

**TOWN OF SHAWANGUNK**

---

**POLICE REFORM  
AND REINVENTION  
COLLABORATIVE**

**Draft Plan**



# TOWN OF **SHAWANGUNK**

**Draft**

## **Town of Shawangunk Police Reform and Reinvention Collaborative Plan**

This reform and reinvention collaborative plan was created by the Town of Shawangunk Police Reform and Reinvention Committee in response to Governor Cuomo's Executive Order 203. This executive order directed every municipality with a police agency to "perform a comprehensive review of current police force deployments, strategies, policies, procedures, and practices, and develop a plan to improve such deployments, strategies, policies, procedures, and practices, for the purposes of addressing the particular needs of the communities served by such police agency and promote community engagement to foster trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of communities of color."

The Town of Shawangunk is fully committed to implementing New York State Executive Order 203, and in doing so, strengthening the bond between the community and the Police Department. An incredible amount of teamwork went into compiling this report. The same amount of dedication will be applied to implementing this plan's recommendations and continuing to work with the community and the stakeholders involved in the process.

E X E C U T I V E   O R D E R

**NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE**

**WHEREAS**, the Constitution of the State of New York obliges the Governor to take care that the laws of New York are faithfully executed; and

**WHEREAS**, I have solemnly sworn, pursuant to Article 13, Section 1 of the Constitution, to support the Constitution and faithfully discharge the duties of the Office of Governor; and

**WHEREAS**, beginning on May 25, 2020, following the police-involved death of George Floyd in Minnesota, protests have taken place daily throughout the nation and in communities across New York State in response to police-involved deaths and racially-biased law enforcement to demand change, action, and accountability; and

**WHEREAS**, there is a long and painful history in New York State of discrimination and mistreatment of black and African-American citizens dating back to the arrival of the first enslaved Africans in America; and

**WHEREAS**, this recent history includes a number of incidents involving the police that have resulted in the deaths of unarmed civilians, predominantly black and African-American men, that have undermined the public's confidence and trust in our system of law enforcement and criminal justice, and such condition is ongoing and urgently needs to be rectified; and

**WHEREAS**, these deaths in New York State include those of Anthony Baez, Amadou Diallo, Ousmane Zango, Sean Bell, Ramarley Graham, Patrick Dorismond, Akai Gurley, and Eric Garner, amongst others, and, in other states, include Oscar Grant, Trayvon Martin, Michael Brown, Tamir Rice, Laquan McDonald, Walter Scott, Freddie Gray, Philando Castile, Antwon Rose Jr., Ahmaud Arbery, Breonna Taylor, and George Floyd, amongst others,

**WHEREAS**, these needless deaths have led me to sign into law the Say Their Name Agenda which reforms aspects of policing in New York State; and

**WHEREAS**, government has a responsibility to ensure that all of its citizens are treated equally, fairly, and justly before the law; and

**WHEREAS**, recent outpouring of protests and demonstrations which have been manifested in every area of the state have illustrated the depth and breadth of the concern; and

**WHEREAS**, black lives matter; and

**WHEREAS**, the foregoing compels me to conclude that urgent and immediate action is needed to eliminate racial inequities in policing, to modify and modernize policing strategies, policies, procedures, and practices, and to develop practices to better address the particular needs of communities of color to promote public safety, improve community engagement, and foster trust; and

**WHEREAS**, the Division of the Budget is empowered to determine the appropriate use of funds in furtherance of the state laws and New York State Constitution; and

**WHEREAS**, in coordination with the resources of the Division of Criminal Justice Services, the Division of the Budget can increase the effectiveness of the criminal justice system by ensuring that the local police agencies within the state have been actively engaged with stakeholders in the local community and have locally-approved plans for the strategies, policies and procedures of local police agencies; and

**NOW, THEREFORE**, I, Andrew M. Cuomo, Governor of the State of New York, by virtue of the authority vested in me by the Constitution and the Laws of the State of New York, in particular Article IV, section one, I do hereby order and direct as follows:

The director of the Division of the Budget, in consultation with the Division of Criminal Justice Services, shall promulgate guidance to be sent to all local governments directing that:

Each local government entity which has a police agency operating with police officers as defined under 1.20 of the criminal procedure law must perform a comprehensive review of current police force deployments, strategies, policies, procedures, and practices, and develop a plan to improve such deployments, strategies, policies, procedures, and practices, for the purposes of addressing the particular needs of the communities served by such police agency and promote community engagement to foster trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of communities of color.

Each chief executive of such local government shall convene the head of the local police agency, and stakeholders in the community to develop such plan, which shall consider evidence-based policing strategies, including but not limited to, use of force policies, procedural justice; any studies addressing systemic racial bias or racial justice in policing; implicit bias awareness training; de-escalation training and practices; law enforcement assisted diversion programs; restorative justice practices; community-based outreach and conflict resolution; problem-oriented policing; hot spots policing; focused deterrence; crime prevention through environmental design; violence prevention and reduction interventions; model policies and guidelines promulgated by the New York State Municipal Police Training Council; and standards promulgated by the New York State Law Enforcement Accreditation Program.

The political subdivision, in coordination with its police agency, must consult with stakeholders, including but not limited to membership and leadership of the local police force; members of the community, with emphasis in areas with high numbers of police and community interactions; interested non-profit and faith-based community groups; the local office of the district attorney; the local public defender; and local elected officials, and create a plan to adopt and implement the recommendations resulting from its review and consultation, including any modifications, modernizations, and innovations to its policing deployments, strategies, policies, procedures, and practices, tailored to the specific needs of the community and general promotion of improved police agency and community relationships based on trust, fairness, accountability, and transparency, and which seek to reduce any racial disparities in policing.

Such plan shall be offered for public comment to all citizens in the locality, and after consideration of such comments, shall be presented to the local legislative body in such political subdivision, which shall ratify or adopt such plan by local law or resolution, as appropriate, no later than April 1, 2021; and

Such local government shall transmit a certification to the Director of the Division of the Budget to affirm that such process has been complied with and such local law or resolution has been adopted; and

The Director of the Division of the Budget shall be authorized to condition receipt of future appropriated state or federal funds upon filing of such certification for which such local government would otherwise be eligible; and

The Director is authorized to seek the support and assistance of any state agency in order to effectuate these purposes.

G I V E N under my hand and the Privy Seal of the State in the City of Albany this twelfth day of June in the year two thousand twenty.

