

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

January 27, 2021 at 6:00 p.m. (ZOOM)

PRESENT (all virtually): members and staff only: Kai Hillmann; Dr. Ronel Cook; Rev. Richard Turpin; Gary Slutzky; Angelo Scaturro; Jeff Friedman; Rabbi Zoe B. Zak; Katie Oldakowski; Joseph Stanzone; Shaun S. Groden; Sheriff Peter Kusminsky; Captain Tracey Quinn; Warren Hart, Teri Weiss, Linda Dunn.

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Mr. Groden stated: "Alright I'm going to start because we're at almost ten after, hopefully Angelo can jump in. Hopefully everybody had gotten the outline this afternoon, so from a housekeeping standpoint, at the last meeting, we had only gotten through eight of the bullet items and then since that time, both Katie and the Rev (Rev. Turpin) have sent in some additional ideas, suggestions, so that those are on the first two pages of the Agenda, before we pick up again on the remaining items that we had noted in our minutes. So I don't know if you want to continue on with 9 through whatever and come back for the new numbers or start with the new ones, but before anybody answers, this is also our second meeting in January that is, so, my clock is ticking and it's ticking louder and louder and louder for me, so we're going to need to either have another meeting or some other mechanism than the only thing I thought about was everybody circle 'yay' or 'nay' or some other designation to items 9 through 19 and we can use that as a yes or no to include as a recommendation and then I can begin to assemble a document that we could then review at a next meeting, the next meeting we could either again just use our membership or we go back public. I'm just a little concerned that if we go public and we're still debating concepts, I'm not sure that's the best way to have membership participation. But I'm, this is not necessarily my committee. This is yours, so. At that point I'm going to shut up and I'm going to listen to you." Teri Weiss mentioned that Angelo Scaturro is on this Zoom meeting now. Mr. Scaturro asked if everyone could hear him and they said yes, and then he said he felt bad and he apologized to everyone. Mr. Groden stated: "Welcome aboard, Angelo." Mr. Scaturro thanked him. Rev. Turpin asked: "Shaun, could you tell me the dates again when it has to go to print, or when it has to go to you, or, how much time have we got?" Mr. Groden replied: "Yeah, so, my, the ultimate, the stop date is April 1. We're supposed to have it to the Governor April 1. Then that would mean in March, my own legislative cycle basically is Monday, Wednesdays, the third Wednesday of the month being the full Board meeting, when my Legislative body would either, and I haven't even discussed action plans with them. Do they accept it all? Do they reject it all? Do they take Items 1, 7, 10, 9 and 14? We haven't even discussed that yet, so, but they have to act on it in order for them to then

forward it on to the Governor and have it at the second floor by April 1.” Rev. Turpin thanked him. Mr. Groden continued: “So if you look at the February, the second and fourth Wednesdays is what I thought we had originally noted way back when, when started, so again we could use the first Wednesday, actually it’s the second Wednesday of the month but the first meeting (in February), again as just us and the Committee to review all of these items, and then in the last Wednesday of the month, hold a public hearing to basically announce or edify the items we’re going to forward on and then that would go to my Board in March. Or we could call another meeting. I don’t want anybody to be thinking that we can only do second and fourth Wednesdays of the month either.”

Ms. Oldakowski stated: “I think we should add another meeting in, to be completely honest, just like the first Wednesday in February, if that works for everyone?” There was a discussion for several minutes regarding additional meeting dates; the end result of the discussion was to hold three meetings in February: Feb. 4<sup>th</sup>, 10<sup>th</sup> and 24<sup>th</sup> and a fourth meeting, if needed, on March 4<sup>th</sup>, all to begin at 6:00 p.m. Regarding holding another public meeting, Rev. Turpin asked why the Committee would be going back to the public and Mr. Groden stated: “Good question Rev. We don’t necessarily have to. We’ve met our legal requirement for a public session. We could literally just now take our notes and our recommendations, draft it up and submit it. Absolutely.” Rabbi Zak stated: “I’d be in favor of that. I think that our meetings from one to the next were not that terribly different in terms of public contribution, so unless we, you know, we’re doing it in some other spot where we thought we were going to really get some kind of different feedback or response, I think we have so much material here, we’d be better off trying to digest it and do something with it.” Mr. Groden stated: “You’re not going to get any complaints from me.” Rev. Turpin added: “Me neither.” Mr. Groden replied: “Alright, so then at this point I’ll leave it certainly for the 4<sup>th</sup>, but the penciling in if you will, the 4<sup>th</sup>, 10<sup>th</sup>, 24<sup>th</sup>, 4<sup>th</sup>, 6:00 to 8:30-ish are Committee members only and I guess we can always decide on the 4<sup>th</sup> at the last minute and then after the 4<sup>th</sup>, the presumption is on the 4<sup>th</sup> we are going to print a final document and now that the dates are scheduled, now I’d like to talk about the procedure of, are we going to do this on a unanimous basis? Are we going to have like a Supreme Court, where you could have a 5-board decision? I don’t know how you want to reference these suggestions, ideas, comments, to put it into a final document.” Mr. Slutzky stated: “We should probably follow Robert’s Rules of Order, but if not, majority, what is majority at the time or majority of what we’re supposed to be overall, because not everybody will always be there and in that case, is it a simple majority or a majority plus one. You’re not going to get unanimous votes on everything is my feeling, so if you want to try to affirm something, you’ve got to go for just under.” Mr. Groden stated: “Okay. Anybody

else?" Mr. Friedman stated: "I agree with Gary. A majority as opposed to unanimous." Mr. Groden stated: "Yeah, I think unanimous is probably a bridge too far, but I also don't want to lose perhaps the concept of dissenting vote either. But I tell you what, maybe we should just shelf this because after we review all the items, it may answer its own question. We can always put on items that were not voted on or were not agreed to. I guess we can just play it by ear as we move through the four dates. Alright, so that really is my housekeeping items. The other item then would be, do we pick up where we left off, at Item #9 or do we begin with the two submittals from Katie and the Rev. on their ideas, although I think Rev. Turpin's were previously picked up. I remember, I know the one on the taking a, after an incident, doing a decompression or a debrief, removing the officer so that there isn't any backlash on anger or pressure, etc. That was already picked up as well. So how would you like to go tonight?" Rabbi Zak stated: "I think it might be practical to pick up where we left off and maybe we could, maybe tonight we'll be able to move more, with more speed." Sheriff Kusminsky stated: "I agree Shaun and I think in the interest of time, there's certain things that are on this list that we already do, so if you don't mind I'll interject at some points and say that's already done or in the process."

No. 9: Mr. Groden stated: "Alright, since we've already burned a half an hour then, so let's pick up then with Number 9, with the suggestion of the reporting or filing of discipline reports, with a redaction of names but with a, I guess an outcome to the event. So, Sheriff I'll bounce it right back to you I guess there." Sheriff Kusminsky stated: "Okay, well first I'm going to go to the comment about the armed police officers shouldn't be the first one to these calls, the multiple problems are here. I also agree that we certainly wouldn't want to handle them all. However, when they come in, they almost never come in accurately and there is, we have a video that might be a little disturbing to some, but this video will show..." Mr. Groden stopped the Sheriff at this point and asked him which Item # he was on. The Sheriff replied that he was on #12 and Mr. Groden stated that he was on #9. Sheriff Kusminsky then began with #9 and stated: "Alright, let me back up then. Sorry. Discipline reports, those, I mean I suppose we could do some version of that. However,..." Mr. Groden asked: "Sheriff what would, does the Union Contract have anything on this? I don't want to violate a Collective Bargaining Agreement." Sheriff Kusminsky replied: "Right. It would definitely be pushing the envelope and certainly if somebody bangs up a car or something like that, I don't know if that really is necessary to be, you'd have to re-define it as far as what types of discipline. And if we redact everything to identify everybody, there's not going to be much left, except the punishment itself. So, that's, I mean I could certainly look at that a little bit harder." Mr. Groden replied: "Yeah, well, I don't mean to read into the suggestion, but I think these were relative to complaints

against an officer versus somebody had a bad night driving.” Sheriff Kusminsky replied: ““Sure, well, alright if we want to make it as complaints against an officer, again, it would have to be the founded ones and it would have to, although that’s already available publicly, by FOIL, so are we re-doing something that’s already available to the public, I don’t know?” Mr. Groden replied: “Well, that’s a good point. I’m not a believer in recreating the wheel.” Sheriff Kusminsky stated: “Yeah, I mean, all you’ve got to do is send an e-mail and you get it, so.” Rabbi Zak stated: “So maybe we don’t need this on the list.” County Administrator Groden replied: “Well, we can leave it and say that it’s been answered by virtue of existing procedure.” Ms. Oldakowski stated: “I second that.” Mr. Groden stated: “Okay. For brevity sake, I’m going to close that one.

