

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

February 10, 2021 at 6:00 p.m.

PRESENT (all virtually): members and staff only: Kai Hillmann; Rev. Richard Turpin; 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.

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Mr. Groden began this meeting at 6:08 p.m. He stated: "Wednesday night may be a school board meeting night for Dr. Cook and Jeff still nothing from Gary?" Mr. Friedman replied: "No, Gary hasn't answered." Mr. Groden continued: "Alright, well it's 6:08 so I guess I'm going to call us to order here. And as you can see we have the Agenda up that you should have also received to your respective e-mail addresses. I guess, just I'll digress for a minute as I said earlier before everybody got on, it was kind of nice driving home at 5:15 and have it still sunny outside. That's an encouraging development of late, so even though I had to shovel snow this morning, it is getting light. So, after last meeting my staff and I got together and tried to go through some items and I think I'm going to give Warren a shout out here because at the end of the last session we did kind of realize that we may have gotten off script a little bit in terms of the specific charge of the committee, although not as a segway for bad so what we've decided to do is certainly for tonight is to return to the primary focus but not lose sight of the other items that were brought up and we're going to leave those items in, at least my recommendation would be to leave those items in the final report, however we may classify them as secondary or some other, primary/secondary type of arrangement because I think a lot of discussion was very worthy, and just because we may not be focusing on the specific Governor's outline that doesn't mean that work was bad or lost, so. Again, so we've tried to sharpen up if you will what I would consider the format and let's just discuss format for a minute, the actual report that we would release. And we're trying to give both a history here and also when you look at the appendages, particularly minutes, I guess think of a funnel and we started out kind of big but we're going to slowly narrow it down. That doesn't mean that the top of the funnel was wrong. It just means we're focusing on different things at the end of our report. I guess we felt it was important to leave those discussion points in, certainly in minutes, or designate them to the primary

and secondary action items or recommendations that we would give to the county legislature and then forthwith to the Governor as our charges. With that Warren, do you have any comments on that Warren, or Teri or Linda?" Mr. Hart replied: "Yeah. This is a working product that Linda has done a great job putting together and it's really more of a working tool to capture issues and thoughts to keep refining them so that the committee can actually vote on these are the specific recommendations that have come out of the committee. This isn't necessarily the format of the actual report itself, but as Shaun said this is a good tool to work us down the tunnel. We did pull in the Governor's four points and then eventually the report will be organized around those four points and you'll see in Linda's outline that she tried to take all of the discussions and issues and organize them around the Governor's categories. It's still a work in progress. There's some things that may fall in two categories, so we're still working on it but it's important now as we get really near the end of this project to make sure that the recommendations that come out of this committee everybody understands what they are and everybody agrees that they are going to eventually be in the report." Mr. Groden stated: "Thank you Warren. And I'll come back to my point that I say perhaps too many times, we may type the report, but we don't want to write the report. We want to make sure that anything that you are about to read you embrace, that you accept. And if not, now is the time to say time out and to give us to either get back to discussion or wordsmith or delete. For those of you who have your three-ring binder and of course all of you have your three-ring binder right in front of you I'm sure, Warren's point last week really came back to the outline of the Agenda that was distributed on October 28<sup>th</sup> and it Agenda that was distributed on October 28th, and it kind of picked up on the salient point I think that the Governor's big 130 page outline was meant to focus on so with that in mind what you're about to see as we roll up, as you received today, you may have already reviewed, but as we roll up now back to focus to, and we're in arguably mid-February and that clock continues to tick in my ear for us to complete our work, give it to the board as a draft or final document and then let my board review it. I am really concerned about not meeting dates, and that maybe it's necessary to send a draft in by April 1st because there's still debate and there's still discussion and I don't want to shut that down necessarily." Mr. Hart stated: "And there are people that have been following along that do really want to see the work of the committee and the report that goes out for draft. There are people that are commenting through our portal. I believe Shaun or Linda shared one of those. Not many, but there are people that have strong opinions and want an opportunity to review the report and we're required to put that out to the public." Mr. Groden stated: "Right, which again going back to my euphemism of the funnel, I don't want to have people think the only thing that we discussed were the highlighted items in the final report, so that's why from a

standpoint of documentation, all of the points, all of the questions, all of the comments that were made by us or at the public hearings are going to remain on the website and may be appendages to the final reports even though we may not necessarily reference them in the final report. I guess again I want people to think that or understand that there was considerable discussion, there was considerable debate and at the end this is our product. They can criticize it. Welcome to America, but I guess I would rather give all of the information and allow people to peruse that rather than have them wonder what the heck have we been doing for the last couple of weeks, so with that I guess I'll open it back to the floor and if anybody has any comments or concerns, now is the time before we go forward." There was no response. Mr. Groden continued: "Alrightee, so Teri if you want to scroll up and for those of you who have it from an earlier delivery, so again, just the report will outline Part 1, Part 2, Part 4, etc. and within each part they'll be documentation, minutes, etc. They'll be an outline on Part 2, the number of meetings held, the number that were public, the number that we did as members only and then what you don't see here would be the delivery to the Legislature themselves would be another meeting by itself. The issues and the concerns would be the bigger funnel topic items. Anything that was discussed and then I guess Part 4 would be the draft itself, followed by the adoption and then what we would put together from a legislative side of things would be the resolution that the Board of the Legislature of the County adopts as for the submittal and then the certification that the item has been sent to the Division of Budget for New York State. Again, some of the technical things there. The next page then would be anything that we touched, I guess. Anything that I delivered to you, the three-ring binder, policies and procedures, you name it, again, for those people who wonder what we did and how we did it if they're going to take the time to actually peruse this, I'd like to think that they say "hey, wow, there's a lot of stuff here." And of course, reading minutes or reading attachments, appendages, without being involved in the original dialogue, there's going to be gaps and people aren't going to understand. That's just what happens I guess. There's really nothing we can do to prevent any kind of misunderstanding. And then roll up, Teri or Linda, whoever is in charge of the joystick." Teri replied: "I am, so just give me directions." Mr. Groden continued: "Okay. Part 1 then really is kind of the rudimentary items, the outline, what we did, how we did it. If you haven't read this, if you want to take a minute, it's not very long. If you want to go through it. Again, it's meant to give some background as to how we commenced and then some statistical you know, county being rural and upstate New York. The Code of Ethics, I'm trying to read down here for those of you who either already read or are reading. So it's, maybe in a symbolic way we're setting the table as to what was reviewed, why, how and etc. Continue that on for those of you looking at pages, you'd be on page 7 Teri." Mr. Hart stated: "Kai has

added to the chat and I don't know how many people know there's a chat function here." Teri stated: "Right, I'm just sending that to Linda, so okay, let me get that." Mr. Hart stated: "That may be incorrect, but we'll correct that Kai." Teri replied: "Alright, now we are on page?" Mr. Groden stated: "I'm finishing up on page 6." Teri replied: "Okay, there we are." Mr. Groden continued: "And if I went too fast everybody, you know, please stop me. I don't know if you had a chance to read this prior to the meeting or not. I'm not trying to gloss over it. If we're going to fast or you want to change something, that's okay. Starting on page 7 and I'm going to be a little bit concerned for everybody here. I had a discussion with staff as to how best to outline for the community who you are and to try to, again, demonstrate that you're broad-based. You're in every pocket of the county, so to speak. There's good representation. Yes, some of us where in essence, mandated, from the District Attorney down, we were kind of mandated but that does not belittle our participation or our inclusion. So anyways as I struggled with, I certainly did not want to put out resumes or necessarily bios of committee, but I did want to give the community some flavor of who you are. I'll leave it to you if that's enough. If anybody wants to put something else up, again, it could be an appendage. My hope again is to demonstrate in the community that this committee wasn't just 15 sheriff's deputies who don't care about anything other than what they do for a living, no offense Sheriff. So if you want to review that, that would be great and if we want to wordsmith this, if we want to expand it in any fashion, I'm all in favor of that. I hope you understand that I'm trying to do two things: demonstrate to the community who you are but not invade your privacy. Any comments on that?" There was no reply. Mr. Hart stated: "And I think more importantly in the next two weeks, we're going to be in writing mode, so if there is anything that's inaccurate, that is an issue, please e-mail us to make sure we get it correct in the report." Rev. Turpin asked: "Can I ask a question?" Mr. Groden replied: "Are we going to be adding the roll of the attendance that we had at our meetings, like we had that would say, that at the meetings we had we averaged 25 people, where a total of seven people averaged who spoke?" Mr. Groden replied: "You know, okay, that's a good suggestion in terms of in the three hearings, I thought about that today. Even though we had some people who came to multiple sessions, we probably had 20, I don't know, 25 people at a session, do we want to say that over the three, you know, the course of those three meetings, we had 75 or 100 people. I'm okay with that. We certainly, we didn't take attendance. We really just tried to write down the names of the people who spoke." Rev. Turpin stated: "I think it would, it might help erase some criticism down the road if we do at least say that you know this many people came." Mr. Groden replied: "Good point, Rev., good point." Rev. Turpin replied: "Okay." Mr. Hart stated: "What I'll add to that, Shaun and Reverend, is if we're going to capture, quantify some numbers

