



City of Rochester

APPENDIX G
COMMENTS RECEIVED
ON THE FEBRUARY 4, 2021
DRAFT



Blieve.

City of Rochester, NY
Lovely A. Warren, Mayor
Rochester City Council

| # | Topic | Comment | Response | Method Comment was Submitted |
|----|-----------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|------------------------------|
| 1 | Accountability | The recommendations in question are largely meaningless with a mayor who refuses to call for the imprisonment of Thugs with Badges who would attack and torture a young girl or a Attorney General who only empanels grand juries to let murderers of Black people go. We need Lovely Warren and Leticia James out of office. As for the Rochester Executioners, i dare not call them "police", well the people will see you out on the streets. | Noted | Online Form |
| 2 | Accountability | They need to be accountable for their actions | Noted | Online Form |
| 3 | Accountability | Apologize. Stop being disappointed and disappointing | Noted | Online Form |
| 4 | Accountability | RPD in our City are under attack. Many citizens feel scared to speak out. White citizens feel they will be attacked as racist or bigots if they support the police and members of the black and brown community feel they will be labeled as sellouts. The majority of this community does NOT want to see the police force reduced and defunded. There is a need for police reform but it MUST include working together with the police not alienating them and viewing them as the criminals. I am very disappointed that the Mayor does not stand up for the 700+ members of the RPD and let them know that our City supports them. Members of RPD are very confused as to how to do their jobs right now. In addition, how do we possibly think that adding a residency requirement will bolster new recruits? Very few people have any interest in joining RPD right now due to the lack of respect this administration is giving to our police. Reform is needed but it must be done together. This polarization is unproductive and is only leading to more violence in our City. | Noted | Online Form |
| 5 | Accountability | Innocent until proven guilty apparently no longer exists? This would be setting the city up for major lawsuits from knee jerk reactions to situations people know nothing about? People who are actually educated and trained in the matter should be making decisions, not a Mayor with an agenda to get reelected. | Noted | Online Form |
| 6 | Accountability | Give the PAB and other boards like it the power to hold these officers accountable. Start firing them and/or suspending them without pay during investigations. If you will not hold the officers accountable for their actions they will repeat the behaviors that got us to this point. If your afraid they'll sue let them Black Lives are at stake. | Noted | Online Form |
| 7 | Accountability | Recommend advocating to NYS to institute a statewide police officer licensing program, to prevent problematic officers from switching departments, and outrunning accountability. | Recommendation added to the Plan VII.B.7 | Online Form |
| 8 | Accountability | Police Officers need to feel safe and protected when they report their peers, management and/or departments for criminal and /or ethical issues. | Noted | Online Form |
| 9 | Accountability | they are already accountable and I found several places where the #'s are in fact not correct. | Noted | Online Form |
| 10 | Accountability | Changing the Taylor Law or spending time and money to attempt this is ridiculous. If the Taylor Law is changed it would impact all public services staff including teachers, social workers, etc Pg 46 recommends "create strict disciplinary rules banning discriminatory enforcement..." There are no Federal or NYS Labor Laws that address this? Since PBA is a political entity , I am not comfortable with them having "cart blanche" | Noted | Online Form |
| 11 | Accountability | looks good | Noted | Online Form |
| 12 | Accountability | Support for youth? | See VII.B.1. of the Plan | Online Form |
| 13 | Community Engagement, Programming, and Procedural Justice | Waste of money. Programs will drain your tax payers. Maybe Biden can bail you out | Noted | Online Form |
| 14 | Community Engagement, Programming, and Procedural Justice | The recommendations in question are largely meaningless with a mayor who refuses to call for the imprisonment of Thugs with Badges who would attack and torture a young girl or a Attorney General who only empanels grand juries to let murderers of Black people go. We need Lovely Warren and Leticia James out of office. As for the Rochester Executioners, i dare not call them "police", well the people will see you out on the streets. | Noted | Online Form |
| 15 | Community Engagement, Programming, and Procedural Justice | They need to be accountable for whatever they're doing to these peoples kids. They need some kind of training. Something. Something. Every time they come on TV, there's something going on. They're not animals, caged up animals. They are human beings and they have feelings and needs. Because they're Black, they don't need to be treated like animals. | Noted | Online Form |
| 16 | Community Engagement, Programming, and Procedural Justice | It is not about money | Noted | Online Form |
| 17 | Community Engagement, Programming, and Procedural Justice | RPD in our City are under attack. Many citizens feel scared to speak out. White citizens feel they will be attacked as racist or bigots if they support the police and members of the black and brown community feel they will be labeled as sellouts. The majority of this community does NOT want to see the police force reduced and defunded. There is a need for police reform but it MUST include working together with the police not alienating them and viewing them as the criminals. I am very disappointed that the Mayor does not stand up for the 700+ members of the RPD and let them know that our City supports them. Members of RPD are very confused as to how to do their jobs right now. In addition, how do we possibly think that adding a residency requirement will bolster new recruits? Very few people have any interest in joining RPD right now due to the lack of respect this administration is giving to our police. Reform is needed but it must be done together. This polarization is unproductive and is only leading to more violence in our City. | Noted | Online Form |
| 18 | Community Engagement, Programming, and Procedural Justice | Community involvement would be great if police and the community can work together. | Noted | Online Form |
| 19 | Community Engagement, Programming, and Procedural Justice | Start creating grants and programs to address the root cause of crime. Which is economic insecurity. | Noted | Online Form |
| 20 | Community Engagement, Programming, and Procedural Justice | The RPD must develop a system of rewards for consistent and creative uses of de-escalation strategies by it's officers. RPD's current culture seems to be based on dominance, and uses of force to reduce threats is often rewarded by citations and media releases. Non-force resolution of incidents must be similarly rewarded, praised and publicized. | Recommendation added to the Plan VII.F.17 | Online Form |
| 21 | Community Engagement, Programming, and Procedural Justice | Community and Policing should work in tandem. | Noted | Online Form |

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| 22 | Community Engagement, Programming, and Procedural Justice | once again--procedure is in place now. I found NO place or funds set aside to train the community in behavior....POOR behavior is in fact most of the problem in the city NOT the police. | Noted | Online Form |
| 23 | Community Engagement, Programming, and Procedural Justice | The new Justice reforms especially giving appearance tickets and putting prisoners on parole are not working well. Many of the recent violent crimes are committed by people who have appearance tickets or are on parole. | Noted | Online Form |
| 24 | Community Engagement, Programming, and Procedural Justice | ? Procedural Justice? that is not listed as either the heading of this section or mentioned...why is this the question? Before any further resources or financial support for the program listed occurs, we need to know what actually they do, what does it cost,... They are not all effective or some of the issues we have we wouldn't have or it would be at a different level. Throwing money and resources ta programs that do not work or are not having positive outcomes is a disservice to the community. Why is there no recommendation to look at the programs effectiveness, set metrics and report out to the community the results. | Noted | Online Form |
| 25 | Community Engagement, Programming, and Procedural Justice | looks good | Noted | Online Form |
| 26 | Community Engagement, Programming, and Procedural Justice | Support for children? | See VII.B.1. (includes programming for children.) | Online Form |
| 27 | Data, Technology, and Transparency | Tax payers dollars wasted | Noted | Online Form |
| 28 | Data, Technology, and Transparency | The recommendations in question are largely meaningless with a mayor who refuses to call for the imprisonment of Thugs with Badges who would attack and torture a young girl or a Attorney General who only empanels grand juries to let murderers of Black people go. We need Lovely Warren and Leticia James out of office. As for the Rochester Executioners, i dare not call them "police", well the people will see you out on the streets. | Noted | Online Form |
| 29 | Data, Technology, and Transparency | RPD in our City are under attack. Many citizens feel scared to speak out. White citizens feel they will attacked as racist or bigots if they support the police and members of the black and brown community feel they will be labeled as sellouts. The majority of this community does NOT want to see the police force reduced and defunded. There is a need for police reform but it MUST include working together with the police not alienating them and viewing them as the criminals. I am very disappointed that the Mayor does not stand up for the 700+ members of the RPD and let them know that our City supports them. Members of RPD are very confused as to how to do their jobs right now. In addition, how do we possibly think that adding a residency requirement will bolster new recruits? Very few people have any interest in joining RPD right now due to the lack of respect this administration is giving to our police. Reform is needed but it must be done together. This polarization is unproductive and is only leading to more violence in our City. | Noted | Online Form |
| 30 | Data, Technology, and Transparency | Keeping the public up to date on daily arrests would be great. Then people would realize what kind of crime actually happens in the city thats not shown on TV | Noted | Online Form |
| 31 | Data, Technology, and Transparency | Recommend automating traffic and parking enforcement wherever possible, to avoid biases in enforcement. Fines must be made income-dependent to achieve equity and stiffen penalties for upper-income violators. | Noted | Online Form |
| 32 | Data, Technology, and Transparency | we already have it and it is being used well by our officers...however it may need to be upgraded | Noted | Online Form |
| 33 | Data, Technology, and Transparency | You are recommending over utilizing the data portal by filling it up with everything and making it into something that no one will be able to navigate or keep up with. This needs to be looked at more in-depth. There needs to be more data/measurements for the community BUT putting it all there with God knows any explanation is confusing and likely will result in misuse of data. Also data on effectiveness of programs should be there as should data from the Crisis intervention Unit. RPD/CITY should reach out to other City's that have successfully established a similar community data/accountability system and look at their model and what is working AND then talk to the community and not just the three groups identified in this report. | Noted | Online Form |
| 34 | Data, Technology, and Transparency | looks good | Noted | Online Form |
| 35 | Data, Technology, and Transparency | Support for youth? | See VII.B.1. of the Plan | Online Form |
| 36 | Fostering a Community-Oriented Culture | Your community is all ready corrupt like it's mayor | Noted | Online Form |
| 37 | Fostering a Community-Oriented Culture | The recommendations in question are largely meaningless with a mayor who refuses to call for the imprisonment of Thugs with Badges who would attack and torture a young girl or a Attorney General who only empanels grand juries to let murderers of Black people go. We need Lovely Warren and Leticia James out of office. As for the Rochester Executioners, i dare not call them "police", well the people will see you out on the streets. | Noted | Online Form |
| 38 | Fostering a Community-Oriented Culture | I don't know how to answer that question either. Fostering a community, how do I do that? You're the college kid. | Noted | Online Form |
| 39 | Fostering a Community-Oriented Culture | We are the community. You only have us! | Noted | Online Form |
| 40 | Fostering a Community-Oriented Culture | RPD in our City are under attack. Many citizens feel scared to speak out. White citizens feel they will attacked as racist or bigots if they support the police and members of the black and brown community feel they will be labeled as sellouts. The majority of this community does NOT want to see the police force reduced and defunded. There is a need for police reform but it MUST include working together with the police not alienating them and viewing them as the criminals. I am very disappointed that the Mayor does not stand up for the 700+ members of the RPD and let them know that our City supports them. Members of RPD are very confused as to how to do their jobs right now. In addition, how do we possibly think that adding a residency requirement will bolster new recruits? Very few people have any interest in joining RPD right now due to the lack of respect this administration is giving to our police. Reform is needed but it must be done together. This polarization is unproductive and is only leading to more violence in our City. | Noted | Online Form |
| 41 | Fostering a Community-Oriented Culture | What happens within the department is more of an HR issue, not the general public? | Noted | Online Form |

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| 42 | Fostering a Community-Oriented Culture | Use of chemical and sound weapons must be severely curtailed or eliminated. Use of police dogs for purposes other than tracking or drug/explosive detection must be eliminated. | Noted | Online Form |
| 43 | Fostering a Community-Oriented Culture | well community 5 section is in place--however I have found the police always there and the community does NOT care to be involved...again behavior problem. | Noted | Online Form |
| 44 | Fostering a Community-Oriented Culture | looks good | Noted | Online Form |
| 45 | Fostering a Community-Oriented Culture | Support for youth? | See VII.B.1. of the Plan | Online Form |
| 46 | Fostering a Community-Oriented Culture | Please look into Camden, New Jersey as a case study about approaching community policing. https://youtu.be/arzTB4j_lg | Noted | Online Form |
| 47 | Response to Mental Health Calls | Stupid. Worst idea. You will get mental health professionals killed. On your conscious | Noted | Online Form |
| 48 | Response to Mental Health Calls | I would like to see Rochester hire a new team of people who have more a hybrid interest in public safety and mental health to assist the social workers. I actually believe that the type of person who is good at the job of firing a weapon at say an armed suspect is not often going to be good at say calming a mentally ill individual. Stop trying to turn the existing RPD into something it's not. The videos of Prude and the 9 year old have convinced me of this. | Noted | Online Form |
| 49 | Response to Mental Health Calls | The recommendations in question are largely meaningless with a mayor who refuses to call for the imprisonment of Thugs with Badges who would attack and torture a young girl or a Attorney General who only empanels grand juries to let murderers of Black people go. We need Lovely Warren and Leticia James out of office. As for the Rochester Executioners, i dare not call them "police", well the people will see you out on the streets. | Noted | Online Form |
| 50 | Response to Mental Health Calls | No police officer should go out without a Mental Health person that knows that job. | Noted | Online Form |
| 51 | Response to Mental Health Calls | Mental Health calls is a new topic. Currently, we have not understood what a Mental Health call entails, what to expect, what we consider distress, etc. There should be available and accessible resources for this primal concern. Mental Health is an important topic and it is a difficult concern to talk about and to relate to from person to person. A suggestion would include that we need great listeners. Regarding the police reform, it would obviously pose a distraction to the officers that patrol our area since they have to think about split-second decisions, but this conversation should never go unnoticed in the future. | Noted | Online Form |
| 52 | Response to Mental Health Calls | This plan will unfortunately result in some of our social workers being assaulted or killed. If this happened to Officer Wright (who was armed) what makes us think our unarmed social workers will always be safe? There is a place for social workers but not as first responders. They should be following up once police deem the situation safe for them to start doing their work. | The Plan was revised. See VII.H.4. | Online Form |
| 53 | Response to Mental Health Calls | If there is time, send someone with mental health training. | Noted | Online Form |
| 54 | Response to Mental Health Calls | Mental Health Professionals and the Rochester Police Department Officers should always work together on all mental health calls/cases. | The Plan was revised. See VII.H.4. | Online Form |
| 55 | Response to Mental Health Calls | calls are answered with the information given to 911 IF full information is not given how could RPD change what has been dispatched to the officer answering the call..SO does 911 call center ask more questions of the caller???should dispatch give better information to the officer...I don't know but it sure seems so..Many times the officer on the street knows more of the problem because there have been to the property several times before....Unfortunately people lie to 911 call center. | Plan Revised. Added recommendation VII.J.15 | Online Form |
| 56 | Response to Mental Health Calls | 1-There needs to be a task force assigned to develop better tracking at the Psych Emergency Dept at our local hospitals. There needs to be better communication between officers at RPD and EMT ambulance personnel and Psych ED people as well as open communication with the new PIC team. Communication is key so people don't fall through the cracks and just get sent back out onto the street with no real help. 2-I think the Center for Dispute Settlement should be used more frequently. They are a really great organization and very effective. 3-How can 2 social workers working for the PIC team on duty at anytime 24/7 handle the suggested 43% of calls that could be redirected to them? I think that number (43%) is an unrealistic number to begin with. I also think police officers end up in situations that don't initially qualify for the PIC team but have a mental health component. Things are not always so "cut and dried" -Crime, violence and mental health most often are combined in an incident where police are called. RPD needs to have appropriate training for those situations regardless of the institution of the new PIC team. | 1. Noted. 2. Noted. 3. Noted. For more information go to: https://www.cityofrochester.gov/uploadedFiles/Departments/Drys/21%20DRHS%20Person%20in%20Crisis%20ERA%20format%20Plan%20FINAL%20020321.pdf https://www.cityofrochester.gov/crisisintervention/ | Online Form |
| 57 | Response to Mental Health Calls | The plan fails to documents differences between FACIT and PIC, fails to identify what staffing will be "ramped up to" and cost to the community, etc. In terms of metrics, it would be helpful to track where they refer calls/people to and the outcome of those referrals. This would help to tell the community and funders, where are there gaps in services, where might providers not be servicing those in needs, where are there training issues, etc. Also all staffing Crisis Intervention should be cross trained which would allow more flexibility in assigning staff and covering for one another. Currently I understand that there are 2 PIC staff during the 6 month pilot AND they have to go together which means only 1 team. Why would they not partner with FACIT which then would expand training and be able to cover 2 shifts. | This is an evolving new program. For more information, go to: https://www.cityofrochester.gov/uploadedFiles/Departments/Drys/21%20DRHS%20Person%20in%20Crisis%20ERA%20format%20Plan%20FINAL%20020321.pdf https://www.cityofrochester.gov/crisisintervention/ | Online Form |
| 58 | Response to Mental Health Calls | looks good | Noted | Online Form |
| 59 | Response to Mental Health Calls | Support for youth, especially for those with special needs. | Plan revised to include a new recommendation - VII.J.16. | Online Form |
| 60 | Officer Wellness | About time you got something right | Noted | Online Form |
| 61 | Officer Wellness | The recommendations in question are largely meaningless with a mayor who refuses to call for the imprisonment of Thugs with Badges who would attack and torture a young girl or a Attorney General who only empanels grand juries to let murderers of Black people go. We need Lovely Warren and Leticia James out of office. As for the Rochester Executioners, i dare not call them "police", well the people will see you out on the streets. | Noted | Online Form |
| 62 | Officer Wellness | They need to give them Evaluations every three months to see what their status is and see. | Noted | Online Form |

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| 63 | Officer Wellness | Good health, well-balanced diet, whole foods, and water hydration | Noted | Online Form |
| 64 | Officer Wellness | RPD in our City are under attack. Many citizens feel scared to speak out. White citizens feel they will be attacked as racist or bigots if they support the police and members of the black and brown community feel they will be labeled as sellouts. The majority of this community does NOT want to see the police force reduced and defunded. There is a need for police reform but it MUST include working together with the police not alienating them and viewing them as the criminals. I am very disappointed that the Mayor does not stand up for the 700+ members of the RPD and let them know that our City supports them. Members of RPD are very confused as to how to do their jobs right now. In addition, how do we possibly think that adding a residency requirement will bolster new recruits? Very few people have any interest in joining RPD right now due to the lack of respect this administration is giving to our police. Reform is needed but it must be done together. This polarization is unproductive and is only leading to more violence in our City. | Noted | Online Form |
| 65 | Officer Wellness | More officer wellness is a great idea. No other career exposes people to death, overdoses, dead children, rapes etc. This is a lot for anyone to have to deal with and expect someone to deal with. The hot topic is mental health lately, all this effects officers. | Noted | Online Form |
| 66 | Officer Wellness | What about the wellness of their victims that people who they harass and demean on a daily basis. psyche evaluations should be done on new recruits and training should be longer | Noted | Online Form |
| 67 | Officer Wellness | I think we already have this not sure ...If not in place it always needed to be so again shame on the mayor and city council for not seeing a potential problem. | Noted | Online Form |
| 68 | Officer Wellness | There does need to be a way that officers who have seen traumatic situations can get help if needed. | Noted | Online Form |
| 69 | Officer Wellness | Recommendation mentions Officer Suicide. Is that an issue in Rochester? There are no numbers in the report to explain why this is included. #3 notes that the stats regarding divorce, addiction.... are well known. The report does not include the stats. What are they? Are you using national articles? What are the local or NYS numbers? Pg 55 recommend "Mindfulness Training" be required yet a research of the model and instructor does not turn up any data, anywhere to say that this has an impact on police officers performance. Why is this being recommended? What is the justification for this expense and time commitment. Where has this model been evaluated and by who? What are the results? Pg 55 #7 recommends hiring a Chief Resiliency Officer to "...hep officers be better equipped to handle daily stress...." Why is this function of RPD Administration Bureau that oversees training, human resources, etc. Why is a new position needed? Also since this is based on the statewide NJ model, shouldn't this position be at least Monroe County and coordinated amongst all the departments? | The Plan was revised. See the new Section VIII. | Online Form |
| 70 | Officer Wellness | looks good | Noted | Online Form |
| 71 | Officer Wellness | Support for youth? | | Online Form |
| 72 | Police Policy, Strategies, and Practices | Law and order | Noted | Online Form |
| 73 | Police Policy, Strategies, and Practices | The recommendations in question are largely meaningless with a mayor who refuses to call for the imprisonment of Thugs with Badges who would attack and torture a young girl or a Attorney General who only empanels grand juries to let murderers of Black people go. We need Lovely Warren and Leticia James out of office. As for the Rochester Executioners, i dare not call them "police", well the people will see you out on the streets. | Noted | Online Form |
| 74 | Police Policy, Strategies, and Practices | How do you do that? Hmm? | Noted | Online Form |
| 75 | Police Policy, Strategies, and Practices | Let's care about age. | Noted | Online Form |
| 76 | Police Policy, Strategies, and Practices | RPD in our City are under attack. Many citizens feel scared to speak out. White citizens feel they will be attacked as racist or bigots if they support the police and members of the black and brown community feel they will be labeled as sellouts. The majority of this community does NOT want to see the police force reduced and defunded. There is a need for police reform but it MUST include working together with the police not alienating them and viewing them as the criminals. I am very disappointed that the Mayor does not stand up for the 700+ members of the RPD and let them know that our City supports them. Members of RPD are very confused as to how to do their jobs right now. In addition, how do we possibly think that adding a residency requirement will bolster new recruits? Very few people have any interest in joining RPD right now due to the lack of respect this administration is giving to our police. Reform is needed but it must be done together. This polarization is unproductive and is only leading to more violence in our City. | Noted | Online Form |
| 77 | Police Policy, Strategies, and Practices | Institute policy that officers shall not handcuff juveniles aged 12 and under unless the juvenile presents a danger to themselves or others. ---- like the case with the 9 year old who was threatening to kill herself and her mother thats all over the news??? that the mayor insisted they officers be suspended ? for doing just this? | Noted | Online Form |
| 78 | Police Policy, Strategies, and Practices | "Kettling" (i.e. not providing unruly crowds with a physical avenue of disengagement with police) is not addressed. Is this ever used by RPD? The use of "stingrays" to trap cell phone traffic is not addressed. Are these ever used by RPD? | Plan Revised. See III.E.2. and III.E.4.m ☒ | Online Form |
| 79 | Police Policy, Strategies, and Practices | any change that has to be made should be however it does NOT take a 688 page poorly written document to do so...DO the job you were elected to do.. | Noted | Online Form |
| 80 | Police Policy, Strategies, and Practices | 1. In light of recent events, why not a policy re police interaction with children. 2. Pg 58, 7d mentions that CIT will be" training police officers on how to de-escalate...." In the entire plan it NEVER says the role of CIT is to do training. They are a direct service entity at least that is how the City Administration sold it to the community. There is a Public Safety Training Center/Scottsville Road that should be doing this training. Why is it recommended and how is it being justified that CIT does this training? 3. Pg 59 10, The City should NOT move forward with facial recognition technology until there is public discussions/hearings on this. 4. Pg 59,13 speaks to researching "pre-arrest diversion programs" which we already have in this community via Probations and Pre-Trial. What else does the City want? Should this be A City function or a county function? How would this be different than what we have already? 5. Pg 59 14d, why would the recommendation be to allow officers to turn off MWC and submit in a written justification. Shouldn't the expectation that it must be on consistent with policy-no exceptions? | 1. The Plan was revised. See VII.F.18. and VII.J.16 2. Plan corrected. 3. Noted 4. Noted 5. Noted | Online Form |

