

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

- A. 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.
- B. Each police agency does their own Diversity Training, but will now have the same training for all agencies through the County.
- C. There are five law enforcement agencies in Chemung County, plus the New Your State Police.
- D. 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.
- E. The Chemung County Sheriff's Office has an operating budget of \$14 million;
- F. 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:

- A. The Elmira Police Department has 70 employees, including himself and his Deputy Chief Anthony Alvernaz;
- B. They have several divisions: Patrol, Detective, Drug, Traffic, STO (School Traffic Officer - Crossing Guards);
- C. The Elmira Police Department has an operating budget of \$6.9 million;

D. 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:

- A. The Elmira Heights Police Department has 9 employees: the chief, two sergeants and six officers;
- B. The Elmira Heights Police Department has an operating budget of \$838,000;
- C. 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 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,

A handwritten signature in black ink, appearing to read "William Schrom", written in a cursive style.

Sheriff William Schrom
Co-Chairman

WAS/mab