



“TOGETHER We Move Forward”



Presented by APD Command Staff

Introductions: APD Staff and Social Justice Members in attendance

Purpose and Scope of this Presentation: *Why? Mutual Understanding / What is the Function of the Auburn Police Department in OUR Community?*

Mission of the Auburn Police Department: *Chief Butler*

- Values
- 2020/21 Goals

Accreditation: *Chief Butler*

Governor's Police Reform and Reinvention Collaborative: *Chief Butler*

Use of Force: *Sgt. Smith / PO Villano*

- Policy & Procedures to include *Duty to Intercede / Carotid Holds*
- Yearly Training Requirements
- Use of Force Departmental Statistics - *Chief Butler / DC Anthony*

Citizen Complaint Process: *Deputy Chief Anthony*

- Policy & Procedures
- Facilitation with Human Rights Commission

APD Budget: “*Defunding the Police*” – What Does that mean at APD? *Chief Butler*

Emergency Response Team (ERT): *Lt. Deyo*

- Why Do We Need This Unit? (*Preservation of Life*)
 - Types of Issues Where Team is Utilized and why not handled by Patrol
 - Training Requirements / Frequency
 - Militarized Equipment / Do we have or use any surplus equipment?

Detective / ID Bureau: *Capt. Platt*

- Role and Function
- Victim Specialist Program
- DV Follow-Up Program

Officer Training: *Lt. Slayton*

- Overall Training Program Objectives this year and in past
- Yearly State Requirements and how we meet or exceed those
- De-escalation / Implicit Bias / Cultural Understanding

Recruiting Program / Process: *Lt. Slayton*

- Current and Past Efforts – Successes and Focus for future efforts (Stats from last test)

School Resource Officer/COP/Officer Wellness Programs: *Sgt. C. Gilfus*

- SRO Program Overview / Successes throughout it's existence and is it necessary in our overall objective to build trust and legitimacy with our children?
- Main Focus is Relationship Building-Mentorship / Safety is a secondary and included focus
- Community Policing Efforts / Overall Departmental Objective Practiced by All Officers

The Role of the Union: *PO Villano, Breeze, Major, Sgt. Spangler*

Conclusion: Questions/Comments



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Vacant Sergeant Position (1 st -Line Supervisor / Midnight Shift)

Purpose and Scope: “The Why?”

Presented by: Chief Shawn Butler

Education & Understanding: At the heart of any successful Community Policing program there must be an informed relationship between all parties in order to foster trust and transparency, ie; between the public and the police. Also crucial to a positive partnership is a mutual understanding of the needs and expectations of one another which must be accomplished through the continual dialogue and reciprocal education of all parties involved.

- **Some recent events where our community members have made concerted efforts to understand each others needs and expectations:**

- “Together We Move Forward” August 10th, 2020
- “County/City Law Enforcement Meeting with Social Justice Leaders” July 20, 2020
- “Racism in our Community-from the perspective of young adults” 3-part series July 2,9,16, 2020
- “Town Hall Listening Meetings” – ERHC June 27, 2020
- “George Floyd Rally/March” – Downtown Auburn May 31, 2020

In 1829 Sir Robert Peel established 9 basic principals of policing during the creation of the London Metro Police Force. These still ring true today and include:

- Recognizing that the power of the police to fulfill their functions and duties is dependent on public approval of their existence, actions and behavior, and on their ability to secure and maintain public respect
- Recognizing that to secure and maintain the respect and approval of the public means also the securing of the willing cooperation of the public in the task of securing observance of laws.
- Recognizing that the extent to which the cooperation of the public can be secured diminishes proportionately the necessity of the use of physical force and compulsion for achieving police objectives.



Mission, Values, & Goals

Presented by: Chief Shawn Butler

- **Mission Statement:** To enhance the quality of life in the City of Auburn by working cooperatively with the citizenry to enforce the laws, preserve the peace, and provide for a safe environment.

Without a strong and active partnership with those we serve, our capabilities will become diminished.

- **Motto:** “Expect Excellence” A standard the community places upon us as well as what we do of ourselves, as well as each other. Accountability is crucial and key to success!



Values:

The values of the Auburn Police Department begin with the common understanding that all citizens shall be treated with **Human Dignity**. Regardless of race, social class, gender, religion, background or beliefs, each individual we serve will be given **Respect, Excellence of Service, Compassion** and understanding, while we promise to always maintain our **Integrity** through collaborative **Teamwork** and **Accountability** by means of a strategic partnership with the community members that we serve.

- B. **Respect:** The Auburn Police Department views the law and the community as the source of its authority and will faithfully and without bias or prejudice honor this commitment.
- C. **Excellence:** The Auburn Police Department strives for distinct and superior service between our membership and the partnership we share with the community we serve.
- D. **Compassion:** The Auburn Police Department strives to show respect for and be sensitive to all citizens and their problems.
- E. **Integrity:** The Auburn Police Department believes in honesty, consistency and transparency in every interaction with the public that we serve.
- F. **Teamwork:** The Auburn Police Department believes that each citizen must become involved in efforts to solve their own problems. We must work as a team in order to accomplish mutual goals for our community.
- G. **Accountability:** Members of the Auburn Police Department are held to the highest standards of accountability to ourselves, our fellow officers, our administration, and those that we serve.



Goals:

1). Continued Engagement and Improvement of Service to our Community

Goal: Develop programs and partnerships that continue to build trust and equity with our citizens through understanding of each other's common desires of maintaining a safe and vibrant community for all to thrive within.

Objectives: Calls for service will continue to be answered in a positive and helpful manner in all instances where possible. Our members will continue to give citizens opportunities to be educated on crime prevention through Community Policing Programs, School Resource Officer programs, as well as consistent communication through all media platforms in order to keep our residents informed.

The Auburn Police Department will continue to issue periodic Community Satisfaction Surveys that will give residents an opportunity to tell us how we are doing with the service that we provide while offering suggestions on ways we can improve. The Auburn Police Department will continue with such community initiatives like "Coffee with a Cop," "Building Bridges," "National Night Out," and neighborhood engagements like our "Help us Help you" programs.

2). Develop a Comprehensive Police Reform and Reinvention Plan

Goal: In adherence to and in compliance with New York State Governor Andrew Cuomo's Executive Order No. 203, the Auburn Police Department will review our current policies and procedures and develop a plan to improve upon those areas deemed necessary.

