



DELAWARE COUNTY POLICE REFORM & REINVENTION COLLABORATIVE PLAN



**DELAWARE COUNTY CHAIRMAN
BOARD OF SUPERVISORS
TINA B. MOLÉ**



**DELAWARE COUNTY SHERIFF
CRAIG S. DuMOND**

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INTRODUCTION

Police reform took center stage in our national discourse following the death of George Floyd and the subsequent homicide arrest of Minneapolis police officer Derek Chauvin. This event catalyzed a national outcry for reform and racial justice and spurred action at both the federal and state levels.

On June 12, 2020, Governor A. Cuomo issued an Executive Order directing municipalities that employ police officers to actively engage stakeholders in the local community and develop locally approved plans for the strategies, policies, and procedures of local police agencies.

Delaware County has a population of 45,000 people with 2.2% identifying as Black or African American. Though the Sheriff's Office has not had any bias complaints lodged against it to date, either formally or informally, Chairman Molé felt the effort requested by EO203 would be a great opportunity for the Sheriff's Office to examine its policies and procedures and take stock of its interaction and outreach to people of color and the community in general. Chairman Molé also felt this was a great opportunity to discuss how the Sheriff's Office could be better supported in dealing with the 300% increase in Mental Health and Substance Use Disorder calls over the last year, as well as the additional stress on the Sheriff's Deputies who respond to these calls.

Chairman Molé convened the first meeting on November 4th. A total of 3 live-streamed meetings and one in person meeting (video recorded and distributed on social media channels) were held from November 4th through February 12th.

On December 22nd, several sub-committees were formed. Prior to their formation, a survey was released on November 11th for a two-week period and generated 125 responses. This survey asked questions related to racial insensitivity on the part of the Sheriff's Office and overall experiences and thoughts about its policing.

The results of this survey, which were all in comment form and not multiple-choice questions, overwhelmingly pointed in the direction of MH and SUD calls being the area that the community most wanted to discuss.

On January 19th, the second survey was released for a two-week period. This survey generated 645 responses. Simon Purdy, Assistant Professor of Criminal Justice at SUNY Delhi produced an analysis of the survey which is available in full through a link provided in another chapter.

Mr. Purdy’s findings supported the initial survey which concluded that MH and SUD calls were important and merited further discussion, but that racial bias was a marginal issue. (“These results seem to suggest a lack of racial inequality.... it would be problematic to use these results as true evidence of a racial disparity....”)

As a result of these findings, the committee continued to have substantial dialog about MH and SUD issues facing the county. The committee was able to pinpoint several areas that could help alleviate the problems for Deputies on the ground, some of the suggestions were actually viable and were placed in the plan. Other suggestions such as full time peers and other new staff for handling these types of calls could not be included in the plan because of the lack of funding and funding sources. But it is the hope of Chairman Molé that the “Community Liaison Committee,” a recommendation by the committee and included in the plan, will address this issue as one of their primary actions, i.e. the identification of funding sources to hire and train appropriate staff.

Chairman Molé and Sheriff DuMond look forward to the Community collaboration going forward. It is their hope that this will enable the community to bring suggestions to the Sheriff’s Office as we look to the future of policing, and the continuation of a strong commitment to modern training and procedure.

There are 7 police agencies, including the Delaware County Sheriff’s Office (DCSO), in Delaware County. Delaware County has a total area of 1,467 square miles. The DCSO covers the areas not covered by another municipality, which includes the outlying territories of the County. The demographics of the residents making up this area are as follows:

2018

Total Population	45,500
Median Age	47.5
Median Household Income	\$48,827

White	94.9%
Black or African American	2.2%
American Indian and Alaska Native	0.4%
Asian	1.1%

Two or More Races	1.4%
Hispanic or Latino	4.0%

However, because the DCSO works with all other police agencies, its deputies come into contact with residents throughout the entire County, including areas with diverse populations. The making of this plan presented a unique opportunity for Delaware County to meticulously review and analyze various areas of its Sheriff's Office.

In accordance with this Executive Order, Delaware County Chairman of the Board of Supervisors, Tina Molé formed a committee of stakeholders representing the varying parts of the County who worked together to develop the plan which follows. Meetings of committee members included presentations provided by members of the DCSO, and discussion was elicited from the committee members.

All meetings were made available online so that members of the public could view them at any time. The plan was released for public review and comment, and feedback from members of the public was integrated into the plan.

Two surveys were released to the general public and results analyzed by the committee.

This plan will be presented to the Delaware County Board of Supervisors at its March 10th meeting for approval, if approved it will be sent to the NY State Division of Budget by April 1, 2021.

