

GREENE COUNTY
POLICE REFORM AND REINVENTION COMMITTEE MEETING (Zoom)
DRAFT MINUTES

January 13, 2021 at 6:00 p.m.

PRESENT (all virtually): members and staff only: Kai Hillmann; Dr. Ronel Cook; Rev. Richard Turpin; Gary Slutzky; Angelo Scaturro; Jeff Friedman; Pastor Rick Snowden; Rabbi Zoe B. Zak; Katie Oldakowski; Joseph Stanzione; Shaun S. Groden; Sheriff Kusminsky; Undersheriff Adam Brainard; Lt. Andrew Overbaugh; Warren Hart, Teri Weiss, Linda Dunn.

Mr. Groden began this meeting at 6:04 p.m. and he thanked Mr. Friedman for helping to find out, through a phone number that appeared on the Zoom screen, that the number belonged to Lt. Andrew Overbaugh. Mr. Groden stated: "Thank you Jeffrey and just for everybody, this is a closed meeting. This meeting is meant to be for committee members only. So, I'm hoping that's the case. And number two, the 'Agenda' that I and I put that in quotes, is not necessarily an Agenda of items to go through chronologically. It was our attempt to capture either the comments, the suggestions or the what-ifs during our public meetings and that doesn't necessarily mean anyone agrees with anything. I think my obligation is to just record the suggestions, the comments, the conversation and how this committee deals with that is a separate issue. I'm very sensitive to the fact that I may type this Report to go to the County Legislature, but I am not writing the report, if you understand my differentiation. I'm very sensitive to that. I'm not, I don't want this to be Groden's Report. There is a Committee here, so my assistant Linda and I have gone through our notes. We certainly could have missed many things and again all of us may not agree with these things, that's okay. The rules of brainstorming, remember, are: there are not decisions that you disagree with, there's just decisions we don't implement or we don't discuss or whatever, so. Again, these items are just what we took in our notes, so Warren I know is going to go through them if you haven't already. The purpose of tonight, which is a closed meeting for the Committee only and also the next meeting on the 27th, is for us just to go through the dialogue, go through the comments. Anything that you picked up during the events, either because they happened at the meetings, or conversely they did not happen at the meetings and are we missing something, these two sessions really are for us to get down and get honest with each other on how we want to proceed. We need to submit a report in February in order for me to give it to my Board in March and then my Board may debate the Report before it's eventually sent off to the Governor's Office. And so what I'm also trying to orchestrate if you will, almost from a, think of a Supreme Court decisions, where there are dissenting opinions as well as approving opinions, perhaps that is the format that we want to entertain. There are certainly some of the suggestions that have been made that I disagree with but I still placed them up here on the Agenda

because at this point it's not my role to edit or to remove anything, that is a Committee decision. And I want everyone to make sure we understand that as we go forward. This is a Committee. We have to work through this together and you may rue the day that you volunteered for this Board. I understand that, so. We can add to this, absolutely. And after that, it's going to be our decision to now come to some composition, so that in the February cycle when we go back to either live meetings, if COVID allows, or somehow do a long-distance Zoom and allow more people to Zoom in, which is I think very difficult. How do we then in February formulate some kind of a draft that I can put up for everyone to review and not necessarily agree to but at least sign off on that yes, these issues were discussed and how do we then formulate? Lastly, I do want to welcome Kai. I don't know if Kai is on or not, are you there?" Kai replied that he is on and he noted that Rev. Turpin just called him, and he is trying to get into the Zoom. Ms. Oldakowski asked Kai if she should send Rev. Turpin her link and Kai agreed. Mr. Hart stated: "Hey Shaun, can I add that in the interest of time, because there is a lot to go through here tonight, I don't know how long we are going to go, but knowing that we have January and February, if there is an issue or additional information or something that has yet to be put on the table that needs to, tonight is a good opportunity to put something out there that the Committee might need to address. Mr. Groden stated: "I agree, I agree. So, I'm sorry, I didn't mean to start if everybody wasn't on, on-line yet, but can someone advise whether or not the Reverend has gotten in?" Ms. Oldakowski replied that she just sent him the link and she asked about doing a roll call while waiting, so we know he is here. Mr. Groden responded: "I can. I'm hoping that he announces himself first. This is part of the reason why I hate Zooming and long-distance communication because I would rather sit next to you. Ms. Dunn had a list of the members and offered to do the roll call. Mr. Groden said to go ahead. Those present were: Kai Hillman; Dr. Cook; Rev. Turpin we are waiting for; Gary Slutzky; Angelo Scaturro; Jeff Friedman; Pastor Rick Snowden; Rabbi Zoe Zack; Katie Oldakowski I know if there; Joe Stanzone; Sheriff Kusminsky; Adam Brainard; Tracey Quinn is not on; and Mr. Hart and Teri, Tracey and Rev. Turpin. Mr. Hart asked: "Was there anyone else missed that's on the call?" A reply came: "My name is Andrew Overbaugh. I don't know if you confused me with Mike or if Mike is actually on?" Ms. Dunn stated: "I'm sorry I didn't realize it was Andrew, I thought it was Mike." Mr. Groden replied: "Yeah, there's two. There's two Overbaughs. But for clarity's sake, is Mike on the line, or just Andrew?" Sheriff Kusminsky replied: "Mike is not on the line." Both Ms. Dunn and Mr. Groden said okay.

Mr. Groden then stated: "Well, for time's sake, not to exclude the Reverend (Turpin) but I guess if we want to start and then maybe we go backwards when the Reverend joins us. I can re-introduce the platform. If anybody just wants to start out with these notations or do you want to start out in some different format, I guess now is the time to determine how we're going to operate tonight and if you have read the number of items, and Linda is on line as our scribe, so if we need to add more talking points to this list, then we can do so. And again, as a talking point, it is not necessarily the final issue, but

I want, I just want to make sure that we everything up on the table and either it lives or it dies on its own volition I guess, so. How would you want to proceed Committee?" Ms. Oldakowski was the only reply and she said: "I think if we just kind of go down one by one, like go through the list and start that way?" Rabbi Zak agreed. Mr. Groden stated: "Alright, then. I believe Warren is in charge of the rotation of number 1 starting and these are, again, these are comments, or questions or concerns that were raised in our previous meetings. They're not put up in any kind of format of pro or con and..."

Mr. Hart stated: "Well, let's jump in and we'll see where it goes. The first one is pretty straight forward. It has come up at every meeting. I think this speaks for itself." Mr. Groden stated: "Alright Committee, I presume, as Warren has highlighted, one of our recommendations to the County Legislature should be that the Governor should require the State Police to also go through this same exercise." Mr. Slutzky replied: "You know, just as a matter of curiosity, it really doesn't matter much to the rest of the state but, are big city police departments exempt as well, like New York City? Mr. Groden replied: "No. No. The only exemption that I'm aware of is the State Police." Mr. Slutzky said "Okay." Mr. Groden continued: "Whether or not you're a force of one or a New York City of thousands, you're going through this." Joe Stanzione stated: "I think that's appropriate. I just think it's separate and apart from what our responsibility is here. So that might be something we do as an aside." Ms. Oldakowski stated: "That was my understanding as well, that you've been saying all along that we have to just focus on the Sheriff's Department. I think it's a great recommendation, but it seems like it's outside our purview." Mr. Stanzione stated: "Yeah, I agree with that." Mr. Groden replied: "It is outside our purview, but going back to our data, if 40% of our arrests are being made by the State, the community is the one who is going to feel the effects of that. That's the only purpose why the comment is made." Public Defender Scaturro replied: "Well, I mean on behalf of the Public Defender's office, I mean we honestly, most of our arrests come from the State Police, so I agree that we should make the recommendation, but I think our first task is to evaluate the Sheriff's Office, so I do prefer to make the recommendation, but I think our report probably should focus on the area of the Sheriff's Department." Mr. Groden replied: "Okay, no, no, no. I don't mean to digress from the fact that our charge is the review of the Sheriff's Department. That wasn't my concern. A simple statement 'State Police should go through the same exercise' you're done." Many members agreed to this. Mr. Groden responded: "Okay. Let's not beat a dead horse. Go ahead Warren."

