

POLICE REINVENTION COMMITTEE

01/5/2021

Zoom Minutes

Present:

Sheriff William A. Schrom, Chemung County Sheriff's Office
Chief Joseph Kane, Elmira Police Department
County Executive Christopher Moss, Chemung County
Deputy Chief Anthony Alvernaz, Elmira Police Department
Mayor Daniel Mandell, City of Elmira
Chief Thomas Barr, West Elmira Police Department
Chief Rick Churches, Elmira Heights Police Department
Mayor Margaret Smith, Village of Elmira Heights
Chief Thomas Stickler, Horseheads Village Police Department
Nate Nagle, Village of Horseheads Village Manager
EMO Director Douglas Houser, Emergency Management
Attorney Hyder Hussain, County Attorney's Office
Director Brian Hart, Office of Mental Health
Lt. Julian Hughey, Chemung County Sheriff's Office – Corrections
Marie Little, Elmira Police Chief Administrative Asst.
Randy Reid, Reid Media Group
Anita Lewis
Georgia Verdier
Jerome Emanuel
Nykole Parks
Sam Zoubi

An Agenda was provided by Chief Kane to all committee members:

1. General

A. The meeting was called to order by Chief Kane at 9:00 a.m.

Chief Kane-Peter Finnerty has been assigned as the Elmira City Court Judge, so Finnerty indicated that he can longer serve on the committee

B. Attendance was taken and marked by Zoom logins.

C. Motion was made to approve the Minutes from 12/15/2020 by Douglas Houser and seconded by Daniel Mandell.

2. Committee Reports

A. Mental Health:

Brian Hart: gave an update on their subcommittee meeting. They met on 1/4/2021 and discussed enhanced training and the concept of having Crisis being more available as a consult to Law Enforcement for situations involving individuals presenting a mental health issue. They also discussed including the ER and Ambulance Staff, and how to blend all of the expertise together and to put it together with a formal recommendation by the end of the month. They plan to get together in about three weeks to put together a draft.

Chief Kane: the committee reports should be done by first meeting at beginning of February.

B. Faith Based:

Sam Zoubi/Julian Hughey: scheduled to meet with local faith group 1/21/2021 and in the process of preparing material to engage with them. Expect to have report by end of January.

Discussions about getting out and into local churches and having a liaison through law enforcement going in and meeting with people. Chief Churches will be reaching out to different leaders and finding out when we could set up something and have law enforcement come in and set up that liaison, however difficult to do right now due to COVID restrictions.

C. Public Hearing: see below

D. Community and Youth Engagement:

Nykole Parks: met on 12/15/2020, wherein they are looking at establishing a Youth Action Summit. They discussed working with the YWCA to see how they designed their annual Youth Summit in the past and also working with CCC Mike Cobb for help in developing a component in regards to Law Enforcement careers. They discussed talking to ECSD Hillary Austin for opportunities to have EPD rotate through with the SRO program. They discussed having police cadets engage with SRO

program through a rotation. They spoke to Elmira City Youth Court Lisa Miller, who is looking into recruiting from both sides of the program to be part of a Youth Leadership engagement group that will have round table conversations with Law Enforcement to further help in developing the Youth Action Summit. Their next meeting will be 1/5/2020 at 530 pm.

Chief Kane: added that EPD had the entire police academy class, three to four years ago, meet with kids at Beecher School on the first day of school. This had a huge impact on the cadets and showed them how important they were to the kids that were going to the school. EPD had two officers, one at Ernie Davis and one at EFA, in the SRO program which ended in 2011-2012, and have not had an SRO in the schools since then. Many of the Officers involved in the SRO program are retired EPD officers. If EPD had additional staffing, we would love to have a community team to interact with community members.

Anita Lewis: is there any discussion on a pipeline of how to get youth interested in becoming an officer as a career, how to get there?

Nykole Parks: there has been discussion in their committee wherein they discussed using the annual YWCA's Youth Summit as framework. Having a segment for community relations among youth, and a segment on future law enforcement and discussion to pull from other counties for more diversity. CCC will be the asset to help design this segment of the summit.

Sheriff Schrom: added the SRO program was expanded to the elementary two years ago. The involvement for EPD and Sheriff's Office was always at the intermediate level or high school level. They had very little or no interaction with the elementary kids, so by the time these kids got to middle school or high school, they had already formed an opinion about law enforcement. Since the two years that they have been in the elementary school, there has been a more positive interaction with the officers. The retired EPD officers are familiar with the children and their families, and they know the background of the children. The infancy of the program makes it too hard to measure success right now.

Anita Lewis: what tracking is done to see if working.

Sheriff Schrom: a quarterly report is done which is dictated by the school's policies and procedures, which does impact the tracking. The SRO officer is also required to keep track of what they are doing on a regular basis.

Georgia Verdier: modeling is the best motivator to get kids into Law Enforcement.

Sheriff Schrom: part of the selection process involves others to make sure to get the right person/personality in there.

County Executive Moss: the majority of SRO's are white. If a child is a person of color, they want to see a police officer that is a person of color. If you want to have a lasting impression on a child and they see someone that looks similar to them in that role, it is much easier to attract those kids. It is more complex than having a qualified good candidate there.

Anita Lewis: the school district is very diverse. We need the diversity piece.

Sheriff Schrom: the best representation in police agency is one that reflects its community it serves. Unfortunately, the retirees available are not diverse, hopefully that will change over time.

Nykole Parks: looking for resources locally in finding speakers for the Youth Action Summit that will show diversity.

County Executive Moss: will help provide what is needed.

