

GREENE COUNTY  
**POLICE REFORM AND REINVENTION COMMITTEE**

October 28, 2020

Cairo Elementary School 6:00 p.m.

Committee members present: Gary Slutzky; Jeff Friedman; Katie Oldakowski; Rabbi Zoe B. Zak; Pastor Turpin; Angelo Scaturro; Joe Stanzione; Dr. Ronel Cook. (Pastor Snowden and Rita Miller were absent.)

Guests: Greene County Police Agencies:

Sheriff's office: Sheriff Kusminsky, Undersheriff Brainard and Captain Quinn was in the audience.

Hunter: Robert Haines, Sergeant

Catskill Police: Dave Darling, Chief and Lieutenant Ronald Frascello

Durham: Thomas Sutton, Officer in Charge

Athens Police: Roger Masse, Chief

Coxsackie Police: William Arp, Sergeant

Cairo Police: Richard Busch, Sergeant and Officer in Charge

Windham Police: Tor Tryland, Chief

County staff: Shaun S. Groden, County Administrator; Warren Hart, Director Economic Development, Planning and Tourism/Deputy County Administrator; Tammy L. Sciavillo, Acting Clerk of the Greene County Legislature; and Linda Dunn, stenographer.

Members of the public and press.

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Mr. Groden stated: "...Agenda outline for the topics of tonight's debate or discussion that's probably better said. With us tonight will be not only our Sheriff's Department, but also each of the Police Agencies in the county, just a note, one of whom, because of his job is going to be a few minutes late. But otherwise the Chiefs of Police for each of the Towns and Villages are in attendance for this evening. For clarification, the Report that the County will issue by virtue of this Committee behind me is relative only to Sheriff Department operations. Each of the Towns and Villages will be responsible to issue their own Report, but we felt it best to basically ask the same questions of all agencies so that everybody will get a feel for either continuity across the county or the individual differences by Department. So with that, I am going to just check one more time. Is anybody else on their way in? (Security replied: Not at this time.) Okay, alright. I'm going ahead and open, so. I'm going to go down the table here. I'm going to ask each of the Committee members to introduce themselves, as well as their organization or representation."

Katie Oldakowski stated: "Katie Oldakowski, Director of Mobile Crisis Assessment Team, Mental Health Association of Columbia and Greene Counties." Mr. Friedman stated: "Jeff Friedman, President of Greene County Chamber of Commerce." Dr. Cook stated: "Dr. Ronel Cook, Superintendent of Catskill Central School District." Rabbi Zak stated: "Zoe B. Zak, Rabbi of Temple Israel of Catskill." Mr. Slutzky stated: "Gary Slutzky from Hunter, I am hoping to represent the mountaintop communities." Mr. Stanzione said: "Joseph Stanzione,

Greene County District Attorney.” Mr. Scaturro stated: “I’m Angelo Scaturro, Greene County Public Defender, welcome everyone.” Mr. Groden then stated: “Alright, last but not least, Sheriff Kusminsky here and if I have enough cord...” (Mr. Groden walked over towards the Police agencies and they each identified their agency and stated their name:)

Hunter: Robert Haines, Sergeant

Catskill Police: Dave Darling, Chief and Lieutenant Ronald Frascello

Durham: Thomas Sutton, Officer in Charge

Athens Police: Roger Masse, Chief

Coxsackie Police: William Arp, Sergeant

Cairo Police: Richard Busch, Sergeant and Officer in Charge

Windham Police: Tor Tryland, Chief

Mr. Groden then stated: “Okay, so by way of summation for those of you who did not attend the first meeting, the Committee has been issued this binder and everything in this binder is on our website. You go to the County Government page, there’s an icon on the bottom for this Committee. So everything that this committee has, you can review at your leisure. For those of you who have not read the Governor’s outline, it’s approximately 133 pages, you need to read that as we go through the next three months to understand the charge this Committee has and the process by which we’ll go through the examination and the requirements thereof. As we move through these meetings this binder I anticipate is going to get a little thicker and every time we have a document, we will add that to the web page as well and the web page also has the opportunity for citizens to post questions to this Committee and then as those answers are provided, we will then return an answer both to the web site and to the original addressee who sent in the question. So for those of you who are new tonight, if you have not read the Outline, you really need to read the Outline, the 133 pages or so, to really get a grasp of the charge that has been placed to this Committee itself. This is going to be a heavy lift. As I explained at the first meeting, the amount of work that’s going to need to be invested by the Committee and the community and the number of documents that we’re going to review and we’re under a very tight time frame. The, to go in reverse order, the County Legislature will need to submit a final Report to the Governor’s Office no later than April 1<sup>st</sup>. So if you come backwards, in other words the end of October, the plan is to have two meetings in November, two meetings in December, then commence the drafting of a Report in January to issue a draft report in February, both to the community and to the County Legislature, and then in the March schedule of the County Legislature, the final document will be authorized and submitted forthwith to the Governor’s Office. So there’s a lot of work that’s going to be involved here so we will plan to keep a, basically a tight ship as to both the schedule and the involvement and feedback from the community. With that, the Agenda this evening for those of you who picked up a copy, is primarily taken right from the Governor’s outline and lists a series of questions or outlines that the Governor has requested in our, to be addressed. And they’re pretty straight forward on the Agenda tonight so. The Chiefs and the representatives of the Police Departments as well as the Sheriff and the Sheriff’s staff have had a chance to review these things and gentlemen and ladies, if there is any process by which you want to go through this? You want Question #1 and go down? And we can hear comments or questions from the Chiefs, does that work for everybody? And then there’s questions are going to come up to the Agenda. I’d ask you to

come to the podium. If you're going to have an unrelated question that's not on the Agenda, I would ask you to hold your question until the end and we'll have a Q and A session. Anybody got a concern with that? (No response).

Mr. Groden then asked the first question on the Agenda, with the Sheriff answering first, followed by answers from each of the Police Dept. representatives. Then Mr. Groden asked the second question on the Agenda, with the Sheriff answering first, followed by answers from each of the Police Dept. representatives, and he did this with each question on the Agenda.

1. Use of Force by Law Enforcement personnel:

- a. Does your agency have a defined Use of Force Policy? If so, last update?

Sheriff: We do. January of this year, 2020.

Hunter: Does have a Use of Force policy and I think it was last updated in June of this year.

Catskill: Yes, we do. It's updated yearly. Mr. Groden asked if this annual update is a requirement for Catskill PD's accreditation and Chief Darling said yes, it is.

Durham: Yes, and it was last updated on 10-7-2020.

Athens: Yes and there have been no updates, but it has been reviewed this year.

Coxsackie: Yes, and we are in the process of being updated.

Cairo: Yes and we updated it in June.

Windham: Yes and it is updated this year.

- b. Does the Use of Force policy specifically ban Choke Holds?

- c. And any other such mechanisms?

Sheriff: It does.

Hunter: Yes it does.

Catskill: Yes, we banned chokeholds.

Durham: Yes.

Athens: Yes.

Coxsackie: Yes.

Cairo: Yes.

Windham: Yes.

At this point, Mr. Groden asked: "Am I missing a different term that may be jargon that we should also understand, is there a different terminology for any process by which you have banned or you don't allow? That's my ignorance coming through." The Sheriff and all police representatives shook their heads to indicate no.

- d. Does your agency seek and/or use military style equipment? Mr. Groden stated: "I think there's a term for this '10-33' or something?" Some police said yes.

Sheriff: "I believe we are the only ones that participate in a 10-33 program at this time. Am I correct?" (He was correct).

Hunter: No do not participate.

Catskill: No do not participate.

Durham: No do not participate.

Athens: No do not participate.

Coxsackie: No do not participate.

Cairo: No do not participate.

Windham: No do not participate.

Mr. Groden asked the Sheriff to elaborate on what this is. The Sheriff replied: "Basically, the only thing that we currently have from that program are seven (7) 'machine guns' for lack of a better term...

A woman from the audience asked: "Are they AR style..." The Sheriff replied: "They are M-14s. The same type of platform as an AR. They are actually in the process of being returned because they haven't been used in several years..."

Mr. Groden asked: "I'm sorry, you have possession, but you're decommissioning them?" The Sheriff replied: "Yes, we're decommissioning those for right now." Mr. Groden asked: "And the responding agency will be some federal agency, ATF or?" The Sheriff replied: "ATF or DOD would take retain possession."

e. Does your agency stock riot gear?

Sheriff: "No, other than what we have for the Correctional portion of our division, our correctional division, no." Mr. Groden stated: "I think for the audience's purposes if you watch any television and see any of these events in these large metropolitan areas, you see agencies that are outfitted, and that was the nexus of the question I guess, in terms of body shields and those types of devices. Now, I'll go down line."

Hunter: No.

Catskill: No, I have no riot gear at all.

Durham: No.

Athens: No.

Coxsackie: Yes. Mr. Groden asked what they have and the reply was: "We have shields and batons." Mr. Groden asked: "Is that a full, like a body shield?" (He said yes.)

Cairo: No.

Windham: No.

- f. Do you have any crowd control items like an inventory of tear gas instruments or pepper spray?

Sheriff: We do.

Hunter: Our officers are issued pepper spray canisters but not what we would use in terms of like crowd control I don't think. Not the larger style canisters that you would associate with crowd control. These are just individual officers." Mr. Groden asked: "Hand held?" The response was: "Correct."

Catskill: "Pepper spray, we have pepper spray, hand-held devices."

Durham: Just hand held pepper spray.

Athens: Hand held pepper spray.

Coxsackie: Same. (hand held pepper spray)

Cairo: The same. (hand held pepper spray)

Windham: We have a small amount of hand held pepper spray.

Before asking the next question, Mr. Groden stated: "This is my terminology. I'm not sure if the term is used anymore but are night sticks standard issue to front line personnel?" Someone advised that the correct term is 'baton'.

- g. Are night sticks issued as standard equipment?

Sheriff: Our personnel are issued expandable batons.

Hunter: Our personnel also carry expandable batons.

Catskill: No.

Durham: We have regular batons and the expandable ones. They are not issued. We have been trained in the use of them and if an Officer wants to have his own, he can.

Athens: Batons.

Coxsackie: Expandable.

Cairo: Expandable.

Windham: Expandable.

Mr. Groden then stated: "Okay, second item then references training exercises."

## 2. Annual Training exercises:

- a. Are all Officers required to attend a certain number of hours of training per year?  
Mr. Groden asked: "Do each of your officers attend some quantity, some defined number of training hours per year?"

Sheriff: They do a minimum of 32 hours. Mr. Groden added: "And I believe that's the correctional unit as well? The Sheriff replied: "Right."