BY THE GOVERNOR

Secretary to the Governor

NYS Executive Order 203 requires a process which:

- Reviews the needs of the community served by its police agency, and evaluates the Department's current policies and practices;
- Establishes policies that allow police to effectively and safely perform their duties;
- Involves the entire community in the discussions;
- Develops policy recommendations resulting from this review;
- Offers a plan for public comment
- Presents the plan for the local legislative body to ratify or adopt it, and;
- Certifies adoption of the plan to the State Budget Director on or about April 1st, 2021

With this directive in mind, the Town of Shawangunk put together a committee comprised of community stakeholders. These stakeholders included elected officials, active and retired members of the law enforcement community, non-profit and faith-based community members, a member of the public defenders' office, residents, and officials from the local school district. The fundamental concept was to examine how the Town of Shawangunk Police Department was conducting its operations, looking for ways to improve deployments, strategies, policies, procedures, and practices and gather community input.

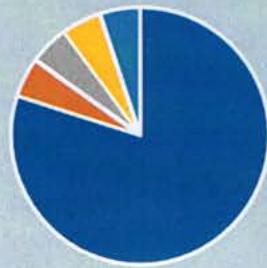
Town of Shawangunk Police Reform and Reinvention Committee	
Members	
Gerald Marlatt Chief of Police Town of Shawangunk	Leif Spencer Committee Chairman Sergeant Town of Newburgh PD / Retired
Brian Amthor Councilman Town of Shawangunk	Richard Barnhart Police Chief SUNY New Paltz – Retired Professor SUNY Dutchess - Retired
Robert Miller Councilman Town of Shawangunk	Paul Mader Captain US Postal Police / Retired Resident
Margot Hanstein Public Defender Ulster County	Curtis Johnson NYS Corrections Officer - Retired Resident
Brian Devencenzi Assistant Superintendent Wallkill Central School District	Rebecca Mantello Attorney Resident
Stan Seagren Pastor Wallkill Reformed Church	John Spinato Police Officer / PBA Representative Town of Shawangunk PD

The Committee's intention was to collect as much community input as possible to ensure that community views were reflected in the plan. To achieve this objective, we began our process by holding stakeholder meetings to assess the Town of Shawangunk Police Department's current status. During the early meetings, the Committee focused on the Town of Shawangunk Police Department's daily operating status. The Committee was advised concerning the Town's population, racial breakdown, police department demographics, call volume, arrests, budget, equipment, and policies and procedures.

The Town of Shawangunk Police Department is a part-time police agency employing both full and part-time police officers. The Department covers two shifts a day, 7 am – 3 pm and 3 pm – 11 pm Monday thru Friday. On the weekends, they have 24-hour coverage. There usually are two uniformed officers operating separate marked patrol vehicles covering the 57 square mile town. The Town of Shawangunk is also policed by both the New York State Police and the Ulster County Sheriff's Department.

**The Town of Shawangunk Police Department is an agency that employs both full-time and part-time officers. The police department is currently staffed by 17 Police Officers, 2 Sergeants, and a Police Chief. There are presently 5 full-time and 12 part-time Police Officers, 1 full-time and 1 part-time Sergeants, and a part-time Police Chief.**

**Police Department Demographics**



- White Males - 80%
- Hispanic Male - 5%
- Asian Male - 5%
- African American - 5%
- White Female - 5%

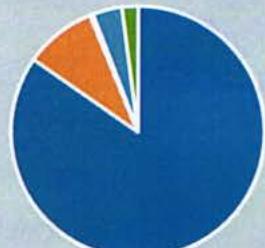
As of 2019, there were 13,837 people residing in the town. The racial makeup of the town was 81.8% White, 8.9% African American, 0.2% Native American, 2% Asian, and 3.6% from two or more races. Hispanic or Latino were 13.2% of the population.

Included in these totals are inmates incarcerated in the two NYS prisons located in the Town of Shawangunk.

Source: US Census Bureau

<https://www.census.gov/quickfacts/shawangunktownulstercountynewyork>

### Town of Shawangunk Population Breakdown



- White - 81.8%
- African American - 8.9%
- Native American - .2%
- Hispanic - 13.2%
- Two or more races - 3.6 %
- Asian - 2%

### 2020 Arrests

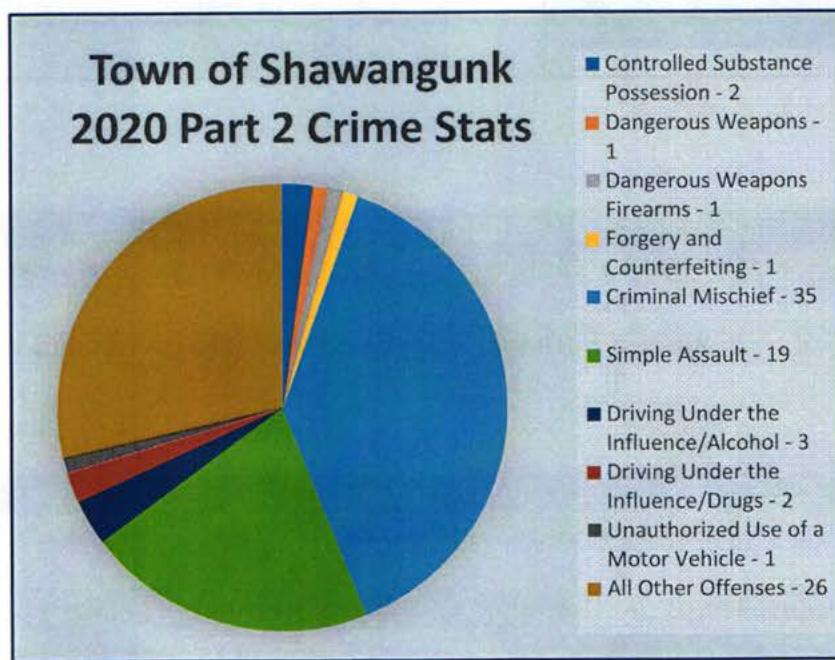
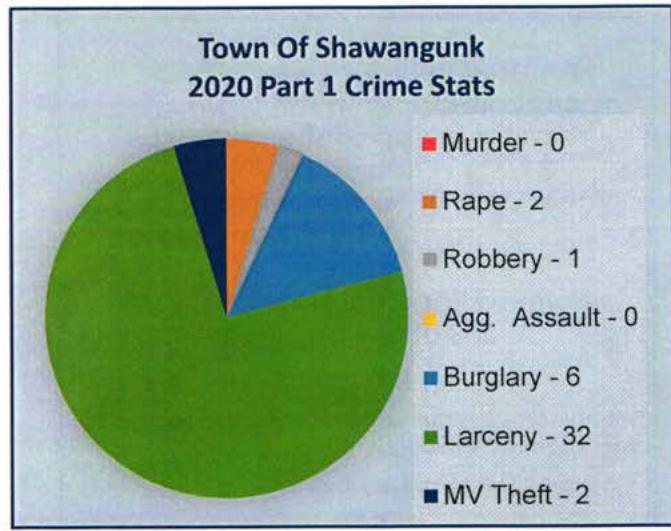
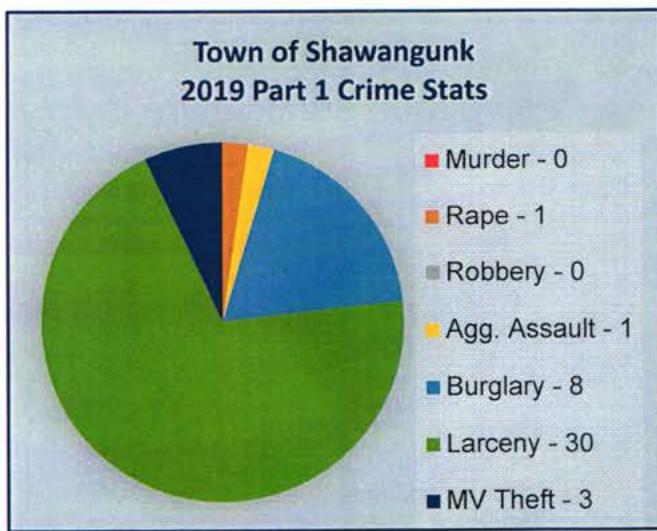
White Male	Hispanic Male	Black Male	Black Hispanic Male
52	11	4	0
White Female	Hispanic Female	Black Female	Black Hispanic Female
27	1	2	0