Mr. Hart then stated: "And in the interests of time, I think we have 50 to go through or something like that so, we'll move on quickly to the next one. So 'increase recruitment of minorities for diversity' and I'll add to this that Shaun has brought up many times that there is an overlay of Civil Service that is required, so, Civil Service is the necessary required step, that puts a lot of extra requirements on top of it. But what this is focusing on is better dissemination of the positions that are open, possibly at new locations where more minorities or people of color would be able to see something or access it, where they may not know about it at this point. Is there any additional

discussion or thoughts or ideas around that idea?" Mr. Slutzky asked: "I have a question on this and forgive me for being ignorant of it, because maybe it was written somewhere but, I'm just wondering and Pete (Sheriff Kusminsky) probably can answer this maybe, where do recruits come from? When the Sheriff is looking to hire new people, does he just go to Columbia-Greene Community College and look at recent grads or is there some other place or do they come from the Sheriff's Department or is it a combination of all?" Sheriff Kusminsky replied: "It's a combination of all Gary. We go to probably most if not all of the High School's Career days. We go to the college. We post it, we post it online. The County posts it. It's on the State Civil Service website. Basically, when they hold a test, it's held by New York State Civil Service for the whole State, so it goes everywhere. If you live in Greene County, or you want to apply to Greene County, you just pay the extra fee, and you sign up for that one test, which will cover multiple counties and multiple police agencies." Mr. Groden added: "Yes, the New York State Civil Service system has a singular test, whether or not you want to be a local police officer, or a Sheriff's Deputy, the State is responsible to create the test, give the test. In terms of generation, the County actually holds the actual testing date. All of the returns are then sent to the State, who then grades the test and then a list is generated as to the successful passing grades in a numeric order obviously from 100 down, up until a failure point which I want to say is 70 percent. And then the, we can ask of that list, who are county residents. And then the interview process begins, and the Sheriff can articulate the complexity of that process." Mr. Hart added: "That also applies to correctional officers as well." Sheriff Kusminsky stated: "And we don't, for example, the current list that we have is almost a year and a half old and we've only hired one person from it. When we canvass, we only get the top three names, so. We're limited to who we can even pull off the list." Mr. Groden explained: "Yes, procedurally, we are required to go to the top 3, now if there are multiple vacancies, once you do the interview process you hire one of the three, then the fourth comes up to number 3 and we can interview that person and the system continues from there." Dr. Cook stated: "Along with passing the test and having a good grade, is it also a prerequisite to have at least a two-year college degree or more in policing matters?" Mr. Groden replied: "There is a qualification consideration. There is not a two-year degree required, but there are qualifications. In order for you to be eligible to even take the test, you have to meet those criteria. And then, you get into a whole slew of background checks, you know, as we stated before, New York State I believe eliminates anyone who's been arrested previously. Sheriff, is that correct?" Sheriff Kusminsky replied: "A felony is an automatic disqualification. Anything else is up to basically discretion and the times. If it's, you know, some minor violation ten years ago, then it can be, as long as there's nothing else, it can be accepted." Mr. Groden replied: "Okay." Dr. Cook stated: "What's the forum for this? Shaun, this is Ronel. Posters? Are they posters of minorities on there? Signage? Perhaps you go into the neighborhoods where there's a high concentration of minorities for recruitment purposes. I think Shaun those tactics could possibly work as well." Mr. Groden replied: "Dr. Cook, that's exactly the

purpose of the ability to enhance the recruitment capacity is the very nature of this suggestion. How do we have the outreach? Where are we advertising? Is it a billboard on Main Street? Is it a website? Is it traditional paper ads? How do we have the outreach? At the end of the day, everyone takes the same test. But I like your suggestion, the depiction if you will, having..." Dr. Cook replied: "Yes, billboards." Mr. Groden replied: "There you go. Thank you." Mr. Hillmann asked: "Can I just ask; how do people know about and prep for the test too? To have information about that process?" Mr. Groden replied: "That's actually later on. The theory is can we have a test practice date? The State doesn't really do that, they don't publish previous tests so that people could practice. For those of you who have not taken Civil Service tests in the past, I'm pretty much a career government guy. I've taken numerous Civil Service tests. I often walk out of the testing room saying 'these questions have nothing to do with the job that I was applying for' I thought. So sometimes they are archaic. But yes, Kai, to answer your question, one of our suggestions is how do we facilitate, if you can take a practice test, you might enhance your score by ten, twenty points, just because you've learned how to take a test, not how you answer the test. So, okay, I think #2 is good and we'll get to issue of practice tests as an issue later on. Go ahead Warren."

Mr. Hart stated: "So number 3 is a real fundamental one that has come up many times and it's a good one for this Committee to kind of dive into and chew on: how can we find out whether there are people, particularly young black people who would like to complain but have chosen not too? We have not, all along through the Committee, and Reverend Turpin always asked the question: is there a smoking gun? Is there a complaint? How come we don't have any complaints?" So the Committee really needs to look at: are there other vehicles and other groups we should be asking to give feedback and they're just not comfortable doing that?" Ms. Oldakowski stated: "I know we went over this in a meeting, but how are complaints, how do they go through now to the police department, like how does someone file a complaint and then what is the process from when a complaint is filed?" Sheriff Kusminsky explained: "Well, to start with somebody has to initiate the process, whether you come in, call, go on our website, or our app. Now I don't know, prior to this, if it was really that defined. But someone has to initiate that complaint. They have to come in personally, usually and give a statement. Previously, they did not take anonymous complaints. We will take a look at those if there is something, obviously you can't investigate a 'he said/she said' type of complaint, if you don't have an idea of who is making it. But if somebody calls and says for example, you know, a deputy is doing something, for an example, working at a prohibited location, something like that anonymously, sure we could look into it. But if somebody calls in and says he was rude to me or treated me wrong, or she, we would have to know who and when and where, to actually attempt to investigate it." Rev. Turpin stated: "If I may, could I jump in for a minute with that?" Sheriff Kusminsky said 'sure'. Mr. Groden stated: "Oh, he made it!" (meaning that Rev. Turpin was able to join this Zoom meeting). Rev. Turpin stated: "I think if especially because if the bar is so high that our African American men or women or Hispanic men

or women are not making the cut because of a prior arrest or if they don't have any college experience or if they cannot be one of the top three candidates, I think that we should have something on a community police board, review board or a complaint board, which I think would give people, if they have a complaint, they have a board. They have a mediator who is in between the police, the Sheriff and the community that could bring their complaint, without them feeling overwhelmed by coming to the Sheriff to say 'one of your men pulled me over and etc.' It's like, do you go to your doctor and complain? Because normally you complain to the nurse before you even get to the doctor, because the doctor is going to be the one who is actually going to have to take care of you. Or maybe that ain't a, you know, a good parallel, but." Sheriff Kusminsky stated: "I'm just trying to see the nexus between, how does one, if you're going to come forward, however, we've had this discussion in the previous meetings where their attorneys will come forward, and they have no problem whatsoever criticizing anything we do. You know, I mean, you could go multiple ways, there's an Ethics Board, you can go to the Attorney General, you don't have to come to the Sheriff's office to do this. You could go..." Mr. Groden stated: "Hey Sheriff, let me jump in there for the benefit of the Committee, the County Legislature does have an appointed Ethics Committee. The process is you send a letter to the county 'care of ethics committee'. Nobody opens that letter up. That letter is, actually the envelope is date stamped and then it's actually re-forwarded via the postal service to the Chairman of the Ethics Committee. He or she is the first person who would open that letter and then whatever the request or accusation is, they then begin to interview or investigate from there. Its inception previously was to filter out if employees of county government were, you know, on the take, and there was kickbacks, and something like that, but there's no reason that the role of that Committee could not be expanded and I'm talking very conceptually right now since..." Rev. Turpin stated: "Well Shaun, let me ask you this: how does your people feel about that Board? Is that Board really doing it? Is it getting the job done? Is that Board reaching out or does that Board get the complaints? And we don't hear about them." Mr. Groden replied: "Rev. good question. I would probably admit that it's a quiet entity. If you go to our website there is something called Ethics Board. It's not something that has been I don't want to say 'published' but perhaps that's one of our recommendations, is to make citizens more aware that there is such a Committee and that they could file a request to review a complaint, pick the terminology you want, and then if we're going to go that route then either us, the Legislature, or someone is going to have to outline their rules of engagement on how they then operate, but I guess I only offered because A) it's existing; it's a three member Board, so that you have an odd number of decision makers, but it's in existence. It's there." Rev. Turpin replied: "Are there any community people on the Board that represent the African American community?" Mr. Groden replied: "Specifically no, and I don't know off the top of my head how the memberships is determined. Alls I know is, it's always been a three member Board; it's always been, if a letter comes in to my office to the Committee, I don't open it, I don't read. I date stamp it. I re-envelope it and send it to the P.O. Box

