

**REGULAR MEETING OF THE COMMON COUNCIL
OF THE CITY OF PLATTSBURGH, NEW YORK
FEBRUARY 18, 2021
5:00 P.M.**

MINUTES

Present: Mayor Christopher Rosenquest, Councilors Jaime Canales (W1) Mike Kelly (W2), Elizabeth Gibbs (W3), Jennifer Tallon (W4), Patrick McFarlin (W5), Jeff Moore (W6)

Absent: None

MAYOR'S COMMENTS: None

1. MINUTES OF THE PREVIOUS MEETING:

RESOLVED: That the Minutes of the Regular Meeting of the Common Council held on February 4, 2021 are approved and placed on file among the public records of the City Clerk's Office

By Councilor Gibbs; Seconded by Councilor Canales

Roll call: Councilors Canales, Kelly, Gibbs, Tallon, McFarlin, Moore
(All in Favor/opposed)
(All voted in the affirmative)

2. PUBLIC COMMENT ON ANY TOPIC:

Ira Barbell spoke about intent on request to close Finance window from his perspective as former councilor. The intent was to be more efficient, encourage use of electronic or other payment options.

3. REPORTS OF CITY OFFICES & COUNCILOR/DEPARTMENT CHAIR/LIAISON COMMITTEE REPORTS:

City Operations – Chair Councilor McFarlin indicated met a few weeks ago, discussed Finance window and IT contract.

City Infrastructure – Chair Councilor Moore indicated no updates. Asked for updates on odor problem some residents experiencing in water.

Mayor Rosenquest indicated the reports of odor problems have been reviewed and are working themselves through the system. The tests sent to Clinton County Health Department have come back that the water is safe. Environmental Manager Jon Ruff indicated they are working on system flush schedule in Spring etc.

Finance and Community Development – Chair Mayor Rosenquest indicated met on February 11, number of items moved to agenda. Addressed comments from Ira Barbell earlier on Finance window and agrees there is a need to increase marketability of the number of different payment options that we have. Mentioned Traffic Order No. 971 is on for information.

Public Safety – Chair Councilor Gibbs indicated met this week, Public Safety Citizens Review Panel gave presentation, offered Council and Public opportunity to comment.

Plattsburgh Public Library – Liaison Councilor McFarlin indicated no updates. Next Board meeting is this Tuesday.

MLD - MLD Board President Councilor Kelly indicated no updates.

Traffic Order by City Planner Establishing Traffic Zone Designation No. 971

Corporation Counsel Dean Schneller anticipates the need for an Executive Session toward end of meeting to discuss pending litigation

4. CORRESPONDENCE OR RECOMMENDATIONS FROM BOARDS:

1. Final Report from Public Safety Citizens Review Panel

Mayor Rosenquest indicated the report is made part of the minutes of this meeting as well as the Public Safety Committee on February 16, 2021. Per the Executive Order another committee will be formed to review those recommendations, to create a plan for public review and Council approval. Comprehensive Master Plan committee is hosting a series of public events, details on city website and social media. Invites everyone to participate in the sessions

5. PAYROLLS OF VARIOUS DEPARTMENTS:

RESOLVED: That the payrolls of the various Departments of the City of Plattsburgh for the week ending February 17, 2021 in the amount of \$ 55,203.02 are authorized and allowed and the Mayor and the City Clerk are hereby empowered and directed to sign warrants drawn on the City Chamberlain for the payment thereof.

By Councilor Moore; Seconded by Councilor Kelly
Roll call: Councilors Canales, Kelly, Gibbs, Tallon, McFarlin, Moore
(All in Favor/opposed)
(All voted in the affirmative)

6. AUDIT OF CLAIMS:

RESOLVED: That the bills Audited by the Common Council for the week ending February 19, 2021 in the amount of \$ 692,811.70 are authorized and allowed and the Mayor and City Clerk are hereby authorized and directed to sign warrants drawn on the City Chamberlain for the payment thereof.

By Councilor Kelly; Seconded by Councilor Gibbs

Roll call: Councilors Canales, Kelly, Gibbs, Tallon, McFarlin, Moore
(All in Favor/opposed)

(All voted in the affirmative)

7. OTHER ITEMS:

The City Operations Committee requested Resolutions #7.12 be placed on the agenda.

7.12 Authorizing the Mayor to sign various Fishing Tournament agreements

RESOLVED: In accordance with the request therefore the Common Council approves that the Mayor is authorized to sign an agreement with American Bass Anglers Inc and Adirondack Coast Visitors Bureau to host “2021 Bass fishing tournament” from September 18-19, 2021.

RESOLVED: In accordance with the request therefore the Common Council approves that the Mayor is authorized to sign an agreement with Major League Fishing LLC and Adirondack Coast Visitors Bureau to host “2021 Bass Pro Tour” from August 5-10, 2021.

By Councilor Canales; Seconded by Councilor Kelly

Discussion: None

Roll call: Councilors Canales, Kelly, Gibbs, Tallon, McFarlin, Moore

(All voted in the affirmative)

ACTION TAKEN: Adopted

Follow up Action: None

The Finance and Community Development Committee requested Resolutions #7.13 – 7.19 be placed on the agenda.

7.13 Authorizing the Assessor to grant Limited Income Exemptions pursuant to New York State Real Property Tax Law Section 459-C and Section 467 to seniors and individuals with disabilities on the 2021 assessment roll pursuant to the Covid-19 Emergency Eviction and Foreclosure Prevention Act of 2020

WHEREAS, on March 7, 2020, Governor Andrew M. Cuomo issued Executive Order Number 202, declaring a State disaster emergency for the entire State of New York, and

WHEREAS, the State disaster emergency has resulted in limited hours in municipal offices and rendered many seniors and individuals with disabilities homebound; and

WHEREAS, many seniors and individuals with disabilities are unable to file their real property tax exemption applications in person due to health and safety restrictions and lack the ability to file said exemption application on-line; and

WHEREAS, on December 18, 2020, Governor Cuomo issued Executive Order 202.83 to include the suspension and modification of Subdivisions 7, 7-a and 8 of section 459-c of the Real Property Tax Law, and subdivisions 5, 5-a, 5-b, 5-c and 6 of section 467 of the Real Property Tax Law, authorizing the governing body of an assessing unit to adopt a resolution directing the assessor to grant exemptions pursuant to such sections on the 2021 assessment roll to all property owners who received that exemption on the 2020 assessment roll, thereby dispensing with the need for renewal applications from such persons, and further dispensing with the requirement for assessors to mail renewal applications to such persons; and

WHEREAS, on December 24, 2020, Executive Order 202.83 was codified in the COVID-19 Emergency Eviction and Foreclosure Prevention Act of 2020, and further provides that local assessors make renewal applications for property tax exemptions available to eligible recipients through postal mail or electronic means if such recipients determine their income has changed in a manner that would grant them a greater exemption than that was present on the 2020 assessment roll and that any eligible recipient need not appear in person should they choose to file a renewal application; and

WHEREAS, the Common Council of the City of Plattsburgh finds that adopting a Resolution consistent with the provisions the COVID-19 Emergency Eviction and Foreclosure Prevention Act of 2020 is in the best interests of the City of Plattsburgh and its residents;

NOW THEREFORE, BE IT RESOLVED, by the Common Council of the City of Plattsburgh, New York, that pursuant to the authority granted by the “COVID-19 Emergency Eviction and Foreclosure Prevention Act of 2020” and by Executive Order No. 202.83, issued by the Governor of the State of New York, that the Assessor for the City of Plattsburgh be and hereby is directed as follows:

