



# Town of Orangetown

## NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE

### Police Reform and Reinvention Plan

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# I.

## Summary

The “Orangetown Police Reform and Reinvention Collaborative” was formed to guide the Town of Orangetown in meeting the requirements of Executive Order No. 203 issued by Governor Andrew Cuomo on June 12, 2020. This order requires local governments with police agencies to engage the community in reforming and modernizing police procedures, strategies and tactics. At the end of this process, the pertinent local governments are required to submit a plan to New York State.

Recommendations from the Governor stated the collaborative process should:

- Review the needs of the community, which is served by its police agency, and evaluate the current policies and practices of the police department;
- Establish policies that allow officers to effectively and safely perform their duties;
- Involve the community in the discussion;
- Develop policy recommendations resulting from this review;
- Offer a plan for public comment;
- Present the plan to the local legislative body to ratify and/or adopt it, and;
- Certify adoption of the plan to the State Budget Director on or before April 1, 2021.

The purpose of the “Orangetown Police Reform and Reinvention Collaborative” is twofold: first, to create a plan to help guide our municipality and our police agency in its efforts; second, to create a framework for a Town of Orangetown reform plan. The Reinvention Collaborative is comprised of members of the community who are representative of various racial, ethnic and religious groups. These groups are represented by elected officials of the Town of Orangetown, Village of Nyack and County of Rockland, Orangetown Police Department administration, Orangetown Town Attorney’s Office, a member from NAACP Nyack Branch, Orangetown Police Benevolent Association, Rockland County Public Defender’s Office, and Rockland County District Attorney’s Office. In addition to committee meetings, public virtual meetings were held on December 15, 2020 and February 15, 2021 to solicit comments and input from Orangetown residents regarding their ideas and suggestions on police reform.

# Orangetown Police Reform and Reinvention Plan

## Committee Members

**Teresa Kenny, Orangetown Supervisor**

**Donald Butterworth, Orangetown Chief of Police**

**Denis Troy, Orangetown Town Councilman and Senior Citizen Liaison**

**Donald Hammond, Mayor of Village of Nyack**

**Michael Shannon, Orangetown Police Captain**

**Dominic Crispino, First Assistant District Attorney Rockland County District Attorney Office**

**Barbara Gionta, First Assistant District Attorney Rockland County District Attorney Office**

**Tanya Gayle, Nyack Branch of the NAACP and Rockland County Public Defender Office**

**Jerell Johnes, Teacher and Football Coach Nyack High School**

**John McGowan, Rockland County Legislature and Orangetown Youth Court**

**Brandon D. McLauchlin, Pastor Saint Charles AME Zion Church**

**Willie Outlaw, Tappan Community Resident**

**Nicholas Whalen, Orangetown Police PBA President**

**Elizabeth Brancati, Orangetown Deputy Town Attorney**

## Meeting Schedule

**October 20, 2020**

**November 10, 2020**

**December 1, 2020**

**December 15, 2020**

**February 2, 2021**

**February 16, 2021**

**Orangetown Police Policy and Procedure Review Committee**

**Lieutenant Thomas Holihan**

**Sergeant Joseph Sullivan**

**Police Officer Tyrone McNeill**

**Detective Brandon Myers**

**Police Officer Paul Valentine, Jr.**

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## II.

### Police Reforms

As will be noted throughout this report, there have been numerous adjustments to our training topics and methods. Many of the recommendations and suggestions that have been brought forth throughout this police reform process over the past year have been addressed by updates to requirements of Accreditation standards and/or the legislative process.

#### Civil Penalties for Filing False Reports on a Member of a Protected Class

New York State law established civil penalties and consequences for falsely summoning an officer when there is no reason to believe that a crime, offense or threat has been committed on a member of a protected class.

**Orangetown Police Department action - *Police supervisors conducted training to educate the police officers and police dispatchers on this new law.***

#### Require the Reporting of Police Acts or Omissions Resulting in a Person's Death to the New York State Attorney General's Office of Special Investigation

New York State has established an Office of Special Investigations within the New York State Office of the Attorney General. This office will have investigative authority and criminal jurisdiction over any incident involving the death of a person, which is caused by an act or omission by a police officer, peace officer, correction officer or who is otherwise contracted by an education, public health, social service, parks or housing agency. Where an investigation concludes that the death, or matters related to the death, involved criminal conduct, the office will be empowered to prosecute such alleged offense. It is the responsibility of the police agency involved to notify the New York State Attorney General of any such reportable incident.

**Orangetown Police Department action – *We have incorporated this New York State requirement into General Order 313 Physical Force and General Order 660 Jail Procedures, Searches, and Arrest Processing to ensure compliance. The updated General Orders were provided to every sworn police officer and reviewed with the officer by their supervisors to ensure all officers are properly educated on this topic.***

#### Require Police Officers to Report the Discharge of Weapons

*This new law* requires a police officer or peace officer, whether on or off duty, who discharges his or her weapon under circumstances where a person could be struck by a bullet, to verbally report the incident within six hours and to file a written report within forty-eight hours.

**Orangetown Police Department action – *General Order 315 Deadly Physical Force is in compliance with this mandate; no changes were needed to our General Orders. This general order was provided to every sworn officer and reviewed with the officer by their supervisors to ensure all officers are properly educated on this topic.***

## **Banning of Chokeholds**

The “Eric Garner Anti-Chokehold Act” establishes the crime of aggravated strangulation, which is a Class C Felony. This act amends the New York State Penal Law and establishes criminal penalties for police officers or peace officers who use a chokehold that causes serious physical injury or death to another person.

**Orangetown Police Department action** – *Orangetown police officers are not instructed in the use of chokeholds. Our annual In-Service Use of Force training incorporates education on this law. General Order 313 Physical Force was updated to comply with New York State accreditation standards. This general order was provided to every sworn officer and reviewed with the officer by their supervisors to ensure all officers are properly educated on this topic.*

## **Require Medical Response for Arrestees**

The New York Governors policing reform legislation requires an individual the right to medical and mental health attention and treatment while under arrest or in custody by a police officer or peace officer. Failure to provide reasonable and good faith medical assistance and treatment could result in cause of action against the officer and/or department.

**Orangetown Police Department action** – *This has been the standard practice for the Orangetown Police Department for many years. The Orangetown Police Department has incorporated this into our written policy and procedures. Annual In-Service training will be conducted in conjunction with our Use of Force training to reinforce this mandate. General Order 660 Jail Procedures, Searches, and Arrest processing was created. This general order was provided to every sworn officer and reviewed with the officer by their supervisors to ensure all officers are properly educated on this topic.*

## **Require Policing Statistics to be Reported to the Division of Criminal Justice Services in Albany**

The Police Statistics and Transparency Act - or STAT Act requires courts to compile and publish data concerning arrests and court proceedings which involve low-level offenses, such as violations and traffic offenses. Where required by DCJS, these reports will include aggregate and anonymized demographic information such as race, ethnicity and sex. This requires police departments to submit annual reports on arrest related deaths to the Division of Criminal Justice Services, as well as the New York State Legislature and the New York State Office of the Governor.

**Orangetown Police Department action** – *The Orangetown Police Department complies with this mandate by submitting information to New York State through the E-Justice portal.*

## **Recording of Law Enforcement Activity**

The New Yorker's right to monitor act allows for a person, who is not under arrest or in the custody of a law enforcement official, the right to record police activity. In addition, it allows a person to maintain custody and control of that recording and of any property or instruments used to record such activities. A person in custody or under arrest does not, by that status alone, forfeit the right to have any such recordings, property and equipment maintained and returned to them.

**Orangetown Police Department action** – *We have instructed all sworn personnel on this new New York State law. The law was reviewed with the officers by their supervisors to ensure all officers are properly educated on this topic.*

## **Duty to Intervene**

- A. Any officer, who is present and observes another officer using force that a person reasonably believes to be clearly beyond that which is objectively reasonable under the circumstances, shall intercede to prevent the use of unreasonable force if and when the officer has a realistic opportunity to prevent harm.
- B. An officer who observes another officer use force that exceeds the degree of force as described in subdivision A of this section should promptly report these observations to a supervisor.

**Orangetown Police Department action** – *The Orangetown Police Department is in compliance with New York State Accreditation Standard 20.1. This department took guidance from New York State Division of Criminal Justice Services model policy in amending our Use of Force General Order 313 Physical Force. Police officers will continue to be trained on this during their annual In-Service Use of Force training. The amended General Order was provided to every sworn officer and reviewed with the officer by their supervisors to ensure all officers are properly educated on this topic.*



### III.

## Training

### Updated Use of Force Training

New guidelines for Use of Force training includes topics such as banning of chokeholds and other means of use of force.

**Orangetown Police Department action** – *The department expanded our In-Service Use of Force training to include de-escalation and improvement upon our use of force tactics. All training is in compliance with the New York State Use of Force Model Policy. General Order 313 Physical Force was updated to comply with New York State accreditation standards. This general order was provided to every sworn officer and reviewed with the officer by their supervisors to ensure all officers are properly educated on this topic.* (See attached Appendix K: Letter from the New York State Division of Criminal Justice Services verifying the Orangetown Police Department meets the New York State guidelines on use of force.)

### Updated De-escalation Training

New guidelines for de-escalation tactics and training.

**Orangetown Police Department action** – *Since 2018, police officers have attended de-escalation training at the Rockland County Police Academy. We continue training on de-escalation through the Rockland County Police Academy during our annual In-Service training. The Rockland County Police Academy staff continues to expand training in this area.* (See attached Appendix L: Director of the Rockland County Police and Public Safety Academy presentation to the Committee on December 1, 2020, and Appendix M: Rockland County Police & Public Safety Academy Basic Course for Police Officers Curriculum Content Form August 3, 2020 through August 2, 2021.)

### Communication

The Limited English Proficient (LEP) population of North America has grown more than 80 percent in the past 20 years. We need the ability to communicate with members of our community.

**Orangetown Police Department action** – *We have Spanish speaking officers who can assist the Spanish speaking community. If we do not have a Spanish speaking officer on duty, we can call in one of our off duty Spanish speaking officers. This agency also has mutual aid agreements with other Rockland County Police agencies to assist with language translations as needed (e.g. The Spring Valley Police Department has assisted the Orangetown Police Department with French Creole translations). To ensure that our officers can assist our community regardless of the language spoken, the Orangetown Police Department utilizes a language interpretation service. This service is offered 24 hours a day, 7 days a week and 365 days a year. It provides phone interpretation for any language to ensure our officers can communicate with the community.*

## IV.

### Social Justice and Equality

#### Remove Arrest Photos from Press Releases

An arrested person could feel a stigma or shame for their arrest over an alleged offense.

**Orangetown Police Department action** – *In 2019, the Orangetown Police Department followed the suggestion from the New York State Office of the Governor and removed all arrest photos from press releases that are posted on our social media. In addition to this, we have limited the number of press releases and photographs being issued, unless it is a major crime or there is an overriding concern for public safety.*

#### Diversify Our Police Force

Having a diverse agency is not just bound to race and gender. Diversity entails other characteristics, including religion, language, life experience, sexual orientation and cultural background. Increasing diversity efforts within the police force may attract more people from different cultural backgrounds and life experiences to apply.

**Orangetown Police Department action** – *We follow all mandates from the New York State Department of Civil Service and the Rockland County Department of Personnel in regards to hiring. The Police Officer Exam is administered by the Rockland County Department of Personnel every four years. Since 2012, the Orangetown Police Department has disseminated its recruitment flyers in English, Spanish, French Creole and Yiddish. We participated in community outreaches within the Town of Orangetown and participated in other Rockland County initiatives. In preparing for the 2020 police exam, these flyers were distributed to our 56 houses of worship, local businesses, libraries, Town and Village Halls, volunteer fire departments and emergency medical services throughout the Town of Orangetown. Notifications were also made on our social media sites.*

*For the police exam scheduled for 2024, we look forward to working with members of this committee, representatives from schools, houses of worship, and elected officials to help expand our efforts and attract a more diverse group of candidates to apply and take the Rockland County Police Examination. We will also seek to increase advertisement on our social media sites. The Orangetown Town Board is planning to work with Rockland County Personnel and any other New York State agency that can assist with this topic.*

#### Increase Orangetown Police Department Procedural Justice and Diversity Training

The Town of Orangetown's goal is to provide procedural Justice training for all Orangetown Police Department Officers.

**Orangetown Police Department action** – *In 2020, two Orangetown officers were trained and certified by the Division of Criminal Justice Services as trainers in the Procedural Justice Program. In 2021, The Rockland County Police Academy In-Service training will provide Division of Criminal Justice Services certification on Procedural Justice for all officers completing this block of instruction.*

## V.

### Public/Community Relations

#### Using Technology for Community Outreach

Technology is changing how the world communicates and shares information. Almost everyone carries a super computer that connects them to the world.

**Orangetown Police Department action** – *The Orangetown Police Department is working to provide more information to the public on its website, as well as increasing its social media platforms. Currently, the community can find a method of communication with the police department that they feel most comfortable. The community can call the police department, email the police department, and for non-urgent communication, can use Facebook to send a message. In the event of an emergency a caller can utilize the text to 911 system which Rockland County has employed since 2015. Text to 911 gives someone in an emergency situation where they cannot make an out loud voice phone call the ability to interact with a 911 operator via text messaging. The Text to 911 system also allows those who are deaf, hard of hearing, or have speech challenges to get help in an emergency and have their needs met.*

*If there is an incident in the community that affects public safety we have the ability to use the New York Alert reverse 911 system. The New York Alert reverse 911 system allows the Town to notify thousands of residents in the affected area by computer, phone call, text message or email. Residents and commuters have the option to sign up for New York alerts. For incidents where a person prefers to remain anonymous, they can also use the Tip411 initiative, which is managed by the Rockland County District Attorney's Office. The police department is able to text with a complainant with no method of identifying the complainant.*  
<https://home.tip411.com/>.

#### Hope Not Handcuffs

A person struggling with any drug addiction needs support, compassion, and respect.

**Orangetown Police Department action** – *Since November 2019, the Orangetown Police Department has partnered with the organization Hope Not Handcuffs, which is aimed at bringing law enforcement and community outreach organizations together in an effort to find viable treatment options for individuals seeking help in reducing their dependency with heroin, prescription drugs, and or alcohol. A person struggling with any substance use disorder can come to the Orangetown Police Department and ask for help. They will be greeted with support, compassion, and respect. If Hope Not Handcuffs accepts the person into the program, they will be guided through a brief intake process to ensure proper treatment and placement.* (See attached Appendix N: Hope not Handcuffs informational flyer.)

## Drug Court

People suffering from substance abuse deserve an option promoting treatment and rehabilitation Instead of incarceration.

***Orangetown Police Department action – Since 2014, Town of Orangetown Judge Patrick Loftus has presided over the Rockland County Misdemeanor Drug Court. This court seeks to connect low-level criminal defendants, who are suffering from substance abuse, to treatment services within the community. Rockland County also supports a Felony Drug Court for more serious drug offenses. This is an effort to enhance public safety, reduce recidivism and to find appropriate dispositions to the criminal charges that take into consideration an individual's drug and/or alcohol abuse, mental and physical health and the seriousness of the offense. Defendants, who establish a consistent pattern of clean drug tests, maintain employment or enrollment in vocational or educational programs, and have other proof of a stabilized lifestyle, graduate from this program. Upon successful completion of the program, all criminal charges are dismissed.***

## Victims of Domestic Violence and Sexual Assault Assistance

Victims of gender-based violence are entitled to live with dignity and equality, free from fear, violence and oppression.

***Orangetown Police Department action – The Orangetown Police Department works in partnership with the Center for Safety and Change, 9 Johnson Lane, New City, NY 10956 (845) 634-3391 <https://www.centerforsafetyandchange.org/> and the Office of Victim Services (800) 247-8035 [www.ovs.ny.gov](http://www.ovs.ny.gov). Orangetown Police Department General Order 622 has been amended to include the Center for Safety and Change and Office of Victim Services as victim resources. (See attached Appendix O: Center for Safety and Change and the New York State Office of Victims Services informational flyers.)***

## Diversion programs for Youthful Offenders

A young adult who makes a mistake deserves an opportunity to stay out of the criminal court and family court systems. Minor crimes or offenses can stay on your criminal record and have monetary fines that can have long lasting effect on a person.

***Orangetown Police Department action – The Orangetown Police Department has run the Youth Court in its current form since 1997. The Orangetown Youth Court is a voluntary alternative to having your case heard through the criminal justice system. The goal of Youth Court is to intervene in early anti-social, delinquent, and criminal behavior, and to reduce the incidence and prevent the escalation of such behavior. Youth Court strives to promote feelings of self-esteem, and a desire for self-improvement. The Youth Court is designed to divert offending youth from the juvenile justice system, provides an alternative to the Family Court process and deters further contact with the police. Alleged offenders who have arrests for minor offenses such as drug possession, underage drinking, minor theft, trespassing, and minor vehicle and traffic law violations who successfully complete this peer adjudicated program, will have no permanent criminal record of the incident. All youth court records are returned to the parent or guardian at the completion of the program. <https://www.orangetown.com/youth-court/> For further information you can contact the youth court program manager at PHONE (845) 359-1775.***

## **Operation Medicine Cabinet**

Do your part to help prevent drug addiction and overdose deaths. Unused medications not only pose a risk to other people, but also the planet. Pain pills could be the gateway to addiction if someone takes them for non-medical reasons. Opioids provided for a legitimate injury that weren't taken have led some in this country toward heroin addiction and overdose. Flushing the medication down the toilet can pollute our water supply, lakes and streams which can hurt fish and other aquatic wildlife and end up in our drinking water.

**Orangetown Police Department action** – *Since 2011 the Town of Orangetown has participated in Operation Medicine Cabinet which provided the public the opportunity to dispose of unused or expired medications twice a year. We also accept the voluntary surrender of illegal drugs with no questions asked. For the past 5 years at the recommendation of the Orangetown Substance Abuse Committee the Orangetown Police Department has offered the collection of drugs, unused, or expired medication 24 hours a day 7 days a week with no questions asked. Over the past several years the Orangetown Police Department has destroyed over 1,000 pounds of voluntarily surrendered medications from the community.* (See attached Appendix P: Town of Orangetown Operation Medicine Cabinet informational flyer.)

## **New York State's 911 Good Samaritan Law Protects the Community**

The New York State 911 Good Samaritan Law allows people to call 911 without fear of arrest if they are having drug or alcohol overdose that requires emergency medical care or if they witness someone overdosing.

**Orangetown Police Department action** – *Since October of 2014 The Town of Orangetown Police Department has been trained on the administration of Naloxone (Narcan®) which is a medication designed to rapidly reverse and block the effects of opioids. Naloxone can help restore respiration to a person whose breathing has slowed as a result of overdosing on opioids. With the use of Naloxone Orangetown Police Officers have helped to save nearly 100 people who were in respiratory distress due to overdose. No arrests have ever been made for any drugs in connection with a call for help due to drug overdose.*

## **House of Worship Safety**

Houses of worship have long been flashpoints for religiously and ideologically motivated violence. Attacks are symptomatic of a rise in hostility directed at others on the basis of their religion. The perception of houses of worship as gathering places and for ethnic and religious others also increases their symbolic value as targets for politically, religiously and ideologically motivated assailants.

**Orangetown Police Department action** – *In 2018, the Orangetown Police Department reached out to all houses of worship listed on the tax records for the Town of Orangetown and invited them to attend a presentation on House of Worship Safety. Twenty six representatives from houses of worship in Blauvelt, Nyack, Orangeburg, Pearl River, Piermont, Sparkill, Tappan, and West Nyack attended this presentation.*

## VI.

# Transparency and Accountability

## Complaint Reporting and Investigations

Members of the community may not feel comfortable coming into the police station to report interactions with police officers.

**Orangetown Police Department action** – *The Orangetown Police Department has amended our policy to include the following ways of submitting a civilian complaint: coming into the station, calling (845) 359-3700 and asking to speak with the on-duty supervisor, requesting that the forms be mailed or emailed and the ability to download the forms from our website.*

*The Orangetown Town Board will evaluate the procedure for filing of complaints and the investigative process for civilian complaints against police employees. It was a recommendation of two committee members that the Town Board should consider some level of civilian review of complaints (See Appendix: J), and review and consider a recommendation that the Town Board appointed Town Attorney review completed investigations.*

<https://www.orangetown.com/wp-content/uploads/Online-Civilian-Complaint-Against-Police-Employee-Forms.pdf> .

## Police Activities

The Community has the right to access police data and arrest activities.

**Orangetown Police Department action** – *Orangetown Police Department reports are available to the community through Freedom of Information Law (F.O.I.L.) requests. These requests can be submitted in person at the Orangetown Police Department or requested online at [www.orangetown.com/foil](http://www.orangetown.com/foil) with no contact police officers. The requestor can speak to our civilian Records Department staff in person or on the phone through direct dial to the Records Department at 845-359-5782. Reports can either be sent electronically at no cost to the requestor, or picked up in person for a small printing fee of twenty five cents a page. Accommodation will be made for printed material if financial hardship exists.*

The Orangetown Police Department also sends reports to New York State Division of Criminal Justice Services which are posted at <https://www.criminaljustice.ny.gov/crimnet/ojsa/stats.htm>

## VII.

### Policies and Procedures

**New York State Accreditation <https://www.criminaljustice.ny.gov/ops/accred/>**

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 encompasses four principle 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; and
4. To promote public confidence in law enforcement agencies.

**Orangetown Police Department action** – *The Orangetown Police Department became an accredited agency in 2007. To maintain our accredited status, we have an accreditation manager and support staff that works with the state to ensure all accreditation standards and updates to these standards, presented by New York State Division of Criminal Justice Services, are met and implemented within the 30 day window. (See attached Appendix D: December 1, 2020 Committee meeting minutes which contain a presentation on Accreditation.)*

### Mental Health and Crisis Intervention Training and Procedures

A Goal of the Town of Orangetown is to expand and improve our collaborative efforts with subject matter experts in the fields of mental health and crisis intervention and build strong working relationships between our agencies.

**Orangetown Police Department action** – *The Orangetown Police Department looks to continue and improve its professional working relationship with the Rockland County Behavioral Health Response Team (B.H.R.T.) and the Children’s Community Assistance, Response, and Endangerment (C.A.R.E.) Team to provide non-police focused support to persons in crisis. The Town of Orangetown also recommends and supports the creation of a “311” type call center in Rockland County which allows the caller to direct their call away from a police response and towards a licensed mental health professional response. (See attached Appendix C: November 10, 2020 Committee meeting minutes which contain the BHRT 2019 Annual Report presentation.)*

## **Officer Wellness**

A goal of the Town of Orangetown is to provide training to police employees to recognize signs of stress or officers in distress.

***Orangetown Police Department action – The Town of Orangetown supports all its employees with the Total Care Employee Assistance Program (TCEAP). We understand that problems are part of life. Sometimes we are unable to handle these stresses ourselves, without the help of outside resources. The Town of Orangetown provides its employees and their family with a confidential employee assistance program. This benefit provides resources and solutions for those encountering problems. Just as health insurance is designed to assist your physical health, the TCEAP benefit is designed to assist your emotional and mental well-being. All Orangetown Police Department employees have been advised by their supervisors regarding the TCEAP services that are offered and how to access these services. The Town of Orangetown offers this service at no cost to its employees. Our officers continue to receive training on access to TCEAP, which is available to provide all employees services to identify and deal with the stresses of work and life. ([www.theeap.com](http://www.theeap.com)).***

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## VIII.

### Moving Forward

Many of the recommendations from the committee have been addressed as action plans throughout this report. Below are additional suggestions and actions that we recommend be presented to and considered by the Town Board.

1. The Town Board should consider establishing a new Town Committee to continue the work that this Committee and Governor Cuomo's Executive Order have started. This Committee should report to the Town Board on proposed actions and recommendations to continue to further the goals of Executive Order 203 and this Committee.
2. Over the past several years budget issues have created a problem in maintaining a continuous community policing unit. The Town Board should consider incorporating community policing at some level. The public should be involved in this discussion, including how they would like to see community policing incorporated.
3. A recommendation was made to review the process currently in place for conducting background checks for new hires, specifically related to applicant social media history, and determine if the current process can be improved. On March 9, 2021, the Orangetown Police Department gave a confidential presentation to the Town Board explaining the complete process used for applicant background investigations. Any changes that the Town Board believes would improve this process will be handled internally.