No. 10 I think is easy, Sheriff?” Sheriff Kusminsky replied: “No. 10 is easy, very easy, it’s already, none of them are in our policies and procedures, so.” Mr. Groden stated: “And I believe from our meeting with the other Chiefs, that is a ditto for the Departments as well.” Sheriff Kusminsky replied: “Correct.”

Mr. Groden stated: “No. 11, this is what I referred to before, by Reverend Turpin’s idea of, I don’t mean to speak for the Reverend, is this what you were referring to?” There was no reply from Rev. Turpin and Mr. Groden jokingly said “Houston?” Then Rev. Turpin replied: “Yes, I’m here.” Sheriff Kusminsky stated: “On the debriefing exercise, if I may, the question there is there’s too many levels of force in there. We would have to define at what point I mean our levels of force go basically from somebody refusing to put their hand behind their back all the way up to deadly physical force, so. We would probably have to come up with some...” Mr. Groden stated: “As I recall from our conversation, it really had to do with a violent incident, it could be anything from me showing up at a traffic accident with fatalities and you know, something very violent there versus...” Sheriff Kusminsky stated: “I mean, I suppose we could put something in place about if there’s an assault on an officer or if they see a severely traumatic scene, again, it’s all up to interpretation at that point, but, we could come up with something.” Mr. Groden stated: “And I think this also then breaches the Collective Bargaining Agreement too of, the hours of operation are very clearly defined. That doesn’t mean we can’t send somebody home prior to the end of their shift, just to make sure that they can, you know, take an extra two hours off after going to a traffic accident that was very, very violent.” Sheriff Kusminsky stated: “That’s doable.” Mr. Groden then asked: “Reverend?” And Rev. Turpin replied: “Yes. I agree. Cause when the officer was speaking, you know, he was speaking in general, so yes, I mean, it is going to mean some screening on it because you know, a domestic call could be on one day, could be a very smooth thing. And then on another day a domestic call could really escalate, and someone tries to attack the officer, you know.” Sheriff Kusminsky stated: “And just as a common

practice, we do that already. We had an officer involved in an altercation on Main Street in Cairo this summer and obviously it was a little bit traumatic, so we pulled him off his post. Immediately, we're already addressing that but if we have to, we'll do it in a formal procedure. We can certainly put something together." Ms. Oldakowski stated: "I just want to plug this thing to you, so one of the things when we do "CISM" which is Critical Incident Stress Management, after a critical incident it's just a way of kind of process the events for first responders, staying in routine is really important for people that have just gone through something traumatic. And that's something that we actually encourage that people continue with what their routine is, while including self-care so I don't necessarily know if pulling someone after an incident is the best thing. Their adrenaline is super high anyway. It's not going to dump until later. So I think making sure that there's follow-up after that might be what's important. Because we really push that people stay in a routine if that's what they're doing and sometimes pulling them out of the routine will make a bigger impact on them." Sheriff Kusminsky stated: "Katie, I just meant for the remainder of that, literally less than two hours of that shift." Ms. Oldakowski said: "Oh, oh, okay." Sheriff Kusminsky stated: "Yeah, I didn't, we're not pulling them off duty. We're just..." Mr. Groden added: "Yeah, this is not something like placing someone on administrative leave." Sheriff Kusminsky replied: "This is just giving them a little cool off, do you need anything, you know, here's where your options are, you know. And most guys, believe it or not, or girls, they deal with this stuff everyday so, to most of them, none of this is traumatic whatsoever, you know. So if we notice something, then we know there's an issue and it has to be addressed." Rev. Turpin stated: "And then I would believe that the calls that they receive after that for the remainder of the shift, if there was something that needed to be, they could go back and look at those. Is that correct?" Sheriff Kusminsky replied: "Sure, yeah." Rev. Turpin stated: "Somehow there would be some accountability because emotions and I hear the Sheriff saying that, you know, they're trained for it and they're, you know, they deal with a lot of things and they do because that's their duty and I do understand that. But to have something where, it's there for them, you know. This one was kind of there for them and for others, you know." Mr. Groden stated: "Yeah, I have this same question even coming to me from my dispatchers, you know, who sometimes are on the phone for the entire incident. It could be a drowning or something like that, so, for me it may be more than just the final two hours of a shift, even though this is something that we deal with for our career, it may be more important to have some debrief on a periodic basis just to make sure there isn't some pent up energy that we're not recognizing." Sheriff Kusminsky stated: "As a regular course of business, we do that. Sometime it may be informal and if we see that the person is not reacting appropriately or requests it, that's what

Katie is referring to in the Hero Program and the Resilience Program and the CISM Team, those are all in place.” Mr. Groden stated: “Okay.” Ms. Oldakowski stated: “Sheriff, are they policies that are in place or are they just kind of known things that happen.” Sheriff Kusminsky replied: “Well, you can’t force anybody to these, so it’s not technically a policy. However, it is our basic procedures to make sure that, if there’s a potential issue or problem or a concern even on the Supervisor’s part, they should be monitoring all of these things, which is the policy, that they monitor these events. That they have to notify us...” Mr. Groden asked: “Sheriff, does accreditation touch upon it at all?” Sheriff Kusminsky replied: “I don’t think so.” Ms. Oldakowski stated: “It doesn’t and that’s actually something we’ve been looking at with the State, especially with Ulster County, is looking at accredited agencies having some kind of peer support program as a standard for accreditation, like one of the many things that they have to go through.” Sheriff Kusminsky stated: “We just went through that process and there was no mention of it.” Mr. Groden stated: “Alright, let me move on, again for brevity’s sake.

No. 12 was a comment made by one of the attendees and I think this is what the Sheriff was referring to at the top of the meeting about the video, now I’m going to, let me set the table here Sheriff if I may.” Sheriff Kusminsky stated: “Go right ahead.” Mr. Groden continued: “This comes back to really one of my opening comments about dispatchers, we try to make dispatchers clinicians by not sending uniformed personnel to an incident either because someone believes they’re not the right person to go or because it’s a mental health issue and let’s get mental health measures in place. So this video, and I’m going to warn you, this is a violent video, but it started out as maybe somewhat routine and I’ll shut up and I’ll go from there.” Sheriff Kusminsky added: “Right, this is a mother calling about her son having a mental issue. That’s the call. The whole call.” Mr. Groden added: “This is a body cam that you’re going to see.” (Committee watched this video for about three minutes). Sheriff Kusminsky then stated: “So, until he goes in, after she tells him, you know, and he wanted to commit suicide by cop and eventually he did basically, but he did in the process kill his 4 year old son, which, you know, the question is no dispatcher would ever realize what kind of call this really is and would you really want mental health to show up? He could have killed five people before they got there. And they’ll do the right then, but a person has to be ready to speak. If he’s in that state, you know, bad things are going to happen and the police need to be present at those type, so again to make a dispatcher a clinician and decide what’s real and what’s not, it’s almost impossible. And I think Katie...” Mr. Groden stated: “Katie, I know you’ve seen this before.” Ms. Oldakowski stated: “Yeah, and I’ll speak to this too. A lot of times what happens with mental health calls if police get there it’s always a safety concern that there’s