1. Grant exemptions on the 2021 assessment roll to all individuals who received the senior exemption on the 2020 assessment roll and all individuals who received an exemption on the 2020 assessment roll because they were recognized as a person with disabilities and limited income, at the same amount received on the 2020 assessment roll and dispense with the need for any such individuals to file renewal applications for such exemptions, except that
2. Any such individual may file a renewal application, which the Assessor must make available by postal mail or electronic means, if they determine their income has changed in a manner that would grant them a greater exemption than what was present on the 2020 assessment roll; and
3. The Assessor may, in their sole discretion, require a renewal application to be timely filed if they have reason to believe that any such individual, who qualified for the aforementioned exemption on the 2020 assessment roll, may have since changed their primary residence, added another owner to the deed for the relevant property, transferred such property to a new owner, or died; and
4. If the Assessor requires such renewal application be filed or if any eligible individual wishes to file a renewal application, the Assessor shall provide a copy of the application, with written instructions on how to file same, by regular mail without requiring anyone to file in person, which shall include instructions for contacting the Assessor’s office to accomplish filing by alternate means, which may be by mail or by making an appointment to drop same off at City Assessor, located at Clinton County Real Property Office, 137 Margaret St. Suite 210, Plattsburgh, NY 12901; Phone number: (518)-565-4760. Email: cityassessor@clintoncountygov.com.

By Councilor Moore; Seconded by Councilor Kelly

Discussion: Yes

Roll call: Councilors Canales, Kelly, Gibbs, Tallon, McFarlin, Moore

(All voted in the affirmative)

ACTION TAKEN: Adopted

Follow up Action: None

7.14 Approving agreement for architectural and engineering design services from AEDA, P.C. related to the City Hall windows replacement project

WHEREAS, the City of Plattsburgh City Hall windows are in a state of disrepair; and

WHEREAS, the City was awarded a \$300,000 State and Municipal Facilities Program (SAM) grant by the Dormitory Authority of the State of New York (DASNY) to assist with the costs of replacing City Hall's windows; and

WHEREAS, a feasibility study was conducted by AEDA in 2017 to evaluate the feasibility of rehabilitation or replacement of City Hall windows. Cost estimates and coordination with the City's Planning Board and the New York State Historic Preservation Office (SHPO) concluded that rehabilitation of the windows was the most appropriate option; and

WHEREAS, the City explored rehabilitation of the windows of City Hall and found that rehabilitation was cost prohibitive; and

WHEREAS, the City is prepared to move forward with replacement of City Hall windows and is pursuing a new scope of work with AEDA to manage the coordination and construction process to replace windows in a phased plan; and

NOW, THEREFORE, BE IT RESOLVED, the Common Council authorizes the Mayor to sign a proposal for architectural and engineering design services from AEDA, P.C. related to the City Hall windows replacement project in an amount not to exceed \$55,700. Funding to be provided by a grant from DASNY.

By Councilor Gibbs; Seconded by Councilor Canales

Discussion: None

Roll call: Councilors Canales, Kelly, Gibbs, Tallon, McFarlin, Moore

(All voted in the affirmative)

ACTION TAKEN: Adopted

Follow up Action: None

7.15 Approving a professional services agreement with Robert M. Sutherland P.C. to provide subdivision services for Clinton County tax parcels 207.20-1-1 and 207.20-1-2.31

WHEREAS, the City's Harborside area represents one of the most promising opportunities for development within the City; and

WHEREAS, the current tax parcel boundaries within the Harborside area are an impediment to future development; and

WHEREAS, the City intends to subdivide the existing Harborside tax parcels to prepare the area for future development.

NOW, THEREFORE, BE IT RESOLVED, the Common Council authorizes the Mayor to execute a professional services agreement with Robert M. Sutherland P.C. to provide subdivision services for Clinton County tax parcels 207.20-1-1 and 207.20-1-2.31 in an amount not to exceed \$18,300. Funding is to be provided via the Community Development Office's Contracted Services budget appropriation.

By Councilor Gibbs; Seconded by Councilor Canales

Discussion: None

Roll call: Councilors Canales, Kelly, Gibbs, Tallon, McFarlin, Moore
(All voted in the affirmative)

ACTION TAKEN: Adopted

Follow up Action: None

7.16 Approval of change order #2 Saranac River Trail phase 2 construction project

WHEREAS, the City executed a construction contract with Luck Brothers, Inc. in October 2020 to complete Phase 2 of the Saranac River Trail (SRT 2); and

WHEREAS, on February 26, 2016, the City accepted a \$500,000 grant award from the NYS Office of Parks, Recreation, and Historic Preservation (NYS OPRHP) to assist with the completion of SRT 2; and

WHEREAS, only specific costs associated with SRT 2, consisting primarily of costs related to replacement of the Saranac Street Bridge and the installation of interactive Science, Technology, Engineering, and Mathematics (STEM) stations, are eligible for reimbursement under the terms of the City’s NYS OPRHP grant; and

WHEREAS, it is necessary to create separate funds within SRT 2’s project management and expense tracking system, known as Appia, to account for costs that are eligible for reimbursement via the NYS OPRHP grant.

NOW, THEREFORE, BE IT RESOLVED, the Common Council authorizes the Mayor to sign Change Order #1 to the SRT 2 construction contract with Luck Brothers, Inc. to create separate cost tracking funds within the Appia system for the interactive STEM stations and the Saranac Street Bridge to facilitate reimbursement of those costs via the City’s NYS OPRHP grant. Change Order #1 does not change the total amount of the contract or its scope of work.

By Councilor Canales; Seconded by Councilor Gibbs

Discussion: Yes

Roll call: Councilors Canales, Kelly, Gibbs, Tallon, McFarlin, Moore
(All voted in the affirmative)

ACTION TAKEN: Adopted

Follow up Action: None

7.17 Approving Parking Lot Management and Enforcement Supplemental Agreement with Clinton County

WHEREAS, the City of Plattsburgh (City) and Clinton County (County) executed a Professional Services and Parking Lot Management Agreement (Initial Agreement) on October 3, 2019 that included provisions detailing the sharing of costs for the proposed expansion of the County’s Government Center Parking Lot and the management of that lot once the expansion was completed; and

WHEREAS, the Initial Agreement required both the City and County to execute “a mutually satisfactory Supplemental Agreement detailing regulations to be enforced in those areas of the Government Center Parking Lot designated for use by the public and those areas designated for employee parking” and included specific provisions to be included in that Supplemental Agreement.

NOW, THEREFORE, BE IT RESOLVED, the Common Council authorizes the Mayor to sign a Parking Lot Management and Enforcement Supplemental Agreement with Clinton County.

By Councilor Gibbs; Seconded by Councilor Canales

Discussion: None

Roll call: Councilors Canales, Kelly, Gibbs, Tallon, McFarlin, Moore
(All voted in the affirmative)

ACTION TAKEN: Adopted

Follow up Action: None

7.18 Authorizing Retainer Agreement with Stafford, Owens, Piller, Murnane, Kelleher & Trombley, PLLC

RESOLVED, in accordance with the request therefore, the Mayor is authorized to sign a Retainer Agreement with Stafford, Owens, Piller, Murnane, Kelleher & Trombley, PLLC for Labor and Employment matters.

