



Annual Report 2024

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SUMMARY OF 2024 OPERATIONS

The conclusion of 2024 marked the end of a year of challenges and continued oversight for the Syracuse Citizen Review Board. The following information provides a summary of the CRB's operational highlights in 2024. Over the course of the year, the CRB received a total of 78 complaints and effectively handled 43 cases. Out of these, 7 cases advanced to a hearing, and 28 cases concluded with a no-hearing vote by the Board. Moreover, 4 cases were determined to be outside the CRB's jurisdiction.

- 78 complaints received.
- 7 hearings held.

HEARINGS & DISCIPLINARY RECOMMENDATIONS

Once the full CRB votes to send a case to a panel hearing, a panel is composed of three members of the CRB (one mayoral appointee, one district councilor appointee, and one at-large councilors' appointee) and the hearing is typically held within two to three weeks based on the availability of the complainant and witnesses.

7 hearing was held resulting in the following outcomes.

- 2 Hearings with sustained findings by the hearing panel for allegations of Failure to Act, Violation of Domestic Violence Procedure 306.2, Violation of Lexipol Policy 318.5.8(c), Violation of NYS Criminal Law Sec. 140.10.4(b), Demeanor, and Excessive Force.

*Complaints can have multiple allegations *

- A sustained finding means that the panel found that there was substantial evidence that the alleged misconduct did occur.

SPD DISCIPLINARY ACTION RATE:

- The disciplinary action rate (or rate of agreement) is the rate at which the Chief of Police imposes discipline when the CRB recommends it. Local Law 1 of 2011 requires the CRB to report to the public the number of times that the Chief of Police imposed disciplinary sanctions when the CRB sustained an allegation against an officer and recommended discipline. The CRB received 0 responses from the Chief of Police to the 7 hearings in which the CRB held.

MISSION & OBJECTIVES

The purpose of the Citizen Review Board, all of whose members are volunteers, is to provide an open, independent, and impartial review of allegations of misconduct by members of the Syracuse Police Department; to assess the validity of those allegations through the investigation and hearing of cases; to recommend disciplinary sanctions where warranted; and to make recommendations on Syracuse police policies, practices, and procedures.

In fulfillment of its legislative purpose and mission, the Board is committed to:

- Creating an institution that encourages citizens to feel welcome in filing a complaint when they believe that they have been subject to police misconduct.
- Making the public aware of the CRB's existence and process through ongoing community outreach events and coverage by local media.
- Completing investigations and reviews of complaints in a thorough, yet timely fashion.
- Remaining unbiased, impartial, objective, and fair in the investigation, evaluation, and hearing of complaints.
- Engaging in community dialog that encourages citizen input with the CRB.
- Respecting the rights of complainants and subject officers.
- Upholding the integrity and purpose of the CRB's enabling legislation.
- Reporting to the Mayor, the Common Council, the Chief of Police, and the public any patterns or practices of police misconduct discovered during the course of investigation and review of complaints; and
- Operating in an open and transparent manner to the extent permitted by applicable municipal and state laws, regulations, and ordinances.

BOARD MEMBERS & TERMS

The Syracuse CRB is composed of a 11-member board, all serving staggered three-year terms as unpaid volunteers. These dedicated individuals are appointed by various entities across the city and undergo confirmation by the Syracuse City Council. Residency within the city is a requirement unless exceptions are granted through legislative action, and individuals holding public office or employed by the City of Syracuse are ineligible for board membership.

Board members devote an average of ten hours per month to CRB matters, encompassing attendance at monthly meetings, preparation for and participation in panel hearings, training sessions, and active involvement in community outreach initiatives. The commitment also includes the attendance of a minimum of three community outreach events annually, as mandated by the 2016 ordinance revision.

Members of the Syracuse Citizen Review Board

As of December 31, 2024

Mayoral Appointees
Mr. Joseph Favata - term expires December 31, 2024
Ms. Samia Al-Fereh - term expires December 31, 2026
Mr. Donald Johnson - term expires December 31, 2026

District Councilor Appointees
Mr. Olivier Sekakore - 1st District - term expires December 31, 2026
Mr. Harry Pratt - 2nd District - term expires December 31, 2024
Ms. Lori Nilsson - 3rd District - term expires December 31, 2024
Ms. Elise Baker - 4th District - term expires December 31, 2026
Ms. Linda Betts - 5th District - term expires December 31, 2025

At-Large Councilor Appointees
Ms. Bryn Love-joy Grinnell - term expires December 31, 2025
Mr. Jah-Quan Bey-Wright - term expires December 31, 2024
Ms. Hatisha Holmes - term expires December 31, 2024

Board members shall serve staggered three (3) year terms and maybe reappointed for another three (3) year term, after which, however the member shall not be reappointed for at-least one (1) year. If a person is appointed to complete an unexpired term of a former Board member, the newly appointed Board member shall be eligible to be appointed to serve two (2) successive three (3) year terms.

FILING A COMPLAINT WITH THE CRB

The Syracuse CRB accepts complaints against members of the Syracuse Police Department (SPD) that involve allegations of misconduct potentially violating SPD rules and regulations, as well as state, local, and/or federal laws. The CRB considers complaints regarding active misconduct, such as excessive force, constitutional violations, harassment, racial or gender bias, poor demeanor, search and seizure violations, theft or damage to property, untruthfulness, and false arrest. Additionally, it addresses passive misconduct, including failure to respond, failure to intercede, or refusal to accept a complaint.