of the Chairman of that Committee so, could we expand that Committee? I don't know that from a legality standpoint, but that's something we could look into." Ms. Oldakowski stated: "I have two things about this. I think that the Ethics Committee is a really great place for these to land, so the recommendation to expand it or somehow be inclusive of complaints that come to the Sheriff's Office and then also by putting it on the county website or whatever website that people can file a complaint, not anonymously, but that makes them put the detail in and have it a system to file a complaint that can be followed up, whether it's forwarded directly to the Ethics Board or whoever it would go to, but that way it's easier for people to file a complaint if they have one. I would never know to send a letter in and I don't, you know, I think a lot of people would be hesitant to do that because I think sending something in should be easy, kind of like how we did the comments for the Board, like our own Committee." Mr. Hart stated: "Katie, we run a lot of websites and communications for the county and like anything else, there are so many different links and things tend to get buried. Like anything else, if this is a priority, you've got to bring it front and center and we could aggregate or rise to the top all the different instructions and locations where someone can complain, whether it's through the Ethics Board, whether it's directly to the Sheriff, whether it's to the State Police or the Attorney General, just putting that front and center, I think would be a, help the people that may want to do it, and they get frustrated when they go to the website and they can't really figure out how to do that." Rev. Turpin stated: "I don't think the African American community is going to get excited about that method and if no one is saying anything, we've really got to look deep into something has to change and to have a review Board or a Ethics Committee where there is no color of people who we're trying to target a community on. I don't think you're going to be able to sell that and make anyone feel that they can feel comfortable with that. I mean, we're here to make changes, am I correct? We're here to make changes and if we're just going to keep things you know the same way, when you go back to the community and try to sell it, they're going to walk away from that." Sheriff Kusminsky replied: "Reverend, if I may, we're here because the Governor's made a decision on events that are occurring in urban areas and we're trying to make a change to something, we haven't failed to hear a single issue with the members of the Sheriff's Office. So I mean, I understand what we're trying to do, but let's not attack a problem that doesn't exist here, by making something that can't apply here. I'm all for you know, doing what I can to get out to the community, do community outreach, and I will just discipline these guys further than anybody will, if they do wrong. The method it comes to us, you know, that we can certainly make clearer. I just think we're, we can't even get people to be on this Committee, how are we going to them, you know, we're..." Mr. Groden asked: "Sheriff, does your recent release of your app provide any answer to this?" Sheriff Kusminsky replied: "Oh yeah. There's a comments and concerns and that can be anonymous. And we haven't had, we don't have a single complaint on it. Nothing." Mr. Groden then stated: "Well hang on a minute. I'm not sure the Committee understands what you just launched." Sheriff Kusminsky replied:

"We launched an app that's available on Apple and Android devices. It's in the App Store. It's called 'Greene New York Sheriff'. It's a nationwide app used by Sheriffs' offices. In it, it lists all our contact information, all of our resources, all of our connections and also a public comment page for either complaints, concerns or even compliment. So you could go on there and put anything down and we would have no idea who you were. To this day, we have gotten nothing." Ms. Oldakowski stated: "I think we need to advertise that, because I think a lot of people don't know that and they think for us, like I didn't know that that was possible, so while we as a committee are trying to re-create the wheel, you've already answered the question and you just need to promote that, with what Warren had said about making sure that it's out there, that people know about that app, that they know this is there because I think that is the answer that we were kind of looking for too." Mr. Hillmann stated: "Can I, I think what I heard was no matter which venue that we make a complaint system, it's who is on the other end. It starts making it transparent that it exists, but then who's on the other end and if there's not other black and brown people or people that you know, that are taking these complaints, first of all we've talked about trust in the first place and the systems that have failed certain populations for too long. Why would I think that I'm going to send a complaint anywhere, knowing that it's going to go to the same system that has kept me down this long in the first place? And it's not that it's not happening around here and I'm not saying that the Sheriff is doing bad or anything, but naturally in all of our lives, especially in rural New York, or anywhere, there is bias that happens. That's a fact, so whether people complain about it or we're so used to it that we don't complain about it anymore or that no one listens anymore, it doesn't mean it's not happening. So, I don't know, I'm just so strongly, sorry." Mr. Groden stated: "Alright, if nobody objects let me do this: let me check on the legal outline of what we call the existing Ethics Committee to understand its, not only its membership but its charge. As I say, it was originally launched for corruption of purchasing and that kind of stuff. If we're able to expand the charge, then I think we can come back at a later meeting and discuss that because it then could become a vehicle for the appointment of a minority representative to handle that type of thing. Kai, I think your point is well-taken. If the system is questioned, that in itself may prevent a complaint from being lodged. When we have to get past that concept so that the community has faith, if I can use that term, that someone is just not going to say 'oh, forget it, I know that guy forget that, he's an idiot, good-bye' and let's look at that. The Sheriff's new app though to get back to Katie's point, I don't know how many of our 47,000 people know that there's a new app and that there is a process to lodge a complaint or to make a comment about the traffic accident, the arrest, the barking dog, whatever it may be and maybe our communication mechanisms have to be improved in order for people to understand what is now available to them. But at the end of the day, I get both the Reverend's and both Kai's concern about minority ability to lodge a complaint that is actually going to be listened to and heard." Mr. Hart then stated: "And I'm going to presume that there is a consensus around the communication part of our discussion that might generate into a

recommendation into the report.” Undersheriff Brainard stated: “Hey Warren”, but then when he tried to speak more, his voice was extremely slow; this was pointed out to him and he fixed it. Undersheriff Brainard continued: “I agree that there should be avenues for complaints, whether it’s expanding like you said I guess, but to have, to put people places where they don’t have expertise or things, to then pass judgment on a profession, I mean as the person that’s in the profession, how do I feel comfortable that we are not doing the exact opposite and amounting that sentiment just to prove a point to the employee. An employee would want people on the Board who were taking these complaints to have some insight into the field that they’re going to, unless the purpose is to be the conduit. I think it gets into a point where the Sheriff’s office is going to have to be involved regardless to be able to make a determination of something...” Undersheriff Brainard started breaking up again and Mr. Groden made him aware of it. Mr. Hart then stated: “I think I understand what Adam’s point is.” Rev. Turpin then stated: “Adam, before you started breaking up, I want to be clear, I want to be clear, if I heard what I thought I heard and what I thought I heard was if you allow black or brown skinned people, they’re not capable of making a decision or an honest decision that would have something to do with professionalism of our police or firefighters.” Angelo Scaturro stated: “Hello Reverend, this is Angelo. Can everybody hear me?” (Many said yes, so he continued): “I think what he is trying to say is just.....the review board but there are that sit/spit on it. Of course, we still complain that they’re sitting in their ivory tower and don’t know what it’s like on the ground, so what I would hope what Adam was trying to say is that we can add people of color, but also people from the profession. So he wants the Sheriff’s Department to be present to have some input but I see it as any police, anyone who has any police or law enforcement, could be on there to give some input to what they think is where they’re wrong. So that they could file as a citizens, but I agree with you that we should have people of color because if they don’t, people won’t think they get a fair shake with their complaint or that their/they’re.....merging all together.” Mr. Friedman stated: “Yeah, I think what we’re talking about here is, is, you know, we’re dancing around it but what we’re talking about is a civilian police review board and I don’t you know, that’s really what we’re talking about here and we wouldn’t have to reinvent the wheel for that. There are thousands or hundreds at least in thousands of communities across the country that are running these things and they’ve been set up and they certainly aren’t set up, I mean they’re obviously set up, I get Adam’s point, you know, you want the realities of their profession to also be taken into consideration by any review, and what’s happening to them on the ground as Angelo just said, so. If we’re making a recommendation, if we end up making a recommendation like that, it doesn’t have to be made in a vacuum, it’s, there’s communities all over upstate New York that have civilian police review boards.” Angelo Scaturro added: “That policemen board, the person that works in the profession, it could be a minority. It just so happens I think in Greene County, it’s hard to find that. That’s the issue. And that’s what makes it seem unfair Reverend, I agree with you. People might not want to complain if they don’t feel they’re going to get a fair

