



PAB

**POLICE
ACCOUNTABILITY
BOARD**

ANNUAL REPORT 2023 - 2024

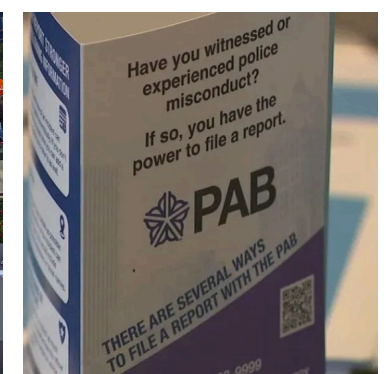
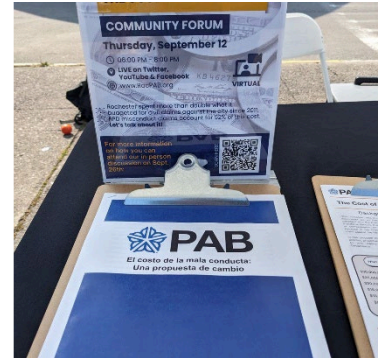


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Acknowledgments

The Police Accountability Board (PAB) extends its deepest gratitude to all those who have contributed to our mission of reimagining public safety and enhancing accountability within law enforcement.

We want to thank our dedicated staff, whose tireless efforts and unwavering commitment have driven our progress over the past year. Your professionalism, passion for justice, and resilience have been critical to advancing our mission. Without your hard work, none of our accomplishments would have been possible.

We are equally grateful to our Board Members for their leadership, guidance, and invaluable expertise. Your commitment to ensuring accountability and transparency in law enforcement has been instrumental in shaping our strategic direction. Your collective wisdom and diverse perspectives have made our work stronger and more impactful.

To the community members who have engaged with us—whether through town halls, feedback sessions, or direct outreach—thank you. Your voices, experiences, and dedication to justice are the foundation of our work. It is your stories and insights that keep us grounded in our purpose, and your courage continues to inspire us to strive for meaningful change.

Lastly, we want to acknowledge the individuals and families directly affected by police misconduct. Your resilience in the face of hardship, your courage to speak out, and your determination to fight for a more just and equitable community remind us why our work is so important. We are committed to listening to you, amplifying your voices, and ensuring that your experiences drive the reform efforts we pursue.

Together, we are building a future where public safety is defined by accountability, fairness, and community engagement. We look forward to continuing this vital work alongside all of you. Thank you for your unwavering support and trust in our mission.



Glossary of Terms

Board Closure: The process in which a panel of Board members reviews an investigation conducted by PAB staff and determines whether to close the case.

Board Review: A three-member panel of the PAB Board reviews and votes on the investigative findings, determining whether there is substantial evidence of misconduct and recommending appropriate disciplinary actions, if applicable.

Case Manager: PAB staff member responsible for coordinating the intake and gathering information for all reports.

Commendation: Praise for acceptable or exemplary behavior by an officer or other relevant individual.

Complaint: A formal or informal written or oral report regarding police misconduct, submitted by individuals or groups.

Investigation: A formal examination and search for facts, typically initiated when a report describes actions or omissions by officers that appear inappropriate.

Investigation Plan: A document created by the investigator, outlining the evidence needed to investigate a complaint.

Investigative Findings Report: A report summarizing the evidence and findings from the investigation, prepared by the investigator.

Investigator: PAB staff member assigned to conduct a formal investigation into reports.

Intake and Classification: The process where a case manager takes a report, either via phone, in-person, or online, reviews it, and follows up for missing information if necessary. This process is available in both English and Spanish.

Misconduct: Unacceptable or improper behavior, as defined by Rochester Police Department General Orders or local, state, or federal law.

Officer: Sworn officers of the Rochester Police Department, including, but not limited to, the Chief, deputies, captains, lieutenants, commanders, and other law enforcement personnel.

Report: Any oral or written communication regarding RPD activity, which can include complaints, compliments, or identification of systemic issues.

Report Review and Assignment: After intake, the case manager reviews and assigns the report either to Investigations or Policy & Oversight, depending on its content.

Reporter/Complainant: The individual or group who makes a report to the PAB.

Systematic Issue: Refers to policies, procedures, patterns, or practices that affect a broader group, rather than an isolated incident.

Witness: A person who observes an event and provides personal testimony based on their own experience.

Executive Summary

Overview:

The Police Accountability Board (PAB) was established in 2019 by the Rochester City Council following a decisive vote by Rochester residents, reflecting a community-wide commitment to enhancing public oversight and ensuring accountability within the Rochester Police Department (RPD). As an independent and autonomous entity, the PAB serves as a crucial mechanism for promoting transparency, fairness, and integrity in policing practices. The Board's overarching goal is to rebuild trust between law enforcement and the community it serves, fostering a safer, more equitable society. In the 2023-2024 Fiscal Year, the PAB continued its mission amid both progress and challenges, focusing on enhancing its oversight functions, increasing community engagement, and advocating for policy changes that reflect the needs and concerns of the Rochester community.

Mission & Vision:

The PAB's mission is rooted in a commitment to fair adjudications of complaints of police misconduct, meaningful accountability for police officers who engage in misconduct, and ensuring that both the policing and officer discipline practices of the RPD are transparent to the public. The Board's vision extends beyond accountability; it seeks to reimagine public safety in Rochester by fostering a policing system that prioritizes equity, trust, and the protection of civil liberties.

Throughout the year, the PAB has worked to implement this vision by reinforcing its core values of transparency, independence, and community leadership. The Board's efforts are guided by a strong belief in the power of community involvement and the necessity of maintaining integrity in all aspects of its operations. The PAB is dedicated to holding law enforcement accountable while fostering an environment where justice prevails, and community trust is restored.

Key Responsibilities:

The PAB is entrusted with the oversight of police conduct, ensuring that all actions taken by the RPD align with established standards and regulations. This includes investigating complaints of misconduct, collecting and analyzing evidence, and ensuring that officers are held accountable for their actions. The Board is also responsible for reviewing and recommending improvements to current policing practices, with the aim of enhancing transparency, accountability, and the overall relationship between the police and the community.

A core component of the PAB's work is community engagement. The Board actively facilitates dialogue with Rochester residents through forums, meetings, and various outreach programs. This engagement is crucial in informing the PAB's oversight processes and ensuring that the perspectives of those most affected by policing practices are integral to the Board's work. Additionally, the PAB is committed to maintaining transparency in its operations by regularly updating the public on the outcomes of investigations and other oversight activities.

The PAB also places a strong emphasis on training and education, advocating for programs that focus on community engagement, de-escalation techniques, and ethical behavior for police officers. Moreover, the Board works to educate the public about their rights and the principles of police accountability, ensuring that community members are informed and empowered.

During the 2023-2024 period, the PAB has been actively involved in several critical areas:

Investigations and Oversight: The PAB received nearly 200 complaints over the year, a testament to the community's reliance on the Board as a vital oversight body. These complaints included allegations of police misconduct, policy violations, and concerns about broader policing practices. The PAB's Investigations Division has been at the forefront of examining these complaints, ensuring that each case is thoroughly reviewed and addressed appropriately (Rochester Beacon).

Community Engagement: Recognizing the importance of public trust, the PAB significantly expanded its community outreach efforts, participating in events across Rochester, NY. These initiatives aimed to educate residents about their rights, the role of the PAB, and the importance of active community involvement in the oversight of law enforcement ([Rochester Beacon](#)).

Policy Recommendations: In its ongoing effort to reform policing practices, the PAB developed and proposed several key policy changes, focusing on issues such as the use of force, transparency in police data, and the treatment of juveniles by the RPD. These recommendations are part of the Board's broader strategy to align Rochester's policing policies with best practices and community expectations (PAB Police Accountability Board).

Meet Our Board

The Police Accountability Board is run by nine, volunteer Board Members. The Board's role is to oversee the agency's operations, set the agency's priorities, and serve on panels during the Board's investigatory process.