The filing process for a complaint with the Syracuse CRB is accessible to any member of the public, regardless of residency in the City of Syracuse or U.S. citizenship. Complaints can be submitted in various ways, including walking into the CRB office at City Hall Commons (201 East Washington Street, Suite 705) to complete a form, contacting the CRB office for the mailing of a complaint form, downloading the form from the CRB website, or requesting a home visit if needed. Completed complaint forms can be hand-delivered or sent by mail to the CRB office. For further information, the CRB website is www.syr.gov.net/CRB.aspx, and the CRB office can be reached by telephone at 315-448-8750 or via email at crb@syr.gov.net.

PUBLIC MEETINGS

The Syracuse CRB conducts its monthly meetings on the first Thursday evening at 5:30 PM in the Common Council chambers at City Hall. The meeting schedule is conveniently accessible at local libraries, on the CRB website, and on the calendar of the City's main webpage. These sessions play a crucial role in shaping and refining CRB policies and procedures, emphasizing transparency, openness, and accountability. The agenda typically includes voting on items requiring Board approval, presentations by the Chairman for the Board's consideration, a comprehensive report on the CRB's monthly activities presented by the Administrator, committee reports, and a dedicated time for public comment. We strongly encourage community members to attend these meetings, participate in the public comment period, and actively contribute to the ongoing initiatives of the CRB.

A quorum consists of at least six (6) board members being present. Following the public comment period, the Board moves into a confidential Executive Session if there is a quorum, to deliberate and vote on whether to advance investigated complaints to a hearing. No action items can occur, and an Executive session cannot be conducted if there are not six (6) board members present. In 2024, there was a quorum present for 5 out of 12 public meetings, in the months of February, March, April, June, and August.

OUTREACH

The CRB legislation requires the agency to conduct at least five outreach events annually, one in each Council District.

Name	Host	Location	CC District	Date
SHA Neighborhood Resident Meeting	SHA	1207 Almond St	3 rd District	1/17/2024
Program Planning and Support	Prevention Network / Project Rise	906 Spencer St	2 nd District	1/22/2024
What Triggers You & Logic Model Training	Prevention Network / Project Rise	906 Spencer St	2 nd District	1/23/2024
Community Resource Spotlight	Prevention Network / Project Rise	2610 S. Salina St	4 th District	1/25/2024
Conflict Resolution	Prevention Network / Project Rise	2610 S. Salina St	4 th District	1/26/2024
NYS Winter Fair	Steve Backer	581 State Fair Blvd		2/1/2024
NYS Winter Fair	Steve Backer	581 State Fair Blvd		2/2/2024
March For Accountability	CRB	233 E. Washington St	2 nd District	4/2/2024
CRB Open House	CRB	300 S. State St	2 nd District	4/3/2024
CRB Outreach Day	CRB			4/5/2024
Senior Fun Fair	InterFaith Works	411 W. Colvin St	4 th District	4/11/2024
St. Mary's Resource Health Fair	Icircle	100 La Madre Way		4/16/2024
Building Men's Leadership Conference	Joe Horan / Building Men	701 E Genesee St	2 nd District	4/23/2024
Community-Wide Literacy Kick-Off	Syracuse Reads +	103 Wyoming St	2 th District	5/4/2024
Mental Health Awareness	OnCare	Lower Onondaga Park	4 th District	5/11/2024
Conflict Resolution Training	Project Rise	2619 S. Salina St	4 th District	5/14/2024
Prevention Network Open House	Prevention Network	906 Spencer St	2 nd District	5/15/2024
Senior Fun Fair	Black Health	1702 W. Onondaga St	2 nd District	5/23/2024
Paid in F.U.L.L.	Project Rise	224 Harrison St	2 nd District	6/3/2024
Let Me Be Great Tournament	Rasheeda Caldwell	Barry Park	3 rd District	6/9/2024

Community Mastermind Chess Club	Project Rise	2611 S. Salina St	4 th District	6/10/2024
Literacy Training	Reading League	103 Wyoming St	2 nd District	6/11/2024
Senior Fun Fair	InterFaith Works	701 Lodi St	1 st District	6/13/2024
Juneteenth Gospel Friday	Syracuse Juneteenth	Clinton Square	2 nd District	6/14/2024
Juneteenth Parade/Festival	Syracuse Juneteenth	Clinton Square	2 nd District	6/15/2024
Juneteenth Freedom Day	Syracuse Juneteenth	Kirk Park	4 th District	6/19/2024
Syracuse Pride Parade	CNY Pride	408 Solar St	2 nd District	6/22/2024
SHA 10k Tournament	SHA	Wilson Park	4 th District	6/27/2024
SHA 10k Tournament	SHA	Wilson Park	4 th District	6/28/2024
CRB Block Party	CRB	Meachem Field	4 th District	6/29/2024

OPERATIONS

Throughout the calendar year of 2024, from January 1 to December 31, the Syracuse CRB conducted 8 out of 12 monthly meetings, all of which were open to the public. These meetings served as crucial platforms for addressing community concerns, developing policies, and enhancing transparency in the oversight process. Over the course of the year, the CRB received a total of 77 complaints from community members, indicating similar levels of public engagement from 2023. Notably, the board dedicated substantial efforts to thoroughly processing these cases, successfully reviewing, and resolving 35 cases during the same period. This commitment underscores the CRB's dedication to addressing community grievances and promoting accountability within the Syracuse Police Department.