Objectives: *Promote community engagement to foster trust, fairness, and legitimacy, and to identify and address any racial bias within current policies and procedures. *Convene the stakeholders in the community to develop and create the required plan for adoption. Offer a public comment period regarding the developed plan. *Present the Auburn Police Department plan to the Auburn City Council for adoption as a local law or resolution no later than April, 2021.



Goals:

3). Recruitment / Retainment

Goal: Establish new ways to attract, hire, diversify and retain personnel.

Objectives: *To work with our City of Auburn Civil Service Commission as well as community stakeholders in streamlining our recruiting process to increase efficiency and consistency, as well as establish a system of checks and balances in regards to background checks. This may include delegating various department bureaus to complete different sections of a background check, revamping our background checklist, and establishing guidelines/ requirements/ refresher training for FTO Officers.

*To increase our applicant pool, especially people of color, women, and other individuals who are under-represented in departmental ranks for possible employment within law enforcement by developing trust; instilling effective communication between potential applicants and assisting them in learning about our department and the processes involved with joining our department. This will be accomplished under coordinated efforts with our community stakeholder partner agencies.

4). Administration Succession Plan

Goal: Succession Planning is a critical leadership tool for ensuring our agency's organizational growth and continuity by eliminating substantial gaps in our institutional memory, knowledge, and leadership through strategic (planned) placement of key personnel.

Objective: Work to develop and implement a plan for the future replacement of key leadership positions, both in the short and long term.



Accreditation: *What is it and Why is it Important?*

Presented by: Chief Shawn Butler

In July 2018 the Auburn Police Department embarked on a multi-year project to obtain **New York State Law Enforcement Agency Accreditation** for the first time in our department's history. Accreditation provides a law enforcement agency with a mechanism with which to evaluate and improve the overall effectiveness of their agency and the performance of their staff; and gives formal recognition to agencies that meet or exceed general expectations of quality in the law enforcement field.

In order to be considered as an accredited agency, chiefs of police and other agency program staff must be able to clearly demonstrate that they have developed, implemented, and adhered to a variety of sound policies that comply with the 110 standards set forth by the New York State Division of Criminal Justice Service Accreditation Council in the areas of administration, training, and operations.

Accreditation Objectives: *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.

Accreditation Benefits: *The knowledge that agency policies comply with New York State as well as professionally recognized standards; *Assurance of regular review of the agency's written directives; *Diminished vulnerability to civil law suits and costly settlements; *Enhanced understanding of agency policies and procedures among all personnel; *Greater administrative and operational effectiveness, and; *Greater public confidence in the agency

Governor's Police Reform and Reinvention Collaborative

Presented by: Chief Shawn Butler

- On June 12th, 2020 Governor Andrew Cuomo signed Executive Order #203 titled “New York State Police Reform and Reinvention Collaborative” in an effort to eliminate racial inequities in policing, modify and modernize policing strategies, policies, procedures, and practices, and to develop better practices to better address the particular needs of communities of color, to promote public safety, improve community engagement, and to foster trust.
- The order instructs each local government chief executive to complete the following by or before April 1st, 2021:
 - Convene the local police agency head and community stakeholders to develop a plan which shall consider evidence-based policing strategies, including but not limited to, use of force policies, procedural justice; any studies addressing systemic racial bias or racial justice in policing; implicit bias awareness training; de-escalation training and practices; law enforcement assisted diversion programs; restorative justice practices; community-based outreach and conflict resolution; problem-oriented policing; hot spots policing; focused deterrence; crime prevention through environmental design; violence prevention and reduction interventions; **model policies and guidelines promulgated by the New York State Municipal Police Training Council**; and **standards promulgated by the New York State Law Enforcement Accreditation Program**.
 - The political subdivision, in coordination with its police agency, must consult with stakeholders, including but not limited to membership and leadership of the local police force; members of the community, with emphasis in areas with high numbers of police and community interactions; interested non-profit and faith based community groups; the local office of the district attorney; the local public defender; and local elected officials, and create a plan to adopt and implement the recommendations resulting from its review and consultation, including any modifications, modernizations, and innovations to its policing deployments, strategies, policies, procedures, and practices, tailored to the specific needs of the community and general promotion of improved police agency and community relationships based on trust, fairness, accountability, and transparency, and which seek to reduce any racial disparities in policing.
 - Such plan shall be offered for public comment to all citizens in the locality, and after consideration of such comments, shall be presented to the local legislative body in such political subdivision, which shall ratify or adopt such plan by local law or resolution, as appropriate, no later than April 1, 2021.



Plan Development

- It is the desire of the City of Auburn to partner with Cayuga County officials and stand-up a steering committee that will guide both governmental bodies through a unified plan development for the City of Auburn and Auburn Police Department and the County of Cayuga and the Cayuga County Sheriff's Office.
- This steering committee will develop workgroups consisting of local elected officials, police agency members, community stakeholder groups and citizens alike who will work together to discuss and suggest equitable and meaningful, innovative ideas that meet the needs of our community in further developing the relationships between the police and the public we serve
- When the workgroups report back to the steering committee with their constructed ideas and suggestions they will facilitate the creation of the local government plans that will then be presented to the public at large for conversation and feedback, ultimately refined into the form of a resolution for passage by each governmental body. Once approved the plans will be forwarded on to the New York State Director of the Division of Budget who will affirm that the process has complied with.
- We as unified bodies of local government would like to begin work on this plan in the very near future.



Use of Force/Officer Involved Shooting Policy

Learning Objectives:

Presented by: Sgt. Jamie Smith and PO Joe Villano

- Define Auburn PD definitions of deadly force, force, less than lethal force, objectively reasonable, serious physical injury and de-escalation.
- Fully review Auburn Police Use of Force policy #300, Use of Force Review Board policy #301 and Officer-Involved Shootings and Deaths policy #305
- Discuss the importance behind every officer's duty to intercede.
- Identify per APD policy situations where force shall not be utilized to achieve a goal or objective.
- Identify factors that will determine an officer's reasonableness of force.
- Discuss APD policy regarding carotid/choke holds and the changes that New York State has made regarding carotid/choke holds
- Discuss APD policy/procedure in regards to any deadly physical force application
- Discuss APD policy for post use of force procedures
- Identify the types of investigations involved in an officer involved shooting (OIS)
- Identify responsibilities of the officer involved in a shooting and the unininvolved officer's responsibilities
- Discuss factors to be considered for the officer involved in a shooting
- Discuss debriefing the importance behind debriefing an incident



Auburn Police Department Use of Force Definitions:

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.

