

GREENE COUNTY  
**POLICE REFORM AND REINVENTION COMMITTEE MEETING**  
MINUTES

February 24, 2021 at 6:00 p.m. (Zoom)

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

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Mr. Groden began this meeting at 6:05 p.m. Mr. Groden stated: "I have some operational or organizational things I want to go through real quick, so you have received either last night or earlier today a PowerPoint outline. That is a, again a PowerPoint outline does not necessarily represent a format of the final report. Also, some of those charts have already been changed and corrected and updated so as we go through tonight, we'll advise you of that. We also have a twin report that's 19 pages, not 54 pages, and it just kind of breaks things down into the key recommendations without all the structure of the point of contact and then any historical information then with the recommendation that we might want to go to as well. Last week I know some of you may have been contacted by some citizens who are perhaps frustrated with our process. We get them as well. I understand that. It's difficult to take in 40,000 comments and recommendations when we're trying to move forward and finish this product, so. There will be an opportunity for future comment, so. The last thing I want to do is really before we jump into the PowerPoint is to just give you a little summary on what's going to happen after tonight. Pending whatever changes that you may want to do tonight; we will then take the PowerPoint and take the same content but just change the format basically. And the goal would be to release that the Legislature next week and then on my Agenda for my Wednesday night Committee meeting, my normal Public Safety Committee meeting, the official, if you will, draft would be released to the Board and then we will schedule a public session for the following week, Monday, March 10<sup>th</sup>. Now the March 10<sup>th</sup> date, or I should say the venue is going to be a little bit complicated. I'm not sure how many of you have seen reports or YouTube clips of other communities who have released this report, or their report, into an open forum on Zoom. Many of them have just crashed and burned because people jump in who haven't been involved. There's been many profanities and just nasty, nasty stuff, culminating then in the closure of the Zoom presentation because it was absolute chaos. So, we want to try, we want to definitely avoid that outline so what we would like to propose then, and this is not really a Committee decision as much

as my Board decision, on the 10<sup>th</sup> we would arrange a Zoom meeting with the Committee with my Board and my Board being here in my office in the Legislative Chambers, so that they then could communicate with you directly. We would also advertise in advance that if people want to ask questions or have comments, they would need to come to my office and do it in person to my Board and we do that because I can't afford the breakdown and the chaos that some of the other communities have experienced, but we would allow people to come in. My office would set up reservations and time frames. We would social distance, etc., in order to give some people, the opportunity to opine if you will. And then the following week on that Monday, Wednesday, it would come back to my Board for final reiteration and then adoption on Wednesday, the 17<sup>th</sup>. So, there's a real crunch time of activity there, as I think I talked well back in October about the ticking clock and it's about to go off, I guess. And I'm not sure, if someone has something open ?"(echoing is happening). Mr. Hart mentioned he sees that Angelo's mic is open. Mr. Scaturro replied: "Yeah I just opened it up because I wanted to ask a question. So, Shaun so we're not going to be party to the questions, we're going to receive them after our Zoom meeting or are we going to be a part of that as the Zooming happens?" Mr. Groden replied: "With my Board, you'll be live with my Board." Mr. Scaturro replied: "Okay." Mr. Groden added: "And then anybody from the public who wants to come in, then they can ask their question to my Board and you would be able to hear the question or complaint or whatever it may be." Mr. Scaturro replied: "Okay." Mr. Groden continued: "I watched the Glens Falls YouTube, and it was really nasty, really, really terrible and I don't (echoing). Mr. Scaturro stated: "I can pick up that tone from the letters we're getting already." Mr. Groden replied: "Yes, and I, look I understand, people want to contribute but I can't have a Zoom meeting with 10,000 people involved. It would just be total chaos." Mr. Hart asked Mr. Groden if he can jump in for a second and Mr. Groden said, "go ahead." Mr. Hart stated: "When the report goes public to the Public Safety Committee the first Wednesday of March, we will put out a Press Release. We will give full instructions to the public on what's going on and we're going to direct them to, if they have comments, they can continue to comment through the portal. They can call or e-mail their Legislators. Anything that we get in writing or anything like that will be provided to the Legislature as part of their deliberation on the recommendations and findings. They'll also be given the instructions that if they do want to appear in person before the Legislature, due to the pandemic, they'll have to get pre-arrangement. They may have to wait in the hall. Everybody will be distanced. So, because of the pandemic it doesn't provide an optimal way for just mass open public meeting. So, we're hoping most people will avail themselves through e-mails and calls to their Legislator." Mr. Groden stated: "Okay, does anybody have an issue with that? I

mean, again, if you see some of these live sessions and they're just really disheartening. For all the work that you've done here for the last couple of months, to have it breakdown into a nasty free for all would to me just be a shame. But I get it. I understand people want to contribute. They have suggestions or they have complaints. I understand that. I get it. Go ahead Reverend." Rev. Turpin stated: "I have a question. Now, would we be able to have a cover sheet or something that we could read to someone who's asking, or I could read to the congregation so that we're all on the same page on exactly how it's going to go?" Mr. Groden asked: "Do you want to read a citizen's complaint that you have received?" Rev. Turpin replied: "No, no, no. If, the information of how we're going to tell the public how they can come and come to your office and do, will I be able to have a sheet that says, as I'm reading it to the congregation, it will be the same exact that you're reading to your people..." Mr. Groden replied: "Oh, sure. Absolutely." Mr. Hart added: "Yeah, we can provide that." Rev. Turpin replied: "So we'll be uniform, so everything is the same." Mr. Groden replied: "Gotcha. No problem. No problem whatsoever." Rev. Turpin replied: "Great. The second question was, people who is writing in and calling in and stuff, are they complaining about the procedure or are they complaining about the Sheriff's Department?" Mr. Groden replied: "No. Primarily procedure." Rev. Turpin replied: "Okay, okay." Mr. Groden continued: "They feel that they don't have access and then when we direct them to the website 'oh I see it now, okay I got it'." Rev. Turpin replied: "I wanted to be clear on that. Great." Mr. Groden stated: "Yeah, no, it's really been the process and how do they contribute their ideas or their complaint." Rev. Turpin replied: "Okay, got it. Thank you." Dr. Cook then stated: "Shaun, Ronel Cook, how are you?" Mr. Groden replied: "Good sir." Dr. Cook continued: "Just quickly, I have to slip away to a Board meeting, but I'm comfortable with the format that you just expressed." Mr. Groden replied: "Okay. I believe sir, you had an incident yourself with an open forum?" Dr. Cook replied: "Yeah, I had an incident over the summer, but I have been receiving no correspondence or you've been cc'd on it, from a Scott Myers, so. I'm sure everyone received that, but yes I did have an incident over the summer and yes if it's not organized, it can turn into open chaos, so you're absolutely right." Mr. Groden replied: "Alright, thank you. Okay, then with that I'm going to tip it over to Warren, I'm sorry Kai. Go ahead." Mr. Hillmann stated: "Yeah, no problem. Sorry I don't know if this is getting ahead of myself or not but can we put in somewhere or do we want to, I want to put in somewhere that we can, like this isn't the end of the process once everything's submitted that maybe we can do quarterly forums to continue engagement with the community to get feedback to hear their voice so they have a voice, because you know as we all said, this process was rushed for whatever reasons and you know from the Governor's

office down to us then you know rushing through it, well wouldn't it be a good idea to continue the conversation with the community." Mr. Groden replied: "I'm okay with that. We can define that after the fact so to speak and get back to people and we can do more press releases, saying we're going to have another meeting, or we could hold another public session. You know, really, we can, yes, we can do anything you want. At this point, my concern is trying to fulfil the April 1<sup>st</sup> deadline, but April 1<sup>st</sup> should not mean we're done, and we all go home and never see each other again." Mr. Hillmann replied: "Yeah. I just feel like, you know, and nobody's fault, again it's the process whatever, is that I don't think that we have given the community enough space and time, like I didn't even come to the first few meetings because I didn't know about them and you know, the community meetings. So, I haven't even experienced a community meeting yet." Mr. Groden replied: "Yep. Okay. Alright, so if you understand process, I'm going to tip over to Warren here. You all again, you would have received a draft report. It's been a little bit amended and then there's a summary document as well and lastly this is not necessarily the format that the final document will be in. This is a Power Point presentation for your purposes this evening. Go ahead Warren." Mr. Hart stated: "So first question, can everybody see the screen share." He fixed it so the members could all see. Mr. Hart continued: "Alright, so we have two Power Point documents tonight. And we may end up flipping back and forth between the two, but the one that you have here is really the summary. This summary has roughly 19 slides in it. The report that was sent to each of you has 55 slides in it. The report that was sent to you has the narrative, the story, the findings that lead to the actual recommendations. I counted the recommendations today. There are 25 of them. So, I thought what we would first do is, do a run through of the 25 recommendations, by category and I'll go through that. If there is need to jump to the other full report to look at any of the language, we can do that but because of the time constraints, I thought we would go through the outline quickly of the 25 recommendations and then we can see where the Committee lands. I will add that this report really accurately capture the discussion that the Committee has had. There's really no surprises in here. All of the recommendations that are in here are ones that have been generated by the Committee, discussed by the Committee at several meetings. We can wordsmith, we can look at how it's phrased, if there's any particular recommendation that the Board wants to re-word perhaps, but there's no surprises here. So, I'll go through really quickly this summary and we'll see where we land. If anybody has any..." Mr. Groden then stated: "Warren, one final note from my part. And you've heard me say this, all of you have heard me say this, we did not want to write the report. We were tasked with typing the report, so I'm very conscious of wording and that type of stuff, so I would ask you to understand content as much as anything, but we have tried to go