representation of their complaint.” Rev. Turpin replied: “Well, things does happen. And at first I was a little hesitant on sharing it, because I didn’t want to put it out in the air, but now that we’re together, I don’t mind sharing. I serve as the Chaplin and Director of Inmate Services over at the Hudson Correctional Facility, the jail, with the Sheriff’s Department. And the reason why I’m over there in Hudson, and this it doesn’t, Sheriff Pete was not involved at this time, and I understand that he just came on like two or three years ago, but when I first came into the village, I went to our Correctional facility right there off of Main Street and I was treated like I was a bag of dirt. So I went over to Hudson and I’ve been there for 14 years. And I serve as the Director, me and my wife started Co-Directing Inmate Services. So things does happen. I’ve been working over there for 14 years, 14 years, and one night I left the hospital and I didn’t want to go home the back way so I came back over the bridge and a police officer pulled me over and I’m wondering I said ‘okay officer, what did I do wrong?’ and he had nothing to say, just ‘give me your license and registration’, and I said ‘okay officer, here’, I know the drill, but when he came back I showed him my credentials and I showed him my badge and I said ‘now officer, would you please tell me what I did’ (and the officer replied) ‘oh, just go on your way.’ Things happen, asked him again what did I do, and he said ‘just go on your way’. Things happen and I know they do for the side that I live on. And for people to feel comfortable to place a complaint, they will always feel more comfortable if they see someone that they know probably has gone through what they’re going through, and that’s what they probably don’t see. Especially because of now, it is tough to the community, I know it’s tough during this COVID that you know, you have to do so many things by computer. You don’t know who’s getting that complaint. And Sheriff, I’m not pointing at you. I like you and I believe in your system. I’m part of your system even though I’m across the river in Hudson, but I’m still part of this system. But I still see that we need to have like, I mean, someone called it ‘a police review board.” I call it a ‘Community Review Board’, where people from the community, seeing that the bar is so high, we’ve got to start somewhere. And if people was, young men and women would start to see that there are men and women of color that is working with the blue on behalf of the community, maybe that, maybe our actions would encourage some of our young men to stay on the straight and narrow, then trying to take the fast way of making it up, really, they don’t make it far. That’s just a suggestion. I thought I would share that with the body, because I lived it. It’s real. It’s out there fellas and ladies. It’s out there and it’s disguised real well.” Many members thanked the Reverend for sharing that. Mr. Friedman stated: “I just want to echo one thing that the Reverend just said, just you know Pete, there’s no question that at this point in time we don’t have any issues. I think what, I mean if I were to judge success from this effort, it would be that we came out with some proactive ideas and programs, to make sure that that continued in perpetuity and that it didn’t encounter, without overburdening the operation, but I don’t think there’s anyone here that thinks that necessarily there’s a major issue right at the moment but of course to Kai’s point and to Reverend Turpin’s point, you know, there may be people out there who just are

afraid to say something or don't feel that there's a good voice for them. I think we'd want to be out in front of that and make sure that that's not a festering issue for us. I think that's the only point that was being made." Sheriff Kusminsky replied: "I'm hearing what you're saying and the comments about the Civilian Review Boards are interesting. However, the Sheriff's Departments are constitutional offices. They are not employed by County governments, local governments. It's a whole separate animal, so I will work on finding a way to make that happen, to involve representatives from the community maybe, but out and out a civilian review board for the Sheriff's Office is not in my, first of all I don't think, it couldn't work the way they're set up for the police departments. There's no avenue for them to investigate. There's no avenue, they have no authority really in our system, so we'd have to figure out a way to make something similar or maybe a liaison type of thing. I'm not even against a, I would gladly have Rev. Turpin come and be our, one of our Chaplains and communicate and end up being a liaison, that would be great." Mr. Groden stated: "See Number 6" and everyone laughed. Sheriff Kusminsky continued: "I'm willing to work with the Committee and I understand the reasoning, I just, I would hope that, I mean if there's somebody out there that feels like that, that's really truly a shame and it should not be and I would never stand for that type of, you know, just the fact that they're afraid is not acceptable and that's not the world that I live in. It's not the county that you live in. Yeah, it's out there. I don't disagree with you, but if I come across it, it's going to end. Immediately." Mr. Groden stated: "Alright, let me try to wrap up here because I think some of the comments dovetail back into my, really my introduction to the Committee when I objected to the examples given in the Governor's outline that appeared to be in major metropolitan areas that didn't seem to mirror image Greene County. I never meant to say that we don't have issues of race in our community, because we're not a million person community. I think the Reverend's point of having somebody of color that someone can reach out to is imperative for us to somehow find the mechanism. If we do nothing else in this Committee, I think we have to increase the capacity for the minority community to have an outreach capacity. We may not have the issues, but there's an old saying about perception is reality and if I perceive that the system is going to be slanted against me, then I'm not going to make a complaint or I'm going to fight against something. How the mechanism is in place, be it an expanded Ethics Committee, be it some other ability for the Sheriff's app to be able to be directed to a person of color. We can't get past the issue of minority representation and racism in our community, just because we're not a million person community. Sorry to be on my soap box. If we can move on for brevity sake because we're only on Item number 4 and it's already seven o'clock." Mr. Hart then stated: "Yeah, so Shaun, do you want to go to #6, which is related to our discussion and then maybe come back to some of the larger..." Mr. Groden replied: "Well, I could. You know, we're not really here to discuss the jail. That was not our charge, but I think I had made a comment before to this Committee and really the community at large that the old jail, built 110 years ago, warehoused people. You know, there really was no system in place for services. We

turned the key and we came back 60 days later and let you out. The whole design of this new jail is completely different. Its whole focus is re-entry back home because 80% of these people who are spending time are our neighbors. Yes, we get the transients, okay, but at the end of the day, people got to go home again. And the silly example I offered you, is we've all seen the movie Shawshank. Morgan Freeman gets walked to the front door after 40 years. He's got his suitcase in hand and they walk him to the door and they say goodbye. No preparation for re-entry. Nothing to do with how is this person going to survive again, and that's our whole focus. So even though this Committee is not relegated to review jail operations, I think we should all understand it's a whole new day in the jail." Reverend Turpin agreed and said it is not a revolving door and Mr. Groden replied "Yes, we have to. What is the cause of your incarceration or your recidivism? Is it substance abuse, is it, you know, what is it going to be and how do we set that up so that we prepare you to leave and help you not come back. The terminology 'frequent flyer', etc. is often used, but this whole jail is designed to be completely different." Mr. Hart stated: "And we want to change your opinion about our jail, Reverend, too." Angelo Scaturro stated: "Let me just say Reverend, I know this is probably an aside. What you experienced, I can tell you, working with the jail and with the Sheriff's Department over the last ten or so years, it's night and day. You'd be treated a lot differently now then you were back then. It's a totally different animal now. So anyway, that's all. I'm sorry." Rev. Turpin stated: "You know Shaun, I would like to tell you, to share with you real quick that after seeing the head Chaplain there, one of the things that I found out about that revolving door is that a lot of the men, as we were trying to prepare them to go out and stay out, was that 'no one taught me how to be a man'. That was the major problem with the men, I don't care what color they was. The majority of them that wanted help, came to me with 'no one taught me how to be a father'; 'no one taught me how to be a community leader;' 'no one taught me how to be a man.' And if we have things like that it will help slow down that revolving door from spinning so fast." Mr. Groden replied: "Well Reverend, be careful what you ask for because I'm thinking that Sheriff Kusminsky is about to ask you to participate in our re-entry program when the jail opens up July 1st." Rev. Turpin replied: "Really?" Sheriff Kusminsky stated: "That was next on my list." Rev. Turpin stated: "I didn't think Sheriff Pete liked me" and there was laughter. Mr. Groden then stated: "Alright, let me move on to #4. Number 4 was a comment by a citizen, 4 (a) is my point, after listening to the Chiefs of Police who came into our public forum that one night when we had a discussion about training. And my question was, are we experiencing various levels of training, based upon the fact that we have a Sheriff's Department and then seven other local jurisdictions who I assure you have limited budgets and therefore can the county really provide the training so that every law enforcement officer gets the same training annually, bi-annually, whatever the term may be. Not to discount what the comment has made, but that's the thought that I picked up after that session."