# IX.

## Appendix

- Appendix A: Executive Order Number 203, New York State Police Reform and Reinvention Collaborative**
- Appendix B: Committee Meeting Minutes from October 20, 2020**
- Appendix C: Committee Meeting Minutes from November 10, 2020**
- Appendix D: Committee Meeting Minutes from December 1, 2020**
- Appendix E: Committee Meeting Minutes from December 15, 2020**
- Appendix F: Committee Meeting Minutes from February 2, 2021**
- Appendix G: Committee Meeting Minutes from February 16, 2021**
- Appendix H: Committee Meeting Email Correspondence September 23, 2020 through January 12, 2021**
- Appendix I: Committee Meeting Email Correspondence February 9, 2021 through February 16, 2021**
- Appendix J: Committee Meeting Email Correspondence March 2, 2021**
- Appendix K: Letter from the NYS DCJS verifying the Orangetown Police Department meets NYS guidelines for Use of Force.**
- Appendix L: Director for the Rockland County Police & Public Safety Academy Christopher Strattner presentation to the Committee on December 1, 2020**
- Appendix M: Rockland County Police & Public Safety Academy Basic Course for Police Officers Curriculum Content Form August 3, 2020 through August 2, 2021**
- Appendix N: Hope not Handcuffs informational flyer**
- Appendix O: Center for Safety and Change and the New York State Office of Victim Services Informational flyers**
- Appendix P: Town of Orangetown Operation Medicine Cabinet informational flyer**



State of New York  
Executive Chamber

No. 203

EXECUTIVE ORDER

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

# Town of Orangetown

Town Hall 26 West Orangeburg Road • Orangeburg, NY 10962

Telephone: (845) 359-5100 ext. 2293

Fax: (845) 359-2623

e-mail: supervisor@orangetown.com

website: www.orangetown.com



## Town of Orangetown Police Reform Committee

Minutes – October 20, 2020

### In Attendance:

Special Guest, District Attorney Tom Walsh  
Special Guest, Patrick Frawley, Chief District Attorney  
Teresa Kenny, Orangetown Supervisor  
Donald Butterworth, Chief of Police  
Denis Troy, Town Councilman  
Don Hammond, Nyack Mayor  
Dominic Crispino, First Assistant District Attorney  
Barbara Gionta, First Assistant District Attorney  
Tanya Gayle, Nyack NAACP & Office of the Public Defender (virtual)  
~~Nicole Hines, Center for Safety & Change~~  
John McGowan, County Legislator, Youth Court & Pearl River resident  
Brandon D. McLaughlin, Pastor of St. Charles AME Zion Church (virtual)  
Willie Outlaw, Tappan Resident  
Nicholas S. Whalen, Orangetown Sergeant & PBA President  
Elizabeth Brancati, Deputy Town Attorney  
Special Guest, Robert Magrino, Town Attorney  
Michael Shannon, Police Captain  
Michael Lawler, Deputy Town Supervisor  
Allison Kardon, clerk

1. Special Guest District Attorney Tom Walsh – *DA's office will give a county-wide perspective on law enforcement, share general ideas to meet needs of 21<sup>st</sup> century, incarceration programs to help people get back on track.*
2. Member recommendation of additional members/stakeholders. *Mental Health Professional; find leaders/outreach to the Latino community - Nick Whalen will contact and communicate with Mayor Don Hammond; Pride Center and Nyack Center-Mayor Hammond will contact; Invite the Behavioral Health Response Team-Ray Florida so he can explain their services.*

3. Request for information and documentation from the Orangetown Police Department and Rockland County Police Academy for review? From other agencies? *Captain Shannon will gather information.*
4. Contact person in Orangetown Police for members to submit requests for information. *Captain Shannon – [mshannon@orangetown.com](mailto:mshannon@orangetown.com). OPD is an accredited agency.*
5. Future Events/Meetings:
  - a) Virtual/Village Hall/other locations? *Mayor Hammond will inquire about Nyack Center and YMCA. Pastor McLaughlin offered Fellowship Hall in Sparkill. Local Libraries.*
  - b) Other suggestions to obtain public comment/input: survey monkey? *Supervisor Kenny suggested sending a survey out to the community to allow them to comment and offer ideas. Need responses to Supervisor's questions from NYS Police Reform and Reinvention booklet (see attached).*
  - c) Participation and/or cooperation with trusted community organizations? *Ask the Mental Health Committee of the Rockland Coalition to End the New Jim Crow to make a presentation—Mayor Hammond will follow up (email attached). Also, ask a representative from the PRIDE Center to speak and/or join the committee.*
6. Other Questions/Suggestions/Ideas/comments? *Mayor Hammond will consider inviting a coach/teacher from Nyack School District; Mayor Hammond suggested that we have more community members join; Chief Butterworth explained that NYS/DCJS is making recommendations for a Use of Force policy.*
7. Future Meetings:

*Nov 10<sup>th</sup>, 6 pm, Town Hall Multipurpose Room*  
*Dec 1<sup>st</sup>, 6 pm, Town Hall Multipurpose Room*

## Town of Orangetown Police Reform Committee

Minutes - November 10, 2020

**Present:**

Special Guest, Ray Florida, Executive Director BHRT  
Special Guest, Jessica Nobile, BHRT  
Teresa Kenny, Orangetown Supervisor  
Donald Butterworth, Chief of Police (virtual)  
Michael Shannon, Police Captain (virtual)  
Denis Troy, Town Councilman  
Don Hammond, Nyack Mayor (virtual)  
Dominic Crispino, First Assistant District Attorney  
Barbara Gionta, First Assistant District Attorney  
Tanya Gayle, Nyack NAACP & Office of the Public Defender (virtual)  
John McGowan, County Legislator, Youth Court & Pearl River resident  
Brandon D. McLaughlin, Pastor of St. Charles AME Zion Church (virtual)  
Willie Outlaw, Tappan Resident (virtual)  
Nicholas S. Whalen, Orangetown Sergeant & PBA President (virtual)  
Elizabeth Brancati, Deputy Town Attorney (virtual)  
Michael Lawler, Deputy Town Supervisor  
Allison Kardon, Clerk

**Not Present:**

Nicole Hines, Center for Safety and Change

---

**1. Presentation from Ray Florida from BHRT (Behavioral Health Response Team)**

see attached brochure and 2019 Annual Report.

Some highlights:

- a. Started in 2015, works with Rockland Department of Health
- b. All licensed EMT and mental health professionals
- c. All trained in crisis intervention and de-escalation
- d. Provides free 24/7, 365 days/year outreach and support for mental health crises
- e. Safely treats clients over the phone and in-person
- f. Staff wears street clothes and cars have no sirens and are unmarked
- g. Funded through NYS OMH (Office of Mental Health) so there is no charge for their services and all interviews are confidential
- h. Approx. 20-30 minute response time – covers all of Rockland County
- i. Provides Home-Based Crisis Intervention (HBCI), a 5-6 week program to help stabilize families
- j. Has substance abuse counselors
- k. Outreach at home or anywhere in Rockland County (coffee shop)
- l. Will send to hospital, if needed—under 18 goes to Westchester while adults go to Nyack
- m. Well over 85% of phone calls are without police intervention (2000 last year and only 142 involved police – 7.1%)
- n. Have asked the police to leave when police presence is not necessary, so patients are not in the criminal justice system

- o. Supervisor suggests that they make a presentation at Town Board meeting so public can learn about their services.
- p. Police will call BHRT and BHRT will call police, if needed.
- q. BHRT does follow up with patients
- r. Not as busy during pandemic
- s. Starting Telemedicine
- t. Need to train 911 operators in mental health to triage calls
- u. Presence in schools but works with staff not SRO (school resource officer)
- v. Nick Whalen: Police are trained a minimum 1x a year in mental health
- w. Nick Whalen: BHRT Orangetown response time can be too long – need additional units
- x. Nick Whalen: BHRT will be integrated into the Police Academy

**2. Member updates from last meeting:**

- a) **Don Hammond – coach/teacher from Nyack HS?** Yes, Gerald Jones – will reach out
- b) **Don Hammond/Nick Whalen – outreach to the Hispanic Community?** Kim Cross will provide Latino contact.
- c) **Teresa Kenny –**
  - Survey Monkey – Check with IT, need it translated in Spanish & Haitian Creole. Center for Safety & Change might help, Mayor Hammond knows someone. Some residents might be intimidated so Nyack and Pride Centers will work with them.
  - Nyack Center (Kim Cross will help with Survey and make presentation);
  - Pride Center (Brooke Malloy will help with Survey and make presentation);
  - Mental Health Committee of Rockland Coalition to End the New Jim Crow (Invited for Dec 1<sup>st</sup> meeting)

**3. Sub-Committee Assignments (Appendix page 120 attached)**

- a. **Use of force;**
- b. **Procedural justice;**
- c. **Any studies addressing systematic racial bias or racial justice in policing;**
- d. **Implicit bias awareness;**
- e. **De-escalation training and practices;**
- f. **Law enforcement assisted diversion programs;**
- g. **Restorative justice practices;**
- h. **Community out-reach and conflict resolution**
- i. **Problem-oriented policing;**
- j. **Hot spots policing;**
- k. **Focused deterrence;**
- l. **Crime prevention through environmental design;**
- m. **Violence prevention and reduction interventions;**
- n. **Model policies and guidelines promulgated by the New York State Municipal Police Training Council;**
- o. **Standards promulgated by the New York State Law Enforcement Accreditation Program; Some of these are covered by accreditation**



- p. **Other?** 28% Police Agencies are accredited in NYS. They have 130 standards to satisfy. Every four years they are fully audited. 20-40 standards are looked at every year. Some of the above (a-o) are covered in the accreditation. Police will let us know which ones.

**4. Next Date 12/1/2020 at 6 pm, Town Hall Multipurpose Room and Virtual**

- a. Mental Health Committee of Rockland Coalition to End the New Jim Crow will present for 20 minutes and answer questions.
- b. Chief Butterworth and Captain Shannon will explain the accreditation process and criteria.

# Rockland County, your voice matters!



## The Rockland County Sheriff's Department Police Reform Committee would like to hear from you!

Please join us to discuss how we can build relationships between police and community members. We will also have an open dialogue about public safety in our county.

When: Thursday 11/5/2020

Time: 6PM - 8PM

ZOOM Meeting ID: 882 5606 9757

ZOOM Password: 12345

Registration Link: [https://us02web.zoom.us/webinar/register/WN\\_0jx5VCZnSfanz4NGM7VNiQ](https://us02web.zoom.us/webinar/register/WN_0jx5VCZnSfanz4NGM7VNiQ)



**Adults**

When: Friday 11/6/2020

Time: 6PM - 8PM

ZOOM Meeting ID: 873 9083 7807

ZOOM Password: GenZ

Registration Link: [https://us02web.zoom.us/webinar/register/WN\\_lpsq7dBhSL6ncmlJjpv4Xw](https://us02web.zoom.us/webinar/register/WN_lpsq7dBhSL6ncmlJjpv4Xw)



**Generation Z**

You will also be able to join us live via Facebook at:



[Humanity in Action: Rockland County](#)

For more information or questions please email us at: [Scollaborative2020@gmail.com](mailto:Scollaborative2020@gmail.com)



# BHRT 2019 Annual Report

Timothy P. Egan, EMT-P, CACO, CAC  
Chief Information Officer  
Updated January 23, 2020



## 2019-By the Numbers

- Telephonic Triage and Crisis Response – 1124
- Mobile Crisis Response – 867
- Overall Crisis Responses: 1991
  
- In addition to the requested classifications:
  - Alerts – 203
  - General Inquiry – 183
  
- Overall TOTAL contacts: 2377





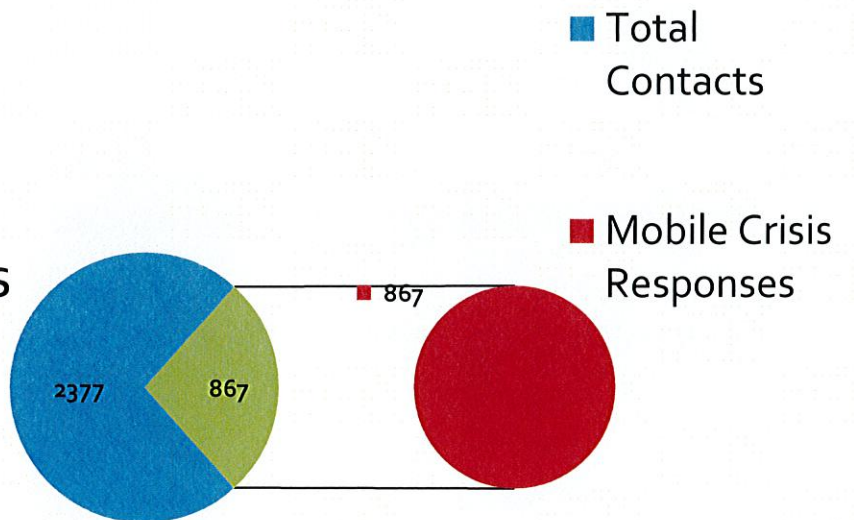
## Mobile Crisis Response - Demographic Information

- 494 of the 867 Mobile Crisis Responses were new clients
  - Of the 494 New clients:
    - 177 male
    - 193 female
    - 1 Transgender
    - 123 unidentified gender
- 91 <20 years
- 142 Mobile Crisis Responses with Police (17%)
  - 348 in 2018 (36%)
  - 386 in 2017 (40%)



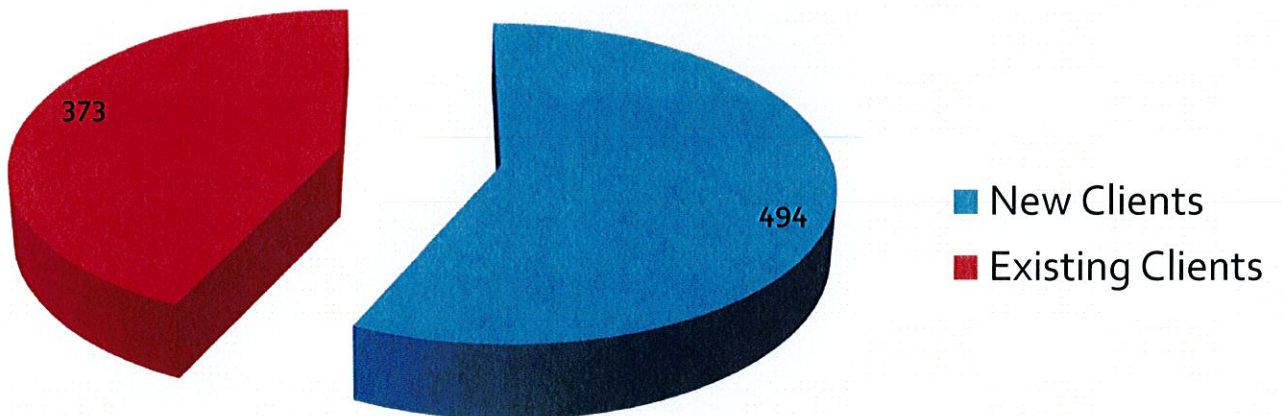
## Total Contacts vs. Mobile Crisis Response

- 2377 total contacts
  - Resulted in 867 Mobile Crisis Responses



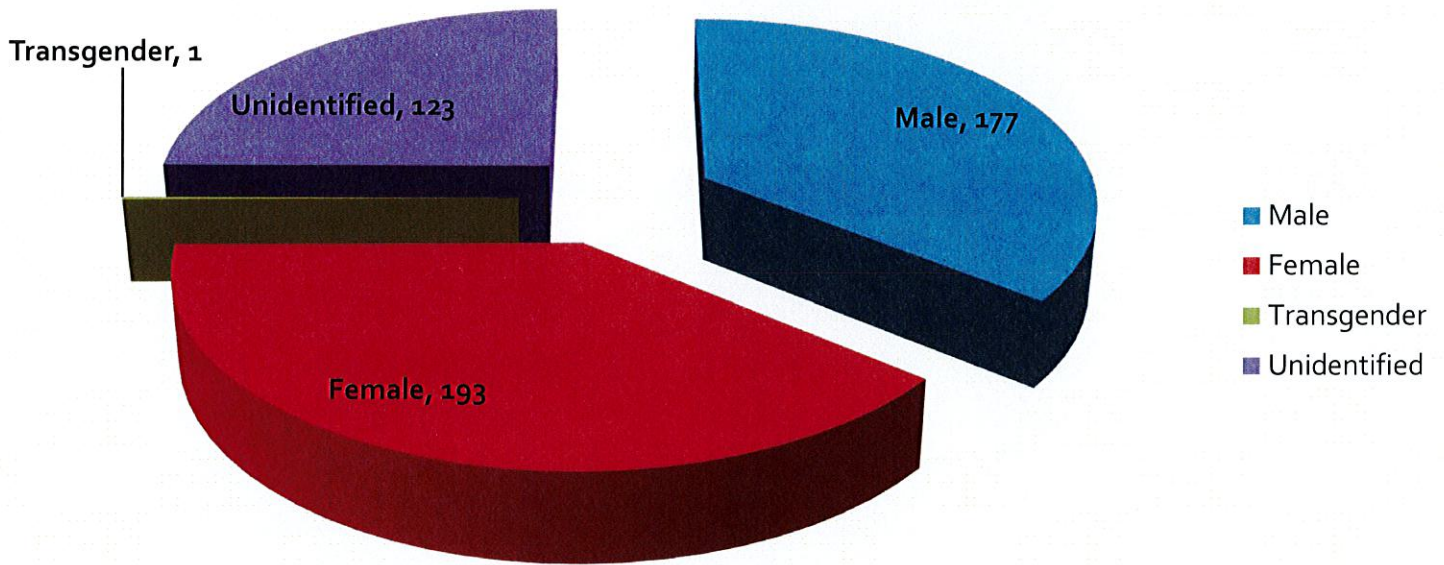


## Mobile Crisis Response New vs. Existing Clients





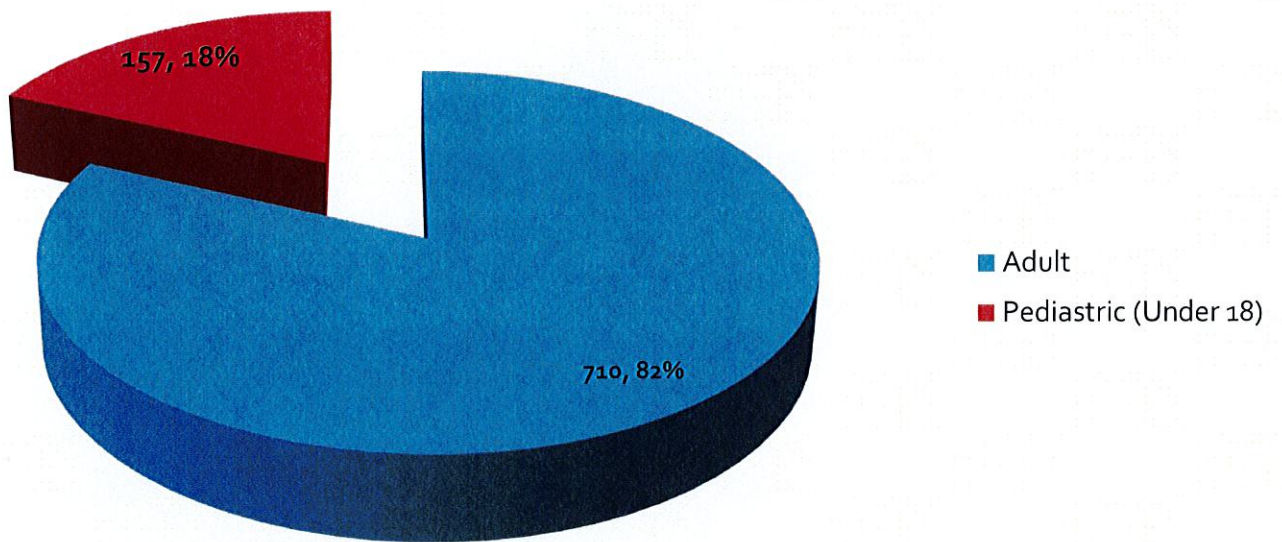
## Gender Distribution of New Clients





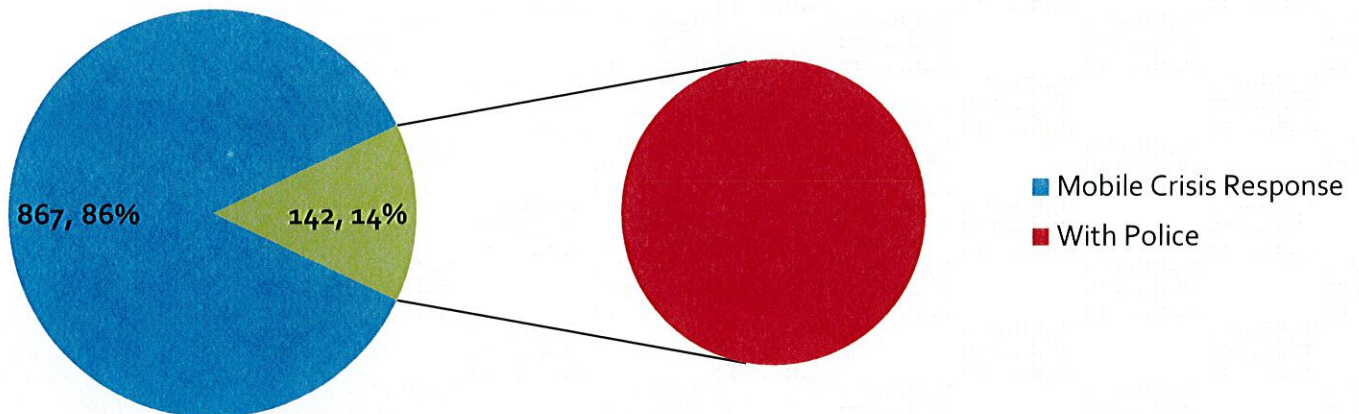


## Mobile Crisis Response Age Distribution





## Mobile Crisis Response with PD

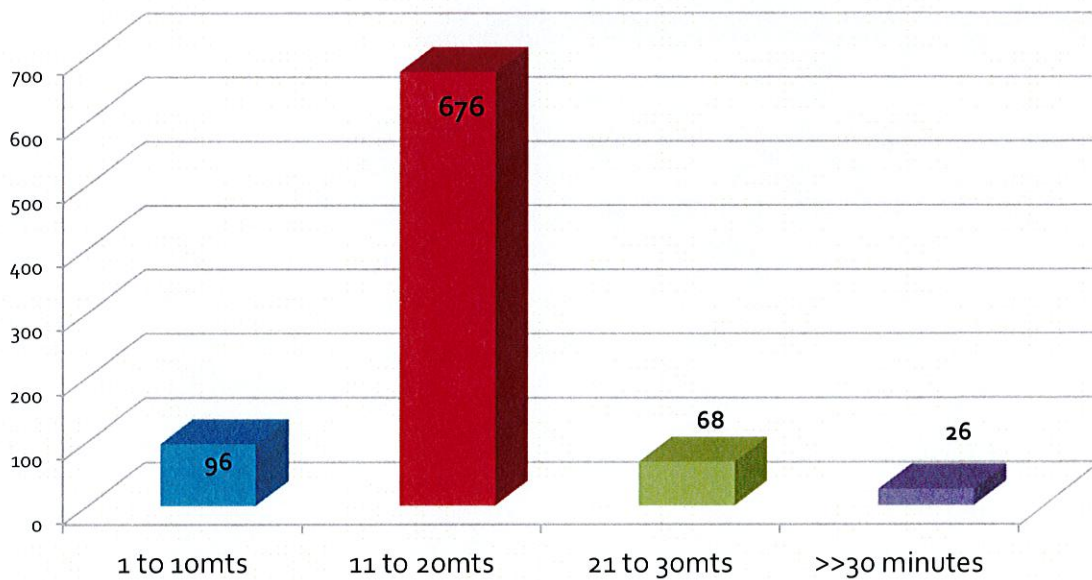


*14% of Mobile Crisis Responses were with Police*



## Key Performance Indicators

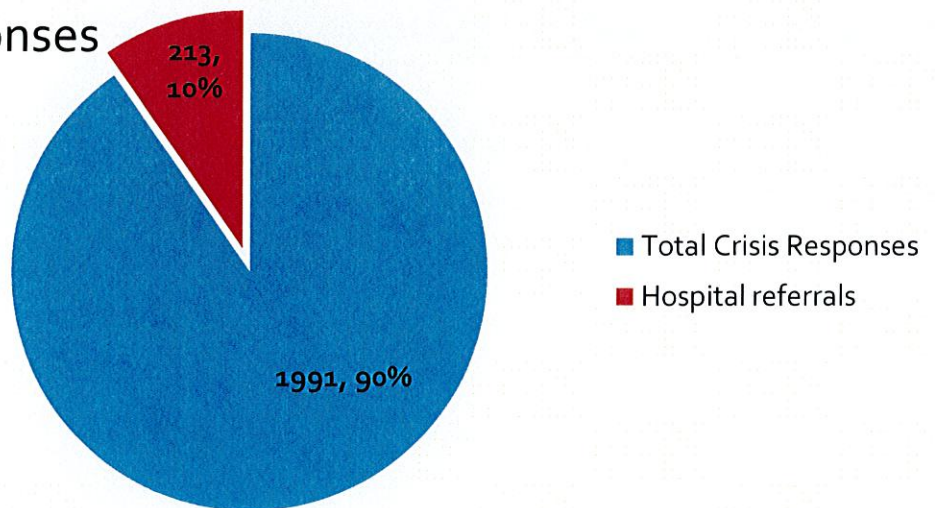
- The Mobile Crisis Team will respond to requests for Crisis Intervention within 35 minutes of receiving information from the caller 90% of the time.
  - Average response time for 2019 is 15.27 minutes