through the minutes, over and over again and as Warren has said, to try to get what we think is your feelings. But proof will be in the pudding, so Warren go ahead.” Mr. Hart continued: “Alright so the Governor’s outline provided four topics that we needed to address. Alright, so the first topic is what function should our police perform. So, we’ve categorized this into further breakdown of what we call ‘insight for consideration’. Those are basically, what is the core or the issue, the question at hand in each one of these topics. And we laid it out this way because I think it not only follows the Governor’s layout but it’s probably what the average person in Greene County is asking. And you’ll see some of these questions. So ‘staffing, budgeting and equipping your police Department.’ So, the questions are ‘are the services provided by our Greene County Sheriff’s Office adequate and appropriate for the community they serve’ and one that was particularly of concern that we heard in the national debate was ‘the unnecessary deployment of military style tactical equipment.’ So again, each format here, so this is the recommendation only. There’s the topic, there’s the insight of the question. So, before I go any further, the full report was e-mailed to everybody late yesterday. Can we get a kind of understanding of how many people had the chance to read it and look at the narrative section, the findings? Because these recommendations won’t jump out at you as being familiar, but the full narrative is in the larger document, so. How many people have, I’ll do it this way, have not had a chance to read through the report yet? Gary and Zoe? Okay. Alright, the helps, so most of you have gone through it. Alright so anytime I need to close this and jump to the other one, let me know, alright? You know what, maybe what I’ll do is, just for the first one I’ll show you how the other one looks so that you can see the progression here. Let me open the other one real quickly. Alright, so here’s the full report. There’s topic 1. There’s the insight. Here’s the findings section. So, this is where we spent a lot of time talking about how many Sheriff’s there are, what the breakdown of their ethnicity is, all of the functions that they do, civil enforcement, corrections, their organizational chart. This is a description of all of the programs and services they do. All of the training that they do. In the full report, we’ve laid out a lot more about the Sheriff has just recently gotten the review for accreditation for the police, which has pretty much all of the diversity and anti-bias training and everything that’s required that we’re concerned of let’s say and is part of that accreditation; that they’ve passed their requirements and they’re now waiting for approval. We’re a small rural county. We don’t necessarily have a lot of the issues that are presented in our urban cities. There has been no need for us to priority or the purchase or deployment of military style equipment. In fact, the Committee learned that no Greene County Sheriff’s Officer has fired a weapon at a person in over 50 years. And then it goes into the two recommendations. So that’s how the report is laid out by questions, findings and

narratives, and recommendations. So, the first recommendation in this topic is "The Committee concluded the Sheriff's office is well staffed and trained, with an appropriate budget and equipment required to best serve our community. Moving forward the Committee recommends that the 'Sheriff's office continue to bring request for additional programs and funding before the Public Safety Committee of the Greene County Legislature, written for review and action.' This first topic didn't lend itself to a lot of detailed recommendation and the issues about training are really in one of the next sections. That's probably the bigger issue that the Committee discussed, but there's how the report is organized. So, let me go back to the abbreviated version. So, are there any issues or questions on those first two?" There was no reply. Mr. Hart continued: "If not, these aren't ones that really have a lot of detail to them, the other ones will and as we dive into the other ones, I think we'll have more discussion or dialogue on whether they met your needs. If I don't hear anything, I'll just move on to the next one. So, the next one was 'recruiting a diverse work force' and the insight for consideration was 'how can the Sheriff's office increase and sustain diversity in its workforce? And are the training and accreditation program utilized by the Sheriff's office adequately addressing the needs for professional skill development, officer well-being and implicit bias mitigation'. And the recommendations are, if everybody can read that instead of me just reading this verbatim. Want to take just a moment and look at those recommendations. (silence) I see a typo in there. This is the one on doing more outreach and recruiting at job fairs, outreach programs, social media announcements, community gathering places, making sure we're reaching minority populations. Alright, that's, this is probably the next, the largest one, on training. There's a lot here on all of the additional training that was provided, through the accreditation process. This recommendation was, the Committee recommends that Troopers serving in Greene County be held to the same high standards as our Sheriff's office and that the Governor mandates that New York State Police conduct the same reform and reinvention exercises required for all local agencies. Remember we felt that this was important that we should ask that the State Troopers go through the same process that our Sheriff's office has had to do." Mr. Groden stated: "Right. Forty per cent of activity is under State Police activity, not local law enforcement, yet they've been absolved. Why?" Mr. Hart continued: "So, I jumped ahead to the Trooper, but these are the three recommendations under Training." Sheriff Kusminsky then stated: "Just so the Committee knows, the State Police, even though they only handle forty per cent of the 911 calls, they actually make more arrests than we do as well. So, they have more, I don't want to say interaction but contact with arrestees than we do." Mr. Hart stated: "The last recommendation here was the one on coordination of training, that the Sheriff could take the lead and offer assistance with the local policies agencies for

uniformity and consistency of training.” Mr. Groden stated: “Right, so what happens to Athens Police officers is the same that happens to Cairo Police officers and then we don’t have a disjointed application of training.” Mr. Hillmann stated: “I have a question. With the New York State Police doing forty per cent, and then the last topic 1, Sheriff, do you ever feel like you’re under or over staffed? Like, how is the budget for you?” Sheriff Kusminsky replied: “We are more of a community-oriented, I’ve worked both of these. I worked the State Police for 33 years so. They are not as community oriented as we are. We are more a local get to know everybody police agency then the State Police, which is basically, you can be moved at any given time. Currently, the Greene County area is the transient station, so people come here looking to go, heading back towards Albany or back where they came from, so there’s not a lot of local people that live in the community or grew up in the community, working for the State Police in Greene County at the moment. That may cycle out at some point as it did back in the ‘80s when I came here, it was very hard to get here because everybody lived here. But that’s changed now, so those guys do not have the community relations or connections or repour with people that my deputies. So, as for this purpose it’s a good thing and we are pretty accurately or adequately staffed at the moment. I could always use more. I could always use more, I would never say I couldn’t, but again, we do more community outreach because that’s our mission is to basically help our community. The State Police mission is a little bit, it’s similar but they’re more the enforcers of V&T. They’re interested in DWIs and arrests, where we are interested in serving the community. Sometimes resulting in arrests, but not all the time, if that makes sense to you.” Mr. Hillmann replied: Yeah, definitely. Thank you.” Rev. Turpin then stated: “Sheriff, I have a question. And to Shaun as well. Sheriff Pete made a statement about how the State Police have more arrests. Why can’t we show that? Because a lot of people may be thinking well, the problems that might have occurred, or what makes them have a spur in their saddle, could have been something that the State Police did and not the Sheriff’s Department.” Sheriff Kusminsky stated: “I think we did try to emphasize that at some point. It’s just the law of averages, they arrest more people because they’re out stopping more people on traffic stops, whether it be looking for the DWI or the, you know, they put out details just for ‘Buckle-up New York’, ‘Crack-down’, you know they heavily participate in those.” Mr. Groden stated: “Sheriff, what about their data, are arrest histories by troop publicized or how do they publish?” Sheriff Kusminsky replied: “Well, we’ve been searching that as of late, trying to help Warren with the statistics here and they do report IBR as well as we do, but when you search it through the State’s database, you get it by the county. So, we would have to somehow subtract our data and every other police departments data to end up with the State Police’s. They won’t breakdown by agency. Now the State

Police may have a mechanism to do it. I'm sure they do, but that would be by charge, not necessarily by person. So, it would be very difficult to get an accurate picture of it, but I do know, I think DWIs, I think they've made more than every police agency in Greene County for several years now. Where we may have one or two a month, they may have twenty. So, they're out, they're definitely doing much more traffic and vehicle and traffic enforcement than we do, and they put a lot more emphasis on that." Mr. Groden replied: "Okay. And their numbers would include activity on the Thruway too, correct?" Sheriff Kusminsky replied: "That's also correct. Yeah, which is a whole different animal out there. That's all they do is stop people and arrest them, so, yeah, and handle accidents, that's about it." Mr. Groden stated: "Okay. Warren, let's proceed." Mr. Hart stated: "Okay, so Topic 3 'employing smart and effective policing standards and strategies. 'What practices does the Sheriff's office currently utilize to build trust and accessibility within our communities and is Greene County doing enough to support them?' I'm actually, you know what I'm going to, this is a big one and I'm going to jump to the other full report for a minute because we did spend a lot of time working on this. One moment. Alright, we talked about in here and this is the narrative part, that the Sheriff is advancing the goals of protecting the community; that they're really about community-policing and trust-based relationship; they do follow and use the principles of procedural justice. There are the four pillars of procedural justice. So, we spent a lot of work on this that the committee in one of their big recommendations was that to make sure that, we wanted to make sure that people of color weren't being arrested at a higher rate or weren't being singled out and the way to do that is to look at data and one of the things that we found as part of the data is that while everybody gets arrested, the arresting officers goes ahead and identifies race, ethnicity and gender. What we didn't have is data down to the level of, we couldn't tell from our data easily if that was coming from a 911 dispatch call or whether it was an observed observation from a police officer. For instance, are our police officers pulling people over, you know, or are they biased towards people of color? Are they doing that more frequently than they're pulling over anybody else? So, what we found here and what we wrote about was the whole incident-based reporting system and the uniform crime reports, remember we talked about that several times. What we drilled down into is that the Sheriff has a records management system, and that records management system doesn't allow us, there isn't an easy data field to sort race, ethnicity and gender by a 911 dispatch or an observed arrest. So, we wrote up quite a bit about this and the recommendation was 'committee recommends that the Sheriff's Office should prioritize procuring a new Records Management System software that will collect and record data to include how often arrests come from observed violation versus responses to service calls, which would provide us



