



EXPERIENCE FROM THE PAST. VISION FOR THE FUTURE.

**TOMPKINS COUNTY, NY
SHERIFF DEREK R. OSBORNE
OCTOBER 22, 4:40 PM**



Center For
POLICING EQUITY

- WHAT WE DO
- NEWSROOM
- FIGHT BIAS
- CAREERS
- ABOUT
- CONTACT
- DONATE**



*We do
science to
promote
justice*

TOPICS

- THE OFFICE OF SHERIFF
- BUDGET
- CALLS FOR SERVICE
- USE OF FORCE
- INTERNAL AFFAIRS
- POLICY DEVELOPMENT
- HIRING
- TRAINING
- COMMUNITY ENGAGEMENT



OFFICE OF THE SHERIFF

- The Office of Sheriff is not simply another "department" of county government. The internal operation of an Office of Sheriff is the sole responsibility of the elected Sheriff. The county and the Sheriff are “co-employers” of Sheriff’s Office staff.
- County department heads are subordinate to a county governing body, because a "department" is truly only a division of county government. The Office of Sheriff is a statutory/constitutional office having exclusive powers and authority under state law and/or state constitution. These inherent powers are not subject to the dictates of a local county governing body.
- The Sheriff answers directly to the community they serve.

OFFICE OF THE SHERIFF

COUNTY LAW, SECTION 650

1. The sheriff shall perform the duties prescribed by law as an officer of the court and conservator of the peace within the county.
2. The sheriff shall serve all civil process regardless of whether it has been issued by the court.