to show participation, I'll also pull the stats on how many people viewed the county website for the special landing page we created for this project and we'll quantify the number of questions and comments that came in through the portal as well." Mr. Groden stated: "Yeah, I think that's a good point Warren in the sense of the internet capability you know, I'm often surprised at the number of people I met, you know I could be at Price Chopper and I'll hear people, how they went to the website and not necessarily this committee's function to it, but our general outline of our website. It is read, Warren you don't have any stats in terms of our quantification that we often look at on a quarterly basis, do you?" Mr. Hart replied: "Well, per month, there is 20 to 30 thousand people per month go into our website. That's just website. Then we have..." Mr. Groden stated: "So your google analytics, it can tell us that." Both Mr. Hart and Teri replied yes. Teri added: "It can totally break it down to the pages especially you know, specific to the Police Reform, how many people, because we brought that link up to the home page regarding this so, so we'll easily trace it." Mr. Hart added: "And all of our social media stats as well." Mr. Groden replied: "Okay, so, Reverend, excellent question and then Warren's a good segway as well. I think that's very important information that it's just not someone who might read the Daily Mail who is going to read the final report. There are people watching what's going on here and I think that's important data to put in the final report, so thank you sir." Reverend Turpin then stated: "And then I'd like to talk to the Sheriff. As of right now Sheriff Pete there has been no complaints that has come through the e-mail for that, am I correct?" The Sheriff replied: "Complaints against the Sheriff's Department or?" Rev. Turpin replied: "Yes." The Sheriff replied: "No, we have none." Rev. Turpin replied: "Right, that's what I thought. And that should be stated as well. Because people will try to look at our report and try to put in their own idea of what we did. But if we put the facts out there upfront, I think that will cut off someone trying to slander it on the backside." Mr. Groden replied: "Good idea." Rev. Turpin continued: "Don't be afraid of the facts. The fact is that we didn't have any complaints. The fact is, honestly, and I don't know if you want to say this, but the fact is that we had no officers who had to unleash their weapon in this last, since Sheriff Pete's been there. That's a fact. That's a great testimony to what's going on, so." Mr. Groden stated: "Yeah, we did bring that up, I think it's been ten years and I think the last time a weapon was used was to euthanize a deer that was hit by a car." The Sheriff replied: "Right. Yeah, we've, knock on wood, we have not shot anyone." (laughter) Mr. Groden stated: "Alright, I'm on page 8. This is just, you know, census type data, demographics. Again, not to belabor the point but when I read the Governor's outline, everything seemed to be related to what's happening in metropolitan areas (echoing a little) and we're not. So I think even though people might live here, some of what we say may have people

scratching their head. I'm sorry for the echo. Alright, page 9." Mr. Hart stated that someone must have two line open that need to be muted." Mr. Groden stated: "Thank you. Alright, Page 9 would just be the outline of the meetings that we held and the fact that we had an organizational meeting, three public hearings. We only needed to do two public hearings. One of the suggestions by the lad from Cairo 'you people should go into a quiet room yourself and talk about all these things.' We've been doing that. We've left February 24<sup>th</sup> opened and then March opened as well, but only from the standpoint in March that we have a cycle, the legislature has a cycle. This normally would go to the first Wednesday in March would be the Public Safety meeting. That's not etched in stone. I literally could wait until March 15<sup>th</sup> to do this submittal, but that's the drop-dead date and then the Board would then adopt the outline at its full Board meeting on March 17<sup>th</sup>. And then I think from this point on, really I guess this is the meat that we're going to place on the bones. So again, talking with staff today and the last couple of days as we try to develop the format of the document. Please read that format. We discuss about was there a suggestion that we already do or that we're not going to do, do we need to place that as an action item under functions that this committee discussed, and I guess what I'll pinpoint is in the reports and certainly nationally there's this notion of the dispatch center making clinical decisions or functional decisions about what vehicle to send to a call. And maybe you shouldn't send a black and white, a traditional black and white to a call first if that isn't necessary. I think what we showed in the drama of the video that what start's out what seems to be a fairly simple call, can turn into something that's very not simple. So, point being we weren't going to put it, I'm sorry we, my recommendation to the committee is to not put in an action item that we're not going to do, I guess. And maybe you could debate that with me. Maybe it's important to say that we did review it but we're making a recommendation not to change. I'm going to bounce that to the floor so to speak. But as you see tonight, it really might be just the things that we're going to do or amend or improve versus things that we discussed that we have no action item for. So I'm going to bounce that open right now and listen to everybody." Rev. Turpin stated: "I would like to say, I think that we should at least say that we addressed it to show that the committee was aware and we discussed it amongst ourselves and came up with the solution." Ms. Oldakowski stated: "I'm Katie and I'm just going to second the Reverend." Mr. Groden replied: "Okay. Good thank you. Rabbi? Jeff?" Mr. Friedman stated: "Yeah, I agree with that." Rabbi Zak stated: "Same here." Mr. Groden stated: "Okay, so, we'll go back and add review items, discussion items and now just for clarity, is that going to further state that it was review and this committee makes no recommendation or agrees that the current process is acceptable?" Mr. Hillmann stated: "Hey you guys, Kai here, are we talking about the specific function of 911 deciding who should be the first at a

scene?" Mr. Groden replied: "Yes." Mr. Hillmann continued: "And how is that related necessarily to the police reform, I feel like, is that a 911 function issue or is that this whole?" Mr. Groden replied: "Well, it's included in the Governor's outline." Mr. Hillmann replied: "It is, okay. Alright." Mr. Groden stated: "Yes." Mr. Hart stated: "Let me jump in just for a minute, so as Teri starts to scroll down the items that are bolded, Number 1 was 'what function should the police perform' and then that was roman number I and then Number 1 is determining the role of police, 2 is staffing, budgeting and equipping your police department, these four criteria are taken directly from the Governor's report. And in theory when the report goes into the Governor's office, if they're actually going to read this, it will be organized, or I'm recommending it should be organized around those categories, almost like a check box that we can show that we addressed that issue on what was appropriate for our community, what is already in practice by our community or there is a new recommendation for our community. So, as an example based on Reverend Turpin's initial thoughts and then with the Committed chiming in, the issue, these are concepts. They're not fully fleshed out and written well as a recommendation, but I'd like to illustrate for instance: where it says an armed police officer should never be the first person called for a mental health event. That concept that's out in the national construct in the discussion is also repeated in the Governor's report and instead of saying 'no recommendation and police arrive quicker, closest car policy', all the things that we discussed is basically, it's not that we have no recommendation it's, we have addressed it, talked about these issues and it is the recommendation of this community that it is appropriate for our sheriff's office to be involved in calls that come through from dispatch working with mental health for incidents around mental health patients. All the things that we talked about, the recommendation here would be we've talked about this. We feel what is happening now in our county is acceptable or appropriate for our rural community. That's how these concepts would be, instead of no recommendation, would be an affirmation that we reviewed that, and it was acceptable to the community and for our community." Mr. Hillmann stated: "Okay, that's very helpful and I just want to add that like, I don't know, yeah, just an affirmation that it was reviewed, but also recommendations could, for me, I don't know that I agree with everyone on this." Mr. Groden stated: "That's okay." Mr. Hillmann continued: "I feel like there could be more training implemented either on the 911 side and/or on the, you know, well the Sheriffs already have de-escalation and things like that but just to at least say that, to point out that they do have that, I think is important for the community to hear and trust that those trainings are in place and abided by by the Sheriff's Office, the de-escalation and things, you know, and the handoffs to mental health services. What you guys have done you know with MCAT and things like that I don't know how specific we

need to get but I think it needs to be noted.” Mr. Groden stated: “Well, let me, let me come back then to a previous point that I asked and think of the Supreme Court, do we want to have a format where a member can dissent on any of these issues? I’m okay with that.” The Sheriff replied: “Shaun, I actually think that he is not dissenting with that. I think he just would like it explained a little bit more clearly and I kind of agree. I think it’s good to put it out there that we are, the committee looked at it, the training that we give, and we could also even put in there to continue to look for further training opportunities when it comes to mental health and de-escalation. I think that’s what Kai is trying to say.” Mr. Hillmann stated: “Yeah, I think you’re right on and I just don’t feel equipped enough to say yay or nay on the 911 side of things. I don’t feel like I’m educated enough to say always. You know, if we train 911 in a different way, could it be different. I don’t know.” Mr. Groden stated: “Well, because the Governor’s outline specifically talked about how many large metro areas have instituted a change in the dispatch function, that the dispatchers are making a clinical decision if I can use that terminology, and they are making the decision not to send the law enforcement on a call. And I, I’m not going to be shy about this, I’ve said it since I think the first meeting, I disagree with that. A dispatch center is very busy. They receive dozens of calls you know every hour and in the old world and I hate to use that terminology, the function of a dispatcher is not to determine what’s going on. Their option is to send a vehicle, be it a law enforcement, a fire truck or an EMT. That’s their function. Send something relative to the nature of the call and then while they’re doing that, they’ve got five more calls coming in. So, I’m absolutely against turning dispatch into decision-makers like that, but that doesn’t mean committee members cannot dissent on that opinion. That’s my point. Do we want to have that type of format and allow somebody disagrees with the following? I’m very cool with that.” Mr. Hillmann stated: “I think at the last meeting we established that that’s cool.” Mr. Groden replied: “I don’t remember that okay. Thank you.” Mr. Friedman stated: “I mean personally I would be fine with that. I think that there may be items that some of us aren’t particularly comfortable with that. Yeah, I think it’s something that we should at least leave open to the possibility of that.” Mr. Groden replied: “Okay, so staff will have to think about to formatting, not part of our formatting again, on how best to illustrate that.” Mr. Hart stated: “I won’t be shy either because the time frame that we have in order to get this report out of committee to the public, to the board and adopted, we’ve talked about this concept, so this is really the first item that the board needs to say yes or no or something else so we can move on to the next one, that the concept here is that, and we spent a lot of time on this so yes, it will capture, the report will need to capture what takes place, what’s in place now, the benefits of that and that really what the recommendation here is that the committee agrees that the system



