature shall clearly state that the department is an, "Equal Opportunity Employer".
  - c. Select and train members to participate in recruitment activities.
2. Members assigned as recruiters must be knowledgeable in personnel matters, especially Equal Employment Opportunity as it affects the management and operations of the department. Prior to commencing recruitment activities, members selected as recruiters shall be provided with information to include, at a minimum:
- a. The department's current and anticipated recruitment needs.
  - b. The department's salaries, benefits, training and career opportunities.
  - c. Federal and state compliance guidelines.
  - d. Community demographic data.
  - e. Community organizations and educational institutions.
  - f. Awareness of various ethnic groups or subcultures within the community.
  - g. The selection process.
  - h. Recruitment programs of other departments.
  - i. Characteristics that disqualify candidates.
  - j. Medical requirements, in light of the Americans with Disabilities Act of 1990.
3. The Cayuga County Department of Human Resources and Civil Service publishes and distributes test announcements whenever a competitive examination is scheduled. The department shall provide these announcements to recruiters and community service organizations and post them at other applicable locations within the county. These announcements inform potential applicants of:
- a. Description of the duties, responsibilities and requisite skills and education required for appointment.
  - b. Minimum qualifications for appointment.
  - c. Subject of the examination.
  - d. Physical and medical requirements.
  - e. Application procedure.

- f. Latest filing date for application.
  - g. Date of examination.
  - h. Duration of eligibility lists.
  - i. Conditions for re-testing.
4. The county shall, when appropriate, advertise job vacancies in newspapers or other mass media outlets. All such advertisements shall be published at least ten (10) business days prior to the last filing date. Advertisements shall contain a description of the job duties and responsibilities, requisite skills, educational level, physical requirements and clearly state the deadline for filing applications and that the department is an "Equal Opportunity Employer".
  5. The department shall schedule recruiters to engage in on-site recruitment of potential applicants at various locations to include, but not be limited to:
    - a. Local colleges and universities.
    - b. Meetings of community groups and organizations.
    - c. High schools, police explorer posts and other youth groups.
    - d. Meetings of students involved in police internship programs.
  6. The department shall insure that recruiters log and document contacts with applicants.

[Original: 08/09/2007]

# STANDARDS OF CONDUCT POLICY NO. 320

## 320.1 PURPOSE AND SCOPE

This policy establishes standards of conduct that are consistent with the values and mission of the Cayuga County Sheriff's Office and are expected of all office members. The standards contained in this policy are not intended to be an exhaustive list of requirements and prohibitions but they do identify many of the important matters concerning conduct. In addition to the provisions of this policy, members are subject to all other provisions contained in this manual, as well as any additional guidance on conduct that may be disseminated by this office or a member's supervisors.

## 320.2 POLICY

The continued employment or appointment of every member of this office shall be based on conduct that reasonably conforms to the guidelines set forth herein. Failure to meet the guidelines set forth in this policy, whether on- or off-duty, may be cause for disciplinary action.

## 320.3 DIRECTIVES AND ORDERS

Members shall comply with lawful directives and orders from any office supervisor or person in a position of authority, absent a reasonable and bona fide justification.

### 320.3.1 UNLAWFUL OR CONFLICTING ORDERS

Supervisors shall not knowingly issue orders or directives that, if carried out, would result in a violation of any law or office policy. Supervisors should not issue orders that conflict with any previous order without making reasonable clarification that the new order is intended to countermand the earlier order.

No member is required to obey any order that appears to be in direct conflict with any federal law, state law or local ordinance. Following a known unlawful order is not a defense and does not relieve the member from criminal or civil prosecution or administrative discipline. If the legality of an order is in doubt, the affected member shall ask the issuing supervisor to clarify the order or shall confer with a higher authority. The responsibility for refusal to obey rests with the member, who shall subsequently be required to justify the refusal.

Unless it would jeopardize the safety of any individual, members who are presented with a lawful order that is in conflict with a previous lawful order, office policy or other directive shall respectfully inform the issuing supervisor of the conflict. The issuing supervisor is responsible for either resolving the conflict or clarifying that the lawful order is intended to countermand the previous lawful order or directive, in which case the member is obliged to comply. Members who are compelled to follow a conflicting lawful order after having given the issuing supervisor the opportunity to correct the conflict will not be held accountable for disobedience of the lawful order or directive that was initially issued.

The person countermanding the original order shall notify, in writing, the person issuing the original order, indicating the action taken and the reason.

### 320.3.2 SUPERVISOR RESPONSIBILITIES

Supervisors are required to follow all policies and procedures and may be subject to discipline for:

- (a) Failure to be reasonably aware of the performance of their subordinates or to provide appropriate guidance and control.
- (b) Failure to promptly and fully report any known misconduct of a member to his/her immediate supervisor or to document such misconduct appropriately or as required by policy.
- (c) Directing a subordinate to violate a policy or directive, acquiescing to such a violation, or exhibiting indifference to such a violation.
- (d) Exercising unequal or disparate authority toward any member for malicious or other improper purpose.

### 320.4 GENERAL STANDARDS

Members shall conduct themselves, whether on- or off-duty, in accordance with the United States and New York constitutions and all applicable laws, ordinances, and rules enacted or established pursuant to legal authority.

Members shall familiarize themselves with policies and procedures and are responsible for compliance with each. Members should seek clarification and guidance from supervisors in the event of any perceived ambiguity or uncertainty.

### 320.5 CAUSES FOR DISCIPLINE

Discipline may be initiated for any good cause. The following are illustrative of causes for disciplinary action. This list is not intended to cover every possible type of misconduct and does not preclude the recommendation of disciplinary action for violation of other rules, standards, ethics and specific action or inaction that is detrimental to efficient office service.

#### 320.5.1 LAWS, RULES AND ORDERS

- (a) Violation of, or ordering or instructing a subordinate to violate, any policy, procedure, rule, order, directive or requirement, or failure to follow instructions contained in office or County manuals.
- (b) Disobedience of any legal directive or order issued by any office member of a higher rank.
- (c) Violation of federal, state, local or administrative laws, rules or regulations.

#### 320.5.2 ETHICS

- (a) Using or disclosing one's status as a member of the Cayuga County Sheriff's Office in any way that could reasonably be perceived as an attempt to gain influence or authority for non-office business or activity.
- (b) The wrongful or unlawful exercise of authority on the part of any member for malicious purpose, personal gain, willful deceit or any other improper purpose.

- (c) The receipt or acceptance of a reward, fee or gift from any person for service incident to the performance of the member's duties (lawful subpoena fees and authorized work permits excepted).
- (d) Acceptance or solicitation of fees, gifts or money contrary to the rules of this office and/or laws of the state.
- (e) Offer or acceptance of a bribe or gratuity.
- (f) Misappropriation or misuse of public funds, property, personnel or services.
- (g) Any other failure to abide by the standards of ethical conduct.

### 320.5.3 DISCRIMINATION, OPPRESSION, OR FAVORITISM

Unless required by law or policy, discriminating against, oppressing, or providing favoritism to any person because of actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, economic status, cultural group, veteran status, marital status, and any other classification or status protected by law, or intentionally denying or impeding another in the exercise or enjoyment of any right, privilege, power, or immunity, knowing the conduct is unlawful.

### 320.5.4 RELATIONSHIPS

- (a) Unwelcome solicitation of a personal or sexual relationship while on-duty or through the use of one's official capacity.
- (b) Engaging in on-duty sexual activity including, but not limited to, sexual intercourse, excessive displays of public affection or other sexual contact.
- (c) Establishing or maintaining an inappropriate personal or financial relationship, as a result of an investigation, with a known victim, witness, suspect or defendant while a case is being investigated or prosecuted, or as a direct result of any official contact.
- (d) Associating with or joining a criminal gang, organized crime and/or criminal syndicate when the member knows or reasonably should know of the criminal nature of the organization. This includes any organization involved in a definable criminal activity or enterprise, except as specifically directed and authorized by this office.
- (e) Associating on a personal, rather than official, basis with persons who demonstrate recurring involvement in serious violations of state or federal laws after the member knows, or reasonably should know of such criminal activities, except as specifically directed and authorized by this office.

### 320.5.5 ATTENDANCE

- (a) Leaving the job to which the member is assigned during duty hours without reasonable excuse and proper permission and approval.
- (b) Unexcused or unauthorized absence or tardiness.
- (c) Excessive absenteeism or abuse of leave privileges.
- (d) Failure to report to work or to the place of assignment at the time specified and fully prepared to perform duties without reasonable excuse.



- (e) Law enforcement members who have been assigned vehicles and are required to keep those vehicles at their residence when off-duty shall call in service from their residence at the start of their assigned shift. That member shall report directly to their assigned post unless dispatched elsewhere or approval is obtained from a supervisor. The time that the unit has been put in service will be tracked by the software currently in use at the E-911 Center. At the end of the member's assigned shift he/she will call out of service at their residence unless overtime has been approved.
- (f) Patrol members will not respond off post unless dispatched, or by permission of a supervisor, unless exigent circumstances exist. Patrol members assisting other members or agencies, shall avail themselves to pending complaints unless they are unable to clear for legitimate reasons.

#### 320.5.6 ROLL CALL

Shift supervisors shall make contact with the members of their shift at the start of each tour of duty for assignments and to obtain information necessary for effective patrol activity.

Patrol members shall, at some point during their shift, relay any paperwork to the Public Safety Building.

Supervisors shall relay any pertinent information to members of their shift via electronic mail or other appropriate means of communication.

Deputies should be notified in advance of their shift what their post assignment for the day will be. When deputies call in service they will inform the E-911 Center of their post assignment. Deputies will update the E-911 Center throughout their shift if their post assignment changes.

#### 320.5.7 UNAUTHORIZED ACCESS, DISCLOSURE, OR USE

- (a) Unauthorized and inappropriate intentional release of confidential or protected information, materials, data, forms, or reports obtained as a result of the member's position with this office.
- (b) Disclosing to any unauthorized person any active investigation information.
- (c) The use of any information, photograph, video, or other recording obtained or accessed as a result of employment or appointment to this office for personal or financial gain or without the express authorization of the Sheriff or the authorized designee.
- (d) Loaning, selling, allowing unauthorized use, giving away, or appropriating any office property for personal use, personal gain, or any other improper or unauthorized use or purpose.
- (e) Using office resources in association with any portion of an independent civil action. These resources include but are not limited to personnel, vehicles, equipment, and non-subpoenaed records.

#### 320.5.8 EFFICIENCY

- (a) Neglect of duty.
- (b) Unsatisfactory work performance including but not limited to failure, incompetence,

inefficiency, or delay in performing and/or carrying out proper orders, work assignments, or the instructions of supervisors without a reasonable and bona fide excuse.

- (c) Concealing, attempting to conceal, removing, or destroying defective or incompetent work.
- (d) Unauthorized sleeping during on-duty time or assignments.
- (e) Failure to notify the Office within 24 hours of any change in residence address or contact numbers.
- (f) Failure to notify the Cayuga County Human Resources of changes in relevant personal information (e.g., information associated with benefits determination) in a timely fashion.

### 320.5.9 PERFORMANCE

- (a) Failure to disclose or misrepresenting material facts, or making any false or misleading statement on any application, examination form, or other official document, report or form, or during the course of any work-related investigation.
- (b) The falsification of any work-related records, making misleading entries or statements with the intent to deceive, or the willful and unauthorized removal, alteration, destruction and/or mutilation of any office record, public record, book, paper or document.
- (c) Failure to participate in investigations, or giving false or misleading statements, or misrepresenting or omitting material information to a supervisor or other person in a position of authority, in connection with any investigation or in the reporting of any office-related business.
- (d) Being untruthful or knowingly making false, misleading or malicious statements that are reasonably calculated to harm the reputation, authority or official standing of this office or its members.
- (e) Disparaging remarks or conduct concerning duly constituted authority to the extent that such conduct disrupts the efficiency of this office or subverts the good order, efficiency and discipline of this office or that would tend to discredit any of its members.
- (f) Unlawful gambling or unlawful betting at any time or any place. Legal gambling or betting under any of the following conditions:
  - 1. While on office premises.
  - 2. At any work site, while on-duty or while in uniform, or while using any office equipment or system.
  - 3. Gambling activity undertaken as part of a deputy's official duties and with the express knowledge and permission of a direct supervisor is exempt from this prohibition.
- (g) Improper political activity including:
  - 1. Unauthorized attendance while on-duty at official legislative or political sessions.
  - 2. Solicitations, speeches or distribution of campaign literature for or against any political candidate or position while on-duty or on office property.
- (h) Engaging in political activities during assigned working hours.
- (i) Any act on- or off-duty that brings discredit to this office.

### 320.5.10 CONDUCT

- (a) Failure of any member to promptly and fully report activities on his/her part or the part of any other member where such activities resulted in contact with any other law enforcement agency or that may result in criminal prosecution or discipline under this policy.
- (b) Unreasonable and unwarranted force to a person encountered or a person under arrest.
- (c) Exceeding lawful police or peace officer powers by unreasonable, unlawful or excessive conduct.
- (d) Unauthorized or unlawful fighting, threatening or attempting to inflict unlawful bodily harm on another.
- (e) Engaging in horseplay that reasonably could result in injury or property damage.
- (f) Discourteous, disrespectful or discriminatory treatment of any member of the public or any member of this office or the County.
- (g) Criminal, dishonest or disgraceful conduct, whether on- or off-duty, that adversely affects the member's relationship with this office.
- (h) Unauthorized possession of, loss of, or damage to office property or the property of others, or endangering it through carelessness or maliciousness.
- (i) Attempted or actual theft of office property; misappropriation or misuse of public funds, property, personnel or the services or property of others; unauthorized removal or possession of office property or the property of another person.
- (j) Activity that is incompatible with a member's conditions of employment or appointment as established by law or that violates a provision of any collective bargaining agreement or contract, including fraud in securing the appointment or hire.
- (k) Initiating any civil action for recovery of any damages or injuries incurred in the course and scope of employment or appointment without first notifying the Sheriff of such action.
- (l) Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this office, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this office or its members.

### 320.5.11 SAFETY

- (a) Failure to observe or violating office safety standards or safe working practices.
- (b) Failure to maintain current licenses or certifications required for the assignment or position (e.g., driver license, first aid).
- (c) Failure to maintain good physical condition sufficient to adequately and safely perform law enforcement duties commensurate with your assignment.
- (d) Unsafe firearm or other dangerous weapon handling including loading or unloading firearms in an unsafe manner, either on- or off-duty.
- (e) Carrying, while on the premises of the work site, any firearm or other lethal weapon that is not authorized by the member's appointing authority.

- (f) Unsafe or improper driving habits or actions in the course of employment or appointment.
- (g) Any personal action contributing to a preventable traffic accident.
- (h) Concealing or knowingly failing to report any on-the-job or work-related accident or injury as soon as practicable but within 24 hours.

#### 320.5.12 INTOXICANTS

- (a) Reporting for work or being at work while intoxicated or when the member's ability to perform assigned duties is impaired due to the use of alcohol, medication or drugs, whether legal, prescribed or illegal.
- (b) Possession or use of alcohol at any work site or while on-duty, except as authorized in the performance of an official assignment. A member who is authorized to consume alcohol is not permitted to do so to such a degree that it may impair on-duty performance.
- (c) Unauthorized possession, use of, or attempting to bring a controlled substance, illegal drug or non-prescribed medication to any work site.

#### 320.5.13 LEGISLATIVE RESTRICTIONS

Deputies are prohibited from the following activities by New York statute:

- (a) Having an interest in the manufacture or sale of alcoholic beverages (Alcoholic Beverage Control Law § 128).
- (b) Using one's position or authority to aid or oppose any political party (Election Law § 17-110).
- (c) Holding an office in, being employed by, owning or conducting business at a pari-mutuel race track (Racing, Pari-Mutuel Wagering and Breeding Law § 107).
- (d) Violating any applicable provisions of Article 4 of the Public Officers Law and Article 18 of the General Municipal Law including:
  1. Accepting gifts of \$75 or more in value (General Municipal Law § 805-a)
  2. Disclosing confidential information obtained in the course of official duties (Public Officers Law § 96)
  3. Receiving payment for official acts except as authorized by law (Public Officers Law § 67)
  4. Failing to disclose an interest in any contract or business with the employing governmental entity (General Municipal Law § 801)
  5. Failing to disclose an interest in property for which a variance is requested (General Municipal Law § 809)

# Training Policy No. 203

## 203.1 PURPOSE AND SCOPE

This policy establishes general guidelines for how training is to be identified, conducted and documented. This policy is not meant to address all specific training endeavors or identify every required training topic.

## 203.2 POLICY

The Office shall administer a training program that will meet the standards of federal, state, local and the New York State Division of Criminal Justice Services (DCJS) training requirements. It is a priority of this office to provide continuing education and training for the professional growth and development of its members.

## 203.3 OBJECTIVES

The objectives of the training program are to:

- (a) Enhance the level of law enforcement service to the public.
- (b) Increase the technical expertise and overall effectiveness of office members.
- (c) Provide for continued professional development of office members.
- (d) Ensure compliance with DCJS rules and regulations concerning law enforcement training.

## 203.4 TRAINING PLAN

It is the responsibility of the Patrol Lieutenant or authorized designee to develop, review, update and maintain a training plan and to ensure that mandated basic, in-service and office-required training is completed by all members as needed or required. The plan should include a systematic and detailed method for recording and logging of all training for all members.

While updates and revisions may be made to any portion of the training plan at any time it is deemed necessary, the Patrol Lieutenant or authorized designee shall review the entire training plan on an annual basis.

The plan will include information on curriculum, training material, training facilities and scheduling. The plan will address federal, state and office-required, minimum-mandated training of deputies and other members.

### 203.4.1 MANDATED ANNUAL TRAINING

The annual training plan shall include a minimum of 21 hours of annual in-service training. At a minimum, the plan must include training in firearms, legal updates, and the use of force and deadly force. Firearms training must include actual range training. The Patrol Lieutenant or authorized designee should consult with supervisors and the Administration to supplement these topics.

Only deputies who are certified as general topic or specific topic instructors, as the type of training necessitates, shall be utilized for the mandatory 21 hours of training within the annual training plan (9 NYCRR § 6023.1 et seq.; 9 NYCRR § 6024.1 et seq.).

The annual training plan must include training for all supervisors that is designed to enhance supervisory skills.

#### 203.4.2 SPECIALIZED TRAINING

The Patrol Lieutenant or authorized designee shall identify the positions that require specialized training beyond that provided in the Municipal Police Training Council (MPTC) Basic Course for Police Officers or the annual training plan. Specialized training may include technical and job specific subjects needed to provide skills, knowledge and ability to adequately perform the tasks required for the specific position.

Examples of specialized training may include, but are not limited to, firearms, defensive tactics, canine, Tactical Response Unit (TRU), investigative specialists and field training officer (FTO). Specialized training will be conducted as soon as possible after appointment and will be periodically evaluated to determine if supplemental training is necessary.

### 203.5 GOVERNMENT-MANDATED TRAINING FOR POLICE OFFICERS

The following lists, while not all inclusive, identify training that is required under state and federal laws and regulations.

- (a) Federally mandated training:
  - 1. National Incident Management System (NIMS) training
- (b) State-mandated training (General Municipal Law § 209-q):
  - 1. Newly appointed deputies must successfully complete an MPTC-approved Basic Course for Police Officers. This training must be completed within the first year from the date of original appointment. Deputies may not carry or use any firearm in the performance of their duties, except for office firearms training, until they have successfully completed the MPTC Basic Course for Police Officers, or a program that meets or exceeds the basic course requirements in use of firearms and instruction in deadly physical force.
  - 2. Newly appointed first-line police supervisors of any rank must successfully complete the MPTC Course in Police Supervision within a year of their appointment (9 NYCRR § 6021.7).

### 203.6 TRAINING ATTENDANCE

- (a) All members assigned to attend training shall attend as scheduled unless previously excused by their immediate supervisor. Excused absences should be limited to:
  - 1. Court appearances.
  - 2. Previously approved vacation or time off.
  - 3. Illness or medical leave.
  - 4. Physical limitations preventing the member's participation.
  - 5. Emergency situations or office necessity.
- (b) Any member who is unable to attend training as scheduled shall notify his/her supervisor as soon as practicable but no later than one hour prior to the start of training and shall:
  - 1. Make arrangements through his/her supervisor or the Patrol Lieutenant or authorized designee to attend the required training on an alternate date.

### **203.7 DAILY TRAINING BULLETINS**

The Lexipol Daily Training Bulletins (DTBs) are contained in a Web-accessed system that provides training on the Cayuga County Sheriff's Office Policy Manual and other important topics. Generally, one training bulletin is available for each day of the month. However, the number of DTBs may be adjusted by the Patrol Lieutenant or authorized designee.

Members assigned to participate in DTBs shall only use the login credentials assigned to them by the Patrol Lieutenant or authorized designee. Members should not share their password with others and should frequently change their password to protect the security of the system. After each session, members should log off the system to prevent unauthorized access. The content of the DTBs is copyrighted material and shall not be shared with others outside of the Office.

Members who are assigned to participate in the DTB program should complete each DTB at the beginning of their shifts or as otherwise directed by their supervisor. Members should not allow uncompleted DTBs to build up over time, and may be required to complete DTBs missed during extended absences (e.g., vacation, medical leave) upon returning to duty. Although the DTB system can be accessed from any Internet-enabled computer, members shall only take DTBs as part of their on-duty assignments, unless directed otherwise by a supervisor.

Supervisors will be responsible for monitoring the progress of those under their command to ensure compliance with this policy.

### **203.8 TRAINING RECORDS**

The Patrol Lieutenant or authorized designee is responsible for the creation, filing and storage of all training records. Training records shall be retained in accordance with the established records retention schedule. The Patrol Lieutenant or authorized designee will ensure that all employee training records are up-to-date and properly documented for all sworn personnel.

Such records will include the dates attended, the total amount of hours and the name of the course. The Patrol Lieutenant or authorized designee will ensure that accurate records are on file for all training courses sponsored by the Cayuga County Sheriff's Office and/or attended by sworn personnel, including copies of lesson plans, curricula or course descriptions. Such records shall be retained indefinitely.

#### 203.8.1 MPTC RECORDS

In-service MPTC certified training conducted by the Office shall be reported to the DCJS within 10 days after the conclusion of the course (9 NYCRR § 6022.5; 9 NYCRR § 6022.5-a).

#### 203.8.2 MPTC RECORDS FOR PEACE OFFICERS

The names and addresses of all peace officers that have completed training in deadly physical force and the use of firearms and other weapons shall be reported annually to the DCJS (9 NYCRR § 6025.9).



# USE OF FORCE POLICY NO. 300

## 300.1 PURPOSE AND SCOPE

This policy provides guidelines on the reasonable use of force. While there is no way to specify the exact amount or type of reasonable force to be applied in any situation, every member of this office is expected to use these guidelines to make such decisions in a professional, impartial, and reasonable manner (Executive Law § 840).

In addition to those methods, techniques, and tools set forth below, the guidelines for the reasonable application of force contained in this policy shall apply to all policies addressing the potential use of force, including but not limited to the Control Devices and Conducted Energy Device policies.

### 300.1.1 DEFINITIONS

Definitions related to this policy include:

**Deadly force** - Force reasonably anticipated and intended to create a substantial likelihood of causing death or very serious injury. This includes force that, under the circumstances, is readily capable of causing death or serious physical injury (Executive Law § 840).

**Feasible** - Reasonably capable of being done or carried out under the circumstances to successfully achieve the arrest or lawful objective without increasing risk to the deputy or another person.

**Force** - The application of physical techniques or tactics, chemical agents, or weapons to another person. It is not a use of force when a person allows him/herself to be searched, escorted, handcuffed, or restrained.

**Imminent** - Ready to take place; impending. Note that imminent does not mean immediate or instantaneous.

**Totality of the circumstances** - All facts and circumstances known to the deputy at the time, taken as a whole, including the conduct of the deputy and the subject leading up to the use of force.

## 300.2 POLICY

The use of force by law enforcement personnel is a matter of critical concern, both to the public and to the law enforcement community. Deputies are involved on a daily basis in numerous and varied interactions and, when warranted, may use reasonable force in carrying out their duties.

Deputies must have an understanding of, and true appreciation for, their authority and limitations. This is especially true with respect to overcoming resistance while engaged in the performance of law enforcement duties.

The Cayuga County Sheriff's Office recognizes and respects the value of all human life and dignity without prejudice to anyone. Vesting deputies with the authority to use reasonable force and to protect the public welfare requires monitoring, evaluation, and a careful balancing of all interests.

#### 300.2.1 DUTY TO INTERCEDE AND REPORT

Any deputy present and observing another law enforcement officer or a member using force that is clearly beyond that which is objectively reasonable under the circumstances shall, when in a position to do so, intercede to prevent the use of unreasonable force.

Any deputy who observes another law enforcement officer or a member use force that is potentially beyond that which is objectively reasonable under the circumstances should report these observations to a supervisor as soon as feasible. If the law enforcement officer or member whose use of force exceeds the degree of force as described above is a supervisor, the observing officer should report their observations to a higher ranking officer.

#### 300.2.2 PERSPECTIVE

When observing or reporting force used by a law enforcement officer, each deputy should take into account the totality of the circumstances and the possibility that other law enforcement officers may have additional information regarding the threat posed by the subject.

### 300.3 USE OF FORCE

Deputies shall use only that amount of force that reasonably appears necessary given the facts and circumstances perceived by the deputy at the time of the event to accomplish a legitimate law enforcement purpose.

The reasonableness of force will be judged from the perspective of a reasonable deputy on the scene at the time of the incident. Any evaluation of reasonableness must allow for the fact that deputies are often forced to make split-second decisions about the amount of force that reasonably appears necessary in a particular situation, with limited information and in circumstances that are tense, uncertain and rapidly evolving.

Given that no policy can realistically predict every possible situation a deputy might encounter, deputies are entrusted to use well-reasoned discretion in determining the appropriate use of force in each incident.

It is also recognized that circumstances may arise in which deputies reasonably believe that it would be impractical or ineffective to use any of the tools, weapons or methods provided by this office. Deputies may find it more effective or reasonable to improvise their response to rapidly unfolding conditions that they are confronting. In such circumstances, the use of any improvised device or method must nonetheless be reasonable and utilized only to the degree that reasonably appears necessary to accomplish a legitimate law enforcement purpose.

While the ultimate objective of every law enforcement encounter is to avoid or minimize injury, nothing in this policy requires a deputy to retreat or be exposed to possible physical injury before applying reasonable force.

#### 300.3.1 ALTERNATIVE TACTICS - DE-ESCALATION

When circumstances reasonably permit, deputies should use non-violent strategies and

techniques to decrease the intensity of a situation, improve decision-making, improve communication, reduce the need for force, and increase voluntary compliance (e.g., summoning additional resources, formulating a plan, attempting verbal persuasion).

### 300.3.2 USE OF FORCE TO EFFECT AN ARREST

A police officer or a peace officer may use reasonable physical force to effect an arrest, prevent escape of a person from custody, or in defense of self or others from imminent physical force (Penal Law § 35.30).

