

POLICE REFORM COLLABORATION



ACTING SHERIFF MICHAEL J. FILICETTI

Mission Statement

The Mission of the Niagara County Sheriff's Office is to secure for the people of Niagara County the conditions that will bring about and sustain the full measure of the benefits of citizenship in a democratic society of laws by safeguarding life and property, preserving the peace, preventing and detecting crime, enforcing the law, and protecting the rights of all citizens.



Vision Statement

The Niagara County Sheriff's Office shall provide the finest and most professional public safety services to the residents of and visitors to Niagara County. We will work in unison with the community and other law enforcement agencies. We shall demand of ourselves the highest standards of honesty and integrity as we uphold all laws for which we are responsible.

The Office of the Sheriff shall maintain a safe, secure and cost-effective jail that recognizes the dignity of all individuals, while adhering to all constitutional standards and regulatory guidelines.

We are committed to preventing crime and protecting life and property; preserving peace, order and safety; enforcing laws and ordinances and safeguarding constitutional guarantees. We recognize that our employees are our most valued assets and we recognize that diversity is strength.

By utilizing the most extensive education and technology available, the Office of the Sheriff will faithfully serve the people of Niagara County to the best of our ability with steadfast honor and dedication.



The Niagara County Sheriff's Office has proudly served the residents and visitors of Niagara County for the past 212 years. When reflecting on our humbled beginnings one thing is certain, the Office of Sheriff has a long and proud history of service to the people of Niagara County.



1810

The first Niagara County Jail was built in the Village of Buffalo, just north of the courthouse on Washington Street



1825

The First Jail/Courthouse was built on Niagara Street in Lockport after the redistricting of Erie and Niagara Counties in 1821



1842

A newly Niagara County Jail was constructed with an enclosed exercise yard and 32 cells, each measuring 4x10



1893

With the need for additional space, a new jail was constructed with 52 cells



1961

New regulations were set and a new jail was imminent. A new jail was constructed on Niagara Street Extension, the current home of the Sheriff's Office, consisting of 172 cells



1994

With additional space needed, an expansion was necessary. A state of the art "Pod System" was built onto the existing facility, increasing capacity from 216 to 453 beds



2020

The Niagara County Sheriff's Office and Correctional Facility as you see it today

In light of recent events of civil unrest throughout our nation, NYS Governor Andrew Cuomo issued Executive Order 203 on June 12, 2020. The executive order requires each local government to adopt a policing reform plan by April 1, 2021.

The Governor realizes that maintaining public safety is imperative and a primary function of government. This order requires law enforcement agencies to conduct a comprehensive review of police force deployments, strategies, policies, procedures, and practices. Law enforcement must conduct this review to ensure they are addressing the needs of the communities being served.

In order to prepare for this comprehensive review of the Niagara County Sheriff's Office, two studies were referenced and taken into consideration; "The President's Task Force on 21st Century Policing" and the "New York State Police Reform and Reinvention Collaborative".

THE PRESIDENT'S TASK FORCE ON
21ST CENTURY POLICING

NEW YORK STATE
POLICE REFORM
AND REINVENTION
COLLABORATIVE

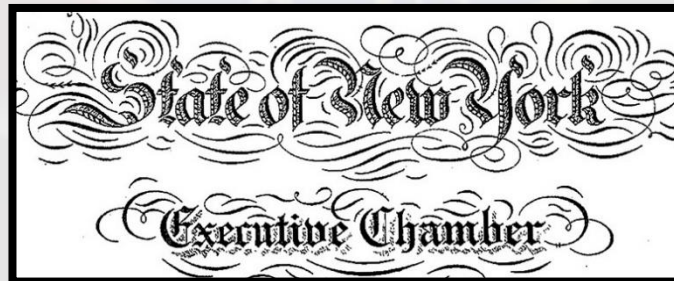
RESOURCES & GUIDE FOR
PUBLIC OFFICIALS AND CITIZENS

NEW YORK STATE EXECUTIVE ORDER 203

Each local government entity which has a police agency operating with police officers as defined under 1.20 of the criminal procedure law 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.

The political subdivision, in coordination with its police agency, must consult 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, and create a plan to adopt and implement the recommendations resulting from its review and consultation, including any modifications, modernizations, and innovations to its policing deployments, strategies, policies, procedures, and practices, tailored to the specific needs of the community and general promotion of improved police agency and community relationships based on trust, fairness, accountability, and transparency, and which seek to reduce any racial disparities in policing.

Such plan shall be offered for public comment to all citizens in the locality, and after consideration of such comments, shall be presented to the local legislative body in such political subdivision, which shall ratify or adopt such plan by local law or resolution, as appropriate, no later than April 1, 2021



DEPLOYMENTS



The Sheriff's Office Consists of Three Major Divisions:



CRIMINAL DIVISION



CORRECTIONS



COMMUNICATIONS

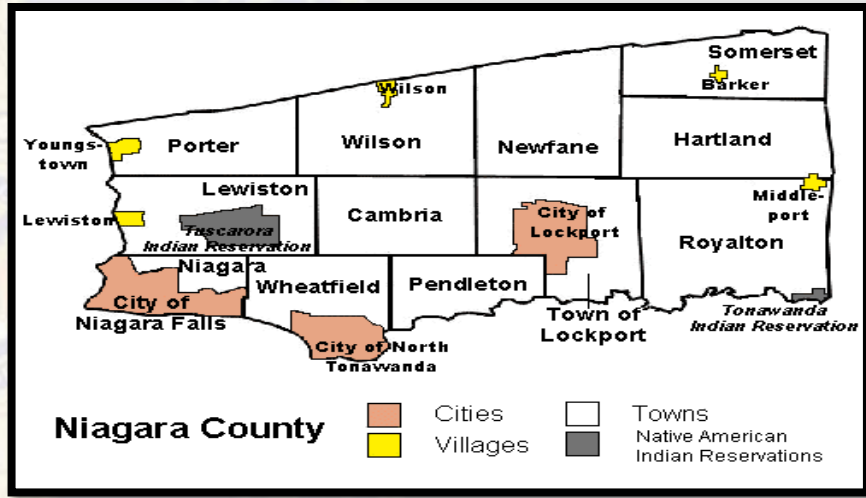
The Criminal Division contains Road Patrol, Investigations and Specialty Units:

Road Patrol

The Sheriff's Office regularly reviews staffing needs to ensure the appropriate distribution of patrol personnel.

Considerations for distribution include:

- 1. Geographical design of patrol areas
- 2. Volume of service calls
- 3. Officer safety
- 4. High crime areas
- 5. Hot spot policing



- Patrol areas are divided into 12 zones, including towns and villages outside the three major cities
- Minimum staffing is set for Officer safety



CRIMINAL INVESTIGATIONS

Criminal Investigation Bureau

- The Criminal Investigation Bureau is comprised of Criminal Investigators and Crime Scene Technicians
- Investigators are assigned to handle caseloads
- Crime Scene Technicians process crime scenes and log evidence

Drug Task Force

- Drug Task Force is comprised of Investigators who are assigned to handle drug cases throughout Niagara County.
- Partnership with other Law Enforcement Agencies



SPECIALTY UNITS / DIVISIONS

Special Services Division (Aviation/Marine/ATV/Snowmobile)

Aviation

- Call sign of County One
- Search and Rescue Missions
- Marihuana eradication efforts



ATV Patrol

- Deployed to target problematic areas



Marine Patrol

- Coordinate Marine Patrols
 - ✓ Lake Ontario
 - ✓ Niagara River
 - ✓ Erie Canal



Snowmobile Patrol

- Deployed to targeted problem areas on Snow Trails



SPECIALTY UNITS / DIVISIONS (Cont.)

Canine Division

- Three full-time working canines are assigned to patrol areas
- Narcotic and accelerant detection certified



Civil Division

- Eviction notices
- Subpoena Services
- Official Document Service



Community Services

- Liaison to community organizations
- ALL-STAR program
- Explorer Post

Warrants

- Execute arrest warrants issued by local Judges



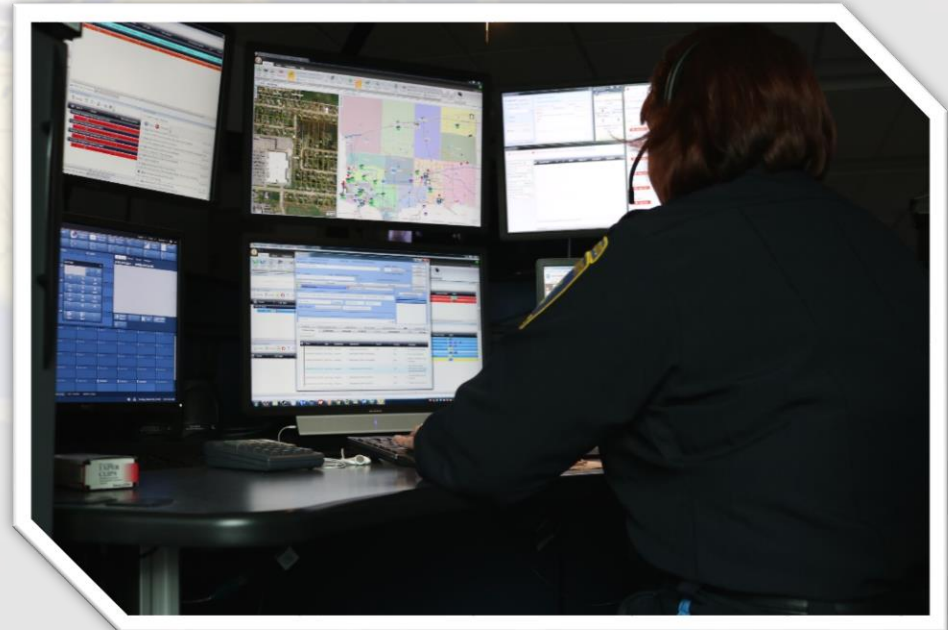
CORRECTIONS DIVISION

- The Niagara County Correctional Facility is the largest division at the Sheriff's Office
- Staffing plan for the Correctional Facility is set by the New York State Commission of Corrections (SCOC)
- Correction Officers maintain order within the facility and protect incarcerated persons