Lawrence Knox
Board Chair



Rabbi Drorah Setel
Board Vice Chair



Arlene Brown
PABA Appointee



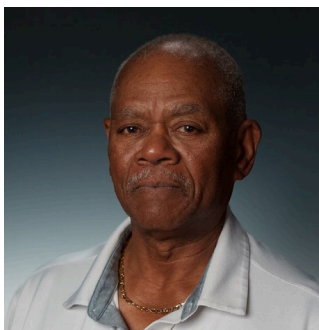
Yvonne Wilson
Council Appointee



Daniel Cadet Sr.
PABA Appointee



Lwam Tecleab
Council Appointee



William G. Clark
Mayoral Appointee



Mary Wambach
PABA Appointee



Rev. Keith Patterson
PABA Appointee

Meet Our Executive Staff

The Police Accountability Board's members set the vision for the Board's work; the job of the Board's staff is to execute that vision. The staff are responsible for managing the day-to-day work of the agency and undergo extensive training to understand all parts of policing, public safety, and Rochester's communities. We are working to make positive changes in our communities every single day, both inside and outside of the workplace.

These Divisions are organized under an Executive Office, which provides the leadership and legal support necessary to ensure the success of the Board's day-to-day work. In turn, the Executive Office reports to the Board itself.



Dr. Lesli Myers-Small
Executive Director



Ben Wittwer Esq.
Deputy Executive Director



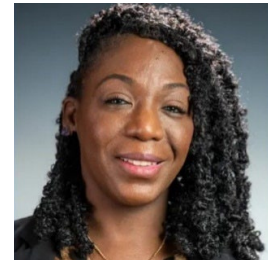
De'Jon Hall
Director of Policy &
Oversight



Director of Operations
Rosabel Antonetti



Delores Paige
Director of Case
Management



Natalie Banks
Director of Public Affairs &
Community Engagement

Investigations Division: Holds sworn officers of the Rochester Police Department accountable through independent investigations into potential wrongdoing.

Policy and Oversight Division: Oversees the policies, practices, and procedures that constitute Rochester's policing system and creates proposals to keep Rochesterians safer.

Operations Division: Ensures the Board operates accessibly, functionally, and transparently.

Case Management: Processes civilian complaints with a commitment to thoroughness and comprehensive review, ensuring each case receives the attention it deserves.

Public Affairs & Community Engagement Division: Ensures the community is educated about our public safety system and is engaged in all parts of PAB's work.

A Letter from the Board Chair

To Our Rochester Community,

As we reflect on the fiscal year 2023-2024, I am proud to share the significant progress and accomplishments of the Police Accountability Board (PAB). This Annual Report provides a comprehensive overview of our efforts, key milestones, and the challenges we've faced throughout the year. One of the most notable achievements was the Board's unanimous decision to release over 30 investigative reports into police misconduct. This milestone marks a critical step in our ongoing commitment to public oversight and highlights our dedication to transparency and accountability.

I am deeply grateful for the steadfast support and collaboration from the City Council. Their partnership has been instrumental in driving our mission forward and is critical to our success as we continue to champion transparency, accountability, and community engagement.

This past year has been a transformative period for the PAB, marked by growth, renewed leadership, and an unwavering focus on justice. It is with great enthusiasm that I provide this update on the vital work we have accomplished on behalf of the people of Rochester. One of our most significant endeavors was the extensive search for a new Executive Director. After a rigorous and thoughtful selection process, we were honored to appoint Dr. Lesli Myers-Small. Dr. Myers-Small brings a wealth of executive leadership experience and a profound commitment to uplifting the Rochester community. Her leadership and passion for public service have already begun to shape the strategic direction of the PAB, and we are eager to see the continued impact of her vision in the years ahead.

In addition to this pivotal leadership transition, we have taken essential steps to strengthen our foundation through comprehensive training. Board members have completed mandatory training programs, equipping us to fulfill our responsibilities with integrity and dedication. Our newest members have undergone extensive onboarding to align with the PAB's mission and legal obligations. This investment in training ensures that we are well-prepared to hold law enforcement accountable in a manner that is both fair and transparent.

This year, we also reached a significant benchmark by closing hundreds of investigations into police misconduct. These investigations reflect months of diligent, mission-driven work. We approach each case with an acute awareness that our decisions affect real people and real lives. It is with this sense of responsibility that we strive to uphold the values of accountability and fairness.

As we move forward, our focus remains on strengthening trust between the Rochester community and law enforcement. We are committed to ensuring that our processes are rigorous and equitable. The future of the PAB is bright. With new leadership, a well-trained and aligned Board, a dedicated staff, and a steadfast commitment to transparency, we are poised to achieve even greater strides in the coming year.

On behalf of the Police Accountability Board, I thank you for your continued trust and support. Together, we will work tirelessly toward creating a more just and equitable Rochester.

Sincerely,

Lawrence Knox

Board Chair

Police Accountability Board

A Letter from the Executive Director

Dear Rochester Community,

As the Executive Director of the Police Accountability Board (PAB), I am honored to present our Annual Report for the 2023-2024 fiscal year. This report highlights our ongoing efforts to enhance transparency, accountability, and trust in the Rochester Police Department (RPD). Since our establishment in 2019, the PAB has remained steadfast in its mission to ensure that all policing practices in our community are fair, just, and in alignment with the needs and concerns of our residents.

Over the past year, the PAB has made significant strides in fulfilling its responsibilities, despite facing formidable challenges. We have continued to build on our core values of transparency, independence, and community leadership. Our work has involved investigating complaints of police misconduct, engaging with the community through various outreach initiatives, and advocating for policy reforms that prioritize equity and justice.

One of the most notable accomplishments this year has been the expansion of our community engagement efforts. We participated in over 120 events across Rochester, fostering open dialogue and educating residents about their rights and the role of the PAB. The trust and support we receive from the community are critical to our success, and we remain committed to being a responsive and accessible resource for all.

However, the year has also brought its challenges. The limitations imposed by the Locust Club Litigation and the difficulties in accessing essential RPD records have tested our resilience. Despite these obstacles, the PAB has continued to conduct thorough investigations and advocate for transparency in policing. Our commitment to overcoming these barriers is unwavering, and we will persist in our efforts to hold law enforcement accountable.

Looking forward, the PAB is engaged in a strategic planning process to refine our goals and strategies. This will enable us to adapt to the evolving needs of our community and strengthen our role as an oversight body. We are also exploring partnerships with institutions like Colgate Rochester Crozer Divinity School to enhance our capacity for promoting police accountability and engaging with the community on a deeper level.

In closing, I want to express my deepest gratitude to City Council, the PAB Board members, our dedicated staff, the PAB Alliance, and the Rochester community. Your continued support and involvement are vital to our mission. As we move forward, we remain committed to ensuring that every action we take is in the best interest of justice, transparency, and accountability. Together, we can build a stronger, more equitable relationship between law enforcement and the community it serves.

Thank you for your continued trust in the Police Accountability Board.

Sincerely,

Dr. Lesli Myers-Small
Executive Director

Purpose of the Annual Report

The Police Accountability Board's (PAB) Annual Report is a critical document designed to enhance transparency, foster accountability, and build trust between the Rochester Police Department (RPD) and the community it serves. This report provides a detailed, year-long overview of the PAB's efforts to ensure that police operations align with the principles of justice, fairness, and public safety. The Annual Report covers the range of activities undertaken by the PAB, including investigations, community engagement initiatives, policy reviews, and internal developments.

In addition to highlighting key milestones and achievements, the report offers a thorough examination of the investigations conducted by the PAB, outlining the findings and the outcomes of police misconduct cases. By providing detailed insights into these investigations, the Annual Report aims to shed light on how complaints against the police are processed, addressed, and resolved, ensuring that the community remains informed. The report also includes actionable recommendations for policy reforms and procedural improvements that aim to enhance policing practices, making them more effective and equitable.

Through this comprehensive documentation, the Annual Report emphasizes the PAB's dedication to transparency, ensuring that the public has full visibility into its operations, decision-making processes, and financial management. Furthermore, the report seeks to strengthen the relationship between the PAB and the Rochester community, promoting an ongoing dialogue to ensure that public safety and police accountability remain top priorities.



Goals of the PAB

The goals of the Police Accountability Board (PAB) are deeply rooted in the mission to promote accountability, transparency, and fairness within the Rochester Police Department (RPD) while fostering trust between law enforcement and the community. One of the core goals of the PAB is to conduct independent and impartial investigations into complaints of police misconduct. By ensuring that these investigations are thorough, unbiased, and transparent, the PAB seeks to hold the RPD accountable for its actions, ensuring that officers adhere to high ethical and professional standards.

In addition to investigations, the PAB is committed to recommending policy changes that can improve policing practices. These recommendations are grounded in data, community feedback, and best practices in law enforcement, aiming to create a more equitable and just policing system. The PAB also plays a crucial role in advocating for systemic changes that address broader issues such as racial disparities in policing and the use of force.

