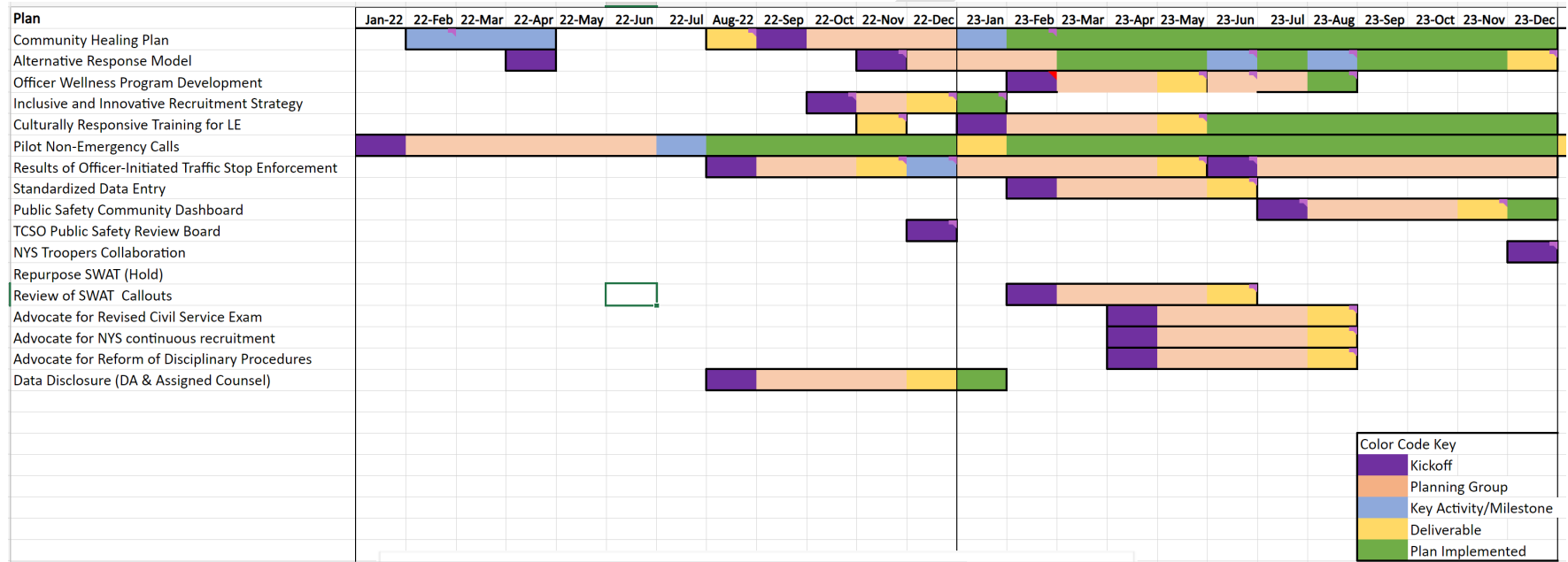


**2023 CJC Workplan Document – Joint Tompkins County / City of Ithaca Reimagining Public Safety Plans**

**Sequence Gantt Chart for 2022 & 2023 Plan Activities**



***Establishment of Community Justice Center***

<b><i>Plan Element</i></b>	<b><i>Action Steps</i></b>	<b><i>2023 County Budget</i></b>	<b><i>2023 City Budget</i></b>
Project Director	Salary & Fringe	2023 Salary - \$46,488 2023 Fringe - \$20,534	2023 Salary - \$46,488 2023 Fringe - \$20,534
Data Analyst	Salary & Fringe	2023 Salary - \$38,403 2023 Fringe - \$16,963	2023 Salary - \$38,403 2023 Fringe - \$16,963
Admin Assistant	Salary & Fringe	2023 Salary - \$10,249.5 2023 Fringe - \$4,527.5	2023 Salary - \$10,249.5 2023 Fringe - \$4,527.5

***Budget Request Narrative***

*Refer to the City / County CJC Contract for narrative information regarding the Community Justice Center.*

**Develop a comprehensive community healing plan to address trauma in the relationship between residents and law enforcement**

<b>Plan Element</b>	<b>Action Steps</b>	<b>2023 County Budget</b>	<b>2023 City Budget</b>	<b>Responsible Party</b>	<b>Stakeholder(s)</b>	<b>Deliverables</b>	<b>Implementation Dates</b>
<b>Re-engagement of Community Healing</b>	Offer “Train the Trainer” sessions engaging local facilitators for 2023 healing work.	\$5,400 - (½ cost of 3 facilitators, 3 hours / month, 12 months, \$100/hr)	\$5,400 - (½ cost of 3 facilitators, 3 hours / month, 12 months, \$100/hr)	Expert in Trauma and healing	Tompkins County and City of Ithaca	Initial session of local facilitation for ongoing community engagement and healing sessions	1/1/2023-12/31/2023
<b>Re-engagement of Community Healing</b>	Ideas Into Action Programming (Using community ideas submitted on website to further work of healing)	\$5,000	\$5,000	Dominick Recckio, City Rep, and Monalita Smiley	Tompkins County and City of Ithaca	Utilize RPS website to gain input from the community.	9/1/2022-12/31/2023
<b>Re-engagement of Community Healing</b>	Southside Black Girl Alchemists Mosaic	\$5,000 (½ cost of artist and supplies and Southside Programming Supervision)	\$5,000 (½ cost of artist and supplies and Southside Programming Supervision)	Monalita Smiley	CJC, Southside Community Center, Local Artist (Ann Marie Zwack), City of Ithaca, Tompkins County	Healing through Art and relationship building with local artist and BIPOC community members	1/1/2023 - 4/30/2023

**Budget Request Narrative – Shared Cost, Tompkins County & City of Ithaca**

This over target request is for the second year of the Community Healing Plan under the Reimagining Public Safety Collaborative (p.39 of *Public Safety, Reimagined report*). The total 2023 program cost will be \$30,800, with one half of the funds being contributed by the City of Ithaca as part of the collaborative and as supported by the Community Justice Center contract. The programming will include three local facilitators who will be contracted to hold a series of sessions with community members impacted by criminal

**Reimagining  
Public Safety** Ithaca &  
Tompkins  
County, N.Y.

justice and policing in Ithaca and Tompkins County, which are expected to engage law enforcement officers, marginalized community members and specifically community members of color, and the broader community. Programming will also include a healing project with the Southside Community Center Black Girl Alchemists group, who will participate in programming about policing and reimagining public safety, i.e. “What does community justice mean to me,” which will result in a mosaic being produced for the Center and multimedia for wider community consumption based on the Girls’ experiences. Funding is also being requested to implement ideas brought forth by community members through the RPS website and other avenues, this will allow the CJC to be responsive to ideas brought forth by community members.