Force shall not be used by a deputy to (Executive Law § 840):

- (a) As a form of punishment.
- (b) Extract an item from the anus or vagina of a subject without a warrant, except where exigent circumstances are present.
- (c) Coerce a confession from a subject in custody.
- (d) Obtain blood, saliva, urine, or other bodily fluid or cells from an individual for scientific testing relative to a criminal investigation in lieu of a court order where required.

Force used against a handcuffed or restrained subject is prohibited unless it is used to prevent injury, escape, or otherwise overcome active or passive resistance posed by the subject.

### 300.3.3 FACTORS USED TO DETERMINE THE REASONABLENESS OF FORCE

When determining whether to apply force and evaluating whether a deputy has used reasonable force, a number of factors should be taken into consideration, as time and circumstances permit. These factors include but are not limited to:

- (a) Immediacy and severity of the threat to deputies or others.
- (b) The conduct of the individual being confronted, as reasonably perceived by the deputy at the time.
- (c) Deputy/subject factors (e.g., age, size, relative strength, skill level, injuries sustained, level of exhaustion or fatigue, the number of deputies available vs. subjects).
- (d) The effects of suspected drug or alcohol use.
- (e) The individual's mental state or capacity.
- (f) The individual's ability to understand and comply with deputy commands.
- (g) Proximity of weapons or dangerous improvised devices.
- (h) The degree to which the individual has been effectively restrained and his/her ability to resist despite being restrained.
- (i) The availability of other reasonable and feasible options and their possible effectiveness.
- (j) Seriousness of the suspected offense or reason for contact with the individual.
- (k) Training and experience of the deputy.

- (l) Potential for injury to deputies, suspects, and others.
- (m) Whether the individual appears to be resisting, attempting to evade arrest by flight, or is attacking the deputy.
- (n) The risk and reasonably foreseeable consequences of escape.
- (o) The apparent need for immediate control of the individual or a prompt resolution of the situation.
- (p) Whether the conduct of the individual being confronted no longer reasonably appears to pose an imminent threat to the deputy or others.
- (q) Prior contacts with the individual or awareness of any propensity for violence.
- (r) Any other exigent circumstances.

#### 300.3.4 PAIN COMPLIANCE TECHNIQUES

Pain compliance techniques include, but are not limited to, joint manipulations, pressure points, control tactics, strikes, ECD drive stuns, etc. These techniques may be effective in controlling a physically or actively resisting individual. Deputies may only apply those pain compliance techniques for which they have successfully completed office-approved training. Deputies utilizing any pain compliance technique should consider:

- (a) The degree to which the application of the technique may be controlled given the level of resistance.
- (b) Whether the individual can comply with the direction or orders of the deputy.
- (c) Whether the individual has been given sufficient opportunity to comply.

The application of any pain compliance technique shall be discontinued once the deputy determines that compliance has been achieved.

#### 300.3.5 CAROTID CONTROL HOLD

A carotid control hold is a technique designed to control an individual by temporarily restricting blood flow through the application of pressure to the side of the neck and, unlike a chokehold, does not restrict the airway. The proper application of the carotid control hold may be effective in restraining a violent or combative individual. However, due to the potential for injury, the use of the carotid control hold is limited to those circumstances where deadly force is authorized and is subject to the following:

- (a) At all times during the application of the carotid control hold, the response of the individual should be monitored. The carotid control hold should be discontinued when circumstances indicate that the application no longer reasonably appears necessary.
- (b) Any individual who has had the carotid control hold applied, regardless of whether he/she was rendered unconscious, shall be promptly examined by paramedics or other qualified medical personnel and should be monitored until such examination occurs.
- (c) The deputy shall inform any person receiving custody, or any person placed in a position

of providing care, that the individual has been subjected to the carotid control hold and whether the individual lost consciousness as a result.

- (d) Any deputy attempting or applying the carotid control hold shall promptly notify a supervisor of the use or attempted use of such hold.
- (e) The use or attempted use of the carotid control hold shall be thoroughly documented by the deputy in any related reports.

#### 300.3.6 STATE RESTRICTIONS ON THE USE OF OTHER RESTRAINTS

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 or reduce intake of air is prohibited unless deadly physical force is authorized (Exec. Law § 840).

This application is subject to the same guidelines and requirements as a carotid control hold.

#### 300.3.7 USE OF FORCE TO SEIZE EVIDENCE

In general, deputies may use reasonable force to lawfully seize evidence and to prevent the destruction of evidence. However, deputies are discouraged from using force solely to prevent a person from swallowing evidence or contraband. In the instance when force is used, deputies should not intentionally use any technique that restricts blood flow to the head, restricts respiration, or which creates a reasonable likelihood that blood flow to the head or respiration would be restricted. Deputies are encouraged to use techniques and methods taught by the Cayuga County Sheriff's Office for this specific purpose.

### 300.4 DEADLY FORCE APPLICATIONS

When reasonable, the deputy shall, prior to the use of deadly force, make efforts to identify him/ herself as a peace officer and to warn that deadly force may be used, unless the deputy has objectively reasonable grounds to believe the person is aware of those facts.

Use of deadly force is justified in the following circumstances involving imminent threat or imminent risk:

- (a) A deputy may use deadly force to protect him/herself or others from what he/she reasonably believes is an imminent threat of death or serious bodily injury.
- (b) A deputy may use deadly force to stop a fleeing subject when the deputy has probable cause to believe that the individual has committed, or intends to commit, a felony involving the infliction or threatened infliction of serious bodily injury or death, and the deputy reasonably believes that there is an imminent risk of serious bodily injury or death to any other person if the individual is not immediately apprehended. Under such circumstances, a verbal warning should precede the use of deadly force, where feasible.

Imminent does not mean immediate or instantaneous. An imminent danger may exist even if the suspect is not at that very moment pointing a weapon at someone. For example, an imminent danger may exist if a deputy reasonably believes that the individual has a weapon or is

attempting to access one and intends to use it against the deputy or another person. An imminent danger may also exist if the individual is capable of causing serious bodily injury or death without a weapon, and the deputy believes the individual intends to do so.

#### **300.4.1 MOVING VEHICLES**

Shots fired at or from a moving vehicle involve additional considerations and risks, and are rarely effective.

When feasible, deputies shall take reasonable steps to move out of the path of an approaching vehicle instead of discharging their firearm at the vehicle or any of its occupants.

A deputy should only discharge a firearm at a moving vehicle or its occupants when the deputy reasonably believes there are no other reasonable means available to avert the imminent threat of the vehicle, or if deadly force other than the vehicle is directed at the deputy or others.

Deputies should not shoot at any part of a vehicle in an attempt to disable the vehicle.

### **300.5 REPORTING THE USE OF FORCE**

Any use of force by a member of this office shall be documented promptly, completely, and accurately in a use of force report. The deputy should articulate the factors perceived and why he/ she believed the use of force was reasonable under the circumstances.

To collect data for purposes of training, resource allocation, analysis, and related purposes, the Office may require the completion of additional report forms, as specified in office policy, procedure, or law (Executive Law § 840).

See the Report Preparation Policy for additional circumstances that may require documentation.

#### **300.5.1 NOTIFICATIONS TO SUPERVISORS**

Supervisory notification shall be made as soon as practicable following the application of any force, as defined in this policy.

#### **300.5.2 NOTIFICATIONS TO DIVISION COMMANDER**

Supervisory notification shall be made as soon as practicable following the application of force in any of the following circumstances:

- (a) The application caused a visible injury.
- (b) Any application of the Electronic Control Device (ECD) or control device.
- (c) Any application of a restraint device other than handcuffs, shackles, or belly chains.
- (d) The individual subjected to the force was rendered unconscious.

### **300.6 MEDICAL CONSIDERATIONS**

Once it is reasonably safe to do so, medical assistance shall be obtained for any person who exhibits signs of physical distress, has sustained visible injury, expresses a complaint of injury

or continuing pain, or was rendered unconscious. Any individual exhibiting signs of physical distress after an encounter should be continuously monitored until he/she can be medically assessed. Individuals should not be placed on their stomachs for an extended period, as this could impair their ability to breathe.

Based upon the deputy's initial assessment of the nature and extent of the individual's injuries, medical assistance may consist of examination by an emergency medical services provider or medical personnel at a hospital or jail. If any such individual refuses medical attention, such a refusal shall be fully documented in related reports and, whenever practicable, should be witnessed by another deputy and/or medical personnel. If a recording is made of the contact or an interview with the individual, any refusal should be included in the recording, if possible.

The on-scene supervisor or, if the on-scene supervisor is not available, the primary handling deputy shall ensure that any person providing medical care or receiving custody of a person following any use of force is informed that the person was subjected to force. This notification shall include a description of the force used and any other circumstances the deputy reasonably believes would be potential safety or medical risks to the subject (e.g., prolonged struggle, extreme agitation, impaired respiration).

Individuals who exhibit extreme agitation, violent irrational behavior accompanied by profuse sweating, extraordinary strength beyond their physical characteristics, and imperviousness to pain (sometimes called "excited delirium"), or who require a protracted physical encounter with multiple deputies to be brought under control, may be at an increased risk of sudden death. Calls involving these persons should be considered medical emergencies. Deputies who reasonably suspect a medical emergency should request medical assistance as soon as practicable and have medical personnel stage in a nearby, but safe, location.

See the Medical Aid and Response Policy for additional guidelines.

#### 300.6.1 ADDITIONAL STATE REQUIREMENTS

A deputy should take steps to obtain medical attention for a person who reasonably appears to be mentally ill and is behaving in a manner that is likely to result in serious harm to the person or to others.

Deputies should document requests for medical or mental health treatment as well as efforts to arrange for such treatment.

### 300.7 SUPERVISOR RESPONSIBILITIES

A supervisor should respond to any reported application of force. The supervisor is expected to (Executive Law § 840):

- (a) Obtain the basic facts from the involved deputies. Absent an allegation of misconduct or excessive force, this will be considered a routine contact in the normal course of duties.
- (b) Ensure that any injured parties are examined and treated.

- (c) Once any initial medical assessment has been completed or first aid has been rendered, ensure that photographs have been taken of any areas involving visible injury or complaint of pain, as well as overall photographs of uninjured areas.
  - 1. These photographs should be retained until all potential for civil litigation has expired.
- (d) Identify any witnesses not already included in related reports, including any deputies present at the incident.
- (e) Review and approve all related reports.
  - 1. Supervisors should require that deputies who engaged in the use of force submit the appropriate report.
- (f) Evaluate the circumstances surrounding the incident and initiate an administrative investigation if there is a question of policy noncompliance or if for any reason further investigation may be appropriate.
  - 1. Disciplinary actions will be consistent with any applicable disciplinary guidelines and collective bargaining agreements.

In the event that a supervisor is unable to respond to the scene of an incident involving the reported application of force, the supervisor is still expected to complete as many of the above items as circumstances permit.

#### **300.7.1 DIVISION COMMANDER RESPONSIBILITIES**

The Division Commander shall review each use of force by any personnel within his/her command to ensure compliance with this policy and to address any training issues.

The Division Commander shall ensure that the use of force reporting requirements for the DCJS are met (Executive Law § 837-t; 9 NYCRR 6058.3).

### **300.8 TRAINING**

Deputies will receive periodic training on this policy and demonstrate their knowledge and understanding.

Subject to available resources, deputies should receive periodic training on:

- (a) Guidelines regarding vulnerable populations, including but not limited to children, elderly, pregnant persons, and individuals with physical, mental, or intellectual disabilities.
- (b) De-escalation tactics, including alternatives to force.
- (c) Applications of use of force and conflict strategies as required by the state Use of Force Model Policy (Executive Law § 840).

### **300.9 POLICY AVAILABILITY**

This policy shall be readily available to the public upon request and shall be posted on the



office website (Executive Law § 840).

### **300.10 USE OF FORCE ANALYSIS**

At least annually, the Undersheriff and Division Commanders should prepare an analysis report on use of force incidents. The report should be submitted to the Sheriff. The report should not contain the names of deputies, suspects, or case numbers, and may include:

- (a) The identification of any trends in the use of force by members.
- (b) Training needs recommendations.
- (c) Equipment needs recommendations.
- (d) Policy revision recommendations.

# ADDENDUM B: CAYUGA COUNTY SHERIFF OFFICE SURVEY & RESPONSES



## OFFICE OF THE SHERIFF CAYUGA COUNTY NEW YORK

**Brian P. Schenck**

*Sheriff*

*Respect ~ Integrity ~ Dedication ~ Community*

**Wm. Steven Smith**

*Undersheriff*

### MEDIA RELEASE

**Date:** November 18

**Robert C. Elser** Chief

Custody Officer *Custody*  
Division (315) 253-2911

**John C. Mack**

Captain  
*Custody Division*

(315) 253-2911

**Michael J. Wellauer**

Lieutenant  
*Patrol Division*  
(315) 253-1222

**Frederick E. Cornelius**

Detective Lieutenant  
*Criminal Investigations Division*  
(315) 253-1610

**Kelley J. Barrera** Civil

Enforcement Officer *Civil*  
*Section*

(315) 253-1087

**Danielle M. Powers**

Records Clerk  
*Records Section*  
(315) 253-1148

**Subject:** Seeking  
Community Input –

### Law Enforcement Planning Survey

**Release Prepared by:** Sheriff Brian Schenck in partnership with Cayuga County Legislative Chairwoman Aileen McNabb-Coleman

Over the past month, City of Auburn and Cayuga County Officials have begun strategic measures to partner with our community to conduct an assessment and review of police services provided by the Auburn City Police Department and Cayuga County Sheriff's Office. This effort is being initiated to improve law enforcement services provided by both agencies and to comply with Governor Cuomo's Executive Order #203 titled the "**New York State Police Reform and Reinvention Collaborative.**"

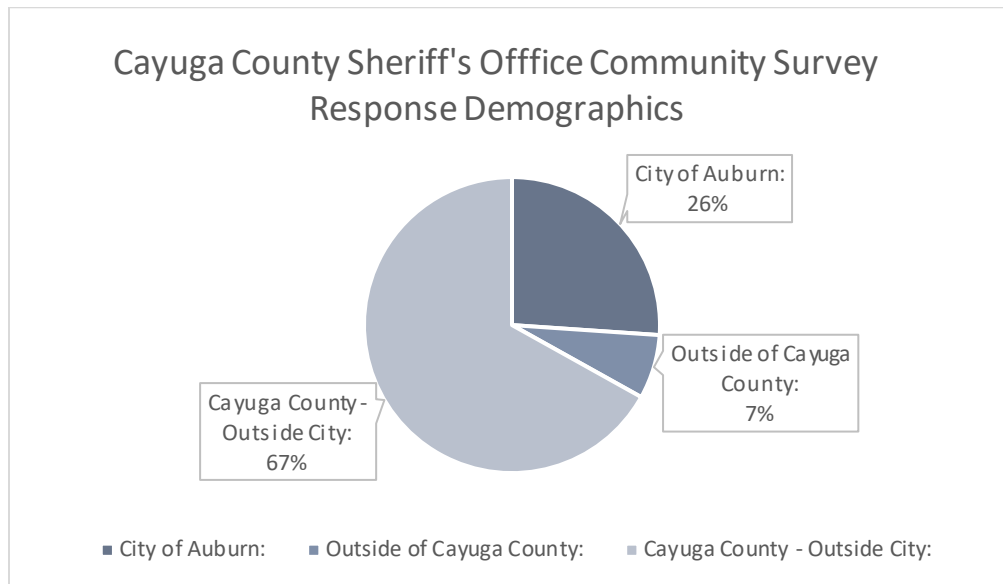
Locally, we have created a mission statement pertaining to this exercise that states, "Continuing with the strategies and objectives that have been employed by the Cayuga County Sheriff's Office and the City of Auburn Police Department, this collaborative community effort seeks to perform a comprehensive review of current law enforcement deployments, strategies, policies, procedures, and practices in order to develop a plan that strives to improve upon them into the future. By utilizing the synergistic "Connecting Bridges" approach, our law enforcement agencies and the people they serve will seek to partner in building mutual trust and respect through understanding of one another while emphasizing the delivery of public safety in a professional, courteous, empathetic, and sensitive way. This will be accomplished if we collectively demand that human dignity for all is the intrinsic goal for the sustained success of these efforts."

To assist us with delivering upon this mission and as part of Cayuga County's plan creation, we are asking for **you**, Cayuga County residents, to help us. You can be part of this process and have your voice and opinion heard by completing a short online survey that relates not only to the service we currently provide, but also gives you an opportunity to offer feedback relative to past experiences as well as how you envision our Sheriff's Office should serve you in the future. **Cayuga County residents** can utilize the following link to complete the survey:

[https://cayugacounty.formstack.com/forms/cayuga\\_county\\_survey](https://cayugacounty.formstack.com/forms/cayuga_county_survey)

## INTRODUCTION TO SURVEY RESPONSES

The Cayuga County Sheriff's Office community survey, referenced in the Media Release above and circulated through multiple media sources and community outlets, provided the community with multiple options to submit frank and honest feedback. The survey accepted anonymous submissions and was set up to allow submission of written comments. Below is a pie chart illustrating the residency demographics from survey participants.



The Sheriff's Office compiled written responses from community participants and grouped them into five general categories:

1. Community Vision for the Cayuga County Sheriff's Office: What does the Community wish to see in their Sheriff's Office now and in the future?
2. Community response on the role of the Cayuga County Sheriff's Office in the community.
3. Community Experiences with the Cayuga County Sheriff's Office: An opportunity for participants to share their experiences interacting with the Sheriff's Office.
4. Community Thoughts on Improvement: What changes would community participants wish to see implemented by the Sheriff's Office?
5. Community Responses on Transparency and Accountability.

Each of these five response areas, and the summary of comments under each, are provided on the following pages.

## COMMUNITY VISION FOR THE CCSO:

Survey participants were asked to describe, in their own words, their vision of what the Cayuga County Sheriff's Office should strive to be in the future. Below are the full responses received in from the surveys.

Using the space below describe your vision of what the Cayuga County Sheriff's Office should strive to be in the
Honest, thorough, larger, constant training
I hope you all continue to support the community as you do right now.
Increased communication with the public will help create a community based approach to keeping us safe
An office that is transparent with problems as they arise but willing to keep the community safe even when it's not popular among the many.
The new sheriff has a clear and path to move this department forward.
A department committed to excellence and serving the community in a way where all (officers and community members) feel protected and comfortable.
Well disciplined no matter your creed or skin color
The strict but loving parent.
Continue on this path of being respectful and upholding the law
With the lack of structure for children due to schools being remote I feel focus on our youth will be beneficial.
Times are difficult and many people have opinions of what everyone else should be doing. I don't know what the Sheriff's department encounters so I would be unable to provide a vision for their department. I personally feel the department serves the community very well.
Continue to do positive community policing
Deputies need to be introduced to the community they patrol.
Well Trained, honest, respectful fair.
Law enforcement with the backing of the public and their leadership. We saw what happened in settle. Don't back down to some phony liberal ideas. If you break the law you pay. It's that simple
Inclusive, diverse, empathetic, supportive and compassionate where possible but always honest and assisting conformity to laws and social norms
Continue to adopt and implement policies that allow officers autonomy and ensure their safety in every way possible.
Honest, committed to the citizens of Cayuga county and always upholding the laws
I believe that the sheriffs office is already headed in the right direction and should continue to do what they are currently doing.
Strive for the best training and equipment available. Continue to mentor and interact with community youth.
More diverse and able to recognize other cultures and races the same as white people.
True , honest and understanding. Many people are struggling . Just be aware
Fully staffed. Seen in the community as heros and helpers. The media ruins the reputation of these fine folks.

Continue doing what you are doing!
I feel that the dept is striving everyday to help people and moving forward can be a great resource for police and community relations by being approachable and visible in community events and not just policing. To be the appitimy of public safety.
Focused on helping everyone rather than judging and discriminating "good and bad" people. Officer's who stand up for what is right instead of banding together like a gang. A focus on improving lives rather than criminalizing the community. A focus on providing access to services and alternative methods rather than incarceration. Creating an atmosphere of trust rather than fear.
Do " life" with its own community to build trust and relationships.
Honestly, keep doing what you're doing.
I would like for it to become a reference and tool for all law enforcement to look up too. Maybe start some mentoring, virtual classes on civic duties, etc. we have to get more people involved in their own community. Start an initiative maybe, teach people how to police their own neighborhoods, safety classes, online safety classes, self defense classes, etc.
I believe the current path of staying involved in the community in a positive proactive way is the best course to take. I feel we have a Sheriff who is very public, approachable and cares deeply about our county.
Offer strategies and training for individuals to protect their safety. Community outreach to our youth is a huge key. Mental Health and Drug rehabilitation are also key
More traffic enforcement, distracted driving please! No breaks for drivers using cell phones. Ticket them please!
Continue to protect and serve its communities
Standing for law and order. Standing up for the people of Cayuga County.
The law enforcement arm of the community. Enabled to do their job and when necessary justify their actions for the welfare of the entire community. Given the same rights as the community members - innocent until proven otherwise.
I think the Sheriff's Department is doing a great job
Continue to strive for honor, honesty, and professionalism!
Less speed traps, more time patrolling and being proactive. You guys are peacekeepers, not revenueers.
Keep up the good work.
Keep doing what they are doing. Auburn Police Department should start to follow how Cayuga County Sheriffs
I agree with the research out there that indicates that the community is better served when law enforcement is trained and exemplifies the 'Guardian' mentality versus the 'Warrior' mentality. If the community feels this philosophy coming from the Dept they will be more likely to have positive impressions and rely on their services. Training and procedures should also be in place for situations where the 'call' is seemingly of a mental nature, Officers are not trained in and should not be expected to be proficient at handling mental health crises.
The same as it is now, our community is safe. Maybe even a little less soft on individuals.

Positive role models for all people
Ideally, it would be nice to know the officers and have them interact with young students so they get to know them and not let the media make cops out to be racists.
Targeting and deterring criminal activity where needed
Doing the same thing they do now and staying away from the current political BS that we see in the media.
An organization that provides safety and security to the community while maintaining high standards and equality, fairness and responsibility
I think the Cayuga County Sheriff's Office does a great job. You are known and respected in the community and you go out of your way to provide the public with necessary information. That is really important to people, with the bad stigma people put on Sheriffs/Police Officers, that they can trust you and that their opinion matters to you. Thank you, for all that you do.
Teach minorities to respect and obey all officers.
Na
A model of community - oriented policing that strives to not only meet the needs of the community but exceeds their expectations.
Enforce the laws.
Fair but uphold the law. Criminals don't obey laws. If they did we wouldn't need law enforcement.
I have no higher expectations of the sheriffs department because they do everything they can't benefit the community. They are all professional and they are very active in the community.
A positive police experience is important, such as being professional & lawful in the jobs and in the officers own lives. An adequate number of officers with proper training and equipment is a budgetary priority in my opinion.
Honest and respectful
Treat all with respect and dignity even in the most difficult situations. Maybe advocate for some changes in how repeat mental health issues are dealt with and repeat offenders of serious crimes.
Protect and serve the residents of Cayuga linity to the best of their ability
Continue the fine work. Keep pushing hard to prevent and apprehend criminals. Make Cayuga county a place
Non just Cayuga Co, but police in the nation need to be accountable for their actions, just like regular citizens. I realize that a poor decision can happen on the job, but covering it up hurts everyone, especially the police.
LEAD BY EXAMPLE AND STICK TO DOING WHAT COPS ARE HIRED TO DO.
As the country goes, I feel the Cayuga County Sherriff's should be considered a model. From what I've seen and experienced, we seem to have fair minded, well trained , professionals serving and protecting our community. Continued and increased presence and communication will keep our community safe and secure.
Professional.

More resources directed to Social Services; mental health calls answered/responded to by mental health professionals. If the subject is violent, police officer should accompany Social Worker for safety, but stay at a distance, allow the Social Worker to take the lead and only intervene if needed. Use plainclothes officers for the police backup so as not to alarm the subject by the presence of police.

Resources diverted to unarmed "Traffic-Vehicle" division, where the officers primary responsibility is to monitor traffic for speed/ unsafe driving violations, properly registered/inspected vehicles, etc. The officers will have the authority to ticket or hold and call for back-up for arrest, but will not have arresting authority. These officers would be trained and compensated at the level needed to do their jobs.

Highly trained officers to handle/ investigate crimes. These officers would be subject to extensive background checks and psychological/ suitability testing. The checks and testing should be repeated periodically, every 3-5 years. Only these officers would be authorized to carry weapons, and they would be trained and compensated in line with their responsibilities.

An organization that follows the letter of the law in all situations with all citizens and does not allow individual LE personnel the ability to determine whether a crime is prosecutable or not. For every call LE responds to, there should be a report filed. No one cop should be able to decide that making an arrest or filing a report for a

More open and friendly to the public. Not seem to suspect all people.

More diversity and more fun family oriented things like open house type things so we get to know you better. I

think school resource officers should be more diverse, as the ones I've seen when my kids were in school were all rather big white males. I know part of this is more APDs bailiwick, but you get the idea.

To serve and protect. Full time body cams mandatory.

Would like to see more public information forums by ccso, more discipline in their own uses of cars and cell

phone use in the cars, use of body cameras, clear explanations of policy and procedures.

Generally, you're doing a great job during difficult times. The patrolling issue is my main concern.

The Cayuga county sheriff's office needs to tell Governor Cuomo our county is running pretty good as is.

Enforce the laws; protect the people

The best

Upright, Transparent and Professional

Honor, commitment, and excellence.

I think you are doing pretty good right now !

I would like to see our county become a second amendment sanctuary county. I would like to see Brian come

out publicly and say that the cayuga County sheriff office will not enforce any unconstitutional executive orders that infringe on our rights. Example: the safe act.

I believe hiring policies should be more stringent. The officers need to have mental evaluations. A way to categorize their mental thinking so to speak. We don't need bullies or officers that seek power. We need officers

that truly want to help and protect people, that feel a connection to the community and it's citizens.

continue to treat our county residents like they know them personally strive to improve public relations, if possible.

