Essex County Sheriff’s Office

February 11, 2021

REFORM AND REINVENTION OF POLICING

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The Essex County Sheriff’s Office serves the law enforcement needs of all citizens of the County, and strives to do so in a professional manner, respecting the rights of all citizens without regard to race, color, nationality, creed, gender or sexual orientation. Policies and procedures are developed and carried out with that goal in mind and the fourteen deputy sheriffs, two patrol sergeants and the chief deputy are selected, trained and supervised with that goal in mind.

Professional knowledge, experience and judgement are used, combined with available information, data, analysis and research to develop the Essex County Sheriff’s Office policing strategies, policies and procedures.

Some of the relevant strategies, policies and procedures, along with related issues will be discussed in the following pages for community discussion and comment.

All policies and procedures referenced, have been reviewed by an independent company, which specializes in New York State Law Enforcement policy development. Policies model the New York State Municipal Police Training Council.

1. Deployment of Deputy Sheriff’s and Sheriff’s Office Resources
2. Use of Force
3. Procedural Justice
4. Bias
5. De-Escalation
6. Law Enforcement Assisted Diversion Programs
7. Restorative Justice
8. Community Based Outreach and Conflict Resolution
9. Problem Oriented Policing and Hot Spot Policing
10. Focused Deterrence
11. Crime Prevention Through Environmental Design
12. Violence Prevention and Reduction Interventions
13. Model Policies Promulgated by the Municipal Police Training Council
14. The New York State Law Enforcement Agency Accreditation Standards

DEPLOYMENT OF DEPUTY SHERIFF’S & SHERIFF’S OFFICE RESOURCES

The Essex County Sheriff’s Office employs fourteen deputy sheriffs. Duty assignments range from serving civil papers, executing evictions, traffic enforcement, criminal complaints, narcotics enforcement, response to 911 calls, plus traffic control for town events. These tasks are just some of the things, a deputy sheriff may encounter on their shift.

Supervisory staff for the fourteen deputies include two sergeants and the Chief Deputy. The Chief Deputy oversees all aspects of the road patrol. The sergeants are the first line supervisor for day to day activities. They are responsible for assigning the deputies to an area of the county. Internally, the Sheriff’s Office has broken the county into ten zones. The first priority for the sergeant on duty is ensuring the civil processes are being served in a timely manner. County dispatch, pending on the complaint or 911 call, will dispatch available patrols to handle the incident.
Currently, nine deputy sheriffs are trained emergency medical technicians (EMT). This allows the deputies to be able to assist the local ambulance squads throughout the county. All deputies are trained in CPR/AED, as well as carry AEDs in the patrol calls.

**Code of Ethics**
As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against abuse or disorder; and to respect the constitutional rights of all to liberty, equality and justice.

**Mission Statement**
To create a living and evolving culture where the Sheriff’s Office and the community we serve will develop the best version of themselves.

§400 Patrol
Patrol will generally be conducted by uniformed deputies in clearly marked law enforcement vehicles in assigned jurisdictional areas of Essex County. The function of patrol is to respond to calls for assistance and reports of criminal activity, act as a deterrent to crime, enforce state and local laws, identify community needs, provide support and assistance to the community and respond to emergencies.

QUESTIONS:

1. Do you see this deployment of deputies as demonstrating any racial bias?

2. Do you see any other problem with this deployment practice?

3. Do you think we have enough deputies to serve the community appropriately?
LAW ENFORCEMENT CODE OF ETHICS

As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against abuse or disorder; and to respect the constitutional rights of all to liberty, equality and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or abuse and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession . . . law enforcement.
MISSION STATEMENT
Mission of the Essex County Sheriff’s Office

To create a living and evolving culture where the Sheriff’s Office and the community we serve will develop the best version of themselves.

Purpose of the Essex County Sheriff’s Office
1. Maintain a safe and secure correctional facility, ensuring proper care, supervision and discipline for all individuals held in the custody of the Sheriff.
2. To properly receive and execute any and all legal civil processes referred to the Sheriff.
3. Maintain peace and order in the County by protecting personal safety, property and in general assisting citizens in need.

Four Tenets for Success

All employees of the Sheriff’s Office will provide these services to the citizens and visitors of Essex County, New York with: integrity, service, excellence and teamwork.
1. INTEGRITY: sworn and non-sworn, are responsible for their own actions and the actions of their brethren. Always do what is right, with commitment to your convictions while standing tall.
2. SERVICE: ensure everyone by our actions that they feel revered and listened to in their time of need or concern. Find your purpose in the service of others.
3. EXCELLENCE: a goal to strive for and a commitment to never stop until it is achieved. Ordinary is not an option.
4. TEAMWORK: the ability to work together for a common vision. The ability to direct individual accomplishment towards organizational objectives, it is the fuel that allows common people to attain uncommon results.
Patrol

400.1 PURPOSE AND SCOPE
The purpose of this policy is to define the patrol function and address intraorganizational cooperation and information sharing.

400.2 POLICY
The Essex County Sheriff's Office provides patrol services and will prioritize responses to requests for emergency services using available resources to enhance the safety of the public and office members.

400.3 FUNCTION
Patrol will generally be conducted by uniformed deputies in clearly marked law enforcement vehicles in assigned jurisdictional areas of Essex County. The function of patrol is to respond to calls for assistance and reports of criminal activity, act as a deterrent to crime, enforce state and local laws, identify community needs, provide support and assistance to the community and respond to emergencies.

Patrol services include, but are not limited to:

(a) Responding to emergency calls for service.
(b) Apprehending criminal offenders.
(c) Providing mutual aid and assistance to other agencies for emergency and law enforcement-related activities.
(d) Preventing criminal acts, traffic violations and collisions, maintaining public order and discovering hazardous situations or conditions.
(e) Responding to reports of both criminal and non-criminal acts.
(f) Responding to routine calls for service, such as public assistance or public safety.
(g) Directing and controlling traffic.
(h) Carrying out crime prevention activities, such as residential inspections, business inspections and community presentations.
(i) Carrying out community-oriented policing and problem-solving activities, including the application of resources to improve or resolve specific problems or situations and contacting or assisting members of the public in a positive way.
(j) Identifying and/or responding to calls for service regarding hazardous highway conditions, requesting notification to the appropriate municipal or private agency regarding the hazard, and, if necessary, mitigating the hazard through the use of traffic flares or cones.
400.4 INFORMATION SHARING
To the extent feasible, all information relevant to the mission of the Office should be shared among all divisions and specialized units on a timely basis. Members should be provided with opportunities on a regular basis to share information during the daily line ups and to attend line ups of other divisions or specialized units.