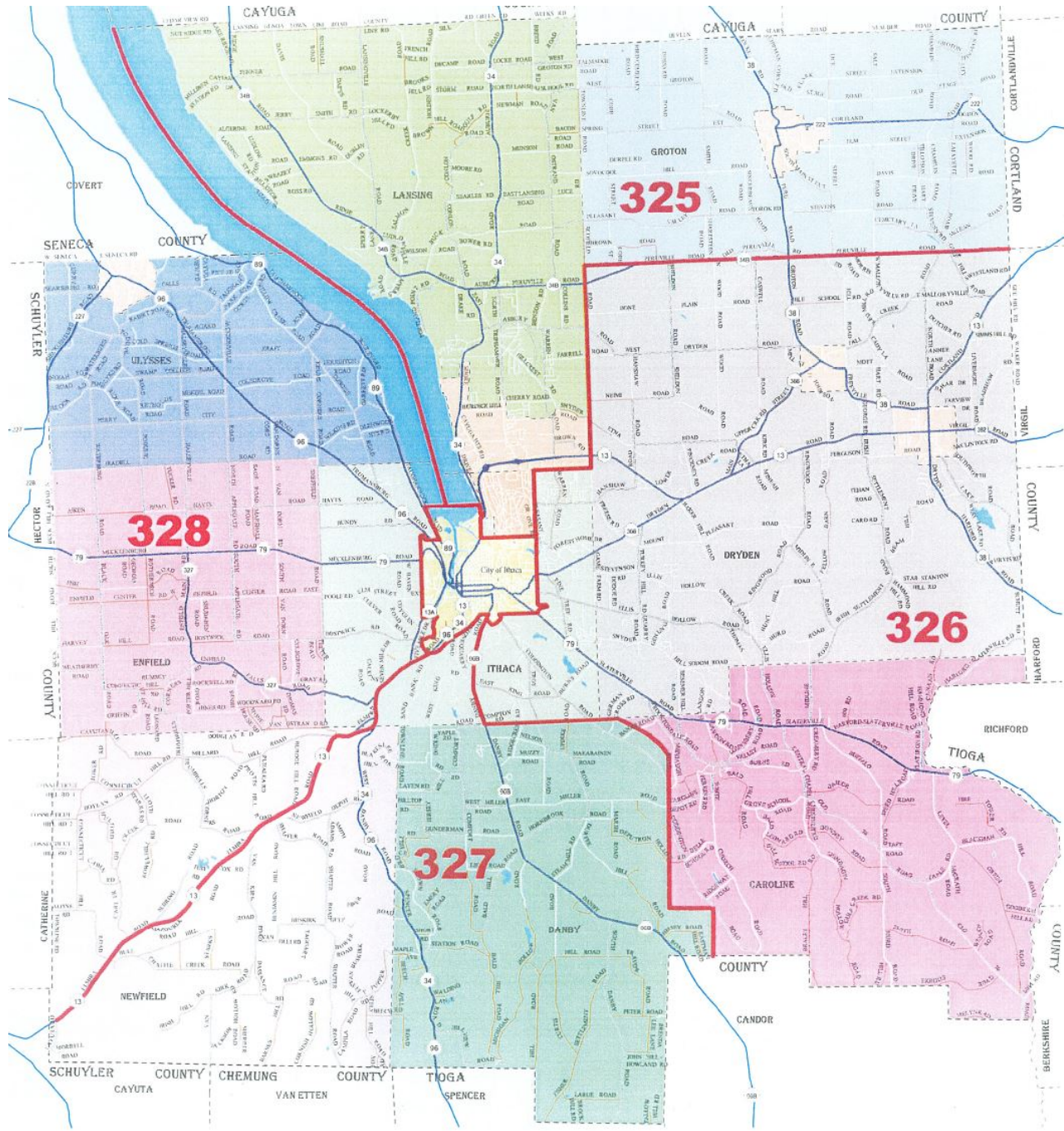
COUNTY LAW, SECTION 652

1. Within ten days after entering upon the duties of the office, the sheriff shall appoint an undersheriff to serve during his pleasure. During the absence or inability of the sheriff to act or when a vacancy shall occur in the office of the sheriff, the undersheriff shall, in all things, execute the duties of the office of sheriff until a new sheriff is elected or appointed and has qualified.

CORRECTIONS LAW, SECTION 500-C

1. Except as provided in subdivision two of this section, the sheriff of each county shall have custody of the county jail of such county.

JURISDICTION



- Population: ~102,000
- 4 patrol zones over 492 sq. miles.
- All areas outside the City of Ithaca.
- Coverage for some Village Police Departments as needed.
- Jail serves all law enforcement agencies.
- Provide all inmate court and medical transports.
- Civil Office serves all of County.



SHERIFF

Exec. Asst. to the Sheriff
1

UNDERSHERIFF
1

PATROL OPERATIONS

CORRECTIONS DIVISION

CRIMINAL INVESTIGATIONS DIVISION

UNIFORMED PATROL DIVISION

ADMINISTRATIVE DIVISION (Civil / Records)

Captain
1

Corrections Sergeants
6

Corrections Officers
33

Records Officer
1

T. & E. Officer

Jail Nurse
1

Full-Time Cook

Part-Time Cook

Lieutenant
1

Investigators
4

Deputy Sheriff (Special Assignments)
1 – Evidence Custodian

Lieutenant
1

Sergeants
6

Deputy Sheriffs
26 – Full-time Patrol
4 – Part-time (Airport)

Lieutenant
1

Deputy Sheriff (Special Assignments)
1 – Process Server

Civil Staff
3

Community Outreach Coordinator
0 – Not funded

Totals: 3 non-union administrators, 41 FT & 4 PT Law Enforcement Officers, 40 Corrections Officers, 5 Civilians

