



**POLICE REFORM AND REINVENTION
COLLABORATIVE PLAN
NEW YORK STATE EXECUTIVE ORDER 203**

EDWIN J. DAY, COUNTY EXECUTIVE

**ROCKLAND COUNTY SHERIFF'S OFFICE
SHERIFF LOUIS FALCO III
DRAFT FEBRUARY 2021
FINAL VERSION MARCH 2021**

OFFICE OF THE COUNTY EXECUTIVE

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March 9, 2021

Pursuant to State of New York Executive Order 203, I am submitting the Agency Plan for Police Reform and Reinvention Regarding the Rockland County Sheriff's Patrol. The Plan being presented follows a period of collaboration with community stakeholders and representatives. The Rockland County Sheriff's Office proposes to implement the following plan to improve agency policies and practices to continue to strive to meet the needs of all the members of our community.

Executive Order 203 required that each local government entity which has a police agency operating with police officers to perform a comprehensive review of current police force deployments, strategies, policies, procedures, and practices, and develop a plan to improve such deployments, strategies, policies, procedures, and practices, for the purposes of addressing the particular needs of the communities served by such police agency.

I delegated Sheriff Falco III with the responsibility to call together the stakeholders and confer with them about the plan. This was due to the fact that it is the policies of his office that are impacted by the process required by the Governor. I also asked that the ultimate report be prepared by his office.

At this time, I want to thank Sheriff Louis Falco III, his staff, Collaborative Commission Chairman Grant Valentine, Vice Chair L'Tanya Watkins, Vice Chair Kevin Barrett, and all of the community stakeholders and representatives who participated in the development of this plan. The thoughtful input from and honest dialog with these parties will lead to greater understanding and a stronger relationship between police and the community.

Sincerely,



Edwin J. Day
Rockland County Executive



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February 22, 2021

Hon. Edwin J. Day
County Executive
County of Rockland

Hon. Alden H. Wolfe
Legislative Chairman
Rockland County Legislature

Dear County Executive Day & Legislative Chairman Wolfe,

On June 12, 2020, Governor Andrew M. Cuomo issued Executive Order 203, which required 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.

The order further required, 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 Executive Order required that 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



On August 18, 2020 I received an email from County Attorney Thomas E. Humbach advising me that “the County Executive, at this time, delegates to you the responsibility to call together the stakeholders and confer with them about the plan. Also, since it is the policies of your office that are impacted by the process required by the Governor, it is expected that the ultimate report will be prepared by your office.”

After receiving the designation from the County Executive and reviewing the New York State Police Reform and Reinvention Collaborative Guide issued by the Governor in August 2020, I asked three members of our community to serve as Chair and Co-Chairs and lead the effort to perform a comprehensive review of the Rockland County Sheriff’s Office as required by the Executive Order.

Those three individuals consisted of Grant Valentine, EJD, Chair, who currently serves as Deputy Mayor of the Village of Chestnut Ridge and is a retired Administrator with the New York State Department of Criminal Justice with over 30 years of professional experience, L’Tanya Watkins, Esq., Co-Chair, an attorney in private practice with offices in New City, New York and a former Legal Redress Chairperson with the local NAACP and a lifelong resident of Rockland County and Dr. Kevin Barrett, PhD, Co-Chair, a retired Law Enforcement Officer with over 32 years of service, who is currently an Associate Professor of Criminal Justice at SUNY Rockland Community College.

Once the Chair and Co-Chairs agreed to serve, we met, and they were asked to select a diverse group of Rockland residents and community members as stakeholders to convene and develop a community-based plan. They selected individuals who represented community organizations and non-profits throughout Rockland County, who along with representatives from the District Attorney’s Office, Public Defender’s Office and members of the County Legislature were divided into five working groups, to focus on key questions and insights for consideration which were outlined in the Governor’s collaborative guide. Additionally, letters were sent to each Police Chief in the county along with their Town Supervisor or Village Mayor, inviting them to collaborate in a countywide process.

Invitations were sent to 50 non-profit organizations inviting them to participate in a conversation focused on a comprehensive review of the Sheriff’s Office. The Stakeholders spent countless hours during the months of October and November speaking with and interviewing representatives from these different community organizations and held two additional virtual open forums to receive input from any interested persons in Rockland County.

These exchanges allowed for a sharing of information on the Sheriff’s Office services, policies and procedures and allowed for a mutual exchange of information between the stakeholders, community members and Sheriff’s Office personnel. It was helpful for stakeholders and community members to learn that the Rockland County Sheriff’s Office Police Division has been an accredited agency by the New York State Law Enforcement Accreditation Council since 2008, and that we aid other agencies seeking accreditation. Maintaining accreditation requires that policies and procedures be in conformance with its 110 standards that are updated regularly and reviewed by annual compliance audits, conducted under the auspices of the New York State Division of Criminal Justice Services (DCJS).

As a result of their exceedingly hard work, a report and recommendations have been prepared for your consideration and provide a plan to improve policing in the Sheriff’s Office by increasing transparency, building trust, and promoting greater dialogue on enhancing public safety with the many people and organizations that make up Rockland County.



The community's recommendations are contained in nine comprehensive categories from community policing and civil service reforms to cooperative community services as well as more general recommendations. Some of the recommendations are currently being implemented and are within my ability as Sheriff, while others will require funding or legislative action on the state and local level.

I will, however, continue to work with both the legislative and executive branches of government as well as with the community at large, to consider the appropriate implementation of recommendations that can improve public safety services provided by the Sheriff's Office and that serve the needs of the people of Rockland County.

Lastly, I would like to express my deep appreciation for the tremendous amount of time and effort that each stakeholder, whose name is listed later in this report, invested in this extremely important endeavor for our community. In particular, I would like to thank the Chair and Co-Chairs, Grant Valentine, L'Tanya Watkins and Kevin Barrett for their time, extraordinary effort and expertise in leading this review to improve policing in the Sheriff's Office. I and the members of the Sheriff's Office owe all of them a debt of gratitude and thank them for assisting us to gain a greater understanding of needs of our community, especially at this difficult time in police-community relations.

In conformance with Executive Order 203, I present you with the plan to promote improved Sheriff's Office and community relationships based on trust, fairness, accountability, and transparency, along with a detailed timeline and report of the stakeholders.



Louis Falco III
Rockland County Sheriff



NYS Executive Order 203 Collaborative Plan

Agency Plan for Police Reform and Reinvention
Regarding the Rockland County Sheriff's Patrol
Pursuant to Executive Order 203

On June 12, 2020, Governor Andrew M. Cuomo issued Executive Order 203, which required that each local government entity which has a police agency operating with police officers 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.

The order further required, 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..

Additionally, the plan was offered to the public for comment. Members of the community were encouraged to submit comments related to the plan applicable to the Rockland County Sheriff's Office for consideration by March 5, 2021 at 5:00 PM, by email at policeplan@co.rockland.ny.us, by mail by sending comments to Police Plan, 55 New Hempstead Road, New City, NY 10956, or in person at the same address. There were five submissions of public comment submitted during the two week period and those comments were considered as part of the final plan and are included in the appendix.

After consideration of the public's input, the final plan will be presented to the Rockland County Legislature as a resolution for adoption prior to April 1, 2021 as required by the Governor's Executive Order.

The Rockland County Sheriff's Office proposes to implement the following plan to improve agency policies and practices to continue to strive to meet the needs of all the members of our community.

1. COMMUNITY POLICING: During the stakeholder forums, there were many discussions about the community and the police. A great part of the transformation in the reform and

reinventing collaboration must be a realization of the community and the police as one community. This objective is best met by increased Community Policing.

The Rockland County Sheriff's Patrol is the Police Division of the Sheriff's Office. It is a police agency at the county level primarily responsible for the protection of county properties, roads, thoroughfares, holdings, and interests. The Division handles all complaints occurring in or on Rockland County properties and provides patrol and specialized assistance to municipal and state law enforcement agencies in Rockland County, that have the primary responsibility for policing in the Towns and Villages. The current agency mission statement: "It is the mission of the Sheriff's Office to serve and protect all the residents of Rockland County. It is dedicated to the protection of life and property, reduction of crime through patrol and enforcement; and the provision of a safer environment in which our citizens can live work and pursue a better quality of life", will be updated to reflect that principled policing practices are at the core of our agency values.

Additionally, the Sheriff's Office will increase its community engagement, to work in partnership with the community and our municipal partners to address their specific needs. The Sheriff's Office will study and evaluate the recommendations of the stakeholders for implementation where viable, allowing for available funding and resources. To accomplish this, the Sheriff's Office has recently created a 10-member community relations unit from within the Patrol Division, to enhance these efforts and inform the community about the services provided by the Sheriff's Office. This unit will also be responsible for the dissemination of a biennial community survey to engage the public to continually improve and enhance services.

The Sheriff's Office will announce to the public all newly hired police officers.

2. CIVIL SERVICE: Community members expressed their concerns that New York Civil Service Laws in combination with Rockland County Civil Service Rules hinder the ability for the Sheriff's Department to recruit and hire proportionate minority representation within the Sheriff's Office. The Sheriff's Office acknowledges that the current civil service testing and selection process is slow, cumbersome and in fact may hamper the Department's ability to consider excellent diverse candidates. The Sheriff's Office will work with the County's Commissioner of Personnel in order to assist in selecting a talent pool of diverse candidates. Ultimately, in order to make significant changes to address current barriers in the recruiting and hiring process, amendments to New York State Civil Service Laws and Rockland County Civil Service Rules would have to be enacted.

The Sheriff's Office is fully supportive of appropriate amendments to the above state and local laws to assist in recruiting and hiring a more diverse workforce.

3. RECRUITING A DIVERSE WORKFORCE: Based upon the concerns of local leaders, stakeholders and key constituents in the community, the Sheriff's Office will continue its robust efforts to recruit from the communities in Rockland County that include, but are not limited to the following: Latinx, People of Color, Asian, Orthodox Jewish, along with the

many other diverse communities. The Sheriff's Office will further its efforts to encourage females to join the Patrol Division, by continuing to reach out to academic institutions in the community, female organizations and advocates alike. Pursuant to recommendations made during stakeholder forums, the Sheriff's Office will attempt to remove language barriers when encountering particular communities. Every effort will be made to have an officer that speaks the language (i.e., Spanish, Yiddish, Creole) of the victim/suspect/arrestee present. The Sheriff's Office will continue when feasible to dispatch female officers when responding to female victims, suspects, and arrestees. In furtherance of the stakeholder's recommendations, the Sheriff's Office will study and evaluate its policies and pre-employment forms to ensure that there is no evidence of racial bias whatsoever.

In accordance with the stakeholder recommendation, the Sheriff's Office will work with the County Executive and the County Legislature to provide salary parity between the Sheriff's Office and local police departments to allow for improved recruitment and retention efforts in the Patrol Division.

Our officers will continue to take courses focused on diversity and inclusion, in order to address any bias or racism in law enforcement, with the goal of eventual eradication.

4. IMPROVE POLICE TRAINING:

Accreditation

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. Currently, only approximately 160 out more than 500 law enforcement agencies in New York have attained accreditation. The Rockland County Sheriff's Office meets or exceeds all standards established by the New York State Accreditation Program.

The New York State law enforcement accreditation program became operational in 1989 and encompasses four principle goals:

To increase the effectiveness and efficiency of law enforcement agencies utilizing existing personnel, equipment, and facilities to the extent possible;

To promote increased cooperation and coordination among law enforcement agencies and other agencies of the criminal justice services;

To ensure the appropriate training of law enforcement personnel; and

To promote public confidence in law enforcement agencies.

The Accreditation Program is comprised of a set of standards developed to further enhance the capabilities of an agency and is divided into three categories. Standards in the

Administrative section have provisions for such topics as agency organization, fiscal management, personnel practices, and records management. Training standards encompass basic and in-service instruction, as well as training for supervisors and specialized or technical assignments. Operations standards deal with such critical and litigious topics as high-speed pursuits, roadblocks, patrol, and unusual occurrences.

The Sheriff's Office Police Division has been continually accredited by the New York State Law Enforcement Accreditation Council Since 2008, a program administered by the New York State Division of Criminal Justice Services, (DCJS). Accreditation is granted for a five-year period, however agencies must annually review its policies and file an annual compliance survey with DCJS to demonstrate continued compliance with the standards.

Additionally, training, and legal updates are issued as they are released by DCJS and the Municipal Police Training Council and the New York State Sheriff's Association. In addition to the Police Division, the Communications, Corrections and Civil Divisions have also received accreditation.

The Rockland County Sheriff's Office commits to continuing to maintain accreditation through the NYS Law Enforcement Accreditation Council and continue to exceed those standards whenever possible.

Basic and In-Service Training

During the stakeholder forums, recommendations were made to increase the length of basic and in-service training for police officers in several areas. The Basic Course for Police Officers curriculum is set by the State of New York Municipal Police Training Council. The current BCPO consists of a minimum standard of 698 hours established by the Municipal Police Training Council (MPTC).

Currently, the Rockland County Police Academy, which is a part of the Sheriff's Office and overseen by the Sheriff and the Police Chiefs in Rockland County, exceeds that requirement and provides 908 hours of training in the Basic Course for Police Officers. Additionally, crisis intervention/de-escalation training currently requires a minimum of 20 hours under the MPTC curriculum, although for many years the academy has been providing 32 hours of training. Crisis intervention/de-escalation training will be enhanced at the police academy in 2021 to require a minimum of 40 hours of training following the current Crisis Intervention Team training standard.

The Sheriff's Office utilizes the Police Academy in-service training program which provides 32 hours of continuing education training for current officers. In 2021, all officers attending in-service training at the Police Academy will receive DCJS approved principled policing training, which focuses on the way police interact with the public and how these interactions influence crime rates and the public's view of police and willingness to obey the law. This training session will also focus on understanding police legitimacy and procedural justice, the relationship between the community and the police and the role history has played in hindering legitimacy in some communities.

Included in the 32 hours of in-service training in 2021 will be updates involving use of force to include de-escalation techniques and changes to the MPTC model policy. Additional training will be provided on the Behavioral Health Response Team (BHRT), the Children's Community Assistance, Response and Engagement Team (CARE) and the legislative reforms enacted in 2020.

The Sheriff's Office will continue to provide training related to officer wellness and will ensure that all employees are aware of employee assistance programs offered by the County and their Union.

The Sheriff's Office enrolled 10 administrators from all four divisions of the Sheriff's Office in the virtual version of the Undoing Racism Workshop in 2020 and will continue to provide culturally diverse and inclusive training, like Undoing Racism Training, to Police Division Staff in 2021.

5. COOPERATIVE COMMUNITY SERVICES: Several of the stakeholder recommendations involve organizations and community service providers that can support and/or replace the police in matters that involve non-public safety emergencies including but not limited to mental health crises, addiction and/or overdose matters and persons without homes.

The Sheriff's Office supports the use of professional community based mental health service providers for people needing behavioral, mental health or social service assistance. The County of Rockland currently provides funding for the BHRT and the CARE Team to provide residents with specialized non law enforcement crisis intervention services.

The Sheriff's Office will continue to work closely with all providers, while also recognizing that these valuable community resources, which we believe need to be enhanced, often cannot be performed without the assistance of police officers in ensuring a safe environment in which they can carry out their mission.

The Sheriff's Office will implement community programs like Hope not Handcuffs, 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 with any substance including heroin, prescription drugs, and alcohol.

As indicated earlier, the Sheriff's Office will continue to provide training to our officers in de-escalation techniques and work in unison with community providers to create a safe setting for them to provide care.

6. ALLOCATION OF RESOURCES: Stakeholders discussed the issues around the allocation of resources for the Sheriff's Office and made recommendations to enhance transparency, build community trust and improve training. Key among their recommendations was the allocation of funding for a body worn camera program for Officers in the Patrol Division. The Sheriff's Office supports implementing a body worn camera program to increase transparency and accountability, and have implemented a pilot program without cost, to evaluate the cost and effectiveness.

Full implementation of a body worn camera program will require additional funding and will be discussed with the Executive and Legislative branches in an effort to permanently establish a program. The Sheriff's Office will continue to use all available resources to enhance and improve training for police officers in the Sheriff's Office.

7. CIVILIAN COMPLAINTS: The Sheriff's Office has a policy-based system for receiving complaints and concerns about officers and members from both outside and within the agency. Complaints can be received in various ways which include anonymous complaints, to allow the community to voice concerns to the Sheriff. Additionally, the Sheriff's Office website contains the current policy and information on filing a complaint in English, Spanish, Creole, and Yiddish. The Sheriff's Office follows a system of progressive discipline for violations of agency policies, which can range from formal reprimand to termination in accordance with applicable policy, law, collective bargaining agreements and the totality of the circumstances related to each incident. The Sheriff's Office understands the need to ensure an accountable and respectful process to strengthen legitimacy and build trust and confidence in the community it serves and protects.

The Sheriff's Office will improve its website to develop an easier and more accessible format for the public to report complaints regarding policy violations and officers' conduct. In addition, the Sheriff's Office will update the Sheriff's Office mobile app to include an easy and accessible way for the public to submit complaints from mobile devices.

The Sheriff's Office will work to provide data on police activities currently being collected to include additional demographic information available by race, gender, ethnicity, and other demographic categories within the constraints of our records management system. This will provide for greater data comparison and analysis in making policy and deployment decisions.

The Sheriff's Office will continue dialogue with members of the community on the creation of a method to give the community greater input with the civilian complaint process. In light of the small number of community complaints, (5) in the past four years, the Sheriff's Office will work to design a process that would be efficient and effective in providing transparency and greater community trust.

8. GENERAL RECOMMENDATIONS: Pursuant to Executive Order 203, the Sheriff's Office of Rockland County performed "a comprehensive review of current police force deployments, strategies, policies, procedures and practices, for the purposes of addressing the particular needs of the communities served by" the Sheriff's Office "and promote community engagement to foster trust, fairness, legitimacy, and to address any racial bias and disproportionate policing of communities of color." This review, in conjunction with stakeholders, members of the community, interested non-profit and faith-based community groups, the District Attorney's Office and the Public Defender's Office created recommendations and a plan for police reform and reinvention that includes the following: (1) Community Policing; (2) Civil Service Reform; (3) Recruiting a Diverse Workforce; (4) Improve Police Training; (5) Cooperative Community Services; (6) Allocation of Resources; and (7) Civilian Complaints. Once this plan is offered to the public for comment, the final plan will be presented to the Rockland County Legislature as a resolution. The County Executive will submit a certification and a copy of the plan with the Director of the New York State Division of the Budget on or before April 1, 2021.

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January 28, 2021

Dear Honorable Governor Cuomo:

On behalf of the Collaborative commission representing the Rockland County Sheriff's Office, we are pleased to present to you our final report on Police Reform and Reinvention Collaborative. This report is a product of intense work by a range of community volunteers who participated and provided their skills and knowledge to connect and bridge the understanding of policing, many of whom directly or indirectly have been negatively impacted at the hands of the police. They inspired each other and were guided by values and principles not politics or popularity.

This report cumulates four and a half months of planning, receiving public testimony, designing formats, writings, Zoom meetings, Facebook live, phone calls, gathering data, policies and reports, while in the middle of a pandemic and elections. The recommendations from this report represents the best available research, literature and grassroots commitments to improving policing and protecting the public safety of the citizens of Rockland County.

The collaborative members were grateful for this opportunity to work together on this vital and urgent issue. We look forward to continuing the work with NYS Police Reform and Reinvention Collaborative as implementation of reforms begins.

Sincerely,

Grant Valentine
Chairman

L'Tanya Watkins
Vice Chair

Kevin Barrett
Vice Chair



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

Preface

We present the narrative of this report and recommendations that flow from every corner of the County of Rockland from its citizenry for consideration. Thirty-eight volunteers in the roles of chairman, vice chairs, core stakeholders, and stakeholders were charged with examining the Rockland County Sheriff's Office policing platform. In no small feat, the five sub-committee groups made great advances into studying the 40 core areas of the New York State Police Reform and Reinvention Collaborative guidelines in relationship to the Sheriff's Office of Rockland County. The community engagement with Community Based Organizations, clergy groups, community centers, Facebook Live, YouTube and Zoom were all a part of the social contributions the community made to this positive approach to reinvent law enforcement for the 21st century. This foundation was used to bring the community of Rockland together with unity of purpose because our county, families and children demand it. This report reflects a growing national concern surrounding issues concerning their police departments. This report outlines critical steps in the transformation of the Sheriff's Office in Rockland County to build mutual trust and respect between the communities they serve.

On June 12, 2020, Governor Andrew Cuomo signed Executive Order 203 requiring each local government in the State to adopt a policing reform plan by April 1, 2021. The Order authorizes the Director of the Division of Budget to condition state aid to localities on the adoption of such plan. Further, to ensure the plan was developed through an inclusive process, the guidelines were outlined in the New York State Police Reform and Reinvention Collaborative. To rebuild police-community relationship each local government must convene stakeholders for a fact-based and honest dialogue about public safety needs of their community. The Collaborative report should include:

- Evaluate current department policies and practices
- Involve the entire community in the discussion
- Develop recommendations resulting from this review
- Offer plan for public comment
- Present plan to local legislative body
- Submit plan to State Budget Director by April 1, 2021

This report will also include significant statistical data, Sheriff's Office reports, an outline of the Sheriff's Office structure, accreditation initiative and NYS Municipal Police training guidelines.

Rockland County is the smallest geographic County in the State of New York with a population reported at 325,789, with 13.1% African Americans and Latinx representing 18.4%. The Collaborative recognized the Sheriff's Office is not alone in this collaborative effort to reform policing in Rockland County. The Sheriff holds a unique position in Rockland to build capacity to achieve more success in developing effective policies in the transformation of policing. Implementing these recommendations will not be easy and will require time and resources. There is no reasonable excuse for inaction and ultimately, the Collaborative believes the changes outlined in this report will result in building public trust and protecting public safety.

What follows are the conclusions and recommendations which form the basis for the plan, along with the reports of the five individual working groups and the appendices which contain the correspondence, working documents and other information used in its formation.

ROCKLAND COUNTY
NYS POLICE REFORM AND REINVENTION
COLLABORATIVE 2021

L'Tanya Watkins,esq

Vice Chair

Grant M. Valentine, EJD

Chair

Kevin Barrett, Phd

Vice Chair

CORE STAKEHOLDERS MEMBERS

The following core stakeholders were the primary writers for this report

JNANAYOGA GROSS: Spring Valley NAACP Young Adult Committee

RAY FLORIDA: Rockland Paramedics

TRACI FLORIDA: Rockland Paramedics

ELLEN CHAYET: St. Thomas Aquinas College

DENET ALEXANDRE: Spring Valley High School

CHRIS STRATTNER: Rockland County Sheriff Department

CYNTHIA WILLIAMS: The Coalition to End The New Jim Crow

STEVE GOLD: Jewish Federation and Foundation of Rockland

Dr. SYED ALI: Suffern Mosque and Religious School

ELIZABETH SANTIAGO: Center For Safety and Change

TARIK GREENE: Made Transitional Services

STAKEHOLDERS

ALDEN WOLFE: Chair Rockland County Legislature

BRIAN CAMPELL: Rockland County Business Association

CHARLES FALCIGLIA: Rockland County Legislature

CHRIS FINCH: Rockland County Police Academy

FRANTZ CHAMP Jr.:Spring Valley Haitian Ministry

JILL KING: Rockland County Sheriff Department

JULIA THOMPSON: Rockland Action Committee-Lohud

JOHN MILES: Rockland County Community Committee-Lohud

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MARCOS MUNOZ: Rockland County Sheriff Department

MICHAEL BASTON: President of Rockland Community College

MONA MONTAL: Town Supervisor Chief of Staff
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PHYLISS FRANK: Undoing Racism
RENADA LEWIS: Rockland County District Attorney Office
REVEREND RAYMOND CALIMAN: Fairmont Baptist Church
REVEREND TERESA DARDEN: Upper Room House of Worship Spring Valley, NY
SUSAN PICKMAN: John Jay College
TANYA GAYLE: Public Defenders Office
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TONY EARL Jr.: Made Transition Services
WILBUR ALDRIDGE: Rockland County NAACP Regional Director
WILLIE TROTMAN: Spring Valley NAACP
WILLIAM BARBERA: Rockland County Sheriff Department

Acknowledgements

This report was made possible with the cooperation and assistance of many individuals who were both generous with both time and support.

We extend special thanks to the following individuals from the Rockland County Sheriff's Office for their significant contributions to the development of this report:

- Undersheriff Mary Barbera
- Undersheriff Bob Van Cura
- Captain Jill King
- Captain Tony DeColyse

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Steve Pelzar
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Peter Claussen
Eric Preston

The Chairman and Co-Chairs of this police reform and reinvention collaborative express their sincere appreciation to Commissioner Susan Hoerter of the Rockland County Department of Mental Health and Commissioner of Personnel Lori Gruebel of Rockland County for providing guidance, support and assistance with this report.

We finally extend our warmest thanks to Nelcy Garcia-De Leon for managing the Facebook Live and Zoom meetings for the Collaborative.

The Police Reform and Reinvention Collaborative Report Edited by: Ms. Pat Barrett

Recommendations

ROCKLAND COUNTY SHERIFF POLICE REFORM PANEL 2021

Over the course of several months, Five (5) Working Groups were created to obtain information from both the Rockland County Sheriff's Office as well as the Rockland County Community Stakeholders at large to determine the following:

1. The operational system of Policing within the Rockland County Sheriff's Office;
2. The Rockland County Community's understanding of the operational system of the Rockland County Sheriff's Office and the ways in which the RCSO policies, practices and procedure impact the community;
3. Solicitation of community recommendations based on the information previously known, as well as the information gathered as a result of discussions and evaluations of documentation regarding necessary Police reforms and reinventions to be implemented by and in the Rockland County Sheriff Office.

The Rockland County Sheriff Police Reform Panel Recommendations are listed below: The Recommendations are itemized and categorized under Nine (9) comprehensive headings which seek to incorporate the multitude of suggestions from the Community.

RECOMMENDATIONS

I. COMMUNITY POLICING

During the Panel forums, there were many discussions about the community and the police. A great part of the transformation in the reform and reinventing collaboration must be a realization of the community and the police as one community. This objective is best met by increased Community Policing.

- a. It is our recommendation that the Sheriff's Office should supply the general public with the most updated information about the following policies in an updated pamphlet to be widely disseminated on a county-wide basis. There are many potential distribution sites, including community centers, grocery stores, schools and colleges, and potentially houses of worship. At the very least, this pamphlet should contain information about the following:
 - i. Role and scope of the work of the Sheriff;
 - ii. Policing philosophy (rehabilitative, restoration, preventive or reactive);
 - iii. Policy on use of force by the Police Division of the Sheriff's Office;
 - iv. Policy and information about the Mission of the Department;

- v. Policy on filing and processing complaints with a standard procedure;
- vi. Policy on racial profiling and crowd management

This updated pamphlet should also be available on the Sheriff's Office website, clearly labeled so that citizens can access it with no more than one click from the home page.

- b. Creation of a Community Policing Bureau within the Rockland County Sheriff's Office;
- c. Each member of the Rockland County Sheriff's Office should carry business cards for distribution to community members upon request;
- d. Promote opportunities of engagement with community all year round;
- e. A bi-annual community generated evaluation form to learn of community experiences with RCSO including but not limited to Communities of Color and other diverse communities in Rockland County;
- f. Annual community based events where the police and community members come together to build relationships between the police and the community such as a Sheriff's Day at the MLK Cultural Center;
- g. Reform the usage of the Mounted Police patrol in the Communities of Color unless and until the RCSO can devise ways in which the community can interact with the horses outside of their official duties;
- h. Increase Foot Patrols in Rockland County communities to include attendance at community organizations meetings;
- i. Improved dissemination of Community programs offered by the RCSO;
- j. Expansion of the RCSO Summer Camp Program to include Police Cadet, Police Athletic Leagues and similar programs;
- k. Conduct Regular Community Forums with advance notice by the RCSO;
- l. Publication of informational newsletter for regular dissemination of information;
- m. Development of Voluntary, non-law enforcement and rights-based violence prevention programs, such as community-based mediation teams (instead of having joint police operations in communities) to address disputes within communities or interventions for youth at risk of joining, or are already identified as being involved in gangs;

II. CIVIL SERVICE

Many of the concerns regarding recruitment, as well as the lack of proportionate minority representation within the Sheriff's Office are a result of the Civil Service Laws of New York State and the County of Rockland which dictate the requirements and parameters by which the Sheriff's Office can hire and recruit officers and staff members of color.

In order to make changes necessary to address current barriers in the hiring process, State and local legislative amendments will be required to implement systemic changes in the hiring in the

Rockland Sheriff's Office. The community recommendations are as follows:

- a. Review of Collective Bargaining Agreement regarding early intervention or removal of officers involving Use of Force incidents;
- b. Sheriff's Office should support the amendment of civil service law in relation to hiring and promotion of minorities and ranking process. Should encourage the review of unit appointments and promotions when a police department cultivates a diverse workforce it creates the conditions within to reduce negative implicit bias among officers and establishes policies to limit the impact of bias.
- c. Expand Sheriff financial support program of tutoring for Police Hiring Examination.

III. MINORITY RECRUITMENT

Many of the community concerns involved recruitment and hiring of minority officers within the Rockland County Sheriff's Office to address the lack of representation.

- a. Encourage the reform of civil service law to promote a more diverse Sheriff Office to address racial components when the officers are involved with people with mental health problems because fatalities disproportionately affect People of Color;
- b. Provide community access to officers who speak their language so that they can be informed of their rights and other resources;
- c. Support the reform and reinvention of civil service laws to allow new officers to ideally live in the community they serve;
- d. The method of promotion needs to be revised in order to correct the disparities in hiring and promotional practices;
- e. When possible, dispatch female officers to respond to arrests of female suspects;
- f. Increase the number of Yiddish, French Creole and Spanish speaking officers when applicable;
- g. Support diversity and inclusion of staffing of the psychological office to identify racial bias which develops long before a candidate is selected for uniformed Patrol;
- h. Recruitment and Hiring of Latinx officers;
- i. Revision of Police recruiting practices and policies due to lack of diversity in the staff of the Rockland County Sheriff's Office.

IV. IMPROVE POLICE TRAINING

- a. Recruitment of increasingly more professional workforce;

There is a need to fill police ranks with high-caliber officers, and the

length of training in the police force should match the length of time that is ascribed to professional training in other disciplines. Six months of training is inadequate.

- b. Revamping Police Training to include:
- Every effort should be made to increase the number of hours that is allocated to de-escalation training;
 - Every effort should be made to reveal activity of police interaction with the public in the line of duty with broader adoption of body-worn cameras. This will moderate police behavior and reduce frivolous citizen complaints and assist in criminal investigations and prosecutions.
- c. Sheriff's Office will formalize training protocols, curricula, lesson plans and training strategies that address competency of anti-bias policing policy;
- d. Improved training in Cultural Humility including religious cultural practices;
- e. Creation of unified code of rules and regulations for sensitivity training for new and seasoned officers to address biases, operating procedures and toxic interactions;
- f. Reallocation for Implementation of Restorative Justice practices;
- g. Evaluate de-escalation training for all officers in the field;
- h. Development of specific curriculum to address diversity inclusion and implicit bias training particularly law enforcement and the black community.
- i. Sheriff's Office will design policy on acting in concert to address when Officer witnesses abuse in concert and fails to act consistent with Duty to Intervene Statutes;
- j. Seek legislative funding for trainers of color from outside the county for the academy and in-service training;
- k. Have civilians dispatchers trained by mental health professions regarding 911 calls in order to divert mental health crisis calls from the police;
- l. Religious leader involvement to increase sensitivity training regarding religious cultural practices;
- m. Regular and on-going educational training on disability awareness for officers;
- n. Professional service providers should provide in service training for Law Enforcement Officers in the areas of mental health, persons without homes and drug and alcohol addiction;
- o. Rockland County Sheriff Officers should be required to attend Undoing Racism Training to address any bias and racism including systemic racism within the RCSO

V. COOPERATIVE COMMUNITY SERVICES

Many of the recommendations involve organizations and community service providers that can support and/or replace the police in matters that involve non-public safety emergencies including but not limited to mental health crises, addiction and/or overdose matters and persons without homes.

- a. Law Enforcement should utilize people within the community who are specialists such as social workers, therapists, psychologists, and other aspects of social services;
- b. Minimize police involvement with people who are experiencing mental health crises;
- c. Maintain effective, supportive, and voluntary mental health services in the community;
- d. Support the creation, funding and resources of a Crisis Intervention Unit/Mental Health Unit that is staffed by racially, cultural diverse staff and trained by Mental Health professionals;
- e. Promote opportunities to create engagement with young people.

VI. REALLOCATION OF RESOURCES

There is a great deal of discussions, locally and nationally regarding the “Defunding the Police”. The recommendations and suggestions from the Reform panel has included the following:

- a. Allocate funding for Body-Worn Cameras for RCSO;
- b. Recommendation to the County Legislature to eliminate the salary differential between the Sheriff’s office and local police departments to be on par with other police salaries to allow for improved recruitment efforts;
- c. Instead of defunding police departments, increase the training of the police officers;
- d. Legislative funding allocations to community to advance public safety and equal rights and stop community violence;
- e. Creation of Community Engagement Memorandum of Understanding with goals to improve community relations;
- f. Explore the establishment of voluntary non-law enforcement and rights-based violence prevention programs, such as community-based mediation teams;
- g. Expand Sheriff financial support program of tutoring for Police Hiring Examination;

VII. CIVILIAN COMPLAINT REVIEW BOARD

- a. Improve communication on website to create inclusive, collaborative, open and transparent message to the public;
- b. Development of easy, accessible and well-publicized process for the public to report complaints about police misconduct;
- c. Support state mandate required Accreditation for all local police departments that utilize shared services with the Rockland County Sheriff Office;
- d. Support legislative establishment of independent, community oversight bodies such as a Community Complaint Review Board with full access to police records, subpoena power, and the authority to conduct investigations and recommend discipline to officers and command staff;

- e. Where data on police activities are being collected, efforts to educate the public that this information is publicly available by race, gender, ethnicity, sexual orientation, disability and other relevant demographic markers;
- f. Research revisions in collective bargaining agreement language to address early intervention and removal, where warranted, of officers involved incidents which is consistent with Executive Order 50a;
- g. Participate in creation of impartial Policy Review Board with the ability to review policies, practices and procedures of the RCSO and to make recommendations;
- h. The Rockland County Sheriff Office in collaboration with the 9 other local police departments will meet on a regular basis to discuss public concerns, law enforcement and public safety issues;
- i. Continue to provide annual report to the Rockland County Legislature of Rockland County Sheriff's Office and make same available to the public;
- j. Include a summary of complaints received by the Rockland County Sheriff's Office in the annual report;
- k. Training and implementation of Body-Worn Cameras with periodic review by supervisors within the Rockland County Sheriff's Office;
- l. Rockland County Sheriff App should include citizen input. (Currently available in App Store).

VIII. CORRECTIONS

Although the Rockland County Corrections is under the auspices of the Rockland County Sheriff's Office, the Executive Order of Governor Cuomo did not include corrections in the requirement. However, community offered the following recommendations with the expectation that the discussion will continue and a subsequent report will include the Rockland County Correctional Facility:

- a. Provide sufficient and adequate health care, education, and job training services for all personnel in jail and upon release and re-entry into the community.

IX. GENERAL RECOMMENDATIONS

- a. Compliance with New York State Division of Criminal Justice Services policy regarding restriction on hiring police officers with prior disciplinary issues;
- b. Use of Civilians and/or qualified Chaplains in the community to bring police and community together to build trust;
- c. Announce to the public all newly hired officers;
- d. Inclusion of external, confidential resources available for Mental wellness of Officers through Employee Assistance Programs;
- e. Include all criminal justice agencies, including but not limited, Department of Corrections, Office of the District Attorney, Department of Parole and Department of Probation in all future community collaborative efforts to reforms and reinvent.

Police Reform and Reinvention Collaborative Plan
Rockland County Department of Mental Health Comments

Over the last several years, the Rockland County Department of Mental Health (RCDMH) has transitioned away from service provision and now functions primarily as the Local Governing Unit (LGU). As the LGU, RCDMH oversees and coordinates the provision of behavioral health services in the county, both through local services planning and contracting. Contracts are typically between the county and not-for-profit community providers, often utilizing state aid dollars. As the LGU, RCDMH is invested in meeting the needs of the community by working with residents and providers to continually assess and improve our behavioral health services system of care. RCDMH is pleased to be included in the Police Reform and Reinvention Collaboration Plan and to have the opportunity to provide recommendations regarding the interface of mental health and law enforcement. After our meeting with the principals of the project and review of the draft document, we offer the following comments and recommendations:

- The Behavioral Health Response Team (BHRT) is a contract agency, meaning it is an agency that RCDMH contracts with for behavioral health service provision. BHRT began in 2015 and employs a unique model in which the responding team consists of a behavioral health clinician and medical personnel (typically an EMT). BHRT and the police can both respond to a call and the pathway to that dual response is varied: BHRT can request police accompaniment, the police can request BHRT to respond with them, and any 911 calls that may involve BHRT must, by protocol, include police. We have received feedback from the community that BHRT too often responds with police and the most common pathways to that police co-response are not clear. To clarify the source of police and BHRT co-responding, BHRT will begin tracking the origin of police involvement which will then allow for process review and improvement. Additional recommendations regarding BHRT include the following:
 - Increasing the range of acuity to which BHRT responds so that they also respond to less acute situations, which may decrease the percentage of calls involving police
 - This will be addressed for children via the Children’s CARE Team, which allows for families to determine whether a situation is a crisis
 - Additional trainings in de-escalation for the BHRT staff to increase confidence in being able to respond independently
 - Addressing the diversity and language capabilities of the BHRT team to better reflect the demographics of the communities most commonly served
 - If sustainable, adding a peer to the BHRT team, preferably from the communities most commonly served
- Recommendations to address the interface between mental health and law enforcement:
 - Increase training of police cadets and officers in de-escalation and CIT

- Transition the training of police cadets and officers from the Westchester Department of Community Mental Health to the Rockland County Department of Mental Health, which may help with ongoing communication between police and mental health staff
- If sustainable, consider the addition of a plain clothes police officer to the BHRT team
- If feasible during police cadet training, have cadets complete a time-limited rotation of responding to calls with the BHRT team to increase familiarity with mental health presentations
- Consider having police cadets and officers trained in Undoing Racism

Conclusion

POLICE REFORM AND REINVENTION COLLABORATIVE

In an earnest effort to comply with Executive Order 203 by the Honorable Governor Andrew Cuomo, New York State Governor, the Rockland County Sheriff Louis Falco, III, assembled a team of community members as Chairman and Vice-Chairpersons.

Our sole focus of this process was the examination of the Rockland County Sheriff's Office as mandated by Executive Order 203. The process did not include any external personnel issues within the office.

The team consisted of Grant Valentine, EJD, and a retired Administrator with the New York State Department of Criminal Justice with over 30 years of professional experience. Mr. Valentine currently serves as Deputy Mayor of the Village of Chestnut Ridge. One of the Vice-Chairpersons is Dr. Kevin Barrett, PhD, a retired Law Enforcement Officer with over 32 years of service. Dr. Barrett is currently an Associate Professor at Rockland Community College. L'Tanya Watkins, Esq. serves as the other Vice-Chairperson. Ms. Watkins is an attorney in private practice with offices in New City, New York. Ms. Watkins is also a former Legal Redress Chairperson with the local NAACP and a lifelong resident of Rockland County.

On September 11, 2020, the Rockland County Sheriff's Office Police Reform Committee met for the first time. In the initial meeting, we discussed the Executive Order of the Governor and the responsibility that we were volunteering to undertake. We were required to create a team that would be an accurate representation of the County of Rockland population. It was essential that the members of the Stakeholders group represent as many members of the diverse population of the County.

We created the list of Stakeholders from a list of Community Non-Profit Groups which included but was not limited to houses of worship, community based organizations, civic associations, youth organizations as well as law enforcement agencies. The groups were provided with the option of selecting a Working Group based on the issues contained in the Executive Order. Once the community groups selected their Working Group, we assigned Core leaders and group assignments.

Although invited to participate, there were several community groups as well as law enforcement agencies that decided to opt out of the process.

On October 5, 2020, we met with the entire community stakeholder groups and notified each participant of the subcommittee Working Group assignments, outlined the requirements of the Executive Order, provided the timeline for submission, and each of the Vice-Chairpersons scheduled meetings with their respective Working Groups.

Between October 5, 2020 and November 2, 2020, Thirty-Five (35) Core and Stakeholder Members participated in meetings with approximately Fifty (50) Community organizations as well as two (2) public forums on social media which were open to the broader community.

The collaborative meetings provided community based organizations and community members alike the following:

- a. Review the needs of the community served by the Rockland County Sheriff's Office and evaluate the department's policies and practices;
- b. Establish policies that allow police to effectively and safely perform their duties;
- c. Involve the entire community in the discussion;
- d. Develop Policy Recommendations resulting from the review;
- e. Offer a plan for public comment;
- f. Present the plan to the local legislative body to ratify or adopt it; and
- g. Certify adoption of the plan to the State Budget Director on or before April 1, 2021.

As a result of the comprehensive work accomplished with and by the Stakeholders, Community members and the staff and administration of the Rockland County Sheriff's Office, we believe that the purposes of Executive Order #203 were preliminarily started. The broader goals of police reform and reinvention, as noted by many of the community participants, will be accomplished over time and with a continued commitment to the process.

Through this process, the Rockland County Sheriff's Office was able to learn of the concerns of the community that they protect and serve on a daily basis. Further, the Sheriff's office has implemented several reforms. The Sheriff's office is one of ten (10) law enforcement agencies throughout Rockland County with policing responsibility.

Equally, the community was able to learn of the many services that the Rockland County Sheriff's Office provides. The insight permitted each to recognize that we are one community with one purpose which is to work towards a beloved community. This goal will be accomplished with the fiscal and legislative support of local and state government. The Sheriff's office and the community have all agreed to continue to collaborate in moving forward to reform and improve policing.

We wish to thank each and every one of the Stakeholders, the Core members, and the community at large for their participation in this endeavor.

NYS POLICE REFORM AND REINVENTION COLLABORATIVE

L'Tanya Watkins– Co-Chair

WORKING GROUP #1

I. What Functions Should the police Perform

1. Determining the Role of the Police
2. Staffing, Budgeting and equipping Your Police Department

STAKEHOLDERS: Cynthia Williams (co-leader), Steven Gold (co-leader), Marcos Munos, Phyllis Frank, Nelcy Garcia De Leon, Toney Earl. Jr. and Frantz Champ

Information gathered with regards to the Governor's mandate on pages 9-21 of the guidelines

Community Public Forum Schedule for Working Group # 1:

Tuesday, October 13

The Nyack Center represented by Kim Cross

Tuesday, October 20

The Martin Luther King Center represented by Nathan Mungin

The Jerrahi Mosque represented by JB Quinn

The National Association for the Advancement of Colored People represented by Paul
Nagin and Calvin Demetrius

Tuesday, October 27

Weldon McWilliams, Community engagement on Social Justice issues in Rockland
county

Community individual Samuel Lamb

Jillian Ballard – Big Brothers & Big Sister

Ramapo Lenape Nation represented by Chief Dwaine Perry

NYS POLICE REFORM AND REINVENTION COLLABORATIVE

Findings from the NYACK CENTER Community Organization interviewed by this Work Group:

- **The role of the police - Ideally, the role of the police is to help people feel safe and protected**
- (KC) I spoke with some of my staff today, I didn't have a lot of time to prepare. But it is a concern that we have had at The Nyack Center for a long time.
- In actuality - Most of the people I work with and the families we serve do not feel safe or protected by the police in general and they are afraid of retribution. Many of them have had experiences where they were treated differently from their white friends, colleagues, or fellow attendees at a particular event. It is a significant issue from their perspective. People often feel bullied and targeted. There are several officers that people feel positive about. That is the general feeling, so much so, that people were reluctant to join here tonight to talk about it.
- (LW) Would you say that the experience with the Sheriff's Office is consistent with what you gave me about racial inequities during events and bullying and targeting?
- (KC) It would be hard for me to say because a lot of time people just lump whomever is showing up on the scene together and don't necessarily differentiate between them.
- But there have been a number of occasions where there has been some sort of incident that warranted calling the Sheriff's Office for backup and again people felt that they were treated a particular way because they were African American and that they wouldn't have been treated that way if they were white.
- (LW) What role do you think the police currently play in the community? You indicated that the Sheriff usually comes in when there is a larger event or issue, with the mounted

police and if Orangetown calls them in and needs additional support or back up – they come in. So, with respect to the Sheriff is that the only role you see for your community, with the Sheriff's Office?

- (KC) I would say that really the main contact would be the horses coming in if there is some sort of larger issue and I know a lot of people find them to be incredibly intimidating and upsetting when they bring the horses through.
- They also find it disrespectful because the animals' "poop" everywhere and it is often left, so there is a feeling of disrespect, at the very least, if not fear and intimidation when the horses are present, as opposed to being part of a parade.
- Often times a situation may have escalated and Orangetown might call for backup and the Sheriff's Office comes, and I think there is a perception that people are treated unfairly because of their race.
- I think the differentiation often comes because of Lou (Sheriff) and people's relationship to Lou, so people know him. He comes to events at the Center and things like that. He has appeared at the Pride Events when they are held in Nyack, so people know who he is as a figure head.
- There has certainly been a lot of conversations in the last couple of months because of the e-mail situation, and a lot of people that I know including myself, have been part of the protests because we feel like there is a philosophy that endorses the oppression of black and brown people that has been allowed by those postings, and the lack of any kind of true public consequences.

- Many of the people that we serve as well as some of the staff have family members who have been in the county jail, and they feel like that is all part of the intimidation and treatment of black and brown people that is different
- Several years ago, there were several arrests made at Waldron Terrace for people who were supposedly embezzling against the county and there were issues related to their housing.
- Grandmothers were rounded up and put into a “paddy wagon” in front of their grandchildren who they were babysitting and taking care of.
- So again, it is a treatment of people that is inhuman and hugely disproportionate to how a white grandparent would be treated even if they were doing something inappropriate.

Are there people within the community who call 911?

- (KC) There is tension between the senior center which is across the street from regular housing and sometimes things can be loud. Sometimes if there is a party at The Center or an event, they are older and seniors; they want things shut down earlier, so sure, they might call the police. – call inspector
- (TW) Are you aware of any situation where the police self-initiate intervention in the community; other than the example you gave of the Sheriff participating in various community events? Do other police officers or Sheriff’s members participate or self-initiate interventions in the community?
- (KC) Do you mean inappropriately or appropriately?
- (TW) Either one

- (KC) Certainly Lou Falco as head of the Sheriff's Office does appear at public events and comes to things we have at The Center and I think he makes himself known, and Mary does as well.
- Bobby is well known in the community because of his former involvement with South Nyack. He is also very involved in OCADA, which is a drug and alcohol initiative through the Nyack Public Schools.
- (LW) So there are opportunities for the police to come into the community, not just for law enforcement purposes?
- (KC) Sure, and I would say Bobby is probably the most active that I am aware of in the community.
- (TW) If you had to give a frequency, not necessarily the numbers, how often do you think people in the community that you are aware of, make complaints about the police?
- (KC) I don't think that complaints are often made, again going back to the issues I was talking about before about recrimination. People feel unsafe and uncomfortable, and afraid to speak up about a particular issue.
- In fact the "Speak Out" that we had on several occasions at The Nyack Center where the police came and they listened, that was a significant part of the conversations those nights.
- (TW) What is your take on deploying social service personnel instead of or in addition to the police when there is an overdose issue or a mental health issue? Do you want the police to respond to a mental health crisis?

- (KC) NO
- (TW) What would be a more appropriate solution to mental health calls?
- (KC) People who are trained in managing and helping someone who might be having some sort of breakdown or episode, work through that in a way that is appropriate and safe.
- (TW) How about substance abuse or overdoes calls?
- (KC) I think because of NARCAN there are a lot of people who have benefited from that quick response and certainly I think that has been positive.
- But again, I worry about people's fear of consequences and recrimination. People don't reach out or ask for help because they are afraid of getting into trouble or getting someone else in trouble.
- (TW) The concept of snitching, or are you referring to something different?
- (KC) The concept of snitching you could look at a couple of different ways. If you are worried about people being safe in your community, and if someone is doing something illegal; you might find a way for them to have consequences rather than pulling in the police who are going to treat them unfairly or inappropriately, or with some sort of severe consequences. That seems like protecting people to me.
- (LW) So are there other matters for which the community, that you are aware of, currently turn to the police for support or assistance? Are there other skill sets that the police may have that could benefit the community?

- (KC) The community I live and work in is a diverse community and so as long as people are being treated differently because of their race and their racial appearance, I don't know how the police could have a positive influence in more social service or human service aspects of things.
- One of the things we were talking about today when we were talking to the staff about this is that it is very rare that officers interact in the community without a uniform or a gun.
- Although I understand why you would need to be in uniform and carry a gun, there does seem to be an intimidation or a lack of being able to be more human. That again builds some sort of barrier or wall.
- Most recently, one of the things that we have found is the police, and again this is just general police, as opposed to something specific about the Sheriff's Office; is that the officers who are responding to things at The Center or in the neighborhood, don't wear masks.
- That has been a really big conversation about why would the police be above the law. If that is the rule, why don't they have to follow the rules?
- Ultimately, the issue of racist behavior and oppressive behavior is the underlying concern across the board, and everything is related to that.
- Unless that changes, you will never be on equal footing, so why would you reach out for help?
- You are only going to reach out for help with someone you are on equal footing with, who you trust. So that is a big problem.

- (LW) What do you think of Law Enforcement presence in the schools in your community?
- (KC) *In the Nyack schools, we are served by other police departments than the police department that The Nyack Center is served by.*
- *We are Orangetown and South Nyack and Clarkstown are responsible for our schools. That is all part of, I think, some lack of cohesiveness. There are different modes of operating between the Sheriff's Office, Orangetown PD, Clarkstown PD and South Nyack PD.*
- *South Nyack and Orangetown tend to have more relationships and know people in a different way. We don't have those relationships with Clarkstown or with the Sheriff's Office in general, except maybe on a leadership level, like I was talking about before with Lou, Mary or Bobby.*
- *The Orangetown Police Department has made an effort to have those relationships with The Nyack Center and have done curriculums and programs and have been very accessible to us.*
- *That's not to say that there haven't been issues.*
- *There have been significant issues and ones that we have had to make police reports about, how the police have responded to events at The Nyack Center. But, again that is not the Sheriff's Office.*
- *If we are talking in general about the police in school, I think it is a terrible idea. I don't believe there should be guns in our schools.*
- *But, I do know that a lot of the DARE Officers are very beloved and have made very special relationships with a lot of different kids on the elementary level.*

- *It has been an appropriate interaction and less than an oppressive and racist focus, so that's been more positive.*
- (TW) What are the age range of The Nyack Center kids?
- (KC) *We have kids K-8th grade in our programs, like our school age care programs. Teen Council is 13 and up through Senior in High School. A lot of young people work for the Nyack Center in the programs.*
- *There is also the Drop-in Center, which is a computer drop in. (that's not taking place right now due to COVID).*
- (TW) What are the staffing needs of the Sheriff's Office that the community wants? What changes or additions if any, would the community want to see?
- (KC) *In theory, any community could always use more support for mental health, social services, and human services. But, because of the racist and oppressive perspective it is not something I can imagine would be well received. I just don't see how it would work.*
- *You would always have that idea that if you showed up as someone who is a social worker and you are going to help me with something that is happening in my household, that you are going to tell someone in the Sheriff's Office and the boyfriend that I am having problems with is going to get arrested. So, that is one of the difficulties with all of this.*
- *That is why it is important that people who are social workers and mental health workers or any kind of social service workers have a separate relationship and don't have an affiliation with the entity that is potentially going to arrest someone in my household. I think that is a set up that is a no win.*

- (LW) So, even if the Sheriff's Office were to hire civilians who would accomplish these tasks; because of the fact that they are affiliated with the Sheriff, and the information they will garner in your home will be relayed to the Sheriff, it still creates a dangerous situation for the community of color?
- (KC) *Absolutely. I don't believe in generalism. I believe in specialty. There are organizations and people in this community who are specialists such as social workers, therapists, psychologists, all different aspects of social services. So why would you ask the Sheriff's Office to do that when there are already agencies and organizations in the community that are desperately in need of financial resources to do better work and more work.*
- *That makes sense to me. If you have got a specialty place that is doing something well, you don't ask the police to do something way out of their skill set. Especially, if they can't get it together to be anti-racist.*
- (LW) Is the purpose of the Mounted Unit in the Sheriff's Office, in your opinion to deal with or address crowd control, or is it something else, in your opinion?
- (KC) *As a white person and someone who grew up in upstate New York, I don't have issues with horses. I think they are kind of great. As someone who works in a mostly black and brown organization and serves mostly black and brown children, it is not like that.*
- *Dogs and horses have been used historically to intimidate black and brown people. That's the historical context every time they come down the street. And, if*

they are “pooping” and it is not being cleaned up, it is like literally like “shitting” on people, and their property and where they live as if it doesn’t matter.

- (LW) What is your take on the police militarized?
- (KC) *I think it’s very concerning. I am white. I am happy to use my white privilege when I find it helps the community. I have a good working relationship with the Sheriff’s Office. I used to have a program in the county jail.*
- (LW) Does it appear that when the Sheriff’s Officers come into the community that they have been trained in de-escalation techniques? Have you ever seen or heard of the Sheriff’s Office de-escalating large crowd situation or high- volume incidents in the community?
- (KC) *No*
- (LW) Is that training that you feel would be beneficial?
- (KC) *I don’t know that we have a lot of situations in the community that need that type of de-escalation. I don’t know that it is warranted here. In some cases having militarized officers dressed in combat gear actually amps people up and upsets them. If you see weapons like that during a peaceful protest it makes you want to run and hide.*
- (KC) *Where is this forum going?*
- Ms. Watkins explained the process.
- **END OF MEETING.**

Community Organizations' Recommendations:

- I don't believe in generalism. I believe in specialty. There are organizations and people in this community who are specialists such as social workers, therapists, psychologists, all different aspects of social services. So why would you ask the Sheriff's Office to do that when there are already agencies and organizations in the community that are desperately in need of financial resources to do better work and more work.

