



CITY OF SYRACUSE

Syracuse Police Reform and Reinvention Plan OVERSIGHT COMMITTEE

**David Chaplin
Charles Jackson
Cimone Jordan
Susan Katzoff
Councilor Chol Majok
Sharon F. Owens
Jawwaad Rasheed
Ranette Releford
Deputy Chief Mark Rusin**



Syracuse Police Reform and Reinvetion Plan Oversight Committee

Purpose

In accordance with the identified parameters within the City of Syracuse Police Reform and Reinvetion Plan (the Plan), the Mayor’s office has established an Oversight Committee to serve in a monitoring role to ensure public transparency and accountability regarding progress on activities identified within the plan.

Membership

The Oversight Committee:

David Chaplin	Mayoral Appointee
Charles Jackson	Syracuse Common Council Appointee
Cimone Jordan	Deputy Mayor Designee
Susan Katzoff, Corporation Counsel	Department of Law
Chol Majok	Syracuse Common Council Public Safety Committee Chairperson
Sharon F. Owens	Deputy Mayor
Jawwaad Rasheed	Chief Accountability Officer
Ranette Releford	Citizen Review Board Administrator
Deputy Chief Mark Rusin (Chief Cecile in his absence)	Office of the Chief

Oversight Committee Responsibilities:

- Have clear knowledge of the tasks and timelines identified in the plan.
- Review progress or lack thereof concerning any task identified in the plan.
- Make recommendations to address identified deficiencies in task completion.
- Maintain awareness of changes in laws or policies which may impact any aspect of the plan.
- Consider any amendments to the plan’s action items or methodology.
- Ensure public transparency by posting quarterly progress reports on City of Syracuse website and hosting public forums biannually.
- Consider public feedback on progress of implementation.

Oversight Committee Procedures:

The Oversight Committee will be chaired by the Deputy Mayor and meet monthly.

A majority of Oversight Committee members must be present in order to conduct business on behalf of the committee.

To ensure continuity of responsibilities, any member who misses two (2) consecutive meetings or three (3) meetings in a calendar year may be removed from the committee or replaced.

A written summary of each meeting will be kept. Upon committee approval by email, the summary will be posted on the City of Syracuse Website within the same month.

MOVING FORWARD

	Completed/Ongoing
Transparency and Accountability	<ul style="list-style-type: none"> • Surveillance Technology Review Process • Body Worn Camera Deployment • Improved Relationship and Collaboration with the CRB • Publication of Police Contracts • Compliant with the Repeal of Civil Rights Law, Sec. 50-a; requests for police personnel and discipline files are being actively fulfilled • Created Office of Public Affairs • Increased Staffing of Internal Affairs (Office of Professional Standards) • Relocated Office of Professional Standards
Community Engagement	<ul style="list-style-type: none"> • Hired SPD Director of Community Engagement • Created Citizen Advisory Committees for Each Police District • Upgraded Use of Social Media for Transparency
Policies and Procedures	<ul style="list-style-type: none"> • Released Draft Revised Use of Force Policy • Released Draft Revised Body Worn Camera Policy • Revised No-Knock Warrant Procedure • Inventory of Military Equipment; Policy for future use and procurement • Added Attorney to the Chief's Office of Legal Affairs
Training & Wellness	<ul style="list-style-type: none"> • Created Internal Advisory Committees (Sworn and Non-Sworn) • Applied for CALEALaw Enforcement Accreditation
Diversity in Hiring and Advancement	<ul style="list-style-type: none"> • Enrolled officers and administrators in national peer organizations for Black Law Enforcement Executives and Administrators (NOBLE and NFBPA) • Successfully Opposed DOJ Motion to Dissolve Consent Decree
Alternatives to Policing	<ul style="list-style-type: none"> • Researched and documented models for alternatives to policing

MOVING FORWARD / WHAT'S NEXT

REFORM AREA	DATE	MOVING FORWARD ACTION
Transparency and Accountability		Fully implement and operationalize the Right to Know law:
	April 1 2021	>Implementation, including policy release, form creation and training
	June 2021	>Data collection will begin at this time, allowing for the required quarterly reporting of this data following the second quarter of 2021.
	April 30, 2021	Establish a Police Reform & Reinvention Plan Oversight Committee to monitor the implementation of this plan, consisting of the Deputy Mayor and a designee, a Department of Law representative, a Chief's Office representative, the CRB Administrator, the Common Council Public Safety Committee Chairperson, and two members of the community, one appointed by the Mayor and one by the Common Council.
	May 2021	Create a "Frequently Asked Questions" section to the City's Police Reform Website to continue the community conversation spurred by this process.
	Ongoing	Continue to release officer personnel files in response to FOIL requests that were received following the repeal of Civil Rights Law Sec. 50-a.
	Ongoing	This process has started and the Department of Law has been actively filling requests: https://bit.ly/syrfoilapplication
	Apr-Jun 2021	Create a public facing dashboard containing citizen complaint and discipline summary data; The Syracuse Police Department will have 2021 First Quarter (January - March) citizen complaint data to include discipline outcomes posted online by the end of the second quarter in 2021. This data will be updated quarterly going forward.
	June 2021 / Ongoing	The Syracuse Police Department will have 2021 First Quarter (January - March) citizen complaint data to include discipline outcomes posted online by the end of the second quarter in 2021. This data will be updated quarterly going forward.
	June 2021	Review and revise the Chief's Office process for communicating investigation results to citizens who file complaints against the police.
	September 2021	Evaluate the parameters that trigger a warning under the Early Intervention System functionality in Blue Team (the internal affairs software used by the Office of Professional Affairs), and formalize the practice in a new Department policy.
	March 2022	Expand annual reporting from the Office of Professional Affairs (OPS). OPS will be compiling the data throughout 2021, and the annual report will be released in the first quarter of 2022.
	Ongoing	Seek state and grant funding for the procurement of additional body worn cameras and dash cameras. >The City submitted a request to its state legislative delegation seeking funding for additional body-worn cameras as part of Mayor Walsh's Legislative and Funding Priorities request on Jan. 28, 2021.

