

## APPENDIX B

### NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE PLAN CERTIFICATION FORM

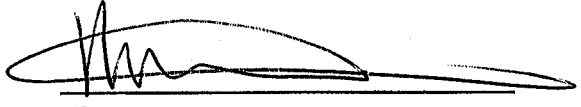
**Instructions: The Chief Executive of each local government must complete and submit this certification and a copy of their Plan to the Director of the New York State Division of the Budget on or before April 1, 2021 at E0203Certification@budget.ny.gov.**

I, Michael Sweet, as the Chief Executive of Village of Bath  
(the "Local Government"), hereby certify the following pursuant to Executive  
Order No. 203 issued by Governor Andrew M. Cuomo on June 12, 2020:

- The Local Government has performed a comprehensive review of current police force deployments, strategies, policies, procedures, and practices;
- The Local Government has developed a plan, attached hereto, to improve such deployments, strategies, policies, procedures, and practices (the "Plan");
- The Local Government has consulted with stakeholders (including but not limited to: membership and leadership of the local police force; members of the community, with emphasis in areas with high numbers of police and community interactions; interested non-profit and faith-based community groups; the local office of the district attorney; the local public defender; and local elected officials) regarding the Plan;
- The Local Government has offered the Plan in draft form for public comment to all citizens in the locality and, prior to adoption of the Plan by the local legislative body, has considered the comments submitted; and
- The legislative body of the Local Government has ratified or adopted the Plan by local law or resolution.

Michael Sweet

Name



Signature

Mayor

Title

3/15/2021

Date

RESOLUTION  
VILLAGE OF BATH BOARD OF TRUSTEES  
BATH, NEW YORK

DATE APPROVED: Monday, March 15, 2021 INTRO. DATE: Monday, March 15, 2021

INTRODUCED BY: Trustee Coots SECONDED BY: Trustee Bardeen

VOTE:	Mayor Sweet	<u>Aye</u>	Nay	Abstain	Absent
	Trustee Causer	<u>Aye</u>	Nay	Abstain	Absent
	Trustee Bardeen	<u>Aye</u>	Nay	Abstain	Absent
	Trustee Coots	<u>Aye</u>	Nay	Abstain	Absent
	Trustee Muller	<u>Aye</u>	Nay	Abstain	Absent

TITLE: Adoption of an Implementation Plan Per Executive Order No. 203 of Governor Andrew M. Cuomo, New York State Police Reform and Reinvention Collaborative

**WHEREAS**, Executive Order No. 203, New York State Reform and Reinvention Collaborative, requires all police agencies perform a comprehensive review of deployments, policies, procedures, and practices, and develop an improvement plan, and;

**WHEREAS**, a Stakeholder group, as defined by Executive Order No. 203, was sought and convened by the Steuben County Sheriff's office in conjunction with cities, village's and town's in the county that employ police officers, who entered a collaborative effort to move through a county-wide process to enact police reform plans.

**WHEREAS**, a public hearing was held on March 15, 2021 to allow for public input on the evidence based policing strategies, and;

**WHEREAS**, on March 15, 2021, the Officer in Charge presented the proposed Implementation Plan to the Board of Trustees of the Village of Bath, and;

**WHEREAS**, the Village of Bath Police Department would like to ensure that all of its citizens are treated equally, fairly, and justly before the law, and with greater transparency, and;

**WHEREAS**, after considering the input offered from the public, the Implementation Plan includes New York State Mandates, diversify and increase candidate recruitment pools, provide civil service test training, expand diversity and bias awareness training, establish countywide citizen review panel, increase transparency of arrest activities and calls for service, reduce personnel complaints and adopt a county-wide reporting method and tracking, increase transparency of use of force incidents and personnel complaints, publish job descriptions and annual performance appraisal process, evaluate potential body camera program, conduct public education on policing practices, strengthen customer

service practices, strengthen community relations, enhance customer service, require medical response for arrestees, ensure victim privacy, strive to meet all New York State Critical Law Enforcement Standards, improve collaboration with Mental Health agencies, improve awareness of mental health challenges of officers, expand de-escalation training, and expand use of force training,

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of the Village of Bath adopts an Implementation Plan Per Executive Order No. 203 of Governor Andrew M. Cuomo, New York State Police Reform and Reinvention Collaborative, and;