By Councilor Canales; Seconded by Councilor Kelly

Discussion: None

Roll call: Councilors Canales, Kelly, Gibbs, Tallon, McFarlin, Moore
(Councilors Canales, Kelly, Tallon and Moore voted in the affirmative. Councilor Gibbs voted in the negative. Councilor McFarlin recused himself)

ACTION TAKEN: Adopted

Follow up Action: None

7.19 Resolution rescinding September 10, 2020 resolution to close the City of Plattsburgh Finance window

WHEREAS, by resolution dated September 10, 2020, the Common Council described the processes utilized by the Plattsburgh Finance Department with respect to their collection of City Utility Service payments for both the Municipal Lighting and the Water and Sewer and Refuse Departments; and

WHEREAS, in light of the various electronic and mail-in payment options, as well as the Covid-19 pandemic, the September 10, 2020 resolution committed to a closure of the Drop Box on Trinity Park and the in-person payment option at the finance department no later than January 1, 2021; and

WHEREAS, after further reflection by the Common Council, which includes information received by the public and various City officials, the Common Council seeks to retain the electronic and mail-in payment options but also modify the in-person payment options described in the resolution dated September 10, 2020.

NOW THEREFORE, it is hereby **RESOLVED**, the Drop Box on Trinity Park will remain in place to allow for the deposit of City Utility Service payments and the finance department office will allow for the in-person payment options for City Utility Service payments.

IT IS FURTHER **RESOLVED** that the electronic and mail-in payment options will remain in place as alternative methods of making City Utility Service payments.

By Councilor Gibbs; Seconded by Councilor McFarlin

Discussion: Yes

Roll call: Councilors Canales, Kelly, Gibbs, Tallon, McFarlin, Moore
(All voted in the affirmative)

ACTION TAKEN: Adopted

Follow up Action: None

The Public Safety Committee requested Resolutions #7.20 – 7.22 be placed on the agenda.

7.20 Adoption of the Rental Registry Program Fee As Required By Local Law P-3 Of 2020

WHEREAS, on Thursday, September 10th, 2020 at 5pm, the Common Council adopted Local Law P-3 of 2020 which amended and replaced in its entirety Section 144-18 “Rental Permits” to Chapter 144 “Building Code Administration and Enforcement” to the City Code of the City of Plattsburgh; and

WHEREAS, Section 144-18-F of said Local Law requires “Rental Registry Certification fees, rental inspection fees, re-inspection fees and penalties will be charged in the amount set forth in the schedule of fees adopted by the City of Plattsburgh Common Council by resolutions”; and

WHEREAS, the resolution to “RE-ESTABLISH THE CITY OF PLATTSBURGH LANDLORD/TENANT ADVISORY COMMITTEE” was adopted by the City of Plattsburgh Common Council at the January 20th, 2020 regular meeting of the Common Council; and

WHEREAS, it’s the recommendation of Landlord/Tenant Advisory Committee to establish a rental registry feel that fair and equitable to the Landlords and tenants of the City of Plattsburgh;

NOW THEREFORE BE IT RESOLVED, upon the recommendation of the Landlord/Tenant Advisory Committee that the mandatory fee schedule for a three year Rental Registry license at \$100 per rental unit per three years or, \$40 per rental unit per one year for three years to have an option to pay in three annual installments of \$40 each. Certification inspection fee includes an initial inspection and two follow up inspections. After that any additional inspection fees are \$50 per inspection. There is a \$50 penalty fee for any missed inspection appointments without 24-hour notice.

By Councilor Moore; Seconded by Councilor Gibbs

Discussion: Yes

Roll call: Councilors Canales, Kelly, Gibbs, Tallon, McFarlin, Moore
(All voted in the affirmative)

ACTION TAKEN: Adopted

Follow up Action: None

7.21 Approving budget adjustment General Fund Police Motor Vehicles

WHEREAS, the following resolution was adopted on February 18th, 2021; and

WHEREAS, the 2021 General Fund budget makes appropriations for motor vehicles in the police department; and

WHEREAS, the police are asking to increase the motor vehicle appropriations for 2021 by the same amount received for insurance proceeds from a demolished vehicle;

NOW, THEREFORE, BE IT RESOLVED, the Common Council Authorizes the City Chamberlain to adjust the General Fund budget, as follows:

Increase: General Fund – Police Motor Vehicles 13120000-2300 \$ 17,050.00
Increase: General Fund – Insurance Recovery Property 00001127-2680 \$ 17,050.00

To provide for the purchase of a police vehicle from the insurance proceeds received for a demolished vehicle. The budget adjustment provides for the increase in appropriations and the increase in estimated revenues that will increase the total General Fund budget by \$17,050.00 for 2021.

By Councilor Gibbs; Seconded by Councilor Canales
Discussion: Yes
Roll call: Councilors Canales, Kelly, Gibbs, Tallon, McFarlin, Moore
(All voted in the affirmative)
ACTION TAKEN: Adopted
Follow up Action: None

7.22 Approving budget adjustment Fire Department Capital Outlay

WHEREAS, the following resolution was adopted on February 4th, 2021; and

WHEREAS, the 2021 General Fund budget does not make appropriations for Fire Capital Outlay; and

WHEREAS, the Fire Chief has requested to purchase three stretchers for the City ambulance services for fiscal year 2021;

NOW, THEREFORE, BE IT RESOLVED, the Common Council Authorizes the City Chamberlain to adjust the General Fund budget, as follows:

Increase: General Fund – Fire Capital Outlay 13410000-3000 \$9,000.00
Decrease: General Fund – Fire Fees for Service 13410000-4440 \$9,000.00

To provide for unbudgeted appropriation for the purchase of three ambulance stretchers in the Fire budget of the General Fund. The budget adjustment does not increase the General Fund budget for appropriations in 2021.

By Councilor Gibbs; Seconded by Councilor Canales
Discussion: None
Roll call: Councilors Canales, Kelly, Gibbs, Tallon, McFarlin, Moore
(All voted in the affirmative)
ACTION TAKEN: Adopted
Follow up Action: None

9. RESOLUTIONS FOR INITIAL CONSIDERATION: None

10. NEW BUSINESS:

Councilor Gibbs mentioned spoke with Clinton County Legislator Wendell Hughes. Would like to set aside a portion of Council meeting to have Clinton County Legislators invited to speak to give report. Also, would like to have full resolutions on the agendas has received a note from a constituent.

Councilor McFarlin mentioned he does not have a problem with Clinton County Legislators coming to speak and either way is fine with resolutions.

Mayor Rosenquest indicated that the full resolutions are sent to media, published on website and a link is placed on the YouTube live stream video.

Councilor Canales mentioned he would like to see simpler wording for all to understand.

11. EXECUTIVE SESSION

Motion to enter Executive Session to discuss pending litigation between City of Plattsburgh vs. L. David Boise and other individuals.

By Councilor McFarlin; Seconded by Councilor Moore
Roll call: Councilors Canales, Kelly, Gibbs, Tallon, McFarlin, Moore
(All voted in the affirmative)

At 6:21pm returned from Executive Session, no action taken

By Councilor Canales; Seconded by Councilor McFarlin
Roll call: Councilors Canales, Kelly, Gibbs, Tallon, McFarlin, Moore
(All voted in the affirmative)

Motion to Adjourn by Councilor McFarlin; Seconded by Councilor Gibbs
Roll call: Councilors Canales, Kelly, Gibbs, Tallon, McFarlin, Moore
(All voted in the affirmative)

MEETING ADJOURNED: 6:22 pm

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

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.