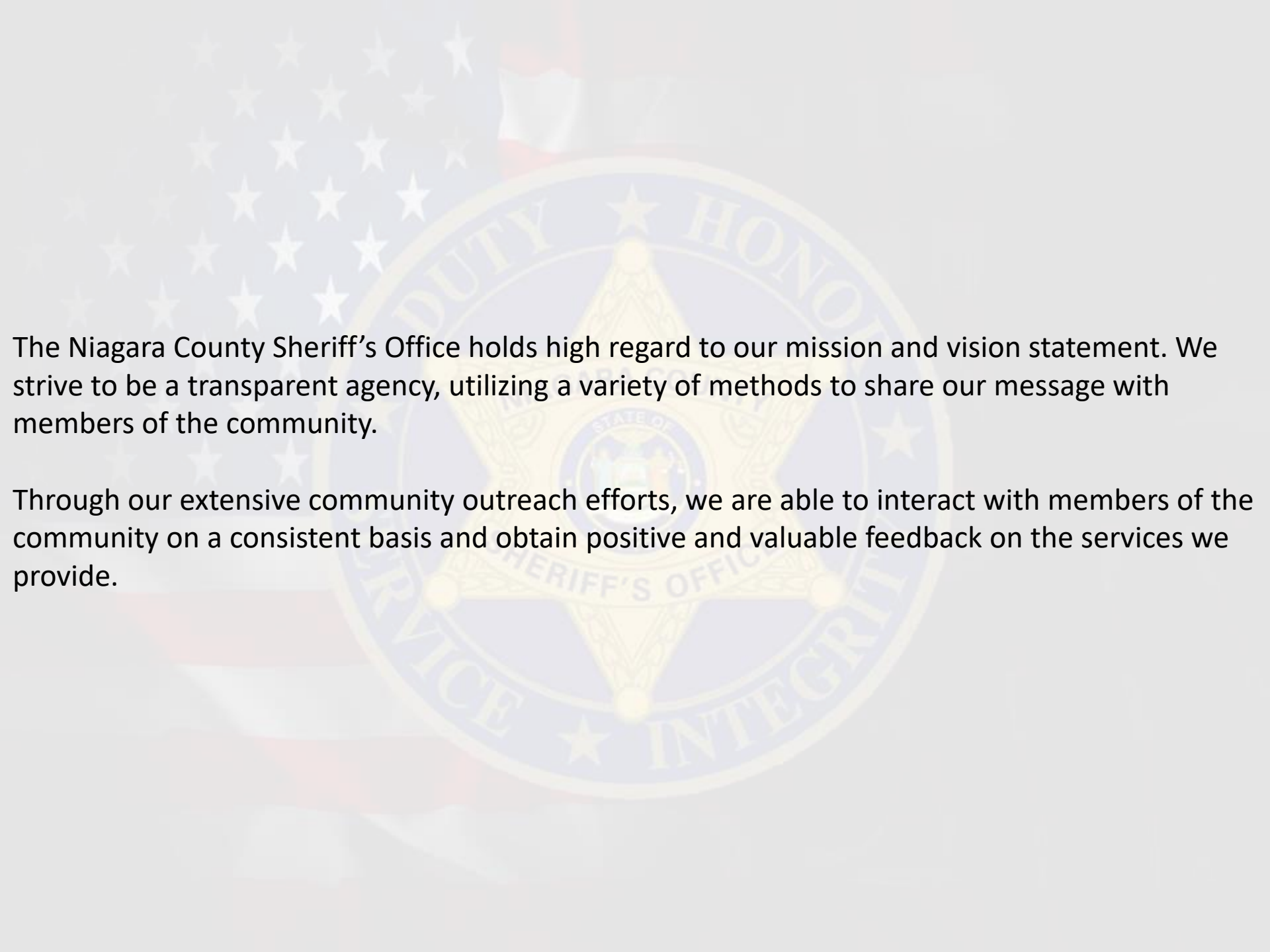
COMMUNICATIONS DIVISION

- The Niagara County Sheriff's Office Communications Division is an essential component for public safety in Niagara County
- All members of the communications staff are certified Emergency Medical Dispatchers
- The Sheriff's Office Communications Division is only one of 14 county public safety answering points across New York State to be accredited by the New York State Sheriffs' Association
- In 2019 the Communications Division fielded over 308,427 phone calls and dispatched 155,650 calls for service to law enforcement and first responders across Niagara County



STRATEGIES



The background of the slide features a large, semi-transparent seal of the Niagara County Sheriff's Office. The seal is circular and contains a five-pointed star in the center. The words "DUTY" and "HONOR" are written along the top arc of the seal, and "SERVICE" and "INTEGRITY" are written along the bottom arc. The words "STATE OF NEW YORK" and "SHERIFF'S OFFICE" are also visible within the seal's design. Behind the seal, a portion of the American flag is visible, showing the stars and stripes.

The Niagara County Sheriff's Office holds high regard to our mission and vision statement. We strive to be a transparent agency, utilizing a variety of methods to share our message with members of the community.

Through our extensive community outreach efforts, we are able to interact with members of the community on a consistent basis and obtain positive and valuable feedback on the services we provide.

The Niagara County Sheriff's Office has a proud tradition of honor, integrity and professionalism. The Sheriff's Office has always adapted to better serve the needs of our communities. We take great pride in our service and will continue to evaluate our efforts to ensure the highest level of service the community deserves is provided.

The Niagara County Sheriff's Office is an accredited law enforcement agency through the New York State Division of Criminal Justice Services (DCJS). Accreditation is a progressive and contemporary way of helping police agencies evaluate and improve their overall performance. It provides formal recognition that an organization meets or exceeds general expectations of quality in the field. Accreditation acknowledges the implementation of policies that are conceptually sound and operationally effective.

The New York State program became operational in 1989 and encompasses four principle goals:

1. To increase the effectiveness and efficiency of law enforcement agencies utilizing existing personnel, equipment and facilities to the extent possible;
2. To promote increased cooperation and coordination among law enforcement agencies and other agencies of the criminal justice services;
3. To ensure the appropriate training of law enforcement personnel; and
4. To promote public confidence in law enforcement agencies.

The Niagara County Sheriff's Office is accredited in Law Enforcement, Communications, Corrections, Civil and Forensic Laboratory.



Community Policing

- Deputies and staff seek ways to become part of the community in which they serve
- Attend events
- Building Bridges Initiative
- Birthday Parades
- Visit schools and speak with youth
- Explorer Post
- Niagara County Fair
- Citizens Police Academy



Crime Prevention

- Hold community events to discuss safety tips
- Attend Neighborhood Watch group meetings
- Implemented Nextdoor, a collaborative virtual neighborhood watch group for Niagara County (NCSO was first to sign on in NYS)
- Public Service Announcements

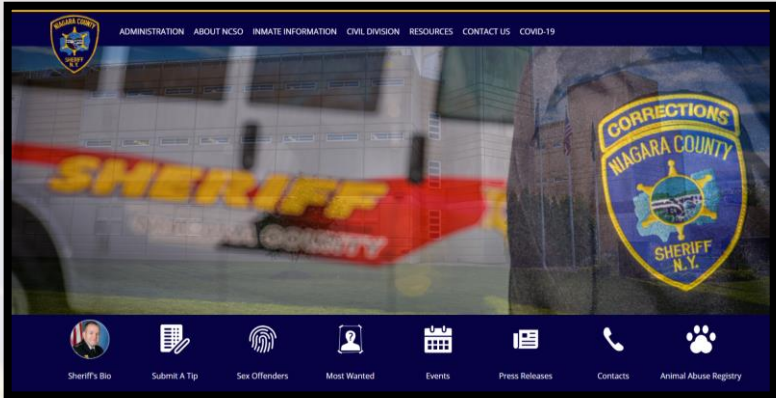
Social Media

- Facebook (over 36,000 followers)
- Twitter (over 4,000 followers)
- Instagram (over 1,800 followers)
- YouTube (over 421 subscribers)



Website

- www.NiagaraSheriff.com
- Overview of functions at the Sheriff's Office
- Citizen Comment Form
- Submit a Tip
- Offender Watch program
- Animal Abuse Registry
- Inmate Information



NY-ALERT

- www.Alert.NY.gov
- Subscribe to receive critical information and emergency alerts

Niagara County Sheriff's Office Mobile App

- Niagara County Sheriff
- Free App for Apple and Android Devices
- Submit a Tip
- Inmate Search
- Sex Offender Notifications
- Push Notifications



FEATURES

- NEWS / EVENTS
- SUBMIT A TIP
- ACTIVE WARRANTS
- PUSH NOTIFICATIONS

NOW AVAILABLE

THE SHERIFF APP.COM

TO GET THESE FEATURES & MORE DOWNLOAD FOR FREE!

OffenderWatch®

- Nation's leading registered sex offender management and community notification tool
- Monitors whereabouts of offenders
- Partnerships with school districts
- Available on our website and mobile app



Body and Fleet Camera Program

- Mandatory wear policy
- Deputies capture video when interacting with public
- Correction Officers capture video throughout the Correctional Facility
- Marked patrol fleet equipped with front and rear cameras



Body Camera



Front/Rear Fleet Camera

Victim Assistance Unit

- Provides comprehensive, specialized services that are tailored to the specific needs of crime victims
- Advocates assist crime victims with navigating the Criminal Justice System
- The Victim Assistance Unit does not discriminate on the basis of race, color, national origin, sex, sexual orientation, gender identity, disability, age, immigration status or having a criminal record.