Additionally, information should be shared with outside agencies and the public in conformance with office policies and applicable laws. Members are encouraged to share information with other units and divisions.

400.5 CROWDS, EVENTS AND GATHERINGS
Deputies may encounter gatherings of people, including, but not limited to, civil demonstrations, public displays, parades, sporting events and civic, social and business events. Deputies should monitor such events as time permits in an effort to keep the peace and protect the safety and rights of those present. A patrol supervisor should be notified when it becomes reasonably foreseeable that such an event may require increased monitoring, contact or intervention.

Deputies responding to an event or gathering that warrants law enforcement involvement should carefully balance the speech and association rights of those present with applicable public safety concerns before taking enforcement action.

Generally, deputies should consider seeking compliance through advisements and warnings for minor violations, and should reserve greater enforcement options for more serious violations or when voluntary compliance with the law is not achieved.

Deputies are encouraged to contact organizers or responsible persons to seek voluntary compliance that may address relevant public safety concerns.
USE OF FORCE

Policy on the Use of Force can be found in the following:

§300.1 Scope and Purpose
This policy provides guidelines on the reasonable use of force. While there is no way to specify the exact amount or type of reasonable force to be applied in any situation, every member of this office is expected to use these guidelines to make such decisions in a professional, impartial, and reasonable manner (Executive Law § 840).

§300.1.1 Definitions

Deady force - Force reasonably anticipated and intended to create a substantial likelihood of causing death or very serious injury. This includes force that, under the circumstances, is readily capable of causing death or serious physical injury (Executive Law § 840).

Force - The application of physical techniques or tactics, chemical agents, or weapons to another person. It is not a use of force when a person allows him/herself to be searched, escorted, handcuffed, or restrained.

300.2 Policy
The use of force by law enforcement personnel is a matter of critical concern, both to the public and to the law enforcement community. Deputies are involved on a daily basis in numerous and varied interactions and, when warranted, may use reasonable force in carrying out their duties.

Deputies must have an understanding of, and true appreciation for, their authority and limitations. This is especially true with respect to overcoming resistance while engaged in the performance of law enforcement duties.

The Essex County Sheriff’s Office recognizes and respects the value of all human life and dignity without prejudice to anyone. Vesting deputies with the authority to use reasonable force and to protect the public welfare requires monitoring, evaluation, and a careful balancing of all interests.

300.3.1 Alternative Tactics – De-escalation
When circumstances reasonably permit, deputies should use non-violent strategies and techniques to decrease the intensity of a situation, improve decision-making, improve communication, reduce the need for force, and increase voluntary compliance (e.g., summoning additional resources, formulating a plan, attempting verbal persuasion).

QUESTION:
1. Do you have any questions or suggestions about the Use of Force Policies?
Use of Force

300.1 PURPOSE AND SCOPE
This policy provides guidelines on the reasonable use of force. While there is no way to specify the exact amount or type of reasonable force to be applied in any situation, every member of this office is expected to use these guidelines to make such decisions in a professional, impartial, and reasonable manner (Executive Law § 840).

In addition to those methods, techniques, and tools set forth below, the guidelines for the reasonable application of force contained in this policy shall apply to all policies addressing the potential use of force, including but not limited to the Control Devices and Conducted Energy Device policies.

300.1.1 DEFINITIONS
Definitions related to this policy include:

Deadly force - Force reasonably anticipated and intended to create a substantial likelihood of causing death or very serious injury. This includes force that, under the circumstances, is readily capable of causing death or serious physical injury (Executive Law § 840).

Feasible - Reasonably capable of being done or carried out under the circumstances to successfully achieve the arrest or lawful objective without increasing risk to the deputy or another person.

Force - The application of physical techniques or tactics, chemical agents, or weapons to another person. It is not a use of force when a person allows him/herself to be searched, escorted, handcuffed, or restrained.

Imminent - Ready to take place; impending. Note that imminent does not mean immediate or instantaneous.

Totality of the circumstances - All facts and circumstances known to the deputy at the time, taken as a whole, including the conduct of the deputy and the subject leading up to the use of force.

300.2 POLICY
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Deputies must have an understanding of, and true appreciation for, their authority and limitations. This is especially true with respect to overcoming resistance while engaged in the performance of law enforcement duties.

The Essex County Sheriff's Office recognizes and respects the value of all human life and dignity without prejudice to anyone. Vesting deputies with the authority to use reasonable force and to protect the public welfare requires monitoring, evaluation, and a careful balancing of all interests.
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300.2.1 DUTY TO INTERCEDE AND REPORT
Any deputy present and observing another law enforcement officer or a member using force that is clearly beyond that which is objectively reasonable under the circumstances shall, when in a position to do so, intercede to prevent the use of unreasonable force.

Any deputy who observes another law enforcement officer or a member use force that is potentially beyond that which is objectively reasonable under the circumstances shall report these observations to a supervisor as soon as feasible.

300.2.2 PERSPECTIVE
When observing or reporting force used by a law enforcement officer, each deputy should take into account the totality of the circumstances and the possibility that other law enforcement officers may have additional information regarding the threat posed by the subject.

300.3 USE OF FORCE
Deputies shall use only that amount of force that reasonably appears necessary given the facts and circumstances perceived by the deputy at the time of the event to accomplish a legitimate law enforcement purpose.

The reasonableness of force will be judged from the perspective of a reasonable deputy on the scene at the time of the incident. Any evaluation of reasonableness must allow for the fact that deputies are often forced to make split-second decisions about the amount of force that reasonably appears necessary in a particular situation, with limited information and in circumstances that are tense, uncertain and rapidly evolving.

Given that no policy can realistically predict every possible situation a deputy might encounter, deputies are entrusted to use well-reasoned discretion in determining the appropriate use of force in each incident.