Delaware County Sheriff's Office Mission Statement

It is the mission of the Delaware County Sheriff's Office to provide professional, high quality and effective policing, correctional, and civil services in partnership with the county residents. The sworn and civilian employees of the Delaware County Sheriff's Office believe that their work has a vital impact on the quality of life in Delaware County. Our commitment is to professionalism both on and off duty. Therefore, we subscribe to the following values: Pride, integrity, professionalism, and fairness and have been doing so since 1797.

The Delaware County Sheriff's Office has proudly served its residents and visitors for 223 years. Our beginnings were humble but, we are certain of one thing, that our Office has a long and proud history of service to the people of Delaware County.

Overview of Recent Changes

The Delaware County Sheriff's Office has implemented the New York State reforms which include the banning of chokeholds (chokeholds have always been banned by policy), requirements for reporting weapons discharge, penalties for filing false reports on members of protected classes, reporting of Police Acts or Omissions, medical response for arrestees, reporting of policing statistics and other mandates as enumerated below.

Police Reform Legislative Changes 2020

NYS LEGISLATED REFORM	REFORM ITEM	DESCRIPTION	DCSO ACTION	STATUS
NYS Reform 1-S8492	Civil penalties for filing false reports on a member of a protected class	Establishes civil penalties for falsely Summoning a Police Officer when there is no reason to believe a crime, offense or threat has been committed involving a member of a protected class. (Effective June 13 th , 2020)	Conducted In-service training	Complete
NYS Reform 2-S2575-B	Require police officers to report the Discharge of weapon	Requires a police officer or peace officer (whether on or off duty) who discharges his or her weapon under circumstances where a person could be struck by a bullet to verbally report the incident within six hours, and file a written report within 48 hours. {Effective September 13 th , 2020)	Adjusted Policy, Conducted In-Service Training	Complete Will be reported when/if incident occurs
NYS Mandate 3-S2574-B	Require the reporting of Police Acts or Omissions resulting in a Person's Death to the Office of Special Investigation	Establishes the Office of Special Investigation within the Office of the Attorney General which will have investigative authority and criminal Jurisdiction for any incident involving the death of a person caused by an act or omission by a police officer or a peace officer employed as a corrections officer or contracted by an education, public health, social service, parks or housing agency. Where an investigation concludes that the death involved criminal conduct, the	Conducted in service training and received communication from the Attorney General's Office on how to communicate the information	Complete Will be reported when/if an incident occurs

		Office will be empowered to prosecute any such alleged offenses. (Effective April 2021)		
NYS Mandate 4-S6670-8	Ban Chokeholds	The Eric Garner Anti Choke Hold Act creates the crime of aggravated strangulation (making it a Class C felony) and establishes criminal penalties for a police officer who uses a chokehold that causes serious physical injury or death (Effective June 12, 2020)	No action taken Choke holds are already prohibited by the Use of Force Policy	Complete
NYS Mandate S-S6601-A	Require Medical Response for Arrestees	Affirms an individual's right to Medical and Mental Health attention while under arrest or otherwise in custody of a police or peace officer. Failure to provide reasonable and good faith medical assistance could result in a cause of action against the officer, representative and /or entity. (Effective June 15 th , 2020)	Adjust Policy, Conducted in service training	Complete
NYS Mandate 6-S1830-C	Require Policing Statistics be reported to the Division of Criminal Justice Services	Requires courts to compile and publish data concerning arrests and court proceedings involving low-level offenses such as violations and traffic offenses. Such report will include aggregate and anonymized demographic information such as race, ethnicity and sex. This bill requires police departments to submit annual reports on arrest- related deaths to the Department of Criminal Justice Services, as well as the Governor and State Legislature. (Effective December 12, 2020)	No actions needed, already in compliance	Complete Will be reported when/if incident occurs
NYS Mandate 7-S3253-A	Recording of Law Enforcement activity	Provides that a person not under arrest or in the custody of a law enforcement official has the right to record police activity and to maintain custody and control of that recording and of any property or instruments used by that person to record such activities. A person in custody or under arrest does not, by that status alone, forfeit such right to record. (Effective July 13 th , 2020).	No actions needed, already in compliance	Complete

Delaware County Body Camera Program

The Delaware County Sheriff's Office was the first law enforcement agency in Delaware County to have a mandatory body worn camera policy. Body cameras are worn by all Sheriff's Office Deputies and activated during every interaction with the public. The cameras can either be manually activated by double tapping the device or wirelessly when a patrol vehicle activates its emergency lights.

Body cameras, by recording both audio and video from the officer's point of view while on duty, are critical tools in ensuring transparency and documentation during patrols. Footage can also be used for training purposes for officers.

The Delaware County Sheriff's Office body camera policy began in summer 2019 and continues to provide invaluable documentation for the county and its residents.