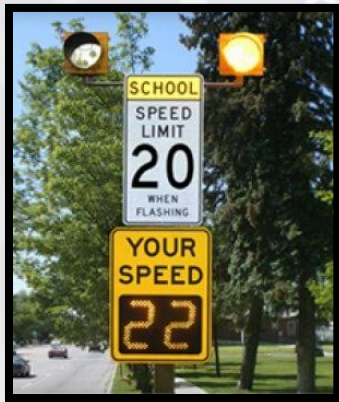
Niagara County Correctional Facility Programs

- Offers a variety of programs in partnership with multiple agencies
- BOCES- Job Readiness Programs
 - Culinary
 - Computer and Office Skills
 - Customer Service Training
 - Carpentry
 - Small Engine Repair
 - Landscaping
- Best Self Behavioral Health
 - Substance Abuse education, peer support and discharge planning
 - Medication Assisted Treatment (MAT)
- Good News Jail and Prison Ministry



Drug Task Force Operational Planning

- Response to neighborhood drug concerns
- Confidential Informants
- Investigation of overdose cases
- Confidential Tips



Targeted Patrol Enforcement

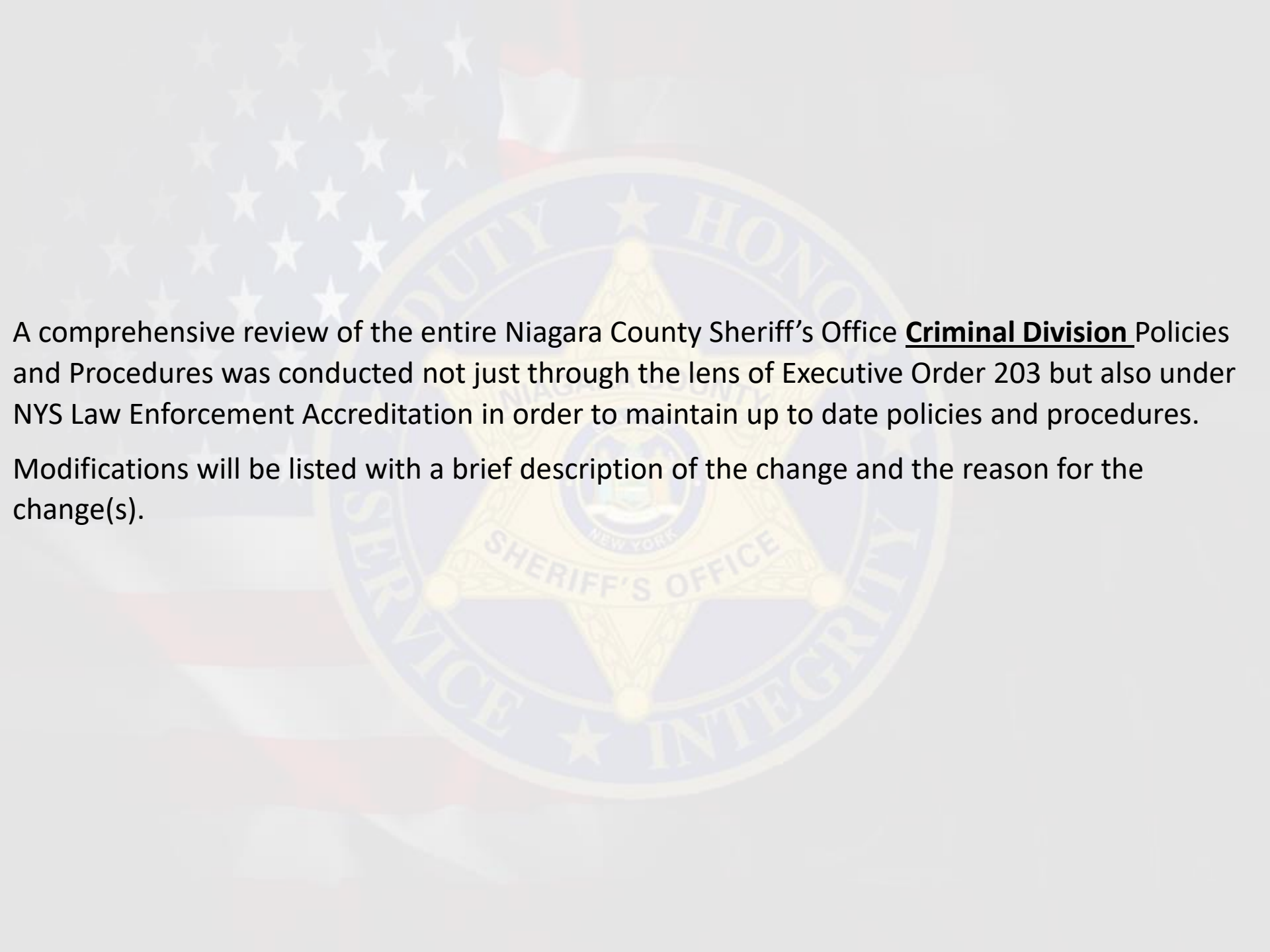
- Traffic complaints
- Areas with known drug and criminal activity
- Areas with increased accidents
- School Zone / School Bus Stops

Transparency- How We Communicate With Communities

- Website
- Mobile App
- Social Media
- Press Releases
- NY-Alert
- Nextdoor

POLICIES & PROCEDURES



The background of the slide features a faded American flag on the left and the official seal of the Niagara County Sheriff's Office on the right. The seal is a five-pointed star with a central emblem depicting a landscape with a sun, water, and mountains. The words "DUTY HONOR" are at the top, "SERVICE INTEGRITY" are at the bottom, and "SHERIFF'S OFFICE NEW YORK" is written across the center of the star.

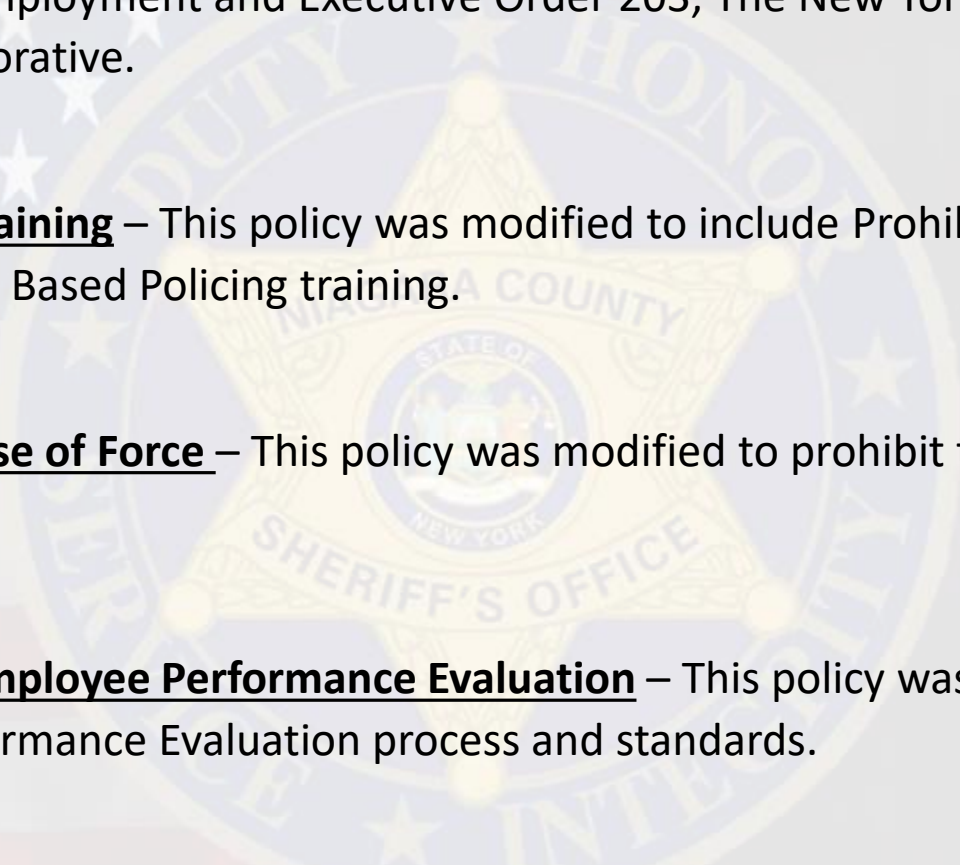
A comprehensive review of the entire Niagara County Sheriff's Office **Criminal Division** Policies and Procedures was conducted not just through the lens of Executive Order 203 but also under NYS Law Enforcement Accreditation in order to maintain up to date policies and procedures. Modifications will be listed with a brief description of the change and the reason for the change(s).

General Order 139B; Community Relations – This policy was reviewed to ensure compliance with accreditation standards as well as NYS Executive Order 203.

General Order 146; Professional Standards – the original policy was reviewed to ensure compliance with accreditation standards as well as NYS Executive Order 203.

General Order 201E; Recruitment, Selection and Appointment – this policy was modified to include participation in any potential committee(s) that facilitate the recruitment of minority hiring initiatives.

General Order 202B Promotions - this policy was modified to include a Promotional Candidate's race, ethnicity, color, national origin, ancestry, religion, disability, gender, gender identity, sexual orientation, marital status, parental status, military discharge status, financial status, or lawful source of income will not be considered during selection process.

