

# Chemung County Police Reform and Reinvention Collaborative Plan



March 2021

Prepared by

Office of Chemung County Executive

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**No. 203**  
**EXECUTIVE ORDER**  
**NEW YORK STATE POLICE REFORM AND REINVENTION**  
**COLLABORATIVE**

**WHEREAS**, the Constitution of the State of New York obliges the Governor to take care that the laws of New York are faithfully executed; and

**WHEREAS**, I have solemnly sworn, pursuant to Article 13, Section 1 of the Constitution, to support the Constitution and faithfully discharge the duties of the Office of Governor; and

**WHEREAS**, beginning on May 25, 2020, following the police-involved death of George Floyd in Minnesota, protests have taken place daily throughout the nation and in communities across New York State in response to police-involved deaths and racially-biased law enforcement to demand change, action, and accountability; and

**WHEREAS**, there is a long and painful history in New York State of discrimination and mistreatment of black and African-American citizens dating back to the arrival of the first enslaved Africans in America; and

**WHEREAS**, this recent history includes a number of incidents involving the police that have resulted in the deaths of unarmed civilians, predominantly black and African American men, that have undermined the public's confidence and trust in our system of law enforcement and criminal justice, and such condition is ongoing and urgently needs to be rectified; and

**WHEREAS**, these deaths in New York State include those of Anthony Baez, Amadou Diallo, Ousmane Zango, Sean Bell, Ramarley Graham, Patrick Dorismond, Akai Gurley, and Eric Garner, amongst others, and, in other states, include Oscar Grant, 119 Trayvon Martin, Michael Brown, Tamir Rice, Laquan McDonald, Walter Scott, Freddie Gray, Philando Castile, Antwon Rose Jr., Ahmaud Arbery, Breonna Taylor, and George Floyd, amongst others,

**WHEREAS**, these needless deaths have led me to sign into law the Say Their Name Agenda which reforms aspects of policing in New York State; and

**WHEREAS**, government has a responsibility to ensure that all of its citizens are treated equally, fairly, and justly before the law; and **WHEREAS**, recent outpouring of protests and demonstrations which have been manifested in every area of the state have illustrated the depth and breadth of the concern; and

**WHEREAS**, black lives matter; and

**WHEREAS**, the foregoing compels me to conclude that urgent and immediate action is needed to eliminate racial inequities in policing, to modify and modernize policing strategies, policies, procedures, and practices, and to develop practices to better address the particular needs of communities of color to promote public safety, improve community engagement, and foster trust; and

**WHEREAS**, the Division of the Budget is empowered to determine the appropriate use of funds in furtherance of the state laws and New York State Constitution; and

**WHEREAS**, in coordination with the resources of the Division of Criminal Justice Services, the Division of the Budget can increase the effectiveness of the criminal justice system by ensuring that the local police agencies within the state have been actively engaged with stakeholders in the local community and have locally-approved plans for the strategies, policies and procedures of local police agencies; and

**NOW, THEREFORE**, I, Andrew M. Cuomo, Governor of the State of New York, by virtue of the authority vested in me by the Constitution and the Laws of the State of New York, in particular Article IV, section one, I do hereby order and direct as follows: The director of the Division of the Budget, in consultation with the Division of Criminal Justice Services, shall promulgate guidance to be sent to all local governments directing that:

Each local government entity which has a police agency operating with police officers as defined under 1.20 of the criminal procedure law must perform a comprehensive review of current police force deployments, strategies, policies, procedures, and practices, and develop a plan to improve such deployments, strategies, policies, procedures, and practices, for the purposes of addressing the particular needs of the communities served by such police agency and promote community engagement to foster trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of communities of color.

Each chief executive of such local government shall convene the head of the local police agency, and stakeholders in the community to develop such 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; and

Such local government shall transmit a certification to the Director of the Division of the Budget to affirm that such process has been complied with and such local law or resolution has been adopted; and The Director of the Division of the Budget shall be authorized to condition receipt of future appropriated state or federal funds upon filing of such certification for which such local government would otherwise be eligible; and The Director is authorized to seek the support and assistance of any state agency in order to effectuate these purposes.

**G I V E N** under my hand and the Privy Seal of the State in the City of Albany this twelfth day of June in the year two thousand twenty.

BY THE GOVERNOR

Secretary to the Governor

## **INTRODUCTION**

On June 12, 2020, New York State Governor Andrew Cuomo signed Executive Order 203 requiring local governments to adopt a plan that reviews law enforcement policies and to reform and reinvent those processes as necessary in order to enhance services being provided to the public.

In order to meet the mandates of the Executive Order, Chemung County and its partner municipalities then began to review the various policies and procedures as outlined in Executive Order 203. Due to the size and limited number of law enforcement agencies in Chemung County, a collaborative effort amongst the municipalities who provide police services was initiated. This effort has been titled the Chemung County Police Reform and Reinvention Collaboration. The five (5) municipalities and law enforcement agencies include the Chemung County Sheriff's Office, the Elmira Police Department, the Elmira Heights Police Department, the Horseheads Police Department and the West Elmira Police Department. The main reason for the collaborative effort is, again, due to the size of the county. Many of the stakeholders involved would have been asked to participate in individual municipality meetings as opposed to being able to collaboratively work on the Executive Order for all five law enforcement entities at once. Chemung County and the partner municipalities have put together a talented and diverse committee to discuss, review and make various recommendations to our local law enforcement agencies so that we may improve the manner in which services are provided to the public. It's important to note that the main focus of Executive Order 203 stems from multiple "incidents involving the police that have resulted in the deaths of unarmed civilians, predominantly black and African American men, that have undermined the public's confidence and trust in our system of law enforcement and criminal justice," as indicated in the Order itself. A comprehensive review of multiple policies and procedures was conducted by the committee and various recommendations were shared with not only the Police Chiefs, but also with the Chief Elected Official of each municipality that provides law enforcement services.

One of the most important aspects of Executive Order 203 is the necessity to foster a positive collaborative effort amongst a diverse group of stakeholders to address critical questions facing our communities, specifically addressing police community relations in neighborhoods of color. The ultimate goal is to spark meaningful discussion and find new ways to interact with a segment of the population that is often forgotten due to the lack of opportunities in employment, housing and education. What's important to remember is that every community faces different issues involving their respective relationships with the African American community and there is no "one size fits all" solution to improving relationships.

The five (5) specific steps required to meet the guidelines outlined within Executive Order 203 include the following:

1. **The Chief Elected Official of the municipality must perform a comprehensive review of current Law Enforcement Agency's deployments, strategies, policies, procedures and practices for all municipal Law Enforcement Agencies.**

The policies and procedures from the five (5) municipal law enforcement agencies throughout Chemung County, which includes the Chemung County Sheriff's Office, Elmira Police Department, Elmira Heights Police Department, Horseheads Police Department and West Elmira Police Department, have all been reviewed by the various

municipal elected officials, at which time strategies, including agency deployment, policies and procedures and current training issues were all conducted. Some modifications/amendments were made to various policies in order to standardize the manner in which each agency is meeting the qualifications of the Executive Order. As an example, Chemung County will be providing training involving diversity, implicit bias, de-escalation and etc. By the county providing this training, each of the five (5) agencies will be receiving the same training from the same source, thereby ensuring that every local law enforcement official in Chemung County has been trained in the same manner.

**2. The Chief Executive Officer of each municipality is tasked to consult with “stakeholders” in the community to consider policing issues, including those specifically mentioned in the Order.**

One of the benefits to the collaborative effort involving law enforcement agencies adopting one plan is that due to the size of the county we would have had to have some of the same “stakeholders” attending meetings in multiple municipalities as opposed to working together in order to adopt one plan. As outlined in the Executive Order, we were very fortunate to find multiple volunteers to assist in this effort with a wide variety of experience, to include non-profit and faith-based organizations, the District Attorney’s Office, the Public Defender’s Office, multiple elected officials, the Commissioner of Human Services, as well as other talented individuals throughout the community. Those individuals included:

Elected Officials: Chemung County Executive Christopher Moss, Chemung County Sheriff William Schrom, Chemung County District Attorney Weeden Wetmore, City of Elmira Mayor Daniel Mandell, Town of Elmira Supervisor Neil Milliken, Village of Elmira Heights Mayor Margaret Smith and Village of Horseheads Mayor Robert Maloney;

Police Chiefs: Elmira Police Chief Joseph Kane, Town of Elmira Police Chief Thomas Barr, Village of Elmira Heights Police Chief Rick Churches and Village of Horseheads Police Chief Thomas Stickler;

Members at Large: Jerome Emanuel, Anita Lewis, Peter Finnerty, Nykole Parks, Miquelle Fountain, Randy Reid, Brian Hart, Juhura Shazer, Douglas Houper, Georgia Verdier, Julian Hughey, Hyder Hussain and Sam Zoubi.

In order for the committee to begin the work, one of the first steps taken was to have each Police Chief, as well as the Sheriff, give a thorough description of their agency, as well as the services that each respective agency provides to the public. Important to keep in mind is that the size of each agency dictates the availability of resources any one agency can offer to the public. For example, the Sheriff’s Office and the Elmira Police Department, being the two larger agencies within the county, have the resources to offer more community-based programs than the smaller agencies. It was important for many of the committee members to have a thorough understanding of multiple issues surrounding each agency, such as size of the agency, jurisdiction, services provided, community-based programs, rank structure, current training and etc. Once this had been completed, the

committee members reviewed analytical data provided by the 911 Coordinator, which specifically dealt with arrest information by municipality broken down by white vs non-white. This information was utilized to ascertain whether or not there was a high degree of non-white arrests being made vs white arrests compared to the demographic make-up of each respective municipality for each law enforcement agency. Once this had been completed, bi-weekly meetings were scheduled whereupon committee members discussed a variety of topics, to include, but not limited to, use of force policies, current training involving implicit bias, de-escalation and diversity, reach-out programs, mental health issues, hiring, as well as other law enforcement related issues.

In order to solicit public input pertaining to how each respective agency performs in the community, a comprehensive survey was placed on multiple websites whereupon the public had the opportunity to complete the survey and make comments on law enforcement performance in their neighborhood. We received over 800 responses to the survey, at which time the data collected was shared with committee members so that they could not only review the data, but come up with additional materials to discuss during scheduled committee meetings.

The committee was broken down into subcommittees, which included a Mental Health Committee, Community and Youth Engagement Committee and a Faith Based Committee. Each of these subcommittees had the opportunity to meet outside the regular committee meetings to discuss multiple ideas on improving community engagement and relationships between the police and the public. Each of these subcommittees also completed a summary of their respective activities, which have been added to this report.

The Chemung County Sheriff and the Elmira Police Chief were tasked with the responsibility of sharing the various meeting dates of the committee, as well as scheduling multiple public hearings, which were conducted during the study. The following is a list of full committee meetings and public hearings that were held. A copy of the respective agendas and minutes can be located within this report.

### Meeting Dates

- **June 18, 2020** – Meeting County Executive and County Sheriff to review the criteria outlined in Executive Order 203.
- **July 15, 2020** – Chief elected officials and law enforcement executives meet to discuss Executive Order 203.
- **September 3, 2020** – Chief elected officials and law enforcement executives meet to discuss Executive Order 203.
- **September 29, 2020** – Full committee meeting - ([see agenda](#)) - ([see minutes](#))
- **October 13, 2020** – Full committee meeting - ([see agenda](#)) - ([see minutes](#))
- **October 27, 2020** at 9:00 a.m. next scheduled meeting - ([see agenda](#)) - ([see minutes](#))
- **November 10, 2020** – Full committee meeting - ([see agenda](#)) - ([see minutes](#))
- **December 1, 2020** – Full committee meeting - ([see agenda](#)) - ([see minutes](#))
- **January 5, 2021** – Full committee meeting - ([see agenda](#)) - ([see minutes](#))
- **February 9, 2021** – Full committee meeting - ([see agenda](#)) - ([see minutes](#))



## Public Hearings

The committee held four (4) separate Public Hearings. Due to the coronavirus these hearings had to be conducted virtually and were completed via zoom. The Public Hearings can be found in their entirety on Chemung County's website, [www.chemungcountyny.gov](http://www.chemungcountyny.gov).

- **November 18, 2020** – Town Hall Meeting, full video
- **December 17, 2020** – Town Hall Meeting, full video
- **January 13, 2021** – Town Hall Meeting, full video
- **January 19, 2021** – Town Hall Meeting, full video

3. **Based upon the stakeholder consultations, the county is to develop a plan for any needed improvements to current deployments, strategies, policies, procedures and practices.**

Based upon a review of multiple committee meetings and public hearings, a plan has been established to meet the requirements outlined in Executive Order 203. It should be noted that the plan is merely a starting point to the overall goal of Chemung County having an ongoing response to issues involving our local law enforcement and our African American community.

### The Plan

- Chemung County's Committee on Police Reform and Reinvention will officially request a Resolution from the Chemung County Legislature asking New York State Civil Service to review its current rules and regulations pertaining to the Police Officer/Deputy Sheriff hiring process, whereupon local municipalities would be allowed greater flexibility so that the composition of local law enforcement agencies reflect the communities being served.
- Enhance our current law enforcement relationship with school districts throughout Chemung County by collaborating with our local Police Academy, thereby increasing a positive interaction between our law enforcement and students. The initial focus of this process should be conducted in schools located within poverty-stricken areas and then move outward.
- Examine the possibility of a mobile crisis team with a specific skillset to assist law enforcement with issues involving mental health type complaints.
- Establish a plan whereupon members from our local law enforcement agencies are assigned to various houses of worship to work alongside faith-based leaders on a regular basis whereupon a variety of issues related to police and the community can be discussed on a regular basis.

- Chemung County will be hiring a Human Relations Director and a Human Relations Specialist who will be responsible for a variety of tasks, to include oversight of standardized training for all law enforcement agencies in Chemung County pertaining to diversity, implicit bias and de-escalation. These positions will also be responsible to conduct annual verification with each law enforcement agency outlined in the plan that they have met the training criteria. These positions will also monitor the overall goals and assist in facilitating any steps within the plan to foster its success.
4. **Once developed by the county, the plan must be offered for public comment, and after consideration of such comments, shall be ratified by Resolution or adopted by Local Law, no later than April 1, 2021.**

The report, which includes the plan, will be placed on the county's website for public comment, after which it will be forwarded to the Chemung County Legislature whereupon a resolution will be adopted no later than April 1, 2021. The resolution will indicate that all five (5) law enforcement agencies participated in the overall process involving Executive Order 203, at which time each respective municipality will pass a resolution at their local level recognizing Chemung County's resolution involving Executive Order 203.

5. **The county must, by April 1, 2021, transmit to the Director of Budget at [E0203Certification@budget.ny.gov](mailto:E0203Certification@budget.ny.gov) a certification that the process has been complied with and that a Resolution or Local Law had been adopted.**

The County Executive's Office will facilitate the process of forwarding a plan, as well as other mandated documentation to the New York State Director of Budget.

Sincerely,

Christopher J. Moss  
Chemung County Executive

**CHEMUNG COUNTY POLICE REFORM  
AND REINVENTION COLLABORATION**



**Chemung County Sheriff's Office**  
**Chief Elected Official: Chemung County Executive Christopher J. Moss**  
**Chemung County Sheriff William A. Schrom**

The Chemung County Sheriff, William A. Schrom, was elected in November, 2019. The county Sheriff is the primary law enforcement executive in each county of the State of New York. As an elected official, he is accountable to every citizen in the county he represents. The Sheriff's Office is a full-service, law enforcement agency with approximately 140 members and an annual budget of over \$16 million. There are over 412 square miles to cover, from the Pennsylvania border to Veteran and from Catlin and Big Flats to VanEtten.

The Chemung County Sheriff's office serves approximately 83,456 residents of Chemung County. According to the census bureau, the county is comprised of approximately 86.1% white citizens and 6.5% black or African America, which is 5,425 citizens. Therefore, approximately 7.4% are of other races. There are also 50.5% females. Chemung County also has a poverty level of 14.1%.

The Chemung County Sheriff's Office has 114 police and peace officers. The demographics are currently as follows:

|   |   |
|---|---|
| <ul style="list-style-type: none"><li>• African American – 3.51%</li><li>• Hispanic – 0%</li><li>• White – 96.49%</li></ul> | <ul style="list-style-type: none"><li>• Male – 81.58%</li><li>• Female – 18.42%</li></ul> |
|---|---|

The Sheriff's Office is comprised of four divisions: Patrol Services Division, Criminal Investigations Division, Community Services/Civil Division and Corrections Division. The Sheriff's Office has 44 sworn personnel:

- 1 Sheriff
- 1 Undersheriff
- 1 Captain
- 5 Lieutenants
- 6 Sergeants
- 3 Investigators
- 27 Deputy Sheriffs

The Patrol Services Division consists of a Captain, three Lieutenants, three Sergeants and 19 Deputies. There are three patrol shifts, A-Line (10 pm – 6:00 am), B-Line (6:00 am – 2:00 pm) and C-Line (2:00 pm – 10 pm). This division responds to calls for service, investigates crimes against persons and property, and aids other government agencies with their duties. In 2019, the Patrol Services Division recorded 30,179 primary complaints, issued 3,332 traffic tickets to motorists and investigated 605 reportable motor vehicle collisions. The Sheriff continues to support the Elmira/Corning Regional Airport by providing on-site law enforcement coverage of the Elmira/Corning Regional Airport. This assignment is a deterrent to terrorism while supporting the public interests of the passengers and guests. The Sheriff maintains his support to the Town of Southport by providing one full-time Deputy Sheriff to the Town of Southport, for the purpose of additional law enforcement coverage. In this partnership with the town, the Sheriff has provided the town with an additional patrol at a reduced cost to the taxpayers.

The Sheriff's Office also has a Special Services Unit consisting of 10 members. The SSU Team receives 192 hours of training each year to include training on firearms proficiency, physical fitness, search warrant executions, tubular vehicle assaults, methodical searching techniques, hostage/barricaded situations and room clearing, as well as violent felony warrant arrests. The Sheriff's Office added a new canine, Egon, to our K-9 unit in 2020. This K-9 expands uses for the agency and community to include being classified as a patrol dog, which certifies in protection work, tracking, building searches, and narcotics.

The Criminal Investigation Division is comprised of one Lieutenant, one Sergeant, four Investigators, one Deputy and one full-time Clerk. The Criminal Investigation Division is responsible for investigating all felony level crimes, including murder, any type of death investigation, burglary, robbery and drug investigations. This division also handles all serious and fatal motor vehicle accidents, as well as internal investigations and background investigations for perspective Deputy Sheriffs and Correctional staff. They have specialized training in interview/interrogation, evidence collection, crime-scene processing, as well as death investigations. Special equipment for the division includes a Total Workstation for crime-scene reconstruction, CVSA (lie detector) and a small unmanned aircraft system (drone). One Investigator is assigned as a Fraud Investigator with the Department of Social Services and one Deputy is assigned to the Drug Enforcement Unit, which includes members of the Elmira Police Department and the New York State Police.

The Community Services/Civil Division is comprised of a Civil Office, Records Division, Pistol Permit Office and CRO/SPO Program. One Lieutenant oversees the entire Community Services/Civil Division. There are also two Sergeants and one Security Deputy in the Civil Office. The Civil Office processes wage garnishments and income executions, and the service of court paperwork.

The Records Division is comprised of one full-time clerk. This division is responsible for central data collection and processing case files, arrests and accident reports. In addition to completing audits, reports, background checks, FOIL requests and processing warrants. The office is vital to the Deputy Sheriffs as it reduces the administrative workload and enables the Deputies to concentrate their efforts on patrol functions. The office also provides statistical data to both State

and Federal agencies. The Records Office is also responsible for arranging juvenile transports for the Chemung County Family Court.

The Pistol Permit Office consists of one full-time clerk. The clerk issues new permits, amendments, including handgun purchases and transfers, suspensions or revocations. The pistol permit upgrade class provides pistol permit holders the opportunity to upgrade their pistol permit license from hunting and target limitations to conceal and carry permits.

The CRO/SPO Program has four (4) Community Resource Officers and nine (9) Special Patrol Officers assigned to local schools, which represented the Elmira City School District, BOCES Campus and Finn Academy. The Sheriff's Office and Elmira City School District now have one Community Resource Officer, who are each current full-time Deputy Sheriffs, assigned to the Elmira High School, Broadway Academy, and Ernie Davis Academy. There are also nine Special Patrol Officers, who are retired police officers, assigned to Pine City, Broadway, Parley- Colburn, Riverside, Diven, Hendy, Fassett, and Beecher Elementary Schools. There is also a Special Patrol Officer assigned to Finn Academy and one Community Resource Officer assigned to the BOCES Campus. These Community Resource Officers and Special Patrol Officers have been instrumental in providing the schools, staff and students with a law enforcement presence that assists in maintaining order and a safe learning environment. The CROs and SPOs have positive interactions with the children throughout the day and on a regular basis, to include reading to the children, eating lunch with them, playing sports. Additionally, they are frequently requested to speak to students about a variety of topics in a classroom setting. The CROs and SPOs are visible role models and provide opportunities for positive interaction between youth and law enforcement. In this environment, the Community Resource Officers/Special Patrol Officers were also required to enforce the New York State Penal Law and the New York State Family Court Act.

In addition, there are two full-time deputies placed at the Human Resource Center. Their duties include maintain, security, supporting staff and screening the civilians entering the building. These Deputies also complete Sheriff's Office background checks and entering court deposition into Impact, the records management system.