### 2019 Arrests

White Male	Hispanic Male	Black Male	Black Hispanic Male
49	2	2	0
White Female	Hispanic Female	Black Female	Black Hispanic Female
20	0	1	0

### 2018 Arrests

White Male	Hispanic Male	Black Male	Black Hispanic Male
81	6	7	2
White Female	Hispanic Female	Black Female	Black Hispanic Female
32	4	1	1



Shawangunk was ranked the 14th safest in the state and 48th in the country in the Safewise's 5th (2017) Safe Cities annual cities report.

Shawangunk had a violent crime rate of .14 per 1,000 and a property crime rate of 5.56 per 1,000. The town has ranked as one of the safest communities in the state for several years.

This is compared to the state average of 3.57 violent crimes per 1,000 people and 15.14 property crimes per 1,000 people. The national rate of violent crime is 3.83 per 1,000 people and 23.62 property crimes per 1,000 people, according to 2017 FBI Unified Crime reporting statistics.

The Committee met ten times from January 2021 through March 2021. These meetings included three public forums and seven stakeholder sessions.

The preliminary recommendations that the Committee discussed during the time it was assembled are as follows:

1. Review and maintain training to remain current with the times and the needs of our community.
2. Look into the implementation of dashcams and body-worn cameras by Police Officers as a long-term goal dependent upon funding.
3. Expand outreach from current "passive" levels to "active" meetings with community groups.
4. Actively reach out to young people in the community to encourage their participation in youth education efforts and encourage them to pursue law enforcement careers.
5. Request County and State action to assist with mental health support in substance abuse, domestic violence, and identified persons with histories of mental health issues.
6. Review and examine the Department's school resource officer (SRO) program to ensure an MOU and guidelines are in place.
7. Review departmental policies and methods of Use of Force to ensure the safest non-lethal means and methods are being utilized. Department policy relating to the Use of Physical Force will be updated.
8. De-escalation, anti-bias and antiracist training, and continuing education for all police personnel - on an annual or biannual basis per DCJS recommended guidelines.
9. Initiate programs that would be dedicated to enhancing and maintaining officer wellness (including mental and behavioral health services).
10. Redesign and expand the police department's webpage to be more user-friendly. Included on this webpage should be information and links to various community resources and agencies, including those assisting with domestic violence, substance abuse, and mental health.
11. Post an annual or biennial survey on the Town's website to the community seeking input and feedback on the Police Department.

12. Post to the Town's website an annual report related to crime statistics and the use of force, including arrest report data broken down by race and sex; and include links to State annual reports involving similar data.
13. Make available a downloadable copy of the personnel complaint and compliment forms on the Town's website. Available in English or Spanish.
14. Update the Town and Police Department's websites to include instructions on submitting a FOIL request.

The following policies were identified as needing review and possibly updating.

The goal was to align these policies with New York State Law Enforcement Accreditation Program standards.

Policy	Number
<b>Use of Force</b>	<b>900.00</b>
<b>Civil Disorders / Disorders</b>	<b>1500.45</b>
<b>Internal Affairs</b>	<b>600.70</b>
<b>Civilian Complaint Form</b>	<b>1200.73</b>
<b>Community Relations</b>	<b>1400.01</b>
<b>Courtesy</b>	<b>2100.00</b>
<b>Employee Assistance Program</b>	<b>400.82</b>
<b>Employee Evaluations</b>	<b>2300.05</b>
<b>Hate Crimes</b>	<b>2000.15</b>
<b>Recruitment of Police Officers</b>	<b>200.10</b>
<b>Training</b>	<b>400.18</b>

With this knowledge in place and to be as transparent as possible, it was determined that community input was now necessary to identify and address possible areas of concern. A series of interactive public sessions were scheduled. These sessions allowed members of the public to attend in person or online via Zoom. Due to current COVID-19 restrictions, members were encouraged to attend via Zoom. Information concerning these public input sessions was posted prominently on the Town of Shawangunk's website with a link to the Zoom meetings. An online interactive survey was constructed using US Department of Justice Guidelines and posted to the Town's website homepage for 30 days. Information concerning these sessions, along with the date and times, was posted to the Town's website. There were also several articles published in the Wallkill Valley Times and Shawangunk Journal inviting residents to attend. Committee members were encouraged to reach out to various civic groups to encourage their members to attend the sessions and complete the survey. Residents were also encouraged to write letters if they were unavailable for the public sessions.

### **Public Information Sessions**

The first public session was hosted on February 11th, 2021, at the Town of Shawangunk Town Hall. Participants attended both via Zoom and in person. Richard Barnhart hosted the forum with all committee members in attendance. Upon the session's successful conclusion, several community members spoke and relayed their thoughts and concerns.

Those in attendance were four community members via Zoom and two in-person attendees.

The following concerns and recommendations were expressed by those in attendance:

1. Body cameras and dashcams should be considered.
2. Use of force training should be updated to include possible martial arts training.