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| 81 | Police Policy, Strategies, and Practices | looks good | Noted | Online Form |
| 82 | Police Policy, Strategies, and Practices | Support for youth | Noted | Online Form |
| 83 | Recruitment | Hire best candidate | Noted | Online Form |
| 84 | Recruitment | The recommendations in question are largely meaningless with a mayor who refuses to call for the imprisonment of Thugs with Badges who would attack and torture a young girl or a Attorney General who only empanels grand juries to let murderers of Black people go. We need Lovely Warren and Leticia James out of office. As for the Rochester Executioners, i dare not call them "police", well the people will see you out on the streets. | Noted | Online Form |
| 85 | Recruitment | They need to look at people first before they pull their triggers. | Noted | Online Form |
| 86 | Recruitment | Let's care about age. | Noted | Online Form |
| 87 | Recruitment | RPD in our City are under attack. Many citizens feel scared to speak out. White citizens feel they will be attacked as racist or bigots if they support the police and members of the black and brown community feel they will be labeled as sellouts. The majority of this community does NOT want to see the police force reduced and defunded. There is a need for police reform but it MUST include working together with the police not alienating them and viewing them as the criminals. I am very disappointed that the Mayor does not stand up for the 700+ members of the RPD and let them know that our City supports them. Members of RPD are very confused as to how to do their jobs right now. In addition, how do we possibly think that adding a residency requirement will bolster new recruits? Very few people have any interest in joining RPD right now due to the lack of respect this administration is giving to our police. Reform is needed but it must be done together. This polarization is unproductive and is only leading to more violence in our City. | Noted | Online Form |
| 88 | Recruitment | hire qualified people. do not lower the standards just so more people can pass and fit the quota | Noted | Online Form |
| 89 | Recruitment | RPD has tried and tried to get people of different back rounds and color I love our officers of color and can name several..we cant single out one place for cit hire police and not make it apply to all...again do your jobs | Noted | Online Form |
| 90 | Recruitment | Recruitment of people of color and minorities to RPD has been attempted for years. I have personally gone out as a volunteer with TIPS events handing out material about becoming a police officer to people of color. It is not a popular job for inner city people of color. How do we change that? Maybe a program like the Fire Dept. has/had at East High for young people interested in becoming firemen could be developed for high school students interested in becoming police officers. | Noted | Online Form |
| 91 | Recruitment | Looks good, but if you're going to make police live in the city you should offer some kind of incentive, like paying a large portion of the purchase price of the home or cover their taxes for the home. Also if there is a quota system for number of tickets and/or arrests, that should be done with. I believe I was falsely arrested and charged with a DWI because of it!!! | Noted | Online Form |
| 92 | Recruitment | Support for youth | See VII.B.1. of the Plan | Online Form |
| 93 | Resizing/Repurposing the RPD | Make RPD bigger. Unless you want gangs and drugs to consume the city | Noted | Online Form |
| 94 | Resizing/Repurposing the RPD | I don't feel as though there is sufficient data in this report to make this determination. I find it odd that the report claims we are so overstaffed in Rochester. if this is the case why hasn't this been addressed earlier? Our budget usually requires unpleasant cuts, so there was plenty of incentive. I would like to see the police department shrunk, but I am skeptical that what limited data is provided here is truthful. | Noted | Online Form |
| 95 | Resizing/Repurposing the RPD | The recommendations in question are largely meaningless with a mayor who refuses to call for the imprisonment of Thugs with Badges who would attack and torture a young girl or a Attorney General who only empanels grand juries to let murderers of Black people go. We need Lovely Warren and Leticia James out of office. As for the Rochester Executioners, i dare not call them "police", well the people will see you out on the streets. | Noted | Online Form |
| 96 | Resizing/Repurposing the RPD | RPD in our City are under attack. Many citizens feel scared to speak out. White citizens feel they will be attacked as racist or bigots if they support the police and members of the black and brown community feel they will be labeled as sellouts. The majority of this community does NOT want to see the police force reduced and defunded. There is a need for police reform but it MUST include working together with the police not alienating them and viewing them as the criminals. I am very disappointed that the Mayor does not stand up for the 700+ members of the RPD and let them know that our City supports them. Members of RPD are very confused as to how to do their jobs right now. In addition, how do we possibly think that adding a residency requirement will bolster new recruits? Very few people have any interest in joining RPD right now due to the lack of respect this administration is giving to our police. Reform is needed but it must be done together. This polarization is unproductive and is only leading to more violence in our City. | Noted | Online Form |
| 97 | Resizing/Repurposing the RPD | DO NOT LOWER RPD'S NUMBERS - YOU ARE ONLY HURTING THE CITIZENS. | Noted | Online Form |
| 98 | Resizing/Repurposing the RPD | your numbers are in fact totally off...present proof of your numbers and you will find the numbers mentioned are not correct. | Noted | Online Form |
| 99 | Resizing/Repurposing the RPD | -Defining calls as Critical, Urgent and Normal makes good sense. For those living in the city, "Normal calls" are most often not responded to at all or several hours afterward when it is no longer relevant. For quality of life and safety of those who live here, its important to have enough police on duty that they can respond to those calls. This is part of the trust relationship with the community that needs to develop. "Do you come when we need you for smaller issues? Then I can trust you will come with bigger issues." -I don't think we should shrink our police staff-at least not the officers on the street. We need them here and need to see more of them on the streets. You can't have Community policing if the police are not often in your neighborhood and can't respond to your calls because they are always at some other more urgent call-due to a shortage of officers. | Noted | Online Form |

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| 100 | Resizing/Repurposing the RPD | I support the establishment of a Public Safety Department that would include RPD, Animal Services (though I think the City should look at contracting with Human society for this function), Data Portal/Data, and Crisis Intervention Services. This would facilitate communication and where appropriate sharing of resources, sharing data and data resources, etc.... Crises Intervention Team does not really fit in recreation. | Noted | Online Form |
| 101 | Resizing/Repurposing the RPD | looks good | Noted | Online Form |
| 102 | Resizing/Repurposing the RPD | Support for youth | Noted | Online Form |
| 103 | Section III | Your ideas of how policing should be will put not only the lives of police officers in jeopardy, it will put the mental health workers and the citizens you service as well. You sit behind your closed doors and listen to what other people think. Go out on the streets and see what it is like to be part of a family with RPD. | Noted | Online Form |
| 104 | Section III | Please consider refraining from hiring persons who have trained for war or who been to war. Please get rid of Qualified Immunity. | Noted | Online Form |
| 105 | Section III | My biggest criticism of this is that it appear to replace Police responding to mental health calls with Police partnering with Social Workers together on these calls. To me the RPD has proven a significant portion of their staff lack the empathy to handle these calls. I would recommend hiring a new team of law enforcement officers who have empathy and human decency. They can partner with the social workers. If I was a parent of a child having a mental health crisis I would still be hesitant to call 211 knowing RPD would be coming at all. They have broken the public trust. | Noted | Online Form |
| 106 | Section III | The recommendations in question are largely meaningless with a mayor who refuses to call for the imprisonment of Thugs with Badges who would attack and torture a young girl or a Attorney General who only empansels grand juries to let murderers of Black people go. We need Lovely Warren and Leticia James out of office. As for the Rochester Executioners, i dare not call them "police", well the people will see you out on the streets. | Noted | Online Form |
| 107 | Section III | N/A | | Online Form |
| 108 | Section III | The overview of Rochester's police department is similar to several other communities across the United States. Personally, I have not had issues with the police. However, we are in a community where this experience doesn't speak for everyone else. Our city is exactly like other neighborhoods. To create a reform plan, Officials have created numerous plans (e.g., street light, not red light, cameras, body cameras, assigned police officers meeting with the neighbors in our community, sports, gun pick ups, etc). We are continuously working to improve community relations with board members raising expectations of holding the police accountable for consequential actions. Needless to say more, we've heard others defend their actions with the day-to-day patrol that they sign onto everyday. Some questions that can be shared regarding our engagement with the police are, <u>What resolutions are we expected to have when we have the police in our community?</u> , <u>Tell us more about police rankings.</u> , <u>What do we know about the officers that we hire and how much of that information is connected to us as a community?</u> , <u>Tell us about what's expected of them when they speak to us and at what point are they allowed to read us our rights before they take on more physical actions/force. Etc.</u> | Noted | Online Form |
| 109 | Section III | RPD in our City are under attack. Many citizens feel scared to speak out. White citizens feel they will be attacked as racist or bigots if they support the police and members of the black and brown community feel they will be labeled as sellouts. The majority of this community does NOT want to see the police force reduced and defunded. There is a need for police reform but it MUST include working together with the police not alienating them and viewing them as the criminals. I am very disappointed that the Mayor does not stand up for the 700+ members of the RPD and let them know that our City supports them. Members of RPD are very confused as to how to do their jobs right now. In addition, how do we possibly think that adding a residency requirement will bolster new recruits? Very few people have any interest in joining RPD right now due to the lack of respect this administration is giving to our police. Reform is needed but it must be done together. This polarization is unproductive and is only leading to more violence in our City. | Noted | Online Form |
| 110 | Section III | Reducing the number of Officers is an insane idea. No idea where the made up crime stats came from claiming crime is down, but this last year alone homicides are up 150%. Less officers on the street would not make the city more safe. you need to stop listening to the groups of people who don't even live here. | Noted | Online Form |
| 111 | Section III | The community is not asking to reform a white supremacist system we are asking to transform and/or dismantle it. Training officers that human life is scared is a slap in the face to our community that is something that should be instilled in childhood. The fact that is the baseline of policing in Rochester is appalling. We have 2x the amount of officer per resident than other cities our size. As a community member I demand that reduce/ fire 50% of our police department. Instead of cutting our education budget we should be cutting the police budget by at least 50% and reallocating those resources directly to community orgs and people to reduce economic and resource disparities. Throw out the slave patrol blueprint these police systems operate under and be transformative through dollars and legislation. This document is disappointing, disrespectful, and abhorrent. I'm disgusted that you paid white men a quarter of a million dollars for this white supremacist trash. | Noted | Online Form |
| 112 | Section III | The staffing statistics given in the report show an approximate ratio of one sergeant to 5 patrol officers. Is this consistent with staffing in other policy departments? Could some of these sergeants be moved to investigators to increase the likelihood that a criminal will be arrested? "Kettling" (i.e. not providing unruly crowds with a physical avenue of disengagement with police) is not addressed. Is this ever used by RPD? The use of "stingrays" to trap cell phone traffic is not addressed. Are these ever used by RPD? | 1. Noted 2. The Plan was revised. See IV.E.2 and E.4.m. | Online Form |
| 113 | Section III | Explained the outline of the Rochester Police Department. | Noted | Online Form |
| 114 | Section III | there is nothing here that is a plan for any change..I found most of what is being discussed are in fact change are already in place for years. seems like it was just put together by several different people, with NO knowledge of what current policy is. | Noted | Online Form |
| 115 | Section III | 1-I don't feel Officers should be required to live in the city limits. | Noted | Online Form |
| 116 | Section III | Speeding, red light running and stop sign running are at epidemic levels in Rochester. Remove police from enforcing this behaviour by bringing back speed/red light cameras. Ensure equity by returning the revenue they generate to the communities where they are located. Provide ways to pay fines that don't require money (volunteer hours etc). | Noted | Online Form |

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| 117 | Section III | This is not a plan. There is no data provided...calls for service, number of active/filled police officer positions not what is budgeted, etc. Why is the investigation of alleged discrimination under the auspices of the Community Affairs Bureau (pg 8) and not under Professional Standards? The table on pg 8 fails to identify the number of vacant positions vs number filled... using the number of budgeted positions to calculate number of officers per population rather than the filled positions artificially inflates the rate. Also the chart on page 8 is not consistent with the numbers on the RPD Data Portal. What are the correct numbers. The chart on page 8 includes 126 civilian positions but fails to identify these. Does this number include FACIT and Victim's Assistance which have been moved to another department? If it does they should be removed from the count. If not, can this number be broken down i.e. Animal services, clerical positions in RPD, etc. Also, why in Table 2 does it say "approximate number", does the City not know where officers are assigned? Pg 11, what years was used for census numbers? What year was used by the Uniform Crime Reporting Program when they calculated rates? Are these rates based upon number of budgeted positions or number of actually filled positions? This needs to be clear stated in the narrative. Also is it an accurate comparison to use Niagara Falls, Binghamton, Utica, Troy and Schenectady to compare to (pg 11)? Why not just the "big 6 counties" and Yonkers which is now being included in much of NYS data of "big cities"? How will PIC be paid for? What is the maximum staffing for that unit? How does PIC differ from FACIT? Could they not be combined? Who pays for/staffing of the Homicide Response Team; what is the number of staff. Date in Summary of Crime Trends (pg 13) might be better shown via a chart/table rather than being lost in a narrative. Pg 14 notes that calls are going down % from 2016 to 2020, why? The "analysis" does not really address this? Would this be expected to continue? if not, why not? If so, how does this impact officers numbers, 911 numbers, etc... Pg 15 identifies RPD Community Programming BUT FAILS to identify any numbers, frequency, effectiveness etc. Rather it looks like just a list of programs some current and some old. Example, what sections have active PAC TAC groups, how many people involved, number of PacTac hours per year? How is Community Volunteer Response Team different than Homicide Response Team identified on page 18. Citizen Police Academy - what is the benefit to RPD or community because of participation...how are the citizens who complete used by RPD. As someone that went through it, we were never called upon so why continue this? Pg 16 noted "...comprehensive data on the implementation of these programs is necessary to determine whether these programs should continue...". Why is the data not included in the "plan" Many of these programs have been around for years but no date | Noted | Online Form |
| 118 | Section III | looks good | Noted | Online Form |
| 119 | Section III | It is not clear from this proposal that mental health services, particularly for youth will be a top priority in this plan. You can not possibly grow a healthy community without strong scaffolding of support for the mental wellness of the youth in the Rochester community and beyond. As an educator of over 30 years, I see this as a critical element of the community that has been woefully missing. You can put all the protective measures in place that are aimed at a positive relationship between police and community, but unless supporting youth is the top priority, you will have a perpetual cycle of violence, poverty, and danger to citizens and police. | Noted | Online Form |
| 120 | Section IV | Blah blah blah...you are just trying to save face after prude. You should be fired. | Noted | Online Form |
| 121 | Section IV | Please get rid of Qualified Immunity | Noted | Online Form |
| 122 | Section IV | I found a lot of what was in section IV unhelpful. Let's take limiting biases for example. I believe many police officers are at best classist and at worst racist. I don't believe training can fix this. The best way forward is to shrink the department and allocate the resources elsewhere. Limit the footprint of the police and let the community heal. | Noted | Online Form |
| 123 | Section IV | The recommendations in question are largely meaningless with a mayor who refuses to call for the imprisonment of Thugs with Badges who would attack and torture a young girl or a Attorney General who only empanels grand juries to let murderers of Black people go. We need Lovely Warren and Leticia James out of office. As for the Rochester Executioners, I dare not call them "police", well the people will see you out on the streets. | Noted | Online Form |
| 124 | Section IV | RPD Community-Orientated Leadership & Accountability should lose | Noted | Online Form |
| 125 | Section IV | RPD in our City are under attack. Many citizens feel scared to speak out. White citizens feel they will be attacked as racist or bigots if they support the police and members of the black and brown community feel they will be labeled as sellouts. The majority of this community does NOT want to see the police force reduced and defunded. There is a need for police reform but it MUST include working together with the police not alienating them and viewing them as the criminals. I am very disappointed that the Mayor does not stand up for the 700+ members of the RPD and let them know that our City supports them. Members of RPD are very confused as to how to do their jobs right now. In addition, how do we possibly think that adding a residency requirement will bolster new recruits? Very few people have any interest in joining RPD right now due to the lack of respect this administration is giving to our police. Reform is needed but it must be done together. This polarization is unproductive and is only leading to more violence in our City. | Noted | Online Form |
| 126 | Section IV | You want the police department to look more like the community they police. the city already has a policy in place that for every 25% of all new hires HAVE to be minorities - a minimum of 25% - not a cap.... There is a list for any minority that passes gets processed - and a list of all majorities that typically need to score more than a 90% to get processed --- This has nothing to do with race at all - there is already a huge advantage for minorities to get hired. you can't even find qualified candidates as it is - do you really think making a city residency requirement is going to help? | Noted | Online Form |
| 127 | Section IV | The problem isn't that more officers do not live within city limits the problem is the indoctrination they get at the academy. I do not want more occupying forces in my neighborhood. I want less police and less funding. The people having been chanting this since the summer and you have not listened. Cutting the police budget and terminating the contract with the locust club is a start to transform policing. | Noted | Online Form |
| 128 | Section IV | Section IV entailed Leadership and Accountability, which needs to be followed through. Officers of the Law need to be treated and held accountable for their actions as the general public. | Noted | Online Form |
| 129 | Section IV | again poorly written--shame on city council if this is presented to the state | Noted | Online Form |