It is also recognized that circumstances may arise in which deputies reasonably believe that it would be impractical or ineffective to use any of the tools, weapons or methods provided by this office. Deputies may find it more effective or reasonable to improvise their response to rapidly unfolding conditions that they are confronting. In such circumstances, the use of any improvised device or method must nonetheless be reasonable and utilized only to the degree that reasonably appears necessary to accomplish a legitimate law enforcement purpose.

While the ultimate objective of every law enforcement encounter is to avoid or minimize injury, nothing in this policy requires a deputy to retreat or be exposed to possible physical injury before applying reasonable force.

300.3.1 ALTERNATIVE TACTICS - DE-ESCALATION
When circumstances reasonably permit, deputies should use non-violent strategies and techniques to decrease the intensity of a situation, improve decision-making, improve communication, reduce the need for force, and increase voluntary compliance (e.g., summoning additional resources, formulating a plan, attempting verbal persuasion).
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300.3.2 USE OF FORCE TO EFFECT AN ARREST
A police officer or a peace officer may use reasonable physical force to effect an arrest, prevent escape of a person from custody, or in defense of self or others from imminent physical force (Penal Law § 35.30).

Force shall not be used by a deputy to (Executive Law § 840):

(a) Extract an item from the anus or vagina of a subject without a warrant, except where exigent circumstances are present.
(b) Coerce a confession from a subject in custody.
(c) Obtain blood, saliva, urine, or other bodily fluid or cells from an individual for scientific testing in lieu of a court order where required.

300.3.3 FACTORS USED TO DETERMINE THE REASONABLENESS OF FORCE
When determining whether to apply force and evaluating whether a deputy has used reasonable force, a number of factors should be taken into consideration, as time and circumstances permit. These factors include but are not limited to:

(a) Immediacy and severity of the threat to deputies or others.
(b) The conduct of the individual being confronted, as reasonably perceived by the deputy at the time.
(c) Deputy/subject factors (e.g., age, size, relative strength, skill level, injuries sustained, level of exhaustion or fatigue, the number of deputies available vs. subjects).
(d) The effects of suspected drug or alcohol use.
(e) The individual's mental state or capacity.
(f) The individual’s ability to understand and comply with deputy commands.
(g) Proximity of weapons or dangerous improvised devices.
(h) The degree to which the individual has been effectively restrained and his/her ability to resist despite being restrained.
(i) The availability of other reasonable and feasible options and their possible effectiveness.
(j) seriousness of the suspected offense or reason for contact with the individual.
(k) Training and experience of the deputy.
(l) Potential for injury to deputies, suspects, and others.
(m) Whether the individual appears to be resisting, attempting to evade arrest by flight, or is attacking the deputy.
(n) The risk and reasonably foreseeable consequences of escape.
(o) The apparent need for immediate control of the individual or a prompt resolution of the situation.
Use of Force

(p) Whether the conduct of the individual being confronted no longer reasonably appears to pose an imminent threat to the deputy or others.

(q) Prior contacts with the individual or awareness of any propensity for violence.

(r) Any other exigent circumstances.

300.3.4 PAIN COMPLIANCE TECHNIQUES
Pain compliance techniques may be effective in controlling a physically or actively resisting individual. Deputies may only apply those pain compliance techniques for which they have successfully completed office-approved training. Deputies utilizing any pain compliance technique should consider:

(a) The degree to which the application of the technique may be controlled given the level of resistance.

(b) Whether the individual can comply with the direction or orders of the deputy.

(c) Whether the individual has been given sufficient opportunity to comply.

The application of any pain compliance technique shall be discontinued once the deputy determines that compliance has been achieved.

300.3.5 CAROTID CONTROL HOLD
A carotid control hold is a technique designed to control an individual by temporarily restricting blood flow through the application of pressure to the side of the neck and, unlike a chokehold, does not restrict the airway. The proper application of the carotid control hold may be effective in restraining a violent or combative individual. However, due to the potential for injury, the use of the carotid control hold is limited to those circumstances where deadly force is authorized and is subject to the following:

(a) At all times during the application of the carotid control hold, the response of the individual should be monitored. The carotid control hold should be discontinued when circumstances indicate that the application no longer reasonably appears necessary.

(b) Any individual who has had the carotid control hold applied, regardless of whether he/she was rendered unconscious, shall be promptly examined by paramedics or other qualified medical personnel and should be monitored until such examination occurs.

(c) The deputy shall inform any person receiving custody, or any person placed in a position of providing care, that the individual has been subjected to the carotid control hold and whether the individual lost consciousness as a result.

(d) Any deputy attempting or applying the carotid control hold shall promptly notify a supervisor of the use or attempted use of such hold.

(e) The use or attempted use of the carotid control hold shall be thoroughly documented by the deputy in any related reports.
Use of Force

300.3.6 STATE RESTRICTIONS ON THE USE OF OTHER RESTRAINTS
Any application of pressure to the throat, windpipe, neck, or blocking the mouth or nose of a person in a manner that may hinder breathing or reduce intake of air is prohibited unless deadly physical force is authorized (Exec. Law § 840).

This application is subject to the same guidelines and requirements as a carotid control hold.

300.3.7 USE OF FORCE TO SEIZE EVIDENCE
In general, deputies may use reasonable force to lawfully seize evidence and to prevent the destruction of evidence. However, deputies are discouraged from using force solely to prevent a person from swallowing evidence or contraband. In the instance when force is used, deputies should not intentionally use any technique that restricts blood flow to the head, restricts respiration, or which creates a reasonable likelihood that blood flow to the head or respiration would be restricted. Deputies are encouraged to use techniques and methods taught by the Essex County Sheriff’s Office for this specific purpose.

300.4 DEADLY FORCE APPLICATIONS
When reasonable, the deputy shall, prior to the use of deadly force, make efforts to identify him/herself as a peace officer and to warn that deadly force may be used, unless the deputy has objectively reasonable grounds to believe the person is aware of those facts.

Use of deadly force is justified in the following circumstances involving imminent threat or imminent risk:

(a) A deputy may use deadly force to protect him/herself or others from what he/she reasonably believes is an imminent threat of death or serious bodily injury.