Mr. Groden continued: "Alright, if there's no comment on #4 then I'll move to #5. Certainly this one is a national discussion about the use and the importance or how we

have the body cams or dash cams operational in order to prevent an issue or conversely, how to illustrate that the incident was properly handled at the end of the night. I'm, you know, I'm the budget guy. I'm the guy who's got to put things together. It's very easy to say issue dash cams but when you actually understand the technology that is required to support such a mechanism, it's expensive. That doesn't mean we shouldn't do it. It just means that we have to understand the costs. There are upfront costs that are equipment or software related that can be depreciated over time, but the bigger issue for me was really, once the shift is over, so the deputy has now done his 12 hour shift and the activation of the body camera happens when he exits the vehicle, now I have, pick a number, 6 hours of video tape times the number of officers in a shift times the number of days, how do I handle the data? How do I catalog it? How do I break it down? How do I search when someone makes a complaint? My bigger issue is that it's going to require at least one maybe multiple civilian positions who are, let's say in the I.T. world, that then have to manipulate, store or retrieve information. Not that we shouldn't do it. Let's understand in order to do it, we've got to do it correctly. You can't do it half-way. You can't say you've got a body cam and then say 'well, it's going to be very difficult for us to retrieve the information, etc.' Thoughts?" Joe Stanzione stated: "Greene Correctional Facility went to body cams. They started with a few of the officers, just about all of them have it. It might be interesting to find out what kind of costs that they were dealing with. I do know that I had a case, it was a very serious case. It was in the fall on a staff member and I had ordered or subpoenaed all the body cam. And I'll tell you, I was pretty amazed how quickly they got all the film to me and they honed in right on the segment. I had asked for a specific period of time based on the alleged incident, so I could get a picture of the full gamut of what was going on there. I don't know what the cost is but I do know they have it down to a science." He explained that instead of having to view three hours of tape from six correctional officers, he only had to view 30 minutes. He further stated: "At any rate, it is possible to have some sort of system that they're able to retrieve the information rather quickly. I don't know the cost though. Seems to me the cost would be astronomical. Of course, then there are rules and regulations as to when the cameras are to be on, when they can be off, at what point do you turn them on, things of that nature, so. That's my theory as to cameras." Mr. Groden stated: "I'm not against cameras. I just, my obligation to my Board is an understanding what the costs will be and in this day and age, every phone in every pocket somehow is taking, if not a selfie, a little 15 second clip and anytime you watch the national news and you see an incident and two seconds later the video camera from the local street sign all of a sudden shows up. It is just becoming almost standard operating procedure to have a video. And even rural Greene County, maybe we should step up and let's do the cameras." Angelo Scaturro then stated: "And I'll just say from a defense point of view I think it helps in terms of litigation because the more Joe throws at me, it's gets harder for me to poke holes in it, right, when he shows my defendant 'look', it makes it much more difficult than I think we're able to, and it saves probably costs on that end, in litigation costs. And it makes everything transparent,

makes everybody feel better.” Mr. Groden stated: “Anymore got any more questions on that? I am researching more detail on technical side of computer storage and computer capacity and what have you. I think we should offer this as an opportunity for the Board to consider. How quickly it can be implemented from a budgetary perspective, I think remains to be seen. Any issues on that? Alright #6 I did touch upon. I don’t think we need to go back in there. We have a new candidate, I understand, for #6 so, hopefully he passes the interview and then we’ll be all set July 1st.” (laughter). Mr. Groden continued: “Alright, #7 was a point brought up by a member of the audience that night. I think it speaks for itself. I don’t know how we address it this evening, but I’ll open the floor to any concerns on #7.” Ms. Oldakowski stated: “I think the only concern is, I mean I can hear when the statement was made, but the reality is, it’s personal safety across the board for everyone, not just the officer but you’re also talking about the people that they’re working with and if you change it to personal safety and someone was in the reverse seat, you know I think that’s the only thing.” Sheriff Kusminsky stated: “You can’t put a definition on how somebody feels when they’re talking to somebody or even if, you know, it could be something as simple as somebody standing outside the car in traffic. You’ve got to get them off the road. It’s not, it could be anything. I don’t think you could put an actual real definition on it and make somebody stick to it because some people are very leery, and some aren’t and some know something or see something, how do you, each one is a case by case situation. That one would be tough to define.” Mr. Groden asked if there was anyone else and there was no reply.

Mr. Groden then stated: “#8. Thank you Warren, the Uniform Crime Report and the analysis thereof. They are very generic, I guess. Again in quotes here was a comment made by a citizen violation witnessed by a police officer leading to an arrest versus a 911 call. I’m a little bit, I don’t know how to really answer the question, but certainly the Sheriff is responsible to submit data to either the FBI, or big brother or I don’t know where else, 1984 so to speak. Sheriff I don’t know if you need to expand upon this. Do we need to make changes if proper data isn’t being collected? Is too much being collected? Is minority status identified so that we can be able to confirm that X percentage of minorities are being arrested versus X percentage of that population in the community. I’m a data guy. I would love to have data.” Sheriff Kusminsky stated: “Yeah, we collect this data on everybody we arrest, obviously, which would include those demographics and I don’t have it in front of me because I’m not in the office. So off the top of my head it was somewhere around six to eight percent but I may be somewhat in the ballpark there, over the last ten years on arrests. Right now, there is no collection of data on normal stops. There are vehicle search reports that do have data on it, so we do collect a lot of data, whether it’s actually searchable or not that’s the whole you know you’d have to go through...” Mr. Groden stated: “You know, but Sheriff you’re filling out a pre-determined I’ll call it a ‘survey’ that the Feds have designed, that you’re just filling in the data and submitting it from there.” Sheriff Kusminsky replied: “That’s correct.” Mr. Groden asked: “That’s correct? Okay. How does that get

changed? How do we not manipulate but how do we ascertain whether or not there is abuse that's being undertaken because we have a high percentage of the minority arrests?" Sheriff Kusminsky replied: "Well that would be as a result of an analysis of that data obviously. However, I'm thinking, as a result of this entire endeavor throughout the State, that there will be some mechanism coming out from DCJS on what additional data they want collected and some way to disseminate it throughout the State, rather than the way, right now it goes to the Feds and it's not on all vehicle and traffic stops, it's just on arrests. So on the arrests we're way down. We're not anywhere near the area of concern, not even close. I will get, I'll bring that down, actually I did provide that data, now that I think about it." Mr. Groden stated: "We did, I think it was the second meeting, your data reports." Sheriff Kusminsky stated: "Yeah, we'll have to look back at those to get the exact numbers, but yeah I mean that's available. It's public information. It's not hidden anywhere." Mr. Groden asked if there were any questions, comments on #8 and there were none.

Mr. Groden then stated: "Alright #9 I think speaks for itself. There is value I believe to the County Sheriff's Department, followed by County Corrections, followed by County Dispatch to attain national accreditation which means we are held to a standard, that you are audited to make sure that you maintain that accreditation. I don't think this one really needs a lot of debate." Mr. Hart added: "And there's a correlation to training with that because it's part of accreditation whether it's at the county or village police department, like the Village of Catskill, a significant part of that accreditation is the safety training protocol that you have to meet."

Mr. Groden stated: "Okay? Number 10 then, if I can move on, also comes back to I think an earlier comment as well, and they kind of dove-tail together in terms of seeking out comments, consideration from the BLM movement or other such civic organizations. If we are going to have another public session, are we not inviting the right people to attend, because there's a complaint or because there's intimidation? Are we reaching out deep enough into the community to get the proper questions asked, answered, data collected and change?" Rev. Turpin stated: "You know, when we had the meetings, one young man came and he did speak openly and he did say you know it's going to be hard to get people who felt they got a raw deal on something and when they come in, you know, they see a room all full of you know, our blue, and we got to get over that hurdle, but where we had the meetings, I mean Dr. Cook opened up, we had to have a big place in the school, was, you know, level ground, but it wasn't on anyone's turf and I think sometimes you have to go on the other turf. You've got to play on as the visitor sometimes and maybe that could have been a suggestion or something. Unfortunately, because of COVID, I couldn't call a meeting at the church. I'm still using Facebook and conference calls with my congregation and I was telling them if anyone knows or felt that you've been in harm's way or anything of that nature and would like to say something now is the time. You can, you know, come to these meetings, and I usually get a lot of support when I make a plea, but as you know I only had maybe seven people come." Captain Quinn then spoke: "I just wanted to let you

know, we already discussed, you know, we really don't want to intimidate anyone. We want to be there so that we can weigh in on things and so we can hear people's opinions on how we can be better, and we would, I can guarantee you the Sheriff's office would go anywhere that you want us to go. We absolutely have nothing to hide and we want nothing more than to learn how to better serve the community. So wherever you want us to be and whatever dress you want us to be in, as to not intimidate anyone, we will be there." Rev. Turpin replied: "Oh, I understand, but I think a lot of our meetings, well the meetings that I was, was seemed like it was more for the presentations was more for committee and organizations to come and tell us what's their part in the community, instead of hearing more from the community itself, the taxpayers, and citizens, and we just had to pull from what we heard." Mr. Groden stated: "Right. My interpretation of this question is 'does this Committee need to have a session that would be either in a venue or without uniformed personnel because by the presence of uniformed personnel, I'm intimidated and therefore I'm not going to come to your session.' I don't know if that's more ZOOM. You know, the difficulty with having a community-wide ZOOM forum is I run the risk of 20,000 people zooming in and we're all talking over each other. So I don't know what, how the proper venue is to seek out minority representation in order to hear a grievance." Dr. Cook stated: "There has to be something Shaun, there has to be an open, some type of forum, because the last thing you want people to say is 'I didn't get a chance to speak my mind or say my concerns'. I mean, you don't want that at the end of the day, when this Report is due to the Governor so." Mr. Groden replied: "I agree doc. How do I hold that?" Dr. Cook replied: "Maybe just representation of the community, just select a few people to represent the community, maybe seven or so and those seven or so could write it and bring the concerns of the community at large, I mean. If you want to control it in that type of manner, maybe something of that sort, but at the end of the day, you don't want to submit a report, with people saying 'I didn't get a chance to speak my mind'. Mr. Groden said he agreed. Rabbi Zak stated: "So I agree with Dr. Cook and the thing is you can, since we can't go out and have this in public, you can put it out to have an open Zoom meeting, even if you have representatives, you can still open it up. First of all, you just mute everybody, it's not that hard of a thing to do technically and unfortunately I don't think we run the risk of having a ton of people, no matter how we're going to do it, you know, we didn't have a big turnout in any of the meetings. I think, but I think it would be important to put it out there and if someone could find those representatives that would be great, and also to open it up to everyone. But the key to doing large Zoom meetings is you mute everybody and when it's time for them to speak they unmute themselves. If anyone gets unruly, you have a control to mute them again. I mean we should be so lucky that we have so many people we don't know what to do. I just don't think, I don't think we're going to have that kind of response." Mr. Hart stated: "Can I jump in for a minute? We do a lot of meetings, not just on police, but everything. Aside from COVID, if it was just a general in place meeting, like at one of the schools, if we just held another meeting and said the Sheriff's office is not

