

**To: Plattsburgh Common Council**

**From: City of Plattsburgh Public Safety Citizens' Review Panel**

**Current Members: Bonnie Black, Wilbel Brewer, Amanda Bulris-Allen, Herb Carpenter, Michelle Cromwell, Jaime Douthat, Brad Kiroy, Maxine Perry, Levi Ritter, Hilary Rogers.**

**Re: Recommendations for City Council to address Governor's Executive Order**

**Date: February 9th, 2021**

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**Summary:**

In June 2020, the City of Plattsburgh's Common Council created the Public Safety Citizens' Review Panel to complete the Governor's directive on Police Reform and Collaborative to Reinvent and Modernize Policing. Over the last few months, the Panel has reviewed the needs of the community and evaluated the Plattsburgh Police Department's current policies and practices. The Panel conducted an online survey of community members and held focus groups with the community and members of the Plattsburgh Police Department.

**Per the Governor's directive, the Panel's final recommendations are being presented for your review and adoption.**

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Governor's Executive Order 203: 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.

Supporting evidence of the process and addressing the needs identified by the community are listed in attachments:

- A. Survey
- B. Focus Group Notes
- C. Police Focus Group Notes
- D. Public Comments

**Governor Cuomo’s Executive Order 203**

**Recommendation #**

- evidence-based policing strategies, including but not limited to, use of force policies, procedural justice; 14, 15, 19
- any studies addressing systemic racial bias or racial justice in policing; 4, 5, 7, 14, 16
- implicit bias awareness training; 4, 5
- de-escalation training and practices; 2, 3, 6, 9, 13, 20
- law enforcement assisted diversion programs; 2, 6, 7, 8, 9, 10, 11, 20
- restorative justice practices; 2, 6, 10, 13
- community-based outreach and conflict resolution; 2, 3, 5, 6, 7, 8, 9, 10, 12, 13
- problem-oriented policing; 2, 4, 7, 8, 9, 12, 13
- hot spots policing; 3, 13, 15
- focused deterrence; 2, 4, 8, 10
- crime prevention through environmental design; 3, 4, 6, 7, 8, 9, 13, 16
- violence prevention and reduction interventions; 2, 6, 7, 8, 9, 10, 13, 20
- model policies and guidelines promulgated by the New York State Municipal Police Training Council; 3, 4, 20
- and standards promulgated by the New York State Law Enforcement Accreditation Program. 3, 4, 10, 15, 20

**Other:**

To adopt a resolution that will allow the City of Plattsburgh Public Safety Citizens' Review Panel to continue to work with the City of Plattsburgh to assist with the development and implementation of the following 19 recommendations set forth by the panel

Develop burn-out prevention strategies to include, but not limited to, compassion fatigue and critical incident resiliency training

Review shift durations with a focus on staff wellness and burnout.

## **Recommendation: Continuation of Public Safety Citizens' Review Panel**

1. To adopt a resolution that will allow the City of Plattsburgh Public Safety Citizens' Review Panel to continue to work with the City of Plattsburgh to assist with the development and implementation of the following 19 recommendations set forth by the panel.

## **Recommendation: Increase Staff Education/Knowledge**

2. Establish a Crisis Intervention Team pursuant to the Governor's recommendation utilizing best practices for creation and implementation.

3. Increase department staffing budget creating a middle management tier compensated appropriately, with adequate job protection and adding sufficient staffing based on historic needs.

4. Require all staff to complete recurring and comprehensive training including Implicit Bias, Principled Policies and national best practices.

Additional Comments: Training needs to be integrated into the experienced sworn officers' day-to-day work life. It is recommended that every 2 years the following are assigned on a recurring basis.

### Implicit Bias Training:

Anti-Racism (using inventories ex. Deborah Plummer, Harvard Implicit Association Test and Ambivalent Sexism inventories as baselines)

Implicit Bias

Anti-Bias for Law Enforcement 1 & 2

Civil Rights

Cultural Awareness - 1 & 2

### Additional Trainings:

a. Require at least 10 additional hours of racial justice and implicit bias education into enhanced training on a bi-annual schedule for all civilian and sworn officers to include the State-approved LGBTQIA+ curriculum available in this region.

b. Additional DCJS training as it becomes available to be integrated immediately into the recurring curriculum such as the recent Law Enforcement Disability Awareness Training made available at the end of January.

### Use of Force Training:

Tactical Communication

Importance of Communication in Law Enforcement

Use of De-escalation tactics when responding to a crisis call

De-escalation and minimizing use of force

Non Escalation vs De-escalation- verbal tactics

Communication Skills 1-4

How to write effective use of force reports  
Verbal De-escalation skills

Mental Health Training:

Emotional and Psychological Disorders 1 & 2

Bi-annual Mental Health First Aid for Law Enforcement live training for all staff (civilian and sworn officers). This is renewable every 2 years.

5. Increase workforce diversity by establishing a recruiting program which identifies and focuses on under-represented populations.

**Recommendation: Build Relationships & Community Trust**

6. Increase community engagement by using foot patrol and personal interaction to restore trust and build relationships. (Examples: NIOT [Not in Our Town] model to create community/police dialogues for engagement, setting up ‘meet and greets’ where the community and police can be engaged in dialogue)

7. Staff the Plattsburgh Police Community Center for purposes of community policing and community engagement activities that include opportunities that engage youth, promote safety and wellbeing of all community members, and a place of mutual trust for marginalized populations.

8. Increase evidence-based education awareness and intervention programs for decreasing drug abuse/drinking among youth (use national evidence-based resources complemented by local agency staff).

9. Require all officers to have business cards with information on the back for the Emotional Text-line, Emergency Housing, Mobile Crisis, etc.

10. Continued involvement in community task forces that serve high needs populations that are likely to interface with the Plattsburgh City Police in an effort to build relationships with community organizations.

11. Create a community outreach campaign to inform and educate the community regarding the 9-1-1 Good Samaritan Law.

12. Create a mechanism for community feedback that is disseminated directly to the Chief of Police and at least one member of senior management at the Police Department as designated by the Chief of Police. Examples: link on website, drop box at the Community Center & Police Station.

**Recommendation: Develop Alternative Response Models**

13. Continue to build on alternate response models (eg. Crisis intervention team, dual response with other law enforcement and community agencies, community policing).

**Recommendation: Address transparency & accountability**

14. Expand and track data collection on police interactions/complaints and require annual reporting to the Common Council, including but not limited to race, color, age, sex, and gender identity.

15. Implement the use of body cameras.

16. Upon receipt of any citizen or officer complaint or subject management report, the Police Department shall immediately investigate and handle according to the Police Department's policies and procedures. Following the investigation, a report of the complaint and actions taken shall be provided to the Common Council, or any sub-committee designated by the Common Council such as the Public Safety Committee, within thirty (30) days of receipt of the complaint.

**Recommendation: Address staff wellness**

17. Develop burn-out prevention strategies to include, but not limited to, compassion fatigue and critical incident resiliency training.

18. Review shift durations with a focus on staff wellness and burnout.

**Recommendation: Update Subject Management Report**

19. Update the Subject Management Report to reflect language and requirements in the Use of Physical Force/Deadly Physical Force & Firearms General Order issued on 6/9/20.

