Saratoga Springs, NY - Police Reform Task Force 2021

	RECCOMENDATIONS:	TIMELINE	FUNDING	CIVIL SERVICE/UNION/CHARTER CONCERN	STATUS	NOTES
	CULTURE & TRAINING					
1	Review SSPD culture and consider engaging an external consultant and/or guided mediation to address current issues of contention between the community and the department	TBD	TBD		IN-PROGRESS	A mediation effort was initiated by the Commissioner of Finance in July 2021
2	Create a comprehensive Community Centered Justice Initiative (CCJI) strategic plan					
3	Develop a plan to train and implement procedural and restorative justice principles					
4	Incorporate Community Centered Justice Initiative (CCJI) in department assessment and individual performance evaluation					
5	Increase transparency and accountability	ONGOING	TBD	TBD	IN-PROGRESS	
6	Develop a plan to try and diversify department personnel through targeted recruitment, including African American and Latinx officers with native multilingual proficiency					
7	Seek accreditation through New York State Law Enforcement Accreditation Program				IN PROGRESS	
8	Adopt and publish revised mission statement	FALL 2021	NONE		IN PROGRESS	Anticipated release in September 2021.
9	Evaluate reallocating funds within the existing budget so that the SSPD can continue and increase their training regimen—specifically for de-escalation and ICAT training	ONGOING	$20,000+		IN PROGRESS	There are NO funds to reallocate. Major entities still not doing in-person training, working on cost estimate.
10	Increase training with focus on de-escalation in all areas of police/community interaction		$10,000+		IN PROGRESS	The Police department has been doing de-escalation within it's training for over 10 years and in 2020 every member of the police department completed additional training in de-escalation. I have attached a quote for continued training in the areas of Implicit Bias, De-escalation, Duty to Intervene and additionally for Supervisors identifying at risk employees. The cost of this training is at a discounted rate, it is certificate based training which means there is lasting associated with it. If SSPD is to do this training now the money will need to be allocated because it does not presently exists.
11	Integrate ICAT training (Integrating Communications, Assessments and Tactics)					
12	Increased focus on trainings specifically oriented on protests and the most effective way to monitor those events with a continual aim of de-escalation	COMPLETE	N/A	N/A	COMPLETE	Completed in April 2021.
13	Implement process for officers in leadership roles be trained on restorative justice practices. Those officers can then impart the ideologies and mind-set needed to the rest of the department.					
	POLICY:	TIMELINE	FUNDING	CIVIL SERVICE/UNION/CHARTER CONCERN	STATUS	
14	Continue utilization of a third-party policy platform to ensure compliance with Federal and New York State standards, enacted laws and judicial rulings	N/A	IN PLACE	N/A	COMPLETE	Lexipol is still the policy format and program utilized by SSPD
15	Provide for selection of third-party policy platform through Request for Proposals (RFP) to ensure open and competitive process and selection based on objective analysis of product	2022	TBD	SEE NOTES		The RFP could be completed by the end of the year. Any policy format change will take a minimum of 2 years to write the new policies, amend any present process that are used under the present policy format to fit the new policy format, negotiations with Unions and City for all policies that are covered under the Taylor Law, Civil Service Law and Collective Bargaining agreements and part of mandatory subjects of collective bargaining.
16	Maintain transparency and public access to adopted SSPD policies by posting all such policies on the City website, to the extent permitted by law	COMPLETE	N/A	N/A	COMPLETE	Iniated in July 2020 by Commisioner Dalton, can be found here.