The Chemung County Sheriff's Office has a ride-a-long program to allow members of the community to ride in a patrol car with a Deputy. This gives the public a feel for what goes on during a Deputy's shift and a different perspective.

The Sheriff's Office also receives many requests throughout the year to assist at or attend Special Events. These events consist of such things as Prescription Drug Drop Off events, Boater Safety Classes, Sheriff's Summer Camp, Strong Kids/Safe Kids, Trunk or Treat, Parades (St. Patrick's Day, Memorial Day, Thanksgiving, Christmas), Operation Safe Child (at Wal-Mart, Horseheads Youth Bureau, Heights FD, Horseheads FD, Town & Country FD, VanEtten FD, Southport FD, Big Flats FD and various other locations as requested), Fire Prevention Week, Annual Turkey Trot, Set the Night to Music, motorcycle rally's, IMatter, school career days, marathons, EOP Head Start Carnival, Juneteenth at Ernie Davis Park, Project Graduation, Halloween events, Easter Egg hunts, Big Flats Community Days, Pine City Street Sales, HR 218, Chemung County Fair, Operation HOPE seminars, Black Lives Matter march, Human Trafficking Workshops, Active-shooter seminars to include those provided for faith-based organizations, elder fraud seminars,

Realtor safety seminar, bicycle helmet/ice cream tickets, Shop With A Cop, Twin Tiers Outdoor Expo and Arctic League just to name a few. Unfortunately, due to COVID most of these were not held in 2020.

The Correctional Facility is overseen by the Office of the Undersheriff and run on a day-to-day basis by the following personnel:

- 1 Major
- 5 Lieutenants
- 3 Sergeants
- 57 full-time Correction Officers (76 staffing positions)
- 2 part-time Correction Officers (16 staffing positions)
- 2 full-time nurses

The Corrections Division of the Chemung County Sheriff's Office is responsible for the staffing, operation, as well as the safety and security of the Chemung County Correctional Facility. The Correctional Facility has the maximum capacity of 264 inmates. The facility offers educational services to all inmates, who are under the age of 21 and have yet to receive their High School Diploma or TASC Diploma. The facility also offers inmates, who are over the age of 20, the opportunity to get their TASC diploma if they have yet to receive their High School Diploma or TASC Diploma. The facility also offers ancillary classes, which cover several different topics. Some of the additional educational programs we have offered in the past are OSHA 10, Resume' Workshops, TASC Math, Resume' Workshop / Career Exploration, Flagger Training, Blueprint Reading, Introduction to CNC Machining, Precision Measurements, Introduction to Trade Careers, Carpentry Math / Precision Measurements, Carpentry Tools, Blue Print Reading and Building a House / Electricians Helper. However, due to COVID no programs have been offered. The Correctional Facility also offers parenting and religious classes, in addition to a law library.

The Chemung County Sheriff's Office has three accredited divisions. The Civil Office and the Chemung County Jail are accredited through the New York State Sheriff's Association for meeting or exceeding more than 120 standards. The Patrol Services Division is also accredited through the Department of Criminal Justice Services. For more information on the Chemung County Sheriff's Office, please see our website at [www.chemungsheriff.net](http://www.chemungsheriff.net).

### **Mission Statement:**

The principal mission of the Chemung County Sheriff's Office is to preserve the rights of citizens and reduce fear in the community through the prevention of crime, protection of persons, property and maintenance of order in public places and anticipate and respond to events that threaten public order and the protection of life and property.

It is essential all personnel remember that in the execution of their duties they act not for themselves but for the good of the public. They shall respect and protect the rights of individuals and perform their services with honesty, zeal, courage, discretion, fidelity and sound judgment.

Deputies must seek and preserve public confidence by demonstrating impartial service to law and by offering service and trust to all members of the public.

It is the expressed policy of this Agency that Deputies will use force only when the exercise of persuasion, advise and warning is found to be insufficient to obtain public cooperation to an extent necessary to secure observance of law or to restore order and to use only the minimum degree of physical force which is necessary upon any particular occasion for achieving a police objective.

A handwritten signature in black ink, appearing to read 'William A. Schrom', with a stylized flourish at the end.

William A. Schrom  
Chemung County Sheriff





**Elmira Police Department**  
**Chief Elected Official: Mayor Daniel J. Mandell**  
**Police Chief Joseph Kane**

**Biography:**

The Elmira Police Department provides police law enforcement services to the City of Elmira, New York. According to 2019 figures, the population of the City of Elmira was 27,402. The City is approximately 7.6 square miles.

The department is accredited by the NYS Law Enforcement Accreditation Program. According to the NYS website, accreditation is a progressive and contemporary way of helping police agencies evaluate and improve their overall performance. It provides formal recognition that an organization meets or exceeds general expectations of quality in the field. Accreditation acknowledges the implementation of policies that are conceptually sound and operationally effective.

The New York State program became operational in 1989 and encompasses four principle goals:

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

The Accreditation Program is comprised of a set of standards developed to further enhance the capabilities of an agency, and is divided into three categories.

- Standards in the Administrative section have provisions for such topics as agency organization, fiscal management, personnel practices, and records management.
- Training standards encompass basic and in-service instruction, as well as training for supervisors and specialized or technical assignments.
- Operations standards deal with such critical and litigious topics as high-speed pursuits, roadblocks, patrol, and unusual occurrences.

The department is currently budgeted for 71 full time sworn police officers. The total police budget for 2020 was \$6.9 million dollars. The majority of the budget is personnel costs. The 2020 personnel costs are approximately \$6.7 million dollars. In addition to police, the personnel cost

includes Records Bureau personnel, Youth Court personnel, the Victim Advocate, School Traffic Officers, as well as uniform maintenance, medical insurance opt outs, and overtime costs.

The department consists of the following assigned positions:

- 1 Chief of Police
- 1 Deputy Chief of Police
- 3 Police Captains
- 4 Police Lieutenants
- 6 Police Sergeants
- 5 Investigators
- 51 Police Officers

The positions of Chief and Deputy Chief are appointed positions. The remaining positions are Civil Service tested positions. The position of Deputy Chief had been vacant since 2015. This position was restored and appointed in July 2020. The primary responsibilities of the Deputy Chief are to assist with department training, reviewing policy and procedure, conducting personnel investigations and performance issues, and to assist the department and the City of Elmira in meeting the requirements outlined in NYS Governor Cuomo's Executive Order 203 regarding police reform and reinvention.

The department demographics are currently as follows:

- African American – 2.9%
- Hispanic – 1.5%
- Female – 10%

Since being appointed Chief in January, 2016, the department has hired 28 police officers with the following demographics:

- African American – 3.5 %
- Female – 21%

Since January 2016, 36% of new hires are no longer with the department, including resignations and transfers to other departments. On April 3, 2019, the department appointed the first African American Elmira Police Officer.

The department has the following organization:

- **Administration**
  - Chief of Police
  - Deputy Chief of Police
- **Patrol Force**
  - 3 Platoons, each composed of:
    - Captain

- Lieutenant
  - Sergeant
  - 14 Police Officers
- Special Shift Officers
  - Heritage Park – 2 Police Officers
  - Elmira Housing Authority – 1 Police Officer
- **Detective Bureau**
  - 2 Supervisors
    - Commanding Officer of the Detective Bureau is a Lieutenant
    - A Sergeant is in charge of evidence and identification
  - 3 Investigators
  - 1 Welfare Fraud Investigator
- **Drug Enforcement Unit (DEU)**
  - 1 Supervisor
    - Commanding Officer of the DEU is a Sergeant
  - 1 Investigator
- **Traffic Bureau**
  - 1 Sergeant
  - 1 Parking Enforcement Officer (not a sworn police officer)
- **Records Bureau**
  - 1 Records Center Coordinator
  - 1 Administrative Aid
  - 4 Police Information Clerks
  - 1 Part Time Typist
- **Youth Court**
  - 1 Youth Court Director
  - 1 Part Time Police Officer
- **Animal Control**
  - 1 Animal Control Director
  - 3 Animal Control Officers
- **Victim Services Unit**
  - 1 Victim Advocate
- **School Traffic Officers**
  - Commonly referred to as Crossing Guards
  - Assist with child safety in travelling to and from school

The Special Shift is comprised of the officers assigned to Heritage Park and Public Housing Patrol. The City of Elmira and has contracts with both Heritage Park and the Elmira Housing Authority (EHA) to provide enhanced police services to these housing complexes. The department has two police officers primarily assigned to Heritage Park, and one police officer primarily assigned to the EHA. The EHA included Hoffman Plaza, George Brag Towers, and Edward Flannery Apartments.

The department also has a contract with Chemung County to provide one full time Welfare Fraud Investigator to work closely with the Department of Social Service.

Each year the Elmira Police Department conducts a workload analysis to document the activities of the personnel assigned to the Department's patrol function. The workload analysis breaks down the calls for service received by the Department into each platoon, as well as the Special Shift. The three platoons include A Platoon (11pm-7am), B Platoon (7am-3pm) and C Platoon (3pm-11pm). The basis for the workload analysis is the calls for service received by the Department through the Chemung County 911 Communications Center, officer-initiated activities, and walk-in complaints reported to the Front Desk. The Department's computerized Records Management System, IMPACT, allows for a detailed breakdown of these calls to be utilized in the analysis of patrol activities. In 2019, the department handled 34,412 calls for service, made 1,797 arrests and issued 2,284 uniform traffic tickets.

The minimum staffing level is the number of personnel that are needed for each patrol shift. This number varies by platoon, and is set by the Chief of Police. The level takes into consideration many factors, to include the workload analysis. Each of the department patrol platoons currently has the following minimum staffing requirements for each shift:

- A Platoon (11:00 pm – 7:00 am)
  - 1 Supervisor
  - 1 Desk Officer
  - 6 Patrol Officers
- B Platoon (7:00 am – 3:00 pm)
  - 1 Supervisor
  - 1 Desk Officer
  - 6 Patrol Officers
- C Platoon (3:00 pm – 11:00 pm)
  - 1 Supervisor
  - 1 Desk Officer
  - 7 Patrol Officers

The City of Elmira is approximately 7.6 square miles. The police patrol posts are separated into 6 distinct patrol areas as follows, with the assigned primary patrol vehicle number:

- Southside West (SSW – car 201)
  - Chemung River on the north; South Main St. to West Miller St., south along the Conrail roadbed to the City line on the east; City line on the South; City line on the west.
- Southside East (SSE – car 202)
  - Chemung River on the north; City line on the east; City line on the south; South Main St. to East Miller St., south along the Conrail Roadbed to the City line to the west.
- Eastside South (ESS – car 203)

- Chemung River on the south; Conrail Roadbed on the west; East Fifth St. on the north; City line on the east. This post includes the section of NYS Route 17 that passes through it.
- Eastside North (ESN – car 204)
  - East Fifth St. on the south; Conrail Roadbed on the west; City line on the north; City line on the east. This post includes the section of NYS Route 17 that passes through it.
- Westside North (WSN – 205)
  - West Fifth St. on the south; City line on the west; City line on the north; Conrail Roadbed on the east.
- Westside South (WSS – car 206)
  - Chemung River on the south; City line on the west; West Fifth St. on the North; Conrail Roadbed on the east.

The department Use of Force policy and procedure was provided to the Police Reinvention and Reform committee in the fall of 2020. This policy included updates based on NYS model policy. After allowing time for comment, the policy was finalized and issued to the department on January 15, 2021. This policy is available for review on the City of Elmira website. This policy has since been submitted to NYS Division of Criminal Justice Services (DCJS) for certification. On February 4, 2021, the Elmira Police Department was certified by DCJS to meet certain eligibility requirements as described in the Presidential Executive Order on Safe Policing for Safe Communities, Executive Order NO. 13929. In addition to this policy, the department is in the process of reviewing and updating all of the department policy and procedures.

The department will be creating a Use of Force committee. This committee will be composed of members certified in each of the use of force topics and/or weapons. The committee will assist the Chief and Deputy Chief in reviewing use of force incidents, identifying potential excessive use of force incidents, identifying new equipment and tactics, and developing appropriate new and remedial training.

The department will be creating a Recruiting Committee. This committee will develop strategies to recruit police candidates to the department. The committee will be able to work toward recruiting goals so that the department demographics are consistent with the City demographics.

The department has several existing committees that assist with many administrative functions of the department. The committees include:

- Accreditation Committee
- Annual Report Committee
- Grants Committee
- Social Media Committee
- Strategic Planning
- Training Committee
- Wellness Committee

The department has several teams and services, to include:

- Crisis Negotiation Team
- Evidence Response Team
- Police Honor Guard
- Small Unmanned Aircraft System Unit (Drone)
- Special Weapons and Tactics Team (SWAT)
  - NYS certified tactical team

The department participates in many events throughout the community. Patrol officers are encouraged to participate in any community events occurring in their assigned patrol area. The department normally participates in reading to elementary school children at the local elementary schools. The department has participated in greeting students at the beginning of a school day, as well as participating in many other school events. The department participates in the Elmira Street Painting Festival. The department has assigned police officers to the Elmira Alive After Five events. The department also participates in both the Memorial Day Parade and the Christmas Parade.

In 2020, the COVID virus pandemic cancelled many community events, and made it difficult for police to participate in or create new events. As a result of COVID changes, the department did participate in several “car parades” for a variety of events, including birthdays, school graduations and events, and funerals. The department assists with many funerals occurring throughout the community.

On June 5, 2020, the department participated in a Black Lives Matter march. The department assisted in the organization and planning, and provided resources to make the march a success. On August 30, 2020, the department participated in a Law Enforcement Support Rally held at the Joycrest skating rink. The event brought many community members, businesses, and law enforcement personnel together. On October 13 and 27, 2020, the department participated in the National Leadership Initiative at the Transformation Center.

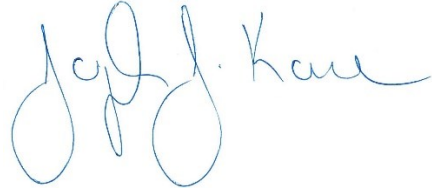
The department has a ride along program to allow members of the community to ride with a police officer. Members of the Police Reinvention and Reform Committee were encouraged to participate in a ride along.

The COVID pandemic has affected the ability of the community to hold community events, and the ability of the department to participate in those events. When pandemic restrictions no longer prevent this, the department intends to take the recommendations of committee members to participate in community events, events involving community youth, and events in faith-based organizations.

**Mission Statement:**

The mission of the Elmira Police Department is to ensure the safety and security of the community by providing exemplary law enforcement services.

Approved By:

A handwritten signature in blue ink that reads "Joseph J. Kane". The signature is written in a cursive style with large, looped letters.

JOSEPH J. KANE  
*Chief of Police*



**Elmira Heights Police Department**  
**Chief Elected Official: Mayor Margaret Smith**  
**Police Chief A. Rick Churches**

**Biography:**

EHPD is a full-service police agency providing 24/7/365 public safety coverage to the Village of Elmira Heights and adjacent areas (as needed).

EHPD is comprised of 6 patrolman, 2 patrol sergeants, 5 civilian crossing guards.

Population Served – 4,200 people

Jurisdiction – Village of Elmira Heights

Annual Budget - \$880, 783

Special Programs/Divisions – Police Mountain Bike Patrol, Eddie Eagle Gun Safety Program, Operation 14903-Giveback, Christmas Ham give away, Easter Basket give away, support of youth programs in Elmira Heights

Events which we are present – Octoberfest, Holiday Lights in the Heights, Halloween event, Cruise-In, Concerts in the Park, Child Advocacy Center Bowling Event

**Mission Statement:**

The Elmira Heights Police Department is committed to providing a professional quality service to the community we serve. Our goal is to partner with the community to improve the quality of life while delivering the highest standard of police services.

Organizational Values:

Our primary duty is to safeguard life and property, while respecting the constitutional rights of all.

Commitment to Community Involvement:

Through communication with our citizens and businesses we will build the framework to successful community-oriented policing



Commitment to employees:

We believe that our employees are our greatest and most valuable asset. Through regular training, education, leadership and organizational support, our employees will reach the highest standards of performance and professionalism.

Commitment to Responsibility and Accountability:

Employees of this organization will be held to a standard of professional conduct both on and off duty. The supervision will ensure that all Officers are responsible and act in good faith at all times.



**Horseheads Police Department**  
**Chief Elected Official: Mayor Robert Maloney**  
**Police Chief Thomas Stickler**

**Biography:**

The Horseheads Police Department serves the Village of Horseheads, a community of 4 square miles, and is located in upstate New York in Chemung County on the Southern Tier Expressway between the cities of Elmira and Corning, NY. There are approximately 6,500 residents in the Village of Horseheads.

The Police Department consists of a Chief of Police, 10 Full Time Police Officers, 2 part time police officers, 3 School resource Officers, 1 Security Officer and 1 administrative assistant. The ranking structure includes the Chief of Police, 3 Sergeants and 7 Police Officers. The School resource Officers regularly attend all school functions and activities. The Horseheads School District covered by the Resource Officers consists of 1 High School, 1 Middle and Intermediate School and 4 Elementary Schools. The Police Department has a fleet of 8 vehicles and 3 police bikes. For many years the police department maintained a k-9 unit but does not currently have one.

The Village of Horseheads has a web site: [www.horseheads.org](http://www.horseheads.org) where the police department has a sub-page. The Village is currently in the process of developing a new and updated web site (currently under construction) which will contain policies and procedures for the police department as outlined in Executive Order 203.

**Mission Statement:**

The mission of the Horseheads Police Department is to preserve the rights of the citizens and reduce the fear in the community through the prevention of crime, the protection of persons and property, maintenance of order in public places, and the anticipation and response to events that threaten public order, life and property.

It is essential that all members of the Horseheads Police Department remember that in the execution of their duties that they act not for themselves or any one person, but for the good of the public. They shall respect and protect the rights of individuals and perform their duties with honesty, zeal, courage, discretion, impartiality, fidelity and sound judgment.



**West Elmira Police Department**  
**Chief Elected Official: Neil Milliken**  
**Police Chief Thomas Barr**

**Biography:**

The West Elmira Police Department provides police and law enforcement services to the more than 4,500 residents of the Town of Elmira, NY Traffic District #1. The Traffic District was first established by the New York State Senate in the year 1921 and then renewed in the year 1980. It is an approximately 2.7 square mile area situated just west of the City of Elmira, NY.

The West Elmira Police Department is comprised of both full and part time officers to provide the community with 24-hour service and protection. They are staffed with a chief, one sergeant and several patrolmen.

The West Elmira Police Department stresses community policing and public interaction. They provide a police presence to public events such as the Congregation Kol Ami Jewish Food Festival and participate in the annual Hendy Avenue School Blacktop Carnival and the West Elmira Fire Department Open House. Its officers escort and provide traffic control to local funeral processions, charitable marathons and the annual Pirozzolo Park Baseball Parade.

The West Elmira Police Department works closely with the members of the Town of Elmira Board and the West Elmira Fire Department to better serve our community. They maintain a strong working relationship with their fellow Chemung County law enforcement agencies.

**Mission Statement:**

“To provide dedicated service, vigilant protection and excellence in law enforcement function, contributing to the quality of life of the citizenry of West Elmira, making our community a great place to live.”



Upon reviewing the information guide published by New York State in reference to Police Reform and Reinvention, many of the recommendations throughout the manual have already been implemented by the county's two largest law enforcement agencies, the Chemung County Sheriff's Office and the Elmira Police Department, via their New York State Accreditation status. Both agencies have been accredited by the New York State Law Enforcement Accreditation Program for several years. Having this accreditation status has been a valuable resource as Chemung County has already implemented many of the ideas and recommendations being outlined as a result of Executive Order 203. You will find a full description of the New York State Accreditation Program and what it means to a law enforcement agency that receives that status, as well as the hard work it takes to receive the initial accreditation on the New York State Division of Criminal Justice Services' website.

### **New York State Accreditation Program**

New York was the first state in the country to sponsor a law enforcement accreditation program. Community leaders embraced the initiative from the outset, and the program was immediately endorsed by leading statewide organizations of law enforcement and elected officials.

The New York State Law Enforcement Accreditation Program received national recognition in 1992 when the Council of State Governments determined that New York's program "...dealt with a significant problem in an effective and innovative manner and has the potential to be transferred to other states." The program was one of just eight in the entire country that the Council selected for recognition that year, leading law enforcement officials from as far away as California, Virginia, Oklahoma, Michigan, Massachusetts, Pennsylvania, and Kentucky to study the New York State program as it provided a strong basis for them to model when developing their own programs.

The accreditation program has had a significant impact on law enforcement in the years since its inception. As of 2015, there are nearly 150 agencies located all over the state that are currently accredited, ranging in size from a small handful of full-time officers to more than 4,000 sworn personnel. Insurance benefits, enhanced community support, and a greater overall standard of professionalism are just a few of the many tangible benefits that accredited agencies enjoy.

The positive impact of the Accreditation Program stems from the profound commitment that New York's law enforcement executives have made to excellence and professionalism in the field of law enforcement, and from their desire to provide the best possible services to the communities that they serve. The Accreditation Program continues to provide a comprehensive blueprint for effective, professional law enforcement. Program staff at the Division of Criminal Justice Services, Office of Public Safety are prepared to make their knowledge, experience and resources available to help your agency become accredited. We encourage you to contact us to obtain an application or additional information.