that we have in place and how it goes from 911 to closest car and if there is a mental health call, the Sheriff knows to include MCAT and there is a system in place that seems to be working very well. Now, can there be improvements to it? Sure and as we get to the end of the report, there's lots and lots of stuff on MCAT and mental health, MCAT OD, but the basic concept here for the committee to say yes or no is, we have a system in place and that's what we feel is appropriate for our county, for our community." Mr. Groden asked: "Anybody else?" Rev. Turpin stated: "I like the way he placed it. I like the way he said it." Mr. Hillmann stated: "And I like the way that the Sheriff also said like he's open to considering like consistent review of trainings and connections, providers, things like that. Well, I just put words in your mouth, but." Mr. Hart replied: "I think that theme is addressed in a couple other categories as we go through and look we can come back to, we can come back up to the top again if we need clarification again on something." Mr. Groden stated: "Alright then starting on page 10..." Mr. Hart stated: "Teri, go back up a hair. Number 2, Staffing, budgeting and equipping your police department. That's the concept of cameras." Mr. Groden replied: "Yeah, dash cams and body cams. So, just so everybody understands that terminology, the way the sheriff and I have discussed it, if I'm a deputy in the black and white, my dashcam is on all the time. As soon as that deputy steps out of the vehicle, his body cam automatically turns on. It does not require a physical movement or a decision – should I turn it on? Should I not turn it on? As soon as I step out of that vehicle, it's on. And therefore it's recorded and then at the end of a shift, it is simply then downloaded into a database and from that point we would need to probably slice and dice things dependent upon and Angelo and Joe help me here, perhaps on discovery items, if everybody knows the terminology discovery? You know, we are talking about a volume of data. You know, think about there's 24 hours in a day times the number of deputies that we have on patrol. That is a large volume of data, but that's okay. The difficulty may be then is how do we store it. How do we extract it. How do we turn it over to the DA, Public Defender, attorneys for court and all those types of things. We're creating a large mechanical responsibility here. I'm not saying that's wrong. But I am saying you can't do it halfway. The officer should not be editing his own body cam. That should be turned over to somebody else so that there's sanctity of the, and I'll call it evidence and please Joe and Angelo, please jump in, and we'll have a different civilian, my recommendation would be to have a different civilian staff member who would be responsible then for the cataloging, the codification of that shift. Angelo and Joe, I'll turn it over to you." Mr. Stanzone stated: "Well as it is now we receive video from correction officers. We receive dash cams from, there's one state police vehicle that has a dash cam on the thruway and we receive that. What we do is we download that into our digital evidence management system, the DEMS program,

and that's all held by NYS Prosecutor's Institute, so I have the means of collecting that and storing it digitally and I guess, and then what I do is I turn it over to Angelo or whoever the defense counsel is. Now, I don't know about storage on behalf of the county at that point. That Angelo would have to address." Mr. Scaturro stated: "Yeah, well, we download it Joe when you give it to us, but I think what Shaun was talking about is that you need like a custodian. I think that in order to make it, you might have the tape that it's not preserved properly, that we can poke holes in something that might otherwise be good evidence and so you do need a change of custody so you know it's not being tampered with. Otherwise, I'm going to say 'well, officer something, you're the one that did this, you know, you modified, you changed the tape'. So I think you're right. You need a custodian and then after that, where it goes. I don't know how long you've got to store it for. I mean I could reach out to Neva on those types of things. But yeah, I think that's right. We're doing it now though and we're not storing it obviously, but Joe is getting the documents to us, to a video we're downloading them, so it is possible for us to do that yes." Mr. Stanzione stated: "And it's incumbent upon me to make sure that I know exactly who did the downloading, what process they did it by. Then when it comes time for a trial or a hearing, I've got to bring in the person who actually downloaded to attest that he downloaded it, he reviewed it, there were no alterations or deletions and that it's a fair and accurate depiction of the original video. So there does have to be a particular custodian." Rabbi Zak stated: "I have a question. Shaun, the recommendation that you're making that there be a position for this civilian, is this the model? I'm assuming that it is, in other sheriff's departments where they have these body cams?" Mr. Groden replied: "Sheriff, will you talk about Kingston?" Sheriff Kusminsky stated: "Some of them do have a custodian that does that, the bigger ones. Some of the small ones have the officers do it themselves. At the end of each shift they come in 45 minutes early and they download their own video and then they're responsible to catalog it into what type of, whether it be an arrest, a traffic stop, a complaint, DWI, whatnot. The problem with that is there's not much oversight as to, mostly if they didn't catalog it or catalog it properly, then you go looking for it and you're unable to find it later, so if there was one person responsible for it, it would make it a much smoother transaction and then Joe and Angelo would only have one person to really deal with and it would not be the arresting officer." Rabbi Zak asked: "And so Sheriff that is your, that is what, your ideal is to have that person, correct?" Sheriff Kusminsky replied: "Ideally, that would be the best way to do it." Rabbi Zak replied: "Great. Then I'm all for supporting this recommendation that Shaun has made and Sheriff is saying would clearly be good." Ms. Oldakowski stated: "This is Katie. I second the Rabbi." Mr. Groden stated: "Okay. Anybody else?" Rev. Turpin stated: "I agree." Mr. Friedman

stated: "I agree too." Mr. Groden stated: "Alright, not that I want this to be a stumbling block but in all fairness this is a very expensive proposition. The equipment alone is upwards and first year capitalization is four hundred thousand dollars with probably a 36 month useful life period, but that, it is what it is, I guess is my point. You know, my Board will have to wrestle with that number and then the staffing issue as well as the I.T. technical side of storage because video is a storage hog as compared to our Agenda this evening. But again, it is what it is. You can't do this halfway. I guess at the end of the night that's my point. My board can't say, well don't do this, or don't do that aspect of it. You can't. It's either all or nothing. It has to be maintained. Again, not speaking for Joe or Angelo but I can certainly see a case where 'well, where's the video? Oh, we don't have the video. Oh, you don't have the video, oh.' So, it is another tool, but you have to use the tool properly at the end of the day." Mr. Hart stated: "My role is more and more to ride herd on what is the appropriate recommendation in the report and to get it to the public and get it to the state. So at the very core of this is basically the committee is recommending cameras. All of the executional and budgeting and details, the minutia, all the executional stuff, isn't probably the correct place here for the report. That's all for us to figure out. And there is a feedback loop here by the way too. It just doesn't go into a report and die. We submit it to the state. We're supposed to let the state know that this is what we're recommending, at least the ones we recommend for ourselves, we have an obligation for follow-through and if not, we have to justify what happened and why not. There are recommendations in here you'll see we'd like the state to do things that we have no control over, but at least the ones we have control over, this report will capture it at the appropriate kind of goal strategy policy level and it's not an executional document." Mr. Hillmann had a question but had to repeat it as the audio was echoing again for a minute. Mr. Hillmann stated: "My question was about the method here. We make a recommendation and then at the point let's say the recommendation becomes a reality, who's involved then with the writing of policies and procedures around, you know, all those little details around let's say cameras for instance and the downloading pieces and who's going to do that and all of that, is there, I mean I guess at that point, the committee will be disbursed and who is to help or?" Sheriff Kusminsky replied: "Kai, we would write the policy. There's not much really of a difference between any of the body cams or dash cam policies so I mean the only thing really that we could adjust would be maybe there is like a look-back feature if you will, that actually records, I think it's up to 30 seconds prior to the officer getting out of the car. There are perimeters that we can't really control. We can have the settings you know and if the committee would like you know, ten second prior or twenty seconds prior, you know, something like that, you know, we can certainly, and..." Mr. Groden asked:

“Sheriff, how would the development of those policies correlate to your accreditation paperwork.” Sheriff Kusminsky replied: “The accreditation does not include body cams so the policy would just, but it would be that there is no option, like Shaun explained earlier, if we purchased that type of camera, there’s no option or ability for the officer to manipulate it or turn it on and off. It, when he gets out of the car, it’s on, or she gets out of the car, it’s on. And there’s no deletion. There’s no ability for the deputy to even access it so, you know, it’s almost fool-proof, you know, if you will. Does that make sense Kai? Am I answering your question?” Mr. Hillmann replied: “Yeah, I think. My question might be a little bit over all, when we, you know, cameras were just the catalyst to the question.” Sheriff Kusminsky replied: “Right. The cameras are for transparency obviously and you know as far as the policies go they’re almost identical. The only time they change depending on the type of cameras you get. You know how, when it’s used, when it’s not used. If we had the system that Shaun’s talking about, there’s no option for that, so, they’re always on.” Mr. Hillmann replied: “Yeah, yeah. Definitely answered that piece of the question and then overall anything we make in this document I guess I was thinking future, you know, the follow-ups, if some of these things become a reality, who’s making sure that the recommendations are in as we agreed upon or not. So it was a bigger question and a smaller question.” Sheriff Kusminsky replied: “Well, I guess, theoretically that would be me. You know, I would be responsible for implementing whatever the county would furnish as far as equipment goes.” Mr. Hillmann replied: “Thanks.” Mr. Groden stated: “Well that, and I would say Kai, please park on your calendar February 22, you will be at a meeting reviewing the outline.” Mr. Hart stated: “We’ve got a thumbs up on that one.” Mr. Groden replied: “Okay, so I’ll move then to page 11. This goes back I think to the session the public session we had when we brought in the other police departments. Again, this is basically plagiarized right from the Governor’s outline are these issues of use of force. We don’t do it. We haven’t done it. The other departments also say the same thing. That’s why in theory the recommendation, there is no recommendation on this because we don’t use these types of maneuvers, so with that, I’m not sure if it’s oversimplified or not.” Mr. Hillmann stated: “I think, are we looking at ‘Procedural Justice and Community Policing, treating individuals with dignity and respect, that one?’” Mr. Hart stated yes while Mr. Groden stated no. Mr. Groden stated: “The top of page 10.” Mr. Hillmann stated: “I heard a yes and a no.” Mr. Hart stated: “Hey Teri?” Teri replied: “Hello, yes.” Mr. Groden stated: “Teri go up to 10, you’re too far.” Teri replied: “We’re still here?” Mr. Hart stated: “No, that was it Shaun. We concluded the...” Mr. Groden then stated: “Oh, you know what, I’ve got an earlier version. I’m looking, I have a paper copy. I’m in an earlier version. On my page 10...” Teri stated: “You should be on page 2, Roman Number 2.” Mr.

Hart stated: "So scroll down Teri." Mr. Hillmann then stated: "Okay, yeah, so I think this is a good space for highlighting certain trainings that we discussed in the last session about continual diversity and implicit bias trainings and things like that, because that's a, you know you can't be trained once and then you know, you're an expert. I think it's an ongoing thing and I think we should highlight that the Sheriff's Office is accredited and that it is part of it but also like continuing education, continuing, because the bias, implicit bias, things like that, you know, factor how we treat individuals." Mr. Hart stated: "Kai, I'm going to say the answer to that is obviously yes and this is one of those things where we have to convey what we're already doing to give the community some understanding. And the way that the Governor's outline is laid out is, provides, there's duplicity. So when we get down to number Roman Numeral 4, which is 'recruiting and supporting excellent personnel', they actually call out training and continuing education, so it's just kind of out of order. So when we write this up, yes the items that you brought up need to be in there to let the public know what we're doing and that's why there is no additional specific recommendation and it largely has to do with the accreditation process and the training that goes into that, so yeah we do need to capture that. This is just the way Governor has it outlined." Mr. Groden stated: "I don't mind jumping ahead if that enables us to understand, again, format, I'm talking about format, not content. Sorry I'm wrestling with my dog again." Mr. Hart stated: "So Teri, just go down to number 13 for a minute and then we'll come page to page 13, come back to the top. Here we go, move up a little bit, a little more, starting with Roman Numeral 4. There you go. So, training and continuing education. This is where there's overlapping on that other item. So we had extensive conversation about what level of training is part of the Sheriff's Office existing procedures, what's new training required to meet the new accreditation process, including diversity and ethnicity training. There was discussion around that. We also had discussion about even though we're only responsible and we only have the authority of Greene County Sheriff, the Committee talked about perhaps putting a recommendation in there that to the extent that the other law enforcement agencies are willing to partner with the county, that as the Sheriff schedules training, maybe all the police agencies all take the same training, so that there's uniformity in the county across agencies. So that's the kind of recommendation that would be in the report." Rabbi Zak asked: "I have a question about that. When this was brought up before, I mean it sounds like an ideal that this would be the case, but are we really at liberty to recommend what anybody outside of what we're being asked to address do?" Mr. Groden stated: "I would say yes because it's a recommendation." Rabbi Zak replied: "Okay." Mr. Groden continued: "Whether or not they do it, is a different issue. I mean one of the first things that I want to have on here was if you recall, our first

meeting, the New York State Police is not required to go to, well, our recommendation should say to the Governor, the State Police should go through this same thing. We have no ability to control that but I think it's worthy of a recommendation and of noteworthiness to our community that 40 per cent of the activity in the county is not controlled by us." Rabbi Zak replied: "I guess, yeah, that makes sense. It didn't make sense to me before and I guess if we say it as though you know this is our observation that this would make for a healthier situation, yeah." Mr. Groden replied: "Right. I would even go farther to pick up on Kai's note, again there's some abbreviation and brevity here in the outline but in our appendages, there's no reason why we can't do a syllabus that outlines 'training course number 1 deals with boom, boom, boom; Training course number 2 deals with boom, boom, boom'. Here is the actual training course. Appendages, we can have appendages all day long." Mr. Hart stated: "So Teri would you go back up, I think it was page 11. Yep." So 'procedural justice, community policing', would include that discussion that we had about training and racial and ethnic diversity training that is part of the accreditation process, so we would write that up to capture that. We wouldn't say there's no recommendation. We, again, we would word it that here's what's happening in our community now. This is recognized as being acceptable for the community. That's what number 2, number 1 procedural justice would capture. So unless there is other items that the committee has heard and wants to talk about or wants to put forward as a recommendation, that would be what would be captured in number 1, under this roman numeral number 2. Was there anything that was discussed that we didn't capture from comment or from board discussion? Or needs to be captured?" There was no reply. Mr. Groden stated: "Alright, let's move." Mr. Hart stated: "Law enforcement, no Teri that's number 2. 'Law Enforcement strategies to reduce racial disparities and build trust.' And there were the two concepts that were captured which would be converted to recommendations by this committee." Mr. Groden stated: "Sheriff, would you explain the difference on your Uniformed Crime report submittal versus your traffic outline." Sheriff Kusminsky replied: "Sure. Uniformed crime reports which are currently being switched over to IBR, Incident based reporting, all the part two crimes, which are the minor crimes, do not include data with regards to race or ethnicity. The part one crimes, such as murder, do in fact, include that data, so we do not control what data gets submitted. We just input into their forms, so that's probably a recommendation to be made, if you want that data collected. Right now there's no way for us to record data in a database. Our tickets are done by trax which is a computer system that's operated by the State. The only way we can enter that data would be in the officer's note section which is not searchable and it's not a filter, so there's no way for us to extract that data later for any type of comparison, so maybe as a recommendation

you can require those, if you, if the committee so desires, they can ask the state to change those programs to include that data, if you feel it's necessary. Does that make sense?" Mr. Hillmann replied: "I think so. If we had, if we started to record that data, then it could possibly, we'd be able to look at any disparities, you know, in that data." Mr. Groden added: "Well, it would require us to do two reports." Sheriff Kusminsky replied: "Right." Mr. Groden added: "The UCR is a fixed document. It doesn't allow us to add to it." Sheriff Kusminsky added: "Right. Anybody we do arrest, is definitely, we're recording that data. And we always have. So that data is available and it's in the back of your book as well." Mr. Groden explained: "That's part of the statistics that we gave you at the first meeting, is the compilation of the UCR." Mr. Hart stated: "We may be talking about two different kinds of forms of data too. And we talked internally that it's quite possible that the Governor may already be thinking about instituting a change to the UCRs to capture more data, because if you think about it, what the Governor's report, one of the points they're trying to make is, you know, obviously if there's a major crime, there's going to be a UCR that's going to capture that, but the report is saying that low level crime, profiling, you know, broken windows policies, are really a good way to check that that's not happening and that we're not focusing on people of color is to if that data isn't collected it doesn't support how do we make sure that that's not happening? So one of the recommendations might be to the state, if you're really interested to make sure that police aren't inappropriately targeting people, then you need to collect data at that level. So the recommendation would be to the state to in fact start collecting that data on all crimes, not just major ones, through the UCR." The Sheriff agreed. Mr. Groden asked: "Does anybody have any final thoughts on that?" Rabbi Zak asked: "I'd just like to know Sheriff, is this your recommendation? Is this the recommendation you'd like to recommend, you hope that the committee will recommend, because you feel it will be helpful?" Sheriff Kusminsky replied: "I don't necessarily think that the Governor is looking, it's pretty obvious by the way he's directed the State Police not to participate in this. I don't think he's going to care what we put in it, other than what we can do for ourselves. So I mean, it's a way to collect data. I would think somebody up there's got to be thinking this already. If not, then they're not taking this whole process seriously so. It wouldn't hurt to throw it in there but to me it really doesn't matter I think because if they want the data, they're going to put it in the forms." Rabbi Zak replied: "Thank you." Mr. Groden stated: "Yeah, well let me come back to that. The whole concept here that I'm pushing for could be or maybe should be recommendations for change but by somebody else. I mean, just, again, if the overall issue here is to try to improve the system, if we're not in charge of the entire system, who is? And where do we send a recommendation to? So I would rather not be silent on