Engaging with the community is another fundamental goal of the PAB. The board actively seeks to build relationships with Rochester residents, encouraging dialogue about public safety concerns and working collaboratively to address them. Through community outreach, public forums, and educational initiatives, the PAB strives to raise awareness about citizens' rights and the role of police oversight.

Moreover, the PAB aims to ensure that all decisions are made transparently, with the community's best interests at heart. This includes regular reporting on the board's activities, findings, and the progress of investigations. By doing so, the PAB aims to demystify the oversight process and ensure the public has a clear understanding of its operations. Ultimately, the goals of the PAB are focused on enhancing trust, improving police accountability, and ensuring that the Rochester Police Department serves the community with integrity and fairness.

Accomplishments, Challenges, Recommendations

The 2023-2024 year for the PAB has been marked by both significant accomplishments and formidable challenges. The Board has made considerable progress in strengthening its investigative processes and enhancing the transparency of police oversight. Through a series of community outreach initiatives, the PAB has facilitated open dialogue between the police and the public, increasing awareness and understanding of its work.

The Rochester Police Accountability Board (PAB) was created to "ensure public accountability and transparency over the powers exercised by sworn officers of the Rochester Police Department" (Rochester City Charter Sec 18-1 "Purpose"). The law grants the PAB the authority to "investigate any and all conduct, acts or omissions by any RPD officer independent of any investigation by PSS" (Charter Sec 18-5 (G)(2) "Powers and Duties"). There are no limitations in the Charter regarding the type, timeframe, or origin of records that the PAB can access.

As of the close of FY 2023-24, the PAB had 74 cases in the information-gathering stage, with 43 of those cases involving outstanding document requests to the RPD. In 32 of those cases, the RPD has formally denied access to the requested information in writing.

The RPD's reasons for withholding documents vary, are often shifting, and are inconsistently applied. Reasons cited include the age of the allegations, inability to discipline officers due to the Locust Club's Collective Bargaining Agreement, involvement in ongoing criminal cases, judicial sealing of criminal cases, and the sensitivity of the materials requested. Additionally, the RPD will not share third-party information unless the originating agency consents. This lack of cooperation presents a significant challenge to the integrity of PAB investigations.

The cases where the RPD has denied access include:

- 10 cases alleging improper use of force
- 10 cases involving juveniles (under 18 years old)
- 9 cases alleging failure to act by an officer
- 5 cases under investigation by other entities (e.g., Professional Standards Section or Attorney General)
- 4 cases involving the death of a citizen
- 2 cases alleging sexual misconduct by an officer

Further, the City Charter empowers the PAB to issue non-judicial subpoenas to compel officer testimony and the production of RPD records (Charter Sec. 18-5 (G)(3) "Powers and Duties"). In FY 2023-24, the PAB issued 16 subpoenas directed to RPD officers or the department. However, the RPD has complied with only 1 of these subpoenas.

Despite requesting officer statements in every investigation, no Rochester police officers have provided statements to the PAB. The Locust Club has advised its members not to comply with such requests.

After Rochester voters ratified the PAB's creation in 2019, the Locust Club sued the City in an attempt to invalidate the Charter. Although the court upheld the PAB's establishment, it ruled that the PAB cannot discipline officers or hold disciplinary hearings (*Rochester Police Locust Club, Inc. v. City of Rochester*, 41 N.Y.3d 156 (2023)). This decision was a setback for voters, who envisioned the PAB with final disciplinary authority.

Legislative action is being considered at the state level to grant the PAB authority to conduct disciplinary hearings. In the meantime, the PAB continues to issue recommendations to the Chief of Police.

Despite these challenges, the PAB remains steadfast in its commitment to transparency, accountability, and community engagement. The Board continues to navigate these obstacles with determination, seeking ways to overcome barriers to access and ensure that its oversight functions are carried out with the highest standards of integrity and fairness.

Recommendations

Promote Transparency

The Rochester Police Department (RPD) should prioritize transparency with the Police Accountability Board (PAB) to build public trust and accountability, as outlined in the Charter's Purpose (Sec. 18-1): "The Police Accountability Board shall ensure public accountability and transparency over the powers exercised by sworn officers of the Rochester Police Department."

Emphasize Information Access

Government stakeholders must reinforce the Charter's mandate for information access, especially in the face of obstruction. The PAB is empowered to investigate any conduct by RPD officers independently of other investigations (Sec. 18-5 (G)(2)).

Corporation Counsel Support

The City's Corporation Counsel should treat the PAB as a client entity and support its legislative and oversight goals, as required by the Charter (Sec. 18-10(A)): "The Corporation Counsel shall advise and represent the Board as it would other public boards."

Enforce Subpoena Power

The PAB should actively enforce its statutory subpoena power by seeking judicial intervention when the RPD improperly refuses to comply. The Charter grants the PAB the authority to issue subpoenas to compel testimony and the production of evidence (Sec. 18-5(A)).

Direct Database Access

The PAB must be granted direct access to RPD databases, including Genetec, C3Sentinel, and IA Pro, to ensure efficient and transparent information sharing. This aligns with the Charter's directive for the RPD and the City to provide access to all necessary documents and evidence (Sec. 18-3(H)).

Access to PSS Investigation Information

The RPD must share all Professional Standards Section (PSS) investigation information with the PAB, as stipulated by the Charter (Sec. 18-5(F)(1)): "Any complaint received and accepted by PSS shall be transmitted to the Board."

Focus on Core Functions

Despite the limitations on its disciplinary authority, the PAB should continue to focus on its core functions of investigation and oversight. The PAB and its supporters should advocate for clarifying and potentially expanding its authority through further legislative action.

Strengthen Collaboration

The PAB, law enforcement entities, and other city government bodies should work to strengthen their collaborative relationship to enhance police accountability, transparency, and oversight for the public good.

Looking Forward

As the Police Accountability Board (PAB) moves forward, it remains deeply committed to its core mission of ensuring accountability and transparency in policing practices. The challenges faced during the 2023-2024 period have only reinforced the critical role that resilience and adaptability play in the Board's operations. The past year has presented numerous obstacles, from structural and organizational hurdles to community access barriers, but these have underscored the PAB's importance in providing independent oversight of law enforcement practices in Rochester.

In response to these challenges, the PAB is currently undergoing a thorough strategic planning process aimed at refining its goals, improving its strategies, and realigning its priorities. This process ensures that the PAB remains an effective, trusted, and forward-looking oversight body that can respond to the evolving needs of the community. As part of this effort, the Board is reassessing its operational frameworks and adjusting to the changing landscape of local and national policing standards. By doing so, the PAB seeks to stay on course in its mission to uphold justice, transparency, and accountability.

Looking ahead, the PAB's focus will remain on overcoming barriers to access, increasing community engagement, and strengthening partnerships with organizations like the Police Accountability Board Alliance. This executive summary provides a comprehensive overview of the PAB's efforts, challenges, and future directions for the 2023-2024 year, reflecting its unwavering commitment to upholding the principles of accountability and transparency in policing. By maintaining its dedication to these values, the PAB aims to foster a stronger, more equitable relationship between law enforcement and the community it serves, ultimately paving the way for a more just and accountable future.

Strategic Plan Process

The PAB is currently undergoing a Strategic Plan Process. This process involves a comprehensive review and assessment of our goals and operational strategies to ensure they align with the needs of the community. The Strategic Plan will guide the PAB in adapting to new challenges and opportunities, ultimately strengthening our capacity to fulfill our mission and achieve our objectives.

As we continue this strategic planning effort, we remain committed to our core mission and are dedicated to adapting our approach to better serve the community and uphold the principles of accountability and transparency in policing.

Board Structure and Appointment

The Police Accountability Board (PAB) is composed of nine volunteer members who oversee the Board's operations, set priorities, and serve on panels during the Board's investigatory process. The structure of the Board is designed to ensure representation from various sectors of the Rochester community, reflecting its diversity and commitment to transparency.

Appointment and Representation:

Mayor's Appointee: One Board Member is appointed directly by the Mayor of Rochester, ensuring a connection between the Board and the executive leadership of the city.

City Council Appointees: Four Board Members are appointed by the City Council, with each member representing one of the four city districts (East, West, North, and South). This structure guarantees that all city districts have a voice on the Board, promoting equal representation across Rochester.

PAB Alliance Appointees: The remaining four Board Members are appointed by the PAB Alliance, a coalition of community members who have been integral to the creation and continued support of the PAB. These members ensure that grassroots perspectives are included in the decision-making process.