### **Accreditation Process**

The accreditation process has several distinct stages. The amount of time that an agency should plan on allotting to complete the process varies depending in part upon the amount of work that needs to be accomplished. Another significant variable is the number of hours per week that can be committed to the task of drafting and implementing new procedures. Some agencies have been able to earn accreditation within several months of applying, while others may take a year or more to prepare. Significant elements of the accreditation process include:

#### **Application**

Officials who wish to participate in the Accreditation Program must submit an Application. The enabling legislation specifies that applications must be signed by both the agency's chief law enforcement officer and by the municipality's chief elected officer or a representative of the local governing body. The chief or sheriff will also be asked to sign an Agency Participation Agreement which specifies the mutual responsibilities of the agency and Accreditation Council. The Application and Agency Participation Agreement form is available on-line in the Publications and Forms section.

#### **Policy Development**

The policy development stage is marked by the agency's efforts to meet program requirements. Documentation must be compiled to demonstrate compliance with those standards which the agency already meets, and new procedures will have to be drafted for those areas which have not yet been addressed. Experienced program staff from the Office of Public Safety are available for consultation throughout this process. New policies and procedures must be fully implemented for at least 90 days before an agency is assessed for accreditation.

#### **Assessment**

Agency officials notify the Office of Public Safety (OPS) when they believe that all program requirements have been successfully met. OPS then selects a team of experienced law enforcement practitioners who conduct a three day on-site assessment of the agency to verify that it qualifies for accreditation status. Verification includes the review of policies and procedures and supporting documentation related to the accreditation standards. The chief executive officer has an opportunity to review the list of potential assessors prior to this visit and can disqualify an individual if there is a conflict of interest or other compelling reason.

## **Council Review**

The assessment team leader prepares a detailed report of the team's findings and forwards it to the Office of Public Safety. A copy of this report is then sent to the NYS Law Enforcement Accreditation Council for review and action at its next scheduled meeting. If accreditation is granted, it will be valid for a period of five years.

## **Award Ceremony**

Agencies that meet all program requirements are awarded a mounted certificate of accreditation. In addition, the program manager receives a mounted certificate of accomplishment to recognize the role that he or she had in helping the agency to become accredited. Awards are presented to the participating agencies during the accreditation council meeting in which accreditation is granted.

## **Program Maintenance**

Accredited agencies must develop specific mechanisms to monitor and enforce internal compliance with the standards. This is a critical step in the accreditation process because it ensures continuous compliance with the standards and facilitates the reaccreditation assessment. State rules and regulations require chief executive officers of accredited agencies to file annual reports attesting to their ongoing compliance and identifying any instances of significant noncompliance. The Council reviews these reports very carefully and will provide additional guidance to agencies where appropriate.

## **Reaccreditation**

Chief executive officers of accredited agencies advise the Office of Public Safety of their wish to be reaccredited by submitting a new application near the end of their five-year period of accreditation. An agency's first reaccreditation is very similar to the process described above for initial reaccreditation. Subsequent reaccreditations may be accomplished via an abbreviated compliance audit process in which a sampling of an agency's program standards are reviewed to verify ongoing adherence to program standards. Accredited agencies that have regularly updated their program files are in a very strong position to be reaccredited.

**CHEMUNG COUNTY**  
**POLICE REINVENTION COMMITTEE**  
**SUMMARY OF**  
**AGENDAS & MINUTES**

**POLICE REINVENTION COMMITTEE**  
**09/29/20**  
**Zoom Minutes**

**Present:** Christopher Moss, Chemung County Executive  
Sheriff William A. Schrom, Chemung County Sheriff's Office  
Chief Joseph Kane, Elmira Police Department  
Deputy Chief Anthony Alvernaz, Elmira Police Department  
Mayor Daniel Mandell, City of Elmira  
Chief Thomas Barr, West Elmira Police Department  
Neil Milliken, Town of West Elmira  
Chief Rick Churches, Elmira Heights Police Department  
Mayor Margaret Smith, Elmira Heights Village  
Chief Thomas Stickler, Horseheads Village Police Department  
Mayor Robert Maloney, Horseheads Village  
Director Douglas Houper, Emergency Management  
DA Weeden Wetmore, Chemung County District Attorney's Office  
Attorney Hyder Hussain, County Attorney's Office  
Lt. Julian Hughey, Chemung County Sheriff's Office – Corrections  
Public Defender Peter Finnerty  
Melissa Brown, Chemung County Sheriff Admin. Asst.  
Randy Reid, Reid Media Group  
Anita Lewis  
Georgia Verdier  
Jerome Emanuel  
Juhura Shazer  
Miquelle Fountain  
Nykole Parks  
Sam Zoubi, Corning, Inc.

The meeting was called to order by Sheriff Schrom at 10:04 a.m.

**NEW BUSINESS:**

A. Introductions were done with all 23 members being present.

**County Executive Moss:**

- A. Overview of the Police Reinvention Committee:
- 6/12/20 Governor Cuomo signed an Executive Order – all Law Enforcement will participate or lose funding.
  - Need to draft local law by the chief elected official, the County Executive and Legislature.
  - Decided to do one local law encompassing all five law enforcement departments into one committee.
  - This is due to the state by 4/1/21.



- This is to deal with policies concerning diversity, chokehold policies.
- The county will be filling the vacant position of Human Relations/Diversity coordinator.

**Sheriff Schrom – CCSO**

- The Sheriff's Office has their own Policy & Procedures, but we are currently working on having a shared, uniform set of Policy & Procedures with all law enforcement agencies regarding Use of Force and Diversity.
- Each police agency does their own Diversity Training, but will now have the same training for all agencies through the County.
- There are five law enforcement agencies in Chemung County, plus the New York State Police.
- The Chemung County Sheriff's Office has 142 employees.
  - Road runs 24/7 and has three separate shifts;
  - CID – Criminal Investigations Division;
  - Civil/Community Services;
  - Corrections Division, largest department;
    - Can hold 264 inmates, both male and female
    - In 2019 we had an average daily population of 135
    - Due to Bail Reform, 2020 daily population was as low as 60 but starting to rise, up to 90.
- The Chemung County Sheriff's Office has an operating budget of \$14 million;
- The Chemung County Sheriff's Office covers the entire county of 412 square miles and approximately 88,000 residents. The deputies cover more of the rural areas and assist in the City and/or Villages when requested.

**Chief Joseph Kane:**

- The Elmira Police Department has 70 employees, including himself and his Deputy Chief Anthony Alvernaz;
- They have several divisions: Patrol, Detective, Drug, Traffic, STO (School Traffic Officer - Crossing Guards);
- The Elmira Police Department has an operating budget of \$6.9 million;
- The Elmira Police Department covers within the city limits, north side, south side, east side and west side. They also have 6 primary posts and the car numbers coordinate with the district.

**Chief Rick Churches:**

- The Elmira Heights Police Department has 9 employees: the chief, two sergeants and six officers;
- The Elmira Heights Police Department has an operating budget of \$838,000;
- The Elmira Height Police Department currently uses Lexipol for the Policy & Procedures. They are a team consisting of law enforcement personnel and attorneys.

**Chief Thomas Stickler:**

- A. The Horseheads Police Department has 18 employees. This includes (1) chief, (10) full-time police officers, (2) part-time police officers, (3) SROs, (1) full-time clerk and (1) part-time security officer.
- B. The Horseheads Police Department has an operating budget of \$970,000.

**Chief Thomas Barr:**

- A. The West Elmira Police Department has 1 Chief, 1 Sergeant, 2 other full time and 4 part time employees.
- B. The West Elmira Police Department has an operating budget of \$530,000.

**ACCREDITATION:** This is a matter of complying with state standards on policies and documentation.

**Sheriff Schrom:** The Chemung County Sheriff's Office has been an Accredited Agency since 2006. There are three (3) divisions in the Sheriff's Office that are Accredited through the New York State Sheriff's Association: Road, Civil and Corrections. The Sheriff's Office employs Daniel Mandell part-time as their Accreditation Manager.

**County Executive Moss:** In the book provided, Appendix C shows there are only about 1/3 accredited law enforcement agencies in New York State. Not only is that great for policy and procedure, but it also gives a break on insurance.

**Chief Stickler:** They had a citizen - academy in the past that did Ride-A-Longs, trainings and role playing. It lasted for 3 months and took place once a week for 3-4 hours. The academy was well received.

**CIVIL SERVICE PROCESS:**

- A. Law Enforcement personnel are hired off a list from Civil Service exams.
- B. These lists are getting smaller, the last list was only 40 people and every agency hires from the same list.
- C. Have to hire one of the top three from the exam.
- D. As one is hired, you can move down the list.

**QUESTIONS:**

**Anita Lewis:** She would like to see a list of what is "hot" by district. County Executive Moss and Emergency Management Director Houper have graphs of that data. All agencies (except the State Police) use IMPACT. Director Houper explained how IMPACT runs reports. County Executive Moss has the data from 2017, 2018 and 2019 on white vs. nonwhite arrests by district (also factoring the ratio of white vs. nonwhite residents by district).

**Georgia Verdier:** How to move past the top three on the Civil Service exam was explained, once one is hired or signs-off the list we can move down to the next score category.

**Nykole Parks:** Who is the deciding agency on policies in relation Civil Service? Who decides you have to hire one of the top three? County Executive Moss explained there is a New York State Civil Service Commission that makes the rules governing Civil Service. Sheriff Schrom stated this was designed to fix the “Good Ole Boy” hiring system of hiring friends and family.

**Juhura Shazer:** He thinks the Ride-A-Long is a fantastic idea. Also suggested a reversal of the police spending a day in the community, with one of the business owners or service providers on the committee.

**Neil Milliken:** What is the state’s expectation or final plan? County Executive Moss mentioned adequate training.

**Randy Reid:** Thinks the swapping position is a very good idea.

**County Executive Moss** asked for any objections to anybody from this committee having an objection to their names being mentioned in a News Release to the media? No objections.

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](mailto:mbrown@chemungcountyny.gov). She will send to the appropriate agency for a response or add to the next meeting Agenda.

We will attempt to schedule all future meetings on Tuesdays from 10:00-11:30 for an hour and a half.

**OLD BUSINESS:**

N/A

Meeting adjourned by Sheriff Schrom at 11:08 a.m.

NEW MEETING SCHEDULED FOR TUESDAY, OCTOBER 13, 2020 AT 9:00 A.M.

Respectfully submitted,



Sheriff William Schrom  
Co-Chairman

**Police Reinvention Committee Agenda – 10/13/20:**

1. Role Call
2. Questions from Anita Lewis
3. Questions from Neil Milliken
4. Next Meeting Date
5. Questions

**POLICE REINVENTION COMMITTEE**  
**10/13/20**  
**Zoom Minutes**

**Present:** Christopher Moss, Chemung County Executive  
Sheriff William A. Schrom, Chemung County Sheriff's Office  
Chief Joseph Kane, Elmira Police Department  
Mayor Daniel Mandell, City of Elmira  
Chief Thomas Barr, West Elmira Police Department  
Neil Milliken, Town of West Elmira  
Chief Rick Churches, Elmira Heights Police Department  
Mayor Margaret Smith, Elmira Heights Village  
Chief Thomas Stickler, Horseheads Village Police Department  
Nathan Nagle, Horseheads Village Manager  
Director Douglas Houper, Emergency Management  
DA Weeden Wetmore, Chemung County District Attorney's Office  
Attorney Hyder Hussain, County Attorney's Office  
Lt. Julian Hughey, Chemung County Sheriff's Office – Corrections  
Public Defender Peter Finnerty  
Melissa Brown, Chemung County Sheriff Admin. Asst.  
Randy Reid, Reid Media Group  
Anita Lewis  
Georgia Verdier  
Jerome Emanuel  
Juhura Shazer  
Miquelle Fountain  
Nykole Parks  
Sam Zoubi, Corning, Inc.

The meeting was called to order by Sheriff Schrom at 9:06 a.m.

**NEW BUSINESS:**

B. Roll call was done with all above individuals present.

**County Executive Moss:**

B. PowerPoint Presentation:

- Arrest Data for all five police agencies: 2017-2019 white vs. nonwhite arrests and the population for each area.
- Included both bar graphs and pie charts for each agency.
- Mental Health calls by agency, by year.

- Disturbance calls by agency, by year. CCSO was mislabeled as WEPD and is actually the 2<sup>nd</sup> to last column.
  - **Nykole Parks** asked for a clearer definition of a Disturbance. Chief Kane and Sheriff Schrom both explained that a Disturbance is not anything law enforcement finds on their own, it is always a call from a citizen for assistance. However, it could be anything that is clearly not defined under another crime. Also, Director Houper added that sometimes the call comes in as a Disturbance, but could be changed to another type of call (mental health, domestic violence, etc). These stats only show what the call came in for originally.
- **Nykole Parks** asked if these stats could be broken down further to a more precise location, rather than by police agency. County Executive Moss said he could try. Chief Kane said he does have the ability to break down by patrol car, which is assigned to a specific area. It would be time consuming, but can be done. Any more specific than that would be very difficult. She also asked about partnering with Elmira College on a training with their Law Enforcement students.
- **Jerome Emanuel** stated that in the past he met with the Police Academy cadets and found that they had little interaction with the black community.
- **District Attorney Wetmore** asked where the percentages of population were obtained from? Was it the last US Census? If so, is this accurate since that is 10 years old. County Executive feels they are still pretty accurate. All Chiefs agreed that there is probably a slight increase in the black population for their areas since the last census.
- **Chief Kane** also pointed out that his area shows a 100% of the violent crimes committed in the City of Elmira for 2020 will show they were committed by young blacks. There are other problems aside from just looking at percentages. Both Chief Kane and County Executive Moss agreed this is a systemic problem, lack of jobs, money and housing are all problems in this area. Not sure if this committee can fix the cause.
- **Nykole Parks** asked if a mental health representative can be appointed to his committee. Chief Kane suggested a mental health Sub-Committee. As a side note, Brian Hart has since been contacted by County Executive Moss and added to this committee.
- **Sam Zoubi** asked about the Use of Force stats on these Disturbance calls. Sheriff Schrom said he has access to those for the Sheriff's Office and can get from his Undersheriff. Chief Kane states these forms are always reviewed by a Supervisor. They then have to file a form with NYS, this has

been a requirement with the state since 7/11/19 for all police agencies. It would be time consuming to compile a report, but perhaps NYS already has a report available. Chief Stickler and Chief Barr states their process is similar to Chief Kane's. Chief Churches states that his numbers are low for Use of Force and would be difficult to get, but can if necessary. Sheriff will get numbers together for next meeting. We are currently working on a standardized Use of Force form for all five police agencies.

- **Georgie Verdier** this is not just a police problem, the crimes in the city are bigger than this committee, there is a definite community connectivity problem.
- **Juhura Shazer** Getting into the homes of the youth might be a better solution than police reform. This is systemic and a much deeper problem than law enforcement.

### C. Survey

County Executive Moss sent a 22 question survey to all committee members for input. The questionnaire will be sent out to the public on all websites.

- **District Attorney Wetmore:**
  - #9 Deady Force – is public aware of definition?
  - #16 Less Than Lethal – is public aware of definition?
  - #17 Bail Reform – is this question necessary
- **Nykole Parks:**
  - Can we put this out on Social Media?
  - Too many questions, maybe limit to 10-12 questions.
  - Will be hard to get feedback:

**County Executive Moss:** It will be hard to get feedback. Hoping for 100-200 response.
- **Georgia Verdier:**
  - They have a similar survey in Steuben County about the same length and have had good responses.
- **Sheriff Schrom:**
  - Feels the survey is inclusive and all questions are necessary and good as is.
- **Jerome Emanuel:**
  - Likes question #17

- **Juhura Shazer**: Sometimes the same person is arrested, given an appearance ticket and released, just to commit another crime, sometimes on the same day. Misrepresents the numbers.
- **Jerome Emanuel**: Question #10
- **District Attorney Wetmore**: Does not feel 100 people would be a fair view. This is unscientific survey and will only gauge feelings. Should we not publish the results?  
**County Executive Moss**: We will publish for transparency.
- **Nykole Parks**: Possibly add zip codes for person completing survey?
- **District Attorney Wetmore**: Question #22, income below \$75,000. Survey should not be limited by income.
- **County Attorney Hussain**: Is there a way to verify the submission of said survey is from our community? Would be biased if people outside of Chemung County complete the survey.  
**Jerome Emanuel** – Is there a way to limit social media reached by zip code?
- **Neil Milliken**: Throw out Question #4
- **Chief Kane**: Approximately ½ of the Committee Members have completed their review of this survey on Survey Monkey.

### **Chief Joseph Kane:**

#### E. Mental Health Calls:

**Sheriff Schrom**: There are many reason Law Enforcement is the first on the scene at a Mental Health call:

- The situation could be dangerous;
- The time of day or night that it occurs;
- Timeliness of agency to respond;
- Unknown questionable people at the scene;
- NARCAN report could be administered, report done and tracked;
- LE takes the person for a mental health facility for evaluation;
- LE puts the individual in touch with mental health services.

#### **Chief Kane:**

- LE are the first on the scene because every second counts in these situations;
- Officers are already out at all times day, night, holidays;



- There is already a Good Samaritan Law established;
- LE doesn't treat mental health patients, they restore peace and control to the situation;
- Sometimes there is State Order for a Mental Health pickup for law enforcement;
- Sometimes a mental health case overlaps with a crime occurring;
- LE works with Crisis Intervention;
- LE is not legally obligated to stop a suicide if it endangers others.

**Anita Lewis**: Perhaps this is something Legislative. Talk to Brian Hart at DSS about a subcontract with mental health agencies. Also suggests a Subcommittee for Mental Health.

**Georgia Verdier**: We have resources out there, just need connectivity.

**Nykole Parks**: There is a resource problem. The community is underserved by mental health, we need counselors.

**Chief Kane**: We use many resources: Catholic Charities, Crisis, fliers but many people are refusing help. There are homeless people camped at EPD right now. They have tried to take them to homeless shelter, but they refuse to follow the rules of the shelter.

F. Use of Force Forms:

- These are to prevent misconduct by law enforcement;
- All Use of Force forms are reviewed by a Supervisor, then to the Deputy Chief. If there is any possible misconduct, then reviewed by State Police.

G. Ride-A-Longs: Specify the agency you want to ride with and the length of time.

- **Chief Stickler**: Must sign waiver due to the risk. Stipulations: have to wear body armor, no video, do not get involved in the complaint.
- **Chief Kane**: EPD will need to hold off for at least 10 days before they can do any Ride-A-Longs. They have had positive COVID cases in their agency. You can submit interest but make sure beyond the 10 days.
- **County Attorney Hussain**: Will this be opened up to citizens outside of this Committee?
  - **Chief Kane**: EPD has always had a Ride-A-Long policy open to the public.
  - **County Executive Moss**: This is not included in the Local Law.

H. Use of Force/Police Equipment Training

**Chief Kane:** This pertains to the Spit Sock, Taser, etc. Perhaps a one-hour training, through the Reality Based Training at EPD or the Police Academy, for committee members would help them to have a better understanding.

**Nykole Parks:** Again suggested inviting Brian Hart to this Committee.

**Mayor Dan Mandell:** Agrees with this suggestion.

I. Subcommittees:

- Mental Health/Overdose
- Police Use of Force
- Faith Based community – suggest Juhura Shazer head this subcommittee
- Public Hearings – TAKE THIS OUT
- Community and Youth engagement for 14-16 year olds.  
Nykole Parks: Currently has Youth Court
- Community Survey

**County Attorney Hussain:** If you are interested in any committee, send an email to Chief Kane

**Sam Zoubi:** Will there be a committee on training?

**County Executive Moss:** County currently hires out training for Diversity and Use of Force. They have narrowed it down to three vendors and need to pick one.

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](mailto:mbrown@chemungcountyny.gov) She will send to the appropriate agency for a response or add to the next meeting Agenda.

The next meeting is scheduled for Tuesday, October 27, 2020 at 9:00 A.M.

**OLD BUSINESS:**

Sheriff Schrom motioned to approve the Minutes from 09/29/19. Motion was seconded by Chief Kane. Nobody opposed.

Meeting adjourned by Sheriff Schrom at 10:40 a.m.

Respectfully submitted,



Sheriff William Schrom  
Co-Chairman

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**Chemung County  
Police Reinvention Committee**

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**Location:** Zoom Video Conference Meeting  
<https://zoom.us/j/99736673834?pwd=MUdwYTloWXd4YjNkaVZGSkZQejJGZz09>

**Date:** October 27, 2020

**Time:** 9:00 am

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**AGENDA**

**I. General**

- A. Meeting opening – Sheriff Schrom
- B. Attendance
- C. Approval of meeting minutes for 10/13/2020

**II. Committees Established**

- A. Mental Health
  - 1. Lewis, Hart, Verdier?
- B. Faith Based
  - 1. Zoubi, Shazer, Hughey?
- C. Public Hearing
  - 1. Reid, Fountain?
- D. Community and Youth Engagement
  - 1. Parks, Emanuel, Finnerty?