BOARD TRAINING AND DEVELOPMENT

The Syracuse CRB acknowledges the vital importance of well-trained board members in facilitating effective oversight and building community trust. Our extensive training program is crafted to provide board members with the knowledge, skills, and ethical principles essential for their critical responsibilities. Covering a variety of topics, the training curriculum included topics ranging from Automatic License Plate Readers to Proper Use of Force.

2024 ANNUAL POLICY & TRAINING RECOMMENDATIONS

Note, the following policy and training recommendations are from the 2025 annual report. Due to lacking a CRB administrator at the time, the 2024 report was never published. Now, with a nearly full staff, the CRB can produce annual reports again. Every year, the CRB puts together policy, training, and procedure recommendations for the Syracuse Police Department in order to facilitate constructive dialogue. These recommendations are sent to the Mayor's Office, the Common Council, and Chief of Police to begin discussions on enhancing specific aspects of the Syracuse Police Department. Following a review of primary scientific literature and the data gathered in-house at the CRB, We firmly believe that the adoption of these recommendations would not only benefit the public but also contribute to the well-being of the City's police officers. The CRB puts forth these recommendations under the authority granted by Section Three, Paragraph (6) of the CRB legislation. (See Appendix A for more info)

Rather than starting with the policy recommendations, we want to begin with recognition of policy changes within the police department that have met or are in the process of meeting previous CRB policy recommendations.

1. **Standardized Activation Procedures:** Propose the establishment of standardized activation procedures for BWCs, ensuring consistent and clear guidelines for officers in various scenarios. This includes specific activation protocols during traffic stops, public interactions, and emergency responses.
2. **Comprehensive Training:** Emphasize comprehensive training for officers on the ethical and respectful use of BWCs, with a focus on de-escalation techniques and cultural sensitivity to maintain positive community interactions.
 - a. Training now focuses on ethical use of BWCs, even if lacking the specific focuses that the recommendation called for.
3. **Crisis Intervention Team (CIT) Training Expansion:** Advocate for the expansion of Crisis Intervention Team (CIT) training for all officers to enhance their ability to handle situations involving individuals experiencing a mental health crisis.
 - a. Not all officers have been through CIT training; however, it is now a part of academy training. So, through targeted training of more experienced officers and time, this recommendation will eventually be completed.
4. **Community Mental Health Partnerships:** Strengthen partnerships with local mental health organizations to ensure officers have access to resources and support when responding to mental health-related incidents.
 - a. Syracuse Police Department now works with Helio Health as a part of their Syracuse Crisis Intervention & Prevention Program, increasing access to resources and support for officers when dealing with mental health-related incidents.

5. **Incorporation of a "Duty to Intervene" and "Duty to Report" to the Use of Force Policy**
 - a. This now exists in the Use of Force policy, at the top of the policy before getting into how to use force.
6. **Precise definitions of terms like imminent threat, de-escalation, reportable force, and levels of subject resistance.**
 - a. Imminent is defined in the use of force policy. Additionally, all force is reportable under the policy, so there is no longer a need for a separate definition under the policy.
7. **Immediate Retrieval of Video from COPS Platform:** Advocacy for a policy to immediately retrieve and secure video from the COPS Platform or nearby private surveillance cameras in use-of-force incidents or upon receiving complaints against an officer.
 - a. Work from current CRB administrator now ensures efficient retrieval of BWC footage from COPS platform.
8. **Eyewitness Identifications Policy:** Inclusion of a policy outlining proper procedures for conducting eyewitness identifications, covering photo lineups, live lineups, show-up identifications, and field view identifications.
 - a. This policy now exists in the Policy Manual.
9. **High-Risk Traffic Stops Training:** Advocacy for in-service training on procedures for high-risk traffic stops, enhancing officers' skills in conducting felony stops and identifying conditions requiring these procedures.
 - a. This training is a part of academy training for new officers.
10. **Provision of Property Receipts for Seized Currency:** Proposal to make the provision of property receipts for seized currency mandatory at the point of seizure, ensuring transparency and accountability.
 - a. Property receipts for seized currency are now mandatory at the point of seizure.
11. **Recorded Interviews and Police Radio Transmissions:** Encouragement for the routine recording of interviews with subject officers and the acquisition of police radio transmissions as part of internal affairs investigations.
 - a. Internal Affairs interviews with subject officers are recorded and radio transmissions can be retrieved if necessary for investigations.
12. **Seatbelts and Cameras in Police Transport Vans:** Request for the installation of seatbelts and audio-video recording capabilities in the rear compartment of police transport vans to enhance safety and accountability.
 - a. These modifications have been made to police transport vans.

The following are the policy recommendations for the Syracuse Police Department for 2025.