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

LESS THAN LETHAL FORCE: Any use of force other than that which is considered deadly force that involves physical effort to control, restrain, or overcome the resistance of another.

OBJECTIVELY REASONABLE: The determination that the necessity for using force and the level of force being used is based upon the officers evaluation of the situation in light of the totality of the circumstances known to the officer at the time the force was used and upon what a reasonably prudent officer would use under the same or similar situation.



Use of Force Definitions Continued:

SERIOUS PHYSICAL INJURY: Injury that involves a substantial risk of death, protracted and obvious disfigurement, or extended loss or impairment of the function of a body part or organ.

DE-ESCALATION: Taking action or communicating verbally or non-verbally during a potential force encounter in an attempt to stabilize the situation and reduce the immediacy of the threat so that more time, options, and resources can be called upon to resolve the situation without the use of force or to reduce the use of the force necessary. De-escalation may include the use of such techniques as command presence, advisements, warnings, verbal persuasion, and tactical repositioning.

PURPOSE: The purpose behind the Auburn Police Use of Force Policy and procedures is to establish the proper procedures for both use and the required reporting and evaluating of a sworn APD Officer use of force or deadly physical force during an encounter with members of the public.



Use of Force Policy Section: 300

<https://www.auburnny.gov/police-department/pages/use-force-policy>

POLICY (#300.2):

- The APD policy follows the guidelines set forth in *Graham v. Connor* which states that an officers use of force must be objectively reasonable in light to the totality of the circumstances faced by the officer at the time force is used.
- APD Policy also states that officers shall only use the level of force necessary in the performance of their duties within the limits established by Article 35 of the NYS Penal Law.

DE-ESCALATION (#300.2.1):

- An officer shall use de-escalation techniques and other alternatives to higher levels of force
- consistent with training whenever possible and appropriate, without jeopardizing officer safety,
- before resorting to force and to reduce the need for force.
- Whenever possible and when such delay will not compromise the safety of the officer or another person and will not result in the destruction of evidence, escape of a suspect, or commission of a crime, an officer shall allow an individual a reasonable amount of time and opportunity to submit to verbal commands before using force on the individual.



Use of Force Policy Section: 300 continued

<https://www.auburnny.gov/police-department/pages/use-force-policy>

DUTY TO INTERCEDE (#300.2.2):

- Any officer present and observing another officer 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. An officer who observes another officer use force that exceeds the degree of force permitted by law should promptly report these observations to a supervisor.

USE OF FORCE (#300.3):

- Officers shall only use the amount of force that's necessary given the facts and circumstances facing that officer from their POV at the time of the incident.
- Officers are entrusted to utilize their discretion and training while using force.
- Officers are permitted to improvise their response to rapidly unfolding situations which may include using other tools or the environment around them in order to effectively accomplish a legitimate law enforcement goal.
- Officers are permitted to remove their firearms from their holsters if they deem it necessary in regards to a situation.



Use of Force Policy Section: 300 continued

<https://www.auburnny.gov/police-department/pages/use-force-policy>

USE OF FORCE TO EFFECT AN ARREST (#300.3.1):

- Per NYS PL Article 35, a police officer may use reasonable physical force to effect an arrest, prevent escape of a person of custody, or in defense of self or others from imminent physical force.
- Force shall not be used to:
 - Extract an item from the anus or vagina w/o a warrant.
 - Coerce a confession from a subject in custody.
 - Obtain blood, saliva, urine or other bodily fluid or cells for scientific testing w/o a court order or warrant

FACTORS TO CONSIDER (#300.3.2):

*Severity of the threat	*Subjects conduct	*Seriousness of offense
*Experience of officer	*Potential of injury	*Resist/Evade/Attack?
*Risk of escape	*Need for detainment	*No longer a threat
*Prior history	*Any other articulable circumstances	*Mental state
*Officer-Subject Factors	*Drugs/Alcohol	*Weapons involved
*Subject restrained? How well?	*Availability of other options?	

Pain Compliance Techniques





Use of Force Policy Section: 300 continued

<https://www.auburnny.gov/police-department/pages/use-force-policy>

PAIN COMPLIANCE (#300.3.3):

- Pain compliance techniques may be effective in controlling a physically or actively resisting individual. Officers may only apply those pain compliance techniques for which they have successfully completed department and/or academy approved training.

FACTORS TO CONSIDER (#300.3.3):

- The degree to which the application of the technique may be controlled given the level of resistance.
- Whether the individual can comply with the direction or orders of the officer.

Carotid Control / Choke Hold



****CHOKE HOLDS ARE PROHIBITED, EXCEPT IN DEADLY PHYSICAL FORCE SITUATION. (#300.3.4)****



Auburn Police Department Deadly Physical Force Policy Section: 300.4

Deadly Force Applications:

- An officer may use deadly force to protect him/herself or others from what he/she reasonably believes would be an imminent threat of death or serious bodily injury.
- An officer may use deadly force to stop a fleeing subject when the officer 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 officer 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.

Who to Discuss the Incident With:

* Chief / Deputy Chief of Police	* Involved Officer's Command	* Investigative Personnel
* Corporation Counsel	* District Attorney	* Personal Attorney
* Psychologist	* Physician	* Chaplain
* Union Officials	* Family	



Shooting at or From a Moving Vehicle (#300.4.1):

- Shooting at or from moving vehicles is rarely effective and should only be done when the officer reasonably believes there are no other means to avert the threat.

Deadly Force Against Animals (#300.4.2):

- DPF against an animal is permitted when the animal presents an imminent danger of serious harm or the animal is badly injured.

Reporting the Use of Force (#300.5):

- Any use of force by a member of this department shall be documented promptly, completely and accurately in a incident report. The officer 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 department may require the completion of additional report forms, as specified in department policy, procedure or law. In the event that the officer using force is unable to complete the reports due to injuries, the supervisor shall prepare or cause them to be prepared.