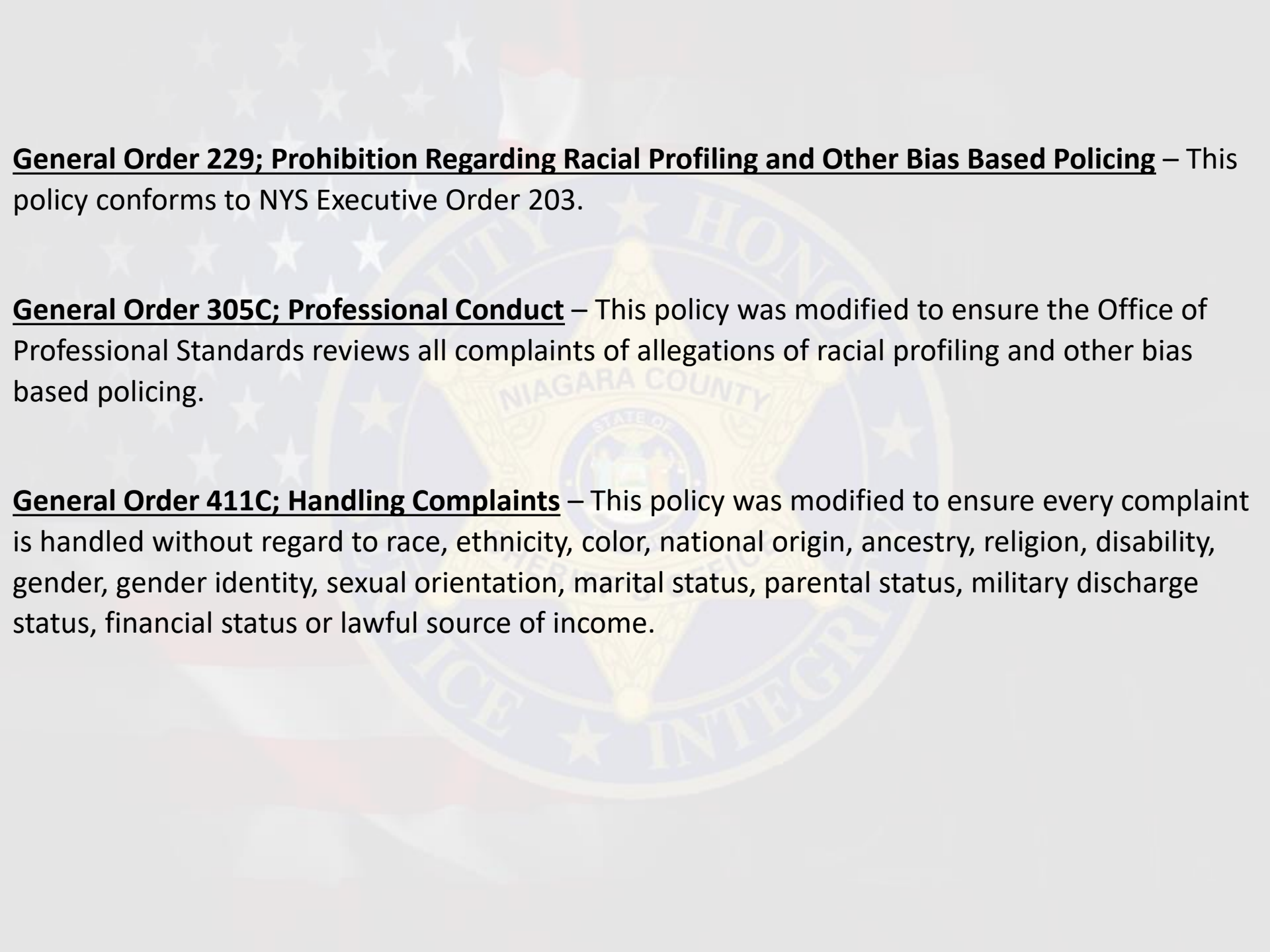


General Order 206A; Affirmative Action – This policy was modified to include a person’s sexual orientation for equal employment and Executive Order 203, The New York State Police Reform and Reinvention Collaborative.

General Order 207C; Training – This policy was modified to include Prohibition Regarding Racial Profiling and Other Bias Based Policing training.

General Order 209D; Use of Force – This policy was modified to prohibit the use of chokeholds or similar restraints.

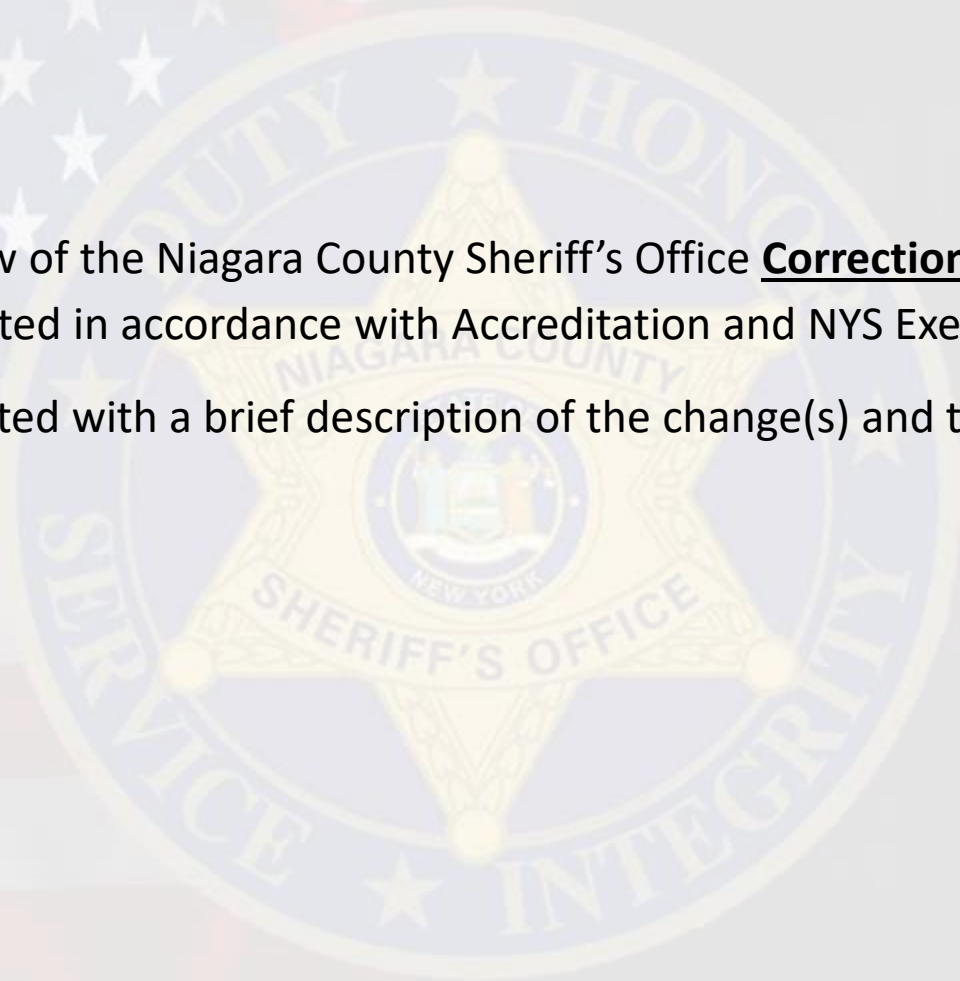
General Order 217C; Employee Performance Evaluation – This policy was modified to reflect current Employee Performance Evaluation process and standards.



General Order 229; Prohibition Regarding Racial Profiling and Other Bias Based Policing – This policy conforms to NYS Executive Order 203.

General Order 305C; Professional Conduct – This policy was modified to ensure the Office of Professional Standards reviews all complaints of allegations of racial profiling and other bias based policing.

General Order 411C; Handling Complaints – This policy was modified to ensure every complaint is handled without regard to race, ethnicity, color, national origin, ancestry, religion, disability, gender, gender identity, sexual orientation, marital status, parental status, military discharge status, financial status or lawful source of income.



A comprehensive review of the Niagara County Sheriff's Office **Corrections Division** Policies and Procedures was conducted in accordance with Accreditation and NYS Executive Order 203. Modifications will be listed with a brief description of the change(s) and the reason for the change(s).

1001A Recruitment, Selection and Appointment of Correction Officers – this policy was modified to include participation in any potential committee(s) that facilitate the recruitment of minority hiring initiatives.

1008 Prohibition Regarding Racial Profiling/Bias Based Corrections – This policy conforms to NYS Executive Order 203.

1051 Community Services – this was an entirely new policy to codify current practices into policy in light of EO 203.

1113B Physical Force – Use of – This policy was modified to prohibit the use of chokeholds or similar restraints.

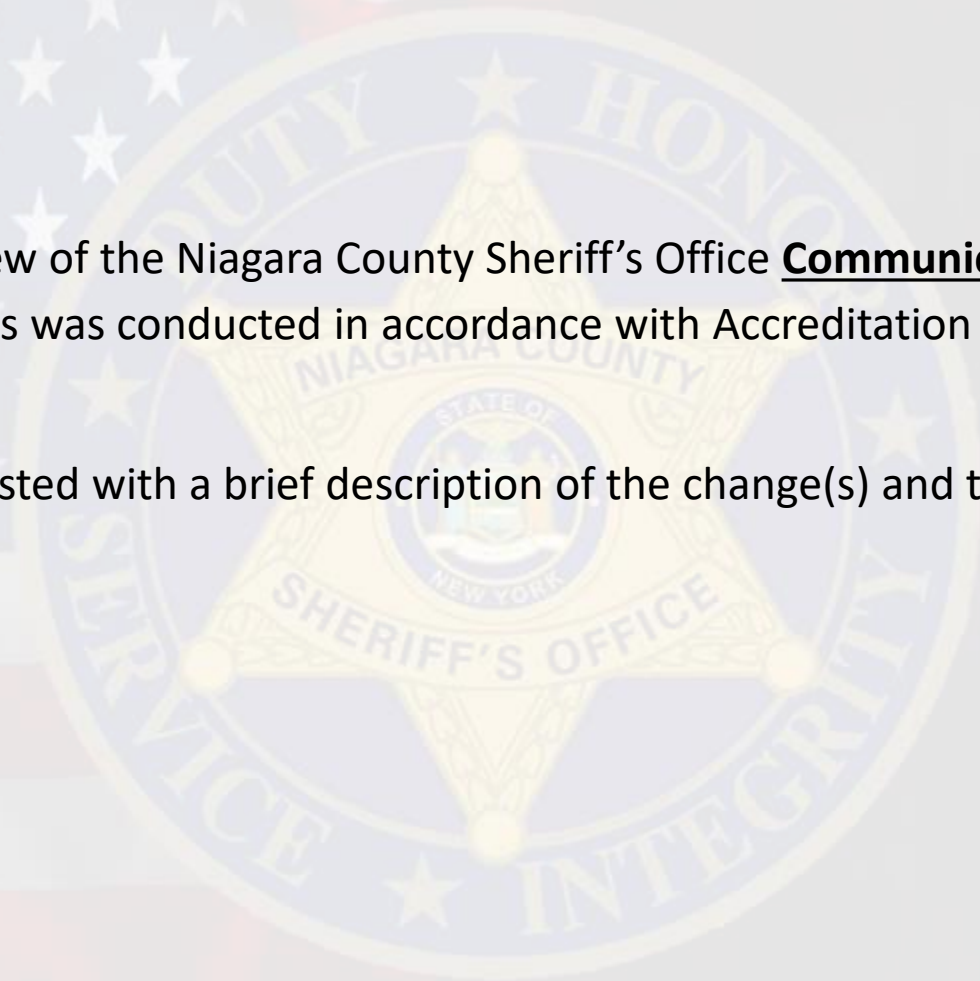
1159 A Restraint Chair – this policy was updated to require constant supervision of any inmate placed in the restraint chair. Also decreased the amount of time (2 hours from 4 hours) before a supervisor must document reasons for continued restraint.

1177A Punitive Segregation – this policy changed in order to comply with SCOC Minimum Standards Part 7075 (Inmate Confinement and Deprivation) requirements.

1183A Reportable Incidents – this policy was changed because the requirements in SCOC Minimum Standards Part 7022 (Reportable Incidents) changed.

