



**CITIZEN
REVIEW BOARD**
SYRACUSE, NEW YORK

Building Trust Through Accountability

Annual Report

2025

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Mission & Objectives

The purpose of the Citizen Review Board (CRB) is to establish an open, citizen-controlled process for reviewing grievances involving members of the Syracuse Police Department and provide a non-exclusive alternative to civil litigation. To ensure public accountability over the powers exercised by the members of the Syracuse Police Department while preserving the integrity of the agency that employs them, citizen complaints regarding members of the Syracuse Police Department shall be heard and reviewed fairly and impartially by the CRB, a board made up of volunteers from Syracuse Community.

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 manner.
- Remaining unbiased, impartial, objective, and fair in the investigation, evaluation and hearing of complaints.
- Engaging in community dialogue that encourages citizen input with 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 investigations and review of complaints.
- Operating in an open and transparent manner to the extent permitted by applicable municipal and state laws, regulations, and ordinances.

Summary of 2025 Operations

The conclusion of 2025 marked the end of a year of rebuilding and continued oversight for the Syracuse Citizen Review Board. The following provides a summary of CRB's operation highlights in 2025. Over the course of the year, the CRB hired a new Administrator, Legal Secretary, Community Engagement Specialist, and Data Analyst. New case volume in 2025 was at a similar level to 2024 with 84 new cases received. During 2025, the CRB effectively handled 47 cases and delivered notification of expiration for 57 cases that had expired between CRB administrations. Out of the 47 effectively handled cases, 42 cases concluded with no hearing, 4 cases were found to be outside of CRB's jurisdiction, and 1 case was withdrawn.

Hearings & Disciplinary Recommendations

Once the full CRB votes to send a case to a panel hearing, a CRB panel is made up of one mayoral appointee, one district councilor appointee, and one at-large councilor appointee. The hearing is held in a timely manner, typically within two to three weeks based on availability of all parties.

During the year 2025, 0 panel hearings were held. The legislation establishing the CRB requires that it reports the number of times that the Chief of Police imposed disciplinary sanctions when the CRB sustained an allegation against an officer. In 2025, this number was 0.

Filing a Complaint with the CRB

The Syracuse CRB accepts complaints against the members of the Syracuse Police Department (SPD) that involve allegations of misconduct that potentially violate SPD rules & regulations, local laws, state laws, and/or federal laws. The CRB considers complaints regarding active misconduct, such as excessive force, constitutional rights violations, harassment, all forms of bias, poor demeanor, untruthfulness, false arrest, theft, or damage to property. Additionally, the CRB considers 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 by walking into the office to complete a complaint form at the Fifth Floor of One Park Place (300 S State St, Syracuse, NY), contacting the CRB office for the mailing of a complaint form, visiting our website to fill out a virtual complaint form or download a complaint form to print at syr.gov/CRB. Completed complaint forms can be hand-delivered or sent by mail to the CRB office. For further information, the CRB website is syr.gov/CRB, and the CRB office can be reached by telephone at 315-448-8750 or via email at crb@syr.gov.

Board Members & Terms

The Syracuse CRB is composed of an 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 the 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, 2025

Mayoral Appointees
Ms. Margaret Anne Chase - term expires December 31, 2025
Ms. Samia Al-Fereh - term expires December 31, 2026
Mr. Donald Johnson - term expires December 31, 2026

District Councilor Appointees
Mr. Octavia Gernhardt - 1st District - term expires December 31, 2027
Mr. Harry Pratt - 2nd District - term expires December 31, 2027**
Vacant - 3rd District
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. Ada Hernandez Gaudalupe - term expires December 31, 2027
Mr. Michael Kerwin - term expires December 31, 2027
Mr. Desire Ndagijimana - term expires December 31, 2027

**** Indicates a Second Term**

Board members shall serve staggered three-year terms and may be reappointed for another three-year term, after which the member shall not be reappointed for at least one 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 successive three-year terms.

Public Meetings

The Syracuse CRB conducts its monthly meetings on the first Thursday of the month 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 board members being present. Following the public comment period, the Board moves into a confidential Executive Session, if there is quorum present, to deliberate and vote on whether to advance investigated complaints to a hearing. No action items can occur, and Executive Session cannot be conducted if there are not six board members present. In 2025, there was a quorum present for 9 out of 12 public meetings, in the months of: February, March, May, June, August, September, October, November, December.