a clear breakdown of arrests by ethnicity and gender. So, we changed this up a little bit and in fact the draft that was sent to you yesterday, what I have up on your screen, we spent hours and hours refining this section and refining the recommendation. The recommendation last time was the State needs to change its UCR system. What we really want to focus on is the Sheriff needs to purchase better software that allows us to do that so that we can have better data to upload into the State system.” Mr. Groden asked: “Do you want to come back on the pages they haven’t gotten? There you go.” Mr. Hart continued: “So we’re going to send you another version of this draft that on this topic 3 that has a more lengthy write up of our records management system and its deficiencies, the IBRs and the Uniform Crime Report, because we want to be able to look at, are people of color or other genders being pulled over at a higher rate, or are we being biased or are we targeting and things like that. And we just don’t have the ability in our software system to track that. The Sheriff pointed out that there are thousands and thousands of arrest reports, historically, so if we wanted to go back in time and look at these, the only place that it shows up in an arrest report is the arresting officer has that information in the narrative. It’s not in a data system, it’s too difficult to go backwards and categorize all that. So, our Sheriff isn’t the only one. Sheriff Kusminsky told me today that this is an issue that’s common to a lot of law enforcement agencies around the State. And that they’re all in the same boat. They’ve all pretty much identified the deficiencies with outdated software and technology, and they would all like to move to that. So, one of the other recommendations we put in here was the Committee recommends that the State provide funding for updating these platforms as this will advance the Governor’s goal to reduce racial disparity. There is one other item in this report, is we were able to look at the Uniform Crime reporting statistics for Greene County. And there is, these are the three slides that we’re going to send to you. We were able to look at last year’s arrests and while we can’t break them down by 911 call versus an observed arrest, we were able to sort the data by race and gender. So, for instance, of the arrests in 2020, 62.9% were white male; 23.06 were white females; black males were 8.77%; black females were 2.51%; Hispanic males were 1.25, Hispanic females were .75 and I’m not what ‘a.i.’ stands for actually, sorry about that. We’re left with a quarter of a percent. So the Sheriff had initially said in part of our earlier meetings that ‘look, the racial composition of Greene County and the percentage of different races, we don’t do hot spots, we don’t target neighborhoods, there isn’t a hot spot across the county, we’re rural; the population is fairly spread out and that the data didn’t show that we’re arresting people of color at a disproportionate rate based on the demographics that we have of the percentage of people of minorities, and we wanted to put this in the report to demonstrate that. Any questions on data, what we’re recommending?” Mr.

Groden stated: "Just so everybody knows, what we sent out to you yesterday, we've continued to try to work on it and that's why these changes you don't have yet but we want to include them in the final report. We're trying to bash as much time as we have together and produce as much as we can together so that's why, you'll get it tonight after this, but we're still crafting, drafting and writing as we march towards next week." Mr. Hart stated: "And this is the only substantive change that we made from your draft last night. Everything else has been words and numbers and things like that. Alright, let's go back to the Summary." Sheriff Kusminsky stated: "Warren, before you get too far ahead, I do want to bring to every, I was reading back on this, we do have an armored vehicle as I said in Cairo, over at the Cairo school. We do participate in the 10-33 program. It's not deployed very often, and it's used primarily as a rescue vehicle. Probably nobody's seen it, but we do own one, it's a 2008 by the way." Mr. Hart stated: "So, for accuracy purposes Pete, maybe in the report we should clarify 'look we don't have what everybody sees on the TV as riot gear.'" Sheriff Kusminsky stated: "We do not have any riot gear, no." Mr. Hart added: "He has an old vehicle that, it doesn't have water cannons, it's not actively used as, in riots and stuff, but it says we don't have an armored vehicle, well we do have a riot vehicle so we should make sure it's accurate in the report, so nobody throws stones at it." Sheriff Kusminsky replied: "Right." Mr. Hart stated: "Okay. Alright, go up. Alright, this is a section on 'community engagement'. This was a big one, as the Sheriff said, our Sheriff's office does have an enormous number of programs, including all of the stuff they do with mental health interaction and heroin addiction and the OD program and all the programs they have for senior tracking and, they're in the community a lot. So, these were the recommendations, let me back up, these were the recommendations on community engagement: that the Sheriff should seek opportunities to enhance their outreach with presence at events, functions, public housing and demonstrating the Sheriff's office is approachable. The Sheriff should maintain the SRO, the School Resource Officer program, especially since it receives such high kudos from school administrators, teachers, parents and frequently the students themselves go to the SRO officer lots of time before they'll approach anybody else. So that program works extremely well in our community." Mr. Hillmann stated: "Can I ask where that information comes from?" Mr. Hart replied: "Yes, Pete, you can add to that, but the SRO program is a program that's contracted between the County and the participating school districts and the SRO officers have given lots of presentations, especially to the Legislature, our county Legislature, about how well the program is functioning." Sheriff Kusminsky added: "Yeah, all the feedback we get from the schools and you're free to ask anyone of them, is good and positive. If there's anywhere we're making a connection with the community on a daily, consistent basis, it's with the

SRO program. I think every school in Greene County now has either an SRO, I'm sure they have an SRO or a private security such as Catskill, but they all have some means of law enforcement presence." Mr. Hillmann replied: "Okay, I just asked because I remember recently one of our young people were telling a story about how a lot of the kids that you know, normally would have fights, you know, growing up we'd have fights in school but now they're taking it outside to the street, so I'm not saying that the relationships are necessarily bad but that the, the safety moves maybe safe in schools but then the unsafe activities move to outside of schools, so the kids perspective was that they thought maybe before the SROs they were safer. Does that make sense? I know it sounds counterintuitive, but..." Sheriff Kusminsky stated: "That doesn't make sense to me Kai. So, you're moving the problem, is that what you're trying to say?" Mr. Hillmann replied: "Yeah, right. That the problem moves because of the presence of a police so instead of like you know being able to, not that they don't appreciate the person..." Sheriff Kusminsky replied: "I think the problem is not necessarily the police then it's the person involved in the problematic activity." Mr. Hillmann stated: "So, I wasn't saying that the, you know, it was the police as the problem, but I'm saying like that's the reality sometimes is when you bring in a punitive presence..." Sheriff Kusminsky replied: "Well, I'm going to back up on that one. That is not a punitive presence. It may appear that way to some people because of a perception which we're trying to avoid throughout this whole process, but it is not. I've got kids waiting in line, on lists, to belong to a safety patrol, that my SROs developed on their own time because it's an honor to them. They want to participate. They want to be part of it, so the overwhelming majority is in favor of this." Mr. Hillmann replied: "Sure, and I'm not discrediting that. I'm just saying that there is also another reality because of those perceptions, it is just a reality that we want to recognize and figure out how we can, you know, maybe nip that somehow, you know, in the future. I'm just bringing it up because there was antidotal information that we had and again not trying to say you guys are doing anything wrong, but it's a reality, so." Mr. Hart stated: "Alright, next recommendation is that Greene County create a youth program to partner with and enhance the efforts of local youth groups and clubhouses, maybe there's part of the answer, Kai, religious organizations and town and village art and recreation programs. While events and activities will be organized by specific local groups, they could be sponsored and supported by Greene County through small grants and transportation resources and coordination under a new health communities' message from the Sheriff's Office and other not-for-profits, such as the Columbia-Greene Health Consortium. So that was a discussion in the concept of how important it is to provide other opportunities to engage youth in a positive manner, especially with Sheriff's office involvement and presence, but it doesn't all land on the Sheriff that other local

groups need to recognize their commitment to the community. When there is a local group putting on a program, if they could use some assistance in a small grant, or transportation or other resources, that this would be a new program that Shaun would ask the Legislature to prioritize and there would need to be an appropriation for this if there was going to be financial commitment to the program as well.” Rev. Turpin stated: “As well as the Second Baptist church. We would definitely welcome that. We’ve been using the local police, Chief Darling and his staff. We would love to bring in the Sheriff’s Department as well.” Mr. Groden stated: “From my standpoint the genesis of the idea was is that having activities for the youth, and the county does not have a park system. We have one small park called the ‘Point’ here on the Hudson River, and it doesn’t have baseball fields and soccer fields, etc., those assets are owned and operated by the Towns and the Villages so in order to expand upon that offering, can the county then participate in funding certain things, to give kids an outlet so that they’re not standing down on the street corner, that they have something organized to get into. That was my thought process on that issue.” Mr. Hart continued: “Alright, so, the next topic was in this Topic 3, Employing Smart and Effective Policing Standards and Strategies, we included a section on how do we transition people back into community and one of the ways that we do that is through diversion programs and alternatives to incarceration. And Joe Stanzone helped us with this and wrote this up and included it in, so it will be in the report so that everyone who reads this, a lot of the public that reads this don’t know what’s already going on in the way of how we’re doing diversion and alternative programming. So, we took quite a bit of time to write up about there is a drug court in the county and there’s some of the narrative around that and it’s available for those with non-violent crimes and who are addicted to alcohol or other substances and it talks about how it’s run, who participates in it. Someone that would go through the drug court is perhaps, hopefully one less person that goes to jail and if it breaks that cycle of the revolving door, there’s a major benefit to that, so we took some time to write up about that alternatives to incarceration program.” Mr. Groden asked: “Joe, have you got any comments on that?” Mr. Stanzone stated: “Yeah, yeah, I think it’s an important program and it has worked for Greene County and the goal is to lessen the harshness of a criminal offense where it involves individuals with some sort of a dependency, some sort of an addiction, when in fact they work hard to overcome that addiction and when in fact, not only do they overcome their addiction, but they help others to overcome their addiction. And when that happens, it’s important that that’s recognized and I believe our Court system recognizes it by in fact, as I said, lessening the harshness of a criminal offense, so these people can move forward with their lives, so that they’re more apt to qualify for jobs that are available out there. So, it’s something that was questioned when it began but