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| 130 | Section IV | The plan and the City administration should look to Camden NJ as a model of community policing that has had a significant impact to reduce crime and increase community comfortability with police. Why is this model not being looked at? On Page 32 the plan notes that 679 Police Officers (NOT ALL POLICE OFFICERS) participated in Implicit Bias training. Is the City saying this is a "one and done" training. Anyone that has read anything about changing an organization's culture and addressing implicit bias will say one 4 hour training is not going to do much. How is the City evaluating the effectiveness of the training? How are you evaluating changes because of the training? Similarly, Procedural Justice training done in 2017 and 2018 is OK but what about officers that either didn't attend or came on since then but have not been trained. Again is this a one and done. Attend once and you are done for 20 years? Leadership Training identified on page 33 should be ongoing and annually required for all command staff Pg 35, who monitors/oversees IAPRO (pg 35)? | Noted | Online Form |
| 131 | Section IV | looks good | Noted | Online Form |
| 132 | Section IV | Where is the emphasis on support and development of youth programs that act as preventative measures in which elevates the need for police intervention in the first place? | Noted | Online Form |
| 133 | Section V | It's called a foil request | Noted | Online Form |
| 134 | Section V | I found the lack of data and the fact that city government does not know what many RPD policies and procedures are to be alarming. | Noted | Online Form |
| 135 | Section V | The recommendations in question are largely meaningless with a mayor who refuses to call for the imprisonment of Thugs with Badges who would attack and torture a young girl or a Attorney General who only empanels grand juries to let murderers of Black people go. We need Lovely Warren and Leticia James out of office. As for the Rochester Executioners, i dare not call them "police", well the people will see you out on the streets. | Noted | Online Form |
| 136 | Section V | Pertaining to Data, Technology and Transparency: As working class people, we all have an obligation and that is to serve and dedicate our time to a plan that's important to us. We may not have every answer, but answers exist. Often times, answers have been addressed and they have been shared to those who are looking for insight. Other times, we have to search for answers and that's to collect data. The intellect that we already own should be transparent. Personally, data should not be abusive or intrusive. For the police reform, tell us what benefits and disadvantages have occurred with data, technology and transparency. | Noted | Online Form |
| 137 | Section V | RPD in our City are under attack. Many citizens feel scared to speak out. White citizens feel they will be attacked as racist or bigots if they support the police and members of the black and brown community feel they will be labeled as sellouts. The majority of this community does NOT want to see the police force reduced and defunded. There is a need for police reform but it MUST include working together with the police not alienating them and viewing them as the criminals. I am very disappointed that the Mayor does not stand up for the 700+ members of the RPD and let them know that our City supports them. Members of RPD are very confused as to how to do their jobs right now. In addition, how do we possibly think that adding a residency requirement will bolster new recruits? Very few people have any interest in joining RPD right now due to the lack of respect this administration is giving to our police. Reform is needed but it must be done together. This polarization is unproductive and is only leading to more violence in our City. | Noted | Online Form |
| 138 | Section V | All for open transparency - I would love for the department to be able to release videos of what they actually experience on a day to day bases. What the general public is sheltered from. | Noted | Online Form |
| 139 | Section V | I don't see any indication that the City currently is, or contemplating, gathering data regarding the following: 1) Use of chemical and other non-lethal weapons; 2) Use of police dogs- tasks for which used, violence level, frequency of use 3) Use of police horses- (same as above). | Noted | Online Form |
| 140 | Section V | Body cameras should remain a requirement. | Noted | Online Form |
| 141 | Section V | these things are in place NOW | Noted | Online Form |
| 142 | Section V | The data portal is a bit clunky currently however it contains a lot of information that is valuable. The City's plan seems to call for adding everything and the bathwater into/on it. All that will do is get people to not use it. As a community person that uses it, I would like to see calls for service data broken down by car beats, Crisis Intervention Team data (broken down by "teams ie FACIT, Homicide, PIC) and the outcomes of the calls. Regarding BWC (pg 41 and 42), what is the consequence when an officer does not turn on the camera when they should per the policy; is there a written policy about when BWC footage will be shared with the community; what were 75% of the BWC request being denied via FOIL requests,.... | Noted | Online Form |
| 143 | Section V | looks good | Noted | Online Form |
| 144 | Section V | Support for children? Where is it? | Noted | Online Form |
| 145 | Section VI | Police officers should be hired as the best candidate. Race, sex or sexual orientation should not matter | Noted | Online Form |
| 146 | Section VI | I would like to see a more diverse hiring model that has officers who live in our city limits. | Noted | Online Form |
| 147 | Section VI | The recommendations in question are largely meaningless with a mayor who refuses to call for the imprisonment of Thugs with Badges who would attack and torture a young girl or a Attorney General who only empanels grand juries to let murderers of Black people go. We need Lovely Warren and Leticia James out of office. As for the Rochester Executioners, i dare not call them "police", well the people will see you out on the streets. | Noted | Online Form |
| 148 | Section VI | Good health, well-balanced diet, whole foods, and water hydration | Noted | Online Form |
| 149 | Section VI | RPD in our City are under attack. Many citizens feel scared to speak out. White citizens feel they will be attacked as racist or bigots if they support the police and members of the black and brown community feel they will be labeled as sellouts. The majority of this community does NOT want to see the police force reduced and defunded. There is a need for police reform but it MUST include working together with the police not alienating them and viewing them as the criminals. I am very disappointed that the Mayor does not stand up for the 700+ members of the RPD and let them know that our City supports them. Members of RPD are very confused as to how to do their jobs right now. In addition, how do we possibly think that adding a residency requirement will bolster new recruits? Very few people have any interest in joining RPD right now due to the lack of respect this administration is giving to our police. Reform is needed but it must be done together. This polarization is unproductive and is only leading to more violence in our City. | Noted | Online Form |

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| 150 | Section VI | "All candidates must pass the police exam administered by NYS, a physical agility test, and a background check. Many candidates find it difficult to pass all three of these components of the hiring requirements." --- So lowering these standards are the answer ??? hiring criminals, drug uses and liars will help the reform the police department ???? | Noted | Online Form |
| | | Its like you are setting up the department to fail in the long run. | | |
| 151 | Section VI | A diverse police force should be a given. Also, police officers are human beings and require counseling and therapy like everyone else. | Noted | Online Form |
| 152 | Section VI | city council is not doing the job they were elected to do..this is all the mayor once again stomping her feet | Noted | Online Form |
| 153 | Section VI | What is the Flower City Chaplain Corp? Why is there not a Incident Review process when their is a major event ie death, serious injury to process what happened, why, what changes might be needed in policy/practice. Monroe County DHS has a Fatality Review group with a variety of individuals that reviews fatalities. This process helps identify training needs, policy changes and support to staff needed. The report specifically mentions LEMHWA BUT FAILS to say what RPD or the City is doing in response to this law. What is RPD doing to implement the law? | See VII.A.6. and C.22.f | Online Form |
| 154 | Section VI | looks good | Noted | Online Form |
| 155 | Training | More the better | Noted | Online Form |
| 156 | Training | The recommendations in question are largely meaningless with a mayor who refuses to call for the imprisonment of Thugs with Badges who would attack and torture a young girl or a Attorney General who only empanels grand juries to let murderers of Black people go. We need Lovely Warren and Leticia James out of office. As for the Rochester Executioners, i dare not call them "police", well the people will see you out on the streets. | Noted | Online Form |
| 157 | Training | N/A | | Online Form |
| 158 | Training | Good health, well-balanced diet, whole foods, and water hydration | Noted | Online Form |
| 159 | Training | RPD in our City are under attack. Many citizens feel scared to speak out. White citizens feel they will be attacked as racist or bigots if they support the police and members of the black and brown community feel they will be labeled as sellouts. The majority of this community does NOT want to see the police force reduced and defunded. There is a need for police reform but it MUST include working together with the police not alienating them and viewing them as the criminals. I am very disappointed that the Mayor does not stand up for the 700+ members of the RPD and let them know that our City supports them. Members of RPD are very confused as to how to do their jobs right now. In addition, how do we possibly think that adding a residency requirement will bolster new recruits? Very few people have any interest in joining RPD right now due to the lack of respect this administration is giving to our police. Reform is needed but it must be done together. This polarization is unproductive and is only leading to more violence in our City. | Noted | Online Form |
| 160 | Training | training is always good - it will take a lot of time to get the entire dept trained on anything - not an immediate thing. | Noted | Online Form |
| 161 | Training | anything I have looked into and I have on sever occasion tells me we have some of the best trained officers in the country---training always has to change with the times and I feel that RPD and MCC have done a wonderful job doing so..Will there be mistakes (sure) most of the problem is lies and money grabs that no one defends our police. | Noted | Online Form |
| 162 | Training | Anger management would be a helpful addition to the training package for officers. They are under a lot of stress and in situations that require a super human amount of self control and patience. These skills can be learned and taught. | Noted | Online Form |
| 163 | Training | Pg 64 5 Why can't the municipality require the training identified in #5 locally either as intial training or in-service training? Why does this require a request for state law change? Training section fails to mention training re our immigrant and refugee communities ie what their culture is, how they are organized (use of Elders). Also, have specific/identified officers been trained to respond to refugee/immigrants? If so, who because I volunteer with organization that work with these people and they are unaware of police resources. What 'interpreter services' are available? What shifts? Are warrants and Miranda Rights provided in languages other than English or Spanish? If not, why not? Why is this not included in the plan to ensure ALL ROCHESTERIANS are informed and protected. | See Section VII.F.16 and 23 | Online Form |
| 164 | Training | looks good | Noted | Online Form |
| 165 | Training | Support for youth. Especially for those with special needs. | Noted | Online Form |
| 166 | Recruitment | Can RPD screen officers for attitude? | Noted | Online Form |
| 167 | Police Policy, Strategies, and Practices | Try utilizing a "cultural monitor" to assist with certain interactions. | The Plan was revised. See Recommendation VII.F.23 | Executive Order Group Meeting with RPD Chief (2/16/21) |
| 168 | Police Policy, Strategies, and Practices | Improve/Update RPD's and the City's language plan. | See Section VII.F.16 | Executive Order Group Meeting with RPD Chief (2/16/21) |
| 170 | Police Policy, Strategies, and Practices | What is the plan to address the RPD's officer per contact numbers? | Noted | Executive Order Group Meeting with RPD Chief (2/16/21) |
| 171 | Accountability | Address problem with officers as they arise. | Noted | Executive Order Group Meeting with RPD Chief (2/16/21) |
| 172 | Miscellaneous | Are there things we can do to improve minority businesses to increase employment opportunities to help improve opportunity for people in the community. | Yes. The City and REDCO have programs that support minority-owned businesses. | Councilor Lightfoot's Shop Talk meeting on 2/22/21 |
| 173 | Community Engagement, Programming, and Procedural Justice | Collaborative approach to police reform must include the business community. | Noted | Councilor Lightfoot's Shop Talk meeting on 2/22/21 |
| 174 | Community Engagement, Programming, and Procedural Justice | Is a public relations campaign recommended? This would help change perceptions and change relationships. | Noted | Councilor Lightfoot's Shop Talk meeting on 2/22/21 |
| 175 | Miscellaneous | proposals/recommendations should have timelines, specifics re: cost, how will achieve goals,clear, measurable goals/objectives. | The Plan was revised. See the new Section VIII. | Email to Mary Lupien 2/26/21 |
| 176 | Section III | Nothing in section 3 of the plan is at all measurable, observable, and accountable. The goals are vague and aspirational without clearly defining what change will happen | The Plan was revised. See the new Section VIII. | Online Form |
| 177 | Section IV | Section 4 is just as vague as section 3 -- statements like "Attempt to collect..." are aspirational and undefined. "Fund policies and practices..." How much funding? When? | The Plan was revised. See the new Section VIII. | Online Form |

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| 178 | Section V | In the summaries, this is actually section III. Again, this is vague without defined goals and accountable deadlines. "This data should be included..." That is not a commitment to do it. "Recognize the importance of using data..." doesn't specify any action that can be measured, observed, and hold anyone accountable for. | The Plan was revised. See the new Section VIII. | Online Form |
| 179 | Section VI | As with all of the other parts of the proposal, this is so vague that there are no concrete commitments that can be observed, measured, and verified. | The Plan was revised. See the new Section VIII. | Online Form |
| 180 | Accountability | Confusing. "Release comprehensive statistics...as required by law..." Aren't you already doing that? "as soon as possible" is not a deadline. "Police Accountability Board's authority..." I thought the extent of the PAB's authority was to make recommendations. | Noted | Online Form |
| 181 | Community Engagement, Programming, and Procedural Justice | Again, these proposed changes are too vague to be meaningful, without any well-defined actions steps and no concrete timelines | The Plan was revised. See the new Section VIII. | Online Form |
| 182 | Data, Technology, and Transparency | Again, the Open Data portal is supposed to be established, but there is no specific timeline for when that will happen, or how we can measure the degree to which the promised data is available on the site, or how quickly such data will be posted to the site. Some of the data is of questionable value--the number of officers who've attended a training is not all that meaningful: training is a lead-a-horse-to-water activity | Noted | Online Form |
| 183 | Fostering a Community-Oriented Culture | "Continue furthering..." "Attempt to collect..." "Monitor state and federal...": how can we measure these things? What observable changes are you going to bring about when? | The Plan was revised. See the new Section VIII. | Online Form |
| 184 | Officer Wellness | Again, there is little here in the way of measurable outcomes. | The Plan was revised. See the new Section VIII. | Online Form |
| 185 | Police Policy, Strategies, and Practices | All of the changes in this section of the plan have no specific timelines for implementation -- no-one can be held accountable for attaining any outcomes within this section. | The Plan was revised. See the new Section VIII. | Online Form |
| 186 | Recruitment | The recruitment section suffers from the same flaws as all the other sections: no timelines, no quantification of measurable outcomes for which anyone can be held accountable. | The Plan was revised. See the new Section VIII. | Online Form |
| 187 | Resizing/Repurposing the RPD | When is resizing supposed to happen, and how much resizing should I look to have occurred? | Noted | Online Form |
| 188 | Response to Mental Health Calls | Another vague section. For example: Expand the scope of mental health awareness training..." How much? By when? These goals are not measurable and observable. | The Plan was revised. See the new Section VIII. | Online Form |
| 189 | Section III | It is important to have trained mental health professionals involved in certain cases. Police cannot perform these kinds of duties effectively. | Noted | Online Form |
| 190 | Section IV | Fully fund the Police Accountability Board. | Noted | Online Form |
| 191 | Accountability | Fully fund the Police Accountability Board. | Noted | Online Form |
| 192 | Section III | Overall this is good. | Noted | Online Form |
| 193 | Section IV | Accountability to include transparency is very important. Community engagement in multiple ways is also very important. | Noted | Online Form |
| 194 | Section V | Accessible data by arrest type and demographics is important. Also, use of force data per community interaction is important. | Noted | Online Form |
| 195 | Section VI | Need to recruit people who live in Rochester. Community selection of people to participate in Academy is important. Racial diversity, de-escalation, community engagement, etc. training at the start and every year is important. | Noted | Online Form |
| 196 | Accountability | Transparency and PAB overview are important. | Noted | Online Form |
| 197 | Community Engagement, Programming, and Procedural Justice | Per earlier comments community engagement is very important. | Noted | Online Form |
| 198 | Data, Technology, and Transparency | Again very important. | Noted | Online Form |
| 199 | Fostering a Community-Oriented Culture | Same as previous comments. | Noted | Online Form |
| 200 | Officer Wellness | Very important. Each officer needs to know and recognize the importance of wellness and the available resources. Positive, not negative, perception of the importance of getting wellness support. | Noted | Online Form |
| 201 | Police Policy, Strategies, and Practices | ALL the recommendations are very important. They inter-twine with one another. | Noted | Online Form |
| 202 | Recruitment | City residents and community selection of people for the academy eligibility. | Noted | Online Form |
| 203 | Resizing/Repurposing the RPD | Over the next 5 to 10 years the number of officers should decrease by at 33% and possibly up to 50%. The focus should be on felony offences with increased resources for misdemeanor diversion. | Noted | Online Form |
| 204 | Response to Mental Health Calls | It is very important to respond to mental health, and substance abuse, as health care issues, not as criminal issues. The individual needs to have access to health care resources to improve decision making skills, etc. | Noted | Online Form |
| 205 | Training | Per earlier comments, increased racial, de-escalation, and community engagement training. | Noted | Online Form |

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| 206 | Section III-Section VII | A few things to address. 1. Improving RPD technology should be readdressed as their are some technologies in many police departments that are militant weapons which should be in the possession of federal agents not local police department unless we are in a dire democracy crisis. In addition to BWC's, these should be kept ON AT ALL TIMES. If video content is sensitive then there SHOULD be authorized personnel to view that content. Technical software should be added as well to detect any erased content during those viewings 2. RPD psychological evals should be done either QUARTERLY or EVERY 6/mo due to the constant mental changes in the human psyche (appointing a Chief Resilient Officer would be perfect for this) 3. Revising Use of Force and De-Esco strategies/techniques could be referred to viewings or studies of RPD internal cases OR maybe developing a software that captures UoF or De-Esco cases in other states and cities so officers can distinguish what went wrong and what could have been done differently and correct it. 4. "Warrior" mindset should be re-evaluated QUARTERLY to make sure officers mindset is not deviating from the "servant/protector mindset" 5. Resizing RPD Personnel is reasonable but given the fact we barely have enough to patrol the city this needs to be reiterated since this resizing can cause a a severe reduction to reaction/response time in serious emergencies. | Noted | Online Form |
| 207 | Accountability | RPD needs to rewrite the collective bargaining agreements in general. Too many provisions that provide them with too many blanket immunity | Noted | Online Form |
| 208 | Recruitment | I see the reason to hire officers who know the city and the people who reside in it, but I believe to we should keep the recruitment open to outsiders so it can be more of a racial equity teaching moment for them. | Noted | Online Form |
| 209 | Response to Mental Health Calls | The PIC team is a great start. | Noted | Online Form |
| 210 | Section III | The way Police are trained needs to be revised. Presently Police organizations are viewed as para military organizations with their own jurisdiction and purpose. Policing needs to be like that of peace keepers...intermediate elements that recogize problems, violence and respond as intermediaary individuals...police are suppose to be protectors of their citizens, and not viewed as an opposing threatening force. Likme a peace keeper they need to go between two opposing forces and intiate communication...solve the problem | Noted | Online Form |
| 211 | Section IV | Transparency - Accountability and Community policing are required | Noted | Online Form |
| 212 | Section V | Police intelligence needs to be better. methods of acquiring this information varies but will not threaten a citizens rights. | Noted | Online Form |
| 213 | Section VI | approach all cultural, ethnic and genders. Offer them true participation in their communities protection and growth, and success. Understanding human interaction is primary to present days obedience, regimental structure. People will communicate with police that are welcoming, sincere and not authoritarian in nature. | Noted | Online Form |
| 214 | Accountability | an individual police officer needs to sign a legal form making them personally responsible for their actions separate and with the police organization. Personal camera's on person encouraged. The idea of a Blue line needs to end. Them against us must end. | Noted | Online Form |
| 215 | Community Engagement, Programming, and Procedural Justice | a weapon being drawn is to be the last action by an officer. Like a peace keeper, communication, sincerity and honest concern are best policy. Mosrt citizens are not violent criminals. Police need to respond differently to challenges given...listen, talk and listen more. | Noted | Online Form |
| 216 | Data, Technology, and Transparency | citizens information should be presious and protected. All legal actions taken with regards to listening technology. Used carefully, respectfully. | Noted | Online Form |
| 217 | Fostering a Community-Oriented Culture | Police need to live within the same community they serve. An end to them vs us must occur. Police can become community participants and community protectors. | Noted | Online Form |
| 218 | Officer Wellness | Hire psychologists and mental health professionals. The money is there. the protection of our polices mental and physical state as important as the overall citizenry. Ending the stress of community opposition may lessen polices stresses. Comfort zone needs to be established and maintained for all. | Noted | Online Form |
| 219 | Police Policy, Strategies, and Practices | All policies devised for the mutual benefit of police and citizenry. An armed camp is unwanted(cost too). Getting the community involved in community watches and policing essential and possible once we get rid of them vs us routine/attitude | Noted | Online Form |
| 220 | Recruitment | get them young and old. young people can be molded and encouraged to perform to code. Elderly act as advisers and muses | Noted | Online Form |
| 221 | Resizing/Repurposing the RPD | community policing within various community/regions. size of population and regions area allows for re sizing of force and its implimentation elsewhere where needed most. | Noted | Online Form |
| 222 | Response to Mental Health Calls | Police need mental health training. violence de escalation training. a healthy officers can offer service to a unhealthy citizen by responding, talking, reviewing and responding to each and every situation | Noted | Online Form |
| 223 | Training | Trainig focuses upobn the mi9nd, and less weaponry. Peace keepers are soldiers, but know their job is to make peace not war. | Noted | Online Form |
| 224 | Section III | Daniel Prude deserves justice. | Noted | Online Form |
| 225 | Section IV | Daniel Prude deserves justice. | Noted | Online Form |
| 226 | Section V | Daniel Prude deserves justice. | Noted | Online Form |
| 227 | Section VI | Daniel Prude deserves justice. | Noted | Online Form |
| 228 | Accountability | Daniel Prude deserves justice. | Noted | Online Form |
| 229 | Community Engagement, Programming, and Procedural Justice | Daniel Prude deserves justice. | Noted | Online Form |
| 230 | Data, Technology, and Transparency | Daniel Prude deserves justice. | Noted | Online Form |
| 231 | Fostering a Community-Oriented Culture | Daniel Prude deserves justice. | Noted | Online Form |
| 232 | Officer Wellness | Daniel Prude deserves justice. Officer's need to pass bias screenings. They're all racist, and they're in the wrong city for that. Good cops are bad cops if they don't turn the corrupt cops in. | Noted | Online Form |
| 233 | Police Policy, Strategies, and Practices | Daniel Prude deserves justice. | Noted | Online Form |
| 234 | Recruitment | Daniel Prude deserves justice. | Noted | Online Form |