Attest hereto: Jacqueline Shroyer  
Jacqueline Shroyer, Village Clerk-Treasurer

Date: 3/15/2021



BATH VILLAGE POLICE DEPARTMENT

March 2021

New York State Police Reform and  
Reinvention Collaborative Plan

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**Executive Order No. 203**  
**New York State Police Reform and Reinvention Collaborative Plan**

*January 2021*

**I. INTRODUCTION:**

On June 12, 2020, Governor A. Cuomo issued an executive order directing municipalities that employ police officers to actively engage stakeholders in the local community and develop locally approved plans for the strategies, policies and procedures of local police agencies. In accordance with this order, the Steuben County Sheriff's Office in conjunction with the Cities of Corning and Hornell, Villages of Addison, Bath, Canisteo, Hammondsport, Painted Post and Wayland, and the Town of Cohocton, entered a collaborative effort to move through a county-wide process to enact police reform plans.

**A. Department Profile:**

<b>Municipality: Bath Village</b>
Law Enforcement Agency: Bath Village Police Department
Bath Village Executive Officer: Michael Sweet, Mayor
Bath Police Department Head: Colin Taft, Officer in Charge

**B. Municipality Demographics:**

As of the census of 2000, there were 5,641 people, 2,612 households, and 1,400 families residing in the village. The population density was 1,959.9 people per square mile (756.3/km<sup>2</sup>). There were 2,826 housing units at an average density of 981.9 per square mile (378.9/km<sup>2</sup>). The racial makeup of the village was 96.19% White, 1.38% Black or African American, 0.32% Native American, 0.89% Asian, 0.02% Pacific Islander, 0.12% from other races, and 1.08% from two or more races. Hispanic or Latino of any race were 0.90% of the population.

There were 2,612 households, out of which 24.0% had children under the age of 18 living with them, 38.2% were married couples living together, 12.1% had a female householder with no husband present, and 46.4% were non-families. 40.0% of all households were made up of individuals, and 20.5% had someone living alone who was 65 years of age or older. The average household size was 2.14 and the average family size was 2.85.

In the village, the population was spread out, with 21.9% under the age of 18, 8.0% from 18 to 24, 25.0% from 25 to 44, 24.6% from 45 to 64, and 20.5% who were 65 years of age or older. The median age was 42 years. For every 100 females, there were 91.7 males. For every 100 females age 18 and over, there were 87.8 males.

The median income for a household in the village was \$28,897, and the median income for a family was \$39,114. Males had a median income of \$31,685 versus \$25,087 for females. The per capita income for the village was \$18,337. About 10.8% of families and 15.5% of the population were below the poverty line, including 16.6% of those under age 18 and 8.5% of those age 65 or over.

**C. Agency Demographics:**

The Bath Village Police Department consists of 20 employees; the patrol division consists of 4 full time Police Officers, 4 Sergeants, 1 investigator and 9 part time Police Officers at full staffing. The patrol division contains 1 Hispanic Male, 1 African American Male and 2 part-time female Police Officers with the rest being White Males. 1 full-time White Female Dispatcher, 1 part-time White Female dispatcher and 1 part-time White Male Dispatcher.

**II. REFORM & REINVENTION COLLABORATION PROCESS**

**A. Collaborative Opt-in Approach:**

The Bath Village Police Department with the assistance of the Steuben County Sheriffs Office and Corning Police Department partnered with other villages, towns, and cities in Steuben County as a collaborative effort. Corning Incorporated, which is headquartered in Steuben County provided a resource to assist with program management and change management expertise.