something, even though we can't control it. I would rather say 'change it'. It won't change ours, the things that we could do, but somebody else has to change too." Mr. Hillmann stated: "Right, so what I'm hearing is if the State changes their UCR form per se, then it would be easier for the Sheriff and other police departments because it would be one form that they would have to fill out versus multiple forms, time put in. Am I understanding that?" Mr. Groden replied: "You are absolutely correct. And then the ability to sort data, because that would be a field in a report and you know, question 2a, 'sort all 2a's' and boom, there you get everybody's data. Right now, we're not dissecting that properly or sufficiently or adequately because we're not collecting the data to begin with." Mr. Friedman asked: "Pete, is it your expectation that this is something the state is going to do or, I mean, is that what you're..." Sheriff Kusminsky replied: "I would think if they're really serious about analyzing the data to that detail, then they would have to because otherwise how would they access it themselves and how would they even know. You have nothing to compare it too prior to when you implement this, so, you know, you can only go forward and if they're really serious about you know, I'm, some of the facts don't support this process and I would venture to say that the facts in the rural counties do not support anything that they're alleging and that's probably why you don't see a big push to collect that data, because it won't support their status here. In certain places, I wouldn't even begin to think it didn't, but certainly here, you're not going to find that. It's not, it doesn't exist. So, but if they're serious about the process, I would expect that they would be changing that, those, the information they collect." Rev. Turpin stated: "So, I'm like what Warren said and what the Sheriff said. Let them you know, let us bounce the ball over to them and say yes, we recommend, that's a good recommendation or that's a good thought process, so that we can have that data." Mr. Hart asked: "Is that a motion?" Mr. Friedman replied: "Yeah, I would, I know, I would honestly I would second what he's saying. I would say there's no really need to beat this any further only than to say it is our, you know, place our recommendation that the state update the UCRs to include the necessary data to have a better understanding of you know what the break downs are and what's happening so that counties and law enforcement departments have a better ability to analyze their data. I don't think that that's unreasonable." Mr. Groden stated: "There's an old statistic in my math class and I'm going back a few years here, 'what gets measured, gets done.' If we're not measuring things, how do we know if there's a problem? How do you know if there's an issue if you're not collecting the data? You've got to be able to evaluate data. I'm a numbers guy, I get it but why the state police hasn't been going through this exercise is just astounding to me. The state police can't state that they do not practice choke holds? They can't say that? I'm sorry. I'll get off my box." Mr. Hart stated: "Alright, so that was number 2 the second one, that was



a thumbs up and so the one above it, about the new jail and having a religious representative in the jail, what's the committee's thoughts on that?" Mr. Groden stated: "All in favor say aye". Many committee members stated 'aye'. Mr. Groden then stated: "Reverend Turpin you have a new job." Rev. Turpin stated: "Yeah, I think, you stated that again and I think you're going to need my bio for when they say 'well, who is a Reverend Turpin?" (laughter). Mr. Hart stated: "Number 8, Teri scroll up a little bit." Mr. Hillmann stated: "Can I quick say something on number 2, the second piece, real quick about the ethnicity and gender? Can we make a recommendation that the state make those forms I don't know what the word is but encompassing to include transgender and things like that, because often times in my state forms there was a point, there was a time where those weren't included and people couldn't get counted and so therefore they're invisible so therefore you can't see disparities in communities because they don't exist on paper, so I would, just wanted to say that, if we could recommend that they make it inclusive." Mr. Groden replied: "Done." Mr. Hart stated: "I'll share something with you Kai. I'm working on a project with the state and we had to put out a survey and everything has to be run through the proper agency counsel and even down to the level of the state doing a survey on tourism travel, it is very meticulously laid out, every type of transgender category that you can think of, they have this nailed down. It is a signatory issue, or agenda that the Governor has. They're all over this, so if they are going to do it, change the UCR, I'm sure it will be mandated that all these additional categories will now have to be in there. They're rolling this out across all of the different agencies." Mr. Hillmann replied: "Thanks and yeah, that just ties in to that consistent training piece of like treating people with dignity and respect and recognizing and calling them by pronouns that they actually you know, feel, you know, and not putting our own bias on to other people." Mr. Groden stated: "Alright, Teri move up. I'm sorry, did we finish number 3?" Mr. Hart replied: "No. Community Engagement." Teri stated: "This is a tough job, you know you guys." (laughter). Mr. Groden stated: "Alright, again, from the manual. What is the outreach, how do we outreach. We've talked about public housing and we don't have a lot of it in the county but that doesn't mean there can't be outreach. We've talked about PAL type of events and then we also this issue will come back on the later side of the report here. We've talked about school resource officers and the significance of having engagement with kids that's not in a crisis mode, so Sheriff I don't know if you want to do anymore focus on this issue, but go ahead." Sheriff Kusminsky replied: "I think you've got it addressed pretty well there, in the bottom recommendations and I can't talk enough about the SROs and their positive impacts on both the students and the community and their parents and the relationships they build. You know, it started with DARE, it's continuing with them. Chris Quinn is the perfect example for that. He was a

DARE office for years at Catskill. He's built relationships with you know those students who are now adults and they still have lasting trust and relationships and that's what we're all striving for, so I would advocate for SROs all day long. Then those other aspects that you've put in there as suggestions, we've already reached out to Catskill. They are going to partner with us to do some of those activities in the Village and all the other police departments are also going to jump in with us if we do an activity like that in their respective jurisdiction so. I think we're on the right track with that." Mr. Friedman asked: "Pete, I know that you personally attend a lot of these things and get involved in being out there, but is there a lot of activity amongst the deputies in getting involved because, not that you don't end up on some calls, but the majority of the calls within your organization are handled by the deputies so that would be first interaction with the public. Is there something that, is there a way to engage them more to be, so that not every interaction is either negative or confrontational?" Sheriff Kusminsky replied: "Oh yeah. Absolutely. We had a supervisors meeting just last week where we encouraged them to go out and if they see somebody or a group, stop by and just talk to them. Introduce yourself. Make sure they know who you are. And a lot of them already do that. Some of these guys assigned to satellites, Kenny McMann for example, up in New Baltimore. He pretty much knows everybody in that town. And there's nobody he wouldn't stop and talk to and help to you know, move some garbage, open a door or change a tire. That's what we, these guys do. We're much more and I come from the State Police so I can tell you, we are much more community oriented police agency than the State Police. Not to disparage them. They have a purpose and I was part of that purpose, but it's a different mission. Our mission is to help the community and be a part of the community and I'm pushing that every day so, there is no, we don't agree with the, you know, they're motivated for tickets and DWIs. We're motivated to help people. So it's two different animals. And again, we're in a community where we can take that role because we don't have the issues that these urban areas have and the constant conflicts that end up causing bad incidents. You know, one way or another, we're lucky to be in that area and we want to keep Greene County this way if we can." Mr. Hart replied: "So noting what the Sheriff just said, the report would capture this concept, talk about what the Sheriff is already doing and note how important this is and a priority for the county and that it needs to be continued to be supported and built upon and given the support that it needs, so it would be a positive recommendation, this is important and a priority." Rev. Zak stated: "And I had mentioned at the last meeting about the idea of showing the Sheriff's Department our support by putting in the report that maybe some of the members from this committee would be in the future willing to volunteer to help the Sheriff's Department with this outreach." Mr. Groden asked: "You want to do a