**Recommendation: A behavioral health call should have a behavioral health response.**

20. Provide 9-1-1 Dispatchers with Mental Health First Aid/Law Enforcement training.

# Public Safety Citizen's Review Survey

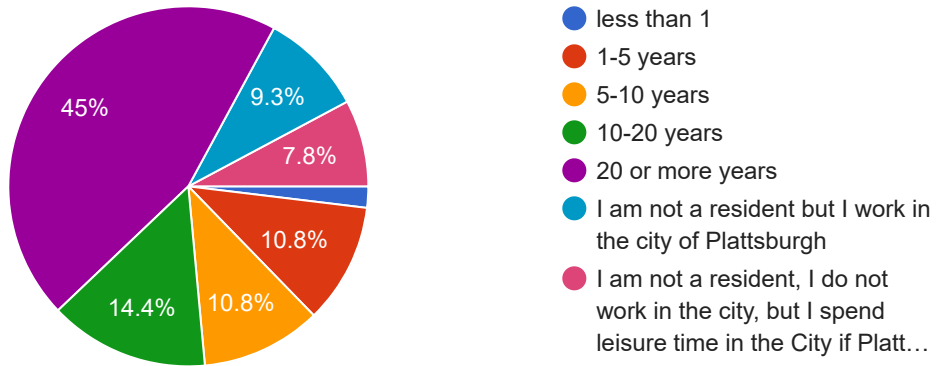
736 responses

[Publish analytics](#)

## A. Demographics

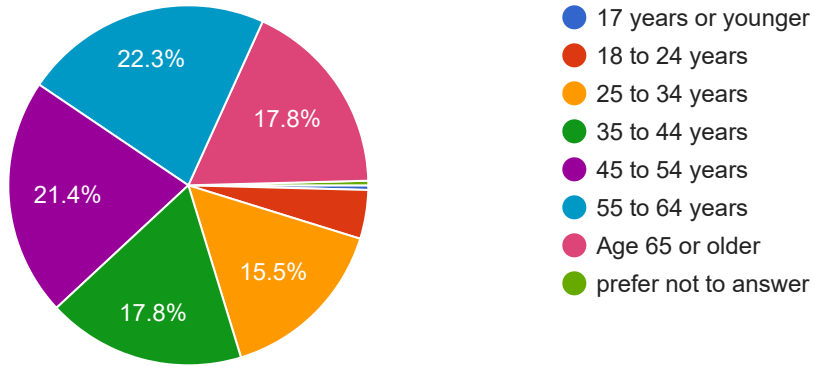
### 1. How many years have you lived in the City of Plattsburgh?

731 responses



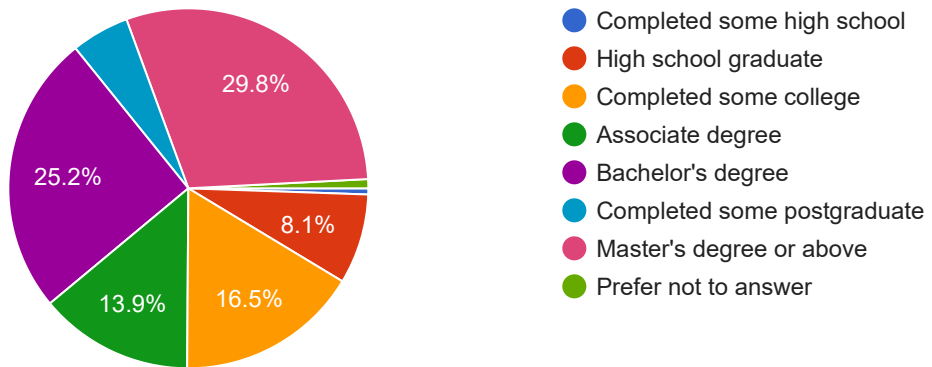
## 2. What is your age group?

730 responses



## 3. What is your education level?

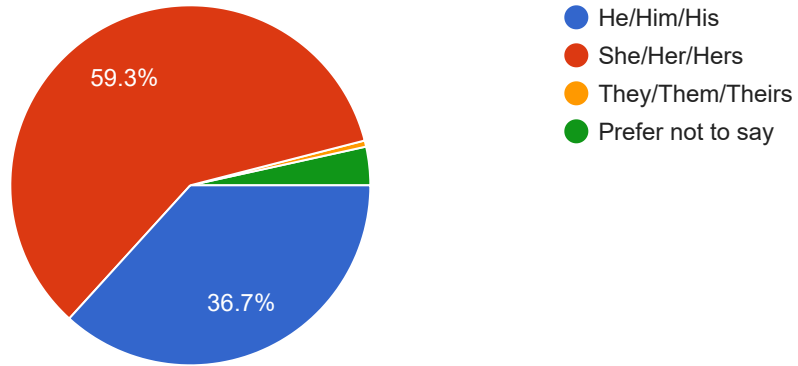
729 responses





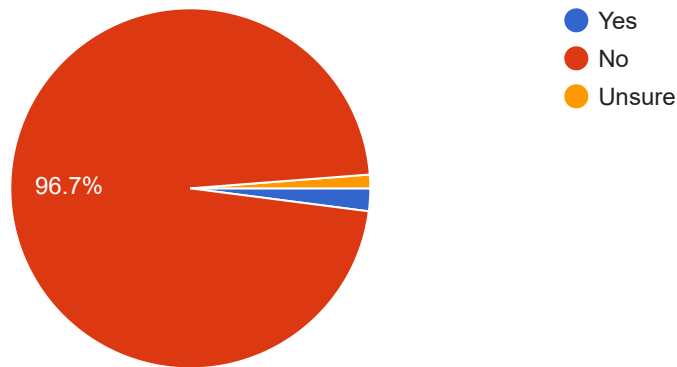
#### 4. What gender pronoun do you prefer?

724 responses



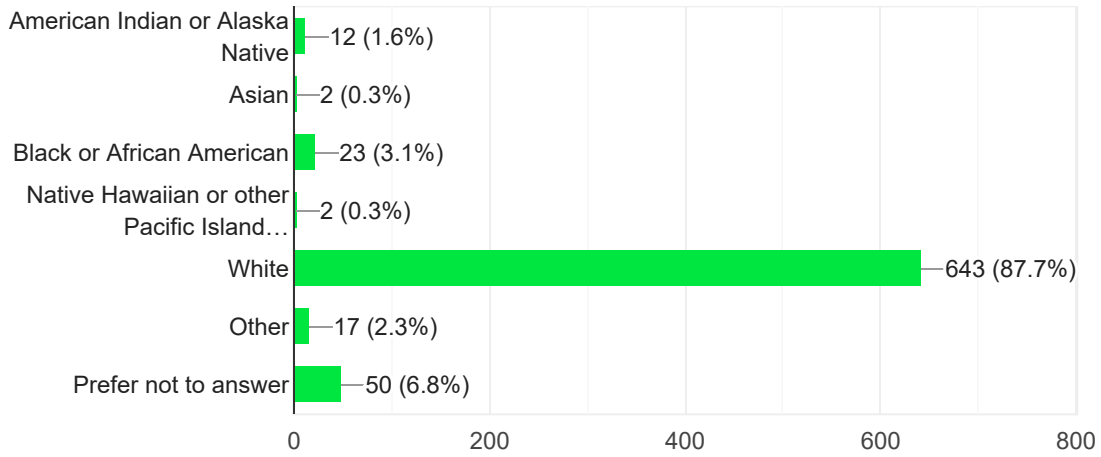
#### 5. Have you ever been misgendered by the police?

735 responses



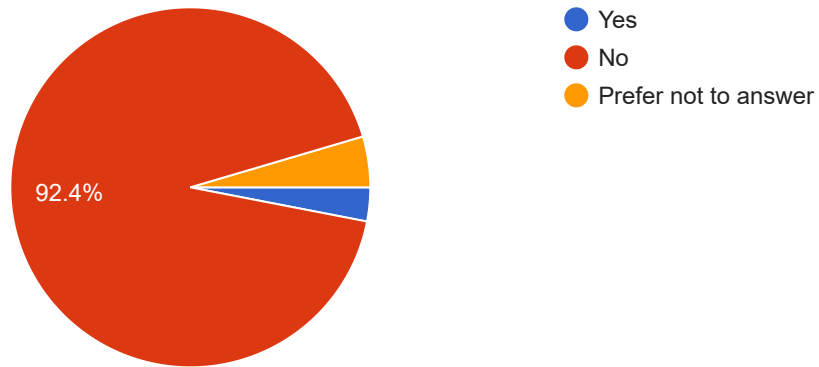
### 6. What is your race?

733 responses



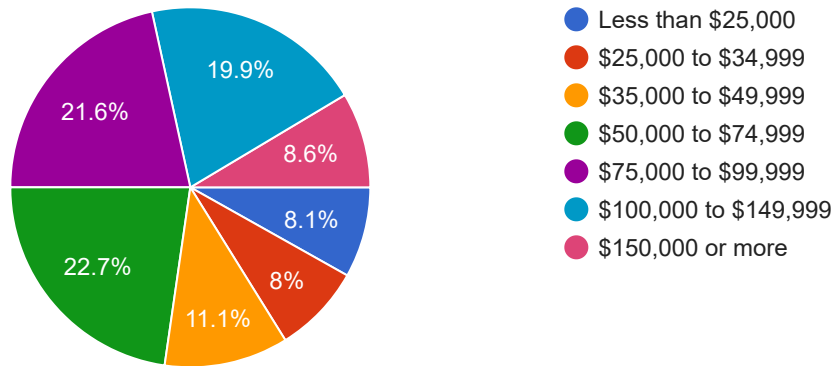
### 7. Are you Hispanic or Latino or Spanish Origin?