looking at it now in hindsight, it's been a very positive program and very beneficial to the individuals, the system and the county." Mr. Hart stated: "You know we've heard a lot about mental health and substance abuse in the community and how that, how, the challenges associated with those people that are experiencing that and their interface with our Sheriff's office. So, there is another program that is being looked at and investigated that has been employed in other counties, called the "Lead" program. Joe, can you speak to that as well?" Mr. Stanzione replied: "The Lead program is a little bit different and I'm just new to it and it's more of a situation where if a person is arrested, they'll be some contact with my office to determine whether, well actually that are accused of a crime. Let's say goods are stolen from Walmart. The police arrive. Instead of making an arrest at that point, contact will be made to my office to see if in fact, the arrest itself can be withheld. So, the person is not arrested on the spot, instead certain services are offered that individual, if it's a qualifying situation. The person says 'look I have a drug addiction. I was going to sell these items to supplement my addiction', what we would do is refer that individual to certain agencies and so everything would be kind of held over the individual's head to see if in fact the person moves forward to receive some sort of help. There would be people put in place to assist them in getting the help they need, whether it be substance abuse counseling, whether it be mental health, and then based on their success, either the arrest would be made or wouldn't be made or if there is initially an arrest, maybe the charge would be withdrawn or simply reduced to a non-criminal offense. But this is a program that's nationwide, I know Schoharie County uses it, another county uses it and myself, Sheriff Kusminsky, Judge Tailleir and Angelo Scaturro will be meeting to see whether or not it's suitable for Greene County. I know Sheriff Kusminsky has a lot more knowledge about the ins and outs of the program, as he's been more involved with the Sheriff of Schoharie County. Maybe he could add a little bit more to this." Sheriff Kusminsky stated: "Yeah, I could, this is again a nationwide program. It started out in California. It is being used by the Schoharie County Sheriff's and the Albany City Police. And what it is is, as the D.A. has stated, that certain victimless, minor offenses and crimes would be eligible for the officer or deputy in this case, to divert prior to getting this person involved in the criminal justice system, so if he seeks those services, he can avoid getting into the system which then lowers our responsibility and may give them a chance they need to get on the right track and benefits everybody in the long run, as far as their record, our resources, the D.A. resources, the Court's resources and the community in of itself sees that they have the ability to do something other than just be charged by the police." Mr. Hart stated: "There's another concept under this that's new for the county. Everyone, we've talked about this. Everyone knows we're building a new jail. The old jail never afforded the opportunities for us to

really do re-entry programming, so our new jail has dedicated staff and space, rooms in the jail, to help someone with re-entry into the community.” Mr. Scaturro then pointed out that there was a typo on page 30, which Mr. Hart knew about and thanked him. Mr. Scaturro then stated: “And of course I support all these programs. You know me. I mean a lot of these are situations where people are only dealing with law enforcement because of underlying components that are not getting addressed, so I think it’s wonderful.” Mr. Hart stated: “Alright, so the two recommendations are, the Committee recommends that the Greene County Justice system continues to expand the Drug Court program as an alternative to incarceration and further explore the possible creation of a Lead program. And the next one, we also talked about the Committee recommends that the Sheriff appoint a local faith-based leader as Chaplain for the Greene County Jail and with Rev. Turpin of the Second Missionary Baptist Church in Catskill advanced for consideration.” Mr. Hillmann stated: “Kai again. Definitely down with the Lead program and love the Drug Court, but at the same time, can we just keep our minds open to non-abstinence-based type of, not recovery, reform, somehow, because not all people with an addiction can just like get into court and get into drug court and become completely abstinent, so I just want to point that out. I don’t know how it could go in a policy, but it’s something that we need to continue to look at.” Ms. Oldakowski asked: “Kai, do you mean MAT?” Mr. Hillmann replied: “Not only MAT but also illicit substances like it’s a health issue and if they’re not ready to get on MAT or have the health insurance or there are so many complicated issues with addiction...” Ms. Oldakowski asked: “So you’re looking at like a harm-reduction as well?” Mr. Hillmann replied: “Yes.” Ms. Oldakowski replied: “Okay.” Mr. Stanzone stated: “Just so you know, when you’re talking about the addiction and the program, the program is aware that addiction is not something you just overcome. That, ‘I’m in a program now. I have to abstain or otherwise I otherwise I fail out and go to jail or prison.’ That’s not the way the program is structured. The program is structured with the understanding that this is a serious health problem. Addiction is serious. And there will be failures, there will be slips. That’s already built into the understanding of the program so when a person does in fact perform off beverage or buys a drug of some sort, there are penalties, but your first penalty might be ‘hey look, we’re going to up your meetings with Twin County and you’re going to spend some of your free time instead of hanging around some of the friends you hung around with, spending a little more of that free time doing added community service hours’. And so, we try to get these people back on track. If they fail again, it’s not like ‘that’s it, you’re done.’ Another failure, there might be a (echoing)-----. It all depends on what the failure is. The Judge might order that you write an essay about what took place. So, there are various stages of penalties. Jail is the last resort and usually

that's when the person says 'look, I want nothing to do with this program.' When they've made it clear that 'I'm not into this. I'm not ready (echoing)-----."

Mr. Scaturro then stated: "Right, I can't speak to the Lead program, but with the drug court, it's a graduated type of situation and it's a very intensive thing and they work with their peers basically and that's usually, if it's an essay like why'd I do this and how can I avoid it?" and everyone kind of helps support him. The jail thing comes in down the road, sometimes it's like a little shocker to put him in for the weekend to say 'hey, we need you, you've got to really kind of start working', so I know what you're saying Kai, but it is, they really do try to structure it not to be a punitive thing and really help people understand what they're dealing with."

Mr. Groden stated: "Hang on a minute. I took Kai's comment to be pre-any involvement with law enforcement all together, that I'm a somewhat functioning human being. That I have a drug problem, where do I go to try to get help before I get arrested? Kai, is that what you're referring to?"

Mr. Hillmann: "Well, I did comment on Lead and I think that's what that would be for and that is a great initiative, but then also the drug court like I don't know, I don't have an answer, but I know Judge Tailleir does an amazing job and his drug court is like different from some of the other ones I've seen. So, I love that, but I also just want to be realistic again, trying to catch as many people as possible that slip through the cracks and maybe don't even agree to drug court because normally it is very, you know, it can be more on the punitive side and you know I've worked in treatment and the letters to courts and there's a lot of mistrust there, but yeah, I'm just like thinking outside of these two entities. I think they're great and what else could we possibly do, I'm not sure."

Mr. Scaturro replied: "One thing I didn't get around to talk about is that there's I know 'Chatham Cares' which is the police department out in Chatham. So, there are clients who have a situation that you know, they're dealing with a drug addiction. They haven't been arrested yet. You call, no questions asked, and they help get you into treatment and I know we work with Twin County and Greene County Mental Health, they're working with us on a lot of that stuff, so. If we know about it, we try and hopefully as time goes, my office can get a social worker involved and that's what we're going to do if we get some grant money so we can kind of address some of that before it becomes a criminal issue."

Mr. Hillmann replied: "Definitely. Thanks."

Ms. Oldakowski stated: "And Kai too with the Impacted Citizens Program, once we get a referral for someone that's out in the field, if they're not ready for treatment, or want any kind of treatment, we do referrals to Project Safe Point so they can have harm reduction and they come into the county and we'll do ----- changes and stuff like that and testing and whatever it is they're looking for. So, we, we're the ones that facilitate that referral if they're not looking for any kind of MAT or any other things besides like just some supports in that realm."

Mr. Hillmann replied: "Cool, cool. That's

definitely helpful information too and where's the Impacted Citizens' Program on this document?" Mr. Hart replied: "They're in the ICP that's in here in relation to the Sheriff's office and heroin addiction and opioid mapping." Mr. Groden stated: "On page 38 there's a reference to it." Mr. Hillmann replied: "Okay, because I think that's like really, really important too, and what they're doing when there's not arrests." Mr. Groden stated: "Yeah, your copy you received last night, on page 38 is the first reference to ICP." Sheriff Kusminsky stated: "And that is also available, as Katie alluded to, that if somebody contacts us, we will refer to basically, no questions asked, them to RICP which will then turn them over to Katie as well, it can also function the same way those other groups work if that situation arises." Mr. Hillmann stated: "So, should that be on the page before the..." Mr. Hart stated: "I'm just taking some notes, if Pete and Katie can provide me a little bit about that and Joe and Angelo about that no questions asked ICP, I'll include it in the narrative finding section as well. Alright, so we're still in the main report, we're on topic 3, responding to mental health events because we spent a lot of time and a lot of presentations discussing mental health. So, we went through how people call for help, help through our PSAP and the closest car doctrine and how busy they are, and they get dispatched, we saw the video that was out there. And then the interaction where when the Sheriff's office gets called to an event, they are trained for de-escalation, but they directly partner with MCAT in the program and Katie provided me with much of the content here for the report, thank you very much. So, Katie, do you want to talk about anything related to MCAT services? There is a lot of information here in the report and it results in these three recommendations that are on the screen now. Is there anything you want to add or bring to the Committee's attention?" Ms. Oldakowski stated: "So I, if you go back to the first slide, yeah, so I would say that the last paragraph, we're not necessarily called to every mental health event that happens in the county. If warranted, a Mobile Crisis Team is called to provide mental health services just because I know that there's a part where we talk about challenges, but also the Sheriff's Office knows a lot of the same clients and they deal with some, they know how to de-escalate those individuals and not necessarily need to interact with us. So, I think as far as the responses, it's if warranted." Mr. Hart replied: "Okay." Ms. Oldakowski added: "And they can make the determination too on if someone meets criteria, they have training that goes over criteria, if someone needs to go to the hospital for a mental health evaluation, you might want to include that as well." Mr. Hart replied: "Especially if you send me an e-mail tomorrow with the changes." (laughter). So, the recommendations are the Sheriff's office should continue with policies, they are in accordance with best practices and serve our communities well. The recommendation is to continue to work in concert with MCAT on mental health events, continue on-going training and de-escalation