Nykole Parks: are the positions (County Human Relations/Diversity) approved and if they were, where are we at with getting them hired

County Executive Moss: they are on the 1/24/2021 legislative agenda under the personnel committee

3. Public Hearing Discussions

- A. Feedback
- B. Recommendations for future meetings
- C. Next hearing proposed date

Randy Reid: when had the public hearing a few weeks ago they had 46 people on. They didn't hear any direct feedback from anyone. They talked about the order, police bias and things like that. They had the press conference leading up to it. They have not set a date for future hearing yet.

Chief Kane: will the next hearing need to be after we come up with plan, to allow for some feedback on the local law/plan. Discussions on the next format to allow public feedback?

Randy Reid: currently questions submitted and people that are on the call can type them in, was unable to get to all of them.

Chief Kane: propose that for the next public hearing date, shortly after that close the public survey to allow time to discuss the results as a committee. Have it completed by the 4th public hearing.

County Executive Moss: get it (hearings) in by the 1/31/2021 as we need to have summaries by the respective committees as to the ideas and plans the committees came up with. Must contain attendance sheets of who attended these meetings, what we have done, minutes to be attached to the packet that goes to Albany.

Nycole Parks: would like open comment section in hearing, as people want to be heard, and current setup seems to be a barrier to that. Some people did not get link in time to get on. Is there another way to get their feedback? The current format is not reaching the people they need to get to

Randy Reid: there is an email that goes to Sheriff Schrom to allow feedback or they can email Reid directly

Sheriff Schrom: from the first meeting set up, they got many emails that were sent on to Chief Kane and County Executive. The second meeting they have not received any emails.

Chief Kane : the questions have been repetitive, is there a way to provide people the opportunity to speak for two or three minutes to give feedback. How to make that happen due to COVID and people not able to have in person public hearings.

Nycole Parks : the unanswered questions that Reid was unable to get to, how is that handled.

Randy Reid : unanswered questions in chat were not answered. Next hearing have people speak for two minutes.

Nykole Parks : gives opportunity for people to give suggestions that may not be in surveys.

Anita Lewis : needs to be well controlled so a person can give opinion without it being attacked by someone else.

Randy Reid : will work on today some dates for next two hearings

Discussion and clarification on steps of how to attend hearing

Aaron Dowd : Utilized the zoom registration, which allowed them to collect email addresses. First one had to manually send the meeting invite to every registration. So, by using the zoom registration for this meeting it took manual labor out of it, as zoom would collect that information. waited until shortly before the event to send the actual invite. Manual approval of every registration but once meeting began and administering that we were no longer looking at people signing up, so if someone signed up at meeting time they would never get the email invite as they were not monitoring it. They could make it an automatic approval, as soon as someone registers they automatically receive the meeting invite.

Discussion on live stream, however is non-interactive though. Would require a person to be participating in the second-floor conference room. Ability in Zoom to limit one join per invite. Should be able to do automatic approval.

Discussion on registration process and attendance.

Jerome Emanuel: is registration process preventing attendance?

Discussion on next hearing to provide just a zoom link (not register) to join hearing. So people can leave questions and comments in chat. All zooms recorded and provided on County website.

County Executive Moss : get both public hearings completed by 1/31/2021.

4. Timeline for Local law and Plan Submission

A. How the local law will be adopted by County and then municipalities

B. Training requirement compliance

1. Implicit Bias, Diversity and De-escalation training.

Chief Kane: procedures of what needs to be completed and submitted by 4/1/2021. Training on Implicit Bias, Diversity and De-escalation itself does not need to be done by 4/1/2021 but needs to be in the plan. Add an 8 hour training day to include these topics.

County Executive Moss : training will be offered and paid for by the County. Has to be in the plan and will be conducted annually, so that all five agencies have received the same training.

Chief Kane : procedures on when finalize plan. Plan submitted to Chemung County Legislature as a local law and once adopted, all municipalities would then have their respective legislative bodies to adopt that. The plan then gets submitted to NYS?

County Executive Moss : not sure on that, several counties are doing it differently. Hyder is reaching out to other counties. May ask for resolutions from the various municipalities and then just have the one local law to cover all five. Checking with the law department to make sure doing it in sync with how everybody else is doing it.

Hyder : timeline expect to have local law draft ready by February. That draft has to be on the agenda for our legislative body by March to be

voted upon, as it has to be enacted by April. Have to do a public comment of what is being presented to the community which will be included. Expect within the next couple weeks to have draft ready. By February will have a draft local law which will be added to the Chemung County Legislative body agenda to be voted on in March. In April all municipalities will sign an affidavit that they have enacted and submitted to the State Budget Office that this has been done. This local law can be amended. The two new positions will provide the trainings. Will be drafting something to send out to the community members so they can give feedback on it.

County Executive Moss : website is up to date, with the agendas, the minutes, the videos of the public hearings for everyone to see.

5. Community Survey Update

IT will get sent over to County Executive for distribution.

6. Committee Member Feedback

A. Feedback of any topics discussed, committee, ideas, other.

Nothing

7. Old Business:

Nothing

8. The next meeting is scheduled for Tuesday, January 19, 2021 at 9:00 A.M.

If anybody has questions from this meeting or for the next meeting, they can be sent to the Chemung County Sheriff's Administrative Assistant Melissa Brown

at mbrown@chemungcountyny.gov She will send to the appropriate agency for a response or add to the next meeting Agenda.

Meeting adjourned at 10:06 a.m.

Respectfully submitted,



Sheriff William Schrom
Co-Chairman

Respectfully submitted,



Chief Joseph Kane
Co-Chairman