- 3 trained, contracted, local facilitators, @3 hours / month, 12 months, \$100/hr. \$10,800
- Ideas Into Action Programming (Using community ideas submitted on website to further work of healing) \$10,000
- Southside Black Girl Alchemists Mosaic and Healing Through Art Program \$10,000 for artist and supplies and Southside Programming Supervision

**Alternative Response & Wraparound Services**

<b>Plan Element</b>	<b>Action Steps</b>	<b>2023 County Budget</b>	<b>2023 City Budget</b>	<b>Responsible Party</b>	<b>Stakeholder(s)</b>	<b>Deliverables</b>	<b>Implementation Dates</b>
<b>Evaluate existing models and implement an alternative to law enforcement response system for crisis intervention and wraparound health and human services delivery</b>	Evaluate TCSO and TCMH Co-response model	\$12,500	\$12,500	Planning Group and Stakeholders	Members from Marginalized Communities City/County Elected Leaders IPD, TCSO, TCMH, DOER, Cayuga Health System IFD, 988 Representative University Representatives Family and Children's Services LEAD Reach Medical Advocacy Center	Results of pilot co-response plans effectiveness	11/1/2022-12/31/2023
<b>Pilot Community Resource Hubs</b>	located in already-existing community centers and include physical materials on local resources and space for other practitioners like social workers to be	\$10,000	\$10,000	CJC, Planning group and Stakeholders	Members from Marginalized Communities City/County Elected Leaders IPD, TCSO, TCMH, DOER, Cayuga Health System IFD, 988 Representative University Representatives Family and Children's Services LEAD Reach Medical Advocacy Center	Provide marginalized communities more direct access to information and resources already offered by the County and partner organizations.	11/1/2022-12/31/2023

	present in the space.						
<b>Re-engage stakeholder group to form a working group. (i.e., review stakeholder notes and send a follow-up to the stakeholder group. Schedule a stakeholder meeting to communicate the process and receive feedback and provide list of names to begin the planning process.)</b>	Develop evaluation criteria for alternative response models	No anticipated Budget	No anticipated Budget	CJC, Planning group and Stakeholders	Members from Marginalized Communities City/County Elected Leaders IPD, TCSO, TCMH, DOER, Cayuga Health System IFD, 988 Representative University Representatives Family and Children's Services LEAD Reach Medical Advocacy Center	Finalized rubric for process	11/1/2022-12/31/2023
<b>Implement Alternative Response Model</b>	2 TCMH Licensed Clinical Therapists (TCMH)	Salaries - \$168,949 Fringe - \$74,625 Overtime - \$15,000		Frank Kruppa, Harmony Ayers-Friedlander		Hiring, training, and program launch	Q1 2023
<b>Implement Alternative Response Model</b>	1 TCSO Deputy	Salary – \$80,435 Fringe - \$35,528 Shift - \$2,000 Phone - \$500 Auto - \$2,000 Overtime Costs - \$8,000 Clothing - \$4,000		Derek Osborne		Hiring, training, and program launch	Q1 2023
<b>Implement Alternative Response Model</b>	1 IPD Officer		Total Cost - \$91,000	IPD Chief, Mayor		Hiring, training, and program launch	Q1 2023

## ***Budget Request Narrative - Shared Cost, Tompkins County & City of Ithaca***

**Piloting Co-Response Model (Narrative from TCSO / TCMH)** - This OTR would pilot an alternative response system for crisis intervention & health and human service delivery by creating two teams of two, each staffed by one TCMH Licensed Clinical Therapist (LCT) and one TCSO Deputy or Ithaca Police Department (IPD) Officer. The current Mobile Crisis Team at TCMH is unable to sustain the demand for services. The existing system uses clinic LCTs on an on-call basis 24/7 and the majority of calls come during the day and early evening hours. These calls are pulling the LCTs from their existing appointments and other duties throughout the day which affects the quality of service we can provide in the clinic. The OTR would remove the daytime responsibilities from clinic LCTs and replace them with two dedicated co-response teams. Each licensed clinician would be assigned to work with one designated law enforcement officer on a team dedicated to respond to calls involving mental health crises. Since the number and frequency of mental health crisis response calls are divided roughly evenly between the City of Ithaca and the rest of the County, this plan calls for one dedicated Sheriff's Deputy and one Ithaca Police Department Officer dedicated to the Co-Response Pilot Program. If this is unattainable due to staffing issues, the City and County will consider an inter-municipal agreement to address jurisdictional issues and fund the law enforcement personnel needed to execute this plan.

TCSO and IPD recognize that not all responses require involvement with the criminal justice system. Law Enforcement and Mental Health workers have unique skill sets that are very complimentary to each other in crisis situations. Calls involving those in crisis have the potential to be volatile and dangerous to those responding. The time necessary for Law Enforcement to connect to a separate Mental Health unit during times of crisis can prove to be disjointed and less effective. Calls to dispatch do not typically get reported as mental health complaints, it is discovered as a contributing factor upon police arrival. The ability to share information and transition service delivery quickly and efficiently significantly improves the potential for positive outcomes. A joint response is preferable as police are specialists in handling situations that involve violence and potential injury, while mental health professionals are specialists in providing mental health consultation to officers and mental health care to individuals in crisis (Shapiro, Cusi, Krst, et al. 2015)- Vera Institute). TCSO recognizes that many in the community are calling for a Cahoots or Denver STAR model, which are staffed completely by non-uniformed staff. These programs evolved from and currently co-exist alongside a co-response model in their respective jurisdictions. The formation of this pilot unit, in consultation with the Mental Health Department, will serve as the vehicle to evaluate and implement future specific plans.