practices and techniques. The second recommendation has to do all about the 'warm line' concept of emergency calls and that MCAT also provides services to Columbia County, so we may want to consider how we can look at funding to get more coverage and provide more services and interaction between the Sheriff and MCAT." Ms. Oldakowski stated: "I would put in the first paragraph too just put in that they work with Greene County Mental Health Clinic, they're the ones who manage the AOTs (slide 38, 1<sup>st</sup> recommendation). So, if we just put in there too the other organizations that they do currently work with so it's Greene County Mental Health, Community Action, Domestic Violence, like that they do work with other things in relation to mental health events. And there are stations at the Greene County Mental Health Center, so they actually see the clients that are going through the clinic on a day to day and have pretty great repour with them as well." Mr. Hart replied: "Okay." Ms. Oldakowski stated: "But as far as all of them responding to mental health events in the field, we are the only ones that specifically go out." Mr. Hart stated: "And then the last one while it may look like a simple recommendation, it's very important and it's in there that the Committee also recommends the Sheriff should report all relative incidents in the overdoes protection mapping system (OD Maps) to better enable both the follow-up of the MCAT and reduce the amount of investigative work required from the ICP team and I believe in here somewhere, I believe it's already in there that, participation by the local police agencies is important as well." Ms. Oldakowski stated: "Yeah and Warren I'm going to, I just took, if it's okay if I can take just a picture of that, I just want to re-work that last recommendation, because the reality of the OD Map is that it will generate a spike alert and then all community partners would be notified of a spike alert and it's not just MCAT, it's Greener Pathways, it's Family Planning that does MAT, all of the law enforcement, everyone would then get that spike alert. So, we know that there's something not right happening in the community and can send resources out and make sure we have vans and Narcan accessible." Mr. Hart stated: "Great. I'm happy if you could provide some additional information. This is all good, because this document is going to educate a lot of people in the county. It's amazing, the work that's already being done. Alright, the last topic is topic 4, fostering community-oriented leadership, culture and accountability. And has the Sheriff's office identified and addressed any inappropriate use of force and does the Sheriff's office have appropriate means that enable transparency and accountability to the community.' So, we talked a little bit about the Committee talking and agreeing that there needs to be continued constructively interaction between the community and the Sheriff and that it won't end with the issuance of this report and community leaders also must continue to engage with groups and engage with the Sheriff's office. This isn't just all the Sheriff's Office; it's the community and the community organizations need to step

up as well. The Committee recommends that community organizations also take responsibility for positive interactions and police agencies by partnering with the Sheriff's office moving forward with structured community programs that include the Sheriff. You've all heard the Sheriff say at every meeting how engaged they are with the community and they're open to new programs as those programs are developed by local groups and organizations. So, the Sheriff wrote quite a bit more for this in terms of use of force and all the policies and procedures that are in place now and what the law is that they have to follow and that the State had recently passed new laws about use of force and those are all in place. And there really have been no inappropriate uses of force by the Sheriff's office or complaints around those, so the Committee is recommending that the Sheriff's office continues its current practice regarding incident involving use of force. Pete, is there anything that you want to speak to in this section?" Sheriff Kusminsky stated: "I don't know if it made this version yet, but we went through all the files that were available to us and in the last, what did we go back, five or ten, five years we have eleven complaints. Nine of those eleven were generated from the administration or internally and two of them were from citizens and neither of those two had anything to do with race, gender, they were other types of incidents that had nothing to do with what this Committee is doing." Mr. Hart stated: "And then the other one is accountability for misconduct, and that's what the Sheriff is referring to and there's the paragraph about the number of incidents and none of them are related to racial or gender bias, use of force or mistreatment of any civilian. And because of the New York State Civil Service law, it all has to be FOILED through the Freedom of Information law, so that's the recommendation that if people want to see discipline reports, they have to go through the FOIL process." Rev. Turpin asked: "I have a question, Sheriff Pete. On the five year, eleven complaints, it sounds, it really sounds good, you know, 9 and 2, nine were on the inside, two came from on the outside." Sheriff Kusminsky replied: "And most of them are very, you know, car accidents, somebody damaged some equipment or left it or lost it, there's not, we're not getting complaints from people about the way they've been treated by the police." Rev. Turpin stated: "Right, but even though, it was a complaint..." Sheriff Kusminsky replied: "That's correct. Rev. Turpin continued: "... and that's something that we want to show the community, regardless of what the complaint is, we do take a look at it. Where in there do, we say that every complaint was addressed and properly handled, are we saying that in there?" Sheriff Kusminsky replied: "I don't know how it was worded but they were all disciplined in some manner, so, yeah, there were consequences for their actions, if that's what...." Rev. Turpin replied: "Yeah, but are we saying that? I mean we're saying that we only had eleven in five years, nine on the inside, two on the outside, but are we actually saying that they were

properly handled and, I'm not saying to say exactly..." Sheriff Kusminsky replied: "Yeah, I don't I mean, I've only been there a year so I can't tell you if they, whether the discipline was warranted or too much or too little, I wouldn't be able to comment on that so I don't know if we could say that." Rev. Turpin stated: "No, I wouldn't, Sheriff I wouldn't say that, to put out there what was the disciplinary thing, but I think something should be said in our report that out of the eleven, they were all handled properly without any, I don't know, comeback from all the participants. They were handled property, because if we don't say anything, people might think 'well, what happened? Was they pushed under the rug or, because they know they was handled and satisfactory to everyone." Sheriff Kusminsky replied: "That's the key word "satisfactory to everyone". No, I don't know if I would go that far without reading them all and seeing..." Rev. Turpin replied: "Okay, I understand, okay." Sheriff Kusminsky continued: "...I don't want to say something that I don't know nothing about." Mr. Groden asked: "Well, Sheriff, nothing resulted in litigation? I mean, if there was no tip line some place that, you know, 'officer Jones did something to me', so I understand where the Reverend's coming from. Maybe we've got to add some wording that all were concluded, and nothing is pending." Sheriff Kusminsky replied: "Right. There's definitely some wording that could be, that can get that point across honestly, so yeah, we'll work on that Reverend. You're definitely right, we need to somehow put down there that they were appropriately or handled appropriately, yeah." Mr. Hart stated: "So, staying on that theme and moving forward, there's another part of this, that, this one was brought up in the community about there, there isn't an opportunity for people to complain about the Sheriff. So, in here we wrote about there are multiple opportunities for someone to put in a complaint and the Sheriff told me that when he took over a year ago, he put in place a new internal affairs and complaint, made that a priority for investigating complaints and misconduct and he assigned those professional duties to the Captain in the Sheriff's office. So, as soon as he came in, he already put in place a new procedure for that, and that's recognized in the report. So, what we're saying here is that while the Committee has found that there are multiple options for someone to complain, it was determined that additional improvements could be made via a third-party anonymous system. And that's where we go into the discussions that we had and here's the write-up. The Committee recommends that Greene County first publicize all methods, use all methods available to publicize opportunities for people to complain and how to contact the Sheriff, contacting their Legislator, contacting the State Attorney General, using the Sheriff's mobile app, the website that has all that information. It's out there. Whether people avail themselves or not, you know, they have to find it. So, we can do a better job in letting people know that if they have an issue, they can complain. Bu the part about the third-party and the

anonymous part, the recommendation was the Committee also recommends the creation of a volunteer Community Advocate Committee (CAC) to facilitate any citizen complaints regarding the Sheriff's office. This three-person committee will include either the Chair of the Greene County Legislature or its Public Safety Committee, and two citizens: one from a faith-based organization and the other a leading community outreach. This Committee will include one or more persons of color. The CAC will receive complaints anonymously through a form on the county website that meets the mission for legitimacy and bring it to the Sheriff directly for investigation and resolution. This process will minimize any perceived fear of retaliation that may exist with some citizens in the community. So that captured in writing a formal recommendation based on the discussion that the Committee had about also wanting an anonymous way to do this, in case there were people in the community that were fearful of bringing a complaint forward. This is a big one for the county. I see some thumbs-up." Mr. Groden stated; "Can I ask an ignorance question? And Rev. Turpin, I think I'm going to have to point to you, is the terminology 'person of color' the proper terminology? You know, people are very conscious of terms these days, so." Rev. Turpin replied: "Yeah. Person of color really states what it is, but we just have to come up with a softer way..." Mr. Groden asked: "Do we want to say minority?" Rev. Turpin replied: "Yes, that's softer, yes. How does everyone else feel about that? Rabbi Zoe, how do you feel about that?" Mr. Friedman stated: "Person of color, because I know a lot of people who get very upset when they're called a minority." Mr. Hillmann stated: "Minority could be, you know, gender, sexuality, it could be interpreted in different ways. Person of color is very clear in, if that's what we're going for." Mr. Groden stated: "I just don't want to insult somebody by saying the white guy in the group picked the wrong word." Rabbi Zak stated: "Shaun I get the question and Rev. Turpin, I don't know. It's a good question but it seems to me that person of color, especially for what Kai pointed out which is really true. Minority could be a transgender group, it could be you know, it could mean other things." Rev. Turpin stated: "Person of color, says what it says." Mr. Groden suggested: "Do you want to add both?" Rev. Turpin stated: "Just trying to find a softer word, but it really says what it says." Mr. Hillmann stated: "You could use bipoc too, right?" Ms. Oldakowski stated: "I was just going to say bipoc might be a better way to put that." Rev. Turpin stated: "I never even heard of bipoc, educate me." Mr. Hillmann replied: "Black indigenous persons of color". Mr. Groden stated: "If we're going to use an acronym, we're going to have to spell it out." Rev. Turpin stated: "I like person of color." Mr. Groden asked: "Do we do both, person of color and/or other minority." Rev. Turpin replied: "Yeah, there you go. I think it says what it says for why we're meeting." Ms. Oldakowski stated: "I might have missed this part, but are we not using transgender, youth or people in