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

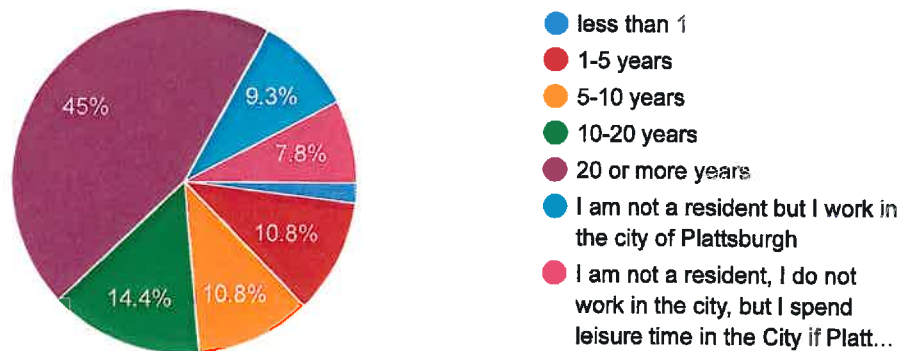
736 responses

[Publish analytics](#)

A. Demographics

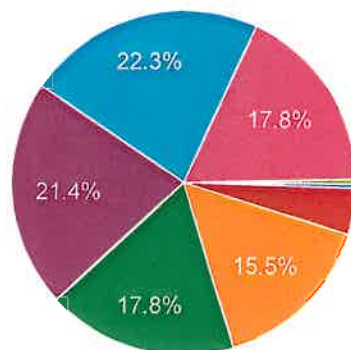
1. How many years have you lived in the City of Plattsburgh?

731 responses



2. What is your age group?

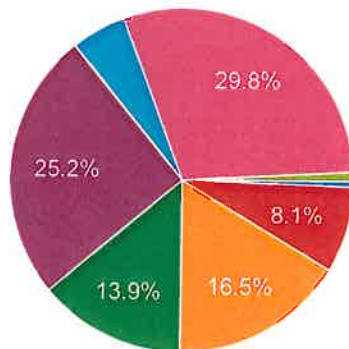
730 responses



- 17 years or younger
- 18 to 24 years
- 25 to 34 years
- 35 to 44 years
- 45 to 54 years
- 55 to 64 years
- Age 65 or older
- prefer not to answer

3. What is your education level?

729 responses

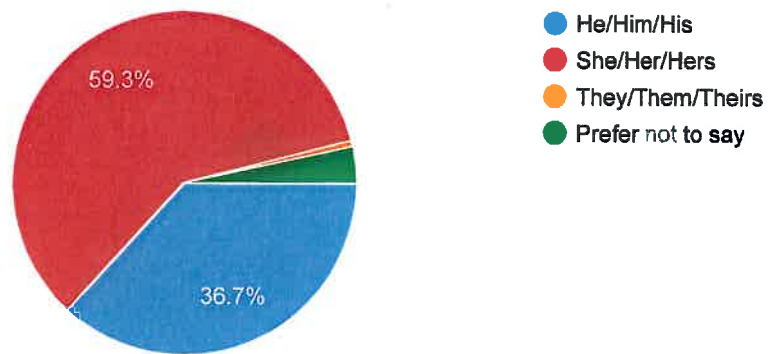


- Completed some high school
- High school graduate
- Completed some college
- Associate degree
- Bachelor's degree
- Completed some postgraduate
- Master's degree or above
- Prefer not to answer



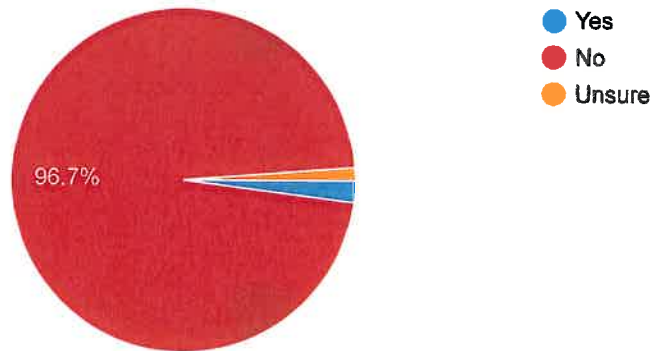
4. What gender pronoun do you prefer?

724 responses



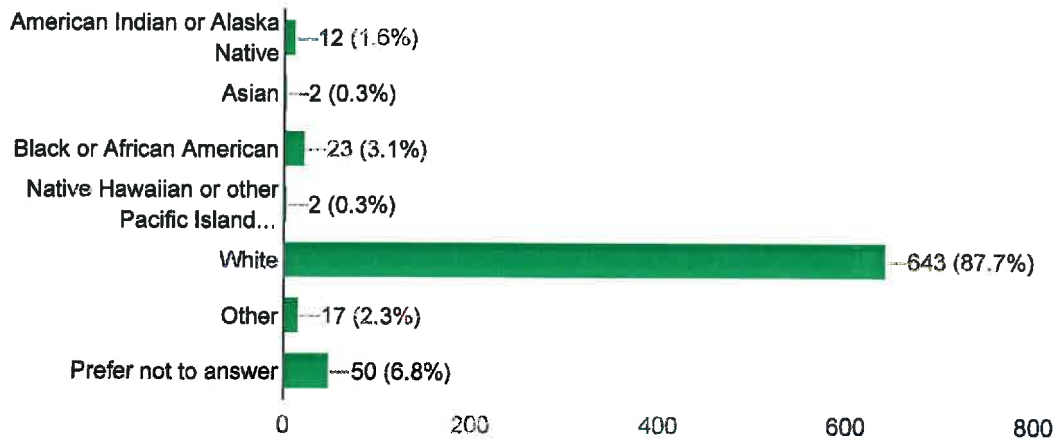
5. Have you ever been misgendered by the police?

735 responses



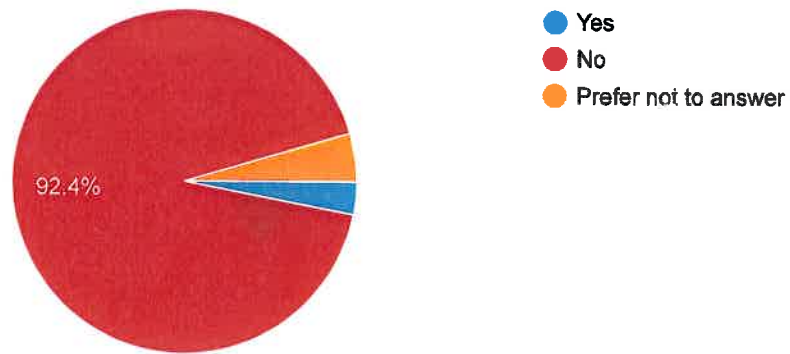
6. What is your race?

733 responses



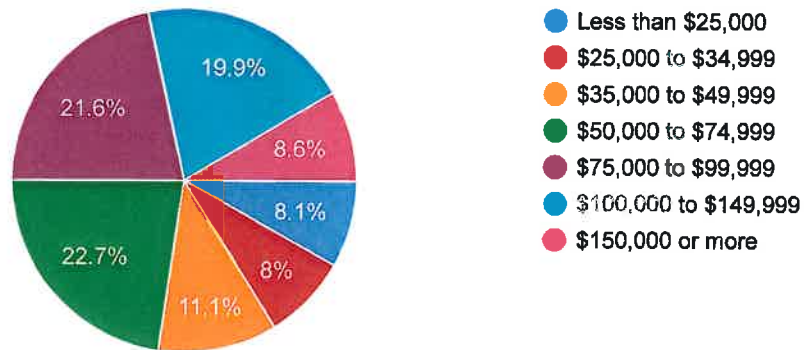
7. Are you Hispanic or Latino or Spanish Origin?