## Key Performance Indicators

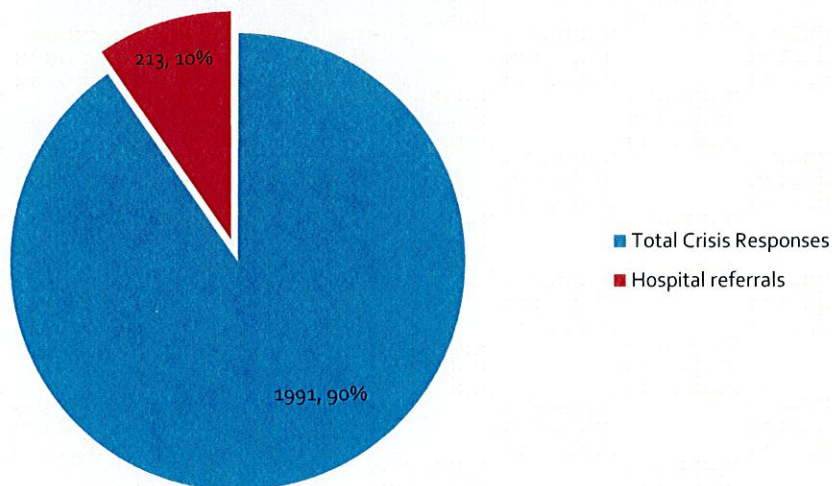
- At least 70% of all Crisis Responses will be referred to community resources other than the ED.
  - 89.3% of all Crisis Responses are referred to services other than the ED
  - 1991 Crisis Responses
  - 213 ED Referrals





## Key Performance Indicators

- We expect no less than 30% of those needing to be transported to an emergency department will be admitted to the hospital.
  - 52.3% of ED referrals were admitted in 2019
    - 213 ED Referrals
    - 112 Admissions

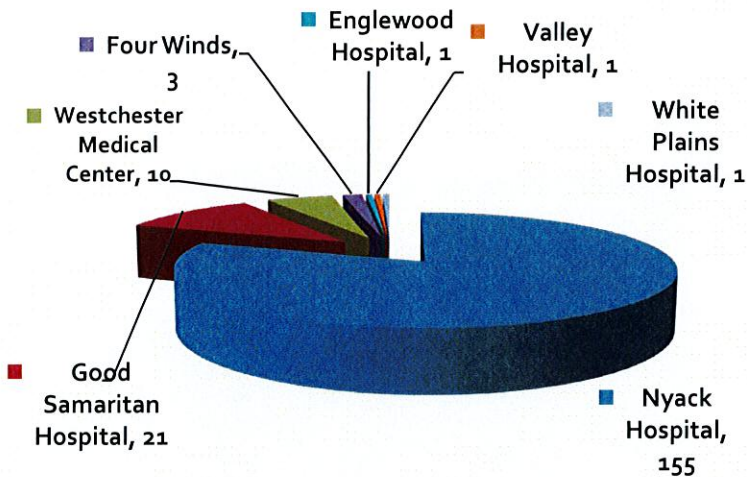




## 2019 Hospital ED Referrals/Admissions

- 213 Hospital/ED Referrals

- 112 Admissions

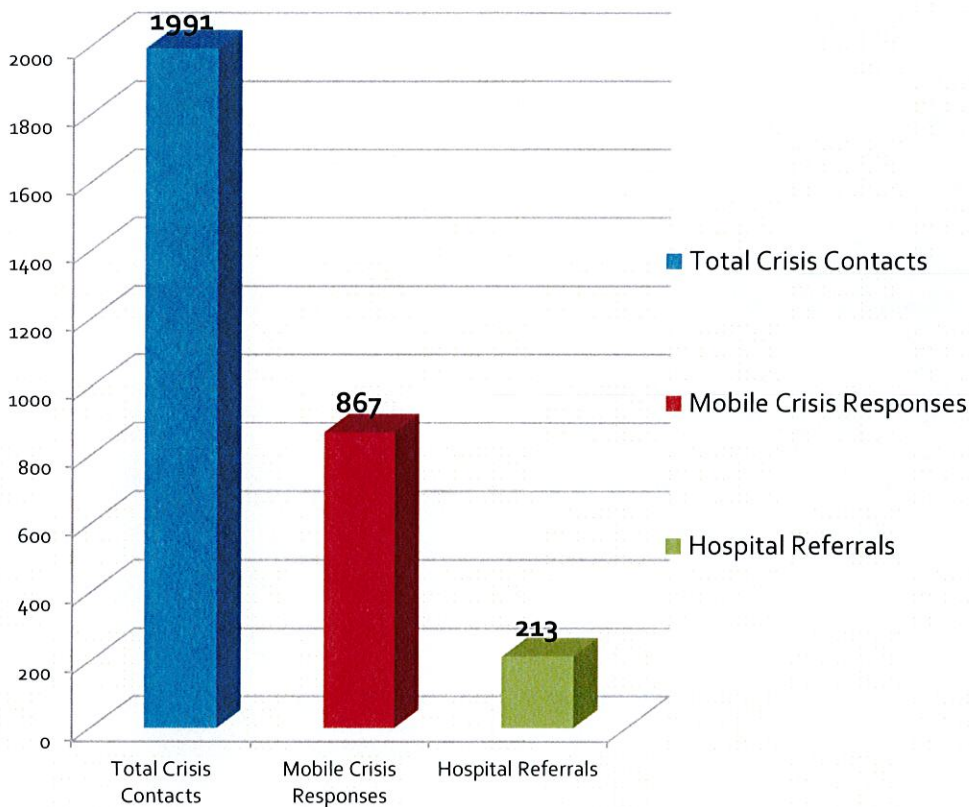


Montefiore-Nyack	78
WMC-Good Samaritan	14
Four Winds	1
Westchester Medical	8
Unknown	11

*52.6% of Hospital Referrals were admitted*



## Mobile Crisis Response vs. Hospital/ED Referrals



Hospital/ED referrals are only 10.7% of total Crisis Contacts, and 24.6% of Mobile Crisis Responses

# Providing FREE 24 Hour Outreach and Support for:

- Emotional Distress or Trauma
- Anxiety or Depression
- Crisis Intervention
- Suicidal Thoughts
- Alcohol or Drug Abuse
- Serious Mental Illness



Call us 24/7 and  
we'll talk to you  
over the phone or  
send a team to  
your location

Listen to our  
"Healthy Attitudes"  
radio show the first  
Thursday of every month  
on WRCR AM 1700.

A Free Service to Help  
Anyone in Rockland County  
Experiencing a  
Mental Health Crisis.

Don't wait. Get help.

*"Improving mental health and  
substance abuse services is a top  
priority of my administration. The  
Behavioral Health Response Team  
(BHRT) offers immediate help to  
adults, teens and children,  
wherever and whenever crisis  
intervention is needed, while  
assuring their safety and the safety  
of those around them."*

~Rockland County Executive Ed Day

Grant Funded by NYSOMH through  
Rockland County

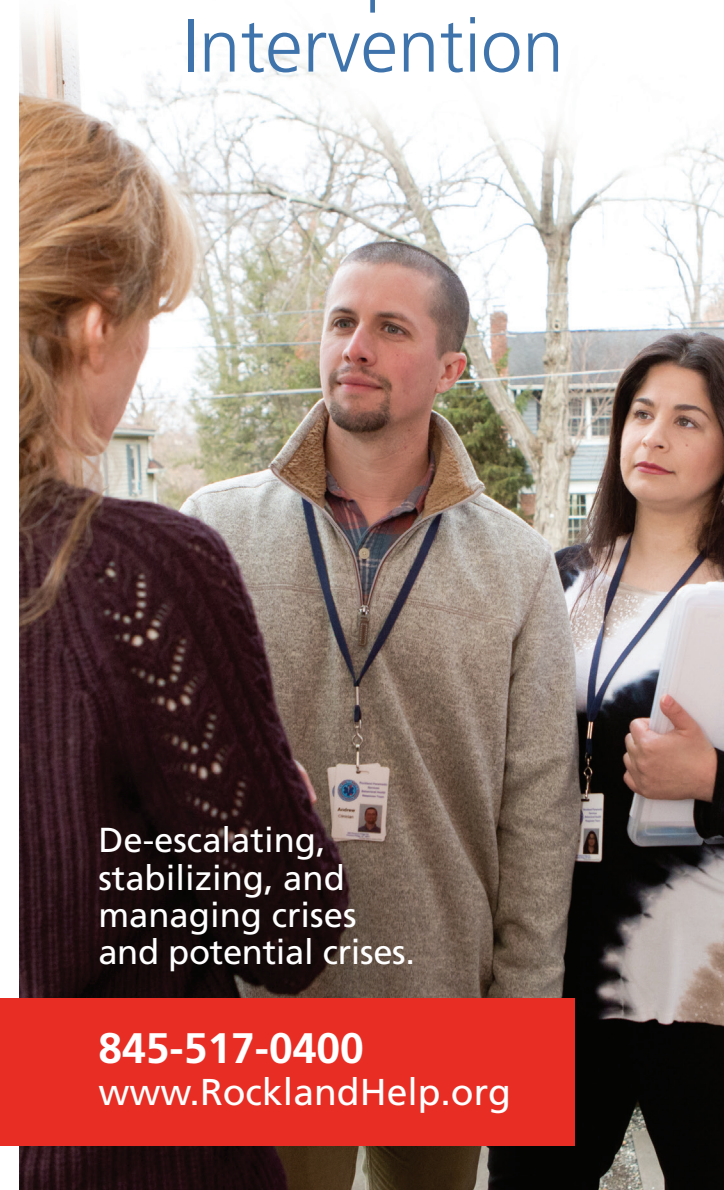
Operated by  
Rockland Paramedic Services  
Ray Florida, Director



Twitter: @RocklandBHRT  
www.facebook.com/BHRTGetHelp



## Focused Therapeutic Intervention



De-escalating,  
stabilizing, and  
managing crises  
and potential crises.

Don't Wait.  
Get Help.

**845-517-0400**  
www.RocklandHelp.org

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### What is the Behavioral Health response Team (BHRT)?

The Behavioral Health Response Team (BHRT) provides mobile behavioral health services and crisis intervention 24/7, 365 days a year to individuals, families and agencies in Rockland County. The Team can come to you if a mental health situation needs immediate intervention.

BHRT has an experienced team of mental Health professionals capable of responding immediately to requests for assistance or intervention with any behavioral health issue. The issues can range from serious emotional crisis to seeking guidance for behavioral health support. Our Team will conduct a basic needs assessment, which is an essential part of the outreach process. We provide referrals to mental health providers and agencies to ensure that individuals and families receive the on-going care they need.

However, if immediate additional support is needed the BHRT team members will arrange transportation to the most appropriate facility.

BHRT works collaboratively with all Rockland hospitals, mental health agencies, and first response agencies to ensure the most appropriate care.

#### Our Free Services:

- Supportive Telephone Counseling 24/7
- Meet you where you live or work
- Help you develop strategies for reducing recurring crises
- Support you in addressing drug/alcohol use or addiction
- Help you cope with past traumatic experiences
- Helping you speak with a doctor if necessary
- Help you find a supportive peer group
- Connect you to additional local mental health agencies and support programs



### Who can request assistance from the Behavioral Health Response Team?

The Behavioral Health Response Team (BHRT) serves any person in Rockland County who is experiencing, or is at risk of a psychological or emotional crisis and requires behavioral health intervention.

Anyone can contact the Team at any time.

### What services does BHRT provide?

The BHRT staff provides a range of services including assessment, crisis intervention, supportive counseling, information and referrals, linkage with appropriate community based mental health services for ongoing treatment, and follow-up. Our support is confidential, non-judgmental and respectful.

### Will you come to me?

Yes! The Behavioral Health Response Team (BHRT) is prepared to respond to wherever you are located in Rockland County. We value your privacy and are fully prepared to protect all interactions which are strictly confidential. Call the Behavioral Health Response Team any time of the day or night for any mental health related issues.

### Is there a charge for the BHRT services?

No, there is never a charge for the Team's services. The program is free of charge through a grant from the NYS Office of Mental Health through Rockland County.

**845-517-0400**  
[www.RocklandHelp.org](http://www.RocklandHelp.org)

11/10/2020 – Committee Meeting

Presentation from Ray Florida from BHRT (Behavioral Health Response Team)  
see attached brochure and 2019 Annual Report.

Some highlights:

- a. Started in 2015, works with Rockland Department of Health
- b. All licensed EMT and mental health professionals
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- m. Well over 85% of phone calls are without police intervention (2000 last year and only 142 involved police – 7.1%)
- n. Have asked the police to leave when police presence is not necessary, so patients are not in the criminal justice system Page 2 of 4
- o. Supervisor suggests that they make a presentation at Town Board meeting so public can learn about their services.
- p. Police will call BHRT and BHRT will call police, if needed.
- q. BHRT does follow up with patients
- r. Not as busy during pandemic

s. Starting Telemedicine

t. Need to train 911 operators in mental health to triage calls

u. Presence in schools but works with staff not SRO (school resource officer)

v. Nick Whalen: Police are trained a minimum 1x a year in mental health

w. Nick Whalen: BHRT Orangetown response time can be too long – need additional units

x. Nick Whalen: BHRT will be integrated into the Police Academy

**APPENDIX A**

No. 203

**EXECUTIVE ORDER**

**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

**Town of Orangetown Police Reform Committee  
Minutes  
December 1, 2020**

**Present:**

Special Guest: Daphne Joslin, RCENJC  
Special Guest: Gabrielle Hamilton, RCENJC  
Special Guest: Christopher Strattnr, Rockland County Police & Public Safety Academy  
Teresa Kenny, Orangetown Supervisor  
Donald Butterworth, Chief of Police  
Michael Shannon, Police Captain  
Denis Troy, Town Councilman  
Don Hammond, Nyack Mayor  
Dominic Crispino, First Assistant District Attorney  
Barbara Gionta, First Assistant District Attorney  
Tanya Gayle, Nyack NAACP  
Brandon D. McLaughlin, Pastor of St. Charles AME Zion Church  
Jerell Jones, Nyack HS Teacher and Coach  
Nicholas S. Whalen, Orangetown Sergeant and PBA President  
Elizabeth Brancati, Deputy Town Attorney  
Michael Lawler, Deputy Town Supervisor  
Allison Kardon, Clerk

**Not Present:**

Nicole Hines, Center for Safety and Change  
John McGowan, County Legislator, Youth Court & Pearl River resident  
Willie Outlaw, Tappan Resident

1. Presentation from the Mental Health Committee of Rockland Coalition to End the New Jim Crow (see attached for full presentation) **Goal is to improve response to mental health crisis and resulting police response.**

**RECOMMENDATIONS**

The evidence that our Mental Health Committee of RCENJC has presented supports the rationale for the following recommendations:

- 1) The development of a countywide CAHOOTS model in Rockland County. Based on our extensive research, our committee members believe, that CAHOOTS provides the best model for crisis intervention for calls involving individuals with mental illness, intoxication, domestic conflicts, disruptive behavior and other non-criminal behaviors. A CAHOOTS-modeled program would promote the safety and well-being of both the community and the police and, when fully implemented, result in substantial cost savings for Rockland County.



- 2) The reallocation of funds from law enforcement to community based mental health services with culturally competent staff to serve the diverse communities of our county.
- 3) The success of the CAHOOTS model points to the need for a network of mental health and wrap around services, including a "Crisis Stabilization Center." In this center those who have had an episode can go for continuing support. This center could also serve as a respite center for those who do not yet need inpatient care but are at risk for a possible crisis. This would be similar to rapid care or urgent care for physical health.
- 4) A public health campaign is needed to de-stigmatize seeking help for mental health issues.
- 5) If the crisis team determines that the person in crisis requires emergency services or hospitalization, the person or their family should have a choice of which hospital emergency services they will be transferred to. The crisis team should accompany them and talk to triage or psychiatrist.
- 6) A person with mental health, cognitive or behavioral issues - be it autism, bi-polar disorder, psychosis, substance abuse issues, schizophrenia, dementia or is disabled in a way that makes communication challenging (hearing or speech impaired) - should be known to their local police department. Such knowledge would improve interaction with officers, if called, so that they are aware of the individuals' capacity for or limitations in communication. Family members or friends of the person in crisis should be valued for their input and concern for their family members safety.
- 7) Mental Health Training and Crisis Intervention Training should be mandatory for all police who have interactions with the public.
- 8) Anti-racist training would expose all officers to the long history of racism and white supremacy that pervades the current system of criminal justice. It would also encourage them to develop insights into the way they themselves look at Black and Brown people and gain new perspective.
- 9) All police should be trained to de-escalate another police officer who is becoming agitated and potentially violent.
- 10) Mental health screening, assessment, and in-house counseling for police. Pre-existing psychological conditions or ones that emerge during a police officers work, such as PTSD, depression, anxiety must be identified in order to protect both the officer and Rockland residents. In-house counseling should be de-stigmatized for police and encouraged by commanding officers.
- 11) Systematic data must be collected on mental health crisis episodes and responses by law enforcement, BHRT and EMTs across the county.

**Questions:**

- Nick Whalen: Tailored to specific needs of Orangetown? Anything specific to Orangetown? Answer: Procedures for mental health should be county-wide. No data specific for Orangetown.
- Pastor McLaughlin: Working with the other Towns is important.
- Nick Whalen: BHRT does a great job but can improve.
- Mayor Hammond: BHRT could use more resources in our Town. Orangetown Police does not respond unless they are asked.
- Nick Whalen: BHRT does not call police every time
- Daphne Joslin: BHRT does bring officers with them on calls when they presented to RCENJC. & Sgt Bax confirms how BHRT operates.

**2. Orangetown Police Department discussion on accreditation (See Sergeant Nick Whalen's slide presentation attached)**

History of the Accreditation Program - <https://www.criminaljustice.ny.gov/ops/accred/accred01.htm>

New York State Accreditation Program - <https://www.criminaljustice.ny.gov/ops/accred/accred02.htm>

Accreditation Council - <https://www.criminaljustice.ny.gov/ops/accred/accred04.htm>

FAQ's - <https://www.criminaljustice.ny.gov/ops/accred/accred11.htm>

Role of the Council - <https://www.criminaljustice.ny.gov/ops/accred/accred04.htm>

Accredited Agencies - <https://www.criminaljustice.ny.gov/ops/accred/accredited-agencies.htm>

**Questions:**

- Mike Lawler: Percentage accredited? Answer: Less than 30% agencies accredited. Full audit for Orangetown 2022. 40 random standards a year for partial audit.
- Mike Lawler: Who is overseeing accreditation? Answer: Captain Shannon
- Mike Lawler: Villages accredited? Answer: No, too small and limited resources. RC Sheriff, yes.
- Mike Lawler: Public report for each department that is accredited? Answer: Accredited agencies are listed in the link above. 22/110 standards -are critical. If you don't meet them you can't get accredited. Very stressful when they are here. If you lose accreditation – very hard to get it back. More dialogue between community and police. Police offered to give presentations or listen to Pastor McLaughlin's congregants.
- Mayor Hammond: Gives a chance for public to hear what Police are doing. Know the process when someone makes a complaint.

3. OPD Respond to Supervisor Kenny questions and Don Hammond Questions at next meeting. Any other member questions should submit no later than the end of the year. **(Tabled for next meeting)**
4. Member updates **(Tabled for next meeting)**:
  - a) Don Hammond – coach/teacher from Nyack HS;  
People's Panel on Policing in Rockland - [rocklandppp.org](http://rocklandppp.org)
  - b) Don Hammond/Nick Whalen – outreach to the Hispanic/Latino Community.
  - c) Teresa Kenny – Survey monkey questions;
  - d) Resources from the Center for Policing Equity:  
<https://policingequity.org/what-we-do/a-policy-plan-for-policing-in-america>  
[https://policingequity.org/images/pdfs-doc/reports/principles\\_of\\_procedurally\\_just\\_policing\\_report.pdf](https://policingequity.org/images/pdfs-doc/reports/principles_of_procedurally_just_policing_report.pdf)
  - e) Other comments/suggestions/ideas/etc.
5. Propose breaking into sub-committees to review specific categories **((Tabled for next meeting))**:
  - a) Use of force;
  - b) Procedural justice;
  - c) Any studies addressing systematic racial bias or racial justice in policing;
  - d) Implicit bias awareness;
  - e) De-escalation training and practices;
  - f) Law enforcement assisted diversion programs;
  - g) Restorative justice practices;
  - h) Community out-reach and conflict resolution;
  - i) Problem-oriented policing;
  - j) Hot spots policing;
  - k) Focused deterrence;
  - l) Crime prevention through environmental design;
  - m) Violence prevention and reduction interventions;
  - n) Model policies and guidelines promulgated by the New York State Municipal Police Training Council;
  - o) Standards promulgated by the New York State Law Enforcement Accreditation Program;

**New Business:**

**Presentation by Chris Strattner, Rockland County Police & Public Safety Academy**

- Regional Academy, covers southeast portion of New York State training, not all from Orangetown:
  1. Recruits
  2. Retrain Annually- All Orangetown Police Officers
  3. Specialized Training
- **Recruits:** 1/3 more training than NYS requires: about 600 hours (NYS) to 1000 hours (Academy)
  - 5 Days of Crisis Intervention Training and build it into other things for new recruits (State requires 3 days)
  - Training is hands-on not just lectures, and repetitive for blocks on cultural diversity, ethics, decision making and procedural justice.
  - 2nd week on blocks of implicit bias
  - Weeks 3&4 – Senior officers do a drill with Fire Department (for ethics training)
  - Box Drills (provides ethical box drills to solve problems in 90 seconds) – recruits have not failed because of their training in the previous months
  - 2021 create more ethical box drills and create difficult situations with the help of BHRT and Office of Mental Health for the recruits
- **Retrain** :(16 weeks a year) – Police go for 4-5 days
  - Legal updates (use of force)
  - Tactics Training
  - Medical training
  - Hands On defensive tactics and disorder control
  - Firearms Day at the range
  - **Adding:** Principled Policing – veteran officers confront their potential for implicit bias-puts them into situations (keeps everyone safe-less likely to get into violent confrontations (procedural justices)
  - **Adding:** Medical Day – CPR, choking and BHRT will make videos and behavioral health response training, Sgt. Bax will help them with this training
  - **Adding:** Defensive Tactics and Disorder Control– building in de-escalation training – Tamir Rice example (disorder control - protests calm and non-violent)
  - Inservice Program – Standardize across the County even if they didn't have our basic training
- **Specialized Training:** Crisis intervention training and de-escalating, implicit bias and principled policing training – Train the trainers to bring back to local department.
  - Agencies decide who will go to specialized training or individuals can sign up
  - There is also training outside County
- Pastor McLaughlin: RCENJC to help with the training? Answer: Possibly help with box drills and also use Center for Safety & Change.

## Appendix: D

- Mayor Hammond: Do that with implicit bias people? Answer: Still looking for an organization to help. Has to fit within criminal justice guidelines.
- Pastor McLauchlin: Training specific for Orangetown? Answer: If just out of academy or transfer, 8-12 weeks of training with field training officer before they go out on the road. Sent every Detective to FBI training. Orangetown does not currently have trained Mental Health Instructors so training on this topic is received at the Police Academy. Over the past several years, each NYC DA has sent some of their law enforcement recruits to the Rockland County Police Academy to receive their NYS Police Officer certification. The use of the RC Police Academy by these and other outside agencies illustrates the quality of training that is provided by our Academy program.
- Tanya Gayle: When you hire officers previously trained in another department-- if officer is flagged for having bias when making an arrest or has a discipline record, are they sent to retraining? Answer: Police do visit precinct of officer they are going to hire. Also perform neighborhood and regular background checks.
- Tanya Gayle: File a complaint against a police officer? Answer: Civilian Complaint Process – has an investigation, if founded complaint, retraining-sent back to academy or get penalized, losing vacation days etc.
- Pastor McLauchlin: what is the procedure for civilian complaints? Where does it go? How can people of color be more upfront in the future? We can talk about it at a later date. Captain Shannon will contact the Pastor in reference to this question.