general, in that piece as well?" Mr. Hart replied: "No, it's not intended to exclude it's just that seemed to be the primary focus of the Governor and the charge to make sure that all of the things that are addressed here aren't disproportionately targeting or there's no bias based on race and it seems that person of color seems to be the word of choice these days and it's peppered throughout the whole report." Ms. Oldakowski replied: "Got it." Mr. Hillmann stated: "And the other piece about it is if we continue to look at these things, as language changes, we can adjust with feedback, again, here's where community feedback would have been particularly relevant for people to voice their feelings on that." Mr. Groden stated: "I didn't mean to open pandora's box." Mr. Hillmann replied: "Yeah, that's risky too." Mr. Hart stated: "Alright, so I think I saw enough for person of color for now." Ms. Oldakowski stated: "So just to clarify too, the Community Advocacy Committee, we have a CAC, which is the Child Advocacy Center in Catskill, as well, so just as far as the name goes, you might want to identify that we have a CAC?" Mr. Groden replied: "That's a whole different organization." Ms. Oldakowski replied: "Yeah, it is. I just, with the acronym, just want to make sure." Mr. Groden replied: "Good point." Mr. Hart stated: "We liked the word 'advocate'. It's positive, not negative like 'complaint'. The nature of it is someone may have a complaint, but we wanted it to be positive that this committee would be advocating on behalf of someone complaining and that they would be providing kind of a voluntary bridge to the Sheriff's Office to address this. That was the thought behind it anyway. Alright, there's one more I believe. This is also a big one. I guess we saved the best for last. So, there's been a lot of discussion and requests that came up during the process for use of body and dash wireless camera (BWC). So, we did some research on this and what other counties are, other agencies are doing. We wrote up how they're used, how the technology works, their benefits, and that it can be a benefit to hold the Sheriff's office accountable with a visible record, but it can also be used as a tool for false complaints and accusations made against law enforcement. There is a lot to this. There's a huge upfront capitalization and in this section here we attempted to identify that there's initial capitalization of hardware and software, annual maintenance, data storage capacity with redundancy for backup archival purposes. Also, in here it needs to be done with a chain of custody so that all of the recordings when there is an arrest and it goes to court, the court system is going to want all of this for their discovery purposes and that has to be prepared very specifically and in a timely format. If the county is going to do this, there is a huge lift and a lot of responsibility here. And easily the range for the initial capitalization is between four hundred and six hundred thousand dollars, so the Committee recommends that the County Administrator bring this request before the Public Safety Committee for referral to the full Body of the Legislature for action to provide the Sheriff's Office and the

community with an accurate, unbiased, audio-visual record of enforcement-related law enforcement interaction, also BWC. So that's how we captured that discussion and the recommendation." Mr. Hillmann stated: "What I read earlier and not this page, there was a page about how the cameras worked? The way that this is written might have confused me because I was under the impression that the cameras activate themselves like as soon as you get out of the car and then it's just on, but this kind of points out that it's only when lights are activated, taser, weapon..." Mr. Groden stated: "The dash cam, so when you're in your vehicle, the dash cam is always on. And then when you step out or do those other functions, and you move away from the vehicle, the body cam kicks in." Mr. Hillmann replied: "Okay, this doesn't read that way, so I just want to clarify." Mr. Groden stated: "Yeah, our goal here was to prevent the manual-ness if you will, of having someone kick it on and he kicked it on too late, half the scene didn't get filmed." Mr. Hart stated: "We can add a bullet here kai. We tried to capture a very general discussion of how it works so people that are reading this understand the, at least some of the details, but up here where there's an automatic record that starts recording when emergency lights are activated, a taser or a deputy draws a weapon or like a gun shot. So for instance, there could be a foot patrol officer that's not in a cruiser, that camera would be activated perhaps slightly different than an officer that's in a cruiser, the lights come on, they go to a call, the dash cam starts coming, and then when they leave their car, yes, the technology automatically makes sure that their body camera is on and also in here was some pretty cool stuff that, if an officer is at a call and the camera is running, if another officer shows up, it recognizes that there's another officer there with an active camera at an altercation and all the other officers cameras automatically come on when they arrive at the scene as well. The technology is just amazing. But I think it would help to add a bullet there, that as they exit their vehicle, the body camera automatically turns on." Mr. Stanzone stated: "You know, a couple of weeks ago, I had indicated that Greene Correctional facility has been using the cameras and last week I had to present a case to a grand jury, and I asked where's the video footage? And the response was 'well, we don't have it.' And I said 'well, why don't you have it?' And they said, 'we don't use the cameras anymore.' And I said 'well, you guys just started using them this past summertime or spring.' They said 'yeah, but the problem was the quality wasn't good, you'd turn them on, we had problems with the recording, they fall off', they had so much trouble with them that they stopped using them. So, I don't know if there's a different in the type you use, but at any rate, I just thought that would be important for you to know, that a few weeks ago I was one hundred per cent for them, thought it was the greatest thing in the word and now, here we are two weeks later and I'm learning all the problems that they seem to be having with them." Mr. Groden stated: "Selection of vendor and type

will be an exercise by itself.” Mr. Hart stated: “And it’s not fool-proof, not 100%. Alright, so Shaun that’s a quick run through. It took us an hour and a half. That the deck of the 25 recommendations by the four categories laid out in the Governor’s charge to the Committee.” Mr. Groden stated: “Okay, so let me just come back to the top of the presentation. This was a Power Point presentation. We’ve noted some slight adjustments for tonight. I think one of the things was, Warren, that I wanted to capture is, this does not conclude these efforts. That after the submittal of this not only to our Legislature but the Governor’s office, that they’ll be a continuation of the effort. So again, process: we will then format this into a final report, and we’ll send it to you as soon as we get it done. It will be officially given to my Board at their normally scheduled Public Safety Committee meeting on March 3. We will hold a special hearing a little bit different than our first three when we were in large auditoriums. A large auditorium is really not conducive to Zoom and that’s why we wanted to bring my Board, my Board is just anxious to get back to in-person meetings anyway. They feel Zoom meetings aren’t as effective as there isn’t proper or good dialogue between members when you’re zooming, you’re talking over each other and so they want to get back in place. So therefore, you would Zoom into their meeting and then we can go to a presentation, a smaller presentation than this but everybody will have the final reports. This will be on our website also next March 3<sup>rd</sup> and then from that any final editing, staff would do that after, between March 10<sup>th</sup> and the 15<sup>th</sup> and again the report would go back to a regularly scheduled committee meeting on Monday the 15<sup>th</sup> and then on Wednesday the 17<sup>th</sup> is the final full board adoption and then send off to the Governor’s office in time for April 1<sup>st</sup>. I think it’s important to note that I think that we’ll be pushed back from some community members, that we’re not doing an active zoom meeting. I just fear chaos and I’ve seen the video from Glens Falls. It was horrid. And I don’t want to repeat that, I just, somehow, we’ve got to make it available so that people can read, edit, comment, complain. I’m not afraid of that but at the end of the day we’ve got to wrap this thing up and then we don’t have to finish. I mean, it’s not like we’re never going to see you again I guess, so. But I don’t know if all of you are receiving complaints. We are receiving some, not a lot but enough that I take to heart and I want to make sure that we could pass a red face test, so to speak. But to do so and not allow us to break down into absolute chaos.” Ms. Oldakowski stated: “Shaun, I just wanted to circle back on the complaints part real quick, because I think throughout, we didn’t think that there were any complaints that had happened and then I just, I might have also missed that beginning piece about the eleven that have been investigated over the past ten years.” Sheriff Kusminsky stated: “Katie, these are not complaints about any type of contact with a person of color, racial, these are, we’re talking, the question was posed about disciplinary complaints, so any type of