723 responses



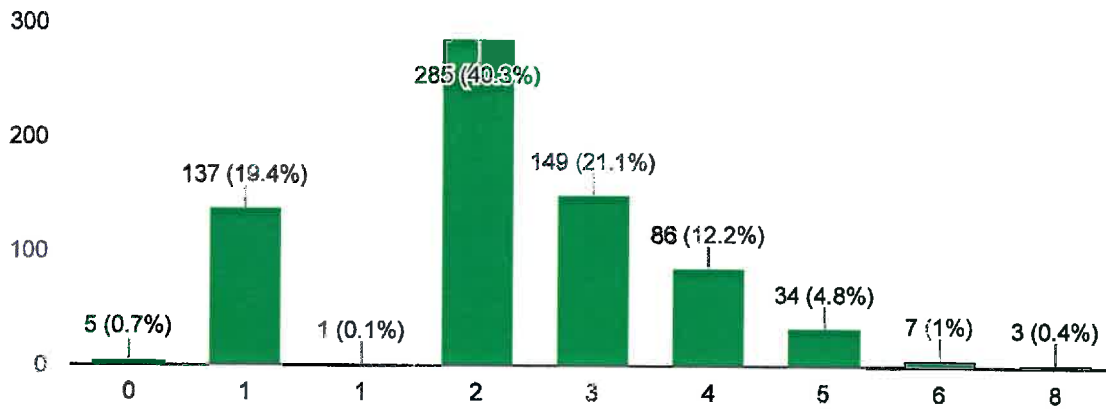
8. What is your total household income during the last 12 months?

700 responses



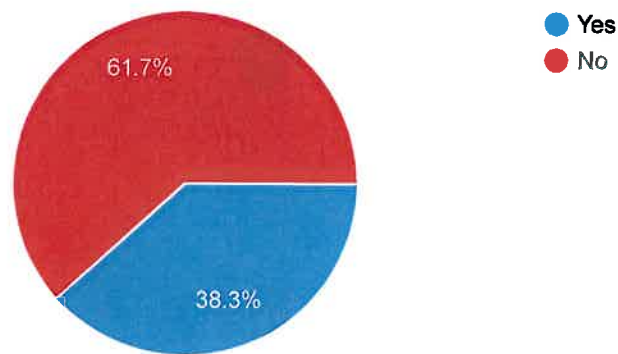
9. How many people live in your household?

707 responses



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

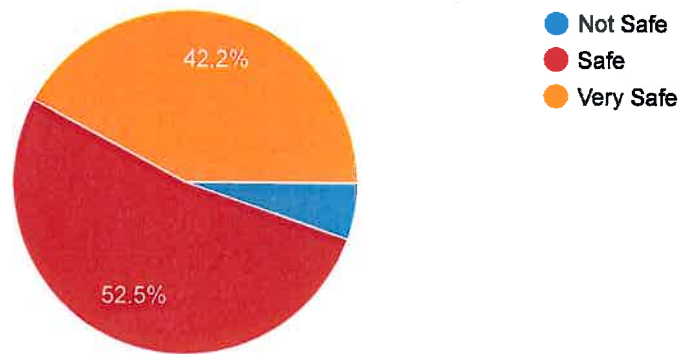
731 responses



B. Community Questions

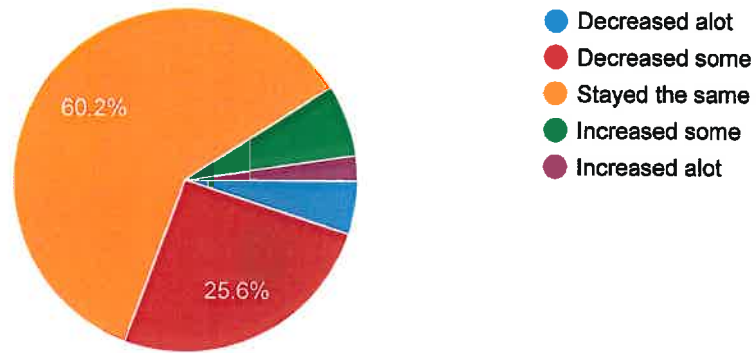
1. How safe do you consider yourself in Plattsburgh?

733 responses



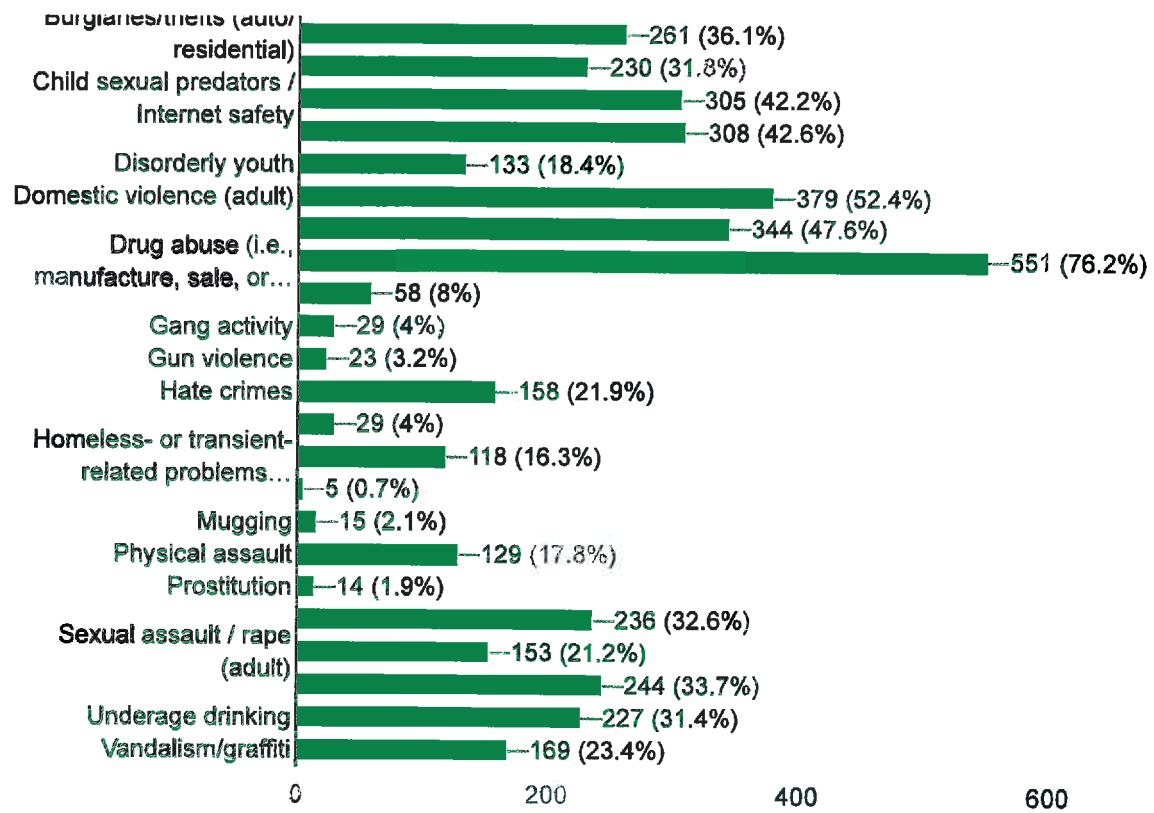
2. Over the last 12 months, to what extent have your feelings of safety in your community increased, decreased, or stayed the same?