- Tompkins County Costs
  - LCTs - \$258,574
  - TCSO Deputy - \$132,463
- City of Ithaca Costs
  - IPD Officer - \$91,000

**Program Evaluation and Resource Hubs** - This OTR is for the second year of the Alternative to Law Enforcement Response System for Crisis Intervention and Wraparound Health and Human Services Delivery plan under the Reimagining Public Safety Collaborative (p. 36 of *Public Safety, Reimagined report*). The total 2023 program cost under County Administration will be \$45,000, with one half of the funds being contributed by the City of Ithaca as part of the collaborative and as supported by the Community Justice Center Contract.

This OTR will pay for the evaluation of the Tompkins County Sheriff and Mental Health Mobile Crisis Plan which can be found in other OTRs (i.e., consultant, academic study, or internal data analysis with software and tools). Evaluation will begin at the onset of the program, and track outcomes and impact concurrent with the program's first year in effect. Evaluation funds at the same amount were budgeted in 2022 but unused, so the same amount is being requested for 2023 for this programming.

In addition, the program will include a pilot of 'community resource hubs' in populated rural areas. Community resource hubs are a model planned in the original *Public Safety, Reimagined* report and would provide marginalized communities more direct access to information and resources already offered by the County and partner organizations. The hubs would be located in already-existing community centers and include physical materials on local resources and space for other practitioners like social workers to be present in the space. CJC staff would be present in the space to hold "office hours" and engage the community to help make people aware of the resources available there. Relationships built in rural communities will help inform more engagement with law enforcement which will also take place in the hub. Additional services offered could include social supports, housing resources, food (SNAP, WIC) and mental health services, telehealth appointment access, as well as the use of telephone services for scheduling follow up calls and printers for individuals to print materials, applications, appointment follow ups, etc. . The budget would include technology (computers, printer, tele-appointment technology, telephone, etc.), supplies and physical materials, and advertising of the hubs.

- 2 hubs, \$10,000/hub.
- Evaluation on TCSO/TCMH Mobile Crisis Plan, \$25,000



**Develop a County-wide program to promote and support holistic officer wellness**

<b>Plan Element</b>	<b>Action Steps</b>	<b>2023 Budget</b>	<b>2023 City Budget</b>	<b>Responsible Party</b>	<b>Stakeholder(s)</b>	<b>Deliverables</b>	<b>Implementation Dates</b>
<b>City of Ithaca and Tompkins County should create an officer wellness program that includes peer support, officer mental health wellness, and physical wellness.</b>	Identify composition of planning implementation group and Launch Planning Group	No anticipated cost at this time	No anticipated cost at this time	Dominick Recckio, Monalita Smiley Bridgette Nugent City Rep	TCSO, IPD, Micael Stitley, Pat Mason, Dominick Recckio, Bridgette Nugent, Monalita Smiley, Harmony Ayers-Friedlander and Frank Kruppa	Meeting Notes from meeting launch	9/1/2202 - 10/1/2022
<b>City of Ithaca and Tompkins County should create an officer wellness program that includes peer support, officer mental health wellness, and physical wellness.</b>	Assessment of current services	No anticipated cost at this time	No anticipated cost at this time	Dominick Recckio, Monalita Smiley Bridgette Nugent City Rep	TCSO, IPD, Micael Stitley, Pat Mason, Dominick Recckio, Bridgette Nugent, Monalita Smiley, Harmony Ayers-Friedlander and Frank Kruppa	Knowledge of what is currently available to not duplicate services	10/1/2022- 12/31/2022
<b>City of Ithaca and Tompkins County should create an officer wellness program that includes peer support, officer mental health wellness, and physical wellness.</b>	Best practice research and implementation – peer support models, phone apps and other resources	\$37,500	\$37,500	Dominick Recckio, Monalita Smiley Bridgette Nugent City Rep	TCSO, IPD, Micael Stitley, Pat Mason, Dominick Recckio, Bridgette Nugent, Monalita Smiley, Harmony Ayers-Friedlander and Frank Kruppa		2/1/2023 - 3/31/2023
<b>City of Ithaca and Tompkins County should create an</b>	Identify new strategies for implementation	No anticipated	No anticipated	Stakeholders	TCSO, IPD, Micael Stitley, Pat Mason, Dominick Recckio,	Delivery of innovative methods to	3/1/2023 -4/30/2023

officer wellness program that includes peer support, officer mental health wellness, and physical wellness.	and review resources sent by regional CIT expert	cost at this time	cost at this time		Bridgette Nugent, Monalita Smiley, Harmony Ayers-Friedlander and Frank Kruppa	implement the plan	
City of Ithaca and Tompkins County should create an officer wellness program that includes peer support, officer mental health wellness, and physical wellness.	Identify additional Funding (if needed)	No anticipated cost at this time	No anticipated cost at this time	Dominick Recckio, Monalita Smiley Bridgette Nugent City Rep	TCSO, IPD, Micael Stitley, Pat Mason, Dominick Recckio, Bridgette Nugent, Monalita Smiley, Harmony Ayers-Friedlander and Frank Kruppa		2/1/2023 - 8/31/2023
City of Ithaca and Tompkins County should create an officer wellness program that includes peer support, officer mental health wellness, and physical wellness.	Community engagement as appropriate	No anticipated cost at this time	No anticipated cost at this time	Monalita Smiley	TCSO, IPD, Micael Stitley, Pat Mason, Dominick Recckio, Bridgette Nugent, Monalita Smiley, Harmony Ayers-Friedlander and Frank Kruppa	Engagement in the process while being given the tools to contribute.	2/1/2023 - 8/31/2023

**Budget Request Narrative**

This OTR is for the second year of the Officer Wellness Program Development plan under the Reimagining Public Safety Collaborative (p.41 of *Public Safety, Reimagined report*). The total 2023 program cost will be \$75,000, with one half of the funds being contributed by the City of Ithaca as part of the collaborative and as supported by the Community Justice Center Contract. Programming for this plan will be developed in conjunction with officers and law enforcement leadership, though during the initial report development it was learned that mental and physical wellness supports are needed to ensure healthy officers and trauma-informed care due to the high-stress nature of their jobs.