going to be there, I don't think any more people are really going to show up to that forum." Rabbi Zak replied: "But the Sheriff's Department, the Sheriff is mandated to be there by the Governor, we can't say that." Mr. Hart stated: "And I think there would be more value in a more, a meeting just at large without Sheriff is different than if we're trying to target and get more direct input from people of color, because then how we would set up a meeting or who we would ask to participate in a smaller Zoom Committee meeting is going to result in different participation and different results. So the Committee should look at what is the group or target you want to get to so that we can try to get better results than what we're continuing to get in these general open forums." Mr. Slutzky stated: "Personally, if I may just kind of jump in on this one, maybe the thing to do is instead of having the whole of the Committee and doing what we've been doing by that general invite, maybe the thing to do is have a few that's on the Committee break off and have a place, like going to the Hop-O-Nose, I think there's like a little center right there, where that it's literally blanketed with an invite for people that they could come, even schedule like we do in other things, we schedule for appointments, we schedule for things, where we give them the opportunity to meet with community members over a span of time, just to kind of share. Give them some clarification as to what that's about and these are the perimeters and we want to make it so that you feel comfortable and to be able to come and share your concerns, your experiences, or whatever so it's more like somebody mentioned representation, the smaller part of the Committee going, listening and bringing it back to the rest of us and sharing you know what their experience was." Ms. Oldakowski stated: "I'm concerned about time, as far as organizing something like that. I don't think we have the time if we have to have something submitted by February." Rabbi Zak stated: "Well, and we have the whole COVID thing. I don't think, somebody, you know, I don't think we want to be sending people out to go meet with people." Mr. Hillmann stated: "That's the real problem here, is the timing, the COVID, all of this is working against us and it makes it so that while it's a good idea to ascertain these things and get people to talk, but when we're put in such a vise that we're not able to really legitimately do that I wonder, maybe the Governor needs to re-think his time zone, get through this pandemic and let's go for it in real meetings, because I just don't see how we're going to pull together the information that we think is really representative at ground level and be fair about it and be representative about it with all these fears of the pandemic, you know, it just seems to me that it's almost, well it is, it's counterproductive honestly." Mr. Slutzky stated: "If I might add something, while we're openly discussing this, I had four or five maybe six pages of written notes from the three public meetings and looking again at those notes, my observation is that most of the comments and I'm not getting political here, but most of the comments came from what I would perceive to be white liberals. Not that there's been anything wrong with that, because I'm one. But the only, as I recall there was only one black gentleman, I think from Greenville. I don't remember his name. He had some sort of arrest record. He had a lot of valid points. My point being that I don't think necessarily the uniforms scare people off, it's that

nobody wants to get involved. Nobody wants to waste their time. They have complaints amongst themselves in their own little circles I think, but a lot of people when push comes to shove and you've got to go to a public meeting and participate, it isn't the uniforms of the Sheriff's Department I think anyway that keep them from showing up. It's just, you know, that's the way it is. You know, I don't know that we're going to do any better with participation. I don't know what the answer is, I'll be honest with you. I mean, I grew up here in a 99% white community my whole life and you know, I just have very few black friends you know, because I don't have the opportunity to have more. So I don't know what the answer is to it, but I do understand. Very few people you know, that were economically depressed had come and made any comments and you know, you want to hear from some of those people. I don't know what, how the heck you do that. I don't know if that was helpful either, but everybody's quiet." (laughter). Sheriff Kusminsky stated: "I don't know if you can hear me, but we tried to go into Hop-O-Nose and go into those areas and get some people to volunteer to assist and they weren't coming. They don't, and I'm not saying, you know maybe they're just, everybody wants to find you know an issue and there maybe something out there, but to find that one or two people that that occurred to is going to be extremely difficult and when you do it may not even have anything to do with the Sheriff's office, so. You know, I mean, I think we're looking for a needle in a haystack and I don't know if you're going to find it." Mr. Slutzky stated: "I think you're right. I think you're absolutely right. I mean, I was hopeful that that one woman, I don't remember her name, came to the Organizational Meeting, was going to be more active." Sheriff Kusminsky stated: "And all she brought to the meeting was basically we need to have parenting classes there. It wasn't really, it had nothing to do with the police." Mr. Hart added the woman was also saying how the gutters on the buildings in Hop-O-Nose need to be fixed to. Mr. Hillman stated: "I mean, I just want to say, I'm listening and I hear like, if you're talking about getting economically depressed, as somebody said, people coming to the table, I would have to say priorities are different right? Like my priority might be, you know, finding a babysitter for my kids so I could go to work as a single parent versus having the time after work to go to a meeting to have a discussion and risk not being heard, you know, so like, the motivation to do that is probably really, really low. And it's nobody's fault on here because again it's the whole system. If we have to look at the whole systemic problem, take our view points of privilege and like think outside you know your own privileged base and like what are people struggling with and what is their immediate priority, I, you know, food, work, housing, the gutters are important, right? And I get that right, that's not for a police meeting but somehow just listening to that too is a relationship that, it's an opportunity. I don't know. I don't know what I'm saying, but..." Angelo Scaturro stated: "That is a reality and so, but is there a way that we can tap into some of, get some opinions from some people that, you're right, it's priorities so they can work and put food on the table, but probably they're not going to change it. I don't know. Is there a way we can do that?" Mr. Hillmann stated: "I don't

know. I think it works that many organizations and many individuals in the community do like on a day to day basis you know it helps with those things. There's obviously no easy answer but I don't know, I definitely just think that people need to be heard number one and this is going to take time, it's not going to be at of one, two, three, four meetings a year, two years. It's like we've got to commit to this and see it through and see the changes as we build relationships and it's like yeah, 99% of the people on the mountaintop might be white, but you know, the few young people that get pushed out of their housing in the city and then they're going to rural areas, those kids are having, you know, they're being called the 'n' word at school and what does that have to do with the police? Well, you know, if that's happening in their community and the people that they should be like surrounded by their peers and trust and then you think the parents, and then you look at the police and like all that's happening in the world, like, I'd be afraid to step out of my house, you know? And I'm not saying like 'oh, we have to cater to the one person out in the mountaintop that's, you know, of color' but yeah, why not? Like, yeah."