Notifications To Supervisors (#300.5.1): (Notification should be made as soon as possible following a use of force and a Supervisor will make every effort to respond to the incident scene to investigate the below instances of force

*Visible Injury Was Caused

*Use of Taser/OC Spray/Baton

*Subject Struck or Kicked

*More Than Momentary Discomfort

*Firearm Pointed at Individual

*Any Complaint of Pain

*Subject Lost Consciousness

*Indications of an Intent to Pursue Litigation

*Restraint Device Other Than Handcuffs/Belly Chain or Leg Shackles Utilized



Other Considerations During Any Use of Force Incident:

- ALWAYS ask if the subject wants to be medically evaluated
- TAKE PHOTOS!!
- Constantly reassess what is occurring and change force options as necessary

Officer Involved Shootings and Deaths (#305)

- The purpose of this policy is to establish guidelines in the event of an officer involved shooting or a subject that dies due to an action of an officer.

Types of investigations:

- Criminal Investigation of the suspects actions
- Criminal Investigation of the Officers actions
- Administrative Investigation as to the policy compliance of the involved officer(s)
- Civil investigation to determine potential liability

Every Use of Force Incident Is Reviewed & Approved By:

- Sergeant – 1st Line Supervisor
- Lieutenant / Captain – Shift or Bureau Commander
- Deputy Chief of Police
- Chief of Police



Use of Force Statistics 2012-2020 (current)

Presented by: Chief Shawn Butler & Deputy Chief Roger Anthony

Number of Use of Force Incidents

Year	# of Calls for Service	# of incidents	Hands On	Taser Displayed	Taser Deployed	Taser Drive Stun	OC Spray	Baton	Firearm Displayed	Firearm Used
2012*	19362	26 (.13%)	19 (73.1%)	0 (0%)	1 (3.8%)	3 (11.5%)	4 (15.4%)	0 (0%)	0 (0%)	0 (0%)
2013	25165	72 (.29%)	52 (72.2%)	1 (1.4%)	8 (11.1%)	5 (6.9%)	6 (8.3%)	0 (0%)	0 (0%)	0 (0%)
2014	27647	93 (.34%)	58 (62.4%)	5 (5.4%)	5 (5.4%)	1 (1.1%)	22 (23.7)	1 (1.1%)	0 (0%)	1 (1.1%)
2015	28377	84 (.30%)	75 (89.3%)	2 (2.4%)	2 (2.4%)	0 (0%)	3 (3.6%)	0 (0%)	2 (2.4%)	0 (0%)
2016	27156	81 (.30%)	74 (91.4%)	3 (3.7%)	4 (4.9%)	2 (2.5%)	5 (6.2%)	0 (0%)	0 (0%)	0 (0%)
2017	28435	93 (.33%)	79 (84.9%)	3 (3.2%)	4 (4.3%)	0 (0%)	6 (6.5%)	1 (1.1%)	0 (0%)	0 (0%)
2018	28080	134 (.48%)	93 (69.4%)	10 (7.5%)	7 (5.2%)	2 (1.5%)	6 (4.5%)	0 (0%)	31 (23.1%)	0 (0%)
2019	25587	126 (.49%)	103 (81.7%)	10 (7.9%)	4 (3.2%)	0 (0%)	3 (2.4%)	0 (0%)	25 (19.8%)	0 (0%)
2020**	12065	56 (.46%)	42 (75%)	3 (5.4%)	1 (1.8%)	3 (5.4%)	0 (0%)	0 (0%)	9 (16.1%)	0 (0%)

* Stats are from 08/06/12 – 12/31/12 (partial year)

** Stats are from 01/01/2020 – 06/22/2020

Auburn Police Department Use of Force by Race/Gender

<u>Year</u>	<u># of calls for Service</u>	<u># of incidents</u>	<u>White male</u>	<u>White female</u>	<u>Black male</u>	<u>Black female</u>	<u>Other</u>
2012*	19362	26*	17 (65.4%)	2 (7.7%)	5 (19.2%)	2 (7.7%)	0 (0%)
2013	25165	72	44 (61.1%)	11 (15.3%)	12 (16.7%)	1 (1.4%)	4 (5.6%)
2014	27647	93	39 (41.9%)	21 (22.6%)	16 (17.2%)	9 (9.7%)	8 (8.6%)
2015	28377	84	41 (48.8%)	11 (13.1%)	18 (21.4%)	12 (14.3%)	2 (2.4%)
2016	27156	81	37 (45.7%)	18 (22.2%)	17 (21%)	6 (7.4%)	3 (3.7%)
2017	28435	93	45 (48.4%)	24 (25.8%)	16 (17.2%)	7 (7.5%)	1 (1.1%)
2018	28080	134	61 (45.5%)	23 (17.2%)	34 (25.4%)	9 (6.7%)	7 (5.2%)
2019	25587	126	69 (54.8%)	25 (19.8%)	26 (20.6%)	4 (3.2%)	2 (1.6%)
2020**	12065	61	35 (57.4%)	10 (16.4%)	11 (18%)	4 (6.6%)	1 (1.6%)

* Stats are from 08/06/12 – 12/31/12 (partial year)

** Stats are from 01/01/2020 – 06/22/2020

*** **Other** includes (American Indian or Alaskan Native, Asian, Hispanic or Latino)

All numbers rounded to the closest .1%

Auburn Police Department Use of Force Statistics by Month

<u>Year</u>	January	February	March	April	May	June	July	August	September	October	November	December
2012*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4	7	4	6	5
2013	8	4	8	4	8	11	6	4	4	4	4	7
2014	6	8	6	7	4	13	5	7	8	5	11	12
2015	7	3	7	8	9	5	7	7	3	10	6	11
2016	11	9	7	6	8	1	8	11	5	5	3	6
2017	7	6	1	3	13	11	7	5	11	11	12	6
2018	12	9	14	9	18	9	5	10	12	9	11	15
2019	5	6	5	12	18	15	14	13	5	7	10	16
2020**	8	9	9	16	9	8						

* Stats are from 08/06/12 – 12/31/12 (partial year)

** Stats are from 01/01/2020 – 06/22/2020



Citizen Complaint Process

Presented by: Deputy Chief Roger Anthony

Complaint Categories:

- Informal complaints are matters capable of being resolved between the person making the complaint and the first line supervisor.
- Formal complaints are matters that the supervisor determines further action is required and initiates an investigation. Once these investigations are completed they are then forwarded to the office of the chiefs of police for consideration.
- Incomplete complaints occur when the complaining person makes themselves unavailable for follow up. If the complaint is serious and can be investigated without the complaining person's involvement, the supervisor will continue an investigation.