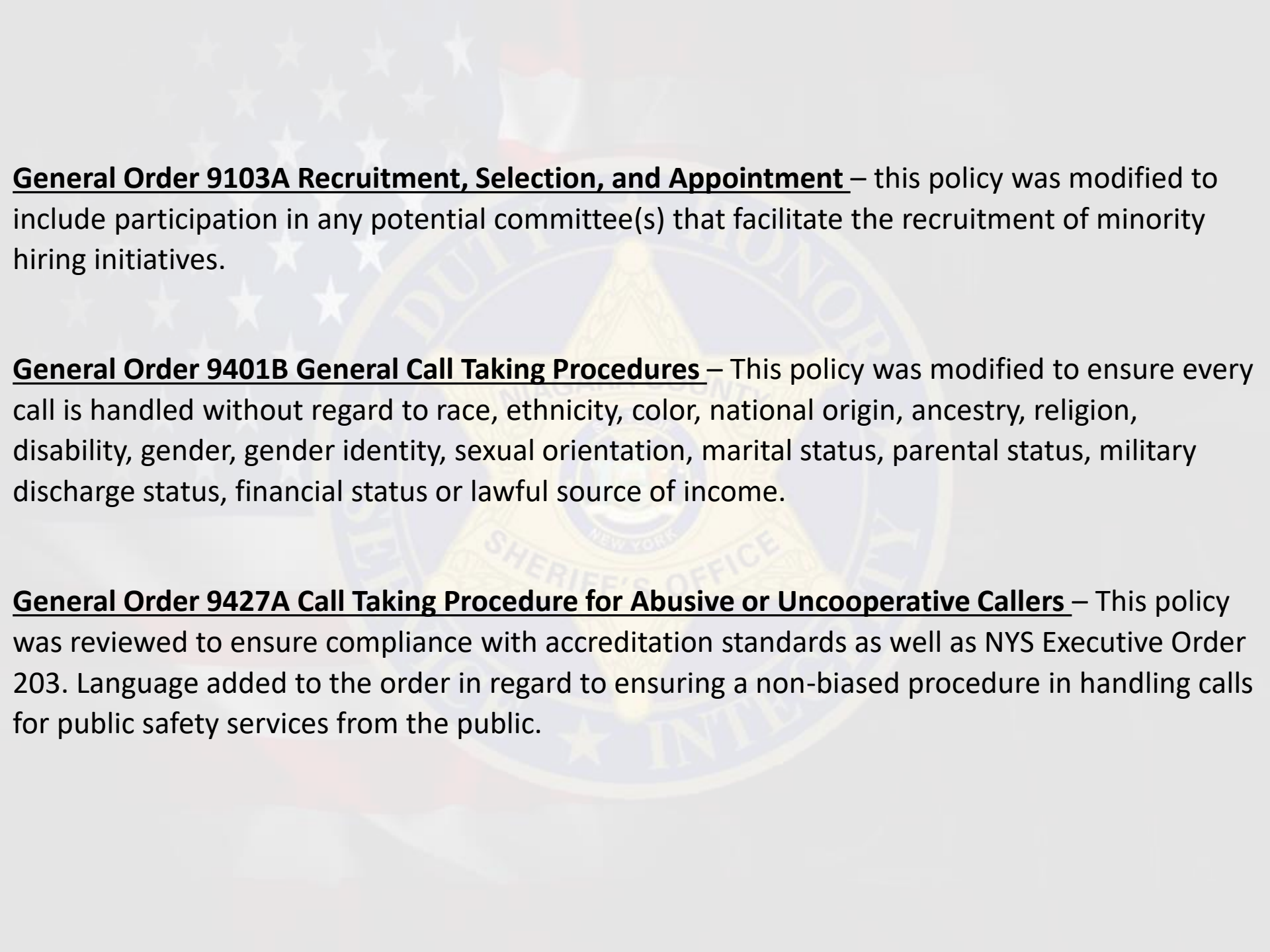
1192 Officer Video Recording System – this was an entirely new policy to codify current practices into policy in light of EO 203.

1194 Crisis Intervention Team – this was an entirely new policy to codify current practices into policy in light of EO 203.



A comprehensive review of the Niagara County Sheriff's Office **Communications Division** Policies and Procedures was conducted in accordance with Accreditation and NYS Executive Order 203.

Modifications will be listed with a brief description of the change(s) and the reason for the change(s).



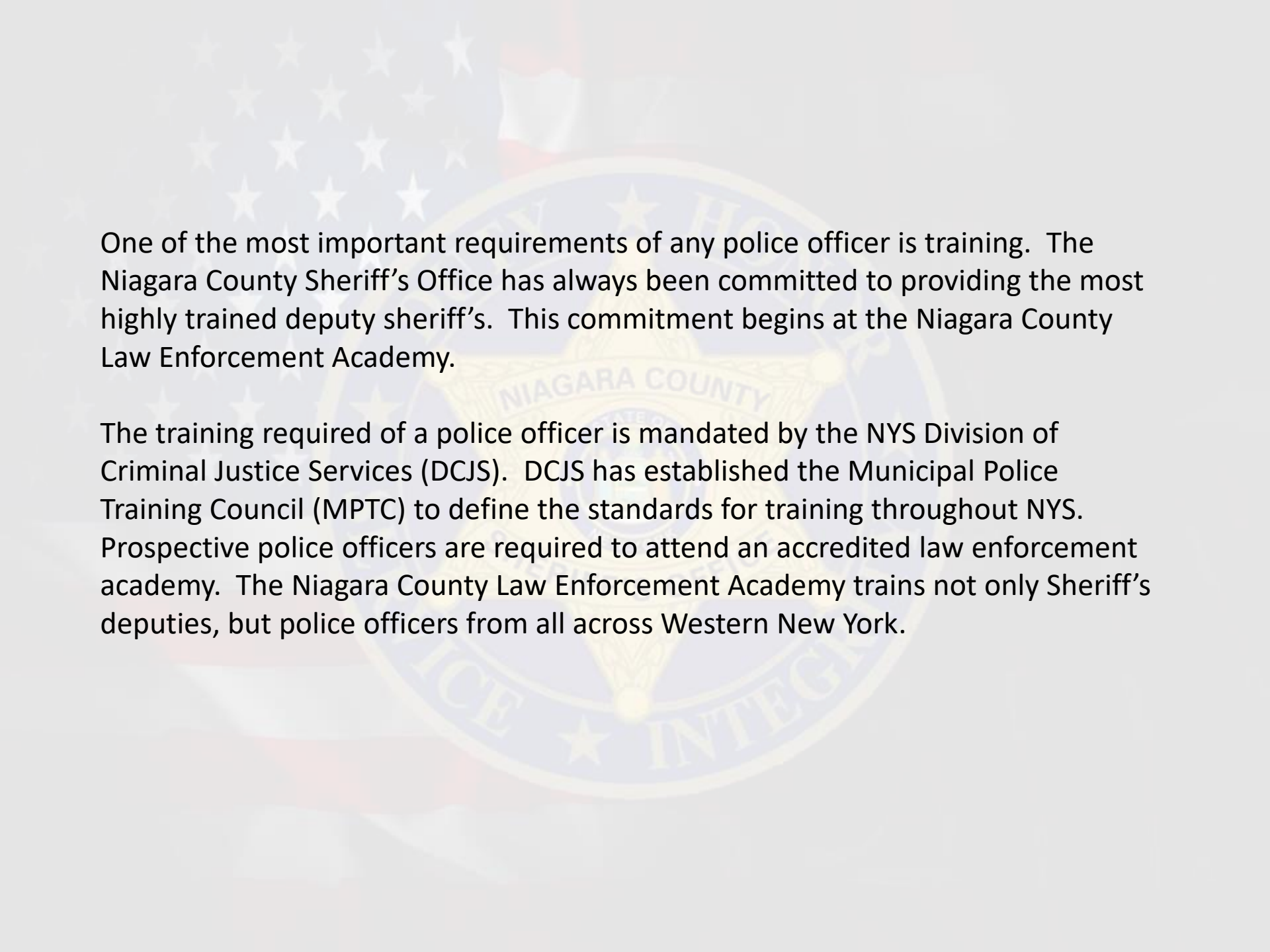
General Order 9103A Recruitment, Selection, and Appointment – this policy was modified to include participation in any potential committee(s) that facilitate the recruitment of minority hiring initiatives.

General Order 9401B General Call Taking Procedures – This policy was modified to ensure every call is handled without regard to race, ethnicity, color, national origin, ancestry, religion, disability, gender, gender identity, sexual orientation, marital status, parental status, military discharge status, financial status or lawful source of income.

General Order 9427A Call Taking Procedure for Abusive or Uncooperative Callers – This policy was reviewed to ensure compliance with accreditation standards as well as NYS Executive Order 203. Language added to the order in regard to ensuring a non-biased procedure in handling calls for public safety services from the public.

PRACTICES





One of the most important requirements of any police officer is training. The Niagara County Sheriff's Office has always been committed to providing the most highly trained deputy sheriff's. This commitment begins at the Niagara County Law Enforcement Academy.

The training required of a police officer is mandated by the NYS Division of Criminal Justice Services (DCJS). DCJS has established the Municipal Police Training Council (MPTC) to define the standards for training throughout NYS. Prospective police officers are required to attend an accredited law enforcement academy. The Niagara County Law Enforcement Academy trains not only Sheriff's deputies, but police officers from all across Western New York.

Niagara County Law Enforcement Academy

- Basic Course for Police Officers and Correction Officers
- Coordinates training opportunities
- Assists with department in-service training and scheduling



In-Service Training

- Requires all sworn personnel, both full and part-time, receive at least 24 hours of training hours annually
- This includes, at a minimum, firearms training, legal updates, a review of use of force, suicide prevention, CPR/AED and First Aid and Bias Training
- Training includes classroom training, roll call (briefing) or video presentation
- Participants must demonstrate proficiencies established by the Sheriff and DCJS Standards

Department Training

- Training provided to achieve specialized skills to further their career and advancement
- Crisis Negotiation Training, Crisis Intervention Training
- Required Certifications by employees in CPR/AED, Firearms, Emergency Medical Dispatch

Continuing Education

- Training opportunities are hosted by NCSO or outside agencies
- Enhance skills
- Receive training in specialized fields

Field Training Program

- Extension of academy training, transition from theory and role play to conditions of the job
- Field training program is a minimum of 12 weeks and performed by a certified FTO
- Correction Officer Training Program is 80 hours and accompanied and supervised by a CTO
- Communications Training Program is 21-24 weeks and includes EMD certification
- Officer/Personnel is not ready for solo patrol until such training is satisfactorily completed
- Daily written evaluations, Performance criteria, Observed interactions with the public



Community Outreach

- Social Media
- Community Services Unit
- Participate in Community Events
- Recruitment Efforts

Crisis Intervention Team

- Trained officers to recognize emotionally distressed individuals in a variety of situations in the community and Correctional Facility
- Ensures the safety of the community and the emotionally distressed individual
- Facilitate an appropriate outcome for the emotionally distressed individual so assistance is rendered

Corrections Emergency Response Team (C.E.R.T.)