incident, which they're car accidents, they're things where somebody lost a piece of equipment, has nothing to do with the focus. We don't have any use of force complaints. We don't have any complaints of being treated improperly. We have zero." Mr. Groden stated: "Hang on a minute. The complaint that I'm referring to is not complaints made over the last five years to the Sheriff. It's this Committee, complaints that we're receiving that we're meeting in secret, why isn't there more contact and why aren't we doing this more in the public forum." Ms. Oldakowski replied: "The Sheriff was right. I was referencing the complaints that had come up on that slide, about that there were eleven investigated things about misconduct or something, and so just to clarify, we're not, those are not counted because we're not looking at those communities?" Sheriff Kusminsky replied: "Now, I'm not sure what you're asking there. They're, they are, we were talking about discipline and complaints about people treating people improperly, it's two different things, completely. I mean, you can't go, there's complaints. We couldn't say there's no, anything that we investigate that's improper, whether that be you know misfiling something, losing a piece of equipment, driving too fast and smashing up a car, could be a complaint. It has nothing to do with the focus of this process if you will. But we don't want to say we don't have anything, but we do want to emphasize that we do take complaints seriously, even though they have nothing to do with this, if that makes any sense? That's what we're trying to say, we do investigate..." Ms. Oldakowski replied: "Yeah, I think the trouble that I was having is that when we're looking at complaints as a whole, not just with this, I kind of lump them all together that any complaint would be something that would potentially be looked at in this. Not that we would go into any details, absolutely not." Sheriff Kusminsky stated: "And the whole point of that is, in the last five years, there's been two complaints made by people outside the, you know, if I find somebody doing something improper, that's not going to come through a committee. I institute it myself." Ms. Oldakowski replied: "Right." Mr. Hart stated: "There's going to be complaints and discipline in any organization. Clearly, the parts of the report and the four insights that the Governor is asking us to look at and focus on, is: are there complaints against the Sheriff about inappropriate biases and discrimination, things like that. That's what the focus of this report and our task are geared around." Sheriff Kusminsky stated: "Right and if we're staying fully on point, we have zero complaints of that nature. Zero." Mr. Groden stated: "Alrightee everybody. I presume then everybody understands process and then second to that as you've seen by the Power Point, the layout, how it was driven. How we addressed the Governor's charge and then how we addressed the comments and suggestions that were received in the three public sessions and then your own comments during our work thereafter, so. I guess we're ready to wrap it up, but I'm very, very conscious and I'll say it again, we're



typing this, but I don't want to be the author per se. This has to be a Committee report and I'll go back to my comment I think two meetings ago, if somebody wants to dissent on something here, I'm not against saying that there was a dissent. That's just honest communication." Rev. Turpin asked: "Shaun, could I ask the Committee a question please?" Mr. Groden replied: "Go sir." Rev. Turpin stated: "I've been thinking ever since we talked about that person of color, I would like it to say, 'African American'. How does the Committee feel about that?" Mr. Groden asked: "What about Latinos?" Rev. Turpin replied: "I don't know what to say." Mr. Hillmann stated: "It is a tough one Rev. and then you think sometimes there are people of color that are here that aren't American, so it's a hard one. It's a hard one defining, you know, putting people in a box, is really difficult." Mr. Groden stated: "I'll list them all if it's better to say, you know, we can get into alphabet soup if you want." Mr. Hart stated: "Would it help if somewhere in the report, so that we're, I hate to use the word, but politically correct, that we almost have like a definition that 'we're not intending to include or exclude anyone and, in this report, the words 'person of color' is intended to mean all of these different groups and categories', something like that might be better, I don't know." Mr. Friedman stated: "I think person of color is universally accepted and if you're, you know, when I'm speaking with folks in the black community, you know, I think that's terms this is more acceptable than 'minority.' I've actually had folks in the black community say to me either that they're not happy about the word 'minority' that it, you know, so, and I think people of color covers it." Rev. Turpin stated: "Okay, then let's go with people of color and see how the community, if the community picks up on it, they'll speak on it, right?" Mr. Friedman stated: "Yeah, no I agree. When you say people of color that includes the black community, Latino community, Asian community, yeah." Rev. Turpin stated: "Alright." Ms. Hillmann asked: "I have a question for you guys too, the Committee, when you get phone calls and /or message from people in the community, how are you handling that, calling back?" Rev. Turpin replied: "Well, let me say, when I received, I contacted Shaun and I had a conversation with Shaun so that I could have an understanding of what I could say and what I shouldn't say and how I was explaining to him because someone did come to me and search for me, that I gave them, I think some comfort without giving them what we're doing. Because I told them that I would not discuss with them the deliberations of this Committee. But I just let them know that we are discussing and that's something that just had to happen and sorry that, you know, that we're not discussing everything in front of everybody, but we had to have time to discuss among ourselves to provide what you're going to hear, and you just have to wait for the date when we're going to bring the report to you." Mr. Groden stated: "Let me jump in there too. Yeah, the Rev. did call me and first of all, I wasn't surprised

that the grapevine I guess finally got around and found people because obviously on our webpage the Committee membership, your name is listed. We didn't put your phone numbers and your e-mail addresses, but welcome to the 21<sup>st</sup> Century. I guess you got discovered. I told the Rev. he is absolutely free to speak as ever he wants to. He made the notion 'well, I don't want to give up anything or talk about the report. That's a Committee responsibility I think as a finished product.' But as we go forward, now let's go the point where the report is out and there may perhaps be more opportunity or occasion for you to be contacted, because I hate to say this but, maybe you're going to be criticized. Maybe some people are going to say, 'this report isn't worth the paper it's written on.' And so, you're going to have to be able to, not explain, but at least have comeback or an explanation as to what we did, how we did it, when we did it. I think the biggest concern, on the few that I've seen that have come to my attention is there's a notion that we're operating in secret and that there's no, I hate to use this word because it's overused but that there's no transparency. We had the three public hearings. We had many people come to that microphone. A lot of honest dialogue and then even one of them if you recall, I think it was the English gentlemen said, he told us, we should go into a committee by ourselves and kind of hammer through some of these things and I think we all agreed that, yeah, we've had our public forums, we've listened. We had a lot of repeat issues, now it's time for us to go through it and I know Kai, that we pre-your attendance because you weren't there yet with us, but you can't say that we didn't have public forum. People might say that I didn't know, okay, but I can't make forty-seven thousand phone calls and say, 'hey did you know there's a committee'. I have to rely on the media and our social media penetration to get that type of word out. This is not going to be perfect. I am concerned that you're going to get criticized." Mr. Hart stated: "Shaun, could I get in for a minute? I'll just add that during the entire process, the website portal for people to comment was available. And the report will be released publicly for people to comment on and I think the comments might be in two different categories: one is Shaun has just explained about the process, the other is there will undoubtedly be people that feel that the recommendations do not go far enough for what their position or belief is on an issue. And that's the process that the committee went through and was charged, and you looked at the facts, the presentations, what the system is that's in place and you looked at those, lined them up with what the Governor's charge was. Everybody was transparent and forthright in terms of what their issues where. They were all brought to the table. This report accurately captures that discussion and those recommendations. Is it going to go far enough for some? Absolutely not, so you'll get, the legislature hopefully will be criticized for any actions that some of the public feel doesn't go far enough and it shouldn't be directed at you as individuals but as Shaun noted, you may get a call from the

Daily Mail or the press, wanting to know did you support the report? Were you happy with it? Do you think it should have went in this direction? Who knows what the press is going to ask you, if they follow-up on questions? But you had a tough job to look at the issues, but more specifically, what is really happening here in Greene County and what did you learn from all the professionals that are actively engaged in delivery of services and I think the data in the report shows that we don't have the same level of discrimination and bias and issues that some large urban cities have, and your report reflects that. So, I think you might get calls or get complaints, not only on process but on, some may say this is too much, and some may say it's too little" Mr. Groden stated: "Yeah. That's not to say that we don't recognize, there is racism in this county. There's racism in the world, but the charge here was police reform and how the police interact. I wish we could solve the world's issues as it relates to race, wouldn't that be a wonderful thing. So, I think Warren's point is right, some people are going to say we didn't go far enough. You know, in this committee, we've never used the terminology 'defund the police'. It's not anywhere in the Governor's outline. The Governor never said defund the police. Yet I'm wondering if some people in the community are going to say, 'why isn't there anything that says defund the police?' Mr. Hillmann stated: "I think what they're going to ask is why would we spend you know, four hundred, six hundred thousand on such and such but not on such and such, so we're going to get that and yeah. I don't know." Mr. Groden stated: "Alright, so let me go around the room, I guess. I'll start with Joe. Any final comments, thoughts, corrections, additions, subtractions?" Mr. Stanzone stated: "No, I'm good with what I heard. I'll process it a little bit more before our next meeting, but I'm good." Mr. Groden stated: "Alright. Sheriff?" Sheriff Kusminsky stated: "No, I'm good Shaun. I'm going to continue scouring through those numbers for Warren to get some previous years data if we can extract it going through them by hand. Yeah, we'll look at those other, maybe we could categorize those, and I guess 'complaints' may be the wrong word we're using. Maybe we should come up with a term that doesn't indicate that they're related to this that way, which they're not. But we'll work on something." Mr. Groden stated: "Okay, Jeffrey?" Mr. Friedman replied: "Yeah, once the final report is printed and I have a chance to read that and see what it looks like, but I, you know, I think that we've covered all the ground tonight." Mr. Groden then stated: "Okay. Kai?" Mr. Hillmann replied: "What was the question?" Mr. Groden stated: "Your final thoughts, do you have any?" Mr. Hillmann responded that he did have a question: "Once the final draft, are we going to see it before it's put out. I know you talked about process already." Mr. Groden replied: "Yes. My goal would be to get it out to you on Monday, before it goes to the public on Wednesday." Mr. Hillmann replied: "Monday to Wednesday, so I have that okay, yeah, I'd like to review it