The funds made available through this OTR will be used to support the aspects of the Officer Wellness Plan following a planning group effort that has begun in 2022. The planning group is assessing models of supporting the physical and mental wellness of officers and other first responders, and will deliver plans for programming. The costs for this programming may include coordination of mental health service delivery and peer support programming in conjunction with the Department of Emergency Response and Tompkins County Mental Health.

\$40,000 was budgeted for a study in 2022, though will not be used for that purpose, that amount is being requested as part of the new programming described above.

- Officer Wellness Plan Programming - \$75,000

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***Inclusive and Innovative Recruitment Strategies***

<b>Plan Element</b>	<b>Action Steps</b>	<b>2023 County Budget</b>	<b>2023 City Budget</b>	<b>Responsible Party</b>	<b>Stakeholder(s)</b>	<b>Deliverables</b>	<b>Implementation Dates</b>
<b>Develop a comprehensive, inclusive, and innovative recruitment strategy for law enforcement and corrections officers.</b>	Develop Budget	\$10,000 (Detailed in 2 rows below)	\$10,000 (Detailed in 2 rows below)	RPS Management Team and Stakeholders	Community, IPD, Sheriff, Colleges, External/Marketing, Communications, Human Resources/Civil Service Officials for City and County, Cassandra Joseph	Provide structure to the planning process and to allocate resources for implementation.	10/1/2022 - 1/31/2023
<b>Develop a comprehensive, inclusive, and innovative recruitment strategy for law enforcement and corrections officers.</b>	Significantly enhance the advertising	\$7,500	\$7,500	RPS Management Team and Stakeholders	Community, IPD, Sheriff, Colleges, External/Marketing, Communications, Human Resources/Civil Service Officials for City and County, Cassandra Joseph	Utilize the connection to and knowledge of the community while providing expertise in new strategies of recruitment.	10/1/2022 - 1/31/2023
<b>Develop a comprehensive, inclusive, and innovative recruitment strategy for law enforcement and corrections officers</b>	Travel	\$2,500	\$2,500	RPS Management Team and Stakeholders	Community, IPD, Sheriff, Colleges, External/Marketing, Communications, Human Resources/Civil Service Officials for City and County, Cassandra Joseph	direct recruiting activities in non-traditional spaces or spaces that may attract a more diverse set of applicants.	10/1/2021 - 1/31/2023

<p><b>Develop a comprehensive, inclusive, and innovative recruitment strategy for law enforcement and corrections officers.</b></p>	<p>Community Engagement</p>	<p>No anticipated Budget at this time</p>	<p>No anticipated Budget at this time</p>	<p>RPS Management Team</p>	<p>Community, IPD, Sheriff, Colleges, External/Marketing, Communications, Human Resources/Civil Service Officials for City and County, Cassandra Joseph</p>	<p>Engage community in all aspects of the process to improve the decision-making, legitimacy, and competitiveness.</p>	<p>10/1/2022 - 1/31/2023</p>
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**Budget Request Narrative**

This OTR is for the second year of the Inclusive and Innovative Recruitment plan under the Reimagining Public Safety Collaborative (p.41 of *Public Safety, Reimagined report*). The total 2023 program cost will be \$20,000, with one half of the funds being contributed by the City of Ithaca as part of the collaborative and as supported by the Community Justice Center Contract. In 2022, \$15,000 of the budgeted amount for that year was spent on services to develop the tenets of the strategy. In 2023 the programming costs of \$20,000 will be spent to significantly enhance the advertising of open positions in the Ithaca Police Department and Tompkins County Sheriff’s Office to a diverse set of potential applicants. The funding will be used for advertising placement, development, and materials, as well as for travel to locations and/or events for direct recruiting activities in non-traditional spaces or spaces that may attract a more diverse set of applicants.

- Advertising - \$15,000
- Travel - \$5,000

**Culturally Responsive Training for Law enforcement**

<b>Plan Element</b>	<b>Action Steps</b>	<b>2023 County Budget</b>	<b>2023 City Budget</b>	<b>Responsible Party</b>	<b>Stakeholder(s)</b>	<b>Deliverables</b>	<b>Implementation Dates</b>
Identify new curriculum, redesign and implement a culturally responsive training program that incorporates de-escalation and mental health components into a comprehensive response for law enforcement.	Identify RPS communities	No anticipated budget currently	No anticipated budget currently	Planning Group	Sheriff, IPD, Director of Human Resources, Human Resources Commissioner, Chief Equity and Diversity Officer, CJC, CJC Advisory Board, City and County police bargaining units, Community, Division of Criminal Justice Services, Vendors, NYS Police Academy, Community College, Villages, Training Coordinator	Report on implementation and success from other RPS communities	2/2023 - 4/2023
	Identify culturally responsive approach and create curriculum	No anticipated budget currently	No anticipated budget currently	Stakeholders		Provide vision of an organized path to show progress	2/2023 - 4/2023
	Develop and prioritize expenses for training	\$40,000 TCSO	\$40,000 IPD	Planning Group		Direct and indirect cost for development and implementation	2/2023 - 4/2023

	Identify timeframe needed to achieve plan	No anticipated budget currently	No anticipated budget currently	Planning Group		Strategically identify process and steps towards completion	2/2023 - 4/2023
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### **Budget Request Narrative**

This OTR is for the second year of the Culturally Responsive Training plan under the Reimagining Public Safety Collaborative (p.38 of *Public Safety, Reimagined Report*). The total 2023 program cost will be \$75,000, with half the funds being contributed by the City of Ithaca as part of the collaborative and as supported by the Community Justice Center Contract. The programming will include training on de-escalation, anti-racism, anti-bias, history of policing and mental health first-aid and others as identified. This training will be done by hired professionals with expertise in the areas of de-escalation, anti-racism, anti-bias, history, and mental health first aid. This funding will be used to cover the cost of Crisis Intervention Team (CIT) training to a minimum of 20 percent of sworn officers (and selected non-sworn staff); and Mental Health First Aid training (or equivalent) to the remaining sworn officers (and selected non-sworn staff) not receiving CIT training.

