

## **FIFTY POINTS, PART I: FULLY IMPLEMENTED ITEMS**

(Listed numerically by point number):

### **5. Increase transparency and accountability**

SSPD Policy is posted on the SSPD website. As shown by the events following the November 20, 2022 shooting incident on Broadway, body camera footage and surveillance camera footage are released freely.

### **6. Develop a plan to try and diversify department personnel through targeted recruitment, including African American and Latinx officers with native multilingual proficiency**

Recruitment through social media, participation in career drives at Crossgates, etc.; relaxation of policy re tattoos, facial hair, hair length. Adoption during current administration of lateral transfer pay parity Memorandum of Agreement.

Obstacles to recruitment diversity include low pay, scarcity of affordable housing, significant competition from urban departments such as Albany, Troy and Schenectady.

### **7. Seek accreditation through New York State Law Enforcement Accreditation Program**

Passed Mock Assessment; awaiting DCJS official review, currently scheduled for September 2023. Full-time Lieutenant assigned to Accreditation (SCH has three)

Accreditation includes major items such as body cameras, evidence retention, record retention, training, supervision (to name only a few) which overlap significantly with other police reform measures.

### **8. Adopt and publish revised mission statement**

Done and posted on SSPD website. Mission statement mirrors that suggested by the Task Force

### **9. Evaluate Reallocating funds within the existing budget so that SSPD can continue and increase their training regimen – specifically for de-escalation and ICAT training.**

Funds regularly reallocated to training; at present, training budget nearly exhausted at end of first quarter. Virtual Reality training added to real-world and online modules.

### **10. Increase training with focus on de-escalation in all areas of police/community**

De-escalation is a critical component of all training. Additionally, the interview process for promotions includes hypothetical scenario designed to recognize de-escalation as the “go to” response to non-lethal confrontations.

### **11. Integrate ICAT training (Integrating Communications, Assessments and Tactics)**

ICAT training an ongoing process: currently nine officers have completed full Crisis Response training using the ICAT model.

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.

Ongoing: see fact that no arrests/confrontations in '22 or '23 during several protests.

14. Continue utilization of a third-party policy platform to ensure compliance with Federal and New York State standards, enacted laws and judicial rulings.

Done: Lexipol is the third-party policy platform currently providing the framework for SSPD policy.

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.

Done by prior administration in replacing in-house policy manual with Lexipol. Note limited number of options available (2).

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.

Done: Lexipol policy manual posted on website with minimal redactions in limited areas such as confidential informant policies.

17. Provide annual report to the public and the City Council summarizing all significant policy changes adopted by the department.

Done: note expansion of annual report in recent years to reflect increased transparency

18. Use of Force policy be revised to prioritize de-escalation and protection of life

Done: use of force criteria significantly expanded beyond limits set by DCJS standards.

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.

Done

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.

Done

21. Use of Force policy be reviewed and revised regarding use of deadly force.

Done

22. Use of Force policy be reviewed and revised regarding types of force and tools authorized for given level of resistance.

Done

23. Use of Force policy be revised to establish strengthened use of force reporting and investigations policies and procedures.

Done: Axon standards 176% more stringent than DCJS requirements

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.

Done: monthly review by Lieutenant

25. SSPD officers be required to report all uses of force to a database with information on related injuries and demographics of the victims

Done

26. SSPD develop an early intervention system to correct officers who use excessive force, including reporting officers who receive two or more confirmed complaints, 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

Done; however, simple use-of-force such as separating combatants in a fistfight on two occasions will not trigger re-training.

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

Done

28. Expand the scope of data analytics collected, reviewed and provided around conducted energy and control devices incidents

Done, including Tasers individually assigned and monitored by Axon

29. Expand the conducted energy and control devices policies to include a review process for all potential deviations from the policies

Done

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

Done

31. Clarify policy governing interagency cooperation

Done. Written agreements in place in certain cases; policy positions stated with regard to cooperation with federal immigration agencies

32. No-Knock Warrants

Done: addressed at 4/18/23 City Council meeting, with SSPD policy manual updated to reflect the Council's resolution

33. Revise policy restricting inquiries on immigration status and limitations on cooperation with federal immigration agents

Done: SSPD does not inquire into immigration status; cooperation with federal immigration agents is limited to the requirements of federal law. Individuals will not be detained solely on administrative warrants: judicial warrants only are recognized for detentions.

38. Terminate paramilitary training and procedures which foster violent police overreach

Done, with the caveat that "paramilitary" is an extremely broad term. Procedures considered "paramilitary," such as adherence to a chain of command, continue, as they are necessary to maintain communication and consistency in leadership. The focus has shifted, however, to maintain SSPD as an organization dedicated to the protection and service of the community on an individual level and not as an "army of occupation."

39. Department of Defense 1033 Program

Recognized by the prior City Council that SSPD does not participate.

40. Diversion of Seized Assets

Recognized by the prior City Council as governed by federal and State law.

42. Prioritize the development and analysis of race related data and other and other demographic information.

Done: all calls for service mandate the officer's recording of demographic information

43. Learning and adopting a culture regarding data and the use of data to prospectively inform police practice and operations

Ongoing; however, better and more advanced software for data analysis needed.

47. Accreditation – establishing a method to systematize implementation and use of best and evidence-based practice – pursue accreditation when resources permit

Done: see Point #7.

49. Establishment of Revised Complaint form and Filing Process

Done, subject to revision by CRB. Complaint forms moved to public area mid-2022 per Lexipol policy directive.

50. Civilian Review Board

Done and functioning