Keep doing the great work you are doing.
Need more officers.
Focus on cracking down putting perps awsy from socitey
less of a military arm and more mental health professionals
I believe that the CCSO should strive to improve the overall stereotye of what police officers/deputies are really like. It has been a very difficult year for police officers with recent events that have sparked riots, protests and violence. I would like for the CCSO to be more involved with the community so that the community can see that you are not the enemy and that you truly are here to help.
The same thing there doing now.
Two deputies in every car.
A diverse work force to include multiple cultures and genders with an understanding of the impact of societal pressures and behavioral health problems as well as a willingness to learn and grow.
Responding to drug and mental health calls should not be left solely to law enforcement officers. Teams of professionals should be included on these calls.
Continue as they are!
Keep doing what you are doing!!!
I would like black and brown communities to feel the same level of trust that I do in our Sheriff's Dept.
I would like to see them get more appreciation from everyone in Cayuga County I feel they don't get that as much as they should. Hire more officers to help with more crime and protecting them and our neighbor.
An Office that the citizens of this community can look up to as great role models because of protecting and providing security to our community.
Do all things with honesty, integrity, ethically and kindness when possible and enforce the law.
Strive to remain a true law enforcement body of individuals
Show your support of the community and it's residents. Collaborate more with local businesses and events.
Partners in the community with adequate training on racial and social diversities and mental health training
Professional, aware and engaged department of dedicated men and women striving to be the best public safety officers they can be. A department that is well-resourced and diverse.
I do not wish to share this with you
Any law enforcement agency should strive to maintain the integrity of the office first and foremost, but I believe the Cayuga County Sheriff's Office should strive to interact with the community to help make the residents of Cayuga County feel safe. By working together as a community, we all have an obligation to protect each other, not only our law enforcement officers, but community members as a whole.
Consistency- everyone has an excuse why the law doesn't apply to them. It is not the Sheriffs job to determine that.
The Best of the Best :)



Catch more bad guys breaking the law and catch more bad guys breaking the law
Community polociies
Having the Sheriffs office post a public annouements on TV or the shopper or newspapers in a work related staff day what they can learn in case of an emergency or disaster in our area. Some people are still in the dark in many towns in cayuga county.
Up to this point I think it has done an excellent job.
I think the Sheriff and Auburn Police Departments are doing a good job.
Get out of para-military mindset. More talking, listening and less gear.
The CC sheriff department has always responded in times of need and for that we are grateful
Community oriented.
Being smart and safe at their job.
I would like them to be more available in situations in the Auburn area!
Increase staff so more time can be spent in the schools and interacting with the youth.
They are everything that they need to be in the future. Maybe updating current equipment to make there job safer.
Fair to all people
Closer to Andy Taylor than Joe Arpaio
Read above.
Protection and education of community
Know it's a white rural area definitely should strive for a diverse force. Also mental health training and acceptance of support from professionals
Open and honest for all to see.
Fair, respectful, more aware of mental health issues that people might face, since there seems to be a lot more of it now.
Continue the current path of inclusions and transparency
The servant of cayuga county residents.
I think what you're doing is on the right track.
Being better is great.
Having more boots on the road.
Spend more time trying to joke around and show the public that they are just regular people with a very dangerous job and they want to help people and not lock them up. I have met a lot of officers in different branches who act up tight and look serious and mean all the time and I think that hurts the way the public looks at law enforcement, just don't do that
continue transparency efforts specifically getting body cams and keeping them on at all times unless officer is alone for private moments
continue to support the individual rights of residents against government overreach and interference with private matters
continue to enforce all laws and not cherry pick letting illegals go ignored while enforcing unconstitutional orders surrounding crises like COVID
continue community involvement and proactive monitoring
Transparent. Trained. Tenacious!
What they are and push back on king coumos demands or non laws (bs executive orders not approved by law)

The Sheriff's office should strive to maintain the professional and respected department it is today. The deputies should strive to uphold the laws that they swore to enforce, treating people in a manner that they themselves would want to be treated in.
I believe they are already there
Get to know the people you protect
Keep the people safe and do what's best for them and the people of Cayuga County.
To answer this I would have to do more of what the Sheriff's office is now.
Adding value to the community, not just being another source of revenue.
Stronger than it is today. It sickens me to only know the limited resources you have for our county
Disband or get professional training
More of the same.
Keep up the great protecting and services of our community. We have something no other place has and that is freedom. That freedom is getting smaller and smaller. We need officers willing to help us keep our freedoms and protect our rights given by our forefathers.
Honest .
Serve and protect the community
Getting more positive involved with community, right now we're doing virtual learning. Have a program where kids and youth programs with Sheriff and police departments for ages 5 to 18. Fun stuff but they get it's important. Important. There is so many violent games and stuff. Let's them meet the police and maybe fun games. Meet with older kids they can ask questions. WCT
I hope for safety for all of them and they know they are appreciated for a very thankless job.
Open, honest and respectful to all. My experience has been that they are.
Individuals with actions the community can be proud of. Enough with the Back the Blue- it is dividing. The police should call to an end of that movement, or at least not let the officers or the family promote it.
How can we bring this community together when we are fighting about who is 'worth' more.
I am happy with their work. It's a huge county and I wish they had more resources. I know they have to deal with some crazy crap and maybe we need a mental health team on the Sheriff's department. I also like the fact they can bring their cars home with them. That's a great added bonus. If they need to go somewhere they have their car. We have had a Sheriff show up in his jeans and t-shirt because he was right down the road where he lives. Most of us are in the country and we need more officers in our area
More visible in the community foot patrol to the most concerning areas of the city especially. Getting the dealers off the streets
Serve and Protect. Congeniality during a stop or investigation goes a long way. Lose the I've got the badge syndrome. Say hello when you walk by citizens on the street. Reach out to your community. Most of all be safe out there at all times of congeniality and trust no one...
Hire more sensitive deputy Sheriffs, hire black and other minority Sheriffs.

Genuinely committed to the protect and serve mantra.
A force dedicated to having a great relationship with law abiding residents. Proactively cultivating these relationships so that the Cayuga County Sheriff's Office is viewed as a partner in the pursuit of a better quality of life. As a minority I have taught my son (as I was taught) that the police is who you go to if you are lost or are in trouble and I would like to be proven right in spite of the negative climate and rhetoric regarding law enforcement.
I don't think a lot has to be changed. Strive for more public out reach, child ID programs, School Resource Officers, community involvement, etc. When officers know the people and people know them it is a help.
Excellent
The only vision I have for the Sherriff's Office is for them to be properly staffed with more officers of the same caliber that are presently employed there. They are doing an exemplary job short staffed, imagine how much more effective they'd be with more officers to do community outreach, school resources, youth programs, and law enforcement.
A law enforcement agency who treats everyone the same.
Role models for our community and a safe haven for our children.
Keep protecting our community with no discrimination.
continued education in diversity, crisis intervention
Ideally, I would love to see the community embrace our law enforcement officers and collaborate to make our community safer. Unfortunately, until the drug crisis in our area is brought under control, I think there will always be the us vs them mentality (with regards to people arrested for drugs being anti-police) Also, regarding low income populations, and those well-known to law enforcement, remembering that each day is a new day, and to give people the same level of respect that others get. How can we expect people to change if we treat them like they're a "low-life", or like they're "trouble" every time? I realize that's idealistic, and that officers have to be vigilant, but people can and do change. And sometimes how we treat them can go a long way in supporting their recovery from addiction, or their attempts at making improvements in their lives. (being advocates vs adversaries) 1
Be proactive in regards to interactions with the general population
I think they all need anger management and to learn more about their actual communities that they are in because not every community is pristine some have low low income poorer than poor and have different values per say...NOT EVERYONE GROWS UP AND LEARNS THE SAME WAY!.
Honest, transparent a culture that frowns against police misconduct and rogue officers.( police have a terrible reputation for being dishonest even among families with law enforcement in them as well as being "bullys with badges"
Continue to do what you do. Summer camp Use more speed indicator signs to alert drivers. I do think that a town responsibility. Please push that.

It's good the way it is
I think there doing a great job and shouldn't change a thing.
Open to community interactions with any and all residents
Responding on a timely manner to situations that can escalate quickly, even if they don't seem serious @ the time. More police presence, we only see officers driving around or park in a corner waiting to catch a speeding vehicle.
do what you are doing now. Keep up the good work. Nothing needs to change.
Always look to be on the forefront of change.
Strive to keep on doing what you have been doing. As far as I am concerned Governor Cuomo and his EO can take a hike. No other suggestions. Thank you for your service. Stay safe.
Keep on preserving the peace and safety of the community
They should strive to serve the community by enforcing laws and helping the public become better, positively contributing members of our society.
Diverse. Open and honest. Screened for mental health. Well trained in deescalation of tense situations.
Open to community interactions with any and all residents
Responding on a timely manner to situations that can escalate quickly, even if they don't seem serious @ the time.
CHANGE NOTHING. You (Sheriff) are doing nothing that I would change. Ignore rantings from our Gov.
Better investigative techniques to investigate crimes.
An office where people can go for assistance in safety, criminal, and legal matters that would normally be handled by a Sheriff.
The lead agency for criminal investigations and protection of the residents.
Also a beer stand ran by deputies at voughts creek in fair haven
The Sheriff's Office should attempt to be non-political, no matter the party of the current occupant of the office. As far as law enforcement goes, Cayuga County is not Republican or Democrat, but an upstate New York area with a very diverse population.
Do not compromise the way they are being forced to compromise in New York City.
The same they are now. Thats the Cayuga County Sheriff Department. Lets not try to reinvent the wheel. People call 911 when they need help, CCSD responds and fixes the problem at hand. I have never been around nor have I seen a Deputy being improper when in public or on a call. Again if parents bring up their children to show respect they will get respect. If adults show respect they will be treated with respect. Just comply and let the Deputy do the job you called him there to do.
More in the community and schools showing children how they work so parents cant scare their children into believing all officers are bad.

Treat others in the same way the members in the department want to be treated if they were in the same situation.
Better trained with less emphasis on the military tactics Partner police with social workers, medical professionals and teachers.
Our sheriff's should continue doing what they currently do.
They should strive to be trained in mental crisis management
They need to strive to maintain professional and understanding with f all nationalities and be bipartisan, they should not be supporting any political figure while in uniform!!!
They should strive to be a fair enforcer of the laws while protecting the rights enshrined to us in our constitution. While rebutting any unconstitutional mandates.
It would be nice to go back in time and have a conversation with Barney Fife for some insight. unfortunately it 2020 and criminals are schooled in the streets and privatized prisons the count of Godly men in uniform has dwindled. Bad officers have put their brothers in danger with their poor conduct. 1
Continue as it is.
Continued professionalism and continue improving tactics and community interaction.
Know the people in their area of patrol, if in new area assigned find out more from a senior officer within that area and come in with a fresh perspective. Meaning, don't always think people can't change, asses and adjust to surroundings from proper training and a non bias attitude (nuetral), in order to gain authority. Be lenient as to build trust not hatred, depending on the situation. What is important, does it really need to become a fight/argument defuse.
I think Back the Blue needs to be retired. Citizens aren't against "the blue". Citizens are against police brutality. That shouldn't be a hard concept to understand. The police are not there to protect and serve fellow police officers. They are there to protect and serve the residents of this county. Back the Blue pits the police against the citizens.
Expand presence in the County, including in rural areas.
Community involved.
Receive the necessary training to deal with individual in an unbiased way -many people do not realize that the lanugage they utuilize is different even though respectful with certain groups of people as seen in behavioral testing in other states when they tracked what was conveyed was polite but language utilized gave a very different picture. be more visual at community events.
Keep doing what you have been doing.
Those fireworks could've been very well set off by a different neighbor when I got home so I retract my previous survey
Officers need to learn how to deal with mental health kids better. There is a real lack of training.
I believe the Sheriff's office is doing a wonderful job.
Less military like, more educated as to mental illness and how to deal with it. Work for awhile in a rehab or mental health facility. Some people just aren't cut out to work with the public.

Same service and commitment to excellence, get some volunteers to help with other community outreach programs etc...
A place where all feel safe to call and approach.
A 100% transparent and non racist Office and police force. Great relationship with the community. Become one of the most diverse police forces in the state. #1 in lowest officer shooting suspect deaths. #1 in police /sheriff safety. Every officer makes it home! Try and do the most for the community, especially the minority and poorer parts of Auburn and the county! #1 in N.Y .STATE cracking down on drugs and drug related violence & crime! Bring Auburn back to being a safe city to raise a family and not become Syracuse.
Like any business or personal goal, we all should strive to be better than were the day before. It's all I expect from these fine men and women of our law enforcement.
they already do a great job.
as good as they already are
Stand your ground, be supportive in your community but dont back down to the disrespectful idiots that breakthe law cause they feel they have more rights, the laws are the laws and it's your job to enforce them, dont let them intimidate your commitment to the community,
the department is on the right path. When all initiatives are met trust can begin to be built in marginalized communities
Better at what they already strive to be and do.
Protesters should be arrested if destroying property " Don't care what color they are, arrest them". Dealing
drugs? Arrest them. Domestic abuse? Arrest them. Rape? Cut off their [REDACTED] and arrest them. Drunk and driving? Arrest them. Your jail fills up? Send them to Cuomos estate
The Cayuga County Sheriff's office should continue to up hold the law and protect our citizens.
I think the Cayuga County Sheriff's do a great job already. I think part of the future should involve more community based forums as initiatives like this show that public opinion is respected.
Basically the same with a little more community outreach
A law enforcement body that is respectful of those they serve and never afraid to go the extra mile.
higher profile in community activities
Over the years we have had contact with the Sheriff's Office through community events and have felt that they conducted themselves in an honorable manner. It would be wonderful if there was more money in the budget
to employee more road patrol so that people in outlying areas of the county felt more safe. 1
Do more with kids in smaller towns ( not auburn)
Be more active in towns not just auburn .
Be more out in the public eyes. More inter-reacting with the general public, especially children. They also need
to be paid more for what they do. They do more then the State Troopers and get paid far less!
I think diversity needs to be one of the things addressed. Also they need more Man power especially at night to cover the rural areas better.
It would be helpful to the Town of Sterling if the sheriff's office had the needed resources to better patrol the
roads in the Town. There is suspected drug activity and other suspected illegal activity, but I don't

know that the office has the extra manpower to follow-up on these concerns.
Honest and truthful in all matters. Integrity is important to maintaining public respect and confidence.
Always strive to be better. Remain committed to training at the highest level. And never compromise your hiring standards no matter what pressure you face to do so. Always hire the best person for the job no matter their outward classification. A good person is a good person.
Continue to build upon your past accomplishments and day-to-day work. Always keep your collective chins up despite negativity in the national press and often contentious issues w. county residents.
I would like to see the Sheriff of Cayuga County deputize selected cayuga county residents. The police can't do it all and if backup was ever needed but short on demand against a large mob, I think a deputized force of respectful patriots would be very helpful. Lets face it, defunding the police is a irresponsible idea. You can't defund the American Patriot, the largest army in the Republic.
Help us have safe community.
More transparent with the public and diverse training.
I think they do a great job and are very invested in the community, residents just need assurance of that after the happenings of 2020 and attention to systemic racism.
The future should be more diverse group, a prevention program for youth engagement, and needs of the youth. Working to patrol more instead of park and wait for calls.
to treat all individuals with dignity and respect while also protecting themselves and others.
The good guys in the movies that you see that would climb a tree to rescue a kitten. Play basketball with the kids on his or her offtime. Willing to talk to a civilian and not in a threatening way. Do talks and speeches at local school and comunity. Like actually know the people they work for. Especially in small towns. What is their excuse for not knowing these people when the town is so small.
Our society, as a whole, has become so divided politically that it is going to take a long time to mend the scars that have been created by the politics going on in our country. Somehow, it will rest on the shoulders of our local law enforcement to find a way to protect people on each side of the fences. This will take huge efforts and be a tremendous undertaking, but we as Americans have to go back and learn to listen to one another and respect opposing viewpoints.
If it is possible, having a social worker or an officer trained in social work, accompany other officers when responding to certain situations involving mental health issues, domestic disputes, etc., the outcomes could be arrived at more peacefully to the benefit of all involved.
I believe the office should be a positive ,helpful group that citizens do not fear to interact with.
Keep up the good work!
Not apply I feel the sheriff's department is doing all they can to follow laws and enforce those laws in our community. expanded prevention partnerships in the community with schools, nonprofit agencies, diversified workforce

Live the Sheriff office alone
I feel for them to get better respect they need to develop friendships with the younger kids (middle school & below). Those kids are the future. The younger ones need to visit jails ( a requirement) to understand visually what they are simply told in words. They also need to see/visually the awesome goodness an officer can provide for them & their community.
Strive to provide excellent, respectful and responsive law enforcement in rapidly a changing world.
ALL OF THE ABOVE
Excellent
Continue to give updates to the public and always strive be do better. ( not that you aren't already)
Getting more Road Deputies to protect our county.
Aware, and respected for what they do. Leading by example. When a suspect is subdued they don't need to be publicly ddemeanded.
Keep doing the great job you have been doing!
Honest and reputable. Not only to other law enforcement branches, but to the entire community. Don't you want everyone in your community to know that you are going to do an honest job?
Continue the dialogue via connecting bridges. We are in this together. All working together to make our community a place for all.
I feel that the Sherriff's office should continue to train on special populations (Intellectual Disabilities, Mental Health, Victims, etc.) and continue to provide the excellent services they are currently providing.
Increase community awareness of current programming and services.
Increase community awareness of current programming and services.
I feel the CCSO does a great job at serving and protecting the community.
I've heard no complaints about the sheriff's office, and I've never had a bad experience, so I think the sheriff's office is doing everything right.
All Social Control Agencies need to decrease their innate Gestapo ideologies, and conduct. Also, these Agencies actually need to work sincerely and effectively in order to relate to whomever they interact with.
continue to work with community agencies that have populations/clients who regularly interact with law enforcement for a variety of crisis related reasons
Continue to encourage public input. The Black Lives Matter walks held this summer were very well coordinated and peaceful. Build on that type of public opportunities. Covid 19 certainly complicates our future public events, so well do the best we can and move forward.
I do appreciate the Sheriff's stance about not arresting people holding family gatherings. He was correct in his stance on that, which I appreciate.
Continue to have the presence in the community and on social media.
Sheriffs are professional and should continue doing their jobs.
I was very disappointed in Sheriff Schenk's dismissal of the Governor's safety guidelines.
Continue working hard, staying safe, and not being so judgmental especially when it comes to mental



health and
The best law enforcement they can be.
I like community policing, I think all agencies should do more of that. Track data that is more qualitative and
worry less about ticket #s. Everyone wins.
Just what you've been
To be honest, not being in a hurry and listen to all sides.
Professional and fair
Stay the same and keep protecting the law abiding citizens of our community.
Transparency-Accountability-Community Policing
Fear of the Possible: Defeat Fear, and then walk among Us. Every Citizens that goes to work or a store can experience danger, accidents , thresten momments. But we are not armed. We are not trained to kill with our weapons.
We walk freely without Fear. So should the Police.

## COMMUNITY RESPONSE ON THE ROLE OF THE CCSO:

Survey participants were asked to describe, in their own words, their view of what the role of the Cayuga County Sheriff's Office should be in the Community. Below are the full responses received in from the survey.

What do you feel is the role of the Cayuga County Sheriff's Office in our community?
To protect and serve
To serve and protect the community
I'm proud to say that you are all doing an amazing job.
Protection and enforcement
To protect and serve in a fair and balanced manner.
To protect the community from harm and enforce regulations put forth by the state.
Overall, the department as a whole is a leading LEO agency. Some of your officer's are over zealous and tactfully irresponsible, even with speaking to a sitting judge.
Since the new sheriff has taken office, a new, honorable, transparent department has taken place.
To protect, serve and do so with dignity and respect to all.
To provide protection to the public and arrest people that commit crimes
To provide a voice of reason and provide enforcement to those who work outside the realm of reason.
Protect and serve
Provide service to the community and support the citizens while keeping a safe community.
To protect and serve
To serve and protect
Public safety, assisting the public, answering complaints.
To provide a Jail, Court, Civil Paper and Pistol permit, The Road Patrol is a major benefit that is not required by Law but to depend on the State Police would be foolish so support and funding all parts is very important, It took many years to get to the position that the Sheriff Office is at and to go backwards now is beyond reality.
Safety, security, respect.
To protect the citizens
Law enforcement
Trying to deal with the struggle of people to comply and succeed in our society, their success and oftentimes failures
Protect citizens
To protect and serve the residents of our county in a fair and just manner as well as following the rules, laws and current practices of law enforcement in a highly dynamic environment.
To maintain peace and order. And they do a fantastic job.
To uphold the laws of New York state.
To protect citizens and be there to help people in a crisis. Also to be friendly people you interact with you see them out and about in the community checking on everyone
to protect and serve citizens within the county for emergency and non emergency needs.
Law enforcement and protection of life/property.
To keep the community safe and protected.
I feel that the role of our local sheriff's department is changing everyday. Society needs more help than ever before. The sheriff does an amazing job at policing but I feel the job is bigger now. I would love to see therapists be a common thing.
Create law and order.
Maintain order and promote good will in community
The sheriff's office advocates so well for people in the community and really shows that they care.
They are an invaluable asset to the community that can help connect people to services and protect and serve the community.

To serve and protect every individual as part of the community. Police need to focus on providing social services to every individual. Police should be treating criminals with the same respect they show victims. Police should never press any charges during a mental health crisis. Deescalation of every situation should be the #1 goal! Every officer should be wearing a camera, by law. Every Police officer should be held to a higher standard of law. No Police officers should be in possession of a gun. Unless they are a SWAT Team member, working with SWAT. Police always have the advantage of time, equipment and officers. Therefore there's no reason why they would need to forcefully engage in, assault, destruction of property, murder ect.. Investigating every incident that force is used, by asking "Was it necessary?" Then charging officers whenever the answer is no. An outside, third party should be responsible for answering that question.
To serve and protect people living outside the city
To protect, serve and build relationships with its community.
To ensure the safety of the citizens of Cayuga County as well as protecting their rights and upholding law and order
Doesn't play a big enough role, needs to be more involved with local APD, many of those officers abuse their power, and use unnecessary force.
To prevent crime and deal with it in a timely respectful manner. Not that it isn't expected on both sides.
To Protect and Serve
The Sheriff's office should provide public safety through education and enforcement. Education is the key to success
To protect and serve its community against crime
Enforce the law
To protect the safety and security of the community
I moved here years ago from Ca and I love it here. There is a lot of respect for our community. I feel safer here than I did in Ca. Thank you for all you do every day!
To stand up for our constitutional rights not executive orders
to serve and protect
<ol style="list-style-type: none"> <li>1. Personal and property Security</li> <li>2. Assistance with questions on legal matters</li> <li>3. Community Service</li> <li>4. Accident and crime investigation</li> <li>5. Stay safe out there!</li> <li>6. We support you!</li> <li>7. We back the Thin Blue Line!</li> <li>8. DO NOT DEFUND THE POLICE</li> </ol>
uphold the law and protect its citizens
Making their presence known, especially in "questionable" areas.
Serve and protect ...it's pretty simple.
Protect the life and property of County Residents and visitors.
Protection
To protect and serve our county and community.
guardian of our safety, protect and help
To keep everyone Safe.
To keep the community safe and be there when needed.
Protecting life and property- enforcing law
To protect citizens and their property.
To interact with community members and show them that you're not the bad guy!
Very very important. I support all the fine work you do.
To be a presence in the community making people feel safe.
Crime investigation
Traffic stops
Welfare checks
To assist us with law with our county matters.
To provide a safe community and protect the people of the county
To protect the residents and business owners from wrong doing.
protect and serve
To protect and serve all of the members of the community, make individual's feel safe at all times.
Protecting the public, arresting/housing criminals, and keeping everyone in the County safe.

Respect
To provide a customer focused - community policing model where the residents and law enforcement together identify and attempt to solve the issues affecting the community as a whole.
Protect and enforce all laws.
Keep community safe by enforcing law and order.
To keep the peace and investigate crimes, enforced traffic laws, responding to accidents 911 calls reaching out to the community, they do a wonderful job in Cayuga county. Sheriff Shneck is a very professional and loyal to our community. The sheriff's department in general and the custody division in the jail is very professional and courteous. I've spent four months in the county jail on the work crew which does amazing things for fire houses cleaning up the roads and many of other things. I've been arrested a couple times and I have been treated with nothing but respect and I hold myself responsible for my actions and have never had a grudge against the sheriff's department. They are a wonderful group of sheriffs and deputies and custody deputies. I would recommend that they are number one sheriff's department that I've ever come in contact with in the multiple states that I've been in. I've lived here my whole life and seeing nothing but positive things that they do. Never once have I seen one miss action from the sheriff's department employee. Even though I've been arrested and been in jail I still hold myself Accountable for my actions and seen firsthand how to respect full treatment they give to people in trouble. God bless them and everything they do and they need more funding. Our sheriff is a first class man like we've never seen before. The state police on the other hand is out of control, they need retraining for being peace officers. Militarized training should be abandoned and peace officer training should be the new training. The Cayuga county sheriff's department are very professional and respectful to the people of our county.
Law enforcement is the main thing I expect. Secondary is education and prevention. A good relationship with the citizens is vital.
Never seen them in Fairhaven
To protect people and property.
provide public safety Enforce traffic laws enforce the criminal laws of NY Serve warrants
Protect and serve the citizens
To protect and serve
To protect and service the community
As much as is possible, protect all citizens and treat everyone equally under all laws, local and national.
If you can't put it on Facebook and brag about it they tend to avoid it.
The first thing that comes to mind is protect. Protection involves so many things; more than I'm aware of, I'm sure. Enforcing laws and regulations is important but is not always simple or easy. Knowing people, their reactions, mind sets is crucial. Even more crucial is how to deal with the many varied ways people respond to enforcement. It takes solid, stable individuals who can separate their opinions and emotions from a situation do do a job in any form of law enforcement. You have my gratitude and respect.
The Safety and Security of the county residents and its properties. Along with maintaining Dignity, Honor, and Respect for the men and women of the police force.
To investigate crimes, like burglaries, sex crimes, assaults, murders. To refer people to Medical and Social Services when warranted.
Keeping community safe
To help fight crime
To serve and protect.
just defund it all
Serve and protect.
Many roles that include protecting residents, investigation, education on the laws, criminal investigation, social services when needed.
Protect, serve the public. Maintain Law and Order.
Protect its citizens.
The sheriff's role is they work for the people who put them in that position. Which means to protect our rights of the constitution of the united state of America. Which means governor has no right to lock down or muzzle we the people of NY. They need to remember the oath they took when they were sworn in office. We need strength in our elective officials.
Enforce laws; protect people
To keep law and order
Maintaining order in a civil manner.
Keep our community safe and be there at any given moment for any emergency situation.
Act as a deterrent to criminal activity, respond to emergencies.
Treat everyone the same regardless of skin color.
Protection and assistance as needed pertaining to the law
Keep the peace and help keep our communities safe
SAFETY, SECURITY, AND ENFORCING EXISTING LAWS
Protect and Serve
I believe the role of the sheriffs is to assist citizens. It is also to protect citizens from the unlawful. I do believe more money should be spent on community outreach

programs then on militarizing the police force. It is better to be proactive then reactive.
To oversee the safety and wellness of Cayuga County residents and to assist other law enforcement agencies if needed
Safeguard the citizens of Cayuga County.
to protect the citizens and provide safety
To protect us all!
Peace keeping
extreme emergencies, otherwise "standby and stand back"
to provide safety to our citizens, proactive in crime management, deter crime, foster positive community feelings towards police, support the local police departments
To protect our community and keep our community members safe.
To deal with the people that have no respect for others.
Enforce laws
Provide safety
To provide consistent enforcement of the laws in Cayuga County.
To protect the citizens, their rights, businesses and their properties. Ready to respond when called upon and a true pillar for the community.
To assist citizens with any issues they may have.
To keep our community members safe from harm and to assist when an incident does occur.
Protecting the community and keeping us safe.
Protect and support the citizens as well as our community.
To protect people and property and to provide law enforcement when necessary. This covers many areas including the county jail and road patrol, etc.
To attend to the safety of our community. Ensuring people feel safe, and ensuring justice is executed.
To protect and serve
Protect residents, respond with respect and concern for the safety of residents. Uphold and enforce the law.
To protect and serve the residents of Cayuga county
Public Safety is paramount and goal is to have it delivered in an open, equitable and dignified manner. I believe our Sheriff's Office strives to accomplish this already in a
professional and approachable way. If there are means to improve this - all the better.
To provide service to the citizens of Cayuga County, to enforce current laws, protect citizens.
I do not wish to share this with you
To promote public safety and uphold the law. Also, trust and accountability between the community and law enforcement. The County Sheriff should have an active role in community events to promote public awareness that law enforcement wants to work with the community members to have a safe community to live in.
To protect the citizens and their property.
Responding to crime, investigating crime, keeping our community safe, building relationships with the community, responding to emergencies
Their role is to apprehend those who are threatening the peace and order, disobeying the laws set forth in Cayuga County. They are expected to help keep our County and its residents safe from individual(s) who feel they are above the laws and/or make their own laws. They are there to help in times when acts of nature strike, causing electrical lines to be down or road flooding or even when there is a bad accident, and those roads and areas need to be closed off from others and/or patrolled. They help with other Law Enforcement Agencies, such as Auburn Police and the NY State Police, when those agencies are short handed or a particular situation calls for more hands on deck. They keep law and order of large crowds at County wide functions or fundraisers, etc. There are so many roles they have within this County.....too many to
think of at once, too many to type!
To serve the Community and intervene when an individual's rights are being violated.
They should have { more road checks for DWI in Genoa,
NY } and to have a side street drive thru at different times of day and nights
To treat everyone with respect especially if it is a mental health issue ex: alcohol/suicide threat
Put the bad guys in jail and help people from the bad guys that are out there
To protect and serve
To serve and protect
They should have { more road checks for DWI in Genoa,
NY } and to have a side street drive thru at different times of day and nights
To bring awareness as well as policing in an unbiased way.
Protect and serve and I think they do it very well.
Protect property, enforce laws, prevention and investigate.
To protect the members of our community and to provide a safe environment for our families to live in.
Keep the Peace, and Enforce the Law.
To protect and arrest those breaking the laws.
2D escalate the problem not to enhance it!