Diversity and Eligibility: Board Members must be residents of the City of Rochester and are required to reflect the diverse demographics of the city. Additionally, to maintain impartiality, neither the Board Members nor their immediate family members may have previously worked for the Rochester Police Department or represented individuals in lawsuits against the RPD. This ensures that Board members can perform their duties with objectivity and without conflict of interest.

Term of Service: Each Board Member serves a three-year term, providing consistency in leadership while also allowing for periodic renewal and fresh perspectives.

Leadership: The Board elects a Chair and Vice-Chair at the beginning of each fiscal year. The Chair is responsible for presiding over Board meetings, establishing committees as needed, and rotating hearing panel members. The Vice-Chair supports the Chair's responsibilities and steps in when the Chair is unavailable.

Quorum and Decision-Making: A quorum, consisting of five Board Members, is required to conduct official Board business. Decisions are made by majority vote when a quorum is present. Panels of three Board Members also review staff investigations and vote on recommendations related to allegations of police misconduct.

Application Process: Individuals interested in serving on the Board can apply through two main channels:

PAB Alliance Website: Applications can be submitted via the PAB Alliance website by selecting the "Apply for the PAB" tab.

City Council: Individuals can also apply through the City Council by contacting Council@CityofRochester.Gov.

This appointment process ensures that the PAB operates with broad community representation, guided by individuals dedicated to enhancing accountability and transparency in police practices.

PAB Investigative Process



The PAB Investigative Process is designed to ensure that all complaints of police misconduct are handled thoroughly and transparently. From intake through the Board's final decision, each step is carried out with the highest standards of integrity and accountability, ensuring that both the public and the police are held to the same standard of justice and fairness. This process strengthens public trust in the PAB's mission to promote oversight and reform within law enforcement.

Intake and Classification: This step begins when a case manager receives a report through various channels like phone, in-person visits, or online submissions. Reports can be submitted in both English and Spanish. The case manager reviews the report, ensuring all necessary information is captured and follows up if needed.

Report Review and Assignment: Once the report is reviewed, it is either assigned to the Investigations Division or Policy & Oversight Division. The Director of Investigations will assign an investigator if the report is routed to Investigations. For Policy & Oversight, the team determines if the report will be handled as an Oversight Investigation, Proposal for Change, or deemed Currently Uninvestigable.

Investigation Plan: Investigators draft an investigation plan outlining the evidence needed to investigate the complaint. This could involve interviews, collecting documents, or submitting requests for additional information to the Rochester Police Department (RPD).

Investigative Findings Report: Once all evidence has been gathered and analyzed, the investigator prepares a report. This report details the findings of the investigation and may include general recommendations.

Board Review: A panel of three volunteer Board members reviews the Investigative Findings Report. They vote on the findings, determining whether there is substantial evidence of misconduct. Based on the PAB's Disciplinary Matrix, the panel may classify the outcome as Exonerated, Sustained, Not Sustained, or Unfounded.

Notification of Panel Decision: After the Board panel reaches a decision, the Notice of Panel Decision is sent to both the complainant (reporter) and the Chief of Police. The Chief has 30 days to respond, agreeing or disagreeing with the findings.

Overview of the Reporting Period (2023-2024)

The 2023-2024 fiscal year for the Police Accountability Board (PAB) was marked by substantial accomplishments, significant challenges, and a renewed commitment to transparency and accountability. During this period, the PAB successfully increased community engagement, strengthened its oversight processes, and enhanced transparency through its investigative work.

A key focus for the PAB during this reporting period was expanding public access to investigative reports. The release of over 30 closing reports provided unprecedented insights into police conduct and disciplinary actions, making the PAB's work more transparent to the Rochester community. This step represents a monumental achievement in fostering public trust and ensuring that the Rochester Police Department (RPD) is held accountable for its actions. However, the PAB also faced challenges, including limitations imposed by the Locust Club litigation, which curtailed some of the Board's disciplinary powers. Additionally, restricted access to critical RPD records posed significant hurdles to the timely completion of investigations. Despite these obstacles, the PAB maintained its commitment to conducting thorough and independent investigations.

Through robust community outreach efforts, the PAB engaged in numerous public events, town hall meetings, and collaborations with local organizations. These efforts aimed to educate the public on their rights, gather feedback on proposed policy changes, and increase transparency in police accountability processes.

Looking ahead, the PAB is focused on overcoming barriers to access, refining its investigative processes, and continuing to build strong relationships with community stakeholders. The Board's commitment to transparency, accountability, and community engagement remains at the core of its work, as it seeks to foster a safer and more equitable Rochester.



Police Complaints and Investigations

The Police Accountability Board (PAB) has a comprehensive intake process designed to ensure that all reports of alleged police misconduct are handled with the utmost care. The PAB accepts complaints through various channels, including phone calls, emails, online submissions, and in-person visits, ensuring accessibility for the Rochester community to voice their concerns.

Each report is reviewed thoroughly, and PAB staff meticulously investigate each case. This process is central to maintaining accountability in addressing police misconduct. During the 2023-2024 reporting period, a total of 177 reports were submitted. The PAB gathered demographic data from reporters, including age, race/ethnicity, sex, and ZIP code, to better understand which communities were most affected.

The majority of reports (45%) originated from the Northeast Quadrant of Rochester, allowing the PAB to track patterns and enhance its investigative processes for equitable treatment across the city.

Key Definitions:

Board Closure: The process in which a panel of Board members reviews an investigation conducted by PAB staff and closes the case.

Complaint: A written or oral report regarding police misconduct made by any individual or group of individuals.

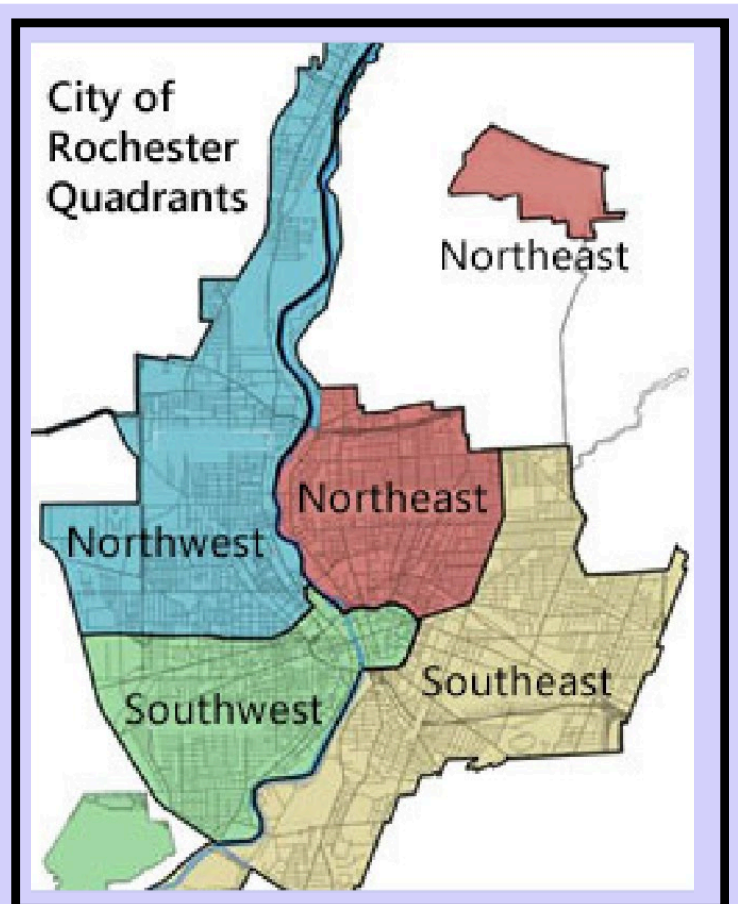
Investigation: A formal examination and search for facts if an incident report has been filed and adequately describes the inappropriate nature of acts or omissions performed by officers.

Investigator: The PAB staff assigned to carry out a formal investigation.

Misconduct: Unacceptable or improper behavior as defined by Rochester Police General Order, and/or local state or federal law.

Report: Oral or written communications regarding RPD activity (includes, complaints, compliments, systemic issues, etc.)

Reporter/Complainant: The individual or group who makes a report to PAB.