That makes sense to me. If you have got a specialty place that is doing something well, you don't ask the police to do something way out of their skill set. Especially, if they can't get it together to be anti-racist.

- (KC) As a white person and someone who grew up in upstate New York, I don't have issues with horses. I think they are kind of great. As someone who works in a mostly black and brown organization and serves mostly black and brown children, it is not like that.
- Dogs and horses have been used historically to intimidate black and brown people. That's the historical context every time they come down the street. And, if they are "pooping" and it is not being cleaned up, it is like literally like "shitting" on people, and their property and where they live as if it doesn't matter.

NYS POLICE REFORM AND REINVENTION COLLABORATIVE

Findings from the **Martin Luther King Center** Community Organization interviewed by this

Work Group:

Nathan Mungin III – Executive Director of the Martin Luther King Center.

The Center provides programs for adults, children and families in the community.

Childcare, job placement, court ordered community service.

- The Sheriff's Office interaction in the community is very limited, unless there is a major operation such as a major drug bust.
- **NM** – My community deals mostly with the corrections division of the Sheriff's Office. People should not be physically and emotionally damaged after an interaction with the police.
- **CW**- You mentioned you would like to see more community interaction. Could you explain?
- **NM** – Let there be interaction with the community you are policing, as opposed to your only interaction being to police the area.
- When the Sheriff's Office shows up you know something big is going to happen.
- **MM** – **The Sheriff doesn't have a foot post, their main job is county property**
- **LW** – The community wants to see the Sherriff's Department in their community.
- **MM** – If they start walking the streets there will be clashes with other departments. The Sheriff does do events such as Ronald McDonald's House
- **LW** – What are your feelings on defunding the police? Can we move some resources away from the police?

- **NM** – When we use the word defund, it gets twisted, that we are against the police. It is actually an alternate way to use money. How we can best allocate resources for preventative work.
- **CW** – We use money for preventative work in the community. Do you think there is a role for social workers to answer some calls that they police now answer?
- **NM** – There should be intervention before there is police interaction. Not all officers want to be involved with some of the calls they have to go out on.
- **LW** – Are you familiar with the Behavioral Health Response Team?
- **NM** – I have relatives in Spring Valley who deal drugs and I can't talk to them because I am afraid that if I talk to them on the street and there is a bust, then I am going to be swept up with them. Maybe there is a way to intervene before things get out of hand.

Community Organizations' Recommendations:

- – Let there be interaction with the community you are policing, as opposed to your only interaction being to police the area. There should be intervention before there is police interaction.
- Instead of defunding the police (defunding gets it twisted) we should find ways to best allocate resources for preventative work
- People should not be physically and emotionally damaged after an interaction with the police

NYS POLICE REFORM AND REINVENTION COLLABORATIVE

Findings from the Community Organization interviewed by this Work Group:

JB Quinn – Representing the Jerrahi Mosque – Chestnut Ridge.

- We are here to lend support, but I really don't have any suggestions.
- Racism is nothing new. It is not just going to go away.

CW – If you had goals for the Sheriff's Office, what would they be?

- **JBQ** – Community Policing. A greater representation of minorities in police. Not defund, just reallocate resources.

Community Organizations' Recommendations - the Jerrahi Mosque

- More community policing.
- A greater representation of minorities in police.
- Do not defund, the police but just reallocate resources
- NYS POLICE REFORM AND REINVENTION COLLABORATIVE

Findings from the NAACP Community Organization interviewed by this Work Group:

Paul Nagin – Executive Board Member of the Spring Valley NAACP

- **PN** – This is all about establishing trust and legitimacy. You are presenting an upbeat view of the Sheriff's Office. I don't know if the community feels the same way.

Calvin Demetrius – President of the Spring Valley NAACP Young Adult Committee

- It would be nice to know the police officers, so that if there is interaction
- I have been hearing that it is a matter of accountability.
- Who do I go to if I have a negative incident?
- What steps do I take to make sure someone is held accountable if someone's rights have been violated?
- We have a good relationship with our officers in our community.

Community Organizations' Recommendations: **NAACP**

- We need to build trust – There is lack of trust with the police and we need to figure out how bridge the gap.
- The job of the police is to help me. People need to feel safe in the presence of the police.
- Send out a questionnaire to the people of Spring Valley, what they think of the Sheriff's Office.
- It would be a great idea to have a Sheriff's Day at the MLK Cultural Center.
- It is incumbent on the Sheriff's Office to make things happen.
- There should be an annual event where police and community members come together in a form of police and community building event.

Findings from the **Big Brothers & Big Sister** Community Organization interviewed by this Work Group

GV – What is your opinion of policing in Rockland County & specifically the Rockland County Sheriff's Office?

JB – I raised my children to respect people of authority, including the police. I am very happy with law enforcement in Rockland County.

GV – What function should police perform in our community from a police and Sheriff's perspective?

JB – The police are the protective arm of the community. What lessons and teachings are done at the academy? I don't interact with the police often. I view them as a protective arm.

JB – Police should not be looked at as a threat. I have been treated with respect by the police on a professional and personal level. I am listening to a different perspective tonight.

GV – What role does the police and Sheriff currently play in your community?

JB – I am impressed with the police in my community. I look at them as an arm of protection.

JB – In Ramapo the police serve the community very well for people in crisis. Attitude to help is good.

GV – Should the police and Sheriff be present in the schools?

JB – Yes, they always come to speak when I ask them too.

GV – What is your understanding of the budget and staffing of the police and Sheriff?

JB – Review of the budget is very important. I fully trust the Sheriff that it meets his needs and is used in a practical and efficient manner.

GV – Any goals you have for the police and Sheriff?

JB – I think the police meet their goals.

GV – What services does the Sheriff provide that is beneficial to your community?

JB – We have had the horses and dogs come to my organization.

Findings from the **Weldon McWilliams** Community Church Organization interviewed by this
Work Group

GV – What is your opinion of policing in Rockland County & specifically the Rockland County Sheriff's Office?

WM- There are inequities in policing in Rockland county. There needs to be protocols instituted to reduce these. It is the aged old contentious relationship with black community and policing.

There are things specific to Rockland that are very concerning.

GV – What function should police perform in our community from a police and Sheriff's perspective?

WM – The role of police should be to serve and protect members of the community. I'm not sure that feeling is pervasive. When you go into an affluent community, police serve in the interest of property owners. There is a difference in serving in the underserved or fiscally challenged communities. The police are more interested in property than people. Community should have an understanding of the types of training that the police undergoes, in terms of ascertaining the appropriateness for the community they serve. How transparent should the training be. The expectation is that police should serve and protect the community. There should be no difference between the regular police and the police in the sheriff department

GV- How law enforcement interacts with the community?

WM- Building trust require that you are visible and engaged. Not just show up in a crisis. The police need to be engaged with the community in order to create trust. They can do this through athletic events or other events not only in a crisis, especially if the crisis is brought on by the police. Are the police trained to de-escalate? Many times they escalate the situation. The police need to be familiar with the people they serve and protect. Officers should live in the community, spend time in barbershops and community stores in the same way politicians do invest to their benefit. Police need to show, through community interaction, that they too have an investment in the safety of our community

GV – What is your understanding of Procedural Justice?

WM – Some officers in Spring Valley are engaged with the community. Interaction can't always just happen when there is a crisis, especially when the crisis is caused by the police officer. There has to be a regular interaction with the police. You have to get out of your car. Police should display that they have any investment in the community. We have to see the police officer.

WM – there is a disconnect. If you are the head of the institution your representation goes with you wherever you go. Example, I am the pastor of a church and what I do outside of my church reflects on what I do as the pastor. In the same way it reflects badly on the office of the Sherriff – it gives a bad look and causes tension that comes out of it. The tension is as a result of who the comments were aimed at – black people.

GV – What role does the police and Sheriff currently play in your community?

WM – Don't see much interaction. The police conduct mainly traffic stops and hiding to catch people who are speeding. Some officers go out of their way to integrate, while others are adversarial all the time. We need to change this dynamic with more frequent interaction.

GV – Should police be answering calls with mental health issues?

WM – No. Not if they don't have the right training. Some of the money allocated to police budget should be directed to other services. Services need to be properly funded. The community should not feel that for every 911 call the police should show up. Some mental health issues derive from all the issues going on in the country, including policing.

WM- Homelessness as well. Some of the stress that the police encounter stems from dealing with all these issues. Having trained professionals respond to homelessness and mental health will benefit everyone – including the police.

GV – Should the police respond to calls for mental health?

WM – No, not if they are not trained to deal with mental health issues. People should not call the police for every situation. Services should be properly funded to deal with mental issues

GV – What services does the Sheriff provide that is beneficial to your community?

WM – the police is seen as an occupying force. The absence of police indicates that things are ok.

Findings from the **Ramapo Lenape Nation** Community Church Organization interviewed by this Work Group

GV – What is your opinion of policing in Rockland County & specifically the Rockland County Sheriff's Office?

Chief Dwaine Perry – Ramapo Lenape Nation – Should be looking at protocols of inequality that exists in Rockland. There is a thin blue line in policing which turns into a nasty purple line.

There is a need to sit with the sheriff to address some of the issues and come up with safety nets on both sides

GV – What function should police perform in our community from a police and Sheriff’s perspective?

DP – Police and Sheriff should serve and protect. There is a problem in that the police have misguidedly placed themselves in aggression. The way they walk, put their chest out in an unfriendly manner that says they are the aggressor. They do back filling with military bravado. Training is important. Everyone has self-worth. There can’t be a different product if we keep serving the same old food. In Rockland we need to have internal policing, so we don’t have people getting away with manufacturing charges.

DP - Aggression is the problem. Fellow officers are turning their backs on fellow officers who are being over aggressive. We need to give respect to get respect. There should be no parity in reaction to blacks and whites.

GV – What is your understanding of Procedural Justice?

DP – If you want respect, you have to give respect. There is a need for a small working group with a precise timeline that deals with education and policing. People are sick of the working committee of “Forever”. Let’s set timelines and recommendations.

GV – What role does the police and Sheriff currently play in your community?

DP – We have an exceptional relationship with the police in the community. However, we need to reinvest some of the money that goes to the police budget. Its just a matter of syntax. We need to get people trained to answer substance abuse, mental health, homelessness etc.

GV – Should the police and Sheriff be present in the schools?

DP – Police may visit school but having armed officers at the door sends a bad message.

GV – Should the police and Sheriff be involved with crowd control?

DP – Yes, crowd control does not mean confrontation. Crowd control if there is rioting, not for protesting

GV – What is your understanding of the budget and staffing of the police and Sheriff?

DP – They should reinvest some of the money in other services and service delivery as opposed to grenade launchers. More money does not necessarily mean better policing. Is the budget serving the community and the police?

GV – Any goals you have for the police and Sheriff?

DP – Restore respect and honor to the police department

GV – What services does the Sheriff provide that is beneficial to your community?

DP – A friendly relationship.

Findings from the **Samuel Lamb** Community member interviewed by this Work Group

GV – What is your opinion of policing in Rockland County & specifically the Rockland County Sheriff's Office?

SL – The only time we see the police is when they come in the neighborhood to do a bust. We hardly know who the police are without their uniform. The concern is how the police interact with the community, especially the young people. Children are afraid of the police compared with earlier times days when people had respect for the police. Now we spend more time learning how to protect yourself when responding to the police. Treatment differs depending

whether you live in a Caucasian community or black community. There is respect for the police but many of the police actions need to be looked into.

GV – What function should police perform in our community from a police and Sheriff’s perspective?

SL – Equality and Justice. Not intimidation. There is over-policing in my neighborhood. I am not even sure if many of the police officers live in the community. We are not sure of the type of training that the police get. The educational level needs to be looked at. 6 months of training is not enough,

GV – What is your understanding of Procedural Justice?

The head of the Sherriff department comment on Facebook is racial towards the black community. We need trust from the head. Anything bad from the head spoil the whole pot. The community can’t reconcile to that. The police should treat everyone in an equal way.

GV- We need to look at the institution of policing and not just the head

SL – we can’t keep on accepting bad actions and just move on – we must discuss. We want th head to stop being racist.

GV – What role does the police and Sheriff currently play in your community?

SL – there only interaction is when there is a bust. Their mannerisms tell us about what is going on – mostly aggression

GV – Are there types of calls that should not go to the police?

SL – Mental health issues. Groups such as CAHOOTS and CIT that interact with the police and are more helpful. Mental health is definitely an issue.

GV – Should the police and Sheriff be present in the schools?

SL – We need to protect kids in this day and age.

GV – What is your understanding of the budget and staffing of the police and Sheriff?

SL – Our community is over-policed, yet many services are taken away from the community.

There are no community events that have police interactions. We need to invest in knowing the community and reopen some of the old interactions with the community

GV – Are there any goals you have for the police and Sheriff?

SL- Trust. When you lose trust it's hard to believe. The police need to figure out how it needs to rebuild trust with the community. It starts with them.

Stakeholder's views, thoughts on policing and the Rockland County Sheriff Department:

Findings from the Stakeholders:

CW – We need to help the police and the public so that there is not fear on both sides.

The job of the police is to serve and protect.

Many of the calls we are making to the police should not be going to the police. A child will be treated differently by the police, in a white home as opposed to a black home where they respond to a call of a child acting out.

CW – What kinds of calls are routed through 911 to Sheriff's Office? We should reassess the nature of these calls and which calls should be routed to professionals as opposed to the police

DS – 911 calls from your home will go to the local police department. Cell phone 911 calls go to the Sheriff's Communication and then will be diverted back to the local police.

SG – Mental health and substance abuse issues should be taken out of the hand of the police

Recommendations from the Stakeholders:

Police violence has a long history in the United States and remains a pervasive problem to this day. Like those of George Floyd and Breonna Taylor, police killings are only the most dramatic examples of pervasive police violence across the US. In our community, the death of Tina Davis in the custody of police is a cause of concern. However, police killings are only the tip of an iceberg of much more common daily interactions between the police and Black, Latino, Native American, poorer people, and people with disabilities, that are coercive and often violent, even if they do not result in death or serious injury.

In addition to the above-stated issues, community residents do not like the idea of the mounted patrol in the neighborhood. They find the police riding on the horseback to be intimidating and the residents are very offended by the 'message' left behind by the horse droppings. The community has no other involvement with the horses.

The above issues speak to products of systemic racial inequalities, laws, and policies that have prioritized policing and criminalization as the primary state response to a range of societal problems. This policing system has too often relied on coercion and force and failed to ensure accountability for abuse. All the participants believe urgent reform is needed. As Stakeholders, we believe reform should include:

1. Investing in communities to advance public safety and equal rights and stop community violence.
 - a. Give strong priority to social services and community development in impoverished neighborhoods by reallocating funds from the police budget.

- b. End police involvement with people who are experiencing mental health crises and have civilians assisting with 911 calls in order to divert these calls from the police task force
 - c. Maintain effective, supportive, and voluntary mental health services in the community.
 - d. Ensure that first responders to mental health issues are trained mental health professionals and not the police.
 - e. Explore the establishment of voluntary non-law enforcement and rights-based violence prevention programs, such as community-based mediation teams (instead of having joint police operations in communities) to address disputes within communities, or interventions for youth at risk of joining, or are already identified as being involved with gangs.
 - f. Cease mounted police patrol in the minority neighborhoods until or unless the PD devise ways in which the community can interact with the horses outside of their official duties.
 - g. Where mounted patrol is used, officers must timely remove the waste matter left behind from the horses.
 - h. Provide sufficient and adequate health care, education, and job training services for all people in jail and prison and people upon their release and re-entry into the community.
2. Developing independent accountability and oversight mechanisms.

- a. Establish independent community oversight bodies such as a community Complaint Review Board, with full access to police records, subpoena power, and the authority to conduct investigations and recommend discipline to officers and command staff.
- b. Where data on police activities are being collected, efforts should be made to educate the public that this information is publicly available by race, gender, ethnicity, sexual orientation, disability, and other relevant demographic markers.

3. Recruiting an increasingly more professional workforce

There is a need to fill police ranks with high-caliber officers, and the length of training in the police force should match the length of time that is ascribed to professional training in other disciplines. Six months of training is inadequate.

4. Revamping police training

- a. Train with an emphasis on legal knowledge. Law enforcement officers must make difficult decisions in the field, which often require applying legal doctrines to the facts available to them in real-time.
- b. There is a need to minimize instances in which police err in making decisions that have not accrued to the benefit of the police and citizens alike.
- c. Every effort should be made to increase the number of hours that is allocated to de-escalation training and reduce the number of hours allocated to weapons training. The current focus on weapons training creates the mindset in the police that they are engaging in war on the very people they are charged to serve and protect

- d. Every effort should be made to reveal activity of police interaction with the public in the line of duty with broader adoption of body-worn cameras. This will moderate police behavior and reduce frivolous citizen complaints and assist in criminal investigations and prosecutions.

1. Data the Working Group used to examine the RC Sheriff's Office
 - a. RCSO Website
 - b. RCSO Annual Reports

NYS POLICE REFORM AND REINVENTION COLLABORATIVE

Grant Valentine Chair

WORKING GROUP # 2,

Part II. Employing Smart and Effective Policing Standards and Strategies

1. Procedural Justice and Community Policing
2. Law Enforcement Strategies to Reduce Racial Disparities and Build Trust
3. Community Engagement

STAKEHOLDERS: Jnanayoga Gross, Ray Florida, Renada Lewis, Julia Thompson, Charles Faciglia, William Barbera, Tracie Florida, Raymond Caliman, Mona Montal

Information gathered in regard to Governor's mandate on pages 22-50 of the guidelines.

Community Public Forum Schedule for Working Group # 2:

Wednesday October 14

Catholic Church of Rockland represented by Msgr. Emmet R. Nevin

Center for safety and Change represented by Elizabeth Santiago

Chiku Awali Represented by Alexandreena Dixon

Wednesday October 21

Bridges Represented by Zack Masters

Rotary Club of Spring Valley- opted out

Parents Families/Friends of Lesbians and Gays- opted out

Piermont PAL Represented by Tahlaad Mahboeb

Wednesday October 28

Nyack NACP Represented by Louis Alvin Carter, Sean Stanly, Dr. Francis Pratt

Coalition for The New Jim Crow Represented by Claudette Green, Terri Thal,

Black Women Veterans Association- opted out

Stoney Point Police Department- opted out

NYS POLICE REFORM AND REINVENTION COLLABORATIVE

Findings from the Community Organization interviewed by this Work Group:

A. General views of Policing as well as Policing by the Rockland County Sheriff's Office

Catholic Church of Rockland represented by Msgr. Emmet R. Nevin: The experience with law enforcement in Rockland County is very positive. They are doing a good job and as evidence is feedback from people in the local community and throughout the Church's Community in Rockland county. They received very positive feedback from people who have had experiences dialing 911, having the police come as first responders. Most of the time the police seem to be the first people on the scene in a medical emergency. The Sheriff's Office is not something people come across every day. Most Community encounters are with local police departments. Most people know about the marine unit and the helicopters, and other resources that local police departments don't have. The Community sees the Sheriff's Office at community events and activities.

Center for safety and Change represented by Elizabeth Santiago: No answer.

Chiku Awali Represented by Alexandreena Dixon: No major concerns.

B. Understanding of Use of Force and how it is used by the Rockland County Sheriff's Office

Catholic Church of Rockland represented by Msgr. Emmet R. Nevin: Reported limited experience with the Sheriff's Office. Little or no experience with use of force and how is it used by RCSD. RCSD seems to be very professional. Most of the time they are a bit conservative before they use any force.

Center for safety and Change represented by Elizabeth Santiago: It targets Black and indigenous people of color (BIPOC). CSC has not been informed of any use of force by the Sheriff's Office.

Chiku Awali Represented by Alexandreena Dixon: – It should only be used when it is absolutely necessary. It is used a great deal toward minorities when the person doesn't even pose a threat. There should be more restraint than action.

C. General views of Community Policing as well as Community Policing by the Rockland County Sheriff's Office

Catholic Church of Rockland represented by Msgr. Emmet R. Nevin: People seem pleased with the type of police coverage that they have. They want to keep the same number of police officers that they have. Some said that they wish that they had more. The Sheriff's Office does not have a lot of interaction with the community as far as people are concerned.

Center for safety and Change represented by Elizabeth Santiago: A willingness to be at the table. Available and open to discuss other options. Not traditional policing. Willing to listen and be open to change.

Chiku Awali Represented by Alexandreena Dixon: Not aware that the Sheriff's Office has community policing. Very important to ensure that the community understands the role of the police. Law enforcement has to be visible in the community. Take off their weapons and come into the community. Children need to know that the police are there to help them. Children of

color need to see police in a positive light. Have officers of color come and speak to kids and be a role model.

D. Understanding of Implicit Bias within policing as well as the Rockland County Sheriff's Office

Catholic Church of Rockland represented by Msgr. Emmet R. Nevin: Reported no experience with anyone who has complained of bias with the Sheriff's Office. RCSD is very professional. They interact with people from different ethnic and cultural backgrounds.

Center for safety and Change represented by Elizabeth Santiago: It is very easy to make assumptions. For example, the assumption that if someone speaks Spanish then they must be undocumented. In towns and villages our clients are being stopped and frisked because they "look" undocumented.

Chiku Awali Represented by Alexandreena Dixon: It is subtle in many incidents. Sometimes it is very blatant. Did not report any known issues regarding implicit biases and incidents with the Sheriff's Office.

E. Understanding of Procedural Justice and its implementation by the Rockland County Sheriff's Office.

Catholic Church of Rockland represented by Msgr. Emmet R. Nevin: The Sheriff goes out of his way to make sure that the Sheriff's Office interacts with local communities. RCSD is very visible at parades and festivals. People are pleased and comfortable with their presence.

Center for safety and Change represented by Elizabeth Santiago: Declined to comment.

Chiku Awali Represented by Alexandreena Dixon: Everyone is entitled to due process. Did not report any problems in this area with the Sheriff's Office.

F. Understanding of De-Escalation within policing as well as the Rockland County Sheriff's Office.

Catholic Church of Rockland represented by Msgr. Emmet R. Nevin: Declined to comment because of lack of experience with this.

Center for safety and Change represented by Elizabeth Santiago: Looking at the idea that since black lives matter, blue lives don't.

Chiku Awali Represented by Alexandreena Dixon: It means you talk it through and ask questions. You don't assume. I have not heard of any incidents with the Sheriff's Office.

G. Understanding of Hot-Spot Policing implemented by the Rockland County Sheriff's Office

Catholic Church of Rockland represented by Msgr. Emmet R. Nevin: This generally handled by the local PD. The Sheriff is available to assist or supplement if needed. I am not aware of any areas in Orangetown.

Center for safety and Change represented by Elizabeth Santiago: Profiling, complaints from local police departments. Did not receive any complaints about the Sheriff's Office.

Chiku Awali Represented by Alexandreena Dixon: Areas that have problems.

H. Understanding of Diversion Programs related to the Rockland County Sheriff's Office

Catholic Church of Rockland represented by Msgr. Emmet R. Nevin: Declined to comment.
Center for safety and Change represented by Elizabeth Santiago: Programs created for youth to keep them out of jail. Programs to prevent crime and therefore to arrest and incarcerate people. Community programs. It would be great if we could train law enforcement about the non-profits in the county that can act as diversion programs.

Chiku Awali Represented by Alexandreena Dixon: Trying to keep people out of the system. The community needs to be informed of what programs exist.

I. Understanding of Restorative Justice implemented by the Rockland County Sheriff's Office

Catholic Church of Rockland represented by Msgr. Emmet R. Nevin: Intervening in a situation for example in a domestic violence call and refer to other agencies that can help resolve the problem. Calming people down so that Police officers don't have to make an arrest.

Center for safety and Change represented by Elizabeth Santiago: No Comment

Chiku Awali Represented by Alexandreena Dixon: No comment.

Recommendations from the Community Organizations:

Catholic Church of Rockland represented by Msgr. Emmet R. Nevin:

- Religious leaders should have more dialogue in regard to tolerance to fight discrimination on all levels. That is something that we try to preach on in the church. Police are sensitive to that. I am not sure that we can make them more sensitive.
- Continue providing their many services to the community. Continue to support to the local police department since there may be services that local PD's can't afford.

Center for safety and Change represented by Elizabeth Santiago

- There has to be a willingness to listen to victim advocates. Also a willingness to listen to the victim no matter what they look like and what they say. There should be no reason for a victim to have to have an advocate. Law enforcement should be listening to the victims without an advocate having to be there and assist when needed.
- The two top issues that exist are: 1. Recognizing bias and racism exist. Create and come up with solutions and get to the root of the problem. 2. Acknowledge that there is systemic racism.
- There should be transparency and accountability.

Chiku Awali Represented by Alexandreena Dixon

- Rockland County Sheriff Office should be trained and versed in Cultural Humility. When you are humble you understand the reason behind people's actions and can understand better what their needs are.
- Show more humanity. The police going in to help can be uplifting, and this makes change possible.
- There should be more social workers and community workers to assist with situations.
- Make sure that the Sheriff's Office has the support that they need.

Stakeholder's views, thoughts on policing and the Rockland County Sheriff Office:

Findings from the Stakeholders:

The majority of the community organizations interviewed were neither able to identify the ways the Rockland County Sheriff's Office operates within the county nor identify community programs the Sheriff's Office offers. As direct interaction between participants from community organizations and the Rockland County Sheriff's Office is limited, commentary included seeing the Sheriff's Office riding horses, providing mutual aid at accident scenes, and participating in parades. Participants from community organizations knew more about local police departments so it was necessary to explain the differences between local law enforcement and the Sheriff's Office to each participant. Stakeholder, Julia Thompson reports that the primary differences between the Sheriff's Office and local law enforcement are in the areas of jurisdiction and responsibility. She continues that the Sheriff's Office has jurisdiction over the entire county and their purview generally includes maintaining county jails, providing court security in the county, serving court papers, warrants, and enforcing civil law within the jurisdiction.

Respondents maintained concern regarding the amount of de-escalation training specific to mental health, substance use disorders, and disabilities received by law enforcement officers. Due to the amount of training, use of force may be used more frequently than necessary when dealing with situations involving individuals living with mental health conditions, disabilities, and substance use disorders. Further, respondents maintain that due to implicit bias and hot-spot policing practices, people of color and individuals who are culturally diverse have disproportionately greater contacts with police. In the areas of procedural justice, use of force, and implicit bias respectively, it was communicated that there is a lack of trust with police and the Sheriff's Office, lack of police and sheriff visibility and accountability in the community, lack of recognition of historical oppression/harm, lack of training, accountability, tracking and reporting, reactive police response instead of preventive police response, absence of body cameras on officers, and lack of training, transparency, and honest conversation. In the areas of diversion programs and restorative justice, respondents knew little of nothing about what these programs do. Knowledge of existing programs offered by the Sheriff's Office was very limited across all community organization representatives. For example, the internship program for young people, summer camp tuition assistance, car seat installation programs, and senior programs help build trust between the community and the Sheriff's Office.

Recommendations from the Stakeholders:

Recommendations are as follows:

- Increase public knowledge of community programs offered by the Rockland County Sheriff's Office.
- Expanding the Crisis Intervention Unit (teams of qualified mental health, health professionals, and first responders, i.e., social workers, law enforcement officers, nurses, emergency medical technicians, paramedics, immigration workers) to answer 911 calls and de-escalate tense situations.
- Create a unified code of rules and regulations for sensitivity training for new and seasoned officers to address biases, operating procedures, and toxic interactions.
- Foot patrols is an extremely effective tool for our downtown areas. Parking a patrol car signals a police presence in the area acting alone as a potential deterrent. The same officers on the beat can foster a personal relationship and a comfort zone for residents to confide in.
- The Sheriff's summer camp program should be looked at for additional economic resources to expand the number of participants. Police cadet programs and sporting event sponsorship's, such as a trip to a Yankee or Met, game is very community oriented. All of these should be aimed and tailored towards the most economically disadvantaged.
- From a technical standpoint of training, when a vehicle is involved in an incident there have been many situations where shots are fired as the vehicle attempts to flee. Depending on the offense it may be prudent to let the vehicle leave if it has been identified to avoid and minimize confrontation, allowing the matter to be addressed later when cooler heads can prevail. The same may be looked at for individuals if they are known to the officers. Executing no knock warrants when the suspect can be apprehended coming out of the house, if possible, is always much better.
- As far as police complaints go, depending on the nature of the complaint, perhaps removing a patrol officer and assigning them internally until they can effectively correct their issues would be a good first step, but there has to be some type of discipline attached and training to correct the deficiencies. Early intervention is a key component.
- Mental wellness is additionally important to try to minimize the stress of the job. Using retired officers as mentors and as confidential resources outside the job may be an area that might be helpful.
- Using mental health professionals and social workers for certain situations with police back-up not on the scene is a constant theme throughout policing reinvention. There are models out there of successful programs which would have to be studied and designed for each department to save manpower while at the same time deescalating situations or preventing them from escalating.
- Training for police and the sheriff's Office should include sensitivity training regarding religious cultural practices.
- When possible, female officers should be dispatched to respond to arrests of female suspects.
- Increase the number of Yiddish speaking officers where applicable.
- Ensure accreditation for all police departments.

- Listen to and believe black and brown people. They know best what they need and what is really going on.
- Make sure that civilians have access to officers who speak their language so that they can be informed of their rights and other resources.
- I suggest that this report include jails and corrections as well as a look at the role of the Sheriff's Office in those areas. I believe that in the report we should look at whether inmates have full access to free healthcare, education, mental health services and reintegration programs such as the Drama Free Arts and Education program. Access to all of those services would ensure that inmates can return to their communities with the tools they need for success.
- Increase community policing efforts to include meeting with various community groups on a regular basis which will increase verbal de-escalation efficacy, control events, and any crises.

NYS POLICE REFORM AND REINVENTION COLLABORATIVE

Grant Valentine Chair

WORKING GROUP # 2,

Part II. Employing Smart and Effective Policing Standards and Strategies

1. Procedural Justice and Community Policing
2. Law Enforcement Strategies to Reduce Racial Disparities and Build Trust
3. Community Engagement

STAKEHOLDERS: Jnanayoga Gross, Raymond Florida, Renada Lewis, Julia Thompson, Charles Faciglia, William Barbera, Tracie Florida, Raymond Caliman, Mona Montal

Information gathered in regard to Governor's mandate on pages 22-50 of the guidelines.

Community Public Forum Schedule for Working Group # 2:

Wednesday October 14

Catholic Church of Rockland represented by Msgr. Emmet R. Nevin

Center for Safety and Change represented by Elizabeth Santiago

Chiku Awali represented by Alexandreena Dixon

Wednesday October 21

Bridges represented by Zack Masters, ADA Coordinator and Community Educator.

Bridges, formerly Rockland Independent Living Center, offers support, advocacy, and provides information and referrals. Bridges helps people become part of a universally accessible society and overcome barriers. Bridges Integration Services Department helps people with justice involvement coming out of correctional facilities reintegrate into society. The Alternatives to Incarceration program tries to stop recidivism.

Rotary Club of Spring Valley- opted out

Parents Families/Friends of Lesbians and Gays- opted out

Piermont Police Athletic League (PAL) represented by Tahlaad Mahboeb, Director of the PAL of Piermont. The PAL is a community center in Piermont which holds multiple programs for youth, i.e., basketball, boxing, and community service. It is considered a crime prevention program and a liaison to the community.

Wednesday October 28

Nyack NAACP represented by Louis Alvin Carter, Sean Stanly, Dr. Francis Pratt. The Nyack NAACP was founded in 1928. Since its inception, the Nyack Branch has remained vigilant in the struggle for freedom and justice and has acquired significant gains in education, youth work, housing, health, civic engagement and economic development. The Branch also has a great record for addressing education inequities, voting rights, housing discrimination, and racial profiling. The Nyack chapter Clarkstown, Haverstraw, Stony Point, and Orangetown.

The Rockland Coalition to End the New Jim Crow (RCENJC) represented by Claudette Green, Terri Thal, and Gabrielle Hamilton. RCENJC works to end the use of the criminal justice system as a tool of racial oppression, and to eliminate the entrenched racism that has allowed a new system of oppression and segregation to form in the wake of each successful campaign for racial equality in our society.

Black Women Veterans Association- opted out

Stony Point Police Department- opted out

NYS POLICE REFORM AND REINVENTION COLLABORATIVE

Findings from the Community Organization interviewed by this Work Group:

A. General views of Policing as well as Policing by the Rockland County Sheriff's Office

Bridges: Local police departments have been viewed as receptive and supportive regarding suggestions about disability training. It is important for all police departments and agencies to remember that some individuals are “triggered” when they see people in positions of authority approaching them. In some cases, authority figures may create a heightened sense of tension within the individual. Some people need to be guided and coached on how to deal with law enforcement interactions and what steps they need to take. To assist both law enforcement and the individual, some people carry cards which describe the kinds of conditions they have, especially if they are non-verbal or a situation impacts their ability to communicate. Bridges has provided police departments with universal communication cards that police can carry. It is always important to continue to participate in cultural competency trainings; disabilities are unique to each individual even if they share the same diagnosis. Sheriff's Office contacts are exclusive to Bridges Integration Source Department that deal with people on probation or parole.

PAL of Piermont: Most interactions are through the Police Chief of Piermont, but the Sheriff's Office has been very supportive. Officers have come into the PAL to train in self-defense.

Nyack NAACP: During this climate, things have heightened in the community. Representatives from the Nyack NAACP have not had many personal interactions with police in Rockland County or the Sheriff's Office. Those few encounters were remarked to have been positive. Collectively speaking, black men in America have had negative experiences with police. Ideally, we want to bridge the gap, and encourage positive lines of communication between the community and police. It is important that police are visible in the communities and that they show activity other than police activity. There are no identified issues with Sheriff's Office or any other police department specifically.

B. Understanding of Use of Force and how it is used by the Rockland County Sheriff's Office. *The authority for Use of Force is derived from the 4th Amendment of the U.S. Constitution. Use of Force is the amount of force necessary for officers to mitigate an incident, make an arrest, or protect themselves or others from harm. It is the amount of force that is objectively reasonable under the circumstances for the officer involved to effect an arrest, prevent an escape, or in self-defense of themselves or others.*

Bridges: Globally, use of force is difficult to manage and restraining someone who is trying to be physically expressive can exacerbate a situation. Managing a mental health crisis while also trying to maintain officer safety is difficult. This is why it is essential to continue to provide law enforcement officers with mental health and behavioral health training as this will assist them with handling dynamic situations. Use of force involving the Rockland County Sheriff's Office has not been a known issue for clients of Bridges.

PAL of Piermont: Officers have to protect themselves and be observant. More training is needed to increase observation skills and situational awareness. Verbal de-escalation should always be attempted; police officers should try to understand what the other person is feeling and try to take control of the situation.

Nyack NAACP: There have been two observed instances of excessive force by town police during which the individuals were cuffed then pepper sprayed. The decision to use pepper spray also impacted bystanders. If a police officer feels threatened in any way, based on their training, and depending on how threatened they feel, use of force may be pepper spray, firearm, or night stick.

C. General views of Community Policing as well as Community Policing by the Rockland County Sheriff's Office

Bridges: Community policing has led to some successful outcomes. Continued and increased communication between police and the community is beneficial.

PAL of Piermont: Piermont Police officers are very community oriented; they know the people and interact with the community. The Sheriff's Office has a broader scope of operations.

Nyack NAACP: Through the PAL there is more opportunity for positive interactions between police and community youth. More PAL would bridge the gap between the community and the officers. The increased interaction may possibly reduce the use of force in future police interactions and increase the efficacy of verbal de-escalation.

D. Understanding of Implicit Bias within policing as well as the Rockland County Sheriff's Office

Bridges: Individuals with disabilities deserve to be treated as adults. To treat an adult as anything less due to their disability is a less respectful way of communicating with them.

PAL of Piermont: It is important to take every situation case by case and look at things with a clean slate.

Nyack NAACP: Judgments based on someone's presentation (i.e., what they look like, what they are wearing). Overall, with the police climate in recent years, depending on what you look like and where you go will yield varying degrees of harassment by police.

E. Understanding of Procedural Justice and its implementation by the Rockland County Sheriff's Office. *The four pillars are: Listen, Be fair, Be respectful and Trustworthiness.*

Bridges has more interactions with local police departments than the Rockland County Sheriff's Office.

PAL of Piermont: Mutual respect.

Nyack NAACP: There are no observable interactions between community and police.

F. Understanding of De-Escalation within policing as well as the Rockland County Sheriff's Office. *De-escalation is tied to the principal that an officer should exhaust all available methods of resolving a situation before using force. Respect and dignity are the foundation of being able to de-escalate.*

Bridges: As there is potential for a range of situations which could involve the need for de-escalating individuals with disabilities, continued awareness training

of the types of disabilities law enforcement officers may encounter and appropriate de-escalation techniques, is essential. Disabilities may manifest differently in each individual. Having a dialogue between someone with a disability and the police is helpful, so that the police can ask the person what they can do to support them in a crisis. We must keep an open mind and draw on other community resources.

Nyack NAACP: There have not been any observed de-escalation scenarios.

- G. Understanding of Hot-Spot Policing implemented by the Rockland County Sheriff's Office. *These are parts of the county where a large number of crimes occur. Hot Spot policing is a concentrated effort to strict enforcement to disrupt and deter crime from these areas.*

Bridges does not encounter hot-spot policing.

PAL of Piermont: This type of policing includes observations, not making assumptions, being aware of the environment. Utilizing effective communication is integral for self-protection.

Nyack NAACP: This type of policing identifies high drug areas, and high drug-trafficking areas; police presence is usually augmented in these areas. There is inquiry as to how many of these hot-spots are in Clarkstown.

- H. Understanding of Diversion Programs related to the Rockland County Sheriff's Office. *Defendants are diverted away from incarceration and put in programs that might deal with the underlying issues like counseling, substance abuse/alcohol treatment. There also other programs like community service, D-Cat Program, Drug Court and Family Treatment Court. The goal of diversion is to help the offender identify and resolve their underlying issues.*

Bridges is very supportive of diversion programs, especially for someone with a disability who may not be equipped to deal with someone from the criminal justice system. Bridges help create more pathways for people to be successful.

PAL of Piermont: Diversion programs look at alternatives, like community service. It is important for the community to know these programs exist so they can get people help and offer them resources.

NAACP Nyack: Not much diversion is utilized in Haverstraw, Nyack or Spring Valley.

- I. Understanding of Restorative Justice implemented by the Rockland County Sheriff's Office. *This is a process wherein the victim, the offender and the community member meet to discuss the appropriate punishment for an offense. Restorative justice repairs the harm caused by the crime.*

Bridges representative was not able to respond to the specific question as it relates to the context of their services. However, Bridges representative suggests that creating ways for people to communicate effectively to the best of their ability and having options for the police department and the community to maintain communication would be best.

Nyack NAACP: It seems to be in place by police departments, respondents have witnessed it in action and feel it benefits individuals involved as well as the community.

Recommendations from the Community Organizations:

Bridges recommends regular and on-going education on disability awareness and community strategies in understanding disabilities. Continued awareness training of the types of disabilities law enforcement officers may encounter and appropriate de-escalation techniques, is essential. Practice communicating and interacting with people who have disabilities is also recommended.

PAL of Piermont maintains that the Rockland County Sheriff's Office is approachable and community oriented. They break down barriers and the public should look at them as individuals. Officer health and well-being is very important and they need to keep themselves healthy; physical health yields mental health.

Nyack NAACP recommends increased community policing as well as augmentation of the Police Athletic League programs. Respondents maintain that if the relationship between the police and the community was intact and continually developed, use of force would be reduced, and de-escalation practices would likely be more successful.

Additional recommendations are as follows:

- Create more Police Athletic League Programs across the county to build trust with law enforcement officers.
- Demilitarize police departments by returning weapons like, tanks, drones, armor, etc., to the government.
- Merge police departments with more than one and use funds to hire mental health staff;
- New officers should ideally live in the community they serve and the method of promotion needs to be revised in order to correct the disparities in hiring and promotional practices.
- Create a Civilian Oversight Board with the power to review investigative findings of Internal Affairs Bureaus, to conduct their own investigations, and to leverage investigative tools.

Stakeholder's views, thoughts on policing and the Rockland County Sheriff Office:

**The Rockland County District Attorney's office has opted out of submitting a report on the testimony from the forums; they are also opting out of providing a statement on the Rockland County Sheriff's Office and policing.*

Findings from the Stakeholders:

The majority of the community organizations interviewed were neither able to identify the ways the Rockland County Sheriff's Office operates within the county nor identify community programs the Sheriff's Office offers. As direct interaction between participants from community organizations and the Rockland County Sheriff's Office is limited, commentary included seeing the Sheriff's Office riding horses, providing mutual aid at accident scenes, and participating in parades. Participants from community organizations knew more about local police departments so it was necessary to explain the differences between local law enforcement and the Sheriff's Office to each participant. One of the stakeholders reports that the primary differences between the Sheriff's Office and local law enforcement are in the areas of jurisdiction and responsibility. She continues that the Sheriff's Office has jurisdiction over the entire county and their purview generally includes maintaining county jails, providing court security in the county, serving court papers, warrants, and enforcing civil law within the jurisdiction.

Respondents maintained concern regarding the amount of de-escalation training specific to mental health, substance use disorders, and disabilities received by law enforcement officers. Due to the amount of training, use of force may be used more frequently than necessary when dealing with situations involving individuals living with mental health conditions, disabilities, and substance use disorders. Further, respondents maintain that due to implicit bias and hot-spot policing practices, people of color and individuals who are culturally diverse have disproportionately greater contacts with police. In the areas of procedural justice, use of force, and implicit bias respectively, it was communicated that there is a lack of trust with police and the Sheriff's Office, lack of police and sheriff visibility and accountability in the community, lack of recognition of historical oppression/harm, lack of training, accountability, tracking and reporting, reactive police response instead of preventive police response, absence of body cameras on officers, and lack of training, transparency, and honest conversation. In the areas of diversion programs and restorative justice, respondents acknowledged the existing programs were essential when they were told about the programs the Rockland County Sheriff's Office offered. Knowledge of existing programs offered by the Sheriff's Office was very limited across all community organization representatives. For example, the internship program for young people, summer camp tuition assistance, car seat installation programs, and senior programs help build trust between the community and the Sheriff's Office. As with the religious communities, community program respondents indicated that they did not want an increase in crime.

Additional findings from stakeholders are as follows:

- De-escalation is repeatedly taught to recruits as well as on-going training during in-service classes.
- Implicit bias is bias that we all have. We make preconceived judgements of others. An unconscious association or feeling, even when these are contrary to one's conscious or declared beliefs.

- There are no Hot Spots on County property. The Sheriff's Office will assist local agencies when requested to help reduce crime in these areas. The Sheriff's Office assist at the request of the local police. State initiative – Blue and Grey Gun Enforcement. This is a strict initiative to target gun violence. Sheriff's, State Police and local Police all work together to take illegal guns off the street.
- Spring Valley and North Rockland Youth Academy, TRIAD, CPS (Car Seats), Driving Simulator, Internship Program, Operation Medicine cabinet, Silver Alert, Project Life Saver, School presentations, Boy Scout/Girl Scout tours, Summer camp, Marine Unit with boaters and more are examples of the existing community programs offered by the Sheriff's Office.
- The duty to intervene is taught at the Police academy. Role players act inappropriately (use too much force) to test to see if the recruit will step in to stop the action. If any recruit fails to act, they are retrained in this area.
- Annual trainings included are de-escalation techniques. This is the principal that the officer try to exhaust all available methods of resolving a situation before using force. The most current policy is up on the Sheriff's Office website. Use of Force guidelines that the Sheriff's Office follows are outlined by NY state law. For transparency, the Sheriff's Office posts the definitions on their website, by the laws are continually changing.

Recommendations from the Stakeholders:

Recommendations are as follows:

- Increasing public knowledge of community programs offered by the Rockland County Sheriff's Office.
- Expanding the Crisis Intervention Unit (teams of qualified mental health, health professionals, and first responders, i.e., social workers, law enforcement officers, nurses, emergency medical technicians, paramedics, immigration workers) to answer 911 calls and de-escalate tense situations.
- Create a unified code of rules and regulations for sensitivity training for new and seasoned officers to address biases, operating procedures, and toxic interactions.
- Foot patrols is an extremely effective tool for our downtown areas. Parking a patrol car signals a police presence in the area acting alone as a potential deterrent. The same officers on the beat can foster a personal relationship and a comfort zone for residents to confide in.
- The Sheriff's summer camp program should be looked at for additional economic resources to expand the number of participants. Police cadet programs and sporting event sponsorship's, such as a trip to a Yankee or Met, game is very community oriented. All of these should be aimed and tailored towards the most economically disadvantaged.
- From a technical standpoint of training, when a vehicle is involved in an incident there have been many situations where shots are fired as the vehicle attempts to flee. Depending on the offense it may be prudent to let the vehicle leave if it has been identified to avoid and minimize confrontation, allowing the matter to be addressed later when cooler heads can prevail. The same may be looked at for individuals if they are known to the officers. Executing no knock warrants when the suspect can be apprehended coming out of the house, if possible, is always much better.
- As far as police complaints go, depending on the nature of the complaint, perhaps removing a patrol officer and assigning them internally until they can effectively correct their issues would be a good first step, but there has to be some type of discipline attached and training to correct the deficiencies. Early intervention is a key component.
- Mental wellness is additionally important to try to minimize the stress of the job. Using retired officers as mentors and as confidential resources outside the job may be an area that might be helpful.
- Using mental health professionals and social workers for certain situations with police back-up not on the scene is a constant theme throughout policing reinvention. There are models out there of successful programs which would have to be studied and designed for each department to save manpower while at the same time deescalating situations or preventing them from escalating.
- Training for police and the sheriff's Office should include sensitivity training regarding religious cultural practices.
- When possible, female officers should be dispatched to respond to arrests of female suspects.
- Increase the number of Yiddish speaking officers where applicable.
- Ensure accreditation for all police departments.

- Increase community policing efforts to include meeting with various community groups on a regular basis which will increase verbal de-escalation efficacy, control events, and any crises.
- Restorative Justice was first used in Rockland in the Village of Haverstraw with then DA Thomas Zugibe. This practice should be reinstated.
- The Sheriff's Office trains their officers in this principal. There is always room for improvement and the Sheriff's Office is demonstrating this by convening these panels and hearing directly from the public. The Sheriff's Office has one Spanish-speaking sergeant who does train-the-trainer and they looking to include others when the courts becomes available.
- Police officers should not show bias to the people who live in the community; they should serve and protect the whole community.
- Police officers should wear body cameras and have them on at all times, both for their protection and the protection of the community.
- Instead of defunding police departments, increase the training of the police officers. Divert or reallocate monies used for purchase of vehicles for riot control and swat vehicles to increased training for police in the areas of sensitivity (i.e., for people of color as well as other groups of people who they serve).
- During police training, trainers should be looking for signs of inherent racism in their cadets. During training and in social gatherings, there is opportunity to identify this inherent racism.
- The book, And Don't Call Me A Racist!, by Ella Mazel, should be incorporated into training as it provides good insight into systemic racism that people of color have had to endure all their lives.
- As racial bias develops long before a candidate is selected for uniformed police service, it is essential that during the psychological evaluation/fitness test, candidates be evaluated for racial bias (once a weapon and a badge is assigned, the individual with unidentified and unaddressed racial bias may not have the ability to police and intervene without bias.)
- Black Lives Matter (BLM) is not and was not designed to disregard any other person, it was designed to bring attention to the fact that black men and people of color are being shot and killed by police unnecessarily. These incidents have not occurred in Rockland County, but the potential is there.
- 911 has been in use for years as the go to number to dial if someone needs help, the use of this line will never go away so the dispatcher, or the person on the other end of the 911 line has to be sensitive to the needs of the caller. 911 calls are best handled by trained emergency dispatch professionals to be able to assess a call and send the right personnel to a situation. There may be barriers to effective identification of the presenting issue or chief complaint because many persons may not be able to express themselves well enough in tense and high stress situations.
- Emergency Medical Technicians, Paramedics, Firemen, and mental health first responders should not be sent out to assess situations which could potentially turn into a violent situation; these first responders should not be put in this type of a situation.

- Police officers should be trained to de-escalate situations, not have to watch other first responders on scene who have no body armor, bullet proof vests, etc.
- Police should respond to mental health calls.
- Police should respond to substance use calls as they are trained to provide life saving interventions to individual who may have overdosed.
- Police should respond to homeless individuals and be able to contact the proper agency.
- Community outreach will not be effective until there is a comprehensive program to remove illegal weapons off the streets. At the least, there need to be programs which will control the sale of illegal weapons sold to street gangs across state lines.
- Law enforcement in school settings should be visible but not as a truant officer interacting with a child who may be experiencing a problem. The teacher should be able to control the situation and students should not be permitted to control the class. There are systems in place for teachers, through trained teachers to handle their classroom.
- Police should not be defunded, when that happens quality policing is reduced.
- As a mental health professional specializing in crisis counseling, it has been my experience that an established relationship between the client and a police officer has optimized client interaction with team members as well as increased voluntary compliance with referrals to higher levels of care.
- It is essential for mental health professionals and police departments to work together to meet the psychosocial needs of the Rockland County community, and neither the police departments nor the mental health agencies should be encouraged to work exclusively from the other.
- There have been situations during mobile crisis responses, that the identified client is either significantly altered secondary to substances or floridly psychotic, for example. In these instances, if the identified client is acting with aggression or is posing an immediate danger to themselves or others, verbal de-escalation techniques may not work due to their psychosis or impairment. It is important that both law enforcement officers and mental health professionals know and be comfortable with their respective areas of expertise. It is unreasonable to anticipate and expect that one entity be an expert in all issues; there are matters that can be safely handled by police, and there are matters that can be best handled by mental health professionals.
- More funding for CIT and mobile mental health teams.

References

1. Data the Working Group used to examine the RC Sheriff's Office
 - a. Sheriff's Annual report
 - b. RCSO website

NYS POLICE REFORM AND REINVENTION COLLABORATIVE

L'Tanya Watkins, Co-Chair

WORKING GROUP # 3

STAKEHOLDERS: Dr. Syed Ali(Co-Leader), Elizabeth Santiago(Co-Leader), Alden Wolfe, Jill King, Tanya Gayle, Esq., Susan I. Pickman, and Dr. Michael Baston.

***Working Group 3:
Fostering Community Orientated Leadership
Cultural and Accountability***

Information gathered with regards to Governor Cuomo's mandate on Pages 51-57 of the guidelines.

Stakeholders: Dr. Syed Ali(Co-Leader), Elizabeth Santiago(Co-Leader), Alden Wolfe, Jill King, Tanya Gayle, Esq., Susan I. Pickman, and Dr. Michael Baston.

WORKING GROUP 3

Police accountability: Law enforcement is an essential part of our society hence it must maintain its integrity and work ethic. To ensure a high standard of efficiency the performance of the police officer and then the entire force hinges on the level of training, supervision and leadership. A police officer is always the face of the department he or she is part of and vice versa. The evolution of police is also the story of society and its progression over time. Since we have had a fractious history as citizens our police departments have carried those scars through its journey and has had few very long-lasting effects. Racism is one such deep scar.

Even though we have come a long way in policing reform with diversification and better training tools we still have a long way to go. Present climate of lack of confidence in our police is proof of that. Police training needs to be more targeted on the role of police and the impact of their presence in public. Hiring police officers from the regions which comprise the jurisdiction of the area should be a key steppingstone of building any police department. In this effort a model of service should be incorporated in the public education system from elementary level onwards and a mutual trust and respect should be built in the community. Police officers who grow up in a community will have more personal stake in that community and will work above the call of duty to preserve the harmony of its people. By incorporating the civic duty sense in a young generation can reap unmeasurable benefits. Once a police department has majority of its members who are deeply rooted in the same community which they help safe and protect a true sense of a community policing structure will begin to emerge. Such a law enforcement department would benefit if it trained its member with value of The Constitution in every person's life and the true meaning of Pursuit of Happiness.

Such an exemplary law enforcement will be an investment for any community and marquee of its commitment to Equal Rights under the Law. And like any valued investment maintaining its true value will not be an easy task. This standard can only be achieved once the law enforcement agency holds its members to an unparalleled ethic and morality standard. You cannot be accepted to uphold the law unless you yourself can be a model of it. Such a law enforcement

department should not shy away from a constant self-analysis and a strict and transparent disciplinary structure. This structure of review MUST include the members of the community so confidence in the public service can always be maintained. A lack of this practice can directly be linked to shattering of the civil harmony and to a direct path to unrest. The job of a law enforcement officer is of such importance in our society that when a member compromises that trust the community suffers with deep hurt and distrust, especially when a member of the law enforcement exerts unnecessary or in worse scenario unjustifiable force the harm to public trust can be long lasting even permanent. The one remedy to an unfortunate incident is to have a strict implementation of departmental policy with adequate supervision and accountability. It cannot be emphasized enough how important the community and agency partnership can be at a time like this. If the accountability process includes the entire work history including all evaluations including psychological and performance of a member then and ONLY, then an appropriate response can be given to the public so order and trust can be maintained.

This process must exercise a 360-degree clear visibility approach, which means nothing should be hidden or concealed to truly value the trust of the citizens. The law enforcement agency should welcome this approach to keep its integrity in the eyes of the community and should never resist to examine the actions of its members how senior they might be in the department.

All due process angles must be adhered to and no one person's Rights should be compromised. The community represented arm of this overseeing entity must never bear any political pressure, their position should NOT be of an appointment one, but of a duly elected one. They should stand on their personal merits within the community so they can also be accountable to their peers. This position should be parallel to that of a town or village trustee with oversight on the budget of the agency and should be sought on a true volunteer basis. It should be limited to a two-year term service with maximum of three terms. This will also ensure public confidence and give the opportunity to other members of community to be part of this process. The budget oversight is a key component of this process to grant integrity and effectiveness in the eyes of the tax paying community. Any accountability process should be not rushed but at the same time it cannot be too delayed to act counter effective in its own purpose. Since there might be sensitive information involving individuals or groups all members of the Police Accountability Response (PAR) should be sworn-in for each incident, hearing or session. No member of the Response group can EVER be allowed to benefit from the information obtained from this process at any point, in case some might see this as an opportunity to narrate in a medium of their choosing, to profit monetarily or emotionally.