17	Provide annual report to the public and the City Council summarizing all significant policy changes adopted by the department	February 2022	N/A	NO	COMPLETE	
18	Use of Force policy be revised to prioritize de-escalation and protection of life				IN-PROGRESS	
19	Use of Force policy be revised to include a significantly expanded section on alternatives to use of force, including options that may be used by police instead of physical non-deadly force				IN-PROGRESS	As stated above, this process has been in place for 10 years and yearly training takes place in Firearms, Defensive Tactics, TASER, Force on Force and all include the use of force continuum and de-escalation.~*Per Kim Galvin*
20	Use of Force policy be amended to comply with the Eric Garner Anti-Chokehold Act of June 2020. "The Eric Garner Anti-Chokehold Act" would create a new crime of aggravated strangulation					
21	Use of Force policy be reviewed and revised regarding use of deadly force					# 20 through # 25 Use of Force Policies and data - All are under review and should be finalized by late September. However, the present Use of Force reporting is already very detailed, far beyond what is reportable to NYS. ~*Update Per Kim Galvin, June 2021*
22	Use of Force policy be reviewed and revised regarding types of force and tools authorized for given level of resistance					They have written a new use of force reporting system from scratch and are now developing the code tables to be able to run reports. Hoping to test it over the next several weeks to go live in late October. It is all the data that they have always captured but now put in a more reportable format. Keep in mind that all the data and graphs with the exception of Crashdocs (accidents) must be done by hand as there is no computer formatting within the CAD/RMS that will do use of force related data analysis. SSPD could purchase an independent program to do such data at the cost of about $4000 plus yearly subscription fees but an interface will need to be written by the CAD/RMS provider (CentralSquare) to make the program work and that cost is about $20,000. The $20,000 is not a guess for the interface as we have already had to pay for an interface for Emergency Reporting (EMS Documents) and Biometrics (Digital Fingerprinting), each interface cost $20,000. ***Update Per Kimberly Galvin, August 2021*
24	Use of Force policy be revised to establish a process to monitor how police use force and proactively hold officers accountable for excessive force					
25	SSPD officers be required to report all uses of force to a database with information on related injuries and demographics of the victims	Fall 2021	$24,000+		IN-PROGRESS	
26	SSPD develop an early intervention system to correct officers who use excessive force, including reporting officers who receive two or more confirmed complaints,					
27	reporting officers who have two or more use of force incidents in the past three months, and requiring officers to attend re-training and be monitored by an immediate supervisor					
27	SSPD implement a more stringent and independent investigative review process for all incidents where either conducted energy devices or control devices are used by its members	COMPLETE	$100,000*		COMPLETE	**Reassigned a Lieutenant who was very necessary and pivotal in the role she was in to a position of Professional Standards. This meets the reform concerns but leaves a significant hole in Admin Services that must be replaced at $100,000+.
28	Expand the scope of data analytics collected, reviewed, and provided around conducted energy and control devices incidents	COMPLETE	N/A		COMPLETE	All this has been done and continues to get done. TASER requires a yearly training and during such training de-escalation is always emphasized. The data will be minimal at best and I get the impression this request is based on larger departments because SSPD TASER use is as follows, 2021 - None to date, 2020 - 1, 2019 - 5, 2018 - 1, 2017 - 1, 2016 - 3. The associated data will be minimal but we will take a look at it.
29	Expand the conducted energy and control devices policies to include a review process for all potential deviations from the policies	COMPLETE			COMPLETE	
30	Future training on the conducted energy and control devices policies should place a heavy emphasis on preservation of life and techniques/practices that minimize the potential deployment and injury associated with these practices	COMPLETE			IN-PROGRESS	Reccomendation noted for future training.
31	Clarify policy governing interagency cooperation			TBD		
32	No-Knock Warrants	N/A		TBD	IN-PROGRESS	**No-Knock Warrants: With regard to the Task Force recommendation that the Police Department be precluded from initiating no-knock warrants under any circumstance, the City Council recognizes the debate existing on this issue. No-knock warrants are and should be rarely, if ever, utilized. A no-knock warrant requires an application and review by a presiding member of the judiciary who must be satisfied that either evidence will be destroyed or disposed of or that the officer's life would be endangered through the issuance of an announced warrant. However, the Council is also aware that on March 3, 2021 the U.S. House of Representatives passed a bill, entitled the "George Floyd Justice in Policing Act" which if subsequently signed into law would, among other things, ban no-knock warrants in drug cases.
33	Revise policy restricting inquiries on immigration status and limitations on cooperation with federal immigration agents	SEPT/OCT 2022	NONE	TBD	IN-PROGRESS	Existing policy can be found here, updated policy expected Fall 2022.