The second public session was scheduled for February 23rd, 2021 but had to be canceled shortly after starting due to internet connection problems. It was rescheduled to take place on March 3<sup>rd</sup>, 2021, at 7:00 pm.

- Those in attendance were two community members via Zoom.
- Before ending the session due to internet connection problems, It was explained to the community members in attendance that there was a PowerPoint presentation on the Town's website, and any questions, comments, or concerns could be directed to the Committee.

The rescheduled public session was held on March 3<sup>rd</sup>, 2021. Unfortunately, this session also had to be canceled shortly after starting due to internet connection problems.

- Those in attendance were two community members via Zoom.
- Before ending the session due to internet connection problems, It was explained to the community members in attendance that there was a PowerPoint presentation on the Town's website, and any questions, comments, or concerns could be directed to the Committee.

### **Community Survey**

Community input was also garnered using an online survey. This survey was prominently posted to the Town's website for easy access. The survey consisted of 31 questions with an in-depth explanation of why the survey would be a valuable tool to assist the Police Department in addressing community concerns. The survey was promoted through community groups and the local media.

The screenshot shows the homepage of the Town of Shawangunk website. At the top, there's a navigation bar with links for 'Meetings/Minutes', 'Forms', and social media icons for Facebook, Email, and YouTube. Below the navigation is the 'TOWN OF SHAWANGUNK' logo featuring a green seal. A horizontal menu bar includes 'HOME', 'GOVERNMENT', 'SERVICES', 'CALENDAR', 'COMMUNITY', 'NEWS', and 'CONTACT'. Below the menu is a banner with five images: 'Town Comprehensive Plan Draft', 'Legal Notices', 'Town Officials', 'DVM Bus Update', and 'News'. A red button labeled 'CLICK FOR TOWN ALERTS' is positioned below the banner. A blue box contains the text 'TOWN OF SHAWANGUNK POLICE DEPARTMENT SURVEY ON PUBLIC SAFETY AND LAW ENFORCEMENT'. At the bottom of the page, there are four links: 'POLICE REFORM MEETINGS', 'COVID 19 UPDATE', 'WELCOME', and 'FACEBOOK'. On the left side, there's a blue circular icon with a white wheelchair accessibility symbol. The main content area has two columns of text. The left column discusses the Police Reform and Reinvention Committee, mentioning two public comment sessions on Feb 11 and Feb 23 at 7pm. The right column provides details for the 'Town of Shawangunk Police Reform Meetings' on Feb 11, 2021, at 7pm EST, including a Zoom link and meeting ID.

The questions contained in the survey were broken down into six separate and distinct sections.

**Section 1** – Introduction of The Town of Shawangunk Police Department Survey on Public Safety and Law Enforcement.

**Section 2** – Community Involvement of the Police Department  
Five questions

**Section 3** – Safety of the community  
Four questions

**Section 4** – Procedural Justice practiced by the Police Department.  
Six questions

**Section 5** – Performance of the Police Department  
Eleven questions

**Section 6** – Demographics of survey respondents  
Five questions

The survey was placed on the website for 30 days in an attempt to gain as much community feedback as possible. The community response was decent, and much-needed feedback was obtained. We had 71 responses from residents looking to assist us in our endeavor.

While this survey was an excellent start to obtaining community input regarding the Town of Shawangunk Police Department, some answers need to be explored more thoroughly. Subsequent editions of the survey will add an area for comments and concerns. These revised surveys will assist the Police Department as it explores ways to better meet the community's needs.

The results of this community survey are contained in Appendix A.

Historically, community members have expressed a desire for transparency from their police departments. During our reform and reinvention process, community members conveyed hope that the Police Department would be committed to transparency, accountability, and communication. These three standards are the foundation of building and maintaining a trusting police-community relationship.

Sir Robert Peel, considered the father of modern policing, developed a set of principles intended to define an ethical police force. These principles can be summed up in three core ideas that every police department should be guided by:

1. The goal is preventing crime, not catching criminals. If police stop crime before it happens, we do not have to punish citizens or suppress their rights. An effective police department does not have high arrest stats; its community has low crime rates.
2. The key to preventing crime is earning public support. Every community member must share the responsibility of preventing crime as if they were all volunteer members of the force. They will only accept this responsibility if the community supports and trusts the police.
3. The police earn public support by respecting community principles.

Winning public approval requires hard work to build a reputation: enforcing

the laws impartially, hiring officers who respect and understand the community, and using force only as a last resort.

Upon successful conclusion of community input and committee discussions, the committee was now ready to perform a comprehensive review of current police force deployments, strategies, policies, procedures, and practices and develop a plan to improve the Town of Shawangunk Police Department. This comprehensive document intends to provide insight into the Town of Shawangunk and the Town of Shawangunk's Police Department's personnel, equipment, policies, and training to increase transparency and further establish trust with the Town of Shawangunk Community.

### **Draft Plan Recommendations**

#### **1. Increase the annual department-wide training on the following topics:**

- Use of Force
- Community Relations
- Community Policing
- Courtesy
- Implicit Bias
- Cultural Awareness
- De-escalation Training and Strategies

#### **2. Data Collection Management and Disclosure:**

Conduct an annual review of the following:

- This data will be compiled and included in an annual report of the Police Department. The report will be posted on the Police Department webpage.
- All incidents whereby any Use-of-Force event occurs, the type(s) of force utilized, and the follow-up investigations' findings.
- All Civilian-Complaints, type(s) of complaints, and their findings.
- Will collect and report arrest data by race, ethnicity, and sex.

**3. The Police Department will increase its transparency to the community:**

- Post quarterly crime statistics and arrests to the Police Department webpage.
- Selected General Orders, Policies & Procedures will be placed on the Police webpage.
- Allow for "Crime Tips" to be submitted on the Police webpage.
- Post to the Police webpage an annual report related to crime statistics and the use of force, including arrest report data broken down by race and sex.
- Post an annual or biennial survey to the Police webpage to the community seeking input and feedback on the Police Department.
- An online Civilian Complaint and Compliment Form will be added.
- Create a Civilian Complaint and Compliment Form in Spanish to be added as an online option.
- Use social media to assist in community outreach.
- Place on the Police Department's webpage instructions on submitting a FOIL request.

**4. Equipment:**

- The Police Department will examine additional less-than-lethal options that may exist and may not be presently deployed.
- Research the purchase and implementation of body-worn cameras for all police personnel. Look for external assistance in funding.
- Research the purchase and implementation of dash-mounted vehicle cameras. Look for external assistance in funding.