Community Relations: One of the glaring realities of protests of police or law enforcement have been that it brings out personal experience of most of the folks and gives the impression of anger, hate and violence. Its only at that time that the resentment and disapproval towards law enforcement seeps through and appears to overshadow the actual grievance. Ask yourself why that is, is it because we were neglectful towards our own experiences and tend to devalue our

own pain? Or we can only voice our discontent when an event has taken place that shatters our threshold of personal pain and suddenly a movement has taken place in the ether and our senses alert us to pay attention. I believe such events have now occurred, they have repeatedly occurred in the form George Floyd, Breana Taylor, Eric Garner, and countless others. Our senses are finding it unbearable to go on without action. This action in the case law enforcement malpractice is to establish Community Policing as a norm in the annals of every department of our country. Cops knowing the names of people on their beat, knowing the kids on their patrol, knowing the business owners and their concerns, knowing neighborhood activities, and helping in making them happen with ease and joy.

Sounds like a tall order, but it is not a utopian fable. As a human race it is in our nature to introduce ourselves and seek mutual respect. We are in that way by the choice of our Creator. All we need to do is harness that true feeling and put it to work.

Our goal should be to make our law enforcement agencies in the mold of our kinder, honest, courageous, loyal, and efficient selves. We should not only demand these qualities but learn to expect them. We should make sure that our law enforcement members and we feel one in the community, mutually respecting our positions in society. Reaching out and introducing ourselves should be easy since it is in our mechanics. Having neighborhood gathering with police officers should be a staple like the fireworks on the fourth of July. This harmony can only bare goodness and prosperity. This example of citizenship can only create a good outlook for our future generations.

Youth engagement: Since the dawn of humanity our species have cherished, nurtured, and safeguarded our young. We tend to give them the best we can muster with our abilities. We perceive them to be our future, our extension, and our better versions. It is because of this very real perception that we work hard in our lives and endure much of life's calamities and refuse to settle below our capacity. These hardened facts are the very reason that our youth should be part of our very essential aspect of the society, the law enforcement. We should have ongoing engagement programs within our law enforcement infrastructure and our youth. There is an utter need of law enforcement base volunteer programs that raises the level of awareness in our youth and at the same time brings the law enforcement closer to our youth to help understand their needs and culture. Mutual respect should be a focal point of this relationship, both sides should develop an understanding that they are part of each other. Law enforcement should enable the young teenagers to understand policing and should create a reward system for the youth. Law enforcement should encourage community relationship and do volunteer events with senior citizens and the less fortunate involving the youth. Programs like visiting nursing homes, helping in food banks and shelters. Participating youth should be awarded volunteer service medals and certificates which should add to a young person's college application with notable scholarships for extra ordinary volunteer acts.

Police officers and youth going to baseball, football, and sporting events together. How much fun can jointly organized events like picnics and carnivals of law enforcement and youth can be for the parents and family.

WORKING GROUP #3 ADDENDUM:

MINUTES FROM MEETINGS

Recommendations:

1. WG #3 recommends Police Accountability with a Task Force that has the ability to hold the police accountable. (See #3 also)
2. Police Force should have residency requirements that can increase community policing by the Police Officers being true members of the community.
3. There should a consistent regional formula for all police departments i.e. New York State should have one standard when it comes to accountability and transparency. PAR-Police Accountability Response.
4. Youth Engagement will increase also improve Police Community Relations. As an active, volunteer programs for kids in high school and/or college. Working with the police in the area of work within the community creating mutual respect and experience. All law enforcement including the Rockland County Sheriff Department officers should create.
5. Youth involvement in the community leadership as well. Give them the platform, create something for the Youth so they can change our society.
6. Committee that reviews procedures and operations for Law Enforcement would create a level of comfort. Similar to Civilian Complaint Review Board which is independent and has credibility to address
7. Community Management-communicating with people to address challenges and come up with solutions that the community develops.
8. Accountability must involve transparency within the Police.

Police Reform- Reinvention

Tuesday October 13, 2020

Group # 3

1900-2030

Attendance via Microsoft Meetings- L'Tanya Watkins, Phyllis Frank, Robert Van Cura, Jill King

Nyack Center – Kim Cross – Executive Director: This meeting was held jointly with working group 1 and the transcript appears earlier in the report.

Police Reform- Reinvention**Thursday October 15, 2020****Group #3****1900-200****Attendance:**

L'Tanya Watkins

Dr. Syed Ali

Dr. Susan Pickman

Alden Wolfe

Elizabeth Santiago

Tarik Greene

Jill King

Undersheriff Van Cura

Tony Decolyse

LW – There were no community groups available for tonight so we will take this opportunity to have a conversation with the 4 members of our working group on what the expectations are.

We are making phone calls, follow up phone calls and e-mails to make sure that people will appear at specific times.

Dr. Syed Ali and Elizabeth Santiago are co-chairs of this group. The sections we will be covering for group 3 are:

Fostering Community Orientated leadership, cultural and accountability.

We should basis of knowledge.

What does it mean to have community orientated leadership, cultural and accountability?

SA – My focus would be on the collaborative structure of this thing. Communities should be involved and know the leaders in the community. They should know how to communicate and pass along any concerns to law enforcement to create a very sound community policing aspect.

Everyone should have an understanding of their work and also have an understanding of how the community operates. There should be an awareness from both sides of the fence.

Cultural barriers that people are trying to overcome and have a healthy dialogue. There are gaps on both sides. It is good to have a dialogue in advance of community events so that the concerns can be presented upfront.

LW – There should be a relationship as well as respect between the community and law enforcement.

LW - When you hear how the police operate and you hear that phraseology; what is your understanding of what that means?

SP – When I was a patrol officer we used to go out and greet the people. There should be communication between the police and the community. For any celebration in the community, especially positive things, the police should be out and encouraging and intermingling to let the community know that they are supportive.

I don't think that there are two paths parts to this; the community and the police should be an involvement of everybody. The police should be part of the ongoing activities of the community, engaging with the community as a whole.

LW – A suggestion I make to people is that they should walk into their police department and introduce themselves. You don't want to meet the Chief of your police department when there is an incident in your neighborhood or your home.

There should be a leadership culture, understanding things that are happening in the community from a cultural perspective or event. So the police understand what is going on. It is not just religious or ethnic, it is the culture of the norm in the environment.

AW – We are a very diverse county. So many different communities. There has to be an understanding of the particular need of the community.

When you talk about the relationship between community and policing that community, it boils down to understanding.

LW – Tracking and identifying Use of Force and Misconduct.

We are talking about the Rockland County Sheriff's Office. I don't about the Sheriff's Office as law enforcement and absolutely they are. When we talk about how the Sheriff's Office tracks Use of Force and identifies misconduct what do you think about?

Is there a real thought process? The Sheriff's Office has a full-fledged police department within the Sheriff's Office.

AW – The police function is a very valuable function. There is a wide variety of support services that the Sheriff's Office give to other police departments in Rockland County. There is a county wide approach, and they serve all the communities.

ES – I turn to the Sheriff's Office when I need assistance at Safety and Change. When we need to brainstorm and are having trouble with local police, we turn to Chief Barbera to brainstorm strategies.

SA – People don't know the difference between local police and the Sheriff's Office. They don't have enough clarity. Something as to be done to create that understanding. The Sheriff's Office could come to communities and introduce themselves or reintroduce themselves.

SP – It would be useful to know how many complaints that the local police departments have had. We were told last week that the Sheriff's Office had four complaints between 2016-2020.

When complaints are registered, who doe the investigation to ensure that it is done to the maximum expertise?

How many sustained allegations are there as compared to those that were unfounded or sustained?

What is the process of a use of force complaint in the Sheriff's Office?

Tony DeColyse explained – There is a complaint process and policies and procedures. These are posted on the Sheriff's website, along with the complaint form. Community members can file by e-mail, U.S. mail, telephone, in person or even anonymous.

The complaint must go first to a first line supervisor, and he then presents it to the next level of command. It then goes to the Captain and the Chief who send an acknowledgement to the person filing within five days, telling them that the department is in receipt of the complaint and they are investigating it.

We then give it to a Lieutenant to investigate. He talks to witnesses and comes up with a conclusion and recommendation and gives it to the Captain to review. We see if there is any merit to the complaint. It is brought to the Chief and a final conclusion is given to the complainant in writing. We tell them if it is sustained and administrative action was taken or if it was unfounded.

We focus on how people are treated; with dignity and respect.

TW - What are citizen's options if the complaint is not sustained?

TD – They can appeal it and ask to meet with the Sheriff's Office.

TD- Use of Force – The authority comes from Article 35 of the NYS Penal Code and the 4th Amendment of the United States Constitution. Objective reasonableness.

When do we use force?

- To effect an arrest
- Prevent escape
- Defense of ourselves or others.

Two types of force: Physical and deadly

Four factors that govern force.

- Authorization
- Necessity
- Reasonableness
- Recklessness
- Use just the amount of force needed to neutralize the situation to resolve it.

Duty to intervene: is also in our policy. If another officer on the scene does not feel that the force is reasonable he has a duty to intervene and report it to a supervisor.

It is statewide and required by DCJS.

LW – The goal of this project is to have our concerns addressed in the report. We need to create a law enforcement in this county that we can be proud of.

Police Reform- Reinvention

Tuesday October 20, 2020

Group #1

1800-2000

Attendance:

L'Tanya Watkins, Cynthia Williams, Steve Gold, Marcos Munoz, Dennis Stoll

L'Tanya Watkins explain Executive Order 203. An examination and review of all police departments throughout New York State. In response to the police deaths throughout the country.

The Sheriff's Office and the community have to develop a plan and make recommendations.

Nathan Mungin III – Executive Director of the Martin Luther King Center.

The Center provides programs for adults, children and families in the community. Childcare, job placement, court ordered community service.

The Sheriff's Office interaction in the community is very limited unless there is a major operation such as a major drug bust.

LW – This is specific to policing, corrections is separate. It is run by the Sheriff's Office but is not part of this. We are dealing with the Sheriff's Office police division specifically.

NM – My community deals mostly with the corrections division of the Sheriff's Office.

People should not be physically and emotionally damaged after an interaction with the police.

CW- You mentioned you would like to see more community interaction. Could you explain?

NM – Let there be interaction with the community you are policing, as opposed to your inly interaction being to police the area.

LW – When the Sheriff’s Office shows up you know something big is going to happen.

MM – The Sheriff doesn’t have a foot post, their main job is county property.

LW – The community wants to see the She4ruff’s Department in their community.

MM – If they start walking the streets there will be clashes with other departments. The Sheriff does do events such as Ronald McDonald’s House

LW – What are your feelings on defunding the police? Can we move some resources away from the police?

NM – When we use the word defund, it gets twisted, that we are against the police. It is actually an alternate way to use money. How we can best allocate resources for preventative work.

CW – We use money for preventative work in the community. Do you think there is a role for social workers to answer some calls that they police now answer?

NM – There should be intervention before there is police interaction. Not all officers want to be involved with some of the calls they have to go out on.

LW – Are you familiar with the Behavioral Health Response Team?

NM – I have relatives in Spring Valley who deal drugs and I can’t talk to them because I am afraid that if I talk to them on the street and there is a bust, then I am going to be swept up with them. Maybe there is a way to intervene before things get out of hand.

Dennis Stoll gave a brief overview of the Sheriff's Office. What they do and what they are responsible for.

There are four divisions:

Corrections – Operates the jail

Communication – Operates the 911 Center

Civil – Serving court process

Police Division – Made up of uniform patrol unit and Bureau of Criminal Investigation (BCI)

Under the patrol unit there are specialized services. The Sheriff's Office has county wide jurisdiction. Primarily they patrol county property and facilities. They also assist the towns and village police departments in policing their communities. While we have jurisdiction we try not to duplicate services, but augment them.

One of the things that the Sheriff's Office has done to be cost efficient is provide a lot of services on a county wide basis, so that each of the nine town and villages don't have to have them.

Crime scene unit responds to crime scenes throughout the county to help agencies investigate crimes that have occurred.

Extraditions, bomb squad, K-9's, Fire Investigation, Polygraph operator, SWAT team, intelligence unit, computer crime unit, and oversees the Police Academy.

The Sheriff's Office is one of 158 agencies in New York State that is accredited by the New York State Division of Criminal Justice Services. It is also one of five Sheriff's Offices in New York State that has all of their Divisions Accredited.

JB Quinn – Representing the Jerrahi Mosque – Chestnut Ridge.

We are here to lend support, but I really don't have any suggestions. Racism is nothing new. It is not just going to go away.

CW – If you had goals for the Sheriff's Office, what would they be?

JBQ – Community Policing. A greater representation of minorities in police. Not defund, just reallocate resources.

CW – What kinds of calls are routed through 911 to Sheriff's Office?

DS – 911 calls from your home will go to the local police department. Cell phone 911 calls go to the Sheriff's Communication and then will be diverted back to the local police.

Paul Nagin – Executive Board Member of the Spring Valley NAACP

PN – This is all about establishing trust and legitimacy. You are presenting an upbeat view of the Sheriff's Office. I don't know if the community feels the same way. Maybe send out a questionnaire to the people of Spring Valley, what they think of the Sheriff's Office. Would be a great idea to have a Sheriff's Day at the MLK Cultural Center. It is incumbent on the Sheriff's Office to make things happen.

Lack of trust and what we can do to bridge the gap. The job of the police is to help me. People have to feel safe in the presence of the police.

CW – We have to help the police and the public so that there is not fear on both sides. The job of the police is to serve and protect. The calls we are making to the police should not be going to the police. A child will be treated differently in a white home as opposed to a black home by the police if they respond to a call of a child acting out.

Calvin Demetrius – President of the Spring Valley NAACP Young Adult Committee

It would be nice to know the police officers, so that if there is interaction you know them.

I have been hearing that it is a matter of accountability. Who do I go to if I have a negative incident? What steps do I take to make sure someone is held accountable if someone's rights have been violated?

There should be an annual event where police and community members come together. A police and community building event, we have a good relationship with our officers in our community.

CW – What percentage of training is allocated to de-escalation techniques as opposed to weapon training?

DS – All officers are required to attend refresher training at the academy that includes de-escalation.

NYS POLICE REFORM AND REINVENTION COLLABORATIVE

Kevin Barrett Co-Chair

WORKING GROUP # 4

STAKEHOLDERS: Denet Alexandre (co-leader), Dr. Ellen Chayet (co-leader), Wilbur Aldridge, Brian Campbell, Chris Finch, and Leslie Jordan d'Oronzio

Final Report and Recommendations from Working Group 4

III. Fostering Community-Oriented Leadership, Culture and Accountability (Part 2)

4. Citizen Oversight and Other External Accountability

5. Data, Technology and Transparency

Stakeholders: Denet Alexandre (co-leader), Dr. Ellen Chayet (co-leader), Wilbur Aldridge, Brian Campbell, Chris Finch, and Leslie Jordan d'Oronzio

Information gathered in regard to Governor's mandate on pages 64-81 of the guidelines.

Contents of Report

I. Introduction

- Overview and method
- Context of findings and recommendations
- Racism, systematic injustice, and policing
- Overall context

II. Findings and recommendations

- Questions 1 through 12 (appears on pp 64-81)
 - Citizen oversight and other external accountability
 - Data, technology and transparency

III. Limitations to the findings posed by the context of information gathering and recommendations

- Time constraints and recommendations
- Representativeness of public testimony, community leaders and recommendations
- Setting and recommendations

IV. Racism, systemic injustice, and policing and recommendations

Part I. Introduction

Overview and Method. Working Group 4 was tasked with 2 general areas that were carved out of Part III, Fostering Community-Oriented Leadership, Culture and Accountability. Our specific charge was to examine questions related to Citizen Oversight and Other External Accountability; and Data, Technology, and Transparency.¹ We organized the questions into areas of similarity, and group members were tasked with the responsibility for answering the questions and for

¹ These are found in pages 64-81 of the Governor's Guidelines.

making recommendations. Subsequently, the Core Stakeholders edited their findings, and highlighted recommendations for these areas. Everyone in the Working Group had the opportunity to review a draft report before we sent it to the next step in the process.

This final report represents the culmination of these efforts. Inasmuch as it will further benefit from a review after the Sheriff has had the opportunity to read the report and comment on the findings, we are asking for the opportunity to review the report again after the Sheriff has contributed his insight and perspective.

The information upon which this report was based is derived from several sources: 3 virtual community forums with leadership of various groups in Rockland County; 2 additional forums for interested individuals; the Sheriff's Office website; information received from the Sheriff's Office based on inquiries made by Working Group 4; and individual reviews of additional relevant information. As community stakeholders ourselves, we also contributed our analytic perspectives and insights.

Context of our findings and recommendations

Before we present our findings and recommendations, it is critical to briefly highlight some of our group's concerns about the information-gathering process. We feel strongly that these concerns, which directly relate to the quality and representativeness of the information we used to base our recommendations, must be reported in all versions of the final report, since they have direct implications for placing the report, its findings, and recommendations for reform in context. Most importantly, the broader context of systematic racial injustice, and the critical role played by the criminal justice system, was both the impetus for the reimagining policing initiative and is integral for understanding the findings and for making recommendations.

Racism, systemic injustice, and policing.

The killing of George Floyd and other people of color, and the consequent widespread national and global protests, was the catalyst for the Governor's Executive Order 203 that mandated this initiative.² The outcry has resulted in the acknowledgment that racial injustice and inequality, particularly against Blacks in America, is an issue that can no longer be ignored. Consequently, there's nearly unanimous consensus among Working Group IV stakeholders that our report would not take the spirit of the Executive Order into account if we glossed over the very circumstance that brought it into existence.

² In the Governor's own words, the order directly references Black Lives Matter, by seeking to "...eliminate racial inequities in policing..." and "...to develop practices to better address the particular needs of communities of color to promote public safety, improve community engagement, and foster trust." (EO 203)

We feel that the underlying theme of race, systemic racial injustice, inequality, and policing should be explicitly acknowledged and directly addressed within the review requested of law enforcement agencies across the State by the Governor. To not discuss these issues for Rockland County defeats the point of his directive. A more comprehensive treatment of racial injustice and the potentially consequential results for communities of color in their interactions with the criminal justice system is provided in Part IV of this report. Specific recommendations are also discussed.

Acknowledgement. We are indebted to the Tri-Chairs of the Rockland County Sheriff's Office Reimagining Reform Initiative, who were extremely helpful in assisting us with our issues, and in facilitating the gathering of information. The Sheriff's Office was also very responsive throughout to our requests for information.

We ask readers to please understand our report within the context described in the following paragraphs.

Overall context.

Specifically, we were concerned that the established parameters for obtaining information, and for community testimony, would produce a report that is not truly representative of the changes that our group deems as necessary within the Rockland County Sheriff's Office. These constraints are more critical given the imposed time limitations for producing the report (about a month to collect information, another month to write the report). These time constraints mean that there was little opportunity to address or ameliorate the process or any of our concerns. Three major areas of concern inform our recommendations: time constraints for producing the report; limited representativeness of public testimony; and the setting used for gathering information that likely impeded a free discourse (see Part III, which also makes several recommendations related to the context).

What this means is that, in promoting recommendations for reform that are not based on a more comprehensive pool of data, and non-constrained process for obtaining the information, dual recognitions need to accompany the report from Working Group 4:

1. We were constrained by the parameters imposed on us and *everyone* working on this initiative
2. We respect and understand the limitations inherent in the process. Our group's hope is that our recommendations serve as the springboard prerequisite to reforming and to fruitfully reimagining policing in our communities. ***We consider this report to be a foundational starting point for meaningful reform, and not the end of this process.***

Part II. Findings and recommendations

Overall, participants and the core stakeholders alike believe that a true collaboration between the police and citizens is the way forward for a just, equitable system of public safety and social and racial justice. The following recommendations are informed by this commitment.

Citizen Oversight and Other External Accountability

1. Does or should your department have some form of civilian oversight over misconduct investigations or policy reform?

It became quite clear very quickly into our citizen interviews that the public expressed very positive opinions of the Sheriff and its Police Division. However, when participants were asked specific questions about the Sheriff's Office, they did not have any knowledge of the scope of services, or exposure to any policies and protocols. But, when asked if they would like to have a forum to share sentiments on the police division of the Sheriff's Office, they were overwhelmingly in favor of a constructive and fair minded, solution-oriented civilian review board to investigate misconduct claims and to review policy reform.

Recommendation 1.1. We recommend that **two** distinct boards be established. One is a separate ***citizen's review board*** to investigate claims of misconduct, and the second, a ***policy reform board*** to review and recommend ongoing reforms to policing policies. These two review boards would consist of no fewer than three civilians and more appropriately, should make up a majority of the entire Board; and of course, Sheriff officers and/or supervisors. To the extent allowable, these Boards should also have subpoena power so they may call witnesses. Importantly, the findings of each Board should be reported/shared annually to the legislature for possible legislative action and made available to the public. This would increase transparency, thereby increasing the credibility of the Sheriff's Office and the Boards.

The selection of Board members has to be determined, perhaps using a combination of appointments and elections. It is essential that the Boards be bipartisan, to guard against allegations of politics playing a role in reviews or policy reforms. However, these Boards are constituted, it is critical that they are representative of the diversity of communities in Rockland County, include representatives from communities of color, and, to the extent possible, include members of activist groups such as Black Lives Matter and other stakeholders.

Finally, inasmuch as the Sheriff's Office has overlapping jurisdiction with the 10 other local police agencies in Rockland County, it will be critical for the Board discussions and findings to be regularly communicated to these other agencies. Perhaps the existing groups (for example, Rockland County Police Chiefs Association) can serve as an appropriate venue for this process.

Given that the Sheriff's Police Division has countywide jurisdiction, moving forward, it also might be useful to consider that any future police reform work be a collaborative effort.

2. Is there an easy, accessible and well-publicized process for members of the public to report complaints about police misconduct?

Transparency of policies and procedures in policing can continue to be demonstrated and improved. The community and public should have easier and more understandable access to statistics, analysis, and data related to complaints and resolutions by the Sheriff's Office. Community members interviewed were not aware of how to file a civilian complaint or access responses, reviews and remediation of complaints filed. Moreover, while the Working Group received a summary of the complaints and their resolution since 2018 (a total of 5 complaints), it is not clear whether this is easily available for civilian review.

The Sheriff's Office commented that currently, the complaint policy is accessible to the public through the Sheriff's Office website. Complaints can be initiated by calling or making an in-person report at Sheriff's Headquarters. The information is available in English, Spanish, Yiddish, French or Haitian Creole. During interviews with the community, it was recommended that complaints and resolutions to complaints should be made public and certainly accessible upon request and reported back to the complainant as to the outcome of the investigation. It was not made clear during these forums how the Sheriff's Office currently handles complaints and whether the public is made aware of the complaint along with the results of the investigation and ultimate resolution.

The Working Group accessed the Sheriff's Office website to determine the accessibility of the complaint process and concluded that transparency was elusive. The complaint policy is not present on the home page, and it was nearly impossible to determine how to reach this part of the site. Instead, the civilian needs to know that he or she should first access the side-tab "Police," and from there, access "Division Policies," then "Complaint Filing Against Officers," and finally "Download PDF Forms." Once accessing a form, it simply instructs the prospective complainant how to file a complaint (personally visit the Sheriff's Office, call the Office, send a complaint by mail).

Recommendation 2.1: A transparent and less intimidating and less cumbersome method for filing a complaint should be considered in order to facilitate the citizen complaint process. It should include specific steps for follow up after a complaint has been filed, and any subsequent steps if necessary. In addition, such information should be made available and communicated to the members of the public by the Police Division of the Sheriff's Office every time they interact with a member of the community. A public process of filing complaints and follow up should be

designed and a targeted communication initiative designed on how to disseminate this information to the public.

Recommendation 2.2: Significant improvements are necessary to the Sheriff Department's website with respect to the civilian complaint process. Most importantly, there should be a tab directly linking visitors to the Home Page to the page on which a complaint can be filed. Consideration should be given to allowing for a form that can be completed electronically and submitted directly from the website, since the more steps that need to be taken, the more likely it will be to dissuade someone from completing the process.

3. Are investigation outcomes reported to the complainant? Are they reported to the public? Should the department or the citizen complaint review entity, if any, accept anonymous complaints?

Civilians who initiated the complaint are notified of the outcome. It is not clear whether outcomes are reported to the public more generally. Moreover, the complainant needs to provide identifying information, thus it is not an anonymous complaint process.

Recommendation 3.1: In addition to the recommendations for question 2 above, the Sheriff's Office should consider situations in which complaints and their resolution be made available to the public. Optimally, due to its wide accessibility, the website is where a summary of complaints and outcomes should be reported. The substance of the complaint, and the reason for the final determination with clear language about outcomes understandable to the layperson, should be included in this report.

The Department might also investigate a way for civilians to file an anonymous complaint, since they might be reluctant to report if they fear repercussions if their identifying information becomes known. An anonymous process might yield more issues than previously known.

We do realize that it might be far more difficult to investigate and adjudicate an anonymous complaint, but it may be possible to use a neutral party to mediate the complaint process (e.g., the civilian review board proposed above).

4. Does your local legislature engage in formal oversight of the police department? Should any changes be made in the legislature's oversight powers or responsibilities?

Currently, the Rockland County legislature does not engage in any formal oversight of the Sheriff's Police Division. According to the Sheriff's Office, the Office of Sheriff is a constitutional position in New York and the County Charter contains language outlining the relationship between the Sheriff and the Legislative and Executive branches. However, they appropriate

funding and approve contracts in excess of \$100,000.00. Additionally, the County Charter sets forth the following; “The Sheriff shall have and exercise all powers and duties which have been or may be conferred or imposed upon him or her by law and perform such other and related duties required by the County Executive or the Legislature.” There is no single person in the county Legislature who is tasked with direct oversight of the Sheriff’s Office in Rockland County.

Recommendation 4.1:

There should be consideration given to appointing a member of the County Legislature to serve as the point person on all matters related to the Sheriff’s Office. For models, we suggest that neighboring county jurisdictions, such as Westchester and Orange Counties, be examined for whether they have a similar position and their role and responsibilities that we can adapt for the Rockland County Legislature.

5. Is your police department accredited by any external entity?

The Sheriff’s Office Police Division has been accredited by the NYS Law Enforcement Accreditation Council since 2008, by a program administered by the New York State Division of Criminal Justice Services, (DCJS). Accreditation is granted for a five-year period; however agencies must file an annual compliance survey with DCJS to demonstrate continued compliance with the standards.

The Sheriff’s Office Police Division demonstrates several laudable distinctions with respect to accreditation. First, it is one of only 28 Sheriff’s Offices in New York State to be accredited. Moreover, only 7 police agencies in Rockland County have received accreditation, and the Sheriff’s Office is one of those agencies. Lastly, the Corrections, Communications, and Civil Divisions are also accredited, making the Rockland County Sheriff’s Office one out of only 5 such departments in New York to have every Division accredited by the State.

The accreditation program has standards for ensuring program maintenance, by “...develop(ing) specific mechanisms to monitor and enforce internal compliance with the standards...” and “identifying issues of significant non-compliance.” There are additional procedures for applying for reaccreditation which, for agencies “...that have regularly updated their program files are in a very strong position to be reaccredited.” (information about the accreditation and reaccreditation procedures from DCJS, <https://www.criminaljustice.ny.gov/ops/accred/accred03.htm>)

Background. 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, and makes useful recommendations or suggests aspirational benchmarks.

The New York State law enforcement accreditation program became operational in 1989 and encompasses four principal goals³:

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

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

Recommendation 5.1: We commend the Sheriff's Office as a professional organization for its ongoing accreditation, and for its distinction within the State. We recommend that they continue to apply for periodic reaccreditation when eligible, and heed the prescriptions issued by DCJS regarding any concerns about compliance with the standards.

6. Does your police department do an annual community survey to track the level of trust?

This process of answering this question was made quite difficult due to the lack of written policies being provided. We were continuously referred to the Sheriff's Office website, which was difficult to navigate if you are not computer literate (please see recommendation 9.1 about difficulties with, and suggestions for improvements to the website).

It was apparent that the public has no concept of the policies governing the department. The department has not conducted or disseminated any forms of survey communication to ascertain what the general public's view of their performance, trust in the police division, or duties. The Sheriff's Office said that a pamphlet detailing their role and policies was available, but it is unclear about how this is supplied to citizens of Rockland County.

³ <https://www.criminaljustice.ny.gov/ops/accred/accred03.htm>

The participants in the community forums were overwhelmingly in favor of a regular survey, in addition to other ways mentioned below, to provide feedback and build trust. These observations lead us to two recommendations:

Recommendation 6.1. It is our recommendation that the Sheriff's Office should supply the general public with the most updated information about the following policies in an updated pamphlet to be widely disseminated on a county-wide basis. There are many potential distribution sites, including community centers, grocery stores, schools and colleges, and potentially houses of worship. At the very least, this pamphlet should contain information about the following:

- A. Role and scope of the work of the Sheriff
- B. Policing philosophy (rehabilitative, restoration, preventive or reactive);
- C. Policy on use of force by the Police Division of the Sheriff Department
- D. Policy and information about the Mission of the Department.
- E. Policy on filing and processing complaints with a standard procedure
- F. Policy on racial profiling and crowd management

This updated pamphlet should also be available on the Sheriff's Office website, clearly labeled so that citizens can access it with no more than one click from the home page.

Recommendation 6.2. There should be an annual survey to gauge citizen trust in the Sheriff's Office. The feedback from this survey can be used for several purposes: *first*, and fundamentally, to build trust in the community, while simultaneously comprising useful information to the Sheriff's Office about the effectiveness of their efforts at relationship- and trust-building with the community. *Second*, a section of the survey can ask citizens to evaluate, in their own views, the efficacy of the initiatives they have experienced, and to suggest necessary changes that would make these efforts more relevant, helpful, and genuine. *Finally*, the survey feedback should also be used to enhance and shape community relationship- and trust-building suggestions that we recommend in response to questions 9 and 10, by providing concrete suggestions that community members feel are important.

Findings should be displayed on the Sheriff's Office website and be shared with the community during public forums identified in Recommendation 9.3. If at all possible, a survey should be administered by an independent group not affiliated with the Sheriff and be completed anonymously. These strategies would be best practices for soliciting valid responses about ways

in which citizens feel that trust could be improved. Perhaps the Sheriff could contract with a local college or university to conduct this survey, and provide funding for its collection.⁴

Data, Technology, and Transparency

7. What police incident and complaint data should be collected? What data should be available to the public?

The stakeholder forums yielded much information about the kinds of data thought necessary. They felt that data regarding police incidents and complaints should be standardized across all cases, with benchmarks for comparative analysis. The data collected should be sufficient to evaluate several different types of situations.

Examples of data thought important to be collected included:

- The types of cases (e.g., drugs/alcohol, motor vehicle, weapons)
- The basis for the incident (i.e., what was the trigger point)
- The types of arrests
- Details associated with the police officer(s) involved
- Racial data
- Use of force/aggressiveness

Recommendation 7.1 A survey should be made available to the stakeholders of the community views, using a questionnaire to develop a list of the criteria for incident and complaint data. This survey is distinct from the one discussed in recommendation 6.2 above; perhaps a series of focus groups with representative community members as participants would solicit richer information and would prove to be a better method.

Recommendation 7.2 Once established and data collected, the database should be reviewed on a periodic basis (e.g., every 6 months) to identify “red flags” (e.g., racial profiling, excessive use of force).

Recommendation 7.3 The police and community should obtain agreement on the level of detail that should be appropriate to share with the general public. This information could be reported on the Sheriff’s Office website, with a clear path enabling visitors to the site to reach this information.

⁴ Internet survey capability, such as Survey Monkey, can be relatively inexpensive and can safeguard identifying information.

Recommendation 7.4 Upon the completion of an internal review, a summary report should be made available to an independent review board (probably most appropriately, to the proposed Policy Review Board, see Recommendation 1.1) and to the general public.

8. How should your law enforcement agency leverage data to drive policing strategies?

Recommendation 8.1 Based on citizen feedback, and discussion among the Working Group, it was felt that once the data are obtained and analyzed, they should be used to assist the Sheriff's Office in several ways. For example,

- Internal Affairs investigations and process
- Training and enhancement to the existing pre-service and in-service curricula
- Holding police officers accountable
- Updating existing policies and procedures

9. How can your police department demonstrate a commitment to transparency in its interactions with the public?

10. How can your police department make its policies and procedures more transparent?

Working Group 4 felt that trust in policing, ensuring transparency in its actions, and visibility were integrally related; and these relationships were manifested in citizens' responses to these questions. For example, it would be difficult to secure trust if citizens were unaware of what the police policies and practices were (how can one trust that which is invisible?), or the ways in which they interacted with the public and any issues related to these interactions. Therefore, we combine our findings and recommendations for questions 9 and 10, and refer to them as recommendations 9.1 through 9.7.

These questions are multifaceted and touch upon many of the previous questions already answered. The findings for questions 9 and 10 overall will be presented first, followed by a general recommendation and several discrete and targeted recommendations for reform.

The Rockland County Sheriff's Office's website under its "history" reads:

"The office of sheriff is not a department of County Government. It is an independent office through which the Sheriff exercises the powers of the public trust. ***No individual or small group hires or fires the Sheriff, or has the authority to interfere with the operations of the office (italics added).*** The sheriff is accountable directly to the Constitution, statutes, and the citizens of the county. The sheriff however should do his best to work with all entities

because it is important in a democratic society that the sheriff be able to work with all segments of government to serve and protect all citizens of the County.”

Further on the website of the Rockland County Sheriff’s Office under the heading “Police Division” it states:

“The Rockland County Sheriff’s Patrol is the Police Division of the Sheriff’s Office. It is a police agency at the county level responsible for the protection of county properties, roads, thoroughfares, holdings and interests. The Division will handle any and all complaints occurring in or on Rockland county properties. This is accomplished under the direction of the Sheriff by utilizing **aggressive** modern police patrol techniques.

Findings from community forums revealed their desire to receive more communication from the Sheriff’s Office, and to be granted the opportunity to attend formal meetings on a regular basis. A nearly unanimous theme expressed by virtually all community groups and individuals was to have Sheriff’s Officers participate, not in their official capacity, in the regular, everyday activities and events in the community, such as at youth sports games, street fairs, parades, and other events at which community members are present. In this way, the police will be seen as part of the community, rather than at odds with the community. This would not only enhance trust in the police, but will make a contribution from a public safety standpoint as police gain greater appreciation for what is characteristic about their communities. Moreover, with greater trust, the community would be more likely to report activities to the police.

Community members were not always aware of which law enforcement agency they were interacting with, when Sheriff’s Officers (who have multi-jurisdictional responsibility) were at the scene. The Sheriff’s Office noted that there are pamphlets available that explain their role, and business cards are available. Given the existence of 10 town police departments in Rockland County, it would be important for citizens to easily identify with whom they were having contacts.

Participants were, for the most part, very complimentary of the Sheriff, and some expressed pride in their perceived relationship and connection with the Sheriff himself. However, when they were asked specific questions about the Department overall, including their knowledge of procedures, protocols, or even the difference between the Sheriff’s Police Division and the local police, most of them did not know or distinguish between the Sheriff and the Department; or the Sheriff’s Office and the other local town police agencies.

It was further found that many members were unaware of the community-based initiatives run by the Rockland County Sheriff's Office, including summer camps, youth camps, internships, and other opportunities where community-building can occur. These are also contexts during which community members can build strong relationships with the Sheriff's Office. Members interviewed, especially people of color, simply did not know about Sheriff Department-sponsored events available to youth in their communities.

Recommendations: There are quite a number of recommendations produced under the rubric of this question of transparency. We will begin more generally, then identify more specific recommendations that we feel would be fruitful to improve transparency.

General Recommendation 9.1. Website and other communication with the public. The Rockland County Sheriff's Office can demonstrate a commitment to transparency in its interactions with the public by the distribution of regular and consistent forms of updated communication that are widely available to communities they serve in Rockland County.

While the Sheriff's Office maintains a website, from our conversations with community members it appears very unlikely that they will take the time to go to the Sheriff's website (and we detail the problems with the website below) unless they need something specific. However, community members requested a regular update or information through some form of easily accessible distributed communication providing timely information from the Sheriff's Office and/or general information that is helpful to the community and one that keeps them informed of pertinent information from the Sheriff's Office. This form of communication can be both electronic and some other method to ensure wide distribution.

As noted, community members expressed the desire to be regularly informed about the Sheriff's Office and about other general information that would be helpful. As additionally noted, community members were unaware of programs such as youth camps and internships available. These are all excellent opportunities for building and transforming the relationships and image of the Sheriff's Office not solely as one of enforcing the law in tense and anxious situations (in people's worst moments), but to one where mutual trust and confidence can be built with the community.

Other problems with navigating the website, and our proposals to remediate these problems, were first stated earlier as findings and recommendations for question 2, above.

Some additional, specific recommendations follow.

Recommendation 9.2. Language on website Overall, the Sheriff's Office's communication on its website should be reviewed and revised so that an inclusive, collaborative, open, and transparent message is sent in its wording and language. As demonstrated in the opening quotes to this section, specifically, terms like "aggressive" should be revised inasmuch as it establishes a message to the community that would mitigate against trust. The use of this word implies an indiscriminate use of aggression and while this is likely not the case, the word itself carries much symbolic meaning to communities who have typically been the target of aggressive policing (to be clear, not by the Sheriff's Office, but by criminal justice in general). There are also more general recommendations with respect to language, as described in the following paragraph.

The tone for transparency for a law enforcement agency, in this case, the Rockland County Sheriff's Office, must begin fundamentally in its communication to the community. The language used by the Sheriff's Department, as demonstrated in the opening paragraph and including messages on its website, should be reviewed in order to clearly and convincingly establish a distinctly different message of collaboration and transparency with the communities that they serve.

The words "no individual or small group hires or fires the Sheriff, or has the authority to interfere with the operations of the office" at first glance, lends itself to an authoritarian agency or department stating that it is accountable to no one, yet following up with the following statement that the Sheriff is accountable "... to the citizens of the county." A revision of this language using terms that reflect an authentic commitment to transparency and collaboration is recommended. It must invite a dialogue with the public and convey a genuine invitation to welcoming ideas and input from the public. The remaining sections of the website, as a publicly accessible way for citizens to get to know the Sheriff's Office, should be additionally reviewed for how language may be symbolically communicating a message that is unintended, and correspondingly modified.

Recommendation 9.3. Establish regular *formal* opportunities to interact with the community. During the community member interviews, recommendations were made that the Sheriff's Office intentionally incorporate opportunities, such as a town hall forum, to engage, communicate and interact with the community on a regular basis. Whether these meetings are monthly, quarterly, bi-annually, or annually will be determined. The multi-jurisdictional nature of the Sheriff's Office might mean that several events are held in different communities, which will also be determined for feasibility and effectiveness.

These community events can be an important tool for developing mutual trust between communities and the Sheriff's Office. First, as a result of their open nature, they would provide an opportunity for the Sheriff's Office to openly hear and acknowledge the needs, feedback,

opinions, recommendations, and concerns of the community in an open forum as well as ensure accountability. Second, at the same time, these forums should have a positive impact on community trust, since it would be a visible and ongoing commitment to listening to the people served by the Sheriff's Office.

Recommendation 9.4. Notice of community forums. During scheduled town hall-type events, such as the community forums, the Sheriff's Office should provide enough advance notice of these meetings and proactively consider how best to inform all communities about these engagements so that people within all communities are informed and have an opportunity to participate. Inasmuch as the Sheriff's Office is multi-jurisdictional, they might consider a variety of ways and locations for announcing these events, and for soliciting participation.

Recommendation 9.5. Regular *informal* community engagement within "ordinary" citizen activities. Further recommendations were made that the Sheriff's Office and its staff engage with the community, particularly in community events and in the ordinary course of daily life. In this way, community members will be able to establish an informal rapport with the Sheriff's Office and its staff rather than associating interaction with the Sheriff's Office only during times of duress, danger, or where use of highly disciplinary action or forceful action is needed. This recommendation was offered, as stated above, by virtually every community member we interviewed. Once again, we would expect that the presence of officers at informal events should make an important contribution to developing and sustaining mutual trust between the community and the Sheriff's Office Police Division.

It seems reasonable to assume that by reducing social distance, getting to know people as individuals and not just the stereotype we have of them, relationships can be improved and produce greater willingness to trust. The point being made here is that, for communities of color, there is an overarching fear and suspicion of law enforcement which may be mitigated if given the chance to engage with, and get to know more personally, law enforcement officers in "friendly" community events. We feel that these events importantly provide opportunities for a change in thinking as well as for building trust.

Recommendation 9.6. Identification of Sheriff's Officers. Members of the Sheriff's Office should carry "business cards bearing their immediate supervisor's name and phone number" or some other form that they can easily distribute to the community as a display of their desire to improve and increase transparency with the community. While business cards for all officers might be a budgetary consideration, thought should be given to a cost-effective method to do so. As noted in our findings above, multiple community members interviewed agreed with this recommendation. Business cards would serve to continue to improve upon an open and

transparent relationship with the police and one where the Sheriff's Office's staff courteously and willingly encourage community members to get to know them directly in their professional role.

Recommendation 9.7. Publish an informational newsletter. Publishing a quarterly or other regularly issued Newsletter that can be distributed to the community might be a good way to regularly disseminate information. This newsletter can be distributed both on the Sheriff's Office Website, and highlighted on its home page, as well as through snail mail (if the budget is available), or delivered to strategic locations within the community. For examples, see suggested sites for the dissemination of a pamphlet in Recommendation 6.1.

11. How can your police department ensure adequate transparency in its use of automated systems and "high-risk" technologies?

The Rockland County Sheriff's Office does not use many automated technologies. One automated technology that is used at the RCSO is License Plate Readers (LPRs). They are used in some patrol vehicles and also in some static locations. LPRs check every license plate that passes through its field of view against stolen vehicle records, suspended or revoked registrations, etc. LPRs can also be used in tracking suspect vehicles that may or may not be involved in a crime.

Other technologies like facial recognition, unmanned drones, and biometrics, are not currently used by the Sheriff's Office. The Sheriff's Office focuses on implementing proven technologies that are widely used throughout law enforcement.

Recommendation 11.1. The use of any new technology at the Sheriff's Office is put through a thorough review of pertinent legal standards and case law before implementation. Many technologies are also covered by model policies created by the NYS Municipal Police Training Council (MPTC). The Sheriff's Office, being an accredited agency, uses these model policies when crafting any new policy. Discussions could be conducted at Public Legislative meetings when considering the use of novel technologies.

12. Should your police department leverage video cameras to ensure law enforcement accountability and increase transparency?

The Rockland County Sheriff's Office is in the process of evaluating the effectiveness and cost benefit of a pilot program that uses Body Worn Cameras (BWCs). The officers at the Sheriff's Office were asked their opinion on starting a BWC program and surprisingly the initial response was positive.

In the police academy officers are taught to be aware that almost everyone owns a cellphone, and police interactions are often recorded by bystanders. Police officers understand that they should expect that they are being recorded at all times. We are also taught that members of the public have a constitutional right to record the police as long as it does not interfere with our investigation or affect our safety.

Officers are also aware that, more often than not, the use of BWCs have protected officers in use of force situations and from false complaints. There are countless examples from other jurisdictions of police involved shootings and use of force situations, where the officer would have been in legal jeopardy if not for the video from their BWCs. For example, in early October a Napa County Deputy conducted a simple traffic stop for driving with inadequate headlights that resulted in the driver, who was unarmed, being shot and killed. BWC footage from the officer showed that the driver was acting aggressively and used mannerisms that, to any reasonable person, indicated that he possessed a weapon. This was a terrible tragedy, but the officer will likely be exonerated because of the BWC footage.

The other arguments in support of BWC relate to its protection of citizens from excessive use of force or other violations of police conduct. For example, without footage of the George Floyd incident, as well as Eric Garner and countless others, it would have been difficult to determine whether the police officers were using unapproved use of force (and in these cases, both citizens unfortunately died as a result of these encounters). So BWCs serve to protect both police and the public, and make such interactions transparent and visible.⁵

Recommendation 12.1. It is recommended that BWC footage be reviewed periodically by supervisors to ensure the system is working properly. The random review of footage is the cause of great concern for officers that are suspicious of the prying eyes of their own administration. Many officers are worried that they could be targeted by a supervisor and disciplined for minor policy violations. Some BWCs record a loop of between 30 seconds to up to 120 seconds of footage prior to activating the camera. This allows the camera to capture important situations that may have led to use of force where the officer was initially unable to activate the camera because of the need to take immediate action. There are also privacy concerns. Officers are concerned that private moments could be captured if the camera is activated within the 30-120 second buffering time frame, i.e., bathroom breaks, or locker rooms, or other situations.

⁵ Recent findings from the NYPD's pilot program on the use of BWCs showed fewer citizen complaints; however, results were not uniformly positive. While the federal monitor's report is not yet widely available, a summary can be found in this New York Times article: <https://www.nytimes.com/2020/11/30/nyregion/nypd-body-cameras.html>

While officers ought to be commended for being candid and sincere in raising these valid concerns, when one considers the premise for wearing a body camera, these arguments tend to strengthen the need for a BWC. Given the authority and the amount of discretion the community vests in its officers, it is reasonable to expect officers to thrive to be beyond reproach. As they focus more on being the best version of themselves, they will need to worry less about any of the reasons cited against wearing a body cam. As the old adage goes: “character is who you are when no one is watching.” If anything, the wearing of a BWC will help protect both citizens and officers.

Thus, if financially feasible, BWCs should be a high priority and, in the language of the majority of the public forum participants, “it will be a win-win.” Citizens interviewed recommended that BWCs be acquired and worn at all times.

Recommendation 12.2 It is further recommended that the advisability and potential benefits and limitations be based on the results of the evaluation of the pilot program. We recommend that review group members, or if a policy reform committee is established, have the opportunity to review the evaluation parameters, and to receive the results when they are available. Findings from concurrent research from other police departments should also be reviewed for the impact of BWCs on citizen trust, and police misconduct, as well as some unintended consequences for the officers themselves.

Part III. Limitations to the Findings Posed by the Context of Information Gathering and Recommendations

As previously stated, there are three elements of the information gathering context that might have affected the validity of the findings: the limited time available to gather information and prepare a report; representativeness of citizens who testified; and characteristics of the setting that may have mitigated against a more critical discussion of the needs for policing reforms. Where feasible, we are proposing reforms to the information gathering process as well.

In Part IV we also comment on the overarching reasons for undertaking a reform to reimagine policing, given the societal context of systemic racial injustice which manifests itself on a potentially negatively disproportionate level in the relationships between communities and color and the police. We believe that this underlying precipitating factor for reform needs to be explicit in all such endeavors.

To be clear, we are not suggesting that the Sheriff's Office is anything other than professional in its relationship with communities of color; but as a policing agency in the 21st century, the issues relevant to race and criminal justice should be front of mind for all policing organizations.

Time constraints. With the executive order issued in August and an expected completion date of April 1st, timing had an unavoidable ripple effect. There was little more than a month available to collect the information, and another month to prepare a report. This abbreviated time frame is quite insufficient and made the following tasks challenging: to assess and evaluate the information we have; determine what else was required; conduct the requisite follow-up; prepare a draft report; submit the draft to all group members to ensure that their findings and recommendations were accurately represented; and to revise the draft and send it forward to the Tri-Chairs.

As a result, we want to ensure that our recommendations, which we consider to be preliminary and in need of further development, are not treated as a stand-alone end product by the ultimate decision-makers.

Recommendation III-1. We highly recommend follow-up to this report as Rockland County strives to develop a truly collaborative relationship between the police and the public, and to reimagine policing in a way that builds upon this relationship.

Specifically, we recommend that the findings of all working groups be used to establish a Task Force on policing in Rockland County to ensure that these, and any further necessary reforms, are identified and addressed.

Recommendation III-2. Again, we recognize and respect that the time parameters allotted by the State to conduct this initiative established the limits on the process. Therefore, follow-up information gathering should benefit from budgeting a much longer period of time to publicize the process, distribute invitations to stakeholders, hold a series of meetings, enable follow-up interviews, and perhaps allow for a survey of citizens as well as of law enforcement representatives. The report itself could benefit from additional time to write, solicit comments, and incorporate comments into the recommendations. In addition, inasmuch as the working group report was produced over the Thanksgiving holiday, when it was difficult to solicit clarifications and follow-up from the community, we suggest that subsequent information gathering be timed when no major holidays might impede data collection (or account for this limitation).

Representativeness of public testimony. Our group was scheduled to hear public testimony on Monday evenings, and were encouraged to ask questions relevant to the Working Group 4 tasks. We wanted to understand the basis on which the community representatives at each of the 3 public forums we attended were invited to speak, and the criteria used to decide that our group would hear from this particular subgroup of representatives, rather than other groups. We learned that our Committee Chair selected the speakers from a list of nonprofits, church, and community groups in Rockland County, and they appeared when they were available.

In keeping up with the directive set forth in the Executive Order, and in the spirit of collaboration, 3 public forums were scheduled for our Working Group. In these, only eight community leaders appeared. There were also 2 open forums scheduled for individuals, and members of Generation Z. Once again, a very small number of individuals appeared, which may not sufficiently represent what has emerged as a differentiated, vocal, inquisitive, and boundary pushing generation.⁶

As noted, participants were, for the most part, very complimentary of the Sheriff, and some expressed pride in their relationship and connection with the Sheriff. It is worth noting that Group 4 does not believe that this was the expectation of the managers. Nonetheless, due to an apparent conflation of the person with the office in these cases, it was a challenge to solicit testimony about the Police Division overall, rather than about the individual, which wasn't the goal of this reform initiative.

Community group leaders. Another issue potentially affecting representativeness was that we heard testimony from community group leaders only, rather than members of their constituency or congregations. While all groups were told that they could invite others to participate as well, they were not present. Community leaders were encouraged to communicate with their constituents, and to invite them to speak at subsequent sessions. We might have heard very different perspectives on the police from "ordinary citizens" as compared to their leadership (who needed to be prompted for critiques). The Open Public forums were intended to gather broader community input, but as mentioned, attendance was fairly sparse. It may indeed be true that there are relatively few issues with the Sheriff's Office Police Division, but a better cross section of the community might have yielded distinct information or at least confirmed and validated our initial findings.

Recommendation III-3. We understand the particular challenges in soliciting community feedback during a time when in-person meetings were virtually impossible. On the other hand,

⁶ For example, 3 out of the 4 Gen-Z participants were in the criminal justice program at BOCES. While they represent the future of law enforcement, having additional young people who have had experience with law enforcement as a civilian would have been preferable in terms of representation of the views of consumers of policing.

the ability to reach significant sectors of the community in a virtual environment was enhanced, since many people working from home might find it easier to participate in a 2-hour meeting from their kitchen, rather than traveling to a Town Hall or other venue. However, the questions about the representativeness of those who appeared means the report may not reflect all points of view or perspectives.

As alluded to earlier, we feel it is important to consider changing the process used to invite participants for any future forum related to this project. In addition to an extended time period, participants should be identified and selected in a more randomized way, using an expanded list of stakeholders. Once a more comprehensive list of leaders and organizations are identified, it might be useful to have a member of the collaborative visit some of the organizations to explain the rationale for the project and its expected outcomes, and encourage people (and not only the leadership) to participate. Social media and other platforms and venues should be more fully leveraged to inform the community and encourage participation.

It is worth noting that several members of our Working Group, who are a part of their communities in Rockland County and who have ears to the ground, have become aware that individuals are already questioning the information gathering process due to and on the basis of limited community involvement. It would also be of value to consider staggering the hearing schedule to accommodate all segments of the working members of the community. It is perhaps most important to *eliminate any potential critiques that all perspectives were not included* in the production of this report, as we hope that the findings will make significant contributions towards genuine and informed reforms.

Setting. A factor that likely affected our findings was the setting of the community forums, hosted by the Sheriff's Office. We all understand that there was little choice for the setting, given the technological capability and reliability of this office, and its ability to provide the requisite security for testimony in cyberspace (in other words, to guard against hacking, a problem in the on-line environment). Thus, this setting represented the most viable option. It is also fair to note that the presence of the sheriff's personnel at these forums was also motivated by a sincere desire to help fill in gaps in information as needed, which they did contribute on several occasions.

Like so much else in 2020, our options were also limited due the constraints on venue imposed by the pandemic. However, it bears noting that we feel that this setting could potentially hinder a free and genuine expression of the public's concerns. Since representatives of the Sheriff's Office were necessarily present at each of these forums, we wonder if citizens provided the critical, constructive feedback as they might have if the forum were held in a more neutral setting.

The only way to ensure a freer discourse would have been in a neutral setting, where the agency being evaluated was not present, and where testimony was anonymous. This type of setting, with only stakeholders and those providing testimony present, would have been optimal. Again, while we recognize that this is the given context of fact finding in 2020, we are compelled to include a caveat about the potential impact of the setting on the validity of some answers and suggestions for future information gathering.

Recommendation III-4. Information-gathering sessions, and future forums intended to produce recommendations about any law enforcement agency, should be held in a neutral setting. While we recognize and applaud the professionalism of the Sheriff's Office, representatives of the agency should not be present in future information gathering forums. The anonymous findings of these inquiry sessions can be supplied to the agency after their completion.

Part IV. Racism, Systemic Injustice, and Policing, and Recommendations

Overall. While stated in our introduction, it bears repeating: the killing of George Floyd and others, and the consequent widespread national and global protests, was the catalyst for the Governor's Executive Order that mandated our initiative.⁷ The outcry has resulted in the acknowledgment that racial injustice and inequality, particularly against Blacks in America, is an issue that can no longer be ignored. Consequently, there's nearly unanimous consensus among Working Group 4 stakeholders that our report would not take the spirit of the Executive Order into account if we glossed over the very circumstance that brought it into existence.

We feel that the underlying theme of race, systemic injustice, and policing should be explicitly acknowledged and directly addressed within the review requested of law enforcement agencies across New York State by the Governor. To fail to discuss race, racial injustice, and inequality within Rockland County defeats the point of his directive. In the following discussion, we also offer some recommendations to be considered.