**III. Elmira Police Department Disturbance Statistics**

- A. Statistics and maps – Doug Houser
- B. Input regarding disturbance numbers – Chief Kane

**IV. Brian Hart**

- A. Mental Health Services

**POLICE REINVENTION COMMITTEE**  
**10/27/20**  
**Zoom Minutes**

**Present:** Christopher Moss, Chemung County Executive  
Sheriff William A. Schrom, Chemung County Sheriff's Office  
Chief Joseph Kane, Elmira Police Department  
Deputy Chief Anthony Alvernaz, Elmira Police Department  
Mayor Daniel Mandell, City of Elmira  
Chief Thomas Barr, West Elmira Police Department  
Neil Milliken, Town of West Elmira  
Chief Rick Churches, Elmira Heights Police Department  
Mayor Margaret Smith, Elmira Heights Village  
Chief Thomas Stickler, Horseheads Village Police Department  
Nathan Nagle, Horseheads Village Manager  
EMO Director Douglas Houper, Emergency Management  
DA Weeden Wetmore, Chemung County District Attorney's Office  
Attorney Hyder Hussain, County Attorney's Office  
Commissioner Brian Hart, Department of Social Services/Mental Health  
Lt. Julian Hughey, Chemung County Sheriff's Office – Corrections  
Public Defender Peter Finnerty  
Melissa Brown, Chemung County Sheriff Admin. Asst.  
Randy Reid, Reid Media Group  
Anita Lewis  
Georgia Verdier  
Jerome Emanuel  
Miquelle Fountain  
Nykole Parks  
Sam Zoubi, Corning, Inc.

The meeting was called to order by Sheriff Schrom at 9:05 a.m.

Motion was made to approve the Minutes from 10/13/20 by Attorney Hussain and seconded by Sam Zoubi.

**NEW BUSINESS:**

- C. Roll call was done with all above individuals present. Juhura Shazer had a prior commitment and was unable to attend.

**Chief Joseph Kane - EPD:**

An Agenda had been provided to all committee members last night:

**II. Committees Established**

- A. Mental Health

1. Lewis, Hart, Verdier
- B. Faith Based
  1. Zoubi, Shazer, Hughey
 

**Kane:** EPD had a Police Chaplain looking to perhaps re-establish that
- C. Public Hearing
  1. Reid, Fountain
 

**Kane:** Could do this virtually or a mix of in person and virtual. Perhaps add Jerome Emanuel.
- D. Community and Youth Engagement
  1. Parks, Emanuel, Finnerty

### III. Elmira Police Department Disturbance Statistics

- A. Statistics and maps. EMO Director Douglas Houper shared the 2017, 2018 and 2019 EPD maps for disturbance calls by patrol sector and each sector is colored by household % below poverty level. Every year the Westside South Sector had the highest # of disturbance calls but was only the 3<sup>rd</sup> highest for % of households below the poverty level at 31.12%.

**Chief Kane:** This is perhaps due the businesses downtown. It has always been “understood” that the Eastside tends to handle things on their own rather than call the police, which is why they would have lower numbers.

**DA Wetmore:** What is classified as a Disturbance? **Chief Kane:** A Disturbance could be any slew of things from a dog barking, noise complaint, loud music. It could even start out as a Disturbance but change to a Mental Health complaint once investigated. It was asked at a previous meeting if we could break down the Disturbance calls by location in the City of Elmira, instead of by just agency. That is why this map was created.

**Sam Zoubi:** This is the number of households below poverty level NOT population numbers correct? That is correct

**Nykole Parks:** Why did you pick Disturbance calls? Does this include things such as Shots Fired?

**Chief Kane:** No those would be separate, but could have started as a Disturbance and then changed to Shots Fired call.

#### IV. Brian Hart

- A. Mental Health Services and Crisis Intervention are really the same thing. Two years ago they did a collaborative training with Elmira Police Department for impact on law enforcement. Should be doing regular trainings. They do have an after hour response team which is available 24 hours a day, 365 days a year. They probably respond to 50% of the calls face-to-face. They do call for law enforcement to assist unless it is at another agency or at a school. Law enforcement comes in to clear the scene and assesses if they are a risk to themselves or others. If they are, they are then taken to the Arnot Ogden Medical Center Emergency Room. Brian Hart meets with Family Services quarterly to review the outcomes and statistics. Law enforcement can determine if the individual needs a Pick Up Order (are unwilling to go voluntarily) or they can call CRISIS, which they often do. Out of the 1,500 that go to the Emergency Room, approximately 58% of those cases are admitted for further evaluation or treatment. If the mental health agent does not agree with the hospital's decision either way, then Brian Hart will call the hospital to discuss the situation. Crisis also goes to the Chemung County Jail to assess inmates on Constant Watch. Family Services and Trinity are also allowed to go into the Chemung County Jail to work with inmates.

**Anita Lewis:** Where is this process written? **Hart:** There is a New York State Office of Mental Health manual that addresses both the mobile crisis team and suicide prevention matters and feels our efforts on these are ahead of the game in New York State.

**Anita Lewis:** Can we distribute this information more to the public or mental health agencies?

**Georgia Verdier:** Is there enough funding for this? **Hart:** We are in a fiscal crisis because of COVID, we had been doing good. However, there is a 20% withholding to all state funding for the 3<sup>rd</sup> and 4<sup>th</sup> quarters this year. This will probably continue into 2021.

**Atty. Hussain:** There are 300 calls to Crisis yearly, do we have a yearly training with Law Enforcement on these? **Hart:** No, we used to have Scott Forbes go to the Academy to train the cadets on this, but not since he left.

- B. Crisis Intervention: Same as Mental Health, see above.
- C. Opioid: Brian Hart gets all stats from Narcan that have been administered in the county, except New York State Police because they have their own reporting system. There were the following overdoses reported to Brian Hart:

2016 – 123

2017 – 130  
2018 – 91  
2019 – 87  
2020 – 90

The stats are further broken down into multiple doses of Narcan, how many fatalities, the town it happened in and what drug was found in their system. Brian Hart also provided the ODMAP for Chemung County and Broome County. However, the entering of this information is voluntary so might not be accurate for every county. Thought there would be a lot of repeat people, but that was not the case. Also found a trend with overdoses in retail parking lots, certain hotels or in state prisons.

- D. **Navigator program:** There are three (3) staff members out in the community, distributing pamphlets, DSS applications, help in getting food, medical care, child care, etc. They have people from EOP, Samaritan Center and the Transformation Center. They reach over 1,300 people in the 14901 and 14904 zip codes alone.

## V. Law Enforcement Reinvention Initiative – Chemung County Website

**Kane:** A new website was started for the Law Enforcement Reinvention Initiative with the link to the survey. It also has a link to each law enforcement agency.

## VI. Public Hearing

**Kane:** A subcommittee need at least two (2) hearings and may be limited to video or zoom due to COVID.

**Randy Reid:** Target date of November 1<sup>st</sup> for the first hearing.

**Jerome Emanuel:** Would expect a higher participation and a larger impact to the community by Zoom hearing with live comments or submitting questions before the Zoom meeting that can be assessed and addressed at the Zoom hearing.

**Chief Kane:** Agrees with Jerome Emanuel on holding Zoom meetings. Send any ideas to Randy Reid. Also, perhaps limit the time for their comments.

**County Exec. Moss:** Perhaps Randy Reid should reach out to Aaron Dowd with IT. Need to have four (4) meetings by 1/31/21.

**Chief Kane:** Need feedback from the community.

**County Exec. Moss:** We will have the survey data. Need to get all call types out to the committee.

**Attorney Hussain:** Need an email address for written comments if they can't Zoom. Perhaps send an outline to the Subcommittee for direction. **County Exec. Moss:** There is an email address on the new website. The Goals and Objectives of the committee is in the Governor's Executive Order.

**George Verdier:** Steuben County finished their survey and we could look at that. They had 1,600 responses. **County Exec. Moss:** He has already looked at the results from Steuben County.

## **VII. Use of Force**

**Chief Kane:** DCJS back in July, 2019 mandated reporting certain Use of Force by Law Enforcement. He will get EPD statistics out to the committee before the next meeting. DCJS just came out with updates to the Use of Force reporting requirements. Looking at making one uniform form for all law enforcement agencies in the county. It was asked about making a subcommittee for UOF, but not necessary since this committee can handle that.

**Anita Lewis:** Use of Force handled by Captain? Is there any quality assurance or Check the Checker system? **Chief Kane:** The officer fills out the UOF form and submits to his supervisor. It then is reviewed by Deputy Chief Alvernaz who submits both to Chief Kane for review and to the state. The way of reporting these UOF stats is changing on 11/1/20. These stats should be able to check trends and for inappropriate behaviors. They are reviewed and taken seriously.

**County Exec. Moss:** What is the percentage of cases of UOF that are caught on video? **Chief Kane:** EPD does not have in-car cameras so that is zero for them. However, 100% of their cases are on body cameras since their deployment in 2017. These events are also reviewed by Deputy Chief Alvernaz. If there is a death in their custody, the State Attorney General's Office also investigates, whether that police officer is on or off duty. **Sheriff Schrom:** The Sheriff's Office is the same. We have a different system for reporting, but we do use in-car cameras and body cameras. We also have body cameras on the officers at the jail. Since the jail started using the cameras, the Grievances for excessive force have made drastically reduced. We hope this is due to inmates now knowing they cannot make false allegations. Also, by jail policy, if another agency has a UOF individual that is remanded to the jail, the jail booking officer will not take custody of that individual until they have been medically cleared.



## VIII. Discussions:

- A. Improving/possibly increasing engagement with community groups. Don't need a subcommittee. Hopefully the new Human Relations position will assist with this.

**Georgia Verdier**: Excellent idea, there is a disconnect between the police force and the community. When you send 4 police cars to handle a disagreement between 2 juveniles, from their standpoint it seems like intimidation.

- B. Possibility of deployment of social services agency personnel instead of or in addition to police officers in some situations.

**Brian Hart**: They had discussed having caseworkers assigned for such things, but there is no funding for this. They currently have a good relationship with Crisis. Scott Forbes previously did trainings at EPD as peer counselors.

- C. Existing policies & procedures involving police deployment. Need to seek input from the current committee members.

**Anita Lewis**: Will these groups continue after the Executive Order is complied with?  
**Chief Kane**: We don't plan on abandoning all the work accomplished.

**County Executive Moss**: In the 2021 Operating Budget they have put in for an appointment to the currently vacant Human Relations Diversity position. They have also requested a Human Relations Specialist position which is a Civil Service position. These are going for approval before the Legislature next week.

**Brian Hart**: Should incorporate critical and stress debriefing.

**Jerome Emanuel**: When he was at Cornell Cooperative there was an EPD officer from Seneca Falls that came and spoke to the community on a personal level, shared his passions and family information. It made a powerful impact.

**Anita Lewis**: EOP has lots of groups with kids. If an officer just stopped in for 5 minutes, talk, relate, say Hi it would make an impact.

**Chief Kane**: One thing that made a big impact on kids was being at the schools on opening day, shaking hands with the kids. Need to make the kids' first impression with police a positive one. Need community engagement.

**Sam Zoubi**: Need more members on the subcommittees. Maybe need police officers on the subcommittees.

**County Exec. Moss**: We could put one chief of police on each subcommittee.

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](mailto:mbrown@chemungcountyny.gov) She will send to the appropriate agency for a response or add to the next meeting Agenda.

The next meeting is scheduled for Tuesday, November 10, 2020 at 9:00 A.M.

**OLD BUSINESS:**

Meeting adjourned by Chief Kane at 10:35 a.m.

Respectfully submitted,



Sheriff William Schrom  
Co-Chairman

Respectfully submitted,



Chief Joseph Kane  
Co-Chairman

**Chemung County  
Police Reinvention Committee  
AGENDA 11/10/20**

1. Role Call
2. Approval of Minutes from 10/27/20 meeting
3. **Sheriff Schrom** – Chemung County Sheriff’s Office
  - A. Subcommittees (update of Chief assignments)
    - a. Mental Health – Chief Stickler
    - b. Faith-based – Chief Churches
    - c. Community/Youth Engagement – Chief Barr
  - B. Update on Standard UOF form for area LE
  - C. CCSO – UOF Statistics
4. **Chief Kane** – Elmira Police Department
  - A. Use of Force General Order
  - B. Use of Force Statistics
5. **Randy Reid**
  - A. Upcoming scheduled Public Hearing;
    - a. Date
    - b. Time
    - c. Format
6. **County Executive Moss**
  - A. Survey Results – over 600 have been received in the first batch
7. Next Meeting Date
8. Questions

**POLICE REINVENTION COMMITTEE**  
**11/10/20**  
**Zoom Minutes**

**Present:** Sheriff William A. Schrom, Chemung County Sheriff's Office  
Chief Joseph Kane, Elmira Police Department  
Deputy Chief Anthony Alvernaz, Elmira Police Department  
Chief Thomas Barr, West Elmira Police Department  
Neil Milliken, Town of West Elmira  
Chief Rick Churches, Elmira Heights Police Department  
Mayor Margaret Smith, Elmira Heights Village  
Chief Thomas Stickler, Horseheads Village Police Department  
Nathan Nagle, Horseheads Village Manager  
EMO Director Douglas Houper, Emergency Management  
DA Weeden Wetmore, Chemung County District Attorney's Office  
Attorney Hyder Hussain, County Attorney's Office  
Lt. Julian Hughey, Chemung County Sheriff's Office – Corrections  
Public Defender Peter Finnerty  
Melissa Brown, Chemung County Sheriff Admin. Asst.  
Randy Reid, Reid Media Group  
Anita Lewis  
Georgia Verdier  
Jerome Emanuel  
Miquelle Fountain  
Juhura Shazer  
Nykole Parks  
Sam Zoubi, Corning, Inc.

The meeting was called to order by Sheriff Schrom at 9:07 a.m. A few people were having difficulty getting connected.

An Agenda was provided to all committee members last night:

1. Motion was made to approve the Minutes from 10/27/20 by Nathan Nagle and seconded by Attorney Hussain.

**NEW BUSINESS:**

2. Roll call was done by Sheriff Schrom.

- County Executive Moss, Mayor Mandell and Commissioner Hart were all unable to attend today.

3. **Sheriff Schrom - CCSO**

E. **Subcommittees:** Law Enforcement Chiefs have all been assigned to a subcommittee. The Chiefs are only there to oversee the committee for consultation purposes. They won't be preparing agendas or scheduling meetings.

a. Mental Health: Chief Tom Stickler

b. Faith Based: Chief Rick Churches

c. Community and Youth Engagement: Chief Tom Barr

d. Public Hearing: All Chiefs will remain on this

**Nycole Parks**: Asked if CCC was part of any of these conversations because they do some of the trainings for Law Enforcement. **Sheriff Schrom** replied that County Executive Moss was unable to attend today, but he believes Moss has spoken with CCC. Melissa can follow up with Moss on this question.

**Nycole Parks** also asked about the Diversity position being hired by County Executive Moss and the qualifications for said potential hiree.

F. **Use of Force Form:** We are still standardizing the form for all law enforcement agencies and hopes to present to committee at the next meeting. Went over what is in it.

#### 4. **Chief Kane - EPD:**

Most law enforcement agencies have the same Policy & Procedures for Use of Force. They all had to include the New York State Updates.

**Nycole Parks** asked for Chief Kane to highlight what has been updated. Chief Kane did share on the screen the highlighted Policy & Procedure for EPD. Specifically section F was read out loud for the committee.

**Anita Lewis**: Asked about a Firearms Policy & Procedure for training and usage. **Chief Kane** replied that all officers at EPD have firearms training twice a year and these also cover Use of Force. Chief Kane explained you cannot just shoot somebody in the leg to keep them from running or in the hand to disarm, you need to fear for the safety of yourself or others. The chief referenced rare occasions when you would be authorized to shoot someone in the back. He gave the example of a school shooter. There are specific guidelines for discharging a weapon. Chief Kane will send out the Policy & Procedure for this. **Sheriff Schrom** also provided an example the

Dannemora escape. He was an escaped convict, known for killing law enforcement and trying to leave the country by the Canadian border. He was shot in the back by a NYSP Sergeant. They were authorized to shoot based on those specific circumstances. **Chief Stickler** also referenced Article 35.

**Chief Kane** reference the Use of Force stats that had been sent out on 11/1/20. These guidelines being changed by DCJS.

**5. Randy Reid:** Concerning the Public Hearings. They will be virtual due to parts of Chemung County still being in the Orange area for COVID. This will be held on 11/18/20 from 6:00 pm – 7:30 pm. There will be Press Release sent out. They are expecting up to 50 people and the panel of Sheriff & Chiefs will be taking questions from them. They are currently working on 4-5 topics for the first meeting. One topic will be Mental Health. They also have about 600 of the survey back.

**Nykole Parks:** Asked if the survey link is still open? **Juhura Shazer** replied that it is still open. He apologized for missing the last meeting and expects more survey results. He thought the results this far were interesting.

**Sheriff Schrom** stated that the last count he saw was 546 surveys returned. He notices the following results:

- Majority has had some kind of contact with law enforcement within the last 3 years.
- Most interested in the sex crimes, robberies and homicide incidents.
- Explained the wedding cake theory in law enforcement with your lower crimes being the larger bottom layer and the higher profile crimes being the small top layer.
- Responses to 911 calls.
- Routine patrol of the communities.
  - Smaller law enforcement agencies can be close with their community. Chemung County has 412 square miles and it is harder for the Sheriff's Office or State Police to have that close contact.
- SRO Programs; spoke about the Jeremy Getman case from 2/14/01 where he brought in pipe bombs, shotgun and semiautomatic gun into a local school. This is a case where the SRO was very beneficial. There are currently 13 SROs in all Elmira Schools. We have 4 full-time SROs and 9 part-time SPOs (retired law enforcement). At the elementary level we have a chance to provide a positive interaction and relationship with these kids.
  - **Anita Lewis** asked if there are any female SROs. **Sheriff Schrom** replied, unfortunately no. He did reach out to Sharon Moyer but she already has a part-time job. Unfortunately, we

don't have a large pool of retired female law enforcement. There is one other female that is retired but she is currently a town justice. There are a few female officers still working, but not in the schools. **Anita** suggested if maybe more female officers could visit the schools etc.

- **Juhura Shazer** stated that he is on an Equity Initiative. Hillary Austin from the school district is also on this committee and she mentioned that prior SROs have mentioned if they could have been in the school before they retired it would have shaped the perspective differently. Mr. Shazer stated that the ECSD is a large employer and could make a bigger connection with law enforcement. Committee also does Diversity Training and wondered if they could use the same trainer. Maybe this should be part of the Youth Subcommittee.
- **Sheriff Schrom** stated that a large part of the SRO program is the cost for full-time deputies. The school district pays for these positions and the Sheriff's Office gives them a break by charging a deputy starting rate rather than maybe a deputy who is working and being paid a 10 or 15 year rate. Sometimes a deputy in this position has not worked out and needed to be removed. It is very challenging working with some of the children.
- **Nykole Parks** again mentioned the pilot program from 2014-2015 at Beecher School. An officer worked with a 3<sup>rd</sup> grade class and built a relationship with the kids. Perhaps there is a COPS Grant for funding for an SRO Program. She is afraid kids have negative view of law enforcement with crowd control etc. Maybe officers teaching a class. **Sheriff Schrom** replied that the SROs do not teach classes but they do go into the classroom to speak on certain subjects. They have lunch with the kids, talk about safety and read books to them. Elmira High School has a news program and they often interview the SROs. We actually do have two COPS Grants, the Operation Take Back the Streets and an SRO position. This program falls under the Community Services/ Civil department for the Sheriff's Office. There is a lieutenant and a sergeant. Unfortunately, the sergeant has a permanent school rather than being able to float and interact at all schools. We would like to hire from that COPS grant so we can do that but with the budget cuts it may not be possible. We do currently provide quarterly reports to the schools on all arrests made there.
- **Juhura Shazer** this is the first interaction many kids have with law enforcement. Their church is close to the police department and they have an afterschool program. Officer Oropallo used to stop in there and talk to the kids. Great impact. "Shoot a dodgeball not a bullet"

- **Sheriff Schrom** General community policing and interacting can be done with no impact on budgets. We have done tours for Girl Scouts, Boy Scouts and other groups. This is a benefit to both sides.
- **Randy Reid** speaking for the ECSD states the SRO program and budget will always be there. Hillary Austin is on board. He has an 8 year old granddaughter that speaks highly of SPO Tom Huffman. **Sheriff Schrom** - would like to see the stats when these kids have grown up to show the positive impact of the program.
- **Georgia Verdier** Met with Governor's representative and asked for budgeting/funding for these positions for all different levels.
- **Sheriff Schrom** Pleased with the support for law enforcement in the survey, we don't seem to have the problems of the bigger cities.

**Nykole Parks:** Need direction with the Subcommittees. Are they scheduling individual meetings? **Sheriff Schrom:** Yes, that is the goal. Designate a go to person and set a meeting date and some overall goals. After the sub-committee meetings, they will report back to the full committee.

**Sam Zoubi:** Will put on Agenda.

**NEW BUSINESS:** The link for this committee is on the County website and out to law enforcement agencies to add to theirs.

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](mailto:mbrown@chemungcountyny.gov) She will send to the appropriate agency for a response or add to the next meeting Agenda.

The next meeting is scheduled for Tuesday, December 1, 2020 at 9:00 A.M.

**OLD BUSINESS:**

Meeting adjourned by Sheriff Schrom at 10:09 a.m.