and then I don't know if there's a spot for dissent, because you know I'm not always comfortable with everything. And I represent, you know, the Clubhouse and you know, I just, I want to be careful." Mr. Groden stated: "Okay. We understand that. Gary Slutzky?" Mr. Slutzky replied: "I have no issues with any of this but there's one thing that I do need. I need the schedule. For some reason, you know, like I am spaced right out half the time and that's why I was late tonight. So, I need the schedule of the next three or four meetings, whatever, the dates." Mr. Groden replied: "I can give it to you right now, if you'd like?" Mr. Slutzky replied: "Yeah, yeah." Mr. Groden stated: "Alright so we will officially release the report a week from tonight, March 3<sup>rd</sup> at the regularly scheduled Board Committee meeting of Public Safety. On March 1<sup>st</sup>, two days before that, we will, our goal is to get you, the Committee members, the electronic version of that, in advance, and then it will be released on that Wednesday. Now I don't, I really don't know if my Board is going to delve too much into it at the Committee meeting, because they know we're scheduling on the following Wednesday, the 10<sup>th</sup>, a special hearing that will just focus on the report itself and that you'll be allowed to Zoom in, into my Legislative Chambers, where my Board will be sitting so that they'll be able to interact with you, so this will just be: Committee, Board. However, we will also publicize citizens who wish to comment with that meeting, can come live to my legislative chambers, that we will do so in a reservation, like appointment type schedule, so that we can continue to social distance and that kind of stuff, but have people be able to, by that time the report now has been out a week and they can make their comments and suggestions then after that, pending if the Board wants to make whatever changes, I shouldn't say that, whatever this Committee wants to do after that, we'll work with you again, and then on Monday the 15<sup>th</sup>, I guess I'll call it the final draft would go back before the Board, again at Committee and then from that Committee, two days later on Wednesday the 17<sup>th</sup>, it would go to full Board for final action, final acceptance and then from there sent to the Governor's office prior to April 1<sup>st</sup>." Mr. Slutzky stated: "Okay, just please clarify for me, what are the dates that we will meet in Zoom, is it...?" Mr. Groden and Mr. Hart both stated: "The 10<sup>th</sup>". Mr. Slutzky stated: "The 10<sup>th</sup>? the 15<sup>th</sup>?" Mr. Groden replied: "No, just the 10<sup>th</sup>. This Committee meeting, your group, the next time you meet will be via Zoom to my Board and by that time my Board and the community would have had a week to review the report, then you'll have dialogue with the Legislature on that 10<sup>th</sup> night as well as any citizens who wish to come in person and again, we're doing that in person so that we don't have a Zoom breakdown." Mr. Slutzky stated: "Right. I got all that. I just wanted to double check on the date." Mr. Groden confirmed that the time on the 10<sup>th</sup> will be 6:00 p.m. He was asked if this Committee will meet after the 10<sup>th</sup>. Mr. Groden replied: "You know, I think that's a good question and I guess depending upon how the

interaction between my Board and this Committee goes, I, I guess if there's wholesale changes then that means staff would then turn around Thursday, Friday, Saturday, Sunday, and we would then schedule another Committee meeting like this with you before it went back to the Legislature on the 15<sup>th</sup>." Mr. Slutzky then stated: "And to finish up, we don't have another meeting until the 10th, am I correct?" Mr. Groden replied: "That is correct." Mr. Hart stated: "I would like to also put a little clarity on this that, yes we have a very compressed schedule here to get this done. In essence, the meat of the report is what you see here. The report itself is going to have pictures, it's going to have a message from the Sheriff, it's going to have appendices of all of the technical items that were in the 3-ring binder that were sent to the Committee. The appendices of all of the policies of the Sheriff and so forth will largely be a virtual report on-line, on the website. But the meat and core of this is written and drafted. It's in a Power Point presentation, but all of this language is just going to be converted to a word document for the report, so in essence this Report is drafted, the recommendations are here. We're attempting to bring this report out of Committee tonight, in support of these recommendations, so that yes, we're going to put it in a different format, but it's not going to have any different recommendations, so when this goes to the Public Safety Committee and is released to the public next Wednesday, it is going to be on the street as this is a report from the Committee to the Board and these are the Committee's recommendations that are being supported. So, I don't want to beat around the bush that if there is a dissent or a recommendation necessarily doesn't go far enough for one of the Board members, really this is the time to speak up and voice that, because otherwise the report is going to be on the street as this is the recommendation of the Committee." Mr. Groden asked: "Gary, are you good?" Mr. Slutzky replied: "I'm good. Thank you, I'm good." Mr. Hillmann stated: "My major thing is it's just on-going because I don't, yeah, ongoing conversation." Both Mr. Groden and Mr. Hart stated that they will put that in the Report. Mr. Groden stated: "Alright, let me move on. Rabbi?" Rabbi Zak replied: "I am wildly impressed at what has been shared this evening and the state of this document. I think, I think the Committee and the Sheriff has really done an amazing job and I think it's very sensitive, you know? And I really appreciate what everybody's done to bring it to this point. I also just wanted to say that I have not had complaints. I can see certainly them coming perhaps, but I've had many, many people tell me, thank me for being on the Committee and saying how wonderful they thought it was, how important and like a lot of people tell me this. Even people I run into on the street, people in my congregations, people I don't even know who somehow know I'm on the Committee, so, I think people are very aware of this." Mr. Groden replied: "Oh, they're aware, yes. Alright, thank you. Rev. Turpin?" Rev. Turpin replied: "Yes, sir. I would like, don't forget that you

were going to give me some type of flyer or something, how the meeting on March 10<sup>th</sup> is actually going to go so we can tell the community, you can come, you know, at what time and I would like to shout it from the rooftop. I mean, can we put it on the cablevision public service announcement down there? I mean, let's tell the people. I think we did a great job. I think we did a great job. When was the last time that there was a Committee for reform and reinvention in Catskill?" Mr. Hart stated: "Good point". Rev. Turpin continued: "So I think that we shouldn't be ashamed, and we shouldn't be trying to hide it under a bushel. Put it out there. Tell everybody, let them know, because we've been deliberating for ourselves because we had to. Now that we have it, I'm proud of it." Mr. Groden stated: "Thank you, okay." Rev. Turpin added: "Now, if someone comes and disagrees, it's still not going to take away that I'm proud of what we did. We've come together from all different parts of our community and had the heart for the community. So, I'm proud of it. I want to tell everybody 'call Shaun's office'. (laughter) Call him up and tell him you want to stop by, and you want to be in the hearing or whatever you want to do it, you know. It's for them. Am I correct? This is for them. This is their moment. Unfortunately, because of COVID we can't just bring everybody in the room, but there is a process and I want to be able to give them that process. This is it, right here. Come." Mr. Groden stated: "Alright. Thank you. Angelo?" Mr. Scaturro stated: "I'm in favor of it. I think we've really put a lot of thought into it. Of course, there's always going to be some dissention, but I think it's a good step and bringing this and making aware of this to everybody and I kind of like the Reverend's idea, let's tell everybody, because those are the complaints, the chief complaints that we get is that we're keeping this from everyone and that takes apart everything you try to do. So, let them know this is how they can be heard and that will take some of that, maybe try to quell some of that dissention. But I would say that I agree with it, but I think that we've done a good job and I'm in favor of it at this tonight. Of course, I'll review it again when we get it in final form. I'll all for it." Mr. Groden replied: "Okay, thank you. Katie?" Ms. Oldakowski replied: "I just want to say thank you to you guys who wrote this, like this is really comprehensive I think that there's a lot that's covered. You know, and I just want to speak to the Sheriff and the representatives from the Sheriff's office, Adam and others that are on, now like, especially when you hear from us young bucks that are in this, it is not an attack on the Sheriff's Office at any point when we bring stuff up. We truly support that Sheriff's Office and I think for us it's making sure that Pete, while we want you to be Sheriff forever. Like if we could keep you in that position for the next sixty years, I would love that, but that's not the reality and I think it's looking at the Sheriff's Office and making sure that how you are a Sheriff is continued on, you know past just you. You have phenomenally made some great, great changes and you've implemented some

amazing things, you know, and I think that is really important that it's well documented and that when you bring stuff up, it's not an attack. It is not, you know, we don't, I don't want you to get defensive to this all-in support, we just want to continue this legacy and look forward to the future and how the culture is going to change and how things can change in the next couple of decades, if not longer, so, I think, I just wanted to put that out there, truly none of this comes from places of not being supportive of the Sheriff's Office. It's just looking at what are these processes in the future and how is that going to work, because I can't support you enough." Mr. Groden replied: "Alright, thank you." Ms. Oldakowski added: "And you have to remember too, you weren't always the Sheriff and there's a lot of people in the community who have not experienced necessarily you as the Sheriff and that's something to remember too." Sheriff Kusminsky replied: "Thank you." Mr. Groden stated: "Alright, remaining staff, anything?" Mr. Hart stated: "We didn't hear from Dr. Cook because he had to step away, but maybe we could do a follow-up with him because, if there was a recommendation that he wanted to tweak, he didn't have an opportunity to do that." Mr. Groden replied: "Alright, I will reach out to him tomorrow. Thank you. Alright folks, then I would ask you, again review this document. Warren will send you the follow-up document forthwith, at least to show the few pagers that we did tweak, and we added a little graph there as well." Mr. Hart stated: "I'll send that tonight right after we close the Zoom meeting." Mr. Groden stated: "Okay. So just what we will be doing Thursday, Friday, Saturday, Sunday before Monday is, we'll be taking this, the only change will be format. It will just be how the documents is written. No changes to content or terminology. It will just be going from a Power Point presentation into more of a report presentation. So, with that, I would remind you that the sun continues to shine past 5:00 p.m. It was 38 degrees today, so there is a light at the end of the tunnel, and I wish you all a good evening. Thank you very much." Many members saying good night to each other. This meeting ended at 8:10 p.m.