NOTE: Beginning in 2026, monthly board meetings will be taking place on the first Tuesday of the month, rather than Thursday. The first meeting following this new schedule took place on January 6th, 2026 and the schedule can be found on our website.

Community Outreach

The legislation that establishes the CRB requires that the agency conducts at least five outreach events annually, one in each Council District. In addition to attending and putting on events, the CRB is also working with local organizations to improve visibility in particularly underserved communities. The following list are events the CRB participated in during 2025.

Name	Host	Location	CC District	Date
Let Me Be Great Event	Rasheada Caldwell	500 Springfield Rd, Syracuse, NY 13214	NA	6/7/2025
Juneteenth Festival	Syracuse Juneteenth Festival	161 West Genesee Street Syracuse, NY 13202	2 nd District	6/13/2025, 6/14/2025
Juneteenth Mets vs Jacksonville Jumbo Shrimp Baseball Game	Syracuse Juneteenth Festival	1 Tex Simone Dr Syracuse, NY 13208	1 st District	6/19/2025
45 th Annual Freedom Fund Dinner	NAACP	800 S. State St, Syracuse, NY, 13202	2 nd District	6/24/2025
Marion Meadows	Jazz in the City	930 South Salina St, Syracuse, NY,	4 th District	8/7/2025
Black Aaron & Will Donato Concert	Jazz in the City	399 Park Ave, Syracuse, NY, 13204	2 nd District	8/21/2025
Thomas P. DiNapoli's Annual Breakfast	Thomas P. DiNapoli	100 E Onondaga St, Syracuse, NY 13202	2 nd District	8/26/2025
Westcott Fair	Westcott Nation	826 Euclid Ave, Syracuse, NY 13210	3 rd District	9/28/2025
FOCUS & PEACE Community Meeting	FOCUS Greater Syracuse, Inc. and PEACE, Inc.	232 E. Onondaga Street, Syracuse, NY, 13202	2 nd District	10/01/2025
CRB Tabling	Salt City Market	484 S Salina St, Syracuse, NY 13202	2 nd District	10/8/2025

KJ Angels 3k Run	Linda Betts	3858 Long Branch Rd, Liverpool	NA	10/18/2025
CRB Community Engagement Presentation	Center for Community Alternatives	115 E Jefferson St Suite 200, Syracuse, NY 13202	2 nd District	10/27/2025
CRB Monster Mash	Community Folk Art Center	805 E Genesee St, Syracuse, NY 13210	2 nd District	10/30/2025
FOCUS & PEACE Community Convening For Resilience	FOCUS Greater Syracuse, Inc. and PEACE, Inc.	232 E. Onondaga Street, Syracuse, NY, 13202	2 nd District	11/17/2025
CRB Community Engagement Presentation	Building Men Program @ Roberts Elementary School	715 Glenwood Ave, Syracuse, NY 13207	2 nd District	11/19/2025
Northside Tomorrow's Neighborhoods Today Meeting	Tomorrow's Neighborhoods Today	301 Hiawatha Blvd, Syracuse, NY, 13208	2 nd District	11/19/2025
Onondaga County Senior Fair	Congressman Mannion	4585 W Seneca Turnpike, Syracuse, NY, 13215	NA	12/05/2025
FOCUS Networking Mix and Mingle Event w/ Senator Rachel May	FOCUS Greater Syracuse, Inc.	1200 E Water St, Syracuse, NY, 13210	5 th District	12/15/2025
On Point Career Slam	OnPoint	235 Harrison St, Syracuse, NY, 13202	2 nd District	12/16/2025
Making of the Christmas Baskets	Tony Wade	2200 S Salina St #620, Syracuse, NY 13205	4 th District	12/24/2025

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 board training sessions are crafted to provide board members with knowledge, skills, and ethical principles essential for their critical responsibilities. The following list are the board training sessions that the CRB put on for the board in 2025.