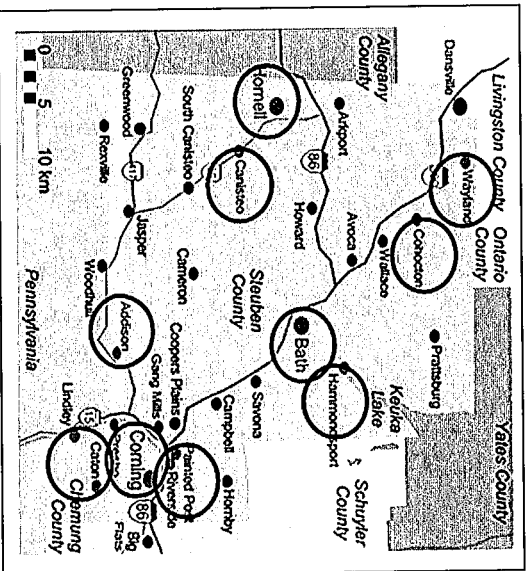


**B. Opt-in Agency Partners:**

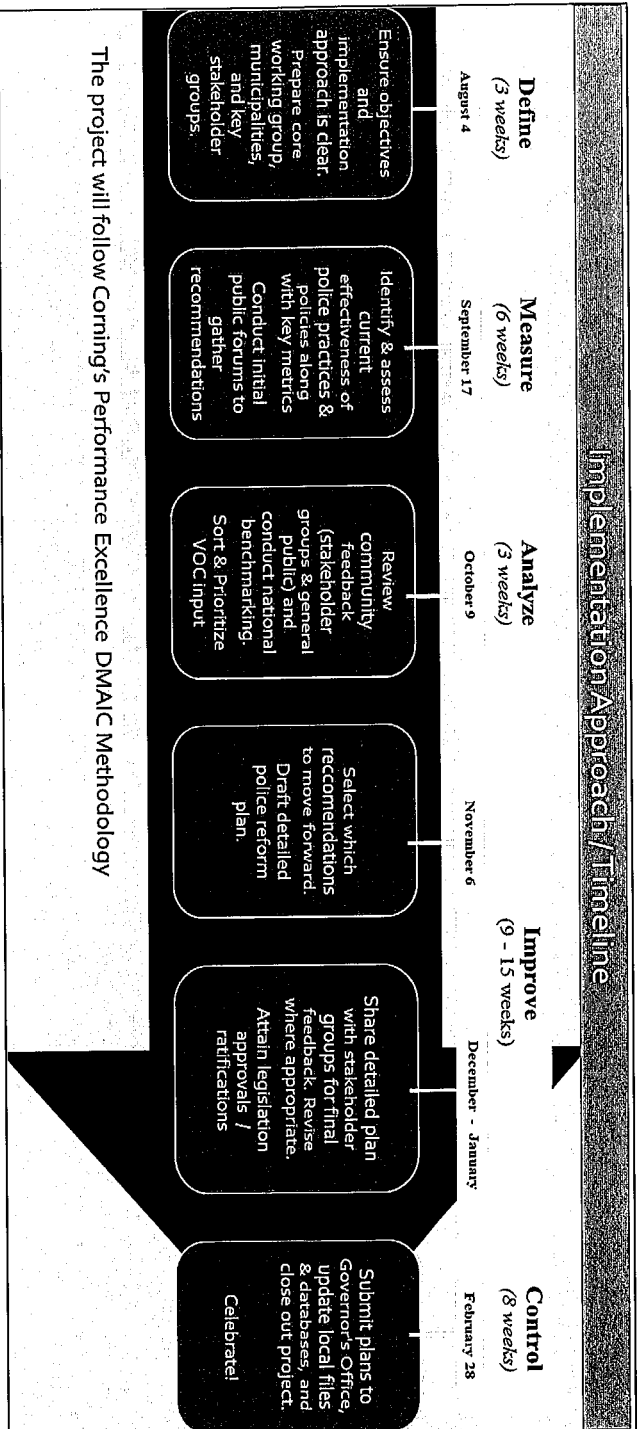
- Steuben County Sheriff's Office (32 towns)
- Village of Addison
- **Village of Bath**
- Village of Canisteo
- Town of Cohocton
- City of Corning
- Village of Hammondsport
- City of Hornell
- Village of Painted-Post
- Village of Wayland

**C. Team Leadership:**

- Jim Allard, Steuben County Sheriff
- Kyle Amidon, Canisteo Police Chief
- Brooks Baker, Steuben County District Attorney
- Mark Barnhart, Cohocton & Wayland Officer in Charge,
- Bill Boland, Corning Mayor
- Shawn Copp, Painted Post Officer in Charge
- Jason Diminy, Hammondsport Officer in Charge
- **Colin Taft, Bath Police Officer in Charge**
- Ted Murray, Hornell Police Chief
- Mark Ryckman, Corning City Manager
- Steve Sellard, Addison Officer in Charge
- Jeff Spaulding, Corning Police Chief
- Jack K. Wheeler, Steuben County Manager
- Dawn White, Corning Incorporated Program Manager