**5. General Orders Review:**

The following Town of Shawangunk Police Department Policies will be reviewed and edited to align with the current New York State Law Enforcement Accreditation Program standards where possible.

Policy	Number
Use of Force	900.00
Civil Disorders / Disorders	1500.45

<b>Internal Affairs</b>	<b>600.70</b>
<b>Civilian Complaint Form</b>	<b>1200.73</b>
<b>Community Relations</b>	<b>1400.01</b>
<b>Courtesy</b>	<b>2100.00</b>
<b>Employee Assistance Program</b>	<b>400.82</b>
<b>Employee Evaluations</b>	<b>2300.05</b>
<b>Hate Crimes</b>	<b>2000.15</b>
<b>Recruitment of Police Officers</b>	<b>200.10</b>
<b>Training</b>	<b>400.18</b>

- The Town of Shawangunk Police Department will adopt a new policy concerning the "Right to Know." The purpose of this policy is to increase transparency in the Police Department and to build trust between police officers and members of the community by requiring officers to identify themselves, explain the reason for the interaction, and offer a business card. See Appendix B
- Under this new policy, every victim who reports a crime will be supplied with information and forms supplied by the Office of Victim Services explaining the availability of crime victim compensation and victim services as per Article 22 of the NYS Executive Law.
- Forms and booklets relating to available resources for victims will be available to the public from any police officer and at the Police Department.

## **6. Police Practices:**

- The Police Department will seek assistance from State and County mental health services to assist police in responding to and handling persons in crisis.
- The Police Department will seek assistance and guidance from State, County, and outside agencies to assist in domestic violence and substance abuse issues.
- The Police Department will continue to respond to all calls for mental health and substance abuse assistance as a matter of public safety. At present, there are no

alternatives available to assist the police during their initial response to these calls. This practice is subject to review as alternative measures become available.

- The Police Department will continue to provide School Resource Officers (SRO) and Special Patrol Officers (SPO) to the Wallkill School District. The program is well received within the community. There is a Memorandum of Understanding (MOU) in place clearly defining the roles and responsibilities of the officers assigned to this program.
- All police officers will aid in accessing the following resources to assist when interacting with persons with mental health disorders and/or addictions:
  - Ulster County Mobile Mental Health Crisis Hotline & General Helpline
  - Ulster County Family Advocate
  - Ulster County Sheriff's Office ORACLE Team (Mobile Addiction)
  - Other resources as they become available.

## **7. Recruitment Process:**

- The Department continues to recruit and hire a diverse workforce.
- Town of Shawangunk police officers participate in local job fairs held yearly at the Wallkill Senior High School to showcase the Police Department and recruit potential hires.
- All police officers hired in Ulster County are subject to Civil Service Law and governed by Ulster County Civil Service.

## **8. Community Engagement:**

- The Police Department will research and implement techniques to strengthen and expand its community policing efforts. Community policing focuses on a proactive, rather than reactive, response to neighborhood crime by addressing problems at their source. The officers interact with residents face to face, which leads to trusting relationships. Once this trust is established, citizens feel more comfortable working with the police. The rural nature of the Town of Shawangunk could impede a perfect implementation of this concept. Still, a concerted effort will be made to implement a program that works within the community.
- Look for ways to implement youth outreach programs geared toward forming bonds with and mentoring local children.

- The Police Reform and Reinvention Committee will continue to serve after the plan is adopted to ensure follow-through with recommendations, keep the community engaged, and move forward. The committee will hold periodic meetings to assess the plan's progress, make suggestions and keep the community informed.

## **9. Police Procedures:**

- The Police Department will examine the New York State Police Accreditation Program with the objective of becoming accredited. This program represents the best practices and procedures in law enforcement and serves as a model nationwide. This will be an incredible undertaking by the Police Department and is a long-term goal.

Accreditation is a progressive and contemporary way of helping police agencies evaluate and improve their overall performance. It provides formal recognition that an organization meets or exceeds general expectations of quality in the field. Accreditation acknowledges the implementation of policies that are conceptually sound and operationally effective.

The New York State program became operational in 1989 and has four principal goals:

1. To increase the effectiveness and efficiency of law enforcement agencies utilizing existing personnel, equipment, and facilities to the extent possible.
2. To promote increased cooperation and coordination among law enforcement agencies and other agencies of the criminal justice services.
3. To ensure the appropriate training of law enforcement personnel.
4. To promote public confidence.

The Accreditation Program is comprised of 132 standards and is divided into three categories. Standards in the Administrative section have provisions for such topics as agency organization, fiscal management, personnel practices, and records. Training standards encompass basic and in-service instruction, as well as training for supervisors and specialized or technical assignments. Operations standards deal with such critical and litigious topics as high-speed pursuits, roadblocks, patrol, and unusual occurrences.

## **Review Process:**

The Police Chief will monitor progress on the Police Reform and Reinvention Plans' goals and strategies, adjust as needed, and report periodically to the Town Board. The

Police Reform and Reinvention Committee will meet periodically to monitor progress and provide feedback and advice. The Committee recognizes that this improvement process is ongoing and does not end with this report.

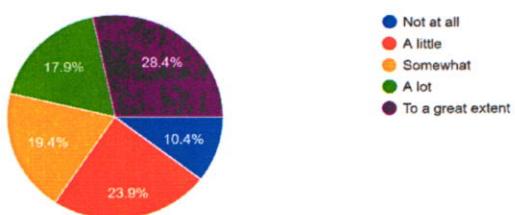
**Summary:**

Members of the Town of Shawangunk Town Board and the Town of Shawangunk Police Department are committed to the continued progress regarding police reforms and best practices in law enforcement. We are grateful for the time, dedication, and insight from the Town of Shawangunk Police Reform and Reinvention Committee members.

## Appendix A

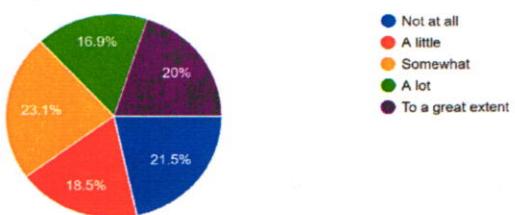
1. To what extent does your law enforcement agency develop relationships with community members (e.g., residents, organizations, and groups)?

67 responses



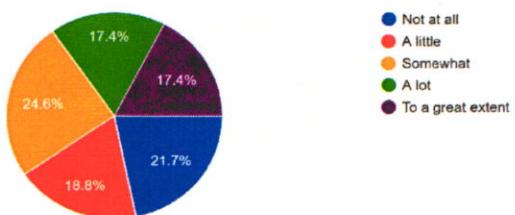
2. To what extent does your law enforcement agency regularly communicate with community members (e.g., websites, e-mails, or public meetings)?