TOTAL SHERIFF'S OFFICE EXPENSE BUDGET

2020

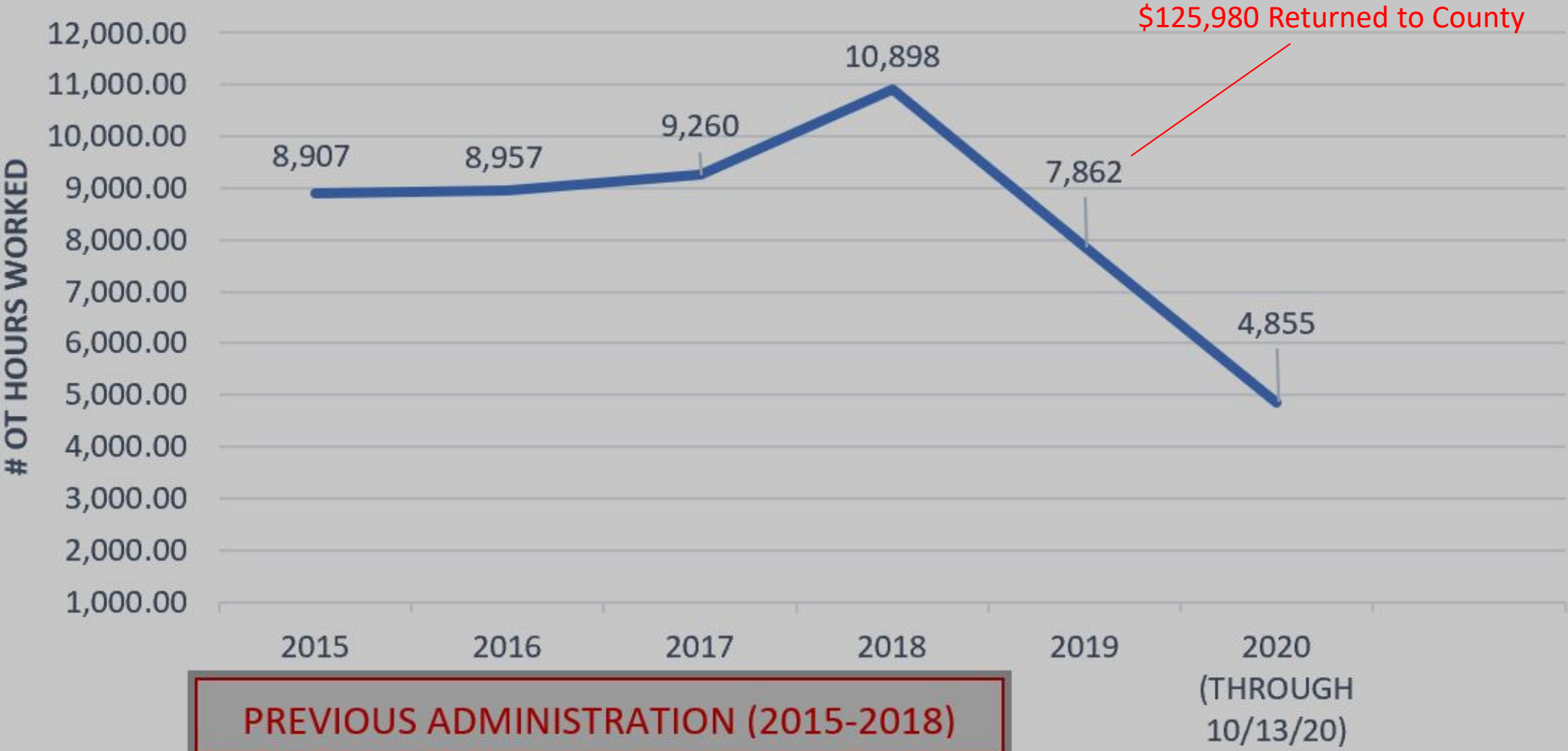
CIVIL	\$623,217	
LAW ENFORCEMENT	\$5,064,603	
SWAT	\$13,796	\$10,274 remaining as of 09/30/2020
CORRECTIONS	\$5,108,813	
MEDICAL & BOARDING	\$443,898	\$219,758 remaining as of 09/30/2020
TOTAL EXPENSE:	\$11,254,327	