**D. Process Implementation Approach & Timeline:**



**III. PUBLIC PARTICIPATION & FEEDBACK CHANNELS**

**A. Community Team Members: (106 key stakeholder participants across 60 organizations; See Appendix 1-1)**

- Steuben County Law Officials
- Steuben County Elected & Appointed Officials
- Representatives from Steuben County Nonprofit Organizations, Healthcare Organizations, Educational Institutions, and Businesses
- Citizens who represent marginalized populations

**B. Listening Sessions:**

- Conducted 9/9- 9/17 via Zoom and were advertised via the local news channels, newspapers, websites, and social media with an estimated 300+ participants
- 3 Public Listening Sessions were open to all Steuben County citizens
- 10 Private listening sessions were held with these special audiences:
  - Community Stakeholder Participant groups, Substance Use Disorders, Corning Community College students, Corning Black Employee Network, SPECTRA LGBTQ group, Global Latino Community, Friendship Baptist Church, Face to Faith Ministries, Steuben Greens, LGBTQ+ Community

**C. Surveys: (anonymous participation for all)**

- **Stakeholder Group Participant Survey:**
  - 15 survey questions and 4 demographic data questions sent out via email
  - Target audience of 103 stakeholders; **83 participants for an 81% response rate**
  - Meeting held with participants to review the results
- **General Public Survey:**
  - 15 survey questions and 4 demographic data questions; Notifications shared via news channels, newspapers, websites, and social media from 8/12 – 8/22
  - Printed copies dropped off at various locations and collected by city & law enforcement personnel for manual entry
  - Target audience of 95,000 county residents; **1,766 participants for a 1.8% response rate**
  - Results posted for public viewing
- **Police Officer Survey:**
  - 6 survey questions, and 1 demographic question to identify their police department disseminated via email and printed copies
  - Target audience of 100 police officers; **52 participants for a 52% response rate**
  - Results posted for public viewing
- **Arrested Persons Questionnaire**
  - 3 survey questions and 3 demographic data questions asked during booking about the professionalism of the arresting officer(s). Agencies in Steuben County participated during September 2020.
  - **55 participants**

**IV. BATH VILLAGE POLICE DEPARTMENT REFORM PLAN**

The reform plan, in accordance with public feedback and the executive order requirements, consists of six primary themes: NYS Mandated Changes, Equality and Social Justice, Transparency and Accountability, Community Relations, Operational Policy & Procedures and Training.

<u>Target Timeline</u>	
<b>SHORT</b>	1-2 Years
<b>MEDIUM</b>	3-4 Years
<b>LONG</b>	5-6 Years

**A. NEW YORK STATE MANDATES:**

The reform items found in this section are derived directly from the Executive Order No. 203

<b>NY State Mandated Changes</b>	<b>Reform Item</b>	<b>Description</b>	<b>BPPD Action</b>	<b>Status</b>
NYS Mandate - 1	NYSM - 1. <b>Civil Penalties for Filing False Reports on Member of a Protected Class</b>	Establishes civil penalties for falsely Summoning a Police Officer when there is no reason to believe a crime, offense or threat has been committed involving a member of a protected class. ( <i>Effective June 13, 2020</i> )	Will provide in service training	Short
NYS Mandate - 2	NYSM - 2. <b>Require Police Officers to Report the Discharge of Weapons</b>	Requires a police officer or peace officer (whether on or off duty) who discharges his or her weapon under circumstances where a person could be struck by a bullet to verbally report the incident within six hours, and file a written report within forty-eight hours. ( <i>Effective September 13, 2020</i> )	Amended Use of Force policy	Complete