### Next meeting

**December 15, 2020 at 5 pm (virtual):**

#### **Town of Orangetown Meeting Room**

Please join my meeting from your computer, tablet or smartphone.

<https://global.gotomeeting.com/join/929115453>

You can also dial in using your phone.

(For supported devices, tap a one-touch number below to join instantly.)

United States (Toll Free): 1 877 309 2073

- One-touch: <tel:+18773092073,,929115453#>

United States: +1 (571) 317-3129

- One-touch: <tel:+15713173129,,929115453#>

**Access Code: 929-115-453**

**January 12, 2021 at 5 pm**

Kenny's Request for Information from 10/20 Meeting (**Tabled for next meeting**)

1. Does the OPD or other law enforcement agencies in Rockland County utilize other agencies to address situations that fall within the expertise of other professionals (i.e. responding to calls involving individuals with mental illness); If not, has this been considered? (page 12)
2. Related to #1, do the 911 operators have the ability, resources and/or training to divert calls to other mental health agencies? (page 17)
3. While we no longer have community policing in Orangetown, has there been any consideration to bringing it back? (page 23)
4. What diversion programs does the Town have and are there others we can consider? (page 36).
5. What training is in place for de-escalation? (page 40)
6. Do we have any community outreach programs? (page 43)
7. What reporting requirements and/or internal review do we have for use of force incidents (page 57)
8. Do we have a General Order that requires officers to report misconduct of other officers? (page 60)
9. Does the Town have an easy, accessible process for the public to report complaints of misconduct? (page 67)
10. Does OPD maintain "stop data" from traffic stops – where, when, why, ticket given, gender or race (page 73)?
11. What training is in place to avoid potential bias incidents? Is there ongoing training? (page 98)
12. Do we have programs in place to support officer wellness and well-being? (page 103)

MENTAL HEALTH COMMITTEE  
Rockland Coalition to End the New Jim Crow (RCENJC)  
Daphne Joslin, Ph.D, MPH & Gabrielle Hamilton, LCSW, Co-Chairs

PRESENTATION BEFORE THE ORANGETOWN POLICE REFORM COMMITTEE  
December 1, 2020

INTRODUCTION

Good evening. Thank you for inviting us to share our information, experience and ideas with the Orangetown Police Reform Committee.

My name is Daphne Joslin. I've been a public health professional for 36 years. Gabrielle Hamilton is a licensed clinical social worker with 27 years in the field. We co-chair the Mental Health Committee of the Rockland Coalition to End the New Jim Crow (RCENJC).

The work of RCENJC's Mental Health Committee is not meant to undermine the police but rather to identify the reasons why they should not be responding to behavioral health crises. We describe model programs that effectively and safely address these needs in other communities, especially the CAHOOTS program. Our report reflects careful study of the *NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE: RESOURCES AND GUIDE FOR PUBLIC OFFICIALS AND CITIZENS*.

The Mental Health Committee of the Rockland Coalition to End the New Jim Crow (RCENJC) was formed in the wake of Tina Davis' death on January 4, 2020 during a mental health emergency that ended with her being tasered multiple times by the police. We came together as a racially and ethnically diverse group - including clinical social workers, a psychiatric nurse, a psychiatrist, counselors, mental health, public health and racial justice advocates. Our Committee includes those living with mental illness and family members. Our work is motivated by a basic question: How can Rockland County improve its response to behavioral health crises so that people like Tina Davis and so many others, including those with dementia, autism and other disabilities – do not die, face injury, arrest or other trauma when they are in crisis?

What can we learn from the intersection of mental health crises experienced by Rockland County residents and resulting police interventions?

ROCKLAND RESIDENTS WHO EXPERIENCED POOR, IF NOT TRAGIC RESPONSES

Because of the persistent stigma against people with mental illness, it is often too easy to forget their humanity. The stories of our fellow Rockland residents who have had episodes of severe mental illness and were met by aggressive force show us the need to create a new countywide system. This new system would affirm the humanity and dignity of those with mental illness. People of color can easily be triggered by police uniforms, lights, and guns that create fear. For people in a mental health crises, these things can cause the person to become more paranoid, agitated or react violently instead of calming down.

Tina Davis had a long history of mental illness and was known to the police precinct in her community. She had been drinking and was agitated, breaking car windows. After being tasered multiple times by the police, she died. It is likely that if she were white, she would have been engaged differently by the police and would still be alive.

Carol's son suffers from both a substance use disorder and mood swings. In desperation, Carol called the police for help, informing them that she believed her son was intoxicated on some unknown substance and was agitated. Her son was taking a shower in order to calm down when the police arrived. She was expecting two police officers but six officers came. She offered to tell her son to get out of the shower but the police told her to stand back. They waited for him at the bathroom doorway, with guns drawn, ambushing him when he was coming out of the bathroom. Two of the police officers went into the son's bedroom without her permission. It was a traumatic experience for both Carol and her son.

Carol called the Rockland Behavioral Health Response Team (BHRT) multiple times, but they never came, even when her son was suicidal. Carol had requested the services on BHRT's website but was told they "were busy".

Trevon has schizophrenia and has called the police on himself at least 20 times when he felt suicidal. He calls the police because they are open 24/7 and they arrive quickly. Only one experience with the local police was dangerous for him. He has had no success in using BHRT during an episode either for assessment or for good referrals.

Lisa called the BHRT to try to get help for her sister with bi-polar disorder who was paranoid and decompensating. BHRT did not accept her because her sister did not agree to the service. She was hospitalized.

Similar cases abound across the US, most recently Walter Wallace in Philadelphia, who was shot by police after his mother called them for help. These tragic events reflect four conditions that converge to produce a situation with tragic outcome:

1. Authorization of police as the necessary responders reflects the **criminalization of mental health crises**. The stage is literally set as a crime scene that then has its own built-in dangers.

2. **Militarization** of local law enforcement who are given / sold US military equipment to be used at local police discretion to address community safety issues. Armed with revolvers, on occasions in riot gear, police impose the threat of lethal force.

3. **Myth of those with mental illness as dangerous** permeates our culture. Yes, people in severe crises can be threatening when they are agitated, angry, acting bizarrely. Police who appear in uniform, lights flashing, sirens blaring, with guns clearly visible can only be expected to escalate the situation.

4. **Systemic racism**, rooted in the legacy of slavery and upheld through centuries of criminal justice policies, **justifies violence by police against Black and Brown people**. In particular, if they are agitated and angry, they are seen to be inherently dangerous. Already perceived to be a threat, when they are in a behavioral health crisis, people of African descent, are at great risk of violent police response.



Beyond these and other cases in Rockland County, research evidence shows why police should not be the first responders to episodes of severe mental illness.

The Treatment Advocacy Center, a nonprofit group that advocates for people with mental illness estimates that people with an untreated mental illness are 16 times more likely to be killed by law enforcement during a police encounter than are other people approached by law enforcement. That risk is compounded for people of color, with Black and Brown men being two and a half times more likely to die. A 2016 study published in the *American Journal of Preventive Medicine* estimated that 20 – 50% of fatal encounters with police involved a person with mental illness.

The authors of this study note that individuals with mental illness are far more likely to be victims of violent crime than perpetrators, and that severe behavioral or cognitive impairment might increase the risk for escalation and use of force in some interactions with police. Anecdotal reports indicate that persons with autism, dementia or hearing deficits are also at greater risk of injury or death by lethal force.

According to a recent article in the *American Journal of Public Health*, exposure to police violence as victims or as community witnesses damages mental health, creating or exacerbating PTSD, anxiety, depression and for some, suicidal ideations. Suicide risk is elevated after contact with police, during detention and post release.

Because of the threat of aggressive, even lethal force by police, many families struggle alone, without professional help, to calm a volatile or distraught loved one, afraid to call 911. Those that risk calling 911, suffer devastating guilt if their family member is arrested, injured or killed.

### ROCKLAND COUNTY PROGRAMS

We asked, what resources exist in Rockland County to provide individuals and their families with the help they need in a mental health crisis?

The Rockland Behavioral Health Response Team (BHRT), is grant-funded by NYSOMH and operates through Rockland Paramedics. While its website states that it provides 24/7 service throughout the county by mobile unit, we learned its actual services are inadequate. Lack of sufficient and diverse staff to cover the county and restricted hours – help is not available from late night to early morning – are structural limitations. BHRT's role is to triage calls and there may be a delay of as much as 12 hours, even in a call about threatened suicide, according to a mother who called for her son. Police are often called to escort, unnecessarily. Limited outreach by BHRT means that it cannot demonstrate sufficient need to NYS Office of Mental Health (OMH) to expand services. With improvements, BHRT could be a valuable adjunct to a countywide program.

Rockland has only one Crisis Intervention Team (CIT) that is limited to the town of Clarkstown. The CIT model was created by the Memphis Police Department in response to

the fatal shooting of 27 year old Black man with psychiatric and substance abuse disorders. He was in an extremely agitated state and threatening suicide. Like Mr. Wallace, Mr. Robinson's mother had called the police for help.

In five years, only 16 officers in the Clarkstown Police Department (CPD) have completed the voluntary training that trains officers in de-escalation techniques that are used to "slow things down" in order to avoid the use of force and injury to the individual, police and bystanders.

According to statistics provided by Sargent Christopher Bax who is the CIT trainer for the CPD, in 2019 the Department handled over 30,000 total incidents. Calls regarding an Emotionally Disturbed Persons (EDP) totaled 589; there were 3 completed suicides and 11 attempts. CPD also responded to 861 domestic incidents, 345 welfare checks, 85 intoxicated persons, and 65 overdoses, of which 14 overdoses resulted in death. Sgt. Bax indicated that there were nearly 2,000 calls that have a clear crisis element to them and stated that many of the other 28,000 calls handled had some aspect of stress/crisis involved.

Our committee was impressed with the passion and dedication of Sgt. Bax to CIT but the model itself is inadequate to meet the needs of a full crisis intervention program. The program is NOT a 24/7 dedicated program. It requires police to volunteer for the training, and is limited to the town of Clarkstown. CIT officers travel with other officers and respond to other calls, so they may not be available when there is a mental health or substance abuse emergency. The fact that they are in uniform, armed and come to the scene in police cars for all kinds of problems can increase the tensions and paranoia of an individual in the throes of an episode. Also, ultimately, the costs of teams of police officers are higher than would be for teams of trained paramedic and crisis intervention personnel.

National data gathered by the University of California, San Francisco, indicates that CIT programs have had some modest success in reducing arrest and keeping people out of the criminal justice system. But the program has not significantly reduced the number of persons who are killed or injured by police during a crisis episodes, as two recent deaths demonstrate. In the cases of David Prue in Rochester and Stacy Kenny, a transgender woman in Oregon, both officers who fired the fatal shots were CIT trained, and one was a supervisor.

Ron Bruno, the Executive Director of Crisis Intervention Team International, a 25 year veteran officer, recommends that CIT teams take police out of responding to mental health crises unless absolutely necessary because the individual is actively violent. Ideally, a CIT team would be a non-law enforcement team. (Source: NPR Interview, September 18, 2020)

### ALTERNATIVE PROGRAMS FOR BEHAVIORAL HEALTH CRISIS RESPONSE

Through virtual meetings and online materials we have researched existing model programs across the country that offer safe, effective help in deescalating a behavioral health emergency without physical harm, trauma, or arrest. Across the country, major cities like New York, San Francisco, Denver, Los Angeles to smaller areas are redesigning crisis

response programs that move police out of the front lines. Instead, they are using a team of trained mental health professionals to respond to these emergencies.

The best-known and oldest program is Crisis Assistance Helping Out On The Streets (CAHOOTS) in Eugene, Oregon. CAHOOTS was developed in 1989 by the White Bird Clinic, a federally qualified health center (FQHC) to be "... an innovative community-based public safety system to provide mental health first response for crises involving mental illness, homelessness, and addiction. CAHOOTS teams deal with a wide range of mental health-related crises, including conflict resolution, welfare checks, substance abuse, suicide threats, ..." using trauma-informed de-escalation and harm reduction techniques.

CAHOOTS staff are not law enforcement officers and do not carry weapons. They use their training and experience to ensure a non-violent resolution of crisis situations. Calls come to the 911 system of police non-emergency number and dispatchers are trained to recognize non-violent situations with a behavioral health component and route those calls to CAHOOTS. (Even with trained dispatchers, people in the community are sometimes reluctant to call 911, so that CAHOOTS is considering developing a separate number.)

A team consists of a medic (a nurse, paramedic, or EMT) and a crisis worker who has substantial training and experience in the mental health field. Peer advocate who themselves have had a mental health episode may also be on the team. The team will respond, assess, and stabilize the person, linking them with medical care, substance abuse care, or respite mental health services. CAHOOTS teams responded to approximately 24,000 calls in 2019 with a wide range of behavioral crises. In only approximately 150 cases, did CAHOOTS teams request police backup.

In addition to saving lives and diverting individuals from the criminal justice system and the emergency room, CAHOOTS saves the City of Eugene an estimated \$8.5 million in public safety annually. These cost savings enable the City to use such funds for other services that contribute to the health of its residents.

The effectiveness of CAHOOTS and the growing recognition of the dangers of police response have led other cities and smaller areas to establish similar programs. Key components of many programs include:

- ❖ Designated dispatch for behavioral health with trained operators, within or separate from 911
- ❖ Well publicized public information regarding mental health crises and services
- ❖ Teams of mental health clinicians – EMTs, social workers, nurses
- ❖ Use of peer advocates /mental health consumers
- ❖ No handcuffs used in transfers to the emergency room (ER)
- ❖ Linkage to wider array of mental health and wrap around services
- ❖ Reallocation of funds from law enforcement to human services
- ❖ Collaboration with law enforcement when police response is necessary

San Francisco just launched the largest urban unarmed mobile crisis team that operates through the fire and health departments. These teams use specially trained EMS crews, psychologists or social workers and peer support experts.

New York City has had Mobile Crisis Teams (MCT), staffed by social workers, nurses, and psychiatrists for many years, operating through The Department of Health and Mental Hygiene. There are multiple teams run by hospitals and Visiting Nurse Services and by history they have responded to all calls within 24 hours. Beginning January 2021 they will have to respond within two hours to every call.

I (Gabrielle Hamilton, LCSW) have personally called these teams from various parts of the City over 22 years. The teams always make the visit; patients that have stopped attending mental health programs have been re-engaged. Community members and families can call for themselves through 800 LIFE-NET or 311. During that time only one of my patients have ever required police escort.

Beginning early in 2021, NYC will also pilot a new initiative of two mobile crisis teams staffed by health professionals and crisis workers from FDNY Emergency Medical Services. They will respond to a range of behavioral health problems such as suicide attempts, substance misuse, and serious mental illness, as well as physical health problems. In emergency situations involving a weapon or imminent risk of harm, the new Mental Health Teams will respond along with NYPD officers.

Over 65% of all operational staff in NYPD patrol precincts across the City have now been trained in the CIT model. In addition, NYC will add four new intensive mobile treatment teams that will provide ongoing, clinical care to those with serious mental illness, many of whom experience homelessness or have been involved in the criminal justice system. These services can be effective at increasing stability in people's lives.

New Castle, Delaware's Hero Help Program is a designated Mental Health Team, consisting of two police officers, two mental health professionals and a case manager within the Department's Behavioral Health Unit which has a separate Addiction Team.

### INADEQUATE MENTAL HEALTH SERVICES IN ROCKLAND COUNTY

Community mental health services can help to avert a mental health crisis and stabilize an individual who has experienced one or is at risk. Like many communities across the country, Rockland County has seen an increase in mental health conditions, due to Covid-19 related stress. Individuals are experiencing: depression; anxiety; suicidality which includes ideations, plan, intent, attempts and completions; domestic violence and substance abuse. Using estimates from the National Alliance on Mental Illness, one in five adult Rockland residents - 58,316 individuals - experience mental illness, and one in 25 adult residents - 9,331 individuals - experience serious mental illness. Among Rockland children and adolescents, ages 6 to 17, 17% have a mental health disorder. Our Rockland neighbors need more and comprehensive help. To quote a British epidemiologist, we need to remember that "... health statistics are human beings with the tears washed off."

The inadequacy of mental health services in Rockland County originated in the 1960s with the erosion of funds for inpatient and outpatient services due to deinstitutionalization. We had a nationally known mental health care system delivered by Robert Yeager Mental Health Center later known as Pomona Mental Health Center (PMHC). PMHC had an inpatient unit, acute partial hospitalization program, young adult day treatment program and five large outpatient clinics. Over the years these were gradually closed as the economic priorities shifted along with the ideology of how to care for mentally ill.

The lack of proper treatment for those living with chronic mental illness has created a population who are either untreated or inadequately treated causing frequent mental health crises and calls to 911 since there are no other avenues to receive help in crisis. The police get involved in these calls who are either not trained or inadequately trained to deal with mentally ill population causing injury or death in crisis situations, especially in people of color. Ideally, the mental health crisis situation should be dealt with by medical personnel as in any other health crisis. Unfortunately, due to lack of mental health crisis response resources in the community the police or the legal system has been delegated to respond. We should never have built a system for treating a chronic health condition on an emergency basis that involves our public safety officers, our judicial system, jails and prisons. This current "system" is inadequate and inept. Mental health crises need to be removed from the responsibility of police and organized within the health care system.

### **RECOMMENDATIONS**

The evidence that our Mental Health Committee of RCENJC has presented supports the rationale for the following recommendations:

- 1) The development of a countywide CAHOOTS model in Rockland County. Based on our extensive research, our committee members believe, that CAHOOTS provides the best model for crisis intervention for calls involving individuals with mental illness, intoxication, domestic conflicts, disruptive behavior and other non-criminal behaviors. A CAHOOTS-modeled program would promote the safety and well-being of both the community and the police and, when fully implemented, result in substantial cost savings for Rockland County.
- 2) The reallocation of funds from law enforcement to community based mental health services with culturally competent staff to serve the diverse communities of our county.
- 3) The success of the CAHOOTS model points to the need for a network of mental health and wrap around services, including a "Crisis Stabilization Center." In this center those who have had an episode can go for continuing support. This center could also serve as a respite center for those who do not yet need inpatient care but are at risk for a possible crisis. This would be similar to rapid care or urgent care for physical health.
- 4) A public health campaign is needed to de-stigmatize seeking help for mental health issues.

- 5) If the crisis team determines that the person in crisis requires emergency services or hospitalization, the person or their family should have a choice of which hospital emergency services they will be transferred to. The crisis team should accompany them and talk to triage or psychiatrist.
- 6) A person with mental health, cognitive or behavioral issues - be it autism, bi-polar disorder, psychosis, substance abuse issues, schizophrenia, dementia or is disabled in a way that makes communication challenging (hearing or speech impaired) - should be known to their local police department. Such knowledge would improve interaction with officers, if called, so that they are aware of the individuals' capacity for or limitations in communication. Family members or friends of the person in crisis should be valued for their input and concern for their family members safety.
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- 8) Anti-racist training would expose all officers to the long history of racism and white supremacy that pervades the current system of criminal justice. It would also encourage them to develop insights into the way they themselves look at Black and Brown people and gain new perspective..
- 9) All police should be trained to de-escalate another police officer who is becoming agitated and potentially violent.
- 10) Mental health screening, assessment, and in-house counseling for police. Pre-existing psychological conditions or ones that emerge during a police officers work, such as PTSD, depression, anxiety must be identified in order to protect both the officer and Rockland residents. In-house counseling should be de-stigmatized for police and encouraged by commanding officers.
- 11) Systematic data must be collected on mental health crisis episodes and responses by law enforcement, BHRT and EMTs across the county.

### **CONCLUSION**

In closing, we appreciate the opportunity to participate in the process to develop a plan for police department reform and would like to continue to serve as a resource in this planning process.

We know these changes can be done in Rockland. It has been done by other communities and is being done even as we speak, in so many places. It is possible to re-imagine the way we interact with and treat our neighbors. Let's just do it!



# *Orangetown Police Department*

## New York State Law Enforcement Accreditation Program

Sergeant Nicholas Whalen #212  
July 20, 2020



# Agenda



- Overview
- Orangetown PD Accreditation History
- Accreditation Relevance to Executive Order #203
- Questions





# Overview

- Accreditation is formal recognition that a law enforcement agency's policies and practices meet or exceed the standards established by the Law Enforcement Agency Accreditation Council in the areas of administration, training, and operations
- The Council is the authoritative body that guides the program, develops model standards, and develops policy
- The council consists of 17 members appointed by the governor; members include law enforcement officers, college professors, Association of Counties/Towns, Conference of Mayors, NYS Senate and NYS Assembly



# Overview

- Program establishes 110 standards which must be met or exceeded by an accredited agency, including 52 administration, 12 training, and 46 Operations standards
- Agencies seeking accreditation must submit a formal application and appoint a program manager to oversee the development of the program
- Once policies and procedures are established that align with accreditation standards, an on-site assessment is conducted by independent verifiers
- Independent assessors make a recommendation for accreditation, and the Council makes a decision based on the recommendation



# Orangetown PD Accreditation History



- Formal application submitted in 2006 and program manager appointed
- Multi-year process conducted to establish standards and enact compliance verification strategies
- Accreditation awarded in 2007
- Re-Accreditation occurs every 5 years
- OPD Re-Accredited in 2012 and 2017
- Annual compliance survey completed each year to document compliance and ensure standards align with program updates



## Accreditation Relevance to E.O. #203

- Executive Order #203 directs all Police agencies in NYS 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...”
- Plan development should include “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.”



## Accreditation Relevance to E.O. #203



- Orangetown PD meets or exceeds all 110 standards established by the Law Enforcement Agency Accreditation Council, the body appointed by the governor
- Standards include Use of Force, de-escalation, crime prevention, sexual harassment, equal opportunity employment, and violence prevention, among others
- Compliance with accreditation standards in these areas validates that policies and procedures in said areas comply with E.O. #203



# Questions





Please Join Us for Orangetown's

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**Police Reform Committee**

**Public Meeting**

The topic will include Governor Cuomo's Executive Order 203. We want to hear from you! Our goal is to create a better understanding between the police and the community. The public will be able to share their ideas and suggestions.

December

**15**

Tuesday

**5:00 pm – 6:30 pm**

**VIRTUAL DETAILS:**

**<https://global.gotomeeting.com/join/929115453>**

**United States (Toll Free): 1 877 309 2073**  
**- One-touch: tel:+18773092073,,929115453#**

**Access Code: 929-115-453**

**Town of Orangetown Police Reform Committee  
Minutes  
December 15, 2020**

**Present:**

Teresa Kenny, Orangetown Supervisor  
Donald Butterworth, Chief of Police  
Michael Shannon, Police Captain  
Denis Troy, Town Councilman  
Dominic Crispino, First Assistant District Attorney  
Barbara Gionta, First Assistant District Attorney  
John McGowan, County Legislator, Youth Court & Pearl River resident  
Brandon D. McLaughlin, Pastor of St. Charles AME Zion Church  
Jerell Jones, Nyack HS Teacher and Coach  
Nicholas S. Whalen, Orangetown Sergeant and PBA President  
Elizabeth Brancati, Deputy Town Attorney  
Michael Lawler, Deputy Town Supervisor & Assemblyman-elect  
Allison Kardon, Clerk

**Not Present:**

Don Hammond, Nyack Mayor  
Tanya Gayle, Nyack NAACP & Public Defenders Office  
Willie Outlaw, Tappan Resident

**Supervisor Teresa Kenny Introduction:**

In June of this year, Gov. Cuomo signed Executive Order 203 which was entitled NYS Police Reform and Reinventive Collaborative. Required every local government agency that had a police department adopt a policing reform plan by April of 2021.

Collaborative: Working together. The Town and police are charged with reviewing the needs of the community in which Orangetown police serve and evaluate the current police policies and procedures of our police department and we need to include the entire the community in the discussion.

This meeting is one of several public outreaches. The committee must come up with policies/recommendations that the public can comment on and ultimately go to the Town Board for adoption.

We have had some presentations:

Ray Florida, Behavioral Health Response Team (BRHT)  
Daphne Joslin and Gabrielle Hamilton from the Mental Health Committee of Rockland Coalition to End the New Jim Crow (RCENJC)  
Chris Strattnr, Instructor at the Rockland County Police and Public Safety Academy  
Sgt. Nick Whalen, Orangetown Police Officer who explained the NYS Law Enforcement Accreditation Program.