(b) A deputy may use deadly force to stop a fleeing subject when the deputy has probable cause to believe that the individual has committed, or intends to commit, a felony involving the infliction or threatened infliction of serious bodily injury or death, and the deputy reasonably believes that there is an imminent risk of serious bodily injury or death to any other person if the individual is not immediately apprehended. Under such circumstances, a verbal warning should precede the use of deadly force, where feasible.

Imminent does not mean immediate or instantaneous. An imminent danger may exist even if the suspect is not at that very moment pointing a weapon at someone. For example, an imminent danger may exist if a deputy reasonably believes that the individual has a weapon or is attempting to access one and intends to use it against the deputy or another person. An imminent danger may also exist if the individual is capable of causing serious bodily injury or death without a weapon, and the deputy believes the individual intends to do so.

300.4.1 MOVING VEHICLES
Shots fired at or from a moving vehicle involve additional considerations and risks, and are rarely effective.
Use of Force

When feasible, deputies should take reasonable steps to move out of the path of an approaching vehicle instead of discharging their firearm at the vehicle or any of its occupants.

A deputy should only discharge a firearm at a moving vehicle or its occupants when the deputy reasonably believes there are no other reasonable means available to avert the imminent threat of the vehicle, or if deadly force other than the vehicle is directed at the deputy or others.

Deputies should not shoot at any part of a vehicle in an attempt to disable the vehicle.

300.5 REPORTING THE USE OF FORCE
Any use of force by a member of this office shall be documented promptly, completely, and accurately in an appropriate report, depending on the nature of the incident. The deputy should articulate the factors perceived and why he/she believed the use of force was reasonable under the circumstances.

To collect data for purposes of training, resource allocation, analysis, and related purposes, the Office may require the completion of additional report forms, as specified in office policy, procedure, or law (Executive Law § 840).

See the Report Preparation Policy for additional circumstances that may require documentation.

300.5.1 NOTIFICATIONS TO SUPERVISORS
Supervisory notification shall be made as soon as practicable following the application of force in any of the following circumstances:

(a) The application caused a visible injury.
(b) The application would lead a reasonable deputy to conclude that the individual may have experienced more than momentary discomfort.
(c) The individual subjected to the force complained of injury or continuing pain.
(d) The individual indicates intent to pursue litigation.
(e) Any application of the conducted electrical weapon or control device.
(f) Any application of a restraint device other than handcuffs, shackles, or belly chains.
(g) The individual subjected to the force was rendered unconscious.
(h) An individual was struck or kicked.
(i) An individual alleges unreasonable force was used or that any of the above has occurred.

300.6 MEDICAL CONSIDERATIONS
Once it is reasonably safe to do so, medical assistance shall be obtained for any person who exhibits signs of physical distress, has sustained visible injury, expresses a complaint of injury or continuing pain, or was rendered unconscious. Any individual exhibiting signs of physical distress after an encounter should be continuously monitored until he/she can be medically assessed. Individuals should not be placed on their stomachs for an extended period, as this could impair their ability to breathe.
Use of Force

Based upon the deputy’s initial assessment of the nature and extent of the individual’s injuries, medical assistance may consist of examination by an emergency medical services provider or medical personnel at a hospital or jail. If any such individual refuses medical attention, such a refusal shall be fully documented in related reports and, whenever practicable, should be witnessed by another deputy and/or medical personnel. If a recording is made of the contact or an interview with the individual, any refusal should be included in the recording, if possible.

The on-scene supervisor or, if the on-scene supervisor is not available, the primary handling deputy shall ensure that any person providing medical care or receiving custody of a person following any use of force is informed that the person was subjected to force. This notification shall include a description of the force used and any other circumstances the deputy reasonably believes would be potential safety or medical risks to the subject (e.g., prolonged struggle, extreme agitation, impaired respiration).

Individuals who exhibit extreme agitation, violent irrational behavior accompanied by profuse sweating, extraordinary strength beyond their physical characteristics, and imperviousness to pain (sometimes called “excited delirium”), or who require a protracted physical encounter with multiple deputies to be brought under control, may be at an increased risk of sudden death. Calls involving these persons should be considered medical emergencies. Deputies who reasonably suspect a medical emergency should request medical assistance as soon as practicable and have medical personnel stage away.

See the Medical Aid and Response Policy for additional guidelines.

300.6.1 ADDITIONAL STATE REQUIREMENTS
A deputy should take steps to obtain medical attention for a person who reasonably appears to be mentally ill and is behaving in a manner that is likely to result in serious harm to the person or to others.

Deputies should document requests for medical or mental health treatment as well as efforts to arrange for such treatment.

300.7 SUPERVISOR RESPONSIBILITIES
A supervisor should respond to a reported application of force resulting in visible injury, if reasonably available. When a supervisor is able to respond to an incident in which there has been a reported application of force, the supervisor is expected to (Executive Law § 840):

(a) Obtain the basic facts from the involved deputies. Absent an allegation of misconduct or excessive force, this will be considered a routine contact in the normal course of duties.

(b) Ensure that any injured parties are examined and treated.

(c) When possible, separately obtain a recorded interview with the individual upon whom force was applied. If this interview is conducted without the individual having voluntarily waived his/her Miranda rights, the following shall apply:
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1. The content of the interview should not be summarized or included in any related criminal charges.

2. The fact that a recorded interview was conducted should be documented in a property or other report.

3. The recording of the interview should be distinctly marked for retention until all potential for civil litigation has expired.

(d) Once any initial medical assessment has been completed or first aid has been rendered, ensure that photographs have been taken of any areas involving visible injury or complaint of pain, as well as overall photographs of uninjured areas.

1. These photographs should be retained until all potential for civil litigation has expired.

(e) Identify any witnesses not already included in related reports, including any deputies present at the incident.

(f) Review and approve all related reports.

1. Supervisors should require that deputies who engaged in the use of force submit the appropriate report.

(g) Determine if there is any indication that the individual may pursue civil litigation.

1. If there is an indication of potential civil litigation, the supervisor should complete and route a notification of a potential claim through the appropriate channels.

(h) Evaluate the circumstances surrounding the incident and initiate an administrative investigation if there is a question of policy noncompliance or if for any reason further investigation may be appropriate.

1. Disciplinary actions will be consistent with any applicable disciplinary guidelines and collective bargaining agreements.

In the event that a supervisor is unable to respond to the scene of an incident involving the reported application of force, the supervisor is still expected to complete as many of the above items as circumstances permit.