NY State Mandated Changes	Reform Item	Description	BPD Action	Status
NYS Mandate - 3	<p><b>NYSM - 3.</b>  <b>Require the Reporting of Police Acts or Omissions Resulting in a Person's Death to the Office of Special Investigation</b></p>	<p>Establishes an Office of Special Investigation within the Office of Attorney General which will have investigative authority and criminal jurisdiction for any incident involving the death of a person caused by an act or omission by a police officer or a peace officer employed as a correction officer or contracted by an education, public health, social service, parks or housing agency. Where an investigation concludes that the death or matters relating to the death or investigation of the death involved criminal conduct, the Office will be empowered to prosecute any such alleged offenses. (Effective April 2021)</p>	<p>Will conduct in-service training and establish communication method with the Attorney General's office.</p>	<p>Pending on needed actions of NYS</p>
NYS Mandate - 4	<p><b>NYSM - 4.</b>  <b>Ban Choke Holds</b></p>	<p>The Eric Garner Anti Choke Hold Act creates the crime of aggravated strangulation (making it a Class C felony) and establishes criminal penalties for a police officer or peace officer who uses a chokehold that causes serious physical injury or death. (Effective June 12, 2020)</p>	<p>Will provide in service training and update dept. policy.</p>	<p>Short</p>
NYS Mandate - 5	<p><b>NYSM - 5.</b>  <b>Require Medical Response for Arrestees</b></p>	<p>Affirms an individual's right to medical and mental health attention while under arrest or otherwise in custody of a police officer or peace officer. Failure to provide reasonable and good faith medical assistance could result in a cause of action against the officer, representative and/or entity. (June 15, 2020)</p>	<p>Will provide in service training. Policy in compliance.</p>	<p>Short</p>

NY State Mandated Changes		Reform Item	Description	BPD Action	Status
NYS Mandate - 6	NYSM - 6. <b>Require Policing Statistics to be Reported to the Division of Criminal Justice Services</b>	Requires courts to compile and publish data concerning arrests and court proceedings involving low-level offenses such as violations and traffic offenses. Such report will include aggregate and anonymized demographic information such as race, ethnicity and sex. This bill requires police departments to submit annual reports on arrest-related deaths to the Department of Criminal Justice Services, as well as the Governor and the State Legislature. <i>(Effective December 12, 2020)</i>	Will provide data to Office of Court Administration and Division of Criminal Justice Services	<b>SHORT</b>	
NYS Mandate - 7	NYSM - 7. <b>Recording of Law Enforcement Activity</b>	Provides that a person not under arrest or in the custody of a law enforcement official has the right to record police activity and to maintain custody and control of that recording and of any property or instruments used by that person to record such activities. A person in custody or under arrest does not, by that status alone, forfeit such right to record. <i>(Effective July 13, 2020)</i>	Will provide in service training and update department policy.	<b>Short</b>	

NY State Mandated Changes	Reform Item	Description	BPD Action	Status
NYS Mandate - 8	<p>NYSM – 8.                      Provide the Public Access to Personnel Records of Police Officers</p>	<p>Repeal of Civil Rights Law 50-a, which had made all personnel records used to evaluate the performance toward continued employment or promotion of police officers, firefighters, paramedics, correction officers or peace officers confidential and not subject to inspection or review without the individual's express written consent or a court order. This legislation also amends the New York State Freedom of Information Law (FOIL), subjecting any record created in furtherance of a law enforcement disciplinary proceeding to disclosure under FOIL. The new FOIL provisions require specific sensitive personal information, including medical history, to be redacted from such records prior to being disclosed. (Effective June 13, 2020)</p>	<p>Notified the Village Clerk and Village Board of law.</p>	<p>Complete</p>

**B. BATH VILLAGE POLICE DEPARTMENT REFORMS**

Items found in this section were identified based on the feedback collected from the listening sessions and surveys.

Category	Reform Item	Description	BPD Actions	Completion Timeline
Equality & Social Justice	ESJ-1. Diversify & Increase Candidate Recruitment Pools	Take proactive steps to increase diversity of the candidate pools so newly hired officers better reflect community demographics. Encourage potential candidates to take advantage of preparatory law enforcement training. (non-weapon portions of the police academy curriculum)	<ol style="list-style-type: none"> <li>1. Conduct outreach with faith-based groups to increase interaction with youth and potential employees</li> <li>2. Increase Social Media Advertisement to attract diverse candidates and raise awareness of:                             <ol style="list-style-type: none"> <li>a) Available positions</li> <li>b) Civil service requirements</li> <li>c) Availability of pre-employment police academies</li> </ol> </li> </ol>	SHORT
Equality & Social Justice	ESJ-2. Provide Civil Service Test Training	Provide Civil Service test training to prepare applicants for the entry-level examination. Partner with SUNY Corning & Alfred to offer this assistance.	<ol style="list-style-type: none"> <li>1. Partner with SUNY to develop &amp; offer a tutoring course for candidates expressing interest in applying/testing for the Civil Service exam.</li> </ol>	SHORT
Equality & Social Justice	ESJ-3. Expand Diversity and Bias Awareness Training	Expand diversity and bias awareness training to include marginalized populations such as Low Income, Substance Use Disorders, Minority, and LGBTQ+ communities, as well as training to recognize systemic racism.	<ol style="list-style-type: none"> <li>1. Require Implicit Bias Awareness Training for all BPD officers</li> <li>2. Conduct Train the Trainer sessions, to develop internal skilled presenters on implicit bias awareness training to support county-wide efforts</li> </ol>	SHORT