ride-along Rabbi?" (laughter) Rabbi Zak replied: "Sure. I've been offered before. I never said yes before but absolutely." Mr. Hart stated: "Pete I'm thinking that all of the benefits that are derived from the SRO program, which really more specifically targets youths that it's not directly community engagement but it really does provide engagement to our youth and it's so important and it works so well that here we have to mention something about the SROs." Sheriff Kusminsky replied: "Right, oh yeah. They learn what the kids need and the Cairo, one of them last year, heard that they needed some coats, they went and got coats. You know, they gave out bicycles. They will, they go above and beyond when it comes to helping kids because that's what this is all about, for them." Mr. Groden stated: "Alright if we can move up." Mr. Hart stated: "That was a thumbs up." Mr. Groden replied: "Yes." Mr. Hart stated: "I don't have any thumbs down yet folks." Mr. Groden stated: "This page, again, pulling from the Governor's outline, I'm actually going to pull everybody down to number 4, Teri if you could roll up a little more. There you go, maybe one more up. So, we've had discussions about how can we create a process or a system by which anyone but particularly people of color can complain about their interaction and you know, we've kicked around a number of ideas but the Sheriff keeps on saying, and rightfully so, because it's a constitutional office, that they should call him and he'll handle things. But the doubting Thomas' of the world and the people who complain that the thin blue line shall never be broken, what we outlined was the steps or the locations where one could go to file a complaint. The first four really aren't anything new, the Sheriff, your individual Legislator, the State Attorney General for that matter, and now we've also talked about the Sheriff's app that is relatively new under Pete's tenure. But the last one is what I hope the committee embraces. The Sheriff and I have had many discussions on this and he, I'll let him speak for himself, what the recommendation would be that we would recommend to the county Legislature the creation of what I euphemistically called C-3, a "Citizen Complaint Committee" and I envision, you know, people maybe go on line if they have access and they'll be a form and you tab around, you know, we require certain bits of information and when that's transmitted, it goes not to the Sheriff, but it either could go to the Chair of the County Legislature or because the Legislature has a committee system, it could go to the Chair of the Public Safety Committee of the County Legislature and then two other individuals as you see by the recommendation and then that committee would review the complaint. They would have to interview the Sheriff and if necessary, interview the deputy, interview the complainant, if there's need to get back to the complainant and then from that a submittal back to the Sheriff as to their findings. Those findings, who knows, it could be discipline. It could be go back to training, it could be procedure, I guess the focus and I don't mean to speak for the Sheriff but, Reverend, I'm going to go to you because you have been

pounding this tambourine so to speak, how can we create a process that's not criticized or not 'oh sure, that old thing', so that the community does have a feeling that there is a process and there is an independency to the complaint. Sheriff, I'll let you turn it over before we go to the Reverend." Sheriff Kusminsky replied: "I think you explained it pretty well, with the exception of the part about interviewing the deputy. That, that is going to be a labor issue. It's not, they will not have access to the deputy, prior to an investigation and probably after as well. That wouldn't be allowed in any circumstance." Mr. Groden replied: "Good point. I stand corrected. For those of you who are not in a union environment, there is some animal called 'a collective bargaining agreement, CBA, and that's the rules of operation for this type of event, yeah, so I stand corrected, Sheriff you're right. But that does not mean that this committee goes to you with the complaint." Sheriff Kusminsky replied: "Eventually, it would have to come to me or well, if the committee chose to take it to one of those other avenues that would be fine too, I would have no objection to that but yeah it would either have to come to us or there's a, I guess it would depend on the complaint. If there's a criminal action, it changes the whole way these are handled. You know at that point, a law enforcement agency can go anywhere. But yeah, it would either have to come back to us, it would have to go to the Attorney General or you know, somebody with the authority to actually investigate a crime." Mr. Groden stated: "Alright, Reverend?" Rev. Turpin stated: "I'm sorry, yes, this Committee, this Community Complaint Committee should not be set up to side-step the Sheriff. Nope. It should be a bridge that the complainant could feel comfortable with talking to someone who's not the Sheriff and that the committee would then bring the complaint forward and then the procedures would happen, assuming something has taken place. But it's a bridge." Sheriff Kusminsky replied: "That's much more doable to me." Rev. Turpin continued: "It's a bridge." Sheriff Kusminsky stated: "Maybe we could rephrase that as a, you know, like I was talking earlier, as a liaison rather than a, as the Reverend's stating that would be much easier to do, what he saying than the other potential options." Rev. Turpin stated: "Because I know you cannot, community committees cannot question an officer who is involved in an investigation." Sheriff Kusminsky replied: "Correct." Rev. Turpin continued: "I mean I know that. But for the complainant to be able to go somewhere and sit down and feel comfortable to express what they feel happened to them so that that can be forwarded on the Sheriff, not to side-step the Sheriff's office in any way. That would make sense to me, than to try to side-step, I mean the Sheriff is the Sheriff and if one of his deputies was involved, of course we don't want the Sheriff to have to hear that from around the corner. We want the Sheriff to hear it from the complaint committee." Sheriff Kusminsky stated: "I'm good with that Reverend." Rabbi Zak stated: "I have a question about this. Is

there, I imagine there must be models for this throughout the country. We can't be the first community thinking of such a thing. Is anyone familiar with..." Sheriff Kusminsky replied: "Most of, since Sheriff's are designed differently than police departments, police departments can have committees, oversight committees if you will, appointed by the governing body that supervises them, and hires and fires them. In a Sheriff's office however, the Sheriff is elected by the people to in fact do those things. There is no, there is currently no real, you can have advisory committees, you can have something like this where, as the Reverend said, an outlet basically for somebody who is not comfortable coming directly to us, they can certainly go to him and make that bridge. That's really, it comes up to that particular Sheriff whether he's going to accept that or not, and I would, because if there's something going on, I want to know about it and I want to deal with it rather than, like the Reverend said, hear about it around the corner then try and figure out okay, how come nobody told us about this. We want to correct any problems before they get to be big problems." Mr. Hart stated: "So the operative word in number 4 under the Governor's plan, is 'external accountability'. So the thought very simply is a complaint just doesn't go somewhere and it dies and then I like the word bridge, but what was clear from Reverend Turpin is the need to have a citizen to be in that loop as a fair and impartial bridge to bring something forward for someone who may not be comfortable doing that." Mr. Groden replied: "Okay. We could change the name." Sheriff Kusminsky stated: "Think of it as a, almost a Victim Advocates type scenario, where there's somebody there to say 'okay, this is how this goes. This is..." Mr. Hart suggested: "How about 'Community Advocate Committee'?" Sheriff Kusminsky replied: "There you go. I like it." Mr. Groden asked: "Alright, is everybody okay with that then?" There was no reply. Ms. Oldakowski then stated: "I just googled really quick. The Onondaga County justice, they have a Justice Center Oversight Committee for their county, which is comprised of 9 members of the community, but two must have prior law enforcement experience and then two who must have experience in civil right or civil liberties advocacy. And I can just send the article. I know we talked about if other places have a model and I wasn't sure, so, that could be something. I don't know if that sounds like anything." Mr. Groden replied: send it along." Rabbi Zak stated: "And Katie that made me think of, I was wondering if we're making this recommendation, if it should be part of our recommendation to say a 5 person committee, a 9 person committee, or if that's like the next stage and it really wouldn't be part of what we need to do in our recommendation." Mr. Groden replied: "Yeah, the number of seats I guess it may not be the significant point versus where they come from and who they represent. Again, you know, a small Greene County versus Onondaga, we're not that big, but I don't think 3, 5 7, or 9 is the issue, it's their charge and the assurance that there is a mechanism and

in this case multiple mechanisms that somebody could access and you know what, maybe there's folks that don't know there's an Attorney General that would handle something like this. We shouldn't make an assumption that every citizen understands every outline. We use these terminologies around a lot because we live in this world. But maybe they don't. So if nothing else, for people to understand that there are multiple, today there are multiple ways, but in the spirit of our charge is there a way for us to improve it, as the Sheriff often says 'I'm willing to improve'. Let's change the name but the concept is there. Alright, does anybody else need to review any of those items? I'm not trying to rush. It is 7:40. So if we move up to number 4, a little farther up Teri. Okay, we've talked about, getting back to diversity, but also from a workforce standpoint, you know, I've explained to you that there's a civil service system. That there's a testing system, but that doesn't mean our outreach to encourage people to take the civil service test can't be improved. Again, getting back to this concept of making recommendations beyond our ability to control, right now the State Civil Service System does not release prior tests. I disagree with that. I mean, for any of you who have taken a Civil Service test, there's often a science on just how you take a test, let alone what the content is, so practice is a wonderful way really to improve your score, but right now that's not possible. So our recommendation can be for the State to release these tests, you know, maybe it was the test that was given in 2016, I don't know or five questions from previous tests, something, because if you've never taken a Civil Service test before, it can be very daunting. I've lived in this world the majority of my career and as I think I've joked previously I've taken many Civil Service tests, many times when I was in a provisional appointment and I walked out of that test shaking my head saying 'that test had nothing to do with the job that I currently do' because someone in Albany has made this test up and if I had the ability to have pre-test, it might have helped me immensely, so beyond the outreach, how do we encourage people? I see a lot of billboards right now for volunteer firemen, you know, 'do you have the fire in you', you know do those type of slogans that to me are very empowering – how do you want to help your community – with a picture of a law enforcement officer, could be that impudence to someone to say 'hey there's a career path I never thought about before'. So, that ability for us to improve the number of applicants and then the system takes over and I think previously between Captain Quinn and Undersheriff Brainard we talked about all of the over requisites once you take that test. Those are all etched in law and only the State can change, but that doesn't mean we can't make recommendations. Any questions on Item 4, Number 1?" Rev. Turpin stated: "I think why by us putting a balloon around really or putting our foot on preparing for a test, be aware of the test, don't be afraid of the test and when the Sheriff goes out and I guess when I get on board, I'm going to be going out with him, in some of