TCSO LAW ENFORCEMENT BUDGET BREAKDOWN



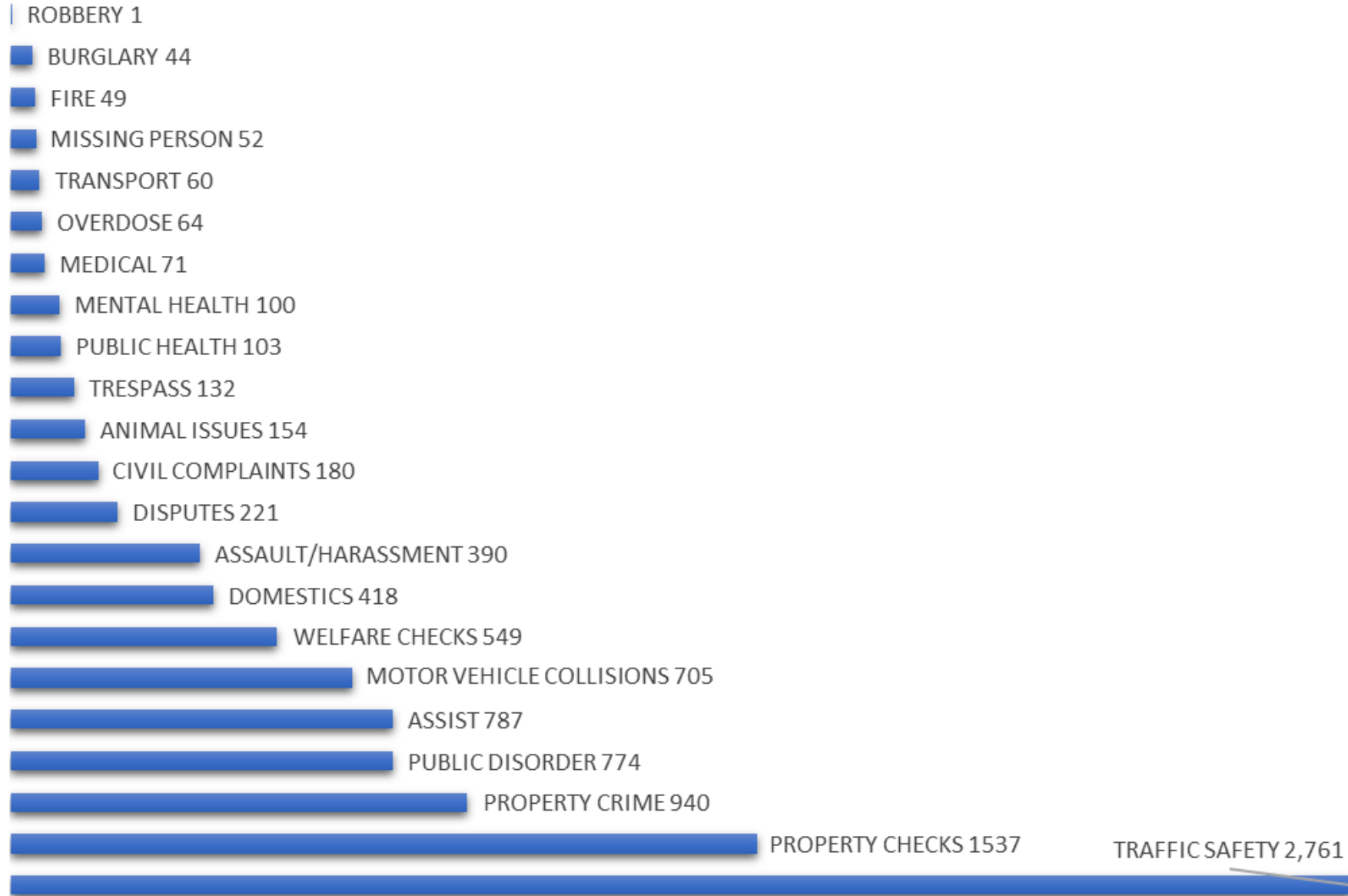
	2020 BUDGETED AMOUNT	BALANCES AS OF 09/30/2020
SALARY & BENEFITS	\$2,924,458	N/A
OVERTIME	\$373,240	\$234,200
EQUIPMENT	\$280,577	\$73,062
SUPPLIES	\$138,399	\$40,944
TRAINING	\$12,000	\$4,797
AUTO MAINTENANCE	\$60,000	\$4,797
SERVICE CONTRACTS	\$47,018	\$7,409

ANNUAL LAW ENFORCEMENT OVERTIME HOURS WORKED



TCSO CALL ACTIVITY 01/01/2020-10/13/2020

11,336 CALLS





CORRECTIONS

- 82-bed facility
- Daily Average 35 Inmates
- Staffing levels are dictated by NYS
- County Alternatives to Incarceration, Bail Reform & Raise the Age have all contributed to much lower numbers
- Many in-house programs
- Antiquated linear-style jail impairs ability for better programming
- Lowered cost of phone calls
- Educational opportunities and video visitation available through tablets
- MAT Program
- FT Forensic Counselor on staff
- Medical Doctor (on contract)
- PT Psychiatrist on staff
- 0 Inmates infected with COVID

USE OF FORCE

- Chapter 9 General Orders 900, 902, 903, 904, 905 (each specific to the type of force or tool used).
- All incidences involving a show of force or a use of force are documented.
- All result in a comprehensive review and tracking.
- Subsequent reporting to NYS Division of Criminal Justice Services.
- Incidences resulting in death will be investigated by the NYS Attorney Generals Office.
- Policy dictates that, when possible, de-escalation in the form of advisement, warnings, verbal persuasion, and verbal instruction are expected to occur before resorting to force.
- Level of force employed should be in direct relationship to the resistance exerted, or the immediate threat to the officer or others.
- In-car cameras upon arrest.