- \$40,000 to increase the Sheriff's Office training budget from \$10,000 to \$50,000 to include \$20,000 for Road Patrol, \$20,000 for the Jail and establish mechanisms to evaluate the effectiveness of training.
- \$40,000 for the City IPD's training budget.

**Results of Officer-Initiated Traffic Stop Enforcement**

<b>Plan Element</b>	<b>Action Steps</b>	<b>2023 County Budget</b>	<b>2023 City Budget</b>	<b>Responsible Party</b>	<b>Stakeholder(s)</b>	<b>Deliverables</b>	<b>Implementation Dates</b>
<b>Collect and evaluate the results of officer-initiated traffic stop enforcement.</b>		No anticipated Budget at this time	No anticipated Budget at this time	Stakeholders	TCSO, TC Admin, TC Dept. Planning and Sustainability and Transportation Council, BIPOC Community Member	Gather information on measures already completed with results	8/1/2022 -6/30/2023
<b>Collect and evaluate the results of officer-initiated traffic stop enforcement.</b>	Gather stakeholders to review the recommendation (Include towns and villages)	No anticipated budget currently	No anticipated Budget at this time	RPS Management Team	TCSO, TC Admin, TC Dept. Planning and Sustainability and Transportation Council, BIPOC Community Member	List of Members	8/1/2022 - 9/30/2022
<b>Collect and evaluate the results of officer-initiated traffic stop enforcement.</b>	Review prior year's data and assess traffic stop results	No anticipated budget currently	No anticipated Budget at this time	Planning Group	TCSO, TC Admin, TC Dept. Planning and Sustainability and Transportation Council, BIPOC Community Member	Understanding of results based on previous year's data	8/1/2022 - 9/30/2022
<b>Collect and evaluate the results of officer-initiated traffic stop enforcement.</b>	Identify current processes and data collection capabilities	No anticipated budget currently	No anticipated Budget at this time	Planning Group	TCSO, TC Admin, TC Dept. Planning and Sustainability and Transportation Council, BIPOC	Identify resources and services for recommendations to collecting data	9/1/2022-10/31/2022



					Community Member		
<b>Collect and evaluate the results of officer-initiated traffic stop enforcement.</b>	Identify community members (consider intersectionality)	No anticipated budget currently	No anticipated Budget at this time	RPS Management Teams	TCSO, TC Admin, TC Dept. Planning and Sustainability and Transportation Council, BIPOC Community Member	Investment in process and engagement	8/1/2022 - 9/30/2022
<b>Collect and evaluate the results of officer-initiated traffic stop enforcement.</b>	Provide recommendation on where, when and how to reduce safety concerns	No anticipated budget currently	No anticipated Budget at this time	Planning Group	TCSO, TC Admin, TC Dept. Planning and Sustainability and Transportation Council, BIPOC Community Member	Officer-initiated traffic stops will reduce officer interactions with the public as well as free up more officer time and department resources for priority activities.	6/1/2023 –6/30/2023

**Budget Request Narrative**

*There is no anticipated budget for 2023.*

**Standardized Data Entry**

<b>Plan Element</b>	<b>Action Steps</b>	<b>2023 County Budget</b>	<b>2023 City Budget</b>	<b>Responsible Party</b>	<b>Stakeholder(s)</b>	<b>Deliverables</b>	<b>Implementation Dates</b>
<b>Standardize data entry and review existing data sets for more actionable insights and allocation of public safety resources.</b>	Identify data entry challenges including incomplete data	No anticipated Budget Currently	No anticipated Budget Currently	Planning Group	Sheriff, IPD, IT, CPE, County Admin, City Admin, City Admin Chair, CJC, Community, Department of Emergency Response, Budget Committees, Villages and Towns PDs, Dashboard	Data will be reviewed and analyzed from previous years.	2/1/2023 - 6/30/2023
<b>Standardize data entry and review existing data sets for more actionable insights and allocation of public safety resources.</b>	Identify communities with similar demographics to research	No anticipated Budget Currently	No anticipated Budget Currently	Planning Group	Sheriff, IPD, IT, CPE, County Admin, City Admin, City Admin Chair, CJC, Community, Department of Emergency Response, Budget Committees, Villages and Towns PDs, Dashboard	Gain knowledge of examples of work to be completed.	2/1/2023 - 6/30/2023
<b>Standardize data entry and review existing data sets for more actionable insights and allocation of public safety resources.</b>	Develop criteria with specifics on what types of data should be collected to review and assess	\$25,000	\$25,000	Planning Group	Sheriff, IPD, IT, CPE, County Admin, City Admin, City Admin Chair, CJC, Community, Department of Emergency Response, Budget	knowledge of disproportionate minoritized types of data and how to properly assess the information for	2/1/2023 - 6/30/2023

	disproportionate minoritized contact <b>(Training)</b>				Committees, Villages and Towns PDs, Dashboard	training purposes.	
<b>Standardize data entry and review existing data sets for more actionable insights and allocation of public safety resources.</b>	Determine what changes and what systems, policy, process, and procedure issues need to change	No anticipated Budget Currently	No anticipated Budget Currently	Planning Group	Sheriff, IPD, IT, CPE, County Admin, City Admin, City Admin Chair, CJC, Community, Department of Emergency Response, Budget Committees, Villages and Towns PDs, Dashboard	Provide working relationship with ability to communicate effectively	2/1/2023 - 6/30/2023
<b>Standardize data entry and review existing data sets for more actionable insights and allocation of public safety resources.</b>	Identify community engagement process	No anticipated Budget Currently	No anticipated Budget Currently	Planning Group	Sheriff, IPD, IT, CPE, County Admin, City Admin, City Admin Chair, CJC, Community, Department of Emergency Response, Budget Committees, Villages and Towns PDs, Dashboard	Engage community in all aspects of the process to improve the decision-making, legitimacy, and competitiveness.	2/1/2023 - 6/30/2023

**Budget Request Narrative**

This OTR is for the first-year implementation of the Standardized data review plan under the Reimagining Public Safety Collaborative (p.39 of *Public Safety, Reimagined report*). The total 2023 program cost will be \$50,000, with one half of the funds being contributed by the City of Ithaca as part of the collaborative and as supported by the Community Justice Center Contract. The programming will include efforts to professionally organize existing datasets used by law enforcement, and to develop standardized data entry training and documentation for law enforcement personnel and execute training annually. Programming may also include activities to ensure

the consistent collection of new data (i.e. demographic data) consistently across agencies. It is anticipated that there will be associated costs with additional training of staff and technology to expand the current system as well as annual subscription/maintenance fees.