those places that we should really put a lot of emphasis on not being afraid of something. The time was then that people were afraid of it. Well, we've got to change that and we have to show these young people that you can make it here in Catskill, especially the minorities. You can, but let's change the mindset, you know. Let's get in with getting tested, I mean taking the test, getting prepared to take the test, without being afraid of the test, and the more that we talk about it in places where it's needed, where there's not many folks being tested from, that's going to make it change. It's not going to happen over night, but we can say that we're looking for the change. We're going to, we're asking that the Governor might send some funding in, you know, to make things possible where we can have like you said, have an old test, get five question, that mindset. Because if someone has never taken the test before, go back to what you said. When you went in for a specific duty, the test didn't have anything to do with really what you're going to be working. So maybe we have to, you know for people who have never taken a test, we have to show them that so they're not ashamed, I mean not afraid to take that and so that their discouragement won't be so great if they have to take it again." Mr. Groden replied: "In academia, there's a terminology about 'test performance anxiety'. It's just, 'I'm afraid to fail. How embarrassing, oh my goodness.' And that prevents people, you know, people who maybe struggled academically in school but are very cognizant with street smarts and common sense, they're going to have trouble taking a civil service test. I've known a lot of people in my career who aced Civil Service tests and they're the worst employee I've ever been with. Because they're good test takers. So I agree with you Rev., I agree with you a hundred per cent. Alright, Item Number 2, we've touched upon this before. Again a recommendation that the other seven agencies take all the same training that our deputies take. If we have the trainers and we're already going to do seven deputies, there's no reason why we can't take in five more police officers from any of our seven other jurisdictions to attain some uniformity in the educational process of the person sitting in that black and white at any given time. Sheriff, I'm not sure if it's appropriate for you to discuss your accreditation process right now?" Sheriff Kusminsky replied: "I can speak about it. We had the assessment and I just actually got the report today. Basically we met or exceeded the standard in all the categories and it will be voted upon the next time the board meets which is I believe March 4<sup>th</sup>. So technically, hopefully after that date, it will be official. But as far as the training goes with the other seven agencies in the county, I've spoken to them all and they are all willing to jump in on any training that we give. Obviously it would be easier for them to get to, less expensive and we're all looking for a standardize training so. Yeah, I don't think we will get any resistance from that at all." Mr. Groden stated: "Well, congratulations on your pre-accreditation announcement I guess. And getting back to Kai's earlier notation

again, under this section as an appendage the listing of a syllabus of the type of trainings that are available and what's required would only I think help people understand the volume and the complexity of the training. Any questions on that?" There were no replies. Mr. Hart stated: "By the way, I'm marking all of these down as yes, until I hear a no." Mr. Groden stated: "Okay. Alright then, moving under 4,3 'Officer Wellness and Well-being', we've talked about this numerous times. It's not uncommon in a use of force issue for the officer to be placed on administrative leave during investigations, which is different perhaps from the fact that I just went to a motor vehicle accident that was quite violent. But we have operations here. Sheriff, I'll either let you or Warren, if you want to touch base on them?" Mr. Hart stated: "That's you Pete." Sheriff Kusminsky stated: "Just trying to find the un-mute button, sorry. We do participate in the CISM program, the HERO program, Katie is in our office or at least in contact with our office almost daily. And we have actually asked her on several occasions to contact somebody with regards to just to check on them and see if they need anything. We do participate in de-briefings when we had the, I guess the last big one, Katie correct me on this if it's different, but I think the last big one we had was the Mamano fire in Durham when there were three children killed in there..." Mr. Groden stated: "Five total." Sheriff Kusminsky continued: "Five, I'm sorry. Too many, either way. But yeah that was a lengthy process everybody went through, everybody who was there went through it, so those policies, procedures and resources are in place, so I don't know if we can improve on it." Mr. Groden asked: "Katie, do you want to jump in?" Ms. Oldakowski replied: "Sure. The HERO program is still not officially launched and that's going to be hopefully mid to end of this year. It's still like going through the process of getting worked on to be completely honest. So and it's one of those things that gets adopted into an agency and then it's implemented into the agency, so there's different training phases. You have officers identified as resiliency officers. Investigator Tortorelis has already been identified when this is done to be that person. I just think it's going to be important to make sure that there's some kind of policy of follow-up so that Pete if you ever leave the Sheriff's Office, we know that this is still going to be implemented far beyond you and for the Officers, if that makes sense and it includes the corrections, dispatch, civilians, like everyone is kind of involved." Sheriff Kusminsky replied: "Yeah, we would certainly support going forward and I hope not to be there forever." (laughter.) Ms. Oldakowski stated: "I mean, I think we all want you there forever." The Sheriff thanked her. Mr. Groden stated: "Alright, then I would flip to the next, page 14. Now this is the section where we feel that the important discussions but perhaps slightly off cue from the Governor's charge, we did not want to lose these issues and therefore, that's why, and I'm not sure the terminology is correct in terms of 'secondary issues' but we did not want



to lose these issues, the conversations, the topics, the vocal points that had come up both in or discussions. Many of these things were brought up at the three public hearings. I think at least one and two are fairly, I don't think we need to get into a lot of that explanation, if you need to, correct me if I'm wrong. Or Katie if you want to just review that and wordsmith, etc." Ms. Oldakowski stated: "I mean it looks pretty straight forward on what you put in as a recommendation and I don't, I missed, in the beginning it was really hard for me to hear so I missed if Adam is on the call, but we had a conversation on Tuesday about the possibility of an icon which he is going to be looking into so hopefully that could potentially lead to something for, this is really too to help the other providers in the community because if we don't know overdoses are happening, we can't respond to targeted areas, we can't do outreach in certain places and you can't issue the spike alerts which happen in other counties. So I think that this is something we should continue to bring to the Legislation as an issue in Greene County. Whether it's the role of the Sheriff's office to help directly to help address this, I mean we'll see what happens with the app. They're already doing it with the Impacted Citizens Program. I think it's looking at how to get agencies in there and make sure this information is getting updated into that database of OD Map. So, you know, for me, this is something I'm super passionate about and I think it should be on the county's radar in some capacity for some movement to happen with this. You know, we're still losing people to overdoses every month. It's not like we don't have this problem. So I think that we have to keep it present and suggest that even if it's to the Legislators to look at this as well." Mr. Groden asked: "The icon you mentioned is on the Sheriff's app?" Ms. Oldakowski replied: "Yes, but I don't, the Ulster County Sheriff's have it, like they're still, I believe, in the process of doing this, of creating the app and having the icon, so I don't know exactly how that will look when it's launched. And again, I had a conversation with Adam, Tracey and Investigator Tortorelis on Tuesday to see if this was even feasible, so you know, once we have feedback we'll know if that's it. And I think that will, you know, we have a hard time getting the local municipalities to fill out a piece of paper, take a picture of it and like send it to the Sheriff's office, and with people, some of the newer officers, you know, maybe an app would be easier to do it. And I feel like if we don't try it, we won't know either way, you know." Mr. Groden stated: "Nothing ventured, nothing gained." Ms. Oldakowski replied: "Right." Mr. Hart stated: "I've been just doing a little wordsmithing which we'll refine, but I don't like the words 'secondary issues', but it's more like 'supporting community improvements' and while it doesn't directly address the charge from the Governor's office or it's not part of the Governor's charge, it directly impacts the well-being of our citizens and it helps the encounters with the Sheriff's Office. So it's kind of an 'the better we work with our community, hopefully that translates

into more positive interactions with the Sheriff's Office." Mr. Groden replied: "Okay. I'm good with that. I think number 3 we also, we did reference HERO here again." Ms. Oldakowski then stated: "Just to go back to number 2 because we didn't, I talked about the OD maps and I don't know if there was like a decision about the secondary, well secondary but community impact issues? You know, the idea that if there was dedicated funds to the Impacted Citizens Program where they could potentially look at some of the mental hygiene calls or at least somehow get that information to us, or Greene County Mental Health, whoever that is, I think that's going to be important too, especially looking at our numbers. We do have a lot of calls that are mental health related and I can't say for certain that we know of all of the calls that come in and I know that we currently have different operating because of COVID we're not going into the field at the minute, but we could still follow-up on these calls. You know, figure out if they were discharged from the hospital, what the needs were, if we can connect them to services or care coordination or for homeless housing, we can help navigate some of these things, if we know that and then that way we're not sending people to the hospital or having them, and the other piece of both of these items is the cost impact on the county. You know, a lot of people, they have multiple trips to the hospitals, multiple hospitalizations, both inpatient, even just the ambulance ride, you know, ambulances don't get enough reimbursement to be completely honest, especially if it's someone who has Medicaid, or even Medicare, so I think that this is also something that's cost effective for the county to look at and to tackle." Mr. Groden replied: "Okay. No problem. And Warren thank you for wordsmithing. Anybody else. I didn't mean to go too fast. Anything else on number 2 or number 3? Alright, number 4." Mr. Hart explained: "Number 4 has already been moved above." Mr. Groden agreed and stated that the whole draft is now out of sync here so. He stated: "4 we discussed. 5 we discussed. Can you move up? 6 we discussed. Okay then, number 7 really comes back to, so the county does not have county facilities, a county park. We don't have recreation fields, basketball courts, those assets are really the property of towns or villages but can the county play a larger role in trying to develop either athletic programs, it could be arts programs for that matter. Jeff you may want to jump in on that. This would be, this would require money from the county that we would then I guess support a town or villages efforts to. This also touches base on the transportation issue that the Reverend talked about and it's really a minor issue from my perspective. I'm going to speak for the Reverend, probably a huge stumbling block, for his ability to get a bunch of kids and do something, as you outlined before, going to a farm or going to the jail or going wherever you may go for a field trip, in my world that's a relatively small expense. And then of course now that we have had the introduction of to the Clubhouse and the efforts of one of our peers here tonight, is