Leadership by the Sheriff's Office. It is our humble opinion that the Rockland Sheriff Police Division should act preemptively, building on its leadership role in policing, and seize on this opportunity to re-imagine themselves in light of the context that has brought about this initiative. In fact, if we may suggest it, this approach should be adopted by all police agencies covered in this statewide directive. Specific suggestions follow:

⁷ As we noted in the introduction, the Executive Order explicitly references Black Lives Matter and inequitable treatment in communities of color. As stated earlier, the Governor directly refers to Black Lives Matter, by seeking to "...eliminate racial inequities in policing..." and "...to develop practices to better address the particular needs of communities of color to promote public safety, improve community engagement, and foster trust." (EO 203)

Recommendation IV-1. The Rockland County Sheriff's Office needs to demonstrate, during this fraught context, their leadership through their understanding of the role of racial injustice in law enforcement, and to commit to future and continued collaborations and willingness to implement recommended reforms.

This endeavor should strive to challenge and move past some underlying assumptions about race and policing. Perpetuating a polarizing dichotomy -- for example, that *either* you feel marginalized or disenfranchised and thus anti-law enforcement *or* you are pro-law enforcement thus don't understand those who are marginalized -- is a false dichotomy, one with extremely damaging implications for both police and people and communities of color. These polarizing views have, we believe, left our communities within Rockland and elsewhere believing they must take a side. It is critical for law enforcement agencies including the Rockland County Sheriff's Office to truly and factually engage in a dialogue with those who do feel marginalized, as well as groups like Black Lives Matter, and arrive at a fuller understanding of their concerns.

Recommendation IV-2. We recommend that there should be a targeted, intentional, and very public initiative to change this perception about current and emerging anti-oppression groups within Rockland County and among law enforcement officers in the County. This initiative should also promote continued discussions between marginalized groups and police, in an effort to truly understand the perspectives and concerns of each.

It is recommended that the Rockland County Sheriff's Office assume leadership in bringing a more accurate and clearer understanding of these issues, including to the communities that they serve. More broadly, given its prominent role in the County, the Sheriff's Office can be at the forefront of impartially and inclusively communicating issues about racial inequality in policing to citizens of the County. The Sheriff's Office's leadership will be well received by all constituencies.

Recommendation IV-3. It is further recommended that the Rockland County Sheriff's Office engage in an authentic commitment to a fuller understanding of what narratives from groups who feel marginalized, including groups like Black Lives Matter and others, actually mean. To do this, police officers and administration must initiate multiple conversations with the leaders and constituents of these groups who are actively working for racial justice in Rockland County, members of marginalized and disenfranchised communities, as well as law enforcement agencies across the county.

Moreover, in pre-service and in-service officer training (see Recommendation IV-4), the message should be reinforced that the views of these groups and individuals are *not* anti-police but rather, are pro-equality and justice for Blacks whose contacts with the criminal justice system have

produced unacceptable outcomes and led to criticisms of the system as embodying racialized decisions throughout. For example, a curriculum addressing issues related to marginalized and disenfranchised communities, and their specific concerns, might be best instituted in police training and countywide in-service training as a portfolio of engagement to define the role of police in the Rockland and Sheriff Department, thereby changing mind, attitudes and hearts. This type of training can enhance or build trust all around by improving mutual understanding.

Implicit bias. Implicit biases are biases held by many people who are unaware of their existence. However, these biases do come into play and influence how we perceive and treat others; and in law enforcement, these biases can produce serious consequences. It is important that the Rockland County Sheriff's Office, along with all law enforcement agencies within Rockland County, acknowledge and identify implicit bias against Blacks and other people of color within their communities and their own organizations and take steps to proactively address this issue.⁸

Diversity and sensitivity training is woven into the current training for new officers at the Rockland County Police Academy. During the most recent Academy, which began in August, a 5-hour "Cultural diversity/bias incidents and sexual harassment" training was given in Week 3. However, it was not clear what that training consisted of, whether 5 hours is sufficient to convey the complex information related to implicit bias and behavior, or whether it included sufficient in-depth treatment of how officers can, by recognizing their own implicit biases, work with all communities, especially communities of color, while acting in the capacity of protecting its citizenry.

Recommendation IV-4. It is recommended that a specific curriculum around diversity and inclusion, and implicit bias training -- particularly law enforcement and the black community -- be included in the Police Academy for new members as well as in-service training throughout the career of a Rockland County Sheriff's officer through professional development (see recommendation IV-3 above). There are available training packages on the national and local level and, pending budgetary considerations,⁹ these should be evaluated and implemented where possible. The first step is to examine what is being already offered at the Academy. In addition, in-service training needs to be assessed for whether it is delivered, how often, and content.

⁸ See, for example, Khan, K.B. and K.D. Martin (2020). "The Social Psychology of Racially Biased Policing: Evidence-Based Policy Responses." *Policy Insights from the Behavioral and Brain Sciences* 7(2): 107-114.

⁹ We understand that the budgetary considerations include paying for training and paying for officers to cover shifts of those who are at the training. However, to the extent possible, these trainings can be required both pre-service and in-service. Costs and timing can be investigated.

Concluding remarks. In general, the issue of race is a very difficult conversation to have. However, racial injustice over-policing of blacks, people and communities of color should be explicitly acknowledged. By failing to do so, we reproduce these systemic inequalities of treatment and outcomes.

For example, the diversity of officers should be examined and addressed. Recently, out of 69 full-time sworn police officers in the RCSD, 62 (87.3%) are white males, compared to 2 black males (2.7%). The same disproportionality is observed among Hispanic officers, and part-time officers. These disparities are not unique to Rockland County, nor just to policing. Robin Diangelo, in ***White Fragility***¹⁰ provides an understanding of the prevalence of these phenomena across all of our institutions.

Racial inequalities are obvious nationally, where Blacks disproportionately outnumber whites in the prison system,¹¹ police stops, inquiries, and arrests¹², and in other indicators of criminal justice processing. The Rockland County Sheriff's Office, like all American institutions, should engage in an open internal dialogue and self-examination. A more proportionate representation of officers that more closely resemble the communities they serve is a critical feature of building trust.

It is easy and simplistic, looking at crime and incarceration statistics, for the public and law enforcement to conclude that people of color and Blacks are more prone to break the law. Such assumptions reinforce implicit bias and the beliefs that people of color are more likely to commit crimes and, therefore, be more highly suspect. Such a vicious, self-reinforcing cycle would be better addressed through a genuine, and ongoing commitment to reform, and to reimagine policing by engaging in a true and continuing collaborative initiative with community stakeholders.

¹⁰ Robin Diangelo, (2019). ***White Fragility: Why It's So Hard for White People to Talk About Racism*** Boston, MA: Beacon Press.

¹¹ For example, in 2018 while African Americans represented approximately 12% of the population of the U.S., they were 33% of the U.S. prison population, thus imprisoned at 3 times their numbers in the civilian population. Whites, on the other hand, were about 60% of the general population, yet only 30% of the prisoners that year. For those of Hispanic or Latino background, who represented about 16% of the U.S. population, they were 23% of the imprisoned population (Source: John Gramlich, Pew Research Center, 2020, "Factank,") <https://www.pewresearch.org/fact-tank/2020/05/06/share-of-black-white-hispanic-americans-in-prison-2018-vs-2006/>

¹² For example, according to the NYCLU, in 2019, blacks represented 59% of the police stops in NYC, while only about 26% of the city's population. See The Furman Center: https://furmancenter.org/files/sotc/The_Changing_Racial_and_Ethnic_Makeup_of_New_York_City_Neighborhoods_1_1.pdf

NYS POLICE REFORM AND REINVENTION COLLABORATIVE

Kevin Barrett Co-Chair

WORKING GROUP # 5

STAKEHOLDERS: Christopher Strattner, JD - Chair , Hon. T. Earl Sr., W Trotman, Rev. T. Darden, E. Lavalas, J. Miles

NYS POLICE REFORM AND REINVENTION COLLABORATIVE

Rockland County Sheriff's Office

Christopher Strattner, JD - Chair

WORKING GROUP #5

IV. Recruiting and Supporting Excellent Personnel

4. Recruiting a Diverse Workforce

5. Training and Continuing Education

STAKEHOLDERS: Hon. T. Earl Sr., W Trotman, Rev. T. Darden, E. Lavalas, J. Miles

The following information was gathered by the stakeholders in regard to Governor's Executive Order 203; specifically concerning topics regarding Recruitment & Support of Personnel, detailed on pages 82-107 of the Police Reform and Collaborative Guideline Booklet, August 2020.

Specific topics of interest included:

IV.1.a: Does your agency reflect the community it serves?

IV.1.b: What are ways in which your agency recruits diverse candidates that better represent the demographics of the community you serve?

IV.1.c: What are ways in which you can re-evaluate hiring practices and testing to remove barriers in hiring underrepresented communities?

IV.1.d: How can you encourage youth in your community to pursue careers in law enforcement.

IV.1.e: What actions can your agency take to foster the continued development and retention of diverse officers?

IV.2.a: How can you develop officer training programs that reflect your community values and build trust between police officers and the communities they serve?

IV.2.b: What training policies can you adopt to ensure that police officers continuously receive high-quality, relevant in-service training sessions?

IV.2.c: How can leadership training improve community policing and strengthen relationships between your police department and members of the public?

IV.2.d: How can your police department use its training programs to avoid potential bias incidents and build stronger connections with communities of color and vulnerable populations?

IV.2.e: How can your training program help officers effectively and safely respond to individuals experiencing mental health crisis or struggling with substance abuse?

IV.2.f: What practices and procedures can you put in place to measure the quality and efficacy of your police department's training programs?

IV.3.a: What steps can you take to promote wellness and well-being within your department?

IV.3.b: Are there ways to address officer wellness and well-being through smarter scheduling?

IV.3.c: How can you effectively and proactively address the mental health challenges experienced by many police officers throughout their careers?

IV.3.d: How can you address the well-being of an officer after a traumatic event?

Community Public Forum Schedule for Working Group # 5:

Friday, October 9: Stakeholders Initial Meeting

Friday, October 16: Giving Testimony

Renold Julien: Korbit Neg Lakay

Bibiane Sykes: Hatain American Nurses Association

****Others invited but did not respond****

Friday, October 23: Giving Testimony

Larry Milligan: Rockland Rockets Youth Basketball Team

****Others invited but did not respond****

Monday, November 2

Lori Grubel: Rockland County Commissioner of Personnel

****Others invited but did not respond****

Findings & Recommendations from Community Organizations:

Generally, the community organizations reported that they wanted to see closer ties with Sheriff's Office and its Officers. While there were many positive aspects (e.g., "We have had a great relationship with Sheriff Falco dating back to when he was the Chief of the Sheriff's Patrol,"), the common theme was that more could be done. All of the community groups interviewed offered to be part of that process going forward. There was also a common theme from community groups that emphasized the need to engage community youth with officers to foster positive relationships; and the earlier the better.

Individuals from Community Organizations had some specific points that they expressed:

- Mr. Julien (of KNL) stated that his group was willing to work with Rockland County Sheriff to bring more youth activities into the Spring Valley area. He suggested his own organization's Open House events could be attended by Sheriff's Officers as a way to work on communication.
- Mr. Julien also suggested that retired or former law enforcement officers from Haiti that currently live in Rockland could be a resource for the Rockland County Sheriff, possibly in a part-time capacity.
- Ms. Sykes (of HANA) stressed the importance of listening for the individual officers but also the organization of the Sheriff's Office, and that listening to community was the best way to start building strong community ties.
- Ms. Sykes also suggested that combining efforts with existing community organizations would be a preferred method of improving the currently negative views that young adults have of the police. She related this directly to recruiting efforts "How do you encourage young adults to apply when they have negative views of the police?" She pointed out that when the community delivers the message [that the Sheriff is positive] it is better received by the people than when that message is put forth in other ways.
- Mr. Milligan (of Rockland Rockets) stated that he saw positive impacts in the past when officers had worked directly with kids within his program. He stated he would welcome any officers interested in coaching or referee positions.
- His belief was that mentorship programs with police officers would be a welcome addition and that something like a "Youth v Police" basketball game could be a vehicle to better understanding.
- Ms. Grubel (Commissioner of Personnel) described the considerable constraints on hiring and promotion within the existing New York State civil service system as well as some of the specific parameters of the Rockland County Police Act (although she pointed out that this law does not directly impact the Sheriff's Department).

- The Rockland County Sheriff's Office provided some statistical data in response to demographic questions posed in the Collaborative Guideline:

- **Demographics of the sworn police officers in the RCSO:**

- Full Time

- A. 69 males/ 4 females
 - B. 66 White – 62 males/4 females - 90.4%
 - C. 2 African Americans – males – 2.7%
 - D. 3 Hispanic – males – 4.1%
 - E. 2 Asian – males 2.7%

- Part-time

- A. 69 Males/ 5 females
 - B. 67 White – 64 males/3 females - 90.5%
 - C. 5 Hispanic – 3 males/ 2 females – 6.7%
 - D. 2 African Americans – males – 2.7%

- Total

- A. 138 Males/ 9 Females
 - B. 124 White males/6 females – 88.4%
 - C. 4 African American Males – 2.7%
 - D. 8 Hispanic Males/ 3 Females – 5.4%
 - E. 2 Asian Males – 1.4%

- **What are the demographics of Rockland County? US Census, July 2019:**

- Total Pop – 325,789
 - White alone – 77.9%
 - Black or African American – 13.1%
 - American Indian and Alaska Native 0.6%
 - Asian – 6.2 %
 - Hispanic or Latino – 18.4%
 - White alone, not Hispanic or Latino 62.7%
 - Female – 51%

- The Rockland County Police Academy provided information in response to some specific questions posed in the Collaborative Guideline:
 - Recruits and In-Service officers receive a wide variety of training programs focusing on Procedural Justice, Ethics, Implicit Bias Decision Making, Criminal Procedure Law and Judgmental Use of Force.
 - Currently, some training is conducted by specific Law Enforcement Trainers, other trainings are conducted (such as mental health) is conducted in partnership with outside agencies and experts.
 - Training must comport with New York State Division of Criminal Justice Services standards, but may exceed the minimum allotted time: often Rockland's Academy does so.
 - Rockland officers return to the academy each year for a week of continued training.
 - Rockland conducts initial first line supervisor training and refreshes supervisor training each year, mostly conducted by Law Enforcement Trainers with some outside agency support.
 - RCPA does weave de-escalation training into all of its programs and has recently embarked on including de-escalation and Procedural Justice training into the in-service curriculum for 2021.
 - While there is some specific anti-bias training, recruits and in-service officers are often "shown" bias through specific scenarios. There is the beginnings of a plan to work with academia to bolster bias training in the future.
 - There currently exist several weeks of specific vulnerable population training in recruit school as well as scenario training for interactions with those populations.
 - In-service training routinely includes Legal Services of Hudson Valley and Center for Safety and Change; both are local organizations that represent and provide resources for vulnerable populations.
 - In the past, Rockland's Behavioral Health Response Team has conducted training for In-service officers. There is a plan to refresh this training in 2021.
 - Currently, recruits receive several days of training on dealing with subjects experiencing mental health issues. This training is conducted by both Law Enforcement Trainers and Non-Law Enforcement Mental Health Professionals.
 - Currently, trainings are audited by New York State DCJS for effectiveness as well as internally reviewed by academy staff and rated by students for content, delivery and likelihood of use in the course of their work.
 - Officer wellness is promoted from the first week of the recruit school, RCPA devotes as much time to wellness training as to active shooter training for the recruit. It is reinforced with recruit officer's family training on wellness. RCPA also includes near-daily yoga-like breathing exercises and supplemental blocks on meditation and financial literacy.

Findings & Recommendations from the Stakeholders:

Generally, three common themes ran through the findings and recommendations of stakeholders. First was a need for a more diverse department: more officers of color, especially at positions of rank within the agency, second was an increase in training, focusing on awareness of biases and service to vulnerable and minority populations, and third was an acknowledgement that while the Sheriff's Office has many good programs, they are not always well-publicized.

Ms. Lavalas:

After listening to the speakers on the public forum it was noticeable that the need for better police presence in the community is the most essential concern in the community, the need for hiring people of color and of Latino background will help alleviate the extra tension and animosity directed towards the RCSO. Working out a plan to collaborate with the community by bringing in programs for youths in schools and also social clubs, churches, sports groups etc. will give confidence and a sense of trust to the neighborhood. Instituting training programs for black, brown and Hispanic young adults that show interest in a law enforcement career will boost their confidence and create an incentive to become or join the police force. Some of the ways in which the RCSO may recruit diverse candidates that better represents the demographics is attending cultural and social events, hosting neighborhood fairs, block parties, in schools literacy reading day, sending out flyers to houses of worships, distribution of key chains with recruitment information at these places. Sending out a survey to high school students to gather information on their views of RCSO and their willingness to join the department and pursue a career in law enforcement.

In regards to training and continuing education I know you have a great police academy and several divisions that work well in the department areas, most of the community are not aware of them or how they work in the community.

Hiring mental health clinicians to help with the policeman emotional and physical wellness on the job and the prevention of suicide. Possible considering a mental health day in order to alleviate stress. Investing in mental health professionals training to discuss the challenges, and barriers and resources to address suicide, mental health, and wellness within their respective disciplines in the RCSO and police department. Possibly seeking advice or contracting other agencies to provide extensive training on de-escalating police incidence, especially when dealing with individuals that may have mental issues, more training will help divert a lot of these issues from the justice system and a more trusting and better understanding within the RCSO and the community at large. Providing more training on mental crises when trying to arrest an individual with mental health issues. NAMI is one of the organizations here in Rockland that will be willing to give referrals to organizations that may be able to provide training.

The RCSO is doing a good job, they need to be more engaging and show that they're willing to work collaboratively closer within the community at large and hire more diverse personnel that reflects the cultural background of the community that they serve.

Mr. Trotman & Hon. Toney Earl, Sr. (submitted jointly):

Recruiting a diverse workforce:

- The current recruiting process is flawed and more diversity is needed
- Legislation is needed to change civil service exam laws to allow for the selection of more diverse candidates (who score well).
- Cultural sensitivity is needed when recruiting in communities of color. Officers chosen for recruitment efforts should be relatable and familiar with the community.
- The salary differential between the sheriff's office and local police department undermines recruitment efforts.
- The lack of a diverse police workforce guarantees that there will be NO people of color serving in top administrative roles in police departments.
- Questions asked on the police job application about prior arrests can negatively impact applicants' chances for hiring. There should be a "prior arrest review process" so the details and circumstances of the prior arrest can be reviewed in detail.
- Convictions should only be addressed by prospective employers.

Training and continuing Education:

- Police diversity training needs to be revised.
- Police should be required to attend the Undoing Racism Training.
- Whenever possible women and people of color should provide police diversity training.
- The training should begin in the Police Academy and foster firsthand experiences with people from diverse communities.
- The Police training should consist of actual interaction time in schools, places of worship and community centers and hubs.
- Police must have lived experiences with people of color to diminish their learned bias and to increase their ability to see the humanity of Black and Brown people.
- Police need victim sensitivity training.

Support Officer wellness and wellbeing:

- Officers of color working in predominantly white police departments need support.

Other thoughts:

- There is a need for more Youth Police Initiative Programs which promote interaction between youth and police.
- Many people have a heightened distrust of the police due to the behavior of some police during the protests this summer.
- There is a great need for a Community Police Liaison.

Rev. Theresa Darden:

Recruiting a Diverse workforce

- The current recruiting of a diverse workforce is not reflected in the Sheriff 's Office.
- Need more diverse Black and Brown people and in rank or supervisory positions.
- Reinvent the wheel in hiring process, from within HR and internal department: a more transparent oversight of the hiring process.
- Implement survey for potential candidates, making hiring more appealing look more to get a good candidate not at scores being the main focus.
- Hiring must reflect the Community – at present it does not – makes to while system imbalances as far as people of color as Police. Need diversity.

Training and Continuing Education:

- Need diversity training implemented, present training not sufficient.

Support Officer wellness and well-being:

- Need more preparation put into wellness and well-being for stress of the Police Officer.

Other thoughts:

- Community Police Liaison: community work with Police
- Use of Civilians and/or qualified Chaplains in the community to bring police and community together and build up trust.
- Implement community service for an officer in the community with merit for service.
- Announcement to public of all newly hired officers.

References

1. Data the Working Group used to examine the RC Sheriff's Department
 - a. RCSO Website
 - b. RCSO Annual Reports

NYS POLICE REFORM AND REINVENTION COLLABORATIVE

Section Six: Rockland County Sheriff's Office

ROCKLAND COUNTY SHERIFF'S OFFICE

POLICE DIVISION



2019 ANNUAL REPORT

In Memoriam



Police Horse Coughlin



K9 Shadow



Police Horse Carty



ACCREDITED SINCE 2008

ROCKLAND COUNTY SHERIFF'S POLICE DIVISION

MISSION STATEMENT

THE ROCKLAND COUNTY SHERIFF'S POLICE DIVISION IS DEDICATED TO THE PROTECTION OF LIFE AND PROPERTY, REDUCTION OF CRIME THROUGH PATROL AND ENFORCEMENT, AND THE PROVISION OF A SAFER ENVIRONMENT IN WHICH OUR CITIZENS CAN LIVE, WORK, AND PURSUE A BETTER QUALITY OF LIFE.

CODE OF ETHICS

AS A MEMBER OF THE ROCKLAND COUNTY SHERIFF'S POLICE DIVISION, MY FUNDAMENTAL DUTY IS TO SERVE HUMANKIND; TO SAFEGUARD LIVES AND PROPERTY; TO PROTECT THE INNOCENT AGAINST DECEPTION, THE WEAK AGAINST OPPRESSION OR INTIMIDATION, AND THE PEACEFUL AGAINST VIOLENCE OR DISORDER; AND TO RESPECT THE CONSTITUTIONAL RIGHTS OF ALL PEOPLE TO LIBERTY, EQUALITY AND JUSTICE.

I WILL KEEP MY PRIVATE LIFE UNSULLIED AS AN EXAMPLE TO ALL; MAINTAIN COURAGEOUS CALM IN THE FACE OF DANGER, SCORN, OR RIDICULE; DEVELOP SELF-RESTRAINT; AND BE CONSTANTLY MINDFUL OF THE WELFARE OF OTHERS. HONEST IN THOUGHT AND DEED IN BOTH MY PERSONAL AND OFFICIAL LIFE. I WILL BE EXEMPLARY IN OBEYING THE LAWS OF THE LAND AND THE REGULATIONS OF MY DEPARTMENT. WHATEVER I SEE OR HEAR OF A CONFIDENTIAL NATURE OR THAT IS CONFIDED TO ME IN MY OFFICIAL CAPACITY WILL BE KEPT EVER SECRET UNLESS REVELATION IS NECESSARY IN THE PERFORMANCE OF MY DUTY.

I WILL NEVER ACT OFFICIOUSLY OR PERMIT PERSONAL FEELINGS, PREJUDICES, ANIMOSITIES, OR FRIENDSHIPS TO INFLUENCE MY DECISIONS. WITH NO COMPROMISE FOR CRIME AND WITH RELENTLESS PROSECUTION OF CRIMINALS, I WILL ENFORCE THE LAW COURTEOUSLY AND APPROPRIATELY WITHOUT FEAR OR FAVOR, MALICE OR ILL WILL, NEVER EMPLOYING UNNECESSARY FORCE OR VIOLENCE AND NEVER ACCEPTING GRATUITIES.

I RECOGNIZE THE BADGE OF MY OFFICE AS A SYMBOL OF PUBLIC FAITH, AND I ACCEPT IT AS A PUBLIC TRUST TO BE HELD SO LONG AS I AM TRUE TO THE ETHICS OF THE POLICE SERVICE. I WILL CONSTANTLY STRIVE TO ACHIEVE THESE OBJECTIVES AND IDEALS, DEDICATING MYSELF BEFORE GOD TO MY CHOSEN PROFESSION...LAW ENFORCEMENT.

CORE VALUES



ACCOUNTABILITY: THE FACT OR CONDITION OF BEING ACCOUNTABLE; RESPONSIBILITY

COMMITMENT: THE STATE OR QUALITY OF BEING DEDICATED TO A CAUSE, ACTIVITY, ETC.

TEAMWORK: THE COMBINED ACTION OF A GROUP OF PEOPLE, ESPECIALLY WHEN EFFECTIVE AND EFFICIENT.

CHIEF'S MESSAGE



I HAVE BEEN WITH THE SHERIFF'S OFFICE FOR OVER 36 YEARS AND HAVE BEEN THE CHIEF OF THE POLICE DIVISION SINCE 2012. I AM ONLY THE FOURTH CHIEF OF PATROL IN THE HISTORY OF THE ROCKLAND COUNTY SHERIFF'S OFFICE. AS THE CHIEF OF THE POLICE DIVISION, I WILL CONTINUE TO PROVIDE AND SHARE OUR ON-GOING EFFORTS WITH THE COMMUNITY IN ORDER TO MAINTAIN AND BUILD PUBLIC TRUST. WE ARE COMMITTED TO BUILDING RELATIONSHIPS WITH COMMUNITY MEMBERS WHILE PROVIDING THE HIGHEST LEVEL OF SERVICE TO KEEP OUR CITIZENS SAFE.

LET ME TAKE THIS OPPORTUNITY TO ACKNOWLEDGE THE SWORN AND CIVILIAN MEMBERS WHO HONORABLY SERVE THIS AGENCY AND ALSO RECOGNIZE THE STRONG SUPPORT WE RECEIVE FROM THE COMMUNITY. IT IS OUR GOAL TO MAINTAIN A STRONG PARTNERSHIP WITH THE COMMUNITY USING EACH CITIZEN CONTACT AS AN OPPORTUNITY TO STRENGTHEN AND PROMOTE THE MISSION AND VALUES OF THE SHERIFF'S OFFICE.

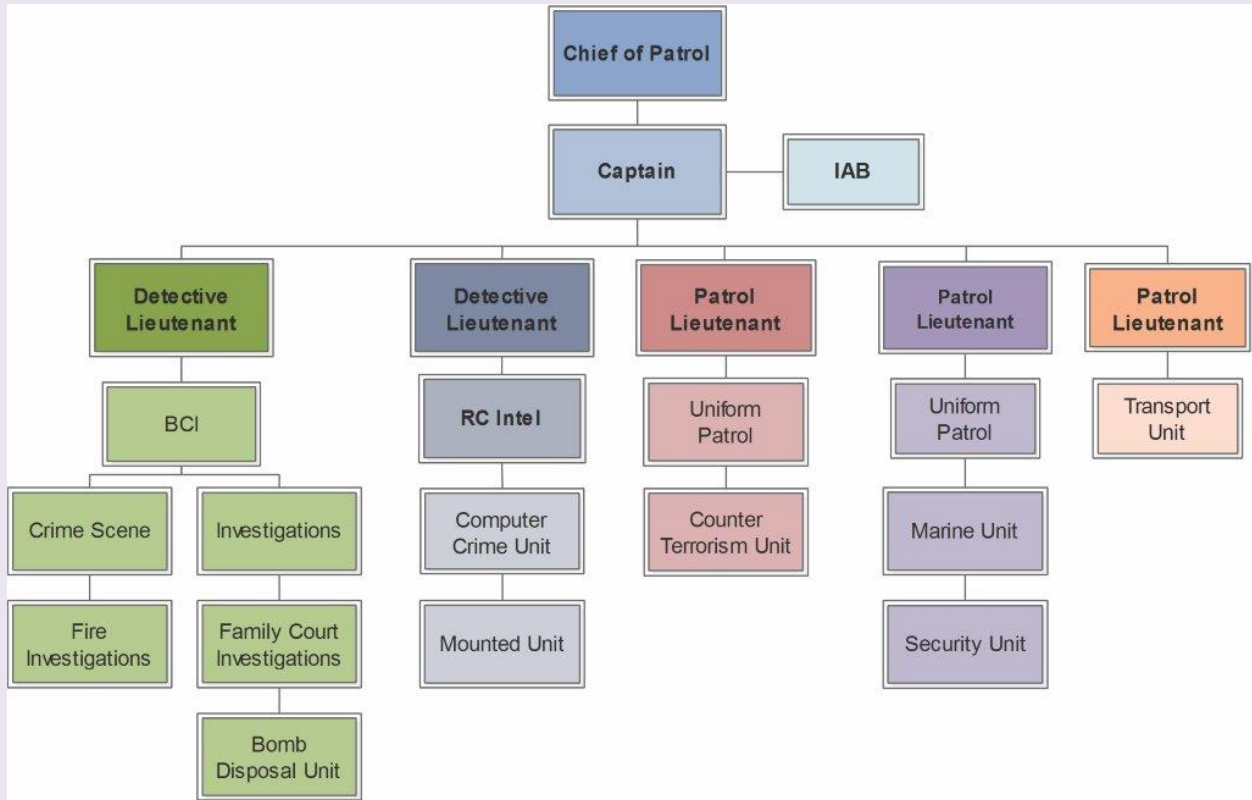
THE PROTECTION OF COUNTY PROPERTIES AND ROAD WAYS ARE SOME OF OUR PRIME FUNCTIONS. WE PROVIDE SPECIALIZED SERVICES TO EACH AND EVERY LAW ENFORCEMENT AGENCY WITHIN THE COUNTY. OUR CENTRALIZED SERVICES OFFER COUNTY-WIDE COVERAGE SUCH AS THE CRIME SCENE UNIT, BOMB SQUAD, MARINE UNIT, MOUNTED UNIT JUST TO NAME A FEW.

AS IN PREVIOUS YEARS, WE PLACE A PREMIUM ON ENGAGING WITH OUR COMMUNITY TO SOLVE PROBLEMS THAT AFFECT OUR NEIGHBORHOODS. PUBLIC SAFETY HAS ALWAYS BEEN OUR GOAL. I ENCOURAGE YOU TO CONTACT US WITH YOUR CONCERN OR COMMENTS AS WE STRIVE TOWARD PROVIDING EXCEPTIONAL SERVICE.

ROCKLAND COUNTY SHERIFF'S OFFICE

POLICE DIVISION

ORGANIZATION CHART



COMMAND STAFF



Sheriff Louis Falco III



Undersheriff Mary Barbera



Undersheriff Robert VanCura



Chief William Barbera



Capt. Antoine Decolyse



Det. Lt. Dennis Stoll



Det. Lt. Theodore Brovanski



Lt. James Benison



Lt. John Cuffari



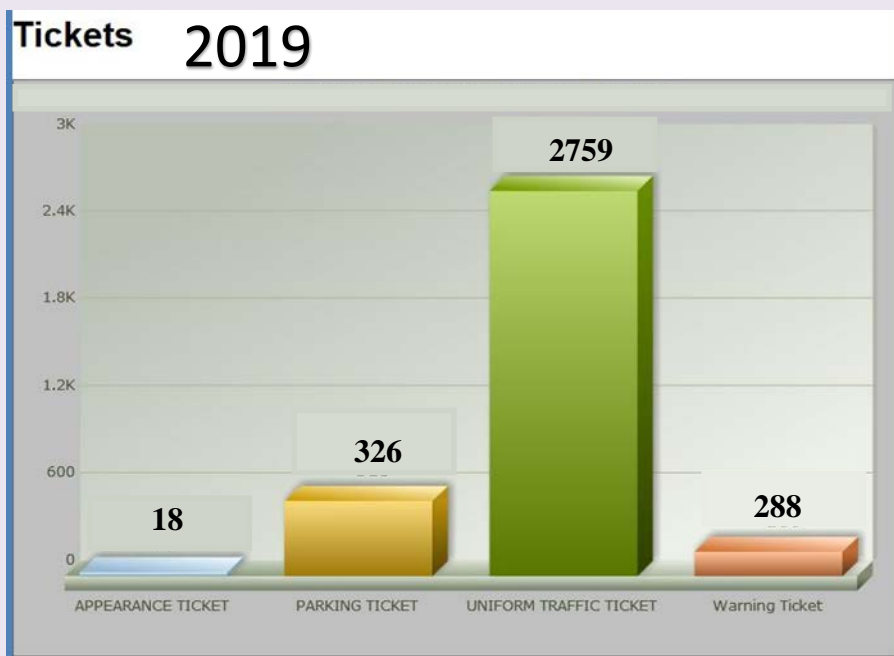
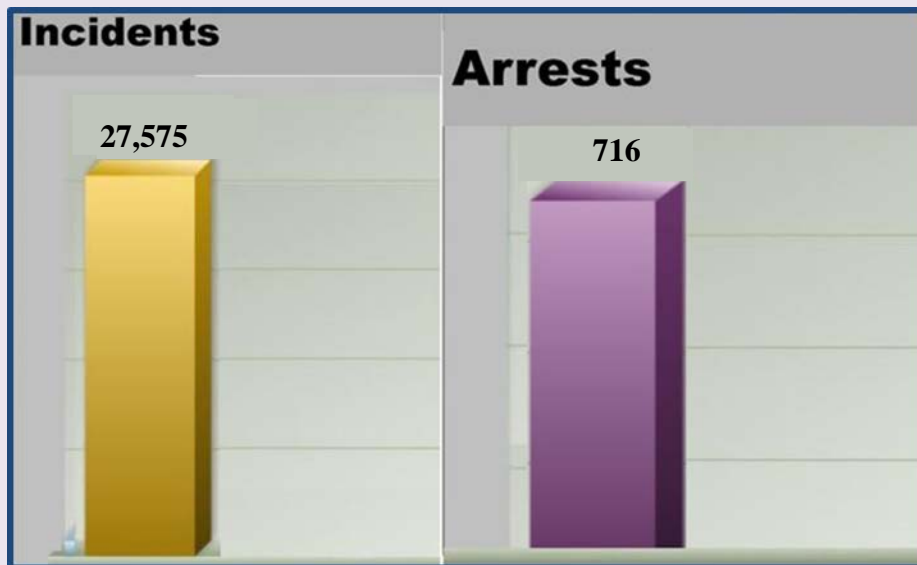
Lt. John Murphy

UNIFORM PATROL

THE ROCKLAND COUNTY SHERIFF'S PATROL IS RESPONSIBLE FOR THE PROTECTION OF COUNTY PROPERTIES, ROADS, THOROUGHFARES, HOLDINGS AND INTERESTS. THE UNIFORM PATROL WILL ANSWER CALLS FOR SERVICE AND HANDLE ANY AND ALL COMPLAINTS OCCURRING IN OR ON ROCKLAND COUNTY PROPERTIES. THE UNIFORM PATROL COMPRISES OF 3 PATROL SQUADS COVERING THE DAY AND EVENING SHIFTS. EACH SQUAD IS HEADED BY A SERGEANT. THE MIDNIGHT SHIFT COMPRISES OF THREE TEAMS HEADED BY TWO SERGEANTS. THE PATROL SQUADS SUPERVISED BY TWO PATROL LIEUTENANTS, WHO ALSO SUPERVISE SPECIALIZED UNIFORM SERVICES, LIKE THE MARINE AND MOUNTED UNITS.

ORDERS OF PROTECTION RECEIVED: 603, OF WHICH 583 WERE SERVED, 13 WERE RETURNED, 7 WERE WITHDRAWN.

2019



MARINE UNIT



THE MARINE UNIT IS A FULL SERVICE NAVIGATIONAL SAFETY AND ENFORCEMENT UNIT. IT IS 50% FUNDED BY THE NEW YORK STATE OFFICE OF PARKS, RECREATION AND HISTORIC PRESERVATION. THE MARINE UNIT IS BASED OUT OF TWO LOCATIONS ONE ON THE SOUTHERN END OF THE COUNTY AT THE TAPPAN ZEE BRIDGE AND THE OTHER AT THE NORTHERN END OF THE COUNTY IN STONY POINT. IT UTILIZES THREE VESSELS TO PATROL THE COUNTY'S 33 MILE WATER BOUNDARY FROM BEAR MOUNTAIN SOUTH TO PALISADES, NY.



MARINE 1 IS OUR NEW LAKE ASSAULT 34FT ALUMINUM CABIN PATROL BOAT POWERED WITH TWIN 300HP ENGINES (600HP TOTAL) EQUIPPED WITH A DAVIT, FLIR THERMAL IMAGING, RADAR, SIDE SCAN SONAR, ELECTRIC DEWATERING PUMPS, STAND-ALONE RADIATION DETECTION (RS-700) BY RSI, MARINE GENERATOR, MISC. RESCUE EQUIPMENT SUCH AS THROWABLE FLOATATION DEVICES (STICKS, BUOYS, ETC.). THIS IS A YEAR ROUND BOAT. RADIO CAPABILITIES ARE 700MHZ TO INCLUDE INTEROPERATIONS AND ALL FIRE CHANNELS ALONG WITH OUR PD CHANNELS. MARINE VHF CAPABLE WITH ALL MARINE CHANNELS ACCESSIBLE. FIRST AID EQUIPPED.

THIS VESSEL WAS ACQUIRED MOSTLY WITH PORT SECURITY FUNDING. THE COUNTY OF ROCKLAND MATCHED JUST 25% OF THE COST KEEPING THE COST TO TAXPAYERS AT A MINIMUM. OUR PARTNERSHIP WITH PORT SECURITY REQUIRES US TO PATROL THE HUDSON RIVER AND PROVIDE SECURITY TO HIGH VALUE ASSETS AS WELL AS TARGETS SUCH AS THE BEAR MOUNTAIN BRIDGE, INDIAN POINT, TAPPAN ZEE BRIDGE AS WELL AS WATER TAXI/FERRY LANDINGS AND ANY OTHER VULNERABLE TARGETS.

IN RECENT YEARS, THE MARINE UNIT HAS BEEN REQUESTED TO PROVIDE ADDITIONAL SECURITY FOR THE TAPPAN ZEE CONSTRUCTION PROJECT. THE MARINE UNIT PROVIDES A HIGH VISIBILITY PATROL IN THE AREA OF THE TAPPAN ZEE BRIDGE WHILE ENFORCING THE SECURITY ZONE SET BY THE US COAST GUARD. THE MARINE UNIT FOCUSES ON EDUCATING BOATERS WHILE ENFORCING THE RULES AND REGULATIONS OF THE HUDSON RIVER. THE MARINE UNIT CAN BE REQUESTED ALL YEAR ROUND 24 HOURS A DAY.

Agency Assist	25	Party in Water:	9
Boating While Intoxicated:	1	Port/Homeland Security:	348
Community Policing:	7	Property Check	50
Contracted Patrol:	22	Public Assist	6
Directed Patrol	70	Request for Patrol	3
Disabled Vessel:	20	Search and Rescue	7
Drowning	1	Security/Safety Zone:	18
Hazard to Navigation:	3	Stolen Vessel	0
Marine Unit Maintenance	35	Vessel Accident w/ Injuries:	1
Medical Emergency	5	Vessel Accident/No Injuries:	1
Mutual Aid	1	Vessel Fire	1
Navigation Law Complaint:	6	Vessel in Distress:	24
Navigation Law Stop:	64	Vessel Inspections:	54

MOUNTED UNIT

THE MOUNTED UNIT WAS CREATED BY THE SHERIFF'S OFFICE IN 1962. ORIGINALLY AN ALL-VOLUNTEER UNIT, IT ASSISTED WITH CROWD CONTROL FOR SPECIAL EVENTS, SEARCH AND RESCUE OPERATIONS, AS WELL AS FUNCTIONING AS A PUBLIC RELATIONS ARM FOR THE DEPARTMENT. AS THE YEARS PASSED, IT EVOLVED TO BECOME A FULLY INTEGRATED POLICE UNIT AS PART OF THE ROCKLAND COUNTY SHERIFF'S OFFICE, WHERE IT REMAINS AN ESSENTIAL COMPONENT FOR TODAY'S PUBLIC SAFETY.

THE MOUNTED UNIT IS ALSO A DCJS CERTIFIED TRAINING FACILITY. DEPARTMENTS FROM THE ENTIRE TRI-STATE AREA SEND THEIR OFFICERS TO THE SHERIFF'S OFFICE REMOUNT SCHOOL FOR MOUNTED CERTIFICATION AND AN ANNUAL REFRESHER COURSE.



THE MOUNTED UNIT REGULARLY PATROLS THE COUNTY PARKS, COUNTY OPERATING CENTERS, AND LOCAL TOWNS AND VILLAGES. IN RESPONSE TO A REQUEST FROM THE CHIEFS OF POLICE, THE UNIT IS CURRENTLY ASSIGNED TO THE VILLAGES OF NYACK, SPRING VALLEY, HAVERSTRAW, AND PEARL RIVER ON WEEKENDS. THESE HIGH VISIBILITY MOUNTED PATROLS FUNCTION IN CONJUNCTION WITH LOCAL POLICE JURISDICTIONS TO PROVIDE COVERAGE IN AREAS THAT HAVE SHOWN A HIGH INCIDENCE OF STREET CRIME, LIKE DRUG SALES, ROBBERIES AND ASSAULTS. THE MOUNTED UNIT HAS ALSO RESPONDED TO THE SCENES OF PROTESTS AND PUBLIC DISORDER, TO ASSIST WITH CONTAINMENT AND DISPERSAL OPERATIONS.

SHERIFF FALCO EXPLAINS: "THE HORSES OFFER CAPABILITIES THAT AN OFFICER ON FOOT OR IN A VEHICLE CANNOT. FOR EXAMPLE, THEY ENABLE OFFICERS TO GET A HIGHER VANTAGE POINT TO ASSESS A SITUATION. THIS IS A TREMENDOUS ADVANTAGE IN CROWD

CONTROL. THEY CAN ALSO TRAVERSE ROUGH TERRAIN TO ASSIST IN LOCATING MISSING OR INJURED PERSONS IN PARKS AND OTHER AREAS THAT ARE INACCESSIBLE TO VEHICLES. AND BECAUSE OF THEIR SIZE, THEY CAN EASILY CLEAR A PATH IN A CROWD SHOULD IT BE NECESSARY TO GET AN AMBULANCE OR PUBLIC SAFETY VEHICLE THROUGH. PEOPLE RESPECT THE SIZE OF THESE ANIMALS AND RESPOND TO THEM."



TOTAL INCIDENTS:	
Agency Assist	38
Animal Care	80
Community Policing	18
Demos	14
Directed Patrols:	17
Facility Maintenance	46
Parade/Ceremonies	13
Search & Rescue	0
Training	71
Vehicle Maintenance	20

K-9 UNIT

THE PATROL K9 UNIT IS A FULL TIME UNIT, AND IN ADDITION IS MADE AVAILABLE ON A 24 HOUR BASIS FOR TRACKING AND DRUG DETECTION. THE PATROL K9 UNIT CURRENTLY CONSISTS OF THREE K9 TEAMS.

IN 2019 PATROL K9 UNIT DEPLOYS FOR INCIDENTS INVOLVING: NARCOTICS DETECTION SEARCHES, TRACKING, WARRANT ASSISTANCE, REACT SUPPORT, PUBLIC/SCHOOL DEMONSTRATIONS AND EVIDENCE SEARCHES. ALL K9 TEAMS HAVE BEEN ESTABLISHED USING ASSET FORFEITURE FUNDS.



PO MATHEW MYERS/K9 HOLDER – TRACKING

OFFICERS MYERS AND K9 HOLDER ARE STILL ROCKLAND COUNTY'S SOLE BLOODHOUND TEAM. DCJS AND FBI CERTIFIED IN TRACKING, THIS K9 TEAM IS ROUTINELY USED TO FOR TRACKS OF MISSING ENDANGERED, CHILDREN, ROBBERIES AND BURGLARIES. K9 HOLDER IS OFTEN UTILIZED IN TRACKS THAT RANGE FROM HOURS TO SEVERAL DAYS OLD. K9 HOLDER WAS DONATED BY THE NATIONAL POLICE BLOODHOUND ASSOCIATION (NPBA) AND NAMED AFTER FALLEN NYPD DETECTIVE RANDOLPH HOLDER.

PO KEVIN GOLDEN/K9 LENNON - PATROL/NARCOTICS

THIS PATROL K9 TEAM WAS STARTED IN MARCH 2017. K9 LENNON IS A 4 YEAR OLD DUTCH/GERMAN SHEPHERD. THEY ARE SUCCESSFUL GRADUATES OF THE ORANGE COUNTY SHERIFF'S OFFICE K9 PATROL/NARCOTICS SCHOOL. OFFICER GOLDEN AND K9 LENNON ARE DCJS CERTIFIED IN TRACKING, EVIDENCE SEARCHES, APPREHENSION, HANDLER PROTECTION AND NARCOTICS DETECTION. THIS K9 TEAM WAS OFFICIALLY PUT INTO SERVICE IN NOVEMBER 2017 AFTER COMPLETING NARCOTICS DETECTION SCHOOL. K9 LENNON IS NAMED AFTER PO BRIAN LENNON WHO PASSED AWAY IN FEBRUARY OF 2017. PO LENNON WAS ONE OF THE OFFICERS WHO RESPONDED TO THE BRINKS ROBBERY IN 1981.



PO ANGELO BRAGAGLIA/K9 MAC- PATROL/EXPLOSIVES

THE LATEST K9 TEAM TO JOIN THE ROCKLAND COUNTY SHERIFF'S OFFICE THIS YEAR IS PO ANGELO BRAGAGLIA AND K9 MAC. MAC IS A 2 YEAR OLD GERMAN SHEPARD. THIS TEAM GRADUATED IN JULY 2019 FROM K9 PATROL SCHOOL, HOSTED BY THE ORANGE COUNTY SHERIFF'S OFFICE. THE NEW K9 TEAM COMPLETED 18 WEEKS OF TRAINING WHERE THEY BECAME NYS DCJS CERTIFIED IN TRACKING, ARTICLE SEARCH, HANDLER PROTECTION AND APPREHENSION. THIS K9 TEAM GRADUATED EXPLOSIVE DETECTION SCHOOL IN DECEMBER. K9 MAC IS NAMED IN HONOR OF ONE OF OUR OWN, DETECTIVE ALOYSIUS "AL" MCMAHON WHO PASSED AWAY IN 2018.



TRANSPORT UNIT

THE PRISONER TRANSPORT UNIT WAS ESTABLISHED IN THE EARLY 1980S AFTER THE NEW YORK STATE CHIEFS' ASSOCIATION FILED A LAWSUIT AND FORCED ALL SHERIFFS THROUGHOUT THE STATE TO TAKE CUSTODY OF ALL PRISONERS UPON REMAND BY THE JUDGE TO THE CUSTODY OF THE SHERIFF. THE UNIT IS RESPONSIBLE FOR THE HANDLING AND MOVEMENT OF ALL INMATES COMMITTED TO THE ROCKLAND COUNTY CORRECTIONAL FACILITY. IT EXECUTES ALL REMAND ORDERS FROM LOCAL AND COUNTY COURTS AS WELL AS ORDERS TO PRODUCE FROM BOTH THESE JURISDICTIONS. IN ADDITION INMATES ARE TRANSPORTED TO AND FROM LOCAL CLINICS AND HOSPITALS AND OTHER INSTITUTIONS, OUT OF THE COUNTY, INCLUDING STATE AND NEW YORK CITY CORRECTIONAL FACILITIES. THE UNIT COMPRISES OF RECENTLY RETIRED LAW ENFORCEMENT PROFESSIONALS. THE OFFICERS OF THIS UNIT ARE RESPONSIBLE FOR THE CARE, CUSTODY AND CONTROL OF SEVERAL THOUSAND INMATES, YEARLY, WHILE TRANSPORTING THEM, OUTSIDE THE CORRECTIONAL FACILITY.

COUNTY COURT TRANSPORTS	827
DISTRICT ATTORNEYS:	31
FACILITY:	95
FAMILY COURT TRANSPORTS	74
JUSTICE COURT TRANSPORTS	599
MEDICAL TRANSPORTS	304
REMANDS	453
TRANSPORT JUVENILE	1
TOTALS:	2,384



SECURITY UNIT

IN JANUARY OF 2017, THE ROCKLAND COUNTY SHERIFF'S OFFICE TOOK OVER THE SECURITY OPERATIONS FOR ALL COUNTY BUILDINGS. PREVIOUSLY, THESE RESPONSIBILITIES FELL UNDER THE DEPARTMENT OF GENERAL SERVICES. UPON INCORPORATING THE EXISTING NEW YORK STATE LICENSED CIVILIAN SECURITY PERSONNEL, INTO THE POLICE DIVISION NEW POLICIES AND PROCEDURES WERE IMPLEMENTED. THE SHERIFF'S OFFICE OUTFITTED THE CIVILIAN SECURITY AIDES WITH NEW UNIFORMS, EQUIPMENT, AND MARKED PATROL VEHICLES. THE SECURITY PERSONNEL WERE ALSO PROVIDED ENHANCED TRAINING. THE "GUARD 1" SYSTEM WHICH ELECTRONICALLY TRACKS THE PRECISE TIME AND LOCATION THAT SECURITY AIDES HAVE CHECKED A PARTICULAR AREA WAS DEPLOYED TO ENSURE ACCOUNTABILITY. ADDITIONAL PLANS ARE CURRENTLY IN PLACE TO ENHANCE SECURITY WITH THE INSTALLATION OF MAGNETOMETERS, WANDS AND SURVEILLANCE CAMERAS. FURTHERMORE, A BADGE PASS VISITOR MANAGEMENT SYSTEM, WHICH WILL IDENTIFY AND TRACK VISITORS TO COUNTY BUILDINGS, HAS BEEN IMPLEMENTED.

THE DIVISION ALSO ADDED 10 POLICE OFFICERS TO THE UNIT TO PROVIDE A PROFESSIONAL ARMED POLICE PRESENCE IN THE ROCKLAND COUNTY OFFICE BUILDING, THE DEPARTMENT OF SOCIAL SERVICES BUILDING AND OTHER STRATEGIC AND CRITICAL LOCATIONS THROUGHOUT THE COUNTY. THESE OFFICERS ASSIGNED TO THE SECURITY UNIT RECEIVE ANNUAL TRAINING IN DEFENSIVE TACTICS, FIREARMS, CPR, AED, NARCAN AND LESS LETHAL WEAPONS.

THE GOAL OF THE ROCKLAND COUNTY SHERIFF'S OFFICE SECURITY UNIT IS TO PROVIDE A SAFE AND SECURE ENVIRONMENT FOR ALL ROCKLAND COUNTY WORKERS AS WELL AS THE VISITORS WHO ARE CONDUCTING COUNTY BUSINESS. THE SECURITY UNIT STRIVES TO ACCOMPLISH THIS WITH PROFESSIONALISM AND TREATS ALL PEOPLE WITH DIGNITY, COURTESY AND RESPECT.

RESERVE FORCE



THE ROCKLAND COUNTY SHERIFF'S RESERVE POLICE FORCE IS AN ALL-VOLUNTEER FORCE FROM DIVERSE SOCIAL, ETHNIC, RELIGIOUS AND OCCUPATIONAL BACKGROUNDS THAT IS USED TO AUGMENT AND SUPPLEMENT FULL TIME LAW ENFORCEMENT STAFF. IT IS DEDICATED TO THE PROTECTION OF LIFE AND PROPERTY AND THE PRESERVATION OF A SAFE ENVIRONMENT FOR THE CITIZENS OF ROCKLAND COUNTY.

THE RESERVE FORCE ASSISTS THE REGULAR STAFF DURING TIME OF DECLARED EMERGENCIES, DISASTERS, OR WAR. THEY MAY ASSIST WITH TRAFFIC AND CROWD CONTROL

AT PARADES, SPORTS AND SPECIAL EVENTS, RESIDENTIAL HOUSE CHECKS, CRIME PREVENTION AND TRAFFIC SAFETY. THEY ARE THE EYES AND THE EARS OF REGULAR POLICE OFFICERS AND THE COMMUNITY. TRAINING FOR RESERVE FORCE IS CONDUCTED EVERY 2 YEARS.

TRAFFIC SAFETY

VTL SECTIONS CHARGED BREAKDOWN:	
1192 UM DWI 1 ST (M)	5
1192.02 EF DWI w/10 YRS	4
1192.02 UM DWI .08 OF 1% 1 ST	31
1192.03 DF DWI 2PREV CNVCTNS	0
1192.03 EF DWI FELONY	5
1192.03 UM DWI 1 ^S	49
1192.04 UM DWI /DRUG ONLY1	0
1192.2-AA EF AGG DWI PRIORS	1
1192.2-AA UM AGG DWI NO PRIORS	7
1192.2-AB EF LEANDRA LAW DWI	3
1192.4-A EF DWI/DRUGS PRIORS	0
1194.01B I – REFUSE BREATH TEST	6
1198. UM INTERLOCK VIOLATION	3

STOP DWI (SPECIAL TRAFFIC OPTIONS PROGRAM FOR DRIVING WHILE INTOXICATED)

IT REMAINS OUR OBJECTIVE TO CONTINUE AGGRESSIVE DWI ENFORCEMENT THROUGHOUT ROCKLAND COUNTY. WITH THE CONTINUED SUPPORT OF THE ROCKLAND COUNTY STOP DWI AND ORGANIZATIONS SUCH AS MADD WE WILL REMAIN TRULY DEDICATED TO DWI ENFORCEMENT AND HOPE TO PROVIDE A SAFER ENVIRONMENT FOR OUR CITIZENS. THROUGH DILIGENT D.W.I. ENFORCEMENT, AND USE OF THE DWI MOBILE FIELD UNIT, THIS AGENCY HAS SOUGHT TO INCREASE ITS DWI ARREST ACTIVITY OVER THE PAST FEW YEARS. IN 2019 THE DIVISION MADE 59 DWI ARRESTS.

STOP DWI VICTIM IMPACT PANEL

A PANEL OF VICTIMS SPEAKS BRIEFLY ABOUT THE DRUNK DRIVING CRASHES IN WHICH THEY WERE INJURED OR A LOVED ONE WAS KILLED. EACH PANELIST TELLS THEIR STORY AND HOW THEIR LIVES WERE AFFECTED BY THE CRASH OR THE DEATH OF A FAMILY MEMBER. THERE IS NO INTERACTION BETWEEN THE VICTIMS AND THE AUDIENCE; HOWEVER, A QUESTION AND ANSWER PERIOD MAY FOLLOW IF THE VICTIMS ARE WILLING TO PARTICIPATE. THE AUDIENCE MEMBERS CONSIST OF PEOPLE CONVICTED OF ALCOHOL-RELATED OFFENSES AND THOSE ON PROBATION FOR DRIVING WHILE INTOXICATED.