Category	Reform Item	Description	BPD Action	Completion Timeline
Transparency & Accountability	TA-1. Establish a Countywide Citizen Review Panel	Establish a countywide citizen review panel to examine practices, training, and officer conduct of adjudicated incidents through further external analysis and objective assessment to promote best practice policing. (e.g. uses of force, police misconduct, vehicle pursuits, etc.)	1. Establish a review panel consisting of professionals with working knowledge of human resources, the Civil Service system, criminal justice, and/or labor relations. (Note: active law enforcement officials will not participate as panel members.)	<b>MEDIUM</b>
Transparency & Accountability	TA-2. Increase Transparency of Arrest Activities & Calls for service	Ensure citizens have access to appropriate police data & arrest activities via a monthly report placed on the Village website and social media site. Request for newspapers to list weekly calls for service activities.	1. <b>Publish these monthly reports:</b> a) Calls for service, cases and arrests, and use of force incidents b) Arrests by sex and race. c) Area patrols and community interactions (non-enforcement based) 2. Request local newspapers to report on police log activities	<b>SHORT</b>  <b>SHORT</b>

BPD Reform Plan

Category	Reform Item	Description	BPD Action	Completion Time
Transparency & Accountability	TA-3. Reduce Personnel Complaints & Adopt a County-wide Reporting Method & Tracking	Identify key behaviors & causes that may drive citizens to complain about officers and incorporate these findings into trainings. Work to align agencies county-wide to adopt a standardized personnel complaint process. Develop a county-wide tracking system of complaints.	1. Leverage field training officers to review complaints and determine needed focus areas & changes in trainings	SHORT
			2. Establish a standardized personnel complaint process county-wide	MEDIUM
			3. Develop a county-wide tracking system to assist in identifying training needs.	MEDIUM
Transparency & Accountability	TA-4. Increase transparency of Use of Force Incidents & Personnel Complaints	Ensure better and timely citizen access to use of force data and personnel complaint incidents and outcomes. Modify current BPD software systems to better collect and track this data.	1. Add annual report data fields in current system for: <ul style="list-style-type: none"> <li>a) Use of Force (type &amp; frequency)</li> <li>b) Personnel Complaints and adjudications</li> </ul>	SHORT
Transparency & Accountability	TA-5. Publish Job Descriptions and Annual Performance Appraisal Process	Make job descriptions and performance process more readily available to improve transparency.	1. Post job descriptions of BPD personnel (dispatcher, officer, sergeant, investigator, and chief) and performance appraisal document on village website.	SHORT
Transparency & Accountability	TA-6 Evaluate Potential Body Camera Program	Assess the cost of implementing a sustainable body camera program.	Conduct a review of the necessity, system requirements, cost, and sustainability of the program.	Depending on funding source.

BPD Reform Plan

Category	Reform Item	Description	Reform Action	Completion Timeline
Community Relations	CR-1. Conduct Public Education on Policing Practices	Increase the transparency of policing methods and governance by educating the public on these practices.	<ol style="list-style-type: none"> <li>1. Provide videos and brochures to share recommended actions for citizens when interacting with police.</li> <li>2. Enhance Citizen's Police Academy               <ol style="list-style-type: none"> <li>a) Include in-person &amp; on-line versions</li> <li>b) Partner with SUNY Alfred and Corning Community College to add a Citizen's Police Academy on-line class offering.</li> </ol> </li> </ol>	<b>MEDIUM</b>
Community Relations	CR-2. Strengthen Customer Service Practices	<p>Reinforce need for positive communications through better customer service &amp; professional development training.</p> <p>Develop a quality assurance program to identify how citizens perceive the BPD customer service.</p>	<ol style="list-style-type: none"> <li>1. Develop &amp; conduct Professional Development training on communications for Supervisors</li> <li>2. Develop &amp; conduct best practice communication trainings county-wide:               <ol style="list-style-type: none"> <li>a) Positive &amp; effective customer service</li> <li>b) Best practices for general communications</li> </ol> </li> </ol>	<b>SHORT</b>