an immediate safety, it's always to call 911. That's what we do at Mobile Crisis. They get there quicker, they go by the closest car so I think as far as that goes and then once they get there, if the person is safe enough to talk, they will call us to the scene and we'll meet them at the scene and do the assessment there. You know I think that we forget that there is training about the mental hygiene law that happens specifically for law enforcement. They can make a determination based on their training, to take someone to the hospital under a 941, where their constitutional rights are still defended but there are very clear guidelines: they have to be suicidal or homicidal. I think there's a third clause that's if they're not necessarily suicidal or homicidal, but they're acting in a way that's dangerous to themselves or others, they can take them on that third clause but it's really tricky to kind of do that and typically law enforcement in all the counties that we have worked with don't like to use that third clause because it's pretty grey. But I think you know they do a really good job of going to the scene first and calling us if they need us to come there. We have a list of probably about 15, 20 people total between Greene and Columbia County that we have to have police with us, because we know that they get violent. These are individuals who often are non-compliant with their treatment and you just know that police either have to be staged nearby or with us as we go out, so it's a really good partnership between our two agencies when stuff like that happens. And I think you know Sheriff when you were talking about dispatch, they really don't know because they're not getting all of the information and we've gone out on calls where we think it's going to be pretty easy, and it turns into a very violent situation. So I think, I am not pro police not going to these scenes first, if there's a closest car and there's a safety concern, 100%. What I think we could do, I don't think there's any change in what they're doing. I think we could do better follow-up after these mental health calls, to make sure that if those individuals, even if it's a domestic or whatever, we can follow up with them directly and make sure we can get them connected to services, so they're not going to these houses repeatedly and you can get a plan for these clients." Mr. Groden asked: "But that follow up is not via the Sheriff's Department?" Ms. Oldakowski replied: "It could be with the Impacted Citizens Program, that could totally expand into mental health or it would be a partnership with another agency, whether it's Greene County Mental Health, whether it's us at Mobile Crisis. I think that there's room for follow-up and partnership, you know and Sheriff you and I have talked before about the repeat people that keep popping up on our radar." Sheriff Kusminsky stated: "Right and those, fortunately I guess you know we're aware of them and we know how to deal with them and I guess unfortunately, they know us as well and if it's somebody they know, it's much easier to deal with than a stranger. I've had one individual throw three officers off his porch, multiple times, three different officers at different times, so now we get

that call, we try to find one that has dealt with him before, because we know it's going to be violent if the right person doesn't show up." Ms. Oldakowski replied: "Right. And there's people who will request certain officers because they know them." Sheriff Kusminsky stated: "That happens constantly." Ms. Oldakowski agreed by saying "yep". Sheriff Kusminsky continued: "Right, if you make the relationship and develop some rapport, that goes a long way." Ms. Oldakowski stated: "I don't think there should be any change to that as it is. I think we have a pretty, I would say that if you wanted to make a policy just outlining what we currently do and include that? I don't know if that's necessary, but." Sheriff Kusminsky stated: "We can draft something in the recommendation that we continue and potentially refer them to the Impacted Citizens or MCAT." Ms. Oldakowski stated: "Yeah, I think we're going to be coming in to do some trainings and I think looking at like de-escalation training, mental health training, not getting into the weeds, we had CIT come into the county, but I think CIT is like a five day training and it gets too much in the weeds for the interaction time line that you have with these individuals. I mean they're teaching you about diagnosis, all sorts of stuff that's not relevant to what they have to do in, you know, the ten minutes that they have to make a decision about what are we going to do here." Sheriff Kusminsky stated: "As a side, I do have three of us, have CIT training, so there are, it's not that we don't have any training. It's available and it's there." Rabbi Zak asked: "What is that training again?" Sheriff Kusminsky replied: "Crisis Intervention Training." Mr. Groden stated: "Alright, if I could wrap this one up, just antidotally I'll tell you that I reached out to my peers in the dispatch world and as far as I could tell, there are no counties in New York that are going to send mental health representatives first, rather than law enforcement. I know in some large city organizations, out of state, have either piloted this or are discussing it, but from my outreach the issue of having a dispatcher become a clinician and diagnose on a two minute, three minute phone call, just doesn't work. Alright, if we could move to

No. 13, please. I'm not sure where this was from. I don't remember it myself. Common Ground though is a terminology, an entity, is it not?" Sheriff Kusminsky stated: "Shaun, this really is not where police really, yeah, we would be expanding our roles to get into a preventative mediation type of process, if I'm reading this correctly." Mr. Groden asked: "Well, this is counseling, right?" Ms. Oldakowski and others replied: "Yes." Sheriff Kusminsky: "Right. We're just the front line. We're not the..." Mr. Groden replied: "Right. The deputies are not going to a scene to be a counselor. They are there to de-escalate then turn it over to somebody else." Sheriff Kusminsky stated: "Absolutely." Ms. Oldakowski stated: "Right." Mr. Groden stated: "Okay, I'm going to keep moving until somebody stops me. Alright



No. 14, I think this is easy. We already do this, do we not?" Sheriff Kusminsky replied: "We actually do all of the OD Mapping for everybody, except for the State Police." Ms. Oldakowski stated: "So this came up because I think some of the local police departments don't report to the Sheriff's office or enter their own into OD Map." Sheriff Kusminsky replied: "Yeah, and we're pushing that as far as we can. Each time we have a Chiefs of Police meeting, we reinforce this and then we'll get up uptick, and then they fall off, so we're going to try to get them more on board with that." Ms. Oldakowski: "The request to the Governor I think is really important to mandate it state-wide that this happen." Sheriff Kusminsky replied: "Keep in mind, this is not a request to the Governor, this process. I think there might be a little bit of a, that's why some of these issues are in here. They really do not have anything to do with the way the Sheriff's office operates and interacts with citizens and that's the focus of this. So I don't know whether that's, you can put anything you want in there. I just don't know whether it's even going to be looked at." Ms. Oldakowski stated: "Sure." Mr. Groden stated: "Well, recommendations to the Governor like him having the State Police go through this exercise, you know, we can make the recommendation for the Governor to clean his own house and then we move on, because we can't control what the Governor does. But let me just come back to one more thing Sheriff on your attempt to get our seven locals, we can always make that a recommendation in our report, that the seven locals either should enter the data themselves, or transmit the data to the Sheriff's Office." Sheriff Kusminsky replied: "We could. Again, I don't know what our report will have any bearing on their respective local governments." Mr. Groden replied: "It may not, but I'm just thinking about results from this Committee." Sheriff Kusminsky stated: "Sure. I mean we push it as hard as we can, but unfortunately they don't work for us. They have good intentions but then they get sidetracked." Mr. Groden stated: "Okay. Let me move on.

