

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

February 4, 2021 at 6:00 p.m.

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; Sheriff Kusminsky; Undersheriff Adam Brainard; Lt. Andrew Overbaugh; Warren Hart, Teri Weiss, Linda Dunn.

Mr. Groden began this meeting at 6:05 p.m. Linda did a roll call and Dr. Cook; Pastor Snowden and Captain Quinn were not present. Mr. Groden stated: "Perhaps they'll join. I guess I'll kick her off. We have sent you all today I think the Agenda for this evening that is now coming up on the screen in case you weren't able to print or not and then also previously Linda and I tried to sit down and tried to take all the previous comments, thoughts, issues and put them into some form that would eventually really become the report or the highlights of the report. One of the things that we haven't addressed yet, or I should say we discussed but is are we going to vote on these items, are we going to dissent on these items or somehow leave off things that we don't as a group want to include. That housekeeping item has to be done. For this evening, the last things that left off after number 19 was the two submittals one from Katie and one from Rev. Turpin. However, the Reverend's, at least one of them we have gone over, number 8, which is on the Agenda here lower, so I guess unless there's anyone who wants to start out differently, I would recommend that we move through Katie and the Reverend's outline that they submitted independently and that basically would wrap up at least ideas, brainstorm, thoughts, etc. We can always add and then go from there. So, unless there's any issues, then Katie why don't we start at number 1 with OD Map and you can put some verbiage to your outline." Ms. Oldakowski stated: "Alright. So, you know I come from the mental health, substance abuse side of the house and I think that OD Map especially after what we learned about it, is a really important tool that we can use to help tackle the opioid crisis in our community. I think the Sheriff's Department has done an amazing job already and I think that this is going to be important to get the local municipalities involved in as well. One of the things that they're looking at in other counties, so the app that the Sheriff's office came up with, that is phenomenal. I have to give you guys a ton of credit and I think making sure that we have OD Map and some kind of reporting built into policy as a, would be really important. It shows we're tackling

this and taking this very seriously, as a policy. I don't even know if there is a policy about it. There could be and I just don't know." Mr. Groden stated: "Alright Katie, let me stop you there. Adam and/or the Sheriff, I believe the app is actually a free app but is it geared to Sheriffs versus police?" Sheriff Kusminsky replied: "Well the app is geared to the sheriff, it's a Sheriff's app. And it's not free. It's free for other people to put, or get input and input suggestions, comments." Mr. Groden stated: "Oh, okay. I can use it as a citizen for free but, the county does pay for the licensing of the app?" Sheriff Kusminsky replied: "Yes." Mr. Groden thanked him. Ms. Oldakowski continued: "I think that there's an opportunity there using the app that the county already paid for to have local municipalities easier enter information surrounding overdoses from that app to the Sheriff's Department. That's been a huge issue. I think we've seen that with the ICPs and so the app could be a way to enter this information easier so we're seeing overdoses in live time and able to respond and get people into treatment if applicable, but I think OD Map as a whole and making sure that there's a policy that commits that agency, the Sheriff's office, specifically into entering into OD Map. You already do it, so I don't think it would be, and there may be a policy, like I said to make sure that we are addressing it as a committee to say that this is something that we're going to tackle together, would be great and I think the app would be a great way that other agencies can enter information to the Sheriff's Department directly, if we could also get them involved. Kind of like two part, one for the Sheriff's Office and then one for the other agencies as a recommendation." Mr. Groden stated: "Alright if I can jump in again, Adam or the Sheriff, the uploading of data into the app, is that done via deputy or is it done via the 911 dispatch center?" Ms. Oldakowski stated: "Wait, you're talking about OD Map and the app that they created. There's no cross-over between OD Map and the Sheriff's office application right now." Mr. Groden thanked her. Ms. Oldakowski continued: "Two separate things. The Sheriff's Office is not, is getting e-mails from the 911 center, not OD Map information." Mr. Groden thanked her again and he stated: "Well, I guess my only question, I have no problem with the concept of using OD. The issue of, I'll leave it to the Sheriffs whether or not we need to adopt an operational policy that says we will use it, is that something that is in an accreditation issue?" Sheriff Kusminsky replied: "It is not an accreditation issue. We already enter all our things in OD Map, and I don't know if we can force them to use something that we use. Again, we can suggest it, we can recommend it, we can provide them all the tools." Mr. Groden asked: "I'm sorry, 'them' being the other jurisdictions?" Sheriff Kusminsky replied: "The other jurisdictions, right." Ms. Oldakowski asked: "What do you think about creating an icon in your app to report overdoses, whether it's for EMS, other law enforcement agencies, or anonymously from the community? Do you think that's

possible?" Sheriff Kusminsky replied: "Well, EMS already enters into OD Map." Ms. Oldakowski clarified: "This wouldn't go to OD Map. This would go directly to you and the ICP program." Sheriff Kusminsky replied: "Oh, okay, so you want it backup?" Ms. Oldakowski stated: "It's not a backup because agencies are not entering into OD Map. We know that. There's only a couple of agencies that actually enter besides you into OD Map, specifically. So, if the 911 center is sending all of this information to the ICP, I think that there's an opportunity that other like law enforcement agencies can use the app to send that information, so they'll have more information to do follow-up." Sheriff Kusminsky replied: "I think we have to take a look at the way, the mechanics of the way the app works and see if there's a way. There may be a way where we can configure some portion of that for them to send it to us? I don't know, again I don't know if that's going to be any easier than the way they are supposed to be doing it. It's just in-putting data, it's just where you can enter it." Ms. Oldakowski replied: "Yeah, I think we'll have a separate conversation on that. The next is the mental hygiene law follow-up. I think that you know looking at the data that was provided to us, there are a lot of calls specific to the mental hygiene law and I think that we can provide better follow-up for these individuals in some capacity, whether it's through Greene County Mental Health. Again, the Sheriff's Office is really the number 1 group that gets this information and has access to that data, but I think that there's an opportunity to do better follow-up for mental health and gb and different kinds of things that could use better support. How that looks exactly, you know, again, I have in here that I think ICP can assist with it, similar to how they are getting referrals now, but I don't want to create more work for the actual officers but I think that it's for us, we're talking about mental health, we're talking about bad calls that happen with police, not with our police and not with our Sheriff's Office, but I think that's just why having a mechanism like this would answer some of those things that have come up." Sheriff Kusminsky replied: "Okay, yeah. I mean we could certainly look at that. I'm trying to think of a, I almost believe it's going on now, it just may not be, you know, because some of them, the ones that get taken under 941 are automatically followed-up on. The other ones we..." Ms. Oldakowski stated: "On the 941s." Sheriff Kusminsky replied: "Yeah." Mr. Groden stated: "For us lay people, a 941?" Sheriff Kusminsky replied: "People who are dangerous to themselves or others basically." Mr. Groden replied: "Okay, the old public hygiene law." Sheriff Kusminsky replied: "Right. So those we have to follow-up, I'm just trying to think of when, the scenario when we might have a further follow-up." Ms. Oldakowski replied: "When it's a 941 and say someone goes to the hospital based on that call, who follows-up with them when they are at the hospital to see if they were discharged, admitted or need supports when they get out." Sheriff Kusminsky replied: "Well that's again, once we hand