Hunter: Yes, we do. The full time officers with my agency are afforded up to 40 hours of training per year; the part-time officers are afforded 24 hours, but everyone is required to participate in at least firearms and Article 35 training which amounts to about 8 hours.

Catskill: Yeah, we're mandatory by accreditation of 21 hours per year, but it exceeds that.

Durham: We do, we had scheduled before this Corona (virus) 68 hours for this year, but the Town Board's cut us back until next year, so.

Athens: About 24 hours.

Coxsackie: 21 hours.

Cairo: I'll say the same 21 hours, but ours is set up where we have mandatory training every year that we take and we go by the hours that the DCJS requires. Sometimes they up the hours, but it's about 21.

Windham: We don't have set hours, like 21, 24. We have officer mandatory trainings, so I'd say that we have 12 to 14 hours that everybody has to do. We also have initial, some of the trainings are for the whole town, not just for officers, for the whole town.

- b. Do you use "Train the Trainer" programs or direct contracts? Mr. Groden explained: "Are these trainings, do you send somebody, you know, train the trainer, and then they return to the office and they become the trainer or are you, do you do it via contract or are you going away to a conference?"

Sheriff: It's a mixture of both.

Hunter: We also do both. I act as a trainer for certain, in certain respects for our department and then we have collaborated with the Sheriff's office in the past for certain training.

Catskill: We do both.

Durham: We have two certified DCJS trainers. Mr. Groden asked: "On staff you mean?" and he was told "yes."

Athens: Certified instruction. Mr. Groden asked: "Train the Trainer?" And he was told "yes."

Coxsackie: Both

Cairo: Mainly Train the Trainer. We keep up with Durham and the Sheriff's office and the State Police and we've done a couple of things with Catskill. We have numerous instructors that are certified by DCJS so a lot of our instruction is done in-house. So Train the Trainer I guess is the most.

Windham: We do both.

- c. Are training agendas repetitive in nature or are new topics added each year as demand requires?

Sheriff: Yes, we do add new topics each year, depending on what's required and so forth or current needs.

Hunter: We also, there are certain trainings that we do engage in every year, but if the opportunity comes up to engage in some sort of a training we haven't done before, we generally try to take advantage of that.

Catskill: Both repetitive and new stuff every year.

Durham: Some is repetitive and we do add new items each year.

Athens: Repetitive but it's also updated as needed for changing conditions.

Coxsackie: Same thing – some is repetitive but new items are added each year.

Cairo: Same thing - some is repetitive but new items are added each year.

Windham: Same thing - some is repetitive but new items are added each year.

- d. Is de-escalation training required of all uniformed personnel?

Sheriff: Yes, it is.

Hunter: It's incorporated into our training. Mr. Groden asked: "It's part of your training minimums now?" He was told yes.

Catskill: Absolutely.

Durham: Yes, we train de-escalation.

Athens: It's part of the supports training. Mr. Groden added: "It's part of your Agenda, okay?" and he was told yes.

Coxsackie: It's part of the trainings.

Cairo: It's the same in Cairo.

Windham: De-escalation has been a part of our annual in-service training for years under Workplace Violence.

- e. Is Narcan training and Narcan supplied to all personnel?

Sheriff: It is. Everybody carries a syringe.

Hunter: Yes.

Catskill: Yes.

Durham: Yes.

Athens: Yes.

Coxsackie: Yes.

Cairo: Yes.

Windham: Yes.

Mr. Groden stated: "That ends the training exercises (questions). Now in the manual which I've referenced, the manual from the Governor's outline, procedural justice is a very large section of this, and I'd ask you to read this outline for your comprehension of it and this, this is a difficult question to ask, I've been thinking about this, how I ask this question procedurally of the Departments and whether or not it is a part of training? Is it a part of ethos? Is it a part of any ethics training that you go through? So I'm going to freefall this one a little bit if you've ever discussed these items, as per your individual departments, but again for those people who are going to read the Governor's outline, this was a focus point. So that's the freefall. Sorry about that. I didn't quite know how to ask these questions."

### 3. Procedural Justice:

- a. Does your agency practice a Procedural Justice framework (or by another name) as it deals with your community? (as defined by the Outline: the manner by which law enforcement interacts with the public and how these interactions shape the public's trust of the police)

The Four Pillars of Procedural Justice are:

- i. Treating individuals with dignity and respect
- ii. Giving individuals a voice during law enforcement interactions
- iii. Being neutral and transparent in decision making
- iv. Conveying trustworthy motives

Sheriff: "It is a difficult one to put into perspective, but we do practice each of these. We've often times as a regular course of business, mitigate the things between people and allow them to have a voice on how it's achieved. So, I don't think anybody's going to have a strict policy on how to operate that, but we do give them a chance, the victims obviously have a say on which way things go. Mr. Groden noted that it is difficult to talk with face masks on, then the Sheriff spoke a little louder: "Basically, we do treat everybody with dignity and respect. We also give the victims a voice in what happens, to an extent obviously, to what happens to the perpetrator in each case. Community policing is basically it."



Hunter: Yeah, I mean I'd have to agree with the Sheriff that not being specifically familiar I guess with the term 'procedural justice framework' up until I had looked at this. It's difficult to put into words exactly how we engage in each one of these things, but at the same time, of course, we treat individuals with dignity and respect. All of my officers are encouraged to be open and honest with people that they're interacting with and you know, as transparent as possible in decision-making when dealing with everybody that we come in contact with.

Catskill: Well basically, it is 'community policing', you interact with the community and our community it's a lot easier because we're condensed into a certain area. It's not like a town. It's two square miles, so the officers are in and out of all the businesses on a regular basis.

They're dealing with people on Main Street, they're dealing with county employees. Mr.

Groden stated: "That's a good point Chief. Your two square miles is a lot different than 644 miles for the whole area." The Chief replied: "Yes, so we do have a lot of interaction with our community. We know people that live there by name, so we are pretty much involved in community policing on an everyday basis."

Durham: We do a lot of community policing. We try to treat everybody as we'd like to be treated. We do listen to both sides, giving the individual a voice, okay and we try to be neutral in our decision-making.

Athens: We model community orientated policing which basically comprises almost everything that's here, just maybe turned in a different way.

Coxsackie: We call it Community oriented policing in our framework. We do have a PAL program, Police Athletic League, and we get involved in the community in that sense. We also have three officers in our school which makes relationships between the school... Mr. Groden asked: You have an SRO, school resource officers? The reply was: Yep, which brings about relationships throughout the community too.

Cairo: Yes, it's about the same as what they're saying. One big community policing thing we do is come to the school on a daily basis. We actually have written guidelines as to what you're supposed to do when you come here, interact with special needs. We do a lot of community policing around town. A lot of the topics here are covered by a lot of other policies too. Just an example, like the vehicle traffic policy. You're supposed to be prepared to give people a chance to speak to you and tell you their part, but I think a lot of it, lot of this is covered every day, seven days a week basis.

Windham: Community policing is really what we do here and we have a good dialogue with the people and many attend our town hall meetings and we have town board involvement too.

Mr. Groden stated: "I apologize for that. I thought I'd get it out because it is a focus point of the guidelines. I've got to apologize because I couldn't figure out how to ask those questions. Alright, you flip the page then, to #4. Statistical evaluations. Now, in the handbook here for our Committee and also on our webpage, we have listed three years of stats up in our account." The Sheriff replied: "Yes, we go back three years." Mr. Groden continued: "Okay. And those, that annual, if you take it as an annual report that's submitted to, what federal agency, DCJS, FBI, is it a, who gets the product?" Undersheriff replied: Crime statistics go to DCJS (Department of Criminal Justice Services) and they generate the numbers based on fingerprints and satellite.

4. Statistical evaluations:

- a) Does your agency record data by gender, religion, ethnicity or other Metrix?

Mr. Groden then stated: Thank you. Alright ladies and gentlemen, this may get into the weeds a little bit but, the answer to the first question about the collection of data, is it pre-form for you when you, so that you have to ask the same questions each time on a CR, a crime report?

Undersheriff: Yeah, there's a box... Mr. Groden stated: "So the field, the field is pre-determined?" The Undersheriff replied yes. Mr. Groden stated: "Okay. So that may be the answer to the first question. Are those items that we have here on the Agenda, items that are pre-determined on your forms?" Captain Quinn from the audience said they did not have an Agenda so Mr. Groden read the question about loud: "Are you collecting data by gender, religion, ethnicity or any other Metrix?" The Undersheriff replied: Yes, those are all covered. Mr. Groden replied: "So it's standard questions and it would be the same answer for each agency." The Sheriff added: "This is only going to be for arrested subjects." Mr. Groden replied: "Thank you for the clarification."

- b) Does your agency use this data for any policing activity? Mr. Groden added: "How is the data used, I guess?"

Sheriff: We don't use it for enforcement purposes, if that's your question. Mr. Groden stated: "Yes it is. I guess are you then using the data to focus on a neighborhood or anything like that?" Sheriff's office said no.

Hunter: No.

Catskill: Well, what are you talking about? I don't know what you mean, 'focus on a neighborhood'. What are we using the data for if we collect the data, we all collect the data?" He was asked if he is using it for enforcement purposes. Mr. Groden stated: "Yeah, do you then turn the data around and so 'okay, this neighborhood has had five occurrences of a

similar type' and therefore you're going to move your manpower according to the data collection. Are you focusing on anything that the data is asking you to check off, are you then using the answers to that in any, if you're not, you're not. That's fine, but I just, and it may come, you may answer that better when we get to the next section. I guess I'll put that on hold for now. Okay."

- c) Do you participate in O.D. mapping? And d) Do you record drug overdoses when Narcan is administered? Mr. Groden asked Katie Oldakowski to explain what O.D. mapping is. Ms. Oldakowski stated: "I think I can speak loud enough for everyone to hear me. O.D. Mapping is a kind of product for some areas where you click in overdose events in live time and it's a national database of basically overdoses that happen, both fatal and non-fatal and if Narcan was used. The purpose of O.D. Mapping is for data tracking but it's also to do live time responses and to do, it's called a, like a, an alert, a 'spike' alert: when two or more overdoses happen, it can alert certain agencies so that they can designate resources in those areas where the overdoses have occurred. While a lot of it is tracking, you can also see trends across cities, the country, if you have Narcan overdoses that pop-up, we'll often see the trends through the state, from which direction they're coming and make sure that the agencies that need to be involved are involved." Mr. Groden stated: "So this is really, this is only a reporting question for the team here, is are you reporting the overdoses to this system called O.D. Maps?"

Sheriff: We do participate.

Hunter: We have been reporting our overdoses to the Sheriff's office and I believe that they have been inputting the data through the Sheriff's office from our overdose cases.

Catskill: Yes, we do.