FORCE STATISTICS

2019

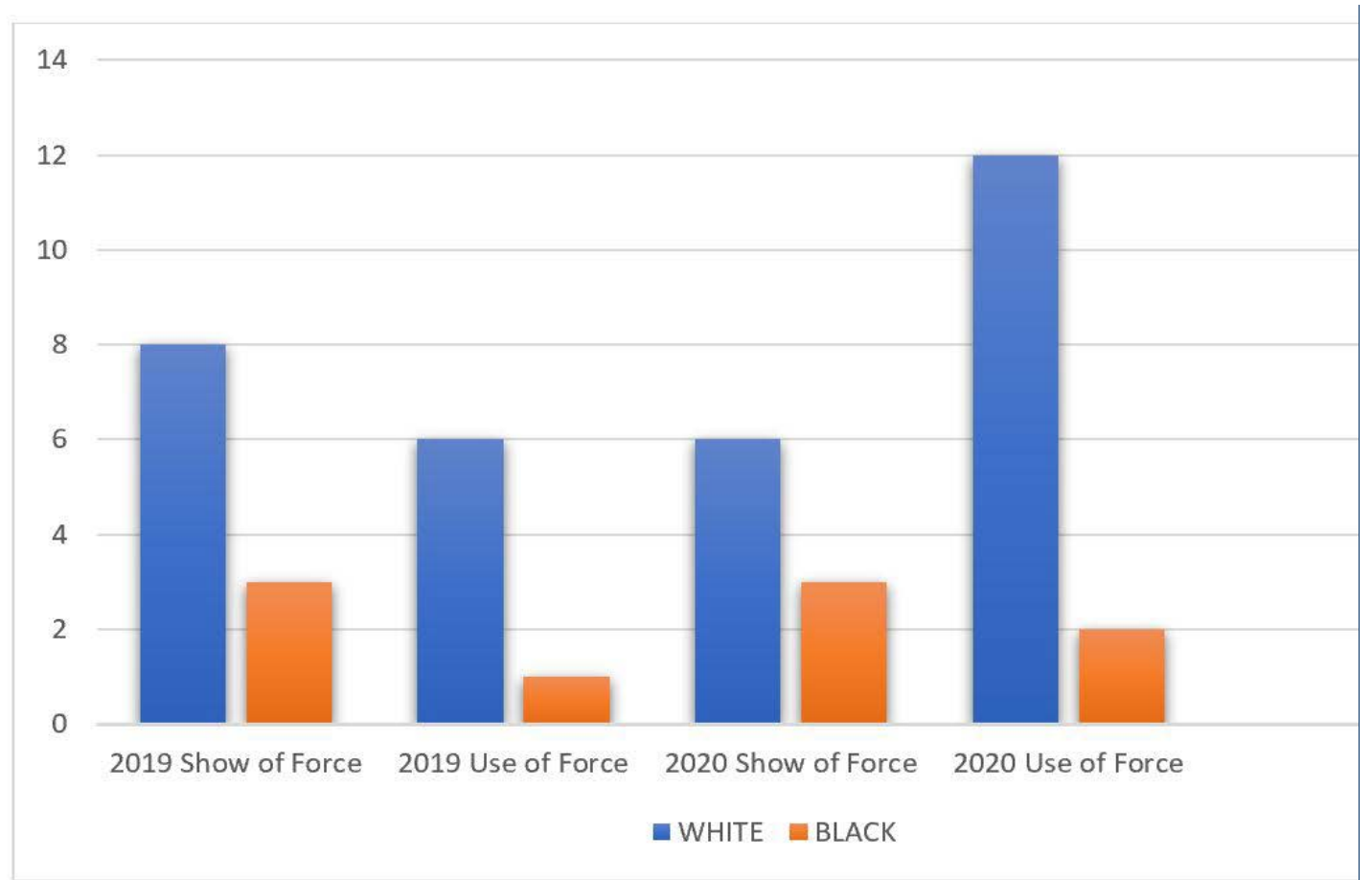
TOTAL INCIDENTS 14,479
FORCE SHOWN/USED .12%

TOTAL ARRESTS 554
FORCE SHOWN/USED 3.2%

2020 (AS OF 10/13/2020)

TOTAL INCIDENTS 11,366
FORCE SHOWN/USED .2%

TOTAL ARRESTS 414
FORCE SHOWN/USED 5.5%



SHOW OF FORCE: Presentation of an agency approved less-lethal force option, or a firearm to gain compliance.

USE OF FORCE: Use of an office approved hands-on technique or deployment of a less-lethal force option to gain compliance.