NYS Accreditation

The NYS Law Enforcement Accreditation Program provides formal recognition that an agency 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 fullest 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 that contain a clear statement of professional requirements. Agencies participating in the program conduct a thorough analysis of their organization to determine how existing operations can be adapted to meet established standards. When an agency adopts policies and procedures that meet the standards, a team of independent professionals conducts 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 agency is worthy of accreditation.

Benefits of achieving NYS Accreditation:

The New York State Law Enforcement Accreditation Program enables administrators to strengthen existing procedures while simultaneously creating a solid foundation for the agency's future. The benefits of accreditation include:

- Independent confirmation that policies comply with professional standards
- Assurance of fair recruitment, selection and promotion processes
- Diminished vulnerability to civil lawsuits and costly settlements
- Enhanced understanding by agency personnel of agency policies and procedures
- Greater administrative and operational effectiveness
- Greater public confidence in the agency

The impact of the Accreditation Program stems from the profound commitment that New York law enforcement executives have made to professionalism and from their desire to provide the best services to the communities that they serve.

History of NYS Accreditation for the Sheriff's Office:

- Initial Law Enforcement Accreditation achieved/awarded in 2010
 - Resulted in 100% standards compliance
- Successfully re-accredited in 2015
 - Resulted in 100% standards compliance
- Successfully re-accredited in 2020
 - Resulted in 100% standards compliance

NYS Accreditation Statistics:

- 160 (31%) of NYS Law enforcement agencies have achieved accreditation
- 32 (54%) of NYS Sheriff's Offices have achieved law enforcement accreditation

Accreditation includes the following on-going trainings:

- Implicit Bias
- Use of Force Reduction
- De-escalation Techniques
- Response to Mental Health Incidents

PROGRAMS/ ACTIVITIES

Sheriff's Office Social Media:

- Facebook Page: 8,647 Likes
9,197 Followers

<https://www.facebook.com/DelawareCountySheriff>

Sheriff's Website:

<http://www.co.delaware.ny.us/departments/shrf/shrf.htm>

- NYS Sheriff's Summer Camp: One of the most popular youth programs in Delaware County. The fun filled vacation is available to all children between the ages of 9 and 12, free of charge. The camp is held at a waterfront facility with athletic fields for sports. During their stay, the children enjoy K-9 demonstrations, boating, swimming, campfire activities, cabin activities, cook outs, and more. Demonstrations by Sheriff's Deputies, Corrections Officers, and 911 dispatchers are very popular utilizing boats, mobile command center, police cars, transport vans and emergency equipment. It is very satisfying to watch so many children have a great vacation and at the same time learn about caring, responsibility, respect and honesty, all while engaging in positive interaction with law enforcement. We promote positive thinking and encourage our campers to make the right decisions as these children are our future.
 - <http://www.co.delaware.ny.us/departments/shrf/summercamp.htm>
- Project Lifesaver: Program designed to assist families and caregivers of those suffering from Alzheimer's disease, Autism Spectrum Disorder, Dementia, Down's Syndrome or other related conditions or disorders. The equipment and training is used to assist with locating a person who has wandered away from their home.
- Operation Child Safe ID Program: Statewide program that provides, free of charge, child identification cards for children under the age of 18. Families receive a card that has the child's picture, fingerprint image, date of birth, height, weight, identifying marks and medical conditions printed on it that can be used by law enforcement agencies throughout the United States to help identify missing children.
- NYS Opioid Overdose Prevention Program: Certificate of Approval to operate as an Opioid Overdose Prevention Program from the NYS Department of Health. Immediately began conducting training for County Law Enforcement Agencies and several School District Nurses, which included providing life-saving Narcan kits to those trained by our office.
- Body Cameras: First law enforcement agency in Delaware County to deploy body worn cameras on patrol.
- TASER Devices: First law enforcement agency in Delaware County to deploy less-than-lethal TASER devices on patrol, providing another option for patrol when

dealing with violent, or potentially violent individuals, before having to resort to the use of lethal force.

- Prescription Drug "Take Back" Program: Sheriff's Office is a partner in the National "Take Back" Initiative. The purpose is to help prevent prescription drug diversion, a leading source of illicit prescription drug sales in the US. The initiative also helps prevent unused drugs from entering the ground water and municipal water supplies. Unused/unneeded prescription medication can be dropped off at the Sheriff's Office 24/7.
- OffenderWatch Sex Offender Management Program: OffenderWatch is the nation's leading registered sex offender management and community notification tool which includes a free email alert system. This system is utilized daily in the management of the sex offenders currently living within Delaware County.
- Yellow Dot Program: Free program designed to help first responders provide life-saving medical attention during that first "golden hour" after a crash or other emergency.
- Speed Trailer (Targeted traffic enforcement): Community members can request our speed trailer in an area where speeding appears to be a dangerous problem. Enforcement efforts can be directed to an area during certain days/times when the trailer data indicates a problem exists.
- New Sheriff's Mobile App: The new mobile app provides easy access to important information for our community members. App users have the ability to receive instant push notifications from our Sheriffs Office, submit a tip, view active warrant lists, see a map of sex offenders in their area and much more --- reaching our citizens where they are; on their smartphones.
- County Property Checks: Deputies conduct after hours property checks of businesses and public buildings in efforts to deter illegal activity and/or aid efforts to investigate and prosecute those responsible for such illegal activity.
- Project ChildSafe: The largest, most comprehensive firearms safety education program in the US. Developed by the National Shooting Sports Foundation, and is committed to promoting genuine firearms safety through the distribution of safety education messages and free firearm safety kits. The safety kits include a cable-style gun-locking device and a brochure that discusses safe handling and secure storage guidelines to help deter access by unauthorized individuals.