- Team of specially trained Correction Officers
- Responsible for regaining control of violent, dangerous and or non compliant inmates
- Ensures the safety of inmates and staff within the Correctional Facility

Emergency Response Team (E.R.T.)

- New York State Division of Criminal Justice Services Accredited Team
- Team of specially trained tactical officers
- Responsible for handling critical, high risk situations
- Protect life and property to resolve incidents safely

Crisis Negotiation Team

- Team of skilled and trained officers
- Activated during critical incidents where
- Team members work to find peaceful resolutions to:
 - persons who are armed
 - looking to harm themselves or others
 - holding others against their will
 - Barricaded



Law Enforcement Assisted Diversion (L.E.A.D.)

- Law Enforcement Assisted Diversion (L.E.A.D.) is a community-based diversion approach with the goals of improving public safety and public order, and reducing unnecessary justice system involvement of people who participate in the program.
 - Training will begin in October of 2020



Citizen Comment Form

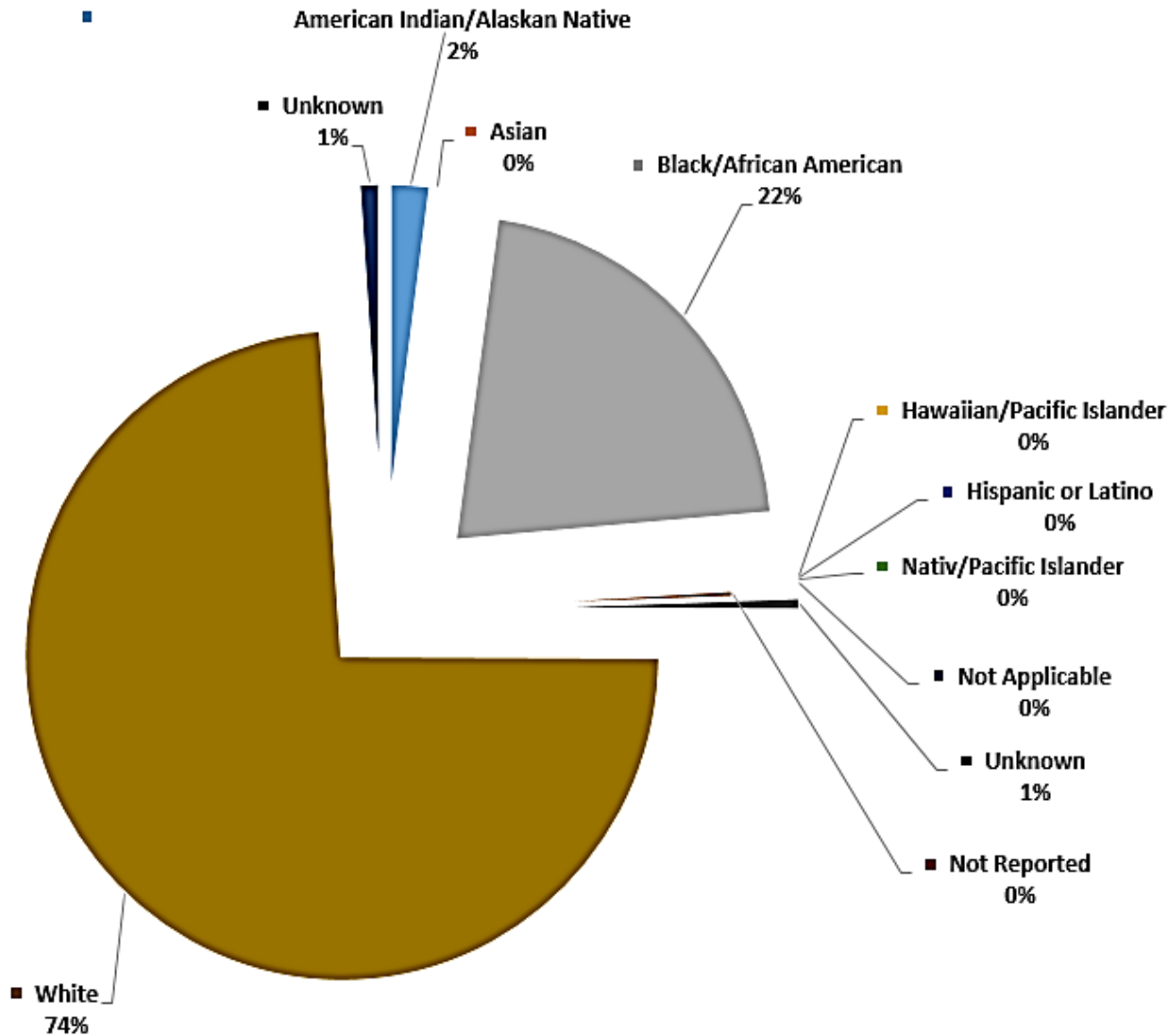
- Allows citizens the opportunity to share positive comments as well as alleged misconduct by members of NCSO
- All comments of misconduct are thoroughly reviewed and investigated
- Available on website and mobile app
- <https://www.niagarasheriff.com/citizenComments>



Use of Force Review Process

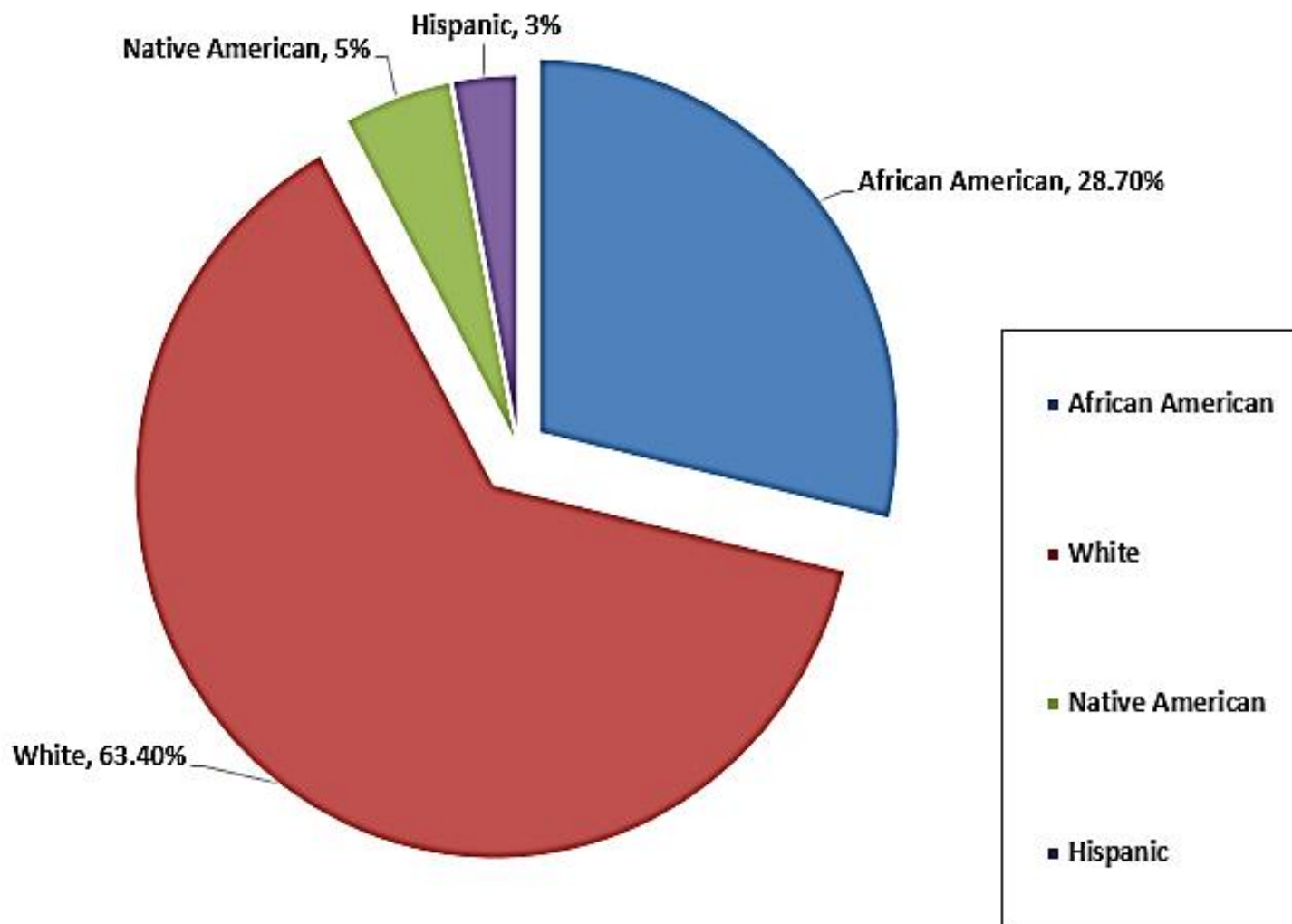
- Established review process for all incidents of Use of Force
- Departmental Use of Force Reports are required by all NCSO personnel
- NCSO Retains all Use of Force Incidents indefinitely in a dedicated computer database
- Administrative personnel can generate reports and set parameters to receive notifications on specific officers who may have more incidents of force than others.