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| 235 | Resizing/Repurposing the RPD | Daniel Prude deserves justice. | Noted | Online Form |
| 236 | Response to Mental Health Calls | Daniel Prude deserves justice. | Noted | Online Form |
| 237 | Training | Training should be at least a 2-year period. Address their bias, their own mental health struggles, and their toxic masculinity. | Noted | Online Form |
| 238 | Section III | <p>How we reinvent policing defines who we are. More importantly, it will define our children's world.</p> <p>Please focus all possible energy on the recommendations of the Police Accountability Board (PAB) found in Appendix B. Please focus all possible energy on the new policing blueprint envisioned by the Pastors' Roundtable in Appendix E. Please promptly follow these recommendations.</p> <p>Please support the ability of the PAB to enforce its disciplinary findings. There should be no lawsuit contesting this ability. No system can claim to embrace accountability while striving to retain the outlandish privilege of policing itself.</p> <p>I am concerned about language in the draft plan that focuses on data, technology, community surveys, and "working toward" a culture of service. This language diverts attention from the change we need to create. Through the videoed homicide of Daniel Prude, the videoed pepper-spraying of a nine-year-old child, and the experiences of many others, we've learned that data and discussion can become a mockery of justice. When we document brutality and then conclude the brutality was conducted "by the book," our systems remain brutal. When we invite feedback and then reserve the right to disregard it, our systems remain brutal.</p> <p>The value of a life is not ours to determine. It is only ours to protect.</p> <p>I support the elimination of choke holds and similar practices, with minimal "wobble room" for excusing their use. There must be accountability in any case where deadly force or an action causing harm is chosen. This must be provided in place of attempting to redefine harm.</p> <p>I support the implementation of a Person In Crisis team. Please ensure this team is trained and called in as needed, even if not triggered by an initial call.</p> | Noted | Online Form |
| 239 | Section IV | <p>Please close the gap between the Rochester community and the police officers serving it. Officers should live in the communities they serve. The race and gender makeup of a police force should roughly match the demographics of the community.</p> <p>Please insist on culture change, even when accountability is needed to ensure it. On February 1, a police officer made a "white power" sign to Rachel Sherman as she conducted a solo protest of the police pepper-spraying of a nine-year-old girl. Eliminating this type of prejudice is not a training issue. White supremacists must be fired.</p> | Noted | Online Form |
| 240 | Accountability | <p>Please follow the recommendations of the PAB provided in Appendix B.</p> <p>Please support the ability of the PAB to enforce its disciplinary findings. There should be no lawsuit contesting this ability. No system can claim to embrace accountability while striving to retain the outlandish privilege of policing itself.</p> | Noted | Online Form |
| 241 | Data, Technology, and Transparency | I am concerned about language in the draft plan that focuses on data, technology, community surveys, and "working toward" a culture of service. This language diverts attention from the change we need to create. Through the videoed homicide of Daniel Prude, the videoed pepper-spraying of a nine-year-old child, and the experiences of many others, we've learned that data and discussion can become a mockery of justice. When we document brutality and then conclude the brutality was conducted "by the book," our systems remain brutal. When we invite feedback and then reserve the right to disregard it, our systems remain brutal. | Noted | Online Form |
| 242 | Police Policy, Strategies, and Practices | <p>The value of a life is not ours to determine. It is only ours to protect.</p> <p>I support the elimination of choke holds and similar practices, with minimal "wobble room" for excusing their use. There must be accountability in any case where deadly force or an action causing harm is chosen. This must be provided in place of attempting to redefine harm.</p> <p>I support the implementation of a Person In Crisis team. Please ensure this team is trained and called in as needed, even if not triggered by an initial call.</p> | Noted | Online Form |
| 243 | Resizing/Repurposing the RPD | I support your draft plan for resizing and repurposing RPD resources in the next five to ten years. | Noted | Online Form |
| 244 | Training | Please focus all possible energy on the recommendations of the Police Accountability Board (PAB) found in Appendix B. Please focus all possible energy on the new policing blueprint envisioned by the Pastors' Roundtable in Appendix E. Please promptly follow these recommendations. | Noted | Online Form |
| 245 | Section III | I can appreciate police reform but I live on Clifford Ave right off of N. Clinton Ave. There were 27 homicides tied to this area alone in 2020. The City had 53 for 2020. How would police reform help stem the daily violence? I assume that the more the police are neutered, the harder it is to help someone like me. | Noted | Online Form |
| 246 | Section III | Since section III is the overview of current police operations, it's unclear to me exactly what there is to comment on. I notice that the report notes that Rochester has twice as many police officers than the average city of similar size. This is unacceptable, wasteful, and unnecessary. | Noted | Online Form |
| 247 | Section IV | This form makes no sense. Why am I not just being asked for general comment or to just comment on the section where the recommendations are listed? This seems designed to discourage people from giving their input. | Noted | Online Form |
| 248 | Section V | Again, either no one gave any thought to this, or this form is designed to confuse and dissuade citizens from giving feedback. Shame on you. | Noted | Online Form |
| 249 | Section VI | FULLY FUND THE PAB. | Noted | Online Form |
| 250 | Accountability | When it says that an action will "enable the City to develop a completely new collective bargaining agreement."-- what would that agreement be? It says "Invest in whatever resources are necessary to release, as soon as possible, an online portal"-- resources should explicitly be named including a dollar amount, and there should be a date for completion not just asap. In fact, all the recommendations in this section lack specific enough timelines for completion. It says, "Hold those accountable that violate disciplinary rules." How will they be held accountable? Besides termination, what accountability tools will be used? | Noted The Plan was revised. See the new Section VIII. | Online Form |

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| 251 | Community Engagement, Programming, and Procedural Justice | You need to do more than "advocate for more resources". There should be a specific monetary commitment named here. Also it says to support the programs but says nothing about the nature of that support. How will these programs be evaluated? | The Plan was revised. See the new Section VIII. | Online Form |
| 252 | Data, Technology, and Transparency | 1. "Recognizing the importance of" is a complete non-commitment. I read this as, we plan to say this is important but not commit to do anything to actually show it is important. 3. "Allocate funds"- NAME THE AMOUNT. 4. How will the mandate be enforced and supported? All of this is happening on what timeline? 18. "work toward" is not an actionable goal 23. Plans for Body Worn Cameras need to be much more specific. Again, name the funding and the timeline. Also, when you say it's going to be evaluated by "reduction in use-of-force incidents over time" you should be stating a goal amount of reduction in a specific amount of time. | The Plan was revised. See the new Section VIII. | Online Form |
| 253 | Fostering a Community-Oriented Culture | 2. Again, "attempt to collect" means nothing. 3. "Fund policies and practices that begin to inoculate the RPD from systemic oppression." SHOW. ME. THE. MONEY. What are you even making recommendations for if you're not placing spending goals. You could spend \$1 on this initiative and technically meet the goal. 4. So you're monitoring the state's action on this but have no goals to handle it on the local level? | The Plan was revised. See the new Section VIII. | Online Form |
| 254 | Officer Wellness | Again all of these recommendations need specific funding amounts and timelines for implementation. Also, this form is ABSOLUTELY RIDICULOUS and I would go so far to say it is an insidious attempt to silence the people. | The Plan was revised. See the new Section VIII. | Online Form |
| 255 | Police Policy, Strategies, and Practices | Again, looking for more specific language. Dollar amounts. Dates. Metrics for assessment. 9. As someone who was injured by RPD pepper balls without provocation, I think this section is particularly critical. "working to consider and implement changes to policy" is yet another vague statement. If you merely consider changes and then decide not to change anything this item will be fulfilled. This is unacceptable. | The Plan was revised. See the new Section VIII. | Online Form |
| 256 | Resizing/Repurposing the RPD | "Aim to reduce RPD personnel within the next 5-10 years so it can reallocate these resources to other programs." is a joke. Don't aim to reduce-- reduce! And tell us exactly by how much. And make the timeframe shorter. I support the PAB's recommendations in this arena. | Noted | Online Form |
| 257 | Response to Mental Health Calls | This program needs at least \$10 million right away if it's going to be anything more than a toothless, empty gesture. FUND IT NOW. | Noted | Online Form |
| 258 | Training | Again, this form is a joke and a cloak and dagger operation. Shame on you. | Noted | Online Form |
| 259 | Section III | I would like to see more police throughout the city | Noted | Online Form |
| 260 | Section IV | I would like to see more police throughout the city. | Noted | Online Form |
| 261 | Police Policy, Strategies, and Practices | I would like to see more police throughout the city. | Noted | Online Form |
| 262 | Resizing/Repurposing the RPD | I would like to see RPD get bigger and for there to be more officers to respond to calls quickly and help lower violent crime. | Noted | Online Form |
| 263 | Section III | The overview seemed thorough and comprehensive. I was surprised to learn that the RPD has so many officers per capita in comparison to other cities with similarities. | Noted | Online Form |
| 264 | Section IV | I am in agreement with having more community oriented leadership and believe the RPD should be more transparent and should be held accountable. | Noted | Online Form |
| 265 | Section V | The use of data and technology should provide greater transparency of the RPD. | Noted | Online Form |
| 266 | Section VI | Recruiting and supporting excellent personnel should always be a high priority for the RPD. | Noted | Online Form |
| 267 | Accountability | I am in agreement with all of the accountability recommendations provided in the plan. | Noted | Online Form |
| 268 | Community Engagement, Programming, and Procedural Justice | I believe that the RPD's engagement of the community is extremely important and should continue to be funded. Procedural justice is also very necessary and important. | Noted | Online Form |
| 269 | Data, Technology, and Transparency | I am in complete agreement with the transparency of data and the use of technology as a tool for holding the RPD accountable and the public informed. | Noted | Online Form |
| 270 | Fostering a Community-Oriented Culture | I am in complete agreement with all of the recommendations regarding fostering a community-oriented culture. | Noted | Online Form |
| 271 | Officer Wellness | I believe our officers need and deserve the considerations and recommendations outlined in the plan. | Noted | Online Form |
| 272 | Police Policy, Strategies, and Practices | I agree with most of the recommendations outlined in the plan regarding police policy, strategies and practices. I do think we need to be careful about taking too many tools away from our officers who risk their lives each and every day. I do not agree with surveying the public periodically in regards to racial profiling. We need facts, not opinions. | Noted | Online Form |
| 273 | Recruitment | I agree with most of the RPD recruitment recommendations in the plan. I do not agree with creating a civilian public safety interview panel or with petitioning Judge Geraci's court to alter language to make the RPD maintain various racial demographics through the aggressive hiring of minorities. | Noted | Online Form |
| 274 | Resizing/Repurposing the RPD | I am in full agreement with all of the recommendations listed in the plan relating to resizing and repurposing the RPD. | Noted | Online Form |
| 275 | Response to Mental Health Calls | I agree with all of the recommendations in the plan in regards to the Response to Mental Health Calls section. | Noted | Online Form |
| 276 | Training | I am in agreement with all of the recommendations in the plan relating to training. | Noted | Online Form |
| 277 | Section III | If police are ordered to wear body cams they need to remain on at all times and not muted to distort what is being said during an arrest or an investigation. | Noted | Online Form |
| 278 | Section IV | Suspension or termination and loss of any retirement or pension | Noted | Online Form |
| 279 | Accountability | Loss of retirement or pension after excessive amounts of suspensions or termination | Noted | Online Form |
| 280 | Community Engagement, Programming, and Procedural Justice | If police are ordered to wear body cams there to be kept on and recording at all times including microphones. Dog whistle words such as 'I'm on should be considered words that obstruct Justice. | Noted | Online Form |
| 281 | Section III | There's not nearly enough money allotted to alternative programs such as PIC. Requiring that police officers live in the city is only a beginning, as you need to put a priority on hiring persons of color to make the system less white dominated. How can you be sure that officers are following the crowd control guidelines? It is clear from the violence towards peaceful BLM protesters this past year that they are not properly being followed. | Note | Online Form |
| 282 | Section IV | Based on the failure to press charges against the officers who killed Daniel Prude, I don't see how you can say that there is sufficient accountability for police actions. I believe the city needs to pay closer attention to the Police Accountability Board's recommendations, take them seriously & implement them! | Noted | Online Form |
| 283 | Section V | Technology is only as effective as the persons using it. How will you ensure that they are using it properly, confidentially, & responsibly? | Noted | Online Form |
| 284 | Section VI | Until the police force is racially balanced it won't be effective for the whole community. When supporting officers' mental health and well-being, make sure that the measures are effective for a diverse force, not just the white majority. | Noted | Online Form |

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| 285 | Accountability | Establish a hard timeline for enacting these reforms. Use the recommendations of the Police Accountability Board to go even further toward reform. | The Plan was revised. See the new Section VIII. | Online Form |
| 286 | Community Engagement, Programming, and Procedural Justice | Devote a greater part of the total budget to reforms. | Noted | Online Form |
| 287 | Data, Technology, and Transparency | Make the police force match the community when it comes to diversity. Don't settle for less. | Noted | Online Form |
| 288 | Officer Wellness | Make sure that the wellness plans are diverse & serve a diversity of people. | Noted | Online Form |
| 289 | Police Policy, Strategies, and Practices | Listen to the community and respond positively. | Noted | Online Form |
| 290 | Recruitment | Diversify the police force. | Noted | Online Form |
| 291 | Response to Mental Health Calls | Allot more funding to this program!! | Noted | Online Form |
| 292 | Training | Diversity training is not a substitute for a diverse police force. | Noted | Online Form |
| 293 | Section III | 1) Nice ideals, but this is not an action plan. When will more money be transferred to units that will train social workers / crisis workers to handle psychiatric emergencies? May 2021? Nov 2021? Give a dollar amount to fund this program. 2) We have a 93 million dollar RPD with a paltry amount of money dedicated to crisis intervention and civilian services. It is time to reduce the number of policemen and policewomen and shift the funds to address the root causes of crime (poverty, drug addiction, etc). 3) This plan is too broad -- we need to see specifics of dates and amounts of money involved. We need to see the action this year, not broadly in the future. | The Plan was revised. See the new Section VIII. | Online Form |
| 294 | Section IV | 1) Transparency has been lacking. The creation of this report occurred in meeting that were not open to the public. There has been a consultant involved (paid for my Rochester's tax payers) and their findings and recommendations have not been revealed. Efforts toward transparency need to start with sharing the City's plans for the RPG with the police Accountability Board at every step of the way -- not happening so far. So disappointing! 2) This section is too broad. We need dates and deadlines for change to come. For example, when will the PAC be funded to perform its work -- May 2021? October? How much money will the city contribute? There is a 93 million dollar RPD budget -- I think you can find a few million to fund a group that Rochester would trust! 3) This report needs to embrace the PAC as an ally in restoring trust in Rochester City government -- Section IV clearly does not trust or even move to trust the PAC. Why not?? | The Plan was revised. See the new Section VIII. | Online Form |
| 295 | Section V | 1) The report talks about BWC initiative that does not even MENTION the PAB. It mentions the group that is being replace by the PAB. Time to make connections with the group that will be your new partner, City of Rochester. 2) Once again -- no deadlines in the report. When will the benchmarks of the BWC initiative be reached? We need due-dates to begin to trust the process. | The Plan was revised. See the new Section VIII. | Online Form |
| 296 | Section VI | 1) Again, give us deadlines and specifics -- For example, the RPD will recruit 15% new Black and Brown officers in the next 6 months. The RPD will spend \$ 2 million on this effort. 2) What about looking for the roots of white supremacy in the RPD? Please plan to investigate that concern in full by October 2021. How will it be dealt with? 3) I really don't care where the officers live -- we need more diversity in the police force and a smaller police force with a larger social work presence (psychiatric call responders, drug treatment access, safe needle sharing services, etc) | 1) The Plan was revised. See the new Section VIII. 2) Noted 3)Noted | Online Form |
| 297 | Accountability | Stop using words like "explore" and "consider". Draft a proposal that says "we will start a resiliency program for officers by July 2021", or we will finish the body camera initiative by October 2021. We have too many officers for a city our size. We will shift funds reduce community poverty by Nov 2021. When will the crisis center be funded? How much? etc. | The Plan was revised. See the new Section VIII. | Online Form |
| 298 | Data, Technology, and Transparency | transparency has been disappointing. It is only permitted by the City of Rochester when it supports the City. How can I trust that procedure? | Noted | Online Form |
| 299 | Fostering a Community-Oriented Culture | We need community-based services in place in the next 4 months -- Give me a specific time and location. How much funding will they get? How many providers? | The Plan was revised. See the new Section VIII. | Online Form |
| 300 | Officer Wellness | see above -- give me a date to start the office resilience program, etc. | The Plan was revised. See the new Section VIII. | Online Form |
| 301 | Resizing/Repurposing the RPD | Please resize and repurpose -- When will this happen? July 2022? What community services will replace the services of the RPD? | The Plan was revised. See the new Section VIII. | Online Form |
| 302 | Section IV | agree | Noted | Online Form |
| 303 | Section V | agree | Noted | Online Form |
| 304 | Section VI | agree | Noted | Online Form |
| 305 | Accountability | agree | Noted | Online Form |
| 306 | Community Engagement, Programming, and Procedural Justice | should be quick | Noted | Online Form |
| 307 | Data, Technology, and Transparency | no camera no arrest | Noted | Online Form |
| 308 | Officer Wellness | lol | Noted | Online Form |
| 309 | Police Policy, Strategies, and Practices | We shall see | Noted | Online Form |
| 310 | Recruitment | they should be from rochester | Noted | Online Form |
| 311 | Resizing/Repurposing the RPD | i have seen too many police for one black person for a non violent crime this is ridiculous. | Noted | Online Form |
| 312 | Response to Mental Health Calls | someone with experience should definitely accompany them | Noted | Online Form |
| 313 | Training | culture training should be included | Noted | Online Form |
| 314 | Accountability | Why should police officers be put on suspension and collect pay from the public after they've been involved in unethical conduct with someone? | Noted | TTHM 2/28/20 |
| 315 | Response to Mental Health Calls | Since they have the crisis team working with 911, how are they communicating together? Do they work together to know how to serve the community? Why aren't they setting up crisis centers in the community to help people? | Noted | TTHM 2/28/20 |
| 316 | Officer Wellness | Should officers get regular psych evaluations? | Noted | TTHM 2/28/20 |

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| 317 | Training | Are the police officers being trained to deescalate situations involving the mentally ill and children? | Revised the plan. See VII.J.16 | TTHM 2/28/20 |
| 318 | Miscellaneous | all of these surveys, I would like to know the demographics of the people on this call. Also, all of this information is the same story with different buzz words, I've lived here for 70 years. | Noted | TTHM 2/28/20 |
| 319 | Fostering a Community-Oriented Culture | Years ago, officers walked the street and got to know the community in the 3rd ward. I'm 98 years old and my kids never went to jail because we knew one each other in this community. | Noted | TTHM 2/28/20 |
| 320 | Accountability | I'm 84 years old and have lived here for 75 years. I can recall incidents where police have doing wrong things. It seems that the police don't want a good relationship with the citizens of Rochester and they appear to be protected by elected officials. When will enough be enough? I'm not trying to push for defunding the police, but I believe they should pay for legal fees. | Noted | TTHM 2/28/20 |
| 321 | Accountability | Related to the Daniel C situation, since the coroner indicated it was homicide, how is it that no one was convicted? We know everyone who was involved. Also does the police accountability board have any power to take actions? A lot of times we hear about racial sensitivity training, which sounds good, but is it a farce because it seems to be an issue of how judgements are lighter for European descendants. How can a police officer be fired in Rochester but go work as a police officer in another city? | Recommendation added to the Plan VII.A.7 | TTHM 2/28/20 |
| 322 | Accountability | Previously, there was a mention of the Taylor law. Is that the law that allows the police to murder black men and women and not be held accountable? | Noted | TTHM 2/28/20 |
| 323 | Fostering a Community-Oriented Culture | How can we demilitarize the police to get rid of the us vs them mentality? We should work together to build a safer and happier community, but we seem to be at odds. | Noted | TTHM 2/28/20 |
| 324 | Accountability | She would like to congratulate all the officers who protect us and put their lives on the line for us. However, there are rotten apples in the barrel, and when they get suspended with pay it does not sound like an actual punishment. They should be suspended without pay and pay them retroactively if they are found not guilty. It seems that there are no consequences for officers who don't have our best interests at heart. | Noted | TTHM 2/28/20 |
| 325 | Officer Wellness | I understand all the changes they're attempting to make with the police, but what are they going to do about corrupt internal affairs? Are you going to address the mental health issues of police officers? | Noted | TTHM 2/28/20 |
| 326 | Accountability | Said yes to police being fired with cause. | Noted | TTHM 2/28/20 |
| 327 | Accountability | What was going on with the macing of the 9yo girl. How could those officers possibly get away with that? | Noted | TTHM 2/28/20 |
| 328 | Police Policy, Strategies, and Practices | I would like to see the police force to be reformed so that if someone is running without a weapon, the police don't shoot them | Noted | TTHM 2/28/20 |
| 329 | Officer Wellness | I am assuming that police officers are vetted on a psychological level. I would like psyche evaluations to be implemented once a year by an independent psychologist or organization. | Noted | TTHM 2/28/20 |
| 330 | Response to Mental Health Calls | I'd like to know when I was growing up, we were to show respect for our elders. I understand police are only human, but how can they protect themselves? How can you determine that a 911 call is mental health related or not? | The Plan is revised. See VII.J.15 | TTHM 2/28/20 |
| 331 | Accountability | If our leaders are above the law, how do they expect the police officers to stand down and be defunded? How can citizens respect the leadership if they are condoning the police and their actions? | Noted | TTHM 2/28/20 |
| 332 | Community Engagement, Programming, and Procedural Justice | Why don't we immediately drug test police after incidents take place? We no longer send police into schools to meet kids and it seems the police are not very nice anymore. | 1. Noted 2. Noted | TTHM 2/28/20 |
| 333 | Fostering a Community-Oriented Culture | Why did they take the police stations out of the neighborhoods? Wouldn't having them there get them more involved in the community and lower crime? | Noted | TTHM 2/28/20 |
| 334 | Training | Why is it that white police officers have to be trained to treat people like human beings? He knows there is a code between white officers to make sure they go home to their families; kill black people first and ask questions later. | Noted | TTHM 2/28/20 |
| 335 | Response to Mental Health Calls | Thank you for holding this panel. What are the plans for followup care for people who have experienced a mental health crisis? We have noticed a much slower response time to police calls in the last two years. How will response times be impacted in the future? | The Plan was revised. See the new Section VIII. | TTHM 2/28/20 |
| 336 | Training | We should teach our police that the head, neck, and knee do not go together. Also, police should step in when they see their fellow officers going too far. | Noted | TTHM 2/28/20 |
| 337 | Police Policy, Strategies, and Practices | What we need here in Rochester is more undercover police presence in the bad areas. | Noted | TTHM 2/28/20 |
| 338 | Community Engagement, Programming, and Procedural Justice | What are the plans for including more community input concerning the policing of our neighborhoods? Also, in her neighborhood they had various community meetings with the police and that no longer takes place. The changes should come from all over... from the bottom up and not just from the top down. | The Plan was revised. See the new Section VIII. | TTHM 2/28/20 |
| 339 | Officer Wellness | She is concerned about counseling for community members and officers. Some officers are very friendly and approachable, but when they are not it elicits a negative reaction in return. Is there a place for a counselor to talk about these issues with officers? | Noted | TTHM 2/28/20 |
| 340 | Miscellaneous | Why is there so much of this going on? I've seen these incidents all summer long causing social unrest. A lot of it stems from drug use. Why aren't we focusing on substance use instead | Noted | TTHM 2/28/20 |
| 341 | Response to Mental Health Calls | If I have a family member who hasn't taken his medicine and is getting difficult to control, and I'm afraid that he is going to hurt someone in the house and I call 911, does this go to a mental health crisis or the police? | Noted | TTHM 2/28/20 |
| 342 | Police Policy, Strategies, and Practices | What kind of power does the police accountability board have and does the city take their recommendations seriously? | Noted | TTHM 2/28/20 |
| 343 | Police Policy, Strategies, and Practices | Last summer, my house got shot up and my neighbor's house got shot. A car ran into my home. We called the police for help, but they kept on saying there was nothing they could do to help us. Finally a deputy gave me information to make complaints. We've done everything we can, but we can't get any help. Last time I called the police, they didn't come. I'm afraid that my grandkids will get shot playing outside. | Noted | TTHM 2/28/20 |
| 344 | Police Policy, Strategies, and Practices | Why do we have excessive responses for some calls and very few officers surveying neighborhoods? | Noted | TTHM 2/28/20 |
| 345 | Police Policy, Strategies, and Practices | Why isn't there a program that shows the wrong on both sides? (Both police and criminals). | Noted | TTHM 2/28/20 |
| 346 | Police Policy, Strategies, and Practices | I don't think you should have to handcuff and pepper spray a kid. | Noted | TTHM 2/28/20 |
| 347 | Accountability | How can a cop get away with telling me to move along if I am on a bike and sitting on a bench? They threw me down on the ground while I'm on my way to work. I'm white and I'm profiled too. | Noted | TTHM 2/28/20 |