- **Media Publications:** Informational publications made available to the public on issues in our community, to include: Comprehensive Guides to Crime, Drugs and Alcohol for Parents & Adults, Traffic Safety, Firearm Safety, Senior Citizen Safety, Bullying (including Cyber-Bullying), Internet Safety, Sexual Assault, Domestic Violence, Home Security, Burglary Prevention, etc.
- **SAVIN-NY:** Statewide Automated Victim Information and Notification. A program designed to assist states in building, implementing, and improving victim notification strategies and systems throughout the United States.
- **Sheriff's Superstar Program:** The Delaware County Sheriff's Office Award Recognition Program recognizes extraordinary acts by both law enforcement officers and civilians during situations which, as seen by both the public and law enforcement, require heroic acts of bravery and courage. The commendation and awards program of the Sheriff's Office is meant to honor those individuals who show qualities that go above and beyond what should ordinarily be expected and are valiant in their effort to preserve life, liberty, and property

- **Members**

- Approximately 100 employees come to work every day at the Delaware County Sheriff's Office (DCSO) to serve and protect our citizens. Patrol Deputies, Corrections Officers, Civil Officers and Administrative Civilian personnel: they all have devoted their life to this mission, going above and beyond the call of duty even when no one is watching. We created the DCSO Super Star program to recognize these hard-working, dedicated public servants for the excellent work they do. We would like to encourage you, our citizens, to tell us how our employee(s) made your day. If they showed you a simple act of kindness when you needed it, if they worked tirelessly to solve your case, or if they saved someone's life, we would like to hear about it.

- **Civilians**

- Every day, civilians do extraordinary things. From performing life-saving measures for their fellow citizens, to completing exemplary acts which protect our community, or assisting law enforcement in crime prevention and detection, these heroic civilians go above and beyond what is needed in an effort to make Delaware County a better place.
- If you would like to nominate an officer or a civilian for any type of outstanding service or duty provided within Delaware County, please complete an Application for Recognition. When completing the application, please include as much

pertinent information as possible. For assistance, such as obtaining a case number or an officer's name, contact the Under Sheriff's Office at (607)832-5593.

- Once the application is received, the Sheriff's Office "Awards Committee" will review the application and details of the case. Once determination has been made as to whether the act is deserving of a specific type of award, the person or persons nominated will receive notification. If the nominee is a law enforcement officer, the proceedings will follow those guidelines outlined in the agency's directive. If the nominee is a civilian, they will be notified and presented with the appropriate award at a special event as designated by the Delaware County Sheriff.
- A request to nominate an officer or civilian for any type of award or commendation should be based on personal knowledge. When submitting the application, please include all relevant facts, circumstances, and describe the action that is believed to be deserving of recognition.
- Completed applications may be submitted in person at the Sheriff's Office, mailed to The Delaware County Sheriff's Office ATTN: Undersheriff Timothy Buckley 280 Phoebe Lane, Suite #1, Delhi, NY 13753 or emailed to Sheriff's Office
- **Recognition Awards for Employees:**
 - 1. **MEDAL OF HONOR**
 - The Medal of Honor may be awarded to any Sheriff's Office employee who displays outstanding bravery or heroism, and demonstrates obvious self-sacrifice by knowingly and purposefully exposing themselves to the immediate risk of death or serious injury to accomplish their duty with distinction.
 - 2. **DISTINGUISHED SERVICE AWARD**
 - The Distinguished Service Award may be presented to any Sheriff's Office employee who successfully resolves a critical incident while demonstrating a high degree of professionalism.
 - 3. **LIFE SAVING AWARD**
 - The Life Saving Award may be presented to any Sheriff's Office employee, who takes active measures to save the life of another person, when the death of that person was imminent, and the victim survives or his life was extended by virtue of the actions taken.
 - 4. **MERITORIOUS SERVICE AWARD**
 - The Meritorious Service Award may be presented to any Sheriff's Office employee who distinguishes themselves by extraordinary service to the Sheriff's Office or the public.
 - 5. **LETTERS OF EXCELLENCE**

mainly in the form of gift cards and gift certificates from Delaware County citizens, organizations and businesses.