Item No. 15, a complaint system so, I don't know if everybody understands what the Sheriff means when he says we have an 'app', so Sheriff if you could explain that please?" Sheriff Kusminsky stated: "What it is it's an app on both Android and I-phones and is everybody familiar with an app? Maybe I should start there and backup. Is anybody not, how about that? (No replies) Alright, sounds like everybody is, so you select this in the app, store it's 'Greene New York Sheriff'. You download this app and it's an icon on your phone. Every time we enter something, every resource we have, our complaint forms, we do push notifications, any time we do anything, you hit that app and we can actually reverse basically, notify you of something, so if you have that app and we put something out, you get it as a push notification and you can also look in there and there's complaint/concerns form where it can be done anonymously and we put this out in press releases already. We'll put it out a little more vigorously at the end of this

thing. But it's, we just started this the last couple of months and it does include multiple applications in it. It's got the sex offender registry. It's got all the resources available. Now there's a COVID section in there, it links to Greene County Public Health site." Mr. Groden stated: "Sheriff, if I can cut in. I think the specificity here is the Complaint, 'I feel I've been mistreated, so how do I deal with it?' Sheriff Kusminsky replied: "There is a very simple section, you hit the button there and you can type in, you don't have to leave your name, you don't have to, you can, obviously, if it's something that we would have or need to interview somebody, you know, it would be preferable if they put their name in there, to follow-up." Mr. Groden asked: "And who does it go to Sheriff?" Sheriff Kusminsky replied: "It goes to the Administration, my administration, so myself, the Undersheriff and the Captain. And as far as transparency sake, we can't, we cannot remove anything from that. It's illegal. Same thing with Facebook. Anything, if somebody posts something on our Facebook, we can't remove it. It's not like your personal thing where you could just delete it if you don't like the comment. We cannot delete those." Mr. Groden stated: "Alright. Sheriff from an administrative standpoint, I believe it's Captain Quinn who's your Internal Affairs person?" Sheriff Kusminsky replied: "She is. She handles all internal affairs, professional standards." Mr. Groden stated: "Okay. Let me let the horse out of the barn by saying are police able to investigate police?" Sheriff Kusminsky replied: "Well, there's a level of honesty or integrity that you have to have in police, because, if you go beyond, it depends on the levels obviously. If somebody goes outside the, you know, where this guy shoved and knelt on somebody, the whole world is going to investigate that thing. But on a day to day basis, it has to be the administration, so sort of arm of the police, whether it's professional standards, internal affairs, whatever you want to call it, they're designed to police themselves. In the event that doesn't work out the way somebody wants, they think it's unfair, then they can go to either Public Safety, the Attorney General, the FBI has been notified on certain police misconduct cases. There's multiple avenues to go if for some reason, they you know, they're feeling that they're not being treated fairly. But the bottom line in this case is that I'm elected by the people. I don't have a contract. There's no union protection for me. I'm supposed to represent everybody in this County, so if they don't like the way I do things, I'm out the window in 3 years now, so my basic responsibility is to run this office and keep it clean. Does that help any? And you know we're going to go a little further in the weeds with this complaint. I understand that there may be some people out there who are afraid to come forward, because maybe they don't trust that the right thing will be done, and I'm willing to go even as far as a community liaison type person, whether it be somebody like Rev. Turpin or Kai, or both maybe? I have no problem with putting them on as the community liaison and if somebody doesn't

feel comfortable coming in, they can go to them and one of those two, or the both can bring them to me.” Ms. Oldakowski stated: “I love that idea Pete, to be completely honest.” Mr. Groden stated: “Alright, let me expand here. I did some legal research; you know the County does have an Ethics Board. However, the drafting of that position really dealt with more graft issue, more issues where people were voting on items that they shouldn’t vote on because they had a, perhaps a personal interest, so I basically removed that committee or that avenue from us. We’ve talked about having a, on our webpage, setting up a complaint form that you would basically tab around, you know, like the Sheriff said. You could leave your name or not, but you would need to leave some identifying information of what the event was, what was the date, you know, when did you call 911 or, and that could go to one of, it could go to my Board Chairman. You know, a civilian Board Chairman who would then notify the Sheriff, ‘Sheriff I got a complaint.’ Or as the Sheriff just suggested, a designee be it a faith-based person or an outreach person, if people are more comfortable with that but even with that, in order to investigate something, the Sheriff’s personnel are still going to have to become involved. I don’t know how he could do it any other way.” Rev. Turpin stated: “Well, I think of course the Sheriff and the Captain, they would be involved but I was thinking more like exactly what the Sheriff was saying, it’s like a bridge that will be there for the community, be there for the people who voted for the Sheriff. See. And if they have a complaint, they don’t have to fear any retaliation by just walking in the door, you know, and stating, you know, they had an incident and you know, go from there, then we will pass this information up. There has to be some type of comfortableness for someone who feels that something went wrong when they was in the face of a police officer. I think the Governor is looking for something that needs reform that we’re doing is going to reach to the community and it’s not pointing a finger at any of the police officers, but it’s just making a bridge...” Sheriff Kusminsky stated: “That will only build our trust, Reverend. I’m okay with that, if you are Kai or you guys want to have some other people who you think might be the right person for that, it has to be the right people though, it’s got to be somebody you know that’s of color obviously would be, hopefully would be helpful and with the right mindset that, you know, you’re there to advocate for whoever this may be and bring that complaint forward.” Rev. Turpin stated: “Right. That’s what it is. We’re not actually, we don’t have no power to say to someone who came in with a complaint, to say ‘alright, we’re going to make sure you get this and you get...’ No. We don’t have that. We are the bridge that brings the complaint to you because they may feel, they don’t feel comfortable if something has happened with them, they’re not going to feel too comfortable taking it to another police officer. Sure, if it pans out there’s something to it, you know, they are going to have to see. They are going to

have to see, in front of the police officers, in front of the Sheriff, in front of the Captain and Sergeant, we understand that but it's that first initial action. They need someone to grant you respect and trust, as you said, because just because you have somebody on there that doesn't mean everyone's going to trust you but, it works. People are happy to see that it works, that I can bring a complaint: 'You know what? I didn't even really want my complaint to hinder the police officer, Officer James, but his actions were wrong, but I did want to and I do want to let someone know about it.' You see. I think that the Governor is looking for something from us that says we are reaching into the community to be a bridge from the people out of the community to the depths of the Sheriff's Office." Mr. Groden stated: "Alright, then if I could, I would propose that the Sheriff and I will met off line and come back to you at the next meeting with a proposal for both the application, as I'm looking at Warren and Teri, from our webpage standpoint of how citizens can use technology and then we'll put something together so that if somebody wants to go out of what I'll say 'outside of the chain of command' and make the complaint but understanding that the investigation of that still has to come back through the chain of command and they can have their ability to say 'at least I was able to talk to somebody or reach out to somebody.'" Rev. Turpin replied: "That sounds great." Mr. Groden stated: "Alright, excellent. Anybody else got a comment on that?" Mr. Hillmann stated: "Yeah, I just have a question. When someone makes a complaint, are there like some sort of policy or safeguard in terms of..." Mr. Groden stated: "Anonymity?" Mr. Hillman replied: "Nope. In the investigation, that things wouldn't be manipulated. And I'm not saying that you guys would, I just, I think again, as the Rev. was saying like, the Governor wants to hear certain things..." Mr. Groden stated: "Kai, I think that the saying is 'perception can be reality' so if we don't set this thing up properly that people buy into it, trust me, we'll hear it." Mr. Hillmann stated: "Yeah, Yeah, I think, I don't know where I was hearing something recently that, oh shoot I lost my train of thought, but anyway safeguards in terms of once there, if there is an investigation into an incident that things aren't being manipulated on the police side of things because again perception is, you know, a community member might not trust the police and that's, the police have all this quota..." Mr. Groden stated: "I agree. It has to have validity or else it'll die and then that will be even worse than not doing anything." Mr. Hillmann stated: "Yeah, I think, there was a policy I came across recently. It was about body cameras I think and you know having just the transparency of like not showing the body cam footage to the actual officer until he's already made a statement about what happened just to kind of you know, so he didn't look at the video and then make something up, per say." Mr. Groden stated: "Okay, I understand that." Mr. Hillman stated: "So that kind of thing, some kind of safeguards that, you know." Mr. Groden replied: "Yeah, I can be the world's

greatest solitaire player if I look at the cards, so, okay, I get it. That number actually spilled over on to the next page of my program here, so it continues. Is everybody okay with going to 16?" There were some members who replied okay; no one said no.