NCSO Arrest by Race 2020



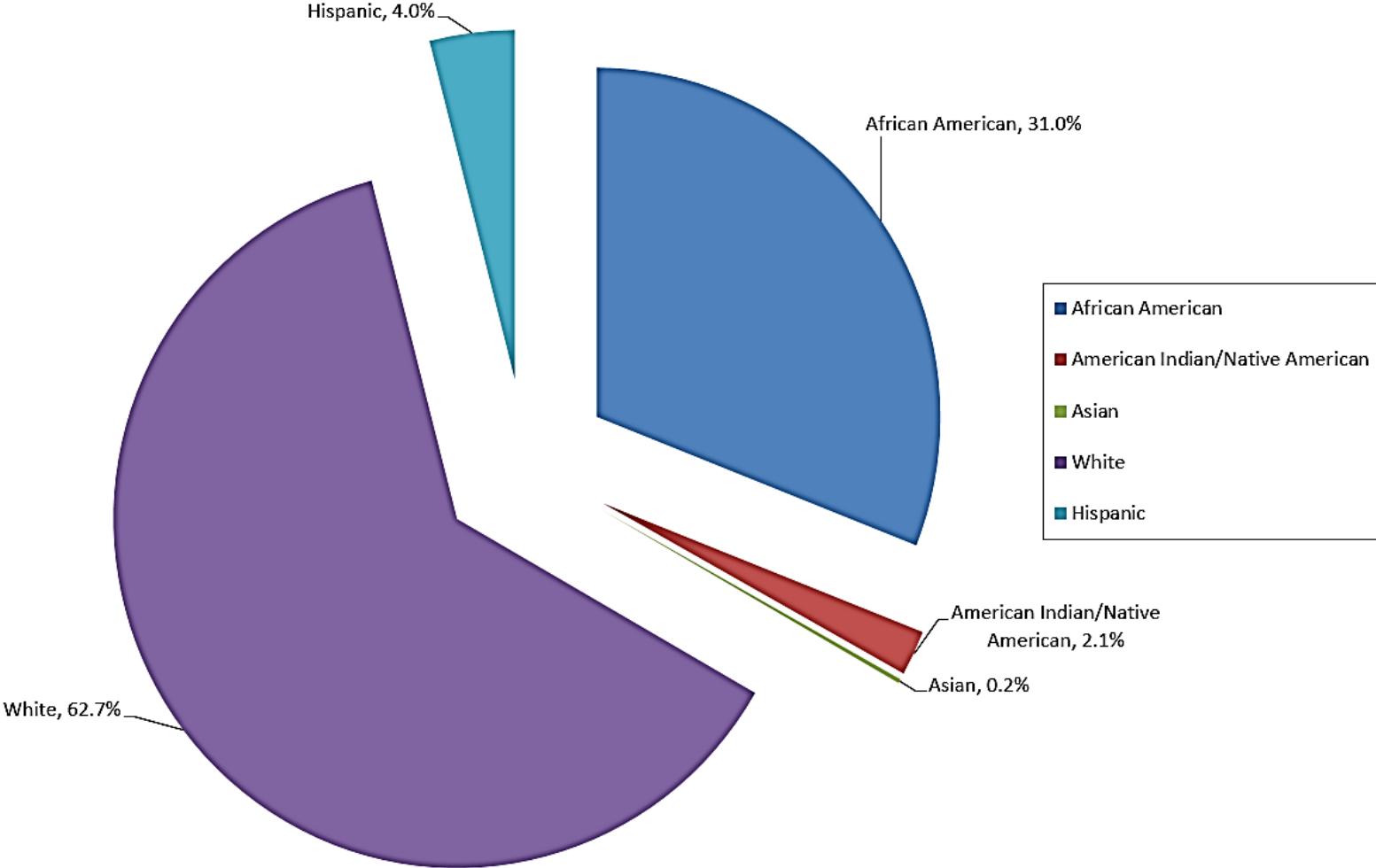
- American Indian/Alaskan Native
- Asian
- Black/African American
- Hawaiian/Pacific Islander
- Hispanic or Latino
- Nativ/Pacific Islander
- Not Applicable
- Not Reported
- Unknown
- White
- Unknown

**Criminal Division
Use of Force by Subject's Race
2020**

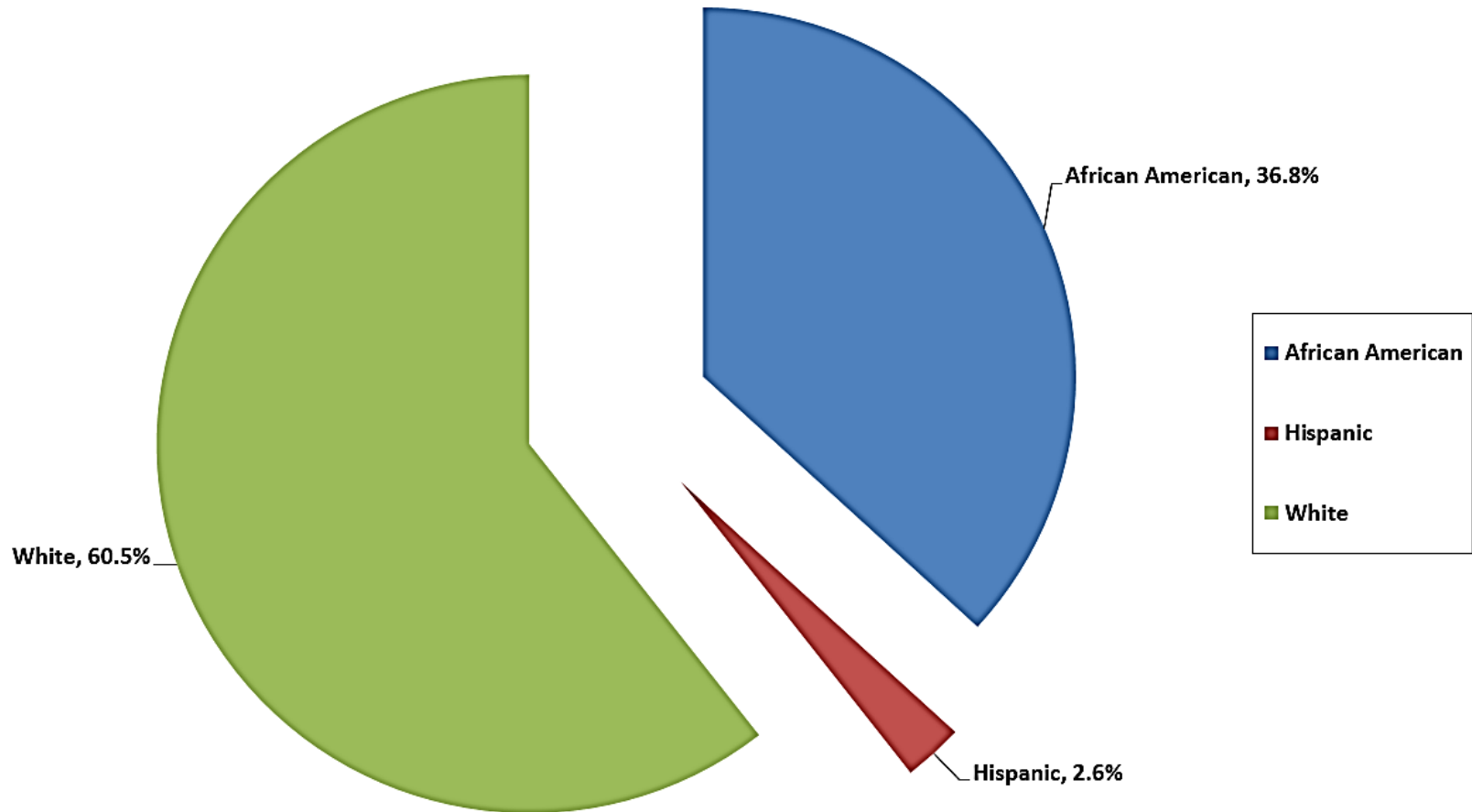


NIAGARA COUNTY CORRECTIONAL FACILITY
USE OF FORCE STATISTICS

2020 NCCF Census Data

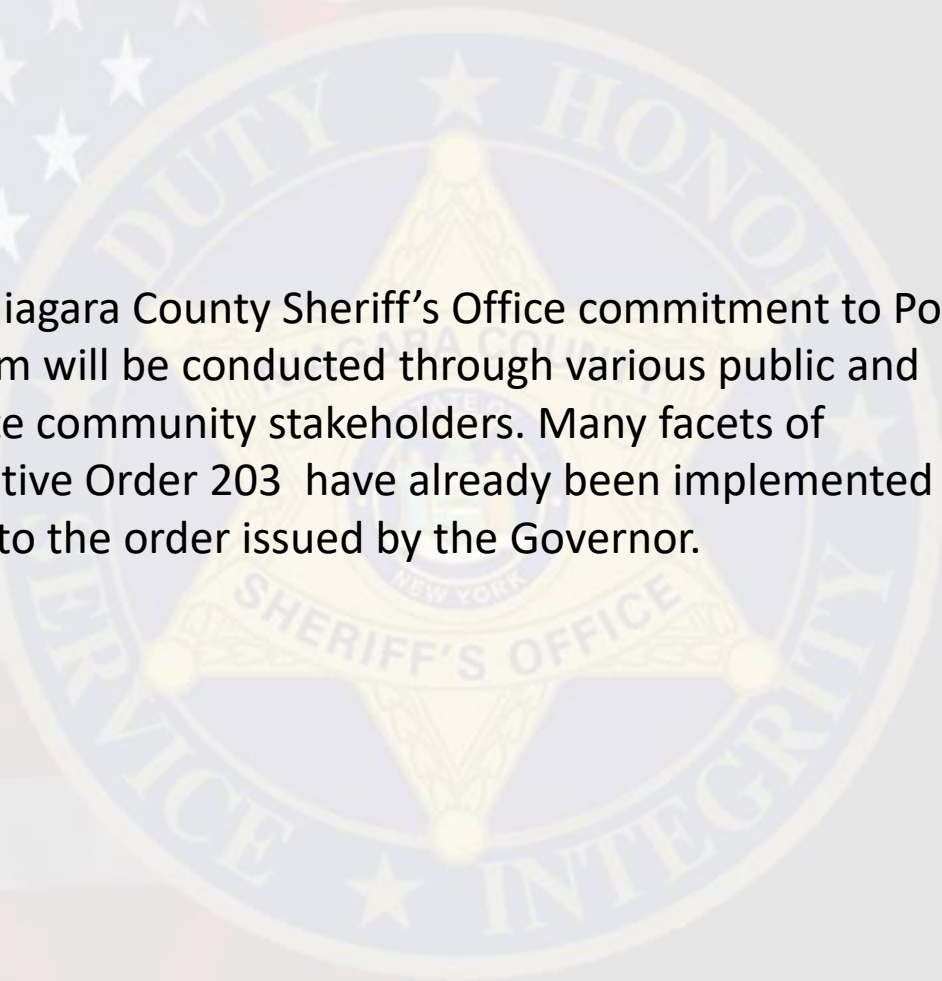


**Corrections Division
Use of Force By Subject's Race
2020**



COMMITMENTS



The seal of the Niagara County Sheriff's Office is centered in the background. It features a five-pointed star with a central emblem, surrounded by a circular border containing the words "DUTY HONOR" at the top and "SERVICE INTEGRITY" at the bottom. The words "SHERIFF'S OFFICE" and "NEW YORK" are also visible within the seal's design.