TWO OFFICERS ATTEND EACH MEETING. THE OFFICERS ARE RESPONSIBLE FOR MONITORING ALL OF THE COURT ORDERED (CO) ATTENDEES. THEY CONDUCT ALCO-SENSOR TESTS ON ALL CO ATTENDEES TO INSURE THEY ARE ATTENDING IN A SOBER CONDITION, AND IN ADDITION ALL CO VEHICLES ARE SCREENED WHEN ENTERING THE PARKING LOT AREA. THIS IS TO IDENTIFY ANYONE OPERATING WHILE HIS/HER DRIVING PRIVILEGES ARE EITHER SUSPENDED OR REVOKED FOR DWI.

THE PANEL MEETS SIX TIMES EACH YEAR AT THE ROCKLAND COUNTY FIRE TRAINING CENTER FIREMAN'S MEMORIAL DRIVE, POMONA, NEW YORK. EACH YEAR, APPROXIMATELY 1,000 PEOPLE ATTEND THE ROCKLAND COUNTY VICTIM'S IMPACT PANEL MEETINGS.

THERE WERE 3 VICTIM IMPACT PANEL DETAILS IN 2019.

DRUG RECOGNITION EXPERT (DRE)

THE DIVISION NOW HAS TWO CERTIFIED DREs, THANKS TO THE ASSISTANCE OF THE COUNTY STOP DWI PROGRAM. IN 2017 PO RUSSELL JOINED PO MOGER AS THE SECOND CERTIFIED DRE FOR THE DIVISION. THESE EXPERTS ARE CALLED ON OUT ON A REGULAR BASIS TO ASSIST OTHER AGENCIES (BESIDES OUR DIVISION) IN EVALUATING AND IDENTIFYING IMPAIRED DRIVING WHICH HAS BECOME A MAJOR HAZARD ON THE ROAD.

PO MOGER IS OFTEN REQUESTED TO SPEAK AT SCHOOLS AND OTHER VENUES ON THE EFFECTS OF IMPAIRED DRIVING AND HAS GAINED RECOGNITION FROM STOP DWI AND MADD FOR HIS EFFORTS. TOTAL DRE CALLOUTS: 15

DCAT (DRUG COURT RANDOM ALCOHOL TESTING PROGRAM)

DRUG COURT IS A SPECIALLY DESIGNATED COURT WHEREIN A RANGE OF SERVICES AND SANCTIONS ARE UTILIZED TO REDUCE DRUG ABUSE AND RECIDIVISM AMONG NON-VIOLENT, DRUG-ADDICTED OFFENDERS. DRUG COURT PROGRAMS BRING THE FULL WEIGHT OF INTERVENERS (THE JUDGE, PROBATION OFFICERS, CORRECTIONAL AND LAW ENFORCEMENT PERSONNEL, PROSECUTORS, DEFENSE COUNSEL, DRUG-TESTING PERSONNEL, REHABILITATION AND TREATMENT SPECIALISTS, EDUCATORS, ETC.) TO BEAR, FORCING THE OFFENDER TO DEAL WITH HIS OR HER DRUG ABUSE PROBLEM OR SUFFER THE CONSEQUENCES.

OFFICERS OF THE SHERIFF'S UNIFORM PATROL ARE REQUESTED BY DRUG COURT TO CONDUCT RANDOM ALCO-SENSOR TESTING ON DRUG COURT PARTICIPANTS IN ORDER TO MONITOR THEIR ALCOHOL INTAKE ON A 24-7 BASIS. THESE TESTS WERE CONDUCTED UTILIZING TWO SEPARATE METHODS. FIRST METHOD CONSISTED OF RANDOM HOME VISITATIONS THAT WERE CONDUCTED PRIMARILY IN THE LATE EVENING HOURS BY TWO OFFICERS. THE SECOND METHOD IS THE FUCHSIA TESTING, IN WHICH SUBJECTS WERE ORDERED TO RESPOND TO OUR STATION DURING THE EARLY MORNING HOURS, FOR ALCOHOL TESTING, BEFORE GOING TO WORK. ALL TESTS ARE RANDOM AND UNANNOUNCED. THE SUBJECTS ARE ONLY GIVEN 30-MINUTE PRIOR NOTICE BEFORE HAVING TO SUBMIT TO AN ALCO-SENSOR TEST. SINCE THE PROGRAM'S INCEPTION DATE OF AUGUST 1, 2008 MEMBERS OF THE UNIFORM PATROL CONDUCT ON THE AVERAGE 200-300 TESTS PER YEAR.

IN 2019 A TOTAL OF 123 TESTS WERE CONDUCTED, 57 OF WHICH WERE CONDUCTED AT THE STATION.

FCAT (FAMILY COURT RANDOM ALCOHOL TESTING PROGRAM)

THIS TREATMENT COURT IS DESIGNED TO OVERSEE AND MONITOR THE DEFENDANTS WHO HAVE BEEN ORDERED INTO TREATMENT AFTER BEING IN THE POSITION OF LOSING THEIR CHILDREN BECAUSE OF SUBSTANCE ABUSE AND OTHER ISSUES. THE PROGRAM DEMANDS THAT PARENTS ENTER DRUG REHABILITATION, GET TESTED REGULARLY, TAKE PARENTING CLASSES AND RECEIVE COUNSELING FOR THEIR ADDICTION. IF THEY COMPLETE THE THREE-PHASE PROGRAM, WHICH CAN LAST UP TO 18 MONTHS, THEIR CHILDREN ARE ALLOWED TO LIVE WITH THEM.

OFFICERS OF THE SHERIFF'S UNIFORM PATROL ARE REQUESTED BY THE TREATMENT COURT COORDINATOR TO CONDUCT RANDOM ALCOHOL TESTING ON THOSE SUBJECTS BELIEVED TO BE IN VIOLATION OF THE TREATMENT COURT ORDERS. UNLIKE DRUG COURT, THE OFFICERS VISIT ONLY THE HOME, AND DO NOT CONTACT THE SUBJECT PRIOR TO THEIR ARRIVAL. THE PURPOSE OF THIS SPOT-CHECK IS NOT ONLY TO DETERMINE IF THE SUBJECT IS UNDER THE INFLUENCE OF ALCOHOL OR DRUGS, BUT IS ALSO AN AVENUE TO OBSERVE THE HOME ENVIRONMENT AND TO CHECK ON THE WELFARE OF CHILDREN WHO MAY STILL RESIDE WITHIN THE HOUSEHOLD OR WHO HAVE BEEN RETURNED TO THE HOUSEHOLD. IF ANYTHING IS DISCOVERED EITHER CRIMINAL OR NEGLIGENT IN NATURE, THE OFFICERS IMMEDIATELY CONTACT REPRESENTATIVES FROM CHILD PROTECTIVE SERVICES AND AN INVESTIGATION ENSUES.

PTS (POLICE TRAFFIC SERVICES)

THE SHERIFF'S POLICE DIVISION CONDUCTS TARGETED VEHICLE AND TRAFFIC ENFORCEMENT LIKE RED LIGHT, SEAT BELT AND DISTRACTED DRIVING (TEXTING AND CELL PHONE) VIOLATIONS. THE FUNDING FOR THESE PROGRAMS IS RECEIVED THROUGH GRANTS FROM THE GOVERNOR'S TRAFFIC SAFETY COMMITTEE. IN 2019 THE FOLLOWING TICKETS WERE ISSUED FOR THE BUCKLE UP, SAFE STOP AND DISTRACTED DRIVING PROGRAMS.

PROGRAM	TICKETS ISSUED	PROGRAM	TICKETS ISSUED
SPEED AWARENESS WEEK	35	CROSS WALK DETAIL	15
BUCKLE UP NY	84	OPERATION SAFE STOP	6
DISTRACTED DRIVING	37	OPERATION NO EMPTY CHAIR	5
TOTAL			182

CHILD PASSENGER SAFETY PROGRAM



THE ROCKLAND COUNTY SHERIFF'S OFFICE CHILD PASSENGER SAFETY (CPS) PROGRAM CONTINUES TO EDUCATE PARENTS AND CAREGIVERS ABOUT THE PROPER WAYS TO TRANSPORT CHILDREN SAFELY USING CHILD SAFETY SEATS AND SEAT BELTS. THE PURPOSE OF A CHILD SAFETY SEAT CHECK IS TO FOCUS ON THE APPROPRIATE CHILD RESTRAINT SELECTION AND PROPER INSTALLATION. AS A TEST TO INSURE THE KNOWLEDGE AND CAPABILITIES OF A PARENT/CAREGIVER, THEY ARE REQUESTED TO PERFORM THE FINAL INSTALLATION OF THE CHILD SAFETY SEAT IN THE VEHICLE BEFORE LEAVING THE EVENT HOSTED.

IN 2019 THE PROGRAM CONDUCTED MONTHLY FITTING STATION SEAT CHECKS AT SHERIFF HQ. A TOTAL OF 61 VEHICLES RESPONDED TO THESE EVENTS FOR SEAT CHECKS, 67 SEATS WERE INSTALLED OR CHECKED AND 5 SEATS WERE GIVEN AWAY. FUNDING FOR THE CAR SEATS COMES FROM A GRANT ALLOCATION BY THE NY STATE GOVERNOR'S TRAFFIC SAFETY COMMITTEE. THERE ARE 5 CERTIFIED TECHNICIANS.

LPR (LICENSE PLATE READER)

IN 2005-2006 THE ROCKLAND COUNTY SHERIFF'S OFFICE WAS AWARDED A GRANT FROM NYS DCJS FOR A MOBILE LICENSE PLATE READER (LPR) TO BE INSTALLED IN PATROL VEHICLES. SUBSEQUENTLY AS PART OF THE SECURE THE CITIES (STC) INITIATIVE, ADDITIONAL LPRS WERE ADDED TO THE RCSO PATROL FLEET, BRINGING THE RCSO TOTAL TO 12 MOBILE PLATE READERS FOR PATROL FLEET OPERATIONS. IN 2016 THE SHERIFF'S OFFICE ADDED A FIXED POSITION LPR TO MONITOR TRAFFIC IN AND OUT OF THE SHERIFF'S OFFICE/JAIL COMPLEX. ALL COLLECTED DATA IS UPLOADED TO THE INFO-SHARING DATABASE.

THE USE OF THE LPR HAS RESULTED IN SEVERAL SIGNIFICANT ARRESTS SUCH AS STOLEN VEHICLES AND A VEHICLE KNOWN TO CONTAIN HANDGUNS. IN 2019 THERE HAVE BEEN ~2 MILLION READS FROM THE SHERIFF'S PATROL CARS AND ~5 MILLION READS FROM PARTNER AGENCIES FOR A TOTAL OF ~7 MILLION TOTAL READS IN 2019.

DRIVING SIMULATOR

IN 2017, THE ROCKLAND COUNTY SHERIFF'S OFFICE ALONG WITH THE COUNTY LEGISLATURE AND THE ROCKLAND COUNTY TRAFFIC SAFETY BOARD PARTNERED TO PURCHASE A NEW MACHINE THAT ALLOWS PEOPLE TO LEARN ABOUT THE POTENTIALLY FATAL CONSEQUENCES OF DRIVING WHILE TEXTING. SHERIFF LOUIS FALCO STATED THAT "TEXTING WHILE DRIVING MAKES IT SIX TIMES MORE LIKELY TO HAVE A CRASH THAN DRINKING WHILE DRIVING." "TEXTING WHILE DRIVING IS EQUAL TO HAVING FOUR DRINKS WHILE YOU'RE DRIVING. IT'S DANGEROUS AND POTENTIALLY DEADLY. IF YOU DON'T WANT TO HURT OR KILL ANOTHER DRIVER, A PEDESTRIAN, YOUR PASSENGER OR YOURSELF, THEN DON'T TEXT OR DRIVE." THIS MACHINE WILL BE BROUGHT TO AREA HIGH SCHOOLS TO EDUCATE STUDENTS ON DISTRACTED DRIVING, THE DANGERS OF DRIVING WHILE INTOXICATED AND PROVIDE A REAL LIFE EXPERIENCE FOR BEGINNER DRIVERS.

TRUNARC DIGITAL DRUG ANALYZER

THE ROCKLAND COUNTY SHERIFF'S OFFICE HAS PURCHASED WITH THE USE OF ASSET FORFEITURE FUNDS A THERMOFISHER SCIENTIFIC TRUNARC DIGITAL DRUG ANALYZER.

THE TRUNARC IS A HANDHELD DEVICE THAT ENABLES OFFICERS TO SCAN FOR MORE THAN 415 ILLICIT SUBSTANCES, INCLUDING HEROIN, FENTANYL AND CARFENTANIL, IN A SINGLE TEST. MOST SAMPLES CAN BE SCANNED DIRECTLY THROUGH PLASTIC OR GLASS MINIMIZE CONTAMINATION, REDUCE EXPOSURE AND PRESERVE EVIDENCE. THE TRUNARC USES PROVEN TECHNOLOGY AND IS CURRENTLY USED BY NEARLY 40 OTHER LAW ENFORCEMENT AGENCIES IN NEW YORK, INCLUDING POLICE LABORATORIES.

THE TRUNARC TEST TAKES THE PLACE OF A TRADITIONAL NIK KIT FIELD TEST AND HAS BEEN USED IN GRAND JURY PROCEEDINGS. A FULL LAB TEST WILL STILL BE REQUIRED FOR TRIAL AS CURRENTLY REQUIRED.



COMMUNITY RELATIONS

OPERATION MEDICINE CABINET (PRESCRIPTION DRUG DISPOSAL PROGRAM)



AS PART OF A STATEWIDE PRESCRIPTION DRUG DISPOSAL PROGRAM, THE ROCKLAND COUNTY SHERIFF'S POLICE DIVISION HAS BEEN APPROVED AS A 24/7 DROP-OFF LOCATION (AS OF 2012) FOR DISPOSAL OF EXPIRED OR UNWANTED PRESCRIPTION DRUGS. MEMBERS OF THE PUBLIC CAN SIMPLY COME TO OUR FRONT DESK AND DISCARD THEIR UNWANTED OR EXPIRED MEDICATION INTO A PRE-MARKED CONTAINER LOCATED WITHIN THE LOBBY AREA OF THE SHERIFF'S HQ. (WITH NO QUESTIONS ASKED). OFFICERS DO NOT REQUEST ID FROM SUBJECTS, NOR DO THEY ASK ANY QUESTIONS PERTAINING TO DESCRIPTION OR OWNERSHIP OF THE MEDICATIONS BEING DISCARDED.

THE PURPOSE OF THIS PROGRAM IS TO REMOVE UNWANTED DRUGS FROM THE HOUSEHOLD, WHERE THEY CAN BE EASILY ACCESSED AND TAKEN FOR THE PURPOSE OF ILLEGAL

SALES AND CONSUMPTION. SINCE THE PROGRAM'S INCEPTION, THOUSANDS OF POUNDS OF UNWANTED PRESCRIPTIONS HAVE BEEN COLLECTED AND DESTROYED VIA THE SHERIFF'S POLICE DIVISION.

IN 2019 ALONE 3480 POUNDS OF UNWANTED PRESCRIPTION MEDICATION WAS DESTROYED.

SILVER ALERT PROGRAM



TO HELP PROTECT AN INCREASING NUMBER OF CITIZENS WITH COGNITIVE IMPAIRMENTS WHO WANDER AND BECOME MISSING, THE COUNTY LEGISLATURE IN CONJUNCTION WITH THE SHERIFF'S OFFICE AND VARIOUS TOWN AND VILLAGE POLICE DEPARTMENTS INITIATED THE "SILVER ALERT" PROGRAM. THE SILVER ALERT PROGRAM IS MODELED AFTER THE AMBER ALERT PROGRAM FOR MISSING CHILDREN NOW IN EFFECT IN ALL 50 STATES. THE ALERT PROGRAMS CAN QUICKLY DISTRIBUTE INFORMATION ABOUT MISSING PERSONS TO LAW ENFORCEMENT, RADIO, AND TELEVISION STATIONS. THE ALERTS ARE DESIGNED TO ADVISE THE PUBLIC OF A MISSING ADULT, BY UTILIZING ALL FORMS OF MEDIA, AS WELL AS USING OTHER MESSAGING ALTERNATIVES SUCH AS TRAFFIC SIGNS. WHILE THE AMBER ALERT PROGRAMS QUICKLY DISSEMINATES INFORMATION ABOUT MISSING CHILDREN, SILVER ALERT PROGRAMS ARE DESIGNED PARTICULARLY TO PROTECT INDIVIDUALS OVER 18

YEARS OF AGE SUFFERING FROM ALZHEIMER'S DISEASE, DEMENTIA OR OTHER COGNITIVE OR INTELLECTUAL IMPAIRMENT.

THE SILVER ALERT PROGRAM IS A COUNTY-WIDE LAW ENFORCEMENT INITIATIVE; IT ALLOWS LOCAL LAW ENFORCEMENT TO DISSEMINATE TO MEDIA OUTLETS, VITAL INFORMATION ABOUT THESE VULNERABLE INDIVIDUALS WHO HAVE WANDERED FROM THEIR CARETAKERS AND TO AID IN THE SEARCH AND SAFE RETURN OF THESE INDIVIDUALS TO THOSE RESPONSIBLE FOR THEM. IN 2019 A TOTAL OF 4 SUBJECTS WERE REGISTERED IN THE PROGRAM.

PROJECT LIFESAVER

PROJECT LIFESAVER IS A PROGRAM TO ELECTRONICALLY LOCATE THOSE WHO WANDER. IT PROVIDES A TIMELY RESPONSE TO SAVE LIVES AND REDUCE POTENTIAL INJURY FOR ADULTS AND CHILDREN SUFFERING FROM ALZHEIMER'S DISEASE, DEMENTIA OR OTHER COGNITIVE OR INTELLECTUAL IMPAIRMENTS WHICH PLACE THEM AT RISK. THE PROGRAM PLACES PERSONALIZED RADIO TRANSMITTERS ON IDENTIFIED PERSONS. THESE TRANSMITTERS ASSIST IN LOCATING THOSE WHO WANDER RESULTING IN AN AVERAGE RECUE TIME OF LESS THAN 30 MINUTES. IN 2019 1 ADULT & 2 CHILDREN WERE ENROLLED IN THE PROGRAM.



TRIAD



THIS IS A PROGRAM THAT FOCUSES ON REDUCING THE CRIMINAL VICTIMIZATION OF OLDER AMERICANS, AND THE ENHANCEMENT OF THE DELIVERY OF LAW ENFORCEMENT SERVICES TO THESE INDIVIDUALS. IT IS A SYMBOL OF UNITY BETWEEN THE SHERIFF, LOCAL POLICE, AND THE AMERICAN ASSOCIATION OF RETIRED PERSONS (A.A.R.P.) THE MAIN PURPOSE IS TO REDUCE SENIOR VICTIMIZATION, ENHANCE A SENSE OF SECURITY AMONG SENIORS THROUGH EDUCATION, TRAINING AND INVOLVEMENT. IT IS DESIGNED TO IMPROVE THE OVERALL QUALITY OF LIFE FOR SENIORS. THE ROCKLAND COUNTY TRIAD AND ALL POLICE AGENCIES IN ROCKLAND COUNTY RECOGNIZE THAT THE SAFETY CONCERNS OF OUR SENIOR CITIZENS ARE A PRIORITY CONSIDERATION. THEY ARE MOST VULNERABLE TO THE CRIMINAL ELEMENT AND REQUIRE A SPECIAL EFFORTS AND PLANS FOR THEIR PROTECTION. IN 2019 A TOTAL OF 4 TRIAD MEETINGS WERE ATTENDED ALONG WITH 33 SENIOR CLUBS. IN TOTAL WE HAVE SPOKEN TO APPROXIMATELY 2,800 SENIORS.

INTERNSHIP PROGRAM

OFFICERS FROM THIS AGENCY ADMINISTER THE INTERNSHIP PROGRAM FOR AREAS COLLEGES. STUDENTS ARE AFFORDED TO THE OPPORTUNITY TO INTERACT AND OBSERVE MEMBERS OF THIS AGENCY IN EVERY ASPECT SUCH AS CORRECTIONS, CIVIL, PATROL AND COMMUNICATIONS. INTERNS RECEIVE A TOUR OF THE COUNTY JUDICIAL SYSTEM AND OBSERVE CRIMINAL COURT PROCEEDINGS. THEY VISIT THE COUNTY JAIL AND THE POLICE ACADEMY AND GENERALLY LEARN ABOUT LAW ENFORCEMENT AS A PROFESSION. THE STUDENT IS THEN REQUIRED TO WRITE A REACTION PAPER TO CONVEY THEIR EXPERIENCES AND FUNDAMENTALS DERIVED FROM THE ENTIRE PROCESS.

IN 2019 A TOTAL OF 8 INTERNS WERE HOSTED.

ANIMAL ABUSE REGISTRY

ANIMAL CRUELTY BEING A SERIOUS PROBLEM, THE ROCKLAND COUNTY LEGISLATURE ESTABLISHED LOCAL LAW # 2 OF 2011 KNOWN AS "THE ANIMAL ABUSER REGISTRY LAW" TO ESTABLISH AN ONLINE ANIMAL ABUSER REGISTRY. THIS REGISTRY IS FOR INDIVIDUALS RESIDING IN ROCKLAND COUNTY, WHO ARE CONVICTED OF ANIMAL ABUSE CRIMES. THE ROCKLAND COUNTY SHERIFF WAS DIRECTED TO MAINTAIN THIS REGISTRY.

INTERNET EXCHANGE

THE ROCKLAND COUNTY SHERIFF'S OFFICE NOW HAS TWO RESERVED PARKING SPOTS IN FRONT OF THE HEADQUARTERS BUILDING, DESIGNATED TO PROVIDE SECURE TRANSACTIONS FOR THE BUYERS AND SELLERS FROM ONLINE MARKETPLACES. COMMUNITY MEET UP SPOTS ARE DESIGNATED AREAS FOR BUYERS AND SELLERS FROM ONLINE AND MOBILE MARKETPLACES TO MEET IN-PERSON TO COMPLETE A TRANSACTION. THE PARKING SPACES ARE DESIGNED FOR THE COMMUNITY AS A DETERRENT TO CRIMINAL INTENT OR ACTIVITY. THE GOAL IS TO PROTECT THE BUYERS AND SELLERS AND TO PROVIDE A LOCATION THAT WILL ALLOW EXCHANGES TO TAKE PLACE IN A SAFE AND SECURE MANNER. THE AREA IS UNDER 24HOUR SURVEILLANCE AND IS ALSO RECORDED. OFFICERS CAN MONITOR THE EXCHANGE REAL-TIME THROUGH THE USE OF EXTERNAL CAMERA SYSTEM.



FLOW CONTROL

THIS PROGRAM IS CONDUCTED IN CONJUNCTION WITH THE ROCKLAND COUNTY SOLID WASTE FACILITY AND ROCKLAND COUNTY HEALTH DEPARTMENT TO MONITOR THE FLOW CONTROL IN THE COUNTY AND DETERMINE IF ALL WASTE GENERATED IN THE COUNTY IS BROUGHT TO THE ROCKLAND COUNTY SOLID WASTE FACILITY FOR DISPOSAL. WE HAVE DOCUMENTED 421 OBSERVATIONS IN 2019.

SOCIAL MEDIA

THE SHERIFF'S POLICE DIVISION MAINTAINS A WEBSITE, A FACEBOOK PAGE AND A TWITTER ACCOUNT FOR THE SPEEDY DISSEMINATION OF INFORMATION VIA SOCIAL MEDIA. IT ALSO USES THE MOBILE PATROL APP WHICH CAN BE DOWNLOADED ON ANY SMARTPHONE.



IN OCTOBER A NEW MOBILE APP WAS RELEASED. THE NEW APP IS AVAILABLE AS A FREE DOWNLOAD FROM THE IPHONE AND ANDROID APP STORES. THE NEW APP WILL HELP ROCKLAND COUNTY CITIZENS STAY TUNED TO IMPORTANT INFORMATION FROM THE SHERIFF'S OFFICE. AFTER DOWNLOADING THE APP ONTO YOUR SMARTPHONE, YOU CAN RECEIVE ALERTS, NEWS, AND RESOURCES.



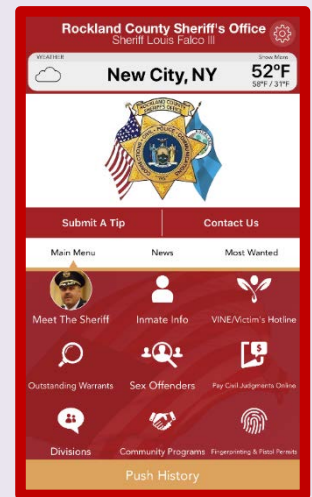
THIS APP INCLUDES TWO IMPORTANT SERVICES IMPORTANT TO OUR COMMUNITY.

1. THROUGH THE SEX OFFENDER FEATURE, PROVIDED BY OFFENDER WATCH, YOU CAN SEARCH BY NAME OR LOCATION OR VIEW A MAP TO SEE SEX OFFENDERS ACROSS ROCKLAND COUNTY.
2. SEARCH FOR INMATES IN THE ROCKLAND COUNTY CORRECTIONAL FACILITY, UNDER THE INMATE INFORMATION FEATURE. THE INMATE SEARCH, PROVIDED BY APPRIS SAFETY, ALLOWS CONCERNED CITIZENS TO CHECK ON AN INMATE'S CUSTODY STATUS AND TO EASILY SIGN UP FOR CHANGE OF STATUS NOTIFICATIONS.



SUBMIT A TIP, WHICH ENABLES YOU TO SUBMIT A CRIME TIP, IS ANOTHER OF THE APP'S KEY FEATURES. YOUR TIP - SENT ANONYMOUSLY OR WITH YOUR CONTACT INFORMATION ALONG WITH PHOTOS - IS CONFIDENTIAL. APP USERS ARE ASKED TO SUBMIT TIPS REGARDING ONGOING INVESTIGATIONS. HOWEVER, YOU SHOULD CALL 911 IN THE CASE OF AN EMERGENCY.

SCROLL THROUGH THE LIST OF ROCKLAND COUNTY'S MOST WANTED FUGITIVES; PHOTOS, DETAILS, AND CHARGES ARE LISTED. IF YOU ENCOUNTER ANY OF THESE FUGITIVES, DO NOT ATTEMPT TO APPREHEND THEM; INSTEAD USE THE APP'S SUBMIT A TIP FEATURE TO SEND TIPS TO THE SHERIFF'S OFFICE.



IN ADDITION TO THE INMATE SEARCH, THE APP'S INMATE INFORMATION SECTION INCLUDES INFORMATION ON THE ROCKLAND COUNTY CORRECTIONAL FACILITY, VISITATION REGISTRATION AND RULES, INMATE MAIL AND PHONE, AND ONLINE COMMISSARY ACCOUNT DEPOSITS.

OTHER IMPORTANT FEATURES INCLUDE OUTSTANDING WARRANTS, COMMUNITY PROGRAMS, AND PAY CIVIL JUDGMENTS.

THERE IS ALSO INFORMATION ON THE POLICE ACADEMY AND SHERIFF'S OFFICE CAREERS.

TRAIN SPEED CHECKS

THE SHERIFF'S OFFICERS CONDUCT RANDOM SPEED CHECKS TESTS AT DIFFERENT TIMES OF THE DAY AND NIGHT DURING THE COURSE OF THE MONTH, AS WELL AS DIFFERENT RAIL CROSSINGS THROUGHOUT THE COUNTY. THIS IS TO DOCUMENT THAT THE TRAIN SPEEDS ARE IN COMPLIANCE WITH THEIR OWN REGULATIONS.

SAFE HAVEN

THE ROCKLAND COUNTY SHERIFF'S POLICE DIVISION IS ALSO DESIGNATED AS A SAFE HAVEN DROP OFF LOCATION. A DISTRESSED PARENT WHO IS UNABLE OR UNWILLING TO CARE FOR THEIR INFANT CAN GIVE UP CUSTODY OF THEIR BABY, NO QUESTIONS ASKED. AS LONG AS THE CHILD SHOWS NO SIGNS OF INTENTIONAL ABUSE, NO NAME OR OTHER INFORMATION IS REQUIRED. IT'S SAFE AS LONG AS THEY LOCATE A PERSON AT THE SAFE HAVEN DROP OFF LOCATION TO TURN OVER THE CHILD.



BUREAU OF CRIMINAL INVESTIGATIONS

STATEWIDE AUTOMATED BIOMETRIC IDENTIFICATION SYSTEM (SABIS)

THE CRIME SCENE UNITS ALSO HOUSES AND MAINTAINS THE HUDSON RIVER WEST REGION SITE OF THE NEW YORK SABIS. THIS SITE HAS BEEN IN OPERATION SINCE THE SYSTEM'S INCEPTION IN 1989. SABIS SITES WERE INITIATED BY THE NEW YORK STATE DIVISION OF CRIMINAL JUSTICE (DCJS) AS LATENT FINGERPRINT DATABASES AND CONTAIN OVER 8 MILLION CRIMINAL AND CIVIL FINGERPRINTS. LATENT SEARCHES MAY NOW BE PERFORMED FOR BOTH FINGERPRINTS AND PALM PRINTS. SEARCH RESULTS ARE USUALLY AVAILABLE FOR REVIEW BY EXAMINERS WITHIN MINUTES. THESE PRINTS ARE CONSTANTLY BEING UPDATED IN THE DATABASE. SABIS IS A MULTI-MODAL BIOMETRIC SYSTEM. IT HAS THE CAPABILITY TO AUGMENT IDENTIFICATION PROCESSING WITH FACIAL RECOGNITION AND IRIS SCAN TECHNOLOGY.

AS AN OPERATIONAL SABIS SITE, CASES ARE ACCEPTED FROM ANY LAW ENFORCEMENT AGENCY THAT MAKES A REQUEST. IN ADDITION TO SERVING ROCKLAND COUNTY AGENCIES, CASES HAVE BEEN RECEIVED FROM NEW YORK AND NEW JERSEY STATE POLICE, THE LOCAL FIELD OFFICES OF THE F.B.I., AND LOCAL POLICE DEPARTMENTS IN NEW JERSEY.

AS AN ENHANCEMENT TO THE SITE THE AUTHENTICATED DIGITAL ASSET MANAGEMENT SYSTEM (ADAMS) HAS BEEN ADDED TO INCREASE THE UNIT'S QUALITY AND PRODUCTIVITY. THIS SYSTEM ALLOWS COMPLETE DIGITAL MANAGEMENT AND ENHANCES LATENT PRINTS WHILE SEARCHING THE NYS DATABASE AND THE FEDERAL (FBI) DATABASE THEREBY INCREASING THE NUMBER OF TOTAL IDENTIFICATIONS. SABIS CAN ALSO PERFORM REMOTE SEARCHES OF THE FBI'S INTEGRATED AUTOMATED FINGERPRINT IDENTIFICATION SYSTEM (IAFIS) WHICH HAS A NATIONWIDE FILE OF OVER 800 MILLION IMAGES.

2019 TOTALS:

NEW CASE LATENT COMPARISON: 75



TOTAL CASES ENTERED: 47

TOTAL IDENTIFICATIONS: 231

CRIME SCENE UNIT

THE ROCKLAND COUNTY SHERIFF'S OFFICE CRIME SCENE UNIT WAS ESTABLISHED IN 1958 AT THE REQUEST OF THE POLICE CHIEFS AND DISTRICT ATTORNEY OF ROCKLAND COUNTY. IT IS THE MAIN SOURCE OF CRIME SCENE INVESTIGATION FOR NEARLY EVERY POLICE AGENCY IN ROCKLAND. THE ROCKLAND COUNTY SHERIFF'S CRIME SCENE UNIT HAS 6 LEVEL 3 FINGERPRINT EXAMINERS, CERTIFIED BY THE STATE OF NEW YORK. NO OTHER LAW ENFORCEMENT AGENCY IN ROCKLAND COUNTY HAS ATTAINED SUCH A HIGH LEVEL OF CERTIFICATION. THE MEMBERS OF THIS UNIT ALSO PROVIDE EXPERT COURTROOM TESTIMONY IN COUNTY, STATE AND FEDERAL INVESTIGATIONS.



2019 TOTALS

INVESTIGATIONS	559	DNA COLLECTION	18
PHOTO LINE UP	27	PHOTOGRAPH DETAIL	33

LIVE SCAN FINGERPRINTING SYSTEM

THE ROCKLAND COUNTY POLICE DIVISION UTILIZES THE LIVE SCAN FINGERPRINTING SYSTEM FOR PRINTING CRIMINAL SUBJECTS AS WELL AS PRIVATE CITIZENS. ALL FINGERPRINTS ARE TAKEN DIGITALLY AND SENT DIRECTLY TO ALBANY FOR PROCESSING USING A COMPUTER. THE DIVISION NOW ALSO HAS THE ABILITY TO PROCESS FINGERPRINTS IN THE FIELD THROUGH THE USE OF A PORTABLE UNIT FUNDED THE COUNTY STOP DWI PROGRAM.

THE CRIME SCENE UNIT PROVIDES FINGERPRINTING SERVICES ON A DAILY BASIS FOR THE ROCKLAND COUNTY CLERK'S OFFICE (PISTOL PERMIT SECTION). FINGERPRINTING SERVICES FOR THE PRIVATE SECTOR ARE ALSO PROVIDED FOR LICENSED PROFESSIONS SUCH AS NURSING, OR CHILDCARE WHICH REQUIRE CERTIFICATION. IN CASES WHERE THE IDENTITY IS IN QUESTION, THEIR FINGERPRINTS CAN BE SENT OUT DIRECTLY AND RETURNED WITHIN TWO HOURS

2019 TOTALS	PISTOL APPLICANTS	362	CIVILIAN	318
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FARO LASER SCANNER

CRIME SCENE UNIT DETECTIVES ARE TRAINED IN COMPUTER AIDED DESIGN APPLICATIONS FOR THIS EQUIPMENT. THE EQUIPMENT IS USED TO CAPTURE A 360 DEGREE IMAGE OF CRIME SCENES, AND CREATES A VIRTUAL 3D / PANORAMIC VIEW THAT CAN BE USED TO SHOW THE DETAILS OF A CRIME SCENE IN THE COURTROOM. INVESTIGATORS ALSO RELY ON THIS EQUIPMENT FOR ITS ABILITY TO TAKE PRECISE MEASUREMENTS.



FIRE INVESTIGATIONS

THE BCI FIRE INVESTIGATION UNIT OF THE SHERIFF'S OFFICE HAS 4 NATIONAL PRO-BOARD CERTIFIED FIRE INVESTIGATORS (HIGHEST LEVEL OF CERTIFICATION) AND ADDITIONAL INVESTIGATORS ALL AVAILABLE TO RESPOND TO AND INVESTIGATE FIRES THAT ARE DEEMED TO BE SUSPICIOUS IN NATURE OR FOR WHICH THE CAUSE AND ORIGIN ARE UNKNOWN.

THE UNIT UTILIZES BOMB ARSON TRACKING SYSTEM (BATS), AN ADVANCED FIRE PATTERN TRACKING SOFTWARE TO MONITOR AND TRACK UNDETERMINED FIRES WITHIN THE COUNTY. ADDITIONALLY THE UNIT REGULARLY INTERACTS WITH THE FIRE SERVICES AND TRAINS FIREFIGHTERS WITHIN THE COUNTY ON THE RECOGNITION OF ARSON AND THE PRESERVATION OF EVIDENCE.

THE UNIT ALSO OVERSEES AND COORDINATES THE JUVENILE FIRESETTER PROGRAM. THIS PROGRAM HAS BEEN ESTABLISHED TO HELP REDUCE THE NUMBER OF FIRES STARTED BY JUVENILES WITHIN OUR COMMUNITY. THE PROGRAM IS DESIGNED TO ASSIST PARENTS AND THEIR CHILDREN IN UNDERSTANDING THE DANGERS OF PLAYING WITH FIRE, HOW TO PREVENT REPEAT BEHAVIOR, AND HELP THOSE WHO MAY HAVE A DESIRE TO SET FIRES. IT ALSO HELPS THEM UNDERSTAND THE CONSEQUENCES OF THEIR FIRE SETTING BEHAVIOR.

THE UNIT CONDUCTS BACKGROUND INVESTIGATIONS FOR ALL APPLICANTS OF THE 26 VOLUNTEER FIRE DEPARTMENTS IN THE COUNTY AS PER STATUTORY REQUIREMENTS IN THE STATE.

RECENTLY THE UNIT BEGAN A STRATEGIC PARTNERSHIP WITH THE ROCKLAND COUNTY FIRE PREVENTION COMMITTEE. THIS NEW ALLIANCE WILL HELP BOTH ENTITIES FULFILL THEIR RESPECTIVE MISSIONS BY DELIVERING SERVICES TO THE COMMUNITY UTILIZING SHARED EQUIPMENT AND EXPERTISE FROM EACH ORGANIZATION.



2019 TOTALS

NEW FIREFIGHTER BACKGROUND CHECKS	150
REQUESTS FOR ASSISTANCE	90
ACCIDENTAL	43
K9 SEARCHES	20
UNDETERMINED	18
INCENDIARY	16
FATAL FIRE	2
JUVENILE FIRESETTER INTERVENTION REFERRAL	2
K9 SEARCHES OUT OF THE COUNTY	1
UNDER INVESTIGATION	0
ENVIRONMENTAL	0



THE UNIT ALSO UTILIZES DRONE AND DIGITAL MAPPING TECHNOLOGIES TO ASSIST IN SURVEYING FIRE DAMAGE, DETECTING A FIRE'S ORIGIN AND DIRECTION.

BOMB DISPOSAL AND EXPLOSIVE DETECTION

IN A CONTINUING EFFORT TO COMBAT TERRORISTS AND DOMESTIC ACTS OF VIOLENCE, THE BCI UNIT OF THE SHERIFF'S OFFICE HAS ESTABLISHED A FULLY OPERATIONAL BOMB SQUAD.

WITH 4 TECHNICIANS, 2 EXPLOSIVE DETECTION K9'S & 1 DUAL PURPOSE EXPLOSIVES DETECTION K9: MAC



SINCE THE INCEPTION OF THE UNIT IN 2004 THE BOMB SQUAD HAS RECEIVED EXTENSIVE FUNDING THROUGH VARIOUS AVAILABLE FEDERAL GRANTS. THESE GRANTS WERE INITIALLY UTILIZED TO START THE UNIT AND SINCE HAVE PAID FOR THEIR TRAINING AND EQUIPMENT. IT HAS ALSO COVERED THE PURCHASE OF TWO WELL-EQUIPPED RESPONSE VEHICLES, ROBOTS, AND A TOTAL CONTAINMENT VESSEL. GRANTS HAVE BEEN UTILIZED FOR THE PURCHASE OF NEW CANINES AS WELL AS NEW VEHICLES FOR THE UNIT.

THE TEAM IS TRAINED AND EQUIPPED TO RESPOND TO ALL TYPES OF HAZARDOUS DEVICES AND EXPLOSIVE MATERIAL INCIDENTS, AS WELL AS CHEMICAL, BIOLOGICAL AND RADIOLOGICAL INCIDENTS. THE TEAM IS ALSO TRAINED IN POST-BLAST INVESTIGATIONS.

BOMB DEMO:	17	BOMB K9 INCIDENT:	39
BOMB INCIDENTS:	13	BOMB K9 TRAINING:	150
BOMB K9 DEMO:	12	BOMB TRAINING:	80
		BOMB DIRECTED PATROLS K9 CHECKS:	478

INVESTIGATIONS -THE BUREAU OF CRIMINAL INVESTIGATIONS (BCI) CONDUCTS CRIMINAL INVESTIGATIONS INTO ALL CRIMINAL MATTERS SPECIFICALLY ORIGINATING WITHIN THE PATROL DIVISION, THE CORRECTIONAL FACILITY, ALL COUNTY- OWNED PROPERTIES/FACILITIES AND ALL ACTIVITIES RELATED TO THE MUNICIPALITY AND COMMUNITY IN GENERAL. OFFICERS CARRY OUT INVESTIGATIVE WORK RELATIVE TO THE DEPARTMENT OF SOCIAL SERVICES ADULT SUPPORT COLLECTION FUNCTION. IN ADDITION, THE UNIT ALSO CONDUCTS INVESTIGATIONS INTO INTERNAL AFFAIRS OF THE DEPARTMENT AND WORKS WITH LOCAL AND STATE POLICE ON MATTERS OF MUTUAL INTEREST AND CONCERN. THE UNIT RENDERS INVESTIGATIVE ASSISTANCE TO ALL POLICE DEPARTMENTS AND CRIMINAL JUSTICE AGENCIES AS REQUIRED. BESIDES THE INVESTIGATIVE UNIT THE BUREAU IS COMPRISED OF SEVERAL SPECIALIZED COMPONENTS.

CRIMINAL WARRANTS - THE BCI UNIT ALONE HAS MORE THAN 598 ACTIVE WARRANTS, THE MAJORITY OF WHICH HAVE ORIGINATED IN CASES GENERATED BY OTHER AGENCIES.

IN 2019 THE TOTAL NUMBER OF CRIMINAL WARRANTS OPENED: WERE 258 & CLOSED: WAS 351

EXTRADITIONS - THE BCI UNIT IS SOLELY RESPONSIBLE FOR THE WARRANTS THAT NECESSITATE EXTRADITION FROM OTHER STATES ALL AROUND THE COUNTRY. DETECTIVES FROM THE BCI UNIT ARE SENT TO VARIOUS JURISDICTIONS WITHIN AND OUTSIDE OF NEW YORK STATE TO ARREST AND BRING THESE FUGITIVES FROM JUSTICE BACK TO THE COUNTY. **2019 TOTALS** - DRIVING **12** FLYING **13** TOTAL **25**

WARRANT WEDNESDAYS / MONTHLY TOP TEN

IN 2015 THE BCI UNIT INTRODUCED AND IMPLEMENTED THE ABOVE PROGRAMS. A WANTED SUBJECT IS SELECTED EACH WEDNESDAY AND THE DETAILS PUBLICIZED THROUGHOUT LAW ENFORCEMENT COMMUNITIES AS WELL AS ON SOCIAL MEDIA. SIMILARLY TEN WANTED SUBJECTS ARE CHOSEN EACH MONTH FOR PUBLICATION.



CONTRABAND INTERDICTION AT COUNTY FACILITIES

TARGETED MONITORING OF INMATE PHONE CALLS HAS LED TO THE INTERCEPTION OF HEROIN BEING SENT BY MAIL TO INMATES VIA THE US POSTAL SERVICE. TARGETS WERE IDENTIFIED AS PART OF A NARCOTICS CONSPIRACY AND BROUGHT TO JUSTICE. IN 2019 THERE WERE 16 CASES OF CONTRABAND INTERDICTION AT THE JAIL.

PROBATIONER SEX OFFENDER CHECKS (PROJECT HALLOWEEN)

DETECTIVES FROM BCI INVESTIGATIONS ASSIST COUNTY PROBATION OFFICERS IN CONDUCTING RESIDENTIAL CHECKS OF REGISTERED SEX OFFENDERS DURING PROJECT HALLOWEEN TO ENSURE THAT THEY ARE IN COMPLIANCE WITH THE CONDITIONS OF THEIR PROBATION.

FAMILY COURT /IV D SUPPORT COLLECTION

THE BCI UNIT HANDLES ALL WARRANTS EITHER OFFENSE OR SUPPORT ISSUED OUT OF FAMILY COURT. THE OFFENSE WARRANTS MAY BE IN FORM OF CHILD NEGLECT OR A PARENT/GUARDIAN IN THE DRUG TREATMENT PROGRAM NOT ABIDING BY THE RULES SET FORTH BY THE COURT WHILE THE SUPPORT WARRANTS ISSUED ARE SPECIFIC TO MONIES OWED A PETITIONER FROM A RESPONDENT. THE BCI DETECTIVES WORK IN CONJUNCTION WITH THE SUPPORT COLLECTION UNIT AND THE FAMILY COURT TO LOCATE AND ARREST THE RESPONDENTS.

2019 TOTALS	IVD WARRANTS OPENED	66	OFFENSE WARRANTS OPENED	33
	IVD WARRANTS CLOSED	52	OFFENSE WARRANTS CLOSED	39

COMPOSITE SKETCH ARTIST - THE SHERIFF'S OFFICE BCI UNIT HAS A COMPOSITE SKETCH ARTIST WHO CAN PROVIDE A RENDERING OF POSSIBLE SUSPECT(S) FOR ANY REQUESTING AGENCY.



POLYGRAPH - THE SHERIFF'S OFFICE BCI UNIT HAS 2 CERTIFIED POLYGRAPH EXAMINERS AVAILABLE TO ASSIST ALL LOCAL POLICE AGENCIES AND THE DISTRICT ATTORNEY'S OFFICE WITH CRIMINAL INVESTIGATIONS BY ADMINISTERING POLYGRAPH EXAMINATIONS. THE UNIT IS ALSO RESPONSIBLE FOR CONDUCTING POST CONVICTION SEX OFFENDER TESTING FOR THE COUNTY PROBATION DEPARTMENT'S REGISTERED SEX OFFENDERS. THE SEX OFFENDERS ARE REQUIRED TO SUBMIT AS DIRECTED TO A POLYGRAPH EXAMINATION TO DETERMINE IF THEY HAVE BEEN ABIDING BY THEIR SUPERVISION AND TREATMENT STIPULATIONS WHILE IN THE COMMUNITY.



APPLICANTS	4	CRIMINAL	11	SEX OFFENDERS	30	GRAND TOTAL:	45
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OFFENDER



WATCH (SEX OFFENDER MANAGEMENT & COMMUNITY NOTIFICATION TOOL)

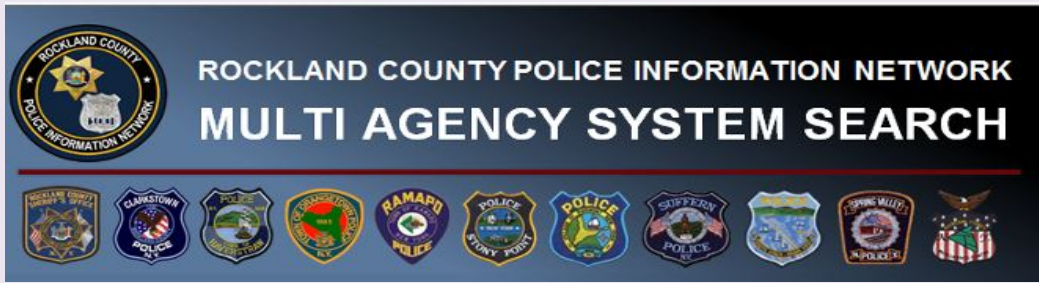
THE OFFENDERWATCH PROGRAM IS MANAGED AND COORDINATED BY A BCI DETECTIVE FOR THE ROCKLAND COUNTY SHERIFF'S OFFICE. OFFENDERWATCH MANAGES AND MONITORS THE WHEREABOUTS, AND COMPLIANCE STATUS OF THE REGISTERED OFFENDERS WITHIN OUR COUNTY. OFFENDERWATCH PROVIDES THE MOST ACCURATE AND TIMELY INFORMATION AVAILABLE. IT IS UPDATED INSTANTANEOUSLY AS OFFENDER ADDRESSES AND OTHER OFFENDER INFORMATION IS UPDATED IN OUR OFFICE. CITIZENS MAY SEARCH FOR A SPECIFIC OFFENDER, OR FOR ANY PUBLISHABLE SEX OFFENDERS LIVING NEAR A SPECIFIC ADDRESS. USERS MAY ALSO CONFIDENTIALLY REGISTER ANY ADDRESS WITHIN THE PARTICIPATING JURISDICTIONS TO RECEIVE EMAIL ALERTS EACH TIME A NEW SEX OFFENDER MOVES NEAR THAT SPECIFIC ADDRESS. THE ROCKLAND COUNTY SHERIFF'S OFFICE MAINTAINS THE OFFENDERWATCH PORTAL AS A COMMUNITY SERVICE, IN COOPERATION AND COORDINATION WITH OTHER PARTICIPATING POLICE DEPARTMENTS THROUGHOUT ROCKLAND COUNTY. IN 2019 THERE WERE 20 OFFENDERS MONITORED/UPDATED.

ADMINISTRATIVE SUPPORT

THE BCI UNIT HAS A SUPPORT STAFF OF TWO PART TIME AND FOUR FULL TIME PERSONNEL, WHO PROCESS ALL THE PAPERWORK AND DATA ENTRY FOR THE UNIT. THEY ALSO PROCESS ALL REQUESTS FOR APPOINTMENTS, PISTOL PERMITS AND THE APPLICANT BACKGROUND REQUESTS. ADDITIONALLY THE FOLLOWING REQUESTS WERE ALSO HANDLED:

FOILS	SEALED ORDERS	BACKGROUND CHECKS	1302	PURCHASE ORDERS
63	560 CHECKS – 140 SEALS			977

INFORMATION TECHNOLOGY SERVICES



RCPIN

THE ROCKLAND COUNTY POLICE INFORMATION NETWORK IS USED TO ASSIST IN THE RECORDS MANAGEMENT AND INFORMATION SHARING ASSOCIATED WITH LAW ENFORCEMENT. THE RECORDS MANAGEMENT SYSTEM THAT IS OPERATIONAL CONTAINS INFORMATION ON THE PEOPLE, PLACES AND VEHICLES THAT ARE INVOLVED IN EACH OF FOLLOWING AREAS: INCIDENTS, CASES, ARRESTS, PROPERTY, WARRANTS, TICKETS AND ACCIDENTS.

CURRENT SHERIFF ASSIGNMENTS:

1 SERGEANT; 2 P/T P.O.s; 1 F/T INFORMATION SYSTEMS SPECIALIST; 1 F/T NETWORK ADMINISTRATOR

RECORD MANAGEMENT SYSTEM - SPILLMAN FLEX

IN LATE 2017 THE DIVISION TRANSITIONED INTO SPILLMAN'S FLAGSHIP SOFTWARE SYSTEM, FLEX, AS PART OF AN OVERALL INITIATIVE BY THE ROCKLAND COUNTY SHERIFF'S OFFICE & OTHER POLICE AGENCIES. THIS PROGRAM OFFERS PUBLIC SAFETY AGENCIES ACROSS THE COUNTRY INTEGRATED, REAL-TIME DATA. AS A COMPREHENSIVE ON-PREMISES SOFTWARE SYSTEM, FLEX OFFERS MANY ADVANTAGES TO PUBLIC SAFETY AGENCIES, WITH INDUSTRY-LEADING RECORDS MANAGEMENT SOFTWARE (RMS), COMPUTER-AIDED DISPATCH (CAD), AND JAIL MANAGEMENT (JMS), AS WELL AS ADVANCED SEARCHING, REPORTING, MAPPING, AND ANALYTICS CAPABILITIES. THIS PUBLIC SAFETY SOFTWARE PROVIDES AGENCIES WITH THE POWERFUL TOOLS NEEDED TO SERVE AND PROTECT THEIR COMMUNITIES. THIS PUBLIC SAFETY SOFTWARE IS PART OF A SHARED SYSTEM KNOWN AS THE ROCKLAND COUNTY POLICE INFORMATION NETWORK (RCPIN) WHICH CONNECTS ROCKLAND'S LAW ENFORCEMENT AGENCIES & ALLOWS FOR THE SHARING OF TECHNOLOGY AND DATA. THE STONY POINT, ORANGETOWN, PIERMONT, SOUTH NYACK-GRAND VIEW, SPRING VALLEY, HAVERSTRAW AND SUFFERN POLICE DEPARTMENTS, AS WELL AS THE ROCKLAND COUNTY DISTRICT ATTORNEY'S OFFICE AND INTEL UNIT ARE ALL SHARE INFORMATION USING SPILLMAN FLEX.



SHARED SERVICES

REACT (Rescue Entry and Counter Terrorism Team)

THIS MULTI-JURISDICTIONAL TEAM CONSISTS OF HIGHLY TRAINED OFFICERS WITH SPECIFIC SKILLS IN THE AREAS OF MARKSMANSHIP, TACTICAL RESPONSE CONTAINMENT AND DEPLOYMENT OF CHEMICAL MUNITIONS, HOSTAGE NEGOTIATIONS, AND OTHER SPECIFIC SECURITY THREATS. THESE SKILLS WOULD ALSO INCLUDE THE ABILITY TO SET UP DEFENSIVE POSITIONS AROUND BUILDINGS, AREAS, AND EVENTS FOR THE PURPOSE OF DETERRING AND PREVENTING POSSIBLE TERRORIST ATTACKS. THE BOMB UNIT SUPPORTS THE REACT FUNCTION WITH THEIR EXPLOSIVE BREACHING PROGRAM.