Durham: We report to the Sheriff's Office.

Athens: Sheriff.

Coxsackie: Sheriff. Mr. Groden stated: "It's a kind of a theme here. Go ahead."

Cairo: Cairo we report it, but I think that they've had to fix at times. Sometimes we'll report it and if a deputy and a Cairo officer, go to the same overdose. It gets fixed, but sometimes we'll both report the same one. But yes, we report it." Mr. Groden replied: "Okay."

Windham: Sheriff.

Ms. Oldakowski asked to clarify which police agencies report directly into O.D. Map and which report directly to the Sheriff's Office? Mr. Groden asked the police agencies to raise their hands if they report directly to O.D. Map and the only two who raised their hands were Cairo and Catskill. So all other police agencies report to the Sheriff. Ms. Oldakowski also asked for clarification to the Police Agencies who submit to the Sheriff: "Is there a form that you complete to send to the Sheriff's Office?"

Hunter: So, we've been, yes, we've been submitting a form to Investigator Tortorelis. Ms. Oldakowski asked who created the form and he replied: "I want to say, Investigator Tortorelis sent it to me." Ms. Oldakowski thanked them.

5. Does your agency engage in the following practices:

a) Stop and Frisk? Mr. Groden stated: "Okay, then go to the next section, and again, some of this terminology is right out of the manual and so gentlemen I'd ask, if you do, does your agency have this type of practice in your day-to-day ops? Do you use a 'stop and frisk' method for your normal activities?

Sheriff: Not normally.

Hunter: No.

Catskill: No.

Durham: No.

Athens: No.

Coxsackie: No.

Cairo: No.

Windham: No.

b) Do you use the "Broken Windows" procedure? Mr. Groden stated: "This terminology may need to be explained. There's a terminology called "broken windows" procedure. For the audience, this can be typically deemed as very low offenses, the manual uses an explanation like, again this is a metropolitan area, so in your subway system, turnstile jumpers and those types of really petty type things but are those petty things indicative of other crimes to be committed and therefore you address the lower end in order to address the higher end. I hope I didn't mess that up, so. Sheriff, do you use that procedure at all?"

Sheriff: No. Not as a common practice, if there's a small or a pocket of reported incidents to us, we might put an extra patrol in that area, but not necessarily. Mr. Groden stated: "Well, that's a different answer then. The following is a different answer than 'is this a pro-active approach to policing versus' you're talking about a reactive approach to it. The question from the Governor I believe is more a pro-active." The Sheriff stated: No, if you're talking about the, like if it's a proactive practice, then no, we do not participate.

Hunter: No.

Catskill: No.

Durham: No.

Athens: I'd have to say yes because we use code enforcement violations, run-down buildings, stuff like that. That's part of the 'broken windows' principle, so I'm going to have to say yes."

Coxsackie: No.

Cairo: No.

Windham: No.

- c) Stop DWI traffic stops? Mr. Groden asked: "Do we use? And by this I mean, I think there's, in this description I believe this is the controlled traffic stop, both ongoing and in traffic, where everybody is asked questions?"

Sheriff: We do occasionally participate. We do.

Hunter: For enforcement of DWI law, I can't recall the last time that we did one. We have participated some traffic addiction-type of traffic stop situations, but not that often.

Catskill: We have participated in the past.

Durham: We will do DWI stops if there is warranted okay, but we do not do any type of road-block situations.

Athens: No.

Coxsackie: Rarely.

Cairo: No, not in about 12-13 years

Windham: No.

- d) Do you use racial profiling procedures? Mr. Groden asked: "Do any of your procedures use racial profiling for stops or activity?"

Sheriff: No.

Hunter: No.

Catskill: No.

Durham: No.

Athens: No.

Coxsackie: No.

Cairo: No.

Windham: No.

- e) Do you target "hot spots" or areas in public housing? Mr. Groden stated: "Again, this next terminology "hot spots" this is coming back to crime reporting and statistical generation. The terminology is 'hot spots'. I think we've kind of answered this up until now, but again do you use the statistical generation of crime reports, does that form a detail or anything like that to address what the Governor has called 'hot spots'?"

Sheriff: I don't know. I don't know if his definition and our definition would be the same. The only time we use something like that would be in the event, say there's a large amount of burglaries occurring in an area, we might put an extra patrol there. Mr. Groden replied: "So burglaries, if you have a string of burglaries..." The Sheriff stated: "We don't have the urb..., you know, the area, or the high density crime-type areas that this is referring to. Catskill, maybe, but I don't know if that would apply to them."

Catskill: We only use it for traffic. That's the only time we ever use it. Hot spots for traffic, people running red lights or you know, if we get a lot of complaints, then we'll do it, but that's the only time. Mr. Groden stated: "I think a traffic stop would be..." Captain Darling stated: "Not a traffic stop. A traffic area where we have a problem like accidents or something, that's the only time we would do it." The Sheriff added: "That's what I was trying to say."

Hunter: No.

Durham: No.

Athens: No.

Coxsackie: No.

Cairo: No.

Windham: No.

6. Are your officers issued "Body Cams?" If yes please describe. Do police vehicles have "Dash Cams?" If yes, please review.

Mr. Groden stated: "Body Cameras, does any agency? I think I know the answer to this, but, that's a no, but I'd like to go there though just for explanations to the community. If someone could explain the mechanics first of, I don't know, Sheriff, do you want to do it, have staff do it, of what the term is, it has a simplistic definition to it, so if someone could explain the mechanics of using a body cam?"

Sheriff: It's basically a camera that's activated every time either, by either the officer individually or by the time the emergency lighting is switched on in the vehicle, which would record any and all data, video and audio of your interaction with a suspect. There's a lot more to it than just a camera though. Mr. Groden stated: "Well, that's why I want to get into this, because it's not, and my ignorance says it's not just a lens on somebody, it's the backstory of data storage, and then those types of things." Sheriff Kusminsky continued: "It has to be uploaded at the end of every shift. Whether it be cloud storage or server storage, extremely expensive. You also have to have dedicated personnel to review that footage every day and ensure that the state storage are tagged and held properly. So it's a lot of expense and we have explored it. Financially... Mr. Groden stated: "I'll get to the budget in a minute. So is it,

if it was to be deployed, is it reviewed if there's an incident or is it reviewed because at the end of your 8 hour shift or 12 hour shift, someone's job is to go through it?" Sheriff Kusminsky replied: "It would be someone's job to spot check it if I'm correct. It's not, you can't go through every..." Mr. Groden stated: "No, you couldn't go through twelve hours of..." The Sheriff continued: "You have four people you're talking 48 hours work." Mr. Groden stated: "Right, I get that." The Sheriff continued: "So somebody would have to spot check it, make sure it's working and ensure that those are properly stored. And then of course, if there is a report of an incident, then you would have to retrieve that data from storage. Mr. Groden replied: "Okay, I think this, again I think I know the answers, but I don't think anybody else has deployed body cams, I believe? I will say that from a budgetary standpoint from the county perspective, we are investigating the investment of body cameras in the ensuing year, but I think a lot of detail has to be drawn up about the storage capacity, how is it to be reviewed, and then get a budget figure but it's definitely well beyond a six figure investment. To launch it and then to handle the workload thereafter would also be labor intensive. But I think it's an issue that's worth exploring and well, and I think it's safe with the next issue of dash cams, dash cams literally take it from the cruiser, the black and white, and I'm going to believe the same answer applies, that nobody has a dash cam? And I'm going to presume it's the same technical fact depending upon what type of budget you have which is, now, dash cams don't require any internet activity, nor does a body cam, so there's no requirement for access?" Sheriff Kusminsky replied: No. Mr. Groden continued: "Only to download?" The Sheriff replied: "Only to download. All our cars are equipped with internet capability."

Sheriff: No.

Hunter: No.

Catskill: No.

Durham: No.

Athens: No.

Coxsackie: No.

Cairo: No.

Windham: No.

#### 7. Does your Department have a defined Internal Affairs program or effort?

Sheriff: We do.

Hunter: Yes.

Catskill: Yes, I do.

Durham: No.

Athens: No.

Coxsackie: Yes.

Cairo: Pretty much our process is you go to the Town Board for filing a complaint and then they kick it back to me and there is a process, but as far as defined out there for the public to pull up right away, no.

Windham: We have a Town hall manual, but there is no program.

8. What is the procedure for citizens to lodge a complaint?

How many complaints have been received in the last year? Three years? Five?

Mr. Groden stated: "And the follow-up question, with that procedure or program, have you had complaints received by a citizen? Have they come to you with a complaint? Question Number 8, do you have a process by which a citizen can lodge a complaint against an experience or interaction with one of your deputies?"

Sheriff: Yes, and we have not in the past year I believe, we have not had any, this past year, from a citizen. We have generated them on our own, internally. And I believe in the last three years or five years I believe we've had three. Nothing to do with use of force though. Mr.

Groden asked: "I'm going to need to clarify that. So you haven't received a citizen complaint?" The Sheriff replied: "Correct." Mr. Groden continued: "But your internal affairs investigation against a deputy you've undertaken?" The Sheriff replied: "Yes." Mr. Groden continued: "Okay. And that was not brought to you by a citizen, but brought to you by your command staff or a peer?" The Sheriff replied: "Correct. And I've taken disciplinary action." Mr. Groden said okay.

Hunter: So, the procedure in general for citizens who want to lodge a complaint against one of the officers would be to lodge the complaint directly with me. If the complaint was against me, it would have to be lodged with the Town Board. And they would make whatever decision they had. I don't have the statistics. We don't, I don't often receive complaints about my officers. I can recall one from this year that was deemed to be unfounded. I don't believe the Town Board has received a complaint with regard to me since I've taken over administration of the police Department. So, in the last three and five years, I'd have to look back through the records and say if we, but a very small number of all unfounded complaints.

Catskill: All civilian complaints come to me. They all come to my office, all civilian complaints. I handle them and I've probably had three this year, from civilians. Over the last three years, I'd have to take a wild guess and say



maybe five or six and I can't give you a number for five years. But they all come through my office, all civilian complaints. But a civilian complaint is anytime anybody calls up. It could be a complaint about somebody being rude or being short with them, those are civilian complaints.

Durham: We have not had any civilian complaints in many, many years. The type of complaint that we would get is: we don't run enough radar in a certain place or something like that. But nothing specific, okay, against an officer or anything like that.

Athens: We have a department system and the village also has a complaint system. You go right to the Village website and file a complaint. Last officer-related complaint we had was about two years ago. Maybe one other in the last five to six years.

Coxsackie: We have a complaint system where it goes to the Chief. The Chief assigns myself or the Sergeant to follow-up on it, review the complaint. Then we'll interview the officer, get the story down. Last year, I think we may have had two. No use of force, just anything from a traffic ticket or something like that.