- Data tools, module upgrades, annual training, and materials - \$50,000

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**Real-Time Public Safety Community Dashboard**

<b>Plan Element</b>	<b>Action Steps</b>	<b>2023 County Budget</b>	<b>2023 City Budget</b>	<b>Responsible Party</b>	<b>Stakeholder(s)</b>	<b>Deliverables</b>	<b>Implementation Dates</b>
<b>Develop a real-time public safety community dashboard</b>	Identify impact points for data collection	No anticipated budget	No anticipated budget	Stakeholders and Planning Group	IT, Community, DoER, County Admin, Sheriff and IPD, Attorneys	Use data results as a basis for identifying needed software	8/1/2023 - 12/31/2023
<b>Develop a real-time public safety community dashboard</b>	Select a software/vend or including funding	\$13,500	\$13,500	Planning Group	IT, Community, DoER, County Admin, Sheriff and IPD, Attorneys	Provide the cost and the technology to expand the current system as well as annual subscription/maintenance where a user interface would be provided for the public to input Information into the system.	8/1/2023 - 12/31/2023
<b>Develop a real-time public safety community dashboard</b>	Outreach to the villages/towns	No anticipated budget	No anticipated budget	Planning group and Project Director	IT, Community, DoER, County Admin, Sheriff and IPD, Attorneys	Inclusion in all aspects of the plan.	8/1/2023 - 12/31/2023
<b>Develop a real-time public safety community dashboard</b>	Identify community stakeholders	No anticipated budget	No anticipated budget	Planning Group and Project Director	IT, Community, DoER, County Admin, Sheriff and IPD, Attorneys	Engage community in all aspects of the process to improve the decision-making, legitimacy, and competitiveness.	8/1/2023 - 12/31/2023

Develop a real-time public safety community dashboard	Identify facilitators	No anticipated budget	No anticipated budget	Planning Group	IT, Community, DoER, County Admin, Sheriff and IPD, Attorneys	Provide role of leadership and oversight for implementation of the plan.	8/1/2023 - 12/31/2023
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### **Budget Request Narrative**

This OTR is for the first-year implementation of the Public Safety Community Dashboard plan under the Reimagining Public Safety Collaborative (p.40 of *Public Safety, Reimagined report*). The total 2023 program cost will be \$27,000, with one half of the funds being contributed by the City of Ithaca as part of the collaborative and as supported by the Community Justice Center Contract. These funds will be used to purchase expanded system module(s) which allow for the real-time data integration needed including a user interface for the public to input information into the system to effectuate a dashboard as described in the plan. Ideally this plan will begin following the completion of the Standardized Data Entry plan. This funding was previously budgeted for 2022 but was unused and is being requested for use in 2023 instead.

- Data tools & module upgrades - \$27,000

**NYS Troopers Collaboration**

<b>Plan Element</b>	<b>Action Steps</b>	<b>2023 County Budget</b>	<b>2023 City Budget</b>	<b>Responsible Party</b>	<b>Stakeholder(s)</b>	<b>Deliverables</b>	<b>Implementation Dates</b>
<b>Seek ongoing and responsive collaboration from New York State Troopers operating in Tompkins County</b>	Identify NYS presence in TC	No anticipated budget	No anticipated budget	Planning Group	Community, IPD, Sheriff, State Patrol, State Troopers, Villages PD		12/1/2023 - 12/31/2023
<b>Seek ongoing and responsive collaboration from New York State Troopers operating in Tompkins County</b>	Identify current Collaborative efforts	No anticipated budget	No anticipated budget	Planning Group	Community, IPD, Sheriff, State Patrol, State Troopers, Villages PD	Possess knowledge of what is currently being accomplished.	12/1/2023 - 12/31/2023
<b>Seek ongoing and responsive collaboration from New York State Troopers operating in Tompkins County</b>	Develop communication process to share information	No anticipated budget	No anticipated budget	Communications Director	Community, IPD, Sheriff, State Patrol, State Troopers, Villages PD		12/1/2023 - 12/31/2023
<b>Seek ongoing and responsive collaboration from New York State Troopers operating in Tompkins County</b>	Start identifying ways to collaborate (ie. Training)	No anticipated budget	No anticipated budget	Planning Group	Community, IPD, Sheriff, State Patrol, State Troopers, Villages PD	Possess knowledge of what is currently being accomplished.	12/1/2023 - 12/31/2023

<b>Seek ongoing and responsive collaboration from New York State Troopers operating in Tompkins County</b>	Identify community involvement	No anticipated budget	No anticipated budget	Planning Group	Community, IPD, Sheriff, State Patrol, State Troopers, Villages PD	Engage community in all aspects of the process to improve the decision-making, legitimacy, and competitiveness.	12/1/2023 - 12/31/2023
<b>Seek ongoing and responsive collaboration from New York State Troopers operating in Tompkins County</b>	Identify facilitator	No anticipated budget	No anticipated budget	Planning Group	Community, IPD, Sheriff, State Patrol, State Troopers, Villages PD	Provide role of leadership and oversight for implementation of the plan.	12/1/2023 - 12/31/2023