300.7.1 SHIFT SUPERVISOR RESPONSIBILITIES
The Shift Supervisor shall review each use of force by any personnel within his/her command to ensure compliance with this policy and to address any training issues.

300.7.2 ADDITIONAL SHIFT SUPERVISOR RESPONSIBILITIES
The Shift Supervisor should ensure that the Sheriff is provided with enough information to meet the use of force reporting requirements for the DCJS (Executive Law § 837-t; 9 NYCRR 6058.3). See the Administration Policy for additional guidelines.

300.8 TRAINING
Deputies will receive periodic training on this policy and demonstrate their knowledge and understanding.
Use of Force

Subject to available resources, deputies should receive periodic training on:

(a) Guidelines regarding vulnerable populations, including but not limited to children, elderly, pregnant persons, and individuals with physical, mental, or intellectual disabilities.

(b) De-escalation tactics, including alternatives to force.

(c) Applications of use of force and conflict strategies as required by the state Use of Force Model Policy (Executive Law § 840).

300.9 POLICY AVAILABILITY
This policy shall be readily available to the public upon request and shall be posted on the office website (Executive Law § 840).

300.10 USE OF FORCE ANALYSIS
At least annually, the Chief Deputy should prepare an analysis report on use of force incidents. The report should be submitted to the Sheriff. The report should not contain the names of deputies, suspects, or case numbers, and should include:

(a) The identification of any trends in the use of force by members.

(b) Training needs recommendations.

(c) Equipment needs recommendations.

(d) Policy revision recommendations.
PROCEDURAL JUSTICE

The Sheriff’s Office does have policy which promote procedural justice. These policies require deputies to act with: courtesy, respect, responsiveness, equal treatment irrespective of race, gender, sexual orientation, etc.

§319 Standards of Conduct
This policy establishes standards of conduct that are consistent with the values and mission of the Essex County Sheriff’s Office and are expected of all office members.

The standards contained in this policy are not intended to be an exhaustive list of requirements and prohibitions but they do identify many of the important matters concerning conduct.

319.5.3 Causes for Discipline – Discrimination, Oppression or Favoritism
Discriminating against, oppressing, or providing favoritism to any person because of actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, economic status, cultural group, veteran status, marital status, and any other classification or status protected by law, or intentionally denying or impeding another in the exercise or enjoyment of any right, privilege, power, or immunity, knowing the conduct is unlawful.

319.5.9 Cause for Discipline - Conduct
Discourteous, disrespectful or discriminatory treatment of any member of the public or any member of this office or the County.

Use of obscene, indecent, profane or derogatory language while on-duty or in uniform.

Criminal, dishonest or disgraceful conduct, whether on- or off-duty, that adversely affects the member’s relationship with this office.

Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this office, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this office or its members.

QUESTION:

1. Are there additional steps which can be taken to give people confidence that the Sheriff’s Office treats all people equally and fairly?
Standards of Conduct

319.1 PURPOSE AND SCOPE
This policy establishes standards of conduct that are consistent with the values and mission of the Essex County Sheriff’s Office and are expected of all office members. The standards contained in this policy are not intended to be an exhaustive list of requirements and prohibitions but they do identify many of the important matters concerning conduct. In addition to the provisions of this policy, members are subject to all other provisions contained in this manual, as well as any additional guidance on conduct that may be disseminated by this office or a member’s supervisors.

319.2 POLICY
The continued employment or appointment of every member of this office shall be based on conduct that reasonably conforms to the guidelines set forth herein. Failure to meet the guidelines set forth in this policy, whether on- or off-duty, may be cause for disciplinary action.

319.3 DIRECTIVES AND ORDERS
Members shall comply with lawful directives and orders from any office supervisor or person in a position of authority, absent a reasonable and bona fide justification.

319.3.1 UNLAWFUL OR CONFLICTING ORDERS
Supervisors shall not knowingly issue orders or directives that, if carried out, would result in a violation of any law or office policy. Supervisors should not issue orders that conflict with any previous order without making reasonable clarification that the new order is intended to countermand the earlier order.

No member is required to obey any order that appears to be in direct conflict with any federal law, state law or local ordinance. Following a known unlawful order is not a defense and does not relieve the member from criminal or civil prosecution or administrative discipline. If the legality of an order is in doubt, the affected member shall ask the issuing supervisor to clarify the order or shall confer with a higher authority. The responsibility for refusal to obey rests with the member, who shall subsequently be required to justify the refusal.

Unless it would jeopardize the safety of any individual, members who are presented with a lawful order that is in conflict with a previous lawful order, office policy or other directive shall respectfully inform the issuing supervisor of the conflict. The issuing supervisor is responsible for either resolving the conflict or clarifying that the lawful order is intended to countermand the previous lawful order or directive, in which case the member is obliged to comply. Members who are compelled to follow a conflicting lawful order after having given the issuing supervisor the opportunity to correct the conflict will not be held accountable for disobedience of the lawful order or directive that was initially issued.

The person countermanning the original order shall notify, in writing, the person issuing the original order, indicating the action taken and the reason.
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319.3.2 SUPERVISOR RESPONSIBILITIES
Supervisors and managers are required to follow all policies and procedures and may be subject to discipline for:

(a) Failure to be reasonably aware of the performance of their subordinates or to provide appropriate guidance and control.

(b) Failure to promptly and fully report any known misconduct of a member to his/her immediate supervisor or to document such misconduct appropriately or as required by policy.

(c) Directing a subordinate to violate a policy or directive, acquiescing to such a violation, or exhibiting indifference to such a violation.

(d) Exercising unequal or disparate authority toward any member for malicious or other improper purpose.

319.4 GENERAL STANDARDS
Members shall conduct themselves, whether on- or off-duty, in accordance with the United States and New York constitutions and all applicable laws, ordinances, and rules enacted or established pursuant to legal authority.

Members shall familiarize themselves with policies and procedures and are responsible for compliance with each. Members should seek clarification and guidance from supervisors in the event of any perceived ambiguity or uncertainty.

Discipline may be initiated for any good cause. It is not mandatory that a specific policy or rule violation be cited to sustain discipline. This policy is not intended to cover every possible type of misconduct.