Cairo: So the process is, if somebody has a complaint about me they would go to the Town Hall. And the Town Supervisor and the Town Board would handle that, and they'd take the complaint and look into it. If it's a complaint about a patrol officer, than that complaint would go to me. And if the civilian is not happy with the outcome after I look into it, then they can go to the town board. Mr. Groden asked: "So they can appeal there?" Yeah, yup. Over the past year, nothing. Three years, I'll say two. Five years, I'll say three complaints, two with patrol officers, one complaint about me which went to the town board. It was fully looked into, documented and it was unfounded, so.

Windham: I deal with complaints, but also, depending on the type of complaint, the Town of Windham has a compliance officer who can get involved. There have been no complaints for the last five years.

9. Can you outline any specific issues that have arisen with your own Departments PRRC efforts? Mr. Groden stated: "Alright then, the last question before I turn it over to Committee, each of you have the responsibility to basically go through this same exercise for your own respective legislative boards. Can you just give any kind of a brief update of where you are in the process?"

Sheriff: As far as the Sheriff's office goes, this is the county's third meeting. We had one where the public was invited by the committee and we are moving forward.

Hunter: As far as the Town of Hunter goes, we're somewhat in the infancy. We're still compiling a committee to begin the process and get this moving as quickly as possible.

Catskill: Our Committee has met once and we're meeting again on Monday night. We're moving along.

Durham: We are just starting.

Athens: Athens has had several meetings. We meet every other week. I'd say we've had about 8 meetings so far and we should be complete by January.

Coxsackie: Same (as Durham). We're going to start next week I believe.

Cairo: Same with Cairo. I spoke to the Town Supervisor last night actually and we're going to start running with it next week. We just wanted to come to the county's and see how this was going and get better updated.

Windham: The committee is formed. We haven't had any meetings, those are in the works.

Mr. Groden stated: "Okay. Then with that I'm going to get out of the way and turn it over to the Committee to see if you have follow-up questions. I guess Katie, I'll start with you on the end."

Ms. Oldakowski replied: "I'm good. I received answers to most of my questions. I guess since the Chiefs are here, you know, as far as I am, my focus is mental health and substance abuse, so as far as some of those topics, you know what are some of the struggles that you're seeing as far as mental health and how do you plan to build that into your Reform Plan, as well as substance abuse?" Mr. Groden stated: "The question is mental health issues or if you have a citizen who has a mental health issue or a substance abuse issue, do you have any program or process by which to handle that?" The Sheriff replied: "What we do we work hand in hand with MCAT. We also have the Impacted Citizens Program, where we do contact every overdose that's reported..." Mr. Groden then asked him to explain that please. The Sheriff continued: "What it is is if there is an overdose reported to us whether it be by one of these agencies or our own or the State Police, we send a team out to contact them within 24 to 72 hours and we will refer them to other resources or MCAT, mostly MCAT for a follow-up, whether that be treatment, rehab, whether it be a mental health issue or a substance abuse or a combination of both."

Hunter replied: "I think similar to what the Sheriff said, we work fairly extensively at this point with the Mobile Crisis Team (MCAT) dealing with both mental health, utilizing them for mental health evaluations in cases, as well as some substance abuse cases and we are reporting our substance abuse cases, overdose cases, to the Sheriff's office for the purpose of utilizing their program with regard to the Impacted Citizens' Program." Mr. Groden stated: "Okay. Anybody else?" There was no reply from the Chiefs. Mr. Groden confirmed that Ms. Oldakowski had no further questions and he then asked Mr. Friedman if he had any questions or comments for the Chiefs. Mr. Friedman stated: "My only comment is that this Committee as

its constituted will come out with its report and then there's seven of you who are going to come out with a report and I think the public, from what we heard at our public hearing a couple of weeks ago, is kind of expecting that there's going to be some sort of cohesiveness between these plans, so I guess I want to hear, and maybe it's too soon because most of your committees haven't met, you know, what kind of actions do you see your committees or your agencies taking that would be changes to what you're doing now, that we may consider in our Plan. And I know that that's a very big question that you guys might not be able to answer yet, but at some point, I think we need to keep the lines of communication open between you folks and the Sheriff or you folks and Shaun so that we get to hear where you're going and maybe it's something that we could consider." Mr. Groden suggested: "Perhaps a debrief relating to their meeting schedules. We all have the same calendar. Everybody has to have their report out at the same time." Mr. Friedman stated: "Right, I mean we all understand the challenge that the State Police handles not quite half but fairly close to half of the calls. They're not subject to this though. It seems from what we heard from the public they'd like to see sort of a, you know, we don't need eight plans that are identical but at least some consistency amongst what we decide." Mr. Groden confirmed that Mr. Friedman had no further questions or comments. Dr. Cook then stated: "I agree with Jeff. I think it is very important that they keep us informed so that we are all consistent in some type of manner in our replies." Next was Rabbi Zak who stated: "I just want to thank the Sheriff and Chiefs, the Lieutenants, all the officers for taking the time to explain to us so that we could better understand really what you do and how you serve all of us in your communities." Mr. Slutzky had no questions or comments. Mr. Groden stated: "Alright, so the District Attorney and the Public Defender who are also members of the Committee, I don't know if Joe, based upon the questions that were reviewed tonight, if you want to expand upon anything in how they do this. Eventually, down the stream both of your agencies are handling the work products if you will, of all these law enforcement agencies, was there anything you want to expand upon, review, add further questions?" District Attorney Joe Stanzone stated: "Well the State talks about transparency and I think what they're looking at is for each agency to address issues of transparency, for instance, when you speak with members of the public, you are not speaking with them just as a routine 'hello' or whatnot, do you let them know who you are? Do you provide a badge number? And if you had, if you're interested in searching a vehicle or an area and you're looking for a consent search, again looking at the State requirements for interests, do you at this time provide information that we're asking you for authority for your consent to search, let's say a vehicle? If that happens, do you also advise, you know, there's no mandate that you grant this search. These are the types of transparencies that I see are focused on in the Governor's Manual here. I'm just curious, are these things being considered by various police agencies?" The Sheriff replied: "That's right in policy and our written consent, that you don't have to consent to a search. And we do identify ourselves and everybody's required to wear a name tag in addition to giving their badge number."

Hunter: "I mean certainly all my guys are required to wear a name tag, we all wear a badge. I also encourage everybody to carry a business card and provide it to people if they request it and I give my card out in just about every interaction that's substantive to people. And of course we conduct our searches within the confines of the state law and our consent form also does have a

clause on it that you're, what the Sheriff's office has, I believe that does inform people that they're not required to consent given certain circumstances." D.A. Stanzione asked: "Do you use a written consent form?" Hunter replied: "We do have vehicle consent search forms."

Catskill: "You're talking about vehicle searches, Joe, you're not talking about residences, something like that? You want to know if we're getting a consent to search, if we're getting it signed?" D.A. Stanzione replied: "For a vehicle search." Catskill: "Yes, well, obviously you're supposed to do that, and I think that's what happens most of the time in our agency. You and I both know sometimes that's not reality. I mean, it happens. It shouldn't happen, but it happens. It doesn't happen too often that it's come to my attention but I'm sure it does happen. So you're talking about a verbal regarding a written consent?" D.A. Stanzione replied: "Right. Or even if it's a verbal consent, whether the person is advised that he had no obligation to have the vehicle searched or whatnot. So if that's communicated?" Catskill replied: "Absolutely. It should be."

Athens replied: "I believe the best way to answer that is we would conduct a search with normal police protocol standardization. In most circumstances, they would sign a consent form, but it's like Dave said (Chief Darling, Catskill) there could be a situation that the event doesn't happen for some reason, say someone vaulted from a car or something like that, maybe officer safety, something that required an incident, maybe a dash."

Durham replied: "We do very few vehicle searches okay, but we have to have a lot of probable cause and advise the person that they do have the right to refuse." D.A. Stanzione replied: "Okay. Of course, if you have probable cause, there is no need to ask for consent." Durham asked him to repeat that, which he did. Durham replied: "Well, we'd rather err on the side of caution."

Coxsackie replied: "Same thing. We have a written consent form too, saying they have the right to suspend that right if they want to, you know, their consent. My officers are all in uniform with badges and name tags so they're all properly identified and they have business cards and they do give out their business cards."

Cairo replied: "I'd say probably about the same, Joe, but if you have probable cause and the person consents or doesn't, I'm going to say, I guess we can be better about telling them that they don't have to consent, but like you said they've been stopped already. No question of that."

Windham apologized, explaining that from where he is sitting, he could not hear most of the question and most of the other answers. D.A. Stanzione stated: "Okay, so basically if you, when you ask a person for voluntary consent to search a vehicle, do you also advise the individual that he does not have to give that consent? That he can refuse the search?"

Windham seemed puzzled by the question and a brief discussion ensued, then D.A. Stanzione clarified: "Voluntary search for a vehicle. If you stop a vehicle and say 'you know, you don't have anything illegal in your vehicle, do you?' Well you don't mind if I search your vehicle do you?' A situation something along those lines. Or is that something you don't get yourself involved in?" Windham asked: "Is it something that my officers are doing?" D.A. Stanzione: "Or is it something that you don't get yourself involved in. You don't conduct voluntary searches." Windham replied: "No, we don't do that. If we have a clear view, or something like that, then it's a different story. But we don't ask that as a regular question in a traffic stop."

D.A. Stanzione stated: "The reason why I ask you that is because I've discussed this with some other District Attorneys and they have a lot of trouble with the consent searches that they conduct. Police Officers will conduct consent searches and they don't have a signed consent form or they're having the individuals who were stopped are saying 'Look, I never gave consent. This is a bunch of nonsense. They should never have been in my vehicle, searching the vehicle.' I haven't seen that in Greene County and I'm just curious, is this going on? This is not complained about, I mean, I'm just curious about this particular issue because certainly if you're going to ask for voluntary consent, number one: you should have a consent form and you should certainly advise the individual that he has a right to say no. Otherwise if you proceed, the search might be thrown out. But again, it seems to be a big issue in certain jurisdictions. I don't see it as a big issue here and I just wanted to confirm what it is our police agencies are doing that I'm not getting these sorts of problems that I hear about in other jurisdictions. And obviously it appears that our various police agencies are following the protocol here in Greene County and not getting involved in those situations." Mr. Groden asked D.A. Stanzione if he had any more questions/comments and he did not. Mr. Groden then asked the Public Defender, Angelo Scaturro, if from a Public Defender standpoint, there was anything he wanted to review. Public Defender Scaturro replied: "More of just a comment. Obviously, in my position and the people I deal with are on the opposite side of these gentlemen in their law enforcement, so I hear a different end of this. And I don't, I think that the policies, and this is probably I speak for like generally to represent, they're all good, they're on paper and it sounds good, but as we know, just like if you're baking or you're cooking, there is a recipe. It doesn't always turn out the way we want it to because of certain events that occur or how things unfold. And so there's a lot of varying in this and that. And so I'm not sure how to make the general public feel that you know, we have these policies, they feel like they're enforcing them, some might not feel that. And how do we make everybody feel like they're trying to do the right thing even though it may not end up the way we wanted it to. I think that's more of what I take from what we're trying to do here, let's make everybody feel good about what happens, even if maybe it does go awry, but that's just more of a general comment."