65 responses



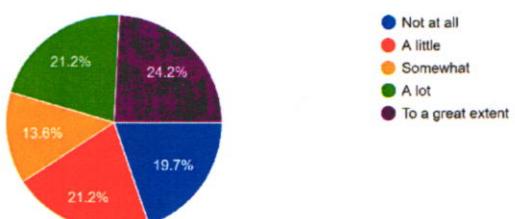
3. To what extent does your law enforcement agency make it easy for community members to provide input (e.g., comments, suggestions, and concerns)?

69 responses

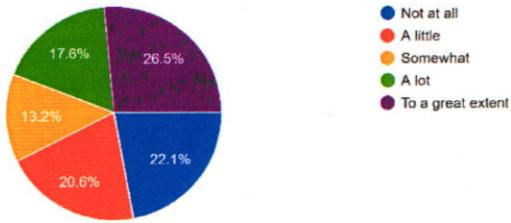


4. To what extent does your law enforcement agency work together with community members to solve local problems?

66 responses



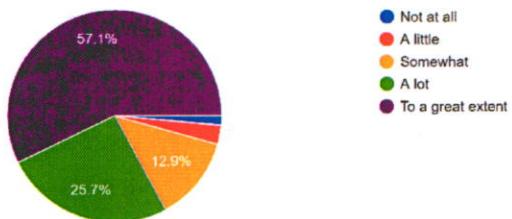
5. Community policing involves officers in your law enforcement agency working with the community to address the causes of crime in an ...nforcement agency practices community policing?  
68 responses



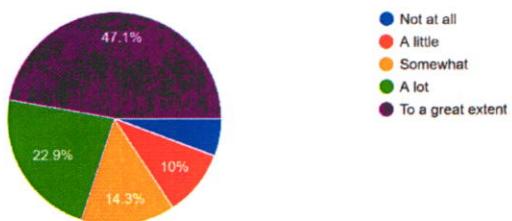
6. Please select the three (3) top issues you think are the greatest problems within your community.

<b>Top 3 Issues</b>	<b>Responses</b>	<b>Percentage</b>
Burglary Theft / Auto	12	17.4%
Burglary Theft / Residential	15	21.7%
Child Abuse	1	1.4%
Child Sex Predator / Internet Safety	2	2.9%
Disorderly Conduct / Public Intoxication / Noise Violations	8	11.6%
Domestic Violence	32	46.4%
Driving Under the Influence (e.g., drugs or alcohol)	20	29.0%
Drug Abuse (e.g., manufacture, sale, or use of illegal/prescription drugs)	27	39.1%
Fraud / Identity Theft	2	2.9%
Gang Activity	1	1.4%
Gun Violence	4	5.8%
Hate Crimes	7	10.1%
Homeless or Transient Related Problems (panhandling)	0	0%
Homicide	0	0%
Larceny / Theft	7	10.1%
Mugging	0	0%
Physical Assault	0	0%
Prostitution	0	0%
School Safety (e.g., bullying, fighting, or weapons)	10	14.5%
Sexual Assault / Rape	0	0%
Traffic Issues / Residential Speeding	31	44.9%
Underage Drinking	8	11.6%
Vandalism or Graffiti	9	13.0%

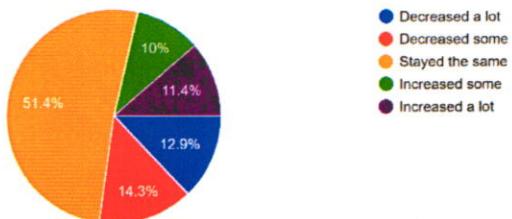
7. To what extent do you feel safe in your community when you are outside alone during the day?  
70 responses



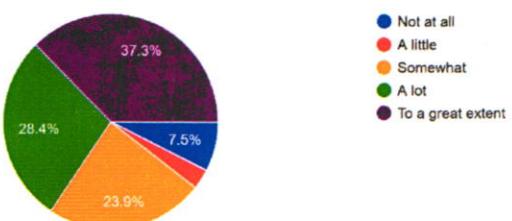
8. To what extent do you feel safe in your community when you are outside alone at night?  
70 responses



9. Over the last 12 months, to what extent have your feelings of safety in your community increased, decreased, or stayed the same?  
70 responses

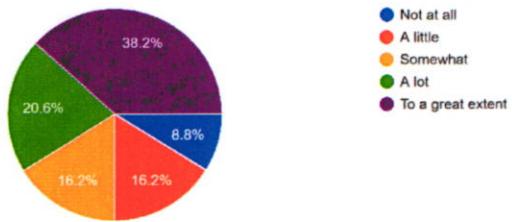


10. To what extent do officers in your law enforcement agency treat people fairly?  
67 responses



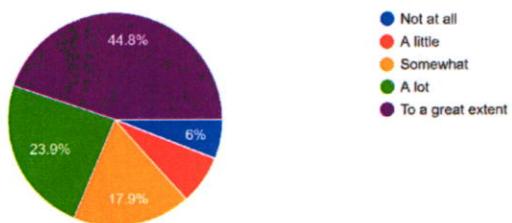
11. To what extent do officers in your law enforcement agency show concern for community members?

68 responses



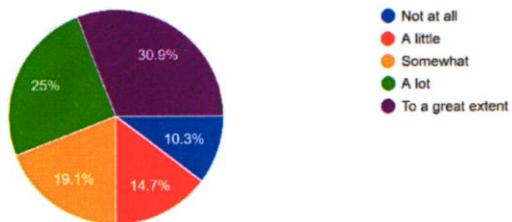
12. To what extent are officers in your law enforcement agency respectful?

67 responses



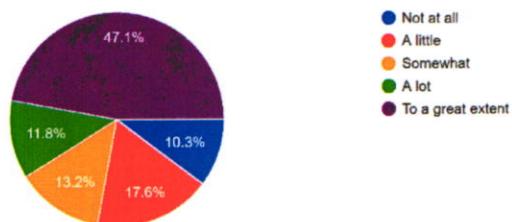
13. To what extent is your law enforcement agency responsive to the concerns of community members?

68 responses



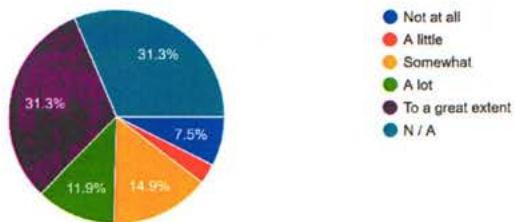
14. To what extent do you trust your law enforcement agency?