319.5 CAUSES FOR DISCIPLINE
The following are illustrative of causes for disciplinary action. This list is not intended to cover every possible type of misconduct and does not preclude the recommendation of disciplinary action for violation of other rules, standards, ethics and specific action or inaction that is detrimental to efficient office service.

319.5.1 LAWS, RULES AND ORDERS

(a) Violation of, or ordering or instructing a subordinate to violate, any policy, procedure, rule, order, directive or requirement, or failure to follow instructions contained in office or County manuals.

(b) Disobedience of any legal directive or order issued by any office member of a higher rank.

(c) Violation of federal, state, local or administrative laws, rules or regulations.

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(a) Using or disclosing one’s status as a member of the Essex County Sheriff’s Office in any way that could reasonably be perceived as an attempt to gain influence or authority for non-office business or activity.

(b) The wrongful or unlawful exercise of authority on the part of any member for malicious purpose, personal gain, willful deceit or any other improper purpose.

(c) The receipt or acceptance of a reward, fee or gift from any person for service incident to the performance of the member’s duties (lawful subpoena fees and authorized work permits excepted).

(d) Acceptance or solicitation of fees, gifts or money contrary to the rules of this office and/or laws of the state.

(e) Offer or acceptance of a bribe or gratuity.

(f) Misappropriation or misuse of public funds, property, personnel or services.

(g) Any other failure to abide by the standards of ethical conduct.

319.5.3 DISCRIMINATION, OPPRESSION, OR FAVORITISM

Unless required by law or policy, discriminating against, oppressing, or providing favoritism to any person because of actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, economic status, cultural group, veteran status, marital status, and any other classification or status protected by law, or intentionally denying or impeding another in the exercise or enjoyment of any right, privilege, power, or immunity, knowing the conduct is unlawful.

319.5.4 RELATIONSHIPS

(a) Unwelcome solicitation of a personal or sexual relationship while on-duty or through the use of one’s official capacity.

(b) Engaging in on-duty sexual activity including, but not limited to, sexual intercourse, excessive displays of public affection or other sexual contact.

(c) Establishing or maintaining an inappropriate personal or financial relationship, as a result of an investigation, with a known victim, witness, suspect or defendant while a case is being investigated or prosecuted, or as a direct result of any official contact.

(d) Associating with or joining a criminal gang, organized crime and/or criminal syndicate when the member knows or reasonably should know of the criminal nature of the organization. This includes any organization involved in a definable criminal activity or enterprise, except as specifically directed and authorized by this office.

(e) Associating on a personal, rather than official, basis with persons who demonstrate recurring involvement in serious violations of state or federal laws after the member knows, or reasonably should know of such criminal activities, except as specifically directed and authorized by this office.
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319.5.5 ATTENDANCE
(a) Leaving the job to which the member is assigned during duty hours without reasonable excuse and proper permission and approval.
(b) Unexcused or unauthorized absence or tardiness.
(c) Excessive absenteeism or abuse of leave privileges.
(d) Failure to report to work or to the place of assignment at the time specified and fully prepared to perform duties without reasonable excuse.

319.5.6 UNAUTHORIZED ACCESS, DISCLOSURE, OR USE
(a) Unauthorized and inappropriate intentional release of confidential or protected information, materials, data, forms, or reports obtained as a result of the member's position with this office.
(b) Disclosing to any unauthorized person any active investigation information.
(c) The use of any information, photograph, video, or other recording obtained or accessed as a result of employment or appointment to this office for personal or financial gain or without the express authorization of the Sheriff or the authorized designee.
(d) Loaning, selling, allowing unauthorized use, giving away, or appropriating any office property for personal use, personal gain, or any other improper or unauthorized use or purpose.
(e) Using office resources in association with any portion of an independent civil action. These resources include but are not limited to personnel, vehicles, equipment, and non-subpoenaed records.

319.5.7 EFFICIENCY
(a) Neglect of duty.
(b) Unsatisfactory work performance including but not limited to failure, incompetence, inefficiency, or delay in performing and/or carrying out proper orders, work assignments, or the instructions of supervisors without a reasonable and bona fide excuse.
(c) Concealing, attempting to conceal, removing, or destroying defective or incompetent work.
(d) Unauthorized sleeping during on-duty time or assignments.
(e) Failure to notify the Office within 24 hours of any change in residence address or contact numbers.
(f) Failure to notify the Personnel Department of changes in relevant personal information (e.g., information associated with benefits determination) in a timely fashion.
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319.5.8 PERFORMANCE

(a) Failure to disclose or misrepresenting material facts, or making any false or misleading statement on any application, examination form, or other official document, report or form, or during the course of any work-related investigation.

(b) The falsification of any work-related records, making misleading entries or statements with the intent to deceive, or the willful and unauthorized removal, alteration, destruction and/or mutilation of any office record, public record, book, paper or document.

(c) Failure to participate in investigations, or giving false or misleading statements, or misrepresenting or omitting material information to a supervisor or other person in a position of authority, in connection with any investigation or in the reporting of any office-related business.

(d) Being untruthful or knowingly making false, misleading or malicious statements that are reasonably calculated to harm the reputation, authority or official standing of this office or its members.

(e) Disparaging remarks or conduct concerning duly constituted authority to the extent that such conduct disrupts the efficiency of this office or subverts the good order, efficiency and discipline of this office or that would tend to discredit any of its members.

(f) Unlawful gambling or unlawful betting at any time or any place. Legal gambling or betting under any of the following conditions:
   1. While on office premises.
   2. At any work site, while on-duty or while in uniform, or while using any office equipment or system.
   3. Gambling activity undertaken as part of a deputy's official duties and with the express knowledge and permission of a direct supervisor is exempt from this prohibition.

(g) Improper political activity including:
   1. Unauthorized attendance while on-duty at official legislative or political sessions.
   2. Solicitations, speeches or distribution of campaign literature for or against any political candidate or position while on-duty or on office property.

(h) Engaging in political activities during assigned working hours.

(i) Any act on- or off-duty that brings discredit to this office.

319.5.9 CONDUCT

(a) Failure of any member to promptly and fully report activities on his/her part or the part of any other member where such activities resulted in contact with any other law enforcement agency or that may result in criminal prosecution or discipline under this policy.