Respectfully submitted,



Sheriff William Schrom

Respectfully submitted,



Chief Joseph Kane



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**Chemung County  
Police Reinvention Committee**

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Location: Zoom Video Conference Meeting  
<https://zoom.us/j/96621761105?pwd=WW16Z3RmZnArdCtpMnlXaGNhajJQQT09>  
Meeting ID: 966 2176 1105  
Passcode: 446297

Date: December 1, 2020

Time: 9:00 am

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**AGENDA**

**I. General**

- B. Meeting opening
- C. Attendance
- D. Approval of meeting minutes for 11/10/2020

**II. Committees Reports**

- E. Mental Health
- F. Faith Based
- G. Public Hearing (agenda items below)
- H. Community and Youth Engagement

**III. Public Hearing Discussion**

- I. Feedback
- J. Recommendations for future meetings
- K. Next hearing proposed date

**IV. Community Survey Update**

**V. Elmira Youth Court**

- A. Chief Kane to address committee member Parks prior questions

**VI. Use of Force Policies/Forms**

- A. Feedback from committee members regarding previously provided Use of Force policies.

**VII. Committee Members Feedback**

- A. Feedback on any topics discussed, committee, ideas, other.

**VIII. Old Business**

- A. Chemung County position job description request

**IX. Next Meeting Date**

## **POLICE REINVENTION COMMITTEE**

**12/01/20**

### **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  
Chief Thomas Barr, West Elmira Police Department  
Neil Milliken, Town of West Elmira  
Chief Rick Churches, Elmira Heights Police Department  
Chief Thomas Stickler, Horseheads Village Police Department  
EMO Director Douglas Houper, Emergency Management  
DA Weeden Wetmore, Chemung County District Attorney's Office  
Attorney Hyder Hussain, County Attorney's Office  
Director Brian Hart, Office of Mental Health  
Lt. Julian Hughey, Chemung County Sheriff's Office – Corrections  
Public Defender Peter Finnerty  
Melissa Brown, Chemung County Sheriff Admin. Asst.  
Randy Reid, Reid Media Group  
Anita Lewis  
Georgia Verdier  
Jerome Emanuel  
Miquelle Fountain  
Juhura Shazer  
Nykole Parks  
Sam Zoubi, Corning, Inc.

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

#### **I. General**

- A. The meeting was called to order by Sheriff Schrom at 9:03 a.m.
- B. Roll call was done by Melissa Brown from the Sheriff's Office.
- C. Motion was made to approve the Minutes from 11/10/20 by Randy Reid and seconded by County Executive Moss.

#### **II. Subcommittees Reports:**

A. **Mental Health:** Director Brian Hart gave an update. SAMHSA (Substance Abuse and Mental Health Services Administration) offers a 1 to 1-1/2 hour training, which is able to go at the pace of the trainee.

**B. Faith Based:** Sam Zoubi gave an update. They met 10 days ago and will meet weekly. Their main goal is reaching out to the community.

**C. Public Hearing:** Randy Reid stated their next meeting is scheduled for 12/17. We will discuss the last meeting further down today's Agenda.

**D. Community and Youth Engagement:** Nykole Parks gave an update. She stated this Subcommittee has not met yet. They have their first meeting scheduled for 12/4 at 9:30. They are still forming a process. Want to promote the next Public Hearing to increase participation. Also looking to utilize the SRO program in the elementary schools to promote youth engagement.

**County Executive Moss:** Chairs need to set a deadline for their committees. In February we need final product recommendations for local law to Attorney Hussain to write proposal.

**County Executive Moss:** Survey update, we have received an additional 200 responses. Aaron Dowd in IT is sending out an updated survey response to everybody. He will be filtering information by police districts. Really need to push survey out to more people.

**Nykole Parks** – will the report from Aaron be just numbers or will we see the actual response?

**County Executive Moss** – you will get the actual responses.

### III. Public Hearings

#### A. Feedback:

**Sheriff Schrom:** Randy did a great job moderating the hearing. Is there any way to track how many people of the general public attended/viewed?

**Randy Reid:** Moss alone had 3000 views, but no way to really track. Several people had “watch parties”.

**County Executive Moss:** Maybe Aaron Down can get an actual call number.

#### B. Recommendations

**County Exective Moss:** We need to remember the Cuomo's Order is on discrimination and the mistreatment of the black population. It is to eliminate inequality. We need to steer the committees to focus on how these programs will impact the low income, black community. The Village of Elmira Heights gave out turkeys for Thanksgiving. That was great, but did it have an impact on low income, black families? The question is to the Sheriff and Chiefs, do we have a problem with discrimination in Chemung County? We can't be cautious around this issue.

**Nykole Parks:** They have been actively recruiting people to attend the Public Hearings. There was a problem with people being able to log on, the link being confusing, too many steps and poor connections. We need to let people know what is being done to correct this discrimination problem. There are concerns that law enforcement will retaliate. They want police to be more engage-able.

**Randy Reid:** We need to make a big push to get the next meeting out to the media.

**Chief Kane:** It would be much easier to hold these in person, but due to COVID that is difficult. We will need to continue with Zoom.

**Jerome Emanuel:** It is difficult with only white law enforcement. Law Enforcement has a negative outlook when they are always dealing with the black population for criminal activity, which causes racism.

**Sheriff Schrom:** The people tuning in to the Public Hearing are not the ones interacting with law enforcement. We need to figure out how to reach those people. Television does play a role in the negative perception of law enforcement. We can control personnel through trainings, body cameras, etc. but some of the youth feel it is okay to spit, swear and get into the personal space of law enforcement.

**Juhura Shazer:** These are all parts of the solution. We need to figure out how to get more engagement in the hearings. Use the media to do a full story on what we are doing.

**Anita Lewis:** We need to use the media as a positive story. Show what we are doing and why. Perhaps not a reporter, but getting a higher level executive to cover the story.

**Director Brian Hart:** This is not Police Reform but a Community Reform.

**Georgia Verdier:** People we need to reach are not reading the paper or watching the news. Maybe the church groups are the better outlet.

**Juhura Shazer:** The churches are facing all of the same COVID problems with inability to meet in large groups, so their reach is limited.

**Randy Reid:** Will work with the media on a story.

**County Executive Moss:** Having everybody in one room for the Public Hearing did not work. Need to keep in separate office, like we are zooming now.

**Chief Kane:** Perhaps have the media host a Public Meeting?

**County Executive Moss:** Media can attend, but really need to keep the format like the other counties. Steuben County had too many people and it didn't work. Need to figure out how to engage the community better.

**DA Wetmore:** Perhaps have the County Executive issue a Press Release and invite the press for an event with all chiefs for questions. Get more coverage and keep control of the event.

**Randy Reid:** Will do a Press Release the week of the next meeting. Will send the link to the Geneva model.

### **C. Next Hearing**

**Randy Reid:** The next public hearing will be held on 12/17/20 at 7:00 and focus on Cuomo's initiative Order and what it means. Have been following the model in Geneva.

**IV. Community Survey Update:** Already addressed above.

### **V. Elmira Youth Court**

**A. Chief Kane** – Youth Court had a program at Beecher with the 3<sup>rd</sup> graders. This made a huge impact on the kids early on. He spoke with Lisa Miller, the Director of Youth Court, and she is researching updates to the program and how we can do this again due to COVID. If the program is reinstated, she would also like to do a study on the

impact the old program had. This does introduce kids to civil engagement, all people in uniform. We can go into the schools to read to the kids, they do get excited and have questions. However, some of these kids have already had a bad experience with police at home.

**Sheriff Schrom:** The SPOs in the elementary schools has had a positive interaction, they do lunches with the kids and read to the kids.

**Nykole Parks:** Perhaps we should have an SPO representative at the subcommittee meeting. Need a good citizen approach for people in uniform. Perhaps also have an SPO in the Faith Based Subcommittee.

**Sheriff Schrom:** I concur with adding a CRO to the Committee and Faith Based Subcommittee.

**Jeremy Shazer:** ECSD Superintendent Hillary Austin should be involved in the Subcommittee meetings. Maybe we should have a current police officer in the schools rather than retired law enforcement. That way they can build a relationship and connection.

**Sheriff Schrom:** Even the full-time SROs that are active Deputy Sheriffs are strictly working in the schools and not on the streets. Their full salary is paid by the school district. The deputies who are assigned to the road do not also work in the schools.

**Chief Kane:** The officers in the schools do build a relationship. When David Holmes worked in the schools, EPD would have people come in and refuse to give a statement because they were nervous of law enforcement. However, they would request Officer Holmes because they had a relationship with him and would give a statement.

**Georgia Verdier:** When you experience negativity in the classroom, we can use that as a teaching moment. Teaching consequences is important.

**Jerome Emanuel:** Is there a relationship with the school counselors and DSS and police?

**Director Brian Hart:** Yes, there is a solid relationship with all of these agencies. There is a Child Advocacy Center where serious hotlines are handled directly with a casework, law enforcement and school personnel. There is a continual connection between departments.

**Sheriff Schrom:** The SROs and school counselors have a good day-to-day working relationship. There has been confusion on roles for Administration and SROs which are continually worked out.

**Chief Kane:** Communication has been good with all of these agencies.

## **VI. Use of Force Policies/Forms:**

- A. Sheriff Schrom to finish the combined Use of Force form.

## **VII. Committee Members Feedback:**

**Nykole Parks:** Focus Groups for survey, do special invites to get to the population.

**County Executive Moss:** Aaron Dowd from IT just sent the updated survey data to everybody.

**Chief Kane:** If anybody has any items for the Agendas send to Chief Kane or Sheriff Schrom, or both.

## **VIII. OLD BUSINESS:**

- A. Chemung County position job description request:

**County Executive Moss:** Hiring two positions:

**Executive Director** – last written in 1991. This is a part-time appointment.

**Human Relations Specialist** – last written in 2006. This is a full-time position with a open competitive Civil Service exam. The exam will be posted after the Civil Service meeting later today. This person will handle all discrimination complaints and diversity training.

## **IX. The next meeting is scheduled for Tuesday, December 15, 2020 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](mailto:mbrown@chemungcountyny.gov) She will send to the appropriate agency for a response or add to the next meeting Agenda.

Meeting adjourned by Sheriff Schrom at 10:20 a.m.



Respectfully submitted,



Sheriff William Schrom  
Co-Chairman

Respectfully submitted,



Chief Joseph Kane  
Co-Chairman

**Chemung County  
Police Reinvention Committee**

**AGENDA 12/15/20**

1. Call Meeting to Order
2. Attendance
3. Approval of Minutes from 12/01/20 meeting
4. Subcommittees Reports
  - A. Mental Health – Chief Stickler
  - B. Faith-based – Chief Churches
  - C. Community & Youth Engagement – Chief Barr
5. Updates of latest survey results
6. Star-Gazette coverage
7. Press Conference (12/16/20)
8. Town Hall Meeting (12/17/20)
9. Committee Member Feedback
10. Old Business
11. Next Meeting Date

**POLICE REINVENTION COMMITTEE**  
**12/15/20**  
**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  
Chief Thomas Barr, West Elmira Police Department  
Neil Milliken, Town of West Elmira  
Chief Rick Churches, Elmira Heights Police Department  
Chief Thomas Stickler, Horseheads Village Police Department  
EMO Director Douglas Houper, Emergency Management  
DA Weeden Wetmore, Chemung County District Attorney's Office  
Attorney Hyder Hussain, County Attorney's Office  
Director Brian Hart, Office of Mental Health  
Lt. Julian Hughey, Chemung County Sheriff's Office – Corrections  
Public Defender Peter Finnerty  
Melissa Brown, Chemung County Sheriff Admin. Asst.  
Randy Reid, Reid Media Group  
Anita Lewis  
Jerome Emanuel  
Miquelle Fountain  
Juhura Shazer  
Nykole Parks

An Agenda was provided by Sheriff Schrom to all committee members this morning:

1. The meeting was called to order by Sheriff Schrom at 9:02 a.m.
2. Attendance was marked by Zoom logins. There were difficulties with Zoom today and participants being kicked out.
3. Motion was made to approve the Minutes from 12/01/20 by Daniel Mandell and seconded by Randy Reid.
4. Subcommittee Reports:

**A. Mental Health:**

**Chief Stickler** gave an update on their subcommittee meeting. They discussed online web training. They are looping in other agencies such as Arnot Ogden Medical Center and their staff. They want to do trainings not only for law enforcement, but also for Crisis, Social Services, etc. The trainings given at the

Police Academy current meet all New York State guidelines, but they want to go beyond that.

**Brian Hart** – they want to expand the due diligence. They have quarterly meetings addressing systemic problems. Not only are they reaching out to hospital ERs but they are also reaching out to Erway Ambulance to identify any problems and suggested changes. Right now if an agency has an issue, they reach out to Brian and he then alerts the particulate agency to the problem.

**Nykole Parks** – From her experience working at the hospital, the ER (doctors and nurses) has a certain perception. They are trained a certain way and they didn't concentrate on mental health concerns. They usually rely on the hospital social worker for such things. These people need tools to effectively engage the mental health patients. Doctors and nurses are trained to look at medical reasons for the mental breakdown.

**Brian Hart** – They did expand to Erway Ambulance. There was a situation where an ambulance transported a mental health patient, even though it was involuntary by the patient, the ambulance let him out. These are things that they need training on.

**Chief Stickler** - They do have another meeting scheduled.

#### **B. Faith Based:**

**Juhura Shazer** – Presence is key, so they encourage police to stop by. Especially since there have been mass shootings at mosques and synagogues.

**Chief Churches** – Reached out to law enforcement for a liaison from each agency to sit on the Faith Based Subcommittee. These liaisons will reach out to places of worship in their districts. They will especially try to reach out to the youth. This will establish a connection at a young age. The subcommittee did establish a Mission Statement, which he will send out to the committee with the goals. They are really looking for law enforcement to show up in person. They realize that is difficult due to COVID, but need that reach out to establish a connection.

**Sheriff Schrom** – Chief have you been able to identify a person from each law enforcement agency?

**Chief Churches** – Yes, each law enforcement agency has identified a liaison. He isn't sure if each liaison has been able to reach out yet, but the person has been named.

**Chief Kane** – Again there is an issue of no contact due to COVID. It would be better if we had a specific event or specific times an officer is needed.

### C. Community and Youth Engagement:

**Chief Barr** – unable to engage with Zoom

**Nykole Parks** – The subcommittee met on 12/04/20. Officer John McBeth was present for Chief Barr. They looked at what other agencies have done in the past. Their goal is to increase positive interaction between law enforcement and youth. They also want to engage some parents, maybe identify a few parents through sport activities. They want to give “street credit” to the subcommittee and establish visible and approachable activities. They are looking on how to get this out to the community. They have made contact with Hillary Austin the ECSD Superintendent, Lisa Miller from Youth Court and Michael Cobb from CCC. They are also working on a Mission Statement and Goals. They believe this subcommittee can work closely with the Faith Based Subcommittee, not only identifying a liaison with each law enforcement agency but working with the whole agency.

**Jerome Emanuel** – Organizing a youth group to have law enforcement make contact with parents. They need law enforcement contact at a young age to negate the stigma. They have another subcommittee meeting schedule for tonight at 5:30 by Zoom.

**Sheriff Schrom** – As Chief Kane had mentioned, the timing of this Committee is problematic due to COVID. There is an inability for law enforcement to interact with community right now. The Sheriff's Office has a Child ID program that made great contact with families and young children. The Sheriff's Office would assign a uniformed officer and a civilian staff to take the kids' pictures and provide an ID card with fingerprints to the parents to keep.

### 5. Updates of latest survey results

**Sheriff Schrom** – The survey results were updated either by County Executive Moss or Aaron from IT. No significant changes in information. We have received between 800 and 900 surveys back.

**Nykole Parks** – How long is the survey going to be open?

**County Executive Moss** – The survey will remain open until we want it to close.

**Chief Kane** – Maybe close the survey one week prior to the last public hearing.

**Anita Lewis** – Will there be a summary of the survey results or maybe a list of top three concerns?

**Sheriff Schrom** – The survey results did show the percentages, which would be good to focus on.

6. Star-Gazette coverage

**Randy Reid** – Jeff Murray at the Star-Gazette did a great story today covering the Committee and its work. Looks good.

**Juhura Shazer** – That was a good article today in the Star-Gazette. It is working, he already received a response from a community member. Be great just to get new ideas on how to have law enforcement interact with the community.

7. Press Conference (12/16/20)

**Randy Reid** – The Press Conference will be held at the First Presbyterian Church on Lake St. tomorrow at 10:00 a.m. All police chiefs will be there and any committee members what wish to attend may. The television stations will be there to promote the Town Hall meeting on Thursday. This is in hopes of increasing participation at that meeting.

**Sheriff Schrom** – What will be the format of the Press Conference.

**Randy Reid** – The individual chiefs will speak as to what they are doing in their communities. They will probably separate out for individual interviews. Should only last about 30 minutes. They will be putting out a Press Release.

8. Town Hall Meeting (12/17/20)

**Randy Reid** – The Town Hall Meeting is scheduled for Thursday at 7:00 pm. Everybody will need to register, even chiefs and committee members. The

link to register has been sent out. This will be held in the same format as the last Town Hall Meeting. They will focus on the Governor's Order, with focus on training and diversity.

**Sheriff Schrom** – Is there still a link for people to submit their questions ahead of time? It may be because the link was just published, but he hasn't received any questions as of yet.

**Randy Reid** – Yes, the same as the last meeting. He also still has the questions submitted for the last meeting.

**Chief Kane** – Do committee members need to register to ask questions?

**Randy Reid** – Yes, topics will be the same, but for the committee to engage in dialogue they will need to register.

**Anita Lewis** – Agreed, the committee members need to lead some of the discussion towards certain topics.

**Randy Reid** – There will be no public interaction in this forum. They will be answering questions submitted. They can't allow the conversation to be steered toward current open cases.

**Nykole Parks** – Can we send out the topics again. Also what the subcommittees are working on.

**Randy Reid** – He will send the topics out again today through the email.

#### 9. Committee Member Feedback

**Nykole Parks** – Received the Human Relations job description. That was very helpful.

#### 10. Old Business: nothing

#### 11. The next meeting is scheduled for Tuesday, January 5, 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](mailto:mbrown@chemungcountyny.gov) She will send to the appropriate agency for a response or add to the next meeting Agenda.

Meeting adjourned by Sheriff Schrom at 9:45 a.m.

Respectfully submitted,



Sheriff William Schrom  
Co-Chairman

Respectfully submitted,



Chief Joseph Kane  
Co-Chairman



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## Chemung County Police Reinvention Committee

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Location: Zoom Video Conference Meeting  
<https://zoom.us/j/95624812533?pwd=SIFFSytaMTYrQ3g5eVRhWFZGc3dhUT09>  
Meeting ID: 956 2481 2533  
Passcode: 682436

Date: January 5, 2021

Time: 9:00 am

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### AGENDA

#### **I. General**

- A. Meeting opening
- B. Attendance
- C. Approval of meeting minutes for 12/15/2020

#### **II. Committees Reports**

- A. Mental Health
- B. Faith Based
- C. Public Hearing
- D. Community and Youth Engagement

#### **III. Public Hearing Discussion**

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

#### **IV. 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.

#### **V. Community Survey Update**

#### **VI. Committee Members Feedback**

- A. Feedback on any topics discussed, committee, ideas, other.

**VII. Old Business**

**VIII. Next Meeting Date**

# 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 no 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:**

**Nycole 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.

**Nycole 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.

**Nycole 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 4<sup>th</sup> 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.

**Nykole 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.

**Nykole 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](mailto: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

## Chemung County Police Reinvention Committee

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Location: Zoom Video-Conference Meeting  
<https://zoom.us/j/99334700219?pwd=K2NUckZZU1pPNE9RbEVnQTI5dEYydz09>  
Meeting ID: 993 3470 0219  
Passcode: 328804

Date: January 19, 2021

Time: 9:00 a.m.

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### AGENDA

1. Call Meeting to Order
2. Attendance
3. Approval of Minutes from 01/05/21 meeting
4. Update on survey as outlined by Nykole Parks
5. Subcommittees Reports
  - A. Mental Health – Chief Stickler/Brian Hart submitted recommendations
  - B. Faith-based – Chief Churches
  - C. Community & Youth Engagement – Chief Barr
  - D. Deadline for subcommittee report summary – 02/15/21
6. Discussion of Town Hall Meeting held on 01/13/21
7. Discussion on the Thin Blue Line Flag display
8. Town Hall Meeting (01/19/21)
9. Committee Member general Feedback
10. Old Business
11. Next Meeting Date

**POLICE REINVENTION COMMITTEE**  
**01/19/21**  
**Zoom Minutes**

**Present:** Sheriff William A. Schrom, Chemung County Sheriff's Office  
Chief Joseph Kane, Elmira Police Department  
County Executive Christopher Moss, Chemung County  
Mayor Daniel Mandell  
Sgt. Bob Richards, West Elmira Police Department  
Chief Rick Churches, Elmira Heights Police Department  
Mayor Margarget Smith, Elmira Heights  
Chief Thomas Stickler, Horseheads Village Police Department  
Manager Nathan Nagle, Horseheads Village  
Captain George Delnagro, New York State Police  
EMO Director Douglas Houper, Emergency Management  
DA Weeden Wetmore, Chemung County District Attorney's Office  
Attorney Hyder Hussain, County Attorney's Office  
Director Brian Hart, Office of Mental Health (late)  
Lt. Julian Hughey, Chemung County Sheriff's Office – Corrections  
Melissa Brown, Chemung County Sheriff Admin. Asst.  
Randy Reid, Reid Media Group  
Anita Lewis  
Jerome Emanuel  
Georgia Verdier  
Miquelle Fountain  
Juhura Shazer  
Nykole Parks  
Sam Zoubi

An Agenda was provided by Sheriff Schrom to all committee members this morning:

1. The meeting was called to order by Sheriff Schrom at 9:05 a.m.
2. Attendance was marked by Zoom logins.
3. Motion was made to approve the Minutes from 01/05/21 by Anita Lewis and seconded by Mayor Mandell.