COMPLAINTS & INTERNAL AFFAIRS

- Commendation/Complaint form is online in 11 different languages (and printable brochure explaining process).
- Chapter 3 General Order 312 – “Disciplinary System”.
- Chapter 4 General Order 400 – “Personnel Complaints & Internal Investigations”.
- Complaints classified by 4 types based on level of seriousness.
- Undersheriff serves as investigatory authority & final disciplinary authority rests with the Sheriff.
- Criminal Investigations are referred to the District Attorney or State Attorney’s Office.
- All investigatory findings include whether:
 - ✓ The actions complied with policy, training, and legal standards;
 - ✓ The incident involved misconduct by any officer;
 - ✓ The use of different tactics should or could have been employed;
 - ✓ The incident indicates a need for additional training, counsel, or other measures;
 - ✓ The incident suggests that the Sheriff’s Office should revise its policies, training, or tactics.

DUE PROCESS & CONTRACTUAL OBLIGATIONS

- Garrity Rights: Apply to the right of a public employee not to be compelled to incriminate themselves during investigatory interviews conducted by their employer. These rights are based on the 1967 United States Supreme Court decision Garrity v. New Jersey. Garrity Rights apply only to public employees, because they are employed by the government itself.
- The County and Sheriff retain the sole right to discipline, suspend, and discharge employees for cause.
- If an allegation of employee misconduct generates concern for the safety & welfare of other employees or the public, the Sheriff may suspend the employee with pay up to 30 days in order to investigate the allegation.
- The employee has a right to have union representation present during all investigatory interviews.
- No discipline or other action against an employee shall be commenced more than eighteen (18) months after the alleged misconduct or incompetency complained of.
- If the employee does not voluntarily accept the discipline offered, a hearing must be held by an arbitrator.

INTERNAL AFFAIRS INVESTIGATIONS (Law Enforcement & Corrections)

	2019	2020
COMMUNITY GENERATED	7	7
SUSTAINED		1
SUSTAINED IN PART	1	
NOT SUSTAINED	1	1
EXONERATED	3	2
UNFOUNDED	2	3
INTERNALLY GENERATED	4	4
SUSTAINED	2	3
SUSTAINED IN PART	2	1
NOT SUSTAINED		
EXONERATED		
UNFOUNDED		

SUSTAINED: When the investigation determines that the person's allegation is supported by sufficient evidence to determine that the incident occurred, and the actions of the officer were improper.

NOT SUSTAINED: When the investigation determines that there is not sufficient fact(s) to decide whether the alleged misconduct occurred.

EXONERATED: When the investigation determines that the alleged conduct did occur but did not violate policy, procedure, training, or tactics.

UNFOUNDED: When the investigation determines that there are not sufficient fact(s) to support alleged misconduct.