#16. "Okay, outreach. This came in a number of facets. I know when we had the representative from Hop-O-Nose, she talked about walk-arounds and law enforcement being there, not just because a 911 call came in, but there was interaction, you know, conversation. Kai and I also had a conversation about a P.A.L. outreach. This probably is more in the Towns bailiwick. The County doesn't have a Parks Dept. or a, you know we don't even have a, the only county park we have is the Point which is just at the edge of the Hudson, so there's no ballfield, there's none of that type of thing, but the point being having interaction almost similar to the School Resource Officers in a non-contemptuous environment, not because we called you because something is wrong, but because 'hey, let's get together and shake hands.' So all of these things that are listed here, 1 through 6, I don't think there's anybody who disagrees that these things should be created or expanded. Who the agency is would be an issue. Of course, budgets are always an issue, but I still think that P.A.L., police athletic leagues, are a very functional and very appropriate item to have." Rev. Turpin stated: "So do I. I agree. Very important." Mr. Groden stated: "So I would ask you then, how for us, what is a mechanism, what is a venue, how do we have interaction that is outside from a call of service?" Rabbi Zak stated: "I think that's for the Sheriffs to answer because the Sheriff and the Deputies are already doing a lot of these things, so. Sheriff do you have a recommendation for maybe how you could involve some of us or how we could help support you because we don't want you to..." Sheriff Kusminsky replied: "Yeah, we've listed I think 6 or 7 items on #16 that we already do. And as far as, we actually do other ones as well. We do have, what is that event in Cairo-Durham has every year, they do the cops vs. teachers and students. We participate in all of that. We could certainly organize a, or get involved with you know, with Kai's clubhouse. I'd like to make some visits there. I did talk to Chief Darling and he has no objection with us going, so we could certainly do that. You know, we do participate in the Youth Fair heavily. Yeah, we go to the schools with K-9s constantly doing demonstrations. It's all about developing relationships and trust and that's what this is about and we certainly could make it better. It can always be better. I don't know if we'll write a policy saying we're going to have to do x, y and z. I don't know if that's possible. I mean, we can look at it and see if there's some other you know things we can organize. Maybe we can organize something with all of the other police departments with the community." Rabbi Zak stated: "I'm wondering if there's a way that the members on this Committee who would want to or other people from

the community could support you in this because the point of this is not just to make more work for you and your deputies, you know.” Sheriff Kusminsky replied: “Community relations is really my part of this, so I’m all about it. I go to the read for the children thing in Catskill. You know, we’ll go, if you invite us to something, if you’re having an event at one of your churches or places of worship or anything really, invite us. I will send whatever, whether it’s just for us to talk for a little bit or have a sit down, have a meal, we’ll do a barbecue. I’m interested. I just...” Mr. Groden stated: “Sheriff, under the SROs do we still, now with COVID of course all the rules are out the window, but are we still doing the Parent-Teacher nights and those types of events?” Sheriff Kusminsky replied: “We are, when they’re available, yes. And they’re on and off every other week, it’s a different schedule. But yeah we participate in all of that. We participate in, when they hand out, even now, we’re handing out the Chrome books. We collect them. We participate in anything that the schools want us to do and I’ve actually extended that to the schools, that technically, you’re paying for them, so anything you need them to do within reason, I’m willing to participate.” Mr. Groden stated: “Yeah, the schools typically have the venues. They have the gymnasiums, they have the soccer fields that the county does not have, in some instances, maybe not even the town parks & rec. has. But I think we could perhaps get an inventory if I could use that terminology of the number of summer camps or the number of fairs, the number of whatever they maybe.” Sheriff Kusminsky stated: “I’m glad you mentioned summer camps because we do participate in Sheriff’s summer camp. We send 20 underprivileged youth, well of course this year it was cancelled, but now we always get 20 slots in that camp from Greene County every year and we actually had a counselor scheduled, one of our deputies, to go this year, but he will be going the next time it’s open. So, anything we can do to help, you know, I can’t stress that enough so if we can do, you know, if you’ve got some ideas or you’ve got some events that we can be present at, you know we could dress-down, you know, get together with anybody and make that, bridging that gap is the whole thing as the Reverend said before. We need to do that.” Mr. Groden stated: “The last item here, #3 under 6, do we support this Scared Straight concept? And I only ask that, you know, by mid-summer, the County Jail will be open. I don’t know if it makes sense to you know bring some teenagers as a walk-through. I don’t know, I’m half brainstorming there and half babbling.” Sheriff Kusminsky stated: “Some parents actually call us and ask us to come and have some talks with their children and we will do that on occasion. Yeah, if they voluntarily want to come to this or, you know, we’ll do it.” Mr. Groden stated: “It also lists the DARE program there. I don’t know if the DARE program is still functional. I know it had its critics as well as its supporters.” Sheriff Kusminsky stated: “DARE was, the Governor himself put that out of, he ended that program about four years ago, for the State

Police. And I don't see it coming back." Mr. Groden stated: "Okay." Sheriff Kusminsky stated: "Now the SROs, by the way, do do a portion of their instruction on I would have to get the exact terminology of the class that they present. It's basically something about, it's not DARE, I'll think of it, they changed the name to." Captain Quinn stated: "Keeping It Real". Sheriff Kusminsky stated: "Keeping It Real", there you go." Mr. Groden thanked Captain Quinn and Captain Quinn stated: "We actually had a deputy signed up to go to all four 'DARE - Keeping It Real', they put a little hyphen in between it, and it was cancelled due to COVID. So that's definitely something we're going to still follow-up on. We actually had monies given to the Sheriff's Office to support her going to that." Mr. Groden stated: "Alright, any other comments on that?" Mr. Hillman stated: "Yeah, the Scared Straight thing, I'm not so sure about, but I'd be curious to, if any parents call you on and asking for that if you could send them to me first, or in combination." Sheriff Kusminsky stated: "We could offer, yeah, you know what, that's not a problem at all. We could certainly offer, we can't send them there, but we can certainly say, 'you might want to reach out to Kai and see if he can assist.' I mean, that's another bridge we could use. I like it." Mr. Hillmann stated: "Yeah, definitely, definitely." Mr. Groden asked: "Kai, do you have a generic business cards that we can give in the black and white?" Mr. Hillmann replied: "I've got business cards, yep." Mr. Groden replied: "I'm just thinking if a deputy has an incident, he can give your business card to a parent, you know, as a reference to maybe, as an outreach?" Mr. Hillmann replied: "Yeah, that'd be amazing. And then community building and it might tie into a previous number, which I can't remember. But, I was thinking restorative justice has a few components of it, one is a community building component. Another is a conflict resolution component and I forgot the third one, but I don't know, just maybe using that model in some of this too in the future I know, you know, there's funding and stuff to have people trained in the model and be able to serve but I believe the Common Ground is supposed to be for our county, trained in this and you know, I don't know, maybe one of us want to touch base with them to see if they can offer anything in that realm for us, you know building community relationships with police and residents in a restorative justice model." Mr. Groden asked: "Does anybody have a contact?" There was no reply. Sheriff Kusminsky stated: "I could have the Captain contact them tomorrow and see if there's a, if there's a way to incorporate what they're offering, absolutely." Mr. Groden replied: "Okay." Captain Quinn stated: "I'm here. I copied. I'll definitely reach out. I also work with Carrie Vedder Wallace a lot from Youth Services. There's a family that I visit regularly that has a lot of foster children and they asked me to come in basically just to sit down with them and talk to them on kind of playground rules and such in Jefferson Heights. I wanted to reach out to Kai and