them off to the hospital, we're out of that equation. I don't know if there's a way to, do you guys get any referrals from the hospital? That's a mechanism, I don't know where it continues after that. I don't know if any of us would know that." Ms. Oldakowski replied: "Yeah, we do. If the person signs a consent and wants us to follow-up with them from the E.R. Where I think this could be a benefit is if someone, because I think one of the complaints, I've heard consistently not only from the Sheriff's Office but local municipalities is why is it when you take people to the hospital, they're discharged before we even get back over the bridge? And different scenarios like that, so I think if there's a mechanism that we can, either Greene County Mental Health or whoever is going to do the follow-up, make sure that that demographic information is getting to an agency to then look at the case, figure out what the concerns were and see if we can connect them to other services. We have really huge suicide rates in Greene County per capita, so I think that this is something that, and I can't say that every single person that has committed suicide has had a mental hygiene call, but you know I think that there's a really good opportunity to do better follow-up after calls like that." Mr. Groden stated: "CMH has a very limited, is it four beds?" Ms. Oldakowski replied: "Yes." Mr. Groden continued: "So your comment about early release, is that more of an issue of capacity then process?" Ms. Oldakowski replied: "No. They have to, if someone is taken to the hospital on a 941 or 945, the 941 is the police way to pick someone up, and 945 is when it's issued by the director of community services or the county mental health clinic, for both of those, they have to complete an entire psychiatric evaluation before they're able to be discharged from the hospital, depending on the complaint coming in. If they're just like intoxicated and they don't say that they were suicidal or something, sometimes there's like move room, but typically they have to have an entire mental health evaluation, including a medical screen once they get to the hospital." Mr. Groden stated: "Okay. I don't know if mental health is advised at all?" Sheriff Kusminsky replied: "I don't know either and that's something that may be beyond the police purview." Mr. Groden stated: "Yeah, but if, maybe I'll try to have Jason, I'll ask this question to Jason." Ms. Oldakowski stated: "They don't get updates about every person who was taken to the hospital either from Greene County. There's like maybe Public Health may have some of that information, but I know there's no follow-up currently in place for people that are taken for mental health reasons. And I think again it's one of those innovative things that we can look at and build in to make some changes. You know I think substance abuse and mental health are two of the biggest things that have been on the radar across the state, so." Sheriff Kusminsky stated: "Hey Katie, let's look at the options there. Is Adam chiming in there?" Undersheriff Brainard stated: "Yep. Yeah, so I mean I agree with what Katie's saying about the follow-up but we know in law enforcement that to get the

hospital to even tell you that they're there, is sometimes a feat, so we have people that we bring there on criminal warrants that have mental health issues and they're released and we're never notified, even after we'll call over there multiple times, so to get CMH on board, you know, I don't know if it's the HIPAA thing or a law change, what might have to happen, but it's going to be a heavy lift." Mr. Groden stated: "Alright, well let me remind everybody. We may not have the solution within our power, but the recommendation in our report to the Governor may be suffice for us to say if the Governor implemented some new policy that hospitals have to notify, because every County has a mental health division, that might be enough for us. We don't need to solve the issue. We need to identify the issue." Ms. Oldakowski stated: "I'm looking at this from the police standpoint. They're the first ones who are sometimes going to have this interaction with that person and make the determination that they're going to the hospital. So, is there an opportunity that that interaction the information that they get from that call, be sent to like the Greene County Mental health clinic, so that the clinic is responsible for the follow-up post that event? Similar to kind of how the overdoses go through 911, it would just be the information is bumped to the clinic and then the clinic does the follow-up once that information is sent. And whether it's you know left at home or sent to the hospital, then they would know what to do as far as reaching and seeing what they can possibly connect them to." Mr. Groden: "I'm not really interested in 911 getting involved here. There's got to be another mechanism because I can't put another job on 911. So, I don't know." Sheriff Kusminsky replied: "We could talk to Jason to see if there's a, you know, maybe there's a way we could do that. I mean there has to be rules regarding this and procedures already." Mr. Groden stated: "Yeah, I think the hospital notifying the county mental health of a release is the answer." Sheriff Kusminsky stated: "Right. I agree." Mr. Groden stated: "Okay. Alright Katie go ahead. Move on." Ms. Oldakowski stated: "So officer resilience. This is another area that I'm you know, one of my things. You know that, as reviewed in the mental health meeting, there needs to be more training and awareness around first responder mental health and I think that this is again another opportunity for the Sheriff's office to be champions in this. We could be incorporating the helping every responder overcome resiliency program. I know that everyone's on board. I think that we can recommend to the Governor that some of our programs be mandatory, not only that they be mandatory, but that funding needs to be allocated for them. You know, something that we talk about all the time, 'hurt people, hurt people'. and I think this is again another issue that's at the core of what we're seeing nationally, and I think as a committee we need to advocate that we take care of the first responders and make their mental health a priority." Undersheriff Brainard stated: "Katie, I'm going to chime in on this one too. Myself and Captain Quinn sat in on the NYSAC

meeting today regarding the topic that we're on tonight." Mr. Groden stated: "Adam, can you explain what NYSAC is please." Undersheriff Brainard replied: "New York State Association of Counties. It's an organization that basically provides information to the counties on legal updates, guidance, policies from the Governor's office, that kind of stuff." Mr. Groden thanked him. Undersheriff Brainard continued: "So we were talking about what we're doing right here and I did ask the question 'if the state was going to provide any funding or assistance with these initiatives or suggestions to help counties implement them or pay for them' and what I got was 'no, we're going to hold you accountable by holding state aid back and putting a monitor in your law enforcement agency if you don't do this, but in terms of if we're going to help you when you identify a problem, we didn't actually ask you to do anything specific, so no, it's not in our budget.'" Ms. Oldakowski stated: "I think that making sure that we as a committee makes the Governor's office aware that this needs to be a priority and funds need to be allocated as a recommendation." Sheriff Kusminsky stated: "You can certainly make the recommendation. Nobody would disagree with that." Ms. Oldakowski stated: "And again I think that this is another spot where you can be innovative and make it a policy that you will have this program and this is, you know, how you are going to take care of your own." Mr. Groden stated: "My only caution is the term 'first responder' covers a big net, so." Ms. Oldakowski replied: "The program is built to cover all first responders. I mean you can change the language so it's specific to the Sheriff's office, but the program is specifically built that it's all." Mr. Groden explained: "No, no I wasn't seeking to separate the other firsts. It would really be how we fund any kind of effort to have people decompress of just talk things through. I had a just as a Segway, I had a 911 meeting today. It's a quarterly meeting with my dispatchers and one of the things that they did bring up is and the used the example, over the summer there was a backyard pool drowning and stuff like that, and the first responder was on the phone with the family for like 25 minutes, trying to give directions and CPR and that kind of stuff and at the end of it, you know, the person was exhausted. And so that hangs. It's more than the Sheriff's Department, more than the police department. First responder is a big term." Ms. Oldakowski stated: "Yeah. In the program itself the idea is that the Sheriff is the home for this but there's representatives from all first responder disciplines, including dispatch. And for that first responder, we can get them connected to another dispatcher who's trained in CISM if they want to at some point talk to someone from another county even." Mr. Groden thanked her. Ms. Oldakowski continued: "Complaints. I think we talked about them last time. I don't think we have to go over that. And then body cams we talked about that last time as well. I don't think we need to go further with that." Mr. Groden stated: "Alrightee then, I believe Katie you're done and then I would turn the floor over to