The City of Rochester is separated into four (4) quadrant boundaries. Northeast Quadrant was responsible for 45% of these reports received by the PAB. (pg. x. Fig x)

Reporting Trends

During the 2023-2024 reporting period, the Police Accountability Board received a total of 177 reports of alleged police misconduct. The month of July 2023 saw the highest volume of reports, with 27 submissions. These reports reflect a variety of concerns related to police behavior, misconduct, and systemic issues within the Rochester Police Department.

The PAB utilizes data analytics to evaluate and respond to these reports effectively. By analyzing the demographics of those who file reports—such as their race, age, and geographic location—the PAB can identify specific communities and neighborhoods that may be disproportionately affected by police actions. This demographic analysis enables the PAB to recommend targeted reforms and policy adjustments that address the unique needs of different groups within the Rochester community.

The data gathered during this period revealed that nearly 80% of the incidents involved Black children, mostly male, in the juvenile use of force cases. The PAB continues to work toward increasing transparency in police actions and developing policy reforms that better serve Rochester's diverse population.

Of the 64 reporters who chose to disclose their age, 10 were within the 35-44 age bracket, and another 10 fell between the ages of 55 and 64. However, the majority of reporters opted not to share their age.

Age	Count
18-24	03
25-34	07
35-44	10
45-54	03
55-64	10
65 and Over	04
Undisclosed	27

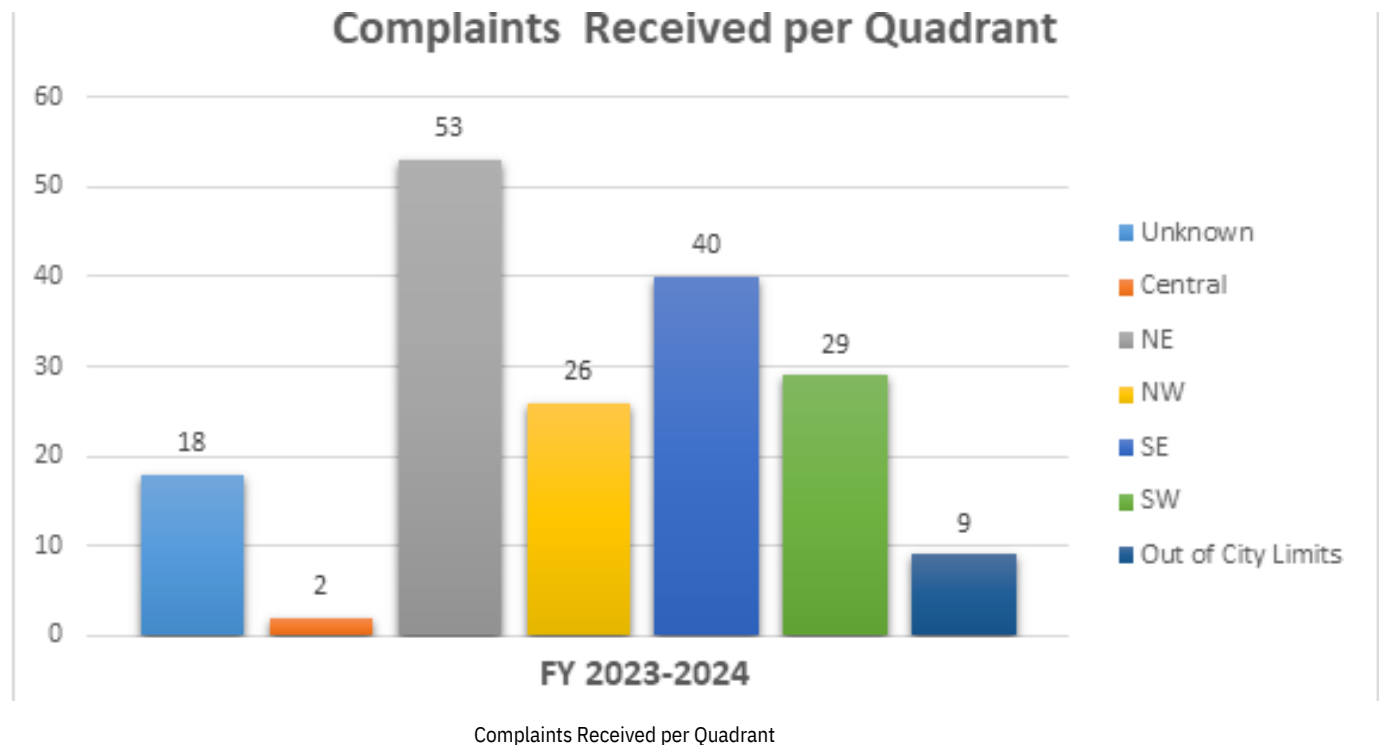
Chart: Breakdown of reporter age groups.

Location of Reporters

The City of Rochester is separated into four (4) quadrant boundaries or districts. The Northeast, Northwest, Southeast, Southwest, and Central.

The North East District (53) and South East District (40) were among the areas with the areas with the highest number of incidents that resulted in complaints and notifications under PAB's jurisdiction.

In addition to taking reports of alleged police misconduct within City of Rochester limits, the PAB also collects data on calls related to areas outside of the city. While the agency cannot investigate those reports, the data is maintained in order to identify if an RPD officer may have been involved and to identify if a pattern of misconduct can be seen in areas that border the city, leading to optional civilian oversight of law enforcement in those areas.



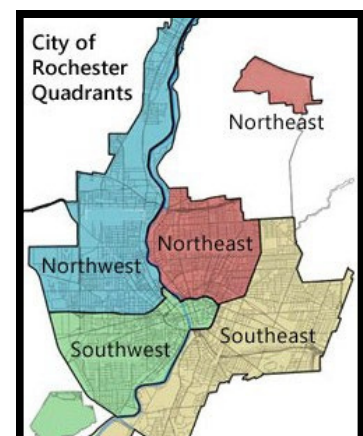
For the 75 cases where we were able to obtain the zip code of the complainant, 34 reside in the Northeast Quadrant, 18 reside in the Northwest Quadrant, 15 reside in the Southwest Quadrant, and 8 reside in the Southeast Quadrant. The Northeast Quadrant was responsible for 45% of these reports.

Zip/Postal Code of Residence	Count
13210	01
14420	01
14505	01
14580	01
14604	04
14605	07
14606	02
14607	02
14608	08
14609	10
14610	01
14611	07
14612	03
14613	02
14615	02
14616	01
14619	05
14620	02
14621	16
14624	03
16701	01
Blank/ NotProvided	85

Chart: Breakdown of reporter demographics by Zip code.

Rochester's Northeast Quadrant includes the zip codes 14605, 14609, 14610, 14617, and 14621.

Home to over 70,000 people, this area has a higher population density than the city as a whole. As of 2022, the largest demographic group in the Northeast Quadrant is Black residents, who make up 29% of the population, followed by Hispanic or Latino residents at 22% (City-data.com).



Completed Investigations and Closures

During this fiscal year, a total of 311 cases were closed. This figure includes 226 cases that were received and initiated in the previous fiscal year. Out of the 311, 83 were both initiated and closed within the current fiscal year.

	Count
No Finding Lack of	286
Jurisdiction	131
Non-Investigable	152
Withdrawal by Reporter	03
Cases voted on by the Board	25
Sustained Findings of Misconduct No	16
Sustained Findings of Misconduct	09
Grand Total	311

Open Investigations as of June 30, 2024: 253

Board Closure by Quadrant

Board Review: A panel composed of three volunteer Board members votes on the findings of fact, a determination as to whether there is substantial evidence of misconduct, and a recommended finding as outlined in the PAB's Disciplinary Matrix. A finding may be Exonerated, Sustained, Not Sustained or Unfounded.