	COMMUNITY-CENTERED REINVENTION	TIMELINE	FUNDING	CIVIL SERVICE/UNION/CHARTER CONCERN	STATUS	NOTES
34	Evaluate and develop a collaborative pilot program–where social workers work with, not for law enforcement agencies–in crisis response systems, social workers can share in coordinating deflection and diversion programs	ONGOING			IN-PROGRESS	
35	Invest municipal funds to cover the costs of innovative biopsychosocial services that mitigate police involvement and encounters and allow for greater involvement of behavioral health and crisis intervention professionals as first responders					
36	Evaluate and develop a community- based pre-arrest diversion pilot program— such as the CAHOOTS program—that reduces unnecessary and potentially dangerous police encounters with unhoused and seriously mentally ill individuals					
37	Invest in local programs that address the food security and housing security needs of people living in precarity	ONGOING			Ongoing	
38	Terminate paramilitary training and procedures which foster violent police overreach.	COMPLETE	NONE	NO	COMPLETE	
39	Department of Defense 1033 Program	COMPLETE	NONE	N/A	COMPLETE	With regard to the Task Force recommendation that the Police Department terminate certain training; prohibit the receipt or use of certain retired military weapons or vehicles; and ban any outside department from entering the City with such military equipment, the Council finds that current Police Department training is consistent with state and federal training guidelines and the Department does not participate in the DOD 1033 Program referenced by the Task Force. The Council further notes that it does not have authority to control the type of equipment or weapons purchased or utilized by county, state or federal law enforcement, nor the authority to ban such entities from entering the municipal boundaries of the City.
40	Diversion of Seized Assets	COMPLETE	NONE		COMPLETE	**Diversion of Seized Assets: Regarding the recommendation to divert seized assets from criminal charges to Community Based Restorative Groups or, alternatively, community service organizations, the City Council notes that expenditures from funds realized through asset forfeiture are strictly governed and, while the City has historically received only minimal funds through asset forfeiture, any and all expenditures must comply with applicable requirements and be used for law enforcement purposes.
41	Evaluate and Implement an education pilot program that teaches SSPD officer fraught history of policing in America and in Saratoga Springs, with an emphasis on the impact policing has had on diverse communities					
	TRANSPARENCY AND ACCOUNTABILITY	TIMELINE	FUNDING	CIVIL SERVICE/UNION/CHARTER CONCERN	STATUS	
42	Prioritize the development and analysis of race related data and other demographic information	ONGOING	$10,000-$20,000		IN-PROGRESS	Presently TRACS (NYS Ticketing Program) and the CAD/RMS have no data analytics programing. What data can be cultivated will be limited and must be done by hand. A TRACS interface with the CAD/RMS if it can be done will be again $20,000 but there's no guarantee it can be done because NYS owns and controls the TRACS program. Presently data that is available would need to be entered a second time into a different database to cultivate this metrics. This is very time consuming and has a human error element. In terms of calls for service, there is no data analytics programming presently in the CAD/RMS. Any data that is cultivated must be done by hand and is very time consuming as shown in the 2020 year end report. The link below is what the CAD/RMS vendor is now offering. It is much more than we need but is built for the present CAD/RMS system. We are evaluating the program and it will come with a cost of about $10,000 plus yearly maintenance fees.
43	Learning and adopting a culture regarding data and the use of data to prospectively inform police practice and operations	ONGOING			IN-PROGRESS	
44	Creating an on-going method to review and use data: creation of key metrics dashboard	ONGOING			IN-PROGRESS	SSPD is also working with the IT Department and Finance Department to create a new Police only website so that all of the above information is easily accessible. This takes significant time and the present lack of manpower to assist has slowed this process.
45	Transparency: Create a Forum for Public Collaboration that includes youth					
46	Department Resources: Seek additional resources, when available, to staff a database manager within the Department					
47	Accreditation—establishing a method to systematize implementation and use of best and evidence-based practice--pursue accreditation when resources permit					See answer above
48	Create a stand-alone "Data Analytics and Transparency" Policy. Reference this policy in other SSPD policies.					This already exists in Lexipol and has been in place since we moved to Lexipol. The policy will need to be updated as we add additional data related programming.
49	Establishment of Revised Complaint Form and Filing Process (Appendix I and J of police reform task force plan document)	COMPLETE	NONE		COMPLETE	
50	Civilian Review Board		TBD	TBD	IN-PROGRESS	
	IMPLEMENTATION PROCESS:					

The Council agrees with the Task Force recommendation that an independent advisory committee be created in order to ensure accountability, transparency and ownership of the plan implementation process. Such committee shall be established by the Mayor on or before June 1, 2021, to assist in the implementation of the directives contained in this Resolution, with periodic progress reporting to both the community and the City Council. Mayor Kelly appointed Jason Golub and Kim Galvin to said committees at the 6/1/21 City Council meeting. With regard to the implementation of the accepted recommendations, the City Council requests that the Commissioner of Public Safety, Chief of Police and the independent advisory committee collectively develop an implementation timeline and report on progress on a quarterly basis. The report should also include a determination of any approved recommendation which will be subject to budget appropriations, including an estimation of associated costs, and a determination of any legal or contractual impediments which may delay or preclude implementation.