Rev. Turpin.” Rev. Turpin replied: “Yeah, Shaun.” Mr. Groden stated: “On your Agenda tonight, items numbered 6, 7 and 8.” Rev. Turpin replied: “Okay. First let me say to the Sheriff and to the committee, I’m really thinking about that video that we seen, I believe it was last week or the week before?” Mr. Groden replied: “Yeah, the 911 call?” Rev. Turpin stated: “The 911 call. That has been going, being replayed in my mind. I really put a lot of thought into that and I just want to share with you some of the what the thought process would be if the person who was holding the knife and the one that committed murder to the son, I thought it was the son, if that person was an African American person, the African American community would feel that he would have got shot. It wouldn’t have went as long as it did.” Sheriff Kusminsky replied: “He did get shot.” Rev. Turpin asked: “Beg your pardon?” Sheriff Kusminsky replied: “He did get shot and killed.” Rev. Turpin replied: “Okay, Okay. I’m sorry. They would feel that. They don’t think that it would have went as far as it went and that’s probably where Sheriff Pete has been asking about where does this mistrust come from. And is this coming from you know history, maybe not in Catskill, but around, that families are feeling that guns get drawn quicker in that type of situation. So, I just wanted to share that. And Sheriff Pete, I wanted to say, I don’t want you to feel offended that you know we’re picking on the Sheriff’s Department or your department. You have come in and cleaned up a lot of things, so it’s been said and felt and trust is happening in our community with your Sheriff Department, so I don’t want you to think that your work is in vain. People are seeing some things that have changed and I say thank you.” Sheriff Kusminsky replied: “Thank you. That’s very good to hear because that’s my goal was to do the best I can and be as transparent as possible. And I, analyzing that video, if you really, really take it into frame by frame, you see that officer actually use a tricycle first before he pulled his gun. So, he, he did everything he could have to try to not get into that and it wasn’t until the very end when he came at him with the knife that there was no other option and he was in fact shot and killed by that police officer.” Rev. Turpin: “And that police officer, he had a lot going on that day, if we recall, because the mother had stated there was no one else in there and didn’t give the police officer the true identity of what was going on and what he was walking into.” Sheriff Kusminsky replied: “Right and that was the whole point of the video was that 90% of the calls we go to are not what’s reported.” Rev. Turpin replied: “Right.” Sheriff Kusminsky continued: “It’s very difficult to be in that moment at that spot and get five different things thrown at you in ten second, twenty seconds.” Rev. Turpin stated: “Right, right. Okay, I have stated to the committee, I have stated that the process of someone placing a complaint would go to the internet and to the app and that may not be comfortable for someone or for many people to even trust because at a point where they feel they’ve been mistreated, the last thing they need is to have a question

mark to their complaint and if we bridge their complaint over, at least they see someone, someone is listening to them, someone is showing they care. And giving them their assurance that their complaint is high priority.” Sheriff Kusminsky replied: “I agree Reverend. I think we all agree that we will certainly we’ll list potentially you and Kai right on the app and on our social media, that certainly feel free, if that’s okay with you guys, at some point...” Mr. Groden stated: “Yeah, Sheriff, let me, mechanically what the Sheriff and I were talking about, so the app is one way to do it. The Sheriff and I also talked about having another mechanism, be it just the general county website where you could fill out a form, you know, you would populate the form and that form would be distributed to, for the lack of a better word, a complaint committee, that would be, it wouldn’t be necessarily police or sheriff investigating a police or sheriff. There would be this, might thought is either my board chair, so the County Legislature Chairperson, or we also have a Committee system, where there is a Chair of the Public Safety Committee and then two other people, two other, you know, civilian residents, although I’m not just thinking you know anybody can volunteer perhaps some delineation of your experience as to whether or not you can, not independently review but perhaps you have some background in the criminal justice field or something and then that committee could reach out to the Sheriff. There would be questions. There would be answers. And then there would be a report, thereafter. So that’s just conceptually what we’ve talked about.” Rev. Turpin replied: “Yeah, that sounds good because that will show the Governor that we do have a plan during peace time because when something breaks out it’s kind of hard to put a committee together then or put a plan together then, but to have it done during peace time and that the community will know that there are people in the community that will be listening and watching and being a part and I think that is very, very important and I think you’re going to see this across the board maybe a lot of places who’s coming up with the reforms from their counties and from their cities if they have them. Most of the cities have them, but from our counties and our Towns and Villages that’s a very important, that’s going to be a very important step. And I don’t think this is just going to be a write in. I think this is going to be a very important committee that the community will come to trust, and I like that when you said, Shaun that Kai and my name would be there if they need it. You know, if they felt they wanted to, because not everybody knows Kai or Rev. Turpin, so some people may feel comfortable...” Mr. Groden stated: “No, that’s why in all respect to using your individual names, if perhaps more of the position you hold in the community so that you know when you retire and go fishing for the rest of your life, we’re not replacing a specific person, we’re filling a nitch of a person who has a similar background, thereby gaining some respect that just some not yahoo that the Sheriff appointed or Groden appointed, that there is some independence if you