(b) Unreasonable and unwarranted force to a person encountered or a person under arrest.
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(c) Exceeding lawful peace officer powers by unreasonable, unlawful or excessive conduct.

(d) Unauthorized or unlawful fighting, threatening or attempting to inflict unlawful bodily harm on another.

(e) Engaging in horseplay that reasonably could result in injury or property damage.

(f) Discourteous, disrespectful or discriminatory treatment of any member of the public or any member of this office or the County.

(g) Use of obscene, indecent, profane or derogatory language while on-duty or in uniform.

(h) Criminal, dishonest or disgraceful conduct, whether on- or off-duty, that adversely affects the member's relationship with this office.

(i) Unauthorized possession of, loss of, or damage to office property or the property of others, or endangering it through carelessness or maliciousness.

(j) Attempted or actual theft of office property; misappropriation or misuse of public funds, property, personnel or the services or property of others; unauthorized removal or possession of office property or the property of another person.

(k) Activity that is incompatible with a member's conditions of employment or appointment as established by law or that violates a provision of any collective bargaining agreement or contract, including fraud in securing the appointment or hire.

(l) Initiating any civil action for recovery of any damages or injuries incurred in the course and scope of employment or appointment without first notifying the Sheriff of such action.

(m) Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this office, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this office or its members.

319.5.10 SAFETY

(a) Failure to observe or violating office safety standards or safe working practices.

(b) Failure to maintain current licenses or certifications required for the assignment or position (e.g., driver license, first aid).

(c) Failure to maintain good physical condition sufficient to adequately and safely perform law enforcement duties.

(d) Unsafe firearm or other dangerous weapon handling including loading or unloading firearms in an unsafe manner, either on- or off-duty.

(e) Carrying, while on the premises of the work site, any firearm or other lethal weapon that is not authorized by the member's appointing authority.

(f) Unsafe or improper driving habits or actions in the course of employment or appointment.

(g) Any personal action contributing to a preventable traffic accident.
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(h) Concealing or knowingly failing to report any on-the-job or work-related accident or injury as soon as practicable but within 24 hours.

319.5.11 INTOXICANTS

(a) Reporting for work or being at work while intoxicated or when the member's ability to perform assigned duties is impaired due to the use of alcohol, medication or drugs, whether legal, prescribed or illegal.

(b) Possession or use of alcohol at any work site or while on-duty, except as authorized in the performance of an official assignment. A member who is authorized to consume alcohol is not permitted to do so to such a degree that it may impair on-duty performance.

(c) Unauthorized possession, use of, or attempting to bring a controlled substance, illegal drug or non-prescribed medication to any work site.

319.5.12 LEGISLATIVE RESTRICTIONS
Deputies are prohibited from the following activities by New York statute:

(a) Having an interest in the manufacture or sale of alcoholic beverages (Alcoholic Beverage Control Law § 128).

(b) Using one's position or authority to aid or oppose any political party (Election Law § 17-110).

(c) Holding an office in, being employed by, owning or conducting business at a pari-mutuel race track (Racing, Pari-Mutuel Wagering and Breeding Law § 107).

(d) Violating any applicable provisions of Article 4 of the Public Officers Law and Article 18 of the General Municipal Law including:
   1. Accepting gifts of $75 or more in value (General Municipal Law § 805-a)
   2. Disclosing confidential information obtained in the course of official duties (Public Officers Law § 96)
   3. Receiving payment for official acts except as authorized by law (Public Officers Law § 67)
   4. Failing to disclose an interest in any contract or business with the employing governmental entity (General Municipal Law § 801)
   5. Failing to disclose an interest in property for which a variance is requested (General Municipal Law § 809)
BIAS

Formal training is conducted in the basic police academy. Training is also conducted using online training seminars with instructors and experts from around the nation. This training is conducted using PoliceOne.

§401.2 Policy
The Essex County Sheriff’s Office is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this office to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

QUESTIONS:

1. Are there additional steps we could take to assure people the Sheriff’s Office is free of bias in our actions?

2. If there are any additional steps, what studies have been published to support taking these steps?
Bias-Based Policing

401.1 PURPOSE AND SCOPE
This policy provides guidance to office members that affirms the Essex County Sheriff's Office's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the office's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach and partnerships).

401.1.1 DEFINITIONS
Definitions related to this policy include:

Bias-based policing - An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement.

401.2 POLICY
The Essex County Sheriff's Office is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this office to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

401.3 BIAS-BASED POLICING PROHIBITED
Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit a deputy from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

401.4 MEMBER RESPONSIBILITIES
Every member of this office shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any bias-based actions by another member.

401.4.1 REASON FOR CONTACT
Deputies contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.
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To the extent that written documentation would otherwise be completed (e.g., arrest report, field interview (FI) card), the involved deputy should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any deputy to document a contact that would not otherwise require reporting.

401.4.2 REPORTING TRAFFIC STOPS
Each time a deputy makes a traffic stop, the deputy shall report any information as required in the Traffic and Parking Tickets Policy.

401.5 SUPERVISOR RESPONSIBILITIES
Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

(a) Supervisors should discuss any issues with the involved deputy and his/her supervisor in a timely manner.
   1. Supervisors should document these discussions, in the prescribed manner.

(b) Supervisors should periodically review Mobile Audio/Video (MAV) recordings, portable audio/video recordings, Mobile Data Terminal (MDT) data and any other available resource used to document contact between deputies and the public to ensure compliance with this policy.
   1. Supervisors should document these periodic reviews.
   2. Recordings or data that capture a potential instance of bias-based policing should be appropriately retained for administrative investigation purposes.

(c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.

(d) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this office who discloses information concerning bias-based policing.

401.6 ADMINISTRATION
The Chief Deputy should review the efforts of the Office to provide fair and objective policing and submit an annual report, including public concerns and complaints, to the Sheriff. The annual report should not contain any identifying information about any specific complaint, member of the public or deputy. It should be reviewed by the Sheriff to identify any changes in training or operations that should be made to improve service.

Supervisors should review the annual report and discuss the results with those they are assigned to supervise.
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Bias-Based Policing

401.7 TRAINING
Training on fair and objective policing and review of this policy should be conducted as directed by the Training Sergeant.
De-escalation training is done in the basic academy; refresher training has been conducted online using courses developed by PoliceOne. De-escalation training is also done during all use of force trainings, including firearms, defensive tactics, chemical agents, etc.