734 responses



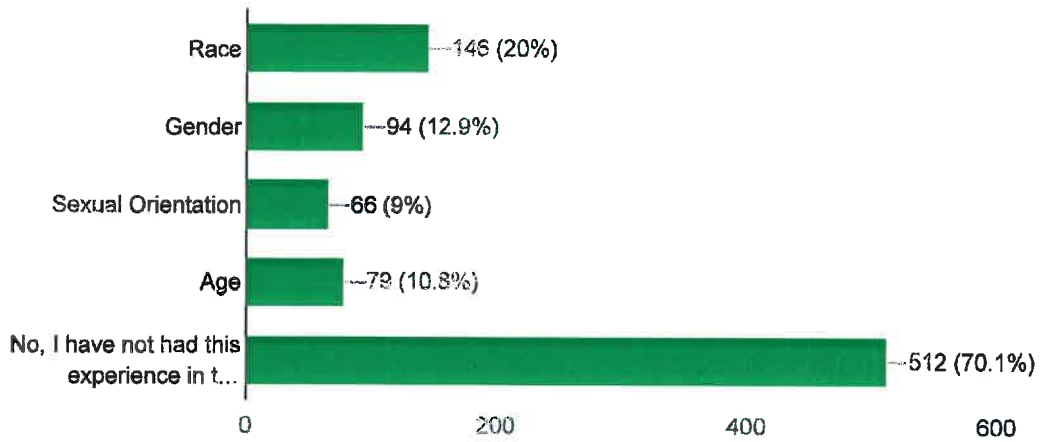
3. What are some of the issues that you believe are the greatest problems within the community? (select all that apply)

723 responses



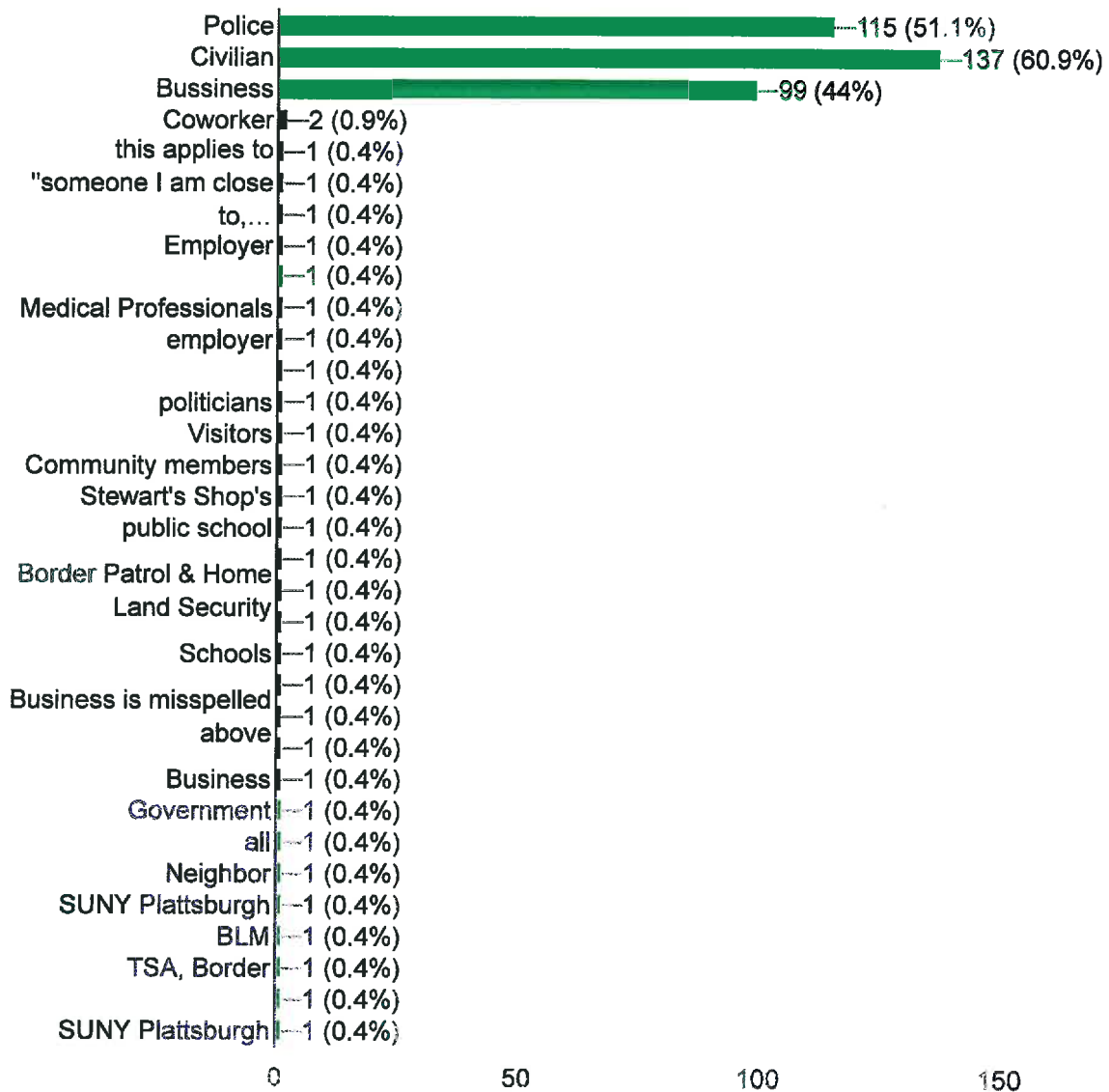
4. Have you or someone you are close to ever experienced profiling or discrimination based on any of the following by another community member, group, or business located in the City of Plattsburgh?(Check all or any that apply)

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

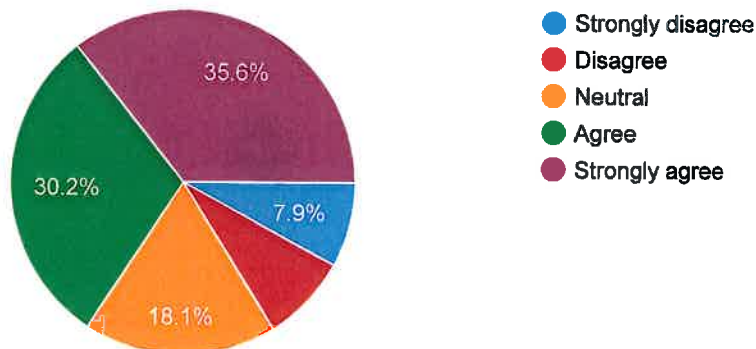
I was not treated with respect.

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

C. Experience with Plattsburgh City Police

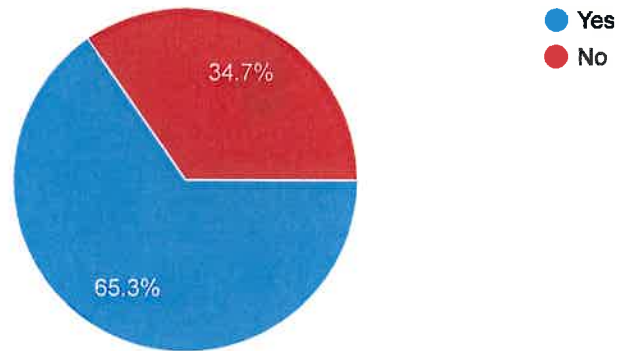
1. I trust the Plattsburgh City Police Department.