Before we get started Sheriff Schrom wanted to be sure the media received the link for tonight's Public Hearing. County Executive Moss did reply that it was sent. Randy Reid also said these meetings are open to the media as they are public meetings and open for all.

4. Update on survey as outlined in email from Nykole Parks. County Executive Moss sent Nykole's email to Aaron Dowd in IT and he will get the updated surveys out to the Committee.

5. Subcommittee Reports:

**A. Mental Health:**

**Anita Lewis** gave an update on their subcommittee meeting. They discussed recommendations. They want to add a peer member to the mobile crisis team operated by Family Services. Discussed law enforcement not taking people directly to the Arnot Emergency Room, but contacting this clinical/peer team for a consultation. Still looking into technical assistance and training, to include mental health cultural sensitivity training.

**Chief Stickler** – Getting people to the hospital using a Critical Peer Team will also benefit the Emergency Room. They are often too busy and are unable to give a good evaluation (such as mental health vs. drug addiction), so this should help.

**Georgia Verdier** – This Clinical Peer Team should be a group of varying expertise so no dropped link.

**Nykole Parks** – Are BSU and ambulance (Erway) companies part of this group?

**Anita Lewis** – Not yet, need the names of the contact people.

**Doug Houser** – AMR of Corning does not cover Chemung County. Greater Valley does Chemung and VanEtten area.

**Nykole Parks** – How will youth be addressed with this Crisis team?

**Anita Lewis** – It is inclusive for all ages nothing singular for youth groups. They will all be looped in.

**Georgia Verdier** – Taking a holistic approach and will get specific later.

**B. Faith Based:**

**Chief Churches** – Their next meeting is scheduled for 1/21/21. The subcommittee is focusing on the major committee, the Executive Order and future

outreach. They are developing Policy & Procedure and a Question & Answer session. They do have liaisons from each law enforcement agency. These liaisons will reach out to the churches and see how to best make a connection with the African Americans of each congregation. Reached out to law enforcement for a liaison from each agency to sit on the Faith Based Subcommittee. These liaisons will reach out to places of worship in their districts. They will especially try to reach out to the youth. They don't want to just make contact with the leader of each church, but to the youth of that church. It looks like the area churches with the largest African American youth base is in the City of Elmira and that is where they will concentrate. If there are other places please send suggestions to the subcommittee. (**Nykole Parks** later suggested His Tabernacle in Horseheads.) They will send out copies of reports and resolutions when final.

**Julian Hughey** – They are looking at establishing a link on the county website for the Faith Based Subcommittee. Looking at possibly listing the law enforcement liaisons. Aaron Dowd in IT is assisting.

**Randy Reid** – They need to get this out to the public maybe even establish a FaceBook page for the Subcommittee or entire Police Reinvention Committee. We could even add biographies for the law enforcement liaisons.

**Sam Zoubi** – Looking at how to build a stronger relationship. Attend a Sunday School or church events?

### C. Community and Youth Engagement:

**Nykole Parks** – They had a small meeting on 1/5/21 to solidify their plans. The YWCA currently has a youth symposium. They have another meeting tonight 1/19 at 5:30 pm which is scheduled for an hour. They are looking at creating a symposium with law enforcement or push into the existing YWCA symposium. There is a Youth Action week already scheduled for February. Looking at how to add in other youth. They have reached out to both Tina Brown with EOP and Lisa Miller with Youth Court. Who is in charge of the SRO Program in Horseheads? **Chief Stickler** stated that the Horseheads Police Department is and they have one SRO in the high school, one in the middle school and one that covers the four elementary schools.

D. Deadline for subcommittee report summaries is **February 1, 2021.** These need to go to County Attorney Hyder Hussain so he can submit the proposed local laws.

6. Town Hall Meeting held on 01/13/21:

**Sheriff Schrom** – There was a lack of public involvement for unknown reasons. Perhaps the racial discrimination is not perceived to be as bad in Chemung County as other areas of the country. We have scheduled the meetings on different nights of the week and at different times of the evening. Tonight's meeting is the last scheduled Public Hearing on this matter.

**Anita Lewis** – The downtown ESPRI (Empire State Poverty Reduction Initiative) always had a lot of people attend. The TV stations always promoted that and offered PSA, why not for these hearings? They seem to be involved now for this last meeting. Need to use all media opportunities and promote prior to the day of the meeting.

**Sheriff Schrom** – He was both surprised and disappointed with the media coverage for these hearings. They did a Press Conference with all law enforcement trying to promote this. It seems like now at the last minute they want to jump on board.

**Anita Lewis** – The committee should have reached out to the station directors, people at the top.

**Randy Reid** – There has been no talk of this Committee or the Public Hearings at the top with news directors.

**Georgia Verdier** – This is not an information issue, this is a fear issue with law enforcement. She has had a lot of hits on her website. These people need motivation to speak and not just show up.

**Attorney Hussain** – Maybe we all could have done a better job, but really what would have been different? If we got a 1,000 response vs. 10 responses, we still would have received the same ideas. Everybody did a good job. We have received 800 surveys back with ideas to implement.

**Juhura Shazer** – These conversations will continue, both pathways and contacts have been made. Please care and not just about the Executive Order. COVID has made communication difficult. When they had in person meetings at the Town Hall, they had large turnouts.

7. Discussion on the Thin Blue Line Flag display

**Jerome Emanuel** – There is some level of fear with law enforcement. Talking about police problems with police is scary. Also for the last few months, television was focused on the election and the impeachment. His link for the meeting was shared from his site 16 times. He was terrified to send the Black Lives Matter email for fear of backlash. He spoke 10 minutes clarifying his email on the issue with the Thin Blue Line flag vs. Blue Lives Matter and his reasoning behind the email.

**County Executive Moss** – He wished Jerome would have explained his issue with the flag 3-4 months ago when our meeting started. Now this is why WETM is interested in the Public Hearing, they think there will be controversy among our Committee. This Committee is about all opinions and talking about what is uncomfortable. Everybody should feel free to express their opinions and feelings in this Committee. The Thin Blue Line is over 100 years old and has a different meaning to law enforcement than to black community. This being expressed in an email is hard to interpret the meaning behind it.

**Sheriff Schrom** – It was stated that people are afraid to speak in front of or to law enforcement, yet law enforcement has been invited to several public meetings. We do participate on several committees and attend several events on a regular basis. Jerome mentioned that he is fearful of retaliation but we have all been very respectful and don't want him or anyone to feel that members can't express their viewpoints openly. He has been with the Sheriff's Office for 32 years and to him the Thin Blue Line flag stands for right vs. wrong or good vs. bad. He agrees the Blue Lives Matter flag could be divisive. We certainly appreciate this conversation and need to find a way to overcome these issues. We live in a time when people in our country find symbols offensive everywhere. The Public Hearing forum should be a safer environment for people to speak openly, especially since participants can choose not to appear on video.

**Georgia Verdier** – Fear 2-3 people who are mad get the air time and not the general public. This does not represent a consensus of the entire room. If someone has a fear of speaking out, they need to own that and work on it.

**Sheriff Schrom** – The surveys and the Questions & Answer meetings were all anonymous, which gives them the opportunity to express themselves freely. We are moving in the right direction. He also agrees that usually one 1-2 people speak at these events.



**Nykole Parks** – Thank you to Jerome for writing the email. Black Lives Matter should be uncomfortable. Also perhaps everybody's fear of speaking with law enforcement there is based on their own past personal experience with law enforcement. This pandemic does have people shut in, both mentally and physically.

**Miquelle Fountain** – Blue Lives Matter, she is a black female veteran and has never found that flag offensive. She feels it is more a show of camaraderie like a Band of Brothers. As a committee member she feels our sensitivity should be lowered, but it is good to get different perspectives. We should not censor. If people are not willing to confront the person or issue, then it was not that serious or they don't want real change. For a different perspective, how do police feel when they see the Black Lives Matter flag?

**Chief Kane** – He hopes nobody feels uncomfortable coming to him, he has been open with everybody. To him the Thin Blue Line flag is equal to the uniform and proud of that. He doesn't think fear is keeping people from responding to the meetings. Maybe if law enforcement didn't respond to public comments, people might be more likely to comment and it may ease their fear. The Penal Law states anything can be a dangerous instrument, even a tool, it is all in the manner it is used. This is the same with the flag. He has no problem with Black Lives Matter and is proud to live in a country where we are free to express our opinions. He also participated in the Black Lives Matter march through Elmira.

**Jerome Emanuel** – Thank you for the responses. Shows perspective. He did have negative interactions with law enforcement when he was growing up. We are all on the same team with one goal, with many facets. We want a better relationship between blacks and law enforcement. He now feels more comfortable and promotes people saying how they feel. He also apologized for his email being sent to the media and did not realize they were on the email.

**Julian Hughey** – He has had the Thin Blue Line on his car and believes that flag was hijacked by the Blue Lives Matter group. This took away the original meaning. There is also a version of the flag with barbed wire for Corrections. He proudly has that flag as that is what he does and he is proud of that.

**Georgia Verdier** – Thank you to Jerome for bringing this discussion to the table. United We Stand and Divided We Fall. We need to have these uncomfortable conversations.

**Nykole Parks** – She isn't sure how this was forwarded to the media, but at least now they will participate in the Public Hearing. Uncomfortable conversations take time. Hopefully, the chiefs are taking these conversations back to their officers.

8. Town Hall Meeting 01/19/21

**Sheriff Schrom** – Mikayla had sent an email asking for the time for the meeting tonight. He will forward the email County Executive Moss to respond.

**Nykole Parks** – Can the survey results be shared with the forum upfront?

**County Executive Moss** – We have 924 responses to date, that were just sent by Aaron at IT about 20 minutes ago. He will try to get them together and done before the Public Hearing tonight.

**Miquelle Fountain** – Will be the moderator tonight. She sent an email and had no responses. Responses were due yesterday by 1:00 but if Nykole wants to send to her now she can try to get them in.

**Sheriff Schrom** – Randy Reid has opted out as moderator for tonight's Public Hearing and would like to thank him for his involvement up to this point and respect his decision to step down.

9. Committee Member general feedback: No response

10. Old Business

**Chief Kane** – We will need to close out the survey.

11. Next Police Reinvention Committee meeting date is scheduled for Tuesday, February 2, 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](mailto:mbrown@chemungcountyny.gov). She will send to the appropriate agency for a response or add to the next meeting Agenda.

Meeting adjourned by Georgia Verdier and seconded by EMO Director Douglas Houper at 10:27 a.m.

Respectfully submitted,

Handwritten signature of Sheriff William Schrom in black ink.

Sheriff William Schrom  
Co-Chairman

Respectfully submitted,

Handwritten signature of Chief Joseph Kane in blue ink.

Chief Joseph Kane  
Co-Chairman

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**Chemung County  
Police Reinvention Committee**

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Location: Zoom Video Conference Meeting

<https://zoom.us/j/97165068498?pwd=OHZFK1VhNisraVVReWpJYkxwaWc3QT09>

Meeting ID: 971 6506 8498

Passcode: 150823

Date: February 9, 2021 (Rescheduled from February 2, 2021 due to snow)

Time: 9:00 am

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**AGENDA**

**I. General**

- a. Meeting opening
- b. Attendance
- c. Approval of meeting minutes for 01/19/2021

**II. Committees Reports**

- d. Mental Health
  - 1. Seeking committee feedback regarding submitted plan
- e. Faith Based
- f. Community and Youth Engagement

**III. Public Hearing Discussion**

**IV. Updates on Local Law and Plan Submission**

**V. Community Survey Update**

- A. Date to close?

**VI. Committee Members Feedback**

- B. Feedback on any topics discussed, committee, ideas, other.

**VII. Old Business**

**VIII. Next Meeting Date**

February 16, 2021

## POLICE REINVENTION COMMITTEE

02/09/21

### Zoom Minutes

**Present:** Sheriff William A. Schrom, Chemung County Sheriff's Office  
Chief Joseph Kane, Elmira Police Department  
Deputy Chief Anthony Alvernaz  
County Executive Christopher Moss, Chemung County  
Chief Rick Churches, Elmira Heights Police Department  
Mayor Margaret Smith, Elmira Heights  
Chief Thomas Stickler, Horseheads Village Police Department  
Manager Nathan Nagle, Horseheads Village  
Captain George Delnagro, New York State Police  
EMO Director Douglas Houper, Emergency Management  
DA Weeden Wetmore, Chemung County District Attorney's Office  
Attorney Hyder Hussain, County Attorney's Office  
Director Brian Hart, Office of Mental Health (late)  
Melissa Brown, Chemung County Sheriff Admin. Asst.  
Randy Reid, Reid Media Group  
Anita Lewis  
Jerome Emanuel  
Georgia Verdier  
Miquelle Fountain  
Juhura Shazer  
Nykole Parks

- I. An Agenda was provided by Chief Kane to all committee members:
  - A. The meeting was called to order by Chief Kane at 9:05 a.m.
  - B. Attendance was marked by Zoom logins.
  - C. Motion was made to approve the Minutes from 01/19/21 by Nathan Nagle and seconded by Randy Reid.
- II. Subcommittee Reports

**Chief Kane:** All final reports were received from the Subcommittees and forwarded to the County Executive.

**Sheriff Schrom:** P&P A24 for Use of Force was revised in November, 2020. It will be sent to the County Executive with the Sheriff's Office Biography today.

A. Mental Health:

**Brian Hart** gave an update on their subcommittee. There has been no changes since their Report was sent to the County Executive. The summary from their meetings is that they need to fine tune training, have more peer involvement both fiscally and logistically. He did submit all their Agendas, but did not take Minutes. He said he could go back and type up Minutes. **Moss** replied there is no need to recreate the Minutes.

B. Faith Based:

**Chief Churches** – They set a Mission for the Subcommittee. Julian Hughey has collected the number (and names) of churches with large African-American congregations. Their goal, when things open back up, is to have the law enforcement liaisons reach out to these churches either through their leader or through the youth. Their report has been submitted to the County Executive, Sheriff Schrom and Chief Kane. Sam Zoubi still needs to review the Report and may have changes, they can send as an amendment if needed.

C. Community and Youth Engagement:

**Nykole Parks** – Subcommittee Report was submitted to County Executive. Their Goal was to foster and promote relationship between law enforcement and the youth. Their recommendations are to collaborate with the schools. After COVID, they are looking into CCSO and CCC for training of cadets and exposure to the local youth. They are also looking for EPD to rotate active police in the schools to engage the youth. They want to create a Youth Leadership Caucus to assist as youth liaisons between police and youth. They want to join the YWCA annual summit and perhaps coordinate with the Faith Based liaisons to participate in other community outreach efforts.

**Sheriff Schrom** – He just met with Hillary Austin and the director of the Southern Tier Law Enforcement Academy about recruits shadowing CROs in the schools in March. She was all for it.

**Chief Kane** – They have a 12-week FTO Program (field training) for their new police officers, but they need to be careful where they send them. They

cannot act in a police capacity because they haven't completed their training. They usually send to dispatch, etc. so they get a feel for what other departments do, but can definitely look at including schools.

**Juhura Shazer** – Perhaps the cadets could join with the church liaisons.

**Nykole Parks** – How often do law enforcement trainings occur?

**Chief Kane** – They have four days of training every year, two are in-service and two are for firearms. Recommending the addition of one full eight hour day to include Diversity, Implicit Bias and De-escalation training.

**Anita Lewis** – She spoke with Deputy Chief Alvernaz about coming back to the table on this topic each year.

**Nykole Parks** – They no longer have a law enforcement representative on their subcommittee due to Chief Barr retiring.

**Chief Kane** – Still need to decide if the Subcommittees will still exist or just keep the general Police Reinvention Committee. He thinks we should just remain as the one committee now but is open to discussion.

### III. Public Hearing Discussion

**Director Houper** – He thought the Public Hearing was moderated very well and commended Ms. Fountain.

**Nykole Parks** – She thought the partnership went very well. She asked if the chiefs read all the survey comments, there was good feedback. She believes people felt more comfortable speaking this time.

### IV. Updates on Local Law and Plan Submission

**County Executive Moss** – They are in the process of putting everything together. There are five (5) general steps in the Executive Order, but it should be submitted on time. They still have to go before the Legislature's Standing Committee on 2/22 and then the Full Legislature meeting on 3/8 to have it approved and ready by the April 1<sup>st</sup> deadline. The Executive Order showcases each law enforcement agency. Should be ready to send out for review next week. There is also a form in the back of the Police Reinvention Guidebook that needs to be signed by each chief, he will get them out for signature. They will also be putting it on the website and have it open for comments.

**Chief Kane** – He was at a conference last week where a lot of counties were asking for extensions.

**County Executive Moss** – Many plans will differ throughout the state.

**Juhura Shazer** – As a community we do care. He would like to keep this Committee going, it has built relationships that can help the community. Not just for the Executive Order.

**Georgia Verdier** – Need a community roundtable to be proactive not just reactive.

**Anita Lewis** – Need to monitor the plan after it is submitted, a checks and balances system.

**Nykole Parks** – Will the two positions that were created help with this?

**County Executive Moss** – They will assist with the Police Reinvention Committee issues.

**Nykole Parks** – Is there any type of yearly reporting? Any place to apply for additional funding? Is this a financially equitable plan?

**County Executive Moss** – Funding is possible. 90% of the problem is always finding volunteers. He will work with Brian Hart on grants, etc.

**Juhura Shazer** – He is very encouraged and thanks everybody for their commitment and time.

**Chief Kane** – The people on this committee have a good reach out to the community now. Unfortunately, we are stuck with Zoom right now, but the future is bright.

## V. Community Survey Update

### A. Date to Close

**Chief Kane** – He believes the survey was going to close 2/1/21, but if it hasn't we should close it today. The results will be shared with all the departments.

**County Executive Moss** – IT will run the top 10 concerns from the survey and that will be included in the final plan.



**Nykole Parks** – She has been reading the responses and would be interested to see the top 10.

**Chief Kane** – These will probably be pulled out by a computer, not by personal review.

**Nykole Parks** – She read a lot of replies on mental health training and thinks that will probably be in the top 5. Last she knew there was over 900 responses and wondered if we hit 1,000.

**Chief Kane** – Mental health training for police. It is difficult because when they get there it is for the emergent issue, we don't get into the treatment aspect. Police are thinking more about public reactions and better training for de-escalation.

**Jerome Emanuel** – Another black man was murdered. We need to bridge the gap with police, but there are problems in their own community. Need to keep kids from killing each other.

**Chief Kane** – There have been two homicides in two weeks. The gun violence is disturbing. The number of rounds fired was close to a mass shooting. Fortunate, not more were killed. He is open to any ideas this group may have, he wants help and ideas. Retaliation is also an issue.

**Georgia Verdier** – We are all in the together, we need to break the cycle.

**Juhura Shazer** – Why go to the faith based groups? There is retaliation even at funerals.

**Jerome Emanuel** – We need to share information with law enforcement and the community.

**Chief Kane** – If family members have ideas, get them and share with the police. Due to the Bail Reform and new Discovery Laws people are afraid to talk with Law Enforcement.

**Nykole Parks** – People are afraid to call the police because their name goes into a Blotter and they become a snitch and subject to retaliation. She understands why they did the Bail Reform, but it is causing other problems.

**DA Wetmore** – The Discovery Bill says for Grand Jury disclosure they need to turn over all materials. The Bill was promoted by downstate New York.

Many DA's throughout NYS opposed it. They need to get an audience in Albany to voice concerns.

**Jerome Emanuel** – Based on his own personal experience, Albany doesn't understand rural New York. Everything is based for New York City.

**Miquelle Fountain** – What can we do as a group to reach Albany?

**Chief Kane** – Need to make personal contact with your elected officials. We can also reach out as a Committee.

**Anita Lewis** – Are there any lobbyist in Albany on this issue?

**Chief Kane** – The Prosecutors Association does.

**Georgia Verdier** – NAACP goes to Albany in March, but they don't have the impact that this Committee would make.

**Nykole Parks** – She is all in to take this to the next level.

**Anita Lewis** – We need to get the stats for the number of kids killed.

**Juhura Shazer** – Media publishes the multiple arrests for people, which has to be just as frustrating to the police to keep arresting the same person just to have them set free. Need stats on this.

**Chief Kane** – It would be difficult to obtain data on the number of people that are scared to come forward.

**DA Wetmore** – The two recent homicides, a ton of people there but nobody saw anything. People are afraid to come forward on violent crimes.

Lots of discussion on crimes, investigations, tips, court, evidence with Chief Kane, DA Wetmore, Anita Lewis, Nykole Parks, Juhura Shazer, Jerome Emanuel due to Bail Reform and the new Discovery Laws.

**Georgia Verdier** – She personally and her church group have been received threats. She wants to warn people to be careful and stay alert.

The meeting ran over and a lot of the members had left the group.

VI. Committee Member general feedback: No response

VII. Old Business

VIII. Next Police Reinvention Committee meeting date was scheduled for Tuesday, February 16, 2021 at 9:00 A.M.; however, due to this meeting being rescheduled from February 2 due to snow that is just next week and probably too soon.

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](mailto:mbrown@chemungcountyny.gov) She will send to the appropriate agency for a response or add to the next meeting Agenda.