will on the committee.” Rev. Turpin replied: “Yes, and I think our respective positions in our community, people will look at that. That will have a big voice on that committee. It comes out of respecting the committee.” Mr. Groden replied: “Okay.” Rev. Turpin stated: “Now, number 8, I kind of heard a little bit on it, but number 8 was when an officer is involved with a tragic call and I know Sheriff, I know the men and women are trained, they’re trained for this but they’re human as well and it should be something and maybe you could help me because I don’t really know how well putting in a policy like this would effect the coverage that would be on the highway, you know that would be on the road.” Sheriff Kusminsky replied: “Yeah there’s several issues there because anything that’s that tragic, is probably going to involve every police officer in Greene County who’s working at the time. Not only our departments but the others and the State Police as well, so yeah, that one is going to take some, some real...” Mr. Groden stated: “Well, Sheriff, let me use my ignorance here for a minute. In the number of incidences that can occur, from the tragic traffic accident or a call to a child abuse issue or the use of force, now even though we haven’t used a gun in as far as I know 25 years, is it normal policy if this evening, you had an officer who did use deadly force, they would not go back to their shift?” Sheriff Kusminsky replied: “No, absolutely not. They would be brought right back to the office. We’d have to exchange weapons, do a debrief, yeah, there’s multiple things...” Mr. Groden stated: “Okay, so the terminology when you place an officer on administrative leave, that happens automatically?” Sheriff Kusminsky replied: “I wouldn’t say that. If there was a question or a possibility of you know, either inappropriate action or some negative, you know, some huge negative effect, then we would consider administrative leave, but I suppose if you, yeah, we would put him on you know, him or her on different duty until it was investigated. I wouldn’t necessarily say it would have to be administrative leave unless it was, you know, needed.” Mr. Groden replied: “Yeah, okay. Well, I mean, moving them to become a desk jockey for some number of days, while paperwork is filed...” Sheriff Kusminsky stated: “Yep.” Mr. Groden continued: “...and then if the thing, if the event grows any legs, I think in major metropolitan areas, use of force is automatically followed by administrative leave. That doesn’t mean that something has gone wrong, okay?” Sheriff Kusminsky stated: “Right.” Mr. Groden continued: “Okay, alright. Now our force is pretty small. You know, we’re not a six-hundred-person force, but I think the issue of at least some administrative leave, even if you’re back at the office and you’re not answering 911 calls, but some separation for some period of time.” Sheriff Kusminsky replied: “Yeah, we could put something, yeah, specifically for deadly physical force, absolutely we could do something like that. We can figure out some policy.” Mr. Groden stated: “Now my bigger issue and I don’t mean to speak for the Reverend, the years of service and how many fatal

accidents have we gone to or how many house fires or how many child protective cases, that is part of the job and that may have more of a long-term issue and then I'm more concerned with do we have any annual, it's not even training, interviews, you know, 'how you handling the job, are you sleeping okay at night', you know, those types of things." Sheriff Kusminsky stated: "Well, you know I was thinking about that and Katie actually suggested something similar to that in the HERO program, I mean maybe there's a recommendation that we have a resilience, what could we call it Katie, a meeting, a review, or a?" Ms. Oldakowski replied: "You have a resiliency officer trained within the Sheriff's Department who then would be able to..." Sheriff Kusminsky stated: "But I was thinking along the terms of an annual, or semi-annual you know a, should we call it a training or a?" Ms. Oldakowski stated: "And you're already doing it, Travis and I just talked today and the trainings are going to happen anyway, so I feel like we could make this a policy as something that you are taking care of your own within the Sheriff's Office, which you are doing already, like when the trainings are set in May and June, we know this is going to be happening, make it so that you're saying 'yep'." Sheriff Kusminsky stated: "Right. We incorporate the training as a basic, and we're giving the training, but we're also offering the assistance basically is what I'm trying to get at. Just trying to word that in a way that would make sense in a recommendation." Mr. Groden stated: "Okay. Reverend, I'll send that back to you." Rev. Turpin stated: "Okay. How would ethnic training work with the Sheriff's Department?" Mr. Groden asked: "Diversity trainings?" Rev. Turpin replied: "Yes." Sheriff Kusminsky stated: "Well, Adam do you want to chime in on the trainings that we receive?" Mr. Groden replied: "I was just going to say, the four justice initiatives?" Sheriff Kusminsky replied "Oh, the procedural justice, yeah when you say ethnic training, you know we have implicit bias, we have procedural justice, we have restorative justice, let's see, what's the other one, there's four of them." Undersheriff Brainard stated: "All of these are all part of the accreditation process that there are certain requirements in terms of hours that you have to spend on these various topics, de-escalation, implicit bias, ..." Sheriff Kusminsky stated: "De-escalation, that was one of them." Mr. Groden stated: "That's the four, right?" Sheriff Kusminsky replied: "Yep." Mr. Groden then stated: "Now Sheriff not to go public with information too soon but do you want to talk about accreditation?" Sheriff Kusminsky stated: "Sure, that'd be great. We had our final assessment last month and we were basically told that we, that there was going to be a recommendation made to DCJS that their next meeting with is, I believe, March 5th I think and at that time DCJS will vote on our office's accreditation. So, barring no unforeseen thing we should be accredited within 30 days." Mr. Groden stated: "And then with that accreditation though, you just don't do that once. There's annual maintenance, there's annual..." Sheriff

Kusminsky replied: "No. There's on-going maintenance. Anytime the policy changes. Anytime a directive comes out that has to be updated immediately, there are quarterly reports, there's monitoring, there's continual, there's a continual work in progress. It has to be maintained." Mr. Groden stated: "So, getting back to the Reverend's question, the four points of justice, that is now a bonafide requirement of periodic training or awareness for all deputies?" Sheriff Kusminsky replied: "Yes, it is." Mr. Groden then asked: "Reverend does that answer your question, or do you need more?" Rev. Turpin replied: "Well, it answers the question to the point where there is training for that and there is accountability to it, but I was thinking could they add number 5 and make it like ethnic training with that, where they would also have to have a portion of their training geared to the African American community?" Sheriff Kusminsky replied: "I would think so I just would have to find the appropriate course that would..." Mr. Groden stated: "Yeah, Reverend do you have a syllabus for us?" (laughter) Mr. Groden stated: "You get the course content and I'll get the deputies." Ms. Oldakowski stated: "In our agency, we have someone coming to do training specific to that and I'm happy to get that information and send it to all of you, if you want it." Rev. Turpin replied: "Go ahead Katie. Go ahead. Thank you." Mr. Groden asked: "Does anybody know what the community college, does the community college have any symposiums or anything on that?" Mr. Hillmann replied: "Not that I'm aware of. Yeah, I mean these topics are very deep so you know it's like non-stop learning and I like to hear that the accreditation process and these four points of justice will be like revisited because when I looked at the binder and looked in the training section, it looked like just from the piece of paper that like you take a training you know in 2006 and it's not revisited. At least on paper that's what it looked like. So that was one of my concerns is like, we all need refreshers, it's like CASACs need to keep their CEUs up, you know, continuing education credits and I just wanted to say it's really great to hear that that's going to be going on and the implicit bias or lack of cultural humility training in that book was something that stuck out to me that I'm happy to hear that it's going to be on the table." Mr. Groden stated: "I will tell you that the Collective Bargaining Contract, the contract that covers the union affiliation of the deputies does have mandatory annual training. Adam, is it 32 hours a year or 36?" Undersheriff Brainard replied: "We have, are you talking the contractual hours?" Mr. Groden replied: "Yes." Undersheriff Brainard replied: "So contractually we do 32, but we do 40, we actually do above that." Mr. Groden stated: "Okay. And that's every year, every officer?" Undersheriff Brainard stated: "Correct. Full time, part-time. You know, we've been adding the civilian employees for the Sheriff's office, we integrate them into where we need to also." Mr. Groden stated: "Okay." Mr. Hillmann then stated: "Very cool. Can I make a comment on the one training that