Auburn Police Department Personnel Complaints Policy: (#1010)

Policy: (1010.2)

- The Auburn Police Department takes seriously all complaints regarding the services provided by the Department and the conduct of its members. The Department will accept and address all complaints of misconduct in accordance with applicable federal, state and local rules and the requirements of any collective bargaining agreements. It is the policy of this department to ensure that the community can report misconduct without concern for reprisal or retaliation.

Acceptance: (1010.4.1)

- All complaints will be courteously acknowledged by any department member and promptly referred 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



Complaint Process:

- A citizen filing a complaint should be encouraged to file complaints in person so that proper identification, signatures, photographs or physical evidence may be obtained as necessary.
- The citizen should seek out the supervisor responsible at the time of the incident in question by making contact with the APD desk officer.
- The citizen should meet with the appropriate supervisor to file the complaint. If the issue cannot be resolved during the initial meeting, the citizen can file a formal complaint by having a citizen complaint form completed with the supervisor.
- It should be understood that the time to file a complaint is not during an in-progress police matter, it is after the matter is finished and needs to be with the supervisor of the officer(s) involved.
- Upon the receiving of a complaint the supervisor will initiate a thorough investigation into the matter. This includes interviewing witnesses, documenting any available evidence to include photographs, video recordings, neighborhood canvass interviews, and documentation of any alleged injuries or lack thereof.



Complaint Process continued:

- Upon completion of an internal investigation into a formal complaint, the first line supervisor will forward a report to his/her commanding officer along with a recommended disposition.
- The commanding officer will review the supervisor's report and then make a recommendation to the office of the Chiefs of Police for further review.
- The internal investigation will then be reviewed by the Chiefs of Police and a final decision will be made as to the disposition of the complaint and investigation based on the evidence and facts.
- All formal personnel investigations will be determined to be one of these four dispositions: Sustained, Not Sustained, Exonerated or Unfounded.
- The investigating supervisor will notify the citizen who filed the complaint what the final disposition of the complaint was.



Administrative Investigation:

- A personnel complaint may be initially presented to the department in person, by telephone, e-mail, by letter. Prompting an inquiry by a supervisor to the complainant.
- No department employee shall attempt to discourage, interfere or delay an individual from making a complaint.
- Every effort shall be made to facilitate a complaint by ensuring the process is convenient, courteous and prompt by responding to all complaints in a courteous and professional manner
- No department employee shall be subjected to any criticism, retaliation or reprisal for accepting or initiating a complaint.
- Supervisors shall ensure that all formal complaints are documented on a complaint form. The supervisor shall ensure that the nature of the complaint is defined as clearly as possible.
- Issues relating to guilt or innocence after being arrested and charged with a crime or being issued a traffic citation are often referred to the District Attorney's Office and the courts as they are the appropriate venue.
- Complaints received against members of APD are not commonplace. APD officers are well trained and are directed to be professional at all times. Of course, we are human and people make mistakes from time to time. That is why we have an organized and defined process in place to address any perceived or actual wrong-doings of our members.
- Upon the rare occasion that a member of APD is found to have engaged in an action that is in direct violation of APD's rules of conduct, Federal or State law, we have a strong progressive discipline policy to provide corrective measures in these instances.

City of Auburn Human Rights Commission:

- The Auburn Police Department has a long standing and open relationship with the City of Auburn Human Rights Commission. This Commission offers citizens an independent place to bring their perceived grievances relating to human rights, in some instances these can be related to policing.
- There have been a few occasions within the past four years in which commission members met with APD staff to discuss issues/complaints brought to the commission by citizens.
- On each of these occasions our members worked with the Commission to investigate the complaint and discussed the disposition upon completion of our investigation.

Auburn Police Department 2020/21 Budget

Presented by: Chief Shawn Butler

Budget Category	Budget Amount	Budget %
Salaries & Wages	\$5,466,624	58%
Employee Benefits	\$2,980,831	32%
Retirement - Police	\$1,255,217	
Health Insurance	\$1,009,170	
Social Security & Medicare	\$460,014	
Retirement - General	\$75,917	
Dental Insurance	\$64,456	
Sick Incentive	\$45,000	
Uniform Allowance	\$31,635	
207C	\$20,000	
Vision Coverage - Police	\$9,925	
Vision Coverage - CSEA	\$1,635	
Workers Comp - CSEA	\$7,862	
Overtime	\$470,000	5%
Contractual	\$101,000	
Reimbursed	\$135,000	
Operational	\$234,000	
Operating Expenses	\$291,200	3%
Training	\$44,000	.47%
Equipment / Services	\$209,150	2%
Total	\$9,417,805	100%

A pie chart illustrating the distribution of the 2020/21 budget. The segments are: Salary/Wages (\$5,466,624), Fringe Benefits (\$2,980,831), Overtime (\$470,000), Operating Expenses (\$291,200), and Training (\$44,000).

Budget Category	Budget Amount
Salary/Wages	\$5,466,624
Fringe Benefits	\$2,980,831
Overtime	\$470,000
Operating Expenses	\$291,200
Training	\$44,000

“Defund the Police” – Rhetoric which is designed to have a persuasive or impressive effect on its audience, but is regarded as lacking in sincerity or meaningful content.

90% of our budget is allocated towards employee salaries and benefits in conjunction with the Collective Bargaining Agreements

5% of our budget is allocated towards overtime of which 50% is either reimbursed through grants or is contractually obligated.

The remaining 5% of our annual departmental budget is allocated towards operating expenses and equipment purchases like training (which accounts for .47% of our total annual budget), service contracts, utilities, vehicle purchase/maintenance, fuel, etc.

So when members of our community encourage “25% defunding of local police agencies,” does this mean 25% of our overall budget (\$9,417,805) an equivalent of \$2,354,451 meaning a loss of police officers on the street? Or does this mean 25% of our discretionary funding (\$500,350), which equates to \$125,087 and would result in cuts to critical needs of any police agency like training or the purchase of necessary equipment and services which are vital in order to maintain the high level of service our citizens expect from our agency.