723 responses



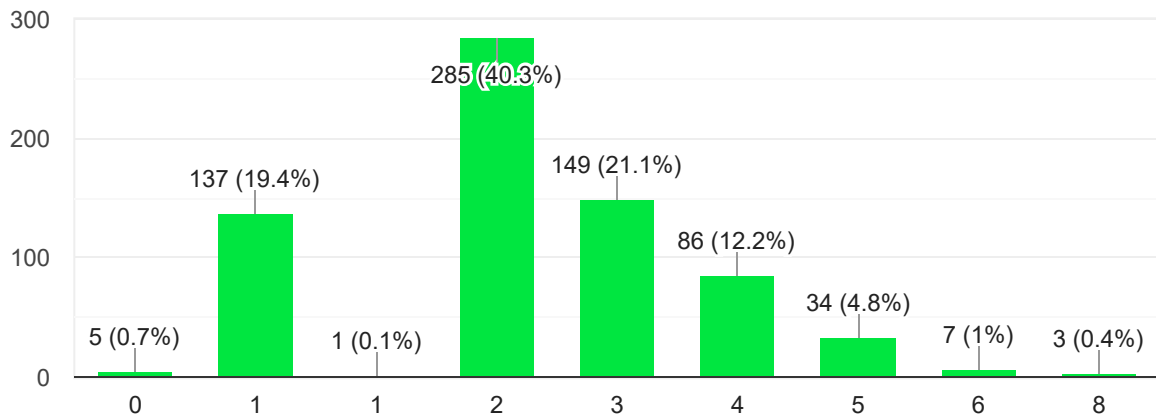
### 8. What is your total household income during the last 12 months?

700 responses



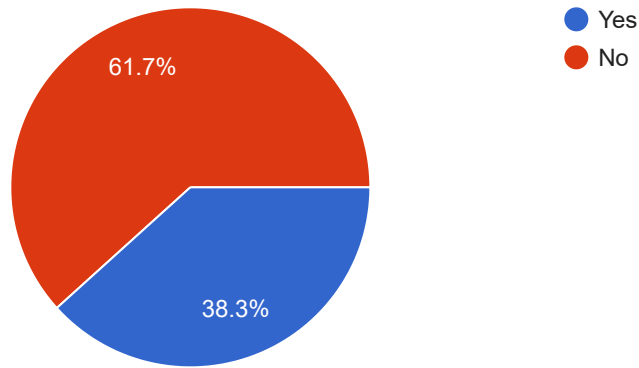
### 9. How many people live in your household?

707 responses



### 10. Do you have children under the age of 21 who live in your household?

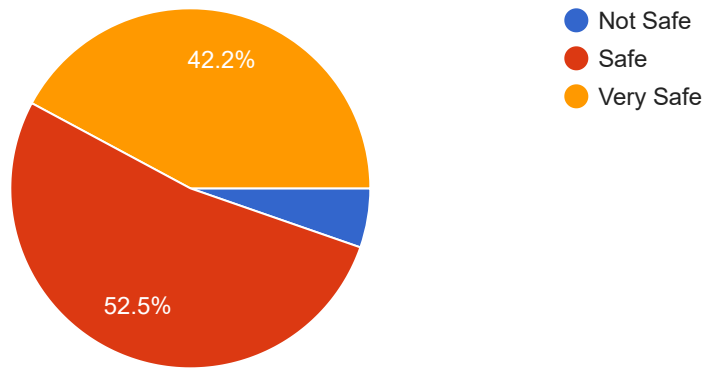
731 responses



## B. Community Questions

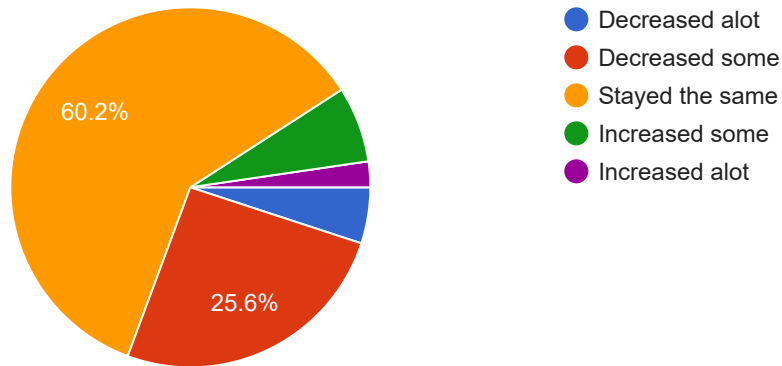
### 1. How safe do you consider yourself in Plattsburgh?

733 responses



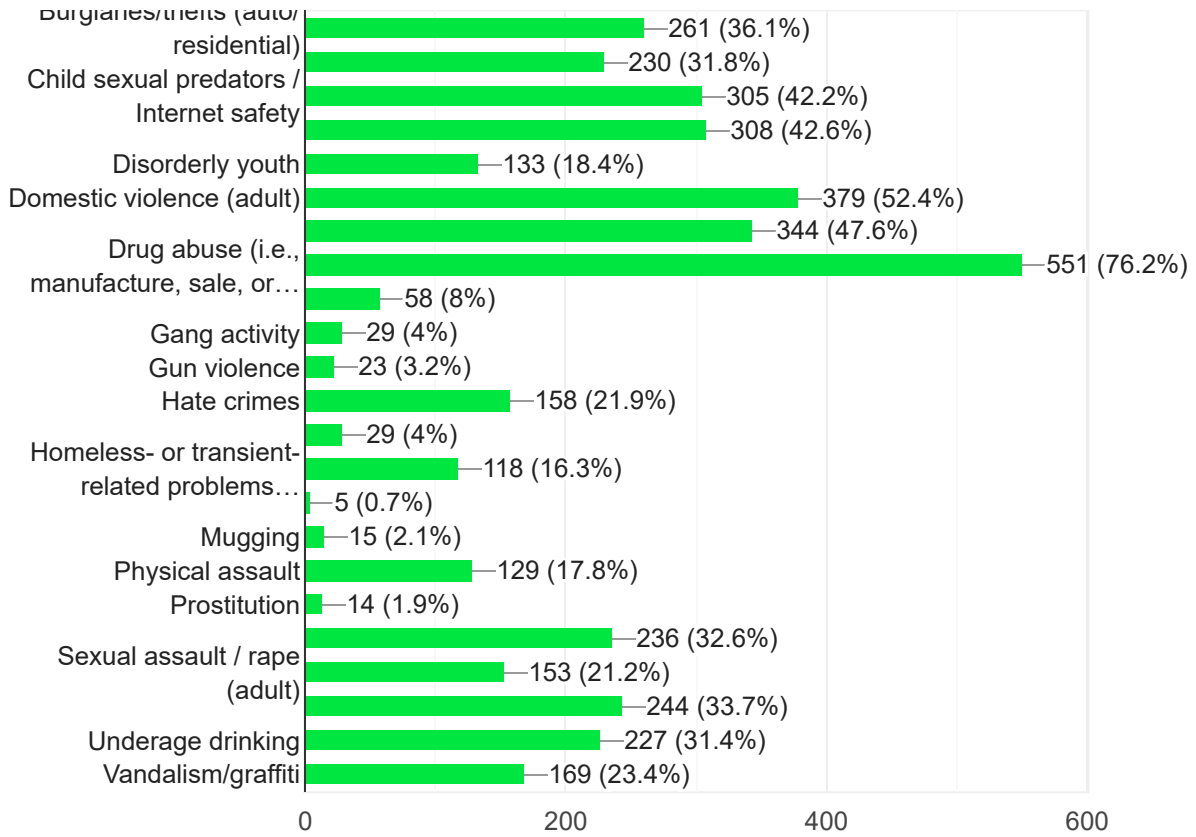
2. Over the last 12 months, to what extent have your feelings of safety in your community increased, decreased, or stayed the same?