- <https://wzozfm.com/delaware-county-sheriffs-office-launches-random-acts-of-kindness-holiday/>

Delaware County Police Reform and Reinvention Committee Members

- Jason Craig - Community Member
- Jen Cutting - CARC, CRPA, Rape crisis counselor
- Craig DuMond - Delaware County Sheriff
- Joseph Ermeti - Delaware County Public Defender
- Jessica Farrell - Community Member, Mental Health Advocate
- Wayland Gladstone - Town of Andes Supervisor
- Scott Glueckert - Delaware County Probation Director
- Rev. John Grenier - Minister and Head Chaplain at the Delaware County Correctional Facility
- Cindy Heaney - LCSW-R, Director of Community Services at Delaware County Mental Health Department
- John Hubbard - District Attorney
- Erdem Kâhyaoğlu - Local Business Owner, Member of the Osmanli Dergah Muslim Community
- Debra Mierop - Clinic Director of Delaware County Alcohol and Drug Abuse Services
- Tina B. Molé - Chairman, Delaware County Board of Supervisors
- Simon Purdy - Assistant Professor Criminal Justice, SUNY Delhi
- Mary Rosenthal - Executive Director, Alcohol and Addiction
- Joyce St. George - Adjunct Professor, Criminal Justice SUNY Delhi

Sub-Committees

- Community Partnerships
 - Jen Cutting
 - Jason Craig
 - Erdem Kâhyaoğlu
 - Jessica Farrell
- Policy & Procedure
 - Craig DuMond

- Joe Ermeti
- Reverend John Grenier
- Scott Glueckert
- Joyce St. George
- Outreach & Education
 - Mary Rosenthal
- Research
 - Simon Purdy
 - John Hubbard
- Resources
 - Scott Glueckert
 - Mary Rosenthal
 - Debra Mierop

Implementation Summary

Delaware County understands that maintaining public safety is extremely important and is one of the essential roles of government. In order to achieve that goal, there must be mutual trust and respect between police and the communities they serve.

The Sheriff's Office is committed to continued collaboration with the County Government, Mental Health agencies, Probation and Social Services, Substance Use Disorder services and related agencies to explore and develop effective and enhanced methods to assist community members and offenders in need.

The process for the Police Reform and Reinvention Collaborative was conducted as follows:

- Committee review of the needs of the community served by the Delaware County Sheriff's Office and evaluation of the Office's current policies and practices.
- Establishment and evaluation of policies that allow police to safely perform their duties.
- Inclusion of the community in the discussion by way of two public surveys and livestreamed and videotaped meetings.
- Development of policy recommendations resulting from this review.
- Offer of information for public comment.
- Presentation of the plan to the Delaware County Board of Supervisors for adoption
- Certify adoption of the plan to the State Budget Director on or before April 1, 2021

Meeting Timeline

1. Committee Member Meeting - November 4, 2020 (Recorded meeting released on County Social Media pages)
2. Public Survey #1: November 14th
3. Committee Member Meeting - December 14, 2021 (Live via Youtube Livestream)
4. Committee Member Meeting - January 18, 2021 (Live via Youtube Livestream)
5. Public Survey #2: January 18th
6. Committee Member Meeting - February 12, 2021 (Live via Youtube Livestream)
7. Public Hearing - March 10, 2021 (Live via Zoom)
8. Delaware County Board of Supervisors Meeting - March 10, 2021 (Live via Zoom)

Committee Activity Outreach

A Facebook group dedicated to the activities of the committee was created through the Delaware County Government Facebook page. The link is here:

<https://www.facebook.com/groups/1602383889930532>

All meeting links, documents, committee bios and other information are posted to the group and then shared on 10 - 15 community groups on Facebook. Press releases are sent to all local media outlets announcing meetings and other events and actions.

A webpage was added to the Sheriff's website to house all the documents and meeting video links for committee business.

<https://www.delcony.us/departments/shrf/lawenforcementreview.htm>

Committee Meeting #1: November 4, 2020

<https://www.youtube.com/watch?v=Pbl21lBahY4&t=1s>

The first Committee meeting was held at the Delaware County Public Safety Building in Delhi. The meeting was presided over by Chairman Tina Molé and videotaped. The full meeting video was made available on Youtube and on the Delaware County NY Government New York State Reform and Reinvention Collaborative Facebook Group and on the web page generated for posting committee business.