To protect the people and property with out people crying that its racism because they got caught doing things w rong. There job is hard enough w ithout having to look over their shoulder to make sure they dont offend a group of people w ho w ant something for nothing. They should be respected. There are bad apples like everything else but w ith "King Cumo" in charge things w ill only get w orse with his candy ass attitude
Protect and serve, honor their Oath.
Protect and serve!!! The Sherriff's office offices that I have alw ay been professional, properly dressed, sometimes brutally honest. Helpful, funny, and most importantly they never made me feel beneath them.
To not act like dick state troopers
I live in Sterling NY and the response time for emergency calls is long
The Office has many roles. It is best summed up by the phrase "serve and protect".
To protect and serve!What else.
To protect the citizens and to render Assistance during emergencies
Keep us safe.
Assist homeless and those in need.
Respect the work you do. I believe black lives and blue lives matter. I w ould like to see more diversity on the force
Protect and serve our community.
To protect the residents of the County from people that break the law s, and ensure our safety when we find ourselves in harm's w ay.
Protection
To enforce the law .
We like our police departments to be more investigative in their focus. Like the fire department and ambulance services, come when called. I don't know that it's an issue as much as it is for city/village departments, but doing less of the 'nanny' things like traffic and parking tickets. Brian and the w hole department have done a fantastic job of keeping the public informed of public safety issues, what the dept is doing, and policies/positions on important issues.
The Vision statement at the beginning of this survey. Fair and just policing. I w ould like the police to just do their job; protect people, places, and property. I feel their roll in the the schools is a good thing. These kids bond w ith the Sheriff. I feel they bond w ith the community. Great relationships.
Their roll is just doing their job w ithout so many new rules/laws that stop them from stopping the bad guy.
Protect the community
At least make an appearance around the area , come w hen called ,to suport in case of emergencies . Monitor our streets and to keep us safe ...
Keep people safe and try to stop crimes or DWI's before they happen
Law enforcement including some additional public service.nu nu
To serve and protect our residents by follow ing the US Constitution and NYS Constitution plus the law s enacted LEGALLY under them
The Cayuga County Sheriffs Dept offers home tow n enforcement of law s and the feeling of w e being. I alw ays feel safe in our community because the deputies live amongst us and are part of the local community they reside and w ant for their families the same thing w e all w ant. To feel safe and secure
To up hold law ful rules and regulations. To keep the peace, to protect other from violence, etc.
Ensure safety on neighborhoods and public areas.
Maintaining law and order, uphold the constitution
Serve and protect
The Sheriff's role should be to enforce the law s that are on the books, treating people in a fair and professional manner. Protecting the the people of the county that they w ere sworn to do.
To protect and serve the residents of Cayuga County equally and fairly
To protect and serve communities in many aspects.
To be there in good times and bad..
Provide Law Enforcement, respond to emergency situations, investigate crimes and make arrests.
Enforce law s, protect the community, promote safety
To keep the people safe.
To harass drivers and generate money for ridiculous reasons. My father alw ays told me that if you go looking for trouble,,,,,you w ill find trouble. Police need to lose the attitude and serve the public, not just try to screw them out of money!!
To be a caring presence of order or assistance.
To aid and assist the citizenry in providing emergency services when needed. To enforce the law s when it comes to crime and traffic regulation.
The role of the Cayuga county's sheriff's office is to provide protection to the citizens of Cayuga county. See to that the crime rate is at its low est.
Within the city of Auburn, I have no idea w hat their role is because I never see them involved in any situations.
To fill the void betw een different towns. The county is long and needs an intermediary service to fully cover the region.

Uphold the Constitution by way of protecting and serving the people.
You need more cars on the night shift weekdays and weekends.
They play favorites , if they know a party in a domestic they take their friends side - right or wrong . I was treated like dirt and I'm the one who called for assistance recently on two separate occasions which I documented and recorded . Horrible horibble horrible , and I support the police !
Serve and protect the public
To serve the public as needed. Not to bow to the whims of every liberal group that thinks they know anything about police work. Speaking as a former police officer
Traffic enforcement
I feel they work to much, they need more help with mental heal issues and drugs.i feel we put to much on them. With what is on the news train how to handle appropriate way with new please officers and a training add once year.
Protect our community
To monitor and protect the public, when necessary to intercede and act in enforcing the law .
To enforce the law , help resolve disputes, and come to the aid of those in need in a respectful way befitting the uniform they wear .
Fair and equitable protection of and service to the community.
To have role models the community can look up to- the police officers should be an example of morals, behavior, and judgement.
The office should make everyone feel safe.
Keep community safe by addressing citizens concerns before they get out of hand.
To protect and serve. They need more officers. This county is huge and we need more of them.
Safety and enforcement of the law s
Protect and Serve. Not to antagonize by any means.
Arresting and incarcerating criminals
The Sheriff's role is not only enforcing law s but doing it a way that keeps everyone( including the officers) safe.
To protect and serve the citizens in the community .
In the city, not much. They should be outside city limits patrolling and serving the County.
Keeping our communities safe. Keeping our communities informed. Enforcement of law s that protect our communities. Providing humane, safe, and clean accommodations for prisoners.
protect
To enforce the law s for everyone!!!
Be present, help keep people safe, be a partner.
To keep the community safe without discrimination.
Enforce law s, protect our population. Role models
To keep the community safe and to assist more than punish. (Work to find/connect people to resources).
to serve and protect
In my community they come when the Auburn Police department can't handle their job amicably.
They sort of "gang" up on the person in question without any actual questions or answers. In other words you're not innocent until proven guilty you are guilty!
Protect and serve its citizens
To protect the citizens of the county from illegal activities. Whether traffic infractions, illegal entries, And domestic violence issues that can effect a neighborhood.
Keep us safe
To uphold the law s and constitution of the USA. To protect and serve their communities.
To protect the citizens of Cayuga County and set a good example by following all the law s.
To uohold the law and make sure our community is safe
To answer calls in a professional and timely manner to ALL residents of the community.
To be approachable, and involve in the community.
I feel that our Sheriff's Department is very involved in the community at every level, and makes a concerted effort to work with all layers of our community . I do not believe our Sheriff's Department has any inherent racism, which is what spurs this type of survey. Our community is diverse and I have seen the Sheriff's Department in many capacities treating everyone they deal with in respectful and professional manner.
Provide security and safety
Law enforcement, first and foremost. Education of public re: law s, consequences of drug use and other infractions.
To enforce current laws and protect when deemed necessary. To inform the public of how they should conduct themselves within the confines of the law . Offer fair and just consequences for actions that go against the law and endanger those who abide by the law .
Protect and serve
To answer calls in a professional and timely manner to ALL residents of the community.
To be approachable, and involve in the community.
Protect and serve residents of our County. Be a backup for APD and vice versa.

To uphold the law s not break them they took a path to uphold the law . They should be better equipped w ith investigative techniques . Should go through red traffic lights unless they have emergencies calls.
As an elected not appointed official, the Sheriff should defend the rights of the people it serves using the Constitutions of New York State and the United States as its ultimate authority. It should do its best to fulfill its assigned duties as long as they are not in opposition to the Constitutions.
To Serve & Protect.
Apparently there roll is to set off fire w orks when their neighbor w hom is a handsome, decorated Marine Combat Veteran w ith severe PTSD returns home from work.
To protect the peace and uphold the law
Not sure
Very disappointed in recent Sheriff's Office response to Governor's request to monitor Thanksgiving gatherings. While no one expected the Police to go door to door inspecting Thanksgiving diners, a vote of confidence in limiting gatherings rather than a snarky refusal would have been helpful in a time w hen the virus is spreading through the county. Too bad the sheriff doesn't feel more community responsibility outside his strictly defined official duties.
Protect and serve.
To protect life and property. Not be disrespected when doing so. If most people w ho call for help do w hat they are told w hen the Police arrive there w ouldn't be a need for community police groups w ho clearly have no idea how it is to put the uniform on and be an adult babysitter.
To keep us safe and informed
To lend a helping hand and support to us citizens i also feel it it their duty to enforce every law .
I have been arrested for my w rong doing and i w ill continue to support our local law enforcement
Police services should be the protectors of society not solders.
To protect its and enforce our law s. Educating our youth and doing carseat checks along w ith many other programs are an added bonus to our community. Our canine officer have been at a few events our family has attended throughout the years. They are such an asset to the community.
To serve and protect all regardless of color and gender
To protect the public from dangerous people. To provide assistance and proper resolution to situations they are called to or involved in. To apply the LAW (not bs mandates by a dictator governor) equally to all people.
I w ould assume the role w ould be to w ork with the public to help provide a safe and healthy community for the people to live, learn and thrive as a community. Unfortunately, the lack of professionalism as w ell as integrity causes an issue that w ill remain until there is some sence of honesty and respect shown on both sides of the law . U cannot set an example for the people w hen the police themselves or many of them are w orse than the criminals they treat like trash.
To act as guardians for the public good.
To prevent crime.
To serve and protect.
To assist in handling matters as they happen unexpectedly most of the time. In an emergency situation or even not, they are needed and can assist in contacting the right organization that fits your needs at that time. Provide a safe environment for all, even the accused and accuser. Be fair at all times and provide a neutral ground so discussion can be relevant.
Successfully end the drug w ar, increase safety of protesters, end needless traffic stops of black and brow n citizens and focus on policing themselves instead, fight the ignorance and misinformation around Covid-19 by enforcing state and local guidelines, and do better to do reduce influence from and fight domestic terrorism from the far-right extremists in our community.
To keep us safe
In part as to the w hole as public servant ensuring the safety and health of the citizenry of Cayuga County. And therefore enforcing all of the health safety rules set dow n by Albany to best ensure the safety and health of the people of New York State and slow to eventually stop the spread of deadly virus's like Covid-19. We cannot allow ourselves to pick and choose w hich rules w e will follow as they are all made w ith the most current data and medical science to ensure the safety and health of the overall population of the state. (ie: Holliday gatherings.)
safety and w ellbeing of the community
not sure other than filling in areas that locals can't cover
The role of the sheriff's department is to enforce the law s w hether they agree with them or not. The sheriff's department should be apolitical. The latest statement by the sheriff is disappointing.
Those fireworks could've been very well set off by a different neighbor when I got home so I retract my previous survey
Keep a low profile until called upon to save someone from being the victim of a crime; and to pursue the perpetrator.
Do the same as you have been.
To keep everyone safe.
To educate the public on safety issues, to set an example re follow ing law s and behaviors, to investigate crimes, to help how ever they can.



To enforce our laws and keep the peace.

To provide safety, law and order in our community for those who don't want to obey the laws set forth and show no respect to the people and their property.

Keeping the community safe and enforcing laws.  
maintain the peace/ Education

Serve and protect

To protect all people in the county no matter what skin color they have. Crack down hard on the drug dealers and get the drugs out of Auburn! Our city has taken a very bad turn towards drugs and it is not only bad for them, but is a major issue for Auburn and leads to a lot of violence, breaking in to cars, homes, murder and rape. I am ashamed of how bad it has become in Auburn. I know you are all doing your best, but are you making a significant impact on the drugs and getting those people locked up or to leave our city and county. Thank you for all you do! Stay Safe! I keep you all in my prayers!

PS: As a dog owner in this city, there is a leash law for dogs, but we need a lease law for cats. We get a few cats that come into our yard. The cats crap in our yard, tease my dog (she is going crazy, and she is very strong). I am afraid of the cats injuring her with their nails. I don't understand why its a law for one and not for the other. It is becoming a very annoying problem that I can't go out in my own yard with my dog, without having to watch for those cats coming up on us. It's very frustrating! What am I suppose to do?

They are our safety. They are a reminder to all of us that we have a set of rules to follow. When I see a police vehicle patrolling, my initial feeling isn't fear; it's security because I know they're doing their job.  
I have never heard anything bad about the Cayuga sheriffs or any other police dept.  
to enforce the law

Keeping residents, community, people safe/comfortable, abiding & enforcement of laws  
To fairly apply the law to all citizen situations regardless of race, age, or relationship. Protect and serve.  
protect and serve

To continue to protect the innocent and arrest the criminals. Cuomo is a [REDACTED]. His Bail Refirm is ridiculous. If they commit a crime they should be put in jail. IF they can make bail, fine, if not they stay put. Cuomo wants to close prisons, says we don't need them, costs too much money. If that's the problem then they should cut back by giving them bread and water and basics. He and the Democrats do not back law enforcement, especially during the protests, then he asks law enforcement to go "police" restaurants, bars, etc because of COVID and now peek in on families Thanksgiving...because it's his law!  
I had a personal reason for the capture of Brian [REDACTED] months ago. The way all law enforcement worked together to catch that piece of crap was awesome. I thank you!  
Protect and Serve and ignore [REDACTED] Cuomo. Kudos to Sheriff Brian Schenck!

The role of the Cayuga County Sheriff's Office is to enforce the law to protect our citizens.  
Assist the population with the main goal of personal safety. Individual property and freedoms should always be observed and respected.  
I'd like to see the Sheriff's Office set an example for how minority communities and individuals should be treated - with respect and consideration. There are a lot of folks that look up to law enforcement and take their cues from them. If law enforcement sends a message that they aren't willing to hear and respond to criticism, that will only reinforce the beliefs of people who think that those calling for reform are only complaining and that there are only two sides to this issue: you are either for the police or against them. I am and many people like me don't believe that - we know that the police have a hard job to do, and we know that there are reforms that must be made so that all members of the public feel safe and feel that they can trust the police.  
To protect and serve the citizens of Cayuga County, to ensure their safety and liberties.  
Duplicate of services

The enforcement of laws to ensure the well being of persons and their property.  
1. protect the public 2. uphold laws  
To serve and protect the public  
To serve and protect the citizens.  
I think moving away policing from ticket quotas to making a beat and knowing people will help the officers solve issues easier.  
Protect and serve not just writing tickets  
To protect the community and them self  
To ensure the safety of all community members  
To protect our community from unsafe or potentially unsafe situations  
To enforce the Laws of NYS in Cayuga County.  
Protect and Serve.  
To protect the community and keep it as a safe place to live.  
Public safety, public education, enforcing the laws of NY. Interacting with children to build bonds and hopefully prevent them from committing crimes and using drugs  
To protect and serve the residents without political commentary  
Public safety.  
Amazing jobs. Never met any officers that are rude or discriminate. Always wearing badges proudly and with respect. Ever fire call or rescue call I have worked with them they have been top notch. And would always welcome them back. Brian schneck has done amazing with his officers. Keep up the great work brothers in sisters in blue.  
From your sister in red.

protect and serve  
To serve the community; and to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality, and justice.  
Somewhat cliché, but still true -- protect and serve.  
Respond to reports of criminal activity.  
A police force that upholds the constitution of United States.

Keep us Safe.  
Enforce our laws and keep people safe.  
protect and serve  
Serve and protect its citizens.  
Maintaining a safe community and keeping our residents safe from crime. Educating the community on safety and security.  
Keeping us safe and enforcing laws  
To protect and help the local agencies in Cayuga County. Be more involved besides the Sheriff, it would be nice to see more officers engaged.  
To protect members of our community with justice and respect while also protecting themselves, not always easy or perfect especially dealing with difficult unruly people, not sure of protocol but it would be advisable for no officer to be left working on their own, for their protection and also a witness with unruly, untruthful people.  
To serve and protect. I felt very threatened. I was using a walker as I have sprained ankle and was covered up with long sleeves and face covering as I have a disability, Lupus. I have to avoid sunlight because of rashes. I was discriminated against they wanted to know why I had so much clothing in the summer and why I was in that park. I was wanting to enjoy the outdoors and fell asleep on one of the wooden steps at the park. A woman apparently thought I was drunk and called the police. I was interrogated by 4 cops separately during an hour time till my fiancé picked me up. Police should be de-escalating situations and helping educate the public not harassing disabilities.  
The Cayuga County Sheriff's Office serves the community and offers protection from those who do not follow the law.  
I feel that the role of the Cayuga County Sheriff's office is traditional in that our laws need to be enforced, our citizens assisted in time of need, our roads kept safe, and crimes investigated.  
I only selected "good" above rather than "excellent" due to the size of Cayuga County - it seems we should have more officers out there.

The role of the the Sheriff's office is to uphold the law within the boundaries of law - period. As a country we have done our law enforcement departments a grave disservice when we expect them to put their lives at risk while simultaneously expecting them to not do their jobs for fear of "offending" the criminal elements who continuously commit crime. We do not resolve one injustice by perpetuating another and this is what's happening now. Law enforcement is being made the scapegoat for the failures of society over the last 300 years. You don't take a handful of bad officers and crucify the whole institution of law enforcement any more than a handful of bad priests, doctors, etc...mean we should abolish worship & medicine. As a society we have glorified the criminal element in video games, movies, t.v. and on the media - and irresponsibly let the media drive the narrative. Yep, "defund" the police (whatever that actually means) and see what society looks like after the fact.

Be there for Emergency calls and crime reporting and be seen-in the community.  
Provide a reassuring and comforting presence.  
I feel the role is to protect and to serve all of our county citizens with dignity and respect and empathy for the victims of crime.  
keep our community safe and build relationships to help prevent future crime  
Do exactly what they do.  
protect the community, be involved in social activities in a positive manner, help solve minor issues between people, arrest the unlawful people, follow the rules of law.

provide fair/ responsive law enforcement  
Protecting citizens, preventing crime, assisting public, enforcing traffic laws.  
To protect and serve  
PROTECT AND SERVE  
protect citizens  
Protection

The men and women in our local law enforcement are some of the most highly trained and respected throughout the community.  
  
If you are having trouble with the law enforcement agencies then you should stop breaking the law. My opinion of course. Respect goes along with it. Give respect, get respect.  
  
The lack of processing handgun permits has become a political issue. If certain folks don't like folks having them they refuse to process in a timely manner. (Reported from a law enforcement officer)

It should be the main presence. The state police function used to be protecting the governor . That somehow has been lost. Their presence in organized crime could be used. I feel the sherrif's force is diminished to the point of one car at night is crazy. This county is huge. The pow ers in control have to w ake up and add more officers. I w as always taught to respect our police force. I do that even w hen I w as in the w rong. I'm not perfect, but they helped me get my act together. More kids need to go as a class outing to the Auburn jailhouse. The one in the city. My class did and it helped w ith my attitude in life. More in school lessons by the officers on how to report a crime and or a person in trouble should be given. This needs to be done every year along w ith the help that both sides w ould get, a better attitude w ould be attained. Perhaps meetings w ith adults on a monthly basis in controlled amounts of people could be done. All of this points to communication on both sides. The fact of the matter is people just don't if they can trust your officers to be there and to be treated fairly, and w ith respect. Having said that I couldn't do your job, as I think you don't have respect for those that are w rong doers. Most people I know only see the medias opinion. Biased and set up as it is. Lastly you are in a w ar with the people that you are sw om to serve and protect. It needs to get back to the trust as it w as when I w as young. God bless you each and every one. Some of us are still here for you.

To respond to calls for assistance. To investigate unlaw ful activities. To interact w ith the public and our youth to provide for better understanding of expectation for both.

To keep law and order

To continue doing exactly w hat you have done!

Their role is to serve and protect the community. Our law enforcement in Cayuga county gets that confused. They serve and protect their own, not the community.

They all treat members of the community as criminals.

Protect and keep our community safe.

To protect County residents and visitors, to ensure safety and order continue throughout the county.

Protect the rights of individuals and uphold the law .

Maintain public safety through road patrol, administration of county jail, and community service.

Maintain public safety through road patrol, administration of county jail, and community service.

I feel the role of the Cayuga County Sheriff's Department is to protect the citizens of the community from crime against individuals.

The role is to keep the peace, protect the citizens.

Safety

Leadership

To help keep the public safe and to be positive role models for people, especially kids and young adults. keeping in mind that all people of color should be treated w ith respect and equality.

The out reach that Sheriff Schenck and his colleagues conduct w ith the public are a big positive factor in out reach to the public..

To maintain order, protect and model standards/laws

To collaborate w ith community agencies on cases that require follow -up and/or linkages to resources So much! You guys know we appreciate you.

To control the law and enforce it.

They are the primary law enforcement service for people living outside the city. They w ork alongside local and state leo to ensure law , order and domestic tranquility.

Protect and Serve the communities

Keeping us safe and they do an EXCELLENT job!

To serve the community in a safe and productive manner

To protect and serve the community in all aspects. For the community to be able to rely on help (in any form) w hen needed

To keep the citizens safe

I see men and w omen of this office living in our community and they are highly respectable people. The social media posts explaining details of difficult calls is a wonderful measure. I think it serves as a model other agencies could follow for helping to improve community relations and explain w hat goes into responding to these calls.

Protecting us

To make our community safe, w hile helping people w ho have needs.

enforce the law s and protect the public

Respond and maintain order, proactive on the roads and on crime..

Peace Keepers Pelice's real image must change. The Citizens of this community need to be able to view the police as partners, fellow citizens and not fear them.

Policing is an calling, not simply a job. Recruiting and properly training Police Officers is primary.

De-escalation is essential in most instances. Communication by the individual officers and community of officers to the Citizens of the community is center to the problems of policing. Better communication w ith community policing w ill improve much. Police must not be seen as an invading force, therefore police need to live in the communities they serve and protect!

## Experiences with the Cayuga County Sheriff's Office

The survey asked participants to describe their experiences with the Cayuga County Sheriff's Office; the survey responses are reproduced below.

Using the space below describe your experiences with the Cayuga County Sheriff's Office.
Overall very good.
Pleasant, kind and caring.
Most of my experience has been patrol or lack there of issues. I worked with Lt Wellauer and a few great patrol units for a successful change with patrol issues. Not resolve but better than in the past . All police officers were pleasant and addressed and seen my concerns.
very positive
In my limited experience I have always found our Sheriff's Office to be professional and courteous.
My experience has always been positive. When I hit a deer the deputy was helpful informative and helped keep me calm and thinning clearly of what I needed to do.
They are always friendly when in a public and go out of their way to answer questions my 4 year old has for them
Over all, the department in my opinion is honorable. Some officers, need retraining in certain aspects of their job description. Be put on notice and reprimand in their file.
I have had the opportunity to work with the sheriffs department in relation to the work that I do as a human service provider in our community. It would be nice to see more involvement in relation to supporting individuals with mental health and intellectual disabilities. Some Officers are quick to react, rather than understand.
Good people dealing with an impossible current social trend
Gathering information as a newspaper editor. Call regarding "zombie" house being used. Traffic control for parade.
I was always given respect
Personally all encounters with the Sheriff's department have been positive. I appreciate the support to our youth in the community. All deputies that I've encountered have been friendly and helpful to all involved.
Every time i have come in contact with them, each deputy has been more than professional.
I had a good working experience at the Office, Civil service made promotions hard but not the Sheriff fault
I am a law abiding citizen who has never had a negative experience. I have been treated appropriately and respectfully. I am confident and comfortable with the sheriffs office and employees.
Never had any
Excellent they work hard. They need more personal. I can't believe they are working alone at night. I couldn't do it.

<p>Always excellent but am not a person of color or financially stressed, have decades of interaction including stress situations that have been handled well</p>
<p>I've been in close contact professionally with members of the department and have found them to be kind, compassionate professionals with whom I am proud to serve. They have been nothing but helpful and reassuring. I am a nurse and Paramedic in the community.</p>
<p>I have always been very satisfied with the Sheriff's office. Never had anything negative to say. I have been pulled over for traffic violations and always treated more than fairly. We also asked an officer to police our road due to high amount of speeders. He did just that.</p>
<p>My interactions have always been positive</p>
<p>any experience that I have had with the sheriffs office have always been pleasant and I was treated with respect and they were courteous and very knowledgeable. In my opinion I would rather have the sheriffs office respond over state troopers.</p>
<p>Phenomenal leadership and training, creating a great patrol force.</p>
<p>I have had positive interactions with the sheriffs office.</p>
<p>Every time the sheriff has always been amazing!!! Always respectful and kind</p>
<p>Positive. I had an issue. It was resolved professionally.</p>
<p>I have worked along side the sheriffs in a professional capacity and they are always respectful and very professional. They always follow up on everything and make sure that everything is completed in a timely manner. They have always treated everyone as equals.</p>
<p>I often interact with LEOs in the ER for drug overdoses and mental hygiene. The local officers, Sheriff's and troopers are professional, compassionate and caring when dealing with these difficult situations.</p>
<p>Inadequate knowledge of driving laws. Pulling people over for "made up" reasons. Assaulting mentally ill people who are in crisis (mental health warrant) and then charging them for defending themselves. Total lack of ability to listen to both sides of the story. Sexual discrimination. Arrested for being assaulted. Too afraid to call for help because I can't expect any situation to be resolved peacefully or respectfully.</p>
<p>Great.</p>
<p>I've always been treated with the upmost respect. Your officers are trained very well.</p>
<p>I've always had positive experiences with all of the Employees honestly. I think we have a solid team to go forward with. I believe more youth programs would benefit our communities. Unfortunately most children aren't getting the attention and guidance they need at home. We have to bridge the gap as a community. Also reaching out to the youth, a small conversation or wave. They are sometimes raised to not trust the police or are intimidated by them. Starting a conversation would be helpful in breaking the stereotype.</p>
<p>Any interaction I have had has always ended in a positive way.</p>
<p>I am not in support of body cameras. We seem to be giving criminals more power and support than our officers.</p>

We need to build trust so we can empower our officers to do their job
Extremely professional.
NA
I haven't had any personal experiences, except for a SCOPE meeting where I heard Sheriff Schenck speak. I hear nothing but great things about our Sheriff and his deputies!
Respectful and professional
I have always had a positive experience with the Sheriff's office, whether it was an accident, traffic stop, or just working with
The Deputies have always been professional and mutually respectful!
Traffic violation or accident. Domestic.
All have been positive.
I have never had an issue with the sheriff's department or any police for that matter! You guys have one of the hardest jobs! Keep up the great work!
I had a traffic stop in 2018, the Deputy was very respectful and I felt safe.
I had a pistol permit interview in 2019 which went very well also.
My dealings with the CCSO have been polite and professional. No issues. Auburn PD, not so much.
Great
My dad works at the courthouse so anytime I have an interaction it is with him.
Professional and respectful
Car fire I called them for woman whose car was on fire. Great and professional.
I have had nothing but good experiences with the Cayuga county sheriff's department. My only complaint is that they are rarely here in the north part of the county unless called.
I personally and my family has never had a problem with Cayuga County sheriffs. Always have been professionals
I have had no real, direct interaction with anyone in the Sheriff's office.
Always professional and capable
I've never personally had any experiences with the Cayuga County Sheriff's Office.
I have only positive experiences.
NA
In reporting a traffic light malfunction while traveling to and from Auburn for a delivery.
Good
None
I've been arrested a couple times and did four months in the county jail I've been treated with nothing but respect by the sheriff deputies and the custody deputies. The work crew program is very beneficial to our county and cleaning up the roads cleaning fire houses And many other needs that benefit the community. I take full responsibility for the actions that I've committed and hold no officer responsible for my actions. I support the county sheriffs and I think the sheriff shneck is the real deal first class man that understands what this county needs. We could use more funding for our county sheriff's department. They are professional and courteous to everybody.