Sheriff Kusminsky stated: "I think that's a great place, what you started with there, was that this is the beginning possibly of a long term. Just because we're doing a report and some recommendations and a Resolution in April, doesn't mean that this dialogue can't continue, as a matter of fact, we want it to develop and continue and we would like to continue to improve our relations with whatever group or person we're looking to help. That's what we're here for, so. You know, maybe that's one of the recommendations. This Committee you know meet periodically to see if there's any future recommendations that could be made out. I'm okay with that as well." Mr. Groden stated: "At the risk of being a downer, there's an old saying 'you can't boil the ocean' and this Committee has a specific charge of police reform and reinvention act. You know, socio-economic issues of employment and education or transportation, or, we're going to be here for a very long time if we're taking on those charges, not that they're not important but I think my job is to keep this group focused on is there an issue in the law enforcement community against minorities? How do we acknowledge it? How do we diagnosis it? And how do we change it? I don't mean, again, I don't mean to be a downer. I don't mean to be the idiot, but." Mr. Hillmann stated: "Yeah, I can see that we have a specific charge and like so my question then becomes, you know, out of the interactions, Sheriffs with the people of Greene County, I like what you said about acknowledging any problem, like number 1, like being open enough to you know have empathy to hear somebody else's perspective, like in whatever interaction. If somebody gets pulled over, you know, and it's just another, what am I trying to say, and then like, how do these things connect? Especially with race, like, and arresting people and like you're just contributing to that like prison pipeline like for young black men in particular but it you know definitely is more than that but you know acknowledging do we, do my officers, as if I was the Sheriff, do my officers have an implicit bias that we're, you know, letting the white guy go but we're giving the black guy a ticket. You know, and just kind of like being very real with yourselves, ourselves and like how we

might accidentally fall in to the system that now are disproportionate. Does that make sense?" Mr. Groden stated: "It does to me and I know Captain Quinn is on the line. When we were preparing for these committee meetings months ago, and talking about race relations, she made a kind of an 'aha' comment to me about 'I don't care what race they are. If they're breaking the law, I'm going to arrest them.' And that, at the end of the day, is that the underlying issue? Is that, if people are breaking the law, I'll go back to Rev. Turpin's comment about his experience in the jail, how do we stop the cycle, you know, well beyond this committee perhaps but if I'm the victim, I don't care what color you are, I want you held accountable for doing whatever you did to me." Rev. Turpin stated: "Shaun I agree. You break the law, you've got to go through what you've got to go through. I mean, our Sheriffs and our police department is there to protect and serve and from what we've heard that Sheriff Pete's record as the leader of the Sheriff's Department, so far is great. But shame on us if we don't have an avenue or if someone comes in with a complaint, with some serious accusation and we don't have nothing for them to come to but go to the internet and you know, punch your complaint and it will be mailed to the right person." Mr. Groden stated: "Good point, good point." Rev. Turpin continued: "That's why we're here. We've got to, we have to sink our teeth into this and we've got to at least have something set up in case there is. And this ain't throwing nothing at the Sheriff's Department, but in case there is something that happens, we're ready for it. We have something that's different from what, seven months ago, is different now so that we can look to the future and build on it. We may not have every right answer right now, but we need some type of bait, something on the ground level that says we're going to work on it and we've got to have something established." Mr. Groden stated: "Okay. I agree with that. I think if we did nothing else, there has to be a mechanism. And it has to be fair. I myself, I often get anonymous complaints and that, you know, I sometimes I file them in the circular file because how do you investigate anonymity? But I would agree with you that we, if nothing else out of this Committee, we have to establish some procedure, some mechanism where somebody can feel that their complaint isn't going to cyberspace and that somebody listened. Somebody listened to me." Angelo Scaturro stated: "And one thing I have to say on that, I agree with you about the anonymous thing, but I think sometimes I find clients I work with are fearful sometimes that there's going to be retaliation. I'll be honest with you. I don't know how we can fix that, but." Mr. Friedman stated: "That is where I think it goes right back to our original conversations when we were talking about you know like a community representative group, but that Committee or community representation or committee, I don't know what you want to call it, but that group where it actually has faces of people that are representative of the community, black, Hispanic, white, male, female, and maybe even an officer that is a part or assigned to that community-connect group, whatever you want to call it, where's there's a place where it comes in. They have a face, they have real people to talk to about it and that it can go, the steps beyond that are clear, precise and they're not going to cyberspace, but they're going to somebody who can do or should look into it because

it's serious enough or whatever, however you determine that. Because I think you need to be a community based group that is not Pete's responsibility, or any other person, other than this representative of the community, with their face, you know, where there's real people and it's not a computer or technology, but it's a real opportunity for people." Mr. Groden stated: "Right. Okay, let me, in an effort for brevity, let me do this. Let me post tonight's meeting, let me meet with the Sheriff and my legislative Chair and let us kick around some concept of how we form or create a process by which somebody can file that complaint and not feel ostracized and not feel victimized and how can we then follow it through. I think Sheriff, you've told me this before, you're willing to do things either new, there's a new broom in town, a new Sheriff in town, so let's, let me try to come back in two weeks as best I can with some formula for that. Everybody okay with that?" Many said yes. Mr. Slutzky stated: "I just want to say one thing quickly here. When Pete mentioned that they have an app for the Sheriff's Department, I went and downloaded it and I took a look at it and I've looked through, and the mechanism for filing a complaint, yes it goes to somebody in the Sheriff's Department, but I think it's very good and so many people have cell phones today. You know, it can be anonymous. It can be as anonymous as you want as you're writing that complaint out. Whether or not anybody's taking advantage of it? Who knows, but the word has to somehow get out there. I don't know how, that this app is available. I didn't know anything about it and I guess the county website has something similar, but yet on the other hand, you know, is that going directly to the Sheriff's Department, is the worry may be of somebody, but if it's anonymous it's anonymous, I mean. You know, how much can you do, really?" Mr. Groden stated: "Gary, good point. I'm glad you did an excursion there. I would jump down to #12. Can we take that app, can we say 'okay, anonymous #2 submitted on January 14th a complaint and can we then publish some backstory of how it was handled and what actions were taken? Or it was unfounded? Or we need more information. I'm not against showing people that 'oh yeah, there's #17, that's what I submitted last week and oh look at it, there's two comments below it.' Will it be embraced? Is it honest? That I can't answer you, but from my perspective (A) there's a mechanism; (b) there's a result, now you may debate the result, but we don't have that mechanism today." Mr. Slutzky stated: "Is there, I'm assuming there must be an Information Officer for the GCSO, right?" Mr. Groden replied: "There's a Public Information Officer, yes." Mr. Slutzky replied: "Okay, yeah. So, it's too bad we don't have a TV station or a newspaper because how the hell do you get that information out short of putting it on, there's probably a GCSO Sheriff's page on Facebook I'm guessing." Sheriff Kusminsky stated: "There is and we have over 6,000 followers." Mr. Slutzky stated: "Which is good. You know, you're just so limited in such a small county, how you communicate with people, but yeah, the more transparency you have, the better people are going to like it. It will take time for it to sink in with people. For it to change public perception, but you know, do what you can." Mr. Groden stated: "Alright, let me, Warren if you could slide down here, no down the other way, thank you. Number 11, I'm not sure needs comment. This is one

of the principal points that the Governor has in your 133 page outline. Sheriff, I don't know if during your accreditation procedure, this type of policy, procedure, etc. is what you write, what you embrace, what you train, but they seem to be very vigilant." Sheriff Kusminsky stated: "They are good principals of policing. It's not, there's no specific policy, you know, you could talk about other than treating people with dignity and respect, that's, that goes without, that the basis for all of this. So, yeah, that's an easy one for us." Mr. Groden stated: "Okay, well, I felt I needed to list this, because this is a central part of the Governor's outline. And if nothing else, I think the, whatever report that we submit and publish, I don't want to fail the Governor's outline by saying that we discount this at all, so, that's why I've included it here for discussion tonight. It may not need discussion. It could be as simple as that." (There were no comments.) Mr. Groden continued: "Alright and then I think also #13, after the public session we had with the other Chiefs of Police, these items are standard operating procedures or not for all of the agencies, save the State Police. Sheriff, am I misspeaking there at all, am I?" Sheriff Kusminsky replied: "Nope, you're right on." Mr. Groden replied: "Okay, let me just, I'm going to check my egg timer here. We're down to about ten minutes for this evening's session. So, let me put a pause here on our enumeration of the other items. Before we end the evening, does anybody have a procedural question, a procedural recommendation? We have in theory one more meeting in two weeks that's just us as a Committee. Is there something else you want to get into during that session? Help me here define what the Agenda can be, otherwise we can just go through the remaining points. Again, I may type this Report. I am not going to write this Report. Ms. Oldakowski stated: "I think it may be better for if I should maybe e-mail you or Linda what our, you know, focus' are?" Mr. Groden replied: "Either way." Ms. Oldakowski asked: "Would that be helpful?" Mr. Groden replied: "Well, if you're, I would ask if you're going to e-mail me, you'd have to copy the Committee." Mr. Hart stated: "I was going to ask the same thing that we have such a short amount of time, if there's issues that the Committee wants to discuss, that hasn't been put on the table, you need to do that. But you all have this Agenda, you all have this outline here. Between now and the next meeting, if there are items that are really pressing, that you feel need to be addressed, go and focus where the priorities are, so that we make sure we touch upon those at the next meeting." Ms. Oldakowski stated: "And I would say to the Committee, it's our responsibility to look through this and if we are really passionate or really see a need in all of these 50 bullets, you know, let's hone in on those and not go through this." Mr. Groden stated: "Well, Katie, just remember, these itemized Agendas are just mine and Linda's, so if I've missed something, you've got to tell me what I've missed and I've got to make number 38, number 39." Ms. Oldakowski replied: "Yes, but I think that's our responsibility, is to make sure we're going through this list, you know, and identifying that and then the other things that we think should be included." Mr. Hart stated: "If there is an issue or topic that needs to be discussed, like we discussed earlier, there are four or five recurring themes that everybody's talking about. If there's another issue that we need to have an in depth conversation on, e-mail that and