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| 348 | Accountability | What would it take to have access to find out what happened during grand jury trials of officers? It seems like the transcripts should be made public so we can see exactly what was said and why decisions were made. | Noted | TTHM 2/28/20 |
| 349 | Recruitment | Has any more thought been put into requiring Rochester police to actually live in the city? | Noted | TTHM 2/28/20 |
| 350 | Miscellaneous | The police should get more respect. These are difficult times and Strong Memorial let the man out that night and shouldn't have given his mental state. | Noted | TTHM 2/28/20 |
| 351 | Training | When does common sense come in that if you're choking a person, they will die? When can we expect officers to use common sense along with their training? | Noted | TTHM 2/28/20 |
| 352 | Training | Is there any training for the police officers in mental health? Anyone working with the community needs to have training to understand different mental health issues and behaviors. If they aren't receiving training, why not? | Noted | TTHM 2/28/20 |
| 353 | Police Policy, Strategies, and Practices | Do you favor a distinctively uniformed, unarmed police auxiliary? | Noted | TTHM 2/28/20 |
| 354 | Response to Mental Health Calls | Using the vacant buildings, I believe they can be used for staff who will be handling crises so that they don't have to put them in jail. Also, cell phones can't dial 211 or 311 so they have to call 911. I don't think that the police force needs to be cut because there are good ones, so I think the older cops should work with the crisis workers. | Noted | TTHM 2/28/20 |
| 355 | Response to Mental Health Calls | When we feel a person is having a crisis, how can we make sure the right officers will be sent out to handle it? How can we be sure the officers sent are trained to identify and handle specific mental issues? | Noted | TTHM 2/28/20 |
| 356 | Miscellaneous | How do people hate the police officers so much when they help us? | Noted | TTHM 2/28/20 |
| 357 | Accountability | Will they have a policy when police officers lie on a police report? Will that be a zero-tolerance policy as well? | Noted | TTHM 2/28/20 |
| 358 | Officer Wellness | Her son is retired Rochester police officer. She lived with him for 11 years and knows they have a concern about the mentally ill on the streets. The police are under a lot of strain and stress and many of the bad decisions police make are because they are at a breaking point themselves. Her son dealt with a heavy load of stress all the time due to the job. What kind of mental condition were the police in when they acted against the mentally ill man recently? | Noted | TTHM 2/28/20 |
| 359 | Accountability | How can police abuse our community so much, beating us, shoot us and then if someone shoots back, we get the death sentence? The police force should answer whether they are prejudice, they should be the fired. | Noted | TTHM 2/28/20 |
| 360 | Community Engagement, Programming, and Procedural Justice | I have a son that is a large black male who is also autistic. What specific training are police given when they are dealing with someone who has autism? Are there any community boards that people from the community can come and speak on behalf of this population? | The Plan is revised to include recommendadion VII.J.16. | TTHM 2/28/20 |
| 361 | Recruitment | What is being done about hiring police officers who actually live in the city versus having them live outside of it. | Noted | TTHM 2/28/20 |
| 362 | Accountability | Also, is there a way that when a police officer is charged for excessive force that the court costs come from their pensions instead of from our tax dollars? | Noted | |
| 363 | Miscellaneous | Is the change for the Rochester police going to be incorporated into the surrounding areas? How will RPD work with nearby police departments? What can a community do to help support this new movement? | Noted | TTHM 2/28/20 |
| 364 | Recruitment | If you are going to reallocate resources from police to other areas... have you considered the fact that if you have an educated police force with degrees that fewer, smarter police could do the job better? | Noted | TTHM 2/28/20 |
| 365 | Response to Mental Health Calls | She works in a group home in the city. Her guys are highly dysfunctional and sometimes they have to call the police to assist in a situation. Lately she and her coworkers have been very nervous about calling the police to help because they fear for the well-being of the group home community. Would it be possible to hire people who are trained in handling people having mental health issues instead of just sending a police officer? | Noted | TTHM 2/28/20 |
| 366 | Fostering a Community-Oriented Culture | Given the outcome of the Daniel Prude case what will the police do about outreach so that the community feels safer and more comfortable coming to them? | Noted | TTHM 2/28/20 |
| 367 | Police Policy, Strategies, and Practices | A lot of the police footage that I see or have watched from body cams, I've noticed that they often mute their body cams. Will anything be done to ensure that these cameras will be left on and unmuted? | Noted | TTHM 2/28/20 |
| 368 | Police Policy, Strategies, and Practices | Is it possible to change the structure of how the 911 calls screened? What can we do to stop the police from escalating the traffic incidents? | The Plan is revised to include VII.J.15 | TTHM 2/28/20 |
| 369 | Miscellaneous | I'd like make a recommendation for the report. There should be an action step for each recommendation and a date by which it will be accomplished | The Plan was revised. See the new Section VIII. | TTHM 2/28/20 |
| 370 | Accountability | Relating to the Daniel Prude incident and the pepper spraying of a child we have heard official statements saying that it is less important to punish individuals than it is to change the system overall. How can we make sure these things do not happen in the future? | Noted | TTHM 2/28/20 |
| 371 | Fostering a Community-Oriented Culture | Why can't we reform the idea of policing from the ground up? Wouldn't peace officer be a better title for them as a starting point? | Noted | TTHM 2/28/20 |
| 372 | Miscellaneous | I have reviewed the Draft Response that the City has prepared and posted on the City's website asking for Public Input. I have read the Executive Order 203, the draft document as well as all of the appendices that were posted by the City. As someone who has worked in criminal and juvenile justice planning and reform efforts over 30 years, it was very disappointed with the lack of depth and detail in this draft document. I concur that changes are needed in policing and public safety in Rochester - changes that respond to needs today and into the future. | Noted | Letter from Kim Hare 2/19/21 |
| 373 | Miscellaneous | The draft plan lacks any specificity as to what actually will be done, who will be responsible for each recommendation, how outcomes/success/activity will be measured, the timeline for completion and ultimately, what will change for us... the citizens of Rochester and our children. I would ask that the City and RPD look at Camden NJ as a model for turning around crime trends as well as community-police relationships/interactions. This model as well as other urban communities where they are impacting crime, racial bias and community-police relationships are not mentioned in this report. What these police departments and larger communities have learned and how they went about it are not part of the Rochester conversation. We don't need to reinvent the wheel. We need to take what others have learned and determine what will work here to address the issues we as a community are facing. | The Plan was revised. See the new Section VIII. | Letter from Kim Hare 2/19/21 |

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| 374 | Miscellaneous | The plan draft as posted does not contain any comprehensive review of police deployment, crime stats, hot spot stats, calls for services, outcomes of police or city programs to determine if they are having an impact or are successful (i.e., Pathways to Peace, PREP, FACIT), officer training to identify gaps in training, etc.. The draft document as posted appears to primarily be a summary of the recommendations and thoughts from reports by UCLM and the Pastors Roundtable and does not contain data supporting the recommendations, analysis of local practice that would support the recommendations or accurate data. The Executive Order goes on to say "...to develop such plan, which shall consider evidence-based policing strategies, including but not limited to, use of force policies, procedural justice; any studies addressing systemic racial bias or racial justice in policing; implicit bias awareness training; de-escalation training and practices; law enforcement assisted diversion programs; restorative justice practices; community-based outreach and conflict resolution; problem-oriented policing; hot spots policing; focused deterrence; crime prevention through environmental design; violence prevention and reduction interventions.. While many of these are noted in the recommendation, the report itself fails to identify data (i.e., a description of required police training and what is missing) or information that supports the recommendations listed. The Executive Order specifically mentions "crime prevention through environmental design" but the report skips this even though the City has embarked on its 2034 Plan and a redesign of the Zoning Code both of which could circle back to "crime prevention through environmental design". Nothing is even mentioned about this. The Executive Order also identified individuals/groups that should be included in the design of a plan. The City's working group fails to include non-profits, the district attorney's office or the public defender's office, all of which were identified in the governor's order as minimum members to be included in the development of the plan. | The Plan was revised. See the new Section VIII. | Letter from Kim Hare 2/19/21 |
| 376 | Miscellaneous | WilmerHale were contracted to review policies, training for police and make recommendations. The narrative fails to include or note any analysis of current policy or police training done by the contractor. The report also mentions that they held a series of interviews with key community stakeholders but these are not listed in Appendix A or in the report narrative as to what was learned from these conversations and who they were held with. Also, in Appendix F, WilmerHale lists over 20 reference documents but it is unclear from reading the draft report how they were used. | WilmerHale's report is forthcoming. This Plan is subject to the deadline given by the Governor so the timelines did not align. While WilmerHale provided guidance and input into this Plan, thier final report will build on the work of the Plan and will inform implementation. This is a complicated iterative process that will continue to evolve. | Letter from Kim Hare 2/19/21 |
| 377 | Miscellaneous | The report also mentions that they held a series of interviews with key community stakeholders but these are not listed in Appendix A or in the report narrative as to what was learned from these conversations and who they were held with. Also, in Appendix F, WilmerHale lists over 20 reference documents but it is unclear from reading the draft report how they were used. | See response above. | Letter from Kim Hare 2/19/21 |
| 378 | Miscellaneous | The report shares findings from the city's on-line survey "Policing in Rochester "in October 2020. It should be noted that less than 1% of the City populations responded to the survey yet it is being used to support contracting with outside vendors, construction of new buildings in neighborhoods for police and police services, and supporting the establishment of CIT. While I support that all of these have value and may be needed, is less than 1 % (.010%) of the City population (estimated at 206,000 in 2020) really a clear message that this is what the community as a whole wants? | Noted | Letter from Kim Hare 2/19/21 |
| 379 | Section III | The report lists numbers of budgeted RPD positions in the 20/21 budget BUT fails to reflect/note the number of officer vacancies, positions not filled, or individuals out on disability or deployment which would reduce the number of actual police personnel. The report is using an artificially high number (budget number) and is basing the rate of officers per resident on that. This is misleading to the community. Also, the numbers on page 8 of RPD positions does not match the number of positions identified on the RPD Data Portal. The report also identified 126 civilians which would appear to include FACIT and VA staff (as CIT was not formed prior to the approval of the 20/21 budget). The chart should be revised or a footnote added to identify what the actual numbers are as of 2/2021. | The Plan was revised - footnotes added. | Letter from Kim Hare 2/19/21 |
| 380 | Response to Mental Health Calls | The report does not provide details on CIT. Specifically, a description of PIC that includes what the full staffing will be, how funded, the outcomes/metrics used to measure effectiveness, hours/shifts covered, etc. Also there is no explanation of what the difference between FACIT and PIC is and why these can or cannot be combined. Also, there is no mention of cross training within CIT so that there is flexibility of what staff get used where based on the situation. | The Plan was revised. See the new Section VIII. | Letter from Kim Hare 2/19/21 |
| 381 | Section III | The report notes that calls for service are going down (pg. 14) but fails to provide an analysis or explanation of why. It also does not discuss impact if this trends continues regarding number of officers needed, etc. | The Plan was revised. See the new Section VIII. | Letter from Kim Hare 2/19/21 |
| 382 | Section III | The report lists a number of groups under RPD Community Programming heading but fails to provide (either in the body of the narrative or appendices) any outcome statistics for these groups, i.e., Focused Deterrence Steering Committees — what neighborhoods have them; PAC-TAC- how many volunteers and what neighborhoods/areas do they patrol. There is a need to look at each of these groups and probably others not mentioned, to identify the results of having these groups. If groups are not having a result/impact, it becomes a waste of time for police, government staff and community members. The City needs to determine if these groups still serve a needed function as well as any gaps and how to address them. The report goes on to list a number of specific RPD programs but again provides no outcome data i.e., Pathways to Peace — no data on number served, impact of the program. Not all good programs have to be "researched based," however, that does not mean that the City or RPD should not be looking at the impact of the programs it is using or funding and if the impact is not there, move on to something else. | Revisions were made to Section VII.B.2. | Letter from Kim Hare 2/19/21 |
| 383 | Section III | The report lists under a variety of headings various police policies BUT it fails to do any analysis that says what policy is followed or not being followed. Are these policies inconsistent with the President's Task Force on 21 st Century Policing? There needs to be a compressive analysis of general orders. | Noted | Letter from Kim Hare 2/19/21 |
| 384 | Section III | In the section regarding Racial Disparity, the report's authors use county wide data rather than Rochester data regarding arrests, jail admissions and County Court cases for adults. The same is true for youth arrests (without defining age). The report fails to note that the "raise the age" legislation impacted 2018 and 2019 numbers as age of criminality changed so drawing an analysis of a "decline over the past 5 years" is mixing apples and carrots. The plan also reports trauma data for adult male and females incarcerated but fails to note the source other than the UCLM report that does itself not note the source of this data. While there is clearly disproportionate representation of people of color in the criminal and juvenile justice systems that needs to be addressed, the City needs to use accurate, current numbers in order to measure where we are now and where we are going. | Noted | Letter from Kim Hare 2/19/21 |

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| 385 | Fostering a Community-Oriented Culture | The "broken window theory" was used by the City (several administration ago) to justify the formation of the NET later become NCS systems. For most neighborhoods, the actual implementation of a coordinated and collaborative approach to crime prevention based on the "broken window theory" never occurred and still doesn't. This model could be used to bring community, police and government departments together to address "environmental issues" and thereby reduce crime. | Noted | Letter from Kim Hare 2/19/21 |
| 386 | Fostering a Community-Oriented Culture | The report fails to acknowledge the immigrant or refugee communities here. The report speaks to expanding RPD's cultural awareness but fails to mention what is meant by this. Whose culture? Also are there translations services/resources available in and to RPD 24/7 and in languages other than Spanish and sign language? RPD Officers assigned in areas where there is a high immigrant/refugee population should be made aware of this and be provided orientation/training (initial and ongoing) to the culture, language and formal and informal resources for these groups and neighbors. The report also notes that there is an officer identified as a liaison to the Rochester Immigrant Community. Does this officer serve as a liaison to the refugee community? If so, how will the refugee community as well as groups that provide services to them be informed of who this officer is? | See VII.F.16 of the Plan | Letter from Kim Hare 2/19/21 |
| 387 | Fostering a Community-Oriented Culture | The report mentions a new "RPD community oriented policing and violence reduction plan" being rolled out. What is this and when will the community be informed about this? | The Plan is revised to show the correct name. Also, it is included as an appendix to the Plan. | Letter from Kim Hare 2/19/21 |
| 388 | Data, Technology, and Transparency | The report speaks about the Data Portal and recommends adding a lot more data into it. As someone who uses the data portal several times a month, adding more things is not going to make it user friendly or informative. It will make it unusable. RPD along with its partners needs to identify what the Data Portal is for, who uses it and why and then look at what gets added to it and what data needs to be available but in a different avenue. For example, contract information is not something that I think fits with the intent of the data portal to provide information to the community and probably not something that many are interested in but General Orders or policies are (they are currently on the data portal). Annual crime data and calls for services by section should be added as well as historical information. | Noted | Letter from Kim Hare 2/19/21 |
| 389 | Training | The report mentions training officers receive but fails to list what that training is (initial/academy and ongoing) or where there are gaps to then justify the recommendations for identified additional training. Additional training for officers is laudable and should be required of ALL RPD officers regardless of rank. If "new" trainings are required, they should be researched based and outcomes measured. The recommendations for Mindfulness Training by Mr. Goerling noted on page 55 is an example of a training that sounds good but in researching it, it has not been evaluated and does not report what the outcomes are for officers who participate or how you measured-change due to the training. Feel good training has value but at what cost. Implicit Bias training is and should be an ongoing, annual (at least) training and not a one and done which is what it appears to have been since the report notes that the training attended by officers was in 2017 and does not note any subsequent implicit bias training to those officers OR any officers who came onto the force since 2017. | Noted | Letter from Kim Hare 2/19/21 |
| 390 | Miscellaneous | All recommendations should identify who is responsible for implementation, the time frame for implementation and how it results around implementation will be reported to the community and police. | The Plan was revised. See the new Section VIII. | Letter from Kim Hare 2/19/21 |
| 391 | Police Policy, Strategies, and Practices | Establish a policy on use of force that includes what types of information will be released, when (timeframe for it to be released), in what situations it will and won't be released and why (maintain transparency). This should also be aggregated and shared with the community annually. | Noted | Letter from Kim Hare 2/19/21 |
| 392 | Data, Technology, and Transparency | Collect race and demographic information at all stages/points of contact. All forms should include this information have this on it and with the expectation that the information will be completed by the responding officer. Maintain data so that it can be reviewed. | Noted | Letter from Kim Hare 2/19/21 |
| 393 | Police Policy, Strategies, and Practices | City/RPD need to look at the impact of the recent bail reform legislation locally keeping in mind that the purpose of bail is to ensure that the individual appear in court. If individuals are appearing in court who prior to bail reform who have been incarcerated, this needs to be communicated to police and to the community. If individuals who have been released under bail reform fail to appear, this is an opportunity for the City and RPD to work with courts, the district attorney's office, the public defender office, Pre-Trial Services and Probation to collaborative put in place resources to ensure that individuals appear in court and reduce the likelihood of warrants being issued. A similar effort was done in the juvenile justice system which resulted in a significant drop in warrants for failure to appear being issued for both JDs and PINS youth. Responsibility for establishing and running diversion programs should not be assigned to RPD. | Noted | Letter from Kim Hare 2/19/21 |
| 394 | Police Policy, Strategies, and Practices | As recommended in the President's Task Force on 21 st Century Policing report, RPD should: "Establish a Serious Incident Review Board comprising sworn staff and community members to review cases involving officer involved shootings and other serious incidents that have the potential to damage community trust or confidence in the agency. The purpose of this board should be to identify any administrative, supervisory, training, tactical, or policy issues that need to be addressed." (pg. 21) "Implement non punitive peer review of critical incidents separate from criminal and administrative investigations. These reviews, sometimes known as "near miss" or "sentinel event" reviews, focus on the improvement of practices and policy." (pg. 21) Such reviews already exist in medicine and other systems. A similar model is used locally by Monroe County DHS in their Fatality Review Committee. | Noted | Letter from Kim Hare 2/19/21 |
| 395 | Section III | Follows EO 203 outline and gives some helpful information. | | Online Form |
| 396 | Section IV | RPD says they are transparent and accountable, but that is not what seems obvious to the community. Most damning statistic - 94% of police live outside the city. That has to change! | Noted | Online Form |
| 397 | Section V | Go to know requirements about when BWC must and can not be on. | Noted | Online Form |
| 398 | Section VI | Consent decree needs to be updated as does training, especially the "guardian" imperative. | Noted | Online Form |
| 399 | Accountability | With very few exceptions, the recommendations are not specific. This is a waste unless we have dates and percentage change and funding. We can not wait 5 or 10 or 15 years! | The Plan was revised. See the new Section VIII. | Online Form |
| 400 | Community Engagement, Programming, and Procedural Justice | Some very good ideas but not requirements! "Improve" is not good enough in a plan! | The Plan was revised. See the new Section VIII. | Online Form |
| 401 | Fostering a Community-Oriented Culture | Accountability! | Noted | Online Form |
| 402 | Officer Wellness | This is where Locust Club should put their money. | Noted | Online Form |
| 403 | Police Policy, Strategies, and Practices | Fully fund the PAB | Noted | Online Form |
| 404 | Recruitment | Only hire if you live in the city. | Noted | Online Form |