Emergency Response Team (ERT)

Presented by: Lt. Steve Deyo

Mission Statement:

- The availability of a highly trained and skilled police tactical unit has been shown to substantially reduce the risk of injury or loss of life to civilians, police officers, and suspects. Also, a well-managed team response to critical incidents enhances the chances of a successful and safe resolution of critical incidents.
- Therefore, it is the mission of the Auburn Police Department Emergency Response Team to provide a highly trained and skilled tactical team as a resource for the resolution of critical incidents. The Auburn Police Department places an extreme value on human life and believes the priority of life within the community. The priority of life: Hostages, innocents, Police, and Suspect(s) will be used as a guideline for making tactical decisions to resolve any incident or situation.



ERT Overview:

- Team Structure
- Team Commander
- Assistant Team Commander
- Team Leaders (3)
- Team Members (12)
- Hostage Negotiators
- Training
- All Members MUST be NYS DCJS certified prior to Active Status on team
- Monthly Training – 96 hours a year minimum
- Other specialized trainings



ERT Activation / Call-Outs:

- Hostage Situations
- Barricaded Subjects
- Active Shooter
- High Risk / Violent Felon Apprehension
- High Risk Warrant Service
- Negotiation
- Personal / VIP Protection
- Mutual Aid to Partner Agency



Why Do We Need This Resource?:

- Increased Amount of Training Relating to Specialized Equipment/Tactics Not Available to Patrol
 - E.g. – Protective Shield / Room Clearing
- Organized / Well Managed / Highly Trained Teams Enhance Likelihood of Successful Outcome
 - Plan
 - Consistent Officers Involved / Highly Skilled in Capabilities
- Increased Command and Control of Volatile Situations
- Access and Training to Less Lethal Options Not Currently Available to Patrol (Implementation Plan for Future)
- Increased Amount of Man Power
- Experienced / Specialized Officers in High Stress / Volatile Incidents Increase the Safety For All Involved: **PRIORITY OF LIFE** – Innocent People, Police & Suspects.



Equipment:

- Protective Vests – Rifle Rated Protection
- Helmets
- Rifles
- Pole Cameras / Mirrors
- Throw Phone
- Protective Shields
- Distraction Devices
- Chemical Agents
- Less Lethal
- Medical Supplies / Tourniquets (all officers issued)

****The Auburn Police Department Currently DOES NOT Have Any Equipment From the Federal Military Surplus 1033 Program****



Detective / ID Bureau

Presented by: Capt. Kyle Platt

Detective Bureau:

Investigative Branch of the Police Department consisting of (1) Captain, (4) Detectives, (1) Civilian Sr. Clerk/Analyst, (1) Civilian Victim Specialist

Yearly Statistics:

- 2019 Assigned 300 Cases Consisting of :
 - Homicide, Robberies, Burglaries, Assaults, Sexual Assaults
 - Financial Crimes:
 - Forgeries
 - Credit Card
 - Scams
 - Elderly – provide assistance to various services (Adult Protective)
- Deaths Investigations:
 - Unattended
 - Suspicious
 - Suicides
- Child Abuse:
 - Physical
 - Sexual



- A Majority of Assigned Cases Involve the Coordination With Various Partner Agencies, Individuals, Groups, to Include:
 - Law Enforcement:
 - Sheriff
 - NYS Police
 - Federal (USMS, FBI, ICE, Border Patrol, Homeland Security, etc.)
 - NYS Parole
 - Probation
 - *Courts
 - *Attorney's
 - *CAC
 - *Coroners
 - *SAVAR
 - *Domestic Violence Coalition
 - *ME's Office
 - *CPS
 - *DA's Office
 - *Adult Protective
 - *Child Fatality Review Team
- Detectives are a “Jack of All Trades” in our agency. They need to be good communicators. Need to be driven to assist those in need.
- Job can take a toll due to the seriousness of the crimes that others perpetrate on one another, especially when it comes to children victims.
- “Our detectives sometimes have lasting scars of those that we have helped or impacted, and to those that we have been there to assist in some way after the fact.”
- “We are human, but have to sometimes bury that in order to keep our composure for the sake of the families and others around us.” “This makes us appear that we have a tough exterior, when in fact our goal has been and will always continue to be to help others.”



Identification Bureau

(1) Identification

Yearly Statistics:

- Handled Approximately 1000 Cases Per Year (2017-2019 avg.)
- 3149 Items Received as Evidence/Property (2019)
 - Does Not Include the 1000 Digital SD Cards Processed
 - 200 Items Sent to Crime Lab for Forensic Analysis
 - 50 Items Processed in-house

Sex Offender Management:

- All Registered Sex Offenders in City of Auburn MUST Register with APD
 - Yearly Number of Registered Sex Offenders Living Inside City of Auburn (150)
 - Level 1 (Low Risk)
 - Information Not Releasable to the Public
 - Level 2 (Moderate Risk)
 - Make up largest portion of registered offenders
 - Listed on NYS Sex Offender Registry
 - Level 3 (High Risk of Reoffending)
 - Have to Report to APD every 90 days
 - Listed on NYS Sex Offender Registry
 - 1000 Average Sex Offender Contacts Yearly
 - Average (1) Sex Offender Arrest Per Year



Civilian - Sr. Clerk / Analyst:

- Accreditation Manager – as our dept. seeks NYS accreditation
- Maintains police websites / social media accounts
- Prepares official departmental statistics / yearly annual report
- Provides crime analysis for the department on various cases as needed
- Issues photo ID's
 - All city personnel
 - Public ID's
 - Taxi Licenses
- Records management for the Detective Bureau
- Provides support as needed to the remainder of the department



Victim Specialist:

(1) Civilian

- Joint Partnership with Cayuga Counseling Services Initiated as a Result of a Federal Office of Victims of Crime Grant Received in 2019. The Grant Funds a Victim's Specialist Who Is housed Directly in the Auburn Police Department.
 - Works with victims of all crimes
 - Liaison with police
 - Provide emotional support
 - Liaison for victims with various services
 - DV
 - Community Action Program
 - SAVAR
 - Office of Victim Services
 - DA's Office / Courts
 - -Help victims navigate criminal justice system as well as assists families of victims:
 - OD's
 - MVA-Fatal
 - Suicides
- Ride at times with police to initial contact at calls for service
- Can be called in afterhours to assist