734 responses



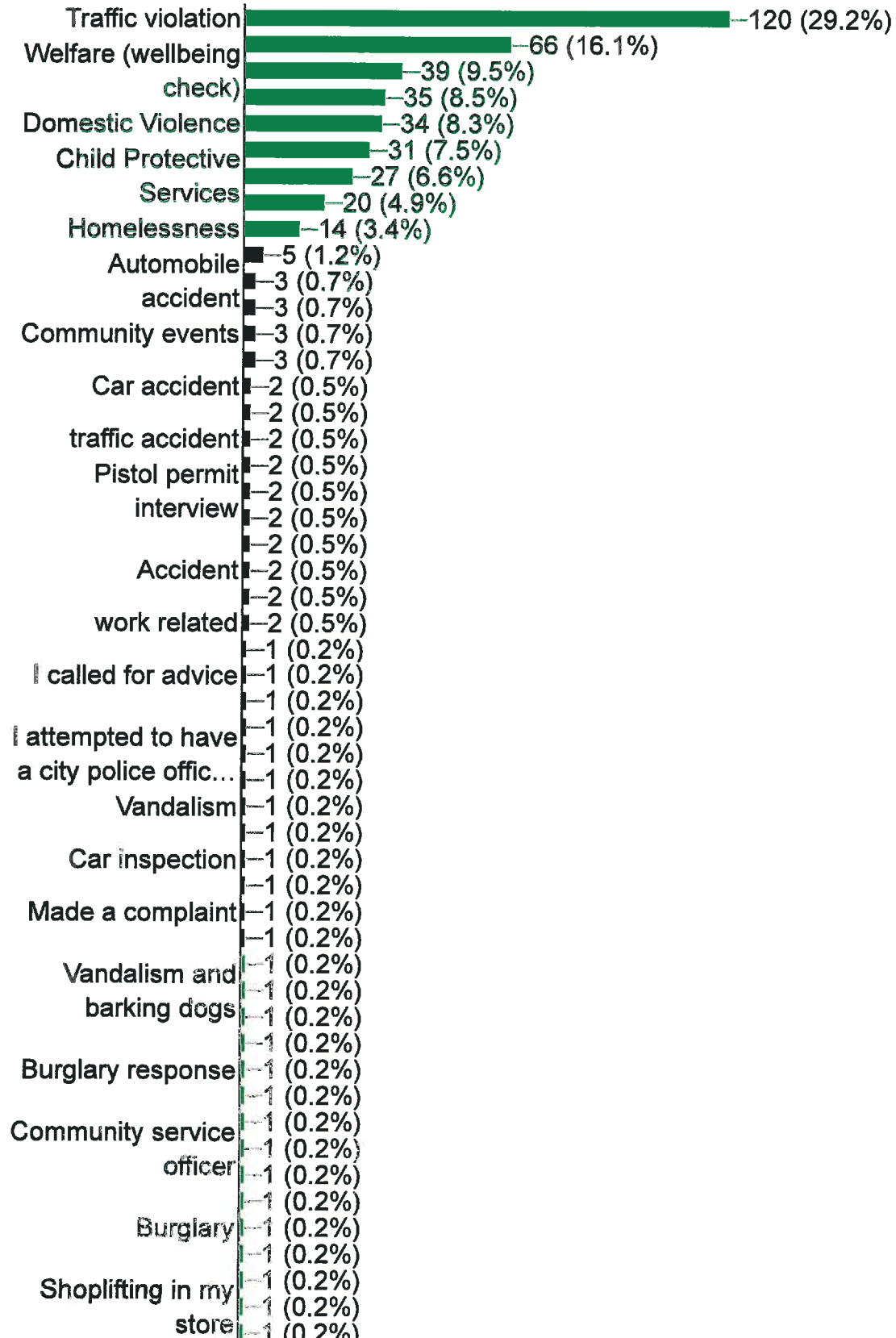
2. Have you had any contact with the Plattsburgh City Police in the last 3 years?