Meeting adjourned by Chief Kane and seconded by Sheriff Schrom at 10:36 a.m.

Respectfully submitted,



Sheriff William Schrom  
Co-Chairman

Respectfully submitted,



Chief Joseph Kane  
Co-Chairman

**ANALYTICS**

**SURVEY DATA**

**HIGH CALL VOLUME DATA (Elmira Police Department)**

**DEMOGRAPHIC ARREST DATA**

Please select a local police department to provide feedback on:

| Answer                                   | Count | Percentage |
|--|-------|------------|
| Chemung County Sheriff's Department (A)  | 329   | 35.45%     |
| Elmira Police Department (B)             | 356   | 38.36%     |
| Elmira Heights Police Department (C)     | 57    | 6.14%      |
| Horseheads Village Police Department (D) | 101   | 10.88%     |
| West Elmira Police Department (E)        | 85    | 9.16%      |
| No answer                                | 0     | 0.00%      |
| Not displayed                            | 0     | 0.00%      |

When was the last time you had to contact your local police agency or Sheriff's Office:

| Answer                      | Count | Percentage |
|-----------------------------|-------|------------|
| More than 3 years ago (A)   | 214   | 23.06%     |
| Within the last 3 years (B) | 560   | 60.34%     |
| Never (C)                   | 154   | 16.59%     |
| No answer                   | 0     | 0.00%      |
| Not displayed               | 0     | 0.00%      |

Summary for Q5(SQ003)[Do you understand the civil service process for hiring police officers?]

| Answer                 | Count | Percentage |
|------------------------|-------|------------|
| Strongly Agree (A1)    | 343   | 36.96%     |
| Agree (A2)             | 317   | 34.16%     |
| Neutral (A3)           | 76    | 8.19%      |
| Disagree (A4)          | 41    | 4.42%      |
| Strongly Disagree (A5) | 15    | 1.62%      |
| I'm not sure (A6)      | 136   | 14.66%     |
| No answer              | 0     | 0.00%      |
| Not displayed          | 0     | 0.00%      |

Summary for Q5(SQ004)[Police Officers in your community are held accountable for their actions.]

| Answer                 | Count | Percentage |
|------------------------|-------|------------|
| Strongly Agree (A1)    | 315   | 33.94%     |
| Agree (A2)             | 262   | 28.23%     |
| Neutral (A3)           | 134   | 14.44%     |
| Disagree (A4)          | 78    | 8.41%      |
| Strongly Disagree (A5) | 62    | 6.68%      |
| I'm not sure (A6)      | 77    | 8.30%      |
| No answer              | 0     | 0.00%      |
| Not displayed          | 0     | 0.00%      |

Summary for Q5(SQ005)[Police officers often have seconds to determine a threat and react to it.]

| Answer                 | Count | Percentage |
|------------------------|-------|------------|
| Strongly Agree (A1)    | 670   | 72.20%     |
| Agree (A2)             | 172   | 18.53%     |
| Neutral (A3)           | 40    | 4.31%      |
| Disagree (A4)          | 25    | 2.69%      |
| Strongly Disagree (A5) | 14    | 1.51%      |
| I'm not sure (A6)      | 7     | 0.75%      |
| No answer              | 0     | 0.00%      |
| Not displayed          | 0     | 0.00%      |

Summary for Q5(SQ006)[Police officers in your community strive to have a positive impact on the community.]

| Answer                 | Count | Percentage |
|------------------------|-------|------------|
| Strongly Agree (A1)    | 450   | 48.49%     |
| Agree (A2)             | 250   | 26.94%     |
| Neutral (A3)           | 109   | 11.75%     |
| Disagree (A4)          | 55    | 5.93%      |
| Strongly Disagree (A5) | 38    | 4.09%      |
| I'm not sure (A6)      | 26    | 2.80%      |
| No answer              | 0     | 0.00%      |
| Not displayed          | 0     | 0.00%      |

Summary for Q5(SQ007)[Police officers purposely seek people of color to arrest.]

| Answer                 | Count | Percentage |
|------------------------|-------|------------|
| Strongly Agree (A1)    | 38    | 4.09%      |
| Agree (A2)             | 73    | 7.87%      |
| Neutral (A3)           | 92    | 9.91%      |
| Disagree (A4)          | 186   | 20.04%     |
| Strongly Disagree (A5) | 475   | 51.19%     |
| I'm not sure (A6)      | 64    | 6.90%      |
| No answer              | 0     | 0.00%      |
| Not displayed          | 0     | 0.00%      |

Summary for Q5(SQ008)[When I see police officers speaking with people of color, I am concerned.]

| Answer                 | Count | Percentage |
|------------------------|-------|------------|
| Strongly Agree (A1)    | 69    | 7.44%      |
| Agree (A2)             | 104   | 11.21%     |
| Neutral (A3)           | 144   | 15.52%     |
| Disagree (A4)          | 206   | 22.20%     |
| Strongly Disagree (A5) | 397   | 42.78%     |
| I'm not sure (A6)      | 8     | 0.86%      |
| No answer              | 0     | 0.00%      |
| Not displayed          | 0     | 0.00%      |

Summary for Q5(SQ009)[If you have a complaint against your local police department or an officer, you are confident it will be heard and reviewed objectively.]

| Answer                 | Count | Percentage |
|------------------------|-------|------------|
| Strongly Agree (A1)    | 256   | 27.59%     |
| Agree (A2)             | 275   | 29.63%     |
| Neutral (A3)           | 127   | 13.69%     |
| Disagree (A4)          | 95    | 10.24%     |
| Strongly Disagree (A5) | 103   | 11.10%     |
| I'm not sure (A6)      | 72    | 7.76%      |
| No answer              | 0     | 0.00%      |
| Not displayed          | 0     | 0.00%      |

Summary for Q5(SQ010)[I feel the police in my community do a good job.]

| Answer                 | Count | Percentage |
|------------------------|-------|------------|
| Strongly Agree (A1)    | 440   | 47.41%     |
| Agree (A2)             | 282   | 30.39%     |
| Neutral (A3)           | 115   | 12.39%     |
| Disagree (A4)          | 53    | 5.71%      |
| Strongly Disagree (A5) | 27    | 2.91%      |
| I'm not sure (A6)      | 11    | 1.19%      |
| No answer              | 0     | 0.00%      |
| Not displayed          | 0     | 0.00%      |

Summary for Q6(SQ001)[On a scale from 1 to 10, how satisfied are you with your police agency? (1=Not at all satisfied, 10=Extremely satisfied)]

| Answer        | Count | Percentage |
|---------------|-------|------------|
| 1 (1)         | 35    | 3.77%      |
| 2 (2)         | 12    | 1.29%      |
| 3 (3)         | 32    | 3.45%      |
| 4 (4)         | 21    | 2.26%      |
| 5 (5)         | 63    | 6.79%      |
| 6 (6)         | 44    | 4.74%      |
| 7 (7)         | 81    | 8.73%      |
| 8 (8)         | 134   | 14.44%     |
| 9 (9)         | 149   | 16.06%     |
| 10 (10)       | 357   | 38.47%     |
| No answer     | 0     | 0.00%      |
| Not displayed | 0     | 0.00%      |

Gender Identity:

| Answer        | Count | Percentage |
|---------------|-------|------------|
| Female (A1)   | 527   | 56.79%     |
| Male (A2)     | 338   | 36.42%     |
| Other         | 4     | 0.43%      |
| No answer     | 59    | 6.36%      |
| Not displayed | 0     | 0.00%      |

| ID  | Response     |
|-----|--------------|
| 302 | Gender fluid |
| 833 | Why          |

Race Identity:

| Answer   | Count | Percentage |
|--|-------|------------|
| White or Caucasian (A1)                        | 734   | 79.09%     |
| Black or African American (A2)                 | 68    | 7.33%      |
| Hispanic or Latino (A3)                        | 6     | 0.65%      |
| Asian or Asian American (A4)                   | 1     | 0.11%      |
| American Indian or Alaska Native (A5)          | 3     | 0.32%      |
| Native Hawaiian or other Pacific Islander (A6) | 0     | 0.00%      |
| Other  | 11    | 1.19%      |
| No answer                                      | 105   | 11.31%     |
| Not displayed                                  | 0     | 0.00%      |

| ID   | Response              |
|------|-----------------------|
| 606  | American              |
| 1140 | Italian American      |
| 1235 | multi-racial          |
| 1274 | Why ?                 |
| 1279 | American              |
| 1368 | white AND black       |
| 1802 | doesnt matter does it |
| 2049 | Caribbean             |
| 3236 | Biracial              |



### What is your household income?

---

| Answer                             | Count | Percentage |
|------------------------------------|-------|------------|
| Under \$15,000 (A1)                | 29    | 3.12%      |
| Between \$15,000 and \$29,999 (A2) | 75    | 8.08%      |
| Between \$30,000 and \$49,999 (A3) | 148   | 15.95%     |
| Between \$50,000 and \$74,999 (A4) | 190   | 20.47%     |
| \$75,000 and Above (A5)            | 334   | 35.99%     |
| No answer                          | 152   | 16.38%     |
| Not displayed                      | 0     | 0.00%      |

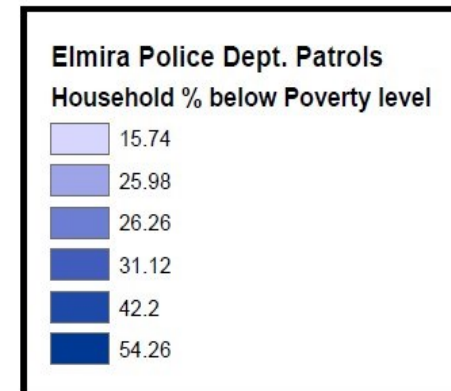
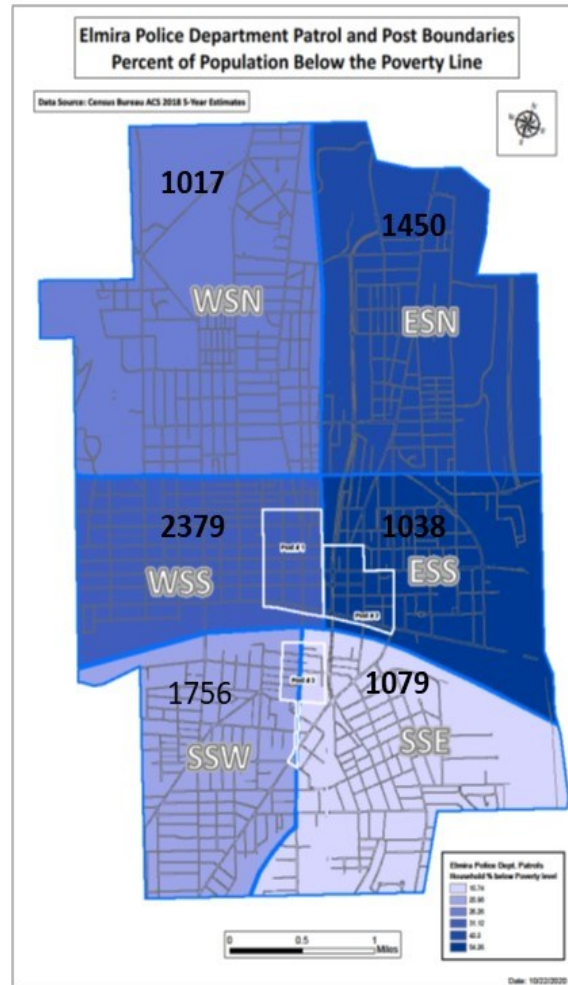
### What is your age group?

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| Answer        | Count | Percentage |
|---------------|-------|------------|
| Under 18 (A1) | 8     | 0.86%      |
| 18-24 (A2)    | 38    | 4.09%      |
| 25-34 (A3)    | 147   | 15.84%     |
| 35-44 (A4)    | 206   | 22.20%     |
| 45-54 (A5)    | 176   | 18.97%     |
| 55-64 (A6)    | 169   | 18.21%     |
| 65+ (A7)      | 133   | 14.33%     |
| No answer     | 51    | 5.50%      |
| Not displayed | 0     | 0.00%      |

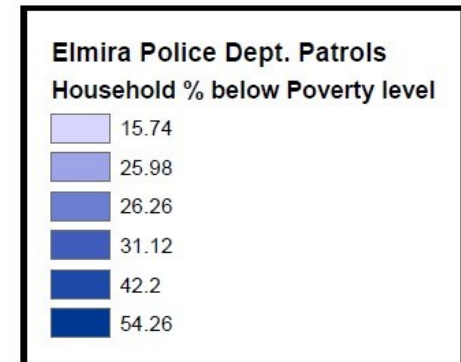
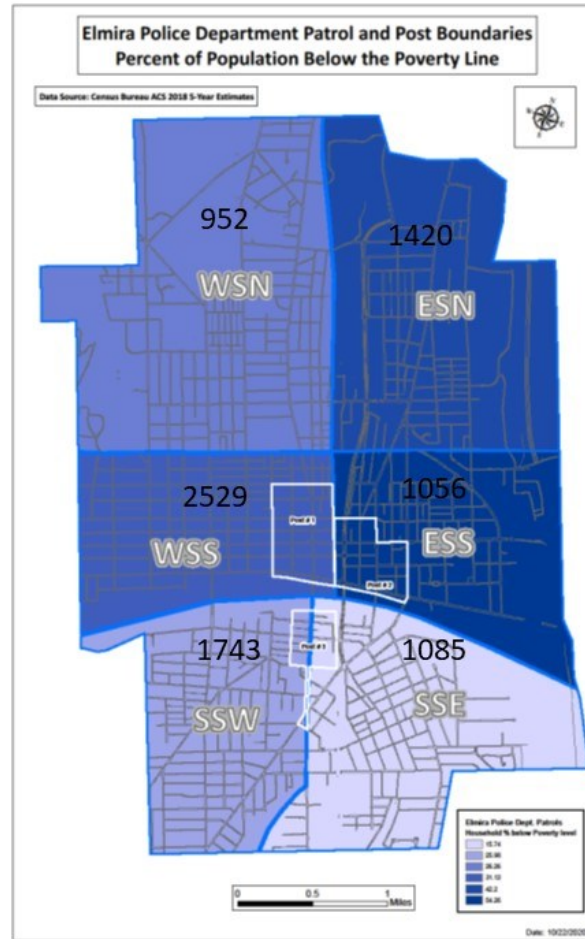
2017 EPD Disturbance calls  
by Patrol sector

|      |      |
|------|------|
| 2017 |      |
| WSN  | 1017 |
| ESN  | 1450 |
| WSS  | 2379 |
| ESS  | 1038 |
| SSW  | 1756 |
| SSE  | 1079 |



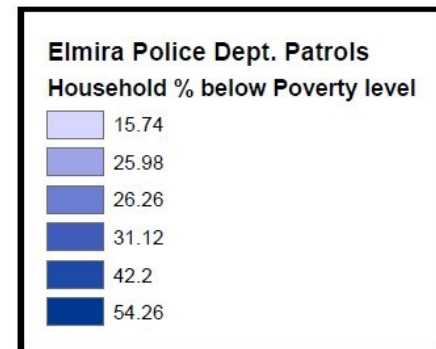
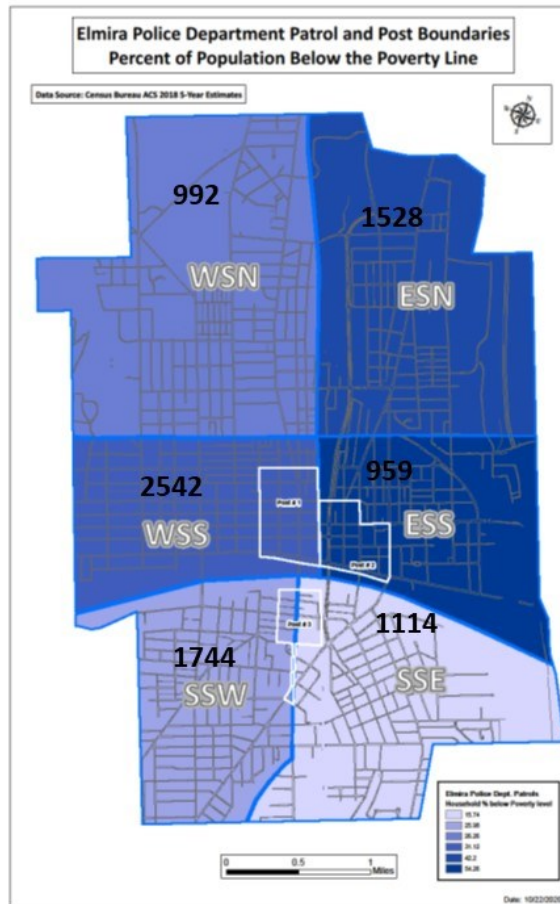
2018 EPD Disturbance calls by Patrol sector

| 2018 |      |
|------|------|
| WSN  | 952  |
| ESN  | 1420 |
| WSS  | 2529 |
| ESS  | 1056 |
| SSW  | 1743 |
| SSE  | 1085 |

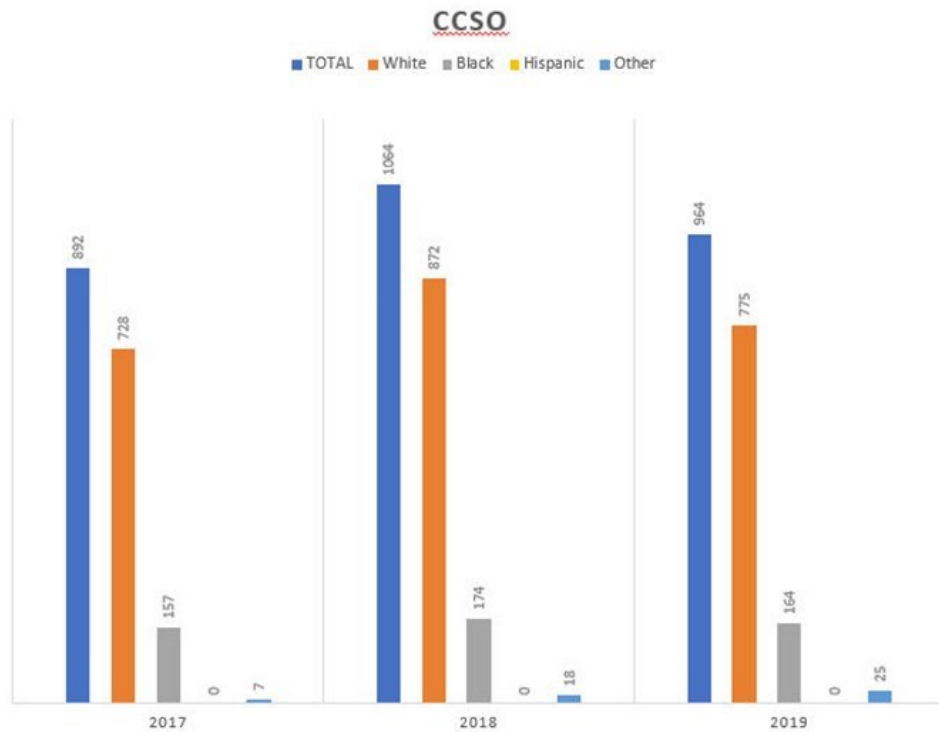


2019 EPD Disturbance calls  
By Patrol Sectors

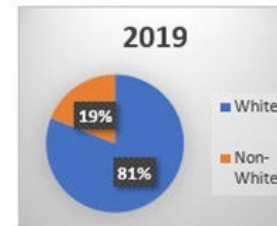
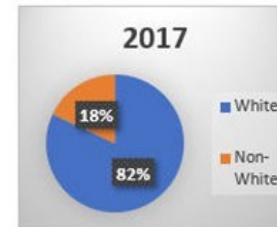
| 2019 |      |
|------|------|
| WSN  | 992  |
| ESN  | 1528 |
| WSS  | 2542 |
| ESS  | 959  |
| SSW  | 1744 |
| SSE  | 1114 |



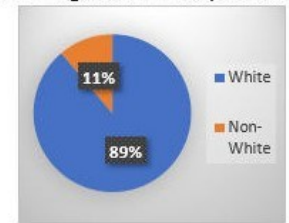
# Chemung County Sheriff's Office



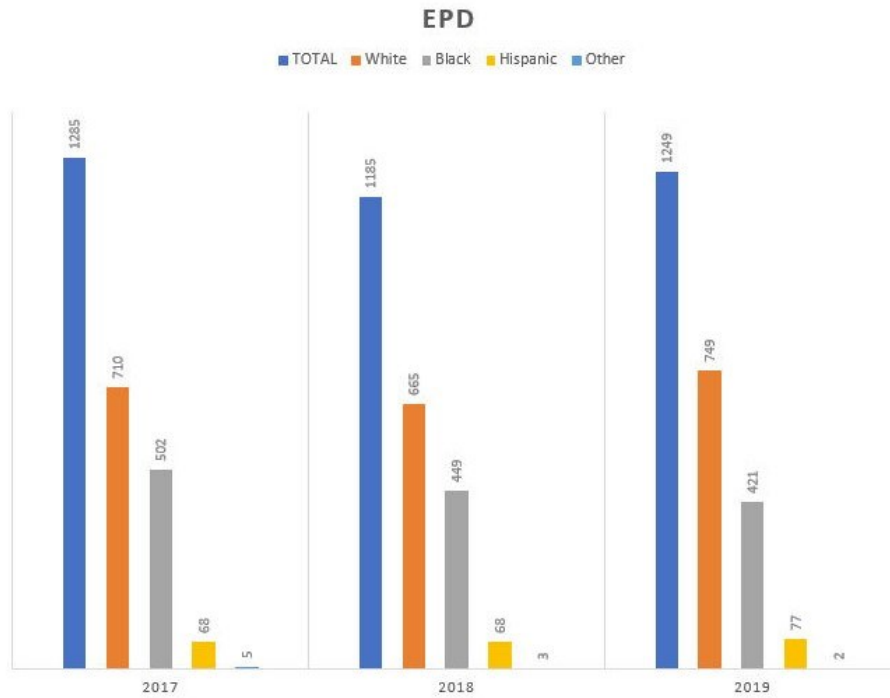
Percentage of Non-White Arrests



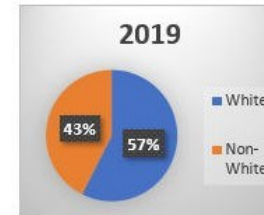
Chemung County:  
Percentage of Total Population