We need to do a lot more and open it up to the public. Open the dialogue and given everyone who wants an opportunity to voice what they see are the concerns we should be looking at and



give us ideas how we can make the process more effective. Also have more people get involved and make the process more collaborative.

**Dedicated and confidential email address: [policereform@orangetown.com](mailto:policereform@orangetown.com)**

**Open up to Committee Members:**

**Pastor McLaughlin:** This is collaborative, the community and police are working together to do this. We are trying to get what is best for our community.

**Open to the Public:**

**Vicki:** Is this the first open meeting?

**Supervisor Teresa Kenny:** We have no problem with them being open. Our first meetings were not closed. Going forward, we will post our meeting and allow the public to view but not entertain public comments at every meeting.

**Paul Weiss:** Question on Rockland People's Panel on Policing (RPPP)

**Supervisor Teresa Kenny:** I am in contact with RPPP to find out how we will work together.

**Dr. Monowara Begum:** Orangetown resident, psychiatrist, worked at Rockland Psychiatric Center (RPC) for 30 years and now at Summit School in Nyack, a residential treatment center. I personally have had good experiences with police. However, how we handle a mentally ill person in crisis – needs improvement. How the incoming call is handled is important. Training of police officers in de-escalation to not go in with gear is very important. In January, person with mental illness in crisis was tasered and unfortunately, she died. To avoid situations like that a mental health response team and police need to work together. Or we can come up with an alternative with a separate mental health team to deal with person in crisis to avoid injury. You can restrain someone in crisis without getting them hurt or the staff. Training, de-escalation without anyone getting hurt. Open a discussion about having a mental health response team respond to the situation who are trained and not the police. It is also stressful for the police.

**Juli Finelrock:** LMSW in private practice and member of the RCENJC. Her experience: A mentally ill person of color in crisis has had negative interactions with police in the past and now was injured and was in crisis. She called 911 and was able to be with him and with EMTs and police—very positive experience. A lot of advocacy to make sure he got the help he needed. Police officer spoke with her for an hour afterwards about how he felt completely unprepared to deal with the folks that he was providing emergency triage and wasn't trained for it--he was talking about his own trauma.

Investigating models all over the country that don't use police officers. If police officers are constantly traumatized, they will have difficulty with de-escalation. If you are seeing every scene as a crime scene, then it will be much more difficult to help people with disabilities, autism, in crisis, using substances. Behavioral Health Response Team is on the right track but they need

many more resources. Sometimes having someone arriving in uniform is traumatizing and scary—middle road here so we can serve the needs of our community without increased violence to our community or our police officers.

**Rena Finkelstein:** Resident of Orangetown and formally headed up NAMI (National Alliance on Mental Illness) Rockland for 30 years. Mother of a son living with serious mental illness. I did advocacy with families impacted with mental health challenges. I've heard many tragic stories including accounts with interactions with local police. Families and their loved ones suffer pain, trauma and often discrimination from many sources. The psychiatric hospitals have emptied out but prisons have a disproportionate number of individuals with mental illness and substance abuse disorders as well as black and brown people. Racial bias is systemic in the US. More obvious in the South but does exist in Rockland County. People tend to fear and think less of those who are different than themselves--people with mental disorders and people of another skin color. Racial bias is part of our cultural climate in housing, and educational and economic opportunities and it not exclusive to the police. Because of the protests and executive order, we have a rare opportunity to make some changes to benefit these others and the police.

I am part of the RCENJC – thank you for letting our chairman speak. We have been researching alternatives to the police that can respond to crisis, de-escalate and get help for people with all kinds of mental challenges, homelessness and other non-criminal situations that is humane and will benefit these people. Confrontations with police cause extreme trauma and fear with an individual already in crisis. If someone is already confused and annoyed and when police show up it often escalates rather than calms. It is estimated that 20%-50% of fatal encounters with police involved a person with mental illness while people with untreated mental illness are 16x times more likely to be killed by police encounters than others. The risk is compounded for people of color with black and brown people being 2.5x more likely to die. Crisis intervention should be left to trained professionals. Police responsibilities should be redirected so police don't have to response to medical emergencies, mental health crisis, homelessness, & conflict resolution. The ideal program, COHOOTS has been adapted in many cities which resulted in substantial cost savings that can used for needed social services. It frees police and DA's office to solve crimes and prosecute real criminals. Police should receive more training in CIT de-escalation techniques and sensitivity to racial bias skills for situations that come up. We have 10 separate task forces but should all work together to get a single-wide County plan. We should encourage this.

**Edward Castro:** Town of Orangetown: What is the threshold to involve police in a situation?

**Supervisor Teresa Kenny:** Training to know when to send the mental health crisis response team instead of the police. We are investigating it further.

**Kathie Kelley:** Wife of Sergeant in the Police Department and has a Doctorate in Nursing. There is a disconnect on how quickly mental health situations can escalate. When you bring mental health practitioners in and then call police, life -saving minutes can be lost. When we say mental health practitioners should go in but police should be backup, I think it's unfair for the police to say that because then we are expecting them to stand down until things escalate and when they

do go in and do what they're trained to do, then they're going to be lambasted in the media. It almost seems unfair. So, I'm hoping that there can be further conversation on the best plan for everyone. Because no one wants anyone to get hurt, no one wants mental health practitioners to be hurt or citizens to be hurt. We have to look at the big picture a little better.

**Supervisor Teresa Kenny:** I don't disagree with you Kathy. There are people that are way more versed in this area, that's why we are doing this.

**Jacqui:** I used to live in Palisades for many years, now I am in Clarkstown. Refreshing the meeting is open to the public. Growing up in Rockland County, if there were mental health problems they were certainly secret. I know there was a lot of substance abuse but we did not have the mental problems that we are seeing today. So many people are on the edge with so many things in their lives that have changed because of COVID that things can escalate very quickly if there is already a problem. This is a rare opportunity to try and look at policies and procedures across the entire County to have some sort of uniform way of handling things. I also wanted to address the person that was worried about if there's someone who really is a danger possibly with a weapon. I am with RCENJC Mental Health Committee as well. We did find that a lot of calls come into a center where they're triaged with professionals to determine if that's something that needs a backup of the police to begin with. So, there's the worker's safety, the person's safety, there's the police safety, there's respecting that the police do know certain things that have to be called in certain situations. So, this is just not like let's only send out mental health teams, this is not to be disregarding police. It's just to say that mental health professionals and peer advocates are people who can work with someone who's in a crisis more easily than police and can de-escalate in a different kind of way. Would hope the other communities make their meetings public because it is really important for the public to know what is going on.

**Supervisor Teresa Kenny:** In speaking with one of our police officers, he did mention that domestic calls are on the rise and that's due to the pandemic and people being stressed. It goes across a broad spectrum with needing people to intervene in these things. But we are reaching out to the all of the organizations, we're reaching out to the Family for Safety and Change, the Pride Center, the Nyack Center. We are trying to reaching as many organizations that may have ideas and suggestions and want to be involved. If anyone can think of an organization that we should reach out to, please let us know here or at [policereform@orangetown.com](mailto:policereform@orangetown.com).

**Councilman Denis Troy:** Any input from Police or County Dispatchers in terms of the types of calls that they get in terms of how they do triage.

**Supervisor Teresa Kenny:** We have not, but I will put in on the top of my list for our next meeting.

**Councilman Denis Troy:** Hard to identify in this, particularly a domestic dispute if it's a mental health issue but the other thing that maybe the person making the call feels physically threatened. I assume the dispatchers are trained. But in terms of mental health training, that is something that should be looked at.

**Pastor McLauchlin:** I just wanted to quickly say that I know some people don't think that seeing a police officer can trigger. I have had good interactions with police officers but I've also had some negative ones as a person of color. And that fear is there for a lot of us and I am glad we are having this time to talk. I hope that people don't trivialize how people of color feel. It's different when you have to walk in our shoes. For me, turning my turn signal on can be a matter of life and death because if I get pulled over and something escalates it's just different. The last time I got pulled over was because the officer said I had fresh damage on my car. That is something a lot of people don't have to deal with. I just don't want people to trivialize and just think that I have had great experiences (with police). You might have but there's another community that has a pain that I hope at least you will talk with us. If you don't agree that's one thing but at least have a conversation with us to understand what we're going through and how we feel about the things that are going on. No one is painting every police officer as bad, the same way I hope nobody paints every preacher as bad when one pastor does something wrong. But we do want to have real conversations about the trauma that is taking place and I hope that we can continue on and have healthy dialogue as a community, as people who are living here in Orangetown.

**Supervisor Teresa Kenny:** I appreciate everyone who stepped up to be on this committee. It's not easy sometimes to have these conversations but they have to be had, so thank you to everybody. I am an email away: [policereform@orangetown.com](mailto:policereform@orangetown.com).



Please Join Us for Orangetown's

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**Police Reform Committee**

**Meeting**

This will be open to the public for  
viewing purposes only.

February

**2**

Tuesday

**6:00 pm**

VIRTUAL DETAILS:

<https://global.gotomeeting.com/join/929115453>

United States (Toll Free): 1 877 309 2073  
- One-touch: <tel:+18773092073,,929115453#>

**Access Code: 929-115-453**

**Town of Orangetown Police Reform Committee  
Minutes  
February 2, 2021**

**Present:**

Teresa Kenny, Orangetown Supervisor  
Donald Butterworth, Chief of Police  
Michael Shannon, Police Captain  
Denis Troy, Town Councilman  
Don Hammond, Nyack Mayor  
Dominic Crispino, First Assistant District Attorney  
Barbara Gionta, First Assistant District Attorney  
Tanya Gayle, Nyack NAACP & RC Public Defender Representative  
John McGowan, County Legislator, Youth Court & Pearl River Resident  
Jerrell Jones, Nyack HS Teacher and Coach  
Brandon D. McLauchlin, Pastor of St. Charles AME Zion Church  
Nicholas S. Whalen, Orangetown Sergeant and PBA President  
Elizabeth Brancati, Deputy Town Attorney  
Michael Lawler, Assemblyman  
Allison Kardon, Clerk

**Not Present:**

Willie Outlaw, Tappan Resident

YouTube link for Feb 2, 2021 meeting: <https://youtu.be/xFkOXVMPDzU>

YouTube Link for Feb 9, 2021 meeting: <https://youtu.be/P2L2QAcaPd0>

1. Orangetown Police Department response to written questions from members of the committee (see attached);
2. Orangetown Police Department presentation on General Orders, policies, practices and procedures related to citizens' complaints; use of force complaints. Captain Shannon presented:
  - During earlier committee meetings it was brought to our attention that some people are not always comfortable making a complaint. To assist in this process, we now have our civilian complaint forms on our website.
  - We have three ways the public can make a complaint:
    1. Come to the station in person and speak to a supervisor
    2. Fill the forms out online
    3. Come to station to get the forms and take them home to fill out
  - Complainant will be notified if action was taken or if it was deemed to be unfounded. If it was founded, we would tell them, would give them details on what action was taken as permitted by law/statute. Would tell them if it was a training issue.
  - Supervisor Kenny asks: If the police find the complaint unfounded, is there an appeal process for the complainant? Chief : They could go to the Town Attorney's office if

they didn't feel comfortable coming to the police department. They could always reach out to the Supervisor's office. If the allegation is a crime, they could also go to the District Attorney's office.

- Depending on the seriousness of the complaint, it is forwarded to a Squad Lieutenant and a preliminary investigation would be conducted. If it can be handled at the squad level, a recommendation would be made to the administration: discipline such as counseling, warning, admonish or if it is a training issue. It is then forwarded to the administration whether the lieutenant determines it to be a founded or unfounded complaint. If the alleged violation/penalty is beyond department authority, then the Town Board would be involved as the Police Commission to hear the facts and decide what, if any, penalty the officer could face.
- Use of physical force: per the mandate from NYS, all use of force reports since September have been forwarded to the DCJS (Division of Criminal Justice Services)
- Use of force of report completed in each use of force incident so it's on record, and to evaluate if the proper use of force was used and if it was effective. Was it performed correctly? Was it within our policy and procedure? Is it a training issue? Is the procedure effective?
- The officer that uses force advises his/her supervisor at the time and fills out the appropriate documents. Supervisor investigates and sends report to the Use of Force Coordinator who reviews and determines if the policies were followed, were they effective and do any policies need to be changed. Was it effective and properly used?
- The Police Department has not trained any employees how to perform a chokehold or restrict the blood flow in someone's neck. Prohibiting the use of chokeholds, in conformance with NYS laws, has been added to our Use of Force Policy.
- Duty to intervene also added— if an officer is present and observes another officer using force that he/she reasonably believes to be clearly beyond that which is objectively reasonable under the circumstances shall intercede to prevent the use of unreasonable force and report to a supervisor. Another mandate by NYS.
- Use of Force Training is mandated 1x year (8 hours) by State. OPD trains our officers on use of force and related topics 2 x per year (16 hours).
- Another change mandated by NYS with Deadly Physical Force – The Orangetown PD must notify the Attorney General for any death, in Orangetown, in which a police officer is involved. Previously, the RC District Attorney's office was required to make this notification.
- General Order on Sexual assault investigations: Officers shall advise all sex crime victims of the availability of the Crime Victim's Bureau. We also added in there the Center for Safety and Change Crime Victim Services—their hours and the 24-hour hotline. And added to notify the District Attorney's Special Victims Unit at the earliest point in the investigation as possible.
- Last General Order we revised: Jail procedures, searches and arrest processing: Officers have the duty to intervene, every member has a duty to provide care and

notify supervisors of any known or suspected medical or mental health issues and intervene on behalf of a person in custody. Any member that observes actions contrary to this policy must act to correct the situation and notify a supervisor and document all actions taken. Gender change to mandate, if arrestee's gender is not apparent or objects to the gender of the officer assigned to perform the search, supervisor will assign an officer of the gender requested. Officers cannot search arrestee to determine gender.

- Mayor Don Hammond asked if we need to put in our report to the State if we need changes in civil service laws to allow us to diversify our workforce in the police department. Possibly need civil service regulations to change to make that happen—ask Rockland County Personnel.
  - Mayor Don Hammond -Diversity training – how do I get along with a diverse workforce—is there training for that? Possibility add diversity training into report.
3. The People's Panel on Policing in Rockland (RPPP) is hosting its 2nd public hearing on 2/3/2021 at 7 pm; Share an update on their work, make space for public comment, and hear from Brian Corr, the immediate past president of the National Association for Civilian Oversight of Law Enforcement (a group that has helped municipalities across the country develop model police review ordinances.)
  4. Association of Towns is hosting a Webinar: Announcing a Police Reform Webinar Collaboration with the Governor's Office on 2/4/2021 at 10:00 am. Presented by Chatodd Floyd, Director of Legislative Affairs and Policy Office of Governor Andrew Cuomo, and Jeremy Shockett, Deputy Secretary for Public Safety to explain and answer questions on the Reform and Reinvention Collaborative on Policing released in June and related proposals included in the Executive Budget. This webinar is free for members, but preregistration is required.
  5. 2/9/2021 - Presentation to the Town Board/Police Commission at 6:30 pm; update progress of the Committee, answer questions and allow public comment. See: <https://youtu.be/P2L2QAcaPd0>
  6. Propose 2/16/21 as public (virtual) forum and extend invitation/notify the Pride Center; Nyack Center; Pearl River, Nanuet, Nyack and Tappan Zee High schools; RPPP.—Emails sent.
  7. Town Board must ratify the Draft Plan by April 1, 2021. Please provide written comments, suggestions, proposals, policies, and ideas for consideration and incorporation into the draft plan no later than February 23, 2021.

**Next meeting February 16, 2021 at 6 pm**



**Town of Orangetown Police Reform Committee  
Minutes  
February 16, 2021**

**Present**

Special Guest Clarke Osborn, District Attorney's Office  
Teresa Kenny, Orangetown Supervisor  
Donald Butterworth, Chief of Police  
Michael Shannon, Police Captain  
Tanya Gayle, Nyack NAACP & RC Public Defender Representative  
Brandon D. McLaughlin, Pastor of St. Charles AME Zion Church  
Nicholas S. Whalen, Orangetown Sergeant and PBA President  
Elizabeth Brancati, Deputy Town Attorney  
Michael Lawler, Assemblyman  
Allison Kardon, Clerk

**Not Present**

Don Hammond, Nyack Mayor  
Denis Troy, Town Councilman  
Dominic Crispino, First Assistant District Attorney  
Barbara Gionta, First Assistant District Attorney  
John McGowan, County Legislator, Youth Court & Pearl River Resident  
Jerrell Jones, Nyack HS Teacher and Coach  
Willie Outlaw, Tappan Resident

**Supervisor Kenny Introduction**

Thank you for attending the third virtual forum of the Orangetown Police Reform Committee for public comment. Our goal is to hear from you, but please allow me to give you a quick summary of the what the committee has done to date and what we still want to do.

Please know that all of this can be found on the Town website – which we will continue to update with copies of all correspondence from the public.

1. Not including tonight, the committee has had 5 committee meetings, and one public presentation to the Town Board;
2. The following presentations have been made to the committee
  - a. Behavioral Health Response Team (BHRT);
  - b. The Mental Health Committee of the Rockland Coalition to End the New Jim Crowe;
  - c. Christopher Strattner from the Rockland County Police and Public Safety Academy on police training requirements;
  - d. Orangetown Police Department on the NYS Division of Criminal Justice Services (DCJS) Accreditation process;
  - e. Orangetown Police Department presentation on general orders and policies and procedures with regards to complaints against police officers;
  - f. Orangetown Police Department response to questions and answers from committee members and the public. All questions and answers can be found on the website; and,

- g. Some committee members and I have participated in the Rockland People's Panel on Policing virtual presentations (RPPP).

I wanted to thank the members of the committee for volunteering their time. Too many are quick to criticize, question and judge the work that we are doing without really knowing just how much work we have done. I can personally tell you that I have learned a lot on how the police department is run even after working here for 24 years. We can only recommend change when we truly understand what the current policies and procedures are.

3. Important date: You must submit any suggestions, recommendations or comments to be considered by February 23<sup>rd</sup> as to allow time to be included in the draft report;
4. The draft plan will be presented to the public on ~~March 9<sup>th</sup>~~ March 16<sup>th</sup> and needs to be adopted by the Town Board before April 1<sup>st</sup>.
5. Submit comments to [policereform@orangetown.com](mailto:policereform@orangetown.com)
6. One requirement of the Executive Order – and is already one of my recommendations – is that this process continue long after the Town Board adopts the Plan. My recommendation is that the Town Board establish a permanent Committee to continue with the work that this committee has started. It is the beginning, not the end.
7. Comments open to Committee Members
8. Open public comments, have 5 minutes to speak and I ask that you be respectful.

**M. Dery** Have reviewed your minutes. What specific actions have been proposed by your committee to root out racial bias in policing and white supremacist elements in police culture? As the recent insurrection at Capitol Hill revealed, a number of police were involved in that insurrection and are members of militias and white supremacist groups like the Oath Keepers and the Three Percenters as well as the Proud Boys. An abundance of evidence in criminological studies suggest that white supremacist elements do exist in law enforcement across the states and the Governor's order is emphatic on this point. It's in fact a response to racial justice unrest prompted by police murders of unarmed black and brown people. So, I'm curious to know what steps your committee is proposing to address these two questions racial bias in policing and racist elements in police culture.

**Supervisor Kenny:** One of the presentations we received was from Chris Strattner up at the Police Academy and they talked about what they're doing up there and what they're looking to do moving forward. Which leads back to this committee and what we're doing and the recommendations that are going to come from us. Every committee member is entitled to make a recommendation--I know I have some in mind. They will be available before March 9<sup>th</sup> (now March 16<sup>th</sup>) with specific recommendations. We all recognize what went on and I like to deal with specifics so we're going to talk about our training, what we can do better. I would say check back to see the specifics of what we're going to be proposing that the Town Board adopt.

**M. Dery:** I reviewed the minutes for the meetings and while I did see a mention of the Strattner presentation, I don't recall there being any very granular detail about the recommendations you just

mentioned to address the question of racial bias in policing or racist elements and what I'm broadly calling police culture. Can you expand on what you just said which is that in his presentation he addressed those questions?

**Supervisor Kenny:** He did he talk about some of the training that they offer. He also talked about the fact that they're going to be working with the New Jim Crowe group to bring them in to help identify where we can fill in some gaps, where we could add additional training. They were very much open to working with that organization and actually County-wide. This is a County-wide issue needless to say it's probably further than that. I'm saying that's what he presented, I'm not saying that other committee members may have other ideas. I've actually been in touch with Nyack Hospital about offering some kind of program. Again, this is the beginning, it's far from the end. You'll see what our proposals are, you may think we need more, you may think it's great. But I would say to check back and see what kind of proposals myself and other members of this committee come up with.

**M. Dery:** You keep referring to the measures that will be taken in the Police Academy but can you be specific about them, in other words are you talking about bias training, sensitivity training? What precisely is the Coalition to End the New Jim Crowe going to do in partnership with the Police Academy?

**Supervisor Kenny:** They were definitely working together to enhance what the Academy was offering. It already offers bias training. We also send up officers from our department to get trained and then train further with our officers. It may be a question of is that enough or we may want to seek to have all the officers go up and get trained. Maybe that's something that's in the works but my point is that yes, they do currently offer it. I know our officers get trained to train others. We will have to look at the what they're offering to do with the academy and then where we think we need to enhance on that.

**M. Dery:** Would you agree that given the abundance of news stories and studies by criminologists at places like John Jay, about the truly alarming involvement of elements within law enforcement in white supremacists and militia groups like the Oath Keepers and Three Percenters? Would you agree that this is a problem and that the Governor's order intends for us to focus on not just racial bias and policing but racist elements within what I'm calling broadly police culture?

**Supervisor Kenny:** I think the Governor's Executive Order speaks for itself. I have read every page of his booklet on Police Reform, highlighted it and underscored. Don't even know what the Three Percenters are so I certainly can't comment on what they're doing. What we're focused on here is on the Orangetown Police Department --I'm not going to worry about what the Three Percenters are doing.

**M. Dery:** One thing that some sources are advising is that officers, when they're hired, there be a forensic analysis of their social media trail for racist posts. We have a sheriff right here in Rockland County who was recycling far-right memes and spewing racism on his social media account. So that would seem to be a very effective way of weeding out white supremacist elements. Has your committee considered that approach?

**Supervisor Kenny:** I have not heard that approach recommended. I do know that they do undergo psychological exams and they have to do a background exam. I am going to guess that they do some sort of investigation into that. I would defer to the Chief on what kind of background investigation

they do, but I'm going to think in this day and age, they're doing some kind of social media search. I don't know it's forensic but I don't think it's a bad idea and I have absolutely no problem with it.

**M. Dery:** You are absolutely certain that that kind of social media paper trail analysis is done before hiring an officer? Would it be possible for you to look into that and then raise that data point at the next meeting of the committee?

**Chief Butterworth:** We do check social media as part of the background check.

**M. Dery:** Specifically for a racial bias Officer?

**Chief Butterworth:** I'm not going to get too far into what we do with the background, but we do check their social media and if there's indicators of racial bias, we certainly would address that in our background. We would never condone somebody who conducts themselves in that matter.

**M. Dery:** Do I understand you to be saying that would be a disqualifying factor for the hiring of that individual?

**Chief Butterworth:** There's a lot of elements that that would disqualify somebody and that would certainly be one of them.

**R. Riemen Schneider:** I am a resident of Pearl River. You were giving some statistics on the racial backgrounds of police officers in Orangetown and it seemed to be over overwhelmingly white. I know you said you did some outreach to try to diversify a bit more without much luck. Just wondering how you can push that a little bit further.

**Supervisory Kenny:** Long before the Executive Order, I'm only in office one year, I was looking for ways to get a more diverse police department. We unfortunately have to deal with Civil Service law which makes it a little bit on the tricky side because they have to be a resident and they have to place on the list. You can sometimes have a separate list if you have a need in the department. For example, if I need a Spanish-speaking officer, I can go to a different list. We've looked into those alternatives hiring off of a County list as opposed to a Town list because when we're hiring off the Town list we're not getting a diverse candidate group. Going back to before the Executive Order happened, I had reached out when the test was being given to the NAACP, to the Nyack Center, and to the schools. I was trying to get the word out about the exam being given because that's the first step. Now the test got cancelled last year and they're going to be holding it in the near future. There's also a question about whether they're going to leave the cut off to those who had applied beforehand. I'd like to see them open it up, but this again goes above me. I'm going to have to deal with maybe one of our Assemblymen or the Governor to basically open that list to try and get people who haven't thought about applying, applying for the exam. For those who don't know, I've been in the Town for 24 years, I worked as an attorney and I remember back when I started there was one female police officer so we're making progress, but it's very slow. I do appreciate it and it's one of my recommendations that I have already have for the committee.