PERSONNEL SUMMARY: (CURRENT SHERIFF ASSIGNMENTS) **TOTAL: 4**

LIEUTENANT (COMMANDING OFFICER): 1 DETECTIVE & 2 OFFICERS FROM ROCKLAND COUNTY SHERIFF'S OFFICE

OPERATIONAL SUMMARY

TOTAL OPERATIONS- TEAM HISTORY	
HIGH RISK WARRANTS:	110
BARRICADE SUBJECT/SEARCH:	34
RESCUE MISSIONS	0
VEHICLE TAKEDOWNS:	2
FUGITIVE SEARCHES:	4
COUNTER-TERROR:	8
TOTAL:	158

SUBJECTS TAKEN INTO CUSTODY:	14
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TOTAL OPERATIONS- 2019	
HIGH RISK WARRANTS:	6
BARRICADE SUBJECT/SEARCH:	2
RESCUE MISSIONS	0
VEHICLE TAKEDOWNS:	0
FUGITIVE SEARCHES:	0
COUNTER-TERROR:	1
TOTAL:	9



RC DRUG TASK FORCE - THIS TASK FORCE IS COMPRISED OF OFFICERS FROM VARIOUS POLICE DEPARTMENTS IN ROCKLAND COUNTY AS WELL AS OFFICERS REPRESENTING THE NY STATE POLICE. THIS TASK FORCE CONDUCTS UNDERCOVER NARCOTICS OPERATIONS WITH THE HELP OF CONFIDENTIAL INFORMANTS, SURVEILLANCE AND EAVESDROPPING TECHNIQUES. **CURRENT SHERIFF ASSIGNMENTS: 1 PATROL OFFICER**



RC INTELLIGENCE UNIT - THE INTELLIGENCE UNIT'S MISSION IS TO PROVIDE INTELLIGENCE TO LAW ENFORCEMENT, BASED UPON THE COLLECTION, EVALUATION, AND ANALYSIS OF INFORMATION THAT CAN IDENTIFY CRIMINAL ACTIVITY. OFFICERS ASSIGNED TO THE RCIC ARE PRIMARILY FOCUSED ON CRIMES RELATED TO BURGLARY, ROBBERY, TRADITIONAL ORGANIZED CRIME, STREET GANGS, AND IDENTITY CRIMES. **CURRENT SHERIFF ASSIGNMENTS: 1 DETECTIVE LIEUTENANT; 2 PATROL OFFICER (P/T); 1 CORRECTION OFFICER (GANG SPECIALIST, SPANISH SPEAKING) & 1 ADMINISTRATIVE ASSISTANT CIVILIAN** **TOTAL CASES/REPORTS - 1408**



COMPUTER CRIMES UNIT IN JUNE 2000 THE ROCKLAND COUNTY SHERIFF'S COMPUTER CRIME TASK FORCE WAS FORMED THROUGH THE PARTNERSHIP OF THE SHERIFF'S OFFICE AND THE DISTRICT ATTORNEY'S OFFICE, TO COMBAT THE INCREASE OF COMPUTER-RELATED CRIMES DUE TO THE INCREASED USE OF COMPUTERS FOR E-COMMERCE, E-MAIL AND ENTERTAINMENT. THE UNIT CARRIES OUT A FORENSIC ANALYSIS OF COMPUTER EVIDENCE SEIZED BY ALL LAW ENFORCEMENT AGENCIES WITHIN ROCKLAND COUNTY. ONLINE CHILD PORNOGRAPHY, PEDOPHILIA, BUSINESS FRAUD, PROPRIETARY INFORMATION THEFT, IDENTITY THEFT, CREDIT CARD FRAUD, COPYRIGHT INFRINGEMENT, COUNTERFEITING, REMARKING COMPUTER INTRUSION (HACKING) AND TERRORISM ARE ALL AREAS WHERE THE TASK FORCE HAS BEEN EFFECTIVE.; THE UNIT ALSO CONDUCTS ADVANCED FORENSIC ANALYSIS OF CELL PHONES; DECRYPTION OF LOCKED CELL PHONES, RELATING TO VARIOUS CRIMINAL INVESTIGATIONS, AND AUDIO/VIDEO ANALYSIS. IT IS RESPONSIBLE FOR THE RECOVERY AND ENHANCEMENT OF AUDIO AND DIGITAL EVIDENCE. DIGITAL CCTV SYSTEMS, DATA RECOVERY, DVR HARD DRIVE IMAGING, DIGITAL VIDEO EVIDENCE RECOVERY, DIGITAL RECORDER HARD DRIVE RECOVERY, AND VIDEO PROCESSING TECHNIQUES. **TOTAL # OF INCIDENTS: 176** OF WHICH WERE:

POLICE ASSISTS	171	SEARCH WARRANTS	1
FORENSIC EXAMS	215	EDUCATIONAL/TRAINING PRESENTATIONS	3

DEA

THE ROCKLAND COUNTY SHERIFF'S OFFICE HAS RECENTLY ENTERED INTO AN AGREEMENT WITH THE US DRUG ENFORCEMENT ADMINISTRATION (DEA) AND ASSIGNED A DETECTIVE TO THEIR OFFICE FOR JOINT OPERATIONS. **CURRENT SHERIFF ASSIGNMENT: 1 DETECTIVE**

HELP (HELICOPTER EMERGENCY LIFT PROGRAM)

THE HELICOPTER EMERGENCY LIFT PROGRAM, INC. WAS STARTED AS PART OF THE ROCKLAND COUNTY FIRE SERVICE MUTUAL AID PLAN IN 1969. ORGANIZED AS AN EMERGENCY SERVICE UNIT, HELP PROVIDES ITS SERVICES TO ROCKLAND COUNTY ONLY IN CONJUNCTION AND COOPERATION WITH THE OFFICE OF FIRE & EMERGENCY SERVICES, THE SHERIFF'S OFFICE, AND OTHER EMERGENCY SERVICE AGENCIES WITHIN ROCKLAND. HELP RENDERS A WIDE RANGE OF EMERGENCY SERVICES, NAMELY, SEARCHING, RESCUING, AERIAL FIREFIGHTING, AERIAL AMBULANCE WORK, POLICE ASSISTANCE AND OTHER DISASTER AID. THE POLICE DIVISION PROVIDES TWO PILOTS TO THE PROGRAM. DETECTIVE SERGEANT KEN JOHNSTON OF THE POLICE DIVISION IS CURRENTLY THE CHIEF PILOT FOR THE PROGRAM AND PERSONALLY FLIES APPROXIMATELY 50 MISSIONS PER YEAR. DEPUTY ED WEIRETER IS THE OTHER PILOT.



DRONES

IN OUR CONTINUING EFFORT TO INCREASE OUR EFFECTIVENESS IN PUBLIC SAFETY, WE HAVE PURCHASED 2 DRONES....THEY ARE EQUIPPED WITH OPTICAL, ZOOM AND A THERMAL CAMERA.

DRONES (UNMANNED AERIAL VEHICLES) ARE PROVIDING LAW ENFORCEMENT WITH THE TOOLS NECESSARY TO RESPOND APPROPRIATELY TO EMERGENCY SITUATIONS WHEN SITUATIONAL AWARENESS IS KEY.

THE BIGGEST ADVANTAGE TO LAW ENFORCEMENT IS THE ABILITY TO GO WHERE POLICE OFFICERS AND THEIR VEHICLES CAN PHYSICALLY AND SAFELY GET TO. DRONES HAVE FUNDAMENTALLY CHANGED HOW POLICE AGENCIES RESPOND TO A WIDE RANGE OF INCIDENTS AND HELP KEEP THE PUBLIC SAFE, SUCH AS:

- SURVEYING DAMAGE AFTER A NATURAL DISASTER
- AID IN FINDING MISSING PERSONS IN SEARCH & RESCUE OPS
- CRIME & FIRE SCENE MAPPING
- SURVEILLANCE AND CROWD MONITORING
- REACT TEAM USAGE
- BOMB & HAZARDOUS MATERIALS

IN ADDITION TO MANY OF OUR OTHER PIECES OF EQUIPMENT, THE ADDITION OF THE DRONE HAS BECOME AN ESSENTIAL “INVESTIGATIVE” TOOL IN THE FUTURE OF LAW ENFORCEMENT.

EMERGENCY MANAGEMENT & COUNTER TERRORISM

MUTUAL LINK

In 2019 the Sheriff’s Office continued to work closely with the Mutualink program and expanded our coverage with addition of two Interoperable Work Station Stations (IWS) in the county Emergency Operation Center. A multi-state Mutualink exercise was also successfully held. Additionally, testing was begun to incorporate aerial drone video into the Mutualink system.



EMERGENCY MANAGEMENT

Sheriff’s Emergency Management personnel took part in planning and executing numerous “Active Shooter” tabletop exercises with area hospitals, and assisted in training police personnel in Incident Command System (ICS) training at the Police Academy.

STC (SECURE THE CITIES)

STC funding was used purchase a Stand Off Radiation Detector for the Marine Unit. This detector, which is critical our Counter-Terrorism efforts cost in excess of \$200,000.00 and was fully funded by the STC program. STC funds were also used to cover the costs of training 50 officers county-wide in the use of Personal Radiation Detectors (PRD) and Backpack Radiation Detectors (Packeye). All participating agencies in the training are fully reimbursed for salary and overtime costs associated with the training.

COUNTER TERRORISM

STC funding was used purchase a Stand Off Radiation Detector for the Marine Unit. This detector, which is critical our Counter-Terrorism efforts cost in excess of \$200,000.00 and was fully funded by the STC program. STC funds were also used to cover the costs of training 50 officers county-wide in the use of Personal Radiation Detectors (PRD) and Backpack Radiation Detectors (Packeye). All participating agencies in the training are fully reimbursed for salary and overtime costs associated with the training. The Sheriff’s Office again participated in a statewide “Red Team” exercise conducted in the three-county CTZ 4. Members again covertly tested business awareness and suspicious incident report ability. The Counter Terrorism Unit also conducted numerous “Operation Safeguard” visits throughout the county to educate businesses in suspicious incident reporting and the “See Something, Say Something” program.



ATAG (ANTI-TERRORISM ANALYTICAL GROUP)

The ATAG group consists of the Sheriff, an Undersheriff and the Emergency Management and Counter Terrorism Sergeant from the Sheriff’s Office, former Chiefs of Police in Rockland County, four former Special Agents of The Federal Bureau of Investigation, a retired General, a former member of Military Intelligence, a person familiar with school safety and health issues, a retired military commander familiar with security issues, and a veteran Israeli Army Anti-Terrorism Specialist. They act as a “Think Tank” in order to generate ideas and concepts and to assist in reaching conclusions as to the necessity and feasibility for Intelligence and Security procedures. This group has been very helpful in gearing this County in the right direction. The ATAG group is a component of New York State’s Counter-terrorism Zone 4, which is a partnership between Rockland, Orange and Sullivan Counties.

OPERATION SAFEGUARD

A joint operation with the New York State Police, ATAG and Intel which entails visiting Jewish Houses of Worship and present materials on suspicious activity reporting. In addition to the Red Team exercises the Sheriff’s Office has also conducted over 120 Operation Safeguard outreach visits to houses of worship of all denominations in the towns of Ramapo, Haverstraw, and Stony Point as part of an ongoing statewide counter-terrorism effort. Members of the Sheriff’s ATAG also assisted in the Operation Safeguard visits.

PROFESSIONAL STANDARDS

IN 2019 THE DIVISION WAS RE-ACCREDITED FOR ANOTHER 5 YEARS
 PROFESSIONAL STANDARDS REFLECT THE EXPECTATIONS THAT THE POLICE SERVICE AND THE PUBLIC HAVE OF HOW POLICE OFFICERS SHOULD CONDUCT THEMSELVES. IT IS NOT INTENDED TO DESCRIBE EVERY SITUATION BUT RATHER TO SET A FRAMEWORK WHICH EVERYONE CAN EASILY UNDERSTAND. PUBLIC CONFIDENCE IN THE POLICE DEPENDS ON POLICE OFFICERS DEMONSTRATING THE HIGHEST LEVEL OF TRAINING, PERSONAL AND ETHICAL STANDARDS.



LISTED BELOW IS THE TRAINING THAT OUR OFFICERS ATTEND TO ENHANCE THEIR PROFESSIONALISM, LAW ENFORCEMENT CAPABILITIES AND SPECIALIZED SKILLS.

FBI NATIONAL ACADEMY

THE FBI NATIONAL ACADEMY IS A PROFESSIONAL COURSE OF STUDY FOR ACTIVE U.S PERSONNEL AND ALSO FOR INTERNATIONAL LAW ENFORCEMENT MANAGERS NOMINATED BY THEIR AGENCY HEADS BECAUSE OF DEMONSTRATED LEADERSHIP QUALITIES. THE PROGRAM ENHANCES CREDENTIALS IN THE FIELD OF LAW ENFORCEMENT. THE PROGRAM ALSO SEEKS TO RAISE LAW ENFORCEMENT STANDARDS, KNOWLEDGE, AND ALSO COOPERATION WORLDWIDE. THE FBI NATIONAL ACADEMY IS HELD 4 TIMES A YEAR, WHEN UP TO 250 CANDIDATES GO THROUGH A 10-WEEK COURSE. WHILE AT THE FBI NATIONAL ACADEMY DURING THE 10 WEEK COURSE THERE ARE MANY DIFFERENT CLASSES INCLUDING; LAW, BEHAVIORAL SCIENCE, FORENSIC SCIENCE, THE TERRORIST MINDSET, COMMUNICATION, HEALTH AND FITNESS, AND LEADERSHIP DEVELOPMENT. AT THE END OF THE 10 WEEK COURSE THERE IS A FINAL PHYSICAL EXAM CALLED THE "YELLOW BRICK ROAD" WHICH IS 6.1 MILES IN LENGTH AND HAS MANY DIFFERENT OBSTACLES ALONG THE WAY. THE NATIONAL ACADEMY IS LOCATED AT THE FBI ACADEMY ON MARINE CORPS BASE QUANTICO, VIRGINIA.



FBI NATIONAL ACADEMY GRADUATES

RETIRED OFFICERS

ACTIVE OFFICERS

DET. LT. GARY TORTORELLO	188	1997	SHERIFF LOUIS FALCO III	194	1998
DET. SGT. PATRICK COONEY	196	1999	SR. DET. HENRY BENDER	200	2000
CAPT. JOHN SCHNITKER	224	2006	CHIEF WILLIAM BARBERA	227	2006
LT. ANTHONY COSTA	219	2004	CAPT. ANTOINE DECOLYSE	242	2010
LT. GARY BOWERS	230	2007	LT. THEODORE BROVARSKI	273	2019

RETIREEES

SGT. SETH SHUBERT
 PO WALTER FAMULAR
 PO WILLIAM HICKEY
 DET. DOUGLAS LERNER
 DET. JAMES TAFURI

NEW HIRES

PO ERIC THAYER
 PO DONALD CORSO
 PO MAXITO SAINVIL
 PO JUSTIN RIVERA
 PO KYLE BECKMAN
 PO. SEAN REAGAN-WARD
 PO JUSTIN DRISCOLL
 PO STEVEN MELLIN
 PO COLLEEN TAYLOR
 PO DANIEL BEGBIE

TRAINING COURSES

In Service and Firearms is mandated for all Officers of the Division		37	Crime Scene Investigation / Evidence Specialist	79	Leading by Legacy
1	In-Service – Day 1	38	Criminal and Drug Interdiction Roads	80	Lost Person Behavior & Basic Wildland Search Skills
2	In-Service – Day 2	39	Criminal Intelligence Analysis Essentials	81	Marine Law Enforcement Training
3	In-Service – Day 3	40	Crisis Negotiation Course (Basic)	82	Marine Patrol Vessel Operator’s Course
4	In-Service – Day 4	41	Crisis Negotiations Team	83	Marine Unit Law Enforcement Training
5	In-Service – Supplemental Training	42	CTZ-Zone 4 Red Team Exercise	84	Marine Vessel Familiarization – New Boat
6	Supervisor’s In-Service	43	Defensive Driving Training	85	Mid-Atlantic Law Enforcement Exec
7	Range – Patrol/Det’s	44	Defensive Tactics In-Service	86	Mid-Hudson DWI Conference
8	Range – Transports	45	Defensive Tactics Instructor Course	87	Missing Persons Toolbox Training
ADDITIONALLY OFFICERS ALSO ATTENDED THE COURSES/SEMINARS/SYMPOSIUMS LISTED BELOW TO ENHANCE THEIR PROFESSIONAL SKILLS AND CAPABILITIES:		46	Defensive Tactics Instructor in-Service	88	NYS DCJS Sniper
9	2017 VCS User Conference	47	DRE Recertification Training	89	NYS Fire Investigation Level 2
10	Accelerant K-9 Train – Annual Recert.	48	DRE Tablet	90	NYS SABIS Site Managers Meeting
11	Accreditation Program Manager Training	49	DWI – Seated Battery of S.F.S.T.	91	NYTOA Conference
12	Active Shooter	50	DWI Conf – Annual Fall Symposium	92	Polygraph Training Conference - Annual
13	Advanced Cold Case Long Term Missing Inves.	51	DWI Documentation & Testimony Training	93	Prevention, Response, Recovery – Campus Emergencies
14	Advanced IED Elect. & Render Seminar	52	EEO Equal Employment Opportunity Training	94	Property Evidence Room Management
15	Advanced Interview & Interrogation	53	Electronic Countermeasure Operator Course	95	PRsBI – SWAT
17	All-Terrain Vehicle Basic Operator Course	54	Emergency Resp. Hazardous Materials	96	Public Information Officer Training Course
18	Animal Cruelty Investigations	55	Enhancing L.E. Response to Gender Based	97	Radar – Lidar
19	AR-15 Carbine Operator	56	Excelsior Challenge – Explosive K9 Training	98	REACT
20	Arresting Com.: Adv. Interaction skills	57	Explosive Detection K-9 In-Service	99	REACT – Training Support Personnel
21	Arson Seminar & Arson Investigation	58	Explosive K-9 In-Service	100	Reality Based Training (RBT) Instructor
22	ASP Baton	59	FBI Basic Digital Photography	101	Reality Based Training Instructor
23	ATF Fire Debris Seminar	60	FBI Crime Scene Photography	102	Remington 870 Shotgun Armorer Course
24	Basic Investigative Photography	61	FBI National Improvised Explosive F	103	RIID – 2
25	Below 100 Bloodhound K-9 Certification	62	FBI Post Blast Investigator Certification	104	Secondary Screener/Radiation Isotope
26	Training	63	Fire Investigative Photography	105	Signs of Substance Abuse
28	CED – (Taser)	64	Fire Scene Evidence Collection	106	Site Protection through Observational
29	Cell Block Survival	65	Firearms Instructor Training	107	Sniper Skills
30	Cell Phone and Social Media	66	Fugitive Investigations	108	Stabilization Training/FBI – Bomb Unit
31	Child Passenger Safety Recert.	67	Glock Armorer Course	109	STOP – DWI NY Regional Training
32	Civilian Response to Active Shooter (CRASE)	68	Hazardous Devices Re-Certification	110	Street Survival – Police Academy
33	CPR – Transports	69	ICS 300 Interm. ICS for Expanding Incidents	111	Street Survival – R.C. Sheriff
34	CPR/First Aid Instructor Recertification	70	Indicators of Terrorist Attack Cycle - Advanced	112	Supervisor’s School – Course in Police
35	CPS – Child Passenger Safety Seat Technician	71	Intellectual Property Crimes	113	T.R.A.U.M.A.
36	CPS Recertification – Child Passenger	72	Interview and Interrogation	114	Table Top Exercise – Rapid Response
		73	K9 – Bloodhound Training	115	Tactics in Traffic
		77	Latent Print Processing – Level 1	116	Terrorism Incidents: Defensive Operations For Emergency Responders
		78	Law Enforcement Supervisor Conference	117	The Second Front – PTSD in LE



IN MEMORIAM OF OUR 4 LEGGED OFFICERS WHO HAVE PASSED AWAY THIS YEARS.



K9 POLICE OFFICER SHADOW

SGT. FORD AND HIS PARTNER, K9 SHADOW WERE THE FIRST PATROL DIVISION K9 NARCOTICS DETECTION TEAM. K9 SHADOW GRADUATED THE ORANGE COUNTY SHERIFF'S OFFICE PATROL/NARCOTICS SCHOOL IN 2011. K9 SHADOW WAS TRAINED IN TRACKING, EVIDENCE RECOVERY, CRIMINAL APPREHENSION, HANDLER PROTECTION AND NARCOTICS DETECTION.

K9 SHADOW RETIRED IN 2019, AFTER SERVING WITH THE SHERIFF'S OFFICE 9 YEAR.



POLICE HORSE COUGHLIN

COUGHLIN WAS A 27 YEARS OLD CLYDESDALE. HE SERVED THE GREAT PEOPLE OF NEW YORK (BEGINNING HIS CAREER IN THE CITY OF NEWBURGH AND THEN SPENDING MOST OF HIS CAREER AT THE ROCKLAND SHERIFF'S DEPARTMENT MOUNTED UNIT). HE WAS NAMED AFTER NYPD SGT JOHN COUGHLIN WHO DIED IN THE LINE OF DUTY ON 9/11.

POLICE HORSE CARTY

CARTY WAS APPROX 22 YEARS OLD. HE JOINED THE SHERIFF'S OFFICE MOUNTED UNIT ON FEBRUARY 10, 2010. CARTY WAS DONATED TO THE UNIT BY WESTCHESTER COUNTY. HE WAS NAMED IN HONOR OF POLICE OFFICER THOMAS CARTY.





Rockland County Sheriff's Office Police Division

GENERAL ORDER #306

Ref: #
REPLACES ALL REVISIONS

NYSLEAS: No. 20.1
20.5 20.6 43.8

Other:

Subject: Use of Force by Members of the Police Division

Effective Date: 09.19.2019 **Reissue Date:** 11.01.2020

Review date: *Annually*

Revised on: 09.30.2020

Approved by: *Sheriff L Falco / Chief W. Barbera*

PURPOSE

- A. To establish policy and guidelines for the use of force by all members of the Rockland County Sheriff's Police Division when confronted by a situation where the use of PHYSICAL FORCE or DEADLY PHYSICAL FORCE may be necessary.

POLICY

- A. Federal and state standards by which use of force is measured are both founded in the basic premise of objective reasonableness. The amount of force that is used by the officers shall be the amount of force that is objectively reasonable under the circumstances for the officer involved to effect an arrest, prevent an escape, or in defense of themselves or others. Force which is objectively reasonable is insulated from criminal liability through Article 35 of the NYS Penal Law and civil liability by the Fourth Amendment standard of objective reasonableness.
- B. The standard of objective reasonableness, established by the United States Supreme Court in *Graham v. Connor*, 490 U.S. 386 (1989) is used in this policy and is intended to provide officers with guidelines for the use of force, including deadly physical force.
- C. In *Tennessee v. Garner*, 471 U.S. 1 (1985), the United States Supreme Court held that, under the Fourth Amendment, the use of deadly force to prevent escape is an unreasonable seizure unless the officer has probable cause to believe that the suspect poses a significant threat of death or serious physical injury to the officer or others.
- D. In *Scott v. Harris*, 550 U.S. 372 (2007) the United States Supreme Court ruled that an officer's attempt to terminate a dangerous high-speed car chase that threatened the lives of innocent bystanders does not violate the Fourth Amendment, even when it places the fleeing motorist at risk of serious injury or death. No "one size at fits all" standard analyzes the use of force.
- E. This policy is consistent with Article 35 of NYS Penal Law, (Defense of Justification Sections 35.00 – 35.30) and with the Municipal Police Training Council Use of Force Model Policy 2020 pursuant to Executive Law 840 (4)(d)(3), 837-t, 837-v and 9 NYCRR 6058.
- F. All use of force will be documented, reviewed, investigated, and reported as laid out in this policy.

- G. This policy is written in recognition of the value of all human life and dignity without prejudice to anyone. As members of the Sheriff Patrol Division we are sworn to protect human life. It is the responsibility of each officer in the Division to ensure that they are constantly aware of their duty with regards to the use of force and the limitations for the use of that authority.
- H. This policy will be posted on the Sheriff's Patrol Division website.

DEFINITIONS

- A. **Objectively Reasonable:** An objective standard used to judge an officer's actions. Under this standard, a particular application of force must be judged through the perspective of a reasonable officer facing the same set of circumstances, without the benefit of 20/20 hindsight, and be based on the totality of the facts that are known to that officer at the time that the force was used.
- B. **Deadly Physical Force:** Physical force which, under the circumstances in which it is used, is readily capable of causing death or other serious physical injury.
- C. **Physical Injury:** Impairment of physical condition or substantial pain.
- D. **Serious Physical Injury:** Physical injury which creates a substantial risk of death, or which causes death or serious and protracted disfigurement, protracted impairment of health or protracted loss or impairment of the function of any bodily organ.

PROCEDURE

- A. **AUTHORIZATION:** Article 35 of the NYS Penal Law authorizes the use of Force but does not command it.
- B. **NECESSARY USE OF FORCE:** The use of force by Department members will always be a direct response to the threat posed by an offender(s). The offender's action will determine the level of force that a Department member shall utilize and that the level of force so utilized was the direct result of the offender's compliance or noncompliance and no other choice was available. (See Force options chart).
- C. **REASONABLENESS OF FORCE:** When used, force should be only that which is objectively reasonable given the circumstances perceived by the officer at the time of the event. The reasonableness of a particular use of force must be judged from the perspective of a reasonable officer on the scene. Factors that may be used in determining the reasonableness of force include, but are not limited to:
 - 1. The severity of the crime or circumstance.
 - 2. The level and immediacy of threat or resistance posed by the suspect.
 - 3. The potential for injury to citizens, officers, and suspects.
 - 4. The risk or attempt of the suspect to escape.
 - 5. The knowledge, training, and experience of the officer.
 - 6. Officer/subject considerations such as age, size, relative strength, skill level, injury or exhaustion, and the number of officers or subjects.

7. Other environmental conditions or exigent circumstances.

D. **ABSENCE OF RECKLESSNESS:** Avoidance of recklessness should be considered in any situation involving deadly physical force. In cases where deadly physical force is both authorized by law and reasonable and necessary under the circumstances, you still must consider the safety of innocent bystanders.

E. **USE OF DEADLY PHYSICAL FORCE**

1. Deadly physical force may be used by an officer to protect themselves or another person from what the officer reasonably believes is an imminent threat of serious physical injury or death
2. Deadly physical force may be used to stop a fleeing suspect where:
 - i. The officer has probable cause to believe the suspect has committed a felony involving the infliction or threat of serious physical injury or death; and,
 - ii. The officer reasonably believes that the suspect poses an imminent threat of serious physical injury to the officer or to others.
 - iii. Where feasible, some warning should be given prior to the use of deadly physical force.
3. Deadly physical force may also be used to dispatch a dangerous animal or an animal so badly injured that humanity requires that it be removed from further suffering. In these cases, obtain permission from the owner whenever possible and protect the public from the possibility of injury at all times by insuring a safe line of fire and a suitable back stop for projectile.
4. **Chokeholds and Obstruction of Breathing or Blood Circulation:** Any application of pressure to the throat, windpipe, neck, or blocking the mouth or nose of a person in a manner that may hinder breathing, reduce intake of air or obstruct blood circulation, is prohibited unless deadly physical force is authorized. NYS PL 121-13a established the crime of aggravated strangulation.

F. **DE-ESCALATION**

1. De-escalation is tied to the principle that an officer should exhaust all available methods of resolving a situation before using force. Whenever possible and when such delay will not compromise the safety of the officer or another and will not result in the destruction of evidence, escape of a suspect, or commission of a crime, an officer shall allow an individual time and opportunity to submit to verbal commands before force is used. Respect and dignity is the foundation of being able to de-escalate.
2. De-escalation has proven effective in certain circumstances to diffuse what would otherwise be a dangerous encounter. De-escalation tactics, that include both verbal and non-verbal communication strategies, can slow down an evolving situation and reduce the risk of a situation will becoming violent. Command presence, tactical positioning and stance, verbal persuasion through tone of voice and word choice, can either calm a situation or inflame an already tense situation.

G. **UNECESSARY FORCE:** is when:

1. Physical control of a person, that is unjustified, has occurred.
2. It is apparent that the type or degree of force employed was neither reasonably necessary nor appropriate, in the light of the circumstances confronting the officer.
3. Any degree of force is used as a summary punishment or vengeance, or when not required, or is unreasonable in its intensity or application. It is then usually construed as brutality and is considered to be the ultimate in misconduct and therefore, abuse of authority. (LOUIMA vs. City of NY 01).

H. **PROHIBITED USES OF FORCE:** Force shall not be used by an officer for the following reasons:

1. To extract an item from the anus or vagina of a subject without a warrant, except where exigent circumstances are present.
2. To coerce a confession from a subject in custody.
3. To obtain blood, saliva, urine, or other bodily fluid or cells, from an individual for the purposes of scientific testing in lieu of a court order where required.
4. Against persons who are handcuffed or restrained unless it is used to prevent injury, escape, or otherwise overcome active or passive resistance posed by the subject.
5. Against unarmed, non-dangerous fleeing felons or misdemeanants, or traffic offenders.
6. The following acts associated with the use of force are also prohibited.
 - i. Firing into crowds.
 - ii. Firing a warning shot.
7. Firing from or at a moving vehicle is prohibited except where the officer reasonably believes that:
 - i. An occupant of the other vehicle is using, or threatening to use, deadly force by a means other than the vehicle; OR
 - ii. A vehicle is operated in a manner deliberately intended to strike an officer or a citizen and all other reasonable means of defense have been exhausted (or are not present), including moving out of the path of the vehicle and the safety of innocent persons would not be unduly jeopardized by the officer's action.
 - iii. Officers shall not fire at or in the direction of a vehicle that no longer poses an immediate threat.
8. Firing into a building or through doors when the person fired at is not clearly visible unless officers are being fired upon from such building or through such door.
9. Use of flashlights as batons. An officer may use a flashlight only to defend him/or herself or another from imminent serious physical injury or death and then only if departmentally sanctioned methods are not available or are impractical.

10. The carrying or use of saps, blackjacks, slapjacks.

11. Carrying or use of a second back-up firearm without notification to the chief and proof of proficiency.

I. DUTY TO INTERVENE

1. Any officer present and observing 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, if and when the officer has a realistic opportunity to prevent harm.

2. An officer who observes another officer use force that exceeds the degree of force as described in subdivision F1 of this section should promptly report these observations to a supervisor.

J. REPORTING & REVIEWING THE USE OF FORCE

1. An officer who has custody of a person must provide attention to the medical and mental health needs of a person in their custody and obtain assistance and treatment of such needs, which are reasonable and provided in good faith. (NY Civil Rights Law Sec 28).

i. This includes appropriate and timely medical attention being provided to a party injured as a result of a use of force incident.

ii. The immediate mental health needs of a person shall be based upon the reasonable cause to believe that a person, who appears to be mentally ill, is conducting themselves in a manner which is likely to result in a serious harm to themselves or others. (NY Mental Hygiene Law 9.41).

iii. Officers should document any requests for necessary medical or mental health treatment as well as efforts of the officers to arrange for such treatment.

2. Officers involved in use of force incidents as described below shall notify their supervisor as soon as practicable and shall complete the attached "Use of Force Report". The "Use of Force Report" will also be completed whenever deemed necessary by the Shift supervisor and reviewed by the Use of Force Coordinator or the Chief of Patrol/Sheriff. (See K5).

i. Whenever any Physical Force is used to control a non-compliant subject.

ii. In Use of Force incidents that are likely to or result in physical injuries, appropriate and timely medical attention will be provided to the injured party or parties.

iii. Incidents that result in a complaint of pain from the suspect except complaints of minor discomfort from compliant handcuffing.

iv. Incidents where a conducted energy device (CED) was displayed, intentionally discharged or accidentally discharged after being displayed.

v. Incidents where a firearm was displayed or discharged at a subject.

vi. Incidents where O.C. or a less lethal weapon was displayed or used to control a subject.

K. REPORTING TO DCJS

1. Section 837-t of the New York Executive Law has been amended to add a new section requiring the chief of every police department, each county sheriff, and the superintendent of state police to report to DCJS any instance in which a police officer or a peace officer, as defined in the criminal procedural law, uses force in any manner enumerated in the new legislation.
2. Use of force incidents that occur on or after November 1, 2020 will be submitted to DCJS through the eJustice New York Integrated Justice Portal (IJ Portal) and will be submitted no later than 30 days after a month ends. (eg. January data no later than February end.)

L. INVESTIGATING USE OF FORCE INCIDENTS- - PROCEDURE

1. Where practicable, a supervisor should respond to the scene to begin the preliminary Use of Force investigation.
2. A supervisor that is made aware of a force incident shall ensure the completion of a use of force report by all officers engaging in reportable use of force and, to the extent practical, make a record of all officers present.
3. Photographs should be taken which sufficiently document any injuries or lack thereof to officers or suspects.
4. Any use of Force incident that results in, or is alleged to have resulted in injury or death of another person will be reviewed in a timely fashion by the Use of Force Coordinator or the Chief of Patrol/ Sheriff to determine if:
 - i. Divisional orders were violated.
 - ii. Relevant divisional policy was clearly understandable and effective to cover the situation.
 - iii. Divisional training was adequate.
5. The Chief of Patrol/Sheriff may convene a board of inquiry/internal investigation to examine an incident in which force was applied and to ascertain training and policy needs.
6. Whenever an officer discharges a firearm other than in training or for lawful recreational purposes, each such incident will be reviewed:
 - i. To ensure that firearms are used correctly,
 - ii. To evaluate the need for further training, and
 - iii. To evaluate the adequacy of the firearms and ammunition for the incident.
7. The process should evaluate the circumstances and results of the incident and include a review of on and off-duty incidents, accidental discharges and the destruction of animals regardless of whether the incident occurred in or outside of the geographical area of employment.
8. At least annually, the Chief of Patrol/Sheriff shall compile an analysis of use of force incidents to be made available to the public.

9. Failure to adhere to use of force guidelines will be addressed consistent with agency disciplinary protocols and the applicable collective bargaining agreements.

M. USE OF LESS-THAN-LETHAL SUBSTANCES AND DEVICES) See GO 357 & 367)

Generally members of the Department may use less-than-lethal substances and devices in the performance of their duty in the following circumstances.

1. To prevent the commission of a crime or breach of the peace or other unlawful acts.
2. To prevent a person from injuring him or herself.
3. To effect a lawful arrest of a subject who is resisting arrest or attempting to flee from custody.
4. In self-defense.

N. DEPARTMENT ISSUED EQUIPMENT

1. The ASP/baton issued by this department is to be used in accordance with the training techniques of the NYS Bureau of Municipal Police.
2. ASP issued by the department may be used by those officers trained in its use and deployment techniques and the defensive tactics instruction of the Rockland County Sheriff's Patrol Division.
3. Chemical & O.C. Pepper Spray issued by the department may be used by those officers trained in its use and deployment techniques.
4. Officers who have received training and certification in other impact weapons and whose training credentials are current and have received authorization to carry from the Chief, may carry and use these other less-than-lethal substances and devices.

NOTE: Only Department issued and approved equipment shall be carried on duty and used when applying physical force, except in an emergency, when officers may use other resources at their disposal.

O. FIREARMS AND AMMUNITION:

1. Any firearm carried as a duty or off duty weapon must be authorized by the Chief of Patrol in addition to being registered with the Department. Officers are encouraged to apply for a N.Y.S. Pistol Permit and have all privately owned handguns appropriately listed on it.
2. Ammunition for on duty and off duty weapons will be of a type authorized by the Chief of Patrol or his designee.

P. OFF-DUTY INCIDENT INVOLVING USE OF FORCE:

1. If an officer is involved in an incident off duty involving the Use of Force, the following shall be required.
 - i. If the incident occurs outside the geographical confines of the County of Rockland, the officer will make a full report to the police agency having jurisdiction and is further required to verbally report the incident to his or her supervisor within six hours and prepare and file a written report within forty-eight hours of the incident.

NY Ex Law 837-v) An officer is not prevented from invoking his or her constitutional right to avoid self-incrimination.

- ii. As soon as possible, a Divisional Incident report will be generated to reflect the circumstances justifying the Use of Force. i.e.: Police Assist, Crime in Progress, Public Assist.
- iii. Copy of the incident report along with completed Division Use of Force Report will be forwarded without delay to shift Supervisor and the Use of Force Coordinator for review and determination.

Q. TRAINING

1. All officers will receive annual training and demonstrate their understanding on the proper application of force.
2. Training topics will include use of force, conflict prevention, conflict resolution and negotiation, and de-escalation techniques and strategies, including, but not limited to, interacting with persons presenting in an agitated condition as well as duty to intervene and prohibited conduct.
3. This policy is not intended to be a substitute for proper training in the use of force. Comprehensive training is the key to the real-world application of the concepts discussed within this policy.

R. QUALIFICATION:

No officer shall carry or use any firearm, chemical agent, or less lethal weapon unless he or she has received training and demonstrated proficiency in its use.

1. Officers who fail to pass the qualification shall be reassigned to non-enforcement duties until such time as proficiency is proven.
2. Officers who have taken extensive leave or suffered an illness or injury that could affect the use of firearms or non-deadly weapons shall re-qualify before returning to enforcement duties.

7

S. ASSIGNMENT:

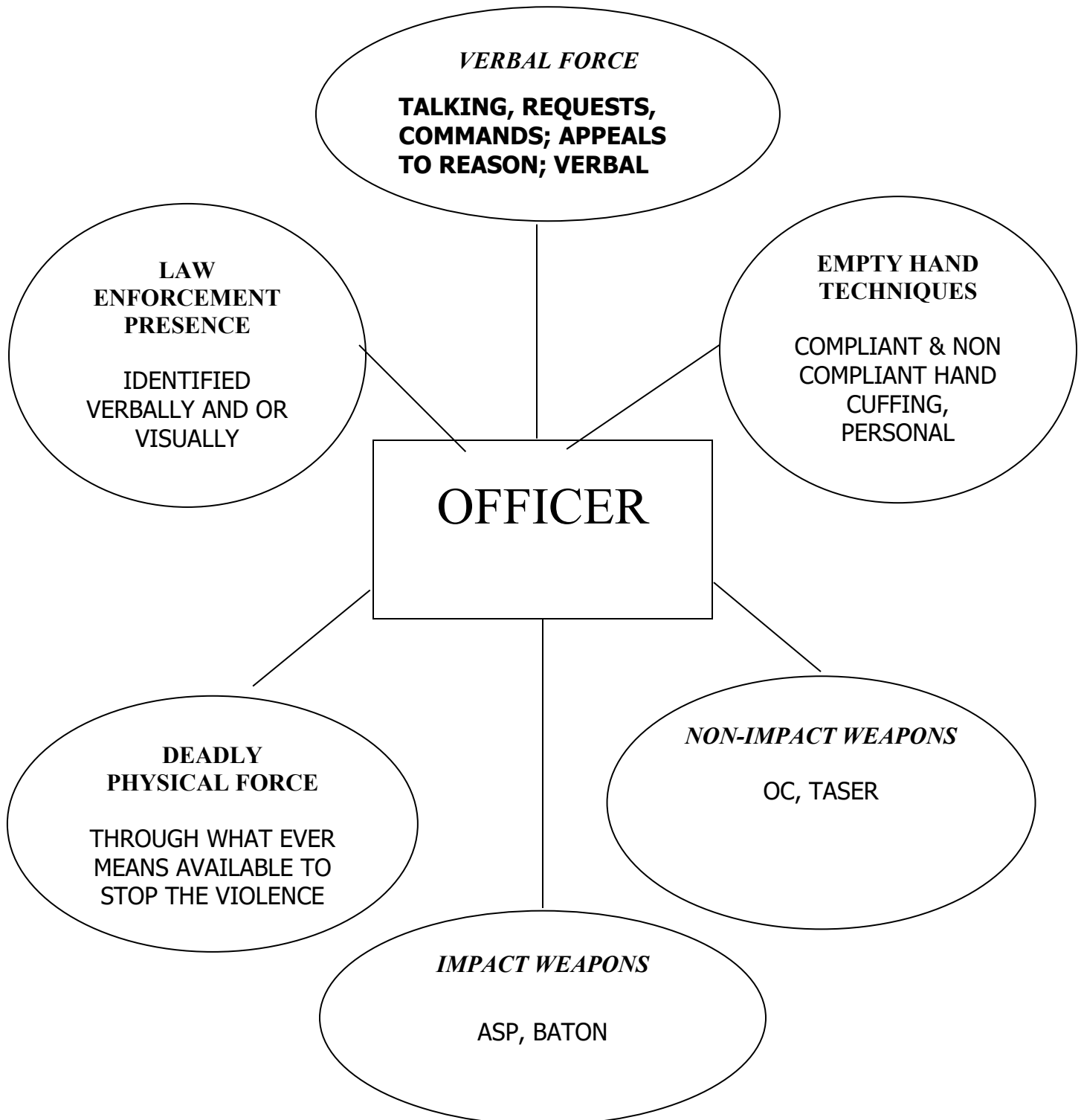
During administrative review, any officer who has taken the life of or seriously injured another person shall be removed from line-duty assignment but shall remain on administrative leave with pay, with no change to his accruals. This status may change if the officer is subjected to disciplinary actions being taken by the department.

T. PSYCHOLOGICAL SERVICES:

Psychological follow-up of post-shooting trauma will normally be directed by the Chief of Patrol/Sheriff whenever deemed appropriate. During an internal investigation, the department shall do all within its power to avoid placement of a stigma on the officer who discharges a firearm in performance of duty. Following a shooting resulting in a death, the officer shall not return to duty until a psychological evaluation has been conducted, and the officer has received any necessary counseling. At the employee's option, said examination may be conducted by RCPBA's Membership Assistance Program.

FORCE OPTIONS

SITUATIONALLY DEPENDENT





Rockland County Sheriff's Office Police Division

GENERAL ORDER #501

Ref: #
REPLACES ALL PREVIOUS

Subject: **Complaint Filing Against Officers**

NYSLEAS: 25.1

Effective Date: 03.27.2007

Reissue Date: 09.01.2020

Review date: *Annually*

Other:

Revised on: 08.28.2020

Approved by: *Sheriff L Falco / Chief W. Barbera*

PURPOSE

To specify the activities of the internal affairs function and outline the procedure for the handling and investigating of complaints filed against Division personnel, the resultant dispositions and the maintenance of records

POLICY

The Division encourages citizens to bring forward legitimate grievances regarding misconduct by employees. Division members shall receive all complaints courteously and shall handle them efficiently. All officers are obligated to explain complaint procedures to inquiring citizens.

The Division is committed to the concept of Procedural Justice which concerns the fairness and the transparency of the processes by which decisions are made. It focuses on the manner in which law enforcement interacts with the public and how these interactions shape the public's trust.

PROCEDURES

A. GENERAL:

The Division's image and reputation depend on the personal integrity and discipline of all employees. To a large degree, the public image of the department is determined by a professional response to allegations of misconduct against its employees. The department recognizes that its personnel are often subject to intense pressures in the discharge of their duties. Hence it is to the advantage of all employees to have a procedure for the investigation of the allegations and the underlying circumstances, so that the complaints can be resolved in light of the complicated pressures of law-enforcement work.

B. HOW TO MAKE A COMPLAINT:

A copy of "How to Make a Complaint" is found in the appendix to this order. This copy will be posted in the public areas of the Division, on the website and provided to media representatives, if requested. It will be given to any citizen requesting information on how to make a complaint. Copies will be made available in multiple languages.

C. RECEIPT OF COMPLAINTS

1. All complaints, regardless of nature, can be lodged in person, by mail, or by phone at any time. Persons making complaints by mail or phone shall normally be interviewed and a signed complaint form as found in the appendix to this order, will be prepared. 1

2. An employee who receives a citizen's complaint through U.S. mail shall place the correspondence and envelope in a sealed envelope and forward it to the first line supervisor, who shall determine investigative responsibility.
3. Complaints received by telephone by dispatchers or other employees shall be courteously and promptly referred to the first line supervisor. If the supervisor is not available the employee shall record the name and telephone number of the complainant and state that the Patrol Lieutenant or, if unavailable, the sergeant shall call back as soon as practical.
4. Anonymous complaints shall be followed up to the extent possible. In case of an anonymous complaint, the officer or other person who receives the anonymous complaint shall complete the form in the appendix to the extent possible.
5. Every effort shall be made to facilitate the convenient, courteous, and prompt receipt and processing of citizen complaints. An employee of the department, who interferes with, discourages, or delays the making of complaints shall be subject to disciplinary action.
6. If the first-line supervisor or other investigators determine that the complainant is apparently under the influence of an intoxicant or drug, or apparently suffers from a mental disorder, or displays any other trait or condition bearing on his or her credibility, the supervisor or investigator shall note these conditions on the reverse side of the complaint form. Any visible marks or injuries relative to the allegation shall be noted and photographed.
7. Prisoners or arrestees also may make complaints, although circumstances may require a department representative to meet the complainant at a jail or prison for an interview. If appropriate, the representative will have photographs taken of prisoners' injuries
8. The above procedure may also be used when department employees desire to enter a complaint against any other employee governed by this order.

D. COMPLAINT HANDLING PROCEDURES AND RESPONSIBILITIES

1. Normally, a citizen with a complaint shall be referred to the first line supervisor who shall assist the citizen in recording pertinent information. The first line supervisor for purposes of this order shall be of the rank of a Sergeant.
2. A supervisory officer who receives a complaint direct or has been summoned to receive a complaint, shall explain the procedure/policy to the complainant. If, after the investigation, conciliation is completed, the complainant is satisfied and the matter is resolved, no further action is necessary, but the matter will be documented.
3. Complaints regarding law-enforcement operations or services or failure to provide a service, or improper attitudes or behavior including but not limited to tardiness, rudeness or insubordination will be handled through the chain of command, beginning with the first-line supervisor. The first-line supervisor shall at least conduct a preliminary investigation.
4. The preliminary investigation consists of questioning the officer, complainants, or witnesses, and securing evidence.

5. Upon completion of the preliminary investigation, the following documents shall be prepared and forwarded through the chain of command.
 - i. A report of the alleged violation; any documents and evidence pertinent to the investigation.
 - ii. Recommendations for further investigation by internal affairs or other agency.
6. Serious categories of complaints which include, but are not limited to corruption, brutality, death or serious injury, criminal misconduct or misconduct involving several personnel or supervisory personnel shall be investigated by a Lieutenant. The findings will be reported to the Captain, who has been designated by the Chief of Police to administer, direct and be responsible for the internal affairs components of the Police Division.
7. The District Attorney's office or other outside agency upon request of the Chief/Sheriff may be involved in the investigation to maintain public confidence in the internal affairs function. The Detective Lieutenant will maintain a close liaison with the District Attorney's Office in investigations alleging criminal conduct, by seeking a legal advice or by routine notification.

E. INVESTIGATIVE PROCEDURES

1. Investigations may be of two types; administrative or criminal. They may be conducted simultaneously, but investigators assigned to either investigation may not collaborate or share information. Different rules govern interviews of employees in each case. Any interviews shall take place at a reasonable time and place as designated by the investigating officer, preferably when the officer under investigation is on duty. Before any interview, the employee under investigation will be given notice of the complaint, which will include a copy of the original complaint. The officer shall also be informed of:
 - i. The nature of the investigation.
 - ii. The officer's rights and responsibilities. (See Para G below)
2. Confidentiality of the interview/investigation and its records will be maintained.
3. Close liaison with the County Attorney or Counsel to the Sheriff, will be maintained where liability is at issue. Sheriffs should maintain contact with the person who provides legal advice to their agency.
4. Similarly when investigating alleged criminal conduct, liaison with the District Attorney will be maintained.

F. ASSISTANCE OF LEGAL COUNSEL:

Employees are permitted to have an attorney, supervisor, or union representative with them in the room during any interview regarding allegations of misconduct.

G. INTERVIEW FOR ADMINISTRATIVE PURPOSES: GARRITY WARNING

1. The Garrity warning is an advisement of rights usually administered by investigators to their employees who may be the subject of an internal investigation. The Garrity warning advises subjects of their criminal and administrative liability for any statements they may make, but also advises subjects of their right to remain silent on any issues that tend to implicate them in a crime.

2. It was promulgated by the Supreme Court of the United States in *Garrity v. New Jersey* (1967). In that case, a police officer was compelled to make a statement or be fired, and then criminally prosecuted for his statement. The Supreme Court found that the officer had been deprived of his Fifth Amendment right to silence.
3. If the Chief/Sheriff wishes to compel an employee to answer questions directly related to his or her official duties and the Chief/Sheriff is willing to forego the use of any answers in a criminal prosecution, the Chief/Sheriff or another interviewer shall advise the employee that the purpose of the interview is to obtain information to determine whether disciplinary action is warranted.
4. All questions specifically related to employment must be fully and truthfully answered. Refusal to answer may result in disciplinary action.
5. Neither answers given nor any information obtained by reason of such statements are admissible against the employee in any criminal proceeding. The employee will be given the following notice:

I advise you that you are being questioned as part of an official investigation of the department. You are entitled to know the allegations lodged by the complainant. You will be asked questions specifically directed and narrowly related to the performance of your official duties or fitness for office. You are entitled to all the rights and privileges guaranteed by the laws and the constitution of this state and the Constitution of the United States, including the right not to be compelled to incriminate yourself. I further wish to advise you that if you refuse to testify or to answer questions relating to the performance of your official duties or fitness for duty, you will be subject to departmental charges that could result in your dismissal from the department. If you do answer, neither your statements nor any information or evidence, which is gained by reason of such statements, can be used against you in any subsequent criminal proceeding. The answers given by you do not constitute a waiver of your privilege against self-incrimination as related to criminal matters. However, these statements may be used against you in relation to subsequent departmental charges. "

6. The answers obtained may be used in disciplinary proceedings resulting in reprimand, demotion, suspension, or dismissal.
7. In an interview for administrative purpose, no Miranda rights are required. Further, the foregoing rules are inconsistent with Miranda in that employees' statements cannot be used as evidence.

H. INTERVIEWS FOR CRIMINAL INVESTIGATIVE PURPOSES

If the Chief/Sheriff believes that criminal prosecutions are possible and wishes to use statements against the employee in a criminal proceeding, or at least wishes to maintain the option of their use, the employee will be given Miranda rights by the interviewer, and advised that:

1. If the employee asserts his right not to answer questions, no adverse administrative action will be taken based upon the refusal.
2. If the employee decides to answer questions at this point, the responses may be used in both criminal and disciplinary proceedings.

3. **Note** that the Miranda admonition includes the provision that a lawyer may be present at an interview. Although technically the employee has no right to counsel until the employee has been criminally charged or his or her freedom of action has been deprived, the department wishes the employee to have the option. The department wishes no possibility to arise in which its actions might be construed as coercive.

I. ADJUDICATION OF COMPLAINTS

The Chief/Sheriff will classify completed investigations as:

1. Unfounded - no truth to allegations.
2. Exonerated - allegations true, but are a result of adherence to proper and appropriate procedures and techniques.
3. Not sustained - unable to verify the truth of the matters under investigation.
4. Sustained - allegations true.

J. Completed investigations classified as unfounded, exonerated or not sustained will be maintained in legal files of the Chief/Sheriff/Counsel's office as appropriate. Sustained complaints shall be filed in the individual employee's personnel file

K. Disciplinary action taken shall be determined by the seriousness of the violation or the extent of the injury to the victim. It shall be commensurate with the circumstances surrounding the incident and in consideration of the employee's service record and prior sustained complaints.

1. The department shall maintain a log of all complaints.
2. The complaints and internal investigative files shall be kept secure and shall be maintained as long as state archival policy dictates.
3. The Chief/Sheriff shall direct a periodic audit of complaints to ascertain a need for training or a revision of policy.

L. DISPOSITION OF COMPLAINTS

1. The Chief/Sheriff will notify the complainant that the complaint against the agency or its employees has been received and will be investigated and handled administratively.
2. Written notice of case progress if prolonged will be provided to citizens who initiate the complaint.
3. The adjudication results (as in Para I above) will be communicated to the complainant.

Note: All procedures listed above will be subject to all applicable laws and the Collective Bargaining Agreement. With the repeal of §50a of the Civil Rights Law, in 2020, previous protections afforded to any employee are no longer available.

HOW TO MAKE A COMPLAINT

1. If you wish to make a complaint about the actions of an officer or about any aspect of law-enforcement operations, please:
 - a. Come to the department and tell any employee that you want to make a complaint; or
 - b. Call the department office and tell the person answering the phone that you want to make a complaint; or
 - c. Write your complaint and mail it to:

Chief of Police /Sheriff
Rockland County Sheriff's Police Division
55 New Hempstead Rd.
New City, N.Y. 10956

2. A Supervisor will assist you in filling out a complaint form. This form asks you to identify yourself and then to give specific details about your complaint.
3. Your complaint will then be investigated. You may be contacted and asked additional questions about your complaint.
4. If it is going to take a long time to investigate your complaint, you will receive a letter telling you approximately when you may expect a reply.
5. When your complaint has been investigated, the Chief /Sheriff will review the investigation and will write you a letter explaining what has been found out about the matter.



**Rockland County Sheriff's Office
Police Division**

Civilian Complaint Form

(Refers GO 501) – 08.28.2020

CONFIDENTIAL

Name of complainant: _____

Contact address? _____

Phone number? Residence: _____ Work: _____

Date and time of incident: _____

Location of incident: _____

Name of officer(s) or employee(s) against whom complaint is being filed, or other identifying marks (car number, badge number, etc.)

Rank: _____ Name: _____

Badge # _____ Vehicle #: _____

Vehicle: _____

Name(s)/address/phone number or other identifying information concerning any witnesses, if applicable:

Statement of allegation: _____

(If further space is needed use reverse side of sheet)

I understand that this statement of complaint will be submitted to the Rockland County Sheriff's Office and may be the basis for an investigation. Further, I sincerely and truly declare and affirm that the facts contained herein are complete, accurate, and true to the best of my knowledge and belief. Further, I declare and affirm that my statement has been made by me voluntarily without persuasion, coercion, or promise of any kind.

I understand that, under the regulations of the department, the employee against whom this complaint is filed may be entitled to request a hearing before a board of inquiry. By signing and filing this complaint, I hereby agree to appear before a board of inquiry if requested by the employee and to testify under oath concerning all matters relevant to this complaint.

The filing of a false statement is a class A misdemeanor in the State of New York. [NYS Penal Law Sect. 175.30]

Signature of Complainant

Date

Refused to sign _____

Signature of Person Receiving Complaint

Date and Time Received

Incident # _____

COMPLIANCE AUDIT REPORT

December 19, 2017

TO: The NYS Law Enforcement Accreditation Council

FROM: Deputy Chief James Frankoski
Rensselaer Police Department

SUBJECT: Compliance Audit of the Rockland County Sheriff's Police Office

I. Synopsis

On December 5, 2017, the on-site portion of a Compliance Audit was conducted for the Rockland County Sheriff's Office.

The Rockland County Sheriff's Office consists of 70 full-time sworn officers and 70 part-time officers. The Department serves the County of Rockland, New York which is located 12 miles north-northwest of New York City. The County comprises 175 square miles and has a population of approximately 326,780 people.