Committee members introduced themselves and then Sheriff DuMond presented an overview of the Sheriff's Office which included information on:

- I. Deployment

- A. Road Patrol
 - B. Investigations
 - C. Specialty Units
- II. Strategies
 - A. Accreditation by the NYS Law Enforcement Accreditation Program
 - B. Community Policing Strategies
 - C. Crime Prevention
 - D. Social Media Outreach
 - E. Website
 - F. Mobile App
- III. Body Camera Program
- IV. Policies and Procedures
 - A. Community Relations
 - B. Professional Standards
 - C. Recruitment, Selection and Appointment
 - D. Promotions
 - E. Affirmative Action
 - F. Training
 - G. Use of Force
 - H. Employee Performance Evaluation
 - I. Prohibition Regarding Racial Profiling and Other Bias Based Policing
 - J. Professional Conduct
 - K. Handling Complaints
- V. Practices & Training
 - A. In-Service Training
 - B. Agency Training
 - C. Continuing Training
 - D. Field Training
 - E. Community outreach
 - F. Crisis Intervention Team
 - G. Special Response Team (S.R.T.)
 - H. Crisis Negotiation Team
- VI. Use of Force Review Process
- VII. DCSO Arrests Compiled by Demographics
- VIII. DCSO Use of Force Statistics
- IX. Commitment
 - A. Use of Force Review
 - B. Bias Training
 - C. Explorer Program
 - D. DCSO Transparency

- E. Town Hall Meetings
- F. Peer Support

Public Survey #1: November 11th - 25th, 2020

On November 11th the committee released the first of two surveys to the public. The first survey was available to the community for a period of two weeks and generated 125 responses.

This survey included 5 questions related to community experience with the Sheriff's Office. This survey was for Delaware County residents only.

The responses reflected a need for increased assistance for calls related to Mental Health (MH) and Substance Use Disorder (SUD). The responses were distributed to the committee for review.

The survey questions can be accessed here:

https://drive.google.com/file/d/1XU_XPw0TIP6AYCo9jokDMxG0LWtuUqDM/view?usp=sharing

Committee Meeting #2: December 14th, 2020

<https://www.youtube.com/watch?v=EfyqpYYq2M4&t=5729s>

On December 14th, 2020 the committee met via zoom. The meeting was presided over by Chairman Tina Molé and live streamed on Youtube and made available for viewing on the Delaware County NY Government New York State Reform and Reinvention Collaborative Facebook Group and on the webpage generated for posting committee business.

After introducing herself, the Chairman went around to each committee member so they could talk about their reasons for wanting to participate in the Reform and Reinvention Collaborative.

The committee discussed forming subcommittees and the possible areas of discussion. The committee discussed focusing on help for the Deputies when responding to Mental Health or SUD calls.

Delaware County Public Defender Joe Ermeti talked about the risk of the committee looking for problems that don't exist. He praised the Sheriff's Office for it's current culture and remarked that he does not see the problems "we are seeing on the national stage" in Delaware County, but has seen them in other agencies. He praised the

committee for planning to focus on the problems of Mental Health and Substance Use Disorder cases.

Jessica Farrell and Jen Cutting discussed the possibility of having MH Peer working with the Sheriff's Office in Crisis situations.

Tina Molé remarked that the first survey had many comments that indicated a need to increase the Mental Health and SUD response. She noted that there were several complimentary comments about the Sheriff's Office's handling of MH and SUD calls.

Joyce St. George explained that there is a weight on Law Enforcement today resulting from the negative attention nationally, and the Sheriff's Office is part of law enforcement. St. George goes on to discuss emails she has received from Community Members all around the county claiming that they are seeing "things" that may or may not exist in the Delaware County Sheriff's Office, but because they are law enforcement people are "putting that on them." She says this committee has an opportunity to separate what's happening nationally, but she feels that people in the community will put that "weight" on the Office.

Simon Purdy said that we (in Delaware County) might not have the problems exhibited nationally, but feels that if we don't look for them, we will not know if they exist or not? He points out that there were a couple of comments in the first survey that claimed there was racial bias in the Sheriff's Office. Purdy then remarked that those claims could be isolated instances or part of a larger problem, and that we needed more research to find out.

Sheriff DuMond points out that negative comments in the first survey were clearly about other agencies (based on the information contained in the comments) in the County and not the Sheriff's Office. The Sheriff spoke about the need to fortify the Office's response to increased Mental Health and SUD calls in the County.

Joyce St. George discussed the need for more community education/outreach for the Sheriff's Office. She also talked about the problems of recruitment of Deputies. Sheriff DuMond spoke about the problems inherent in the Civil Service procedures for hiring and how those problems preclude increasing the diversity of the Office.

Molé asked the committee to convene again on January 18th, 2021 and bring some concrete ideas about how to move forward.

Committee Meeting #3: January 18th, 2021

https://www.youtube.com/watch?v=bpqo_TlvQvl&t=899s

The committee met on January 18th via zoom. The meeting was presided over by Chairman Tina Molé and live streamed on Youtube and made available for viewing on the Delaware County NY Government New York State Reform and Reinvention Collaborative Facebook Group and on the webpage generated for posting committee business.