734 responses



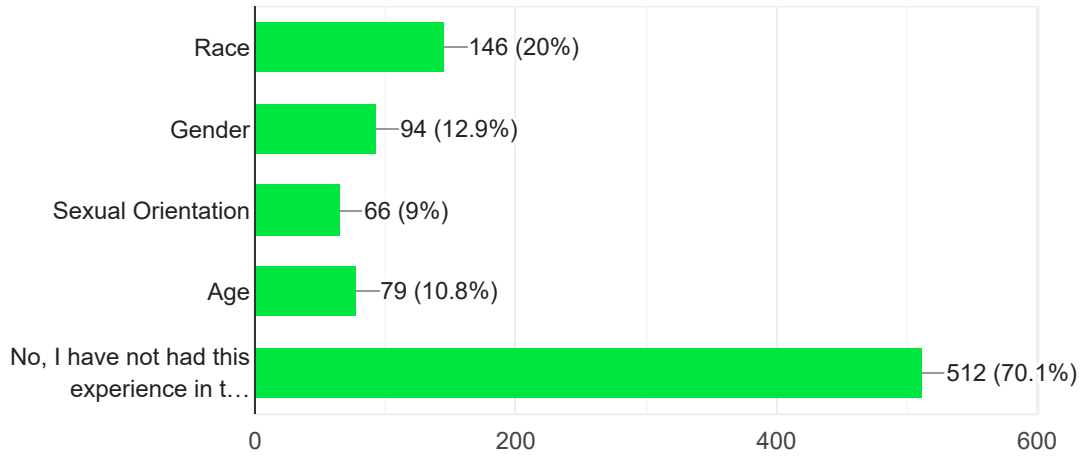
### 3. What are some of the issues that you believe are the greatest problems within the community? (select all that apply)

723 responses



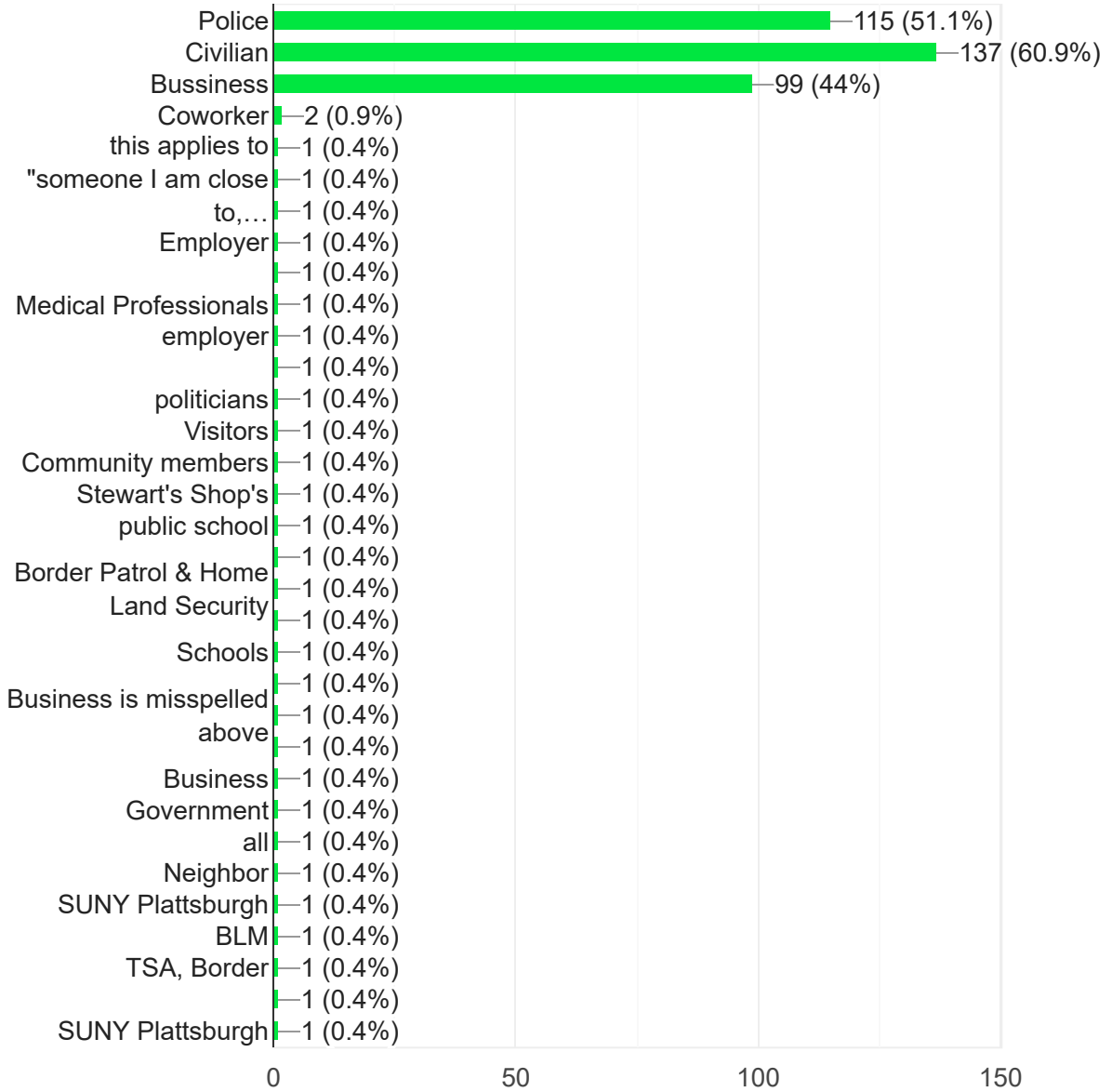
4. Have you or someone you are close to ever experienced profiling or discrimination based on any of the following by another community member, group, or business located in the City of Plattsburgh?(Check all or any that apply)

730 responses



5. If you answered yes the previous question please indicate who you felt discriminated from:

225 responses





6. Based on your answer to the last two questions (if they do not apply, please skip), would you like to elaborate on the circumstances?

132 responses

No

Business owners have delayed service or acted like I was not welcome in their store because of my age.

no

A black faculty member I know has been pulled over over 80 times since he started at Plattsburgh State.

Yes

From my experience the police are overly aggressive. They are woefully under trained when it comes to dealing with people with mental health issues

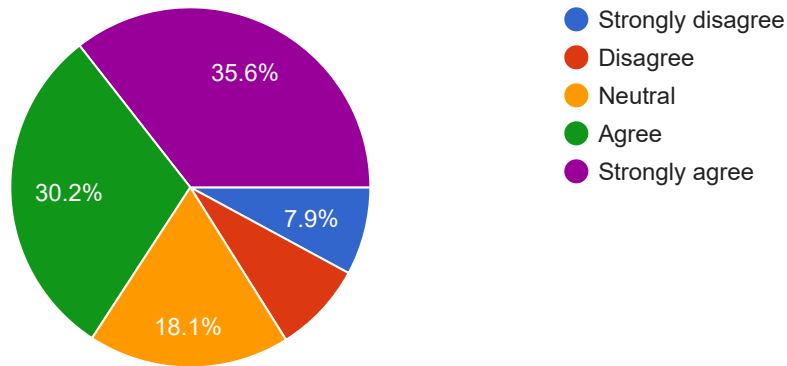
I was not treated with respect.

I have had issues with other community members making antisemitic remarks, I'm

### C. Experience with Plattsburgh City Police

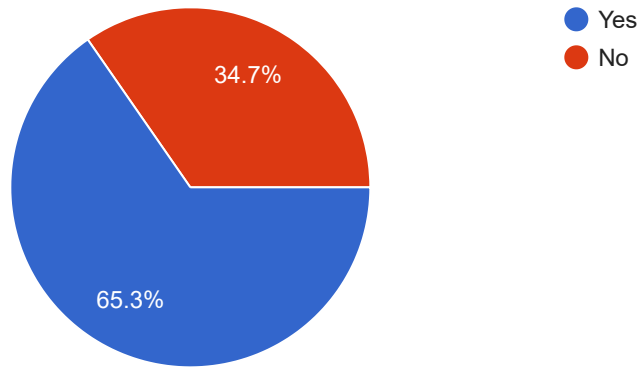
1. I trust the Plattsburgh City Police Department.