I'll get his information and maybe he can help me with that." Mr. Hillman stated: "Oh yeah, absolutely, thanks." Rev. Turpin stated: "I wanted to share, the Church for the last five years, well you know, with COVID we couldn't do it, we have our Vacation Bible School/Camp and we run it out of the Church and it's open to all, whoever wanted to sign up. And we have a good amount of children there. I usually take the teenage group, for at least the last four or five years and when you're talking about this Scared Straight, I take them in the community and I take them to four places: and kind of, it speaks for itself. We take them to a farm, see how a farmer works; we then take them to the Bank. We took them to the Bank of Greene County, had the Vice-President of Lending comes down and speaks to them about banking and what it takes and how you have to grow up, you know, at being a good person to be trusted to work in a bank; then I take them up to the jail and they see what jail is like, what it would be if they make the wrong decisions and then they're stuck in jail; and then I take over to Columbia Greene County over in Hudson and meet with the Superintendent over there and they speak to them. So it's not just like the Scared Straight (program) that we've seen on television, but it shows the differences that's waiting for them and the choice is theirs to make and the end result could be one of those four. And you know, it did not work for everyone. I know I lost three. I know I lost three young people. Went down the wrong road. Found themselves in jail. But that was 3 out of maybe 55 kids, you know, so it did show them and your parents, never heard anything back from their parents on it, you know, they was thankful that the Church was doing something where it was, outside the Church, you know, things where these young children will be making decisions and the decisions have consequences. I just wanted to share that with you." Mr. Groden asked: "What's your attendance maximum there and what are the stumbling blocks, with your tour, is transportation a stumbling block or where is your Achilles' Heel there?" Rev. Turpin replied: "Transportation was, became a problem. That's what stopped us." Mr. Groden asked: "How many kids?" Rev. Turpin stated: "The Achilles' Heel with that was really we didn't have enough time, because all the presenters presented well and when you have, and my class was normally around 14 to 15 children and when you have that many children, you know, they've got a lot of questions and it really was tied. That was one of my Achilles' heel on that." Mr. Groden stated: "What if the County gets you transportation?" Rev. Turpin replied: "That would be great. That would get us there quicker, yes." Mr. Groden stated: "I'm not sure you need to do that in a single day, you know, four locations, but if we could help with transportation, I'm even thinking the community college you know, an intro to, you know, some kids say 'I can't go to college' but community college is so affordable and we have a tuition program now for students who are economically disadvantaged as well. I guess what I'm coming



down to this is, we need a compilation of all of these types of summer camps and recreation programs, bible schools. Teri and Warren, listen to me please. I'm almost thinking I need a syllabus of each of the programs so the county can they promote with our technology advantage, transportation should be pretty easy for us. Warren note. And between Cossackie Transport, between the school districts having buses that we could probably lease. If I could increase your tour bus capacity then I would bounce the ball back to you, you get me kids and I'll get you buses." Rev. Turpin stated: "That sounds great. And for our Sheriff Pete. Definitely to have you involved, you and the Sheriff's Department involved as we have, the police department in Catskill involved. They're very much involved. They're up there all the time, when we have our dates with the children." Sheriff Kusminsky replied: "Yeah I mean, just let me know and I'll make sure we have a presence." Rev. Turpin stated: "Certainly. Certainly. I mean it's great to have a presence in times of peace, in times when things are calm. And times when we have children, they go home and tell 'hey Mom, hey Dad, you know, the Sheriff's Office was there today. They helped pass out hot dogs.' You know? Something, where to a child, can see a different life, a different perspective. Thank you." Mr. Groden stated: "Yeah, okay, excellent." Dr. Cook stated: "Can I add a little something there Shaun. I apologize to everyone. I've been trying to do correspondence with the school and also listen at the same time." Mr. Groden stated: "Hey Dr. Cook." Dr. Cook stated: "Good evening. Going back to restorative justice, it works. It definitely works. They use it in Poughkeepsie. It's very popular and it's very positive at building relations. I believe that was the other component that Kai was looking for: relationship building, and the component as far as Scared Straight, very positive. I attended a Scared Straight program at Sing-Sing when I was in high school as part of the Police Athletic League program and also I used to take my students when I was a classroom teacher. I used to take my students to Dutchess County Jail. Similar type of program we set up with the Sheriff's Office and a lot of positive results so if you can implement that here in Catskill in Greene County, I think it would be beneficial to a lot of our students. They'd really appreciate it so whatever funding you can do for buses or staff or whatever it takes, to get more bang for your buck with those programs." Mr. Groden stated: "I lease a bus from you" and he laughed. Dr. Cook replied: "Hey, First Student." Mr. Groden stated: "Alright, making progress.

I think #17 we kind of already touched upon for the most, well at least for, traumatic incidents, the shifts. I don't remember what the Alzheimer's notation was." Sheriff Kusminsky stated: "That was a comment by one person which to be frank, was ridiculous. I mean that tool that we have, we have to go to those complaints anyway. To have that tool on board to find somebody. It doesn't take

any extra, as a matter of fact, it saves time and it saves officers. One person can go with this tool, otherwise I have to send out a search team. So, as far as I'm concerned you can take that one off. It's a nationwide program. It's not, it's nothing that we do on our own." Mr. Groden stated: "Okay.

#18 I also believe was a comment by one of the citizens who came. I don't know if, I'll leave it open. Does anyone have any comment on it, I guess?" Joseph Stanzone stated: "I suppose I should comment because there's an allegation here that the District Attorney's office or the District Attorney is supported by a police union. It sets up a situation where the District Attorney owes them something. And we do work hand in hand with law enforcement agencies. We work with them in preparing search warrants. We work with them in conducting investigations. But the police agencies are quite aware that as the District Attorney I and my staff have a Code of Ethics to follow and it does not include covering for police officers, but I think somebody might be under this misunderstanding that my office will cover for a police officer when they do something wrong. That's really not the case. In fact, I have prosecuted police officers during my term and if there is a concern that there's a conflict between the DA's office and an incident involving a police officer where there should be a prosecution, then my office refers that over to Paul Czjaka, the Columbia County District Attorney. This way there's no concerns that there is going to be special treatment and the Columbia County District Attorney does the same. When they have an issue involving a police officer, as a matter of fact, they have a situation right now, where a Sheriff's Deputy is charged with certain offenses over there and Paul is referring that case over to me, so I will be prosecuting that case. At any rate, there is a Code of Ethics that's being followed. Although that comment was made, I don't think it's really accurate that the District Attorney's office would owe something to the police for their support." Ms. Oldakowski stated: "I just want to add too the person who made this complaint was making it against the New York State Police. It wasn't with the Sheriff's Department." Mr. Scaturro stated: "And I, from the Public Defender's side, I can tell you that I have worked with Joe and their office has been very open, if they plan it, a situation, he never, he doesn't look for anything. I get it that he ....., but I've never seen any issue with them." Mr. Groden stated: "Okay. Then if there's no objections, I'll move to