Mr. Groden then stated: "Okay, alright then. At this point we are ahead of schedule, which is a good thing. So I'll turn the floor over to any citizen who has a question. I would just ask that you would please come up and state your name and just your town, don't need your address, just the town you live and address your question to the Committee. With that I'll open it up the floor."

Thomas Kearney stated: "I'm wondering how often the excuse of police safety is used to cut corners in the standard operating procedures? A gentlemen just said before about consent to searches if maybe he wouldn't get a consent if there was a police safety and you also hear police safety in so many other areas and I'm trying to figure out." Mr. Groden asked: "Can you define for me what you mean by police safety?" Mr. Kearney replied: "I don't know what the cops mean by police safety when they say it. I have no clue what an officer means when he says that. He says 'oh, I got a person in the back of my car for my safety'. Why don't you let me go for your safety?" Mr. Groden stated: "Okay, I'm out of my lingo here, so". Chief Darling stated: "Well, I think the question is, how do you define police safety?" Mr. Kearney said: "Yeah, how do you define it?" Chief Darling stated: "Well, it's an individual officer's

detection that maybe something's not right, when he's interacting with the public. I actually tell my guys, if you're not safe, back off a little bit, back away a little bit. You're right about that. I know what you're saying. I know exactly what you're saying, but it's an individual officer's perception of whether or not he feels safe in a situation where he's at a vehicle stop or he's approaching somebody, the interaction, the communication, whatever is going on with that communication, he might feel like he's not safe." Mr. Kearney replied: "And therein lies the problem. Whether or not you're safe, or you feel safe, it's too subjective." Chief Darling replied: "Absolutely. Absolutely." Mr. Kearney continued: "It can go anywhere." Chief Darling stated: "It can go anywhere. I agree with you a hundred per cent." Mr. Kearney stated: "We need objective parameters." Chief Darling replied: "Right." Mr. Kearney continued: "As far as what defines safety." Chief Darling responded: "But that's hard to do because every situation is different." Mr. Kearney replied: "No it's not. Either this point exists or it doesn't. Either this exists, or it doesn't. And if these things don't exist, then you are not in danger. If there's no gun, why shoot?" Chief Darling stated: "Oh, yeah, well I agree with that of course, of course. I agree with that, I mean that's a specific situation and that's not even an argument because you're a hundred per cent right, if there's no gun, there's no gun. I agree, but you're talking about..." Mr. Kearney stated: "I mean there's, there's, there can be justification without a gun as well, that's happened, we're not going to say it, you know, you can't justify a good shoot without a gun, but what I'm trying to say is, is that I've been involved with, you know, the criminal justice system for a long time, and a lot of times I hear that phrase, 'police safety', and it can be defined in any way, 'officer's safety', 'I'm doing this for the officer's safety.' I had someone actually at a traffic stop, come up to my car and open the door and like 'license and registration'. Do you really do that, for your own personal safety? It sounds stupid. I'm like 'what are you doing?' He said 'oh, I had to open the door for my personal safety. It's like a get out of jail free card. As long as you're trying to protect yourself instead of the public, you're fine, and you're not here to protect yourself. You're here to protect the public." Chief Darling replied: "When things like that happen and the guy opened your door, did you make a complaint? Did you tell anybody?" Mr. Kearney replied: "For what? To who? He let me go anyway. Thank you guys, I appreciate it." He was asked what his name is and what town he is from and he replied: Thomas Kearney from Greenville.

The next speaker stated: "Just a quick question. Pat Linger from New Baltimore. As for the group here, I know the Sheriff is currently working on accreditation. I think I heard Catskill is accredited. Is anyone else, anyone else's agency already accredited?" There was no reply.

The next speaker stated: "Hi everyone. My name is Stephen Nash-Webber and I am from Tannersville. First of all, I want to thank everyone for participating in this forum, it's extremely helpful, and I really do appreciate everything that you and your members do every day for us. It's an extremely hard job and I just wanted to voice my appreciation for taking the time to look at and perform at the same time as serving us day to day. I want to touch on a couple of topics that came up today. One of them in particular is in terms of this question of complaints. It sounded like you have very impressive records in terms of complaints. Single digits is what I'm hearing, but I have feedback from my side of my community that perhaps those complaints are held back because they don't feel like the complaints are welcomed or will be handled properly. So my question is a couple-fold, one is: as you go through this process, would you first make

sure that the procedure that you'd use to lodge the complaints get on to your web pages individually. A lot of the people that you interact with actually aren't even residents and so they would not know how to call the town board, or administrator to complain, or whatever, right? So if you would please consider committing to at least getting that procedure up on your websites. The second thing I would strongly recommend is that there be a quote, unquote 'third party' somehow. Some clearing house that the complainants anonymity and protection is maintained? Sometimes the very nature of the complaints processed can either expose who they are, but they should probably have at least an initial sense that they can tell you 'oh, you know there's an issue here. I don't wish to proceed with a full program involving my identity and a discussion about my complaint but I'm just throwing the flag up.' And honestly, I think this is very, very valuable. I feel that even minor complaints have value in terms of telling us whether or not we're on the right track. Maybe they are unsubstantiated, I think you did some investigations, some of the complaints that were unsubstantiated in almost all the cases. Okay, fine, but at least they are telling you something." Chief Darling replied: "I didn't say that. I didn't say they were unsubstantiated in my case, I didn't say they were unsubstantiated. Some of them were." Mr. Nash-Webber replied: "Oh no, I don't think they were your cases, I think it was Cairo." Mr. Groden agreed it was Cairo. Mr. Nash-Webber continued: "So I just, that's my plea to you on transparency with complaints. It's critical that we make sure that we're measuring our performance in this regard without a good open procedure we're not going to get the data. My second question is regarding mental health, we talked about the mental health of our citizenry and that was a very important topic, my question actually is in regards to the mental health of your members. As I discussed at our last town board meeting, I'm concerned about a lack of trust in both directions, both from the citizenry regarding the police enforcement actions and the police in terms of citizen danger that the citizen provoked, or suspects posed to them. So my question is what kind of procedures or resources do you have or you think you might need to be sure that your members are in the best possible place, they're level-headed, they maintain their sort of level-headed, perfected execution of their work and perform well? Do you see any issues or concerns with depression, anxiety or other mental health issues in your police forces that you might need resources for?" The Sheriff replied: "We do have, the county has an EAP program. We also utilize the State Police's EAP program if it's somebody who might not necessarily want to deal with somebody from the same County. So they are available and we do take advantage of them, EAP." Mr. Groden replied: "EAP is 'Employee Assistance Program', that's something we provide all employees; they have the ability to contact an independent anonymous organization or person up to three times seeking, and the person really is meant to be the person who can direct them to who they really should speak to." Mr. Nash-Webber stated: "Right, I think EAP programs are fantastic and if the other police forces don't have that, let's make sure that they, and usually it's extremely cheap. I'm just going to put it out there." Mr. Groden replied: "This same question has come up before in regards to our dispatching operations because they are the first line of defense. They hear the background noises of a call where they hear that somebody is deceased, or something like that, so it's the same issue with how do we get them to debrief and de-escalate their own mental health after handling a very tough call." Mr. Nash-Webber replied: "Right, well and I think I want to touch on that. I'm also concerned that there is a stigma that can be associated with getting mental

health services, and so I wanted to make sure and ask that you as leaders of your police forces are really, more than suggesting, but even encouraging your members to go and get engaged with the mental health community and stay up on that. If it's, you know, even a conversation that happens once every few months, just to say 'how you doing?' 'where are we?', the things that really I think could ultimately head-off a bad situation developing down the road." Mr. Groden stated: "Stephen, may I ask, someone wants to respond to that. Captain Quinn?" Captain Tracey Quinn, who was in the audience, stated: "Yes, I just wanted to let you know also that the Greene County Sheriff's office has partnered with the Ulster County Sheriff's Office, as well as MCAT and several other agencies who are part of the 'Hero' Program - Helping Every Responder Overcome resiliency program. We also have peers that are trained in crisis intervention and we send them out to the neighboring counties when they need, when there's someone that, when they have an incident where someone was hurt or killed by family members, so we're also involved in those very closely related peer mental health programs." Mr. Nash-Webber replied: "That's really great. Thank you." Ms. Oldakowski then stated: "And just to let you know too the Upstate First Responders Support Team is the first incident stress management team that covers Greene County, and that's all first responder disciplines. It includes law enforcements, ems, fire, dispatch, corrections and veterans." Captain Quinn stated: "We have members on that team." A Sheriff's Deputy then spoke: "Can I just add something too? I think that as a collective group here, police agencies within the county, we do a pretty good job at policing each other. If I see somebody at the station that doesn't, you know, something's bothering him or her, I'll sit down and talk to them, guide them in a direction, maybe they need to sit down and talk to somebody professionally or something like that, so I think I speak pretty much for everybody up here that we do a pretty good job doing that." Mr. Nash-Webber continued: "This is something that's maybe a little bit to the concept of complaints but in terms of transparency, do you have a, we know that you have a use of force policy but is there now data associated with it, or specifically broken out, you know, every time that we find that we have, or for example, do each of your, have you had a, or do you have a number of interactions that resulted in injury either with your members or with the public in the last 1, 3, 5 years?" The Sheriff replied: "We all report to DCJS we report every month. And that could be as simple as somebody not willing to put their hand behind their back. So those are all reported to DCJS as far as the actual numbers for us this year, I don't, I think we have, off the top of my head, two maybe." Mr. Nash-Webber stated: "Two incidents this year. Two major?" The Sheriff replied: "No, no, these are minor. No major." Mr. Nash-Webber asked: "And the other police forces here?"

Hunter replied: "So, like the Sheriff said, the implementation of that program where we were working out, there's very specific documentation that goes along with every single use of force contact that we have is, when was that implemented?" He was told the beginning of this year and he said further: "So, since that's gone into effect we have not had a documented use of force incident. And that includes up to what I guess for lack of a better term would be, say brandishing a Taser or pepper spray. So for this department has not had an incident that required documentation this year. I'd have to look back on the last three years. A very, very few number of use of force incidences, none that I can recall that resulted in injury to either the officer or the individual being engaged."