734 responses



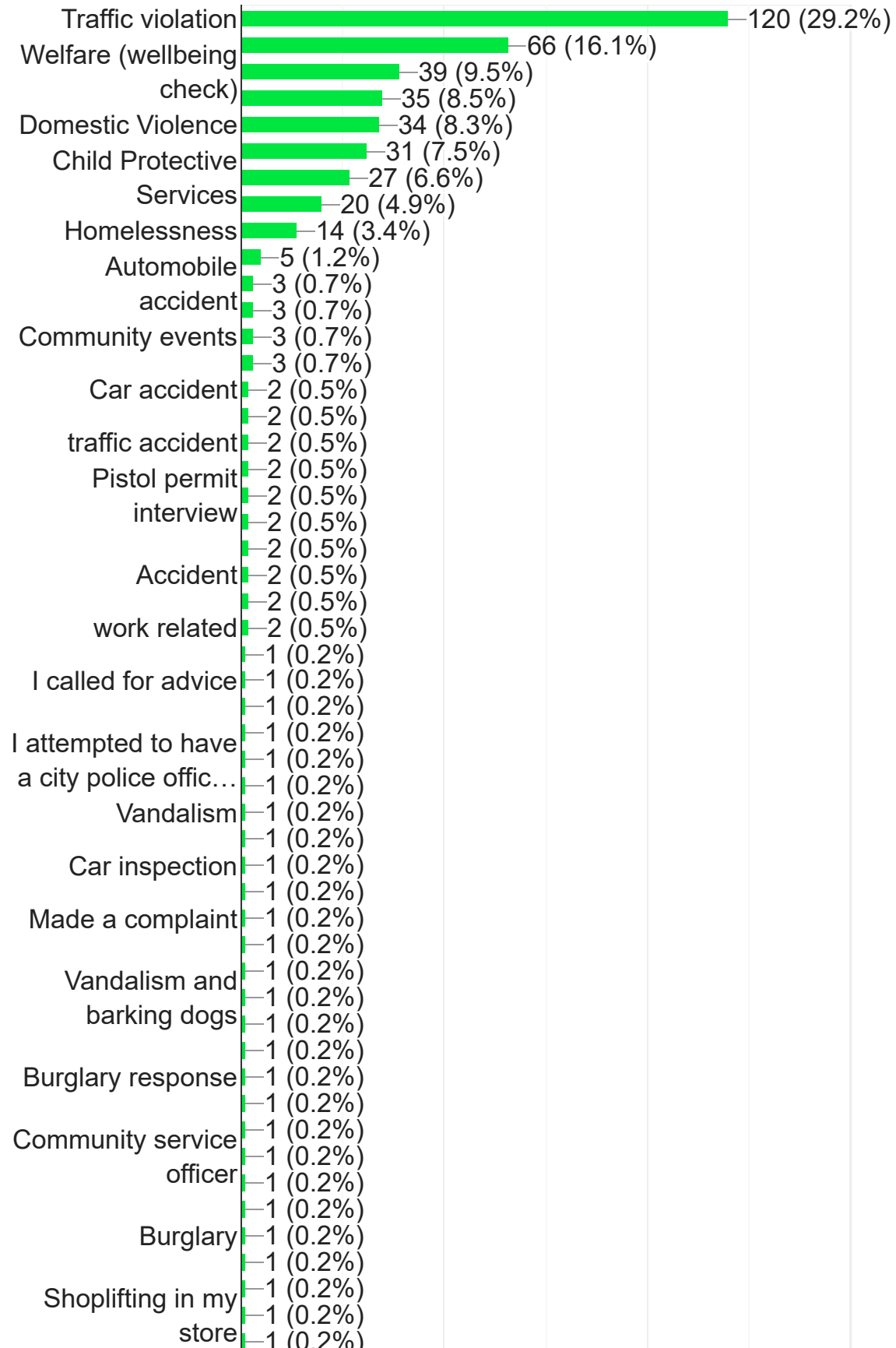
## 2. Have you had any contact with the Plattsburgh City Police in the last 3 years?

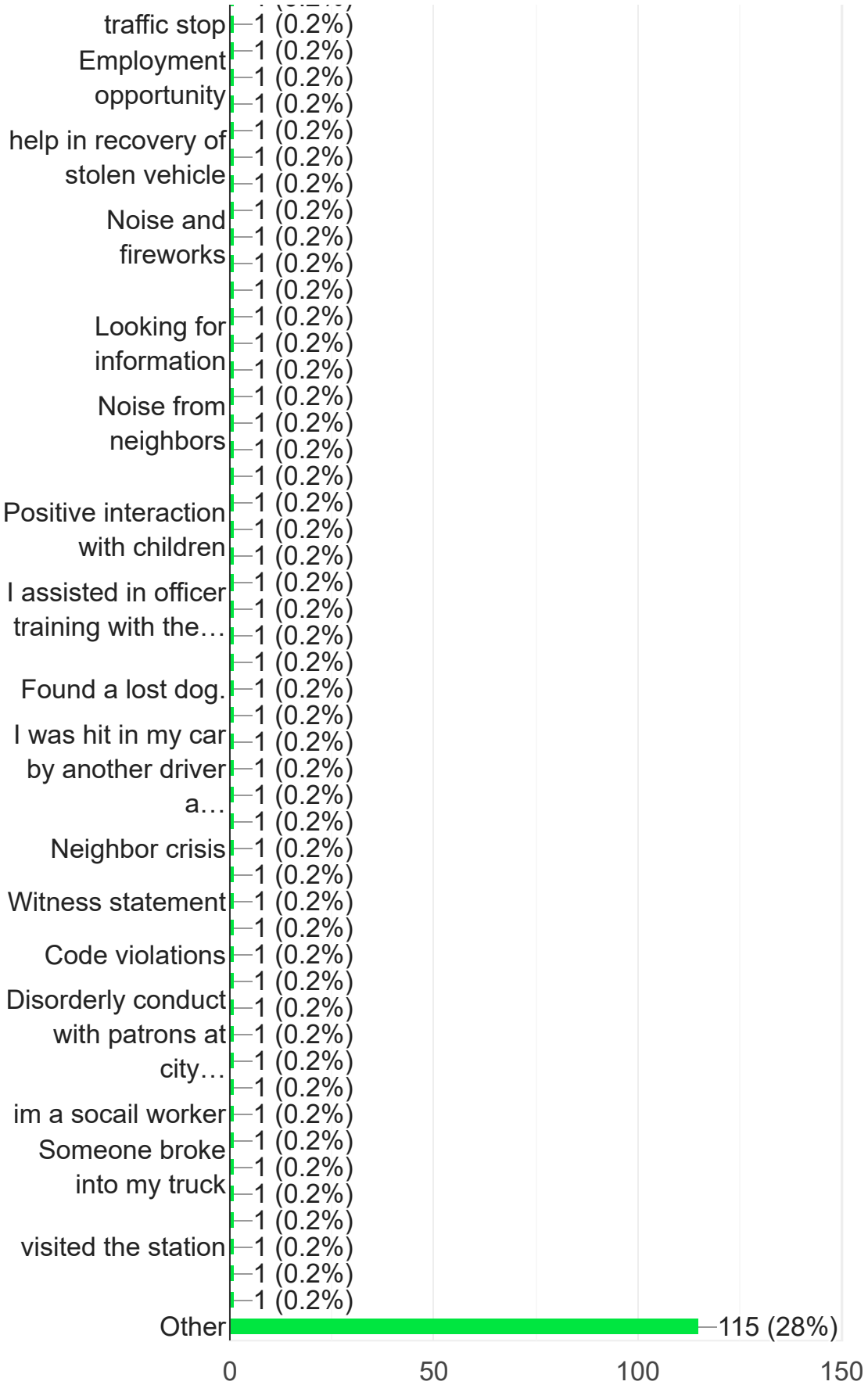
730 responses



3. If yes, were those experiences (was that experience) associated with any of the following (please check any and all that apply)

