

# NEW YORK STATE SHERIFFS' ASSOCIATION

## COMPLIANCE WITH THE GOVERNOR'S EXECUTIVE ORDER 203 NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE

### ONLY FIVE STEPS ARE REQUIRED IN ORDER TO MEET THE TERMS OF EXECUTIVE ORDER 203:

1. **The county must perform a comprehensive review of current Sheriff's Office deployments, strategies, policies, procedures and practices.** This could easily be accomplished by the Sheriff providing the county legislative body with a report on the Sheriff's current deployments, strategies, policies, procedures and practices, either in writing or in person before the appropriate committee of the legislative body, or before the full body.
2. **The chief executive officer of the county is tasked to consult with "stakeholders" in the community to consider policing issues, including those specifically mentioned in the order.** This consultation with stakeholders could take place in any convenient format, including one-on-one meetings between the county chief executive and/or the Sheriff and an individual stakeholder; multi-person or multi-group "roundtable" discussions; or, large community forums.

"Stakeholders" to be involved in the discussions at some point should include:

- The Sheriff and members of the Sheriff's Office
- Community members, emphasizing communities with high police interactions
- Interested non-profit and faith-based community groups
- The District Attorney's Office
- The Public Defender
- Local elected officials

Issues to be considered during stakeholder discussions:

- Evidence-based policing strategies, including use of force policies
- Procedural justice
- Any studies addressing systemic racial bias or racial justice in policing
- Implicit bias awareness training
- De-escalation training and practices
- Law enforcement assisted diversion programs
- Restorative justice practices
- Community-based outreach and conflict resolution
- Problem oriented policing, hot spots policing
- Focused deterrence
- Crime prevention through environmental design
- Violence prevention and reduction interventions
- Model policies and guidelines promulgated by the MPTC
- Standards promulgated by the Law Enforcement Agency Accreditation Council

We have attached some information and links regarding each of the above issues identified for consideration by the Governor's order, in case anyone needs additional resources on any of those topics.

Most Sheriffs' Offices have already addressed many of these issues and many of the topics may have no relevance to Sheriffs' Offices that are outside an urban environment. Consequently, stakeholder consultations may identify very few, or no, "needed improvements" in the Sheriff's Office. Discussions may well identify needed improvements that are external to the Sheriff's Office, such as changes in the State's approach to mental health issues and funding, or changes to State Civil Service Law to allow more discretion in hiring, disciplining and discharging police officers. The "plan" then could be something as simple as to adopt a Resolution recommending to the State Legislature needed changes in State Law.

3. **Based upon the stakeholder consultations the county is to develop a plan for any needed improvements to current deployments, strategies, policies, procedures and practices.**
4. **Once developed by the county, the plan must be offered for public comment, and after consideration of such comments, shall be ratified by Resolution or adopted by Local Law, no later than April 1, 2021.** The public comment on any proposed plan could come in the form of written comments or at a public hearing. (Of course, if proceeding by Local Law, the public hearing is a necessity).
5. **The county must, by April 1, 2021, transmit to the Director of the Budget at EO203Certification@budget.ny.gov a certification that the process has been complied with, and that a Resolution or Local Law has been adopted.** A copy of a certification form provided by the State is attached. You may use that or construct your own. The order does not require that the plan itself be submitted, only a certification that the process has been completed. You will note that the State's certification form says that the plan is to be submitted with the certification. Although that is not required by the Governor's order, you may wish to do so.