Name	Host	Location	Date
CRB Board Member Case Evaluation Training	CRB	300 S State St, Syracuse, NY, 13202	11/15/2025
CRB 911 Call Center Tour	Onondaga County 911 Center	3911 Central Ave, Syracuse, NY 13215	11/19/2025

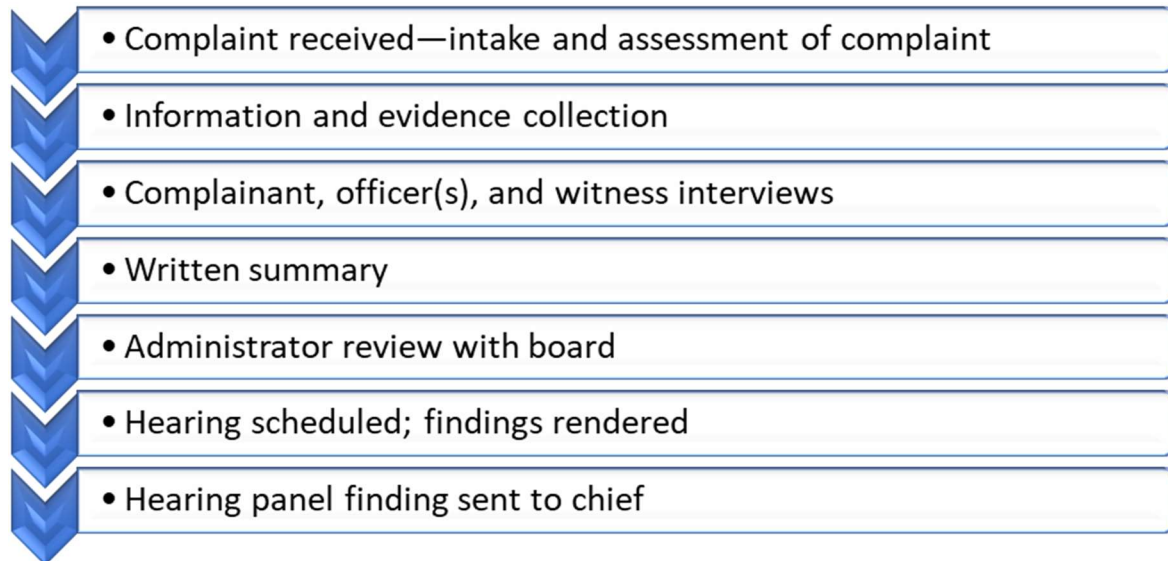
Operations

Throughout the calendar year of 2025, the Syracuse CRB conducted 11 out of 12 public monthly meetings, missing January. These meetings serve as a critical platform to address community concerns, developing policies, and enhancing transparency in the oversight process. Over the course of the year, the CRB received a total of 84 cases, indicating similar levels of public engagement since 2023 and a sustained increase in case volume since the sharp decline in 2020. The board and staff dedicated substantial efforts to thoroughly processing, reviewing, and resolving 47 cases during the year of 2025. This commitment underscores the CRB's dedication to addressing community grievances and promoting accountability within the Syracuse Police Department.

Board Hearings & Adjudication

Upon completion of an investigation, the CRB Administrator, a Private Investigator, or CRB Investigator (once hired) prepares a detailed investigative report containing recommended adjudications for each allegation and recommended discipline. The Board then reviews the investigative report 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 assign a different finding to a complainant.

Summary of the Citizen Review Board Investigation and Complaint Process



Case Statistics

Summary of Cases

- 84 : The Number of Complaints Received in 2025
- 47 : The Number of Cases processed and closed by the Board during 2025
- 42 : The Number of Cases processed and not sent to a panel hearing during 2025
- 4 : The Number of Cases processed and closed for lacking jurisdiction
- 1 : The Number of Cases withdrawn during 2025
- 0 : The Number of Cases successfully routed to conciliation
- 0 : The Number of Complainants who initiated extended contact with the CRB but did not follow through with a formal signed complaint
- 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