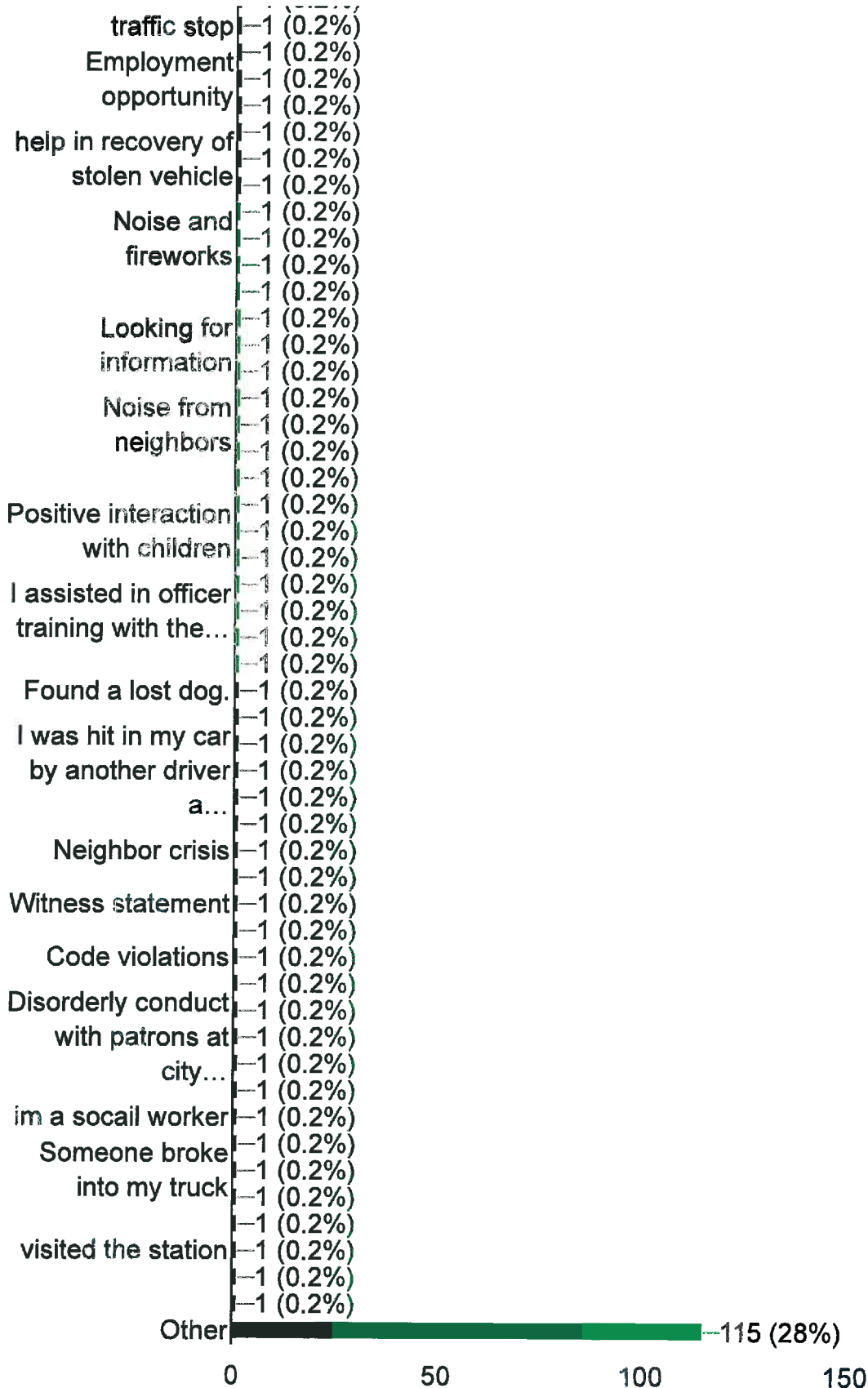
730 responses



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

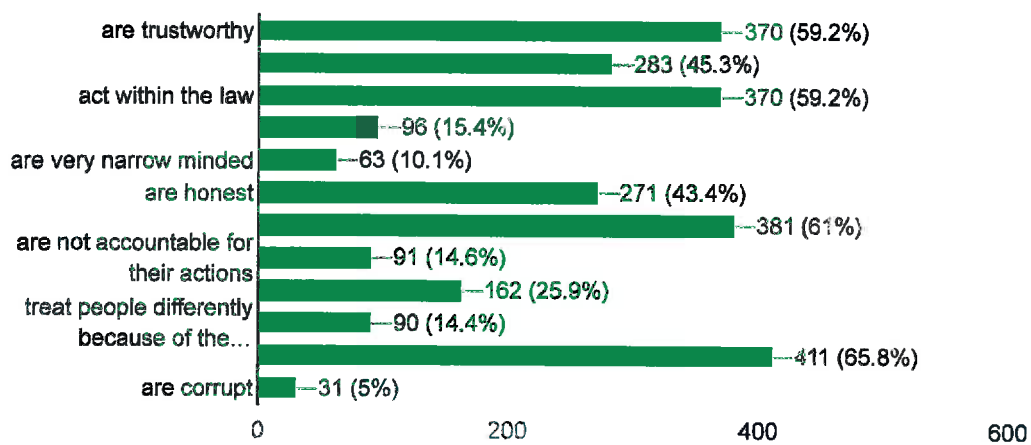
411 responses





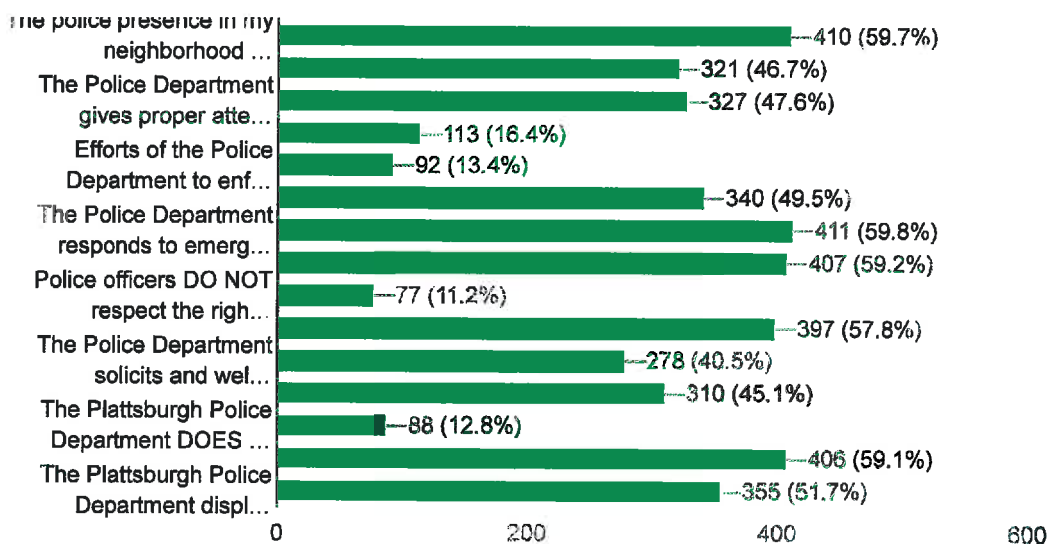
4. As a result of my interactions/experience with the Plattsburgh City Police Department I have concluded that the Plattsburgh City Police (please check all that apply):

625 responses



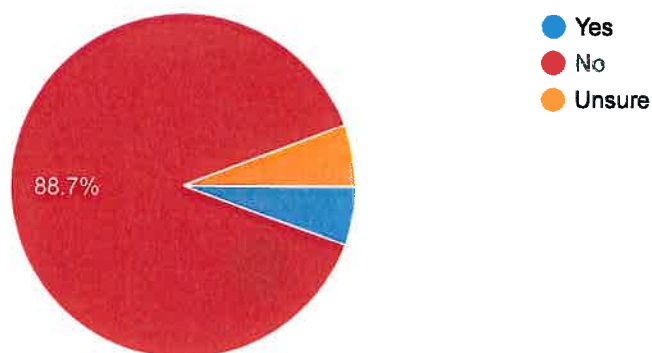
5. Please mark the boxes to the statements you agree to:

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

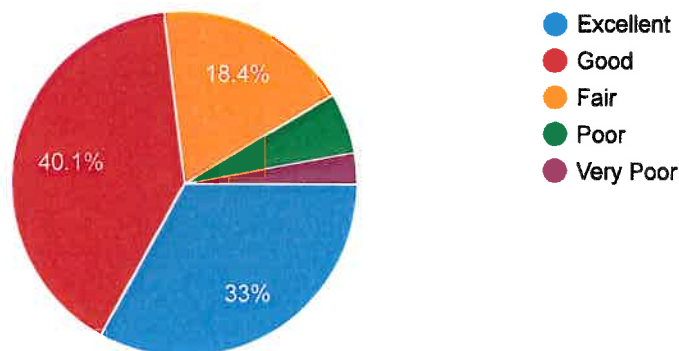
My answer's reflect the way the department is now run, not always so in the past.

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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Google Forms



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

October 19th – City Hall – 30 minute sessions

14 individuals were present sharing their thoughts

BIPOC & LGBTQIA+ Focus Group Sessions 12/14/2020

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

Of the 5 standard questions, the ones answered by members of the LGBTQIA+ 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.

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

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 4th and Friday, October 9th. 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
		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 22:19:54	Yes	Defund the police and keep them away from mental health patients
2/1/2021 23:11:38	Yes	Was consideration made toward joint campus/city police integrative training and response?
2/2/2021 6:19:31	Yes	Great recommendations
2/2/2021 11:16:21	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 12:12:13	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 12:38:01	Yes	
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 following 16 recommendations set forth by the panel. WHERE IN THE EO203 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>	<p>2/3/2021 7:57:47 Yes</p> <p>2/3/2021 12:23:12 Yes</p> <p>2/3/2021 13:23:56 Yes</p> <p>2/4/2021 8:16:43 Yes</p> <p>2/4/2021 15:06:18 Yes</p> <p>2/4/2021 18:52:47 Yes</p>
	<p>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.</p> <p>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.</p> <p>Defund Coumo, he is the largest danger to NYS</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.

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.

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.

Sincerely,

2/6/2021 17:45:24 Yes

/w/

2/7/2021 6:13:00 Yes		<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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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.

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.)?

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?

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.

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.5. No need to copy as nothing substantial to say except that I love this

2/8/2021 7:54:08 Yes

Email received by Amanda Buliris-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.

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.

General comments or questions:

- 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.
- 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?
- Are there important data you gathered through community conversations and surveys that led to these recommendations? A summary of data collected would provide context.

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 & Accountability." Possibly add additional headings so you can put some of the recommendations in their own group.

2/8/2021 10:52:03 Yes

(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)

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.

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.

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.

2/8/2021 10:58:53 Yes