Fortunately I've had no reason to request assistance in the 4 years I've been here.
None
Have not had any.
Very minimal. Person on the other end of the phone could not help since crime took place in NYC and I would need to involve the state police.
N/A
Excellent! Treat the officer's with mutual respect and all interactions go great.
Very little, called about a property damage and never heard word one, and I probably have at least been stopped in my 70 years living in Cayuga County, although I don't believe I have been charged with any
Like stated before I work in mental health and in my experience the police shows them no respect and has absolutly no communications skills.
I really haven't had many over the years. However, those that I have had have been positive, helpful and reassuring.
<ol style="list-style-type: none"> <li>1. Very professional; after a home burglary committed by underage youth, both my needs and the rights of the offenders were respected.</li> <li>2. Officer went above and beyond to ensure the well-being of my SON when his phone dialed 911 when he wasn't home. The officer checked with the neighbors until he located him at my house nearby.</li> </ol>
Very good
Overall fairly good. While visiting a person in jail, I felt like I was treated as a criminal. The process for visiting is
<p>I had to call when my ex threatened suicide with 4 kids in the house, and he had a loaded M1 Garand. When I called 911 he ripped the phone from the wall. Once he realized law enforcement was en route, he gave me the weapon and waited on the front porch while I let the responders know he was unarmed and would cooperate.</p> <p>The officers handled the situation well and treated all of us well. I lived in Genoa so it took a while for you all to respond. I know budgets aren't big enough, but in rural areas there's not much of an LEO presence.</p>
Overall excellent.
Excellent education outreach with senior citizens, courteous at traffic stops and dwi mass traffic sweeps, helpful in assisting with investigation and arrest in child abuse issue.
I've been here for over fifty years, so I've had a few experiences, all having me as the victim. None as the instigator. The officers were always polite. As a former city resident, I find myself feeling alone here with no one enforcing the laws. Months go by with no one, sheriff or state, even driving by to check out the area.
Never had to use this county sheriff's office personally. But I do have a lot of respect for current sheriff.
Calls for illegal firelane parking; calls for illegal hunting; calls for repeated stop sign violations; calls for possession of illegal firearms
Very professional and thorough
Approximately 30 years ago my son did some stupid misdemeanor crime (he was a juvenile). They treated him well and were kind to me also.
Traffic stops only, routine DWI checks.

Never had one
Had to report mail box vandalism on another occasion witnessed a motor vehicle accident.
I am s firefighter with scipio fire department. I personal have worked on scenes with some of the counties deputies. They are a great group of people. Vary professional.
I have only talked to them on the phone. I was pleased with the conversation.
Every experience has been excellent and the officers always behave appropriately and treat citizens with respect and empathy
I have used the Sheriff's Department through the course of my employment as a CPS worker. They have always been supportive, professional, and they have always made me feel comfortable and safe in any situation. I wish they could attend every call with us, for our own protection.
all of the officers that i have had interactions with were very professional
Excellent agency!
Very nice
There are too many police officers.
My experiences with the CCSO have all been positive. I have had numerous encounters with deputies at Mental Health and each time I have witnessed the client being treated with respect and dignity.
Neighbors, friends and people that want the same thing for our community I do.
Deputy was very professional, he spoke with authority yet was comforting. He also made us feel like he cared about our problem.
In general, as a white female it has been positive. The Sheriff particularly is always respectful, a positive presence in the community who appears to really want to make improvements.
Calls for investigation of statute violation and citizen assists are answered and managed promptly and professionally.
2 interactions. (in 15 years) Both very positive. Officers had to inform me of the unexpected death of a loved one. The other I was asked to be aware that the speed limit is 45 further away then when I sped up to 55. All officers were very approachable and did a great job.
Excellent.
Sheriff Scheck appears to be a man of great integrity, a very important characteristic for his role. Overall
I find the department staff to be very personable and approachable, and I appreciate all that they do for us.
I will always respect officer's and I appreciate all of them protecting us. They have always been very professional .
The sheriff treated me in a fair and just way.
I don't have any issues with the County Sheriff's office.
Not applicable.



<p>Within the community I have nothing negative to say. I fully support the police force. I appreciate all that you do.</p>
<p>I had made a call one time for a check of a suspicious vehicle, and the female officer who answered the phone was very condescending and rude. She acted as though my concern, within my own neighborhood, was not an important police matter. Furthermore, it was around midnight when I made the call to have police drive down my road to check on a suspicious vehicle parked on the side of the street, with their headlights aiming directly into my bedroom window. It was not until nearly 2 hours later did the police come thorough to check and by this time the vehicle had left on it's own, luckily without incident. I will add it did sit there for more than one hour.</p>
<p>All of my personal interactions with CC Sheriff's Office have been positive and professional/courteous.</p>
<p>I do not wish to share this with you</p>
<p>My interaction with the Cayuga County Sheriff's Office is only through work in law enforcement. Overall, I have had a good working relationship with the Cayuga County Sheriff's Office for several years.</p>
<p>I have not had any poor experiences.</p>
<p>Mostly work related through the mental health center. Officers are always professional with me. Some officers are good with our clients . They talk to them calmly and can de-escalate them sometimes. I have seen a few interactions where the officer was harsh and abrupt. I wonder how much training they get for mental health work?</p>
<p>No bad experiences..all good :)</p>
<p>Doing a great job, need more police</p>
<p>Most the time fine it was a traffic tichet</p>
<p>I new most of the officers over the years from [REDACTED], and up the chain and they do alot to protect the People of our county. I think and know they should start patrolling the side streets in our town of genoa .I recommend having a coffee hour at the church after this covid ends, The sherriffs department is understaffed and NEEDS more recruits the way i see .</p>
<p>Positive</p>
<p>Professional and honest</p>
<p>This past weekend we had an unknown male enter our place of business while we had guests sleeping. We received a call from one of our guests who was definitely frightened. Without hesitation my husband got out of bed and raced from our house to our work place. He entered our building with no idea what he was getting himself into. He encountered the intruder who was calm and willing to sit while my husband called 911. Within minutes officer Sloan was on the scene and able to take over and put our mind at ease. Officer Sloan was professional and explained our options. In 21 years of business we have had a nice working relationship with our</p>
<p>Always professional and helpful.</p>
<p>I have been lucky with the coupon sheriffs. I have not been lucky with the Auburn Police Department.</p>
<p>The Sheriffs I have dealt with have been helpful and respectful unlike the young State Trooper I dealt with.</p>

They've always been helpful to me. Didn't matter if it was a simple question, reporting a crime, to help when a deer hit my school bus a few year's ago.
Very professional
All of my experiences have been professional. I would not call them all enjoyable, as I have gotten a traffic ticket before.
They were all very courteous, professional, as well as resourceful in offering a resolution, which stood out to me the most. Offering a solution, to what may be a potentially erupt situation, often brings a sense of control and understanding to the lay man, citizen who may be feeling out of control or as if there are no better answers than to whatever they are doing at the moment. It deescalates the entire volume of the situation. Which is ideally the goal in most circumstances. Excellent work! Keep it up!
N/a
They have gone above and beyond to help me at traffic stops.
All interactions have been friendly and professional. I usually run into sheriff's patrolling on owasco lake and have not had any bad experiences.
Very helpful, concerned , and compassionate
Thankfully not a lot of contact but have my utmost respect
Always professional and direct.
Several years ago I was stopped for speeding. I was treated respectfully and fairly.
A couple of years ago Sheriff's deputies were at an event in Cato and I spoke with them about their job and thanked them for their dedication to our community.
Helpful.
Mostly through knowing the sheriffs/deputies/civilian staff over the years, seeing dept employees at public events and out and about over the years. Always professional and respectful whether it's the civil office, road patrol, whomever, and you all talk TO people and not down to them. I did attend one sheriff's department Christmas party a long time ago and well, that was quite an experience :). One thing I will say only because they fall under the Sheriff's department, is that some of the court deputies could be a little friendlier to the public. When you walk in and someone growls at you 'where you goin' like you're trespassing, it's probably not going to leave a good impression. Common courtesy would be nice. Plus, they're collecting state retirement and working a relatively cushy job on top, you'd think they'd be smiling from ear to ear lol. It's not the majority, just some.
They were okay overall for me. I have received tickets but they also helped me. They were just doing their job. I will not describe each experience. I just hope they come to their home at the end of the day!
All been great!
Any contact that I have had with cayuga county sheriff officers has been very enjoyable,they have been pleasant ,helpful, encouraging. They have helped settle the fear my kids had associated with police .. your doing a great job keep it up

<p>Great people, they go to work everyday not knowing what could happen. the public needs the police and should support them more because at the end of the day they are the ones putting their lives on the line to protect us all.</p>
<p>Nothing adverse.</p>
<p>90% positive overall - 100% positive personal interactions 80% professional interactions  Personal - have been pulled over speeding in past and officer handled everything correctly  Personal - issues with people doing vandalism and harassment and officer intervention was effective at eliminating further incidents  Personal - handled mental health calls / welfare calls / domestic violence and took action appropriately  Professional - helped during disasters, house fires and pumpkin patrol providing backup when needed  Professional - only negative was when NY State Police and Cayuga County Sheriffs engaged in a pissing match during response to Labor Storm over who was responsible for what and who would help with specific responses needed to cover after the storm.</p>
<p>My experiences with the Cayuga County Sheriffs Dept has always been professional and helpful.</p>
<p>They are helping and not forceful unless absolutely necessary. They are always willing to explain policies and will even look at it from a sympathy perspective. They rather work with people than against.  Yes, I have questioned a policy and it was against my personal feelings and belief, but we came to a calm understanding. How it should be.</p>
<p>Most officers are great now and then have 1 or 2 that think they are better than everyone or above the law but that is not normal great help and very nice most above and beyond</p>
<p>When dealing with members of the sheriff's I was treated with respect and professionalism.</p>
<p>Always professional and top notch</p>
<p>I have never in my life seen a Sheriff care so much and do so much for his community and how it has affected his fellow officers in becoming better officers. ...great job</p>
<p>I support them.</p>
<p>The Cayuga County Sheriff's Office maintains a positive connection to the community it serves.</p>
<p>I have been ticketed for speeding, We have had an officer come when our adopted son had gotten out of hand and threatened violence to us and himself. I've contacted some officers when they were guarding prisoners at 'clean up' days in our town and one officer back into me once on Genesee Street.</p>
<p>All positive. I don't brake the law. I had parents who installed positive reinforcements when I did wrong.</p>
<p>Experience watching them with my son was foul and unethical. A separate experience overseen was completely illegal pulling over on the way to the hospital to beat the man while in medical trouble because the deputies crashed their car chasing him.</p>
<p>Helpful and respectful.</p>

Have had the great pleasure to never run into one o the wrong side. See great things from the community on social media. From quick gatherings of information seems to uphold the Constitution. That is key to all elected officials. It is we the people and they are a we just like everyone else with a really tough job. God bless them and keep them safe.

John 3:16

Last four were utterly disgusting ... was a victim treated as a criminal .. no compassion for right or Wrong .

All positive experiences

I was a former Deputy and Town Justice so I have been on both sides and have seen nothing out of line. The best thing that could happen is to show the police you stand behind them instead of always looking for the bad in them.

Excellent

Always been professional. Nothing but admiration for all of them.

My experience has always been positive. I have always been treated with respect and kindness.

I was told my husbands service related PTSD was none of the officers business.

If he knew anything about PTSD he would have understood that it was his business & that is why he was even talking to me.

I firmly believe that comment will live in my heart forever. It is hard enough to deal with episodes of dissociating let alone see that kind of response from someone who should be able to help.

I lost my purse when I first moved to the area and officer came out to assist and wrote report. Someone found

my purse and returned it - sheriff's office resolved report.Made everything very easy so I didn't have to replace my license.

Always been respectful and nice.. always pleasant when you see them someplace in public

Respectful and responsive

When they testify in court during jury trials and grand jury they should be trained to answer the questions diplomatically and suscinctly and not get on the defensive when being cross examined. Defense attorneys love to put law enforcement on the defensive and juries buy into it.

Deputy sheriff [REDACTED] needs some interpersonal relationship training to deal with people in the community when investigating thefts and when conducting a traffic stop. He thinks he is untouchable as a long tenured deputy sheriff and can do whatever he wants. He is mean spirited and treats citizens he dealing with like morons. He

needs to get out of law enforcement since the sheriff department is being marred by his behavior. His insensitivity is causing people to not like the sheriff. (This officer retired a number of years ago and is no longer with the agency)

My limited interactions took place prior to 2020 and I found the officers to be respectful, courteous and professional. Not necessarily friendly but because of the unique challenges faced by police officers that is understandable.

I have always had good experiences with the Sheriffs dept. I feel they are the best law enforcement in our

county. They do a great job fair, unbiased with integrity even when having to make tough choices.

I have always had good experiences with them. I thank them all for their service

The Cayuga County Sheriff's Office, under Sheriff Brian Schenck's supervision, does an excellent job keeping our communities safe, informed, and protected. As a community leader. I have asked for and received additional support from the Sheriff's office to help with speed control for our village. The Sheriff is approachable and is a resource for questions or concerns that I may have. I do recognize they are in need of more manpower because Cayuga County is a large area. The staff has been tasked with double shifts due to covid. I DO NOT SUPPORT DEFUNDING THE POLICE DEPARTMENT'S. They need more staffing to do what they are expected to do.

It has always been respectful because I show law them respect!

I have had all good experiences.

My experiences have been professional and pleasant the officers were kind and helpful.

All excellent, deal with the department frequently in animal control issues

I have seen our Sheriff at events aimed to help with the opioid crisis. I have heard him discussing how he has gone above and beyond to assist a father whose son was addicted to heroin. I have seen him very involved in the fight to end domestic violence. These things set a culture for the department, showing those working under him that this is the expectation.

Deputies were courteous, but somewhat dissociated from dealing on a person- to person basis. "Just the facts" type of individuals.

All time they came aggressively without collecting info on what actually happened..they don't let you speak you talk over you and since covid I haven't seen any of them wearing masks when talking to people.

None in recent years

Called about a break in at a neighbor's  
 Delivered ammunition to sheriff office that  
 Was used by my father. His revolver was  
 Turned into Ontario county sheriff's  
 office.  
 When he passed in 2000. He was a part time  
 Deputy In Ontario County.  
 Called 911 about reckless driver on two occasions.

They have been nice and very helpful over the years. I wish the media didn't try to crush the good they do, but the really only show the few bad apples.

In my lifetime it has always been good.But I don't commit crimes.

Always professional

I haven't ever had a bad experience, I've come in contact with them several times for many different reasons

My husband was walking into the store and was hit by a car the car took off, my husband went to police station they told him they couldn't do anything cause the store doesn't have cameras in parking lot, they made no attempt to help him didn't take down any information.

Our neighbor was screaming and acting crazy, running up to our car window and screaming due to a fence we put up. We call the police they never showed, called two times, the finally showed a few days

after the first call.
no thanks
They are terrific. Professional and courteous.
Never had any problems. Traffic stop for light out last summer. Officer was very curtious and I appreciated his pointing it out.
All good
Not much other than complaints about minor trespassing/ possible break ins.
Only by observation and news outlets.
My husband was walking into the store and was hit by a car the car took off, my husband went to police station they told him they couldn't do anything cause the store doesn't have cameras in parking lot, they made no attempt to help him didn't take down any information.
Our neighbor was screaming and acting crazy, running up to our car window and screaming due to a fence we put up. We call the police they never showed, called two times, the finally showed a few days after the first call.
Fortunately I've not had any direct recent contact with Sheriff dept. I have in the past had very positive experiences with the Dept.
Ok most officers are kind. There when you need them
I have not had any.
Proud to be a resident of Cayuga County in part due to the outstanding services provided by the Cayuga County Sheriff's Office.
In today's world seeing the positive impact that the entire department is having on our community should be used as an example for others.
All in all they are squared away. They need to hire me tho which would instantly enhance the entire department the likes of which the county has never seen.
Very positive. Officers and staff have been great to work with.
Not really any experiences. I have not been victim of a crime and I obey traffic laws. But I have a positive impression.
I ran a stop sign so I got a ticket. I called in a couple times reported suspicious activity or crime.
Nothing but Professionals. They need to keep doing what they are trained to do. Protect life and property, thats their job. If people would Just Comply when they are told what to do there wouldn't be any misconceptions on how things are handled.
Honestly I feel the officers are Amazing very attentive. I do not fear or feel any wrong doing within this district
I haven't had enough experience to have much of an opinion yet. My answers are more for all policing department throughout the country.
Officers very professional and efficient.
They need better training for treating ALL citizens equal
All my experiences have been good with officers.
As a city resident my interaction is mostly for traffic stops and at community events

I have had good experience,
Having worked in law enforcement for 10 years I've had various opportunities to interact with the sheriff's department, as well as personally on different occasions. I've always been treated professionally and respectfully.
Fair
Have always been professional and helpful
Professional.
No issues
I had very few experiences with your office, and all were good.
I haven't had many experiences with law enforcement. just routine traffic stops/checks.
Those fireworks could've been very well set off by a different neighbor when I got home so I retract my previous
One officer thinks giving a ticket to a 14 year old at the hospital with an over dose will make him responciable for his anger issues. Officer needs training on mental health.
I have a son that is a Deputy. I have been stopped for speeding.
There are a lot of good people working there, but it only takes that one bad one to smear the whole force.
Encourage reporting of any racist language, sexism, or bigotry, in any form.
I haven't had a bad experience with the Cayuga county sheriff's dept, pulled over for a brake light out etc...
Auburn police dept is Cayuga county's issue. I've had no contact with them but have witnessed some issues. I will not elaborate.
<ul style="list-style-type: none"> <li>- help with a car accident where I was at fault.</li> <li>- help with a neighbor harassing our family.</li> <li>- help with a potential robbery at our home.</li> </ul>
All cases with different officers. All occasions excellent help and respect.
We have called on a few occasions. Always received help in a supportive way. Never had any issues.
Cayuga county is good it's the city cops that need improvements
I don't have any of significance.
n/a
excellent
They have been great other than limited on what they can enforce by law, 1800's needs to come back, when your crimes were punishable. dont break the law and you wont have a problem, period.
I have only had professional contact with the department.
For the most part very good professional people who care about the results and the people victimized.
Again, I was very scared for my granddaughter and myself when Brian [REDACTED] was on the loose. ( I've been raising my granddaughter who is Brian [REDACTED] only daughter ( to my knowledge) and he knows where we live. I contacted law enforcement and they put me in touch with the parole officer. The parole officer was informative. I contacted him different times and he would fill me in and he called me right away when he

was caught! Now to make sure the judges throw him back into prison and DO NOT let him out ever!
In an instance that happened in Owasco to a friend, a man and his son threatened and used racial slurs a black man his wife and their son.  I have no problem with the Sheriff's office investigating. The department in a comment to the newspapers labeled it as a property dispute *before* that investigation was concluded. Also implying that the man's actions, who did not own the property, were justified.  Even though he was charged. That comment was extremely inappropriate and served to embarrass the victims and elevate the excuses of a criminal. I have not forgotten and I am sure others when faced with a similar situation will about about the Sheriff's department being fully on their side.
I have not had any experiences with the Cayuga County Sheriff's Office.
I haven't had any experience with the Cayuga County Sheriff other than a pistol permit application. I found the force to be very professional and I've always liked upon them fondly.
The officers were polite, respectful, listened carefully, and had a sense of humor whike, at the same time, taking things seriously.
I have had many opportunities to interact with jail and road personnel. I have found them to be couteous, professional and caring for their community.
most all positive only bad experience when domestic violence grants drove actions and over rode common sense and good policing from police and DA's office
It has been very good I think they are doing a great job and should continue to do so
As a public employee for many years, I had contact with many Sheriff's over the years. Most were gentlemen and conducted themselves very professionally. A few were arrogant and full of themselves and were disliked and mistrusted by the public.
They Came in a timely manner depending on the call . they were friendly an kind. When I had to call they spoke with my kids without scaring them.
Very good
Our experiences have always been positive for this and surrounding counties
Highly Professional! They have always been Very Courteous and Polite! Always went above and beyond!
Always a positive and very professional agency
I have found the the officers to be professional, cordial and fair when interacting with them.
Minimal but good.
Always great teamwork at every fire or medical call. Even in public they are very respectful.



<p>I have only had a few encounters with your deputies. Each time I have been extremely satisfied with the level of professionalism and they're willingness to serve. Again, The most important thing (The Shariff) deputies can do is be mindful of the Constitution of the United States and remember that their honor and integrity are the most important thing they possess as LE.</p>
<p>I've always been a strong supporter of this office -- I've dealt w. investigators in the past, and they have always been very cooperative. And my interactions w. Road Patrol officers and county jail staff, over the last two decades, have always been respectful and easy to navigate.</p>
<p>I have always found the CCSD to be professional and helpful. They often patrol for safety concerns even on our local lake (Owasco) I don't believe they are only out to give someone a ticket or a violation.</p> <p>Sometimes just being a leader or offering advice helps correct situations without tickets and court charges.</p> <p>Cayuga County has been one of the better County's as far as getting a concealed carry permit many unrestricted and I appreciate that. Law abiding citizens are free men and women and I feel they have every right to enjoy their full Constitutional rights to own a firearm and use it responsibly.</p>
<p>All good.</p>
<p>mostly positive 1 or 2 experiences with being pulled over and the deputy being rude and disrespectful</p>
<p>Positive and polite.</p>
<p>Very respectful deputies.</p>
<p>always positive and professional.</p>
<p>Very Professional individuals would like to see more youth involvement( Playing at Parks with Kids, Hosting Role Model Programs, Police engagement programs an strategies that are evidence based. Focusing more on the future of the youth, and community then those who need treatment and substance use. Truly feel the role of the officers should be a friendly hand off to individuals focused in that area seems we spend a lot of resources on mental health and substance use instead of making the community engaged.</p>
<p>My for sure experience with Cayuga County Sheriff's office was mentioned above, visiting family member in the jail, it was not a good experience all around. distraught about my son's behavior to begin with then to feel like a criminal myself when I went to visit him.</p>
<p>I felt very threatened. I was using a walker as I have spranged ankle and was covered up with long sleeves and face covering as I have a disability, Lupus. I have to avoid sunlight because of rashes and bleed. I was discriminated against they wanted to know why I had so much clothing in the summer and why I was in that park. I was wanting to enjoy the outdoors and fell asleep on one of the wooden steps at the park. A women apparently thought I was drunk and called the police. I was interrogated by 4 cops separately during an hour time (all pretending they didn't know about the other cops that stoped me already) till my fiancé picked me up. Police should be descaling situations and helping educte the public not harassing disabilit</p>
<p>The department has always provided officers that can maintain their humanity when dealing with complaints unlike the troopers often do. For the salaries that our department receives, they do a great job in supporting</p>

and protecting our community. They should be paid a lot more for their work.
Basically accidents or traffic infractions.
All of my experiences with the Sherriffs office have been in a professional setting. However the officers have all been very respectful and kind.
I have had positive experiences with the local sheriff department. In my experience they are empathetic, professional, and concerned for the citizens they serve
all very positive and respectful
Great.
I have never had a bad experience, they have always been professional & understanding, the listened and solved the issue at hand. I give them KUDOS for taking on a job that could end their life to protect the subjects at hand & the community. They should be honored more!
I have called the sheriffs department for well checks of residents only.
Keep up the good work to be open and forthcoming with information.
FRIENDLY AND OPEN MINDED, COURTIUS, POLITE AND RESPECTFUL
Excellent
All our Law Enforcement folks have been great! Like I stated earlier, since John retired, the pistol permit process has gotten political and very very delayed.
Great
If you want to live a thug life, you are going to have issues with law enforcement. I don't care even if you are green and came from mars.
Always courtesy , friendly helpful and very kind!
The deputies need better and more effective training when dealing with mental health calls. Loved one was tased twice and almost a 3rd time after being on floor in prone position. Was kicked in kidney area while being restrained and laying prone on floor. Medical staff used wrong water when giving him something to wash pepper spray off eyes resulting in eyes burning more feeding of the delusion that someone was trying to kill him. Will not call for assistance with that type of situation again if the need should arise.
When you call them for help, they don't come.
I've always had a positive experience with the Sheriff's office.
I, personally, have had positive experiences with the Cayuga County Sheriff's office both personally and professionally. I am proud to say that our County has a very inclusive department that remains involved and interactive in this community and that takes the input of the residents into consideration at all times. I feel safe and protected and supported by our sheriffs deputies. I feel that the Sherriff's department is fair and just to all county residents and take into account those who have special needs or Mental Health needs; and remain respectful and considerate in those situations.
Ver good, we meet occasionally at work to discuss work related items.
Professional behavior, good communication, and high quality community leadership.
Professional behavior, good communication, and high quality community leadership.

I have always had positive experiences with the Cayuga county sheriff's office. I have always been treated with respect and dignity with every person I have worked with.
They were welcoming and polite. (see answer above re: fingerprinting)
The deputy could not have been less interested or less supportive, when I contacted the Sheriff's Office.
Very professional workforce that has followed its leadership example and responsive to the needs of the Cayuga
Attending public events sponsored by the Sheriff's Dept.
When talking about the Dept. I think it is important to keep conversations positive and work towards helping resolve problems, not to just be critical.
My relationship with the Sheriff's office is professional. Mobile Crisis is a support available to deputy's responding to mental health calls. We continue to strengthen our Cayuga County Crisis System of Care.
Public interactions
My interactions have been uneventful. But I am not part of the marginalized demographics.
Very professional and courteous.
Most times positive
I have had plenty of interactions with law enforcement and every single one was amazing! They were all very professional, knew how to calm me down, de-escalated the situation in a calm manner. Very proficient!
I haven't had to call them, but I've interacted with them as fellow community members and I follow social media updates from the station.
My experience has been excellent
Only through Court, being a T/V court clerk and requesting information and order to produce.
mostly professional
During the 20 years I owned Shady Shores Campground we called the sheriff a couple times each season. We always had received great service and professionalism from your deputies. They obviously have very good direction from management.
Some have exhibited forceful attitudes, but my experiences have been mostly appropriate.
I respect and honor the police. Their jobs/calling is super demanding

## Transparency & Accountability

Survey participants were also asked to respond, describing what Transparency & Accountability relative to Our Sheriff's Office, means to them. The following responses were received.