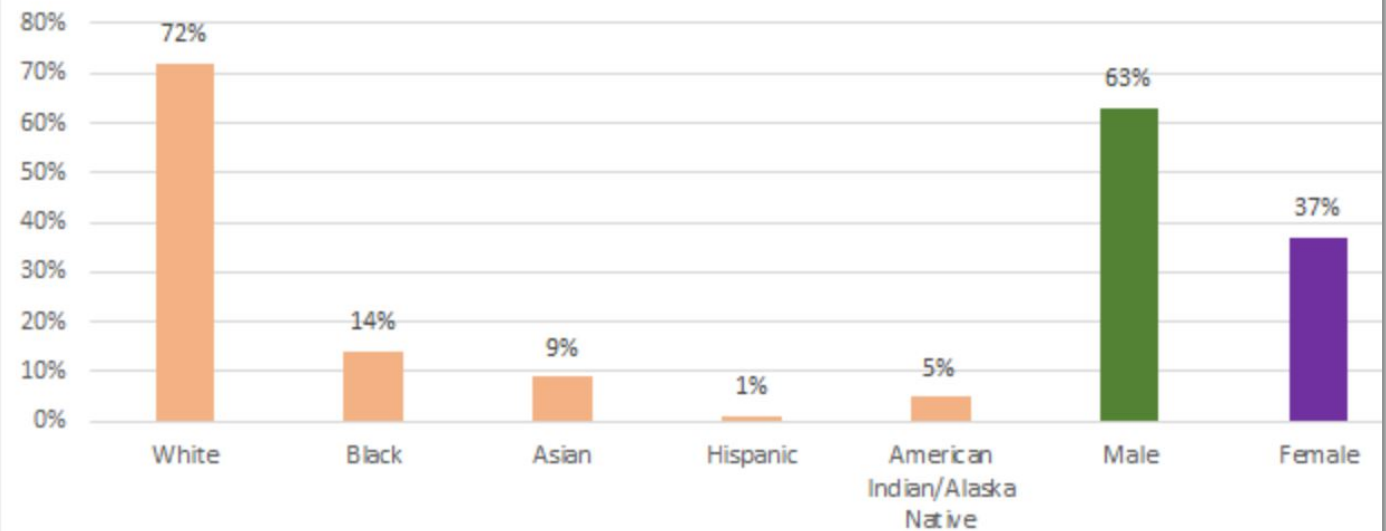
OUR AREAS OF FOCUS...POLICY DEVELOPMENT

- 90% COMPLETE WITH NYS ACCREDITATION PROCESS (POLICIES MATCHING BEST KNOWN PRACTICES).
- ALL TCSO POLICIES ARE NEW SINCE 01/01/2019.
- POLICIES ARE TRANSPARENT AND POSTED ON OUR WEBSITE.
- ONLINE POLICY SUGGESTION FORM AVAILABLE ON OUR WEBSITE.
- ABOVE AND BEYOND STANDARDS WITH THE CREATION OF ADDITIONAL POLICIES:
 - ✓ EQUITABLE POLICING
 - ✓ IMMIGRATION ENFORCEMENT (DO NOT HAVE JURISDICTION)
 - ✓ INTERACTIONS WITH TRANSGENDER AND GENDER NON- CONFORMING PERSONS
 - ✓ DUTY TO INTERVENE
 - ✓ RESPONDING TO EMOTIONALLY DISTURBED PERSONS
 - ✓ VICTIM & WITNESS SERVICES
 - ✓ CODE OF PROFESSIONAL CONDUCT
 - ✓ SUPERVISORY REVIEW OF BODY CAM FOOTAGE

OUR AREAS OF FOCUS...HIRING

- COMPLETE & THOROUGH BACKGROUND INVESTIGATIONS.
- MANDATORY PSYCHOLOGICAL EXAMS.
- FOCUSED ON CREATING A MORE DIVERSE WORKFORCE.
- WRITTEN TEST & PHYSICAL FITNESS TEST
- INTERVIEW PANEL
- RULE OF THREE (NYS CIVIL SERVICE)

Race & Gender Make-Up of New Hires 2019-2020



OUR AREAS OF FOCUS...TRAINING



MENTAL HEALTH FIRST AID FOR PUBLIC SAFETY (MENTAL HEALTH ASSOC. OF THE SOUTHERN TIER

Teaches you how to identify, understand, and respond to signs of mental illnesses and substance abuse disorders. This 8-hour training course covers: defusing crisis, promoting mental health competency, combatting the stigma of mental illness, enabling early intervention through recognition of signs and symptoms and connecting people to care.

CONFLICT MANAGEMENT FOR LAW ENFORCEMENT PROFESSIONALS (COLLABORATIVE REFORM INITIATIVE (VISTELAR)

This training focuses on the point of impact, or the short period of time when a disagreement or insult can escalate to conflict and on to emotional or physical violence. You will receive training on conflict prevention, de-escalation, and crisis intervention tactics.

USE OF FORCE UPDATES: PRESENTED BY NYS DIVISION OF CRIMINAL JUSTICE SERVICES

Topics include understanding and applying the constitutional requirements for police use of force, Penal Law articles 35'S interpretation and role in training, force investigations, human performance issues and their implications, supervisory responsibilities, and proper report writing.

SAFETALK: SUICIDE ALERTNESS FOR EVERYONE: PRESENTED BY SUICIDE PREVENTION CENTER OF NYS & SUICIDE PREVENTION & CRISIS SERVICE OF TOMPKINS COUNTY

This training his designed to help participants recognize a person with thoughts of suicide and connect them with resources. As a SAFETALK trained suicide alter helper, you will be better able to move beyond common tendencies to miss, dismiss or avoid suicide.



LAW ENFORCEMENT TRAINING DIRECTORS ASSOCIATION OF NY STATE CONFERENCE

Highlights include discussions on re-enforcing skills-based training, de-escalation: the buzzword and reality, contemporary legal issues for police trainers, practical applications of behavioral science in police academies and use of force training.