There was discussion of the 300% rise in Mental Health and Substance Use Disorder calls to the Sheriff's Office over the previous year, and how that might be a good area for a focus on reinvention in policing.

The committee discussed and voted on the structure for the second community survey.

The Subcommittee for Mental Health and Substance Use Disorder reported on their research. Cindy Heaney, Director of Community Services for Delaware County reported on a proposal for an Enforcement Behavioral Health Referral System modeled after a similar program in Essex County. The program would equip Sheriff's Deputies with a way to make appropriate referrals during Mental Health calls, which is the area identified by the committee as most appropriate for "reinvention" planning.

Public Survey #2: January 19, 2021 - February 2, 2021

On January 19th the committee released the second survey to the public. The survey period was for two weeks and generated 645 responses. The survey was also translated into Spanish and distributed, however the Spanish language version generated no responses.

The survey can be accessed here:

https://drive.google.com/file/d/1PWaqsKOBKpnpkvsuDIO6vUs_1KAFYnkm/view?usp=sharing

The Spanish Language Survey is here:

<https://drive.google.com/file/d/1daqDRagJIUQb-EPRCtA1bpdIpCuERT3E/view?usp=sharing>

Results of this survey are summarized here:

https://drive.google.com/file/d/1Umtxxnsl48THKzr-GzPW-C2EVoz-ySU_/view?usp=sharing

Committee Meeting #4: February 12, 2021

<https://www.youtube.com/watch?v=-oMgBo2oCck&t=4s>

The committee met on February 12th via zoom. The meeting was presided over by Chairman Tina Molé and live streamed on Youtube and made available for viewing on the Delaware County NY Government New York State Reform and Reinvention Collaborative Facebook Group and on the webpage generated for posting committee business.

At the third committee meeting, the discussion centered mainly around the results which were analyzed by committee member Simon Purdy and are here :

<https://drive.google.com/file/d/1AWPDUoEc2yFDAIvn2bUn-vr8Fz5LANG/view?usp=sharing>

During the discussion the focus was again on getting assistance to the Sheriff's Deputies for help during calls for MH and SUD. Additionally, the need for more outreach to the public was discussed, particularly to help the public distinguish between the various law enforcement entities in the County. Cindy Heaney, the Director of Community Services talked about the plan she is proposing that is modeled on the Essex County referral system.

A discussion was held regarding the possibility of a citizen's oversight committee. Sheriff DuMond pointed out that Civil Service Law and labor contracts would make that possibility very difficult to change or implement as disciplinary issues, performance reviews, etc. are mandatory topics of negotiation within the collective bargaining agreements. The committee talked about citizen committees that would handle public outreach and education to supplement what the Sheriff's Office currently has in place.

Joyce St. George suggested meeting or forum with other LE agencies in the county to discuss their proposed plans for EO 203.

Enhanced Community Outreach And Plan For The Future

Mental Health Trainings with Chenango Health Network

The Sheriff's Office will enter into a 5-year partnership with the Chenango Health Network on the MHAT opportunity SM 21-007 funded through the Substance Abuse and Mental Health Services Administration. (SAMHSA).

The purpose of this program is to: (1) train individuals; (2) establish linkages with school- and/or community-based mental health agencies to refer individuals with the signs or symptoms of mental illness to appropriate services; (3) train emergency services personnel, law enforcement, fire department personnel, veterans, and others to identify persons with a mental disorder and employ crisis de-escalation techniques; and (4) educate individuals about resources that are available in the community for individuals with a mental disorder.

The following trainings will be provided by Chenango Health Network and will be free of charge, to members of the Sheriff's Office.

- Adult Mental Health First Aid
 - Youth Mental Health First Aid
 - First Responder Mental Health First Aid
 - Veterans Mental Health First Aid
 - Teen Mental Health First Aid
-

Law Enforcement Behavioral Health Referral System

Delaware County Mental Health and Addiction providers network propose developing a Law Enforcement Behavioral Health Referral System modeled after a similar program in Essex County.

Process:

1. Sheriff Dept. makes a decision that someone with a behavioral health condition could benefit from a referral to the mental health/substance use provider system (Prevention, Treatment, Recovery)
2. Officer fills out an on-line referral using a HIPAA compliant website link.

3. Referral will go to multiple designated behavioral health staff emails so the referral is not missed.
4. The referral is triaged for appropriate response.
5. Sheriff Dept. is provided a “we got it” response to the referral

When to make a referral:

- Mental Health conditions or symptoms that affect the person’s ability to work, carry out daily activities and engage in satisfying relationships.
- Recurrent use of alcohol and /or drugs that lead to same disruption as mental health concerns
- Repetitive calls to the same person/address where the situation may not warrant hospitalization but is concerning.