What Does Transparency & Accountability Relative to Our Sheriff's Office Mean to You?
No cover ups
Open and honest
Transparency & Accountability means that I can trust that the community's overall well-being is your priority and your actions will support that
Keeping the public in the loop. Of something is going on or concerns to keep the public informed and not guessing.
Open dialog between department and the public it protects.
Having the opportunity to have open and honest communication with Officers. Having Officers admit fault, be open to respectful criticism and be open to dialogue about improvements. The survey is proof that this is already a step in the right direction.
No one is above the law.
Make sure officers respect the law for themselves as well. No texting and driving or speeding with no emergency.
Reporting unbiased facts to community, holding individuals accountable for their actions includes accuser if no wrong doing was discovered.
Officers should be held to a higher standard. If they get caught doing something they should be punished accordingly.
If a Deputy or Corrections Officer makes a mistake come forward before the media and explain an investigation is taking place and then report the investigation is complete and if possible show results
Proper training and adherence to governing rules and regulations!
If there are issues with an arrest that relate to the officers behavior or actions it should be noted and addressed.
Important to weed out bad cops but the union will have an issue with that. I belonged to a union that protected people that shouldn't have been there. And that pissed the good guys off
Equally with respect to treatment of all with the exception of those needing specialist intervention due to personal or family crises to prevent escalating, and wherever possible reduce the immediate stress and try where possible to help.
Nothing to be ashamed of if you follow protocol and everything possible was done considering circumstances to keep everyone safe, including staff
Without compromising the dignity of any individuals or jeopardizing any open investigations along with having the ability for an external review of documents and a procedure by which an individual can gain access to his/her own records. Having a non law enforcement review comity made of members of the public as a possible review board in cases of questionable behavior and to assure citizens that the department is willing to maintain transparency and to be held accountable for actions.

<p>It means that the public is looking to weaken our officers. Making it harder for officers to act in situations that can be deadly to them because of potential repercussions. I imagine giving transparency to show what our officers do. What they have to put up with and just how quickly a life or death decision may have to be made.</p> <p>Officers are not machines, they are human beings that make mistakes like the rest of us. The public is not taking that into consideration anymore.</p>
<p>If an officer commits a crime they should be held to the same standards as regular citizens.</p>
<p>that all officers are held accountable for their actions and that the residents are aware of things going on in our area</p>
<p>Officers should be held accountable for there actions. If an officer breaks the law, then the officer should be held to the same standard as a civilian.</p>
<p>I understand that the public can not know everything but it is important that what information is passed on is 100% correct. A small amount of misinformation leads to a huge amount of distrust</p>
<p>I feel the public should be hands off with this topicless we know, the better.</p>
<p>The sheriffs I've encountered are always honest and up front with who they are speaking with and tell them what could happen based on the situation. They have done a great job explaining things and deescalating situations.</p>
<p>Clear policy regarding procedures and tactics. Also the public should be responsible for professional and respectful dealing with the sheriff's as well.</p>
<p>Every officer's records should be as accessable as the detainee list.</p> <p>Every officer should be held to a higher standard of law than any citizen. Every incident reported should be investigated by an outside third party.</p> <p>Transparency is impossible when most cops lie to your face.</p> <p>No officer should be able to perform any duties without wearing a camera. All camera data should be released to the public at the end of every shift.</p>
<p>Means honesty and full disclosure.</p>
<p>Being transparent about situations that may arise, unfortunately most decisions have to be made in a split second. It's easy for people not directly involved to retrospectively speculate on what could have been done differently. Explaining what happened is more than ample. There are few examples of gross police misconduct that occur, when they do occur I believe that ensuring they do not happen again is important, but again these are few and far between.</p>
<p>I feel as though my options selected below are because many feel as though nothing is ever done about local small violations of police brutality because there co workers and boss protect them.</p>
<p>Exactly what it says.</p>
<p>Being open to the public with what is going on and holding all accountable for their actions .</p>
<p>Communication is the key to success. Open lines of communication with the community are imperative</p>
<p>Micro management</p>

Responsive to questions Taking responsibility when warranted Communication with public - building relationships
It means the public has a right to review and question activities or events that involve, in this case, law enforcement, and individuals involved are dealt with accordingly. This includes any party involved with an incident potentially including the police officer(s) or the perpetrator(s).
A department that works within its legal obligation to the community and when necessary to investigate how and why deviations occurred. I believe policing requires the ability to make split second judgments of actions to protect both the officer and the public.
Making vital information available if requested by the public.
being open to what's going on and being accountable for your actions
Truth and transparency of the media in reporting Police activities!
law enforcement should be held to the same standards as local citizens if not higher and if they commit a crime it should be made public.
Body cams
Follow the Oath you swore to uphold and hold yourself accountable for every action you make.
That issues and complaint records against officers are kept and made available if needed and requested. That there is an objective system in place to enforce consequences for unacceptable behavior.
I believe that the CCSO should be transparent about large scale issues regarding staffing and procedures. I also believe that what the deputies need to do to enforce our laws is not always pretty and the general public should not have access to.
Know how and why things operate
If you happen to mess up, let us know because it is easier to forgive when people are direct.
Communication with the public when necessary-
We already have it.
Regular reporting of activity and outcomes. The office works for the people. Transparency is critical.
Support your staff and tune out the detractors. Law enforcement officers need to be respected and praised for doing a thankless job. Occasionally officers may make errors in judgement or mistakes but so does everyone else.
fairness, responsibility and equality
Being accountable for the position you were chosen for; same as any other position, follow policies & procedures, stay up to date on trainings, be critical thinkers, etc.
I think the Sheriff and his deputies are doing fine with this.
Nothing
Sharing information with the community at large. Being open-minded, approachable and willing to listen and look at how policies and procedures impact the community.
Nothing
Increased training and discipline of offending officers. Three strikes, you're out.

<p>If an officer does not display the moral character expected of an officer he or she should not remain in that position and it should not be kept "secret". Honesty and being forthright serves the public's opinion of law enforcement in a better light.</p>
<p>Make sure we have fast access to foil</p>
<p>I think the Sheriffs office has been doing a better job in recent times you see them more on the road in the community....Always willing to help away professional.</p>
<p>For the public to see the interactions between police and the citizens and determine if other means could/should be used. And if the police are in the wrong then do something about it, change procedures etc. not hide behind words with no changes. If an officer gets involved in 2 or more incidents that he failed to do his/her job appropriately then maybe policing is not their career.</p>
<p>Don't hide behind the "thin blue line"</p>
<p>Making sure officers are responding to calls effectively and in a timely manner</p>
<p>It's a fine line officer's have to walk. If in fact an officer crosses that then hold them accountable. Show the public that. Otherwise keep doing an outstanding job!!!</p>
<p>Accountability means any major problems with police and public need to have a fair, unbiased hearing with no stakeholders making judgement.</p>
<p>I work in mental health every single time I bring a client in to turn in a report they get no respect. One cop in the city of auburn has shown my clients respect and that is officer [REDACTED].</p>
<p>It's a matter of trust. Individuals must be accountable for their actions, decisions, reactions, choices. Everyone makes mistakes in every profession yet, each of us must be held accountable. Mistakes shouldn't be hidden or excused. There needs to be a variety of methods to deal with each situation and these should be mad known. It takes a strong person to keep personal bias, experiences, opinions out of decisions. Given consistent training and updated information helps mistakes from being made.</p>
<p>To be as transparent with the public as possible, not to impede on current investigations, or the safety of the officers involved by allowing home addresses, phone numbers, etc of said officers to be released to the general public. And as for accountability - remain professional at all times.</p>
<p>Be honest; admit when an officer is wrong. Show the videos or tapes . Suspend, fire, prosecute as appropriate.</p>
<p>Just do your job</p>
<p>Stop allowing the fox to oversee the hen house. LE should not be in charge of investigating itself. No one working in the same location as the personnel being investigated should be involved at all in the investigation. State LE or other jurisdictions should do any investigating into possible crimes by local LE.</p>
<p>that they are accountable for their actions.</p>
<p>Professional conduct and a clear and effective complaint process. Transparency of dispute resolution via media available to most if not all of the population. Outreach as fellow members of our community. In my opinion we have a good relationship in this community between Leo's and the population, and I feel Auburn is a pretty safe</p>

place to live. The few times I've had contact with Leo's they have been polite and professional but those were mostly low stress situations.

Political BS. Take a knee.

That any incidents are investigated and reported to the public in a timely truthful manner. Questions regarding issues are answered truthfully and as completely as possible with no stonewalling or hiding behind other issues.

Make more information about your actions available to the public  
Increase normal patrol rounds. I almost never see a patrol car on my rural road.

If there are complaints against officers then that sheriff needs to step in and see what's going on listen to the people. Not all people tell the truth but if it's a repeat on an officer you will know. Make it a priority to listen.

Reporting outcomes of investigations and arrests as related to the individual crimes. Any misconduct of officers must also be brought to light so that citizen's are assured that our officers are doing their sworn duty to the community. Also bringing to light any misconduct of those who are in supervision of others.

Accountability of officers who violate their oath.

Open access to all police officer personal files while on the job. Officers need to be held accountable for their actions. The god old boys club of no accountability for their actions needs to end. As an example drunk driving by police officers. A very good example was in Onondaga county last year when the police officer side swiped a vehicle then crashed in someone's front yard. None of the responding officers gave him a sobriety test. Also in Camden this summer an officer discharged his firearm at a private ducks unlimited event he then fled the scene. No charges were filed. Officers are not above the law.

the public needs to know what is going on with our law enforcement officers and changing procedures, both the good and the bad.

Transparency means just that, being transparent, keeping the citizens advised of crime, overdoses, OD deaths, hot spots for drugs/crime, etc.

Accountability - every one should be held to some standard of accountability, not just police officers. Citizens need to be held accountable for their actions and suffer consequences, as do officers who do something wrong.

I feel the department is transparent and accountable.

Means we can trust and respect our officers

allowing the community to be aware of what you are doing like when you release the memos on social media.

being willing to release information good or bad about procedures or incidents.

Honesty among all members of the sheriff's office, including giving accurate representations of their actions and the actions of the CCSO employees in their presence.

Accountability means they treat people they have contact with same way they want to be treated.



<p>It means someone is wants to be elected to public office.</p> <p>The Cayuga County Sheriff and Deputy's are highly respected. We all are very fortunate to have such a high quality of law enforcement personal.</p>
<p>Honesty, law enforcement keeping one another in check and not keeping secrets for one another. Openness to diversity, expanding cultural awareness, acknowledging bias and transgressions.</p>
<p>monitoring activities to audit compliance with policies and procedures.</p>
<p>I think it is very important and can also build trust.</p>
<p>Everything.</p>
<p>I would like to feel confident that when a situation is investigated, it is treated the same way no matter who you are or who you know. As someone who is not a Cayuga County native, I believe that there are many times when not having gone to school with an officer or knowing their family can make a difference in how things proceed. Too much officer discretion can feel unfair.</p>
<p>means a lot I feel they are very accountability and highly respectful</p>
<p>It means that citizens respect and obey law enforcement as well as the people in law enforcement stay in harmony with their duties.</p>
<p>Reporting of activities and financial accountability where privacy concerns are not an issue. Making sure that we do not have unethical practices among our police force</p>
<p>If there are cases where police may have acted inappropriately action is taken and BOTH sides are heard, not just the side that screams the loudest.</p>
<p>Open and honest about what is happening in the community and what responders are doing to ameliorate the issues/concerns.</p>
<p>Be open and honest with the public, this is very important in establishing the public's trust with the police force. Attend community events, so the community knows you are there in the best interest of the community. Speak out against negative events happening in other places, and express your view on how we can prevent these situations in our own community.</p>
<p>Willingness to engage with the community served with outreach and being open to assessment and review by internal and external stakeholder when situations warrant a review of actions taken or policies in place or being considered.</p>
<p>I do not wish to share this with you</p>
<p>With Social Media so prevalent in today's society, transparency &amp; accountability are more important than ever. Unfortunately, not all individuals realize what law enforcement encounters on a day to day basis. Sometimes good people make bad decisions, but most crimes are committed by bad people. Therefore, social media videos showing police officers shooting a subject or standing on a subject who is saying, "I can't breathe," may be disturbing to the general public, but may not always show what transpired from the very beginning. Transparency may present the power of shame, but transparency may not be clear. However, truth often fails</p>

to lead to justice; therefore, accountability may not be fair in the eyes of public opinion. It is imperative to investigate the truth to ensure accountability.

Wearing cameras that are operating, co-worker accountability- no bullying or harassment in the ranks.

use body cameras--they protect the police and give transparency, management needs to identify any officer

who has too many negative interactions and retrain and discipline. Don't let things slide , be pro-active when there is a bad apple.

Relative to our Sherriff's Office every Sherriff I've come across in my lifetime have been nothing short of respectful and polite. But, I've heard stories of that not being the case for others experiences. Officers should be held accountable for their actions and not just quietly "reprimanded", when they do something above and beyond what regulations allow. They are not above the law, they are suppose to only enforce it. We are all responsible for our actions, so as should they be. In the news, we hear about an Officers action leading to that person's death. Then, through investigation, they found that Officer had a lot of infractions against him in the past for excessive force and whatnot, but he never faced any repercussions because of those in which, if he had, that individual might still be alive today. Pushing things under the rug and allowing the God Complex to continue, is one of the things that makes people not trust them.

Wear the body cam

Officers are held to same laws they are upholding

Good open communication between sheriffs office and community when it doesn't infringe upon a persons rights.

Didn't know the Sheriffs Department was hiding anything. Just do the job you have been doing. You have the support of the community.

Consistent procedures and enforcement

There should be some level of transparency but without violating one's privacy . Every job has levels of accountability.

Everything I am tired of the cover-ups. Not long after my brain-damaged mentally ill son was the last arrested

due to his mental illness from the brain injury he committed suicide.

Do no lie o hide information and always admit mistakes and receive the penalty.

Being upfront and honest about what they do. How thing's handled.

Body Camera's

Tearing down the "Blue Wall" and ensuring that community concerns are investigated and addressed in an

unbiased manner. Perhaps a Citizen's Review Board would help give a sense of accountability that many feel is lacking.

The law is the law. As an officer, you are automatically held at a higher standard. Therefore, your knowledge, education, and ability to handle any situation within your scope of practice should be second nature, whether

you're on the clock or not. Be the example to the community in which you serve. Period.

Making data available but with education.

Making complaints against the department available to the public, as well as the department response associated with the complaint.
Body cameras for everyone's protection. Making them public
Its important to be transparent but fair for both sides.
Law enforcement officers treat everybody with respect, celebrate achievements, and admit when there is wrongdoing.
Put as much information online and accessible as possible. Policies, stats, etc.
Keep the public informed via news/social media. Stay on the current path of rationalizing law enforcement based on the needs of cayuga county residents.
Having easily accessible information on department activities, the budget and how it's being spent.
I want to read the whole story. I don't want to read a he/she said line on the news.
I believe they have been transparent and accountable for what has happened in our community.
Making sure everyone is doing what they supposed to and in an appropriate manner.
It means share with the public, the good and bad
That the public has access to statistics and call information that does not violate privacy
Everyone should be held accountable for their actions both law enforcement and the public. There is always another side to everything. A need to a valuate each situation openly from all sides.
Making sure officers are safe in situations where it may appear personal ideals may alter the outcome.
Being open and honest to the public keeping them informed when mistakes were made correcting the mistakes and taking steps to prevent them from happening again. Also standing up when things are done properly even if they are not popular with the public or elected officials.
I feel the sheriffs office already meets this
Have personal integrity: do the right thing, even when no one is looking.
To be seen and not just heard
Being forthcoming about policies and procedures and letting the community how your police force will handle business and enforce law as well as being honest with the community about what to expect. Accountability to me means that officers will be held accountable and be responsible for the important job they do day to day.
That they take responsibility for there actions and hope to make the right choices for them and our people.
That no one is above the law.
Open and honest. Hold bad cop accountable. Arrest the parents and kids when kids do wrong.
Deputies should be accountable for their actions just like the rest of the world is held accountable. Don't hide behind the badge claiming they weren't properly trained when they shouldn't have been awarded the job to begin with due to hidden prejudices.
They should be transparent and held responsible if and when the situation necessitates.

Uphold the Constitution. People who do not break the law are 100% transparent. All people are equal under the law so accountability should be to have honest officers who will keep each other honest.

John 14:6

The sheriff's department does a great job with limited resources. The problems that we have in this society

aren't totally to blame on law enforcement. People who do wrong need to be held accountable.

Games over To the pigs , for the honorable .. finally -congrats !

Body cams

on Longer

training

Use of social

workers Regular

certification

Regular CEU's class completion/regular training like other professionals in the state

Public Database of police officers with info regarding each of them like any other profession.

Higher pay for police

I feel they work hard. If there is bad apple dont punish the rest of them. What bothers me gas station at weed sport next to Dunkin donuts theres sherif goes in without a mask around 530 to 6 am. That bothers me. 90 percent they do great job. Thank you

Too much media hour about all this. However,,I do think body cams are a great tool to protect all parties.

Publicly posted requirements of officers, body cameras if necessary, fair and equal treatment of all.

Being held accountable for their actions that go beyond the scope of doing their job.

Full transparency on all training methods and increased accountability when policies are broken.

Regular

sessions with the community to discuss tactics and address concerns on community policing approaches.

Letting the truth of a situation be told even if mistakes were made on your end.

Everyone follow the same rules no exceptions

Police officers should be afforded the same privacy as judges regarding personal information to protect their

families. On the job negative disciplinary actions shpuld be made available through FOIL upon good cause shown.

Release discipline records of deputy sheriffs

No cover ups, which is often worse than the initial action.

Owning up to mistakes which are inevitably going to

occur.

Making swift changes to prevent recurring mistakes when an issue is identified.

<p>The public is allowed to review cases as requested, maybe by an review board that is made up of a mix of community. Police/or retired police, counselors, clergy, volunteers without an agenda. An agreement must be reached to retrain officers who are deemed to have made wrong decisions unless they reach the point of being felony criminal conduct.</p>
<p>It means you are taking affirmative action to make sure that you train and retrain the officers that serve and protect us to make sure everyone is treated fairly and with dignity.</p>
<p>Training, training and more training.</p>
<p>Keeping the public informed on situations that impact the safety and welfare of the surrounding communities.</p>
<p>Our Sheriff's office does an exemplary job of keeping our communities informed.</p>
<p>Perform their job in enforcing the law. Follow the procedures they have been trained to perform.</p>
<p>keeping the public informed on policy changes and department growth and programs.</p>
<p>That policies are mutually reinforced, that the community has some influence on how things are accounted for by office taking our input into accountability.</p>
<p>Public availability to recognize staff followed protocol</p>
<p>Not having incidents "swept under the rug". Having very clear standards of behavior and having consequences for not meeting those standards.</p>
<p>All staff need to be respectful of the general public. Not everyone is a criminal and hence should not be viewed as such.</p>
<p>I'm not sure I can answer this. Other than they need to actually have accountability for their actions.</p>
<p>Not allowing supervisors and other officers to cover up and falsify reports for rogue police.</p>
<p>I just would like to see our law enforcement get the respect that the public wants for themselves.</p>
<p>In other words the youthful offenders need to know We want to help not finder their opportunities to succeed in life.</p>
<p>The public needs to see everything that happened in a dispute, things that led up to the offence. There is 2 sides to the story and the public needs to see both sides.</p>
<p>I don't believe that there is a problem. People committing crimes is the problem.</p>
<p>The sheriff sets an example for all to follow.</p>
<p>The public being informed on what is happening or had happened in regards to an arrest or investigation</p>

<p>Full access to any complaints, arrest and investigations.</p> <p>Number of police officers on duty.</p> <p>Access to chain of command for local sheriffs office for someone higher up when no help from officers/ sheriff or captain is received.</p>
<p>reporting their activities publicly.</p>
<p>Exactly what the title is</p>
<p>Body cams can go along way toward transparency &amp; accountability.</p>
<p>Not much needs to be changed</p>
<p>Being clear and decisive about intent when enforcing the laws and rules within our communities. Giving opportunity for both citizens and law enforcement to know and/or gain knowledge about the laws; this will help citizens understand law and what should be followed; this will help law enforcement with handling situations in positive ways that make our community members safer and more positive citizens.</p>
<p>Body cams. Annual statistical and financial reports. Verbal reports to media. Involvement with local governments and community programs.</p>
<p>Full access to any complaints, arrest and investigations.</p> <p>Number of police officers on duty.</p> <p>Access to chain of command for local sheriffs office for someone higher up when no help from officers/ sheriff or captain is received.</p>
<p>We have been blessed with former Sheriff David Gould and now current Sheriff. Both have used Common Sense when faced with incredibly stupid mandates by Cuomo. Such as the Thanksgiving Day debacle that the Sheriff will use his Common Sense to disregard.</p>
<p>Helping hand when needed</p>
<p>Not hiding things from the public good or bad.</p>
<p>That complaints or issues are handled openly and appropriately.</p>
<p>Continued Community Involvement . Being Visible on Our Lakes and at Our Parks. Working Closely With Our County's Youth.</p>
<p>It means them drinking P B R with me.</p>
<p>Officers should be held accountable for inappropriate actions performed while on duty. However should be given some consideration for the situation these actions are performed. Looking for a pattern of behavior is a better indicator.</p>

If there are questions of misconduct there should be unbiased investigation by entities outside the police department and public should be informed. Officers with multiple complaints should be accountable legally and/or terminated.

All of the suggestions below sound good.

Policing procedures clearly defined and regularly posted. Body cameras turned on. Fair and open hearings if there are charges of police misconduct. Clear de-escalation policies including social service personnel when mental health issues are involved in a policing situation. Publicizing recruitment policies and efforts to create a diverse force including LGBT, female native American, Latinx as well as African American populations.

Just what it says.

If the officer has to be held accountable so should people who violate the law! Media only shows the transparency of the officer if someone believes he is doing something wrongful. Lets show the complete transparency of the criminal and not make him or her out to be a do gooder after the police show up and take them away when the called for the help.

Means everything; lead by example is the best way to show the community that officials are living by what they are upholding in their workplace.

It means to be open amd learn from mistakes. It means greater training for police with greater access for Mental Health awareness and suport

If our officers are all wearing camera's when dealing with the public, what could be more transparent?

They need to be more visible within the community to ALL our community members. They also need to be accountable for all errors they do.

Personal accountability and HONESTY.....

Activity reports - staff background checks (not made public but available to governing bodies) body cams for

the protection of officers as well as public

Police actions reported to the public in general.

Freedom of information and accessibility of officers and information.

Everything. In order to maintain peace this is an absolute.

It means not protecting bad cops.

They are held accountable for the drivers they themselves commit regularly. From simply speading, to not

wearing body cameras and PPE, and assault and wrongful deaths of peaceful protesters and citizens in their custody.

Upfront information on police misconduct. Body cameras to avoid issues and accusations of misconduct.

Our officers are a part of our communities. A closer relationship can only improve awareness towards each

others wellbeing and necessities.

When there is an incident involving possible assault or other inappropriate behavior by an officer it is dealt with

by an unbiased group and if necessary, shares information with the public without damaging/tainting the decision making of the outcome.
be up front and honest.
Don't cover for or protect your own in cases of misconduct. Let the process for legal proceedings in cases of proceedings misconduct play out. Body cams would be great!
Those fireworks could've been very well set off by a different neighbor when I got home so I retract my previous survey.
Renegotiate union contracts to address lack of accountability for discriminatory practices, Independent review boards, public access to individual officer files related to complaints/discipline, immediate suspension without pay for any officer credibly accused of a serious crime
There is nothing hidden and there are checks and balance in place.
Accountability for their actions. Protection from media and the public until all sides are seen.
Wear cameras at all times, be totally transparent. Make everyone accountable, and make it public. You are our employees after all. Make officers personal records public, so we can see any past misdeeds. No cover ups of any kind.
It doesn't matter who you are, same offense= same outcome.
Working behind the scenes, and being responsible for your actions at all times.
Officers should wear body cameras so we can see events from the officers point of view. After an investigation, video should be released to the public. Officers must be held responsible for their actions.
That police are not above the laws they are to enforce
They should be held accountable to the law themselves.
We should be able to see every officers record of arrests he/she made, how many reports of excessive force and other complaints. Tell us the truth, and make sure your officers don't roll-up on a situation with a bad attitude and are not accusatory. Try to lower the tension by being calm on arrival so you don't right away flare things up! Maybe instead of shooting to kill, shoot them in the knees and that will drop the suspect.
Matters that concern the citizens I'd expect transparency. Aside from that, it doesn't concern me. they have a hard enough job and in my view need nothing except what they already have in training doing there job plain and simple
From what I have observed we have a well controlled, respected and disciplined department that doesn't seem to have alot of issues that other departments are struggling with, Cuomo needs to focus his problems with his forces down in his city and leave our country folk and forces alone up here, we are doing just fine.
Honest feedback.
Revealing how the way investigations are handled after they are over.