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| 405 | Response to Mental Health Calls | Fund fully | Noted | Online Form |
| 406 | Training | NYS must change and you/we can push. | Noted | Online Form |
| 407 | Section III | The section on staffing levels provides ample evidence of the need to right-size RPD. This section of the plan should provide impetus to immediately (not in 5-10 years) reduce the size of RPD. The section on crime trends fails to account for arrest clearance rates. The size of RPD and resources that the city devote to the department might be justified if RPD could demonstrate their ability to prevent crime or solve crimes (particularly violent crime). Unfortunately the vast majority of violent crimes (e.g., non-fatal shootings/assaults) reported to RPD go unsolved. I suspect that part of that challenge is due to the poor relationship that the department has with the Rochester community. The section on crowd control fails to address recent specific actions by RPD in dealing with protests. The declaration by RPD that peaceful protests represented "unlawful assemblies" (a violation of state penal law) as impetus for their violent response over the past year is completely unaddressed by this plan. The exaggeration by RPD in assessing violence among peaceful protests over the past year doesn't leave me confident in future responses. The section on use of force (E.4.d) is completely inadequate. This plan should include a complete accounting of RPD use of force policies and draw comparisons with best practices throughout the country. For example, that RPD use of force policy is silent on the use of less-than-lethal weapons (e.g., OC spray or Tasers) on subjects who are handcuffed is terribly problematic. The use of General Orders that are buried in the dense data portal is less than transparent. | Noted | Online Form |
| 408 | Section IV | I applaud the plan for developing training around problem-oriented policing. The Center for Problem-Oriented Policing at ASU is an excellent resource. Unfortunately this is a movement that has been in place prior to the birth of most officers on the force. That captains are just now receiving training on the SARA model is alarming. I would draw your attention to this quote from Section IV, "Whether or not four hours of implicit bias training is enough to shore-up what is needed to foster effective community relationships is being reviewed by the new leadership of the RPD as well as the RASE Commission." Of course it's not enough. It doesn't require new leadership in RPD to determine this. And where are the contributions of the RASE Commission in this plan? This section of the plan references accountability but makes no mention of the need to fully fund the PAB. There can be no accountability given the track record of the PSS and the failure to discipline officers for their wrongdoing. Further, the Early Intervention System (IAPRO) clearly does not work. Officers consistently violate policy (e.g., BWC policy), have multiple unavoidable vehicle traffic accidents, use of force complaints, etc. without intervention triggers. | Noted The RASE Recommendations were pending at the time of the preparation of this table. | Online Form |
| 409 | Section V | The open data portal is impressive and I appreciate the access to crime data. I have attempted to use the search function of the open data portal with limited success. The use of General Orders buried deep within the data portal that are not easily found or accessible to the public is a major problem and inconsistent with the practices of other departments across this country. The section on BWCs references policy that apparently many officers in the department are unaware of. The repeated and consistent failure by officers to have their BWC activated is a major impediment to transparency. That these actions have gone on with limited oversight and punishment points to the accountability failures throughout the department. I support the PABs recommendation for a zero-tolerance policy regarding officers that violate the BWC policy. | Noted | Online Form |
| 410 | Section VI | I don't see any evidence contained in this section of the plan that would assist the department in accomplishing the diversity that it has been mandated to accomplish since 1975. That we are still having a conversation about the consent decree standards set forth nearly 50 years ago points to how entrenched this failure truly is. I personally know "minority" candidates that were screened out by RPD background checks for a decade old late paid parking ticket that were subsequently hired by a suburban monroe county law enforcement agency. | Noted | Online Form |
| 411 | Accountability | Many of these recommendations lack the specificity required to make a difference. For example, "Invest in whatever resources are necessary to release, as soon as possible..." is emblematic of this problem. Some of the discriminatory enforcement patterns that the plan seeks to ban aren't even actions (e.g., broken windows theory). There are routine violations of policy that go unenforced currently. | Noted | Online Form |
| 412 | Community Engagement, Programming, and Procedural Justice | Again, this section lacks detail and specificity and doesn't connect specific resource allocations necessary to support these recommendations. For example, "Advocate for more resources and financial support for programs" is not a plan for success. The community doesn't want to hear that you plan to advocate for more resources. The community wants to hear that you will devote \$250,000 (for example) to support XYZ. Many of the programs listed under #2 do not provide for increased and effective community engagement. What effective community engagement has come out of Project TIPS over the past decade? | The Plan was revised. See the new Section VIII. | Online Form |
| 413 | Data, Technology, and Transparency | This section references "community surveys". The last community survey regarding policing that was promoted by the city was embarrassing. The questions were inadequate and the open-ended responses to the survey confirm this assessment. | Noted | Online Form |
| 414 | Fostering a Community-Oriented Culture | I would encourage city leaders to spend some time at the Monroe County Public Safety Training Facility so they can better orient themselves to the reality of how and what recruits are enculturated to. Earlier in the plan a reference was made to a 4-hour implicit bias training and new RPD leadership's attempt to determine if this would be sufficient to alter the police-community relationship. It's going to take more than a few add-on hours of in-service training. The entire organization from top to bottom needs a cultural facelift. | Noted | Online Form |
| 415 | Police Policy, Strategies, and Practices | There needs to be a complete auditing of all RPD policy, especially that pertaining to BWCs, use of force, and disciplinary procedures. I am convinced that RPD policy is woefully inadequate and not up to best practices standards. I find it shocking that WilmerHale was paid \$250,000 and it appears that their contributions to this report are best summarized in Appendix F that is a collection of publicly accessible documents and policies. The failure to identify best practices and hold a mirror up to RPD's standards in these areas is terrible. Regarding item #6, the City of Rochester and RPD are already well aware of the risk posed by prone positional restraints. The death of Daniel Prude was entirely preventable had that policy directive been followed and had proper consequences for violation been in place. That this plan calls for the revision of a use of force policy to state that force should only be used when necessary and then only in proportion to the threat is laughable. Is it the conclusion of this report that this isn't the current standard? If this isn't the current standard, then what guidance do officers currently have regarding use of force in general? | The WilmerHale report will present further analysis on these topics. While WilmerHale consulted on the preparation of this report, the deadline of the Governor's Exec Order did not allow the alignment of the two reports. | Online Form |
| 416 | Recruitment | I generally support these recruitment recommendations. I'm worried when I read language like, "Consider requiring city residency for newly-hired police officers". So if the city considers it can we check that box off and move on? We need to do more than offer items for consideration. | The Plan was revised. See the new Section VIII. | Online Form |

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| 417 | Resizing/Repurposing the RPD | This section is inadequate. The first item begins, "Aim to reduce RPD personnel within the next 5-10 years so it can reallocated these resources...". We need to do more than aim. We need to do more than wait 5-10 years to begin this work. We need to have goals that are specific and measurable. The recommendation could read, "Within the next two years sworn personnel within RPD will be reduced by 100 positions." This resizing/repurposing section of the plan is one of the weakest and inadequate aspects of this entire report. | The Plan was revised. See the new Section VIII. | Online Form |
| 418 | Response to Mental Health Calls | If you don't fund it with resources obtained from significant resizing efforts (which are not contained in your recommendations) these recommendations will not happen. These recommendations regarding mental health response lack specificity. The recommendation states, "Increase funding for first responder systems that appropriately replace with social workers, mental health providers, and other non-police personnel". Increase funding by how much? Where is the funding going to come from? What does it mean to "appropriately" replace? | Noted | Online Form |
| 419 | Training | Academy and FTO training needs a complete overhaul. Currently, training only serves to reinforce a warrior, us v. them, solidarity at all costs, culture. Until this is reversed and until you start to weed out the leadership that has embraced this culture, this entire plan is bound to fail. | Noted | Online Form |
| 420 | Section III | Yes, police reform is needed. I think, however, that reform is not just for police but also the attitude and responsibilities of communities. Children and young adults grow up with violence on TV and games. How do we as a society tell those wanting to be police officers that violence is not allowed on the job, when these individuals have watched law enforcement shows filled with people being beaten? Don't we need to change the tone of these shows and games? I am happy to read that training will be changing for police officers but that training needs to be good enough to overcome the stereotypes seen in shows and games. The community must also stop ignoring its problems and putting the responsibility on police to deal with all those tough-to-deal-with situations—mental illness, lack of family, lack of responsibility training. The PIC program is a very small start to what the community should be doing. I was horrified to see the actions of the mother whose daughter was pepper sprayed. Has anyone addressed her lack of knowledge about family and motherhood and also investigated why her daughter didn't turn to her for help? If not, shame on us. If that situation is allowed to continue, it won't be long before the mother is calling police again to deal with her daughter. Where is her minister and her community support? I read the complaint from UCLM that they tell police what to do but the police don't follow up with change. How about being willing to discuss reasonably what you want? Rev. Stewart, I tune you out as soon as you starting talking because I don't respond or listen to yelling at all. | Noted | Online Form |
| 421 | Section III | The RPD is in a state of crisis, with the killing of Daniel Prude, the aggressive response to largely nonviolent BLM protests, and the pepper-spraying of a nine year old girl who had already been driven to the ground, handcuffed, and placed in a police car (all but her feet). RPD has also had three police chiefs in the space of a few. But the Report has no sense of urgency, no sense of crisis. There is, so far as I can see, no mention of Daniel Prude or Harris Street. The only indirect mention I found is on p. 18: "Due to recent events, the role of Police Officers in responding to psychiatric calls has been in question." Without explicit acknowledgement of the multiple crises facing RPD, how is anyone to believe that the report constitutes a genuine plan for reform? As just one instance, The Books and Bears program described on page 16 has officers keep books and teddy bears in the trunks of their patrol cars. Were there books and teddy bears in the trunk of the car where the nine year old was pepper sprayed? The RPD service motto is "Serving with PRIDE - Professionalism, Respect, Integrity, Dedication, and Excellence." Why not change it to something like PRIDE - Professionalism, Respect, Inclusion, De-escalation, and Excellence. In short, the proposal needs a sense of urgency and a broader vision. I recommend looking at the Ithaca reform proposal for more broadly transformative approaches, including having some officers who are unarmed. | This has been corrected. Noted Noted | Online Form |
| 422 | Section IV | The City plan describes how over 600 officers received anti-bias training and/or procedural justice training in 2017 and 2018 (p. 32). How many of the officers involved in the Daniel Prude incident or the Harris Street incident had undergone anti-bias training and/or procedural justice training? What does this say about the effectiveness of these trainings? I remember that several of the officers in the Salvadoran military unit which murdered six Jesuit priests, their housekeeper, and her sixteen year old daughter had returned the previous week from the US Army School of the Americas at Fort Benning Georgia, where they had taken a course in "human rights." After taking this course, they not only murdered eight people, but removed the brains from the skulls of the priests. | Noted | Online Form |
| 423 | Section V | Technology should be analyzed for racial and gender biases prior to acquisition. (p. 40) | Noted | Online Form |
| 424 | Section VI | This section acknowledges that RPD has been under a court ordered federal consent decree to correct racial discrimination in hiring practice since 1975. However, in forty five years, RPD has not even managed to achieve the outdated goal set in the decree. | Noted | Online Form |
| 425 | Accountability | Explain what is meant by "Fully comply with the Police Accountability Board's authority as outline in Article XVII of the City Charter." | This was corrected in the report to Article XVIII. | Online Form |
| 426 | Community Engagement, Programming, and Procedural Justice | The City should not just advocate for more resources for the types of programs mentioned, but should recommend transferring specific amounts of money from the RPD budget to these programs by a specific date. | Noted | Online Form |
| 427 | Data, Technology, and Transparency | The City needs to go beyond "recognize the importance of using data" to "collect and use data" It's interesting that the proposals in this section are more extensive than the proposals in far more important sections that directly address relations with the community and police violence. | Noted | Online Form |

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| 428 | Fostering a Community-Oriented Culture | With respect to #4, the City needs to do far more than "monitor state and federal legislative actions" to deal with officers who support or engage with hate groups." The City needs to identify and weed out such officers. If state or federal law or union contract interfere with the City's ability to do this, the City needs to commit resources to an active campaign to change those laws or that contract. | Noted | Online Form |
| 429 | Officer Wellness | With respect to #9, investing resources in Smartphone apps is not a good way to address officer wellness. With respect to #8, Lexipol is not a good resource to utilize. | Noted | Online Form |
| 430 | Police Policy, Strategies, and Practices | Spit socks, chokeholds, and applying significant body pressure on a restrained person should be banned. A deadline should be set for implementation of #7. There should be a section discussing the carrying and use of guns and a proposal, as was done in Ithaca to have some officers who go about their duties unarmed. There should be a ban on the use of chemical weapons for crowd control. | Noted | Online Form |
| 431 | Resizing/Repurposing the RPD | There needs to be a specific target for reducing the size of the RPD, especially since Part III acknowledges that Rochester has roughly twice the number of officers per capita for the average city of its size. A deadline of a decade from now, as stated in #1, is not acceptable. The deadline should be in two years or less to make a significant reduction. | The Plan was revised. See the new Section VIII. | Online Form |
| 432 | Response to Mental Health Calls | 1. Crisis Intervention Team (CIT) - The plan states: "At this time, it is not recommended that RPD mandate CIT training for all officers, as at least some research suggests that mandatory, across-the board CIT training lowers the effectiveness of the program overall." There needs to be a citation to both the research supporting this claim and that which does not support it. Obviously, training given to a "cherry-picked" group is likely to produce better results than training given everyone. The real question is whether giving the training to all will improve overall behavior. 2. Training - There also needs to be training for dispatchers in how to assign calls to police, police with CIT training, or PIC. There also needs to be education for the public in how to use the system, e.g., what alternatives are available to request. 3. Evaluation - Plans for evaluating the Person in Crisis Team after six months need to be revised significantly. First, there is the question of timing. If the evaluation is done after the six month pilot program, what will happen to the program during the period when the evaluation is being conducted? Will it be discontinued until the evaluation is complete? Doing a minimally competent evaluation takes time. If the evaluation is done before the end of the pilot program, then it will use only partial data (perhaps the first three or four months). Barring major problems with the PIC Team, the pilot program should be automatically renewed for a second six months while the evaluation is carried out. Keep in mind that the PIC program was instituted in the middle of the pandemic, which, I presume, has affected both frequency and outcome of mental health calls. This makes it extremely important what time period one picks for comparison to the PIC team outcomes - looking at the same months a year before, for instance, would include two months prior to the pandemic and the early months of the pandemic. I'm not sure that changes in outcomes could be attributed to the PIC team's success or failure. There are also specific problems with the metrics proposed: - % of Calls Transitioned - Reduce the number of behavioral health and lower acuity calls traditionally responded to by law enforcement or EMS. Why is EMS included as part of the metric? It not the goal to provide an alternative to law enforcement participation in these calls? - impact on ED/hospital utilization - Reduce the number of individuals transported to the emergency department that could instead be addressed in a non-hospital setting. This should NOT be a metric for the evaluation. The purpose of the PIC should not be to reduce hospitalizations or ED visits - these may be | 1. Noted 2. The Plan was revised. VII.J.15. added 3. Noted | Online Form |
| 433 | Training | There needs to be much more emphasis on de-escalation There is talk about training, but I think it's more a matter of changing the culture of RPD. There needs to be more specific focus on how to change the culture in the department. Here are a few suggestions on training? - is it outrageous to ask for at least some nonviolence training? Perhaps require officers to read MLK's "Letter from Birmingham Jail" and discuss it in groups The solution lies not simply in a change in training, but in a change in the culture of the RPD. Little to nothing is said about that. | Noted | Online Form |
| 434 | Section III | In the section on g. Shooting at Moving Vehicles , language is a good start except that there is no deadline for implementation of the ban, and it could be simpler, tighter. | The Plan was revised. See the new Section VIII. | Online Form |
| 435 | Section IV | language is generally good by again there is a lack of specific deadlines for actions to be implemented or completed. | The Plan was revised. See the new Section VIII. | Online Form |
| 436 | Section V | Include deadlines such as - By the end of 2021 the City shall: reallocate RPD funds to boost support for the RPD Office of Business Intelligence and other citywide information-gathering entities – including the PAB – to ensure accurate data is released in a timely and accessible manner. | The Plan was revised. See the new Section VIII. | Online Form |
| 437 | Accountability | include deadlines and tighter restrictions such as 'By the end of 2021 the City shall create strict disciplinary rules banning discriminatory enforcement patterns and enforce those rules using data gathering methods that reveal the enforcement patterns of individual Officers who conduct arrests and stops.' | The Plan was revised. See the new Section VIII. | Online Form |
| 438 | Community Engagement, Programming, and Procedural Justice | instead of a loose 'Support the PAB in its necessary work, as outlined by the City Charter' make explicit the level of support, such as 'By the end of 2021, the City shall commit to providing the financial and institutional support for a process to achieve longer-term change to change Rochester's policing/public safety budget. This process shall involve the City: . . . Giving the PAB the support necessary to do all its work, including: overseeing all aspects of the RPD's work, making our city's current policing blueprint transparent, surveying Rochesterians to learn their public safety priorities, and pushing for changes that translate those priorities into reality. This support shall be delivered by the City adopting, during the 2021-2022 budget cycle, the proposed PAB budget as it is described in the City Charter. That description says: "The annual proposed budget of the Police Accountability Board shall provide for sufficient funding to carry out the powers and duties set forth in the Police Accountability Board article, including the funding of staff and all necessary operating expenses for the purpose of resolving all complaints within 90 days." In accordance with the City Charter, "The Board shall submit the proposed budget, along with appropriate financial documentation, to the Mayor and Council during the City's annual budgetary process." In submitting this proposed budget, the PAB shall craft that budget using hard data and verifiable analysis that proves how its requested funding levels allow it to carry out all its powers and duties Support the PAB in its necessary work, as outlined by the City Charter. Entirety of recommendation removed. PAB's recommendation asked for the City to actually adopt – not just merely propose – a "full funding" budget for the PAB. This goes beyond what is required by the City Charter. | Noted | Online Form |

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| 439 | Police Policy, Strategies, and Practices | By the end of 2021 the City shall: Create disciplinary rules, policies, and practices that ensure the RPD's low-level enforcement patterns and priorities match those of Rochesterians | Noted | Online Form |
| 440 | Section III | RPD appears to be way overstaffed compared to other cities. Rochester is overspending on police and could reallocate funds to more appropriate services to address public safety. The PAB proposals lay out specific, measurable, relevant, time-bound goals. PAB needs a full funding budget to be effective. | Noted | Online Form |
| 441 | Section IV | My feedback on the overall plan is it needs to be stronger. Keep the specificity, including deadlines, from the PAB proposals. | The Plan was revised. See the new Section VIII. | Online Form |
| 442 | Section V | Goals need deadlines. For example, PAB proposed: "By the end of 2021 the City shall: release comprehensive data on its citizen surveillance technology, such as traffic cameras, police surveillance cameras, and wiretap usage, as Rochester was found by one recent survey to be the fifth-most surveilled city in the United States." and "By the end of 2021, the City shall create strict disciplinary rules banning discriminatory enforcement patterns and enforce those rules using data gathering methods that reveal the enforcement patterns of individual Officers who conduct arrests and stops." The implementation deadline is critical to assess whether the goal has been met. | The Plan was revised. See the new Section VIII. | Online Form |
| 443 | Section VI | This overall plan will be stronger and more effective with specific details and deadlines. I recommend keeping the specificity of the PAB proposals. For example, PAB proposed "By the end of 2021, the City shall drastically increase funding for first responder systems that appropriately replace police with social workers, mental health providers, and other non-police personnel. The City shall do so by: Linking the budget of the Office of Crisis Interventions Services to the percentage of calls staff in the Office could potentially take. The more substance abuse and mental health calls the Office can take, the more money the Office should receive. By the end of 2021, the City shall drastically increase funding for first responder systems that appropriately replace police with social workers, mental health providers, and other non-police personnel. The City shall do so by: . . . immediately boosting the money directed to alternative first responder systems (inside and outside of the Office of Crisis Intervention Services) to \$10 million. | The Plan was revised. See the new Section VIII. | Online Form |
| 444 | Accountability | The PAB is the key to accountability. PAB provided proposals that are specific, measurable, relevant, and time-bound. Those critical details (making the goals specific and measurable, and including deadlines) were removed, resulting in vague, watered-down proposals that aren't measurable and won't be effective. The need for change is urgent. Saying you will "Work to consider and implement changes" is not the same as setting a goal for specific changes to be implemented by specific deadlines. | The Plan was revised. See the new Section VIII. | Online Form |
| 445 | Response to Mental Health Calls | Include implementation deadline. Instead of "considering" change, commit to making change. The PAB proposed: "By the end of 2021 the City shall use existing RPD funding to: fund policies and practices that address mental health and make its effects of negative mental health impacts on officers known to the public. The City must reallocate existing RPD funding to significantly increase funding for training, monitoring, prevention, and response systems that protect officers, their families, and the people they serve from officers' stress and trauma. The City must educate Rochesterians on what trauma, stress, and other mental health impacts officers have to suffer experience by merely doing their jobs – especially officers who are Black and Brown, women, and members of the LGBTQ community. The City must also release data on per-officer spending on trauma-related support, the rates at which officers use trauma support, and the incidents of domestic violence, workplace harassment, and other outcomes of untreated trauma." | The Plan was revised. See the new Section VIII. | Online Form |
| 446 | Training | Instead of "considering" change, commit to specific changes by specific deadlines. | The Plan was revised. See the new Section VIII. | Online Form |
| 447 | Section III | Section III is deeply problematic in its obvious bias toward maintaining the status quo. Descriptions are skewed and arranged in a number of ways to cast current practices in the best possible light. Data is presented with no discussion or background research. The section sets vague tone carried into the recommendations in Section VII, in a clear effort to maintain current practices with no real change. The staffing levels described in III.A.3 give us all the proof we need that Rochester residents are being over-policed by an overstaffed RPD. According to a 2019 study by The Marshall Project, Memphis Commercial Appeal, and USA TODAY, police forces shrunk between 1997 and 2016, concurrent with a 36% drop in violent crime in the same period. What's more, experts interviewed in the same study invalidated the practice of comparing police force size to cities of comparable size. This is not even useful data, and is left completely to interpretation of the reader without guidance on the effects of large police forces on crime rates. (https://www.usatoday.com/story/news/investigations/2019/02/13/marshall-project-more-cops-dont-mean-less-crime-experts-say/2818056002/) III.B. "RPD Budget Summary" is woefully incomplete. Salaries, overtime costs, equipment acquisition/repair, administrative costs, and any other relevant categories are necessary to truly understand the RPD Budget. Also, the use of "Undistributed Funds" is a category unfamiliar to the average citizen, and ought to be summarized. It seems extremely disingenuous that these two items are never added together to give Rochesterians a clear picture of what the city spends on RPD. While III.C. about budget reallocation for services outside RPD is heartening, it makes a stark contrast to the vagueness of III.B. This is clearly a strategy to exaggerate efforts that amount to a pittance and only apply to the 2020-21 Fiscal Year. If the City were serious about use of hard data, some of these numbers could be used as projections in Section VII, but that section is lacking any kind of measurability. III.D.1. is misleading as it offers no statistical modeling for unreported crime. As the RPD loses the community's trust, unreported crime will clearly become a much bigger problem, but the report seems content to completely ignore this phenomenon, instead presenting reported crime as all crime. This clearly skews in favor of the claim that crime has been reduced. | Noted | Online Form |