68 responses



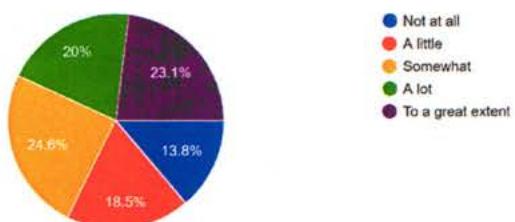
15. If you had contact with an officer in your law enforcement agency during the past 12 months, to what extent did the officer sufficiently explain his or her actions and procedures?

67 responses



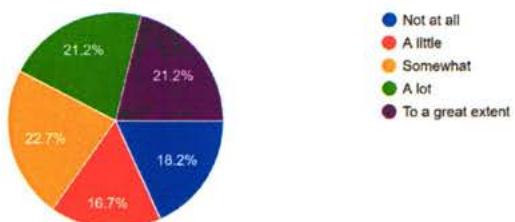
16. To what extent is your law enforcement agency effective at proactively preventing crime?

65 responses



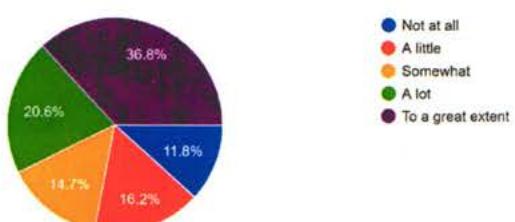
17. To what extent is your law enforcement agency addressing the problems that really concern you?

66 responses



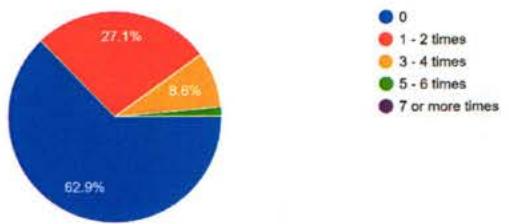
18. To what extent are you satisfied with the overall performance of your law enforcement agency?

68 responses



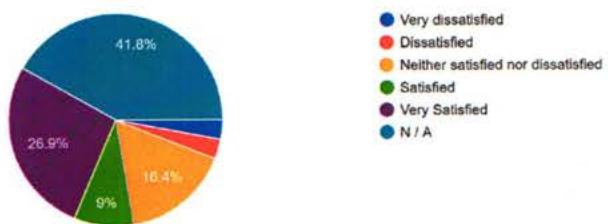
19a. How many times in the past 12 months have you had contact with your law enforcement agency for traffic issues (e.g., citation, warning, or vehicle crash)?

70 responses



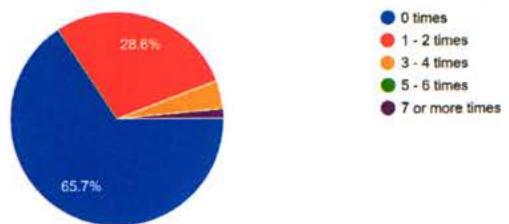
19b. To what extent are you satisfied with your interaction(s) with your law enforcement agency for traffic issues?

57 responses



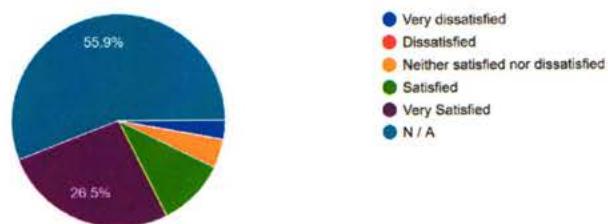
20a. How many times in the past 12 months have you had contact with your law enforcement agency for 911 emergency calls?

70 responses

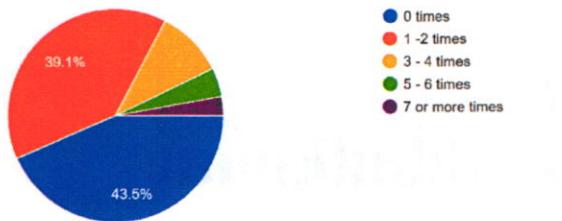


20b. To what extent are you satisfied with your interaction(s) with your law enforcement agency for 911 emergency calls?

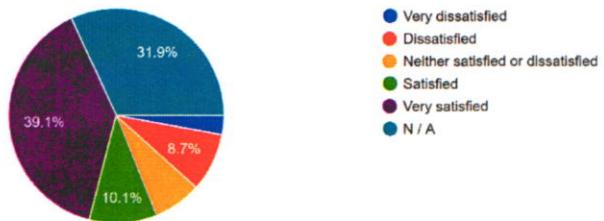
68 responses



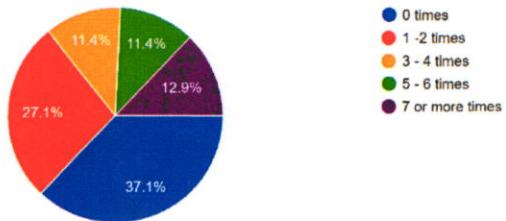
21a. How many times in the past 12 months have you had contact with your law enforcement agency for non-emergency calls? (e.g. to report a crime or suspicious activity)?  
69 responses



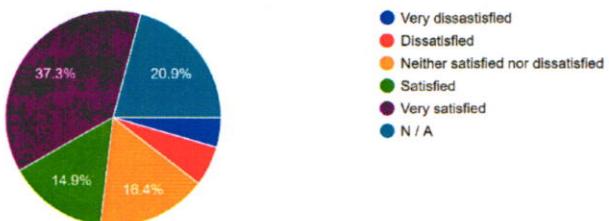
21b. To what extent are you satisfied with your interaction(s) with your law enforcement agency for non-emergency calls?  
69 responses



22a. How many times in the past 12 months have you had contact with your law enforcement agency for other contacts or interactions (e.g. att...community meeting or talk to an officer on patrol)?  
70 responses

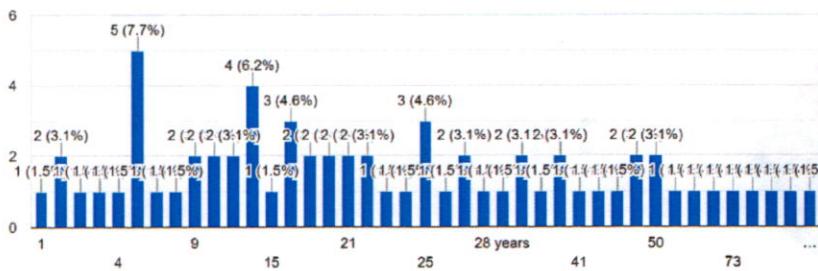


22b. To what extent are you satisfied with your interaction(s) with your law enforcement agency for other contacts or interactions?  
67 responses



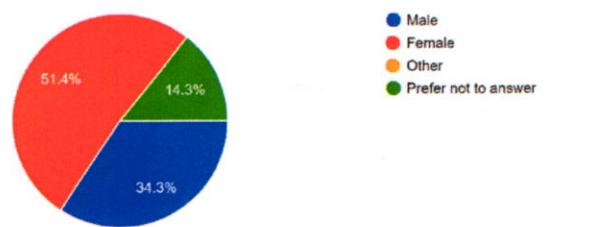
23. How many years have you resided in the Town of Shawangunk?