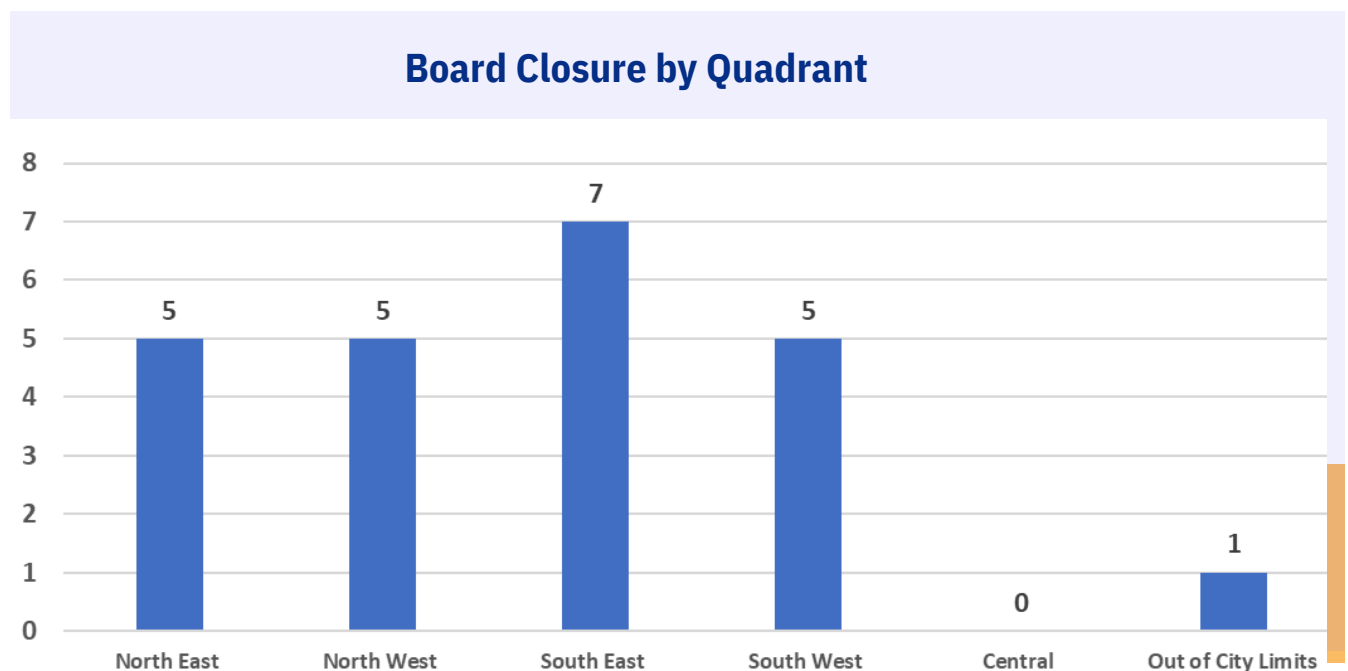


Chart: Number of cases closed by the PAB Board per quadrant.

Public Affairs and Community Engagement

The Public Affairs and Community Engagement Division is an integral component of the Police Accountability Board's (PAB) mission, striving to enhance public awareness, engagement, and support for police accountability efforts within Rochester. The division operates through two distinct teams: the Communications Team and the Community Engagement Team, both working collaboratively to ensure the PAB's outreach initiatives are impactful and far-reaching.

Community Engagement Team

Despite facing staffing shortages for much of the 2023-2024 fiscal year, the Community Engagement Team, supported by the PAB Board and PAB Alliance members, successfully engaged the community through various events and programs. The team actively participated in prominent community events such as:

- Roc the Block
- Rochester Regional Family Resource Fair
- Puerto Rican Festival
- Rochester Carifest
- Rochester Youth Community Resource Fair

In addition to attending these key events, the PAB presented its Right to Know legislative proposal and Protest Policy Proposal for Change to numerous community organizations, including:

- Rochester-Monroe Anti-Poverty Initiative
- United Christian Leadership Ministry
- Rochester Democratic Socialist Agenda
- Monroe County Public Defender's Office
- Center for Youth

These presentations provided essential information to the community, gathering feedback to refine policy proposals and ensuring that the PAB's work reflected the needs and concerns of Rochester's residents.



The PAB Community Engagement team attends the Gun Violence Prevention Weekend opener.

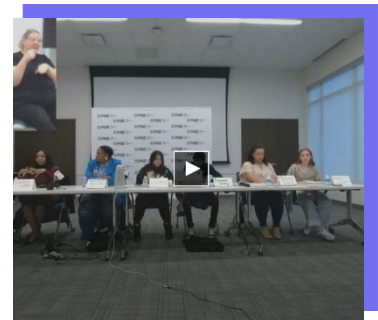
Key Events

Juvenile Use of Force Town Hall: Attended by over 60 community members, this event provided a platform for Rochester youth, including those from Teen Empowerment and the Center for Youth, to share their views on the Rochester Police Department's use of force policies. The event was live-streamed, extending its reach to the broader public.



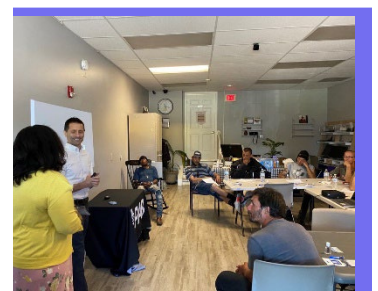
The PAB sits with community members following a protest policy proposal for change presentation to get their feedback on what changes they would like to see.

Know Your Rights Training (Bilingual): In collaboration with the Monroe County Public Defender's Office, this event was held at the Father Tracy Advocacy Center. It featured informative presentations and role-playing scenarios to educate the public on their rights during police encounters, with Spanish interpreters present to ensure accessibility for non-English speakers.



The PAB holds its first community town hall on the police use of force against juveniles.

Protest Policy Public Input Sessions: In January 2024, the PAB organized public input sessions—both in-person and virtual—on the proposed protest policy changes. These sessions provided Rochester residents with an opportunity to voice their opinions and offer feedback on the PAB's recommendations, further reinforcing community involvement in shaping police practices.



The PAB, along with the Monroe County Public Defender presents a Know Your Rights training at the FTAC.

Milestones and Future Plans

In March 2024, the PAB expanded its team, leading to a significant increase in outreach efforts, including street engagement in key areas such as North Clinton, Genesee, and Lyell Avenue. Additionally, the PAB launched a free bus pass program to improve accessibility for community members attending PAB-related events.

Looking ahead, the division remains committed to enhancing its community engagement and public affairs efforts, ensuring that Rochester's citizens are informed and empowered to participate in discussions on police accountability and reform.

PAB Bus Pass Program

In an effort to better serve the challenged communities the PAB often interacts with; the agency implemented a free bus pass program. The agency purchases day passes for the City's public transit system and provides them free of cost to people who file reports in person or attend our community outreach events. This removes an often-costly burden to those who need to use public transit in the city.



The PAB Community Engagement team attends the Roc the Block hiring fair.

The PAB also offered general updates about the agency to groups like the City's Department of Recreation and Human Services, United Christian Leadership Ministries, Action for a Better Community, and Rochester's NPHC Chapter.

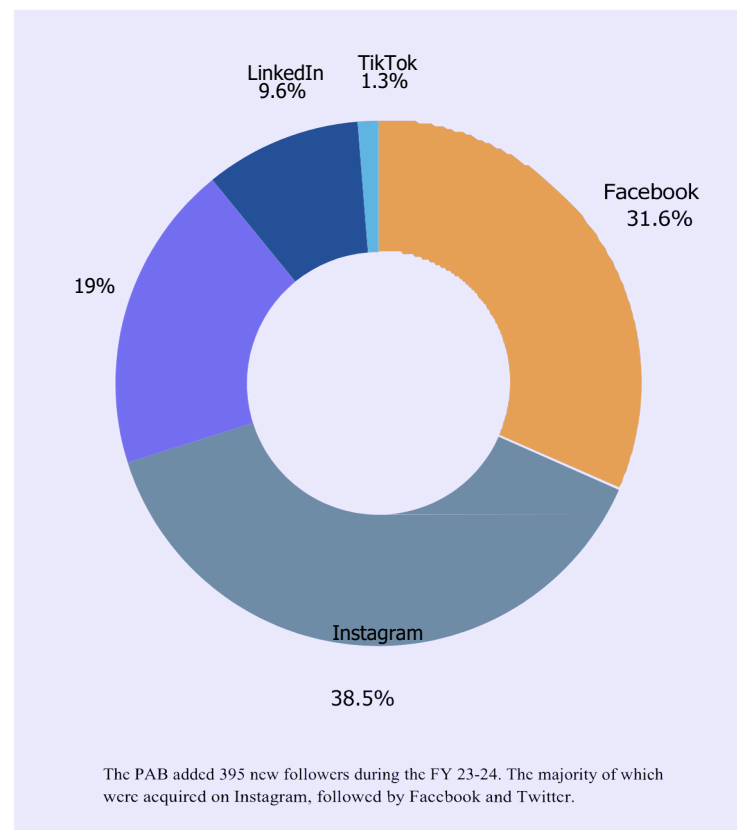
Communications Team

In addition to traditional community engagement efforts, the Public Affairs and Community Engagement Division also develops and implements the PAB's communications strategy. This includes engaging the community through traditional media, marketing efforts and social media. In the FY 2023-2024 the PAB saw renewed interest in the agency, particularly around the PAB's policy work. Increased presence on social media lead to nearly a new follower each day, gaining 395 followers across all platforms. Engagement on these posts also improved.