Program details:

This is a one-way referral system, information does not flow back to the Sheriff’s Office. It is not a crisis referral program. It doesn’t require major LE training. Referral form is simple to use Sheriff Dept. can do a warm handoff to the behavioral health system Transports to hospital (9.41) could result in referral so individuals could receive follow up connections if not hospitalized.

Benefits:

- Low cost to implement
- Law Enforcement is connecting individuals in need of MH and SU issues to the proper resources
- Reduction of repeat calls to same address

Enhanced Community Outreach

Sheriff’s App Complaint Function

In addition to an existing personnel complaint policy/procedure the Sheriff’s Office will create an anonymous complaint program that could be used in conjunction with the existing “Sheriff’s App” tip function. Community members will submit a complaint, as

they currently do with criminal activity tips, via the app on their mobile device. These complaints can be made anonymously or not, based on the reporter's preference.

Coffee with the Sheriff

Add a "Coffee with the Sheriff" program to our existing community relations programs. The Sheriff's Office will partner our County's business community as well as with civic groups to host "listening sessions" at various locations throughout the County during the year. This would enable easy access to the Sheriff in an informal and relaxed atmosphere.

Instructor Evaluation Procedure

Existing training programs will add an Instructor Evaluation Procedure. This procedure will formalize our existing review process and require the Command staff to formally review instructors while they deliver training. This will ensure that the training designs are followed and that the agency's cultural structure is being adhered to.

Law Enforcement Explorer program

A Law Enforcement Explorer program will be implemented to better engage and interact with our County's youth. This program would be available to all youth in Delaware County with a special emphasis on at-risk populations.

SWAP

A new program called SWAP will be implemented: Sheriff's Welcoming and Awareness Program. This program will include Open Houses at the Sheriff's Office where interested community members will receive a comprehensive review on the history and operations of the Sheriff's Office. Each division will give a presentation on their operations and staff and offer tours of the Public Safety building including the corrections facility. Citizens will get an inside look at the operations of the Sheriff's Office and "SWAP" information, concerns, etc.

Recruitment Partnership with SUNY DELHI

The Sheriff's Office will explore forming a relationship with the SUNY Delhi Criminal Justice Program (our local university) in order to foster more diverse recruitment of qualified candidates.

Community Liaison Committee

Purpose:

- Serve as a conduit between Sheriff's Office and the community of Delaware County
 - Bring issues to the Sheriff's Office
 - Actively seek information from the public
- Bring information to the community

- Sharing information regarding community concerns (criminal and non-criminal) related to the Sheriff's Office
- Educational efforts regarding community concerns
- Work with community agencies and other elements of the criminal justice system to find solutions to issues of concerns regarding the Sheriff's Office.

Facilitate cooperation regarding law enforcement throughout Delaware County

- Idea sharing
- Joint problem solving

Hold regular meetings with necessary groups

- Forums, etc.

Membership to the Liaison committee should represent the Delaware County population and the regions therein.

- Some representation from the Criminal Justice field
- Rotating "terms"
- Details of committee operations to be created once board is established

Committee Process:

Create a core committee with the following responsibilities:

- Establish a committee
- Establish parameters for a committee
- Reach out to community to recruit appropriate committee members that genuinely represent the community
- Establish a term limit for community members
- Seek out training and support resources to guide the committee in problem analysis and decision making

Once the committee's objectives and scope are identified, the committee shall conduct research, generate ideas, and present them to the Sheriff in bi-yearly meetings (twice a year).

County/Sheriff's Office Support for Civil Service Hiring Reform:

The Sheriff's Office will continue to support Civil Service Hiring and Discipline reform by continuing with current lobbying efforts through the Sheriff's Association and independently.

The Delaware County Board of Supervisors will publicly support these efforts via the consideration of resolution as well as within the NYS Association of Counties.

Plan for Implementation of Police Reform Initiatives

PLAN	ACTION	STATUS
Mental Health Trainings with Chenango Health Network	5-Year Partnership (additional details of these actions will be available in the near future, including the types and numbers of trainings over the period of the grant)	Current and In-progress (year #1)
Law Enforcement Behavioral Health Referral System	Sheriff's Office and Behavioral Services will outreach to Essex County for program blueprint	Planning Stage Outreach begins immediately
Enhanced Community Outreach	Sheriff's office will research and report on viability of articulated plans	Planning Stage Implementation by 4th Quarter 2021
Community Liaison Committee	Core committee will be created from participants on Law Enforcement Review Committee and move forward with process	Planning Stage Core Committee forms immediately
County/Sheriff's Office Support for Civil Service Hiring Reform	Continue to work with the Sheriff's Association lobbying for reform. Include letters of support from Delaware County BOS	Ongoing

Public Hearing/Adoption of Plan - March 10, 2021