For Catskill, Chief Darling replied: "We've had use of force. No injuries, nope, nothing resulted from any injuries but we've had use of force incidents this year." Mr. Nash-Webber asked: "And is that concerning to you? Are you concerned in any way that if a trend were to develop, you might have injuries?" Chief Darling replied: "No, because we investigate every one of them. Every one of them is looked at, using witness statements, things like that, how it went down, what happened." Mr. Nash-Webber replied: "Okay." Chief Darling added: "I'd be concerned if somebody got injured, but, we haven't had any of those this year." Mr. Nash-Webber asked: "Anyone else?"

Athens replied: "We had a use of force incident where a individual pulled a knife on the officer. The officer disarmed him, without injury to either one of themselves."

Mr. Nash-Webber replied: "Wow, that's something. That's, well, that's probably a great deal of training and skill and it's commendable. The police force who, you know, is a part of our community but is not here is of course the State Police Force. Do you have any suggestions regarding or I don't know how to put this, I guess, the question is: is there something that we should be considering taking to Albany in terms of their role in Greene County and maybe given the nature of your work with them, in collaboration, is there a better avenue to get that information, but I guess I am curious about that and so, if any of you could find me after the meeting or I'm sure you can find me, I would appreciate to know if there's anything that you can pursue at the Albany level to make sure that the State Police are providing the exemplary rates level of service that I think you're providing. And that's it. Again, I want to reiterate my deep appreciation for all of your time and the great work you guys do."

The next speaker stated: "Hi, my name is Bernard Rivers from Cornwallville in Durham. I'm interested in the specific question of complaints which could have been filed, should have been filed but were not filed. In this, I'll ask to what degree this may happen and by the way, this is really a question for the Committee, not for the gentlemen over there. And so that question in my mind is, how can one find out whether there were incidents taken place in Greene County with police officers where if the party on the receiving end was telling the truth, they would have the basis of a complaint, but they go to file a complaint, for whatever reason, maybe they're rushing home to feed their kids true to their schedule, true to whatever, and I'm now going to say something which is perhaps politically not correct but I think it's still appropriate, in this country, I'm not speaking about Greene County, in this country, many, or rather a significant number of crimes which are committed where people are found guilty through the proper judicial process of that plan, many of the people involved are black and many of them are young men. As a partial result of that, many people who are young and black and male, but have not committed any crime at all, do receive harassment or worse from police forces and again I'll repeat that I do not have any evidence of mishandling, but we would have to be blind to believe this is not taking place anywhere in the national stage. So the question is how can we find out whether there are people, particularly young black people, who would like to complain but have chosen not to, because you need to know. And so I have a specific suggestion and I did make this suggestion by the way when I submitted a comment or question through your website, I'm repeating what I said on your website, and that is, have you considered reaching out to the organizers of the Black Lives Matter marches which took place in at least Catskill and Greenville and I think there were some others too. I was present at those marches. I'm not a

young black male. I'm an old, boring, retired white male. And it was actually rather a pleasant experience being there on those marches, it was very mixed events. And apart from a little hostility from certain peoples, in Greenville they were very, it was a very relaxed event. The organizers of both those events will know about, will be in touch with, I'm sure, the kind of people I'm talking about that you're not hearing from, if those people exist. If there are people who in this County, have experienced inappropriate harassment and have not approached, and if they're black, then it's very likely that the organizers of those BLM marches will be in touch with those people and know about those people and so, and I'm encouraging you to reach out to them. I look at your committee and I do not see any young black males, not meaning any disrespect sir (to Dr. Cook), but you're not young anymore (laughter) any more than I am. And I look in the audience and I see possibly one. That's not many people around so that the danger of this process is that you'll go 'blah, blah, blah, blah' to each other in a very worthy way, but we're not hearing the stuff that we need to hear. And it's too late for you to do, I think it's too late for you to change the composition of your committee, but it is not too late for you to reach out and in ways, various ways, and in particular I would suggest, I'm not asking you to answer me right here and now because you have to engage in your own terms and directions. But I encourage you very much to reach out to the organizers of those marches and very well. Thank you very much." Mr. Groden asked: "Anyone else?" Mr. Kearney spoke again: "I'll go again. Just a little while ago while you guys were transitioning from one portion of Agenda to another, I heard you guys discussing continuity in your reports between the towns and you said it would be expected from the public, but if each town is different and each town is supposed to be coming up with their own plans, why would the public expect there to be continuity? Why would they all be the same? I would believe that you all sat in a room, put your heads together and rubber-stamped them to make them all look the same. Because how many different towns are there, how many different police agencies?" Mr. Groden replied: "Seven. Seven plus the Sheriff." Mr. Kearney stated: "Yeah." Mr. Groden added: "Eight, if you include the New York State Police." Mr. Kearney stated: "Apparently, I mean the Governor is not here or I would ask him myself, why don't you include the State, who's?" Mr. Groden replied: "That's a good question." Mr. Kearney continued: "I have never been pulled over by any police agency here. Not once. Always the State Police in Catskill. Always." Mr. Groden stated: "It was one of my recommendations to the Committee would be to request the Governor to have them go through this same exercise..." Mr. Kearney replied: "Absolutely. Why shouldn't they? It makes sense." Mr. Groden continued: "Statistically, we think the State Police represent forty (40%) per cent of activity in the county." At this point, Chairman Linger who was in the audience asked Mr. Groden to touch on the 'closest car doctrine' because that speaks to why you want the continuity. Chairman Linger said he was not sure if Mr. Kearney was present at the last meeting. Mr. Kearney said he wasn't at the last meeting. Mr. Groden replied: "Well, when you dial 911 depending upon if you're calling from a landline or cell phone, it goes to the dispatch center and if you're in Town 'A' and they try to dispatch that police agency but they're already busy, then what goes into effect is what's called the 'closest car doctrine'. People don't really care what color the car is, as long as the car shows up to take care of their needs. That is the closest car doctrine, and many times that's why the State Police get involved, even though they have their own dispatch capacity, we do dispatch them as well if

the closest car doctrine comes into play.” Mr. Kearney replied: “But as a part of the community that is mostly policed, I see it differently. I see cops everywhere. I see the State Police, I see the Greene County Sheriffs, I see Catskill Village Police. What do you need them here for? And it’s not always they’re responding to an incident. They’re sitting back in a dark alley, waiting for someone to go by two miles an hour over the speed limit. It’s ridiculous. They’re stalking the community.” Mr. Groden replied: “Well, that goes to the, I think you came in late, but there’s the broken windows methodology.” Mr. Kearney replied: “Oh. Okay. That’s my bad. I have another question with respect to mental health. I believe that it was the Sheriff who was saying that you know when you have an overdose or mental health crisis, that you send somebody to them within 24 hours. That somebody, is that a police officer?” The Sheriff replied yes. Mr. Kearney asked: “Why?” The Sheriff replied: “We’re following the model of other agencies who are doing a similar program. We have no way to legally share that information with anybody but the police.” Mr. Kearney replied: “You don’t have the training for that sir.” The Sheriff replied: “We’re not counseling. We’re not, all we’re doing is making contact and by the way, we have an 85% success rate and Katie (Oldakowski) can verify that. All we do is sign a consent that they’re looking for a, b or c and we turn them over. We do not do any type of counseling, any type of...” Mr. Kearney replied: “The problem that I have with that is the disturbing trend of people with mental health issues getting shot. There was just another one in Pennsylvania.” The Sheriff replied: “Well, these guys go out in...” Mr. Kearney stated: “I mean that could happen here.” The Sheriff continued: “...let’s back up a little bit. I think you’re misinterpreting this thing. This is not a cop in a uniform in a marked police car. It’s two guys dressed in polo shirts and they’re coming to help.” Mr. Kearney asked: “Do they carry guns?” The Sheriff replied: “Of course they carry guns.” Mr. Kearney replied: “Okay, then it could happen.” The Sheriff replied: “Anything could happen any time.” Mr. Kearney replied: “No, it can’t happen if you send a mental health professional instead of a police officer. Then it can’t happen.” The Sheriff replied: “Then you would have to change the law to allow that.” Mr. Kearney stated: “Is it really the law that a cop has to show up to a...” The Sheriff replied: “We don’t have to, we’re doing it as, out of urgency. We have 150% increase in overdoses since this...” Mr. Kearney said yes, he understands that. The Sheriff continued: “Out of a pure interest in serving our community, we’re doing it.” Mr. Kearney replied: “Yes, and mental health is way overworked and you guys are doing way too much. It’s not on the police to pick up the slack of every other agency that can’t function correctly.” At this point, Katie Oldakowski spoke: “So Thomas, just to back you up, at Mobile Crisis and Greener Pathways, we came to the Sheriff and the Department of Health and said we know these overdoses are happening. You’re overtasked with what they’re doing, what they’re responding to, and so we talked to EMS, we talked to law enforcement, we talked to everyone that we could get at the table. What happened was that as we were trying to develop an MOU to share information, the county said we can’t give that information out to each of the outside agencies, so the bump back was that the Sheriff’s office developed the Impacted Citizens’ Program, so that they can do that initial outreach and get people connected. And that is the standard model across the nation. We looked at other counties and different things. We were trying to take the lift off of them and their response was to take the lift for us and have a great way to connect people now.” Mr. Kearney replied: “You’re still looking in the wrong

direction. You're sending armed people to..." Ms. Oldakowski stated: "It's been successful in Albany County, Erie County. It's been successful here and that's the model that we've been working with right now." Mr. Kearney replied: "It wasn't successful in Pennsylvania the other day. A young black man died." Ms. Oldakowski replied: "I think that was a different issue though." Mr. Kearney stated: "Couldn't been."

Mr. Groden then asked if there was another speaker and a lady came up to the podium. He asked for her name and her town. She stated: "Christine Wade. The Town of Hunter. Alright so I have a question for the officers. Is that okay? So I'd like to know if I were a fairy godmother and could wave a wand and give you anything, any budget that you needed, what would you do to make your officers perform, what programs would you put in place, what personnel or procedures would you employ to help your officers be the best of the blue?"

Hunter replied: "So I guess I'd, at the forefront of that would probably be increasing in training budget, you know, in terms of the training budget. I don't think that any officer would find additional training detrimental." Ms. Wade then asked: "What kind of training would you recommend?" Hunter replied: "You know, across the board training. I don't think that there's any type of that's bad necessarily, but given you know the current climate, mental health training would come to the forefront I'm sure, de-escalation training, use of force training, all the things that we've already talked about tonight. Training in those aspects would be probably the most important as far as things that are limited to us from a budgetary standpoint." Ms. Wade stated: "So you would emphasize, I just want the committee to take note that they would, at least in the Town of Hunter, the emphasis would be on more training, de-escalation training, mental health training. Would anybody else like to contribute?"