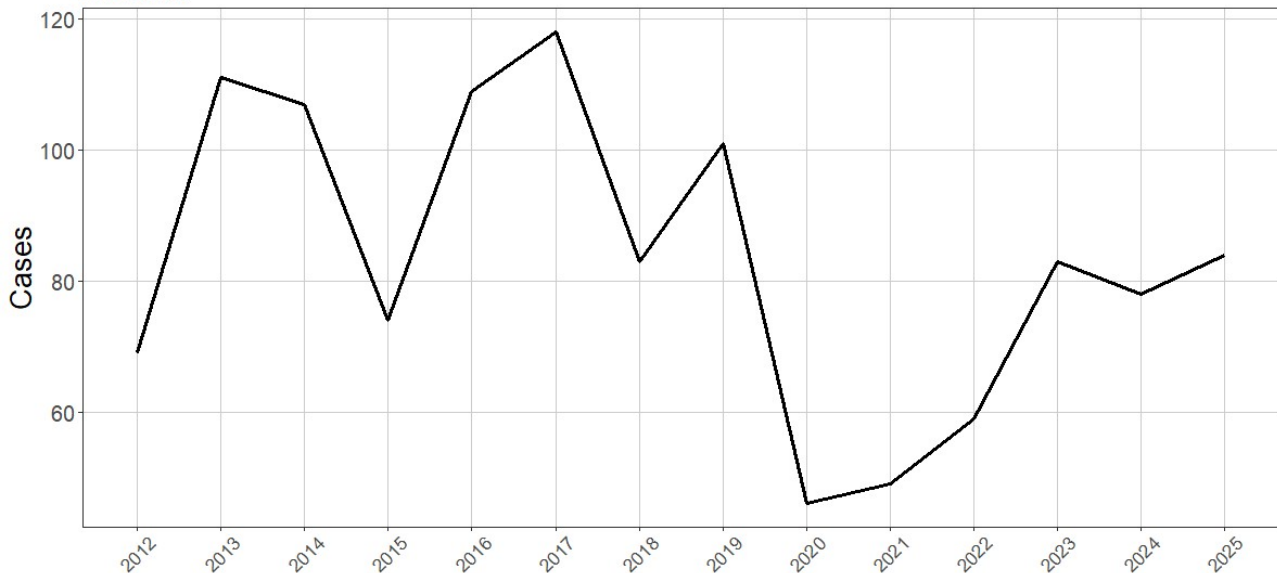
Categories of Complaints Received

Type of Allegation	Number of Allegations
Conduct Unbecoming	1
Constitutional Rights Violations	1
Demeanor	14
Excessive Force	18
Failure to Act	27
Failure to Mirandize	1
Failure to Provide Medical Assistance	1
False Arrest	7
False Report	1
Fraud	1
Harassment	2
Improper Search	3
Motor Vehicle Crash	1
Racial Bias	2
Retaliation	1
Unlawful Tow	4
Unsafe Driving	3
Violation of Policy	3

Note: There may be more than one allegation in a complaint, so the number of complaints will be greater than the total number of cases