1. **Generative AI used to write police reports:** The Syracuse Police Department should not, at this time, adopt generative AI products to assist in writing police reports, such as Draft One. That does not mean that technology will not one day be at the point where it could save officers a large amount of time. However, it is unclear if the current products on the market will improve productivity. A wise software engineer once said, “You did not save time when you have AI write code that no one understood, you borrowed it with interest.” The same can apply for AI police reports. The time saved by automating the process will almost certainly cause future headaches when hallucinations make it into final police reports, and call into question every other report written by the at department. Additionally, there are questions about how using generative AI in police reports changes the usefulness of the police report. It would create massive questions about the independent evidentiary value of police reports and could have large effects on every step of the criminal justice process. To conclude, the police report is the perfect task to automate, however the technology to automate that process is not quite there yet to be reliable. Additionally, there are unanswered questions about how an AI generated police report would function in the legal system. (Ferguson, 2025)
2. **Real-time Reporting:** Advocate for the integration of real-time reporting features in BWC technology, enabling officers to submit reports concurrently with video footage. This policy ensures immediate documentation without influencing the independent evidentiary value of their accounts. Police officers should be able to review footage to correct mistakes in supplemental reports, however it is critical to preserve the initial officer recollection of an event. (Pezdek et al., 2022), (Vredeveltdt, 2021)
3. **Disciplinary Matrix Implementation:** Recommendation for the creation and implementation of a disciplinary matrix to bring consistency and predictability to the department's disciplinary process, categorizing violations into severity levels.
 - a. We understand that this is a difficult policy to deliver on. Not just in terms of creating a matrix that is fair for all members, but to get union approval of this change. This is a challenging task; however, the benefits of increased fairness are clear. (Helfers et al., 2020), (Shane, 2012), (Miller, 2024), (Reynolds and Helfers, 2018),
4. **Use of Force Policy:** Currently, the CRB does not recommend any major changes to the use of force policy such as shifting away from the perspective of a reasonable officer toward the totality of the circumstances. The Syracuse Police Department has made substantial changes to its policy and is nearly in line with the best practices suggested by Stanford Law School’s Center for Racial Justice. The difference in Syracuse PD’s policy and the model policy comes from Syracuse PD’s policy maintaining the perspective of fact analysis from the point of view from a reasonable officer on the scene. The CRB will

work with SPD to perform analysis on use of force data and determine what changes, if any, come about as a result of the changes. (Sutton, 2026)

5. **Non-Retaliation Clause in Complaint Procedures:** Recommendation for the inclusion of a non-retaliation clause in SPD's Complaint Procedures, ensuring protection for individuals filing or cooperating with complaints against SPD members.
6. This should either exist within the complaint policies, or the non-retaliation policy should be reworked to include citizen complaints against officers and not just officer to officer complaints. Currently, the wording seems to imply that the policy only applies to city employees. Opening the wording to include retaliation against all people would be an effective solution to this recommendation.
7. **Policy on Reducing Charges for Cooperation:** Reiteration of the importance of adherence to SPD procedures regarding the reduction of criminal charges in exchange for cooperation, emphasizing the need for involvement and approval from the District Attorney's office.
 - a. This should be a formalized policy rather than the unwritten understanding it seems to be now. Currently, Syracuse Police Department must work in collaboration with the District Attorney's Office in order to make these types of offers.
8. **Residency Requirement:** Requiring police officers to be residents of the cities they protect and serve seems like a sensible policy on paper. However, the evidence suggests there are some significant costs. One major cost being restricting the pool of available new recruits. In an era of weak police department recruitment, a policy that reduces the pool of new officers should strong positive effects on officer performance to make up for the loss in performance that a department will see from the increased workload on a per-officer basis. However, the available evidence does not suggest that there is a positive association with officer performance by restricting what town they can reside in. Meaning this policy has the opposite intended effect. To conclude, Mayor Owen's decision to suspend the requirement is the correct decision based on the available evidence and outcomes should be studied in the upcoming and previous recruit classes to see the effect that this policy might have on both recruitment and performance. (Payson and Parinandi, 2024)
9. **Dashboard Cameras and Audio Mics in Patrol Vehicles:** Advocacy for the purchase and installation of dashboard cameras and audio mics in all SPD patrol vehicles, integrating them with the body camera system for comprehensive coverage.
 - a. It is the understanding of the CRB that this policy has been studied by the Syracuse Police Department and was not pursued due to costs. However, we believe that the costs are worth the evidentiary value. Body Cameras are great for ensuring some record of police interactions exist, however dash cameras and audio microphones in police vehicles would provide an alternative perspective that may catch critical details that are not caught on body camera.

10. Annual Training Requirements: Recommend the establishment of annual training requirements for SROs, covering topics such as adolescent development, conflict resolution, and cultural competence.