Mr. Kearney from the audience stated: "A cop kneeled on George Floyd's neck. For eight minutes and 42 seconds. He just took de-escalation training the week before. That didn't work. You're throwing money at a problem that is really a personal issue. It's character, it's not, you can't throw money at character. It's not going to work." Ms. Wade stated: "Well, I'm just asking the police officers what they would do to bring out the best of the blue. A second question that I have is, can everybody hear me? (Yes) A second question that I have is do you routinely feel fear on the job? And does your staff, the people that work for you, are they afraid all the time on the job? It's okay, I know you're guys, but you know, we all have feelings. Are you afraid on your job?" Hunter replied: "I hesitate to say necessarily afraid you know, if I was, I guess to a certain extent, sure. It's not something that I don't think that I can overcome on a daily basis otherwise I would quit this job and find something else." Ms. Wade asked: "Do you fear for your life?" Hunter replied: "In certain circumstances, sure. Not on an every minute of every 8 hour shift basis, because again, I, you'd be crazy to expect somebody to endure that, but." Ms. Wade asked: "As a manager, do you feel there's anything you could do to reduce that fear and policies and procedures you could put in, or training you could put in place to reduce that fear or in community involvement?" Hunter replied: "Yeah, I mean certainly, again, it goes back to the training aspect, if an officer is confident in their training and they're confident in the knowledge that what they're doing is correct it goes toward mitigation of fear, I think certainly." Ms. Wade asked: "So, if an officer is shaky in their training, or you know, I mean, I'm not criticizing any officer, I'm just saying if they don't have enough training and they're put in situations where they're not experienced enough or trained enough that that

could be problems.” Hunter replied: “The potential is there, certainly.” Ms. Wade asked: “Uh huh. Okay, so I looked at data, unfortunately I forgot to bring the source of that data, but I have it at home so if the Committee needs it, I’ve got it. In 2019 there were 1200 arrests in Greene County, is that correct?” Mr. Groden asked if that was county-wide, all agencies and Ms. Wade said county-wide. Mr. Groden explained that he just wanted to be sure that Ms. Wade is not just referring to the Sheriff’s Department and she said no, county-wide adding: “It was reported as county-wide.” Mr. Groden replied: “It includes then the State Police.” Ms. Wade replied: “Probably. It didn’t state that, but I could go to the source of it, it’s some public agency that produces a ton of statistics on arrests. So, they have it broken down by race, and the data I have is for 2019 and it was broken down by race and ethnicity, so there were 944 arrests of white people, there were 146 arrests of black, that’s their terminology, not mine. And 87 arrests of Hispanic so that means that of all the arrests, 78 almost 79 per cent were of white people and 12 per cent were black people and 7.2 per cent were of Hispanic. That’s my understanding. So, my question is, does that align with the demographics in our county? In other words, were arresting more of some groups than of others? And I just wondered what your experience has been as police officers? And I guess another question, a more specific question is how many of your arrests are emerged from traffic stops, like a broken tail light, you know that kind of pull over.” Someone mentioned that that is the ‘broken windows’ methodology spoken of earlier in this meeting. Mr. Nash-Webber from the audience stated: “She’s asking something different actually. It think she’s saying: how often do arrests come from observed violations versus from service calls, right?” Ms. Wade said yes, thank you. Mr. Nash-Webber continued: “So, there are patrol operations that observe, parole violations, so in this one the officer initiated law enforcement activities...” Captain Quinn suggested: “Proactive policing”. Mr. Nash-Webber replied: “Proactive versus?” Captain Quinn suggested: “Responsive policing.” Mr. Nash-Webber replied: “Responsive, yeah. The question is coming down to, what percentage breakdown do you have between those two categories?” Captain Quinn stated: “I’m not sure there is a metric to figure that out.” Ms. Wade stated: “Well that data may not be available but I would be interested in how many arrests are a result from like I got pulled over for having an expired inspection. I was not arrested. But I wonder how many arrests exist from those kind of pullovers, that’s all. I just want to know the numbers on that. And I’ve been trying to find them but I haven’t been able to find them and I wonder if any of the police departments have those kinds of statistics.” Mr. Groden replied: “I think, from earlier, we only fill out a box that the federal government wants us to chart, so unless that question is being asked, the data is not going to be collected. It’s a pre-filled form, right Pete? We’re given a form, right?” Captain Quinn replied: “Right, it’s pre-filled, so we’re just putting in arrest data, not what lead to arrest data.” Ms. Wade stated: “Okay, so now I want to ask the folks in the room who do this all the time, what is your perception of how many arrests or what percentage of arrests result from travel stops?” Catskill’s Chief Daring replied: “I can’t give you the percentage exactly, but I can tell you it’s low, it’s very low. From my police agency, it’s low. Most of our arrests come from complaints, civilian complaints.” Chief Darling asked Mr. Kearney if he thinks the Chief is wrong. Mr. Kearney said no and added that he has never been pulled over by Catskill cops. Chief Darling continued: “No, we’re not really, yeah we’re not really, you know, I mean, it’s

very low in my agency, I can't speak for anybody else, but." Ms. Wade asked: "Do any of the other police departments want to just reflect on that or comment on that?"

Hunter replied: "I think for the Town of Hunter there's been a shift in the period of time that I've worked there." Ms. Wade asked "Which is how long?" Hunter replied: "A little over 18 years. Ms. Wade replied: "That's a long time." Hunter continued: "So when I initially started working for Town of Hunter Police Department we conducted a lot more in the way of traffic enforcement and that was based on a different sort of tourism dynamic that was going on in the Town of Hunter at the time. It's completely different from what it was you know 15 or 20 years ago and so I would say that a larger percentage of our arrest numbers are generated by complaint work than traffic work as compared to say 15 or 20 years ago." Sheriff Kusminsky replied: "As far as we go, most of ours are also complaint generated. I'd be completely guessing, but." Ms. Wade replied: "Okay. Thank you very much and thank you for your work. I really appreciate all of your work, which especially if you're feeling afraid on your job. I think that is really unfortunate and I hope we can do everything to make you as safe as possible and I hope the Committee will consider safety of the police and the public. Thank you very much." Another person wanted to speak and Mr. Groden asked her to state her name and Town.

She stated: "Monica Keff from the Town of Durham. I just wanted to respond to a couple of the things that I had heard. As most everybody here knows, I spoke last time. I am an attorney in Catskill, native of Greene County. When it came to the complaints of some people who don't want to give to the actual police departments, I know Greene County has an Ethics Committee for any group county employee that is separate and apart from the police department. I believe that most Towns have those Ethics Committees as well. If not, you can definitely go to the Town Board. So that might be something to put into this Report up to the Governor. I would disagree with anonymous complaints to police departments. I think that just opens the door for abuse or retribution by someone who has received a ticket, someone who's been arrested for something. So I would just disagree with anonymous complaints. I think one of the other things that, I think this I thought of when you were talking, and it's community get-togethers. The one thing I've noticed with this new sheriff, almost every single event you see in Greene County, there is the Sheriff or a sheriff there. And they're there just to talk to the community, not there to watch what's going on, not to look for any criminal behavior. They're there to really connect with the community and that's really what the drug overdose program is about, is to connect to the community, see how that person is doing, reach out to mental health, rip the red tape off HIPAA and everything else in order to get that person the services and give them another way to get those services. I would encourage those kind of get-togethers with all of the police departments and I know that the Town of Cairo does it too, I've already been there. You always see Sgt. Bush or one of the Cairo P.D. at everything that's going on and they're very approachable. So anybody can walk up to them. I think that would be a significant improvement in community relations between the police and the community and the police be open for those questions of, you know, what makes you scared at a traffic stop? I was always taught when I was a kid and now it's a little bit hard because there are no keys to cars, if you get pulled over, your window goes down, your car goes off, the radio's off, the keys are on the dashboard. I don't care if you're white, black, female, male, Hispanic, doesn't matter. Ten and

two, just like for your driver's test. I still do that if I get pulled over by anyone. If I see a police officer in the middle of an incident, or if I call a police officer, my hands stay out of my pockets. There's just certain things that the community themselves can do to make those responding officers feel more comfortable as well. I'd never talk back to an officer, because it's not going to help your cause and it's probably going to guarantee you a ticket and furthering with, I forget, the English gentleman, I know there's SROs by the Greene County Sheriffs, I believe by Coxsackie, I don't know, David do you have some in, okay, those SROs, the School Resource Officers, are really that conduit to the young. I know we have a 17 year old senior who has had an SRO in both of the schools that she's been in. Loves him, knows them by first name. From elementary school in Catskill which was first Quinn, upward into this school, which was Tom Plank and he was the DARE officer and now Luvera, he's at the High School in Catskill. Those kids and I talked to a lot of the kids around that age, plus in my work I talk to a lot of kids from you know, when they first can talk all the way up to 18, they know those SROs by first name. They will go to those SROs faster than they will their principal, their teachers or anything when anything is happening. So I think more SROs is absolutely a good thing and opens that channel with the youth. And I think the stats with respect to how many minorities are arrested in Greene County versus what the population here is in Greene County, isn't really representative. You've got to remember the arrests don't say 'these are the arrests of Greene County residents'. We're talking about arrests on the Thruway. We're talking about arrests from coming up Ulster, coming from the city up. I know when they're tracking the ODs, I know in the past of having a conversation with Captain Quinn years ago when the bad batches were coming up, you could watch them come up the Thruway, so that's where you saw your ODs so your deaths and watch going visibly north, so we may have let's say 80% of the arrests in Greene County are white, and I'll just say maybe 5% of the residents, I think it's higher, are minorities, just because there's 10% for arrests, it doesn't mean that we're disproportionate in the arrests versus what the population is. So, this is the second meeting that I've attended, second public meeting. I think this one was great, got to hear from all of the locals. And I would absolutely suggest that the report say that the State Troopers be mandated to do this exact thing, because like you said, you've never been pulled over by a single one of these, so any adverse reaction or interaction you've had with a police officer has been the Governor's best, the New York State Police. So, and I think these guys are doing a great job and these women are doing a great job so, thank you." Mr. Groden noticed a gentleman who wanted to speak briefly.

The man, who didn't identify himself, stated: "I was going to make the same point she made about the statistics. Her analysis I think is right. We can't say population here versus arrests because of what you said about people coming up on the Thruway."