was in the book? It looked like a PowerPoint. Maybe, what was it? I don't know what it was called but it was giving examples about permission to use, oh, that's what it was, the way I read through it, it was like almost giving permission to use force. It was saying like 'don't use force, but if you do like there are no consequences.' And just the messaging and I understand that a cop's job is tough and decisions are split-second and safety first and just the presentation of it though and then at the end it was like, you know, 'don't use force if you don't have to. Here are some alternatives.' But anyway, I'm not in the police force but just the messaging seemed a little..." Mr. Groden asked: "Kai, was that in the Governor's 130-page outline?" Mr. Hillmann replied: "I don't know, it was somewhere in this book that I read..." Mr. Groden asked: "In the binder that I gave you?" Mr. Hillmann replied: "...a couple of weeks ago, yeah. It was in the training section and it was a PowerPoint. It just could be taken, you know..." Mr. Groden asked: "Was it too cavalier?" Mr. Hillmann replied: "I don't know what that means exactly but yeah." Mr. Groden explained: "Well, that we're doing it but we're not really doing it. We're fluffing it?" Mr. Hillmann replied: "Yeah, like, we're going to tell you not to use excessive force, but if you do, you're definitely going to be protected by the law and it's all about judgment and it just like there's too many gray areas where it just seems like there would be no accountability or consequences and I think that's dangerous to have, if I was a young officer you know into the field, it's a dangerous message to give me." Mr. Groden replied: "Okay." Sheriff Kusminsky stated: "I'm not sure that's our end. That might have been in the, I don't know where that is. You're going to have to show me that part Kai or let me know." Mr. Hillmann replied: "Yeah, definitely." Sheriff Kusminsky thanked Mr. Hillmann. Mr. Groden stated: "Alright Reverend, back to you." Rev. Turpin stated: "Yeah with the record that we have in our village where an officer has not had to take you know unleash his weapon or an officer has not had to get violent in an arrest. Still by having the ethnicity training is better to have it and not need it then to need it and not have it, because if something happened and this is what we, I think this is what we could look at for our committee. If something happened, because we don't have the examples to go on by something happening in our community, so we have to go with 'if something happens' are we ready to answer questions? Are we ready to stand and let the proof be the proof? And say we do these things? We are doing these things. We hear the community. We understand the community. And we stand with the community because we're here to serve the community. And for that trust to be able to pour out into the homes of our community, where they can stand out on their steps and say 'I trust my police officers' or 'I trust the method if something happens, they have something in store, they have something planned, so that we can go them and feel comfortable and trusted'." Mr. Stanzone stated: "I think that accreditation goes a

long way as well, just the training that they have in that and the education. We have seen these examples actually in our community. A few years ago, we had a situation where a man went down to the Hop-o-Nose, there was an order of protection that he was not supposed to be at Hop-O-Nose. He went to confront the mother of his child and he went down there, screaming and hollering at the mother of his child and he pulled out a loaded handgun and during that argument he actually discharged two rounds. Several calls were placed by community members in the Hop-O-Nose to the Catskill Village Police Department. They responded literally within about a minute of a call. When they arrived there, the man was still standing there holding that loaded handgun and they called for him. And when they called for him, he turned around and began to run. Now this is a situation where it was high intensity, you know, there are women and children outside, people were screaming, and those officers did not pull out their gun. Instead, they chased that person, they called to him and when they were able to gain control over him, they took hi into custody and in that situation, nobody was hurt. The gunman was not hurt, neither were the police officers hurt. I thought they handled it very well. I was happy to see that, you know, there was no bloodshed and that, I think that had a lot to do with the training. And in fact, just two months ago we had another situation, where an individual was not supposed to be down there in Hoop-O-Nose. Several calls were placed to the Catskill Police Department. The police arrived. They knew it was a person with some mental health issues. They tried talking to him, asking him to leave. The person became irate and he pulled out a knife. And again, no guns were drawn by the police department. Instead, they approached him, they were able to gain control over him and remove the knife from him and then bring him over to Columbia Memorial Hospital for mental health treatment. So, we had two situations and I attribute a lot of that to the accreditation, to the training. Of course, when you have a police agency with the Village of Catskill, they have a lot of experience as well. But I think accreditation goes a long way." Mr. Groden stated: "Rev. Turpin?" Rev. Turpin stated: "Yes, my hat goes off to those officers in those situations. But we're looking at if something does happen wrong, if it does go sideways, then you're going to have those in high positions asking these questions. You know, 'what procedures are you having'. That's when I think it gets a little heated inside the offices when the questions of these things are being asked and like I said, it's better to have it and not need it, than to need it and not have it. And I think these reform committees is coming up where, because there's going to be a change and we're making changes for the better, for the future. We're making changes for both sides, so that at the end of the day, at the end of the meeting, where the police officers are meeting, or the sheriff even sheriff meeting with families of the community, nothing escalates from there because a trust on both sides is being worked out. And that's what we

want. We don't want the, from an incident happening that just escalate to a lot of, you know, people on the corner just yelling to yell, you know, but people with good taxpaying citizens have the right to feel good when there is a situation that happens because there is a plan, there's a committee, there's an outlet for when things don't go the way it's planned. And I think they will feel comfortable with that, especially seeing someone that they feel comfortable with. That means a lot, everybody, that means a lot." Mr. Groden stated: "Okay." Mr. Hillmann stated: "I just want to agree with the accreditation and then, as Rev. Turpin is saying, just having the safeguards and procedures in place and transparency in place for if something goes wrong. Yeah." Undersheriff Brainard stated: "This is Adam. I just wanted to ask a question actually, put the DA on the spot for a second. Would the formation of these committees in different places and things like that and information should flow and citizens complain to somebody who is not an official, but is not a recognized board, do you see, I mean I know you were a defense attorney at one point too so it's good that you have the total perspective, do you see any issue with information or things when there's prosecution that goes on related to these boards accepting complaints, flowing of information, any legal challenges?" Mr. Stanzone replied: "Well, the complaint would be made by a person and I suppose he may ultimately be charged with something. That's not going to interfere with anything that I have to do, I don't believe. You may be saying if the officers are called to a hearing of some sort, yeah that could have some impact, but you know, I imagine what procedure is put in place, there would be rights of the person who is making the complaint and there are rights of the officers until all the facts are straightened out." Undersheriff Brainard asked: "But anybody on the spot, where they're being cross-examined or something?" Mr. Stanzone replied: "If there's a pending criminal action." Mr. Groden stated: "Alright, does that wrap up through number 8?" No reply. Mr. Groden stated: "Alright, silence is deafening. So, the other thing that we sent you today was a, I guess the commencement if you will of a report. It's not, what's the word I want to use, it's not overly complicated. I guess I'm trying to use the kiss principle here in some situations. What I wanted to do though is if we have gone through our issues and now, we want to debate whether or not we're going to make specific recommendations, because I wanted to have some format to a report. If you'll notice here, what I've done, I have a table of contents which is meant to outline the process not the decision, but to outline the process and Teri can we flip that? Thank you. So, if you move up past the page 1 and you see the table of contents, this is again just meant to show the community what the committee was, who they were and then the part two was what did they do, how did they do it. Part 3 was I guess if you want to classify it as the brainstorming exercises of both community input and committee input and then followed by, I guess an actual actionable plan