ASIST WORKSHOP: PRESENTED BY LIVINGWORKS

This training is a workshop in suicide prevention skills. You will learn and practice a life-saving intervention model that is widely used by professionals and the general public.

EFFECTIVELY RESPONDING TO EMOTIONAL CRISIS: PRESENTED BY THE NYS DIVISION OF CRIMINAL JUSTICE SERVICES

This training program is designed to assist police officers in recognizing emotional distress and to prepare them to de-escalate emotionally charged situations to achieve a safer resolution for both the public and the officers.

FAIR AND IMPARTIAL POLICING: PRESENTED BY FAIR AND IMPARTIAL POLICING LLC, HOSTED BY TCSO

The US Department of Justice funded the development of a curriculum for patrol officers that reflects the Fair & Impartial Policing perspective. This training helps the patrol officer to: Understand that even people with the best intentions have biases; understand how implicit biases impact what we perceive/see and can (unless prevented) impact what we do; understand that fair and impartial policing leads to effective policing; Use tools that help him/her (1) recognize his/her conscious and implicit biases, and (2) implement “controlled” (unbiased) behavioral responses.



CRISIS/HOSTAGE LEVEL 1: PRESENTED BY CRISIS SYSTEM MANAGEMENT LLC

This course is designed to prepare law enforcement and corrections personnel to mitigate threats involving barricaded subject, suicidal subjects, hostage takers, and others presenting behaviors associated with subject precipitated homicide or suicide by cop with special emphasis on the drug affected subject and those suffering from mental illness or experiencing an emotional or psychological crisis.

TRANSGENDER MINDFULNESS & EQUITY TRAINING FOR EMPLOYEES: PRESENTED BY JUST ROOTS CONSULTING

During this training session you will learn about language of transgender identities & communities, practicing with pronouns, intersectionality: transgender lives today, interrupting implicit bias & macroaggressions and ally as a verb; becoming pro-transgender accomplices.

USE OF FORCE SUMMIT: PRESENTED BY DAIGLE LAW GROUP

The Use of Force Summit focuses on identifying proper legal and operational standards for use of force incidents, including the development of standard police practices for the use of force and force related policies. Attendees at the DLG Use of Force Summit receive focused and contemporary training from the finest instructors in the Country on Law Enforcement, Corrections and Security force policies, training and investigation.

DISABILITY AWARENESS TRAINING FOR LAW ENFORCEMENT: PRESENTED BY NYS DCJS

The training brings together an education on disabilities while enhancing sensitivity. Included in this are disabilities defined and appropriate response, characteristics and how to identify disabilities, the role of caregivers and service providers, candid video instruction, federal and municipality roles and responsibilities, the perspective of the disability community victimization, challenging scenarios and behaviors and how to address them, current trends and topics, the Americans with Disabilities Act, and etiquette and interaction skills.



DUTY TO INTERCEDE: PRESENTED BY LEXIPOL

In this webinar, attorneys and law enforcement policy experts Chief (Ret.) Mike Ranalli and Laura Scarry will explore duty to intercede from a cultural, conceptual and legal perspective. When and to whom “duty to intercede” applies - Important case law showing officers’ obligation to step in or face individual liability - How law enforcement leaders can and must build the duty to intercede into agency culture - Communication tactics officers of any rank can use to intercede quickly, professionally and effectively.

CRISIS RESPONSE: DE-ESCALATION SKILLS FOR LAW ENFORCEMENT: PRESENTED BY SILVER STATE CONSULTING LLC; HOSTED BY THE TOMPKINS COUNTY SHERIFF’S OFFICE

De-escalation skills and techniques are the cornerstone to crisis resolution. Learn the social, behavioral, legal, ethical, and tactical considerations intended to de-escalate a situation or prevent escalation into an undesirable confrontation. Additionally, understand the methods to solicit and obtain cooperation from a potentially uncooperative but non-threatening subject.



Former "Ghost Lettering"



New Car Design

OUR AREAS OF FOCUS...COMMUNITY ENGAGEMENT

- BICYCLE PATROL
- PRESENCE AT COMMUNITY EVENTS
- ENFIELD SATELLITE OFFICE
- SCHOOL VISITS (NOT SRO's)
- LE & LBGQT+ SUBCOMMITTEE PARTICIPATION

THANK YOU FOR ALLOWING ME TO BE YOUR SHERIFF!



OSBORNE4SHERIFF.COM



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