#19. I don't remember if this was a comment or a question or a suggestion. I mean, we gave you the presentation at our mental health programs. You know, we have about fourteen hundred clients, county residents who receive services at the mental health facility and I'll just antidotally tell you that even with COVID and the restrictions, the interesting thing that's happened is we've gone to really ZOOM clinical sessions, counseling sessions and it really has worked out really very well. Many of the adult clients would prefer not to have to drive, depending

upon where they live, to the Cairo office. They can just turn their computer on and spend a half an hour talking to a clinician. And it seems to be working. Perhaps not so much with adolescents. You know, kids' attention spans perhaps aren't the longest. I think Dr. Cook can probably speak to that and but the, we have a large number of people who are receiving services. You know, we do have a 24-hour hot line and I'm not hearing complaints that people are not getting served, even with COVID. There's also Twin County, I see Beth Schuster's name is on here as well. We do have a Drug Court. I don't really have a lot of information on that so Angelo and Joe, I'm not sure if you want to talk about the drug court and opportunities for diversion." Joe Stanzione stated: "Yes, well, in fact the Drug Court has been rather popular. We use that quite a bit. Judge Tailleir has a very successful drug court program and this is reserved for people that normally would go to jail, but they have some sort of substance problem. And for the right person, if they don't have a violent background, I will recommend a Drug Court program and Angelo will argue for such a program on behalf of his client. He present to me the elements that make this client appropriate for a Drug Court program and we'll refer that over to the Drug Court Team, who will review the individual, review all the circumstances and that Team will make a determination as to whether or not the program would be appropriate for that individual. Most times, they are accepted in and that's a heavy-duty program, that's no walk through the park. The Judge meets with these individuals every single week, they are given certain tasks to perform, they write essays, they attend outpatient services consistently at Twin County and there's a great degree of success. Many times these people who graduate from the Drug Court program, they come back to the program and spend their time talking to new recruits, new individuals in the program. This has been an excellent program. It's been an excellent collaboration with Twin County." Angelo Scaturro stated: "Yeah, it's very intensive too. They meet weekly and there's still a punitive measure to it if people aren't meeting their mark, but it's done in a different manner. It's very successful. And it's very impressive. To be honest, there are some people I thought would never make it and then they do so whatever support that is, by being with other people that maybe are suffering the way they are, it really works. So it is impressive." Joe Stanzione stated: "And if they slip, they're not just thrown in jail and that's the end of it. They might, they'll have a graduated penalty so, if they slip, they consume alcohol, well they might wind up with a couple weekends in jail initially. Let me tell you something, when you go to jail and you come out, that's tough. But when you go to jail and you come out and you know you've got to go back in every Friday for the next month, that's pretty punitive, and a lot of times that's a sufficient penalty to get these people back on track. Going in and coming out is worse than going in and doing one straight bit." Mr. Groden stated: "Okay. I think I mentioned numerous times

the design of the new jail has very much a therapeutic design to in and a large focus on re-entry, and I understand from the last meeting, we have a new faith-based person who is going to be joining us, by the name of Rev. are you there?" Rev. Turpin replied: "I'm here." Mr. Groden continued: "If this group wants to take a tour of the jail in the next month, let me know. I think, we're kind of in the stages of cleaning up and painting and but it's really starting to come around now. I think you can really get a grasp of the thought process of we need to end the cycle of recidivism and deal with the underlying issues that we never did before. So we'll see. I think time will tell, but the focus on re-entry I think is going to be a new aspect of it that we've never done in the past and I have great hopes for it myself. I don't know if that kills #19. Anybody else got any comments on #19?" (There were none). Mr. Groden stated: "Alright. Let me see here. We have about a ½ an hour. I'm going to, if you would indulge me, I want to address what I consider a large issue both from a policy standpoint as well as a budgetary standpoint, and that would be the issuance of dash cams and body cams. The Sheriff and his staff have done some research on it and have gotten some pricing and things. I think, I'm not sure if we've mentioned this in the past, previously, if I've given out any information I don't mean to do it again, but for me, from a public policy standpoint, as well as a budgetary standpoint, this is one of the things that you can't go halfway on this. You either have to do it right or I would suggest not doing it at all. The way I understand mechanically, you know that patrol officer, that deputy in the car, the dash cam is on, and then when he exits the vehicle, that immediately activates the body cam. Hopefully there is no need for a deputy to touch an on and off switch. One of the surprising things for me was if you think about the number of hours of operation that all of our deputies would have on a weekly basis, you're talking about the accumulation of a lot of data. And then you have to be able to access it and you have to be able to codify it. It's all Foilable. We're almost to the point in our evaluation to say that I pretty much have to have a civilian full time, just to download these things, catalog them, store them and then retrieve when it's necessary. I mean it's very interesting. It is, you know, cams have been around for a while. They certainly started primarily in large metropolitan areas, also read large budgets, but Sheriff if you would just talk a little bit about your interaction in Kingston I believe it is." Sheriff Kusminsky stated: "Yeah, we've pretty much, mostly Saugerties is a similar size agency than ours with the exception of the jail of course but, they use them, they love them. Everybody I've talked to, I would really advocate to get those things because there's nothing more than we all want to know then the truth. And that, you know, whichever side it lies on, that's where we need to be. It needs to be an accurate depiction of what happened so I don't see any downside, other than the costs. They do have a problem with, like you started to say, about having somebody,

down there every 45 minutes before the end of the shift, the officer comes in and he downloads his own camera. They have found out that, two weeks later, three weeks later, that he didn't categorize it because he has to separate these things into categories: is it a traffic stop? Is it a complaint? Is it, you know, some type of accident? Is it serious? Is it a homicide? If they don't categorize it, it's almost impossible to find without viewing it, you know, minute by minute, which is just time that nobody has. So Shaun's right, that would take a person full time to do that." Mr. Groden stated: "So from my standpoint, in the initial budgetary review, the capitalization up front is pretty extensive. You're talking about a \$400,000 bill and there's probably a functional obsolescence or a life span on equipment. You're probably talking a three to a five year perhaps life span before either technology advances and you want to change it out or just they break, they get wet in the rain, or whatever it's going to be, but it's something that I, I think I'm willing to propose to the Board from a budgetary standpoint, including the prospects of a full time civilian position, probably you know, think of an I.T. type tech who would then be responsible to take every shift and dissect and catalog accordingly. The, it probably comes down, if I think of it from a depreciation schedule standpoint with the labor, you're probably talking about a \$175,000 - \$200,000 a year of a program, but as I think all of us have seen perhaps examples or read about them when a charge has been made and it turned out to be true, that there was errors made by the law enforcement official or contrarily, something was made up. The proof is in the pudding and the deputy or police officer went by the book and there is no issue and then there was full exoneration. I think this is one of the things that the Governor has tried to push as well, so I, I guess I'm willing to hear your comments on it and whether or not we should include in it our recommendation?" Rabbi Zak stated: "I'd like to recommend supporting the Sheriff's wanting to have this. I see no downside and only an upside to recommending it. The worst thing is we, you know, what's the worst thing? The best thing is that you know, that a Sheriff and his deputies could get the support." Ms. Oldakowski stated: "I second the Rabbi." Mr. Friedman stated: "Yeah, I agree with her." Mr. Groden stated: "Alright. I don't need to beat a dead horse then, so I will work with the Sheriff to fine-tune the mechanics of the type of equipment and the vendors and all that kind of stuff and I'm willing to embrace the concept and the budgetary impact but again I want to emphasize I don't think we can do this without the labor side of things to properly record and as I say, because this will become FOILable, I certainly anticipate that we'll get a lot of requests because I don't, either people don't think it got captured properly or it's not there or the officer turned it off and I think maybe Joe and Angelo, you could maybe talk to me a minute about how that type of thing would work from a court setting?" Joe Stanzone stated: "Well sure. It certainly falls within coverage of that, so if you