**R. Riemen Schneider:** I think just in general I feel similarly to other situations in our Town whether I'm looking at the School Board or whether I'm looking at different Town Zoning Boards. It all looks the same and it would be I think we have a big opportunity there to do better.

**Supervisor Kenny:** I agree with you.

**Pastor McLaughlin:** I know you mentioned earlier that you were on the Rockland People's Panel on Policing. They're doing some different things and I know they plan on giving some recommendations out later. Is that something that you would consider using in the recommendations for our Town as well? Even though they're doing for Rockland as a county, would that be something we would consider?

**Supervisor Kenny:** Absolutely. I have done outreach to the RPPP and I've spoken with some of the members and I think they understand that we're waiting. I did encourage them to get it to us sooner rather than later. But again, I want everyone to understand that this is not the end by any means. The sooner they get it to us the better, but if it gets here later you know, of course we would still consider it. I actually sat in on both of their presentations and found them extremely helpful and I thought they were really informational. They know where to find me so I'm sure they will when they're ready.

**Pastor McLaughlin:** It would be great in the future that maybe there's a partnership formed. Since we're saying that this is just the beginning of what we're doing, maybe a partnership with them in some capacity or to be able to help in the future would be great.

**Supervisor Kenny:** Absolutely. We reached out personally to the Nyack Center, to the Pride Center, and to the high schools. It's just tough with Covid and these virtual meetings. I would love to see some members of our youth from the community get involved. I'm not giving up on a Survey Monkey. I've actually reached out to both the Nyack Center and Pride Center to see if the directors would help with the questions and to make sure they are geared in the right direction. Hopefully before we do our final, but if not, they we will do it in the future whether it is with the RPPP or our own committee here.

**M. Dery:** I have noted the overwhelmingly white complexion of this EO 203 panel and the appearance at least that the majority of the participants are either law enforcement, DA's, Assistant DA's, a member of ICE, and elected officials. To the question of ensuring that BIPOC (Black, Indigenous and People of Color) are well represented in these meetings and on this panel, I would exhort you to meet privately with the steering committee of the RPPP and the Rockland Coalition to End the New Jim Crowe. They're doing something right because I've attended many of their meetings and there's not a single zoom meeting that doesn't have at least 60 to 70 participants who are overwhelmingly People of Color. It's certainly possible to incentivize Communities of Color to attend these meetings and perhaps you can reach out to them to find out what they're doing right. The Governor's order makes it quite clear that BIPOC voices should be centered in this discussion as it was prompted by mass protests against police brutality and police murder of unarmed black and brown people. The process should I believe the Governor's order, at least makes this clear in spirit, should be guided by BIPOC people. They should be setting the agenda so their presence on the panel and in these meetings is vitally important. One reason they may not be turning out and may not have volunteered for the panel, and this is pure speculation on my part, but I do know this to be true at least in South Nyack where I sit on our EO 203 committee is that People of Color have told me they are fearful of speaking their minds with law enforcement in the room. They fear retribution.

**Supervisor Kenny:** I think that's one of the reasons we talked about doing a Survey Monkey to

give people another place to go. Nikki Hines, who is on the RPPP had originally been on this panel and then opted out. So there was outreach made. We are moving forward at this point and I have spoken to Michael Lockett on the RPPP multiple times and I was supposed to have a conference call with the committee and then it got cancelled. I've told them I'm here when they're ready, and they're aware of it, but I'll continue to do the outreach. I should ask them to do a joint meeting with us.

**M. Dery:** Do you have any idea why Nikki Hines opted out?

**Supervisor Kenny:** She had personal obligations and I was extremely disappointed and I told her that I was disappointed for no other reason that I thought she would have been a great asset to have. We certainly did reach out and we have Tanya Gayle from the NAACP.

**M. Dery:** We found it effective to hold the occasional meeting where law enforcement was not present and BIPOC people told us that they felt more empowered to speak.

**Supervisor Kenny:** We are open all suggestions and comments and we unfortunately had planned to go into Nyack and Don Hammond offered the community center to actually meet in person but COVID has another plan for us. It won't be here forever so we will be able to do that going to the future. I would like to see more involvement.

Just want to remind everyone: Feb 23<sup>rd</sup> for any questions/comments.

Draft by March 9<sup>th</sup> (now March 16<sup>th</sup>) We will try to get the draft ready as soon as possible so you can have time to review and comment.

I am going to wish everybody a good night and thank you for joining us.

**Teresa Kenny**

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**From:** Teresa Kenny  
**Sent:** Tuesday, January 12, 2021 5:54 PM  
**To:** Allison Kardon; Brandon McLaughlin; Captain Michael Shannon; Chief Donald Butterworth; Denis Troy (external); Dominic Crispino ( [REDACTED] ); Don Hammond; Elizabeth Brancati; Gionta, Barbara; Jerell Jones ; John McGowan; Michael Lawler; Nicholas S. Whalen; Tanya Gayle; Willie Outlaw  
**Subject:** RE: No Police Reform Committee tonight

Hi Everyone,

I apologize for not scheduling a meeting of the Committee sooner. A few weeks ago I was contacted by a member of the Rockland People's Panel on Policing and requested to meet with them this evening. I asked if they wanted to meet with our entire committee but they requested that they just meet with me. Unfortunately, late this morning I received a call cancelling the meeting. My understanding is that, at this point, they just want to prepare their own report and submit to all of the local reform committees for consideration.

I would like to schedule the next meeting for February 2<sup>nd</sup> at 6:00 pm. I have moved the meeting to an evening when the Town Board does not meet so that we do not run in to time constraints as we have done in the past. It may need to be moved to completely virtual – but we can decide as we get closer.

I also wanted to provide a link to the United States Department of Justice report that was issued in December, 2020, titled "President's Commission on Law Enforcement and Administration of Justice." I think it is important for us to know about the report and see what recommendations are included that may relate to our findings as it relates to policing in Orangetown: Link to "President's Commission on Law Enforcement and Administration of Justice." - <https://www.justice.gov/file/1347866/download>.

The Chief and I have been discussing what to do for the next meeting. I have asked the Chief to provide a summary of the General Orders as they relate to complaints of police misconduct and for written responses to the questions submitted by members of the committee. As we discussed previously, I would also like to see some outreach to the Nyack community and, while I had wanted to host a meeting there, with the COVID numbers on the rise it looks like it will need to be virtual.

I will end with opening the floor to any of you for recommendations or suggestions as to what we should do for future meetings.

Teresa M. Kenny  
Town Supervisor  
Town of Orangetown  
26 Orangeburg Road  
Orangeburg, New York 10962  
(845) 359-5100

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**Teresa Kenny**

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**From:** Teresa Kenny  
**Sent:** Wednesday, January 6, 2021 3:21 PM  
**To:** Chief Donald Butterworth  
**Cc:** Allison Kardon  
**Subject:** Police Reform

Chief,

I want to get another date on the calendar – and some sort of agenda. I think that the remaining items should include the following:

1. Presentation from OPD as to the GO's and other related documents for complaints of police misconduct, bias, etc.
2. Written responses to any questions submitted;
3. Figure out how we are going to get Nyack Center, Pride Center, etc. engaged;

I am having a call with a member of the Rockland County Police Panel – they are trying to schedule a virtual meeting – I don't know if they want it with our entire committee or just me – will let you know after I speak with him.

Trying to move toward wrapping this reform up – any other items you suggest?

Teresa M. Kenny  
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Town of Orangetown  
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Orangeburg, New York 10962  
(845) 359-5100

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**Teresa Kenny**

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**From:** Orangetown Supervisor  
**Sent:** Tuesday, December 29, 2020 1:16 PM  
**To:** 'Michele Hamilton'; Orangetown Supervisor  
**Subject:** RE: Police Reform Committee

Hi Michele,

There will absolutely be future opportunities to/for the public to participate. The committee did not yet set dates for the new year, but will be doing so the first week in January. I am in favor of opening all of our meeting to the public, although not all for purposes of commenting.

We have some other ideas we are working on to get public involvement – such as survey monkey or other survey program where individuals can respond to questions. We also will be looking to include certain organizations, such as the Nyack Center and the Pride Center.

The final plan is due in April of 2021 so we are planning to have a draft ready sometime by March.

I welcome your input and comments and am happy to keep you apprised of future meetings.

Teresa M. Kenny  
Town Supervisor  
Town of Orangetown  
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Orangeburg, New York 10962  
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**From:** Michele Hamilton [REDACTED]  
**Sent:** Tuesday, December 29, 2020 10:57 AM  
**To:** Orangetown Supervisor <supervisor@orangetown.com>  
**Subject:** Police Reform Committee

[External Email]

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Dear Supervisor Kenny,

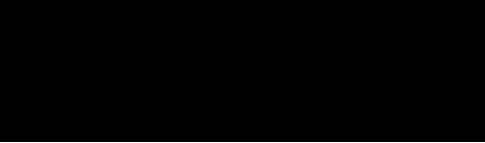
I am an Orangetown resident, and my inquiry relates to Orangetown's Police Reform Committee.

First, I wish to thank you for providing a public forum on this issue in December, and for publicizing the meeting dates and minutes on the Town website. Reforming law enforcement and the criminal justice system is an essential, pressing issue of our time, and EO 203 provides our town with an invaluable opportunity to enter into this hard but vital work.

My questions are:

- Will there be future opportunities for gathering more input from the public? If so, when?
- Will virtual attendance be an option for public meetings? I ask this because I am an educator involved with in-person instruction, so I cannot risk attending live meetings where I may have to quarantine if someone tests positive.
- Is there a projected end date for the EO 203 Committee's report to be finalized and made public?

Appreciatively,  
Michele Hamilton



**Teresa Kenny**

---

**From:** Teresa Kenny  
**Sent:** Tuesday, December 8, 2020 11:17 AM  
**To:** Nicole Hines  
**Subject:** FW: 12.01.2020 Police Reform Committee Meeting Minutes  
**Attachments:** 12.01.2020 Police Reform Minutes.pdf

Hi Nikki,

I just wanted to follow up with you as to whether you still want to be part of the Orangetown Police Reform Committee? I know that you requested to be on the Committee – but understand that you are now working with the Rockland People's Panel on Policing as a steering committee member. I know that being on two committees may be a bit time consuming, and there are only so many hours in a week. Please let me know so that I can advise the Committee.

Either way, I would like to speak with you or another representative from the Rockland People's Panel on Policing to discuss whether they will be looking to work with the other municipal committees and, if so, how they would like to do so.

Hope you and your family are staying safe.

Teresa M. Kenny  
Town Supervisor  
Town of Orangetown  
26 Orangeburg Road  
Orangeburg, New York 10962  
(845) 359-5100

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**Teresa Kenny**

---

**From:** Teresa Kenny  
**Sent:** Wednesday, October 21, 2020 10:00 AM  
**To:** 'Nicole Hines'  
**Cc:** 'Don Hammond'; Allison Kardon  
**Subject:** RE: Police Reform and Reinvention Collaborative Committee

Hi Nikki,

First, congratulations on your move to the Center for Safety and Change – an organization that is near and dear to my heart and that I have been involved with going back to when it was called the Rockland County Family Shelter.

It was a productive first meeting and I will get you the “minutes” - but wanted to give you a heads up on the dates for the next meetings - 11/10/2020 and 12/1/2020 at 6 pm in the multipurpose room at Town Hall (downstairs in the newer section of the Town Hall). We discussed hosting some public meetings in Nyack and Don Hammond suggested we look to have one in the Nyack Center, which I think is a great idea and will be working on scheduling between now and our next meeting.

Please feel free to reach out to me at any time with any suggestions you have for how to make this comprehensive review of Orangetown policing practices more productive and, of course, if I can help you with anything else.

Teresa M. Kenny  
Town Supervisor  
Town of Orangetown  
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Orangeburg, New York 10962  
(845) 359-5100

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**From:** Nicole Hines [REDACTED]  
**Sent:** Tuesday, October 20, 2020 4:42 PM  
**To:** Teresa Kenny <TKenny@orangetown.com>  
**Subject:** Re: Police Reform and Reinvention Collaborative Committee

[External Email]

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Hi Supervisor Kenny,

Hope all is well. Something just came up & I am going to have to miss tonight's meeting but would love to make the next one, so please keep me informed as to when the next one will be.

Respectfully,

Nikki Hines

On Friday, October 16, 2020, 04:00:55 PM EDT, Teresa Kenny [REDACTED] wrote:

Hi All,

Just wanted to remind everyone that we will be having our first meeting on October 20<sup>th</sup> at 6 pm. We will hold it in the multi-purpose room – which is in the lower level of Town Hall.

If you haven't done so already, please let me know if you will not be able to attend or if you would prefer to attend virtually.

I look forward to working with all of you.

Teresa M. Kenny

Town Supervisor

Town of Orangetown

26 Orangeburg Road

Orangeburg, New York 10962

(845) 359-5100

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**From:** Teresa Kenny  
**Sent:** Wednesday, September 23, 2020 10:34 AM  
**To:** 'tagg1214@gmail.com' [REDACTED]; 'foratt' [REDACTED]; 'Nicole Hines' [REDACTED]  
[REDACTED] Denis Troy [REDACTED]; Don Hammond <[REDACTED]>  
'willieoutlaw' [REDACTED]; 'St. Charles Church' [REDACTED]; Brandon  
McLauchlin [REDACTED]; 'jmcgowan' [REDACTED]  
**Cc:** Chief Donald Butterworth <[REDACTED]> nicolas.s.vynaien [REDACTED]  
Robert Magrin [REDACTED]  
**Subject:** Police Reform and Reinvention Collaborative Committee

Good Morning,

I want to start by thanking you for agreeing to serve on the committee to help review the Orangetown Police Department policing practices and procedures as part of the Police Reform and Reinvention Collaborative efforts set forth in Governor Cuomo's Executive Order 203.

In accordance with the Governor's Executive Order, Chief Butterworth and I worked together to assemble a diverse group of stakeholders from across Orangetown to serve on the committee.

The five Town Supervisors and Police Chiefs are meeting early next month to see how we can coordinate our efforts, as the guidance from the State recommends coordinating with neighboring localities to consider whether aspects of this process can be done in conjunction with one another.

The first meeting of this committee has been scheduled for October 20<sup>th</sup> at 6 pm at Orangetown Town Hall, immediately prior to the Town Board meeting. If anyone is not comfortable attending in person, please let me know and we can arrange for you to attend virtually.

For your reference and in anticipation of our first meeting, I have attached a copy of the resource guide for citizens and public officials that was put out by Governor Cuomo in August of this year to assist us in our efforts.

I want to thank you again for participating on this committee. This is an important first step to getting us to our goal of enhancing police and community relationships.

Please feel free to e-mail or call me with any questions, and I look forward to seeing you all on October 20<sup>th</sup>.

Teresa M. Kenny

Town Supervisor

Town of Orangetown

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Orangeburg, New York 10962

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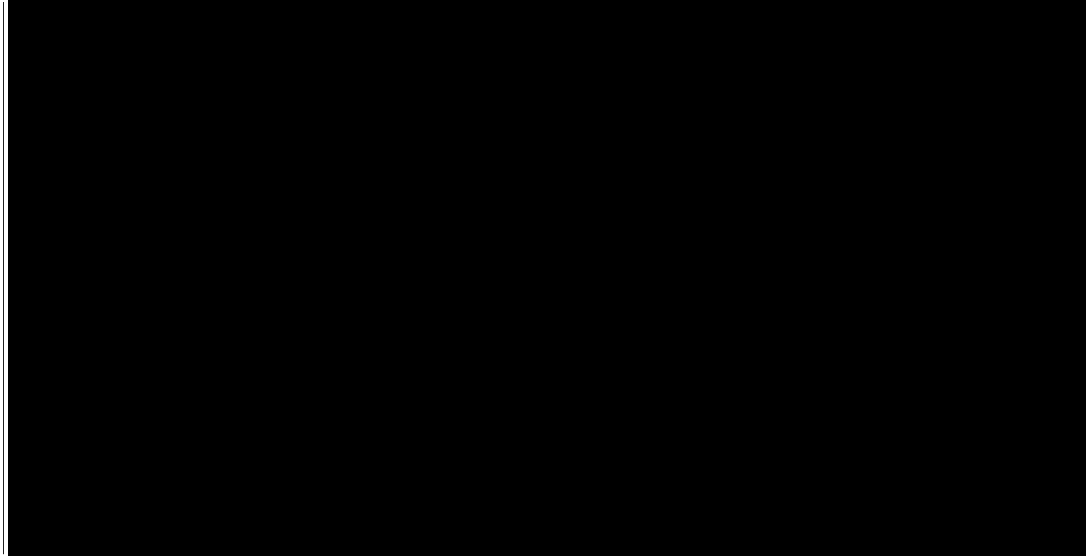
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**Teresa Kenny**

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**From:** Teresa Kenny  
**Sent:** Wednesday, September 23, 2020 10:34 AM  
**To:** [REDACTED]; 'fpratt1 [REDACTED]'; 'Nicole Hines'; Denis Troy; Don Hammond; 'willieoutlav [REDACTED]'; 'St. Charles Church'; Brandon McLauchlin; 'jmcgowan [REDACTED]'  
**Cc:** Chief Donald Butterworth; Nicholas S. Whalen; Robert Magrino  
**Subject:** Police Reform and Reinvention Collaborative Committee  
**Attachments:** Police\_Reform\_Workbook81720.pdf

**Tracking:**



Good Morning,

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Please feel free to e-mail or call me with any questions, and I look forward to seeing you all on October 20<sup>th</sup>.

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**Allison Kardon**

---

**From:** Orangetown Supervisor  
**Sent:** Tuesday, February 16, 2021 1:17 PM  
**To:** Mark Dery; Orangetown Supervisor  
**Cc:** Michael Lockett; Larry Lynn; Bonnie Christian; Jeffrey Hirsch; Michael Hogan; Catherine McCue; Michele Hamilton; Luisa Fuentes; Mark Pessin; Elijah Reichlin-Melnick; peoplespanelonpolicing@gmail.com; James Marshall; Steve White  
**Subject:** RE: QUESTIONS ABOUT THE ORANGETOWN POLICE-REFORM COMMITTEE  
**Attachments:** Police\_Reform\_Workbook81720.pdf

Mark,

I apologize for my delay in responding. After reading your e-mail, it is clear to me that I misjudged your intentions regarding the Orangetown Police Reform Committee. I now know that you are not interested in learning about the committee or the work that we have been doing. Therefore, I will not use what limited time I have these days to respond to your questions, as to do so would validate the underlying assumptions, many of which are nothing more than inflammatory statements that I do not agree with.

However, I will take a minute to point out that Executive Order 203 and the guide provided by Governor Cuomo, which I have attached for your review, specifically requires membership and leadership of the local police force, the public defender, the district attorney and local elected officials to be on the committee.

I would also suggest that you read the minutes from the Orangetown Police Reform Committee meetings that we have had to date – and I mean really read them. The committee members have spent countless hours of their time to learn about and understand the current policies and procedures of the Orangetown Police Department. In addition, we have had presentations from the Behavioral Health Response Team (BRHT), the Mental Health Committee of Rockland County to End the New Jim Crow, Christopher Strattner from the Rockland County Police and Public Safety Academy, and the Orangetown Police Department on the accreditation process and what that means.

In addition, I have personally reached out to several local organizations, including the RPPP, local school districts, the Nyack Center, and the Pride Center, to extend invitations to our public forums and see how we can work together, and we are working on a survey monkey to extend even further outreach to the community.

For you to dismiss the work of the Orangetown Police Reform committee without bothering to take the time to try to learn what we are actually doing speaks volumes about your objectives and not at all on the work that we are doing – and continue to do.

On a separate note, I cannot help but note that I find your remarks that it may be “technically true” that I am the “titular chairperson” to be insulting at best, misogynistic at worst. As a practicing attorney for over 30 years in a male dominated profession, I

know it when I see it. From those unwarranted statements, it is clear to me that you do not know a thing about me.

Teresa M. Kenny  
Town Supervisor  
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**From:** Mark Dery [REDACTED]  
**Sent:** Tuesday, February 9, 2021 10:53 PM  
**To:** Orangetown Supervisor <supervisor@orangetown.com>  
**Cc:** Michael Lockett <[REDACTED]>; Larry Lynn [REDACTED]; Bonnie Christian [REDACTED]; Jeffrey Hirsch <[REDACTED]>; Michael Hogan [REDACTED]; Catherine McCue <[REDACTED]>; Michele Hamilton [REDACTED]; Luisa Fuentes <[REDACTED]> Mark Pessin [REDACTED]; Elijah Reichlin-Melnick [REDACTED] peoplespanelonpolicing [REDACTED] James Marshall [REDACTED]; Steve White [REDACTED]  
**Subject:** QUESTIONS ABOUT THE ORANGETOWN POLICE-REFORM COMMITTEE

[External Email]

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Supervisor Kenny:

In response to your invitation, in the chat window of a recent videoconference hosted by the Rockland People's Panel on Policing ("I am happy to answer specific questions via e-mail at [supervisor@orangetown.com](mailto:supervisor@orangetown.com)"), I'm sending a few preliminary questions. After I've received your responses, I'll follow up with the phone call you proposed ("I am happy to speak with you personally...and answer any questions you have").

(I'm including, in the .cc line of this mail members of the RPPP as well as representatives from the Rockland Coalition for the End of the New Jim Crow and members of the South Nyack EO 203 police-reform committee on the assumption that they'll find your answers as informative as I know I will.)

My exploratory questions are as follows:

1) On the official Orangetown page (<https://www.orangetown.com/groups/police-reform-committee/>) announcing the formation of your police reform committee and providing the context for it—the governor’s executive order 203—the text reads, “In response to growing social unrest occurring across the country on June 12, 2020, Gov. Cuomo signed Executive Order 203 requiring each local government in New York State to adopt a policing reform plan that will maintain public safety while building mutual trust and respect between police and the communities they serve.”

I’m curious to know: who authored this text, and who approved it? If you approved it—and I can’t imagine it was published on the Orangetown website without your approval—do you feel this is an accurate interpretation of the stated motivations and intent of the governor’s order?

2) Our exchange in the chat window of the RPPP Zoom meeting touches on two questions:

- The fact that Orangetown’s EO 203 panel is, like too many such panels in Rockland county (as noted by RPPP leaders in their recent LoHud op-ed), topheavy with law enforcement and elected officials who rely for their political fortunes on law-enforcement support (i.e., the support of powerful police unions, active-duty and retired law enforcement, etc.).

In our brief exchange in the chat window, I asserted that “Orangetown’s EO 203 panel is run by police... Since Supervisor Kenny is listening right now, will she commit to ... appointing BIPOC leaders, not law enforcement?” You responded that I was “incorrect in [my] statement that our committee is run by the Police,” noting that you are the titular chairperson.

While that may be technically true, the composition of your panel is self-evidently contrary to the intent of the governor’s order. The minutes from your October 20, 2020 meeting list 18 committee members, of whom at least five are elected officials or town employees, seven of whom are district attorneys, assistant district attorneys, or attorneys in the employ of the town or one of its municipalities (a group not noted for its sympathy with Black Lives Matter or radical calls for police reform), and the remainder of whom, with the exception of two individuals (Pastor McLaughlin and “Tappan resident Willie Outlaw”) are members of law enforcement, one of whom is a president of the local PBA, a union notoriously hostile to BLM and widely criticized for its racist rhetoric and knee-jerk defense of police brutality. (See: <https://www.newyorker.com/magazine/2020/08/03/how-police-unions-fight-reform>. <https://www.thecity.nyc/2020/6/1/21277684/nyc-pba-police-union-poised-to-tap-warchest-to-shield-nypd-discipline-records-amid-george-floyd>) The composition of the panel at this meeting is typical of all of your meetings, all of whose minutes I reviewed.

How many BIPOC (Black, Indigenous, People of Color) members sit on your panel? Are they leading the proceedings, or in the minority? Are your meetings focused on the problem of racial bias in policing or given over, in large part, to presentations by law enforcement about details of hiring, training, etc., as your minutes seem to suggest? Do the composition of your panel and the agenda of your meetings reflect the intent of the governor’s order?

Signed in response to the Black Lives Matter protests against police brutality in the wake of George Floyd’s murder, and in recognition of “racially-biased law enforcement” (“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"), EO 203 repeatedly emphasizes the crucial importance of giving Black and brown voices pride of place in police-reform panels, and of aggressive outreach to communities of color to ensure not only their representation on EO 203 panels but their presence at EO 203 meetings, where they will, it is implied, be empowered to directly challenge law enforcement and elected officials on their policies and records related to racial bias in policing.