Planning & Training Division

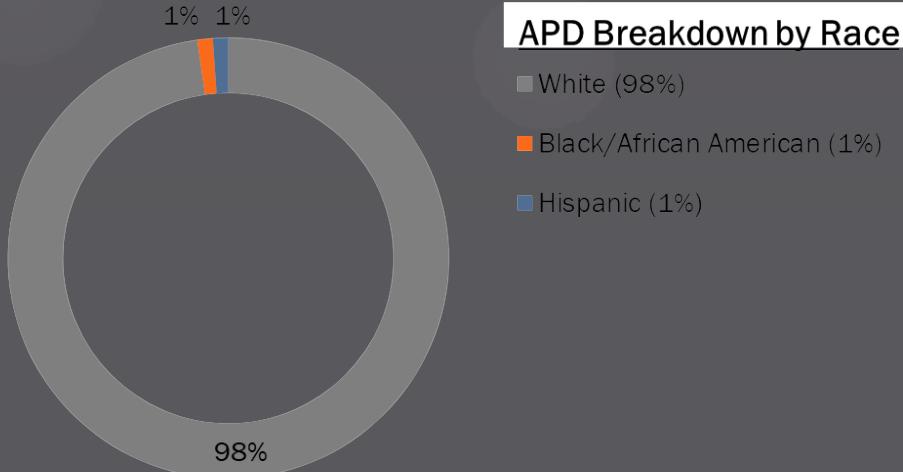
Presented By: Lt. James Slayton





CURRENT EMPLOYEE STATUS SUMMARY

Sworn		Civilian	
Full Time Male	55	Full Time Male	3
Full Time Female	8	Full Time Female	3
Part Time Male	0	Part Time Male	11
Part Time Female	0	Part Time Female	8
Total	63	Total	25





AUBURN POLICE DEPARTMENT TRAINING

- De-Escalation / Minimal Use of Force
- Response to Individuals with Mental or Behavioral Health Issues
- Crisis Intervention
- Hate Crimes
- Domestic Violence
- Communication Skills
- Tactical Team Leadership
- Field Training (FTO)
- Use of Force Updates (Tactics/Techniques/Laws)
- Implicit Bias
- Psychology of School Threat Assessment
- Defensive Tactics/Reality Based
- Communication on Traffic Stops
- Legal Updates
- Policing the Teen Brain
- Supervisory Leadership
- Overcoming Resistance
- Transformational Leadership



TRAINING HOURS

- 2018 - 12,727 training hours
- 2019 - 9,682 training hours (manpower shortage, OT costs)
- 2020 - 7,622 training hours to date (increased training budget)

Included in these hours:

Academy Training Field Officer Training Narcotics

City of Auburn Required PoliceOne Academy

Search and Seizure Defensive Tactics / Firearms

ERT (Emergency Response Team) Legal Updates

Auburn Police Department Entrance Exam

Given by the City of Auburn Municipal Civil Service Commission

They determine:

- Minimum qualifications
- Special requirements for acceptance of applications
- Application fee / waiver ability
- Subject of the examination
- Qualifying physical fitness test
- Date, Time and Place of the examination

 **CITY OF AUBURN**
"History's Hometown" Civil Service Commission

Issued: July 13, 2020

CITY OF AUBURN
MUNICIPAL CIVIL SERVICE COMMISSION
AUBURN, NY 13021

Announcement of open-competitive

POLICE OFFICER

EXAMINATION #63-625

EXAMINATION DATE: September 26, 2020
LAST FILING DATE: August 26, 2020
APPLICATIONS MUST BE POSTMARKED
NO LATER THAN: August 26, 2020

SALARY: \$48,266 - \$74,984

MINIMUM QUALIFICATIONS:
Applicants must be high school graduates or possess an equivalency certificate issued by the New York State Education Department.

NOTE: PROOF OF EDUCATION MUST ACCOMPANY YOUR APPLICATION.

SPECIAL REQUIREMENTS FOR ACCEPTANCE OF APPLICATIONS/APPOINTMENTS:
Candidates must be at least 19 years of age and less than 35 years of age at the time of examination. Candidates who reach their 35th birthday on or before the date of the written exam are not qualified except as follows: Candidates may have a period of military duty or terminal leave, up to seven years as defined in Section 243(10-a) of the Military Law, deducted from their age for purposes of determining whether they meet the age requirement.

DRIVER'S LICENSE:
Candidates must possess a valid New York State Operator's license at time of appointment.

NOTE: A COPY OF THIS EXAMINATION ANNOUNCEMENT IS AVAILABLE AT THE CITY OF AUBURN MUNICIPAL CIVIL SERVICE COMMISSION OFFICE, 100 EAST GREENWOOD AVENUE, AUBURN, NY 13021.



Previous Civil Service Exams

- 2019 – 187 applicants, 163 of 165 passed written exam (99%)
- 2017 – 168 applicants, 134 passed written exam (80%)
- 2015 – 162 applicants, 132 passed written exam (81%)
- 2013 – 104 applicants, 86 passed written exam (83%)
- 2011 – 132 applicants, 111 passed written exam (84%)
- 2010 – 143 applicants, 112 passed written exam (78%)



Signed up
For test
189 (100%)

Took
written test
165 (87%)

Passed
written test
163 (99%)

Took
agility test
81 (49%)

Passed
agility test
55 (33%)

Completed
background
packet
50 (30%)

Passed
background
packet
28 (17%)

Interviewed
With dept
25 (15%)

Took
polygraph
18 (11%)

Passed
polygraph
14 (8%)

Passed
psych exam
13 (8%)

Medical
exam
13 (8%)

Offered
employment
13 (8%)

Graduated/
In Academy
9 (5%)



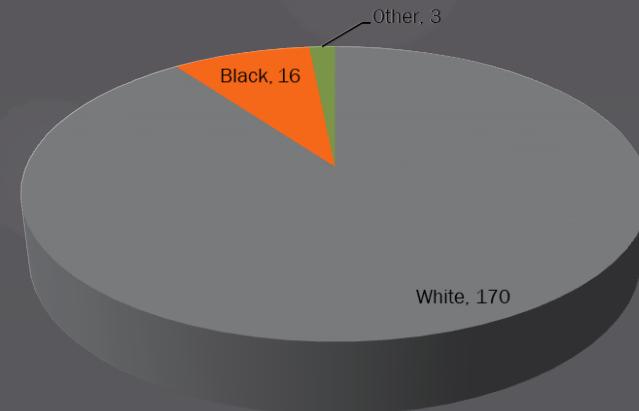
WHO APPLIES FOR OUR TEST?