have video, it would have to be turned over to the defense within 20 or 35 days depending on whether the individual is in jail or not. But it is, it is, required as far as turning it over for the judicial process but that's okay. I think it protects both the Officer as well as the defendant. It's the cost factor that's just astronomical. It would be nice to have a little State Aid for that, but. Angelo?" Angelo Scaturro stated: "Yes, so I agree. And I think it does help. I mean there was, when you do have an instance, and I don't know Joe if you were involved in this or not, where there was a camera there was like one Trooper car on the Thruway has a cam and granted it wasn't as good for society because it did turn out to benefit my client who is probably, you know, they found drugs, but it did show an improper type of search. Generally, that doesn't happen I think and so that was just a mistake on the officer's part, but I think for the most part it does. It makes it transparent, you know, it's there and it's makes it, on my side, the defense, it makes it clear. When I talk to someone and say 'this is you here, how am I going to disprove that?' whereas when you don't see something, it allows me to put other things in someone's mind and maybe string the process along and not do the right thing really, but no, so I think it's a big thing, you're right, cost is a factor. I thought about is there any way that I can contribute. I thought perhaps maybe I would ask if there's any money that I might be able to tap into. However, I have, and I didn't ask yet, and I have a feeling they're going to tell me no, only because when I tried this with these Cranberry's which really would benefit my clientele, they can't afford to put that on, but it really, the Cranberry's it does work. It's a very good preventative measure. They wouldn't let me do it. But I'm going to reach out and see if there's any money available that I can try to to help raise some funds." Mr. Groden replied: "Well thank you Angelo because I was going to say both to you and Joe, I'm going to deduct a hundred thousand dollars a year from your budget." (laughter) Angelo Scaturro stated: "Joe told me he'd volunteer my hundred, so." (more laughter) Joe Stanzione replied: "Thanks!" (more laughter) and then he added: "While also the videos are great for training tools because you can pull videos for certain situations and present them to law enforcement within our own county, showing what was done properly, what could have been done a little bit better or differently." Undersheriff Brainard: "Absolutely. I didn't think of that. You're right." Mr. Groden stated: "Alright, so I want to remind people that most likely the other seven law enforcement agencies here probably are not going to have the budget wherewithal to do this on their own either. Although I will entertain perhaps an 'aid package', I'd better put that in quotes and maybe deny I said it tomorrow, but I think in light of the fact that we do have these seven other agencies, it really would be nice to be consistent with our applications as well, and I'll use that as a segway. One of the things I also thought about after the presentation of the other Chiefs, there were varying levels of annual training. And

I thought it would be appropriate if the county sponsored consistent and defined training and then got all of the other agencies to commit to sending their troops to the same training that we end up with some uniformity and some consistency across the board depending upon which color car maybe be in your rearview mirror. Alright then, anybody got any comments then? It's 7:52. We're approaching the two-hour point. If you want to go and use the additional time to move to the items that Rev. Turpin and/or Katie sent in as well, or we could take a break and pick this up again at the next meeting? We did move a lot of agenda tonight. I'm very, very thankful of that. I'm much more optimistic about a product, a final product tonight than I was at 5:55 perhaps. So maybe this is a time to say Good night Dick? I'm making my age known there, or we could go on. I'll guess I'll open it to the floor." Rev. Turpin stated: "I'm fine. I think we got through a lot. Katie has more than what I have and I would like to, I'm fine with it, if we passed on tonight." Mr. Hillmann stated: "I finally went through some of this entire Binder." Mr. Groden laughed and said: "Did you have insomnia?" Mr. Hillmann laughter and replied: "I do. I definitely was like 'how can I get put to sleep? Oh, I'll look at that binder.'" (laughter) But yeah, there were a few things that stuck out, so like what would be the best procedure in terms of, so kind of like write something up like Katie and the Rev. did or just bring it up in the next conversation?" Mr. Groden asked: "On how our product will read?" Mr. Hillmann replied: "I don't know. I guess I have some questions like, trainings was one of them, so I'm glad you brought that up, you know, procedure and stuff like but yeah, what is our final product, first of all? And then maybe that can fame my question." Mr. Groden replied: "Well, as I said at the last session, I may type the report, but I don't want to write the report. So, basically, what I've been trying to do from the minutes that we've been generating here with my support staffs, we would put together an outline and then kick it back to everybody for wordsmithing or 'Shaun, you got that totally wrong. Please cut paragraph 22' or I certainly would be open to everybody just kind of submit to me their own white paper and we'll just bind them up and submit. I don't want to set the rules of engagement per se. My role here really is to be organizer, as I've said it before, I'll write but I don't want to be the author. This is not going to be signed by Shaun Groden, County Administrator. This is going to be signed by this Committee. So I'm open. If you all want to take a stab and send me a white paper, I'd be all over that. Certainly the items that we've gone through tonight should be fairly easy to summarize and I can get that out before the next meeting so we could all have an opportunity to review and edit. I'm open. Again, this is your committee." Rabbi Zak stated: "I think it would make way more work for everybody for us each to submit something in writing. I think the point of the committee is for us to think individually and talk and work together, like we're doing. I think it's going well.

But I mean I think anyone that has individual things they want to write, like Katie and Rev. Turpin did, is fabulous, but for us all to do it? I don't think it would be the most efficient." Mr. Groden stated: "If two of you want to, four of you want to, if none of you want to, again, we kind of make these rules. And I certainly can just summarize as we've done from a minute generation standpoint. And I'll put together some draft, probably in a bullet-point fashion. And I'll do my best, I mean we're in the middle of COVID and a couple other hot button issues right now but I'll try to get something out by the 4<sup>th</sup> and everybody can read it. Depending upon your individual software capacities, we might be able to send it to you in format so that you could add to it, correct it. I don't want to get tied up into grammar and that type of an issue, but I am concerned that we are going to be able to have a product and not only a product but a product that we believe in because as I've said before, the clock is getting pretty louder in my office." Rev. Turpin stated: "Well I think the video that the Sheriff showed tonight helped point to one of my concerns. The officer who was on that call. You know, I heard him say I think two or three times 'don't make me shoot, don't make me shoot, don't make me shoot.' You know, he unleashed his weapon. It was a tense moment in there, you know, there were a lot of tense moments in there and just to use that video as an example, when he finished at the scene, if he went and jumped right back on the road, the next person who got pulled over might have gotten a little different reaction. So that's where I was at on my suggestion." Mr. Groden replied: "Yep. You've been loud and clear on that Rev., been loud and clear." Katie Oldakowski then stated: "And I just want to make a correction to what I sent in, it's 'OD Maps' and I spelt one incorrectly." Mr. Groden stated: "I'm sorry, say that again?" Katie Oldakowski stated: "In my suggestion, I spelled 'OD Map' wrong and I just want to make sure that that's corrected." (laughter) Angelo Scaturro stated: "Nobody laughed Katie. Don't worry. We didn't even notice it." (laughter) Mr. Groden stated: "Well, you spelled it right the second time." Rabbi Zak stated: "You've created a new acronym." Angelo Scaturro stated: "Just what we need." Rev. Turpin stated: "I thought you did a great job Katie, I really did." Angelo Scaturro stated: "And I think, I think that's a good idea. I mean like if Shaun, if you want to do some outline and then we all kind of comment on it, that's probably the best way to keep it streamlined, to hear everybody's voice and tailor it." Mr. Groden stated: "Yes" and then stated: "Okay, so then I'm going to call bewitching hour. I want to come back to the schedule. As of now we have Feb. 4, Feb. 10, Feb. 24 and March 4. We don't need to make a decision tonight on whether all of those are internal to the committee and what's public. Certainly I would say the next meeting and maybe the 10<sup>th</sup> would be committee only. I will also say as was suggested, there is no necessity to go back into a public forum. One of the things that we could do is literally post it as a draft and trust me, the people will read I



and they may comment on it, but if we just want to then work on the final document and for submittal to my Board and even get it finished on the 24<sup>th</sup> so that we can cancel the 4<sup>th</sup> because again that begins my cycle, my legislative cycle with my legislature and they're not going to, they're going to want to review this, so it's not going to be like they receive it at five o'clock on meeting night and they're going to pass it at eight o'clock. They're going to want to take some time, so the more time I give them, I think the better. Alrighty everybody, thank you, thank you very much. This was a very, very successful evening I believe. And I will try, even if I can't finish all of my points before the next meeting, I'll get out whatever I can get out and then hopefully finish up by the 10<sup>th</sup> and then we have then the 24<sup>th</sup> for final reading. With that, unless there's any final comments, I'm going to bid you adieu and take the dog for a walk." All members were saying good night to each other. This meeting ended at 8:02 p.m.