65 responses



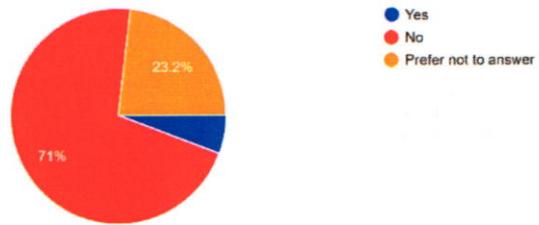
24. What is your gender?

70 responses



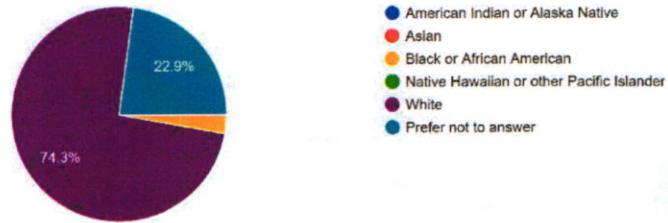
25. Are you Hispanic or Latino?

69 responses



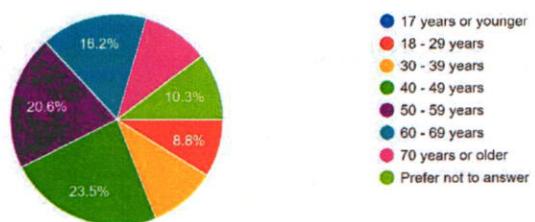
26. What is your race?

70 responses



27. What is your age group?

68 responses



## **Appendix B**

### TOWN OF SHAWANGUNK POLICE DEPARTMENT

#### GENERAL OPERATIONS MANUAL

##### RIGHT TO KNOW

Sec. 1000.19

---

Date Issued:

Date Effective:

Page 1 of 2

---

#### **Right to Know**

#### **PURPOSE**

The purpose of this policy is to increase transparency in Town of Shawangunk Police Department practices and to build trust between police officers and members of the community by providing the public with the following information; the names of officers with whom they are interacting, the reason for the interaction, and the incident number related to the interaction if available. This practice will provide the public a written record of their interactions with the department member in situations that do not result in an arrest or summons.

#### **DEFINITIONS**

1. Law Enforcement Activity- The term "law enforcement activity" shall mean any of the following activities when conducted by members of the Department:
  - a. noncustodial questioning of individuals;
  - b. stops where an officer has individualized, reasonable suspicion that the person stopped has committed, is committing, or is about to commit a crime and where a reasonable person would not feel free to end the encounter at will;
  - c. frisks;
  - d. searches of persons, property, or possessions, including but not limited to searches of homes and vehicles;
  - e. traffic stops;
  - f. roadblock or checkpoint stops;
  - g. investigatory questioning of potential victims of and witnesses to crimes
2. Noncustodial questioning- The term "noncustodial questioning" shall mean questioning an individual during an investigation where such individual has not been detained and is free to end the encounter at will.

#### **PROCEDURE**

1. Upon initiation of law enforcement activity, an officer shall:
  - a. Identify themselves to the person who is the subject of such law enforcement activity by providing their name, rank, police department, and the reason for the interaction.
    - i. For example, "My name is Officer Jones of the Town of Shawangunk Police Department. I'm stopping you to inquire as to whether you witnessed anyone suspicious on the street last night."

TOWN OF SHAWANGUNK POLICE DEPARTMENT

GENERAL OPERATIONS MANUAL

RIGHT TO KNOW

Sec. 1000.19

---

Date Issued:

Date Effective:

Page 2 of 2

---

- b. At the conclusion of a law enforcement activity that does not result in an arrest or summons, the officer shall offer such person the officer's department-issued business card along with the incident number related to the interaction if available.
- c. Members engaged in approved undercover activity or operations shall not be required to comply with this section when such interaction is taken pursuant to such undercover activity or operation.
- d. Members shall not be required to comply with this policy and procedure when they encounter physical resistance, flight, or other factors that render such procedure impractical.
- e. Members shall use department-issued business cards that include their name, rank, badge number, department contact information, and incident number if available.
- f. When interviewing crime victim(s), members will follow this policy and additionally provide a New York State Crime Victim's Assistance card. This practice demonstrates to the victim that our agency has assigned an individual incident number to their case; it provides the New York State Crime Victim's personnel needed information to file a claim. Lastly, it establishes a department point of contact for future inquiries or assistance.

## **NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE PLAN CERTIFICATION FORM**

**Instructions: The Chief Executive of each local government must complete and submit this certification and a copy of their Plan to the Director of the New York State Division of the Budget on or before April 1, 2021 at [EO203Certification@budget.ny.gov](mailto:EO203Certification@budget.ny.gov).**

I, \_\_\_\_\_, as the Chief Executive of \_\_\_\_\_ (the “Local Government”), hereby certify the following pursuant to Executive Order No. 203 issued by Governor Andrew M. Cuomo on June 12, 2020:

- The Local Government has performed a comprehensive review of current police force deployments, strategies, policies, procedures, and practices;
- The Local Government has developed a plan, attached hereto, to improve such deployments, strategies, policies, procedures, and practices (the “Plan”);
- The Local Government has consulted with stakeholders (including but not limited to: membership and leadership of the local police force; members of the community, with emphasis in areas with high numbers of police and community interactions; interested non-profit and faith-based community groups; the local office of the district attorney; the local public defender; and local elected officials) regarding the Plan;
- The Local Government has offered the Plan in draft form for public comment to all citizens in the locality and, prior to adoption of the Plan by the local legislative body, has considered the comments submitted; and
- The legislative body of the Local Government has ratified or adopted the Plan by local law or resolution.

---

Name

---

Signature

---

Title

---

Date