Mr. Stephen Nash-Webber wanted to speak again and he stated: "Just a really quick thing. First thing, that you for pointing out that possibly more training is a good choice. I think we managed to get through this whole meeting without talking about bias training? Do you currently have at least a mandate that your people do bias training?" Hunter said yes. The Sheriff said yes. Chief Darling of the Catskill Police replied: "Everybody does. Everybody." Many police chiefs replying yes. Mr. Nash-Webber then asked how often this training is done and how long it takes. He was told by the police chiefs that this type of training is done



annually, insurance companies often require this to be done annually, the training is online and is done at the trainee's pace. Mr. Nash-Webber stated that the training sounds like it is not particularly interactive or instructive. Captain Quinn, who was in the audience, explained that the online training was necessary because of COVID – the training had to be done, but individually, not in groups. Mr. Nash-Webber stated: “Without more information I don't know the details if you really have a problem, but I want to make sure we don't have a problem and so one of those things I've been thinking about is if you do see, even if you're not in support, the bias, that you have some sort of way of saying 'you know what? Maybe this is going to be a time to look at and address.' The things that I've heard about in terms of getting more personal in-depth bias training can be very powerful. Again, towards building trust in I think the minority communities here. That's it. Thank you again.”

Mr. Groden stated: “Alright, we're approaching the two hour mark here so I'm going to begin to wrap up. For the Committee, one of the items that we needed to review tonight was the ongoing schedule for this Committee and my particular concern is that we have two meetings scheduled in November and December. One of those meetings in each month is tentatively scheduled in that holiday week in Thanksgiving and Christmas.” Mr. Groden said he is concerned that members might have travel plans or even last minute shopping. He continued: “So the specific dates that I'm concerned with is November 24<sup>th</sup> and I believe that is a Tuesday going into the holiday week and then December 23<sup>rd</sup>. Now these dates were originally selected because they are repetitive every month. It was easier for schedules to pick the second and fourth week for something like that, so. And also then the next thing would be the venue. It's difficult to find a venue, we're trying to be spaced, we're trying to be careful. In certain rooms that I would normally use it just doesn't work. Particularly where we were supposed to be tonight, at the 911 training center up the street. That room just could not accommodate even this small setting tonight, it's too small. So we're probably going to continue to use school auditoriums as we move around geographically, but I would ask you to confirm with us that maybe the Thanksgiving week perhaps isn't so bad, but the December 23<sup>rd</sup> that's pushing the envelope. The other item brought up by the young lady from the Town of Hunter was it I think? I've been a public administrator now for about 20 years, both here in New York and in Michigan and I don't understand it, I can't put my finger on it, but it's the issue of substance abuse. There is an underlying current of substance abuse which drives criminality, but I don't understand what the cause is. Katie help me here. I know that when we address these, the officers, you know, they're not social workers. They're meant to de-escalate an issue and move the participants on to those people who can help them. And I don't know how to get a handle on how to get people off whatever they're on. That's a very confounding statement to make for someone whose job it is to draft public policy. Help me.” Katie Oldakowski replied: “So I think that there's a couple of different things that have to happen for both the public and for our law enforcement community as far as having designs for addiction recovery training. I think that that's something that should really be implemented into police departments and furnish training for them so that they understand the actual science of addiction, not the stigma, to help break down that stigma and make sure that they're seeing not just the substance abuse component. I think that's something that we can do as a community together through a public forum.” Mr. Groden then asked: “Before law enforcement is called, how do we prevent the



addiction?" Ms. Oldakowski replied: "That's like a whole piece of it is the stigma of that and making people comfortable when reaching out for assistance and if they're comfortable talking to their, to whoever in their community is, whoever represents their community and there's a huge opportunity to bring them in and definitely prevent. But when you look at the funding cuts that are happening on the state and on national levels, mental health and Oasis are looking at 20% withhold, which are going to be permanent as of 2021 pending the budget on what they're spending so we know what we're looking at. Juliann Bowman is here from the Reach Center. We're kind of all in the same boat, looking at the programs that are going to be cut. Prevention in the school districts is one of those things that is immediately on the chopping block. Do we have anyone here from Twin County on behalf of Greener Pathways?" There was no reply.

Mr. Groden asked the next speaker to state her name and where she is from. She stated: "My name is Julianne Baumann. I'm from Greenville. I professionally work for the Mental Health Association out at the Reach Center, a Child and Advocacy Center. We have programs that work with victims of crimes and abuse in Greene County and in Columbia County and as Katie was saying, we are facing budget cuts. We are facing issues with staff retention and we are facing all around and overwhelmed in people who are addicted, who are victims of crime and one of the first places to start again, like Katie said to reiterate is early on, educationally with children, with families, with parents, to get the word out there and again, schools do not have the accommodations anymore due to state requirements. We do not have after school activities, they've been reduced, they've been cut. Our community center, we're losing our community center, so all of these pro-social engagement type of services that used to aid in knowledge and the information being presented is diminishing, you know and being reduced before our eyes. So, another piece of that is you know, we do depend on law enforcement as one of the first responders out there, not again to arrest them, but to go out and talk to families and provide our information. Because again, laws and HIPPA and all of that do prevent us from cold calling people from showing up you know from people, even people we work with if it's something outside of our scope, you know, we really can't call them and address that issue. So working with law enforcement, collaborating with law enforcement with the schools with the community to please get the information out there early and consistently. That's a huge piece of it to, is repetitively and consistently year after year, starting from the youngest population and moving through you know the entire school system into our college, we're at Columbia-Greene, just keeping it up and keeping that message out there. Thank you. The one thing I do want to ask, I know you don't have much time, but I know from my listening here just for clarification, this committee, working with law enforcement, and I think it's referred to, is it the PP, the policy? For clarification, you guys (the individual police agencies) are also doing it independent of this committee in-house, amongst yourselves?" Mr. Groden said yes. Ms. Baumann continued: "Okay, so in viewing that, are you looking to do it with input from the community, with input from victims that you work with, as well as people who have offended and have gone through the system and from agencies that represent crime victims?" Chairman Linger, who was in the audience replied: "They are required to by the Executive Order." Ms. Baumann continued: "Okay, well, like I said, we're one of the, one of two crime victim advocacy programs in the

community. You know, please reach out. Please contact us. I'm more than willing to help, as many of you know, to give a different perspective. So, thank you very much."

Mr. Groden stated: "Alright. Committee members, does anybody have any final thoughts or questions from our chiefs or representatives?"

Dr. Cook stated: "I just want to respond to some of the comments that were made. Some gentleman said I'm not a young black male (laughter). I do consider myself to be a young black male. I mean you see me with a shirt and tie and a suit on right now, but if I were to wear my Yankee hat or my hooded sweatshirt with my jeans and my boots and my sunglasses, you probably wouldn't recognize me, because I seem like an entirely different person. So I've even experienced some of the same things that young black men are going through. So yes, I am a young black male. I'm raising a young black male, a 16 year old, and I work with young black males every day as a Superintendent so, it depends. I go through some of the same issues that young black men go through. And so I'm aware, it depends on what type of car I'm driving. Fortunately, I have the resources, I have multiple vehicles so. There are certain cars, I've learned that certain cars I drive different places, just so I'm not pulled over. So, you know, you learn that by going through those different experiences. As far as continuity, I think my perspective when it comes to continuity, training is employed. There should be continuity among different agencies, law enforcement agencies, policies. Over several weeks of training so that everybody is employed as well. So I just think that it's important for diversity in the police force should be employed as well. You know, your police force should be reflective of the community that you serve. Not only that but it's important in a lot of ways that the police force have a connection with the community. You're out there, you know, your understanding the community, you're knowing certain people and certain situations that they have dealt with. You may not exactly live there, have a residence in that community, but you know who all the key people are. The people you normally stop, you visit, you talk to, so that relationship building is important, you know, as a police force, a police agency because that will help with mental health. If you know if there's a particular individual who gets angry, who you're dealing with quite often, and you know they have mental health issues, you can give that particular person or people some support before it gets to a heightened level where an arrest may be made. I mean, I think the interactions are very important as well. You know, I always taught my son how to interact with the police. I know how to interact with police. That comes from being a child and how it was raised and my upbringing was pretty tough, but, you know, we had the Police Athletic League. So you know, we would go to the PAL, to box and play basketball. They took us on trips. We had a 'scared straight' program where you visited group homes and prisons, at that time it was Sing-Sing, so we'd take a visit to Sing-Sing and we'd talk with some of the prisoners. You know that kind of helped keep us on the straight and narrow, so I think those programs, all those types of programs and the community centers, they definitely filled a void when it comes to preparing the youth to become responsible adults and citizens. So I think that's important as well. And just again, know your community. It does reduce, you know, the numbers when it comes to arrests. Do you know your community that you serve? If you know the people then it will help reduce incidents again before they get to a higher level, so. I just wanted to make that point, particularly about the young black male because I am a young black male and I think that's very important that you understand our perspective. And I

deal with young black males all day, so I can speak for them, I'm meeting with them from twelve to one. I was part of the Black Lives Matter protest that was done back in the Spring so, you know, I get involved, I do engage, and I can speak from their perspective so I just want to make sure that we're all clear on this. So thank you."

There was a brief discussion regarding the questions asked tonight. It was noted that some were answered already and others the committee would need to go through.

There was also a brief discussion on the possibility of future committee meetings being held by Zoom or other remote process, including a discussion on video-taping, and the fact that there are different venues with varying internet access and the logistics involved. Mr. Kearney noted that he just attended a statewide rally in Albany with just a few laptops and there were no problems. He added that it is not that hard to do. Mr. Groden said he'd be willing to try anything.

The next Committee member to speak was Jeff Friedman and he stated: "I just wanted to echo something that was said about the crime statistics or arrest statistics: plus or minus, Greene County's population is 89% white, minorities making up approximately 11%, we'll wait and see what the next Census says, if that's what our statistics are. However, I'm not sure who made the comment of that you can't necessarily extrapolate arrests to our population and I don't know if you want to call it a transient population but we have a significant tourist population which does account for numerous arrests in this county, especially at some of our large events. The second thing is that was mentioned, arrests that are made on the Thruway in our county are also contributed to our statistics, so there would have to be a far deeper dive into those numbers before you can make any conclusion about ethnicity or racial numbers. So that's the only thing I wanted add, that before we take that leap, far more study of that needs to be made.

There was a brief discussion between members and Mr. Groden on the November and /December meeting dates. The members present agreed on the two November dates of Nov. 10<sup>th</sup> and 24<sup>th</sup>. Mr. Groden will reach out to the two committee members that are not present tonight and he will also choose another venue and place this information on the county's website. Mr. Groden then thanked all the representatives of the police forces for attending this long meeting and wished them luck with their own committees. This meeting concluded at 8:20 p.m.