and then lastly any appendages. So that's really just meant to be a basic outline of final report and then the things that we have to review or discuss is when you actually look at the landscape part 3, are we, how is the decision, if we're going to state that the first thing, that the New York State Police should go through this similar exercise, does that mean we're going to have a 12 member vote and we're going to see five yeas, four noes, one abstain, or is it unanimous? Is it majority? I just need to go through that mechanics of how you want to proceed and then do you want to have a dissenting vote? You know, let's say the decision was the majority said, 'no let the state police do what they want to do' but someone else says 'no dammit, I'm going to dissent on that decision and I want to make sure my recommendation is noted therefore.' That's a question." Mr. Hillmann stated: "It sounds good to me, I mean, because I don't know if everybody would be comfortable if they don't agree with something, but your name is still on as if you agreed. I don't know if that's important to people, but to have that option to say 'all these things are great, but that one, no'. I agree with that." Mr. Groden stated: "Alright, so, certainly if a decision is unanimous that's easy to say. Okay, so I guess I'll take Kai's suggestion as a motion that the approval of whatever recommendations, if it's unanimous, that's a simple notation. If it's a majority rule, then we can list the dissenters to that decision. Is that okay?" Many committee members said yes; no one said no. Mr. Groden stated: "Okay, then not all of these things I guess have to be listed. Remember a brainstorming exercise is just that. It's, you know, brainstorming rules are a suggestion that's not implemented or not chosen at this time. Or we could just leave it as is. We've tried to capture everything. You know, some of them were comments. It's difficult to discern or separate a comment or an opinion versus a suggestion of a policy change, so I don't know how to handle some of these things that were a singular person's comment." Mr. Hart stated: "Hey Shaun, a comment. The Governor's 130-page task had a lot in it, but it did have an outline and a specific list that the committee was supposed to look at. I think it's fine to use that outline and say 'this is what the state charged the committee to look at and evaluate.' It doesn't mean that under every one of those items, the committee felt that there needed to be a recommendation. It's what the committee felt was important for this community, our community and then the recommendations could focus on those. The recommendations could be sorted into those categories to show the board that ultimately adopts this or the public that, there was thought given to every one of these regardless of whether there was a recommendation that was specific to that category. So, it does communicate to the public that the committee did its job and looked at everything and these were the ones they felt were the most important to recommend for our community." Mr. Groden asked: "Committee?" Rev. Turpin stated: "Yes, I like that because it shows that we wasn't just sitting here twiddling

our thumbs.” Ms. Oldakowski stated: “I agree with Warren and the Reverend.” Rabbi Zak: “I agree too. Wonderful.” Mr. Slutzky stated: “Gary agrees.” Mr. Friedman agreed along with several other committee members. There were no ‘noes’. Rev. Turpin stated: “Could I ask a question of Linda? At one of our meetings, didn’t we come up with that we would have some type of, we would make known of the training, the special training to help people to pass the test, the Civil Service exam?” Several people said yes, and Rev. Turpin asked if “that would be in there” and Mr. Groden replied: “Yes. Well, we talked about having the ability to study and have an, first of all an outreach program to take a test. The issue of practicing, that was the difficult one if I recall from talking with my HR department. I’m not sure the State releases those, let’s call them the old tests. I’ll have to clarify that but if I recall, it’s not like you can get the old cliff notes, whether or not that type of animal exists. As I believe my HR Director said ‘we don’t have the ability to download let’s say the 2019 test.’ I think they do that because there is repetition sometimes with some base questions, but I’ll clarify that, and I will also admit that I’ve taken a ton of civil service tests in my career and I can honestly say to you, all of them had nothing to do with the job I was trying to attain. That’s just a Civil Service Test. Whether or not there’s an ability to have some kind of a tutorial, because there is sometimes a science to taking tests itself, but I’ll just have to get you that clarification. So, there’s two issues there: recruiting people to take a test and then the assistance of how to take a test.” Rev. Turpin stated: “Right and I think by the first one, by the recruiting, things can be said and shown. Might not be able to, as you said Shaun, pull out an old test, but you can try to help prepare people to have the mindset to take the test and really to inform some of our people in our African American community that what is the test. You know, the benefits of taking the test. And that you can take the test more than one time. As you said Shaun, you’ve taken the test plenty of times and I know you passed them all but, well, I know, Rabbi Zoe, she has the insight of helping and teaching and we in the community can gear together and just be leaders in the community and try to help people to understand the benefits of taking the test and getting ready for the test and preparing for the test and things of that nature and that strengthens our community as well. When the leaders work with the community on things that might not be on the billboard, but showing love and care, that strengthen because when something happens in the community, the community reaches out for, should be looking for its leaders. Everybody in the community can’t talk but they get their leaders in the community and the leaders are the ones that may have to sit at the table and discuss the matters that’s tough conversations. And the community feels safe by leaders doing that then you’ve got an awesome community, because things do happen, life does go on, the world does turn.” Mr. Groden stated: “Okay. Alright, so then where does that leave us. I’m

going to my Agenda here. I guess then getting back to Warren's suggestion, we can tailor make the body or the outline of the report based upon the, what the Governor's suggestion was and then tailor it perhaps to us and then all the other, what part of my purpose here on the table of contents specifically was to make sure that the community really dove into the details that they could see that 'the question that I put on the internet, there it is. I guess it was reviewed and discussed and the comments that I made at the public meeting, there it is.' Whether or not that formulates then into the final report is a different issue. So, I guess I'm good with that. So, this, these are the things here that, and if you look at "L", I'm not sure I can publish an exam, but the other things, you know, the things that we gave you in the three-ring binder as part of your introduction 101 so to speak, I think it's important to have in there. I don't think many people or all people in the community understand that there are in addition to the State Police and the Sheriff that there are 7 other jurisdictions. They just know they call 911. I don't think they care what color the car is." Mr. Hart stated: "You know Shaun, that's a prime example of what we found in our community is that of concern. That doesn't necessarily fall into one of the categories that the Governor's outline suggests that we look at, so we'll have to be creative and come up with you know an 'other' or catchall category to put other observations that we found along the way that the State didn't ask us to look at." Mr. Groden stated: "Well, I mean, I forget how many towns, villages and counties collectively there are that are supposed to be going through this exercise, so perhaps the cookie-cutter does not fit all, you know, two thousands of them." Rev. Turpin stated: "Sheriff Pete, I haven't seen some of the Captains, I think they were Captains of the Sheriff's Department talking about what they have done in their Reform Committee. Have you seen any of these Sheriff?" Sheriff Kusminsky replied: "Other Sheriff's, we have weekly web-ex meetings that we are all sharing our different approaches and plans and committee findings." Rev. Turpin asked: "So are we in the ballpark, from what the other ones are doing?" Sheriff Kusminsky replied: "Oh yeah. We're right on track. We're all pretty much in the same ballpark on the Sheriff's side. As far as local and village and towns, I have no idea where they are." Rev. Turpin asked: "All of them have received the charge from the Governor, but the State Police. Am I correct to think that?" Sheriff Kusminsky replied: "That is correct." Mr. Groden added: "And even though we had our other seven jurisdictions at one of our meetings, all of them are in varying stages of meetings and progress. I know one of the communities has just appointed the members, so whether or not they can finish or what kind of a product it will be, that's not my fight I suppose, but they had the same responsibility." Mr. Hart added: "And there needs to be time for release of the report in whatever format that's going to be. And maybe the actual report that goes to the Governor isn't the polished, complete piece. It's just these