Out of 189 applicants:

- 90 Auburn residents (48%)
- 99 non-Auburn residents (52%)

Out of these 189 applicants:

- 170 White (90%)
- 16 Black (8%)
- 3 Other* (2%)



* Other represents (1) each of Asian, Middle Eastern/Arabic, Polynesian/Pacific Islander



What it takes to be appointed to a City of Auburn Police Officer??

- 14 Total steps from sign-up to graduation
- Commitment from individual / family
- Resilience

We won't settle for ORDINARY, we look for
EXTRAORDINARY!!



S.R.O / C.O.P. / Officer Wellness Initiative

Presented by: Sgt. Christine Gilfus

S.R.O Program:

- There are (3) Main Roles of the Auburn Police Department S.R.O.
 - **Mentor / Informal Counselor:**
 - Officers act as positive role models by using good judgment and discretion
 - Assist Guidance Counselors with conflict mediation
 - Assist parents with suspicion of drug or alcohol use
 - Assist students with advice regarding current events
 - Officers act as another caring adult that works to find positive solutions for the problems faced by our young people
 - **Educator:**
 - Officers assist teachers by acting as guest speakers for classroom presentations
 - They create positive learning experiences with members of law enforcement
 - Educate students on the role of police and the consequences of unacceptable behavior in schools and the community
 - Teach students about personal safety (ex: DARE, safety planning and lockdown/lock out drills)
 - **Law Enforcement Officer:**
 - Minimize / prevent school property damage
 - Prevent violence in and around school property
 - Facilitate students receiving needed services
 - Increase safety for students and staff
 - Are a highly visible presence to deter issues
 - Enforce laws in and around campus to avoid calls to 911



Program Success Discussion

Lt. James Slayton / Officer Chris Major





C.O.P. Program:

Proactive vs. Reactive:

- Focus is not strictly on police response to crime, but is a belief that a **PARTNERSHIP** between the **POLICE** and the **COMMUNITY MEMBERS** working **TOGETHER** will help **PREVENT** and resolve community issues

The Role of the C.O.P.:

- Help to identify areas in need of assistance through:
 - Positive interactions with community members via high visibility policing activities
 - Assist with problem solving and referrals/connections to services
 - Monitoring calls for service
 - Building relationships with residents / businesses within target areas
 - Learning where surveillance cameras are located in the area that can assist with crime deterrence and solvability
- One of the biggest partnerships for the COP program is with the **Auburn Housing Authority**
 - Officer assigned to calls for service in AHA properties
 - Melone Village
 - Brogan Manor
 - Olympia Terrace



C.O.P. Program continued:

- Community Oriented Policing is the duty of **ALL** APD police officers but APD currently has one officer specifically assigned to the program during the summer months
- During the Covid-19 “shutdown” in the months of March-May 2020, APD Officers participated in over 50 drive by celebrations for members of the community. These included birthdays, retirements, graduation and wellness celebrations
- Some COP events include:
 - Food Bank giveaways in conjunction with the Auburn Enlarged School District
 - Popsicles at the Casey Park pool
 - Bike helmet giveaways
 - National Night Out





Officer Wellness Program:

- Currently in the building and piloting phase of instituting a program at APD

Wellness Includes:

- Physical
- Mental
- Social
- Spiritual
- Emotional

The Problem:

- Cynical
- Irritability
- Low Energy
- Low Patience
- Low Morale
- Poor Communication Skills

Stress Factors Such As:

- Heavy Call Volume
- Staff Shortages
- Poor Communication
- Politics
- Subjected to Media Reports
- Shift Work
- Nationwide Incidents Involving Police



Can Lead To:

- **PTSD and Cumulative PTSD**
 - **What is Cumulative PTSD?**
 - An officer is subjected to many traumatic incidents. Before that officer is able to deal with one incident, they may have to respond to several more incidents.
 - In the basic academy officers go through firearms training, physical training, defensive tactics training and law and procedure training. Very little, (4-8 hours) is devoted to self care and the mental health training required to deal with the stressors of the job.

Signs of a Problem Include:

- Excessive Alcohol / Drug Use or Addiction
- Depression
- PTSD
- Anxiety
- Increase In Use of Sick Time

If signs are detected early on, intervention can be implemented to address the issue



The Need for a Program:

2019 Nationwide Statistics:

- Average Divorce rate for general population → **40%**
- Divorce Rate for Law Enforcement Officers → as high as **80%**
- Line of Duty Deaths → **135**
- Police Officer Suicides → **Record high 228**

What is APD Doing?:

- Formation of a committee to design the program
- Below 100 training – wear your seatbelt, wear your body armor, avoid complacency
- Mentor program – during the 26 week police academy
- Be aware of the City's Employee Assistance Program and what it offers

Goals:

- Reimbursement for athletic equipment, gym memberships, nutrition programs
- Purchase of an anonymous app that Officers, their significant other and retirees would have access to for access to peer support, chaplain, self assessments, counseling

Cayuga County C.I.S.M. Team (Critical Incident Stress Management):

What is it?:

- Team was formed in 1989 in response to a need for stress management for public safety agencies
 - County wide team comprised of:
 - Firefighters
 - EMS
 - Law Enforcement
 - Corrections Officers
 - Clergy
 - Nursing
 - 911 Dispatchers

Why?:

- Firefighters and Law Enforcement are at 5 times greater risk of depression and PTSD than the general population
- 85% of Emergency Service Providers will face burn out in less than 5 years due to critical incident stress

Goal?:

- The goal of the team is to help individuals set achievable expectations to improve coping skills, promote closure to an event and to foster communication between the individual, their family, and co workers

How?:

- Pre-incident education
- Response to critical incidents
- Peer Support
- Referral to ongoing available services / follow-ups



Role of the Police Officer's Union / Council 82-Local 195

Presented by: Officer Joseph Villano, Chris Major, John Breeze & Sgt. Tim Spingler



Questions? Comments / Closing Remarks

Invitation to Continue your learning experience-Join us for a Ride Along!!