Governor Cuomo's order emphasizes the importance of "local police agencies within the state *actively [engaging] [emphasis mine]* with stakeholders in the local community." It stresses that "the political subdivision, in coordination with its police agency, must consult with stakeholders, including...members of the community, *with emphasis in areas with high numbers of police and community interactions [italics mine].*"

What, if anything, have you, your fellow officials, and Orangetown's "police agencies" done to "actively engage with stakeholders," specifically communities of color? Are you in compliance with the order's requirement that your panel consult with members of communities "*in areas with high numbers of police and community interactions*"? If so, how is the consulting taking place? And why is your EO 203 panel so heavily stacked with D.A.'s, assistant D.A.'s, and law enforcement rather than a significant percentage of members of communities of color who, if appointed to lead your meetings and shape your agenda, would surely demand real and lasting reform?

3) Another point made by me in our Zoom exchange: Orangetown's EO 203 meetings appear to permit public comment only in the form of written questions rather than direct interrogation of panelists and guest speakers by the public. This format isn't conducive to transparency and thwarts the spontaneous, real-time give-and-take that is essential to grassroots democracy. It's not only contrary to the spirit of the governor's order, but contrary, as well, to the spirit of the open-meetings law. Any elected official committed to government transparency, and to executive order 203, as you profess to be, should support a robust, real-time discussion and debate with the public he or she was elected to serve. Pressed on this point, you claimed, "Nothing in EO 203 requires the public to speak at every meeting," to which I responded that "the spirit of EO 203 clearly *encourages*" direct engagement with the public, adding, "If you support EO 203, why would you resist permitting the public to speak in real time, and to receive answers in real time?"

Thank you for taking the time to read and respond to this lengthy letter. I, and the members of the racial-justice groups CC'd here, look forward to your response.

Sincerely,

M. Dery

South Nyack EO 203 Police-Reform Steering Committee

**Teresa Kenny**

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**From:** Teresa Kenny  
**Sent:** Tuesday, March 2, 2021 3:27 PM  
**To:** Allison Kardon; Barbara Gionta; Brandon McLaughlin; Captain Michael Shannon; Chief Donald Butterworth; Denis Troy (external); Dominic Crispino; Don Hammond; Elizabeth Brancati; Jerell Jones; John McGowan; Nicholas S. Whalen; Tanya Gayle; Teresa Kenny; Willie Outlaw  
**Cc:** Robert Magrino  
**Subject:** Police Reform Committee  
**Attachments:** Police Reform taskforce recommendations (003).docx; TMKpolicereformfinal.docx

Good Afternoon Everyone,

The draft of the Orangetown Police Reform and Reinvention Plan must be presented for comment at a public hearing and approved by the Town Board by April 1<sup>st</sup>. I am looking to finalize the draft plan by the end of next week, present it to the public at a virtual public hearing on ~~April~~ *March* 16<sup>th</sup> and have the Town Board adopt the final Plan at the March 23<sup>rd</sup> Town Board meeting.

I am attaching copies of the written comments and recommendations received to date. Please feel free to review and comment or to make additional recommendations for inclusion in to the report.

Thanks again for your help on this important committee.

Teresa M. Kenny  
Town Supervisor  
Town of Orangetown  
26 Orangeburg Road  
Orangeburg, New York 10962  
(845) 359-5100

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Police Reform taskforce recommendations:

DRAFT THOUGHTS

1. Civilian Oversight - There should be a governance structure that includes oversight by the communities that are served. (There are several different options that could be explored from community members on the police commission, to advisory groups, to advisor/advocates for different communities, a civilian board to hear and act on citizen complaints.)
2. Different systems and strategies for how behavioral health issues are handled in the community. Focus the response on the entities that have the expertise and training specific to this populations. There is a need for more funding but could funding be shifted gradually to enhance services.
3. Make up of staffing should reflect community that is served. Have goals and strategies for interviewing BIPOC and other categories of individuals that result in increased representation to reflect the community.
4. Training from experts outside the law enforcement field on soft skills. (Diversity, emotional intelligence, leadership, cultural intelligence, implicit bias).
5. I have a serious question about how we continue the transition of the culture and expectation for our police. In many ways we have created an us and them culture. This can create an unhealthy practice that is not positive for our community including law enforcement in the definition of community. We need to develop opportunities for law enforcement to "live" the experience of BIPOC people.
6. Gather and monitor information related to ethnicity and Race related to arrests, charges, prosecution and sentencing. There are organizations that are tracking the information and it is good for us to know what they are and where we stand. We don't know if we need to work on things unless we have data. Establish goals and outcomes around these categories.

Supervisor Teresa Kenny

Recommendations:

1. The Town Board should establish a new Town Committee to continue the work that this Committee and Governor Cuomo's Executive Order have started. The Committee should include representatives from local organizations, schools and town residents, and should report to the Town Board on proposed actions and recommendations to continue to further the goals of Executive Order 203 and this Committee.
2. Look to incorporate some level of citizen review when there is a complaint of misconduct made against a police officer. There are different models for such oversight and the new committee can review the different models and make recommendations to the Town Board.
3. Institute a process for someone to file a complaint to someone outside of the Police Department. For example, allow the complaint to be filed with the Town Attorney's Office. In addition, create an on-line component so that the individual does not need to come to the Town or to print and mail.
4. Community Policing - over time and with the recommendation of the new Town Committee, work to incorporate community policing at some level. The public should be involved in this discussion, including how they would like to see it incorporated.
5. Work with law enforcement agencies throughout Rockland County to expand on the model of a medical professional responding to someone in a mental health crisis; incorporate the work of BHRT with the New Jim Crowe and fund, as needed, to accomplish and expand on the current level of services.
6. Diversification in the Orangetown Police Department is something that both the past and current Orangetown Police Chiefs, as well as the Town Board, have identified as a priority for the overall health, success and wellbeing of the Department. While recruitment steps have been taken, the limitations of the Civil Service Laws and Rules has stifled efforts at hiring a more diverse police force. I recommend the Town Board work with Rockland County Personnel on alternatives for hiring off a Town list, such as hiring off a County list, as a means to expand the applicant pool.
7. Review the process currently in place for conducting background checks for new hires, specifically the social media investigation, and determine if the process can be improved (such as hiring a professional company to perform a more advanced search).





**Division of Criminal  
Justice Services**

February 1, 2021

Dear Chief Butterworth:

On behalf of The Division of Criminal Justice Services (DCJS), this letter confirms we are certifying that Orangetown Town Police Department meets certain eligibility requirements, set forth by the U.S. Department of Justice, for discretionary federal grants. Orangetown Town Police Department is qualified to receive federal grants for three years from the date of this letter.

Pursuant to Section 2 of the Presidential Executive Order on Safe Policing for Safe Communities, dated June 16, 2020, Executive Order No. 13929 (the "Executive Order on Safe Policing"), the U.S. Department of Justice's discretionary grant funding is only available to state, local, and university or college law enforcement agencies that have obtained (or are in the process of seeking) credentials certifying that they meet certain standards on use of force. The Executive Order on Safe Policing empowers the U.S. Attorney General to designate independent credentialing bodies — including DCJS — to certify that a law enforcement agency meets the conditions of eligibility for federal grants.

Following our review, we have determined that Orangetown Town Police Department meets the conditions for certification. Accordingly, DCJS will include your agency going forward within our database of certified law enforcement agencies. Each year we will provide the name of each certified law enforcement agency to the U.S. Department of Justice.

If you would like to discuss this further, please do not hesitate to contact me either by email at [kea.jelliff@dcjs.ny.gov](mailto:kea.jelliff@dcjs.ny.gov) or by phone at 518-485-1418.

Sincerely,

A handwritten signature in black ink, appearing to read "Kea Jelliff".

Kea Jelliff

Criminal Justice Program Specialist I

## 12/01/2020 – Committee Meeting

### Presentation by Chris Strattner, Rockland County Police & Public Safety Academy

- Regional Academy, covers southeast portion of New York State training, not only from Orangetown:

1. Recruits

2. Retrain Annually- All Orangetown Police Officers

3. Specialized Training

- Recruits: 1/3 more training than NYS requires: about 600 hours (NYS) to 1000 hours (Academy)

- o 5 Days of Crisis Intervention Training and build it into other things for new recruits (State requires 3 days)

- o Training is hands-on not just lectures, and repetitive for blocks on cultural diversity, ethics, decision making and procedural justice.

- o 2nd week on blocks of implicit bias

- o Weeks 3&4 – Senior officers do a drill with Fire Department (for ethics training)

- o Box Drills (provides ethical box drills to solve problems in 90 seconds) – recruits have not failed because of their training in the previous months

- o 2021 create more ethical box drills and create difficult situations with the help of BHRT and Office of Mental Health for the recruits

- Retrain :(16 weeks a year) – Police go for 4-5 days

- o Legal updates (use of force)

- o Tactics Training

- o Medical training

- o Hands On defensive tactics and disorder control

- o Firearms Day at the range

- o Adding: Principled Policing – veteran officers confront their potential for implicit bias-puts them into situations (keeps everyone safe-less likely to get into violent confrontations (procedural justices)
- o Adding: Medical Day – CPR, choking and BHRT will make videos and behavioral health response training, Sgt. Bax will help them with this training
- o Adding: Defensive Tactics and Disorder Control– building in de-escalation training – Tamir Rice example (disorder control - protests calm and nonviolent)
- o In-service Program – Standardize across the County even if they didn't have our basic training
- Specialized Training: Crisis intervention training and de-escalating, implicit bias and principled policing training – Train the trainers to bring back to local department.
- o Agencies decide who will go to specialized training or individuals can sign up
- o There is also training outside County

### Questions for Director Strattner

- Pastor McLauchlin: RCENJC to help with the training? Answer: Possibly help with box drills and also use Center for Safety & Change. Page 6 of 7
- Mayor Hammond: Do that with implicit bias people? Answer: Still looking for an organization to help. Has to fit within criminal justice guidelines.

# Appendix: M

## New York State Division of Criminal Justice Services BASIC COURSE FOR POLICE OFFICERS – CURRICULUM CHECKLIST MPTC Approved 9/4/2019 – Effective Date 01/01/2020

Basic Course for Police Officers Part/Module Name	Required Hours	Actual Hours
<b>Part 1 - Administration of Justice</b>		
1-A. Introduction to Criminal Justice		
1-B. Jurisdictions and Responsibilities of Law Enforcement		
1-C. Adjudicatory Process and Court Structure Civil & Criminal		
<b>Part 1 Total</b>	<b>4</b>	
<b>Part 2 - Introduction to Law Enforcement</b>		
2-A. Constitutional Law	2	
2-B. Discretionary Powers	2	
2-C. Ethics and Professionalism	8	
2-D. Physical Fitness and Wellness - Must include 3 tests. - Must not exceed 3 hours per day nor more than 9 hours per week. - Must be a certified Physical Fitness Instructor.	65	
2-E. Procedural Justice	2	
2-F. Officer Wellness <b>*NEW Eff. 9/1/19*</b>	16	
<b>Part 2 Total</b>	<b>95</b>	
<b>Part 3 - Laws of New York State</b>		
3-A. New York State Penal Law Offenses	16	
3-B. Use of Physical Force & Deadly Physical Force - Instructor must take 2 Day BCPO Use of Force Update Training.	11	
3-C. New York State Criminal Procedure Law  Standards of Proof                      Accusatory Instruments Laws of Arrest                              Appearance Tickets Search and Seizure                      Evidence Concepts Stop, Question, and Frisk              Eyewitness ID Interview and Interrogation	21	
3-D. New York State Juvenile Law and Procedures	6	
3-E. Civil Liability and Risk Management	2	
3-F. Ancillary New York State Statutes <i>Eff. 1/1/20: Objectives updated</i>	2	
3-G. New York State Vehicle and Traffic Law	5	
<b>Part 3 Total</b>	<b>63</b>	
<b>Part 4 - Law Enforcement Skills</b>		
4-A. Essentials of Response and Investigative Skills <b>*NEW Eff. 9/1/19*</b>	24	
<del>4-A. Field Note Taking <i>Eff. 9/1/19: Consolidated with new 4-A.</i></del>	<del>2</del>	Consolidated w/ 4-A
4-B. Report Writing	7	
4-C. Electronic Communications	4	
4-D. Observation and Patrol <i>Eff. 9/1/19: Reduced from 4 hrs to 3 hrs</i>	3	
4-E. Case Preparation and Demeanor in Official Proceedings	7	
4-F. Fundamental Crisis Intervention Skills for LE - Must be a certified Mental Health Instructor AND take 2018 Fundamental Crisis Intervention Skills for LE Update Course. OR - Instructor must take Fundamental Crisis Intervention Skills for Law Enforcement Instructor Course.	20	
<del>4-G. Crimes in Progress <i>Eff. 9/1/19: Consolidated with new 4-A.</i></del>	<del>4</del>	Consolidated w/ 4-A
4-H. Arrest Processing	5	
4-I. Vehicle Stops and Traffic Enforcement	11	
4-J. Defensive Tactics and Principles of Control - Practice must not exceed 4 hours per day nor more than 20 hours per week. - Must be a certified Defensive Tactics Instructor (if before 6/6/18: AND 2 Day Defensive Tactics Instructor Refresher Course).	40	
4-K. Emergency Medical Services - Must provide documentation showing instructor is a certified EMT Instructor.	48	
4-L. Emergency Vehicle Operation and Control - Must be a certified EVOC Instructor.	21	

# Appendix: M

## New York State Division of Criminal Justice Services BASIC COURSE FOR POLICE OFFICERS – CURRICULUM CHECKLIST MPTC Approved 9/4/2019 – Effective Date 01/01/2020

4-M. Firearms Training - Must be a certified Firearms Instructor.	40	
4-N. Supervised Field Training Review and Orientation	160	
4-O. Traffic Direction and Control	2	
4-Q. DWI Detection and Standardized Field Sobriety Testing - Must be a certified DWI and SFST Instructor	21	
<del>4-R. Physical Evidence</del> Eff. 9/1/19: Consolidated with new 4-A.	<del>12</del>	Consolidated w/ 4-A
4-S. Off Duty and Plain Clothes Police Encounters	4	
4-T. Active Shooter - Must be a certified Firearms, Defensive Tactics OR Reality Based Training Instructor.	16	
4-U. Aerosol Subject Restraint - Must be a certified Chemical Agents Instructor. OR - Instructor must be take Aerosol Subject Restraint Instructor Course.	6	
4-V. Professional Communications	8	
4-W. Decision Making	8	
<b>Part 4 Total</b>	<b>455</b>	
<b>Part 5 - Community Interaction</b>		
5-A. Intoxication	1	
5-B. Community Resources - Victim/Witness Services	3	
5-C. Elder Abuse	2	
5-D. Cultural Diversity/Bias Related Incidents and Sexual Harassment	5	
5-E. Persons with Disabilities	6	
5-F. Crime Control Strategies *NEW Eff. 1/1/20* Replaced: Community Oriented Policing and Problem Solving - Media Relations	2	
5-G. Crime Prevention	2	
<b>Part 5 Total</b>	<b>21</b>	
<b>Part 6 - Mass Casualties and Major Events</b>		
6-A. Standardized Response Plans for Unusual Events - May replace with online courses ICS-100 and IS-700.a	8	
6-B. Behavioral Observation and Suspicious Activity Recognition	7	
6-C. The Nature and Control of Civil Disorder	3	
<b>Part 6 Total</b>	<b>18</b>	
<b>Part 7 - Investigations</b>		
7-A. Domestic Violence - Must be a certified Domestic Violence Instructor	14	
<del>7-B. Organized Crime Familiarization/Enterprise Corruption</del> Eff. 9/1/19: Removed.	<del>2</del>	Removed
<del>7-C. Preliminary Investigation and Information Development</del> Eff. 9/1/19: Consolidated with new 4-A.	<del>2</del>	Consolidated w/ 4-A
<del>7-D. Interviewing Techniques</del> Eff. 9/1/19: Consolidated with new 4-A.	<del>5</del>	Consolidated w/ 4-A
<del>7-E. Common Criminal Investigation Techniques (Larceny, Robbery, Auto Theft, Arson, Burglary, Electronic Media)</del> Eff. 9/1/19: Consolidated with new 4-A.	<del>40</del>	Consolidated w/ 4-A
7-F. Basic Crash Management and Reporting - Instructor must take Basic AND Intermediate Crash Management Courses OR document 70+ hours of formal training.	14	
7-G. Injury and Death Cases	3	
7-H. Sex Crimes	2	
7-I. Narcotics and Dangerous Drugs	3	
7-J. Missing and Abducted Children - Missing Adult Cases	3	
7-K. Animal Abuse Cases	2	
<del>7-L. Contemporary Police Problems</del> Eff. 9/1/19: Removed.	<del>4</del>	Removed
7-M. Human Trafficking	2	
<b>Part 7 Total</b>	<b>43</b>	
<b>Part 8 – Reality Based Training</b>		
8-A. Reality Based Training - Must be a certified Reality Based Training Instructor.	<b>Varies</b>	

# Appendix: M

New York State Division of Criminal Justice Services  
**BASIC COURSE FOR POLICE OFFICERS – CURRICULUM CHECKLIST**  
MPTC Approved 9/4/2019 – Effective Date 01/01/2020

Basic Course for Police Officers Part/Module Name	Required Hours	Actual Hours
Local Training Options	0	
<b>Total Hours Required for a Basic Course for Police Officers:</b>	699 + RBT (hours vary)	
<b>Notes:</b>  Admin Time:  Testing Time:  PT Testing Time:		
<b>Curriculum Total Hours:</b>		
<b>Reviewed By:</b>	<b>Date:</b>	

## Appendix: M

New York State Division of Criminal Justice Services  
**CURRICULUM CONTENT FORM**  
 9 NYCRR 6020, 6021, 6022, 6025

**COURSE TITLE:            BASIC COURSE FOR POLICE OFFICERS: 2-2020**

**SCHOOL SPONSOR:        Rockland County Police & Public Safety Academy**

**SCHOOL DATES:           08/03/2020 to 08/02/2021**

**SCHOOL LOCATION:      Pomona New York**

**SCHOOL DIRECTOR:      Andrew Esposito**

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
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WEEK 1				
Mon 8/03	0800	1		Opening Ceremony
	0900	2.5		Rules & Regulations
	1200	1		Uniform Inspection
	1300	3	2D: Physical Training (1/38)	PT Test #1
Tues 8/04	0800	1.5		Uniform Inspection
	0930	1	1A: Introduction to the Criminal Justice System	
	1030	1	1B: Jurisdictional responsibilities of Law enforcement	
	1200	2	1C: Adjudicatory Process Court Structure Criminal & Civil	
	1400	2	2B: Discretionary Powers of Police	
Wed 8//05	0800	2.5	2D: Physical Training (2/38)	
	1100	2	4A: Essentials of Response and Investigative Skills (1/12)	Field Notes
	1200	3	4A: Essentials of Response and Investigative Skills (2/12)	Prelim Investigation
Thu 8/06	0800	1.5		Uniform Inspection
	0930	2	4W: Decision Making (1/4)	
	1200	4	4B: Report Writing	
Fri 8/07	0800	1.5	2D: Physical Training (3/38)	
	0930	2	4W: Decision Making (2/4)	
	1200	4	4B: Report Writing (practical)	

## Appendix: M

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 2</b>	
Mon 8/10	0800	2.5	2D: Physical Training (4/38)	
	1030	2	2A: Constitutional Law	
	1300	3	4D: Observation and Patrol	
Tues 8/11	0800	.5		Uniform Inspection
	0830	3	4W: Decision Making (3/4)	
	1200	4	2E: Procedural Justice	
Wed 8/12	0800	2.5	2D: Physical Training (5/38)	
	1000	1		Intro to Police Equipment
	1200	4	3B: Use of Force / Deadly Physical Force	
Thu 8/13	0800	1.5		Uniform Inspection
	0930	2	3E: Civil Liability	
	1200	4	2F: Officer Wellness (1/4)	
Fri 8/14	0800	8	4V: Professional Communications	



## Appendix: M

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 3</b>	
Mon 8/17	0800	2.5	2D: Physical Training (6/38)	
	1100	5	5D: Cultural Diversity/Bias Incidents & Sexual Harassment	
Tues 8/18	0800	.5		Uniform Inspection
	0830	7	3B: Use of Force / Deadly Physical Force	
Wed 8/19	0800	1.5	2D: Physical Training (7/38)	
	0830	2	4W: Decision Making (4/4)	
	1200	3	4C: Electronic Communications (1/2)	
	1200	1	4C: Electronic Communications (practical) (2/2)	
Thu 8/20	0800	.5		Uniform Inspection
	0830	1		Navigation & Maps
	0930	2	4K: Emergency Medical Services (1/11)	
	1200	4	2F: Officer Wellness (2/4)	
Fri 8/21	0800	8	2C: Ethics and Professionalism	

## Appendix: M

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 4</b>	
Mon 8/24	0800	1.5	2D: Physical Training (8/38)	
	0930	2	4J: Defensive tactics (classroom) (1/18)	Classroom
	1200	4	4J: Defensive tactics (practical) (2/18)	Stance/Falls/GetUps/Floor
Tues 8/25	0800	.5		Uniform Inspection
	0830	7	4K: Emergency Medical Services (2/11)	
Wed 8/26	0800	1.5	2D: Physical Training (9/38)	
	0930	2	4J: Defensive tactics (classroom) (3/18)	Classroom
	1200	4	4J: Defensive tactics (practical) (4/18)	Compliant Cuff/Search
Thu 8/27	0800	.5		Uniform Inspection
	0830	3	4K: Emergency Medical Services (3/11)	
	1200	4	2F: Officer Wellness (3/4)	
Fri 08/28	0800	1.5	2D: Physical Training (10/38)	
	0930	6	4K: Emergency Medical Services (4/11)	

## Appendix: M

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 5</b>	
Mon 8/31	0800	1.5	2D: Physical Training (11/38)	PT Test #2
	0930	2	4J: Defensive tactics (classroom) (5/18)	Classroom
	1200	4	4J: Defensive tactics (practical) (6/18)	PsnlWpns/Press Pts GrabControl/PunchStrike
Tues 9/01	0800	.5		Uniform Inspection
	0830	7	4K: Emergency Medical Services (5/11)	
Wed 9/02	0800	1.5	2D: Physical Training (12/28)	
	0930	2	4J: Defensive tactics (classroom) (7/18)	Classroom
	1200	4	4J: Defensive tactics (practical) (8/18)	Escape/Ground Cntrl
Thu 9/03	0800	.5		Uniform Inspection
	0830	7	4K: Emergency Medical Services (6/11)	
Fri 9/04	0800	1.5	2D: Physical Training (13/38)	
	0930	1	5A: Intoxication	
	1030	5	4K: Emergency Medical Services (7/11)	

## Appendix: M

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 6</b>	
Mon 9/07	0800	1.5	2D: Physical Training (14/38)	
	0930	2	4J: Defensive tactics (classroom) (9/18)	Classroom
	1200	4	4J: Defensive tactics (practical) (10/18)	Takedowns
Tues 9/08	0800	.5		Uniform Inspection
	0830	7	4K: Emergency Medical Services (8/11)	
Wed 9/09	0800	1	2D: Physical Training (15/38)	
	0900	3	4J: Defensive tactics (practical) (11/18)	Review
	1200	4	2F: Officer Wellness (4/4)	
Thu 9/10	0800	.5		Uniform Inspection
	0830	7	4K: Emergency Medical Services (9/11)	
Fri 9/11	0800	1.5	2D: Physical Training (16/38)	
	0930	2	4K: Emergency Medical Services (10/11)	
	1200	4	4K: Emergency Medical Services (11/11)	Written and practical test

## Appendix: M

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 7 (Range)</b>	
Mon 9/14	0800	8	4M: Firearms Training (1/12)	
Tues 9/15	0800	8	4M: Firearms Training (2/12)	
Wed 9/16	0800	8	4M: Firearms Training (3/12)	
Thu 9/17	0800	8	4M: Firearms Training (4/12)	
Fri 9/18	0800	8	4M: Firearms Training (5/12)	

## Appendix: M

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 8 (Range)</b>	
Mon 9/21	0800	3.5		Land Navigation
	1200	8	4M: Firearms Training (6/12)	Low Light/Night Shoot
Tues 9/22	0800	8	4M: Firearms Training (7/12)	
Wed 9/23	0800	7	4M: Firearms Training (8/12)	
		1	4M: Firearms Training (9/12)	Written Final
Thu 9/24	0800	1	Patrol Rifle: Introduction and Safety (1/4)	
	0900	3	Patrol Rifle: Nomenclature & operation (2/4)	
	1300	3	Patrol Rifle: Practical Exercises (3/4)	
Fri 9/25	0800	7	Patrol Rifle: Practical Exercises & Evaluation (4/4)	