are the recommendations that came from our committee, but we're supposed to put those out to the public, allow the public to comment on those and then see if there's any final changes or tweaks before our board is supposed to look at it, accept it, or ratify it. So, if those other jurisdictions are just getting going, they're seriously behind the 8-ball. We have a lot of work to do to even meet the April 1st deadline." Mr. Groden added: "Yeah, I hear that clock ticking every day in my office." Rev. Turpin stated: "And I thought that as well when I heard from some other counties, that they were just getting started or they've only had one meeting and I was like 'how can you actually be ready? If the guidelines are the same and the deadlines are the same across the board, how are they going to, I didn't get into it. Wasn't none of my affair, I understand that, but I was just being an 'ear' listening to people." Mr. Groden stated: "Yeah, it's sometimes interesting being a fly on the wall, isn't it?" Rev. Turpin replied: "Yes sir." Mr. Groden stated: "Alright, well, 7:20, does anybody, do you want to go off script here at all? Does anybody?" Ms. Oldakowski stated: "Warren, can I just clarify? The items that you're talking about, they're in the Police Reform Binder that we were provided, right, that's the state one?" Mr. Hart replied: "Yes, but, at the very beginning of this, Shaun did a one- or two-page outline of 'here are the critical things that', he did a summary of the state report that was the beginning or the foundation that started our committee. We have to go back and get that, but that's what I'm referring to. There are some specific items within the Governor's charge that every committee across the state is supposed to look at and access at some level. And I believe we've done those." Ms. Oldakowski stated: "Yeah, so I'm just looking at the one that was provided from the State when it was like developing this collaborative plan. I think it would probably benefit us as a Committee to look at that, prior to that meeting." Rabbi Zak stated: "Katie, tell us what you're referring to?" Ms. Oldakowski replied: "So in the actual document that was provided by the State with Shaun and the county, it was the 'New York State Police Reform and Reinvention Collaborative Resources and Guide for Public Officials and Citizens'. When initially you go through all the contents right? When Shaun, that's that part that you had put together the things we needed to specifically look at, but then it's like Part 2 on page 109 'developing your collaborative plan', because I think that I, and I'm just speaking for myself, I'm not speaking for anyone else, I think that I am lost as far as what we're supposed to be doing. I think that I got lost in what the purpose of what this was initially to where we are now and I need to figure out what we're doing again, to be honest. And again, I just speak for myself where I don't know." Rabbi Zak replied: "I think that's a great point." Ms. Oldakowski continued: "And I didn't want to put the ownness on Shaun, you or anyone else. I think it's me as a committee member I need to go through and look at this and really understand again, I think I'm lost."

One of the other committee members stated: "I'm with you." Mr. Hart then stated: "I also have an observation about the meetings of the committee, the discussion, where it went and yes Katie, especially in your case, you know with your knowledge and interest in mental health and OD and all of the things that you're trained in and understand, I'll say that's related to what the charge from the State was but some of it was not directly what the charge was in terms of use of force and diversity, you know, the core issues that, the reason why the Governor created this and charged us. So, I've been thinking all along that the recommendations might be 'these are the things that the committee would like to see and these are the ones that the Sheriff has direct control over, policy level. These are other recommendations that, they are related to that.' So, for instance, the more we do to address the concerns or the issues of people with mental health challenges, that's all good for our community, because we live in a community and that benefits everyone, but those are much further away from the charge that we were given, so yes, if we had healthy people, the Sheriff is less likely to have use of force or real challenges dealing with that, but that's kind of a second level charge for us. It's relevant but it's not under direct control of the Sheriff. Just like Shaun's example throughout the process about our 911 dispatchers. They have a specific job, and we should not be burdening them with additional duties beyond what they're responsible for. So, the same thing should apply to the Sheriff. All of the stuff we've talked about is all relevant for our community, but some of them are much more directly related to the Sheriff's authority and charge. And perhaps our recommendations should be categorized or stated that way." Rabbi Zak stated: "You know, along those lines, I wanted to say something about something we discussed last week, which was, it was one of the bullet points, it was about what the Sheriff's department does in terms of outreach and we've already heard and seen and are aware of the amazing outreach that the Sheriff and everyone in the Sheriff's department does and I'm aware of not wanting to burden the Sheriff's Department with like more work, like the idea is not just to give them more work but to look at how to make everything more efficient, and I was just wondering, I wanted to offer my services and I didn't know if anybody else on the committee would. I wanted to maybe suggest putting in the report under that topic of the outreach that the Sheriff's Department does for the community, that maybe the Sheriff's Department can come back to this Committee to any of us who would be willing, and we could help support them. I don't know in what way, but maybe the Sheriff needs another body, or the Captain needs another body, the Undersheriff, you know, someone from the community to go with them or to show up or to stand with them at, I don't know. I just thought it might be a really wonderful way to show our support and I don't know if that makes sense to anybody else but it's something that I wanted to offer. And Sheriff I don't know if it's meaningful at all