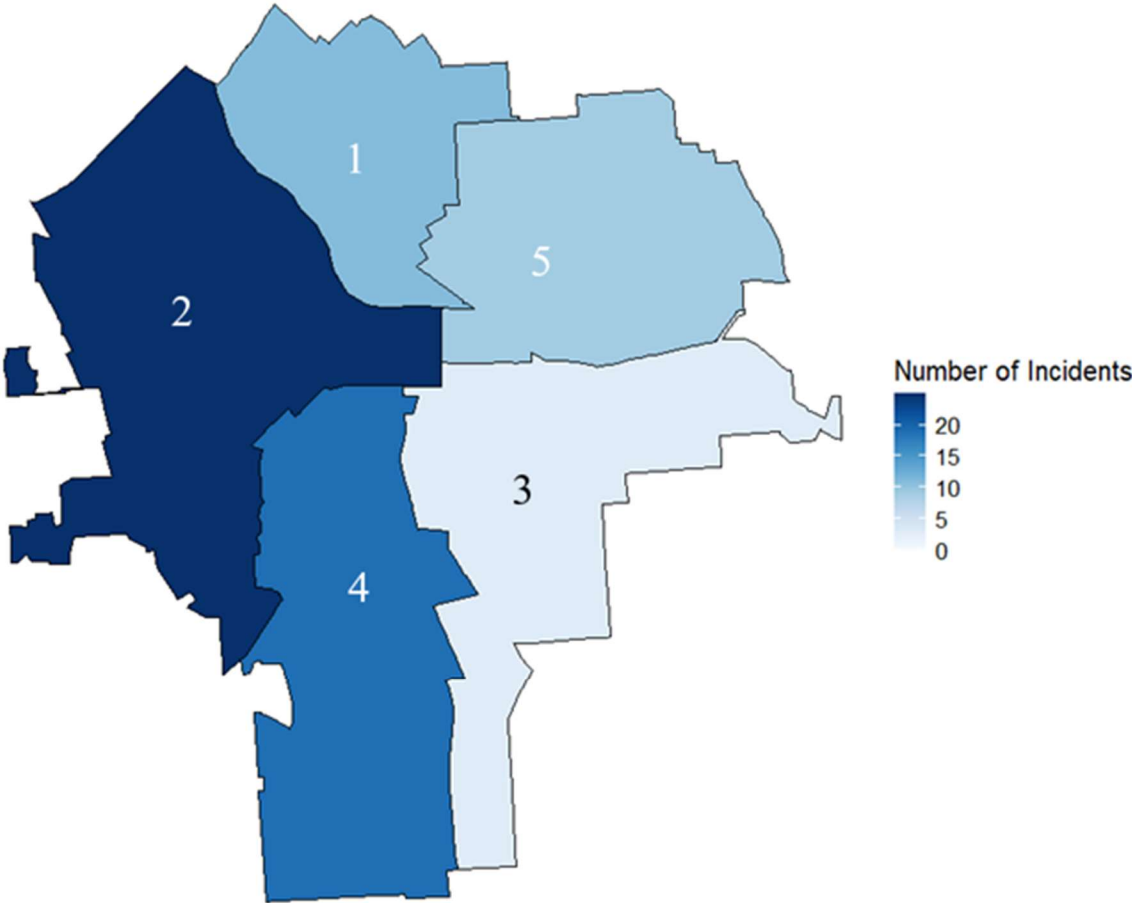
Number of Cases Per Year

Since 2012



Location of Incidents by Council District

In 2025



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

Demographics of Complainants

Ethnicity	#	% of Complainants	% of city population*
Black	44	52.4%	25.7%
White	17	20.2%	50.4%
Latino	4	4.8%	9.8%
Asian	1	1.2%	7.9%
Other	1	1.2%	0.6%
Mixed	6	7.1%	5.6%
Unknown	11	13.1%	-
Total	84	100%	100%

Sex	#	% of Complainants	% of city population*
Male	38	45.2%	47.1%
Female	35	41.7%	52.9%
Other	0	0	***
Unknown	11	13.1%	-
Total	84	100%	100%

Age**	#	% of Complainants	% of city population *
0-19	1	1.2%	25.7%
20-34	26	30.9%	27.5%
35-54	32	38.1%	21.1%
55+	12	14.3%	25.7%
Unknown	13	15.5%	-
Total	84	100%	100%

*Based on 2024 American Community Survey Data

**Age groups are constructed through ACS groups (0-4, 5-9, 10-14, 15-19, ...)

*** ACS does not tract other options for sex

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.

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

2025 Approved Positions:

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

Policy & Training Recommendations

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 Police Department's policy and the model policy comes from Syracuse Police Department'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 Syracuse Police Department 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.
 - a. 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.

6. **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.
7. **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 have 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)
8. **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.
9. **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 adjust as needed.

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Appendix A: Section 7 of CRB Legislation

Section Seven. Powers and Duties.

(1) **Board and CRB Administrator Training**

The Board and CRB Administrator shall seek and participate in a broad and independent range of training as they deem necessary to pursue their duties.

(2) **Public Information and Education**

- (a) In addition to regular monthly business meetings that include review of complaints, the Board shall hold public meetings in each Council District a minimum of once each year, for the purpose of inviting public input or comment, and education about the Board process.
- (b) The Board shall, through a standing Board committee dedicated to youth and community engagement, establish and pursue ways to interact with and solicit input from youth, present educational programs designed to promote public awareness of the CRB process, give the public information about their rights and responsibilities regarding encounters with law enforcement officers and publicize the procedure for filing complaints with the Board.
- (c) The CRB Administrator on behalf of the Board shall publish monthly data on the receipt and dispositions of complaints.
- (d) The CRB Administrator on behalf of the Board shall publish quarterly and an annual report that shall document the total number and type of complaints in each city area during that quarter, the categories of complaints as defined in Section Three of the local law, the number of cases involving recommendation for sanctions, the number of cases where sanctions were imposed, the number of cases reviewed by the full Board, the number of complaints dismissed during the quarter, the number of cases that successfully were routed to conciliation, the number of complainants contacting the Board but not following through with a formal signed complaint, the length of time each case was pending before the Board, the number of complaints in which the Board recommended that the City provide restitution to the complainant and what type of restitution was recommended, and the number of complainants who filed a notice of claim against the City of Syracuse while their complaint was being considered by the Board. The annual report shall also include recommendations related to changes in police policies, procedures, training and other systemic improvements. Copies of these reports shall be provided to the Mayor, Chief of Police and Chair of the Council Public Safety Committee by March 31 of each year covering the prior calendar year. Quarterly and annual reports shall be posted in an appropriate location on the City's website.
- (e) The City shall provide the Board with a website or series of webpages on which the Board shall be able to place information, educational materials and links, reports and forms related to the operation of the Board and its mission. The City shall provide a reliable method by which the CRB Administrator may have such content posted on this website or webpages in a timely manner.