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| 448 | Section IV | <p>Section IV is incomplete in ways similar to Section III, with the clear intent to justify the status quo at RPD. Further, Section IV is misleading as to how the use of force standards are actually enforced by RPD. Anyone who attended protests over the summer knows that the use of force standard reflected in Section IV.D.1. is entirely inaccurate to actual RPD practice.</p> <p>IV.D. is utterly incomplete. The length of the section alone is disappointing. The process of reviewing/investigating citizen complaints is not the only relevant information on accountability. Hard data on complaints and outcomes of complaints should be included. One can only assume it wasn't included because it casts a poor light on the process.</p> <p>IV.D.1 is horrifically gaslighting for anyone involved in protests over the summer. NOT ONCE was an officer the slightest bit concerned or a supervisor brought to the line when protestors were shot with pepper balls and tear gas, subject to noise canons and blinding lights, maced, struck with batons, and literally stepped on. Is the report admitting that the use of force in these incidences was utterly unaccountable to any RPD policies and procedures?</p> | <p>The WilmerHale report will present further analysis on the topic of use of force. While WilmerHale consulted on the preparation of this report, the deadline of the Governor's Exec Order did not allow the alignment of the two reports.</p> | Online Form |
| 449 | Section V | <p>Section V contains more incomplete information, and dismissively deflects criticism of the BWC program to the UCLM. If the report were serious about criticism, it would present hard data about denial of BWC footage requests, not attribute the criticism to an outside group.</p> <p>In Section V.C. the denial of requests reported by UCLM is treated entirely flippantly. The City must provide reasoning behind the denials and confirmation that these denials were consistent with policy. What's more, the bulleted list provided purports to give policy, but gives what can barely pass as guidance: "Officers are encouraged..." is hardly language of well-researched policy.</p> | Noted | Online Form |
| 450 | Section VI | <p>Blithely noting in Section VI.A. that the RPD has failed to live up to a 45-year-old consent decree without any analysis of the reasons behind this failure casts major suspicion on the department's commitment to fulfill this obligation. Analysis of this failure is vital to committing to change. While VII.1.1 is somewhat helpful in this regard, it too vaguely names failures without causes. The City does not demonstrate good faith about desirable change when problems are not assessed.</p> | Noted | Online Form |
| 451 | Accountability | <p>Throughout Section VII, the basic tenets of measurability and accountability are missing. The City repeatedly fails to make commitments, instead expressing aspirations in unmeasurable language. The City shows very little commitment to concrete funding goals, and where these goals are expressed they are prefaced with a comment about "consideration" or "exploration." The PAB's research into effective plans enacted across the country found five basic elements of effective reform plans:</p> <ol style="list-style-type: none"> 1. Promises that are specific 2. Promises that are commitments, not aspirations 3. Promises that have clear deadlines 4. Promises with concrete funding commitments 5. Promises that are legally enforceable <p>The Draft Reform Plan repeatedly fails every metric. Some parts of the plan are so unspecific as to be laughable. How exactly does one "Place the sanctity of life at the core of..." anything, let alone RPD policy and procedure (VII.F.1)? Only two promises include a deadline, but one is already accomplished and the other is a 5-10 year window, lacking specificity. Only a dozen mention funding, but concrete funding numbers are mostly absent. Legal enforceability is all but absent, and while this may ultimately be in the hands of the City Council, the plan ought to advocate for legislation as the most effective means of change.</p> <p>Section VII.A.1. first deflects responsibility to the state, with a goal that provides zero measurability ("Petition the State of New York..."). After that, the language does not even commit to acting on a change from the state, but only ask the state to "allow" changes. Any commitment to actual changes is missing, as is any meaningful deadline.</p> <p>While the mention of disciplinary rules in Section VII.A.4. is a heartening inclusion not found in many plans across the state, the plan is unclear how disciplinary structures might ban something like "structural racism." What's more, in this section the plan purports to ban pretextual stops, but in VII.J.12 the plan aspires to "Provide training on the proper use of pretextual stop[s]." The contradiction shows a lack of attention to the defining and addressing the actual problems the report is ostensibly meant to address.</p> | <p>The Plan was revised. See the new Section VIII.</p> | Online Form |
| 452 | | <p>Throughout Section VII, the basic tenets of measurability and accountability are missing. The City repeatedly fails to make commitments, instead expressing aspirations in unmeasurable language. The City shows very little commitment to concrete funding goals, and where these goals are expressed they are prefaced with a comment about "consideration" or "exploration." The PAB's research into effective plans enacted across the country found five basic elements of effective reform plans:</p> <ol style="list-style-type: none"> 1. Promises that are specific 2. Promises that are commitments, not aspirations 3. Promises that have clear deadlines 4. Promises with concrete funding commitments 5. Promises that are legally enforceable <p>The Draft Reform Plan repeatedly fails every metric. Some parts of the plan are so unspecific as to be laughable. How exactly does one "Place the sanctity of life at the core of..." anything, let alone RPD policy and procedure (VII.F.1)? Only two promises include a deadline, but one is already accomplished and the other is a 5-10 year window, lacking specificity. Only a dozen mention funding, but concrete funding numbers are mostly absent. Legal enforceability is all but absent, and while this may ultimately be in the hands of the City Council, the plan ought to advocate for legislation as the most effective means of change.</p> | <p>The Plan was revised. See the new Section VIII.</p> | Online Form |

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| 453 Community Engagement, Programming, and Procedural Justice | <p>Throughout Section VII, the basic tenets of measurability and accountability are missing. The City repeatedly fails to make commitments, instead expressing aspirations in unmeasurable language. The City shows very little commitment to concrete funding goals, and where these goals are expressed they are prefaced with a comment about “consideration” or “exploration.” The PAB’s research into effective plans enacted across the country found five basic elements of effective reform plans:</p> <ol style="list-style-type: none"> 1. Promises that are specific 2. Promises that are commitments, not aspirations 3. Promises that have clear deadlines 4. Promises with concrete funding commitments 5. Promises that are legally enforceable <p>The Draft Reform Plan repeatedly fails every metric. Some parts of the plan are so unspecific as to be laughable. How exactly does one “Place the sanctity of life at the core of...” anything, let alone RPD policy and procedure (VII.F.1)? Only two promises include a deadline, but one is already accomplished and the other is a 5-10 year window, lacking specificity. Only a dozen mention funding, but concrete funding numbers are mostly absent. Legal enforceability is all but absent, and while this may ultimately be in the hands of the City Council, the plan ought to advocate for legislation as the most effective means of change.</p> | <p>The Plan was revised. See the new Section VIII. Online Form</p> |
| 454 Data, Technology, and Transparency | <p>Throughout Section VII, the basic tenets of measurability and accountability are missing. The City repeatedly fails to make commitments, instead expressing aspirations in unmeasurable language. The City shows very little commitment to concrete funding goals, and where these goals are expressed they are prefaced with a comment about “consideration” or “exploration.” The PAB’s research into effective plans enacted across the country found five basic elements of effective reform plans:</p> <ol style="list-style-type: none"> 1. Promises that are specific 2. Promises that are commitments, not aspirations 3. Promises that have clear deadlines 4. Promises with concrete funding commitments 5. Promises that are legally enforceable <p>The Draft Reform Plan repeatedly fails every metric. Some parts of the plan are so unspecific as to be laughable. How exactly does one “Place the sanctity of life at the core of...” anything, let alone RPD policy and procedure (VII.F.1)? Only two promises include a deadline, but one is already accomplished and the other is a 5-10 year window, lacking specificity. Only a dozen mention funding, but concrete funding numbers are mostly absent. Legal enforceability is all but absent, and while this may ultimately be in the hands of the City Council, the plan ought to advocate for legislation as the most effective means of change.</p> | <p>The Plan was revised. See the new Section VIII. Online Form</p> |
| 455 Fostering a Community-Oriented Culture | <p>Throughout Section VII, the basic tenets of measurability and accountability are missing. The City repeatedly fails to make commitments, instead expressing aspirations in unmeasurable language. The City shows very little commitment to concrete funding goals, and where these goals are expressed they are prefaced with a comment about “consideration” or “exploration.” The PAB’s research into effective plans enacted across the country found five basic elements of effective reform plans:</p> <ol style="list-style-type: none"> 1. Promises that are specific 2. Promises that are commitments, not aspirations 3. Promises that have clear deadlines 4. Promises with concrete funding commitments 5. Promises that are legally enforceable <p>The Draft Reform Plan repeatedly fails every metric. Some parts of the plan are so unspecific as to be laughable. How exactly does one “Place the sanctity of life at the core of...” anything, let alone RPD policy and procedure (VII.F.1)? Only two promises include a deadline, but one is already accomplished and the other is a 5-10 year window, lacking specificity. Only a dozen mention funding, but concrete funding numbers are mostly absent. Legal enforceability is all but absent, and while this may ultimately be in the hands of the City Council, the plan ought to advocate for legislation as the most effective means of change.</p> | <p>The Plan was revised. See the new Section VIII. Online Form</p> |
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| 457 Police Policy, Strategies, and Practices | <p>Throughout Section VII, the basic tenets of measurability and accountability are missing. The City repeatedly fails to make commitments, instead expressing aspirations in unmeasurable language. The City shows very little commitment to concrete funding goals, and where these goals are expressed they are prefaced with a comment about “consideration” or “exploration.” The PAB’s research into effective plans enacted across the country found five basic elements of effective reform plans:</p> <ol style="list-style-type: none"> 1. Promises that are specific 2. Promises that are commitments, not aspirations 3. Promises that have clear deadlines 4. Promises with concrete funding commitments 5. Promises that are legally enforceable <p>The Draft Reform Plan repeatedly fails every metric. Some parts of the plan are so unspecific as to be laughable. How exactly does one “Place the sanctity of life at the core of...” anything, let alone RPD policy and procedure (VII.F.1)? Only two promises include a deadline, but one is already accomplished and the other is a 5-10 year window, lacking specificity. Only a dozen mention funding, but concrete funding numbers are mostly absent. Legal enforceability is all but absent, and while this may ultimately be in the hands of the City Council, the plan ought to advocate for legislation as the most effective means of change.</p> | <p>The Plan was revised. See the new Section VIII. Online Form</p> |

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| 458 | Recruitment | <p>Throughout Section VII, the basic tenets of measurability and accountability are missing. The City repeatedly fails to make commitments, instead expressing aspirations in unmeasurable language. The City shows very little commitment to concrete funding goals, and where these goals are expressed they are prefaced with a comment about "consideration" or "exploration." The PAB's research into effective plans enacted across the country found five basic elements of effective reform plans:</p> <ol style="list-style-type: none"> 1. Promises that are specific 2. Promises that are commitments, not aspirations 3. Promises that have clear deadlines 4. Promises with concrete funding commitments 5. Promises that are legally enforceable <p>The Draft Reform Plan repeatedly fails every metric. Some parts of the plan are so unspecific as to be laughable. How exactly does one "Place the sanctity of life at the core of..." anything, let alone RPD policy and procedure (VII.F.1)? Only two promises include a deadline, but one is already accomplished and the other is a 5-10 year window, lacking specificity. Only a dozen mention funding, but concrete funding numbers are mostly absent. Legal enforceability is all but absent, and while this may ultimately be in the hands of the City Council, the plan ought to advocate for legislation as the most effective means of change.</p> | The Plan was revised. See the new Section VIII. | Online Form |
| 459 | Resizing/Repurposing the RPD | <p>Section VII.G.1. aspires to "Aim to reduce RPD personnel within the next 5-10 years," allowing the RPD to measure any time between 2026 and 2031 whether the RPD has shrunk by even one officer and claim to have kept its promise. This lack of specificity can only serve the RPD's status quo, and shows a bad faith lack of commitment to real changes to the size of RPD.</p> | The Plan was revised. See the new Section VIII. | Online Form |
| 460 | Response to Mental Health Calls | <p>In Section VII.H.4 the plan aspires to "Increase funding for first responder systems that appropriately replace police with social workers, mental health providers, and other non-police personnel," with no target department (PIC? FACIT?) no concrete funding commitment, and no deadline. Here, the promise could be kept by adding \$1 to the budget of any team labeled "mental health providers" or "non-police personnel." The City clearly does not intend to keep this as a commitment, but sees this as a suggestion or aspiration. This is also evident from the fact that the City rejected the PAB's proposed \$10 million funding proposal for PIC, and the tying of further PIC funding to the percentage of calls handled. These would be measurable goals to which the City and RPD could be held accountable.</p> | The Plan was revised. See the new Section VIII. | Online Form |
| 461 | Training | <p>Throughout Section VII, the basic tenets of measurability and accountability are missing. The City repeatedly fails to make commitments, instead expressing aspirations in unmeasurable language. The City shows very little commitment to concrete funding goals, and where these goals are expressed they are prefaced with a comment about "consideration" or "exploration." The PAB's research into effective plans enacted across the country found five basic elements of effective reform plans:</p> <ol style="list-style-type: none"> 1. Promises that are specific 2. Promises that are commitments, not aspirations 3. Promises that have clear deadlines 4. Promises with concrete funding commitments 5. Promises that are legally enforceable <p>The Draft Reform Plan repeatedly fails every metric. Some parts of the plan are so unspecific as to be laughable. How exactly does one "Place the sanctity of life at the core of..." anything, let alone RPD policy and procedure (VII.F.1)? Only two promises include a deadline, but one is already accomplished and the other is a 5-10 year window, lacking specificity. Only a dozen mention funding, but concrete funding numbers are mostly absent. Legal enforceability is all but absent, and while this may ultimately be in the hands of the City Council, the plan ought to advocate for legislation as the most effective means of change.</p> | The Plan was revised. See the new Section VIII. | Online Form |
| 462 | Section III | <p>No actionable change is listed. The whole section sees the future of policing in Rochester through "rose-colored glasses."</p> <p>example: Section III, Subsection G</p> <p>"The RPD is continuously striving to better serve the community through progressive programs, training, and community engagement. Officers work side by side with faith-based community groups to identify training needs and possible deficiencies."</p> <p>This is tantamount to saying, "We're doing a good job and want to keep doing a good job." Clearly there is a systemic problem with the Rochester police. This execute order isn't about reaffirming police training / community outreach programs that already exist and do not work. This is about creating accountability and fixing a BROKEN relationship between the police and those who are policed.</p> <p>Section III should be scrapped and written to show what ACTUALLY will change for the citizens of Rochester who are subjected to unsafe interactions with police.</p> | The Plan was revised. See the new Section VIII. | Online Form |
| 463 | Section IV | <p>Add to this section "mandate immediate termination for officers found supporting white supremacist organizations." This document does not recognize the existing white supremacy already present in the police of our city. A later section calls on "monitoring" those who participate in extremist groups. That is not enough.</p> | Noted | Online Form |
| 464 | Section V | <p>What are the consequences of officers not properly engaging their BWC? None?</p> <p>Later in the document is says, "The RPD does not have Facial Recognition Technology or the ability to conduct biometric search and has no intent to acquire these technologies. If, these technologies were ever pursued, the City will engage the community in that decision-making process."</p> <p>Let's just take care of this now: The community does NOT want the police to acquire these technologies now or in the future. This should be written into the plan, allowing for the COMMUNITY to change its mind as to the usefulness of these technologies. NOT the police to decide that they want it.</p> | Noted | Online Form |
| 465 | Section VI | <p>A. Recruiting a Diverse Workforce</p> <p>What actionable changes are proposed??? There's nothing here. Rewrite with measurable metrics and consequences for not reaching hiring demographic goals (ex. wage freezes).</p> | The Plan was revised. See the new Section VIII. | Online Form |