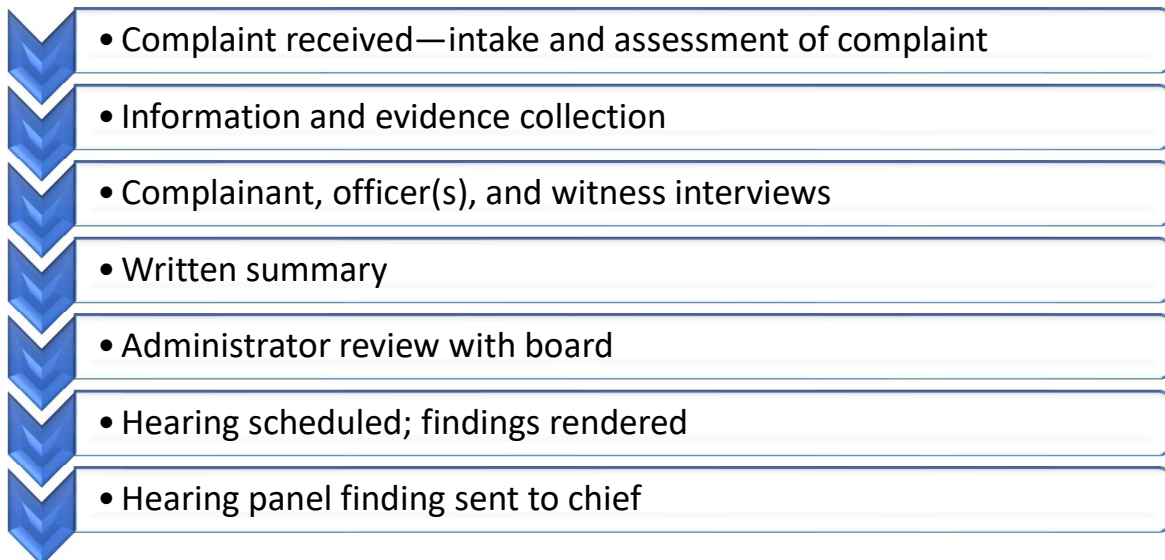
- a. SROs do currently undergo specialized training, however we believe that this needs to be annualized. Mainly due to the rapidly evolving nature of youth culture and issues that may arise such as online predation through different social media platforms that law enforcement may not be currently not as familiar with. Trying to effectively reach youth and the problems they are facing will forever be a cat and mouse game, however annualized training will allow the SRO trainers to evaluate current practices against the current landscape and make adjustments as needed.

BOARD HEARINGS AND ADJUDICATION

- Upon completion of an investigation, CRB Administrator or Private Investigator prepares a detailed investigative report containing recommended adjudications for each allegation and recommended discipline. Once the Administrator approves the investigation, the board reviews the investigative findings in an executive session. Complainants and subject officers are notified of the date of the meeting regarding their complaint, and both complainant and officer(s) involved may be present during the executive session. During the board’s meetings, each scheduled case is reviewed and openly discussed between board members and investigative staff. The board can vote to accept staff recommendations or to assign a different finding to a complaint.

Figure 1 provides a graphical summary of the investigation and adjudication process.

Figure 1. Summary of the Citizen Review Board Investigation and Adjudication Process



BUDGET

Citizen Review Board Budget

01.10500

	FY23 Actual	FY24 Actual	FY25 Adopted	FY25 Projected	FY26 Adopted
Personal Services					
510100 Salaries - F/T Bi-Weekly	143,720.29	189,966.29	293,803.00	57,187.13	285,304.00
510300 Temporary Services - P/T	2,145.19	51.69	11,000.00	10,350.00	30,000.00
Total Personal Services	145,865.48	190,017.98	304,803.00	67,537.13	315,304.00
Contractual & Other Expenses					
520200 Office Furnishings	-	1,448.15	-	-	-
540300 Office Supplies	3,103.30	3,862.22	3,500.00	3,150.47	3,500.00
540500 Operating Supplies & Expenses	7,350.09	16,241.69	28,450.00	1,443.35	27,625.00
541500 Professional Services	22,691.12	51,299.64	47,450.00	28,945.88	18,410.00
541600 Travel, Training & Development	7,839.80	3,448.32	5,465.00	2,835.05	20,965.00
Total Contractual & Other Expenses	40,984.31	76,300.02	84,865.00	36,374.75	70,500.00
TOTAL:	186,849.79	266,318.00	389,668.00	103,911.88	385,804.00

2024 Proposed Positions:

Administrator-Citizen Review Board
 Data Analyst
 Community Engagement Specialist
 Legal Secretary I
 Policy Analyst
 Special Investigator

2024 Approved Positions:

Administrator-Citizen Review Board
 Data Analyst
 Community Engagement Specialist
 Legal Secretary I

CASE SUMMARIES OF HEARING FINDINGS

Case Number	Allegation	Response from Chief
Case 1	Failure to Act – Sustained Violation of Domestic Violence Procedure 306.2 – Sustained, Lexipol Policy 318.5.8(c) – Sustained, NYS Criminal Law Sec 140.10.4(b) – Sustained	No
Case 2	False Arrest – Unfounded	No
Case 3	Demeanor – Sustained Excessive Force – Sustained	No
Case 4	Conduct Unbecoming – Unknown Excessive Force – Unknown Lexipol Policy 300.2 – Unknown	No
Case 5	Excessive Force – Unknown False Arrest – Unknown Demeanor – Unknown	No
Case 6	Violation of Rules and Regulations – Unfounded Violation of Rules and Regulations – Unfounded Demeanor – Unfounded Excessive Force – Unfounded	No
Case 7	Violation of Rules and Regulations (SPD Policy 302.3.2) – Insufficient Evidence	No

CRB adjudication decisions include the following:

- **Unfounded:** The review or investigation shows that the act or acts complained of did not occur or were misconstrued.
- **Exonerated:** The acts that provide the basis for the complaint occurred, but the review or the investigation shows such acts were lawful or proper.
- **Sustained:** The review or investigation discloses sufficient facts to prove the allegation(s) made in the complaint.
- **Not sustained:** The review or the investigation fails to disclose sufficient facts to prove or disprove the allegation(s).
- **Insufficient Evidence:** The evidence fails to meet the burden of proof and is inadequate to prove the allegation(s).
- **Unknown:** The previous CRB administration failed to provide evidence of hearing results, however the records suggest that a hearing did take place.