Category	Reform Item	Description	Reform Action	Completion Timeline
Community Relations	CR-3 Strengthen Community Relations	<p>To strengthen trust and relationships, institute the following actions:</p> <ul style="list-style-type: none"> <li>A. Increase visibility of walk/bicycle patrols.</li> <li>B. Identify opportunities for citizen engagements (e.g. coffee meetings, community gatherings, special events, etc.)</li> <li>C. Identify other community policing opportunities.</li> </ul>	<ol style="list-style-type: none"> <li>1. Continue walk/bicycle patrol resource allocations. Identify opportunities and develop request system for groups to seek officers participation. Identify and implement other community policing opportunities.</li> </ol>	SHORT
Community Relations	CR-4 Enhance Customer Service	<p>Review officer and dispatcher training to determine areas of customer service (i.e. critical listening skills, tone of voice, imparting empathy, follow-up calls as appropriate, etc.) and diversity awareness that can be improved.</p>	<p>Identify critical customer service skills and develop training program.</p>	SHORT







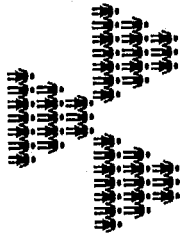
Category	Reform Item	Description	Reform Action	Completion Timeline
Operational Policies & Procedures	OPR-1. Require Medical Response for Arrestees	Require Medical Response for Arrestees - S.6601-B (Bailey) /A.8226-B (Fernandez) – Affirms an individual’s right to medical and mental health attention while under arrest or otherwise in custody of a police officer or peace officer. Failure to provide reasonable and good faith medical assistance could result in a cause of action against the officer, representative, and/or entity. (Chapter 103, effective June 15, 2020).	Policy already reviewed and in compliance.	Complete
Operational Policies & Procedures	OPR-2. Ensure Victim Privacy	Ensure process and facilities are in place to protect privacy of victims.	1. Review procedures, facilities and resources to ensure victims’ privacy are maintained during the complaint process.	Complete
Operational Policies & Procedures	OPR-3. Strive to Meet All New York State Critical Law Enforcement Standards	Improve department policies and procedures to meet State issued critical standards using model policies from NYS Law Enforcement Accreditation Program.	1. Identify deficiencies in current policies & procedures and make improvements to meet the State standards.	Complete

Category	Reform Item	Description	Reform Action	Completion Timeline
Operational Policies & Procedures	OPR-4. Improve Collaboration with Mental Health Agencies	Expand Crisis Intervention Training (40 hr. instruction by NYS office of Mental Hygiene). Partner with Steuben County Mental Health to increase field use of mobile crisis unit. Partner with county medical providers for mental health transitional treatment and expanded use of tele-medicine providers in the mental health arena.	<ol style="list-style-type: none"> <li>1. Work with Steuben County Mental Health to establish protocols for expanded use of mobile crisis unit.</li> <li>2. Collaborate with area providers for mental health tele-medicine</li> <li>3. Collaborate with Steuben County Mental Health to conduct crisis intervention training.</li> </ol>	SHORT
Operational Policies & Procedures	OPR-5. Improve Awareness of Mental Health Challenges of Officers	Establish peer counseling program and create emotional survival for law enforcement program for officers, and families.	<ol style="list-style-type: none"> <li>1. Train peer counselors</li> <li>2. Establish an annual family training session outlining how to recognize stress and teach effective strategies for managing stress.</li> </ol>	SHORT