**Budget Request Narrative**

*There is no anticipated 2023 budget.*



**Review of SWAT Callouts**

<b>Plan Element</b>	<b>Action Steps</b>	<b>2023 County Budget</b>	<b>2023 City Budget</b>	<b>Responsible Party</b>	<b>Stakeholder(s)</b>	<b>Deliverables</b>	<b>Implementation Dates</b>
<b>Conduct a review of the past 3 years of SWAT (Special Weapons and Tactics) callouts to determine the frequency of use and to assess the process for callouts.</b>		No anticipated budget	No anticipated budget	Planning group and Stakeholders	TCSO, DoER, IPD, City and County Administration, marginalized community members, area villages and higher education institutions.		2/1/2023 - 6/30/2023
<b>Conduct a review of the past 3 years of SWAT (Special Weapons and Tactics) callouts to determine the frequency of use and to assess the process for callouts.</b>	Review data for SWAT including number of calls, types, follow up response and locations	No anticipated budget	No anticipated budget	Planning group and Stakeholders	TCSO, DoER, IPD, City and County Administration, marginalized community members, area villages and higher education institutions.	Knowledge of protocols and procedures currently being conducted by SWAT	2/1/2023 - 3/30/2023
<b>Conduct a review of the past 3 years of SWAT (Special Weapons and Tactics) callouts to determine the frequency of use and to assess the process for callouts.</b>	Identify village, town, and city collaboration	No anticipated budget	No anticipated budget	Planning group and Stakeholders	TCSO, DoER, IPD, City and County Administration, marginalized community members, area villages and higher education institutions.	Provide transparency and inclusion for community involvement	3/1/2023 - 6/30/2023

<b>Conduct a review of the past 3 years of SWAT (Special Weapons and Tactics) callouts to determine the frequency of use and to assess the process for callouts.</b>	Review policy for updates	No anticipated budget	No anticipated budget	Planning group and Stakeholders	TCSO, DoER, IPD, City and County Administration, marginalized community members, area villages and higher education institutions.	Make necessary changes of policy for improvement.	3/1/2023 - 6/30/2023
<b>Conduct a review of the past 3 years of SWAT (Special Weapons and Tactics) callouts to determine the frequency of use and to assess the process for callouts.</b>	Draft a recommended report for potential other uses	No anticipated budget	No anticipated budget	Planning group and Stakeholders	TCSO, DoER, IPD, City and County Administration, marginalized community members, area villages and higher education institutions.	Formal report for future use and reference	3/1/2023 - 6/30/2023
<b>Conduct a review of the past 3 years of SWAT (Special Weapons and Tactics) callouts to determine the frequency of use and to assess the process for callouts.</b>	Identify Community engagement	No anticipated budget	No anticipated budget	Planning group and Stakeholders	TCSO, DoER, IPD, City and County Administration, marginalized community members, area villages and higher education institutions.	Engage community in all aspects of the process to improve the decision-making, legitimacy, and competitiveness	2/1/2023 - 3/30/2023
<b>Conduct a review of the past 3 years of SWAT (Special Weapons and Tactics) callouts to</b>	Identify facilitator	No anticipated budget	No anticipated budget	Planning group and Stakeholders	TCSO, DoER, IPD, City and County Administration, marginalized community	Provide role of leadership and oversight for implementation of the plan.	2/1/2023 - 3/30/2023

determine the frequency of use and to assess the process for callouts.					members, area villages and higher education institutions.		
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**Budget Request Narrative**

*There is no anticipated 2023 budget.*

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**Advocate for Revised Civil Service Exam**

<b>Plan Element</b>	<b>Action Steps</b>	<b>2023 County Budget</b>	<b>2023 City Budget</b>	<b>Responsible Party</b>	<b>Stakeholder(s)</b>	<b>Deliverables</b>	<b>Implementation Dates</b>
<b>Revise the Civil Service exam process to diversify law enforcement personnel.</b>	Contact the State Civil Service Department	No anticipated budget	No anticipated budget	County/ City HR	HR, City and Labor Attorney, State Civil Service, Elected Officials	Initiate the review of the exam process to discover alternative methods of increasing diversity in law enforcement personnel.	4/1/2023 - 4/30/2023
<b>Revise the Civil Service exam process to diversify law enforcement personnel.</b>	Review current service legislation	No anticipated budget	No anticipated budget	Stakeholders	HR, City and Labor Attorney, State Civil Service, Elected Officials	Knowledge of current civil service legislation	5/1/2023 - 8/30/2023
<b>Revise the Civil Service exam process to diversify law enforcement personnel.</b>	Develop an Advocacy plan	No anticipated budget	No anticipated budget	Stakeholders	HR, City and Labor Attorney, State Civil Service, Elected Officials	Facilitation of the development and change in areas of new policies	5/1/2023 - 8/30/2023
<b>Revise the Civil Service exam process to diversify law enforcement personnel.</b>	Convene impacted stakeholders	No anticipated budget	No anticipated budget	Stakeholders	HR, City and Labor Attorney, State Civil Service, Elected Officials	Review of policies and legislation	4/1/2023 - 4/30/2023
<b>Revise the Civil Service exam</b>	Develop an advocacy	No anticipated budget	No anticipated budget	Stakeholders	HR, City and Labor Attorney, State	Create recommendation	5/1/2023 - 8/30/2023

process to diversify law enforcement personnel.	strategy to change exams and reduce barriers to diversity				Civil Service, Elected Officials	to change Civil Service exam process	
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**Budget Request Narrative**