The Compliance Audit consisted of an off-site review of 65 file folders comprised of 20 Critical Standards and 20 Essential Standards and an additional 17 were requested after review of the initial 40; and an on-site review of 8 additional standards. The on-site phase of the assessment required 81 interviews and 20 observations to complete the compliance audit. Of the 65 standards reviewed, 19 standards – 2.3, 7.1, 7.3, 13.1, 14.7, 16.1, 25.1, 28.1, 29.6, 32.4, 32.5, 33.1, 43.4, 44.1, 47.5, 50.1, 50.5, 50.7, and 50.8 required additional documentation. Standard 7.1, and 8.12 required a minor policy revision; and Standard 58.2 adopted the County Disaster Plan which covers all areas of the standard. The agency was in compliance with all reviewed standards prior to the end of the assessment.

While conducting the on-site phase of the Compliance Audit, the agency's 110 revised standard file system was observed to have been established.

The Rockland County Sheriff's Office has done a good job in its efforts to maintain program standards. It is unanimously recommended that the department be favorably considered for accreditation at this time.

II. Agency Information:

Rockland County Sheriff's Office
55 New Hempstead Road
New City, New York 10956

Date of Initial Accreditation: March 6, 2008

Chief Executive Officer: Sheriff Louis Falco, III
(845) 638-5466

Program Manager: Detective Mark Swammy
(845) 638-5187

Personnel:

Full-Time sworn: 70

Part-Time or seasonal sworn: 70

The Rockland County Sheriff’s Office provides services 24 hours a day. It participates in the Civil Service System and has canine, communications, navigation, crime scene investigation, prisoner transports and bomb disposal units and participates in shared services such as REACT (SWAT) Team, intelligence unit, aviation, computer crimes unit, narcotics task force and the Zone 4 police academy.

III. Compliance Auditor Information

Deputy Chief James Frankoski
Rensselaer City Police Department
(518) 462-7451

IV. Community Information

The Rockland County Sheriff’s Office serves a County that covers 175 square miles. Approximately 326,780 people live within the county limits, but the daytime population during the week is closer to 175,000. It is suburban in nature, with approximately one third of the county being designated as scenic parkland.

V. Compliance Audit Logistics

The first phase of the audit began with the agency sending the auditor copies of the 20 Critical Standards (noted with red font and an asterisk in section VIII). Of the 20 Critical Standards submitted, 11 were found to demonstrate full compliance following the first review. The remaining nine standards (2.3, 7.1, 7.3, 13.1, 14.1, 14.7, 33.1, 44.1, 50.1) required additional documentation, policy revision or an on-site interview/observation to confirm compliance. The program manager did provide additional documentation and clarification on some standards.

The second phase of this compliance audit commenced with the assessor communicating to the agency his choice of 20 Essential Standards. The 20 Essential Standards selected are as listed below.

20 Essential Standards

5.2 Accounting – System and Responsibility	28.4 Social Media
6.1 Requisitioning Property	29.6 Sex Offender Management
7.2 Evidence Custodian Training	32.4 Use of Less Lethal Substances/Devices
8.5 Records Retention	32.5 Field Training
8.11 Sealing Orders	44.3 Missing Persons
8.12 Records System for Warrants	50.5 Informants
12.1 Physical and Psychological Fitness Requirements	50.7 Intelligence Collection and Sharing
16.1 Grievance Procedures	50.8 Fingerprinting and Photographing Defendants
18.1 Death or Serious Injury of Agency Personnel	58.3 Continuity of Operations Plan (COOP)
21.1 Review of Firearms Use	64.1 Prisoner Transport and Safety

After an initial off-site review of the essential standards selected for this audit, the assessor determined that seven standards (8.12, 16.1, 29.6, 32.4, 32.5, 50.5, and 50.8) required additional documentation or verification. Section VIII Audit of Standards contains specific details for each standard.

After an initial off-site review of the critical and essential standards selected for this audit the assessor requested an additional 17 files for review. The 20 Additional Standards selected are as listed below.

Additional Standards Reviewed (optional)

1.2 Goals and Objectives	43.3 Law Enforcement Response
2.1 Organizational Structure	47.5 Impaired and Intoxicated Driving Cases
11.1 Personnel Recruitment	47.7 Accident Reporting /Investigations
28.1 Public Information Function and Media	47.8 Towing and Impoundment
29.1 Responsibility of Personnel	50.4 Juvenile Operations
29.4 Crime Victims	50.9 DNA Collection
29.5 Sex Offender Victims	51.1 Processing Scene
42.1 Patrol Vehicles	51.3 Photographs
43.1 Responding to calls	

After an initial off-site review of the additional standards selected for this audit, the assessor determined that two standards (28.1 and 47.5) required additional documentation or verification. Section VIII Audit of Standards contains specific details for each standard.

Additional Standards Reviewed (optional) on-site

1.1 Mission	43.6 Specialized Units
2.5 Map of Patrol Area	47.3 High Visibility Clothing
41.1 Ballistic Vests	55.3 Two Way Radios
42.4 Special Purpose Vehicles	55.4 Communications with Patrol Officers

VI. Compliance Audit Procedures

The compliance auditor followed the strategy described below to verify compliance with program standards:

1. The compliance auditor (or auditor) reviewed a standard file to make an initial determination of whether the agency had complied with the standard.
2. If the auditor determined that the policies and procedures were in order, the file folder was approved and the Standard Compliance Report completed.
3. If the auditor did not believe that the file supported a finding of compliance, then he or she attempted to ascertain the reason for the noncompliance. If the noncompliance was an issue of inadequate documentation, the agency was asked for additional information. If the noncompliance stemmed from a lack of information that the agency chose not to send through the mail, a notation was made and further observations or interviews were deferred to the on-site portion of the compliance audit.

4. If the auditor’s concerns were resolved through the addition of extra documentation or through consultation with the program manager, the file folder was approved and the Standard Compliance Report completed.
5. If the concerns could not be resolved during the off-site portion of the audit, a notation would be made to follow-up during the on-site.
6. In cases where compliance could not be ascertained through any of the above means, the program manager was consulted, advised of the corrective action needed, and given the opportunity to take those corrective actions.

VII. Verification Activities

Methods of verification included a formal tour of the entire department; review of agency files, scheduled and unscheduled interviews with departmental personnel, escorted visit to work areas and chance meetings with sworn and civilian members of the department

This assessor conducted a total of 81 interviews and made 20 observations to verify compliance with 51 standards. The assessors interviewed 13 sworn and 5 civilian employees. The following members of the department were interviewed:

Sheriff Louis Falco III	Detective Mark Swammy
Captain Antoine DeColyse	Officer Angelo Bragaglia
Detective Lieutenant Theodore Brovanski	Officer Matthew Myers
Lieutenant Dennis Stoll	Officer in Charge Reicher
Detective Sergeant Henny Bender	Clerk Deloris Contessa
Sergeant Joseph Guidice	Clerk Kathy Hurley
Sergeant Omar Munoz	Clerk Carmela Muscatella
Detective Keith Latarski	Clerk Aleen Wynne
Detective Rich Madden	Clerk Joyce Anim – Civil Service
Detective Pierce Redmond	

Administrative Standards

Please note Critical Standards are denoted with bold red font and an asterisk.

Administration - Agency Role

- 1.1 Mission Statement – Observed the mission statement posted in the Department and on the Department web-site. Agency is compliant.
- 1.2 Goals, Objectives and Evaluation of Goals – General Order 103 meets the standard. Supporting documentation included Goals and Objectives for 2013-2017. Interview with Captain DeColyse. Agency is compliant.

Administration - Organization

- 2.1 Organizational Structure – General Order 205 meets the standard. The Agency has an organizational chart that is clear and understandable. Staffing Table file contents meet the standard. Interview with Captain DeColyse. Agency is compliant.

- 2.3 **Written Directives*** – General Order 140 & 106 covers each of the elements of the standard. Documentation in the file Include issuance and dissemination of General orders. Additional documentation requested for the 2014 year which was added to file upon arrival for the on-site. Interview with Officer Myers. Agency is compliant.
- 2.5 Map of Patrol Areas – General Order 751 meets the standard. Map of patrol zones were in the folder and observed in the roll call room and communications office as well as in printed booklets. The map is reviewed regularly for potential changes. Agency is compliant.
- 2.7 **Responsibility and Authority*** – General Order 204 and General Order 302 complies with the standard. The supporting documentation included Assignment Rosters and Officer in Charge Memo's. Interviewed Captain DeColyse, Lt. Stoll, Det. Swammy and OIC Reicher. Agency is compliant.

Internal Administration - Fiscal Management

- 5.2 Accounting – System and Responsibility – Interviewed Lt. Stoll who oversees departmental financial issues. Lt. Stoll was able to portray excellent knowledge of their system. The General Order was in compliance and proofs were more than sufficient. General Order 904 specifically designates the Chief as having “ultimate responsibility” for the fiscal management. Supporting documentation consisted of numerous Quarterly Reports. Agency is compliant.
- 5.3 **Safeguarding Cash*** – General Order 919/552 complies with the standard. Document proofs include Bail Receipts, Quarterly Reports, Petty Cash Logs and an Informant Payment Register. Interview with OIC Reicher and Det. Lt. Brovarski Agency is compliant.

Internal Administration - Agency Property

- 6.1 Requisitioning Property – General Order 919/552 complies with the standard. Proofs include Vehicle Inventories, Portable Radio and Vest Inventories and Purchase Orders paperwork. Interview with Lt. Stoll and Clerk Hurley. Agency is Compliant.
- 6.2 **Safeguarding Agency Weapons*** – General Order 808 complies with the standard. Proofs include Equipment Distribution forms and Department Armory Inventories. Armory is in the basement of the department. Interview with Det. Swammy. Agency is compliant.

Internal Administration - Non-Agency Property

- 7.1 **Evidence and Non-Agency Property Management*** – Policy needed to be changed to address Bullets D & F. Changes made before arrival for onsite. General Order 651 complies with the standard. Recording of property storage is done through the RMS system. Permanent storage is in the property clerk's office and uses proper level of security. The agency's temporary storage was located across from the property room. The agency properly marks and labels evidence in an orderly fashion through the use of an electronic bar code system integrated with their RMS system. A copy of a recent Destruction Certificate was added to the file. Assessor observed the labeling system and conducted an interview with Detective Redmond. Agency is compliant.
- 7.2 Evidence Custodian Training – Reviewed documentation of training records of current Evidence Custodians and determined agency is compliance with standard. Interview with Detective Redmond. Agency is compliant.

- 7.3 **Property Audit and Inventory Management*** – Observed the evidence room with Det. Redmond who explained the use of their RMS system. Proof provided of annual audits and inventories were present except 2013. Audit for 2013 was requested and provided upon arrival for on-site. The general order meets the standard. Agency is compliant.

Internal Administration - Records

- 8.5 Records Retention – General Order 906 complies with the standard. Proofs include Resolution of Adoption of CO-2 schedule along with Record Management procedures. Interview with Clerk Wynne, Contessa and Muscatella. Agency is compliant.
- 8.7 **Records Management System*** – The Department complies with this standard with General Order 906. Proofs include incident reports, arrest reports with supervisor review, Rici and Incident analysis reports. Arrest records are maintained with the current RMS system. The Agency is replacing the current RMS with a new system going into place the week after the on-site visit. Interviewed Officer Myers regarding the entry of arrests. Observed the RMS system. Copies of reports were included in the file. These general order addresses each element of the standard. Interview Det. Sgt. Bender and Clerks Hurley, Wynne Contessa and Muscatella. Agency is compliant.
- 8.11 Sealing Orders – Agency General Order 906 addresses the Sealing Orders. Observed records in the Records Division. Interviewed Det. Sgt. Bender who oversees the Records Unit. Agency is compliant.
- 8.12 Record System for Warrants – Upon first review General Order 906 needed to be updated to comply with standard. The GO did not address the Due Diligence portion of the standard although agency was practicing Due Diligence. The policy was updated prior to the assessor arriving for the on-site. Proofs included open and closed warrant list. Assessor observed warrants in file cabinet located in the communication room available 24/7. Interviewed Det. Madden and Clerk Muscatella.

Personnel - Recruitment

- 11.1 Personnel Recruitment – This standard is covered by General Order 915. It addresses all aspects of the standard. The Rockland County Civil Service Dept. announces and administers entry level exams. The sheriff's office did use the county for hiring in 2015. Documentation included civil service announcements for 2015 and Employment Applications. Background investigations were provided during on-site visit. Captain DeColyse, Det. Sgt. Bender, Det. Madden, Officer Bragaglia, Officer Myers and Clerk Contessa were also interviewed. Agency is compliant.

Personnel - Selection

- 12.1 Physical and Psychological Fitness Requirements – The agency's general order directs that they comply with civil service law. Documentation included civil service announcements which outline standardized requirements for physical agility. General Order 915 requires psychological testing and covers the elements of this standard. Documentation included copies of existing psychological evaluations for job applicants on-site. The agency uses a standardized medical work-up using a licensed doctor/contractor. General Order 915 reflects requirements of the Civil Service Law. A copy of Civil Service Law section 58 was enclosed. Examination announcements indicating age requirements was also enclosed, as well as eligible lists with

dates of birth. Agency is compliant. Officers Bragaglia and Myers verify they completed the Physical and Psychological testing before being hired. Interview with Captain DeColyse and Lt. Brovarski, verify the process.

- 12.5 **Background Investigation*** – The agency requires background investigations of all candidates, including a fingerprint-based criminal history. Supporting documentation included copies of background packages. Interviewed Det. Sgt. Bender, who explained the process and the training that background investigations receive. Officers Bragaglia and Myers verified a background was conducted before being hired. Agency is compliant.

Personnel - Performance Evaluations

- 13.1 **Performance Evaluations*** – Upon first review assessor needed clarification of General Order 923. After clarification was made GO 923 satisfies this standard. File folder contained copies of performance evaluations conducted in 2015. Assessor requested additional documentation was requested for 2013, 2014, and 2016. Documents were added during the on-site visit. Interviewed Det. Sgt. Bender and Officer Myers. Agency is compliant.

Personnel - Discipline

- 14.1 **Rules of Conduct*** – General Order 304 relates to conduct. The general orders comply with the standard. Copies of department Written Reprimands and Counseling Memo's and request for outside employment per the rules & Regs. Also present were signed forms for the Department Manuals were included in the supporting documentation. Agency is compliant.
- 14.4 **Disciplinary System*** – Agency addresses each element of this standard by General Order 909. The documentation includes copies of written reprimands, counseling memos, and labor contract. Interviewed Captain DeColyse, Det. Lt. Brovarski and Sgt. Munoz (Union President). Agency is compliant.
- 14.7 **Sexual Harassment*** – General Order 305 addresses all forms of harassment. Documentation included letters indicating no complaints for 2013-2015. Additional documents were requested for 2016-2017. Letters placed in file indicating no complaints for 2016-2017. Training documentation was complete. Agency is compliant.

Personnel - Grievances

- 16.1 Grievance Procedures – The agency is in full compliance with this standard. General Order 912 complies with the standard. Documentation included a copy of the PBA contract as well as copies of written reprimands and counseling memos. Letters added indicated there were no Grievances in 2013, 2014 and 2017. Copies of Grievances for 2015-2016 were present. PBA president Sgt. Munoz was interviewed, and he indicated a good working relationship with the Sheriff.

Personnel - Death or Serious Injury of Agency Personnel

- 18.1 Death and Serious Injury of Agency Personnel - Reviewed General Order 764 and determined agency is in compliance with all elements of this standard. Interviews with Captain DeColyse, Agency is compliant.

Use of Force

- 20.1 **Necessary Force*** – Agency complies with this standard by way of General Order 306 which outlines the use of deadly physical force and use of force options. A print-out of an Article 35 lesson plan was present. Use of Force reports were present for all years. Interviewed OIC Reicher. Agency is compliant.

Use of Force - Agency Review

- 21.1 Review of Firearms Use – General Order 306 complies with the standard. Documents includes Firearms Discharge reports. Interview with Officer Myer and Sgt. Munoz verifies compliance.
- 21.2 **Review of Force Causing Injuries*** – Agency general orders 306 and 768 are in compliance. Letters indicate no injuries in 2016 & 2017. Use of force reports with injuries present for 2013-2015. Interviewed Officer Myer and Det. Lt. Brovarski on their roles and responsibilities in Use of Force incidents. Agency general order outline the incidents that require reporting. Agency is compliant.

Internal Affairs

- 25.1 **Internal Affairs Function*** – General Order 906 complies with the standard. Documents include 2017 letter to File indicating no complaints and incident analysis reports for 2013-2015. Upon first review, additional documentation was requested for 2016. Letter was added to the file during on-site indicating no complaints in 2016. Interview with Det. Lt. Brovarski, who confirmed the complaint process. Interviewed Lt. Dougherty, who confirms complainant notification. General Order 08-31 requires that the department maintain a liaison with the District Attorney's office. Agency is compliant.

Public Relations - Public Information

- 28.1 Public Information Function and Media – General Order 765 covers all elements of the standard. Copies of press releases were included and letters appointing department PIO's are also present. With the merger of the files under the new standards there were no FOIL documents. Copies of FOILS were requested and provided upon arrival for on-site. Interviewed Det. Sgt. Bender and Clerks Hurley, Wynne Comtesse and Muscatella who handle the FOIL requests. Agency is compliant.
- 28.4 Social Media – Written directive General Order 933 covers each element of the standard. Assessor observed the department's Facebook page. There are no reports of policy violation on or off duty. Agency's Social Media Officer, Sgt. Guidice was interviewed regarding his understanding of the policy and his posting of Community Awareness program. Agency is compliant.

Public Relations - Community Relations

- 29.1 Responsibility of Personnel – G.O. 759 covers community relations in general. Proofs include incident activity reports of community involvement for all years. Interviewed Det. Lt. Brovarski who oversees the Mounted Unit. Agency is compliant.
- 29.4 Crime Victims – General Order 906 complies with the standard. Proofs include OVS Applications, Guide and Handout Cards. Website also has a link to the OVS Application. Agency is compliant.

- 29.5** Sex Offense Victims – General Order 771 complies with this standard. Proofs include Activity Reports indicating Sex Abuse Cases. Interview with Det. Swammy verified victims are interviewed at SANE area of the county hospital. Agency is compliant.
- 29.6** Sex Offender Management – Interview with Det. Swammy verifies that the sheriff's office handles all change of address for inmates at the county jail. Proofs include change of address for inmates, address check logs and a copy of the website sex offender watch link. Additional documentation requested for 2015 which was provided upon arrival of on-site. General Order 931 covers all areas required by the standard. Agency is compliant.

Training Standards

Basic Training

- 32.4 Use of Less Lethal Substances/Devices – General Order 930 complies with the standard. Proofs include ASP and Taser training records. Additional documents requested for 2015 which were provided upon arrival of on-site. Interview with Officers Bragaglia, Myers and Reicher. Agency is compliant.
- 32.5 Field Training – General Order 910 complies with the standard. Proofs include DOR's, Final Field training reports, Overall Evaluation Reports and End of Phase Evaluation Reports. Additional documentation requested for 2014 & 2015 which was provided upon arrival of on-site. Interview with Officer Bragaglia. Agency is compliant.

In-Service Training

- 33.1 **In-Service Length and Content*** – General Orders 930 cover the standard. Documentation includes Training Course Announcements, Range Incident Analysis reports, School Activity Reports by Employees. Additional documentation requested for 2014 for Detective training. Documents provided upon arrival for on-site. Interviewed Det. Swammy who explained the in-service training schedule at police academy. Agency is compliant.

Operational Standards

Patrol - Equipment

- 41.1 Vests – General Order 352 complies with the standard. Documents include memos to officers with expiring vest and assessor observed officers wearing vests. Agency is compliant.

Patrol – Vehicles

- 42.1 Patrol Vehicles – Written directive 908 outlines how marked patrol vehicles are to appear. The file contained photos showing marked vehicles. Assessor observed several marked. The agency general order spells out authorized equipment for patrol cars. Interviewed Sgt. Munoz who maintains the fleet and oversees the purchase of new vehicles. Agency is compliant.
- 42.4 Special Purposes Vehicles – General order 805 regarding special purpose vehicles indicates compliance with the standard. Proofs include photos and document of new purchases. Assessor observed special vehicles in department parking lot. Interviewed Sgt. Munoz with regards to the use and mission of the several special purpose vehicles including the department Marine Unit. Agency is compliant.

Patrol - Activities

- 43.1 Responding to Calls – General Order 363 complies with the standard. Proofs includes activity reports for Emergency and Non-Emergency activity. Assessor observed Dispatch/Communications area in Department.
- 43.3 Law Enforcement Response – General Order 769 complies with the standard. Proofs include activity reports Rosters and Squad Schedules. Interview with Capt. DeColyse. Agency is compliant.
- 43.4 **Vehicle Pursuits*** – Written directive meets the standard. Captain DeColyse was interviewed and explained supervisor’s responsibility. Letter indicating no pursuits in 2017 & 2013. Additional documentation was requested for 2014-2016. Upon arrival for on-site letters were added indicating no pursuits for 2014-2016. Interview with Officers Bragaglia and Myers and OIC Reicher. Agency is compliant.
- 43.6 Specialized Units – General Order 805 complies with the standard. Proofs include Certifications and reports. Interview with Sgt. Munoz (Marine), Officer Myers (K-9), Det. Redmond (Arson), Det. Lt. Brovanski (Mounted Unit), and Det. Latarski (Bomb Squad and Crime Scene). Agency is compliant.

Patrol – Specialized Incidents

- 44.1 **Domestic Incidents*** – General Order 761 complies with the standard. Proofs include DIR’s and Arrests for Domestic. Additional documents requested for 2014 & 2015. Documents were available upon arrival for on-site. Interview with Officer Myers. Agency is compliant.
- 44.3 Missing Persons – General Order 401 & 402 complies with this standard. Verified that the missing person information was being entered in eJusticeNY/NCIC. Proofs include Silver Alert reports. Agency is compliant.

Traffic

- 47.3 High Visibility Clothing – General Order 756 complies with the standard. Assessor observed High Visible clothing in patrol Vehicle.
- 47.5 Impaired and Intoxicating Driving Cases – General Order 553 complies with the standard. Proofs include arrest paperwork for DWI’s and Data Master Certifications and Simulator Solutions certifications. Additional Documentation for Data Master requested for 2016 and 2015. Documents were available upon arrival for on-site review. Agency is compliant.
- 47.7 Accident Reporting/Investigations – General Order 451 & 455 complies with this standard. Proofs include Accident reports for both vehicles and Boats and activity reports indicating response to accidents.
- 47.8 Towing and Impoundment – General Order 654 complies with the standard. Proofs include Tow Logs and Impound reports. Agency is compliant.

Criminal Investigations - Methods

- 50.1 **Criminal Investigations*** – General order 760 meets the standard. Proofs include Indictment

warrants, arrest warrants, Detective Unit open case reports, letter indicating Videotapes are stored electronically and Extradition orders. Interviewed Det. Lt. Brovarski, Det. Sgt. Bender and Det. Madden, in the BCI. Additional documents requested to show Miranda, documents were available upon arrival for on-site. Agency is compliant.

- 50.4 Juvenile Operations – General Order 555 complies with the standard. Proofs include Logs of Juvenile sealing orders. Interview with Det. Swamy. Assessor observed Juvenile room and locked files.
- 50.5 Informants – General Order 760 complies with the standard. Informant files are secured with the Detective Lt. who approves the confidential informant. Agency did not utilize informants for 2013-2015. Letter added for 2015 indicating they did not use informants. Interview with Det. Lt. Brovarski. Agency is compliant.
- 50.7 Intelligence Collection and Sharing – General Orders 760 & 304.43 are compliant with all elements of the standard. Proofs include R.C.I.C memo's. Additional documents requested for 2015 along with the previous policy in place prior to merger of files. Documents were available upon arrival for on-site. Interviewed Det. Lt. Brovarski and Sgt. Guidice, the agency intelligence officer. Agency is compliant.
- 50.8 Fingerprinting and Photographing Defendants – General Order 550 complies with the standard. Proofs include Arrest reports, photos and fingerprints on booking paperwork. Additional documents requested for 2015 which were provided during on-site. Agency is compliant.
- 50.9 DNA Databank - General Order 655 complies with the standard. Proofs include copies of DNA submission forms with the DNA collection order. Agency is compliant.

Criminal Investigations - Scenes of Incidents

- 51.1 Processing Scenes – General Order 651A complies with the standard. Proofs include Arson reports, BCI reports, Accident Sketching's and Fingerprint submissions. Interview with Det. Latarski. Agency is compliant.
- 51.3 Photographs – General Order 651A complies with the standard. Proofs include photos with case information. Interview with Det. Latarski. Agency is compliant.

Communications

- 55.3 Two-Way Radios – General Order complies with the standard. Proofs include portable radio inventory and Assignment sheets. Assessor observed officers with assigned portable and mobile radios in police vehicles. Interview with Sgt. Munoz. Agency is compliant.
- 55.4 Communication with Patrol Officers – General Order 755 complies with the standard. Assessor observed roll call and exchange of information between the midnight shift and the day shift. Interview with OIC Reicher. Agency is compliant.

Unusual Occurrences

- 58.2 **Disaster Plans*** –Upon first review the policy did not meet the standard. The current police did not cover Casualty Information. The current County Disaster plan did cover all areas of the standard including a Casualty plan. It was the recommendation of the assessor instead of rewriting the policy to just adopt the current Disaster Plan. During on-site the Rockland County

Disaster Plan was adopted by the Sheriff's Office. Captain Mickle provided an in-depth explanation of the plan, supporting compliance. Interview with Sgt. Guidice. Agency is compliant.

- 58.3 Continuity of Operations Plan (COOP) – Every element of the standard was covered with General Order 782. The plan has not been activated since the plan has been put in place. Interviewed Captain DeColyse. Assessor observed new back up communications building being built next to the Sheriff's Dept. Agency is compliant.

Prisoner Transport

- 64.1 Prisoner Transport and Safety – General Order 603/605 complies with the standard. Proofs include letters from the NYS Judicial letter authorizing Juvenile room and NYS DOCS letters inspecting the jail and juvenile room.

VIII. Labor/Contractual Issues

In addition to the interviews listed above, I also met with Sergeant Munoz, president of the union that represents officers of the Rockland County Sheriff's Officers. I discussed accreditation standards that impacted labor and contractual issues with Sgt. Munoz. He reported that the accreditation process did not adversely impact members of the union, and in fact, the accreditation process was a valuable tool that opened a positive flow of communication between union and management. Sgt. Munoz spoke of the positive impact that the accreditation process has had, specifically in the areas of training, performance evaluations, and how valuable it is to have a standardized set of procedures that officers on all shifts can follow.

IX. Standard Compliance

This compliance audit was conducted in three phases. The first involved a review of the agency's 20 Critical Standards and the 20 Essential Standards. The second was a review of 17 additional standards, and the final phase was the on-site visit which also allowed a review of 8 additional standards, for a total of 65 standards reviewed. Of the 65 standards reviewed, 19 standards – 2.3, 7.1, 7.3, 13.1, 14.7, 16.1, 25.1, 28.1, 29.6, 32.4, 32.5, 33.1, 43.4, 44.1, 47.5, 50.1, 50.5, 50.7, and 50.8 required additional documentation. Standard 7.1, and 8.12 required a minor policy revision; and Standard 58.2 adopted the County Disaster Plan which covers all areas of the standard. The agency was in compliance with all reviewed standards prior to the end of the assessment.

X. Overall Assessment

The Rockland County Sheriff's Office is a very diverse department. They have done a good job of maintaining their accreditation status.

After careful consideration, I recommend that the Rockland County Sheriff's Office be favorably considered for reaccreditation at this time

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Deputy Chief James Frankoski
Compliance Auditor

GLOSSARY OF TERMS

Racism:

Racism: A belief that [race](#) is a fundamental [determinant](#) of human traits and capacities and that racial differences produce an inherent superiority of a particular race

“Systemic racism,” or “institutional racism,” refers to how ideas of white superiority are captured in everyday thinking at a [systems-level](#): taking in the big picture of how society operates, rather than looking at one-on-one interactions.

These systems can include laws and regulations, but also unquestioned social systems. Systemic [racism](#) can stem from [education, hiring practices, or access](#).

Implicit Bias

Implicit bias is a form of bias against members of a group in virtue of their membership in that group. Implicit bias is distinguished from other forms of bias by the fact that it is unconscious. Because it is unconscious, it does not manifest itself in the form of explicit beliefs like "Women are not as good at philosophy as men," or "Minority students are not as logically rigorous as white students." Implicit bias may be based on these very stereotypes, but instead it manifests as an automatic judgment that, for example, a specific female does not seem talented in philosophy, or that a specific minority student will probably struggle on the next exam.

Police Reform:

Police Reform aims to transform the values, culture, policies and practices of police organizations so that police can perform their duties with respect for democratic values, human rights and the rule of law. Such reform aims to achieve a professional style of democratic policing.

Procedural Justice

Procedural justice affects how decisions are made and policies are established. It is based on the premise that the most fair and respectful decision will be made. Procedural justice is also concerned about creating policies and procedures that take all perspectives and concerns into consideration. When a situation cannot be resolved between the parties, and a leader or manager is required to make a ruling, procedural justice suggests that decisions be neutral, based on fact, and appropriate for the actions.

When employees believe problems will be resolved fairly and honestly, they will have more confidence in the decision. This puts a burden on companies to create procedures and policies, which demonstrate procedural justice, meaning the response will be fair and consistent regardless of who is involved in the situation.

Four Tenets of Procedural Justice:

1. Voice (Listening)
2. Neutrality (to be fair)
3. Respectful treatment (for all)
4. Trustworthiness (people don't trust the police)

Community Policing:

Community policing, or community-oriented policing (COP), is a strategy of policing that focuses on building ties and working closely with members of the communities. A formal definition states: Community policing is a philosophy of full service personalized policing, where the same officer patrols and works in the same area on a permanent basis, from a decentralized place, working in a proactive partnership with citizens to identify and solve problems.

Use of Force

The use of force, in the context of law enforcement, may be defined as the "amount of effort required by police to compel compliance by an unwilling subject".

Use of Force Continuum:

Most law enforcement agencies have policies that guide their use of force. These policies describe a escalating series of actions an officer may take to resolve a situation. This continuum generally has many levels, and officers are instructed to respond with a level of force appropriate to the situation at hand, acknowledging that the officer may move from one part of the continuum to another in a matter of seconds.

An example of a use-of-force continuum follows:

- **Officer Presence — No force is used. Considered the best way to resolve a situation.**
 - The mere presence of a law enforcement officer works to deter crime or diffuse a situation.
 - Officers' attitudes are professional and nonthreatening.
- **Verbalization — Force is not-physical.**
 - Officers issue calm, nonthreatening commands, such as "Let me see your identification and registration."
 - Officers may increase their volume and shorten commands in an attempt to gain compliance. Short commands might include "Stop," or "Don't move."
- **Empty-Hand Control — Officers use bodily force to gain control of a situation.**
 - *Soft technique.* Officers use grabs, holds and joint locks to restrain an individual.
 - *Hard technique.* Officers use punches and kicks to restrain an individual.
- **Less-Lethal Methods — Officers use less-lethal technologies to gain control of a situation.**

- *Blunt impact.* Officers may use a baton or projectile to immobilize a combative person.
- *Chemical.* Officers may use chemical sprays or projectiles embedded with chemicals to restrain an individual (e.g., pepper spray).
- *Conducted Energy Devices (CEDs).* Officers may use CEDs to immobilize an individual. CEDs discharge a high-voltage, low-amperage jolt of electricity at a distance.
- **Lethal Force — Officers use lethal weapons to gain control of a situation. Should only be used if a suspect poses a serious threat to the officer or another individual.**
 - Officers use deadly weapons such as firearms to stop an individual's actions.

Diversion Program:

A **diversion program** in the criminal justice system is a form of sentence in which the criminal offender joins a rehabilitation **program**, which will help remedy the behavior leading to the original arrest, allow the offender to avoid conviction and, in some jurisdictions, hide a criminal record.

Restorative Justice:

A philosophical framework and a series of programs for the criminal justice system that emphasize the need to repair the harm done to crime victims through a process of negotiation, mediation, victim empowerment, and [Reparation](#).

Hot Spot Policing:

Hot spot policing is a **place-based policing intervention** that focuses police resources and enforcement on high-activity crime locations within a community, such as buildings, street blocks, and subway stations.

De-escalation Strategies:

Basic de-escalation skills training, such as that included in the Crisis Intervention Team (CIT) training curriculum, is a law enforcement training experience designed to equip police officers with knowledge and skills that enable them to initiate specific actions to de-escalate a crisis situation. This type of training involves the acquisition of effective communication and active listening skills, as well as other de-escalation techniques, in addition to role-playing, which involves the demonstration of and practice using the desired skills. De-escalation techniques can be an effective intervention tool that not only helps individuals who are in crisis but also reduces police liability and injury. When an officer applies de-escalation skills appropriately, the probability that he or she will effectively intervene in a crisis is increased and the need for using physical force is minimized.

Accreditation:

The **New York State Department of Criminal Justice Services** Accreditation Program began in 1989. It is comprised of a set of standards developed to further enhance the capabilities of law enforcement agencies and certify those departments that meet or exceed best policing practices as defined by the State of New York.

What is an accredited police department?

Police Department Accreditation. Accreditation is a coveted award that **symbolizes professionalism, excellence, and competence**. It requires written directives and training to inform employees about policies and practices; facilities and equipment to ensure employees' safety; and processes to safeguard employees' rights.

Appendix

Appendix

- **Appendix A:** RCSO's Letter Thanking Stakeholder for Volunteering to Participate
- **Appendix B:** Community Non-Profit Organizations invited to Speak by PRC
- **Appendix C:** Invitation to Community Organizations to speak at public forums
- **Appendix D:** Police Reform Committee's (PRC) Kick-off Agenda
- **Appendix E:** PRC Kick-off Power Point
- **Appendix F:** PRC Kick Off October 5, 2020, Summary
- **Appendix G:** PRC Stakeholder Working Group Request Letter
- **Appendix H:** PRC Working Group Orientation
- **Appendix I:** PRC Chairs Key Questions and Considerations by Working Groups
- **Appendix J:** PRC Collaborative Timeline
- **Appendix K:** PRC Community Forum Calendar
- **Appendix L:** PRC Collaborative Core Meeting Phase II Agenda
- **Appendix M:** PRC Committee's Collaborative Phase II Project Work Plan
- **Appendix N:** PRC Facebook Live Public Forum Invitation Flyer
- **Appendix O:** PRC Invitations to DA, Public Defender, Supervisors, Mayors, Chiefs
- **Appendix P:** PRC Final Phase Work Plan
- **Appendix Q:** RCSO's Demographics vis a vis Rockland County Residents
- **Appendix R:** Rockland County Sheriff's Office Budget
- **Appendix S:** Description of a Sheriff's Deputy's Work Day
- **Appendix T:** RCSO's Community Based Services
- **Appendix U:** Flow Chart of the RCSO's Citizen Complaint Process
- **Appendix V:** RCSO Citizen Complaints against Officers Data
- **Appendix W:** NYS Curriculum Checklist for Basic Course for Police Officers
- **Appendix X:** Police Academy's Curriculum for Basic Course for Police Officers
- **Appendix Y:** Rockland Coalition to End the New Jim Crow (RCENJC) Response

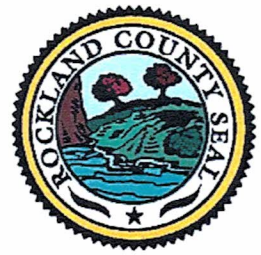
Appendix Links for Police Reform Committee

- **Appendix A:** Governor Cuomo's Letter to Chief Executives, Police Chiefs, and Sheriffs mandating police reform collaborative be formed
https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/GAMC_Reimagine_Policing_Letter.pdf
- **Appendix B:** New York State Police Reform and Reinvention Collaborative: Resources and Guide for Public Officials and Citizens (August 2020)
https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/Police_Reform_Workbook81720.pdf
- **Appendix C:** Rockland County Sheriff's Office (RCSO) Website
<https://www.rocklandcountysheriffoffice.com/>
- **Appendix D:** RCSO Annual Report 2019
https://www.rocklandcountysheriffoffice.com/annual_reports/2019%20Annual%20Report.pdf
- **Appendix E:** RCSO Organizational Chart
<https://www.rocklandcountysheriffoffice.com/administration.html>
- **Appendix F:** RCSO Police Division Units
https://www.rocklandcountysheriffoffice.com/police_units.html#UNIFORM_PATROL
- **Appendix G:** RCSO Use of Force policy
<https://www.rocklandcountysheriffoffice.com/policies/306%20Use%20of%20Force.pdf>
- **Appendix H:** RCSO Citizen Complaints against Officer policy
<https://www.rocklandcountysheriffoffice.com/policies/GO%20501%20Complaint%20Filing%20against%20Officers.pdf>
- **Appendix I:** Division of Criminal Justice Services
<https://www.criminaljustice.ny.gov/crimnet/ojsa/stats.htm>
- **Appendix J:** NYS Law Enforcement Accreditation Program: Standards and Compliance Verification Model <https://www.criminaljustice.ny.gov/ops/accred/>
- **Appendix K:** NY Municipal Police Training Council – Use of Force Model Policy September 2020 <https://www.criminaljustice.ny.gov/crimnet/ojsa/crimereporting/MPTC-Model-Policy-Use-of-Force-2020.pdf>
- **Appendix L:** RCSO's Police Reform Committee's recorded meetings and transcripts with Community Organizations:
<https://www.dropbox.com/sh/wqqc4etanjrs8ib/AAD8SpHXKDVQWICZR9uC6oGWa?dl=0>



OFFICE OF THE SHERIFF COUNTY OF ROCKLAND

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LOUIS FALCO III
SHERIFF

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ROBERT VANCURA
UNDERSHERIFF

MARY BARBERA
UNDERSHERIFF

JEAN GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 21, 2020

Dear Stakeholder,

As you know, on June 12, 2020, Governor Andrew Cuomo issued Executive Order 203 titled, "New York State Police Reform and Reinvention collaborative" which requires each local government with a police agency to perform a comprehensive review of their policing practices. In addition, the political subdivision, in coordination with their police agency must consult 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, to develop a plan 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.

On August 18, 2020, County Executive Ed Day delegated the responsibility to call together stakeholders and confer with them about a plan to me as Sheriff. As required by the Governor's Executive Order, my goal was to create a diverse group of stakeholders from across Rockland County to serve on a committee on police reform and I believe we have selected a group that represents a broad cross section of our County.

After discussion with the collaborative Chair and Co-Chairs, I want to thank you for your interest and welcome you as a member of the stakeholders group; you will receive information to participate in the stakeholder meetings that are being planned to discuss this important issue. Your input is valuable to this process and therefore any comments or information you would like to share with others on the stakeholders committee may be submitted by email to policereform@rcpin.net

Thank you again for agreeing to serve as a stakeholder as we endeavor to enhance police agency and community relationships.

Sincerely,



Louis Falco, III



Grant Valentine

Community Non-Profit Groups

NAME	ADDRESS	CITY	PHONE	Email
Ministerial Alliance	C/O Fairmont Baptist Church	Haverstraw, NY 10927		
Bethel Haitian Alliance Church	247 Main Street	Nyack, NY 10960	845-249-1504	
Latino Church				
Association for Visually Impaired	260 Old Nyack Turnpike	Spring Valley, NY 10977	(845) 574-4950	avi@avi-eyes.org
St. Joseph's Church	245 North Main Street	Spring Valley, NY 10977	(845) 352-8126	office@sjsbchurch.org
Martin Luther King Center	110 Bethune Blvd	Spring Valley, NY 10977	(845) 425-8910	info@martinlutherking-mpc.org
Nyack Center	58 Depew Ave.	Nyack, NY 10960	(845) 358-2600	info@nyackcenter.org
Haverstraw Center	50 W Broad St	Haverstraw, NY 10927	(845) 429-5731	info@vohny.com
Big Brother Big Sister Rockland	65 N Main St	New City, NY 10956	(845) 634-2199	gballard@bbbsofrc.com
Catholic Church of Rockland Msgr Nevin, Vicar	St Aedan's - 23 S Reld Dr	Pearl River, NY 10965	(845) 735-7405	StAedan@optonline.net
Center for Safety & Change	9 Johnsons Ln	New City, NY 10956	(845) 634-3391	esantiago@centersc.org
Chiku Awali - African Dance & Culture	9 N Main St	Spring Valley, NY 10977	(845) 357-5062	info@chikuawali.org
Bridges - Disabled Veterans	873 Rt. 45, Suite 108	New City, NY 10956	(845) 587-0503	lquintana@vettovetrc.org
Devine 9 of Rockland	PO Box 720	Nanuet, NY 10954		rocklanddeltas@gmail.com
East Ramapo Soccer	16 East Church St.	Spring Valley, NY 10977	(845) 538-5970	deej924@aol.com
Faith Temple Church	130 Bethune Blvd	Spring Valley, NY 10977	(845) 352-6973	
Rockland Korean Presbyterian Church	421 East Route 59	Nanuet, NY 10954	(845) 623-9191	
Konbit Neg Lakay	16 E Church St	Spring Valley, NY 10977	(845) 425-4623	Kneglakay@aol.com
Haitian American Nurses Assn.	9 N Main Street	Spring Valley, NY 10977	845-548-2777	info@hanahudsonvalley.org
Haitian Association of Pastors				
Immigrant Hands Inc	13 Broadway	Haverstraw, NY 10927	(212) 361-9647	
India Cultural Society of Rockland	9 Pacific Avenue	Nanuet, NY 10954	(347) 688-7440	icsrinfo@gmail.com
Italian American Heritage Organization	146 Rt 9W	Stony Point, Ny 10980	(845) 429-3275	
JAMCARR	PO Box 1727	Spring Valley, NY 10977	(845) 425-7327	jamccarny@yahoo.com
Rockland County Hispanic Law Enforcement Org	PO Box 213	New City, NY 10956	(845) 659-7338	info@rchleo.org
Mosque of Jerrahi Order of America	884 Chestnut Ridge Rd	Chestnut Ridge, Ny 10977	(845) 352-5518	info@jerrahi.org
Nanuet Civic Association	37 Normandy Village, Apt. 1	Nanuet, NY 10954		
NAACP Spring Valley	62 N. Main Street	Spring Valley, NY 10977	(845)362-6227	info@springvalleynynaacp.org
NAACP Nyack	P.O. Box 448	Nyack, NY 10960		
Rotary Club of Nyack	PO Box 206	Nyack, NY 10960		
Rotary Club of Spring Valley	PO Box 59	Nyack, NY 10960		cbailey@vistaelectric.com
North Rockland Father & Son Assoc.				
Parents Families & friends of Lesbians & Gays	PO Box 653	Palisades, NY 10964	(845) 202-1620	pflagrocklandny@gmail.com
Piermont PAL	205 Hudson Terrace	Piermont, NY 10968	(845)359-1258	paldirector@piermont-ny.gov
Ramapo-Irish Twinning Committee	237 Rt 59	Suffern, NY 10901		
Rockland County Ancient Order of Hibernians	28 Railroad Ave	Pearl River, NY 10965	(845) 735-0855	

Dear Community Organization Leader of the Jerrahi Mosque,

My name is L'Tanya Watkins and I am a co-chair along with Kevin Barrett, PhD of the Police Reform Committee examining the Rockland County Sheriff's Department. The project leader is Mr. Grant Valentine.

Each police department in the state of New York has been told by Governor Cuomo in his Executive Order 203 that they must collaborate with their community members to examine policing done by their departments and recommend ways to improve it.

I have been told that your Community Organization has accepted an invitation from the Sheriff's Department to speak at a virtual public forum concerning the Rockland County Sheriff's Department.

We have Tuesday, October 20, 2020 at 7:00 p.m. as the scheduled time for Jerrahi Mosque to express your views. If this time is not feasible, kindly contact me as soon as possible to reschedule.

Please email me at lwatkinesq@optonline.net the name of the leader who will be speaking for your organization. Please include their email and phone number. Please do this as soon as possible so I know you have received this email to participate in this important project to improve policing in Rockland County.

Your representative will be sent a Zoom link on the day they are scheduled to speak from rcpin.net to join the meeting. Please get on the call a few minutes before your scheduled start time.

If you can only dial-in the phone number is 415-634-6763

Feel free to contact me if you have any questions or concerns.
Stay safe and healthy,

L'Tanya M. Watkins, Esq.

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L'Tanya M. Watkins, Esq.
Co-chair, Police Reform Committee
for the Rockland County Sheriff's Department
cell: 845-721-3327

POLICE REFORM AND REINVENTION-2020 AGENDA

Location: Zoom

Date: Monday October 5, 2020

Time: 7:00PM

Agenda Items

Start Time: 7:00– End Time: 7:10	Sheriff Louis Falco Opening Statement	Sheriff Falco
Start: 7:10 – End :7:15	Chair and Co-Chair Introductions	Grant, L'Tanya , Kevin
Start: 7:15 – End 8:15	Stakeholders introductions 1-2 minutes each	Kevin
Start: 8:15 – End : 8:30	Rockland County Sheriff Department overview	TBD
Start : 8:30 – End : 8:45	Power Point on Goals and Objectives	Grant
Start: 8:45 – End 9:00	Assignment of Teams	L'Tanya

Start: 9:00 – End 9:15

Closing – Next Steps

Grant

Additional information

Police Reform and Reinvention Collaborative

August 17, 2020



Agenda

- Overview of Executive Order 203
- Team Members & Stakeholders
- Roles & Responsibilities
- Implementation Approach & Timeline
- Milestones & Communications
- Next Steps



Overview

Executive Order 203

Governor's Executive Order 203 was issued June 12, 2020.

Requires the chief executive of each local government to convene the head of the local police agency, and stakeholders in the community to develop a reform plan.

Local legislative bodies shall ratify or adopt such plan by local law or resolution, as appropriate, no later than April 1, 2021

- Executive Order 203 **requires** that the chief executives consult with the following stakeholders **at a minimum**:
 - 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
 - Local elected officials



Overview

Reform Requirements

- **The Reform Plan Must Address:**
 - The use of force by police officers
 - Crowd management
 - Community policing
 - Implicit bias awareness training
 - Procedural justice; any studies addressing systemic racial bias or racial justice in policing
 - De-escalation training and practices
 - Law enforcement assisted diversion programs
 - Community-based outreach and conflict resolution
 - A transparent citizen complaint disposition procedure
 - 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.



Roles & Responsibilities

County Executive

- ❑ Responsible to develop and present a reform plan to the Rockland County Legislature for ratification and subsequently **submit certification to the Governor's office.**

Sheriff

- ❑ Responsible to ensure a reform plan is developed for the Sheriff's Office and shall **submit the plan to the Legislature for ratification & certification**
- ❑ Assist county opt-in partners to customize their own police reforms
- ❑ **Other Chief Executives/Supervisors/Mayors are responsible to ratify & certify in their respective municipalities.**

Core Working Group

- ❑ Responsible for ensuring a detailed program **plan is defined and executed in a collaborative manner** with county government & law officials. Assess potential project risk and plan mitigation actions.

Program Manager / Consultant

- ❑ **Leads the team through the process** and handles the day to day management of the project. Ensure change management considerations are brought forth and managed across the project.
- ❑ Provide support to opt-in partners as needed.

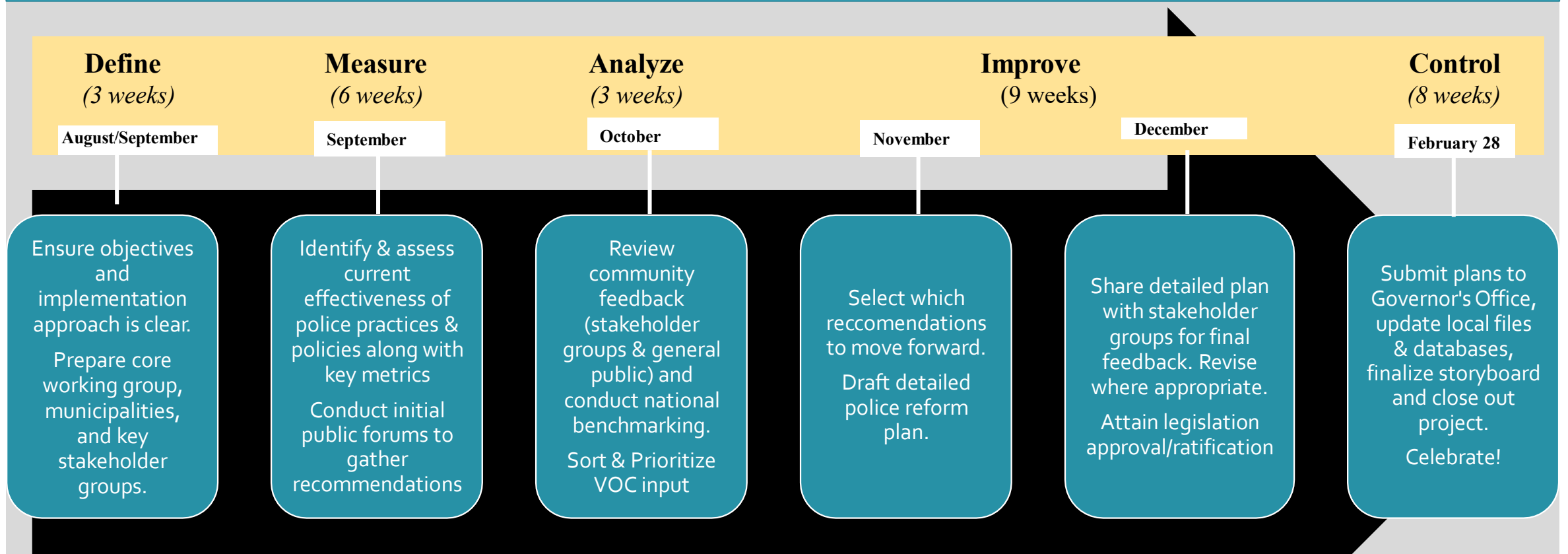
Stakeholder Groups

- ❑ Serve as ambassadors of this initiative to your individual communities. Attend meetings and represent interest of their organizations and community by **actively providing input towards recommendations**

General Public

- ❑ Attend public forums and **provide input**

Implementation Approach /Timeline



- Core working group will meet as needed to move through stages
- Any changes to the known objectives and state mandate that materially affect project scope, schedule or deliverables will be escalated for mitigation immediately

In Scope

- Police departments across the county if they choose to opt in to move through this process in a collaborative approach
 - Rockland County Sheriff's Office
 - **Consideration of reform to these law enforcement practices:**
 - Community interactions
 - Operational policies & procedures
 - Recruitment
 - Training
 - Transparency & Accountability
 - Equality, Social & Procedural Justice
- **Engagement through public forums & focus group sessions**
 - Feedback/ideas collected on out-of-scope areas will be documented and passed to the respective federal, state, and local officials
- **Regular communications to stakeholder groups and general public**

Next Steps

We ask that you reflect upon the following topics and be prepared to share your thoughts.

- What services does the Sheriff's Office provide that are beneficial to the community?
- What police services, do you feel should be provided to the community, but are currently not?
- What police services are currently being offered that you feel are not beneficial to the community
- What are the 2-3 top issues that are necessary to improve policing in our community?
- What does equality and social justice in regards to **local** law enforcement in our community mean to you?
- What does transparency & accountability in regards to **local** law enforcement in our community mean to you?

Thank you!





OFFICE OF THE SHERIFF COUNTY OF ROCKLAND

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ROBERT VANCURA
UNDERSHERIFF

MARY T. BARBERA
UNDERSHERIFF

KARL MUELLER
CHIEF OF CORRECTIONS

Police Reform- Reinvention

Monday October 5, 2020
1900-2015

Attendance via Microsoft Meetings: Grant Valentine (Chair), L'Tanya Watkins, Esq (Co-Chair), Kevin Barrett (Co-Chair), Sheriff Louis Falco III, Undersheriff Mary Barbera, Undersheriff Robert Van Cura, Renada Lewis Esq, Julia Thompson, Cynthia Williams, Leslie Jordan d'Oronzio, Denet Alexandre, Susan L. Pickman, Jnanayoga Gross, Ellen Chayet, Pastor Teresa Darden, Elena Lavalas, Phyllis Frank, Ray Florida, Brian Campbell, Tony Earle, Jr, Tyrek Green, Willie Trotman, Wilbur Aldridge, Elizabeth Santiago, Steve Gold, Dr. Syed Ali, Pastor Raymond Calman, Alden Wolfe, Tony Earle Sr, Charles Falciglia, Chris Finch, Tony Decolyse, Jill King, Tanya Gayle Esq, **Absent:** Aaron Weider, William Barbera, Michael Baston, Franz Champ Jr, John Miles, Mona Montal, Marcos Munoz, Frances Pratt, Laurie Seward.

Sheriff Louis Falco gave a welcome and explained an overview of the Rockland County Sheriff's Office.

(LF) There are four divisions of the Sheriff's Office:
Police – Law enforcement arm of the Sheriff's Office.
Civil – Civil Enforcement, property and income executions, evictions.
Corrections – Jail – pretrial and sentenced inmates.
Communications – Dispatch of police, fire and EMS through the County

(LF) There are approximately 530 law enforcement agencies throughout the state of New York. Accreditation is overseen by DCJS (Dept. of Criminal Justice Services) that oversees all law enforcement training, mandates and law changes.
There are 156-158 accredited agencies out of the 530.
28 accredited Sheriff Offices in New York State. Rockland County is one of the 28 who are accredited in New York.
Rockland County is one of only five Sheriff's Depts in the state that has all their divisions' accredited. By being accredited we know that we are following all the rules and guidelines set



out by the State of New York. This cuts down on law suits based on the fact that we are meeting the standards set out by the legislature and DCJS.

Sheriff Falco also thanked everyone involved for participating in this monumental task.

Each individual gave a brief introduction of themselves.

A Power Point was shown that gave a brief overview of the “Police Reform and Reinvention Collaborative”.

Governor Cuomo’s Executive Order 203 was issued June 12, 2020.

- It “requires the Chief Executive of each local government to convene the head of the local police agencies and stake holders in the community to develop a reform plan.
- “Local legislative bodies shall ratify or adopt such plan by local law or resolution, as appropriate, no later than April 1, 2021.

Executive Order 203 requires that the Chief Executives consult with the following stake holders at a minimum

- 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
- Local elected officials.