SUMMARY OF CASES 2024

2024 Totals

Total Complaints Received during 2024: 78

The number of cases processed and closed by the Board during 2024: 43

The number of complaints processed and not sent to a panel hearing during 2024: 28

The number of complaints processed and closed for lacking jurisdiction: 4

The number of cases that successfully were routed to conciliation: 0

The number of cases that were withdrawn: 4

The number of complainants who initiated extended contact with the CRB but did not follow through with a formal signed complaint: 28

The number of complaints in which the Board recommended that the City provides restitution to the complainant and type of restitution recommended: 0

The number of complainants who filed a Notice of Claim against the City of Syracuse while their complaint was being considered by the Board: 6

Hearing outcomes

Panel hearings scheduled: 7

Panel hearings held: 5

Panel hearings resulting in disciplinary recommendations from CRB: 2

Panel hearings resulting in no disciplinary recommendations from CRB: 3

2024 Hearings impacted by lack of quorum some months and resignation of all full-time CRB staff.

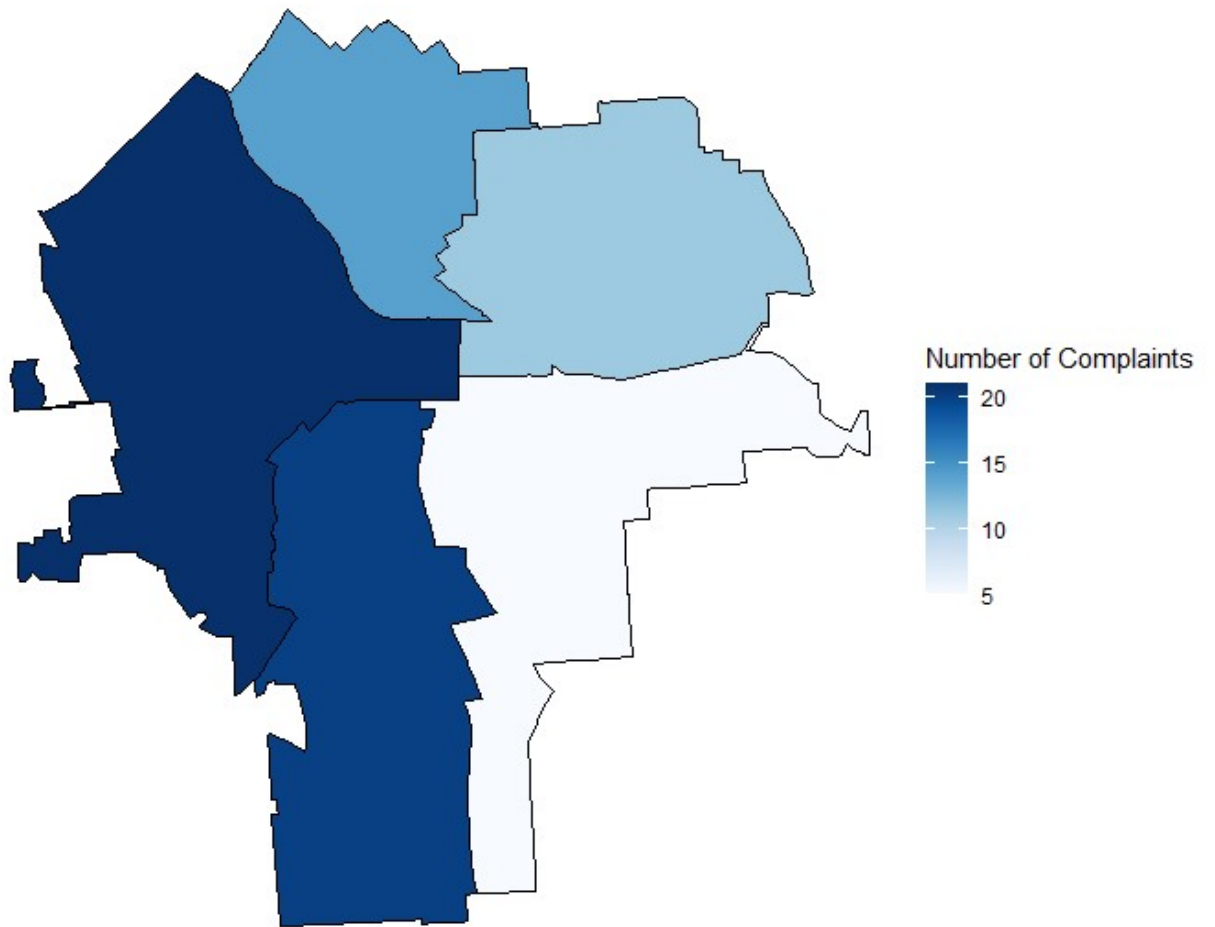
CATEGORIES OF COMPLAINTS RECEIVED BY THE CRB DURING 2024

Categories of Complaints Received by the CRB during 2024* Number of Annual Intake

Allegation Type	Count
Constitutional Rights Violations	1
Demeanor	15
Excessive Force	11
Failure to Act	27
False Arrest	6
False Detainment	2
False Report	5
Harassment	8
Motor Vehicle Crash	2
Slow Police Response	1
Property Damage	1
Unlawful Tow	1
Improper Search	1