MOVING FORWARD / WHAT'S NEXT

REFORM AREA	DATE	MOVING FORWARD ACTION
Transparency and Accountability	Ongoing	>Research and grant application submissions will be completed on an ongoing basis as grants become available.
	March 2022	Create and publish an annual report on the use of force. The Department will collect this data throughout 2021 for publication in the first quarter of 2022.
	Jan-Mar 2022	Improve the officer performance evaluation policy and practice.
		>The Department conducts annual evaluations in the first quarter, and the 2021 evaluations will conclude March 31. The Department will update the policy and practice prior to the next set of annual performance evaluations, which will take place in first quarter 2022.
	Immediate	>Promotional Evaluation for Command Staff: Effective immediately, the Department will evaluate candidates for promotion based upon, in part, their knowledge and understanding of the principles and strategies in the Mayor's Police Reform Executive Order and police reform in general.
	Ongoing	Continue to seek changes in the police discipline process and seek to implement a new discipline process that removes the duty to bargain with the Union over discipline, and includes public hearings of disciplinary matters. The City will continue to pursue this matter.
	March 2021	>The legal matter is currently before the State Supreme Court, Appellate Division. Briefs will be submitted in March 2021. Upon a favorable decision from the court, the City will roll-out a new process with greater public transparency.
Community Engagement and Relationship Building	Second Quarter 2021	Create a youth advisory council.
		Procure Voiance app to provide on-demand translation services for officers working with non-English speaking community members;
	February 2021	The app was recently purchased in February 2021.
	Apr-Jun 2021	Training and roll-out will occur in the second quarter of 2021

MOVING FORWARD / WHAT'S NEXT

REFORM AREA	DATE	MOVING FORWARD ACTION
Community Engagement and Relationship Building	Apr-Jun 2021	Create and provide training to officers on the voiance app
		Create a community panel to participate in the police hiring process
	June 2021	The Department will implement this panel in its next round of hiring, which is projected for June 2021
	July-Sept 2021	Conduct cultural competency training
	February 2021	Create a Police Athletic League (PAL) chapter; The Chapter was established on February 17, 2021.
	September 2021	>Registration for the league
	December 2021	>Begin the League
	Oct-Dec 2021	Develop and host New American citizen's training academy.
	Oct-Dec 2021	Conduct training on the history of racism in the United States and Syracuse for all officers.
Policies and Procedures	March 2021	Post all SPD policies online for public access starting March 2021
	Apr-Jun 2021	Finalize, train officers and implement the draft revised Body Worn Camera policy.
	Apr-Jun 2021	Finalize, train officers and implement the draft revised Use of Force policy.
	Apr-Jun 2021	End the use of the term "Emotionally Disturbed Person" or "EDP" in police communications, in favor of "Person in Crisis" or "PIC."
	2021-2023	Complete the three year process to obtain CALEA Law Enforcement Accreditation for the Agency;
Training and Wellness	2021-2023	Begin and complete the two year process to obtain CALEA Training Academy Accreditation
	Oct 2021-Dec 2021	Complete the creation of an officer wellness program
Diversity in Hiring and Advancement	Ongoing	Work with state legislators to obtain a change in the New York State Public Officers Law, Section 3, to allow Syracuse to unilaterally require residency for newly hired police officers

MOVING FORWARD / WHAT'S NEXT

REFORM AREA	DATE	MOVING FORWARD ACTION
Diversity and Hiring	2021	The Walsh Administration's 2021 Legislative and Funding Priorities, submitted to state officials on Jan. 28, 2021, call for passage of bill A11008 (now A4483)/S1320 which will require new members of the Syracuse Police Department to be residents of the City. These bills were introduced in their respective houses in January and February 2021. The Administration will continue pushing for its adoption during the 2021 legislative season.
	June 2021*	Implement the Cadet Program, in partnership with CNYWorks; Pending grant, commence recruiting in June 2021.
		Review assessment provided by the U.S. Department of Justice Collaborative Reform Initiative Technical Assistance Center (CRI-TAC), and implement suggestions for recruitment and retention; Within sixty days of receipt of the assessment, the Department will convene a workgroup to review and plan for the implementation of the suggestions. As of March 1, 2021, the assessment has not yet been received.
	April 30, 2021	Work with Onondaga County and New York State to seek reform of civil service hiring procedures, including legislative changes to the aspects of Civil Service Law that constrain the Department's ability to consider factors other than a civil service examination score.
	April 30, 2021	Submit a formal request to the City's state delegation no later than April 30, 2021.
	Apr-Jun 2021	Engage Onondaga County civil service representatives in the second quarter of 2021.
Alternatives to Policing	May 1, 2021	Convene a workgroup to create and implement a Diversion Response Program in partnership with Onondaga County Health Department
	May 1, 2021	>Convene workgroup for program development
	Jul-Sept 2021	>Create a supported program structure and launch as Phase 1
	Oct-Dec 2021	Develop Crisis Intervention Training for officers with less than five years of service to complement the training already offered to more experienced officers.