Also as discussed in the Use of Force Policy §300.3.1

QUESTIONS:

1. Do you have any questions or comments about de-escalation?

LAW ENFORCEMENT ASSISTED DIVERSION PROGRAMS

The Sheriff’s Office works with Essex County Mental Health and Mental Health Association. Some deputies are trained to handle critical incidents and will refer the individual to the appropriate mental health services for further assistance. The goal of this program is to keep people out of the criminal justice system.

QUESTIONS:

1. Do you have any suggestions on additional programs and services the Sheriff’s Office could provide to divert individuals to an agency, if the circumstances are appropriate?

RESTORATIVE JUSTICE

“Restorative Justice,” is a response to crime that involves organizing a meeting between an offender and the victim. This allows them to share their experience of what happened, discuss how victim was harmed and how, and to create a consensus for what the offender can do to repair the harm.

The Sheriff’s Office does not facilitate a program like this, but does participate in programs run by probation, community services and the courts when requested.

QUESTIONS:

1. Should the Sheriff’s Office continue participating in these programs when requested?
COMMUNITY BASED OUTREACH AND CONFLICT RESOLUTION

With Essex County being a large area and the most populated areas, having their own Police Departments, this is tough to accomplish for the Sheriff’s Office. However, the Sheriff’s Office does assign deputies to schools. The same officer will be assigned to a school, this creates a trust with the students and staff of the school. The Sheriff’s Office has certified child safety seat technicians and operators for Operation Safe Child (child ids). Project Livesaver is another program provided to the community. This program provides a bracelet to at risk children and adults to assist if they are missing.

QUESTIONS:
1. Are there ways community outreach can be expanded without requiring additional resources?
2. Are there additional community outreach programs that would justify expending additional county resources?

PROBLEM ORIENTED POLICING AND HOT SPOT POLICING

Problem oriented policing and hot spot policing are similar concepts, involving identifying and analyzing specific crime problems, locations and targeting resources towards solving those problems. The Sheriff’s Office applies this concept to narcotic enforcement. Two deputies are assigned to work with the DEA Drug Task Force and the Essex County Drug Task Force. Being a rural county, we do not have the same hot spots of criminal activities that exists in urban settings.

QUESTIONS:
1. Are there additional ways we can identify crime areas and trends?

FOCUSED DETERRENCE

“Focused Deterrence,” is a crime reduction strategy which aims to deter crime by increasing the swiftness, severity and certainty of punishment, usually directed at a specific problem. Law Enforcement can play a role in deterrence, but the swiftness, severity and certainty of punishment are primarily determined by actions of the prosecution and the courts.

QUESTIONS:
1. Is there a particular crime problem in our county, you think could be best addressed by devoting resources and effort toward focused deterrence of crime and what steps would be taken to deter the activity?
CRIME PREVENTION THROUGH ENVIRONMENTAL DESIGN

Attention to environmental design can help increase the probability an offender will be caught. Studies show increased probability of capture tends to deter the commission of a crime. Examples of crime prevention through environmental design would be better lighting in crime-prone areas, conspicuous placement of security cameras with signage, elimination of shrubbery, which could serve as a hiding place for an attacker. This is not generally a function of law enforcement, but we can help identify problem areas. Another issue is the county is very rural and may prohibit some environmental design ideas.

QUESTIONS:

1. Who should have primary responsibility for identifying and addressing crime-deterring environmental design issues?

2. Is it possible in the rural setting of the Adirondack Mountains to be able to have a safe environmental design?

VIOLENCE PREVENTION AND REDUCTION INTERVENTIONS

What is the key to preventing violence? Is it Maslow’s Theory of the Hierarchy of needs? If a person’s basic needs for survival and life are met, does this reduce the violence in today’s society?

QUESTIONS

1. How does the Sheriff’s Office prevent violence or intervene before the violence occurs?

MODEL POLICIES PROMULGATED BY THE MUNICIPAL POLICE TRAINING COUNCIL (MPTC)

MPTC from time to time develops a model policy on one or another aspect of police operations, which it officers to police agencies to consider for adoption. Other organizations also develop model policies. Not every model policy is suited for adoption by every agency. Many agencies develop their policies and procedures by studying model policies from many sources and actual policies successfully being used by other law enforcement agencies.

Currently the Sheriff’s Office is working on the procedures used by the road patrol, to ensure they meet the recommendations of the MPTC, along with being in line with current rules, regulations and laws.

THE NEW YORK STATE LAW ENFORCEMENT AGENCY ACCREDITATION STANDARDS

The Law Enforcement Agency Accreditation Council (LEAAC) established a set of standards which a law enforcement agency seeking accreditation must comply with. Law enforcement
accreditation is not mandatory for police agencies in New York State, and not every agency is able to attain accreditation from the Council.

The Sheriff’s Office is not accredited, but have people working on establishing the proper policies and procedures to become an accredited agency. Some the biggest hurdles for the Sheriff’s Office becoming accredited is staffing. For example, scheduling of deputies needs to be 24/7 or a plan needs to be in place for recalling off-duty. Although this is just one example of where the Sheriff’s Office is deficit in meeting the standards, there are many standards which are met.

OTHER INFORMATION OR ACTIONS THE SHERIFF’S OFFICE SHOULD TAKE

1. What other actions should the Sheriff’s Office be taking or not be taking?

2. What information would you like to pass on to the Sheriff’s Office?
SHERIFF’S OFFICE PLAN FOR RE-INVENTION

1. A form was created and will be made available in the lobbies of the public safety building and online to provide feedback about the positive and negative interactions a person has had with the Sheriff’s Office.

2. Continue striving to provide the best possible services to the citizens of and visitors to Essex County with the available resources.

3. Continue working towards becoming an accredited law enforcement agency meeting the standards set by DCJS.

4. Continue working with the county personnel office to enhance hiring and maintaining retention to create a diverse workplace.

5. Expand and continue utilizing technology to provide a greater service and to provide accountability within the Sheriff’s Office.

6. Increase training in all areas, but specifically:
   A. Anti-Bias Trainings
   B. Racial Diversity
   C. De-escalation

7. Consider all feedback received from community members and visitors.