While Facebook remains the leading social page for the agency with 2,420 followers, the majority of the growth was seen on the PAB Instagram account with 152 new users added there followed by 125 new Facebook users, 75 Twitter(x) users and 38 new followers on LinkedIn. Five new users were added the PAB's TikTok account, however this social platform Twitter (x) is not used regularly by the PAB. The pending federal court ruling on TikTok will determine if this is a platform the agency will pursue or not.

Overall, the PAB was able to reach 33, 478 users across all platforms. Meaning nearly 35 thousand people saw at least one post from the PAB during the Fiscal Year.

The post engagement rate during this time was 8.5%. Meaning on average, nearly 10 percent of social media users liked, shared, or commented on our social posts.



The PAB in the News:

The Communications team plays a critical role in shaping and managing the agency's media presence, which is essential to maintaining transparency, informing the public, and promoting the goals of the Police Accountability Board (PAB). In Fiscal Year 2023-2024, the PAB's efforts gained significant media attention, with the agency being featured in a total of 34 news articles and segments. This media coverage spanned both local and regional outlets, including prominent publications and broadcasts in Rochester and New York City.



Top NY court upholds rulings stripping Rochester Police Accountability Board of disciplinary powers

Published November 20, 2023



Police Accountability Board seeks full-time leader

Published March 13, 2024



City further undercuts police oversight board on advice from Doorley

Published May 22, 2024

- City investigating after patient is led off ambulance and collapses on sidewalk- Jan 11, 2024
- Former RCSD Superintendent Dr. Lesli Myers-Small named executive director of PAB-Jun 20, 2024
- PAB report scrutinizes RPD's discipline system-Jun 18, 2024 (Rochester Beacon)
- City further undercuts police oversight board on advice from Doorley-May 22, 2024
- Lawsuit filed against RPD officer; claims officer broke teenager's tooth-Mar 28, 2024
- PAB is investigating officer-involved shooting on Murray Street-Dec 26, 2023
- Top NY court upholds rulings stripping Rochester Police Accountability Board of disciplinary powers-November 20, 2023
- Police Accountability Board seeks full-time leader-March 13, 2024
- Rochester Police Oversight Board Fights City to Unionize-December 13, 2023
- Police Accountability Board releases report on the Rochester Police Department's disciplinary practices-June 13, 2024

Through these media engagements, the Communications team helped amplify the board's mission of ensuring police accountability, addressing issues of public concern, and fostering community trust. These articles and segments highlighted key developments, such as the release of detailed investigative reports, policy recommendations, and public forums held by the board. The exposure also played a pivotal role in educating the public about the board's ongoing work, offering transparency in its investigations, and encouraging community participation in oversight activities.

By strategically engaging with the press and maintaining a strong media presence, the Communications team ensures that the board's initiatives remain at the forefront of discussions about law enforcement accountability. This not only strengthens the board's credibility but also bolsters public confidence in its work, allowing the PAB to be a leading voice in the fight for justice and reform.

PAB Zines Program

In June 2024, the Police Accountability Board (PAB) launched the PAB Zines Program as part of its broader community engagement strategy. The Zines serve as an accessible, creative platform designed to inform the public about the PAB's work, key issues in police accountability, and the rights of Rochester residents.

This initiative is particularly aimed at reaching audiences who may not engage with traditional media or formal reports. Each issue of the Zine provides concise educational content, updates on PAB's investigations, policy recommendations, and personal stories from the community. By using an approachable and visually engaging format, the Zines make complex topics more understandable and relatable.

The Zines are distributed at local bookstores, community events, and through various community organizations. The feedback from readers has been overwhelmingly positive, with many praising the Zines for their clarity, creativity, and the vital information they provide. The program has successfully fostered a stronger connection between the PAB and diverse segments of the Rochester community, making police accountability efforts more transparent and approachable.



The PAB launches Zine program handing them out at events and bookstores in Rochester.

Policy Recommendations

The PAB's Policy & Oversight Division reviews the rules and practices of the Rochester Police Department, including officer training and procedures. This is done through two functions: Proposals for Change and Oversight Investigations. Pursuant to City Charter Article 18-5(K) (2), PAB shall send policy recommendations to the Chief of Police, the Mayor, and City Council. PAB shall also publish the policy recommendations on our website, rocpab.org. During our second year in full operation, the Policy & Oversight team published two oversight investigations relate to Use of Force on Rochester youth and Disciplinary practices of the RPD. They also published proposals for change regarding RPD protest policies and proposed Right to Know Legislation.

Proposal for Change

A proposal for change is a community and data-driven process where the PAB makes formal recommendations to change policies and practices that impact RPD. Proposals for change undergo a public input process to ensure the changes that the PAB recommends reflect community needs.

On July 18, 2023, the PAB published "Right to Know: A Proposal for Change" in English and Spanish. This proposal for change made recommendations to enhance data collection requirements for the Rochester Police Department, mandate additional trainings for officers, and require officers to inform citizens of their rights during all police stops.

Recommendations

Mandated enhanced data collection requirements modeled after California's Racial Identity Profiling Act ("RIPA" 2015)

Enhanced mandates on interactions with civilian modeled after Right to know laws in Buffalo, New York City and Syracuse as well as Connecticut's Racial Profiling Law ("RPL" 2017) and California's RIPA

- Informed of rights for all stops as well as complaint process if civilian feels rights have been violated
- Data collection for all stops (level 1-3) as opposed to stops that result in searches (level 2-3)

Mandate disaggregated monthly or quarterly reports on stop data, as well as complaint reviews to be published or made available to PAB.

Create recommended data collection forms modeled after RIPA

Mandate additional training on new process created as a result of this proposal for Rochester Police Department Officers

The agency held a 30-day public input period and gathered community feedback at in-person and virtual events. The PAB incorporated feedback from 142 people, collected in many formats: online survey, email, website comments, telephone, and public input sessions. On November 9 2023, the volunteer Board approved the policy recommendations.

Pursuant to City Charter Article 18-5(K)(4), the Chief of Police shall respond to PAB, the Mayor, and City Council within 30 days. This written response should include an explanation of why the Chief agrees or disagrees with the recommendations.

Additionally, the PAB transmitted the model legislation included in the proposal for change to City Council for consideration. Chief David Smith responded to the Right to Know Proposal for Change on October 19, 2023.

“I do not like that injury to people and damage to property is treated, in language and by the police, as equivalent. Hurting people is much worse than breaking things. I don't think these rules should be discarded in the face of property damage.”

Quote: Community member feedback from Right to Know feedback summary.

“I received the PAB's PowerPoint regarding the Right to Know Proposal on September 14, 2023. I understand that similar legislation has been implemented in Syracuse and Buffalo. While I have a number of concerns about the PAB's proposed legislation, I would like to have a conversation with my counterparts in Syracuse and Buffalo before providing feedback to the PAB. In particular, I am interested to learn the degree to which the additional report-writing required by the legislation has had on overall productivity and overtime rates. I am also curious to know whether the legislation in these other cities has had the unintended effect of making police officers less likely to engage in Level 1 or Level 2 interactions with the public, which would limit legitimate information gathering.”

Quote: RPD Chief of Police response to Right to know legislative proposal.

The Police Accountability Board also released its Protest Policy Proposal for Change. Following the encounters, the police department vowed to examine its response and draft a new general order (GO) related to protests and mass gatherings. PAB published its initial set of recommendations in May 2022. RPD followed with its new GO (general order 680) in July 2022. Through research and comparative analysis, PAB identified three areas for growth and improvement.

- RPD's planning, communication, and proportionality during mass gatherings
- The weapons and tactics used during RPD's response to mass gatherings
- Police accountability mechanisms and measures.

Recommendations

Employing a tiered response approach, both in planning and execution.

Ensure police response matches the actions and moods of a gathering by employing officers and tool, tactics, and techniques proportional to incidents.

Effectively engaging the public in community engagement prior to gatherings, but then also during and after.

Since GO 680 serves as an overarching regulation, RPD must remove instances of ambiguity in written orders, most of which relate to officer discretion or contradictions within previously existing general orders.

As we recommended in our proposal for change on data transparency, PAB recommends RPD implements a version control system to track changes to rules, regulations, and orders.