<p>You need to be a focal point in our communities. It doesn't seem to deter crime, again because they know they won't be jailed, (Cuomo) but if they see law enforcement everywhere (patrolling) it may deter them somewhat.</p> <p>Everyone, on every job needs to be accountable.</p>
<p>Transparency is defined as open, frank or candid. The Sheriff's Office should be open, frank and candid when dealing with the public. Every one should be accountable for their actions. With regard to the Sheriff's office,</p> <p>the officers should enforce the laws as they are written and be held accountable for their actions if they do not enforce the laws in accordance with how they are written.</p>
<p>Transparency and accountability is being open and honest to the community. "Sweeping under the rug" goes directly against that.</p>
<p>It means that the public is actively kept aware of complaints against the sheriff's office, aware of the outcome of those complaints, and gets regular and clear updates about progress towards reform.</p>
<p>Making sure the community has the information it needs. If mistakes were made or if an officer was irresponsible, admit it and correct it.</p>
<p>The actions of the department should be told to those who are interacting--accountability by administration should something need to be changed or actions corrected.</p>
<p>professionalism top to bottom</p>
<p>I believe they already do a great job.</p> <p>The press and certain community leaders haven't a clue to what extent the police go thru</p>
<p>When officers are involved in a situation that the truth is given and that if there are problems, that the officers involved are given an opportunity to let the truth be known. It's easy for people to say how a situation should have been handled, but if you aren't the officer or officers involved you have no idea how you would have handled it. It's very sad that one bad officer gives a bad name to the department. If there is a bad officer, he should be fired and no pension!</p>
<p>Everyone is accountable for their action no matter the situation</p>
<p>NA</p>
<p>Open and honest communication focused on the above sentiments builds a trustworthy atmosphere</p>
<p>Being Honest and Open.</p>
<p>It means to me that the sheriff's department will be honest to the general public and perform their job to the best of their ability. The department has officers that this community can rely on to keep them safe.</p>
<p>When there are complaints they are able to be reviewed by a panel made up of community members that consists of retired Law enforcement, religious officials, community members, current Law representative, an attorney, maybe a Legislator.</p>
<p>sheriffs follow same laws as non sheriffs. sheriff broad data accessible, sheriff accountable for mistakes like</p>
<p>Honor and integrity of the highest level amongst those who serve. To the best of my knowledge we already</p>
<p>That training is offered on a regular basis, and that both the APD and Sheriff's office continue to be honest and forthcoming w. the public and media.</p>

Keeping public updated on issues impacting them.
Showing that the police, police their own and hold those in uniform to a higher standard and that the be up front with the public regarding law enforcement following training protocol when in question and be up front with your goals for the community and how you are here to protect and serve, not discriminate and oppress. Make sure Supervisors hold officers accountable to do do just that.
Be upfront and not allowing anything unethical, bias, or racial go without being addressed
The true nature and good qualities of the Sheriff's office is easily seen by the community and if any mistakes do occur which will happen in this imperfect world that it is owned up to quickly and the appropriate compensation to wronged individuals is given, less media on this maybe helpful to not stir up community dissention but appropriate discipline to the accused with a fair panel of supervisors that are monitored would be appropriate, this probably is already in place.
live body cameras are a start what do they have to hide? More communication and involvement with the community to provide trust. Non deadly force. Peaceful involvement. De escalading domestics not adding to it.
This means that law enforcement has accountability in doing their jobs in the community. The office should have training that meets the informal voice of our community and works within a specific framework as determined by the Sheriff's Department. Training should be done that prevents the events that grab media attention as we have seen in the summer. PS- try not to use knees to the neck.
An outside entity investigates problems in order to eliminate possibility of bias.
Procedures put in place to track and discipline those employees that are constantly involved in compromised situations, or have constant complaints filed against them, especially physical altercations.
When negative or even positive events happen in the office, the public is made aware of what happened, and what steps will be taken next. And in the event of a negative event, an apology should be given.
I believe it's the right of the Sherriff's office to be able to investigate crimes and the ability to have professional privacy to do so but I also believe they need to be held accountable for any unprofessional conduct. Officers are human and we need to remember that and respect them and their profession to serve us.
see below
I don't feel we need to know EVERY write up an officer receives unless it's for something HUGE, well beyond the badge error. But behind the scenes I feel supervisors should be aware of all activities while on the job . Issues need to be evaluated, dealt with, PROPER punishment, and with no favoritism
Officers need to better better cared for with mental and physical health support. They need access and encoutagement to use it. High stress and ultra high levels if adrenilin regularly are not healthy for the officers or their families. Time off, time and tactic to decompress is neccessary. If officers are not able tominimize that aggression, they need to be used in other areas of policing.
When questionable incidents happen - be out front with information and engage independent reviews if needed
Clear explanations regarding alleged conflicts with citizens.

OPEN DOOR POLICIES
Respect
if an officer screws up the is demanding that they be held accountable. When we screw up we are held
Most actions should be transparent. Some law activities need a certain amount of "behind closed doors" actions for the success of activities and for officer safety.
Its already in place, if it's not broken. It dose not need fixing
Be straight forward. Admit if anyone has complained about one of your . officers.and investigate it.
Law enforcement officers should be held to the same standards as everyone else in the community. Law enforcement in Cayuga county is corrupt and has been for decades. I see Sheriff Brian Schenck trying to make a
difference and that means a lot. He still has a long way to go, but I'm very pleased that he has taken steps in the right direction.
Ongoing communication with the public via social media and news outlets. (The Sheriff's office and APD do a great job)
Keeping the general public aware of new and upcoming trends in crimes, crime statistics, patterns, scams, dangerous offender status changes/releases, etc. and allowing for public awareness of initiatives and
preventative measures/steps being taken by the Sheriff's office to protect the county's residents.
Being upfront and taking ownership of there decisions and actions.
Share service information, similar to what is shared with the Community Services Board, with the general public.
Continue to speak at relevant public forums.
Share service information, similar to what is shared with the Community Services Board, with the general public.
Continue to speak at relevant public forums. Consider a public advisory board that would meet quarterly.
I think that it is important that the sheriff's office is transparent with the community and also accountable for
their actions. I feel that CCSO is extremely transparent with the community and often reaches out to the community and encourages community involvement.
Transparency and accountability means we have a police force that we can trust.
I do not care about this issue
Providing clear and timely responses to investigations
With transparency and accountability comes trust and improved outcomes. Breaking down stigma and bias.
Nothing
That the sheriffs are held to the same standards as all people in the community.
Nothing
Transparency were any record can be reviewed and accountability were officers take responsibility for any egregious action.
Good communication and follow through
I believe all involved (law enforcement and civilians) should all be held accountable for their actions! NO ONE is above the law.

This is tricky. I think people say they want this thinking they'll uncover a racially charged / insidious underbelly, when really it will improve your offices image when all it reveals is that you all follow protocols. I do see a need to educate the community on how you're trained and what escalation tactics are and what V+ T laws are- it will help you. Even the civilian training days they used to do in Syracuse ended up showing people that they'd actually respond sloppily when put in similar situations. Teach the community about what you do and I bet they'll stop being so critical!

Being honest about the arrest and about a mistake made.

No cover ups, acknowledging mistakes and correcting

All actions must be open for public review, as it is now.

The Blue line is secretive. Often viewed as a boys club that protects its own.

Name tags, full time body camera's , police identity needs to be apparent and visible. weapons must not be used unless last resort. If a cop is fearful, he is dangerous just like someone woh has a weapon ...he/she may use it.

Fear of the Possible: citizens are fearful of these symbols of authority. Police are fearful of what can be...does he/she have a weapone etc.

We all , but especially the police need to deal with their Fears.

## Survey Participants Thoughts on Improvement

The survey asked participants to share any other thoughts or comments related to the Cayuga County Sheriff's Office that could help the agency improve and better serve individuals and the community. The following responses were received.

Using the space below, please give any other thoughts or comments related to the Cayuga County Sheriff's Office to help us improve and better serve you the community.

I'm proud to say I am Democrat and voted for the best Sheriff the community has had in a long time.

I do like the idea of officers having to live where they work simply because I feel like my community is safer and a priority when those who work to protect it also live there. It feels like more of an investment is made because it's their neighbor hood as well. I also think it bridges the divide and puts a friendly face to the being more than just a badge and uniform.

Thank you for all the sacrifices that are made to protect our community and we would be lost without the services the officers provide to our community.

Uphold the constitution of the USA no matter what the State might say

I appreciate everything the Sheriff's department does to keep the community safe. The hard work and dedication does not go unrecognized. Thank you!!

Keep up the good work, and stay safe

Deputies should have time to show the community that they care about it other than just where they live and to

know who is in the community that they could come to if need information

I never had a bad experience from them but I never broke the law. Not even speeding. I wish they could patrol

Rt 34 south at 600 am to the county line. It's a race track

Thank you for serving us all very well in a very demanding job especially in the challenging environment we are in

I feel that the Sherrif's office is doing a fantastic job of keeping our community safe. Keep it up!

They are here to uphold the laws.

Hire hire hire. No one should ride alone.

Continuing to learn the needs of the community by reaching out.

Training and more training

People don't appreciate them.they risk th or lives daily.

They're not all bad. Just most of them. I've dealt with plenty of other police agencies. None as corrupt, incompetent & untrustworthy as the Cayuga County Sheriff's office.

Over all I feel the cayuga county is doing a great job, but I would like to see more diversity.

Thank you for all the services you supply to our community. I know that it is often a thankless job, but your efforts don't go unnoticed

I think you're doing good. But we can always be better! Thank you and stay safe.

Perhaps create a position of a Community Out Reach Deputy that would act as a liaison between the Sheriff's office it's programs and recruitment and the community.

Crack down on small petty crimes, this will deter felonies I feel.
I just want to say in my eyes we cannot Function without you! My heart goes out to all of you. To have people who still want to do this job is impressive to me. I have nothing bad to say about you I think your all awesome and I pray for you to get more respect than your getting. I hope over time every one see how important you are! Thank you for all you do.
keep up the good work
No complaints here!
I would like to see more presence in areas where there is known troubles.
You are doing great for the liberal government your up against. █████ cuomo
Doing a great job!
--
Thank you for your service
More officers!! It is easy to see that the department does not have enough bodies and needs to hire more people.
All the media in the last year is propaganda foisted on the US by a small group of radicals. Don't change anything.
Don't give into social justice groups or activists. Continue doing the professional job you have been doing.
Ensure you offer continued trainings to your staff and support them
It would be beneficial to get involved in more youth activities and perhaps races that have a bad stigma against law enforcement.
Keep up the good work!
I dont feel its right for a officer to be on patrol in a area they live in
Having been a former law enforcement administrator with the Oneida Indian Nation my recent employment took me to Weedsport and Auburn several times a day. The deputies I spoke with or observed appeared to professional and community focused. I honestly would hope that as a result of this police reform legislation that the model is community focused with an emphasis on transparency.
Good luck as you venture forward with serving the needs of the community you protect.
Remain non partisan at all times and provide enough officers to keep response time low are important to me.
Good luck and I commend those that dedicate themselves to public service.
None
More officers with better pay. Give them more time off. Only so much stress anyone can handle before losing it.
I really think Cayuga Co police probably do a pretty good job, as I'm not aware of any real problems. What you are doing here, if all are actually listening and making any little tweaks to enforcement, is a large step to improving service to the community. Thanks for your efforts!

: Law enforcement should be apolitical. The current view that only one party supports law enforcement is not only inaccurate but damaging to the fabric of our community and our country. Support and belief in Law and Order is not owned by any political party any more than Christ is. My two cents.....

Stay Safe. Back the Blue.

Thank you to the Sheriff's Office, and thank you for the opportunity to comment.. My limited interaction with the Sheriff's Office has shown a high level of professionalism.

My suggestions are not a criticism, but rather a suggested way to take advantage of the skillset of the most qualified officers while freeing them up to concentrate on her/his area of expertise.

I feel that trained Social Workers should have a prominent role in responding to needs as appropriate, and that an unarmed force can handle routine traffic and vehicle enforcement.

In my opinion, Sherriff Schenk is an excellent leader. We may not always be as lucky as we are now, and some changes may help prevent issues in the future if/when we do not have as qualified a leader.

The news media makes the police officers the bad guys they have a very difficult job and it is hard to perform adequately police may need more training but the public must realize that they makeSplit second decisions and try to protect them selves as well as the public I'm sure that 99% of the time the person that they are confronting has created the problem and should respond to the police commands

LE should not be in the business of chasing truant teens and responding to every medical/mental health call. They should not try to be social workers, they are trained not to have the mindset that social workers need to deal with the public. Any attempts to appear empathetic are quite transparent. Most people know that they look at every situation with suspicion and who wants to invite trouble. LE should not be allowed to rape the taxpayers through ridiculous tasks like sitting at the state fair. Surely you have people who sit at desks all day that aren't there to "serve and protect". Overtime should be capped so that they aren't making more in retirement than they did earning a weekly paycheck.

That's a I think.

Enforce our current laws fairly for all residents and visitors.

See above.

I think all of you at county sheriff's office is doing a great job. Thank you ... much appreciated!!!!!!!!!!

Keep fighting the good fight! Great job, all of you!

I have always felt somewhat safe while in the Cayuga County area.

Just want to comment that defunding is not the way to go. We need a full force that can maintain law in our communities. I have full respect for the police force and in what they have to deal with every day.

<p>Have had little experiences with sheriff's deputies...but when I did I was pleased with the answers I received and treated respectfully.</p>
<p>Thank you all for your service and dedication.</p>
<p>I think that the Sheriff's transparency, on social media, in the public eye, out in the community, has made for a stronger relationship with the community and the Department. They continue to build that trust with citizens and the Department.</p>
<p>Keep up the good work!</p>
<p>Defund the police department and redistribute the budget to mental health professionals</p>
<p>No other thoughts or comments however I want to thank you for all of the hard work and dedication to protecting and serving our community!</p>
<p>There will always be STUPID people. Unfortunately they think that they have more rights when actually they just have less respect for officers. It is a cultural problem and everyone needs to remember the golden rule of treating others how you would like to be treated.</p>
<p>You can't fix what is not broken!</p>
<p>Great that the department is looking for feedback</p>
<p>Keep up the great work!!!</p>
<p>Hire more officers to protect them and all of us.</p>
<p>Answering the phone for incoming calls should be done with care and concern. Even if the officer feels the call is not concerning to them, try to validate the caller. Remember, this is their community.</p>
<p>I do not wish to share this with you</p>
<p>Protect and Serve with dignity; and always maintain respect and integrity, even in the worst situations.</p>
<p>Thank you for all you do. You have a really hard job. I have always had a positive impression of police but some of the police behavior (i.e. the George Floyd murder by police) I see on the news sickens me. please don't ever allow that here.</p>
<p>Just keep on doing the best you can and remember...everyone out there is someone's Mom, Dad, sister, brother, Grandparent, uncle, aunt, friend. How would YOU like an Officer to interact with your family? Be the Officer you would want interacting kindly, respectfully with your own family :)</p>
<p>The phrase "Targeted Patrols of High Crime Areas" bothers me. While some neighborhoods may have more easy to identify and prosecute activity, it does not mean this area poses a bigger threat to public safety. A high number of arrests for minor offences does little to serve the community. It does increase the burden on Social Services and other agencies when the lives of these individuals and their families are disrupted, through job loss and evictions. I think Law enforcement is in a unique position to identify areas that would benefit from community investment in mental health and job training. I would be proud of a law enforcement agency that worked to provide alternatives to incarceration. The community is not repaid any debt simply by taking time from someone.</p>



Compassion for the families that have had family incarcerated in jail. Lessen the stigma associated with mental health issues, alcohol and drug problems. Help for the inmate ( mental health counseling, proper meds, peer counseling, help obtaining suitable and affordable housing when released
More police
Serve people in thg he right places and do not call arrests caulities this is not war
Contact Pam Helming and Gov Cuomo for more funding for the police . Get body cameras ,bullet proof cars, K 9
Police dogs priority, Sheriff on patrol signs helping reduce the speed and DWI
I feel the Sheriff Department and Auburn Police Department do a great job.
Get out of para-military mindset. More talking, listening and less gear.
Keep up the good work !!
I would like them to be more available I truly disagree that my only option is to call the Auburn Police Department.
Please maintain your integrity and thank you.
I live in Port Byron, NY. I would love to see more offers protroling in the evening and overnight hours. Not having to wait a hour for Sherriff's office or state police to show up.
Hang in there, stay in top of your game. Educate yourselves often. Be willing to walk a mile in others shoes constantly. You are never off duty. Be the example we as a community need. You are our super hero's. Which comes with a huge responsibility, and self sacrifice. Either you embrace it, or you are string enough to admit this job is not for you. Being an officer of the law, is a lifestyle, not a 9-5 job.
I would hope that there will be more training in deescalation. Monthly training of officers in the use of their guns and mental trining of how and when to respond.
Our law enforcement officers need to be supported . They see and have to put up with the worst of society. I appreciate all they have done to keep us protected and safe.
I work in a juvenile detention center . Racism in law enforcement and other areas is real. Does not need to be a political issue. Thank you for doing this survey. All of the suggestions are relevant. Good Luck and God Bless
More officers.
I thank all of you for your dedication and putting your life on the line every time you put your uniform on and head out the door for duty.
You should find ways to retain senior officers that have hined their skills and developed tolerance.
Keep up the good work.

Great job working with APD in the summer during the social justice demonstration in Auburn. That's how it should be. I hate to agree with some of my friends on the left, but, I think some of the Sheriff's Association recommendations for legislation are a bit harsh and overreaching. I do understand and respect Brian's reasons for supporting them, but I'd suggest looking for better ways to ensure deputies' safety. Also please do not support any red flag laws as they can and will be abused. Otherwise thanks to all.

Thank you!

#back the blue

Always have ,always will .. thank you for all you do

Keep safe and keep doing what you do,

see above

What you can't do but not follow discovery law. Not enforce safe act push back on executive orders. Help be more pro gun state/ County anything that infringes or ammendment like normal.

More cars on especially later in nights north end hard at times to get law especially near or after 12am. Due to current south central North staffing.

In recent media outlets the call for more minorities being hired has become the hot topic. The City of Auburn Police along with the County Sheriff's Dept. has made attempts to make the public aware of upcoming testing dates. The department should not lower the standards that are currently in place to make sure the most qualified person are the people hired regardless of their race or sex. Let the police do the policing not the politicians. People that truly want to have a future in law enforcement will take it upon themselves to reach for their goals and not have to be courted to see if they might like to try it out.

Park the car and walk instead of driving threw. Talk to the people

Thanks for everything you do. You help make the community safer for everyone- even those who do not support you- and it is important that you know what you do is valuable and appreciated by many!

They know what they gotta do it's there job.

Thank you!

No other comment.

Stop enforcing unfair drug laws that are not supported by the people. Oh and Cuomo is a stupid ██████.

Stay positive. You have a community that backs you. Don't let New York City dictate what you need.

Change the cocky attitudes

Citizens need to do their part and be respectful as well. Don't ask law enforcement to do anything you're not willing to do to make confrontations civil for all.

We need Jesus back in the lives of everyone. I'm begging anyone that might be reading, we need God put back at the center of all of our lives. We need Bible believing, God fearing officers to protect the weak.

Acts 4:10-12 - <sup>10</sup> Be it known unto you all, and to all the people of Israel, that by the name of Jesus Christ of Nazareth, whom ye crucified, whom God raised from the dead, even by him doth this man stand here before you whole.<sup>11</sup> This is the stone which was set at nought of you builders, which is become the head of the corner.<sup>12</sup> Neither is there salvation in any other: for there is none other name under heaven given among men, whereby we must be saved.

Monitor these people at least a few times a month .. auburn is crooked ... being scared of police shouldn't exist .

What I hear on news is training and more public on police that do great and more involved with community. All we hear is negative.

Relate to the young people, more involvement in schools- youth programs.  
Treat everyone like they would want their children/ parents/ family treated. Train officers to have empathy. I think you do a great job!

We live in the far north part of the county. I sure would like to have the sheriff's department patrol our area more frequently although I do understand the financial realities that you face.

I would like to see the stories of police corruption stop. All around town you here that somebody got off bc they called somebody. The police should be compassionate to all- not just because they know they are from a 'good' family.

I applaud the sheriff for standing up to king Cuomo and not supporting his 10 person rule at Thanksgiving. I like to see more of that. I know your hands are tied for the most part bc of our jerk of a king but baby steps.  
Keep up the good work. Your doing a fine job.

Increased use of police for enforcing and protecting citizens. Not so much of the social service type calls which should be in coordination and conjunction with mental health trained staff.

You do a great job. Be aware of the hot spots. Keep up with your community drives. Maybe hold more. Be safe.

Keep your personal info out of the press as judges now do. Thanks for all you do!

Hire minority deputy sheriffs.

More positive interaction with the citizenry whenever possible. Understanding that the officers are probably undermanned and that the work is stressful, tireless and that they are very much underappreciated, a smile and a friendly interchange when not engaged in law enforcement activity could help to connect with the community.

<p>More patrols are needed to cover the rural areas especially at night. Waiting 20, 30 mins or longer while there is an accident or someone trying to break into your house is NOT public safety. Get you people out more in the rural areas to meet people. I know you are over worked, we just need more officers. School resource officers should be police officers, not security guards. The more you are in the community the more bonds, bridges you build. I think presently they do a great job with the resources available.</p>
<p>None</p>
<p>The criminals need to be locked up when arrested, not put back on the streets until arraignment.</p>
<p>Just enforce the laws on the books in a professional manner to everyone equally. The community has to understand that they have to obey the officer's request. Its really simple no special favors for anyone.</p>
<p>I don't think the problem is cops, there are just bad people in the world unfortunately that will never end and there is nothing to detect them and unfortunately some of them wear badges but one bad person shouldn't define them all we have plenty of good (people) cops.</p>
<p>You all have such a monumental task. With so much addiction, it's a losing battle. Until the courts get tougher on addicts with regards to treatment mandates, and until there are effective treatment programs (what does 30 days really do? they should be 6 month-1 year or more!), people will steal to get drugs, get arrested, do their time, and get out just to steal to get drugs again, which gets them arrested again.</p> <p>Regarding bias and targeting certain populations of people, I think there tends to be a culture in law enforcement (and I have heard this from a friend who is a former police officer) that says 1) officers don't tell on each other, and 2) that it's ok to display dominance at all costs (which I believe can lead to excessive force when other tactics, such as de-escalation techniques, may have negated the need for force). Being mindful of this and setting a standard of behavior that addresses this would be helpful.</p> <p>That being said, I feel our community (County Sheriff, local State Police and Auburn Police) does an above average job of serving the community with respect and preserving dignity.</p>
<p>It's a tough job,bless you all.</p>
<p>Your presence at a fund raiser of any type to show support for that event. Good PR.</p>
<p>Keep up the good work</p>
<p>To the sheriff's department.Thank you so much for everything you do for your community.</p>
<p>A monthly meeting, for community interaction, issues of concerns and information for both the community and the department that could also include local businesses to help our community become one inclusive of all residents.</p>
<p>A branch to deal with less serious issues that would include police officers and help desk.</p>
<p>I've always had essential dealings with the department.</p>

A monthly meeting, for community interaction, issues of concerns and information for both the community and the department that could also include local businesses to help our community become one inclusive of all residents.

A branch to deal with less serious issues that would include police officers and help desk.

As my son is in Federal undercover LE, I pray daily for his safety as well as local LE. It may mean a little that every time I see officers in their units I always wave to them. LE is our first line of defense against the crazies out there. May God bless you and keep you safe.

Thorough investigations of crimes and make sure you have right persons in custody for the crime.

I think Sheriff's in general are the most important police force we have in this country. I appreciate your not blindly enforcing every directive that comes out of the governors mouth.

Continue in the Professional manner that has been Cayuga County Sheriff's Office over the years. Now is not the time to try to fix something that isn't in need of repair.

They need to emulate The United States Marine Corps. Also tell everyone in the county to look up to Marine

War heroes by respecting them, serving them P B R and dating them.

On the pistol permit form the reference forms that need to get notarized should be given with the initial application

Do not compromise the way they are being forced to compromise By BLM and over extended political correctness.

Stay strong , do the job you are trained to do, stay respectful like you are now and always have each other's back. You do the job some choose not to do. That is being a parent, being a friend and being a brother or sister. The old saying is ,no one knows what's it's like until they have walked a mile in your shoes. ,then maybe people would understand what its like to make split second decisions and have to decide between good and bad!!

Research ways to make police less confrontational and more cooperative.

Our household prays for your safety, and all 1st responders regularly and appreciate you all.

Thankfully I have had little to no contacts with the sheriff. I also try not to watch the news much, but am aware of what is going on around me. My thoughts about law enforcement in this day are these.

The body camera - "CYA" keeps everyone honest.

Training on 'de-escalation' Is a gun the only thing an officer can use to stop someone from fleeing?

Compassion. Everyone of every social status, of every ethnic group, in all neighborhoods are human and should be treated with compassion.

Is there a way to communicate how to act when law enforcement approaches them? I have been taught to respect law enforcement and if someone shouts "halt" I am going to stop. How can the public be reformed to respect?

Keep up the good work and thanks for the opportunity for me to share my thoughts.

People that have been arrested for drugs and let out of jail should always be monitored for continuing drug habits.

Great job!!

Programs in school that show the youth of our community that police have to treat most situations with the understanding that anything can happen. No officer knows the situation they are walking into and that any could turn sideways at any moment. The safety of all is important but officers shouldn't not have to compromise their own safety while dealing with uncooperative individuals. As with anything in life there is always room for improvement. I'm happy with our police forces that protect our community. Although any unconstitutional actions should be met with loud and civil rebuttal against our GOD given rights.

I feel that your narcotics investigators at Cayuga county are a joke. They only work "bankers hrs." they are incompetent and all the drug dealers now work after hrs and on weekends. The det. On their own couldn't catch a retarded fly...

Keep giving snitches crime bucks and cut the dead weight. REAL TALK

I am very disappointed in the department's choice to send out a press release about not enforcing the limit to social gatherings during our public health crisis. Leadership at the Sheriff's Dept. certainly should set it's priorities with regard to how and when to respond to the needs of the public. However, deciding to send out a press release with regard to the enforcement of the Governor's executive order is a political choice. This will have great consequences for the general well-being of our community. It will put vulnerable people in harm's way. By green lighting poor choices the Sheriff's department will make the pandemic worse. My family will abide by the rules. However, others will justify having large family gatherings because of the press sent out by the Sheriff's Dept. Those people will go out into the community and spread COVID in our schools, our grocery stores, and our churches. This was an irresponsible decision on the part of your department.

STOP speed! IN THE CITY OF AUBURN.FRAN KLIN AND SEWARD. IT IS. Bad-

I think the department is fine.

I would like to see rural communities with 30 mph speeds be upheld more frequently. Where I live it is outside of the general police area . I live in 30 mph area and daily speeds are greater than 50, morning commute is very dangerous trying to get out of my driveway with my children as we try to get them to school safely. The morning commute alone in one day would fill an officers booklet! We need more surveillance out here, cannot let my kids near this road it's WAY too dangerous! We need more police attentive to this and care!

Covid-19 is a very deadly virus. Please do not pick and choose what rules will be followed as they are all given to ensure the best welfare of al of the citizens of New York. Infection rates are growing because of poor non- medical science based misinformation often spread word of mouth. Please follow the best information science is providing and not emotions or lack of patients. Virus's are mindless and follow there best path of advancing. Let's put a bit more thought into or actions as to best serve the publics health during this deadly crisis.

