



*Office of the Sheriff
Steuben County*

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SCSO Reform Plan
Update and Report
March 20, 2023

I. Equality and Social Justice:

A. Diversify and Increase Candidate pools:

1. Conduct outreach with faith based communities: Unable to comply due to Covid Restrictions, TBD
2. Increase Social Media Advertisement: Advertised civil service testing and openings on Facebook and Twitter as well as with press releases.

B. Provide Civil Service Test Training:

1. Met with and coordinated with SUNY CCC and SUNY Alfred to begin process of creating a lab for skill building of civil service testing. SUNY Corning has begun a workshop through Workforce Development to train in applying for and taking Civil Service tests.

C. Expand Diversity and Bias Awareness Training:

1. Corporal Hawk is now DCJS certified Implicit Bias instructor. All deputies have attended in-service training.
2. Created boiler plate policy in accordance with NYS ACLU as to intersex, transgender and non-binary persons in custody.

II. Transparency and Accountability:

A. Launch a Personnel Complaint Review Panel;

1. Benchmark best practice of personnel complaint practices: Lieutenant Logsdon was trained at the Eric Daigle Internal Affairs Investigation Course, creating best practice to share with all county police departments.

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2. Establish a personnel complaint review process Q4 2023: Initiated talks with several HR persons in county to begin assembling a panel.
- B. Increase Transparency of Arrest Activities and Calls for Service:
1. A monthly report is published on the county website, Facebook and via a media release detailing monthly calls for service, cases, arrests and use of force incidents. Arrests are further detailed by sex and race.
 2. Area patrols and stop and talks are also tracked and reported.
- C. Reduce personnel complaints and adopt a county wide reporting method and tracking:
1. Utilize Field Training Officers to review complaints for training issues.
 2. Establish a standardized reporting process. This is in development.
 3. Develop a county wide tracking system. Also in development and in addition to NYS Attorney General's Law Enforcement Misconduct Investigation Office (LEMIO)
- D. Increase Transparency of Use of Force Incidents and Personnel Complaints:
1. SCSO Annual Report includes narrative of personnel complaints and their adjudication.
 2. All Use of Force incidents are recorded and published both monthly and annually.
- E. Publish Job Descriptions and annual performance appraisal instruments.
1. Both are published on the Steuben County website

III. Community Relations:

- A. Conduct Public Education on Policing Practices:
1. Added entire section to Pistol Permit class on police/public interactions.
 2. Discussed with SUNY Alfred and Corning concerning adding citizen police academy as an elective. Discussion ongoing
- B. Strengthen Customer Service Practices:
1. Better communications for supervisors: All supervisors have completed the course in police supervision. All second line supervisors have completed the FBI LEEDA training. All staff has completed Force Science De-Escalation training.
 2. All trainings mentioned above were offered county wide.
- C. Strengthen Community Safety Training Programs
1. Team with citizen instructors for safety training: SCSO and the NRA have teamed up for new 16 hour pistol permit training class. SCSO has teamed up with National Safety Council to provide driver safety classes. SCSO has teamed up with NYS Parks and Recreation to provide boater safety classes. SCSO has teamed with the Prevention Coalition to provide prom safety classes. SCSO has teamed with EMSTAR to provide Stop the Bleed to all county school districts.
- D. Establish and Promote Community Programs to Increase LE Visibility in the Community:
1. Created Stop and Talk as a call for service in our records management system to document when deputies interact personally with citizens not as part of an investigation.

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2. Created Coffee with the Sheriff for an informal sharing time for residents to communicate their concerns or support to law enforcement. This evolved into Coffee with the Chief and the Sheriff in Canisteo, Corning, Hammondsport, Hornell and North Hornell.
3. Created Kayaking with the Chief and the Sheriff, teaching youth water safety as well as kayak skills for the Hammondsport Youth Program.
4. Deputy On Site is an ongoing program wherein the Sheriff presents at each town and village board, with a follow up from a deputy who lives in that area.

IV. Operational Policies and Procedures

A. Improve Selection and Promotion Methods:

1. All promotions now require psychological personality assessment as part of the interview process.
2. All promotional interview panels include a civilian stakeholder and person of similar rank from another police agency.
3. All promotional interview panels include scenario based questions.
4. All new hires are in accordance with NYS Division of Criminal Justice Services (DCJS) Law Enforcement Accreditation Program (LEAP) requirements and the SCSO is certified by NYS in hiring practices.

B. Initiate Anonymous Quality Assurance Feedback Channels:

1. Citizens can comment anonymously five ways: The Sheriff's App, the Sheriff's website, the Steuben County Website, 844drugtip and www.844drugtip
2. Citizens can also message the Sheriff on Facebook or talk at any of the various community interactions.

C. Pursue NYS LEAP Accreditation:

1. Steuben County purchased Lexipol and the Undersheriff has been revising all policy in accordance with NYS Accreditation Standards.
2. The evidence room has been renovated to be in compliance with the standards.
3. Projected completion of policy is Q4 2023.

D. Pursue NYS DCJS SWAT Accreditation:

1. Currently all members of SWAT are certified as SWAT Operators by NYS DCJS.
2. Currently added two paramedics to team
3. Accreditation application to be submitted Q1 2024

E. Improve Collaboration with Mental Health Agencies:

1. We have expanded use and interaction with Steuben County Mental Health Mobile Crisis Unit, both in response to individuals in crisis and through assistance at scenes.
2. We have held collaborative meetings with all area medical providers attempting to gain unity in mission as well as sharing resources. This is a multi-level issue which will take significantly more discussion and investment.
3. We have sent Corporal Hawk to Crisis Intervention Instructor Course to be able to reach more police officers in Steuben County and increase the number of CIT certified deputies and police officers.

F. Improve Awareness of Mental Health Challenges of Deputies and Officers:

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1. We continue to train peer counselors and have added an EMDR practitioner to assist those in crisis or exhibiting PTSD symptoms.
2. We have established at the SUNY Alfred and Corning police training academies including “Emotional Survival for Law Enforcement” into the basic course curriculum.
3. We have established at the SUNY Alfred and Corning police training academies a “Family Night” for family members of the new police officers to be able to hear from and ask questions to veteran police officers and their spouses and children regarding the effects of policing on the home life.

V. Training:

A. Expand De-Escalation Training:

1. Corporal Day attended the Force Science De-Escalation Instructor Course and conducted training for all deputies.
2. Corporal Day, Deputy Warriner and VanSkiver conducted a community forum instructing on use of force, citizens response to an active shooter event and de-escalation
3. Corporal Day instructs at both SUNY Alfred, SUNY Corning and the Southern Tier Zone 12 Supervisor Course in both Use of Force and De-escalation.

B. Expand Use of Force Training:

1. SCSO coordinated with other Steuben County Police Department Instructors to provide a county wide 8 hour Use of Force and Defensive Tactics refresher course in 2022, with an annual update and presentation.

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