to you or if it just sounds like, you know..." Sheriff Kusminsky stated: "No, I think it's a great idea. I think we can somehow include that in our, or your recommendation to increase the community outreach by involving stakeholders such as you guys. I don't, I think that's a great idea. If we're going to do something, to have, again, you, Rev. Turpin, any of you really, depending on what we're doing and where we're going, potentially all of you at an event or presentation of a town hall. We're certainly interested in any outreach we can do with the community. We would appreciate the help. Thank you." Rabbi Zak replied: "You're welcome. Yeah, I mean for me this whole process has been a tremendous learning experience and I've learned so much more about what you and everyone in the department does and your many involvements and trainings and interactions with the mental health community. I mean I've learned so much and so I'm really interested in finding out how you know, how your department can receive more support from the community. So, any way I can help, sign me up." Sheriff Kusminsky replied: "I've got that on recording here." (laughter). Mr. Groden stated: "Alright well, I'm going to go out on a limb here, I guess. There's an old saying that God gave us necks in order to stretch them out every now and again. If there is a genesis to this Governor's call, it certainly started with national tragedies and while we may not be metro New York, or pick another city, that doesn't mean we don't have our issues of race and I think Warren's point is taken that there's a specific outline but I think at the end of the day is this initiative about race relations and how we handle them, or not perhaps is a better way to say it and can we get that up on the table and is there a way for us to foster that notion of how we as a community, as citizens, as neighbors, as administrators, how we handle that 800 pound gorilla in the room? So, I'll throw that grenade to the floor." Rabbi Zak stated: "Well, I'd like to respond to that. I mean, I think one of the most important things is that, you know, say if Rev. Turpin is having some community something that his church is doing, it's really important that people outside his church community go. You know, when possible, when it's appropriate. And for us all to, you know, not only go to our events with our, you know, each of us represents a community here in some way or another and so the more that we can participate with each other and go to each other's events and stand with each other and be visible in the community with each other, with the Sheriff's Department with each other, it sends a very big message and it's wonderful for people to see and I think it's essential modeling." Mr. Groden stated: "Well, here's a question for either Reverend or Rabbi, do you have Open House, on a certain weekend, on a, I mean..." Rabbi Zak replied: "Well, we do have an Open House but we also and I'm sure this is true Reverend for you, everyone is invited to every service. We also do lots of interfaith work. Rev. Turpin and I participated in an interfaith Thanksgiving service this year over Zoom. I've been to his church for Martin

Luther King commemoration and sang and played there. You know, we do that together, so I 'm sure there are many more opportunities that we could come together on that would be wonderful." Mr. Groden stated: "Well, not to be insulting buy that's religious community to religious community versus John Q. Citizen." Rabbi Zak said "yes". Rev. Turpin stated: "Well we do have, well you know during COVID, what can you say, I mean we haven't done anything. You know, things do change. We do sponsor a program that's open to whosoever and whenever we show up on friendly terms, whenever we show up at peace time, it always makes it a little bit easier to handle war time and every time someone sees a fact, it always shows a sign of friendship and if you're looking for a friend, you've got to be friendly. And that works on both sides of the fence and I really believe in the African American community that we have primarily in the Hop-O-Nose area, Bridge Street, Main Street area, when our community actually starts seeing more African Americans working on Main Street, I think it's going to change the attitudes of our young people. Because they will be seeing examples and those examples, as myself, would be able to talk with them, they see your leadership. Soon they're going to be seeing me working closer, working out of the police department. They need to see someone of leadership that they have already gained the trust for before any trouble ever came up. That's going go be a lot, that's a lot of thought for the meat right there. And we'll just have to see how it tastes after we get going with it." Mr. Hart stated: "Now I'm hungry Reverend." (laughter). Mr. Groden stated: "Alright. I don't know if then we're going to conclude for the evening. It's a little bit after 7:30. We do have a meeting on the 10th I believe, yep. Picking up on Warren's suggestion, I think then we'll perhaps reformat the outline and try to pinpoint those items that we have discussed, or we have heard from the community to the specific charge that the Governor has laid out. I'm not against expanding the Governor's charge if we think it's important for our community versus being vanilla and just responding easily, let me say it in that terminology. So, that's my suggestion. I would point out; I think it's on page 12..." Teri asked: "Do you want me to go to 12?" Mr. Groden explained he was trying to find the issues on transportation, PAL and Linda advised that it was on page 12, under recommendations. Mr. Groden continued: "So one of the things that I talked about last time when Rev. Turpin talked about his, in my terminology, his summer camp and his inability to get transportation as well as Kai's program. If you know where Kai's facility is on Main Street, and next to his facility is a fairly large county-owned parking lot. He and I actually kidded about taking a couple of parking spots down and putting up a couple of basketball hoops to get kids involved or some place to go to where they have activity and they're not on a street corner perhaps and they have someone to talk to, but is it an open door, where I didn't know where to go before and talk about an issue and now I found a

place to go to and for Rev. Turpin's summer camps, I guess at the end of the day what I'm recommending here or what I would be willing to recommend is that the county participate and provide funding for that type of outreach. And it could be 'scared straight' if that's part of it, but I guess in this county, we don't have a Parks and Recreation Division that organizes that type of stuff. It's really in our county here, that's a town/village effort. As I mentioned before we have one county park and that's the Point, which is not exactly an active recreation setting. So, we need to lean on the towns and the villages for those ball fields and soccer fields, etc. But that doesn't mean the county needs to be out of bounds, no pun intended, in helping to fund those activities to give kids an outlet and that outlet includes interaction with law enforcement, similar to an SRO program. So, I wanted to make sure I pointed that out. So, my recommendation to my Board will be to write a couple of checks, to help foster that outreach. Rev. Turpin stated: "We appreciate that Shaun. That's a great partnership in providing some things that we need. We really do appreciate that. We know that will work well together and when I tell my wife, she's going to be very excited." Mr. Hillmann stated: "It is definitely appreciated and look forward to the things that we could collaborate on." Mr. Groden replied: "Yeah, I guess as a kid, I grew up in the city of Rochester. I just remember, I had a lot of athletic outlets. I had, you know, CYO or the Y or those types of programs, either I'm too old or too separated from young kids and I don't see them anymore or they're not there." Rabbi Zak stated: "I think that's great Shaun, that you're making those recommendations. It's great for everybody." Mr. Groden replied: "What's the old lyric, 'you get what you give'. I'm not sure if that's Mick Jaeger or not. I'm dating myself now. Rev. Turpin stated: "Well, the CYOs I'm very familiar with, you know, and those outreaches and that's one of the things that my wife and myself try to provide it for our community because we've seen the need. We've seen the need for those communities, for our community to have outreaches like that and we tried our best to do it from the arm of the church. But being in a Baptist denomination, we did not discriminate against anyone and we always held it open for anyone. And one of the mountains that was in our way was, because we are dealing with the community where their finances was not great, we have to bear the brunt of the cost. And many times, it always affected our transportation. And that's why we have a vacation bible school/camp because there are many times, mothers down in Hop-O-Nose would come and tell us you know, 'there's nothing for my children to do'. Even when they cut out, if you remember when they cut out the breakfast program. The school cut out the breakfast program. We went down to the Hop-O-Nose and provided breakfast every morning, just because there was a need. And when we have, when we're now looking to partner with our community with Shaun and your district and people you know, I mean it's going to be a blessing. It

really is. We're looking forward to a great thing." Mr. Groden stated: "Alright and with that positive note, unless there's any objections, I'll call the meeting. We will get together again on the 10th. This format again. In the meantime, Warren and I, Linda and Teri will try to get out to you an amended Draft report using again the Kiss principle but while we should tie it into the specific Governor responsibilities, that doesn't mean we can't Segway where we want to, or we feel it's important. And in this case, I think we do. We have to have some better outreach and activities for people and bus transportation is a pretty simple thing. So, that should not be the stumbling block at all. With that note then, unless anybody has any objections, I'm going to bid you a good evening and I would ask you all to be safe and get a shot when you're eligible. Good night." Everyone was saying good night. This meeting ended at 7:41 p.m.