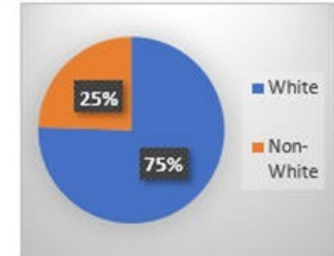
# Elmira Police Department



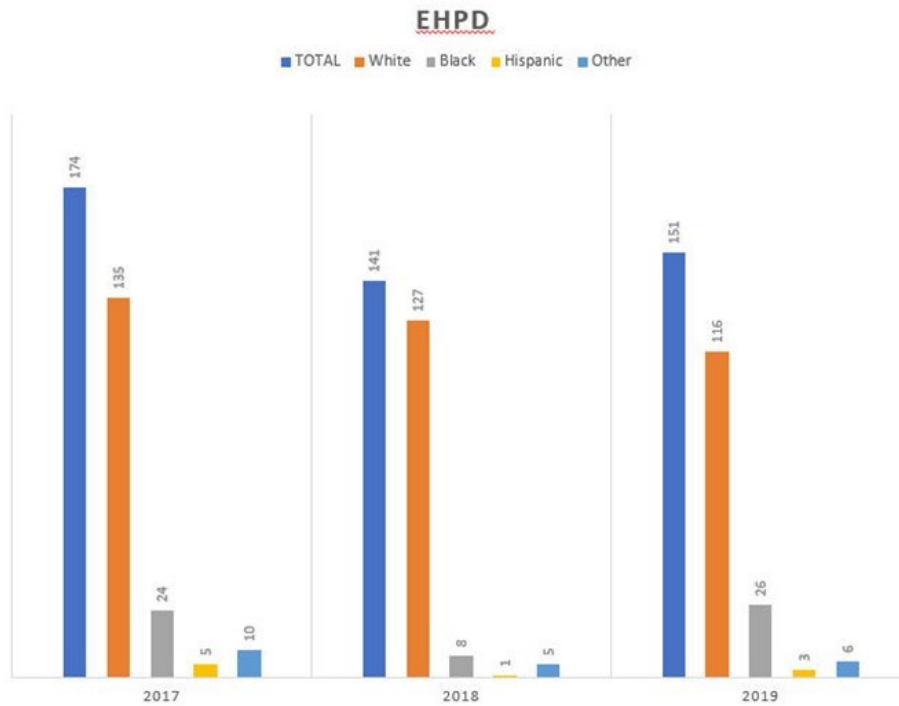
Percentage of Non-White Arrests



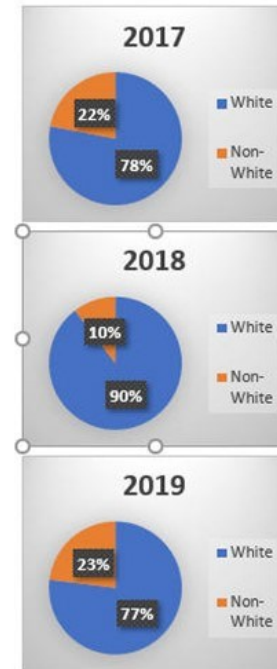
City of Elmira:  
Percentage of Total Population



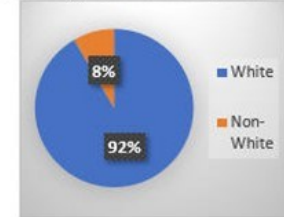
# Elmira Heights Police Department



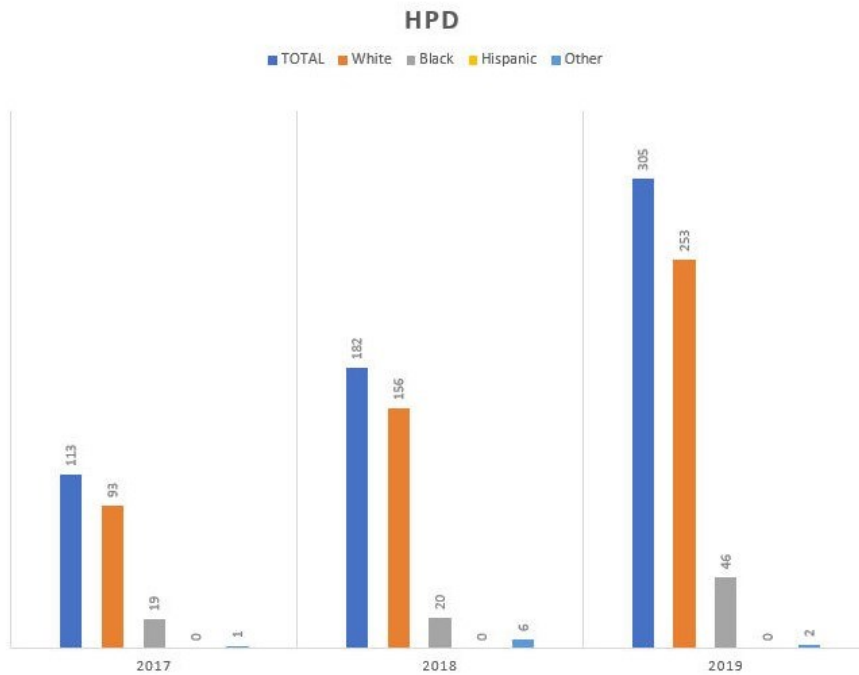
Percentage of Non-White Arrests



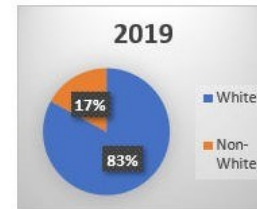
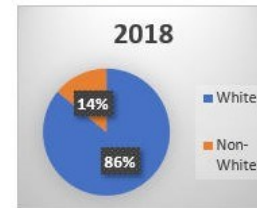
Elmira Heights Village:  
Percentage of Total Population



# Horseheads Police Department



Percentage of Non-White Arrests

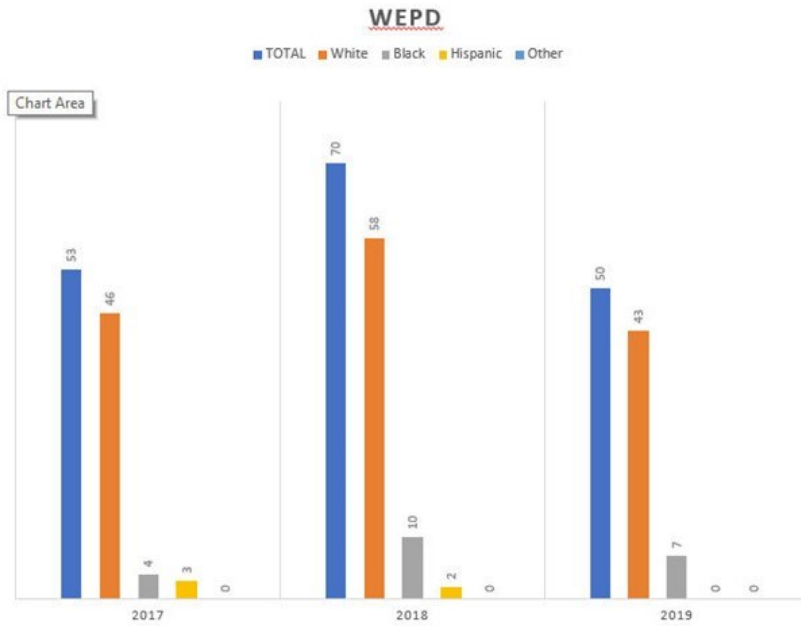


Horseheads Village:  
Percentage of Total Population

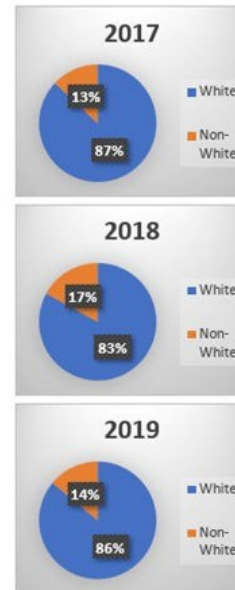




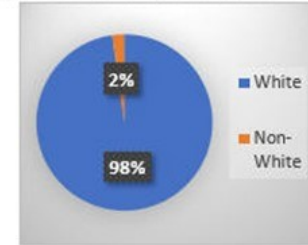
# Town of Elmira Police Department



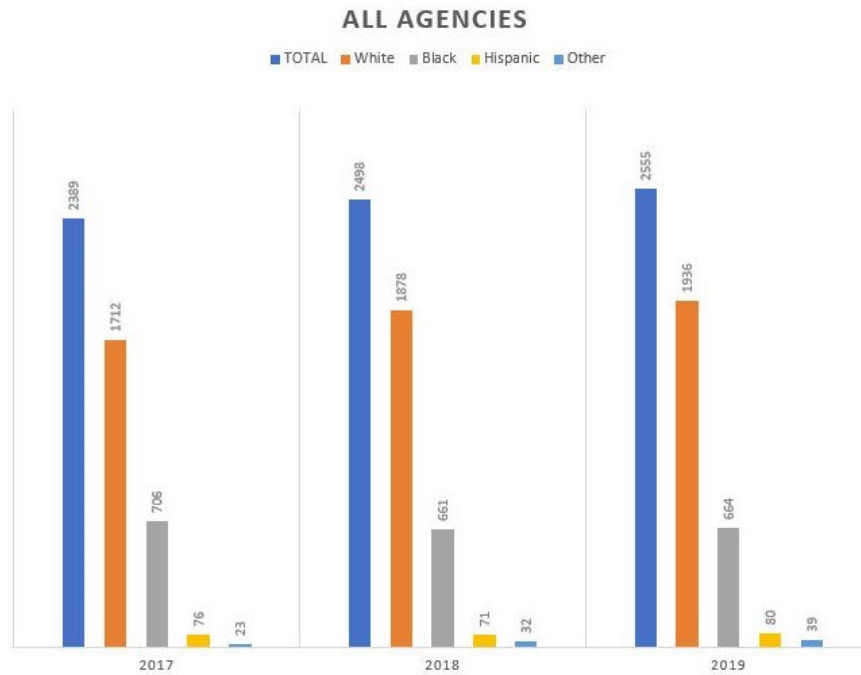
Percentage of Non-White Arrests



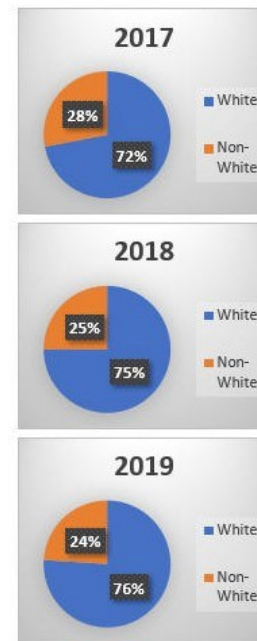
Town of Elmira:  
Percentage of Total Population



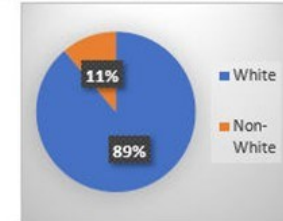
# Countywide Law Enforcement Arrest Data



Percentage of Non-White Arrests



Chemung County:  
Percentage of Total Population



**POLICE REFORM & REINVENTION  
SUBCOMMITTEES**

**Community and Youth Engagement Subcommittee**

**Mental Health Subcommittee**

**Faith-Based Subcommittee**

# **Police Reform**

## **COMMUNITY AND YOUTH ENGAGEMENT SUB-COMMITTEE**

### **RECOMMENDATIONS**

#### **Introduction**

Community engagement which includes youth is a key component to fostering trust between police officers and citizens of Chemung County particularly those citizens of color. Part of the community relations aspect of these recommendations by this committee will require a mindset of reconciliation. Officers assigned to leading the implementation of this plan will need to be able to listen to citizen's real concerns based on their lived experience or to some extent perceived experience.

Community and youth engagement are not new to police or law enforcement. For several decades there have been officers in schools providing prevention education on drugs, crime and civil government. To date, there are school resource officers in all the Elmira City School District buildings. There are also officers in schools in Horsehead schools as well. However, there is more to do in efforts to connect with citizens of color with more intention to establish a rapport and foster trust and positive relationships both inside and outside the school setting. Traditionally several of the five police agencies in Chemung County have participated in the following community relations programs either annually or seasonally. This is not exhaustive and does not represent all agencies are doing everything. Some of the PBA's sponsor athletic teams, holiday food giveaways that may include gift cards, \$5 coupons to kids in the community for doing good deeds having good manners, Shop with a Cop, Easter Egg Hunt, and, and participate in local parades. They also currently participate in special events and programs such as: Boat Safety, Annual Strong Kids Safe Kids, Fire Prevention Week, and the Operation Safe Child ID Program. These are high value outreach events but for the most part these activities are not attended in large by youth and families of color. So, the opportunity to engage with families of color have been limited.

#### **Committee Membership**

This committee is made up of citizens of color, Youth Court, Chief of Police, Corning Community College, Elmira City School District and the YWCA.

#### **Goal**

The goal is to foster and promote positive relationships between police and youth as well as adults in the community. This will be accomplished by the following recommendations.

#### **Recommendations**

1. Collaborate with ECSD and other school districts, Chemung County Sheriff Department, and Corning Community College Law Enforcement Police Academy to develop a rotation for Police Academy Cadets to increase positive exposure to youth and develop social communication skills while in training.

- a. Collaborate with EPD and ECSD to provide regular rotation opportunities for active police officers to visit and engage with students at school.
2. Create a Youth Leadership Caucus to assist as youth liaisons between police and community youth. There will be a special focus to recruit youth of color from different aspects of the community such as community youth centers, faith youth groups and both sides of youth court.
  - a. Collaborate with the YWCA to Co -Host the annual Youth Summit and or Assembly. Also collaborate with Summer youth programs such EOP New Day, Summer Cohesion, and the SPOT as an outreach opportunity. These outreach efforts will focus on promoting law enforcement, criminal justice as a career and potential mentorship.
3. Collaborate with the Faith Committee Police Liaison to participate in community outreach efforts geared to toward community leaders in the church and civic organizations. These efforts will be designed to foster trust and promote positive relationships via round table discussions, attending and participating special events sponsored by the community leaders.
4. Assist when requested with promotion of any new efforts of the other police reform committees to foster positive community relations.

Members of the community and youth engagement committee are willing to continue to serve to assist in the efforts of implementation of this plan after approval.

Respectfully submitted on behalf of CYE Committee,

Nykole Parks

January 31, 2021

## **Police Reform Mental Health Subcommittee Recommendations**

### **Our History:**

All law enforcement participates in a 20-hour training related to mental issues. In addition, the Chemung County Crisis Coordinator has historically been a guest speaker at the Police Academy, but this has not occurred for a couple of years.

The County Department of Mental Hygiene provides suicide prevention gatekeeper training that some officers have attended, and they collaborated with the Elmira Police Department to bring in a guest speaker to address the issue of the high risk for suicide amongst officers.

The County has a long history of over 30 years with a mobile crisis team that works closely with all local law enforcement entities in a collaborative fashion. This cooperative process is bi-directional in that crisis contacts law enforcement to accompany them to public settings for safety purposes or conversely law enforcement contacts crisis to join them for additional expertise on the scene involving apparent mental health issues. Additionally, respective administrators of these entities join together with county mental hygiene leadership on a regular basis to review opportunities for improvement utilizing a due diligence process.

There are three websites (<https://chemung.ny.networkofcare.org/mh/>, <https://www.sara.partners/> and <https://chemungny.arounja.org/>), and that are excellent resources. The first is solely devoted mental health resources in Chemung County. The second website is a dedicated to resources around substance abuse issues included imbedded professionally done commercials, and FREE phone application available with android and i-phones and referred to as sara.partners. The final website is a compressive website for all types of mental health and substance abuse resources across the nation with geo mapping included.

### **Recommendations:**

- A. In an attempt to replicate the [CAHOOTS](#) model created in Eugene, Oregon in a smaller more efficacious manner we recommend adding a peer to the mobile crisis team operated by Family Services. This can be easily accomplished with little to no funding in that Trinity of Chemung and Catholic Charities of Chemung and Schuyler Counties both have certified peers that could be repurposed. However, we aren't simply suggesting adding them to the team, as the majority of the calls for crisis services come into the county between 8:00 am and 8:00 pm. Instead, we are suggesting that law enforcement also give strong consideration to not simply taking individuals to the Arnot Emergency Room under section 9.41 of Mental Hygiene Law, but call this combined clinical/peer team for a consultation. (ie, a process that encompasses the assessment of the situation at onset of incident)

- B. To enhance training, we recommend that law enforcement, emergency room staff and ambulance staff utilize on line trainings available through the SAMHSA [Disaster Technical Assistance Center](#). Specifically, we recommend **Service to Self** for all but the law enforcement staff who would alternatively take the **Shield of Resilience**. These 1 to 1½ hour trainings allow the trainee to stop and start the trainee at their convenience returning to where they left off any given time in the future.

Additionally, we recommend a yet to be determined mental health cultural sensitivity training for all stakeholders with the hopes to enhance the skill set of all front line staff above and beyond symptomology identification to a level that allows for increased empathy with the community.

- C. We encourage the administration from Arnot Emergency Room and Erway Ambulance to join the preexisting schedule of meetings with law enforcement, crisis and the County Mental Hygiene Department in their transparent discussions about opportunities for improvements in the system and review of the specific data to ensure effectiveness. This collaborative group will also be charged with reviewing the success and/or future needs of enhanced trainings of staff identified in the section above.

# **Police Reform**

## **Faith-Based Subcommittee**

### **Recommendations**

The Chemung County Faith-Based SubCommittee is comprised of four members:

- Juhura Shazer, member at large. Minister of the Lake St Presbyterian Church
- Julian Hughey, Lieutenant with Chemung Sheriff Corrections Division
- Sam Zoubi, member at large, Director, Modeling, software and analytics, Corning Incorporated
- Rick Churches, Chief of Police, Elmira Heights Police Dept

The sub-committee has met over virtual meetings several times and individually on occasion to discuss how they can improve the relationship with the police and the community they serve. The faith element was a component that was found to be key with the African-American Community to locate meeting places and groups of people bonded together for a common purpose.

The team reached out to several local congregations and urged their members to attend the planed public hearing.

The team met with a local interfaith committee and shared objectives and plans going forward and received valuable feedback. The team is planning to continue to reach-out on a regular basis with the local faith committee and attends and engage in the following functions:

1. Friday, Saturday and Sunday schools and connect with young and minority local students.
2. Faith community events.
3. Board of directors for local faith-based committee.

The first order of business was to adopt a mission statement. The mission statement is as follows:



**“It is the mission of this subcommittee to build a bridge between members of the Law Enforcement Community and the Faith based community. Bridges by their very nature allow safe passage over obstacles. The basis for someone to cross a bridge is having the confidence in its strength.**

**Law Enforcement and the community they serve must trust one another through understanding, and human kindness. The only way for understanding to exist is for each side to listen, empathize and have willingness to work through differences, while embracing their similarities.**

**It is the mission of this sub-committee to lay the foundation of trust through an open dialogue. People seek law enforcement for safety and security. People also look to their places of worship to provide reassurance and safety. This similarity should be the segway for an honest conversation as to why in our society the bridge is missing.”**

The next order of business was to decide what our goals would be as a sub-committee:

1. Develop a plan whereby law enforcement officials, on a regular basis visit with places of worship.
2. A line of communication is established for both LE and Faith leaders
3. Youth engage with LE, using area places of worship as a backdrop

Finally, we needed to define the success of this committee:

We wish to put a system in place whereby an established line of communication is opened up between Law Enforcement and the Faith based community to have open and honest discussions.

It was decided that a liaison would be needed within each law enforcement agency to carry out this mission. The liaisons were appointed by their respective departments.

Each Liaison will be tasked with going out to area places of worship in their communities (specifically ones that hold a larger African-American congregation). They will acquire contacts in those places of worship to open a line of communication.

When the Pandemic has subsided, the liaisons will be asked to coordinate times to address groups within the places of worship. The conversations should center around community issues that deal with law enforcement. The committee will put into place a set of guidelines to follow when it comes to these meetings, so as to foster a positive interaction.

The sub-committee will also work with the Chemung County Information Technology Department to develop a link through the County’s site to the Faith Sub-Committee. This will function as a communication hub with area places of worship to contact the committee.