BPD Reform Plan

Category	Reform Item	Description	Reform Action	Completion Timeline
Training	T-1. Expand De-escalation Training	Review current de-escalation trainings and benchmark for additional recommendations.	<ol style="list-style-type: none"> <li>1. Conduct Train the Trainer sessions, to develop internal skilled presenters on de-escalation techniques</li> <li>2. Offer De-escalation training to county-wide agencies</li> </ol>	Q4 - 2022
Training	T-2. Expand Use of Force Training	Review current training by defensive tactics instructor group for training recommendations.	<ol style="list-style-type: none"> <li>1. Benchmark and gather recommendations for improved Use of Force trainings.</li> <li>2. Provide annual defensive tactics training to county-wide agencies.</li> </ol>	Q4 - 2022

V. APPENDIX 1-1

Team Members & Key Stakeholder Groups	
<ul style="list-style-type: none"> <li>• Law Enforcement               <ul style="list-style-type: none"> <li>• Chiefs of Police (Bath, Canisteo, Corning, Hornell)</li> <li>• Officers in Charge (Addison, Caton, Cohocton, Hammondsport, Painted Post, Wayland)</li> <li>• Sheriff's Office (covers 32 towns in Steuben county without full-time police departments)</li> <li>• Police Union Officials</li> <li>• CCC Peace Officers</li> <li>• CCC Police Academy</li> </ul> </li> <li>• <u>Community Board Liaison #1</u> <u>City of Corning</u></li> <li>• ADAPT</li> <li>• Arbor Development (Domestic Violence Shelter)</li> <li>• The Arts Council of the Southern Finger Lakes</li> <li>• Arnot Medical Services</li> <li>• CCC Diversity Office</li> <li>• Corning – Painted Post School District: Corning Incorporated – ORESU/Corning Enterprises</li> <li>• Corning Black Employee Network</li> <li>• Global Latino Organization</li> <li>• Corning Chamber of Commerce – Youth Professionals</li> <li>• Cosmopolitan Women's Club</li> <li>• Family Services Society/Youth Center</li> <li>• Friendship Baptist Church</li> <li>• Faith to Face Ministries</li> <li>• Gafer District</li> <li>• Guthrie Hospital</li> <li>• Indians Professional Network</li> <li>• NAACP Elmira-Corning Chapter Pathways</li> <li>• SPECTRA</li> <li>• United Way of the Southern Tier</li> <li>• Wegmans</li> </ul>	<div style="text-align: center;">  </div> <div style="text-align: center;">  </div> <div style="text-align: center;">  </div> <div style="text-align: center;">  </div> <div style="text-align: center;">  </div> <div style="text-align: center;">  </div> <div style="text-align: center;">  </div> <p style="text-align: center;">106 participants across 60 organizations</p> <p style="text-align: center;"><u>Public Forums</u></p>
<ul style="list-style-type: none"> <li>• <u>Community Board Liaison #2</u> <u>Steuben County</u></li> <li>• Alstom (Hornell)</li> <li>• Alfred State University</li> <li>• American Legion (Hammondsport/Wayland)</li> <li>• Arnot Health (Ira Davenport)</li> <li>• Bath-Haverling School District</li> <li>• Catholic Charities</li> <li>• Casa Trinity Addiction Services</li> <li>• Concern for Youth</li> <li>• Corning Chinese Association</li> <li>• Dresser Rand (Painted Post)</li> <li>• Grace Methodist Church</li> <li>• Hornell School District</li> <li>• Hope Church</li> <li>• Legal Assistance of Western NY (Law NY)</li> <li>• Mercury Corp (Hammondsport)</li> <li>• Potter's Hand</li> <li>• St James (University of Rochester-Hornell)</li> <li>• Steuben County Alcohol and Substance Abuse (SCASAS)</li> <li>• Steuben County Veterans Memorial</li> <li>• Southeast Steuben County Library</li> <li>• Tuskegee Airman Tri-State Chapter</li> <li>• Volunteer Fire Departments</li> <li>• Wegmans (Hornell)</li> <li>• Walmart (Painted Post)</li> <li>• Youth in Government</li> </ul>	<ul style="list-style-type: none"> <li>• <u>Elected &amp; Appointed Officials</u></li> <li>• City &amp; Village Mayors</li> <li>• Corning City Council</li> <li>• City Councils (others)</li> <li>• County Legislatures</li> <li>• County Manager</li> <li>• District Attorney</li> <li>• Public Defender</li> <li>• Town Supervisors</li> <li>• Town &amp; Village Boards</li> <li>• Retired Judges</li> </ul>