## Appendix: M

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 9</b>	
Mon 9/28	0800	7.5	6B: BOSAR	
Tues 9/29	0800	2	4J: Defensive tactics (classroom) (12/18)	Classroom
	1000	4	4J: Defensive tactics (practical) (13/18)	Batons/Retention
	1400	2	6C: The Nature and Control of Civil Disorder (1/2)	
Wed 9/30	0800	1	2D: Physical Training (17/38)	
	1000	2	4U: ASR Sec 1: Introduction and Course Overview (1/4)	
	1200	.5	4U: ASR Sec 2: Criteria of Selection of Chem Agent (2/4)	
	1230	.5	4U: ASR App B: Written Exam (3/4)	
	1300	3	4U: ASR Sec 3: Op Guidelines - Oleoresin Capsicum (4/4)	OC Gauntlet
	1500	1	6C: Nature & Control of Civil Disorder (practical) (2/2)	
Thu 10/01	0800	8	4T: Active Shooter (1/2)	
Fri 10/02	0930	.5	CED Sec 1: Introduction and Overview (1/8)	
	1030	1.5	CED Sec 2: Technology - Conducted Energy Devices (2/8)	
	1230	1	CED Sec 3: CED Pre-Deployment (3/8)	
	1330	1	CED Sec 4: Deployment & Tactical Considerations (4/8)	
	1500	.5	CED Sec 5: CED Post-Deployment (5/8)	
	1200	1	CED Sec 6: Student Exposures (6/8)	
	1300	1	CED Sec 7: Practical Scenarios (7/8)	
	1400	1.5	CED Sec 7: Exam & Practical Evaluation Exercises (8/8)	

## Appendix: M

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 10</b>	
Mon 10/05	0800	2	2D: Physical Training (18/38)	
	1000	6	3A: NYS Penal Offenses (1/4)	
Tue 10/06	0800	.5		Uniform Inspection
	0830	7.5	3A: NYS Penal Offenses (2/4)	
Wed 10/07	0800	2	2D: Physical Training (19/38)	
	1000	5	3A: NYS Penal Offenses (3/4)	
	1500	1	4L: EVOC (1/4)	Introduction
Thu 10/08	0800	.5		Uniform Inspection
	0830	7	3A: NYS Penal Offenses (4/4)	
Fri 10/09	0800	1.5	2D: Physical Training (20/38)	PT Test #3
	0930	6		Water Rescue



## Appendix: M

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 11</b>	
Mon 10/12	0800	7.5	3C: Criminal Procedure Law (1/10)	Stop Question Frisk
Tue 10/13	0800	4.5	3C: Criminal Procedure Law (2/10)	Search / Seizure
	1300	1	3C: Criminal Procedure Law (3/10)	Interview/Interrogate
	1400	1	3C: Criminal Procedure Law (4/10)	Evidence
	1500	1	3C: Criminal Procedure Law (5/10)	Eyewitness ID
Wed 10/14	0800	2.5	2D: Physical Training (21/38)	
	1030	1	3C: Criminal Procedure Law (6/10)	Standard of Proof
	1200	3	3C: Criminal Procedure Law (7/10)	Accusatory Instruments
	1500	1	3C: Criminal Procedure Law (8/10)	Appearance Tickets
Thu 10/15	0800	1		Uniform Inspection
	0900	1	3C: Criminal Procedure Law (9/10)	Arrest Law
	1000	5.5	3C: Criminal Procedure Law (10/10)	Accusatory Instruments
Fri 10/16	0800	2	2D: Physical Training (22/38)	
	1000	6	4L: EVOC (2/4)	
Sat 10/17	0800	7.5	4L: EVOC (practical) (3/4)	
Sun 10/18	0800	7.5	4L: EVOC (practical) (4/4)	

## Appendix: M

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 12</b>	
Mon 10/19	0800	1.5	2D: Physical Training (23/38)	
	0930	2	4A: Essentials of Response and Investigative Skills (3/12)	Larceny
	1200	3	4A: Essentials of Response and Investigative Skills (4/12)	Robbery
	1500	1		Meditation
Tue 10/20	0800	.5		Uniform
	0830	2	4A: Essentials of Response and Investigative Skills (5/12)	Auto
	1100	3	4A: Essentials of Response and Investigative Skills (6/12)	Burglary
	1400	2	4A: Essentials of Response and Investigative Skills (7/12)	Evidence
Wed 10/21	0800	1.5	2D: Physical Training (24/38)	
	0930	2	4A: Essentials of Response and Investigative Skills (8/12)	Arson
	1200	4	4A: Essentials of Response and Investigative Skills (9/12)	Electronic
Thu 10/22	0800	.5		Uniform Inspection
	0830	2	4A: Essentials of Response and Investigative Skills (10/12)	Crimes in Progress
	1100	2.5	4A: Essentials of Response and Investigative Skills (11/12)	RBT - Responses
	1330	2.5	4A: Essentials of Response and Investigative Skills (12/12)	RBT - Evidence
Fri 10/23	0800	8	4M: Firearms Training (10/12)	4C Drills

## Appendix: M

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 13</b>	
Mon 10/26	0800	1.5	2D: Physical Training (25/38)	
	0930	6.5	7F: Basic Crash Management and Reporting (1/2)	
Tue 10/27	0800	.5		Uniform Inspection
	0830	7.5	7F: Basic Crash Management & Reporting (practical) (2/2)	
Wed 10/28	0800	1	2D: Physical Training (26/38)	
	0900	2.5	3G: Vehicle & Traffic Law (1/2)	
	1130	2.5	3G: Vehicle & Traffic Law (practical) (2/2)	
	1400	2	4O: Traffic Direction & Control	
Thu 10/29	0800	1.5		Uniform
	0930	2	7K: Animal Abuse Cases	
	1200	4	7G: Injury & Death	
Fri 10/30	0800	1	2D: Physical Training (27/38)	
	0900	3	4E: Case Prep & Demeanor in Official Proceedings (1/2)	Traffic Trials, DMV
	1200	4		Below 100

## Appendix: M

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 14</b>	
Mon 11/2	0800	1.5	2D: Physical Training (28/38)	
	0930	1		MidTerm Exam
	1030	3	5B: Community Resources –Victim/Witness Services	
	1400	2	5C: Elder Abuse	
Tue 11/3	0800	.5		Uniform Inspection
	1200	7	3D: NYS Juvenile Law & Procedures	
Wed 11/4	0800	3	2D: Physical Training (29/38)	
	1100	2	7M: Human Trafficking	
	1300	3	7J: Missing Persons	
Thu 11/5	0800	.5		Uniform Inspection
	0900	7.5	7A: Domestic Violence (classroom)	
Fri 11/6	0800	2	2D: Physical Training (30/38)	
	1000	6	5E: Persons with Disabilities	

**Appendix: M**

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 15</b>	
Mon 11/09	0800	1	2D: Physical Training (31/38)	
	0900	7	7A: Domestic Violence	
Tue 11/10	0800	7.5	4F: Fundamental Crisis Intervention Skills for LE	
Wed 11/11	0800	7.5	4F: Fundamental Crisis Intervention Skills for LE	
Thu 11/12	0800	7.5	4F: Fundamental Crisis Intervention Skills for LE	
Fri 11/13	0800	4	7A: Domestic Violence	RBT Scenarios
	1200	4	4F: Fundamental Crisis Intervention Skills for LE	RBT Scenarios

## Appendix: M

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 16</b>	
Mon 11/16	0800	2.5	2D: Physical Training (32/38)	
	1030	2	7H: Sex Crimes	
	1300	3	7I: Narcotics and Dangerous Drugs	
Tue 11/17	0800	8		CDP - IRTB
Wed 11/18	0800	1		Intel
		1		Gang
		1		OCCB
		4	4S: Off Duty & Plain Clothes Encounters	
Thu 11/19	0800	8	6A: Standardized Response Plans for Unusual Incidents	
Fri 11/20	0800	1.5	2D: Physical Training (33/38)	
	0930	2.5		Canine
	1300	1		Sheriff Civil Division
	1400	2		Corrections

**Appendix: M**

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 17</b>	
Mon 11/23	0800	1.5	2D: Physical Training (34/38)	
	0930	2	3F: Ancillary Law	
	1200	2	5F: Crime Control Strategies	
	1400	2	5G: Crime Prevention	
Tues 11/24	0800	3.5		Firefighting
	1200	1		SWAT familiarization
	1300	1		Breaching for Patrol
	1400	1		Mounted
	1500	1		Aviation
Wed 11/25	0800	8	4M: Firearms Training (11/12)	Combat Handgun

## Appendix: M

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 18</b>	
Mon 11/30	0800	2	2D: Physical Training (35/38)	PT Test #4
	1000	2		Exam #3
	1200	4	4I: Vehicle Stops & Traffic Enforcement (1/2)	
Tue 12/01	0800	.5		Uniform Inspection
	0830	7	4I: Vehicle Stops & Traffic Enforcement (practical) (2/2)	
Wed 12/02	0800	1.5	2D: Physical Training (36/38)	
	0930	2	4J: Defensive tactics (classroom) (14/18)	Classroom
	1200	4	4J: Defensive tactics & principles of control (15/18)	Review
Thu 12/03	0800	3.5	4J: Defensive tactics (classroom) (16/18)	Written Final
	1200	4	4J: Defensive tactics (practical) (17/18)	Box Drill /Practical Finals
Fri 12/04	0800		2D: Physical Training (37/38)	
	0900	2	4J: Defensive tactics & principles of control (18/18)	Combatives
	1100	2	4H: Arrest Processing	
	1300	3	4H: Arrest Processing (practical)	



## Appendix: M

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 19</b>	
Mon 12/07	0800	4		Room Clear Basic
	1200	4		Room Clear Advanced
Tues 12/08	0800	8	4T: Active Shooter (2/2)	Low Light
Wed 12/09	0800	7.5	4Q: DWI Detection & SFST (1/3)	
Thu 12/10	1200	7.5	4Q: DWI Detection & SFST (2/3)	SFST Lab
Fri 12/11	1200	7.5	4Q: DWI Detection & SFST (3/3)	SFST Lab

## Appendix: M

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 20</b>	
Mon 12/14	0800	2		RBT Sim Drills: M&M
	1000	2		RBT Sim Drills: Ducks
	1200	2		RBT: Smitty Hunt
	1400	2		Final Written Exam
Tue 12/15	0800	8		RBT: Box Drills
Wed 12/16	0800	8		LEOKA
Thu 12/17	0800	8	4M: Firearms Training (12/12)	Car Drills
Fri 12/18	0800	8		RBT: Hansenville

## Appendix: M

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
<b>WEEK 21</b>				
Mon 12/21	0800	3	2D: Physical Training (38/38)	PT Test - Remedial
	1600	5	Remediation & Restesting	RBT
Tues 12/22	0800	4		Officer Involved Debrief
	1600	4	4E: Case Prep. & Demeanor (practical) (2/2)	
Wed 12/23	0800	4		Graduation

**Appendix: M**

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>WEEK 22-52</b>	
Thu 12/24		160	<b>4N: Supervised Field Training 12/24/20 to 08/02/21</b>	

**Appendix: M**

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			<b>SUPPLEMENTAL CURRICULUA</b>	
			<b>Conducted Energy Device</b>	
Fri 10/02	0930	.5	CED Sec 1: Introduction and Overview	
	1030	1.5	CED Sec 2: Technology of Conducted Energy Devices	
	1230	1	CED Sec 3: CED Pre-Deployment	
	1330	1	CED Sec 4: CED Deployment & Tactical Considerations	
	1500	.5	CED Sec 5: CED Post-Deployment	
	1200	1	CED Sec 6: Student Exposures	
	1300	1	CED Sec 7: Practical Scenarios	
	1400	1.5	CED Sec 7: Exam & Practical Evaluation Exercises	
			<b>4U: Aerosol Subject Restraint</b>	
Wed 9/30	1000	2	Sec 1: Introduction and Course Overview	
	1200	.5	Sec 2: Criteria of Selection of Chemical Agent Product	
	1230	.5	App B: Written Exam	
	1300	3	3: Operation Guidelines for Oleoresin Capsicum Spray	OC Gauntlet
			<b>Patrol Rifle</b>	
Thu 9/24	0800	1	Introduction and Safety	
	0900	3	Patrol Rifle Nomenclature & operation	
	1300	3	Practical Exercises & Evaluation	
Fri 9/25	0800	7	Practical Exercises & Evaluation	
			<b>4Q: DWI Detection and SFST</b>	
Wed 12/09	0800	1	S0/1: Introduction to Drugged Driving, DWI & SFST	
	0900	1	S2: Detection & General Deterrence	
	1030	1.5	S3: Legal Environment	
	1200	1	S4: Overview of Detection Note Taking & Testimony	
	1300	1	S5: Phase 1 Vehicle in Motion	
	1400	1	S6: Phase 2 Personal Contact	
	1500	1	S7: Phase 3 Pre-arrest Screening	
Thu 12/10	1200	3	S8 : Concepts & Principles of SFST	
	1500	.5	S9: Test Battery Demonstration	
	1530	1	S10: Dry Run Practice	
	1700	2.5	S11: Testing Subjects/First Session	
	1930	.5	Standard Field Sobriety Testing Review of First Test	
Fri 12/11	1200	1.5	S12: Processing the Arrested Subject & Preparing for Trial	
	1330	1	S13: Report Writing Exercise & Moot Court	
	1430	.5	S10: Dry Run Practice	
	1530	2	S14: Testing Subjects/Second Session	
	1730	2	S15: Review & Proficiency Exams	
	1930	.5	S16: Written Exam	

HOPE<sup>®</sup>  
*not* HANDCUFFS

Hudson Valley

833-428-HOPE (4673)



AN INNOVATIVE APPROACH  
TO BRING HOPE TO THOSE  
STRUGGLING WITH ADDICTION

A Program of

TRI-COUNTY  
COMMUNITY  
PARTNERSHIP

*joining together for drug-free communities*



# Appendix: N

## WHAT IT IS

Hope Not Handcuffs is an initiative aimed at bringing law enforcement and community organizations together in an effort to find viable treatment options for individuals seeking help to reduce dependency on drugs and alcohol.

## HOW IT WORKS: JUST WALK IN

When a person is ready to begin the process of recovery, they can walk in to a participating police department and ask for help.

- They will be greeted with support, compassion and respect. Once accepted into the program,\* the individual will be guided through a brief intake process to ensure proper treatment placement.
- A trained Angel volunteer will be called to the station to help with paperwork and to provide support until a treatment option is found.

Regardless of insurance status, our team will work directly with local substance abuse services for placement in a treatment facility as soon as possible.

## Find a participating Police Department

**Call: 833-428-HOPE (4673)**

**Visit: [tccpartnership.org](http://tccpartnership.org)**

\*Exceptions that may make someone ineligible for the program: A felony or domestic violence warrant; Danger to others; Under 18 without parent or guardian consent; Medical condition that may need hospitalization.

Since the launch of Hope Not Handcuffs in 2017, over **3500** participants have been connected to the treatment they deserve.  
If you or a loved one needs help, please reach out.

**If you suspect  
someone is  
overdosing  
CALL 911  
immediately**



# Center for Safety & Change has services to help!



- Domestic Violence and Sexual Assault Services
- Strategies to End Gender-Based Violence
- Crime Victims Services

All services are **free, confidential**, culturally-sensitive and offered in multiple languages. We serve people of all racial and cultural backgrounds, religions, sexual orientations, gender identities, abilities and ages, regardless of immigration status.

## Services for victims and survivors of domestic violence, sexual assault, human trafficking and all crimes include:

- 24-Hour Hotline
- Anti-Human Trafficking Program
- Children and Youth Services
- Crime Victim Services  
*(all Crimes, including elder abuse and hate crimes)*
- Crisis Intervention and Safety Planning
- Individual Counseling
- Legal Services
- PAWS for Safety *(pet safety program)*
- Residential Services, including Emergency Shelter and Transitional Housing
- Sexual Assault Forensic Examiner (SAFE) Program at both Local Hospitals
- Student Activists Ending Dating Abuse (SAEDA)
- Support and Empowerment Groups
- Supportive Accompaniment to and Advocacy with Hospital, Court, Police and Social Services
- Teen Dating Violence Prevention Program (TDVPP)
- Training and Education

*If you need assistance to ensure our services meet your needs, please contact us.*

centerforsafetyandchange.org

info@centersc.org

(845) 634-3391

**24-Hour Hotline:** (845) 634-3344

9 Johnsons Lane | New City, NY 10956

### Hours of Operation:

**Monday - Thursday:** 9am - 9pm

**Friday:** 9am - 5pm

*Evenings by appointment*





# Center for Safety & Change tiene servicios para ayudar!



- Servicios para víctimas de violencia doméstica y abuso sexual
- Estrategias para terminar la violencia de género
- Servicios para víctimas de crimen

Todos los servicios son **gratis, confidencial**, culturalmente sensible y ofrecido en diferentes idiomas. Servimos a personas de todas razas, diferente cultura, religión, orientación sexual, habilidades y edades, independientemente del estado migratorio.

## Servicios para víctimas y sobrevivientes de violencia doméstica; abuso sexual, trata de personas y otros crímenes que incluyen:

- Línea abierta las 24 horas
- Programa contra la trata de personas
- Servicios para niños y jóvenes
- Servicios a víctimas de crimen *(todo tipo de crimen, incluyen maltrato a personas mayores y crímenes de odio)*
- Intervención de crisis y planificación de seguridad
- Asesoramiento individual
- Servicios legales
- Programa de seguridad para mascotas
- Servicios residenciales, incluyendo refugio de emergencia y vivienda transitoria
- Programa de examen forense de asalto sexual en los dos hospitales locales
- Estudiante activista terminando abuso en el noviazgo
- Grupo de apoyo y empoderamiento
- Acompañamiento de apoyo al hospital, corte, policía y a la oficina de servicios sociales
- Programa de prevención de violencia entre parejas adolescentes
- Entrenamiento y educación a la comunidad

*Si necesita ayuda para garantizar que nuestros servicios satisfagan sus necesidades, contáctenos.*

centerforsafetyandchange.org

info@centersc.org

(845) 634-3391

**LINEA ABIERTA LAS 24 HORAS:** (845) 634-3344

9 Johnsons Lane | New City, NY 10956

### Horas de operación:

**Lunes - Jueves:** 9am - 9pm

**Viernes:** 9am - 5pm

*Tardes con cita*





**What if I need compensation right away?**

In limited cases, you may ask for an emergency award, up to \$2,500.

**What if I move after filing a claim?**

Send a letter with your new address, phone number(s) and email address, if you have one, to:

New York State Office of Victim Services  
Alfred E. Smith State Office Building  
80 South Swan St., Second Floor  
Albany, New York 12210

You may also submit your signed change of address request online through the Victim Service Portal: [ovs.ny.gov](https://ovs.ny.gov).

**Where can I get more information or help in my community?**

OVS funds victim assistance programs across New York State. These programs can assist you with filing your claim with OVS and can provide immediate help, including access to counseling, legal advice and emergency shelter, among other services.

For more information, visit [ovs.ny.gov](https://ovs.ny.gov) or call **800-247-8035** to learn more.

**As a victim of crime in New York State you should know:**

- You can get a free copy of the police report (New York State Executive Law §646).
- You are protected by law from threats or intimidation from the suspect or the suspect’s family. Local police departments and district attorneys (DAs) can explain these laws to you.
- You have a right to be involved in certain stages of the criminal justice process. Local police departments and DAs can explain your role in the criminal justice process, the important steps in the process, and how you can get information about those steps.
- You have the right to make a statement at the time of the defendant’s sentencing, if you are the victim of a felony.
- You have the right to be notified of the defendant’s incarceration status. You can call VINE at 888-846-3469 to provide your contact information.

*For more detailed information on your rights as a crime victim, please refer to the publication “The Rights of Crime Victims in New York State,” which is available at [ovs.ny.gov](https://ovs.ny.gov).*



**Every Crime  
Victim Matters**

**A Guide To Crime  
Victims’ Compensation  
In New York State**

**ovs.ny.gov**  
**800-247-8035**



## ***How do I apply for compensation?***

- Complete the OVS application
- Meet the eligibility requirements
- Have a current or future eligible out-of-pocket loss as a result of the crime

## ***Who may be eligible for compensation?***

- The victim must be an innocent victim of the crime
- Victims of crime who were physically injured as a result of the crime
- Victims of crime who are under 18, 60 and over, or disabled, who were not physically injured
- Certain relatives, including surviving spouse, grandparent, parent, stepparent, guardian, brother, sister, stepbrother, stepsister, child, stepchild, grandchild, or any other person dependent for his or her principal support upon the victim of a crime who died as a direct result of such crime
- A surviving spouse, grandparent, parent, stepparent, guardian, brother, sister, stepbrother, stepsister, child, stepchild, or grandchild of a victim of a crime who died as a direct result of such crime and where such crime occurred in the residence shared by such family member or members and the victim
- Individuals who paid for or incurred burial costs for an innocent crime victim
- Child victims, a child who witnesses a crime, and the child's parent, stepparent, grandparent, guardian, brother, sister, stepbrother or stepsister
- Victims of certain menacing, unlawful imprisonment, kidnapping, criminal mischief, robbery, criminal obstruction of breathing or blood circulation, harassment, aggravated harassment, criminal contempt, stalking, or hate crime charges who have not been physically injured
- Vulnerable elderly, incompetent, or physically disabled persons who cannot care for themselves
- Certain victims of labor trafficking or sex trafficking
- Victims of terrorist acts outside of the United States who are residents of New York State
- Victims of frivolous lawsuits brought by individuals who committed crimes against the victims

## ***What other steps must I take to be eligible?***

- Report the crime within one week to police or another criminal justice agency
- File a claim with OVS within one year of the crime
- If late with either crime reporting or claim filing, justify the delay in writing
- Cooperate with police, the district attorney's office and OVS

## ***What kind of expenses may I be eligible for?***

OVS offers compensation related to: personal injury, death and loss of essential personal property. The specific expenses OVS may cover include:

- Medical and counseling expenses
- Loss or damage of essential personal property (up to \$500)
- Burial/funeral expenses (up to \$6,000)
- Lost wages, savings, or lost support, including lost wages of parents if a child victim is hospitalized (up to \$30,000)
- Transportation (necessary court appearances for prosecution)
- Occupational/vocational rehabilitation
- Use of shelters by domestic violence victims and their children
- Crime scene clean-up (up to \$2,500)
- Good Samaritan property losses (up to \$5,000)
- Moving expenses (up to \$2,500)

## ***What if my property was lost, damaged or destroyed because of the crime?***

- If you are under 18, 60 or over, disabled or were injured, you may apply for benefits to repair or replace your essential personal property lost, damaged or destroyed as the direct result of a crime that was not covered by any other resource
- Essential means necessary for your health, safety and welfare, such as eyeglasses and clothing

## ***How do I obtain an application?***

- Visit [ovs.ny.gov](https://ovs.ny.gov) to file a claim online
- Contact any victim assistance program near you; an advocate can help you file an application
- Obtain an application from any police department or hospital emergency room

## ***What other documents does OVS need from me?***

Depending on the type of claim, you may need to provide copies of some or all of the following when you file your application online or via surface mail:

- Police reports
- Insurance cards
- Receipts for essential personal property
- Proof of relationship (examples: victim's birth certificate, marriage license)
- Death certificate and funeral contract
- Itemized medical bills
- Letters from any insurers denying or authorizing payment for the services listed on the form
- Proof of age (examples: driver's license, birth certificate)
- Legal guardianship papers

## ***What if I don't have the documents OVS needs?***

You may submit only the application. OVS will contact you once your claim has been accepted and request any additional documentation needed to process your claim.

Please keep in mind that OVS cannot make a decision on your application without the required documents, as they are necessary to determine if you are eligible for assistance.

## ***What is the HIPAA authorization form?***

This form allows providers to discuss health information with OVS. You must sign this form for each health care provider that has treated you.

## ***Who can sign the application?***

The victim must sign the application. If the victim is under 18 or is physically or mentally incapable of signing, then his/her legal guardian must sign.



Turn in your unused or expired medications for safe disposal to the Orangetown Police Department.

We collect medications for disposal 24 hours a day, 7 days a week.

This service is free and anonymous with no questions asked.

No needles please.



**Got Drugs?**

Turn in your unused or expired medication for safe disposal at the Orangetown Police Department

**24/7 HOURS SERVICE**

dispose

unused Rx

For more information, please visit [www.dea.gov](http://www.dea.gov)