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| 466 | Resizing/Repurposing the RPD | Goal of reducing the size of the department over 10 years is laughably weak. Rochester needs alternative first responders to non-violent, non-urgent calls TODAY. Rochester's police department is twice the size it should be, even if counting non-gun carrying responders. In the next 4 years, the budget should be reduced by 25%, with another 25% being transitioned to training and payroll for these alternative responders. | Noted | Online Form |
| 467 | Section III | <p>Save Rochester-Black Lives Matter (SaveRochester.org) is dismayed by the lack of representation from young, innovative community members in meetings on police reform. The PAB and UCLM are great organizations, but within the limitations of these organizations there exists a lack of inclusivity necessary to ensure that a diversity of voices are heard. Nowhere in the Mayor's proposal for police reform is there an opportunity for the young, secular constituency of Rochester to weigh in on the hiring of police officers or any other accountability measures. Very simply put, all Black Lives Matter groups seem to be missing from this very important dialogue, and the make-up of community groups assigned by Mayor Warren seems to ignore the portion of the Executive Order that purports, "Whereas, Black Lives Matter..."</p> <p>Younger people are more likely to have negative encounters with police and the fact that young peoples' voices are being left out of this conversation is dangerous and reckless. Not only does this report lack substantial input from younger audiences, but it also lacks input from small business owners who are either neglected or mistreated by unfair RPD policies, such as Covid-19 mandates, noise ordinances, or solicitation laws. In order for true reform to take place, community members and leaders should acknowledge that Black Lives Matter, and they should include our organizations in discussions about the process of hiring police and administrative accountability in law enforcement.</p> <p>How can Save Rochester be included in recommendations on police reform? How can our organization or other Black Lives Matter organizations gain a seat at these meetings with Mayor Warren? How can Save Rochester and other Black Lives Matter organizations weigh in on the hiring and accountability processes? There needs to be an opportunity for community members who do not have a vested interest in city government to be a part of these very important processes.</p> | Noted | Online Form |
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| 479 | Response to Mental Health Calls | <p>Save Rochester-Black Lives Matter (SaveRochester.org) is dismayed by the lack of representation from young, innovative community members in meetings on police reform. The PAB and UCLM are great organizations, but within the limitations of these organizations there exists a lack of inclusivity necessary to ensure that a diversity of voices are heard. Nowhere in the Mayor's proposal for police reform is there an opportunity for the young, secular constituency of Rochester to weigh in on the hiring of police officers or any other accountability measures. Very simply put, all Black Lives Matter groups seem to be missing from this very important dialogue, and the make-up of community groups assigned by Mayor Warren seems to ignore the portion of the Executive Order that purports, "Whereas, Black Lives Matter..."</p> <p>Younger people are more likely to have negative encounters with police and the fact that young peoples' voices are being left out of this conversation is dangerous and reckless. Not only does this report lack substantial input from younger audiences, but it also lacks input from small business owners who are either neglected or mistreated by unfair RPD policies, such as Covid-19 mandates, noise ordinances, or solicitation laws. In order for true reform to take place, community members and leaders should acknowledge that Black Lives Matter, and they should include our organizations in discussions about the process of hiring police and administrative accountability in law enforcement.</p> <p>How can Save Rochester be included in recommendations on police reform? How can our organization or other Black Lives Matter organizations gain a seat at these meetings with Mayor Warren? How can Save Rochester and other Black Lives Matter organizations weigh in on the hiring and accountability processes? There needs to be an opportunity for community members who do not have a vested interest in city government to be a part of these very important processes.</p> | Noted | Online Form |
| 480 | Training | <p>Save Rochester-Black Lives Matter (SaveRochester.org) is dismayed by the lack of representation from young, innovative community members in meetings on police reform. The PAB and UCLM are great organizations, but within the limitations of these organizations there exists a lack of inclusivity necessary to ensure that a diversity of voices are heard. Nowhere in the Mayor's proposal for police reform is there an opportunity for the young, secular constituency of Rochester to weigh in on the hiring of police officers or any other accountability measures. Very simply put, all Black Lives Matter groups seem to be missing from this very important dialogue, and the make-up of community groups assigned by Mayor Warren seems to ignore the portion of the Executive Order that purports, "Whereas, Black Lives Matter..."</p> <p>Younger people are more likely to have negative encounters with police and the fact that young peoples' voices are being left out of this conversation is dangerous and reckless. Not only does this report lack substantial input from younger audiences, but it also lacks input from small business owners who are either neglected or mistreated by unfair RPD policies, such as Covid-19 mandates, noise ordinances, or solicitation laws. In order for true reform to take place, community members and leaders should acknowledge that Black Lives Matter, and they should include our organizations in discussions about the process of hiring police and administrative accountability in law enforcement.</p> <p>How can Save Rochester be included in recommendations on police reform? How can our organization or other Black Lives Matter organizations gain a seat at these meetings with Mayor Warren? How can Save Rochester and other Black Lives Matter organizations weigh in on the hiring and accountability processes? There needs to be an opportunity for community members who do not have a vested interest in city government to be a part of these very important processes.</p> | Noted | Online Form |
| 481 | Section III | <p>The City should also advocate to Albany for: a) State licensing of Police Officers (to prevent bad officers from changing jobs between departments) b) Income-based fines (would both be more equitable and become more of a deterrent for high-income people)2) RPD should be collecting data regarding use of chemical weapons by it's personnel, with the goal of eliminating its use.3) RPD should be collecting data regarding use of police dogs, with the goal of limiting their use to only tracking and detection (not detention and crowd control)4) RPD should collect data on police horse use. They are very expensive and that funding could likely be better used in other programs. 5) RPD should move to automate more traffic enforcement and reduce traffic stops.6) We must reward officers who take risks to de-escalate confrontations instead of using violence to "control the situation". 7) Recommend reducing the number of patrol officers as tasks (e.g. mental health calls, domestic disputes) get assigned to other agencies, and re-assigning and retraining those officers to become investigators. Crime tends to decrease if potential criminals believe the chances of arrest are high. The City should "aim" to reduce RPD personnel in a 5 to 10 year time frame and allocate those resources to other programs (see section G, Resizing the RPD), presumably such as EMS, social worker, mental health provide and the Person In Crisis team programs to respond to mental health issues, domestic disputes and the like, is an unacceptably long timeframe (see e.g.,section F,Response to Mental Health Calls). While it is laudable that the Person In Crisis pilot was initiated in January and is ongoing, transferring the responsibility of first responding to mental health issues and domestic disputes and other nonviolent public safety situations to EMS, mental health providers and social workers as appropriate to the particular situation, should be initiated as soon as possible on a priority basis. What an instance like the RPD interaction with the nine year old girl that was eventually handcuffed and pepper spray made clear, is that for the black and brown community in the City, the RPD are viewed with distrust and their very presence can exacerbate rather than deescalate nonviolent public safety situations. Therefore, an alternative to RPD acting as first responders in such situations should not be allocated to a 5 to 10 year time frame. 8) Recommend increasing numbers of surveillance cameras in high crime areas to allow reduction in patrol officers needed. This has worked well in Britain. 9) Current staffing levels show a ratio of one sergeant to 5 patrol officers, which seems high. Is this consistent with industry practice? If not recommend retraining some sergeants to investigators. 10) LRAD's (sound cannons) should be banned from anything other than Level 3 riots.11) Prohibitions against "kettling" of citizens should be enacted- protesters should always be allowed to</p> | Noted | Online Form |
| 482 | Section III | <p>This section is missing massive amounts of the PAB recommendations that were well thought out and suggested with extensive community input. Please fully fund the PAB and implement their recommendations.</p> | Noted | Online Form |
| 483 | Section IV | <p>This section is missing massive amounts of the PAB recommendations that were well thought out and suggested with extensive community input. Please fully fund the PAB and implement their recommendations.</p> | Noted | Online Form |

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| 484 | Section V | This section is missing massive amounts of the PAB recommendations that were well thought out and suggested with extensive community input. Please fully fund the PAB and implement their recommendations. | Noted | Online Form |
| 485 | Section VI | This section is missing massive amounts of the PAB recommendations that were well thought out and suggested with extensive community input. Please fully fund the PAB and implement their recommendations. | Noted | Online Form |
| 486 | Accountability | Fully fund the PAB and restore disciplinary capacity. Allow the PAB to operate in a way that allows for effective change and improvement of the Rochester community. | Noted | Online Form |
| 487 | Community Engagement, Programming, and Procedural Justice | The community will be more engaged through an avenue such as the PAB, which holds all of their meetings open to the public and provides transparent documentation of their recommendations and rationale behind them. Please fully fund the PAB and implement their recommendations. | Noted | Online Form |
| 488 | Data, Technology, and Transparency | Fully fund the PAB and implement their recommendations. | Noted | Online Form |
| 489 | Fostering a Community-Oriented Culture | This entire draft is lacking a significant amount of recommendations put forth by the PAB by way of gathering community ideas. Please fully fund the PAB and implement their recommendations. | Noted | Online Form |
| 490 | Officer Wellness | Accountability allows for the healing of a toxic work environment. Fully fund the PAB and implement their recommendations. | Noted | Online Form |
| 491 | Recruitment | Fully fund the PAB and implement their recommendations. | Noted | Online Form |
| 492 | Resizing/Repurposing the RPD | Fully fund the PAB and implement their recommendations. Divest from RPD and invest in Department of Recreation and Human Services | Noted | Online Form |
| 493 | Response to Mental Health Calls | Fully fund the PAB and implement their recommendations. Provide monthly, transparent updates as to the progress of crisis response models in accordance with the metrics recommended by the PAB | Noted | Online Form |
| 494 | Training | Fully fund the PAB and implement their recommendations. | Noted | Online Form |
| 495 | Section III | <p>Section III is deeply problematic in its obvious bias toward maintaining the status quo. Descriptions are skewed and arranged in a number of ways to cast current practices in the best possible light. Data is presented with no discussion or background research. The section sets vague tone carried into the recommendations in Section VII, in a clear effort to maintain current practices with no real change.</p> <p>The staffing levels described in III.A.3 give us all the proof we need that Rochester residents are being over-policed by an overstaffed RPD. According to a 2019 study by The Marshall Project, Memphis Commercial Appeal, and USA TODAY, police forces shrunk between 1997 and 2016, concurrent with a 36% drop in violent crime in the same period. What's more, experts interviewed in the same study invalidated the practice of comparing police force size to cities of comparable size. This is not even useful data, and is left completely to interpretation of the reader without guidance on the effects of large police forces on crime rates. (https://www.usatoday.com/story/news/investigations/2019/02/13/marshall-project-more-cops-dont-mean-less-crime-experts-say/2818056002/)</p> <p>III.B. "RPD Budget Summary" is woefully incomplete. Salaries, overtime costs, equipment acquisition/repair, administrative costs, and any other relevant categories are necessary to truly understand the RPD Budget. Also, the use of "Undistributed Funds" is a category unfamiliar to the average citizen, and ought to be summarized. It seems extremely disingenuous that these two items are never added together to give Rochesterians a clear picture of what the city spends on RPD.</p> <p>While III.C. about budget reallocation for services outside RPD is heartening, it makes a stark contrast to the vagueness of III.B. This is clearly a strategy to exaggerate efforts that amount to a pittance and only apply to the 2020-21 Fiscal Year. If the City were serious about use of hard data, some of these numbers could be used as projections in Section VII, but that section is lacking any kind of measurability.</p> <p>III.D.1. is misleading as it offers no statistical modeling for unreported crime. As the RPD loses the community's trust, unreported crime will clearly become a much bigger problem, but the report seems content to completely ignore this phenomenon, instead presenting reported crime as all crime. This clearly skews in favor of the claim that crime has been reduced.</p> <p>III.D.2. also skews information in favor of RPD. A reduction in calls does not equate to a reduction in crime, although no interpretation of the data is offered. We are calling less because we trust RPD less.</p> | Noted | Online Form |
| 496 | Section IV | <p>Section IV is incomplete in ways similar to Section III, with the clear intent to justify the status quo at RPD. Further, Section IV is misleading as to how the use of force standards are actually enforced by RPD. Anyone who attended protests over the summer knows that the use of force standard reflected in Section IV.D. is entirely inaccurate to actual RPD practice.</p> <p>IV.D. is utterly incomplete. The length of the section alone is disappointing. The process of reviewing/investigating citizen complaints is not the only relevant information on accountability. Hard data on complaints and outcomes of complaints should be included. One can only assume it wasn't included because it casts a poor light on the process.</p> <p>IV.D.1 is horrifically gaslighting for anyone involved in protests over the summer. NOT ONCE was an officer the slightest bit concerned or a supervisor brought to the line when protestors were shot with pepper balls and tear gas, subject to noise canons and blinding lights, maced, struck with batons, and literally stepped on. Is the report admitting that the use of force in these incidences was utterly unaccountable to any RPD policies and procedures?</p> | Noted | Online Form |
| 497 | Section V | <p>Section V contains more incomplete information, and dismissively deflects criticism of the BWC program to the UCLM. If the report were serious about criticism, it would present hard data about denial of BWC footage requests, not attribute the criticism to an outside group.</p> <p>In Section V.C. the denial of requests reported by UCLM is treated entirely flippantly. The City must provide reasoning behind the denials and confirmation that these denials were consistent with policy. What's more, the bulleted list provided purports to give policy, but gives what can barely pass as guidance: "Officers are encouraged..." is hardly language of well-researched policy.</p> | Noted | Online Form |
| 498 | Section VI | Blithely noting in Section VI.A. that the RPD has failed to live up to a 45-year-old consent decree without any analysis of the reasons behind this failure casts major suspicion on the department's commitment to fulfill this obligation. Analysis of this failure is vital to committing to change. While VII.I.1 is somewhat helpful in this regard, it too vaguely names failures without causes. The City does not demonstrate good faith about desirable change when problems are not assessed. | Noted | Online Form |

A Footnote regarding "Undistributed Funds was added to the Plan."

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| 499 | Accountability | <p>Section VII.A.1. first deflects responsibility to the state, with a goal that provides zero measurability (“Petition the State of New York...”). After that, the language does not even commit to acting on a change from the state, but only ask the state to “allow” changes. Any commitment to actual changes is missing, as is any meaningful deadline.</p> <p>While the mention of disciplinary rules in Section VII.A.4. is a heartening inclusion not found in many plans across the state, the plan is unclear how disciplinary structures might ban something like “structural racism.” What’s more, in this section the plan purports to ban pretextual stops, but in VII.J.12 the plan aspires to “Provide training on the proper use of pretextual stop[s].” The contradiction shows a lack of attention to the defining and addressing the actual problems the report is ostensibly meant to address.</p> | Noted | Online Form |
| 500 | Community Engagement, Programming, and Procedural Justice | <p>Throughout Section VII, the basic tenets of measurability and accountability are missing. The City repeatedly fails to make commitments, instead expressing aspirations in unmeasurable language. The City shows very little commitment to concrete funding goals, and where these goals are expressed they are prefaced with a comment about “consideration” or “exploration.” The PAB’s research into effective plans enacted across the country found five basic elements of effective reform plans:</p> <ol style="list-style-type: none"> 1. Promises that are specific 2. Promises that are commitments, not aspirations 3. Promises that have clear deadlines 4. Promises with concrete funding commitments 5. Promises that are legally enforceable <p>The Draft Reform Plan repeatedly fails every metric. Some parts of the plan are so unspecific as to be laughable. How exactly does one “Place the sanctity of life at the core of...” anything, let alone RPD policy and procedure (VII.F.1)? Only two promises include a deadline, but one is already accomplished and the other is a 5-10 year window, lacking specificity. Only a dozen mention funding, but concrete funding numbers are mostly absent. Legal enforceability is all but absent, and while this may ultimately be in the hands of the City Council, the plan ought to advocate for legislation as the most effective means of change.</p> | The Plan was revised. See the new Section VIII. | Online Form |
| 501 | Data, Technology, and Transparency | <p>Throughout Section VII, the basic tenets of measurability and accountability are missing. The City repeatedly fails to make commitments, instead expressing aspirations in unmeasurable language. The City shows very little commitment to concrete funding goals, and where these goals are expressed they are prefaced with a comment about “consideration” or “exploration.” The PAB’s research into effective plans enacted across the country found five basic elements of effective reform plans:</p> <ol style="list-style-type: none"> 1. Promises that are specific 2. Promises that are commitments, not aspirations 3. Promises that have clear deadlines 4. Promises with concrete funding commitments 5. Promises that are legally enforceable <p>The Draft Reform Plan repeatedly fails every metric. Some parts of the plan are so unspecific as to be laughable. How exactly does one “Place the sanctity of life at the core of...” anything, let alone RPD policy and procedure (VII.F.1)? Only two promises include a deadline, but one is already accomplished and the other is a 5-10 year window, lacking specificity. Only a dozen mention funding, but concrete funding numbers are mostly absent. Legal enforceability is all but absent, and while this may ultimately be in the hands of the City Council, the plan ought to advocate for legislation as the most effective means of change.</p> | The Plan was revised. See the new Section VIII. | Online Form |
| 502 | Fostering a Community-Oriented Culture | <p>Including an expansive number of varied community members in the drafting of this plan would have been a good start. Actually incorporating the feedback and recommendations of the community members you did ‘consult’ in the planning (the PAB, UCLM, etc.) into actionable and enforceable reforms would have been a better next step. Orienting your police force culture to care about the community requires that you actually care about what they think and want, even if it’s inconvenient or politically disadvantageous to you.</p> <p>Additionally, requiring *all* RPD employees to live in the city they patrol should be an absolutely foundational premise to any pretense of a ‘community-oriented culture’. They need to live within the community if they are to truly learn to care for it.</p> | Noted | Online Form |
| 503 | Officer Wellness | <p>Most likely, the most effective way to increase the wellness of the officers you currently employ is for them to quit.</p> <p>Alternatively, allocating current RPD resources (NOT expanding the budget in any way) to increase regular and thorough counseling and effective, mandatory anger-management and empathy trainings for all officers would be a start.</p> | Noted | Online Form |
| 504 | Police Policy, Strategies, and Practices | <p>Please immediately relinquish all formally written and informally articulated police policies, strategies, and practices to the Police Accountability Board for their records.</p> | Noted | Online Form |
| 505 | Recruitment | <p>Require all current and new officers to reside solely within the city, at the point of hire and throughout their employment. Do not permit officers to bend or manipulate this regulation by co-renting apartments in the city just ‘on paper’ in which they do not reside, nor allow them to move outside of the city after they are hired.</p> <p>Allocate an articulated amount of funding to institute a third-party, independent mental health review of individuals in the hiring process, which specifically focuses on unconscious bias and white supremacist ideologies. Take the advisement of this third-party review as the deciding factor for whether or not an individual is appropriate to hire as an officer.</p> | Noted | Online Form |
| 506 | Resizing/Repurposing the RPD | <p>Section VII.G.1. aspires to “Aim to reduce RPD personnel within the next 5-10 years,” allowing the RPD to measure any time between 2026 and 2031 whether the RPD has shrunk by even one officer and claim to have kept its promise. This lack of specificity can only serve the RPD’s status quo, and shows a bad faith lack of commitment to real changes to the size of RPD.</p> | The Plan was revised. See the new Section VIII. | Online Form |

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| 507 | Response to Mental Health Calls | In Section VII.H.4 the plan aspires to "Increase funding for first responder systems that appropriately replace police with social workers, mental health providers, and other non-police personnel," with no target department (PIC? FACIT?) no concrete funding commitment, and no deadline. Here, the promise could be kept by adding \$1 to the budget of any team labeled "mental health providers" or "non-police personnel." The City clearly does not intend to keep this as a commitment, but sees this as a suggestion or aspiration. This is also evident from the fact that the City rejected the PAB's proposed \$10 million funding proposal for PIC, and the tying of further PIC funding to the percentage of calls handled. These would be measurable goals to which the City and RPD could be held accountable. | The Plan was revised. See the new Section VIII. | Online Form |
| 508 | Training | Record in formal writing all trainings, training protocols, and "discussions" amongst officers and their directing superiors and relinquish that information to the Police Accountability Board. It must be noted that the PAB recommended the firing of any officer found supporting white supremacist organizations, but this recommendation was excluded from the plan, entirely. This exclusion is reprehensible, and calls the entire process of reform into question if even the basic root cause of most poor public policy (white supremacy) is not meaningfully addressed. | Noted | Online Form |
| 509 | Section III | I was disappointed to see so few of the Police Accountability Board recommendations included in this plan. I would hope to see more concrete details on action items, especially demilitarizing police weaponry and tactics with firm deadlines - a specific date, for accountability as to what specifically will be accomplished & when. | Noted | Online Form |
| 510 | Accountability | Police officer complaints & disciplinary sanctions should be public so citizens know what is happening & what has happened and that their voices matter when they bring an issue before the Review Board. Likewise, police training and procedures should be readily accessible to the public for research & review. | Noted | Online Form |
| 511 | Fostering a Community-Oriented Culture | Police officers should live in the neighborhoods they help manage. | Noted | Online Form |
| 512 | Recruitment | People with social services background should be hired, fewer soldiers, racial bias testing should be considered. | Noted | Online Form |
| 513 | Resizing/Repurposing the RPD | The number of officers is out of proportion compared to other B-sized cities. More counselors and social welfare experts should be employed. A higher percentage of officers of Color, that reflect percentage of civilian population, should be employed. | Noted | Online Form |
| 514 | Response to Mental Health Calls | Need more specifics on number of trained professionals and specific credentials. Also would like to see plans for civilian units to round out (and replace) armed police presence, similar to Newark, NJ. | Noted | Online Form |
| 515 | Training | Training must include anti-racism, de-escalation, and should be rolled out as soon as possible and included for all new recruits. | Noted | Online Form |
| 516 | Accountability, Community Programming | We are recommending that RPD adopt and transition to a posture of Public Safety versus one of Law Enforcement. Implicit in this recommendation is that RPD is one facet of Public Safety, and not the primary means to achieving it. This is similar to Item F 11 of the recommendations re the mindset of "Servant/Protector" versus "Warrior". The key differentiator is the acknowledgement by RPD that Public Safety can be achieved in many other ways to include strong neighborhood organizations, adequate youth development opportunities and activities and other civilian led activities which enhance and lead to viable neighborhoods. | Noted | E-mail (March 4, 2021) from ABC |
| 517 | Officer Wellness | Right alongside Officer Wellness should be Community Wellness. Without question, Officer Wellness is an area of concern for the very reasons outlined in the draft recommendations. Simultaneously, Community Wellness must also be a top priority. In particular, and because of our City's demographics, the awareness and treatment of Post Traumatic Slave Syndrome (PTSS) must be added to the trauma awareness for officers and the wider community. Officers should be taught the difference between PTSD and PTSS and thus be able to distinguish between the two. The Community also needs to made aware of this distinction as so many of our residents have been impacted by these distinct trauma types. | Noted | E-mail (March 4, 2021) from ABC |
| 518 | Fostering a Community-Oriented Culture | In order to enhance overall Public Safety, it is imperative the RPD Officers are an integral part of the communities they serve. They must have deep knowledge about the history of these communities. They must have established relationships with the residents in those neighborhoods so that if/when the times comes for interaction with the public, those previously established relationships would govern the interactions. We recommend that Restorative Practices be incorporated into ongoing professional development. | Noted | E-mail (March 4, 2021) from ABC |
| 519 | Recruitment | We strongly recommend that screening of potential recruits and ongoing screening of enlisted officers take place with particular focus on hate/extremist groups. The type of screening that is listed in item #4 in Section D. of the recommendations. | Noted | E-mail (March 4, 2021) from ABC |
| 520 | Recruitment | In Section I. item #2, the last sentence, we recommend the word "non-racist" be changed to "anti-racist". | Plan revised | E-mail (March 4, 2021) from ABC |
| 521 | Recruitment | Section I., item #6, we strongly recommend that City residence is a requirement, as a opposed to "consider" requiring. This will address the reality that over 90% of current officers do not reside in the City. Having this requirement will greatly enhance the possibilities of officers being an actual part of the communities they serve, and building the relationships referred to above. | Noted | E-mail (March 4, 2021) from ABC |
| 525 | Miscellaneous | Our final recommendation for an edit to the draft is refraining from using the word "minority" to refer to People of Color (as in Section I., item #3). The word "minority" has very negative connotations. Also, as pointed out in this very section, People of Color now account for more than 50% of Rochester's population. The word minority is not only psychologically damaging, but it is also inaccurate. We are certainly aware that this a common practice. In our work to eradicate poverty by advocating for freedom and justice for all, we have found that changing this particular part of the narrative shows respect for People of Color, respect that is readily reciprocated. | Plan revised | E-mail (March 4, 2021) from ABC |