

RPS Subcommittee A - Meeting #3

Thursday, November 11, 2021 | 6:30 - 7:30 pm ET

RPS Subcommittee Attendees: Travis Brooks, Mary Orsaio, Laura Lewis, George MCGonigal, Rob Gearheart, Harry Smith, Tim Little

CPE Attendees: Josh Young, Lillian Hua, Hans Menos

MEETING PURPOSE:

- To acquaint subcommittee members with each other, CPE Staff (facilitator and notetaker), and the subcommittee's function
- To discuss and establish guiding principles for staffing level recommendations
- To introduce subcommittee members to

AGENDA & NOTES:

5 min **Welcome | All**

- Names and introductions

5 min **Subcommittee Logistics | Josh & Lillian**

- Subcommittee to provide input on guiding principles for recommendations
 - Will be turned into quantifiable recommendations by staffing analysis consultants
 - Subcommittee will then approve and submit recommendations by mid-December
 - Recommendation language will be formalized in January

30 min **Guiding Principles: Staffing Levels | All**

What should IPD's role(s) in the community be? What do we want community policing to look like?

- All employees of the Department of Public Safety - armed and unarmed - show respect and kindness to all members of the community, regardless of race, class, sexual orientation, occupation, etc.
 - Paying particular attention to the experiences of disproportionately impacted Black and brown communities in Ithaca
- [REDACTED]: Community policing doesn't have to be a formality
 - Can be real, engaging conversations with anyone who resides in the community, getting out of the car, etc.
- [REDACTED]: Piggybacking off of [REDACTED]'s point - nothing is better than seeing something on social media with an office playing catch in the park with kids, etc.
- [REDACTED] [REDACTED] and [REDACTED]'s points are important. Also to consider: what other agencies do police interact with? I.e. community outreach workers, mental health workers, a holistic approach to identifying community needs and working with community.
- Hans: One of the things I did before CPE was Victim Services, where folks engaged with NGOs, police, etc. The first person they tend to call is police, 911. There is proactive engagement and a quick referral. Another area is Juvenile Justice, which didn't always have a good relationship with police, but when it did, it was to make referrals to families.
 - [REDACTED] That's a good segway to thinking about how un/armed officers can engage with community

- Hans: Existing infrastructure and wraparound services is important, and it's important for officers and community to be aware of what exists.
- [REDACTED]: You would be surprised at how often that's already happening. If you ask an officer who works a day shift, they have the number of e.g. [REDACTED] (Community Outreach).
- [REDACTED]: Absolutely - let's keep expanding and adding new jobs, though noting that [REDACTED] has taken a new job. Much of it is happening already; we could use 1-2 additional community outreach workers.
- [REDACTED]: We also have the community outreach officers from REACH/LEAD. Keeping in contact with them and working with them is basically just me as ancillary work - I wanted to discuss/suggest this when we talk about beat designs, since this should be expanded so they have what they need.
- [REDACTED]: On this point about community outreach workers, it's important to recognize that Ithaca does have some experience with this - some may remember [?], so we can also pull ideas from our own backyard. I also want to come back to the community engagement idea - it feels somewhat awkward to put a number on it, but I'm happy that folks like [REDACTED] and [REDACTED] can contribute their experiences. My answer seems to be that 100% of their time should be spent on this. Time towards community engagement should become a priority.
- [REDACTED]: It's a community job - they are in the community the whole time. As far as engaging the community: if someone keeps doing something wrong, and then keeps coming back, you're not going to welcome their presence: even if the conversations are going smoothly, that doesn't mean you know how the folks are feeling. The best route, I think, is to engage kids, who aren't experienced yet, and can touch their parents and counselors. We lost that connection, when the community and police knew each other and hung out, because officers were part of the community.
- Hans: Once we identify how much time officers have to spend, we have to prepare them for the reality.

How should IPD's work hours be functionally divided? What should an officer's priorities be when on patrol?

- Note that no current IPD officers will be fired - rather, unarmed/armed staffing ratio will change
- E.g. How would a theoretical 10-hour shift ideally be broken down?
 - Responding to calls -
 - Proactive policing -
 - Free time to engage with community -
 - [REDACTED]: 20-25% is good. On my shifts, I'm not engaging with many people at 3am. On day shifts, people usually aren't out, so you'll be spending time prepping, making calls, etc. 20-25% is realistic
 - [REDACTED]: What is "engagement"?

- IPD has had community engagement before. But what does that mean in the current context? What part of the day, of the shift does this entail?
- Interacting with other agencies and departments (as part of community engagement) -
 - [REDACTED] 15%? Curious to hear from others

20 min **Call Types Staffing Sheet** | Josh

- Introduce call types with regards to staffing levels analysis
- Introduce subcommittee members to call types staffing worksheet
 - Each member will be sent a link to their own copy of the spreadsheet to be filled out