The Niagara County Sheriff's Office commitment to Police Reform will be conducted through various public and private community stakeholders. Many facets of Executive Order 203 have already been implemented prior to the order issued by the Governor.

Composition of Stakeholder Working Group

- ✓ Members of Niagara County Legislature
- ✓ Niagara County Sheriff
- ✓ District Attorney
- ✓ Public Defender
- ✓ Emergency Services Director
- ✓ A resident from each of Niagara County's town and cities
- ✓ (5) additional members of the public appointed by the Chairwoman of the Niagara County Legislature

Recruitment

- Minority hiring committee and Law Enforcement sub committee (focus on minority youth through community service outreach, education and law enforcement career planning (NFHS, NCCC and NU)

Accreditation

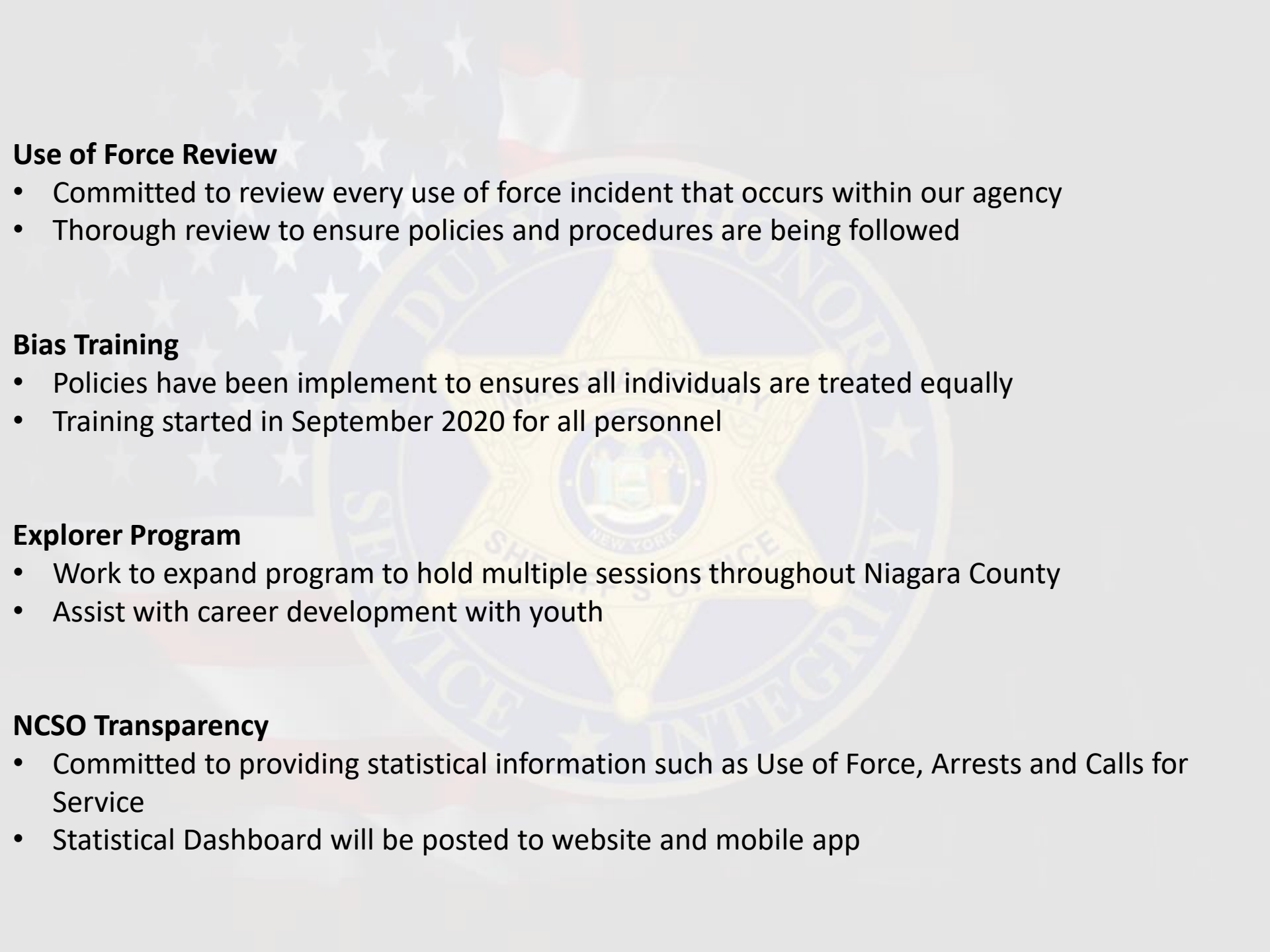
- Committed to maintaining our accreditation standards for law enforcement, corrections, communications, civil and forensic laboratory.
- Standards are set by New York State Division of Criminal Justice Services

L.E.A.D.

- Training for deputies to use discretion in cases involving minor criminal charges on offenders who may be suffering from addiction
- Get individuals services instead of facing court proceedings
- Training to start October 2020

Crisis Intervention Training

- Commitment to the program
- Add additional trained officers to the program



Use of Force Review

- Committed to review every use of force incident that occurs within our agency
- Thorough review to ensure policies and procedures are being followed

Bias Training

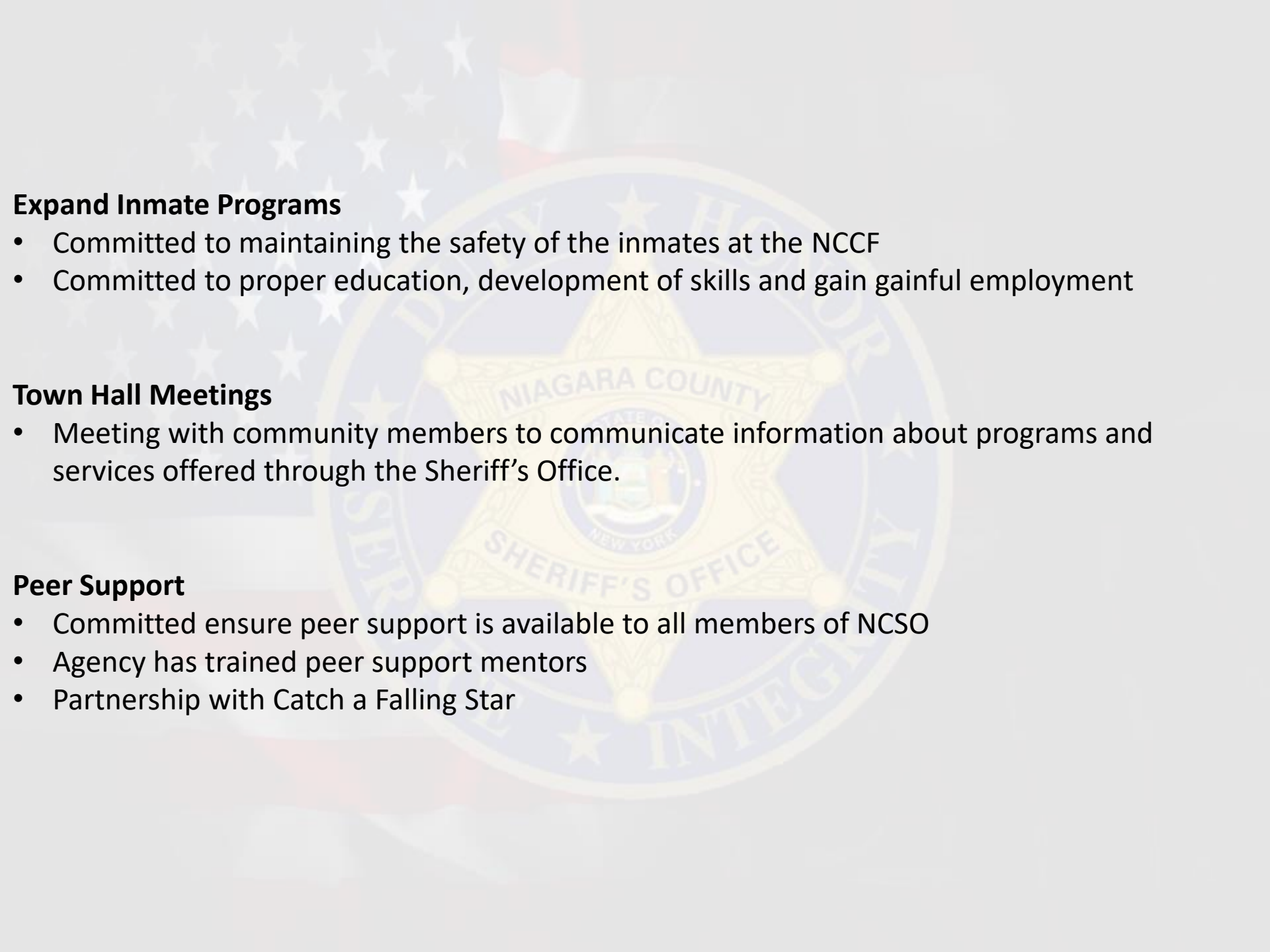
- Policies have been implemented to ensure all individuals are treated equally
- Training started in September 2020 for all personnel

Explorer Program

- Work to expand program to hold multiple sessions throughout Niagara County
- Assist with career development with youth

NCSO Transparency

- Committed to providing statistical information such as Use of Force, Arrests and Calls for Service
- Statistical Dashboard will be posted to website and mobile app



Expand Inmate Programs

- Committed to maintaining the safety of the inmates at the NCCF
- Committed to proper education, development of skills and gain gainful employment

Town Hall Meetings

- Meeting with community members to communicate information about programs and services offered through the Sheriff's Office.

Peer Support

- Committed ensure peer support is available to all members of NCSO
- Agency has trained peer support mentors
- Partnership with Catch a Falling Star