*Some individual complaints include multiple allegations

Number of Complaints filed in 2024 by Council District



District	Count
1	14
2	21
3	5
4	20
5	11

COMPLAINANT DEMOGRAPHICS FOR ALL COMPLAINTS RECEIVED IN 2024

Ethnicity	#	% of Complainants	% of city population*
Black	39	50%	25.7%
White	22	28.2%	50.4%
Latino	5	6.4%	9.8%
Asian	0	0%	7.9%
Other	1	1.3%	0.6%
Mixed	4	5.1%	5.6%
Unknown	7	9%	-
Total	78	100%	100%

Sex	#	% of Complainants	% of city population*
Male	34	43.6%	47.1%
Female	39	50%	52.9%
Other	0	0	***
Unknown	5	6.4%	-
Total	78	100%	100%

Age	#	% of Complainants	% of city population *
0-19	4	5.1%	25.7%
20-34	31	39.7%	27.5%
35-54	32	41.0%	21.1%
55+	6	7.7%	25.7%
Unknown	5	6.4%	-
Total	78	100%	100%

*Based on 2024 American Community Survey

*** ACS only tracks male and female

*Disability information and languages other than English were not indicated by the complainants.

* In cases where the complaint was filed by the parent/guardian on behalf of a child the age, gender, and race are counted separately to accurately reflect the information related to each complainant.

APPENDIX I



No. 202.33

EXECUTIVE ORDER

Continuing Temporary Suspension and Modification of Laws Relating to the Disaster Emergency

WHEREAS, on March 7, 2020, I issued Executive Order Number 202, declaring a State disaster emergency for the entire State of New York; and

WHEREAS, both travel-related cases and community contact transmission of COVID-19 have been documented in New York State and are expected to continue;

NOW, THEREFORE, I, Andrew M. Cuomo, Governor of the State of New York, by virtue of the authority vested in me by Section 29-a of Article 2-B of the Executive Law to issue any directive during a disaster emergency necessary to cope with the disaster, I do hereby issue the following directives for the period from the date of this Executive Order through June 21, 2020:

- Executive Order 202.10, as later extended by Executive Order 202.18, Executive Order 202.29 and as extended and amended by Executive Order 202.32, which prohibited all non-essential gatherings of any size for any reason, except for any religious service or ceremony, or for the purposes of any Memorial Day service or commemoration, which allowed ten or fewer individuals to gather, provided that social distancing protocols and cleaning and disinfection protocols required by the Department of Health are adhered to is hereby modified to permit any non-essential gathering of ten or fewer individuals, for any lawful purpose or reason, provided that social distancing protocols and cleaning and disinfection protocols required by the Department of Health are adhered to.



GIVEN under my hand and the Privy Seal of the
State in the City of Albany this
twenty-second day of May in the year
two thousand twenty.

A handwritten signature in black ink, appearing to read "Andrew M. Cuomo".

BY THE GOVERNOR

A handwritten signature in black ink, appearing to read "Mr. C".
Secretary to the Governor

APPENDIX II



OFFICE OF THE MAYOR MAYOR BEN WALSH

EXECUTIVE ORDER SYRACUSE POLICE REFORM EFFECTIVE JUNE 19, 2020

WHEREAS, the killing of George Floyd, and the subsequent outpouring of grief and concern over police conduct nationwide has led to calls from the Syracuse community for immediate police reform; and

WHEREAS, improving police-community relations and updating key policies to reflect best practices in 21st century policing has been a priority of my administration since taking office; and

WHEREAS, under the leadership of Chief Kenton Buckner, Syracuse has already taken important steps in police reform, including but not limited to the expansion of body worn cameras and the implementation of a new body worn camera policy; the issuance of a revised use of force policy in July 2019; the restructuring and relocating of the department's internal affairs function; enhanced focus on diversity recruitment; and the creation of citizen advisory committees; and

WHEREAS, the Syracuse Common Council has indicated its desire for police reform, and will consider legislation that seeks greater police transparency, which will complement the steps to be taken below; and

WHEREAS, I support the police reforms already passed this month by New York State, including the repeal of Civil Rights Law Sec. 50-a; and

WHEREAS, I recognize the dedication of the members of the Syracuse Police Department, and intend the steps outlined below to better equip officers with the training and policies they need to enhance their ability to protect and serve all members of the Syracuse community equally, and to build the community's trust in our officers; and

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WHEREAS, in response to the concerns of the Syracuse community, more action on police reform is urgent, necessary and appropriate; and

WHEREAS, I will engage in a robust community dialogue to further explore and consider areas for reform and improvement over the coming months beyond those set forth below, culminating in a plan and report in the spirit of and in compliance with Governor Cuomo's Executive Order No. 203, New York State Police Reform and Reinvention Collaborative;

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NOW, THEREFORE, as Mayor of the City of Syracuse, by the authority vested in me by the City Charter and applicable laws, and in consultation with the Chief of Police, I hereby direct the following actions as soon as practicable:

1. Review, revise and amend the policies and procedures of the Syracuse Police Department (SPD) to ensure the principles embodied in the New York City Right to Know Act are incorporated into the department's policies and procedures, including but not limited to self-identification to citizens, provision of written identification to citizens, obtaining consent to searches, recording consent and making the record of the consent available to the subject of the search. This will be done in conjunction with legislative action by the Syracuse Common Council, which will seek to codify the Right to Know principles related to the reporting of investigative encounters.
2. Revise SPD's 2019 use of force policy to ensure that it is compliant with recent changes in New York State law, and fully consider any policy changes requested by the Syracuse community.
3. Revise SPD's current body worn camera policy to ensure that officers record the entirety of their presence on the scene of a police encounter.
4. Complete the department's efforts to obtain additional body worn cameras so that all uniformed officers assigned to patrol or who otherwise respond to citizen calls will be equipped with cameras.
5. Develop and implement a plan to deploy dashboard cameras on all SPD marked vehicles.
6. Conduct a complete inventory of all equipment acquired through military surplus programs that are in possession of the SPD; establish policies and procedures regarding the use of such equipment; and establish parameters for future procurement of such equipment.
7. Post on the City of Syracuse and/or SPD's website:
 - a. The collection of documents that together comprise the most recent collective bargaining agreement with the Syracuse Police Benevolent Association (PBA); and
 - b. A comprehensive summary of that collection of documents, which my administration prepared and presented to the PBA for review and acceptance in 2019; and
 - c. The Tentative Agreement reached with the PBA in November 2019, which has not been approved, and which is now the subject of the impasse resolution process set forth in the New York State Taylor Law.
8. Make SPD policies publicly available on the SPD website.
9. Develop a process to ensure legal compliance with New York State's repeal of Civil Rights Law Sec. 50-a and related amendments to the Freedom of Information Law, which require the city to disclose copies of certain police personnel records upon request.
10. Continue to actively oppose any legal attempt to dissolve or otherwise eliminate the judicial consent decree which continues to be a critically necessary tool to improve the diversity of our police department.

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11. Review the department's procedure and approval process regarding the application of search warrants that seeks a "no-knock" provision from a court to ensure compliance with Constitutional standards.
12. Continue to improve collaboration with the Syracuse Citizen Review Board (CRB) to ensure the flow of documents and information as embodied in Local Law No. 11. Further, commit to:
 - a. Reviewing the disciplinary recommendations presented by the CRB prior to making a final determination of discipline of an officer; and
 - b. In cases where the Chief issues no discipline, or discipline that is lesser than is that recommended by the CRB, provide to the CRB a written explanation of the reason for such level of discipline or lack thereof.
13. Develop and deliver training on the history of racism in Syracuse and the United States, both in the police academy and during in-service training, such that 100% of the membership of SPD receives this training. Additionally, deliver department-wide training in cultural competency for law enforcement.
14. Continue to review and upgrade the department's recruitment, screening and hiring practices, with an aim to increase the diversity of the department's membership.
15. Research and consider innovative, community-based strategies for responding to non-criminal calls, with a goal of shifting the paradigm from primary police response, to response by non-police professionals in relevant fields.
16. Develop and implement, in coordination with the Syracuse City School District, a new model for school safety and security.

G I V E N under my hand and the Seal of the City of Syracuse this nineteenth day of June in the year two thousand twenty.

BY THE MAYOR

ATTEST:



Benjamin R. Walsh, Mayor

John P. Copanas, City Clerk

Dated: June 19, 2020

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APPENDIX III



DEPARTMENT OF POLICE CITY OF SYRACUSE, MAYOR BEN WALSH

Kenton T. Buckner
Chief of Police

Joseph L. Cecile
First Deputy Chief

Derek McGork
Deputy Chief

Richard F. Shoff, Jr.
Deputy Chief

Richard H. Trudell
Deputy Chief

August 14, 2020

Ranette Releford
Administrator
Citizen Review Board
201 E. Washington Street, Suite #705
Syracuse, NY 13202

Dear Ms. Releford:

I am writing in response to Mayor Walsh's Executive Order: Syracuse Police Reform effective June 19, 2020 to make you aware of our commitment to fulfill item #12.

The Syracuse Police Department (SPD) affirms our commitment to ensure the flow of documents and information as embodied in Local Law No. 11.

The SPD further commits to making no final decision on discipline of an officer(s) until the Chief of Police has received the results of both the Office of Professional Standards investigation and the CRB recommendations of the same complaint.

In addition, the Chief of Police will provide the CRB a letter of explanation if the decided discipline falls to a level lower than is recommended by the CRB.

As you are aware, Corporation Counsel and CRB's outside counsel are currently discussing ways in which the timelines in the ordinance could be adjusted to reflect pragmatic operational realities. Those discussions reflect the parties' consensus, based on past experience, that additional time is sometimes required to allow both sides to complete a thorough and effective investigation. The parties also understand, however, that any proposed revisions will not permit delays which prevent discipline from being imposed within the eighteen month deadline provided for in the New York Civil Service Law. Indeed, it is our belief that such revisions will actually serve to speed-up investigations by increasing efficiency. Ultimately, any changes to the ordinance would need to be presented and approved by the Common Council, but I am hopeful that SPD and the CRB will agree on a process that works for all the stakeholders. The SPD commits to being compliant with any revisions going forward.

Regards,

A handwritten signature in black ink, appearing to read "KTB", written over a horizontal line.

Kenton Buckner
Chief of Police

KT8/mb-f

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