say 'I want to have a conversation on this topic' whether it's one of the 50 bullets or not." Mr. Slutzky stated: "You know, just briefly, I don't want to get into this very, well a little deep. Just on #13, looking ahead just a little bit, the (d) the chokeholds knee procedure. It's confirmation that Sheriff's procedures do not include - does that mean there's no mention of it in the Sheriff's procedures or it specifically says chokeholds are not permitted?" Sheriff Kusminsky replied: "Chokeholds are not permitted, unless it is a life and death, it's not permitted for restraint purposes, put it that way." Mr. Slutzky asked: "And that's a written thing in the policy?" Sheriff Kusminsky replied: "That is a written policy, yes." Mr. Slutzky replied: "That to me is one of the most important things because I think this entire thing came out of or became because of a chokehold and a death that happened from it. So if that's already addressed, we can go home." (laughter) Undersheriff Brainard asked: "How is my connection now?" Several members said it is fine. Undersheriff Brainard continued: "I'm out here I Cornwallville, I apologize, so. I agree, I just want to go back to the point that Dr. Cook made, you know, and I don't know how you do it besides going door to door knocking on doors, but I do think if the Committee has to capture that perspective of is there disparate treatment complaints in the community based on race, you know, and that's, I think a very tall task at hand but if I'm looking at this from an outside perspective or even as a law enforcement manager perspective, if you don't have a good faith effort into that and again I don't know what that would even entail at this point again besides knocking on doors to find that information, you definitely have to address that in your report, so." Mr. Groden stated: "Thank you Adam and you're loud and clear now, thank you. Alright folks, I'm going to wrap up here and to pick up on Warren's point of you know, is there something that we need to get up on the table and yes, we can't lose focus from the standpoint of the Governor's charge of police review, if there's an underlying issue here, I think, even though it was national tragedies that may not happen in Greene County, I think the underlying issue is race relations and how do we (a) address it and (b) confront it, so that we can live in a community in some kind of harmony. And I, that's, I don't have a magic bullet for that, but if there's an underlying issue here, I don't want to walk on eggshells and avoid the conversation about how we address race relations in our community." There was no immediate reply, then someone said: "Well, I think you're right" and someone else said "Well said." Rev. Turpin then stated: "We don't want you to walk on eggshells. We really want you to be strong and have a good presentation because a good presentation from us would only bring forth fruit going forward." Mr. Groden replied: "Alright, thank you Rev." Mr. Hillmann stated: "At that point, do we, once we figure out like finalizations, do we put that to the public, or open it to public response before we submit it?" Mr. Groden replied: "Alright, let's go to procedure. So we're in January. We have a second meeting, closed like this, in two weeks. My thought was in the February sessions, and again, two meetings is really arbitrary, but we could have more or less, take these bullet points and begin to craft them if this a message, we could reopen for public dialog at the forum at the microphone, but at some point, at the end of February, we've got to be able to begin

to formulate and craft a draft report, so that we can all begin to review it, edit it, question it, challenge it, hate it, love it. Because I don't want to miss our, I don't want to miss our date. My Board is asking me all the time, what's going on with your Committee? What progress have you made? I'm trying to keep them up to date and they still ask me 'are we going to have a draft report in March'? And I'm going to say 'you're going to have a draft report in March' and that is a very heavy left. I like the concept and this is my slant, that it would not insult me to have a dissenting opinion by some members of the community because that means that every voice is going to be heard, that just because there's an assumption of confirmation, that doesn't mean somebody can't have a dissenting opinion. And we haven't really discussed about format, and how are we going to write this. I'll say it again, I may type this thing, but I do not want to write this thing. This is not my Report." Mr. Slutzky stated: "We all sign it together, whatever." Mr. Groden replied: "Or you don't." Mr. Slutzky replied: "Oh, well, yeah. But, okay. It is what it is." Ms. Oldakowski stated: "Has there been any talk of an extension for when this has to be submitted like especially because of Covid?" Mr. Groden replied: "Not that I'm aware of and to be honest with you, the Governor is so consumed with Covid, it's not on his radar screen." Ms. Oldakowski stated: "I wonder if we could, I don't know if this is even possible, but to ask for an extension of time?" Mr. Groden replied: "I can send that up through the channels and see what kind of kick back I get. I suppose we could also issue a Part One Report and leave open issues to be continued to be discussed? That we at least address some of the base issues outlined in the 133 pages. If we choose to go further than that, I don't think anyone's going to be 'throwing flags' to use a football parlance, go Bills!" Mr. Friedman stated: "Wait a minute, I'm a Ravens' fan, come on now." (laughter). Mr. Groden continued: "We certainly can issue a report that says we're going to continue and that April 1st was not able to be accomplished. I don't think the Governor is going to slam us for that type of a report." Rabbi Zak stated: "I have a question. I think it's mostly for the Sheriff and Undersheriff but of course for the Committee, what I'm thinking is this is from what everyone has said and our experience has been, it may be, but I think we're going to find a recommendation for people to be able to make complaints. It may be beyond the app. I did go to the app and it's amazing. It's a beautifully done app. But what I'm thinking is instead of trying to dig for something we may not find, or may not have the tools to find right now, without making more work for the Sheriff and the Deputies, I wonder if there's an initiative that we could create that might involve the Sheriff's Department and community members that involves outreach. I know what the Sheriff and Undersheriff have already described the outreach they're doing is very successful and maybe there's more of that that could be done and as I say without making really more work for the Sheriff's Department, but it would address everything we're discussing. Address race relationships and going into various communities, maybe bringing other people, members of the community with members of the Sheriff's Department. I don't know exactly what that would look like, but I'm talking about addressing the issues that we're talking about but making a plan for going

forward how to improve image.” Sheriff Kusminsky stated: “I think what you’re getting at is something like a town hall type meeting concept, which we are open to. I would certainly entertain going to committees you know, say quarterly, or maybe any which way they want to schedule it, with members of that community or that specific group. And certainly openly, you know, have an open dialogue with them. That could do nothing but benefit us anyway. If that’s what you had in mind.” Rabbi Zak replied: “Yeah, partially that would work, yep, that would be a lot.” Mr. Groden stated: “The outreach I think, how do you outreach as a product of this committee and it’s not a one-time event, I’m talking about annually, semi-annually, quarterly, we have some ‘function’ and I put that in quotes because I can’t define it, on how we mingle, how we introduce ourselves, how we talk to each other. How best to have the outreach so that when you see the police car in your rear view mirror, you’re not nervous because it’s a police car. How do you do that? They’re not the enemy, but they’re there to do a job, too.” Pastor Snowden stated: “Well, I think that’s a big thing – interaction. I have a nice sized gym, we can do volleyball, have the police out there playing against some of these young people and just developing just fun things that allow people to see that the officers are human, just like the guys on the street are human and that we’re all a part of one community, so if we create things like that I would open our gym up and many of you already know the size of the gym. We could do all kinds of crazy things that would be relative to building community relationships between the police departments and the various groups.” Mr. Groden stated: “Pastor, it’s interesting that you put that in that preface because when Kai and I met when he was given the invitation to join, when he and I met about his operation the Clubhouse right next to my parking lot, my county parking lot, we talked about putting up some simple basketball hoops, so that kids had an outlet, the kids had someplace to go and that whole concept of are we providing our youngsters an outlet, rather than breaking windows, can they slam the basketball better or something like that, so. It’s not out of the realm of possibility that we reach out, and the county doesn’t have county parks. We’re not in the recreation business. It’s really the towns and the villages that do that, but how do we get that basketball tournament, the baseball tournament or whatever and okay, as you just said, we play against the cops, we play against the probation officers, we play against whomever and it’s a fun event. And they’re not the enemy. We shake hands and laugh. Alrighty, we are beyond our bewitching hour. So as Katie suggested if you have issues that you want to send me I’d just ask you, don’t just send to me direct, copy everybody in. Not that we need more bullet points here, but let’s get it up on the table and we’ll talk again in two weeks and let’s try to keep this schedule moving forward. With that, I’m going to say good evening, thank you very much for participating. I know zooming is kind of impersonal, but I’d like to think we made some progress tonight.” Everyone was thanking everyone and wishing a good night. This meeting ended at 8:07 p.m.