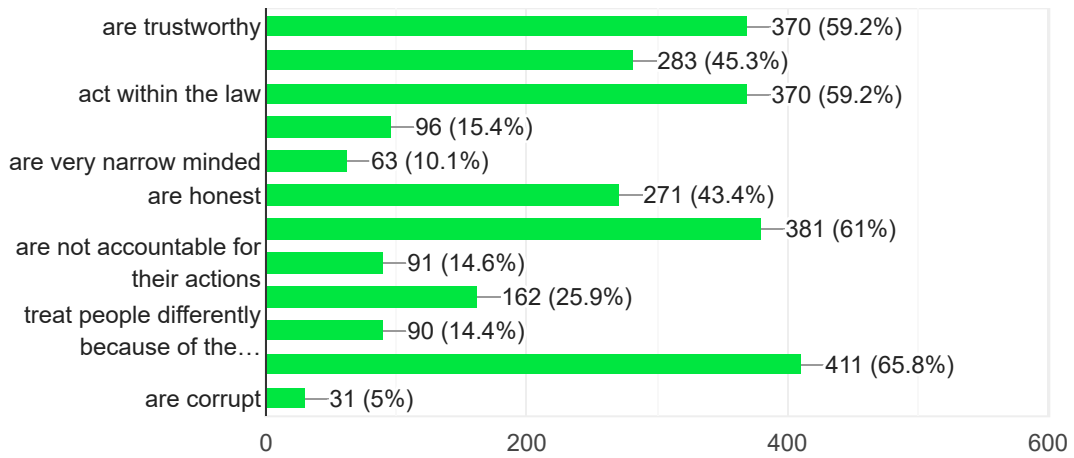
411 responses





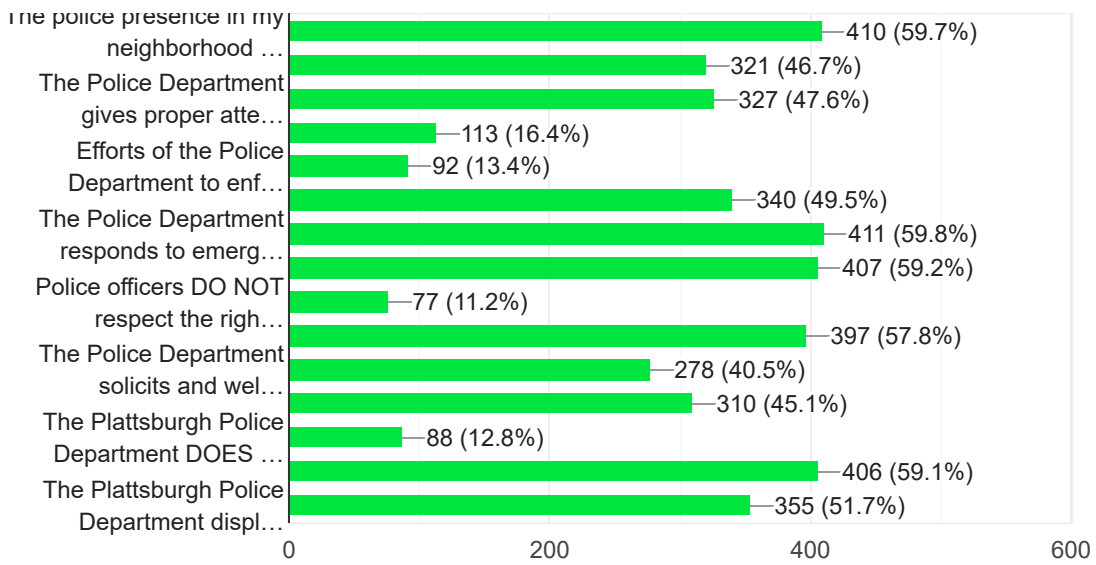
4. As a result of my interactions/experience with the Plattsburgh City Police Department I have concluded that the Plattsburgh City Police (please check all that apply):

625 responses



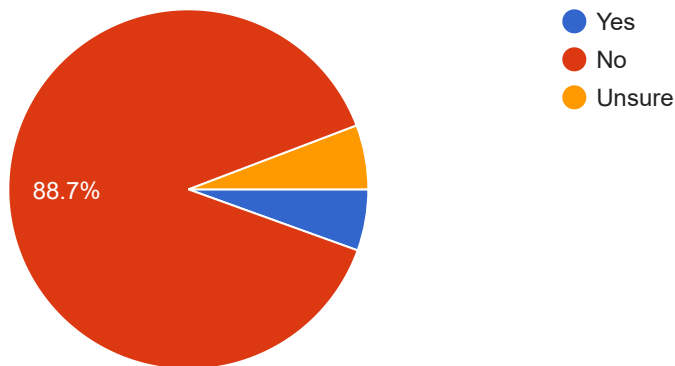
### 5. Please mark the boxes to the statements you agree to:

687 responses



### 6. Have you ever been discriminated by the Plattsburgh City Police?

726 responses



### 7. If you answered yes to the previous question, feel free to provide more detail

31 responses

Police Chief Ritter lied to public about police abuse. He was part of it. Saw it and did nothing to protect person. Lair!

I felt discriminated because I didn't know someone in the City Police and deemed important enough to spend a few minutes looking at my "fix it ticket"

I don't feel that I have believe but I don't know.

See answer above

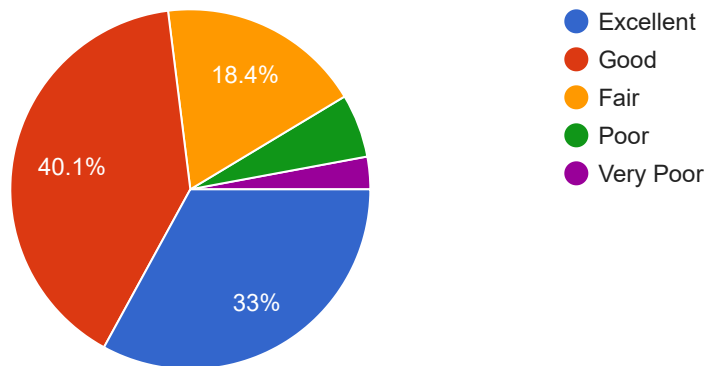
My answer's reflect the way the department is now run, not always so in the past.

They, mostly detectives, profile individuals and assume things and automatically put certain individuals in special categories. Right, Kasprzak??

The PDP doesn't equally enforce the law. The PDP are LAZY. The PDP do not enforce numerous DMV LAWS that are passed by the NY STATE SENATE.

### 8. Overall, how well do you feel the Plattsburgh City Police does in providing services to this community?

719 responses



9. What changes would you like to see implemented to improve the safety, policing and well-being surrounding the community? i.e policing best practices, police-community relations, programs, etc.

424 responses

Accountability

A larger narcotics investigation team

Hire more patrolmen

More emphasis on community outreach. Partnering with social workers to respond to calls where counselors may be needed.

Increase staffing/funding levels to provide consistent support to the community.

More community policing, bicycle and foot patrols, more patrol officers, more drug officers, a dedicated police information officer

Continue to do what you're doing! Great job!

crack down on the marijuana/pot in the city. People actually growing it in their yards & businesses I do believe the police department is aware of it.





10. Is there something we did not ask you that you would like the City of Plattsburgh's Public Safety Citizen's Review Panel to know?

220 responses

No

no

Police need honest leadership. Truth at the top positions.

Repeal the bail reform and put these repeat offenders in jail.

Very happy with our new Chief. Very, very unhappy with the long standing Chief we had , corruption to a degree of criminal contempt.

Though I don't have first-hand knowledge, I have been told by department employees that some officers use racist language among themselves.

The Community Center downtown is a significant benefit and an integral part of the community and should be funded by City. The facilities operations should not be contingent upon the fundraising they are able to do.



11. Any additional comments you would like to add for review by the City of Plattsburgh's Public Safety Citizen's Review Panel?

231 responses

No

Increase staffing of the police department for their safety and the safety of the community

Do we hire cops that lie to the public? If no then why does the police chief get away with it? All his cops will lie and how can he punish them for it? No honesty no justice.

No.

none

I love our community and hope only good for all who live here.

This panel is a good start to examining and adjusting local policing.