*There is no anticipated 2023 budget.*

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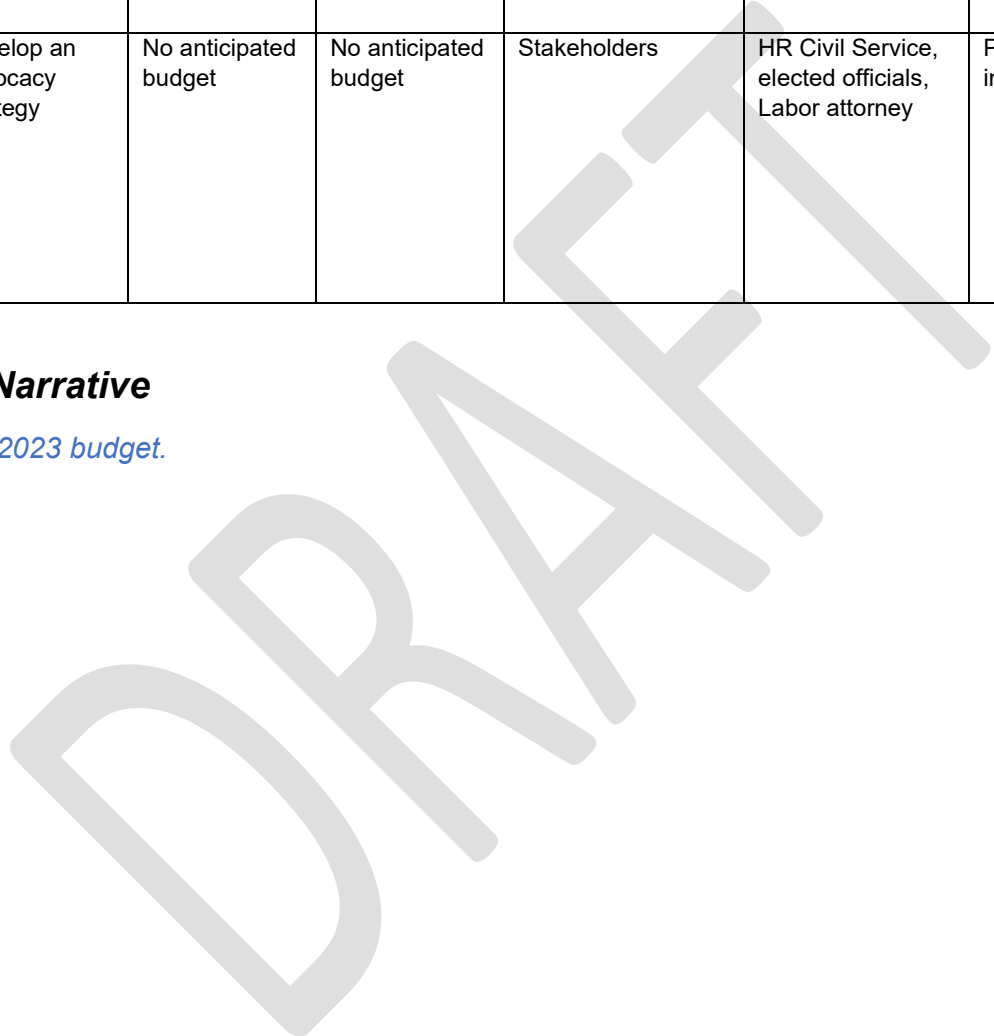
**Advocate for NYS Continuous Recruitment**

<b>Plan Element</b>	<b>Action Steps</b>	<b>2023 County Budget</b>	<b>2023 City Budget</b>	<b>Responsible Party</b>	<b>Stakeholder(s)</b>	<b>Deliverables</b>	<b>Implementation Dates</b>
<b>Advocate for New York State to enact "continuous recruitment" of eligible candidates for law enforcement personnel</b>	Contact the State Civil Service Department	No anticipated budget	No anticipated budget	City/ County HR	HR Civil Service, elected officials, Labor attorney		04/01/2023 -
<b>Advocate for New York State to enact "continuous recruitment" of eligible candidates for law enforcement personnel</b>	Review current service legislation	No anticipated budget	No anticipated budget	Stakeholders	HR Civil Service, elected officials, Labor attorney	Knowledge of current civil service legislation	5/1/2023 - 7/31/2023
<b>Advocate for New York State to enact "continuous recruitment" of eligible candidates for law enforcement personnel</b>	Develop an advocacy plan	No anticipated budget	No anticipated budget	Stakeholders	HR Civil Service, elected officials, Labor attorney	Facilitation of the development and change in areas of new policies	5/1/2023 - 7/31/2023
<b>Advocate for New York State to enact "continuous recruitment" of eligible candidates for law</b>	Convene impacted stakeholders	No anticipated budget	No anticipated budget	Stakeholders	HR Civil Service, elected officials, Labor attorney	Review of policies and legislation	5/1/2023 - 7/31/2023

enforcement personnel							
<b>Advocate for New York State to enact "continuous recruitment" of eligible candidates for law enforcement personnel</b>	Develop an advocacy strategy	No anticipated budget	No anticipated budget	Stakeholders	HR Civil Service, elected officials, Labor attorney	Plan for implementation	5/1/2023 - 7/31/2023

**Budget Request Narrative**

*There is no anticipated 2023 budget.*



**Advocate for Reform of Disciplinary Procedures**

<b>Plan Element</b>	<b>Action Steps</b>	<b>2023 County Budget</b>	<b>2023 City Budget</b>	<b>Responsible Party</b>	<b>Stakeholder(s)</b>	<b>Deliverables</b>	<b>Implementation Dates</b>
<b>Urge Gov. of New York /New York State Legislature to reform disciplinary procedures for law enforcement personnel under Civil Service Law Section 75.</b>	Contact the State Civil Service Department	No anticipated Budget	No anticipated Budget	Stakeholders	City Attorney, City Admin, County Admin, Common Council, Union, City of Ithaca Mayor, State Civil Service, NYSUPA?	Connection to State Legislature to begin reform discussion	4/1/2023 - 4/30/2023
<b>Urge Gov. of New York /New York State Legislature to reform disciplinary procedures for law enforcement personnel under Civil Service Law Section 75.</b>	Review current service legislation	No anticipated Budget	No anticipated Budget	Stakeholders	City Attorney, City Admin, County Admin, Common Council, Union, City of Ithaca Mayor, State Civil Service, NYSUPA?	Understanding of current service legislation	5/1/2023 - 8/31/2023
<b>Urge Gov. of New York /New York State Legislature to reform disciplinary procedures for law enforcement personnel under Civil Service Law Section 75.</b>	Convene impacted stakeholders	No anticipated Budget	No anticipated Budget	Stakeholders	City Attorney, City Admin, County Admin, Common Council, Union, City of Ithaca Mayor, State Civil Service, NYSUPA?	Review of policies and legislation	5/1/2023 - 8/31/2023



<p>Urge Gov. of New York /New York State Legislature to reform disciplinary procedures for law enforcement personnel under Civil Service Law Section 75.</p>	<p>Develop an advocacy strategy</p>	<p>No anticipated Budget</p>	<p>No anticipated Budget</p>	<p>Stakeholders</p>	<p>City Attorney, City Admin, County Admin, Common Council, Union, City of Ithaca Mayor, State Civil Service, NYSUPA?</p>	<p>Create recommendation to make changes to reform disciplinary procedures</p>	<p>5/1/2023 - 8/31/2023</p>
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**Budget Request Narrative**

*There is no anticipated 2023 budget.*

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