RPD must add language to GO 680 to define and outline what will happen if/when “civil disorder” is declared.

PAB recommends RPD publish its own criteria for determining when a dispersal order is needed.

Chart: Right to Know Legislative proposal recommendations.

Chief David Smith responded to the Protest Policy Proposal for Change on August 29, 2024. In his response, he asked for a list of specific policy change reconditions from the PAB.

“As to the Proposal for Change document itself, it, unfortunately, fails to clearly enumerate specific recommendations. Although the Executive Summary contains a bulleted list of recommendations, many of those are vague and do not appear to align with other references to draft and final recommendations that are interwoven through the text of the document. Accordingly, it is difficult to discern what specific recommendations the PAB is presently making. I would therefore ask that you distill the Proposal into a numbered list of express and specific recommendations, aggregated into the “three areas for further growth,” to which I can respond.”

Quote: RPD Chief of Police response to Protest Policy Proposal for Change.

Within 30 days of receiving the recommendations, the Chief of Police must explain whether they agree or disagree with each recommendation.

Oversight Investigations: Juvenile Use of Force

The Division of Policy & Oversight conducts oversight investigations to identify and research particular issues, trends, and evaluate the effectiveness of RPD rules. Unlike Proposals for Change, a response is not sought or required from the Rochester Police Department. Oversight investigations have the potential to identify the need for policy changes.

The PAB completed its Juvenile Use of Force Oversight Investigation in February 2024 following an extensive review of data related to juvenile arrests and incidents where RPD identified that force was used on or in the presence of juveniles. The report was released to the public in April 2023.

The Policy and Oversight (P&O) division analyzed over 1,100 reports related to juvenile use of force, categorizing them based on types of force used, locations, demographic information, and types of calls. The investigation covers incidents between December 27, 2021, and May 25, 2023. P&O narrowed these reports down to 318 interactions, many involving multiple officers and various types of force. The 318 incidents involved 184 children.

Investigation Findings:

Ages ranged from 2 to 17 in these incidents

About 30 percent of the total incidents involved mental health crises

Black children, mostly male, comprised nearly 80 percent of incidents

Many incidents involved search warrant executions (about 11 percent of events) and traffic stops (six percent). During those interactions, children were likely to be confronted by officers with firearms drawn. Handguns were pointed at children in 27 percent of the incidents analyzed

Almost 60 percent of all incidents analyzed occurred in the Clinton and Lake patrol sections

Children in the 14621 ZIP code, the heart of Clinton section, experienced 63 incidents (20 percent) of use of force. That was by far the most impacted ZIP code

General order 338 (juvenile use of force) does not contain guidance related to the use of firearms in these calls, nor does it explicitly list the use of force techniques that are barred or are permissible

General order 338 does not contain any language about children witnessing officers utilizing force against parents or guardians.

Chart: Right to Know Legislative proposal recommendations.

The Police Accountability Board held a town hall meeting to discuss the report findings with the community, specifically with Rochester youth from groups like Teen Empowerment, Center for Youth and members of the Urban League of Rochester, Action for a Better Community and the Father Tracy Advocacy Center that is located in the most impacted neighborhood.

Training

The Director of Operations is responsible for assessing the current training needs and gaps within the organization. This includes defining clear training objectives, creating a structured training plan, and ensuring the ongoing development of staff around core topics mandated by the PAB charter. PAB Staff undergo an extensive array of training programs annually to enhance their skills and effectiveness for their respective roles. This diverse range of training reflects our dedication to continuous improvement and professional development.

Anthony Durwin, Esq. and Jill Paperno, Esq. led sessions on Rochester City Charter Training (Section 18) and the Rules for Case Intake and Investigations, providing crucial legal and procedural insights. Our Case Management and Investigations Divisions benefited from Forensic Interview Solutions' PEACE Training, including both a two-day course for case managers and a comprehensive five-day certification course for investigators.

PAB staff and Board participated in NACOLE webinars, the 2023 NACOLE Conference, and the Board received Panel Review Training, broadening their understanding of oversight and accountability.

LEVA's three-day Digital Multimedia Evidence Training symposium equipped our digital forensic analysts with advanced skills in handling digital evidence. At the Collective Impact Forum, our Public Affairs division engaged in a workshop on facilitating collaborative meetings, and the 2024 Collective Impact Action Summit provided a three-day immersive experience.

The Greater Rochester Chamber of Commerce offered Leadership for Managers Training and DEI sessions focused on building inclusive workplaces for our Leadership Team.

Kit Miller and Traci Terrance's restorative mediation training, along with The Society for Diversity's Institute for Diversity Certification, supported our commitment to effective conflict resolution and diversity. Staff also participated in understanding what the function of the Persons in Crisis (PIC) Team, RPD Ride Alongs, and the RPD Citizen's Police Academy, enhancing their practical skills and community engagement.

Wellness Associates of Greater Rochester provided Mental Health First Aid training, while Monroe 2-Orleans BOCES offered an introduction to professional writing. Lastly, JohnRodriguez4Change, LLC facilitated a Police Accountability Board culture shift and team-building session, fostering a cohesive and accountable team environment.

This diverse range of training reflects our dedication to continuous improvement, professional development, and enhancing our service delivery across various aspects of our work.

Evaluation of PAB Training Effectiveness

The Police Accountability Board (PAB) employs a comprehensive approach to evaluate the effectiveness of its training programs. This ensures that all training initiatives align with the agency's mission, goals, and evolving needs. A key element of this evaluation process is the use of post-training assessments to measure participants' knowledge, skills, and attitudes after the completion of training sessions. These assessments provide measurable data on improvements in competencies, allowing the PAB to gauge the direct impact of the training.



The PAB staff attend in-house training on internal affairs process.

Plans for Future Trainings and Educational Opportunities

As part of our ongoing efforts to enhance the effectiveness and skills of our team, the Police Accountability Board (PAB) has identified key areas for future training. During the 2023-2024 fiscal year, the PAB, in collaboration with the Director of Operations, recognized a growing need to establish virtual training options. These virtual modules will broaden the curriculum available to staff and board members, ensuring greater accessibility and flexibility.

The overall goal is to build a training framework that supports the agency's mission, addresses evolving challenges, and equips our team with the knowledge and skills to enhance their oversight capabilities.

Feedback surveys and questionnaires will continue to be essential tools in assessing participant satisfaction, content relevance, and delivery effectiveness. These surveys provide valuable insights into how training programs can be improved from the participants' perspectives, ensuring continuous growth and learning for the entire PAB team.

Conclusion

As we reflect on the accomplishments of the Police Accountability Board (PAB) during the 2023-2024 period, we are proud of the significant strides we have made toward promoting accountability, transparency, and justice within Rochester's law enforcement system. Our progress is a testament to the dedication, passion, and tireless efforts of our staff, board members, and community partners.

We have maintained a commitment to fiscal responsibility, delivering on our mission while staying under budget. Our team has undergone comprehensive training to enhance our skills and capabilities, ensuring we remain well-equipped to tackle the complex issues that arise in our work. We also deepened our understanding of local law enforcement operations through police ride-alongs and national best practices by engaging with NACOLE.

Our expanded community engagement efforts, both in person and through social media, have allowed us to strengthen our relationships with Rochester's residents and ensure that our work is visible and accessible. These efforts have been crucial in fostering open dialogue with the community and increasing public participation in shaping the future of public safety in Rochester.

In terms of oversight and policy, we made significant advancements with the publication of key reports like the Juvenile Use of Force report and proposals such as the "Right to Know" legislative initiative.

These efforts exemplify our unwavering commitment to justice and transparency, ensuring that community voices play a central role in shaping law enforcement policies.

Looking ahead, we are confident that these achievements lay a solid foundation for future success. The PAB will continue advocating for meaningful reforms, fostering stronger community ties, and ensuring accountability within law enforcement. Together, we will build a safer, more just, and equitable future for Rochester.



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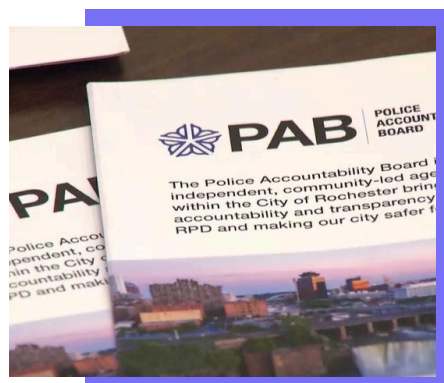
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