I think the mayor and council need to work harder on supporting the police department and showing them respect so the public will do the same.... Respect

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## **Challenges to Policing in Plattsburgh**

Defend not Defund Police\*

Need for adequate training & equipment (2)

Lack of resources

Unfilled positions/under-staffed (3)

Need for more Money

Public Safety should come before budgets

Greater number of emotionally-stressed/mentally ill/substance use/trauma in community (3)

Domestic Violence calls are increasing

Complex job – untenable – can't prevent everything

Police are people, too

Focus on 'here' not what's happening in other cities

Communication/Budget/Transparency

Education through honest community discussions on local rates of Substance Use, Child Pornography, Mental Illness, Domestic Violence, Emotionally Stressed individuals

Compare City Police budget/staffing to other cities of the same size

Individual connections with officers

## **Strengths of the Department**

Hear positive things on how people with mental illness are treated by our police

See officers as Guardians, not Warriors (2)

Trust, Hope, Respect, Unity – seen as being able to accomplish anything

School Resource Officers (2)

Receptive

Building Trust in officers

More interactive opportunities like the Community Center (2)

Patience and time given to emotionally stressed individuals

## **Weaknesses of the Department**

Under-staffing:

- if more Dispatchers cut, more Officers will be taken off of the streets
- Solo officers responding to calls
- Can't access EAP on work time

Anonymity of callers not maintained by police; neighbors therefore know who is calling as police go to apartment of caller. Can't this be done over the phone rather than in front of those who were reported by the caller

Language Matters – using the term 'frequent flyers' is deeming and continues stigma

Children not always acknowledged

School Resource Officers:

- Feeds the 'pipeline to prison' for diverse students (non-white)
- No difference among schools with SROs and those without
- Local data needed to compare with national data which notes negative outcomes

Lack of faith in department capability to respond without Community Resource Officer

Only see officers in cars & not on streets where they are more approachable

## **How to Improve Policing**

Continuous training on Mental Health/Emotionally Stressed issues (5)

Add Mental Health professionals responding with police to de-escalate emotionally stressed individuals (4)

Involve family members as much as possible

Implicit Bias training

Re-imagine the police

Defend not Defund Police\*

Anti-racism training (2)

Increase open engagement/dialogue through community policing (3)

Provide each office with a business card

Teach youth/mentor about law enforcement (2)

Peer review/decompression time provided

Codify purpose of police by city & county

Create civilian oversight board (2)

Partnerships with DV, Elder abuse, mental health, Plattsburgh Housing Authority funded by city to increase understanding and sensitivity

Divert people from criminal justice to public health system

Less policing/different backgrounds/more empathy

Allow University Police to respond to calls in the immediate vicinity of the campus rather than City Police having City Police as their backup – ‘take care of their own’

### **Non-local comments on policing**

US policing built on slave patrol concept

Overcharging on arrests knowing it will be pled down

Student deficiencies (poverty, literacy, lack of healthy learning environments)

Look at system from scratch

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**October 19<sup>th</sup> – City Hall – 30 minute sessions**

**14 individuals were present sharing their thoughts**

## BIPOC & LGBTQIA<sup>+</sup> Focus Group Sessions 12/14/2020

**Panel Members attending:** Bonnie Black, Jaime Douthat, Maxine Perry, Levi Ritter & Hilary Rogers

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**Of the 5 standard questions, the ones answered by members of the LGBTQIA<sup>+</sup> population who attended were:**

### *Current Strengths of the City Police*

For the ANCGA Pride events – police are supporters, especially Officer Miller (Community Resource Officer) who can be flexible with his time to meet the needs of the community

### *Improvements to be made*

Education and treatment of transgender persons and how policies address gender fluidity (safety, dignity & respect); Plattsburgh only has a temporary (max 8 hrs) holding cell for a serious offense – usually issue an appearance ticket, so not the same situation as a jail.

There is a state training written for law enforcement available through ANCGA.

### *Perceived role of the police*

Less action and more giving back; police escort for safety during wheelchair challenge (Utica) was a positive experience; serving the community; stand with community members; get involved in events like Pride.

### Shared experience

10-12 officers responded to a fall she had getting into a cab; asking about intoxication and drug use; explained loss of balance due to tripping on

drainage grate; felt uncomfortable; felt it was an overwhelming response to the situation. When produced ID, she was asked if the ID were truly hers. Created intense anxiety. Last question was regarding if she were OK after the fall.

Before the legal name change, she had a license ID different than how she presented physically. Training is needed to educate officers on transitioning, non-binary or gender-nonconforming people as well as understanding differences between sex & gender as well as other roles.

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Publicized in Sun and Press Republican, social media and individual connections

No show 2 of 5 registrants; another missed chosen slot, but was admitted into final slot, stayed a bit, then left.

1. Do you receive on-going training on policies, procedures, changes in the law?

Exceptional    **Acceptable**    Poor    Non-existent

2. Do you receiving adequate support after traumatic encounters (beyond the situational debrief)?

Exceptional    Acceptable    **Poor**    **Non-existent**

3. Could the department benefit from an embedded mental health /addiction expert to partner on crisis calls?

Definitely    **Perhaps**    Unsure    Other \_\_\_\_\_

4. Could the department benefit from bi-annual 8-hour training tailored to law enforcement approaches with an adult showing signs of emotional distress?

Definitely    **Perhaps**    Unsure    Other \_\_\_\_\_

5. What are the 2 biggest challenges in policing right now in Plattsburgh?

**Lack of middle management**

**Politics interfering**

**Reduced Staffing below functioning level**

Lack of support/negativity from City Hall

Lack of funding

National view of police

6. What is the current strength as a department?

**Department unity**

**Working with so little**

Dedicated people working here

Community-oriented policing

Professionalism

Quality

7. What is the biggest weaknesses as a department currently?

City budget – wondering if you'll be employed the next day

**Insufficient funds for training to maintain department standards**

Lack of updated training to fall in line with current atmosphere

**Lack of administration assist Chief**

Understaffed

Lack of staff

8. How do you perceive your role in the community (circle all which you believe apply):

Advocate    Authority    **Member of the community**    **Protector**



Last resort when people can't handle their own issues

9. How do you feel you are perceived by the public in Plattsburgh?

Advocate      **Authority**      Member of the community      Protector

Last resort when people can't handle their own issues

10. What do you think could improve policing in Plattsburgh?

**Equipment that works – vehicles, car technology**

Shared Academy responsibility

Cohesive command (middle Management)

**Support from mayor and Common Council**

Increased training

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*Please do not include any identifying information (name, rank, years on force) – feel free to use the other side, if necessary.*

**This survey and in-person focus group were held between Sunday, October 4<sup>th</sup> and Friday, October 9<sup>th</sup>. Over a dozen officers participated.**

Timestamp	I have read the recommen	Public Comment:
2/1/2021 20:49:31	Yes	
2/1/2021 21:01:08	Yes	
2/1/2021 22:10:56	Yes	Should be adopted as written
2/1/2021 22:19:54	Yes	Concerned with Item 15. There are cases of a sensitive nature that I believe the Committee shouldn't have information on. That in cases where there is an arrest(s), the information should not be released until final disposition of the case (completed thru court system) to include penalty imposed and completed. There has been several times that a case is adjudicated and the defendant does not complete their sentence (i.e. Probation time, fine paid, etc.).
2/1/2021 23:11:38	Yes	Defund the police and keep them away from mental health patients
2/2/2021 6:19:31	Yes	Was consideration made toward joint campus/city police integrative training and response?
2/2/2021 11:16:21	Yes	Great recommendations
2/2/2021 12:12:13	Yes	that's all you guys came up with almost 8 mo this is a joke. I have been just about all the meetings. Some is good some needs work
2/2/2021 12:38:01	Yes	These are excellent recommendations. It will be most important to establish the administrative and management level tier of these solutions. The patrol officers are excellent professional and hard working and will adapt well but the structure of their administration lacks integrity. The foundation of this work force was created by their former Chief Racicot. Its policies and practices are not effective for your solutions. His way of thinking and influence creates an obstacle for achieving your success. He should no longer be a part of this process as his creations have led to this departments weaknesses. His practices and management created a perpetual erosion in the integrity of the department as well as its engorged budget and payroll that are demonstrated by the inability for effective management that were cultivated by him. In short, great recommendations but former Chief Racicot will greatly hamper any results.
2/2/2021 13:41:31	Yes	These items as listed are essential to foster a better community centered approach to mental illness in our community.