there an ability again to further extend not only outreach but activity, and the county does not necessarily have to be the ombudsman for that. We could just be the sponsor or co-sponsor to help with not only the outreach but the activity central itself. Did I miss anything from anybody?" Rabbi Zak replied: "I have a question. What you're looking for in this is the place for these activities to happen because we don't have said places?" Mr. Groden replied: "Correct. In my mind, I would give Town A x amount of dollars to support their summer baseball league or their winter ice-skating or if it's a road trip, I'll rent the buses from First Student or provide funds to the town/village to do such an activity." Rev. Turpin stated: "I think that's great but it's going to be hard right now being in you know with the CDC and the COVID situation to try to list the things that we're going to do." Mr. Groden replied: "Hope spring eternal sir." Rev. Turpin state: "Yes, I know but it's just hard trying to list those things. We have the outside plans to make things happen but to actually list everything that we're going to do right now, knowing that we're really going to have to work hard on getting children back out, getting parents to let children come back out, you know to go for that safety feature, there's going to have to be a safety bridge for these folks to cross before they're going to really like letting kids go play baseball." Mr. Groden replied: "Yep. We're doing that now with our school districts and the Governor very unceremoniously punted the issue to county health departments to allow school districts to commence sports and the broke sports down to three levels of high, medium and low intensity or contact, you know, think basketball versus tennis versus the chess club perhaps. And you're right Reverend, I guess we're still in the throngs of a pandemic. However, I'm optimistic because our numbers are coming down, vaccinations are out and maybe by the summer time we have some new normalcy, so regardless of that I don't want to lose the concept that the more activity that we can support that gives kids access not only to sports, not only to contact with law enforcement, but other events more, I hate to use the terminology, more holistic approach to things." Mr. Hillmann stated: "Question I have, like what would be the mechanism to get this information out? Like, you know, Rev. Turpin and I are in Catskill but like you said maybe in a different town they need something, so it's just like coming up with communication mechanism so that if a youth club in a different county that we're unaware of you know needs help to connect or things like that, yeah, that's all I'm saying." Mr. Groden replied: "Yeah, I think really from our end it really is the appropriation first and we'd probably have to crawl before we walk and I can work with my Town Supervisors or my Mayors, you know, what is in place now, or what did you have in place five years ago that you lost because you didn't have twenty-five hundred dollars? You know, town budget, they're stretched to the limit let alone villages even more so. Let's not forget villages, many times the majority of the property in a village is

tax-exempt so the ability for them to have budget items for this is really a challenge. Jeff if you want to jump in there on the Arts Council, that's fine too." Mr. Friedman stated: "Well, yeah, I mean the Arts Council is always strained for funds and their youth program, the Sprouts Program has been discontinued for the inability to raise enough funds to keep it going, so, yeah I mean these are things that will need to be supported if by some means if you're going to include arts." Mr. Groden replied: "Okay. Alright, I guess we don't need to beat a dead horse on that. Next item if we pull up, this should go without any further ado, number 8. I don't think we're going to have a problem making this recommendation. Number 9, I'm sorry I don't recall what project lifesaver was." Sheriff Kusminsky replied: "Shaun, Project Lifesaver is a national project where it's basically a GPS bracelet that we..." Mr. Groden stated: "Oh, yes, yes, yes, okay." The Sheriff continued: "...that we give to Alzheimer's patients basically who tend to run away for lack of a better term and it's a tool for us to find them without calling in a search party and a helicopter and everything else. It doesn't add any burden to our duties. We're going to a missing person's complaint anyway, so we'd need that tool." Mr. Hart stated: "These aren't drafted as recommendations. These are the dangling items from Linda's work that most of these would either already be addressed or included in prior work, like all of this stuff the Sheriff's office does already in the way of an outline of what they do. This was a comment from somebody, but remember the Sheriff does so much, we can't put too much more on the Sheriff. So if there's any items in here that the committee feels strongly or passionately enough that it needs to be a recommendation that we already haven't done in the four principals above, we need to go through these and either X them out, they've already been addressed or there's something here that needs a recommendation." There was no response. Mr. Groden stated: "Alright. Let us stew on that perhaps. So that's the end of the Agenda this evening. We are now getting close to the 2 hour point, actually, we're beyond it. So today's the 10<sup>th</sup>. In theory we have a meeting in pencil for the 24<sup>th</sup> and then March 4<sup>th</sup> was the actual sub-committee meeting of the legislature. That doesn't mean we can't meet next week, it's just that the Monday/Wednesday, I think even Rabbi Tuesdays were bad for you as well so we were having a hard time finding a date in that week, so we would either continue with fine-tuning both the format and the terminology of what you have tonight, get it out to you in maybe varying draft forms as we finish each item, and then perhaps on the 24<sup>th</sup> it's just a matter of us saying 'yep, that's it. Send it on down the line.' Or 'go to page 7, I'm struggling with number 2 on page 7 a little bit, can we discuss it?' But I'm hoping that after tonight's session, you know we've been taken copious notes and hopefully we've captured everything so I guess that's my recommendation that we'll go back to the wordsmithing and the drafting of this and try to get it out to you as best we can and the 24<sup>th</sup> is just meant

to be a wrap up. Any comments or concerns there, questions?" Mr. Hillman asked: "Sorry, were we going to open it to the public after that?" Mr. Groden replied: "So, if we follow that format, if we were to finish on Feb. 24, the sub-committee of the Legislature is a public meeting, we would, so on Feb. 25 we would release this you know on our website and push it social media, etc. We could have the media interview anyone who is willing to be interviewed, so that we have that week before the 4<sup>th</sup> and then after the 4<sup>th</sup>, the Board meets then again on the 15<sup>th</sup> and the 17<sup>th</sup> of March. The 17<sup>th</sup> being the formal body where all previous committee work is then approved in its final format and then after 3/17, we would then transmit on to the State and the Governor." Mr. Hart stated: "The release of the report to the public can be the report given to the sub-committee of the Legislature. It doesn't have to be, they can be one in the same. It doesn't have to be the committee releases a report for two weeks, then hands it off to the Legislative committee and realistically we don't have the time to do that anyway, so it would be one and the same, then it would be available for the public to make comments before the Legislature adopts it at their regularly scheduled meeting in March." Mr. Hillmann stated: "Okay, I guess as long as it's advertised enough to invite the public to read and comment or ask questions. I missed, you know, I'm late to the party right, and I missed all of the public meetings and I don't know I just have a gut feeling that we should put it out there." Mr. Groden stated: "Kai, it's more than a gut feeling. Trust me. We get many e-mails from people who are very anxious to read and, look it, I just, let me be honest, someone is going to criticize this product. You can count on it. And they're going to criticize the process and they are going to criticize, criticize, criticize. Remember, you volunteered for this committee. (laughter). But your point is well taken. The sooner we get this out, really the better. And I just wish you know, we only had, I mean how many meetings have we had, think of the volume of things that we've reviewed. This was a heavy-lift. I think I warned everybody about that at the outset. This is a big, and it's a complicated, it's so big in its charge that it's almost a disservice to have this short schedule requirements accordingly, so, but I, I used to play a lot of baseball, I wish four strikes was out, but someone said three strikes is out, so. I can't change the rules. But your point is well taken. We need to get something out so presuming it's out on the 25<sup>th</sup>, there's three weeks there, three and a half weeks before my board would need to make final adoption on 3/17. And I will tell you, many other counties are behind us in terms of their products. I read two this week. They're one and a half pages and there's nothing in them to be honest with you, honest criticism, but are we going to be the same report that perhaps New York City is going to produce? No, we're not. Absolutely note. Alright, then I'm going to take that as a wrap. We will get final, I'm going to repeat that again, as we finish sections as we think we've captured the intent we

will send them to you as individual sections rather than waiting for the final product. That way, we can have more time internally before the 24<sup>th</sup>. Alright? Then in the meantime, if you've got a question, you've got a suggestion, I encourage you to fire us an e-mail or give us a call. I will just elaborate that if you do call, I'm going to share your question with the group and if you send an e-mail, please copy everybody else or understand that I will then disburse to the committee itself. Alrighty, thank you all very much, again we're two and a half hours in here again on a weeknight. Thank you. Thank you so much for your contribution. This has been a big project and I'm hoping it's received with the forthwith honesty that you've given to this. Thank you. Thank you very much. Unless anybody has any salutations, I'm going to say good evening." Everyone was saying good night. This meeting ended at 8:20 p.m.