The overall organizaiton is good but as awareness and thought processes changes as to what is considered acceptable we all need to be trained and rethink what we do

keep up the good work,
Please do not make any major changes to appease the leftist movement to alter current police practices. Keep up the good work, I appreciate your service to the community.
Those fireworks could've been very well set off by a different neighbor when I got home so I retract my previous survey. They were respectful at Voughts creek in the past
Completely demilitarize. Lower focus on intimidation tactics at all levels.
This county lacks mental health programs and officers that know how to deal with them.
I would like to see more interaction between students and Deputies in schools.
See last answer.
For overdose, mental health and welfare check calls have an EMT and Sherriff officer work together.
The biggest issue I have seen personally is officers using cell phones while driving, speeding, ect. Seeing them break the rules on little things ruins people respect for the bigger things.
Thank you for your difficult and dangerous work to keep us safe! You are all heroes in my book! I always have you in my prayers! Stay Safe & God Bless!
keep doing what you're doing and don't cave to political pressure
The officers shouldn't have to be babysitters and if they have to be then they should have the authority to correct the problem, and I feel law enforcement has lost too much power.
Continue to current path towards excellence.
Professionally run agency that is striving to be better.
Some of these questions are very difficult to understand! How would people, such as myself, know what some of this wording even means?
I think you're doing fine. I BACK THE BLUE. Darlene █████ - Moravia
I work during the week so I am not home during the day. However, when I am in my yard doing yard work on the weekends, I have never seen a Sheriff's car come on my road. That is probably a good thing. However, when the Sheriff's Office is on patrol, why not stop and talk to a resident who is outside and ask, How are things going? I think that connection would do a lot for our community.
I think the best potential for a new police officer in addition to all the qualifications. They should be citizens that have more life experience than High School. Either Military, College, Steady Work Experience Post HS.
I respect the work Police officers do and don't envy their job at all, especially these days.
Keep up the great work!
always a process , goal and re evaluation for adjustments

I feel that I can depend on the Sheriff's Office to help me in any situation. I have not had any need for them, but feel they are there for me if I do need them. I appreciate all you do for our citizens!
So more of them in other areas portbyron weedsport Cato We don't really ever see cops in my small town unless there needed
I would like to see more school-based programs return such as DARE
Keep doing the Great Job that you have been doing! Very Proud of our Sheriffs Department!
I would like to see more School Resource officers in all county schools not non police officers. Am also upset that the DARE program is gone as well!!! You are understaffed and need more people, but also need more minorities.
Announcing that the office would ignore gatherings that violate the Governor's orders was a mistake. It will encourage larger gatherings and increase community spread of COVID thus making Cayuga County a more dangerous place to live. Being short staff it is understandable why it would not be a priority but making the announcement public was a mistake regardless of how many likes the post received on FB.
My message is for the Sheriff. Remember you are elected by the people of this county. Not by the governor or any other attempted influence. Always be guided by the Constitution and remember the winds of political change are not always true to that mission.  Be well and be safe. I cannot express my gratitude enough for those of you that are willing to stand in the face of evil. We are forever grateful and indebted.  PS. It would be great to have a constant police presence in the Southern Cayuga School.
Thanks for allowing local input. Very smart idea.
Thank you for all that you do!
Thanks for all you do.
Keeping the community in the loop as to the crimes committed within our county. It is nice to see up to date local information shared directly from your agency out through social media.
Thank you!
Ensure officers have the resources to protect themselves and others.



Teach them how to handle people with disabilities right. Even their tone can set off someone who is in pain. A lot of these people suffering are at a constant 8 or 9 and then to have someone talk down to you when you haven't done any crime is just so unspeakable But it happens. That tuff guy image persona that Police have often cause mistrust and stress that people with disabilities can mean life or death situations from their health later. Police need to be taught more Compassion. Like one police officer speaking to a girl alone in the park with a walker for assistance should not be a threat cuz she has a visor mask on, Precovid or not. One asking how are you mam? Can you please tell me why you are dressed that way? This happened years ago now my condition has worsened but I still have daymre's from being talked down to and ordered that I was no longer allowed to go to a park. That siting or laying down in a city park was a crime? Why not offer a ride home? Where was I expected to go if my fiance didn't come back and pick me up? it was broad daylight in the after noon why was I being told to leave?]

I read comments the other day in the paper that Sheriff Schenck made about enforcing the law laid out by the Governor. Instead of division, he clarified his stance in a very straightforward and meaningful way. He is a class act!

More interactions in the community they serve. This seems very challenging because of the area that is covered by the office. more community based.

Would love to see more in school youth programs.

I am happy to live in Cayuga County and I am proud of our sheriffs office and all of their officers. I feel they are

doing all they can and more to serve our community

You are doing a good job and have my support. Stop BLM crime.

God Bless our officers that serve & protect!!!! Now only if our judges stop slapping hands of the criminals our officers arrest !

Thanks for all you do!!!

Traffic violations are out of control. More traffic enforcement will help prevent accidents, injuries, and deaths.

I honestly think you are doing a fantastic job. Policing is not an easy job, especially these days and I have tremendous respect for the job you all do. To add, Sheriff Schenck, you are just outstanding in our community. You go above and beyond to attend events and make yourself seen. Thank you very much!

More attention to mental health issues

Keep up the great work. ❤️❤️❤️

see other notes.

I have Always have the greatest Respect for ALL Cayuga County Sheriffs Office ,their officer's, And ALL Police ,County , Border Patrol State and all others law enforcement officers! When my husband (with Alzheimers) got lost all the above law enforcement agency's came and spent countless hours locating him. ,! Also the canine unit. They Brought in blood hounds also.THANK YOU FROM THE BOTTOM OF MY HEART! And admire you all that continually put yourselves out there every day for our safety , putting yourselves in harms way. Never knowing what will happen .

Keep up the excellent work and compensata staff accordingly.

Keep up the good work that you do.

Keep up the good work that you do.

Be more positive in their behavior toward crime victims.

There is a reason why too few people do not trust all Law Enforcers to help them.

No other profession is as controversial as the Police Agencies. This is mainly due to their aggressive behavior towards most people.

Keep moving forward with the present philosophy and enactment of that through actions

The new law that allows some people to be released while awaiting trial, which I believe was implemented by Gov, Como, is not a good idea for many reasons. I know that officers have to deal with it, but I think it should be rethought by the Gov. now that it has been in effect for a while.

All things considered, our Sheriff's Office is well on the right track, which I appreciate. We all need to do better as residence of our county and step up when we become aware of a concern.

Thank you for doing this survey. Connie [REDACTED]

Great job! You are appreciated! Thank you for all you do!

Be open to change

I believe anything you do can improve the future! You all are amazing for what you do! Thank you!

I think you're doing great! Wish other agencies did more outreach like this.

I support police. Your job is dangerous and unpredictable. People need to be held accountable for their bad behavior.

Professional and open, especially with partners in justice system

Keep up the good work

! You have our full

support

Chris & Christina  
[REDACTED]

Please consider...

Police, body of officers representing the civil authority of government. Police typically are responsible for maintaining public order and safety, enforcing the law, and preventing, detecting, and investigating criminal activities. These functions are known as policing. ( Webster's dictionary).

The definition maybe simplified, but the basis states that Police are persons of authority, armed and able to maintain public order and safety.

We have seen may cases of violence set upon Citizens and Police alike in North America.

Justified violence? Is that the important issue here? The main issue is that Our Society is filled with FEAR. Police fear for their lives, loss of authority while Citizens Fear those who are suppose to be protecting them.

Why the FEAR? So many reasons...Armed Criminality

Social injustice & prejudice

Racism (personal &  
institutionalized Availability of  
weapons

Supposed media availability(everyone has a video)

Generational Poverty & Unemployment

Fear of all kinds transforming our society into groups...cultural, social, political, economic classes, race. Even when we protest the injustices of the world we come face to face with Fear whether it be institutional ignorance, police/social oppression, societal exclusion's.

Have you ever been in a predominately poverty stricken community walking at night, see three youths coming towards you on the side walk? Hoodies in the dark. What to do. Fear of the possible.

A couple driving a premier vehicle in an exclusive neighborhood are stopped. If they were white they'd still be driving, but no. Police check. Why? Fear of the possible. Let's get rid of this fear. Let's change how the police and policing are viewed. No longer should police be viewed as those to be feared.

Policing should be PEACE KEEPING

Police Keepers do what? Stand between opposing forces to negotiate and stop violence.

I experienced an event in New York City long ago. We were on a bus when two officers came aboard. A young man stood up and pointed his fire arm at them. What did...

## ADDENDUM C: STAKEHOLDER PARTICIPANT BIOS

Cayuga County, the Cayuga County Sheriff's Office, the City of Auburn and the Auburn Police Department extends sincere thanks to the individuals who participated in the Stakeholder Working Groups and the Public Forums. Participating stakeholders were asked to provide a short background/bio to share with the Working Groups. The materials are provided here for review and reference.

### MAYOR JIM BASILE

Jim Basile is presently the Mayor for the Village of Fair Haven in Cayuga County. Mayor Basile has a civil engineering background and has worked for Raytheon corporation for 15 years in construction of power plants and a mass transportation project. The Mayor spent the next 15 years working in healthcare construction (Hospitals, nursing homes, assisted living, etc.). Presently, the Mayor has spent the last 10+ years working in construction of K - 12, college/universities (Dorms, theater, sound chamber, science laboratory, a parking garage, some break wall work in Oswego Harbor and a hand full of other miscellaneous projects.

### WILLIAM E. BERRY, JR.

My decision was made while peering out of a floor to ceiling window in the shared entranceway between Schuster Hall and the college library. During the spring semester of my sophomore year at Hunter College in the Bronx, CUNY (eventually renamed Herbert H. Lehman College,) I decided to pursue the necessary academic studies to work within the administrative trenches of academia. I wanted institutional change and surmised that the academy was the best juncture to influence and guide folks preparing to be college graduates. And this decision was made in the tumultuous times of the Sixties, empowering Black Power movement and sweeping cultural change in America. After earning a Master's degree at Boston University and turning down entry faculty positions, I completed full-time doctoral coursework at New York University (with the distinction of being a scholarship student at both institutions.) while working full-time for NYC's largest Head Start program located at 14 centers throughout Central Harlem.

As Coordinator of Social Services, I managed social, health, family, child, volunteer services, and parent involvement initiatives for the families of over 500 children. Interestingly, I did my first "ride -a-long with NYPD during those Harlem years and encouraged my parents to do the same to develop a "different" relationship with local precincts. Eventually, the pull of the academy positioned me as the first Black dean at SUNY at Stony Brook where in addition to academic responsibilities, I taught part-time in the undergraduate history department while continuing as an adjunct in the Black Studies Department at Lehman, an academic department that I fought to create while a student. After Stony Brook, I managed Antioch University's graduate and undergraduate programs in Maryland and taught at both levels of study; returned to Harlem as dean of student affairs at Malcolm-King College; served as a senior administrator and executive assistant to the president at Rockland Community College eventually followed by another senior level deanship that was one of three reporting directly to the college president at Cayuga Community College. I was tasked with handling strategic planning and institutional initiatives (I also taught in the social science department) and

developing the yet to be campus in Fulton, NY. After leaving CCC, I ventured back downstate to serve as a senior level associate dean and executive assistant to the president at York College, CUNY. I retired as vice president of student affairs for the two campus Briarcliffe College located in Nassau and Suffolk County on Long Island. I became a resident of Auburn in 1997 and regardless of where I worked, I maintained residency in the city and county.

While at CCC, I was fully active in the civic life of the city. From serving on the boards of the local NAACP, Booker T. Washington Center, Auburn Downtown Partnership, and earlier as a board member of the Martin Luther King Multi-Purpose Center in Rockland County and a member of Auburn's Business Improvement District, Mayor's Committee on Undoing Racism, City of Auburn Annual Action Plan/ Community Development Block Grant (CDBG) Human Services Proposal Review Committee, City of Auburn Arts & Culture Project Program Funding Review Committee and member, Joint Occupational Education Committee, B.O.C.E.S. of Cayuga and Onondaga Counties. I also served as an inaugural member of the Education Committee, Harriet Tubman Center for Justice and Peace and a reader at Seymour Library and Auburn High School's National African American Read-In. During my various higher education appointments, I served as a consultant for several federal and state departments and supplemented those activities with volunteer work with the Harriet Tubman Home, Inc. and other local businesses.

I am a certified diversity trainer and led the County of Nassau's ERASE Racism program while at Briarcliffe College. I have presented at numerous national conferences and chaired far too many campus or regional work groups that dealt with crisis management, governmental relations, assessment and outcomes, strategic planning, and college security in addition to liaison work with the United Way of Rockland County.

Until its December 2019 closing, I managed First Love Ministries Soup Kitchen in Auburn; designed daily menus; coordinated inventory, and cooked. Currently, in addition to proactive and long range work with city and county law enforcement, fire department, Auburn school system and several community agencies, I publish an on-line multicultural literary and visual arts journal; am married and grandfather to three granddaughters and two grandsons ranging in age from three months to seven years of age. An adult son lives in Maui and married daughters in Brooklyn and Clarence Center, NY with the youngest daughter living independently in Auburn where she works.

## FRED CORNELIUS

Frederick Cornelius is a professional police officer with over 25 years of experience with the Cayuga County Sheriff's Office. He currently holds the position of Detective Lieutenant where he commands the Criminal Investigations Division. He started with the Sheriff's Department in 1995, after attending the Central New York Police Academy where he was the Valedictorian of his class. He worked in the Patrol Division from 1995 until 1998 with the last 18 months of that time being spent focused on DWI enforcement. In 1998 he was promoted to the position of Criminal Investigator (Later changed to Detective) and held that position until 2007 when he was promoted to Detective Sergeant. He was predominantly charged with the investigation of

Child Sexual Exploitation and pornography offenses for over 20 years. He was promoted to his current rank in 2019. He has held many positions in the Sheriff's Office including SWAT Team Leader, Evidence Technician, New York State Fire Investigator, Drug Recognition Expert, Accreditation Manager, Critical Incident Negotiations Team Leader, and others. He has been a Certified Police Instructor for more than 19 years, teaching many topics in various police academies around Central New York as well as having an array of training responsibilities inside and outside the Sheriff's Office. He currently holds a certification as a NYS Master Police Instructor. Fred is also an Adjunct Instructor of Criminal Justice at Cayuga Community College teaching classes in Investigations and Criminal Justice Ethics, a class that he developed for the curriculum. Fred has a Bachelor's Degree in Criminal Justice Administration and a Master's Degree in Public Administration. Fred is married, has four children and 5 grandchildren.

### GUY THOMAS COSENTINO

Guy Thomas Cosentino is the Executive Director of the Cayuga County Community College Foundation. The Foundation supports the students, faculty and the staff at the College on both its Auburn and Fulton campuses.

Prior to his current position, he was the Executive Director of the Stardust Foundation of Central New York, The Stardust Entrepreneurial Institute and Options For Independence. He served as Mayor of the City of Auburn in the 1990s. For nearly two decades, he has moderated the public affairs shows "Inside Government" and "Beyond the Front Page", which are produced at the College. Starting in the mid 1980's through the first half of 2015 he had a twice weekly column in The Citizen covering politics and public affairs, having written more 2,500 newspaper columns.

Mr. Cosentino attended Auburn area schools and has a degree in History from Syracuse University, graduating in 1985.

Over the years he has served on numerous not for profit boards, including the Seymour Library Foundation Board, where he now serves as Secretary to the Board. During the last year he was the Chair of Cayuga County's Complete Count Committee for the United States Census. He lives in the City of Auburn with his wife, Crystal, and active 8 year old son, Samuel

### REV. JOSHUA CZYZ, MATS

Chaplain: United States Secret Service, NYDOCCS, CNYACOP, Auburn & Syracuse Police Departments, Onondaga & Cayuga Sheriff's Offices, CNYACOP.

Joshua has been in full time ministry since 1997 and has served as a chaplain and CISM team member since 2008. He is currently the EAP Coordinator at the correctional facility where he serves and Peer Support Team Member/Leader where he serves as chaplain.

Joshua has a Bachelor of Science in Bible with a Major in Pastoral Ministries from University of Valley Forge. He earned his Master of Arts in Theological Studies (Mdiv. Eq.) from Northeastern Seminary. He is currently working toward earning his Doctor of Ministry Degree with a focus in Peer Support.

Josh and his wife, Rachel, have 6 boys who keep their lives quite active! They enjoy boating in the Finger Lakes or riding with Josh on the Harley.

## ELANE M. DALY

Elane Daly is a Cayuga County Legislator in District 11 in the City of Auburn. Elane was elected to the legislature in 2017, and will complete her first term this year.

Prior to becoming a Legislator, Elane had a 35+ year career working for Cayuga County. She has a strong Public Health background beginning as a Public Health Nurse, rising to become the Director of Public Health, eventually culminating her career as the Director of Health and Human Services, a position she held for 14 years. She continues her service to the community in her retirement. Along with serving on the Legislature, where she is Chair of the Health and Human Services Committee, she currently serves on the Board of Auburn Community Hospital and of Unity House and is a member of the Community Services Board.

Elane is a lifelong resident of Auburn. She is a Graduate of Niagara University with a Bachelor's of Science in Nursing. Elane is married to her husband Kevin and has two adult sons.

## NATE GARLAND

Nate Garland is an Assistant Corporation Counsel for the City of Auburn. A graduate of the University of Buffalo and William Mitchell College of Law, Nate has worked in both private practice and the public sector. Nate identifies the time he spent as an Assistant District Attorney in the Cayuga County District Attorney's Office as among the most rewarding years of his legal career. A lifelong Cayuga County resident, Nate lives in Auburn with his wife Kristin and children Josephine and Atticus.

## LLOYD HOSKINS

Lloyd Hoskins is a criminal justice/police science graduate of Auburn Community College. He received his Bachelor of Arts in Public Justice, a Master of Science in Management, and a Master of Business Administration from the State University of New York at Oswego.

Lloyd is the Executive Director of the Cayuga County Youth Bureau, STOP-DWI Coordinator, and also Administrator for the Cayuga County Assigned Counsel program. In his capacity as Youth Bureau director and Assigned Counsel administrator, Lloyd has a vast knowledge of countywide youth development programs as well as criminal justice reform. He has worked extensively with the Cayuga County Magistrates Association and with attorneys assigned to the 18b panel on bail reform. In early 2020, he led the county's efforts in the implementation of a Centralized Arraignment Program.

Lloyd has served on a number of boards including STOP-DWI, Cayuga County Family Court Alternatives for Placement, Chief Defenders Association, Cayuga County Human Services Coalition, United Way, Cayuga Community College Foundation, City of Auburn Drug Treatment Court, Runaway/Homeless Youth, 7th Judicial Assigned Counsel task force, and Matthew House.

In 1996, Lloyd was recognized by the Cayuga County Bar Association with the Liberty Bell Award. This award was for outstanding service provided to strengthen the American system of freedom under law within the spirit of our Constitution.

In addition to his work with the Youth Bureau and Assigned Counsel program, Lloyd also serves as criminal justice adjunct faculty at Cayuga Community College.

### STEPHANIE HUTCHINSON

Stephanie Hutchinson is a lifelong Auburnian and has served as the Executive Director of the Auburn Housing Authority since April 2010. During her tenure, the Housing Authority has prioritized the modernization of Housing Authority apartment complexes and the expansion of Housing Authority programming to include households experiencing homelessness and low-income households facing adversity in the rental market due to poor rental histories, criminal histories, or disability and/or substance abuse disorders. The Housing Authority has also taken an active lead in the community on issues surrounding homelessness, including as administrator of the local Homeless Taskforce and as sponsor and developer of Merriman Circle, a 28-unit supportive housing complex that provides permanent and transitional housing for homeless families. The Housing Authority has also prioritized developing partnerships with local human services organizations and schools to find ways to better serve the Housing Authority's residents and program participants.

Prior to working for the Housing Authority, Stephanie worked for three years as a Senior Management Analyst for the Onondaga County Division of Management and Budget, where she oversaw the budgets for the Onondaga County Sheriff's Office, the Onondaga County District Attorney's Office, the Department of Correction, and the County's Insurance Fund. She holds a master's degree in Public Administration with a concentration in State & Local Government Financial Management from Syracuse University and a bachelor's degree in Industrial & Labor Relations with joint concentrations in Economics and Statistics from Cornell University.

Stephanie has been a member of the Board of Trustees of Cayuga Community College since 2016. She has served as Vice President of the Board and currently chairs the Board's Finance Committee. She also serves on the Board of the Genesee Elementary Scholarship Program, which provides scholarships to former Genesee Elementary students who are pursuing college degrees or job skills training. Stephanie participated in the Leadership Cayuga Class of 2012. She resides near downtown Auburn with her husband and two children.



## STEPHEN F. LYNCH, AICP

Since 2006 Mr. Lynch has been Director of the Cayuga County Department of Planning & Economic Development and the Executive Director of the Cayuga County Development Corporation. From 2006 to 2013, Steve was the Executive Director of the Cayuga County Industrial Development Agency.

Steve has over twenty-years of experience in public participation, meeting facilitation and the delivery of planning, zoning, community and economic development services to the residents of Auburn and Cayuga County. Prior to his current position with Cayuga County, Mr. Lynch was the Director of Planning and Economic Development for the City of Auburn, NY and Executive Director of the City of Auburn Industrial Development Agency (AIDA).

Steve serves on a number of community boards, including Vice Chair of the Cayuga County Convention & Visitor's Bureau, the Cayuga County Water Quality Management Agency, the Cayuga County Agriculture and Farmland Protection Board and the Central New York Regional Planning & Development Board.

Steve holds a Master's Degree in Landscape Architecture from the State University of New York College of Environmental Science and Forestry in Syracuse NY and has an extensive knowledge of state and federal legislation with regard to Planning, Zoning, Land Use, Community and Economic Development.

Steve is an active member of the American Planning Association, the American Institute of Certified Planners and the NYS Association of County Planning Directors. He lives in Auburn with his wife and son.

## CHRIS MAJOR

Chris Major is currently a Police Officer with the City of Auburn Police Department. Following graduation in 1992 from Auburn High School, Chris earned a Bachelor's Degree in Public Justice from Oswego State University. In 1998, Chris started Majorpalooza which is a not-for-profit charitable organization that supports at-risk youths. Since 1998, Majorpalooza has donated tens of thousands of dollars to local causes and families in need. After being hired by the City of Auburn in 2001, Chris had the privilege of working as a School Resource Officer from 2005-2019. Chris recently returned to the patrol division where he plans on finishing his career. He is currently married with three kids and lives with his family in Auburn.

## DEBBY MCCORMICK

I am serving my second term as an Auburn City Councilor. Prior to that I served the city as City Clerk for 13 years and I was employed by Cayuga Bank as Marketing Assistant. I have an Associate Degree in Police Science from CCC.

As City Councilor, I represent the City on the Auburn Downtown BID Board and Owasco Lake Watershed Management Council.

My community service and other affiliations include:

- Big Brothers Big Sisters Board Member (which is no longer active in Cayuga County)

- Tomatofest of CNY Board Member
- Hospice -volunteer
- 1st Amendment 1st Vote Board Member
- Graduate of Inaugural class of Leadership Cayuga
- Cayuga County Social Justice Collective - member
- WomenElect – Facilitator

Aside from a few years in Norfolk Virginia while my husband was in the Navy, Auburn has been my home.

## DR. RHODA OVERSTREET-WILSON

Dr. Rhoda Overstreet-Wilson was born and raised in Auburn New York. She is the Executive Director of a well-known and loved residence for the elderly in Auburn, the Westminster Manor Adult Home. She is married to Roy Wilson and they have two adult children. Dr. Overstreet-Wilson received her Doctorate in Education from St. John Fisher College after successfully defending her dissertation on Gender Micro aggression in July 2020. She is currently completing the New York State requirement to become a certified Nursing Home Administrator.

Prior to working with the elderly population, she worked for over twenty years in the juvenile justice system. Dr. Overstreet-Wilson is certain that her career path was preparation for her life's calling and that is to inspire change for the greater good. She worked for decades advocating for youth and their families in a system that was unfair and inequitable and knows firsthand the despair it causes. She is a firm believer in servant leadership, and she demonstrates that through her attitude and actions.

She is currently the Board President of the Booker. T. Washington Community Center, the Vice President of the Auburn Cayuga Branch of the NAACP, and an Auburn Enlarged City School District board member. Additionally, she serves on several other boards in the Auburn community for the purpose of advocacy and representation. Dr. Overstreet-Wilson believes that the development of intentional partnerships is the key to change and when partnerships are strong, all things are possible. She has purposefully cultivating community connections that have given her a platform to be a change agent.

## HEATHER PETRUS, MS, LMHC

Heather Petrus is employed as the Executive Director of Cayuga Counseling Services and has been committed to and passionate about victim services since her career began in 2000. Cayuga Counseling Services, Inc. is a not-for profit human services agency that has been committed to providing services to meet the needs of children and families since 1921. CCS has an operating budget of over 6 million dollars, employs 85 staff members and operates 41 diverse human service programs in Cayuga, Onondaga and Tioga Counties. Services range in scope from preventive to outpatient mental health treatment. CCS is the umbrella and lead agency for many County-wide multi-disciplinary team collaborations including the County's Rape-Crisis

Program, Child Advocacy Center, Children Victimized by Substance Abuse Program, and Child Fatality Review Team. The agency also provides adult and juvenile alternatives to incarceration and detention programming.

Heather attained her Master's Degree in Psychology with a specialization in Mental Health Counseling in 2000 from Nova Southeastern University in Miami, Florida and has worked in the field for over 20 years in various roles at CCS prior to accepting the Executive Director position in 2011. Her past roles at Cayuga Counseling Services include employment as a therapist, Director of SAVAR, Director of Child and Adolescent Day Treatment, Clinic Director and Deputy Director. Heather has a demonstrated and extensive accomplished history of program development and operations as well as grant implementation and oversight and a sound understanding of finance.

Ms. Petrus serves on many state, regional and local committees committed to program development and system redesign including the State's Child/Adolescent Day Treatment Program Re-Design Team, Onondaga County Alternatives to Incarceration Advisory Board, New York State Regional Partnership for Youth Justice Steering Committee, and the Regional Juvenile Justice Reform Re-Design Team. In addition, Ms. Petrus provided consultation to NYS Office of Mental Health certified Child/Adolescent Day Treatment Programs throughout New York State to help programs reduce the use of physical restraint and seclusion by utilizing crisis prevention and intervention techniques.

Since her reign as Executive Director, Ms. Petrus has secured over 2 million dollars in State and Federal funding to develop and implement innovative programs and collaborative multi-disciplinary initiatives to meet the needs of our community. Heather has presented at National and State Conferences as well as a select group of representatives from the United States Department of Justice and Congress regarding victim services, the importance of multi-disciplinary collaboration and innovative program design. In 2006, Ms. Petrus was awarded the Mental Health Provider of the Year and was the Director of the Program (Child/Adolescent Day Treatment) that won the Program of the Year.

Heather resides in Weedsport with her husband, Legislator and New York State Parole Officer Christopher Petrus and their only child, Isabella.

## LAURIE A. PICCOLO

I have resided in Auburn for most of my life, excluding when I attended college in Boca Raton, Florida. I have two siblings, a sister who resides in Auburn and is a small-business owner with her husband; and half-brother that resides in Ft. Myers, Florida who has a history of a career in law enforcement and is currently a small business owner. Our father owned a used auto parts business for 25 years in Auburn and our mother was the nurse manager of the psychiatric unit at Auburn Memorial (Community) Hospital for 27 years.

I am a graduate of Syracuse University's School of Social Work. I began my career as a hospital social worker, became the director of social work at the County nursing home then the administrator of a 60-bed adult care facility for the chronically, mentally ill in Weedsport, NY. I held the position of administrator for 14-years

prior to accepting my current position as the executive director of Community Action Programs Cayuga/Seneca (CAP). I have been the executive director of CAP for close to 10 years.

#### LT. MICHAEL J. WELLAUER

Michael J Wellauer has over 25 years' experience with the Cayuga County Sheriff's Office. He currently holds the rank of Lieutenant and is responsible for the Patrol Division, which consists of the Patrol, Special Patrol and Civil Sections along with other specialized units. His career in Law Enforcement began in 1995 when he was hired and attended the Central New York Police Academy.

He holds a Bachelor's degree from SUNY Oswego in Public Justice. Throughout his time on patrol he spent several years in DWI and Traffic Enforcement, pursued various training as a member of the Sheriff's Office SWAT Team, Accident Reconstruction Team and eventually was promoted to the rank of Sergeant in 2003. In 2007 he was promoted to his current position. In addition to these duties, he is also an Adjunct Instructor in the Criminal Justice program at Cayuga Community College since 2013. Aside from his pursuit of professionalism in serving Cayuga County, Michael's most valued time is spent with his wife and four children along with many friends and faith family.