		<p>1. From the Recommendations for City Council to Address the Governor's EO 203, date Feb 1, 2021. Recommendation "to continue to work with the City of Plattsburgh to assist with the development and implementation of the followingg16 recommendations set forth by the panel. WHERE IN THE E0203 IS A SUGGESTION MADE TO CONTINUE THE PANEL? THIS SOUNDS LIKE THE PANEL IS SCARED TO LOOK AT THE CITY'S PROBLEMS. WHO IS GOING TO PAY FOR THIS PANEL. PEOPLE HAVE LEFT THE PANEL FOR WHATEVER THEIR IDEAS WERE NOT BEING HEARD. DO WE HAVE A POLICE CHIEF IN AGREEMENT TO SIT ON A CREATED LONG TERM PANEL</p> <p>2. Many of the recommendations require MONEY. Body cams and training. There is NO MONEY for these recommendations. (I believe training is critical to maintaining a healthy force). Can the council include a statement specifically recognizing the recommendations they think are necessary and include that the city budget cannot pay for the things they need.</p> <p>3. Citizen or Officer complaint. Maintain a history to include TRACKABLE information for race/color, age, sex. Create for the police dept, on their webpage a complaint/complaint option. Allow people to give their thoughts and ideas.(the State Police do this)</p> <p>Thank you all for your time and efforts people have given to this pressing American problem. Best Regards, Joanne Britner, Plattsburgh city resident.</p>
2/3/2021 7:57:47	Yes	
2/3/2021 12:23:12	Yes	
2/3/2021 13:23:56	Yes	I commend the panel on this comprehensive plan. I appreciate all the hard work you have done and support the recommendations wholeheartedly. As the parent of a fully disabled adult son with a mental illness I especially appreciate the recommendations for improvements in dealing with those with Mental Illness.
2/4/2021 8:16:43	Yes	Very good all. I like this as a first step. I would like even more mental health programs - for our safety AND in the response team.
2/4/2021 15:06:18	Yes	Defund Coumo, he is the largest danger to NYS
2/4/2021 18:52:47	Yes	

2/6/2021 17:45:24	Yes	<p>Dear Review Committee; I appreciate the time and effort you have each put on to meet Governor Cuomo's demands which must be met in order to continue any State assistance to our police force.</p> <p>That said, I must say that Plattsburgh has been blessed with a Police Force that is mature, respectful of citizens rights, and responsive to public needs and crime prevention and suppression. It is important in making any changes or setting future policy that we do not overreact to the cause d'jour and make changes that will impede police work and the administration of justice. In making your recommendations, have you: Looked at all recent cases of police/public interaction that resulted in complaints? Have you dispassionately analyzed those cases to discard those which are obviously phony, like the fall incident with the individual who got drunk, got arrested, tried to fight the police, and then published a completely false narrative of the incident? Of those remaining-(how many, by the way?) What could the police or the community have done differently and to what end? I would remind you that it is the policeman's job to search out, apprehend and arrest criminals. Although the public appreciates this effort, criminals do not-that's why they're criminals. If you hamstring police in exercising their not always pleasant duties, you will suffer the same results that ultra-leftwing cities are already enduring: skyrocketing crime/murder rates, population flight, and a demoralized and neutered police force which attracts only the unqualified to serve.</p> <p>In short, let's not throw out the baby with the bathwater. Changes to appease vocal but misguided cop haters will be a long term disservice to the City and its inhabitants. However, the most urgently needed action is to fix the current lack of leadership in the police department. Until that happens morale, training and effectiveness will suffer, as they currently are.</p> <p>Sincerely,</p> <p>/w/</p>
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<p>2/7/2021 6:13:00</p>	<p>Yes</p>	<p>These are solid initial steps and I understand, as a taxpayer, that they will require investments in our police force. I would like to add that the public should be able to see statistics of types of police call-outs and actions to help address further possible changes based on actual actions taken by the police and in response to the community's verified and evidence based needs. I further ask that the committee keep open to the idea that the police force may be the wrong force of people needed in response to many of the call-out requests they get, and a RE-thinking of the way the force is staffed, re-envisioning it as part of a community safety force that includes physical health, mental health, body and property safety, building and physical environment safety in one collected unit, rather than a many-siloed organization may be an important future direction.</p>
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<p>2/8/2021 7:54:08</p>	<p>Yes</p>	<p>From: Sarah Martin  To the Public Safety Citizens' Panel c/o the City of Plattsburgh:  Hi all. I had quite a few things to say so I figured an email would be easier to digest. First let me say I appreciate the time you all put into this. I had classes that interfered and had to stop going. Any comments aren't meant to be critical, but engaging and really to ask for clarification or more information.  *Note that some of these things I'm asking for a definition of, I understand may be placeholders for meetings to be held later and you haven't fleshed out a full plan yet, but I feel like that should be known.</p> <ol style="list-style-type: none"> <li>1. Establish a Crisis Intervention Team. - Can you define what this means? Is this a city committee like you guys are? Does it have professionals? Are their requirements for diversity (racial, economic, gender, etc.)?</li> <li>2. Increase department staffing budget creating a middle management tier compensated appropriately, with adequate job protection and adding sufficient staffing based on historic needs. - What would a middle management tier do? What are the historic needs? Has data been collected?</li> <li>3b. Under the Use of Force Policy you mention de-escalation. At one of the meetings, Chief Ritter responded to a question from Dr. Cromwell stating that either he or his staff (I admittedly forget) do not have a de-escalation policy as it is something that isn't used. I think that response was particularly alarming. Do you have any suggestions for what would go in the policy addressing that? Or maybe a policy of its own? I am happy to see it included, though. With Mental Health Training, is that to identify problems within the force or the public? Has there been discussion of mandatory health checks among members of the force for their and everyone's safety? It's also a great way to prevent burnout.</li> <li>4. Increase workforce diversity, install body cameras, and implement incident reporting systems. - Great to see this as I know diversity initiatives in the hiring capacity is difficult. Is there an outline for proposed implement incident reporting systems? Is it more than what the governor requires? If this passes, there will be body cameras? That is great. I hope the City Council backs you on this.</li> <li>5. No need to copy as nothing substantial to say except that I love this</li> </ol>
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<p>2/8/2021 10:52:03</p>	<p>Yes</p>	<p>Email received by Amanda Bulris-Allen  From Bryan Hartman  Thank you to you and your team for your effort and commitment to our local community. Please take the feedback with a grain of salt, since I am without an understanding of the research you have conducted or the conversations you all have had. Most of this feedback is in the form of questions with the hopes that they lead to further clarity.</p> <p>Overall, the recommendations appear to be realistic and achievable. Hopefully you have been getting positive feedback from the City or the Department as you have been developing these.</p> <p>General comments or questions:</p> <ul style="list-style-type: none"> <li>- Some of the recommendations need more detail to explain the purpose and function, e.g., "Establish a Crisis Intervention Team." Since I'm familiar with what this is, I'm assuming the Department doesn't have one and I agree that it would be beneficial. For someone reading this without any knowledge would possibly raise lots of questions.</li> <li>- Whose responsibility is it to create action steps to accomplish each of these recommendations? Is that why the group is trying to continue to be involved?</li> <li>- Are there important data you gathered through community conversations and surveys that led to these recommendations? A summary of data collected would provide context.</li> </ul> <p>The name of the first "Recommendation" heading doesn't seem broad enough given the recommendations in this grouping. I don't see how "Establish a Crisis Intervention Team," "...create a middle management tier...," "Increase workforce diversity, install body cameras, ..." fit into "Increase Staff Education/Knowledge." The "...install body cameras..." seems like it would better fit in the recommendation heading of "Address Transparency &amp; Accountability." Possibly add additional headings so you can put some of the recommendations in their own group.</p>
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<p>2/8/2021 10:58:53</p>	<p>Yes</p>	<p>(called @ 10:34 AM, transcribed by Amanda Bulris-Allen) Richard Ward (518-562-0457) Victoria House for Seniors Retired as Plattsburgh Public Library Director (1980's)</p> <p>In August of 2019 I was a patient at Meadow Brook. A friend had stopped by to visit me and indicated that there was a city police car sitting in my driveway, and that he had stopped to see what was going on. The granddaughter of a former work college had stopped hoping to visit, found the door locked and tried to find me, but was not successful. Being afraid that I might have been hurt and unable to answer the door, she called police. She found that the person who came to visit me that they were about to break down the door. My friend explained to them that I was a patient at Meadow Brook. The officers went to Meadow Brook to see if I was really there, they were assured by staff I was and returned to duty.</p> <p>The first time I heard this happened was when my friend came to see me. It seem to me that the officer should have taken time before leaving Meadow Brook to have had located me and explain to me what had happened. The staff would have told him how to reach me. Later, I called the police to ask for the information on the incident and was told I was have to talk to the responding officer who was off duty, this was a Friday and he was not available until the next Monday. On Monday I called and talked to the officer, he gave me some information which was helpful but when I suggested he should have contacted me at Meadow Brook he state he could not do so because no one knew where I was.</p> <p>I did not feel it was right as the home owner to learn about it from a passerby, when the officer was told where I was he should have spoken to me directly that would have been most appropriate.</p>
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