The Reform Plan Must Address

- The Use of Force by police Officers
- Crowd Management
- Community Policing
- Implicit Bias Awareness Training
- Procedural Justice, any studies addressing Systemic Racial Bias or Racial Justice in policing.
- De-escalation training practices
- Law Enforcement Assisted Diversion Programs
- Community Based Outreach and Conflict Resolution
- A transparent Citizen Complaint Disposition Procedure
- Hot Spot Policing
- Focused Deterrence
- Crime Prevention through Environmental Design.
- Violence Prevention or Reduction Intervention
- Model Policies and Guidelines promulgated by the NYS Municipal Police training Council
- Standards promulgated by the NYS Law Enforcement Accreditation Program



Rules and Responsibilities

County Executive

- Responsible to develop and present a reform plan to the Rockland County Legislature for ratification and subsequently submit certification to the Governor's Office.

Sheriff

- Responsible to ensure a reform plan is developed for the Sheriff's Office and shall submit the plan to the legislature for ratification and certification.
- Assist County Opt in partners to customize their own police reform
- Other Chief Executives/Supervisors/Mayors are responsible to ratify and certify in their respective municipalities.

Core Working Group

- Responsible for ensuring a detailed program plan is defined and executed in a collaborative manner with county government and law officials.
- Assess potential project risk and plan mitigation actions

Program Manager/Consultant

- Leads the team through the process and handles the day to day management of the project.
- Ensure change management considerations are brought forth and managed across the project.
- Provide support to opt-in partners as needed.

Stakeholder Groups

- Serves as ambassadors of this initiative to your individual communities. Attend meetings and represent interests of their organizations and community by activity providing input toward recommendations.

General Public

- Attend public forums and provide input

Core working groups will meet as needed to move through stages

Any changes to the known objectives and state mandate that materially affect project scope, schedule, or deliverables will be escalated for mitigation immediately.



Police Departments across the County if they choose to opt in to move through this process in a collaborative approach

- Rockland County Sheriff's Office
- Consideration of reform to these law enforcement practices
- Community interactions
- Operational policies and procedures
- Recruitment
- Training
- Transparency and Accountability
- Equality , social and procedural justice

Engagement through public forums and focus group sessions

- Feedback/ideas collected on out-of-scope areas will be documented and passed to the respective federal, state and local officials.

Regular communication to stakeholder groups and general public.

We ask that you reflect upon the following topics and be prepared to share your thoughts.

- What service does the Sheriff's Office provide that are beneficial to the community?
- What police services do you feel should be provided to the community, but are currently not?
- What Police services are currently being offered that you feel are not beneficial to the community?
- What are the 2-3 top issues that are necessary to improve policing in our community?
- What does equality and social justice in regards to local and law enforcement in our community mean to you?
- What does transparency and accountability in regards to local law enforcement in our community mean to you?

50-55 programs will have to give testimony in October

Each police department was invited to participate

Orientation will start 10/6/2020

Time line has to be followed.





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UNDERSHERIFF

MARY BARBERA
UNDERSHERIFF

JEAN GILBERG, ESQ
COUNSEL TO THE SHERIFF

Dear Community Member,

Thank you for volunteering your time and expertise to serve on this important committee. Governor Cuomo, in his mandate for police reform, has established guidelines for public officials and citizens to discuss policing in their communities.

The guidelines are titled the “New York State Police Reform and Reinvention Collaborative.” The guidelines break the discussion into four main areas of concern which are highlighted below by Roman Numerals. The third area of concern (**III. Fostering Community-Oriented Leadership, Culture and Accountability**) is larger than the other areas thus it is divided into the responsibility of two working groups.

After taking a look at what areas of concern interest you the most, please email Grant Valentine at gvalentinejd@gmail.com your three choices in order of preference for the Working Group you would like to serve on.

Please be aware that there can only be six members on each working group, so you might not get your first choice. Please note that you cannot serve on two working groups. Time is of the essence so please respond ASAP.

Working Group #1

I. What Functions Should the Police Perform?

1. Determining the Role of the Police
2. Staffing, Budgeting, and Equipping Your Police Department

Working Group #2

II. Employing Smart and Effective Policing Standards and Strategies

1. Procedural Justice and Community Policing
2. Law Enforcement Strategies to Reduce Racial Disparities and Build Trust
3. Community Engagement

Working Group # 3

III. Fostering Community-Oriented Leadership, Culture and Accountability

1. Leadership and Culture
2. Tracking and Reviewing Use of Force and Identifying Misconduct
3. Internal Accountability for Misconduct

Working Group # 4

III. Fostering Community-Oriented Leadership, Culture and Accountability

1. Citizen Oversight and Other External Accountability
2. Data, Technology and Transparency

Working Group # 5

IV. Recruiting and Supporting Excellent Personnel

1. Recruiting a Diverse Workforce
2. Training and Continuing Education

gvalentinejd@gmail.com

Working Group Orientation

SUBJECT	INSTRUCTORS	GROUP #	DATE
Executive Order 203	Grant valentine L'Tanya Watson Kevin Barrett	1-5	October 6-11, 2020

Overview: **Executive Order No. 203** Executive Order No. 203 requires all municipalities within New York state with a police agency to establish a plan for reinventing and modernizing police strategies and programs. The process for developing the plan must incorporate the input of community stakeholders. In particular, the executive order requires municipalities to review current police force policies and procedures; develop a plan for improvement that addresses the needs of the communities they service; promote community engagement to foster trust, fairness, and legitimacy; and to address any racial bias and disproportionate policing of communities of color. The plan must be ratified or adopted by local law or resolution no later than April 1, 2021, or the municipality risks losing state funding.

INSTRUCTOR GUIDE

STAKEHOLDER GUIDE

OBJECTIVES	INSTRUCTOR GUIDE	STAKEHOLDER GUIDE
	<ol style="list-style-type: none"> 1. Identify key core areas of EO 203 2. Define areas of review- including police force deployments, strategies, policies, procedures, and practices 3. Outline a plan to make recommendations to improve use of force policies, procedural justice, address systemic racial bias or racial justice in policing, de-escalation training, etc 4. Examine a plan to adopt and implement the recommendations resulting from its review and consultations tailored to the specific needs of the community and improving police-community relations 	<p>NYS Police Reform and Reinvention collaborative Resource & Guide for Public Officials and Citizens</p>

INSTRUCTOR GUIDE**STAKEHOLDER GUIDE**

<p>INFORMATION TIME LINE</p>	<ul style="list-style-type: none"> a. October 12-November 6 – Community Commission engages and listens to community organizations b. Simultaneously (October 12-November 6), Working Groups are researching their respective questions c. November 9-December 1 - Each working group presents their initial report to the Core Group and edits are suggested d. December 4-December 18 - The Working Group reports are given to the community organizations for final feedback and input e. January, 2020 – Core group, Program leader, and Co-Chairs write final report f. February 21, 2021 – Final Report submitted to County Legislature g. March 2, 2021 – Final Report is voted on by County Legislature h. April 1, 2021 – Final Report submitted to Governor’s Office 	<p>Powerpoint</p>
<p>ANALYSIS OF THE ROCKLAND COUNTY</p>	<ul style="list-style-type: none"> a. Comprised of four divisions: Police, Civil, Corrections, and Communications 	<p>Sheriff staff presentation</p>

INSTRUCTOR GUIDE

STAKEHOLDER GUIDE

<p>SHERIFF'S DEPARTMENT</p>	<p>b. Maintains several special units: Crime Scene, Bomb/Fire Investigation, K9, Tactical, Marine, Mounted, and Computer Crimes</p> <p>c. Please go to their website at https://www.rocklandcountysheriffoffice.com/default.html for more detailed information about the Sheriff's Department</p>	
<p>SUMMARY</p>	<p>In coordination with the Rockland County Sheriff's Department a report tailored to specific needs of the community and the general promotion of improved policing and community relationships based on trust, fairness, accountability and transparency which seeks to reduce any racial disparities and must consult with stakeholders, including but not limited to members and leadership of local police force, members of the community, interested non-profits and faith-based community groups, local office of the District Attorney, local public defender and local elected officials. The draft report shall be offered for public comment and the final report to the county legislative body by April 1, 2021</p>	<p>Instructors: Grant, L'Tanya, Kevin</p>

ATTENDANCE NUMBER

•

TIME START/FINISH

•

NOTES: INSTRUCTOR FOLLOW-UP

Key Questions and Insights for Consideration by Working Group #1

Working Group # 1 (pages 9-21 of guidelines)

I. What Functions Should the Police Perform?

1. Determining the Role of the Police
2. Staffing, Budgeting, and Equipping Your Police Department

A relationship of trust and respect between law enforcement and the community must be based on a shared understanding of the functions each community wants its police force to perform.

Meaningful reform will require honest and thoughtful discussion about these goals among local government leaders, law enforcement officials and community members. All participants should recognize that funds are limited, that personnel must be trained and managed for the tasks they are given, and that organizational change is rarely swift.

Questions to be answered:

1. Determining the Role of the Police

Stakeholders critical of the current scope of police responsibilities have largely proposed two types of reforms. First, some argue that the police should not be involved in responding to non-criminal conduct. Second, some propose curtailing police activities that pose a risk of overreaction to minor offenses.

What Functions Should the Police Perform?

How should the police and the community engage with one another?

What role do the police currently play in your community?

- What are the primary activities of police officers in your community?
- Why are people calling 911?
- In what situations do police self-initiate interventions in the community?

Consider what grievances your community has had with its police force in the past and what you can learn from those instances.

- How often are complaints made about the police?
- Do particular units or assignments draw an outsized share of complaints?
- Do complaints come from a particular portion or portions of the community?
- What conduct is commonly complained about?

Should you deploy social service personnel instead of or in addition to police officers in some situations?

You should consider whether your community should follow these or similar examples:

- Do you want police to respond to mental health calls?

- Do you want police to respond to substance abuse/overdose calls?
- Do you want police to respond to calls regarding the homeless?
- Are there other matters for which the community currently turns to its police for assistance that might be better addressed by others with different skills and expertise?

In each of these situations, consider:

- Does a law enforcement response or response from another agency better promote public safety?
- Which does more to further another governmental objective?
- Would it be useful for social service providers to work alongside the police in these circumstances, or separately?

Can Your Community Reduce Violence More Effectively by Redeploying Resources from Policing to Other Programs?

Proposals include:

Community Based Outreach and Violence Interruption:

Parent Support:

Youth Development:

Addressing Trauma and Preventing Violence at Home

Design of Public Spaces

What function should 911 call centers play in your community?

Consider the following:

- Who currently staffs your 911 call centers?
- Are all calls routed to law enforcement, fire, or EMS?
- Are there other social services that should be more fully integrated into 911 call centers and the triage process?
 - Would call-takers need new training if your community wanted to shift response functions toward social services?
- Should 911 call centers be operated by law enforcement, other social service agencies, or a combination of agencies?

Should Law Enforcement Have a Presence in Schools?

2. Staffing, Budgeting, and Equipping Your Police Department

What are the Staffing Needs of the Police Department the Community Wants? Should Components of the Police Department Be Civilianized?

Some stakeholders have suggested that functions currently performed by uniformed officers could instead be assigned to civilian employees in the police or other departments, particularly functions that involve interactions with citizens and that do not call for an arrest or potential use of force. These stakeholders contend that civilianization would lead to improved police-community relations. You should consider whether your current police department staffing should be adjusted to include fewer uniformed officers and more civilians.

How Should the Police Engage in Crowd Control? Should the Police be “Demilitarized”?

Consider the following:

- How should your police force conduct crowd control activities?
- Does your community want to limit the use of military equipment and other tactics such as use of water cannons, rubber pellets, acoustic weapons and tear gas for crowd control purposes?
- Does your community want to limit the acquisition of military equipment altogether?
 - Does your community want to have its police officers trained in de-escalation techniques specifically designed to engage with protesters and large crowds?

Key Questions and Insights for Consideration by Working Group #2

Working Group # 2 (pages 22-50 of guidelines)

II. Employing Smart and Effective Policing Standards and Strategies

1. Procedural Justice and Community Policing
2. Law Enforcement Strategies to Reduce Racial Disparities and Build Trust
3. Community Engagement

Effective policing requires standards and strategies that advance the goals of protecting the community, engaging with the citizenry in a meaningful and multi-faceted way and demonstrating respect for individuals during law enforcement interactions. Policing is a partnership with the community, requiring a foundation of positive, trust-based relationships with all segments of the population. It is critical that the strategies employed and the manner by which law enforcement interacts with the population are in line with the community's expectations for its police force.

Questions to be answered:

1. Procedural Justice and Community Policing

The concept of community policing provides another set of organizing principles for establishing a successful policing model. The premise of community policing is that community participation and assistance are crucial for maintaining public safety and building a police force responsive to the public. It focuses on "strong relationships and collaboration between police and the communities they serve; the application of modern management practices and organizational structures to create a culture of community partnership; transparency and accountability to communities and democratic government; and decentralized, proactive, community-based solutions to community public safety priorities."

Community policing also emphasizes cultural change within law enforcement agencies.

The success of this culture change requires the support and leadership of the local government chief executive and the head of the police department. The goal is to establish a culture of community service and problem solving throughout the organization.

For your consideration, the U.S. Department of Justice's Office of Community Oriented Policing Services recommends the following best community policing practices:

1. Create a comprehensive community policing strategic plan.
2. Train all personnel on community policing – including overcoming distrust.
3. Foster an atmosphere of openness and transparency.
4. Adopt procedural justice as a guiding principle.
5. Prioritize law enforcement personnel safety and wellness.
6. Engage the community in a true partnership to address crime and disorder issues.
7. Treat every contact as an opportunity to engage positively with a community member.
8. Measure social cohesion and work to develop relationships.
9. Reevaluate metrics of community policing success.
10. Incorporate community policing measures into the performance evaluation process.

Specific policing strategies that have raised concerns among the public.

Advocates, experts and some in the law enforcement community have drawn attention to a number of specific policing strategies that they believe pose an undue risk of harm to the public.

Your police department may use some or all of these strategies. As discussed here, some strategies that are currently in use may have a record of causing harm to individuals in your community.

You should examine the practices of your police department to determine which, if any, of these strategies are in use, and you should consider whether any of them need to be reformed, curtailed or discontinued.

“Broken Windows” and “Stop and Frisk”

Discriminatory or Bias-Based Stops, Searches and Arrests

Chokeholds and Other Restrictions on Breathing

Use of Force for Punitive or Retaliatory Reasons

Pretextual Stops

Informal Quotas for Summonses, Tickets or Arrests

Shooting at Moving Vehicles and High Speed Pursuits

Use of SWAT Teams and No-Knock Warrants

Less-Than-Lethal Weaponry such as Tasers and Pepper Spray

Facial Recognition Technology

2. Law Enforcement Strategies to Reduce Racial Disparities and Build Trust

Law enforcement experts have also suggested that various policing and criminal justice strategies can reduce racial disparities and build trust between police departments and the community. You should consider which, if any, of these strategies would help your department achieve these important goals.

Police officers have broad discretion to choose between treating certain incidents as misdemeanor crimes and making warrantless arrests, or treating such incidents as a civil infractions or violations and issuing appearance tickets or summonses. Advocates for policing reform contend that this latitude has often resulted in people of color disproportionately entering the criminal justice system, harming these individuals and contributing to distrust of the police.

You should consider whether your police department should encourage the issuance of summonses rather than conducting warrantless arrests for specified offenses or under specified circumstances.

Diversion Programs

Restorative Justice Programs

Community-Based Outreach and Violence Interruption Programs

Hot-Spot Policing and Focused Deterrence

De-Escalation Strategies

Can Your Community Effectively Identify, Investigate and Prosecute Hate Crimes?

3. Community Engagement

Community-oriented policing seeks to address the causes of crime and to reduce fear of social disorder through problem-solving strategies and police-community partnerships.

Consider whether any of the following tools would help you to achieve these goals.

Community outreach plans

Citizen advisory boards and committees

Partnership with community organizations and faith communities

Partnering with students and schools

Police-community reconciliation

While engaging in discussion with communities of color on how historical and current police practices affect their communities, consider:

- Discussing how policies, culture, engagement, and other mechanisms can change to create a more transparent system built on trust.
- Communicating a willingness to improve as well as acknowledge past and continuing harm.
- Following through on changes to demonstrate commitment to the reconciliation process.
- Acknowledging that the intention is to create new practices in recognition of historical harm (in tandem with the announcement and implementations of new initiatives adopted by the collaborative).

Attention to Marginalized Communities

Limited English Proficiency (LEP) Citizens:

Citizens with communication disabilities.

The LGBTQIA+ Community:

Immigrant Communities:

Involving youth in discussions on the role of law enforcement agencies

Key Questions and Insights for Consideration by Working Group # 3

Working Group # 3 (pages 51-64 of guidelines)

III. Fostering Community-Oriented Leadership, Culture and Accountability (Part One)

1. Leadership and Culture
2. Tracking and Reviewing Use of Force and Identifying Misconduct
3. Internal Accountability for Misconduct

Reforms cannot succeed or be sustained without commitment from strong and effective leadership – in other words – without a supportive institutional culture. Culture determines behavior much more powerfully than policies and rules. The ultimate goal of reform is to ensure an institutional culture consistent with your goals for community-police relations.

Accountability is essential for a strong institutional culture and for mutual trust between the community and the police. Your department must engage in meaningful review of officer conduct, including use of force, to give the community confidence that misconduct is identified and the conduct is appropriately addressed. Much of the current unrest across the country is rooted in a belief that some police departments tolerate abuse of authority, including excessive force and other misconduct or adhere to practices that are inconsistent with community values. In the long run, this belief will harm police officers as well as degrade public safety.

In developing your plan, consider whether improvements are needed in your leadership selection process, community oversight structures, accountability mechanisms or other efforts to shape and maintain a healthy and productive institutional culture.

Questions to be answered:

1. Leadership and Culture

Is your leadership selection process designed to produce the police-community relationship you want?

Does your officer evaluation structure help advance your policing goals?

What incentives does your department offer officers to advance policing goals?

Does your hiring and promotion process help build an effective and diverse leadership team?

What is your strategy to ensure that your department's cultural-norms and informal processes reflect your formal rules and policies?

2. Tracking and Reviewing Use of Force and Identifying Misconduct

When should officers be required to report use of force to their supervisor?

What internal review is required after a use of force?

Does your department review officers' use of force and/or misconduct during performance reviews?

Does your department use external, independent reviewers to examine uses of force or misconduct?

Does your department leverage Early Intervention Systems (EIS) to prevent problematic behavior?

3. Internal Accountability for Misconduct

Within the New York State Police, there is an obligation to report the misconduct of another trooper. Similarly, some law enforcement agencies have imposed on their supervisors a duty to respond to reports of possible misconduct. Should your department adopt such policies? Does your police department have clear procedures for reporting misconduct to the department and/or to outside agencies such as the Attorney General, the District Attorney, a civilian oversight agency or the EEOC? Are these procedures well understood by department personnel? Does the department have robust anti-retaliation policies to ensure that officers are willing to report misconduct by others? Does and should the department accept anonymous internal complaints?

What does your department expect of officers who know of misconduct by another officer?

Does your department have a clear and transparent process for investigating reports of misconduct?

Does your department respond to officer misconduct with appropriate disciplinary measures?

What procedures are in place to ensure that substantiated complaints of misconduct and settlements or adverse verdicts in lawsuits are used to reduce the risk of future misconduct?

What controls are in place to ensure impartiality when reviewing potential misconduct or complaints?

Does your department expect leaders and officers to uphold the department's values and culture when off-duty?

Key Questions and Insights for Consideration by Working Group # 4

Working Group # 4 (pages 64-81 of the guidelines)

III. Fostering Community-Oriented Leadership, Culture and Accountability (Part 2)

4. Citizen Oversight and Other External Accountability
5. Data, Technology and Transparency

Reforms cannot succeed or be sustained without commitment from strong and effective leadership – in other words – without a supportive institutional culture. Culture determines behavior much more powerfully than policies and rules. The ultimate goal of reform is to ensure an institutional culture consistent with your goals for community-police relations.

Accountability is essential for a strong institutional culture and for mutual trust between the community and the police. Your department must engage in meaningful review of officer conduct, including use of force, to give the community confidence that misconduct is identified and the conduct is appropriately addressed. Much of the current unrest across the country is rooted in a belief that some police departments tolerate abuse of authority, including excessive force and other misconduct or adhere to practices that are inconsistent with community values. In the long run, this belief will harm police officers as well as degrade public safety.

In developing your plan, consider whether improvements are needed in your leadership selection process, community oversight structures, accountability mechanisms or other efforts to shape and maintain a healthy and productive institutional culture.

Questions to be answered:

4. Citizen Oversight and Other External Accountability

Does or should your department have some form of civilian oversight over misconduct investigations or policy reform?

Many larger law enforcement entities have some form of civilian oversight entity. Unlike citizen advisory boards discussed in Section II - which are broad committees to encourage dialogue and community connection - civilian oversight entities have formal duties and authorities. For example, these entities may have the power to review investigative findings of Internal Affairs bureaus, to conduct their own investigations, to leverage various investigative tools, including subpoenas, and/or to impose discipline.

If you consider establishing an entity outside the police department to review citizen complaints of excessive force or other police misconduct, here are some relevant questions:

- What level of review should it conduct? Should it review the findings of an Internal Affairs Bureau or conduct its own investigation?
- What power should it have to interview officers or other witnesses, to compel officers or other witnesses to be interviewed, and to review documents, recordings, interviews conducted by Internal Affairs or other evidence?
- Should it be empowered to impose disciplinary action, recommend disciplinary action, or simply to substantiate complaints?

- Should it be authorized to formally refer cases to the Attorney General or District Attorney?
- What mechanisms are in place to ensure subject and witness officers fully cooperate with civilian oversight investigations? There are a number of existing oversight entities to look to as models.

Is there an easy, accessible and well-publicized process for members of the public to report complaints about police misconduct?

Are investigation outcomes reported to the complainant? Are they reported to the public? Should the department or the citizen complaint review entity, if any, accept anonymous complaints?

Does your local legislature engage in formal oversight of the police department? Should any changes be made in the legislature's oversight powers or responsibilities?

Is your police department accredited by any external entity?

Does Your Police Department Do an Annual Community Survey to Track Level of Trust?

5.Data, Technology and Transparency

Transparency is one of the four pillars of procedural justice and is critical to ensuring accountability.

Without a full picture of law enforcement policies, procedures, and activity, the public cannot meaningfully evaluate the performance of law enforcement. Even a well-functioning department risks losing public confidence when it does not engage in meaningful transparency. Departments should consider various ways to make law enforcement practices more transparent to the public.

Data is an important tool for improving accountability because it provides the public with insight into police activity and can be leveraged to inform data-driven policies. What police incident and complaint data should be collected? What data should be available to the public?

In determining how your agency should collect and use data, consider the following questions:

- What policing activity data should be collected by your department? This could include data regarding shootings by officers, firearm discharges, civilian injuries, use of force incidents, and officer stops, searches, and/or arrests.
- Should this data include demographic data, which can be used to detect racial disparities and biases?
 - Beyond disclosures required under state and federal law, what other policing data should be disclosed? Made public? Should this data be aggregate data or individualized data? Should individualized data be anonymized or redacted? How frequently should data be disclosed?
 - Should the department make available to the public aggregate data on its review of use of force incidents, such as number of incidents reviewed, number found to be inconsistent with department policy or number referred for prosecution?
- Should the department make available to the public aggregate data about the number and disposition of citizen complaints, including the nature of any discipline imposed?

How should your law enforcement agency leverage data to drive policing strategies?

How can your police department demonstrate a commitment to transparency in its interactions with the public?

How can your police department make its policies and procedures more transparent?

- Does your department have a process for developing or revising its policies and procedures? Does this process include the solicitation of community and/or stakeholder input?
- How can your department make its policies and procedures accessible (format, language, ADA-compliant) and understandable to the public?
- Are your policies and procedures evidence-based? Do they reflect current peer-reviewed research?
- Do your policies consider disparate impact and potential biases?

How can your police department ensure adequate transparency in its use of automated systems and “high-risk” technologies?

Below are some questions your department and the working group may want to consider:

- What process does your department have in place for the adoption of new technologies? Does the process include the solicitation of stakeholder and researcher input? Is there a process for community input? Does the process include the creation and publication of clear policies that articulate how the technology works, how it can be audited, and how, where, when, and why it is used?
 - Does your department perform a cost-benefit analysis when adopting new technologies? Does your department consider the risks of using a novel technology (unstudied effectiveness, potential biases and intrusion on civil liberties), as well as the ability of the technology to solve an existing problem?
 - What is your department’s process for procuring or using a new technology? Does your department study the effectiveness of the technology and analyze potential biases?
- Does your department have policies or procedures for training officers on how properly to use new technologies? New technologies can be difficult to understand and there are documented instances of technologies being used improperly or in contexts for which they have not been validated. This is a particular risk for technologies that allow users wide discretion in deployment and allow users to select acceptable tool accuracy.
- Does your department have a process through which residents can register feedback on a certain technology or request information on any personal data it has collected about them without their knowledge?
 - Does your department have a policy for maintaining sensitive data or information? Many new technologies involve handling sensitive data. Experts recommend that privacy and security safeguards are included in departmental policies to ensure proper handling of data.
 - Is your department required to disclose the technologies its uses to the public? If so, does this disclosure requirement extend to technologies that were given to the police department (i.e., not procured)?

Should your police department leverage video cameras to ensure law enforcement accountability and increase transparency?

Below is a list of considerations for discussion about Body Worn Cameras (BWC) which cost about a thousand dollars each.

- When should officers be required to turn on their BWCs? When interacting with members of the public? When conducting a law enforcement investigation?
- When should officers be required to notify members of the public that BWCs are on? In private settings? In public settings?
- What should the penalties be for non-compliance?
- How long should the department maintain footage?
- Under what conditions should footage be accessible to officers, the public, or investigators?

Key Questions and Insights for Consideration by Working Group # 5

Working Group # 5 (pages 82-108 of the guidelines)

IV. Recruiting and Supporting Excellent Personnel

1. Recruiting a Diverse Workforce
2. Training and Continuing Education
3. Support Officer Wellness and Well-being

Staffing and personnel management is one of the most critical responsibilities of law enforcement leaders and the communities which they protect and serve.¹⁶² Each of the State's more-than 500 county and local law enforcement agencies must therefore have robust strategies for recruitment, hiring, and retention of officers whose diversity reflects the communities they serve. Law enforcement agencies should also design and oversee training and wellness programs that aim to ensure the safety of officers and the public while reinforcing relationships of trust between police departments and their communities.

Questions to be answered:

In setting out to address these issues, it may be helpful to first assess your current law enforcement workforce:

- What are the demographics of your agency?
- What are the demographics of your community?
- Are those demographics aligned?
- What steps, if any, has your agency taken to increase diversity in the workforce?
- Can my officers and my community relate in terms of socioeconomic background? Life experiences? Any other metrics?

Does your agency reflect the diversity of the community it serves?

What are ways in which your agency recruits diverse candidates that better represent the demographics of the communities you serve?

What are ways in which you can re-evaluate hiring practices and testing to remove barriers in hiring underrepresented communities?

How can you encourage youth in your community to pursue careers in law enforcement?

What actions can your agency take to foster the continued development and retention of diverse officers?

2. Training and Continuing Education

How can you develop officer training programs that reflect your community values and build trust between police officers and the communities they serve?

What training policies can you adopt to ensure that police officers continuously receive high-quality, relevant in-service training sessions?

How can leadership training improve community policing and strengthen relationships between your police department and members of the public?

How can your police department use its training programs to avoid incidents involving unnecessary use of lethal or nonlethal force?

How can your police department use its training programs to avoid potential bias incidents and build stronger connections with communities of color and vulnerable populations?

How can your training program help officers effectively and safely respond to individuals experiencing mental health crises or struggling with substance abuse?

What practices and procedures can you put in place to measure the quality and efficacy of your police department's training programs?

3.Support Officer Wellness and Well-being

Law enforcement is inherently a physically and emotionally dangerous career. Studies show that people working in law enforcement are at an elevated risk of physical and mental health issues when compared to the general population.

Consider how your police department can include in its plan an effective and proactive approach to preparing officers to handle the stress of the occupation and to ongoing support for and promotion of officer wellness.

What steps can you take to promote wellness and well-being within your department?

Are there ways to address officer wellness and well-being through smarter scheduling?

How can you effectively and proactively address the mental health challenges experienced by many police officers throughout their careers?

COLLABORATIVE SCHEDULE CHRONOLOGY

Time Scheme	Program of Operation
Kick-Off	October 12, 2020
Core and Stakeholder Orientation.	October 6, 2020 through October 11, 2020-
Rockland County Community Commission Forums	October 12, 2020-November 6, 2020
Core Group and Stakeholders Reports begins to draft report which includes 5 Reports from each Core Group.	Beginning November 9, 2020 through December 1, 2020
The draft Report will be forwarded back to the Community Organizations for final feedback and input	between December 4, 2020 through December 18, 2020.
Kevin, Grant and L'Tanya to write final report for submission.	January1, 2021-January 31, 2021
Comments From Sheriff	End of January

COLLABORATIVE FORUM SCHEDULE: OCTOBER 12-28, 2020

Grant Valentine, L'Tanya Watson,
Kevin Barrett

OCTOBER 12-16	GROUP -1 KEVIN OCT.12	GROUP -3 L'TANYA OCT.13	GROUP- 2 GRANT OCT.14	GROUP -4 L'TANYA OCT.15	GROUP-5 KEVIN OCT.16
OCTOBER 19-23	<p>GROUP -1 KEVIN OCT.19</p> <p>1-Ministerial Alliance: 7:00 2-Bethel Haitian Alliance Church: 7:30 3-Assoc. For Visually Impaired: 8:00 4-St. Joseph Church: 8:30</p>	<p>GROUP -3 L'TANYA OCT.20</p> <p>1-MLK Ctr: 7:00 2-Nyack Ctr. 7:30 3-Haerstraw Ctr: 8:00 4-Big Brothers Big Sisters: 8:30</p>	<p>Group -2 GRANT OCT.21</p> <p>Added: Bridegs-6:00 1- Blk Women's Vet Assoc-6:30 2-New Jim Crow: 7:00 3-Rotary Club of SV: 7:30 4-Piermont PAL: 8:00</p>	<p>GROUP -4 L'TANYA OCT.22</p> <p>1-Divine 9 of Rockland: 7:00 2-East Ramapo Soccer: 7:30 3-Faith Tmple:8:00 4-Rockland Korean Pres. Church: 8:30</p>	<p>GROUP-5 Kevin OCT.23</p> <p>1-Korbit Neg Lakay: 7:00 2- Haitian American Nurses: 7:30 3-Lonel LaTourche: 8:00 4-Immigrant Hands: 8:30</p>
OCTOBER 26-30	<p>GROUP-1 KEVIN OCT.26</p> <p>1-India Cultural Society of Rockland: 7:00 2-Italian American Heritage Org.:7:30 3-JAMCAAR: 8:00 4-Rockand Hispanic Law Enforcement:8:30</p>	<p>Group-3 L'TANYA OCT.27</p> <p>1-MLK Center-6:00 2-Mosque of Jerrahi: 7:00 3-Nanuet Civic Assoc.: 7:30 4-NAACP-SV: 8:00 5-Rotary Club of Nyack: 8:30</p>	<p>GROUP -2 GRANT OCT.28</p> <p>1-NAACP-Nyack: 6:00 2-Stoney Pt. Police: 6:30 3-Parents Families/ Friends of Lesbians and Gays:7:00</p>	TBD	TBD

COLLABORATIVE CORE MEETING AGENDA

Date: November 2,2020

Time: 7:00pm

Facilitators: Grant, L'Tanya, Kevin

Core Members:

Jnanayoga Gross, Ray Florida, Tracie Florida, John Miles, Chris, Strattner, Denet Alexander, Ellen Chayet, Steve Gold, Cynthia Williams, Dr. Syed Ali, Elizabeth Santiago, Tyrek Greene, Nelcy Garcia DeLeon

Time	Item	Presenter
Time: 7:00	Welcome- Grant, L'Tanya, Kevin	G-L-K
Time 7:15	Core Members observations – views observation on phase one and thoughts on phase 2	G-L-K
Time 7:30	Commissioner of Department of Personnel	
Time 8:00	Discussion on phase two process and time lines	G-L-K
Time 8:30	Discussion on Thursday and Friday zoom meeting	G-L-K-Nelcy
Time 9:00	Wrap-up- final thoughts	Open
Time9:15	Closing	
Phase 2	<ul style="list-style-type: none">• Report format• Core writer coordination• Data, policies	Grant, L'Tanya, Kevin
Thursday/ Friday zoom meeting	<ul style="list-style-type: none">• Format• Core member role• Medium to be used	Nelcy

NEW YORK STATE POLICE RFORM AND REINVENTION COLLABORATIVE	
	PHASE II FIRST DRAFT
COLLABORATIVE PHASE II PROJECT WORK PLAN	

Needs Assessment

Goals : Develop report uniform structure; Assign tasks to: gather supporting data-methods and impact-summary of statistical impact, Writing preamble, writing conclusion, Sheriff Department program description- flow chart of operations – both policing and community policing, acknowledgement of participating forum groups,

Objective(s)	Key Action Step(s)	Expected Outcome(s)	Measurement(s)	Person Responsible(s)	Comment(s) (Maximum 500 characters)
1. Develop uniform report structure 2. Establish a team to gather policing data 3. Complete Executive summary, acknowledgments, letter from management team, table of content, introduction, 4. Evaluate the Collaborative findings, questions remaining, successes to build on 5. Formalize and evaluate first draft	1. Identify and agree to appropriate format 2. Establish management team member and a sheriff person to work on gathering data 3. Outline and summary of the substance and degree of detail in this report 4. Continually improve Sheriff Department impact on the community and public safety 5. Explore and identify areas of revisions	1. The writing format by core stakeholders will be consistent in each section 2. To add supporting data to the report 3. Summary of detail and substance 4. Complete a measurement of where the sheriff department is now a gap analysis. 5. To actively seek constructive response from the community and stakeholders	1. To be completed by 10/31 2. To be completed by 11/9 3. To be completed by 11/9 4. to be completed by 11/9 5. 11/27	1. Grant 2. Kevin 3. Grant 4. L'Tanya 5. Grant, L'Tanya, Kevin	

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



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_Ipsq7dBhSL6ncmlJjpv4Xw



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



THOMAS E. WALSH II
DISTRICT ATTORNEY

Office of the
District Attorney
County of Rockland



PATRICK A. FRAWLEY
CHIEF ASSISTANT DISTRICT ATTORNEY

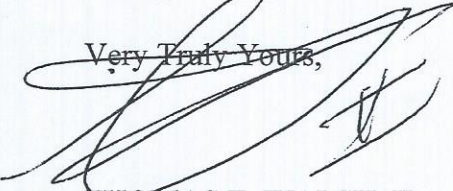
September 9, 2020

Dear Sheriff Louis Falco,

I am in receipt of your letter dated August 31, 2020 requesting for a representative from my office to participate in the development of a plan tailored to the needs of the community. I have selected Assistant District Attorney Renada Lewis to represent my office. Please supply at your earliest convenience a schedule of your proposed meetings so I may provide it to ADA Lewis, allowing her ample time to find the appropriate coverage for her courts, as we have been inundated due to demands placed on my office by Covid-19 criminal prosecutions and criminal justice reforms.

Please be assured that the Office of the Rockland County District Attorney will assist your agency in all ways possible to meet the mandates of the Governor's order.

~~Very Truly Yours,~~


THOMAS E. WALSH, II
District Attorney



Rockland County

Ed Day, Rockland County Executive

OFFICE OF THE PUBLIC DEFENDER

11 New Hempstead Road

New City, New York 10956

Phone: (845) 638-5660 Fax: (845) 638-5667

James D. Licata

Public Defender

September 11, 2020

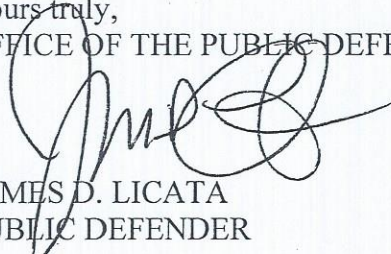
Sheriff Louis Falco III
Office of the Sheriff
County of Rockland
55 New Hempstead Road
New City, New York 10956

Re: Governor Andrew Cuomo's Executive Order 203
"New York State Police Reform and Reinvention collaborative"

Dear Sheriff Falco:

In response to your letter dated August 31, 2020, please be advised Tanya Gayle, Esq. will be representing our office in reference to the above Executive Order. Her email address is as follows: gayleta@co.rockland.ny.us My email address is: licataj@co.rockland.ny.us Please be kind enough to copy me on all the committee emails.

Yours truly,
OFFICE OF THE PUBLIC DEFENDER



JAMES D. LICATA
PUBLIC DEFENDER

/ah

cc: Tanya Gayle, Esq.
Clare McCue Cincotta, Esq.



STATE OF NEW YORK
EXECUTIVE CHAMBER
ALBANY 12224

ANDREW M. CUOMO
GOVERNOR

August 17, 2020

Dear Sheriff Falco:

Many communities all across the country are dealing with issues concerning their police departments. The millions of people who gathered in protest, even in the midst of a public health crisis, made that clear. The situation is unsustainable for all.

Maintaining public safety is imperative; it is one of the essential roles of government. In order to achieve that goal, there must be mutual trust and respect between police and the communities they serve. The success and safety of our society depends on restoring and strengthening mutual trust. With crime growing in many cities, we must seize this moment of crisis and turn it into an opportunity for transformation.

While the conflict is real and the issues are complicated, we know in New York that denial or avoidance is not a successful strategy. To that end, on June 12, 2020, I signed an Executive Order requiring each local government in the State to adopt a policing reform plan by April 1, 2021. The Order authorizes the Director of the Division of the Budget to condition State aid to localities on the adoption of such a plan.

To ensure these plans are developed through an inclusive process, I called for the New York State Police Reform and Reinvention Collaborative. With more than 500 law enforcement agencies in our large and diverse state, there is no "one size fits all" solution. To rebuild the police-community relationship, each local government must convene stakeholders for a fact-based and honest dialogue about the public safety needs of their community. Each community must envision for itself the appropriate role of the police. Policies must be developed to allow the police to do their jobs to protect the public and these policies must meet with the local communities' acceptance.

“Collaborative” is the key word. It would be a mistake to frame these discussions as an adversarial process or an effort to impose top-down solutions. Issues must be aired but solutions must be crafted. The collaborative process should:

- Review the needs of the community served by its police agency, and evaluate the department’s current policies and practices;
- Establish policies that allow police to effectively and safely perform their duties;
- Involve the entire 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 or adopt it, and;
- Certify adoption of the plan to the State Budget Director on or before April 1, 2021.

I urge everyone to begin these discussions immediately. Restoring the relationship between the community and the police is in everyone's best interest, and conversation may be required to enable each stakeholder to understand others’ points of view. Time is short.

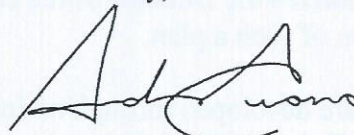
Local elected officials are the natural position to convene the process. If the local electeds are unable or unwilling to manage the collaborative, the state can select an appropriate convener for that jurisdiction.

Change is hard. But change is necessary if we are to grow. The tension must be resolved. Order and public safety must be ensured. I am excited by the possibilities and I am hopeful that this time of crisis will evolve into a moment of creativity and progress. It is normal to make adjustments to fit changing values and circumstances.

We are addressing the COVID crisis by acknowledging the problem, having productive dialogue and by working together. Let’s do the same here.

This is an opportunity to reinvent law enforcement for the 21st century.

Sincerely,



ANDREW M. CUOMO

Lou Falco

From: Humbach, Thomas <HumbachT@co.rockland.ny.us>
Sent: Tuesday, August 18, 2020 12:11 PM
To: Lou Falco
Cc: Day, Ed; Jeanne Gilberg
Subject: State Executive Order 203

ATTENTION: This email came from an outside source.
Do not open attachments or click on links from unknown senders or unexpected emails.

Dear Sheriff,

I have spoken with the CE, who is cc'd on this email. I have also had a chance to review the guidance from the State.

Please move forward with whatever plans you intend to pursue in creating the report required by State Executive Order No. 203, following the recent guidance.

The County Executive, at this time, delegates to you the responsibility to call together the stakeholders and confer with them about the plan. Also, since it is the policies of your office that are impacted by the process required by the Governor, it is expected that the ultimate report will be prepared by your office.

Remember that the report must be completed, and ratified by the County Legislature, by April 1, 2021. As such, on the current once a month (first Tuesday) meeting schedule, it must be submitted to the Legislature by Friday, February 19, 2021 to be voted on at the March 2 meeting. This, of course, pre-supposes that the Legislature does not delay it by a meeting for discussion or any other reason.

If you have any questions, please do not hesitate to give me a call.

Thomas E. Humbach
County Attorney



OFFICE OF THE SHERIFF COUNTY OF ROCKLAND

55 New Hempstead Road
New City, New York 10956



LOUIS FALCO III
SHERIFF

Telephone: (845) 638-5466

Fax: (845) 638-5035

ROBERT VANCURA
UNDERSHERIFF

MARY BARBERA
UNDERSHERIFF

JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 10, 2020

Chief Raymond McCullagh
Clarkstown PD
10 Maple Avenue
New City, NY 10956

Dear Chief McCullagh

As you are aware, on June 12, 2020, Governor Andrew Cuomo issued Executive Order 203 titled, "New York State Police Reform and Reinvention collaborative" which requires each local government with a police agency to perform a comprehensive review of their policing practices.

On August 18, 2020, County Executive Ed Day delegated the responsibility to call together stakeholders and confer with them about a County of Rockland plan to me as Sheriff. As required by the Governor's Executive Order, I have assembled a diverse group of stakeholders from across Rockland County to serve on a committee on police reform. Additionally, the guidance provided by the State recommends coordinating with neighboring localities to consider whether aspects of this process can be done in conjunction with one another.

Accordingly, because the Sheriff's Office regularly interacts with your municipality's law enforcement agency in providing services and since future state funding, such as the homeland security grants are tied to the submission of a plan, I would like to be as inclusive as possible and extend an invitation for you or a representative from your office to participate in the development of the required plan.

Due to the COVID-19 pandemic, we envision that it will necessary to hold meetings virtually, or at least with a virtual option. If you would like to have a member of your office participate in the stakeholders meetings, please provide me with their name and email address so that they can receive necessary information. Participant information may be sent to policereform@rcpin.net.

Thank you in advance for your cooperation in this matter of mutual concern as we endeavor to enhance police agency and community relationships.

Sincerely,

Louis Falco III
Sheriff





OFFICE OF THE SHERIFF COUNTY OF ROCKLAND

55 New Hempstead Road
New City, New York 10956



LOUIS FALCO III
SHERIFF

Telephone: (845) 638-5466
Fax: (845) 638-5035

ROBERT VANCURA
UNDERSHERIFF

MARY BARBERA
UNDERSHERIFF

JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 10, 2020

Chief Clark Osbourne
Suffern PD
61 Washington Avenue
Suffern, NY 10901

Dear Chief Osbourne

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Sincerely,

Louis Falco III
Sheriff





OFFICE OF THE SHERIFF COUNTY OF ROCKLAND

55 New Hempstead Road
New City, New York 10956

Telephone: (845) 638-5466

Fax: (845) 638-5035

LOUIS FALCO III
SHERIFF

MARY BARBERA
UNDERSHERIFF



ROBERT VANCURA
UNDERSHERIFF

JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 10, 2020

Chief Brad Weidel
Ramapo PD
Route 59
Suffern, NY 10901

Dear Chief Weidel

As you are aware, on June 12, 2020, Governor Andrew Cuomo issued Executive Order 203 titled, "New York State Police Reform and Reinvention collaborative" which requires each local government with a police agency to perform a comprehensive review of their policing practices.

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Sincerely,

Louis Falco III
Sheriff





OFFICE OF THE SHERIFF COUNTY OF ROCKLAND

55 New Hempstead Road
New City, New York 10956



LOUIS FALCO III
SHERIFF

Telephone: (845) 638-5466

Fax: (845) 638-5035

ROBERT VANCURA
UNDERSHERIFF

MARY BARBERA
UNDERSHERIFF

JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 10, 2020

Chief Brian Moore
Stony Point PD
79 Central Drive
Stony Point, NY 10980

Dear Chief Moore

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Thank you in advance for your cooperation in this matter of mutual concern as we endeavor to enhance police agency and community relationships.

Sincerely,

Louis Falco III
Sheriff





OFFICE OF THE SHERIFF COUNTY OF ROCKLAND

55 New Hempstead Road
New City, New York 10956



LOUIS FALCO III
SHERIFF

Telephone: (845) 638-5466

Fax: (845) 638-5035

ROBERT VANCURA
UNDERSHERIFF

MARY BARBERA
UNDERSHERIFF

JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 10, 2020

Chief Peter Murphy
Haverstraw Town PD
101 Ramapo Rd.
Garnerville, NY 10923

Dear Chief Murphy

As you are aware, on June 12, 2020, Governor Andrew Cuomo issued Executive Order 203 titled, "New York State Police Reform and Reinvention collaborative" which requires each local government with a police agency to perform a comprehensive review of their policing practices.

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Thank you in advance for your cooperation in this matter of mutual concern as we endeavor to enhance police agency and community relationships.

Sincerely,

Louis Falco III
Sheriff





OFFICE OF THE SHERIFF COUNTY OF ROCKLAND

55 New Hempstead Road
New City, New York 10956



LOUIS FALCO III
SHERIFF

Telephone: (845) 638-5466
Fax: (845) 638-5035

ROBERT VANCURA
UNDERSHERIFF

MARY BARBERA
UNDERSHERIFF

JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 10, 2020

Chief Donald Butterworth
Orangetown PD
26 Orangeburg Rd.
Orangetown, NY 10962

Dear Chief Butterworth

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MARY BARBERA
UNDERSHERIFF



ROBERT VANCURA
UNDERSHERIFF

JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 10, 2020

Mayor Larry Lynn
Village of Grandview
204 Hudson Terrace
Piermont, NY 10968

Dear Mayor Lynn

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SHERIFF



ROBERT VANCURA
UNDERSHERIFF

MARY BARBERA
UNDERSHERIFF

JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 10, 2020

Mayor Bruce Tucker
Village of Piermont
478 Piermont Ave.
Piermont, NY 10968

Dear Mayor Tucker

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ROBERT VANCURA
UNDERSHERIFF

MARY BARBERA
UNDERSHERIFF

JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 10, 2020

Mayor Ed Markunas
Village of Suffern
61 Washington Avenue
Suffern, NY 10901

Dear Mayor Markunas

As you are aware, on June 12, 2020, Governor Andrew Cuomo issued Executive Order 203 titled, "New York State Police Reform and Reinvention collaborative" which requires each local government with a police agency to perform a comprehensive review of their policing practices.

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Louis Falco III
Sheriff





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ROBERT VANCURA
UNDERSHERIFF

MARY BARBERA
UNDERSHERIFF

JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 10, 2020

Mayor Alan Simon
Village of Spring Valley
200 North Main Street
Spring Valley, NY 10977

Dear Mayor Simon

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ROBERT VANCURA
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MARY BARBERA
UNDERSHERIFF

JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 10, 2020

Mayor Bonnie Christian
Village of So. Nyack
282 South Broadway
South Nyack, NY 10960

Dear Mayor Christian

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ROBERT VANCURA
UNDERSHERIFF

MARY BARBERA
UNDERSHERIFF

JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 10, 2020

Supervisor Jim Monaghan
Town of Stony Point
74 East Main Street
Stony Point, NY 10980

Dear Supervisor Monaghan

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MARY BARBERA
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JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 10, 2020

Supervisor Tersa Kenny
Town of Orangetown
26 West Orangeburg Rd.
Orangeburg, NY 10962

Dear Supervisor Kenny

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MARY BARBERA
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JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 10, 2020

Supervisor George Hoehmann
Town of Clarkstown
10 Maple Ave.
New City, NY 10956

Dear Supervisor Hoehmann

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ROBERT VANCURA
UNDERSHERIFF

MARY BARBERA
UNDERSHERIFF

JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 10, 2020

Supervisor Howard Phillips
Town of Haverstraw
One Rosman Rd
Garnerville, NY 10923

Dear Supervisor Phillips

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JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 10, 2020

Chief Paul Modica
Spring Valley PD
200 North Main St
Spring Valley, NY 10977

Dear Chief Modica

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MARY BARBERA
UNDERSHERIFF

JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 10, 2020

Chief James Hurley
Piermont PD
478 Piermont Avenue
Piermont, NY 10968

Dear Chief Hurley

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UNDERSHERIFF

MARY BARBERA
UNDERSHERIFF

JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

September 10, 2020

Chief Daniel Wilson
So.Nyack/Grandview PD
282 So. Broadway
South Nyack, NY 10960

Dear Chief Wilson

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Louis Falco III
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NEW YORK STATE POLICE RFORM AND REINVENTION COLLABORATIVE	
	FINAL PHASE
COLLABORATIVE FINAL PHASE PROJECT WORK PLAN	

Needs Assessment

Goals : Complete the final stages of the report to include-Governor’s letter, Preface, Listing of Stakeholder, Acknowledgement, Table of Contents, Appendix, Definition of Terms, Codification of Recommendations, Conclusion, Review by Editor,

Objective(s)	Key Action Step(s)	Expected Outcome(s)	Measurement(s)	Person Responsible(s)	Comment(s) (Maximum 500 characters)
1. Complete: Governor’s letter, Preface, Listing of Stakeholders and table of Contents. 2. Complete: Codification of Recommendations 3. Complete Appendix section 4. Complete definition of terms 5. Completion of conclusion 6. Receive report from Rockland Department of Mental Health 7. Submit to editor	1. Agreement of language 2. To rationalize recommendations 3. Align appendix section 4. To include as many needed definitions to educate the community 5. Agreement on conclusion/discussion 6. Contact Director Susan H. 7. Editing of Final report	1. The language agreed on 2. To agree to recommendations and rationales 3. To agree to format 4. Complete list of definitions 5. to agree on conclusion 6. Include in final report 7.completed document	1. To be completed by 01/10 2. To be completed by 01/10 3. To be completed by 01/10 4. to be completed by 01/10 5. 01/13 6. 01/05 7.01/25	1. Grant 2. L’Tanya 3. Kevin 4. L’Tanya 5. L’Tanya 6. Grant 7. Kevin	

Helpful Info for all working groups

Organizational Chart and Community Policing activities are listed in each of the RC Sheriff's Department Annual Reports in addition to other helpful information. The Reports are a great resource.

RC Sheriff's Department annual reports:

https://www.rocklandcountysheriffoffice.com/Police_Division_Annual_Reports.html

• What are the demographics of the sworn police officers in the RCSD?

Full Time

- A. 69 males/ 4 females
- B. 66 White – 62 males/4 females - 90.4%
- C. 2 African Americans – males – 2.7%
- D. 3 Hispanic – males – 4.1%
- E. 2 Asian – males 2.7%

Part-time

- A. 69 Males/ 5 females
- B. 67 White – 64 males/3 females - 90.5%
- C. 5 Hispanic – 3 males/ 2 females – 6.7%
- D. 2 African Americans – males – 2.7%

Total

- A. 138 Males/ 9 Females
- B. 124 White males/6 females – 88.4%
- C. 4 African American Males – 2.7%
- D. 8 Hispanic Males/ 3 Females – 5.4%
- E. 2 Asian Males – 1.4%

• What are the demographics of Rockland County? US Census Population Estimates July 1, 2019:

Total Pop – 325,789

White alone – 77.9%

Black or African American – 13.1%

American Indian and Alaska Native 0.6%

Asian – 6.2 %

Hispanic or Latino – 18.4%

White alone, not Hispanic or Latino 62.7%

**Rockland County
2020 Budget
Operating Program Budget**

	2017		2018		2019		2019		2020		2020	
	Actual	Budget	Actual	Budget	Adopted	Modified	Department	Proposed	Adopted	Budget	Adopted	Budget
A GENERAL FUND												
SHF3106A Sheriff - Transport (Roll-Up)												
1100 Salaries, Employees	467,073	464,505	342,935	342,935	475,705	481,705	481,705	481,705	481,705	16,000	16,000	16,000
1110 Overtime	19,051	15,986	16,000	16,000	16,000	16,000	16,000	16,000	16,000	25,000	25,000	25,000
1190 GML 207-C Payments	0	48,416	25,000	25,000	25,000	25,000	25,000	25,000	25,000	1,985,000	1,985,000	1,985,000
1800 Relief Positions	1,718,480	1,854,500	1,985,000	1,985,000	1,985,000	1,985,000	1,985,000	1,985,000	1,985,000	1,985,000	1,985,000	1,985,000
Total Salaries	\$2,204,604	\$2,383,407	\$2,368,935	\$2,368,935	\$2,501,705	\$2,507,705	\$2,507,705	\$2,507,705	\$2,507,705	131,040	131,040	131,040
1910 Health	88,724	75,596	129,960	124,260	131,040	131,040	131,040	131,040	131,040	9,000	9,000	9,000
1911 Dental	8,576	7,262	9,000	9,000	9,000	9,000	9,000	9,000	9,000	1,100	1,100	1,100
1912 Vision	1,051	852	1,100	1,100	1,100	1,100	1,100	1,100	1,100	381,000	381,000	381,000
1920 Retirement	333,750	451,060	367,000	367,000	381,000	381,000	381,000	381,000	381,000	188,955	188,955	188,955
1930 Social Security	157,413	172,788	177,815	177,815	188,495	188,495	188,495	188,955	188,955	8,525	8,525	8,525
1980 MTA Mobility Tax	7,390	7,844	8,055	8,055	8,505	8,525	8,525	8,525	8,525			
Total Benefits	\$596,904	\$715,402	\$692,930	\$687,230	\$719,140	\$719,620	\$719,620	\$719,620	\$719,620	27,000	27,000	27,000
Total Personal Services	\$2,801,508	\$3,098,809	\$3,061,865	\$3,056,165	\$3,220,845	\$3,227,325	\$3,227,325	\$3,227,325	\$3,227,325	131,040	131,040	131,040
3070 Uniforms	9,203	16,639	27,000	31,760	27,000	27,000	27,000	27,000	27,000	7,000	7,000	7,000
3111 Motor Fuel - External	284	217	7,000	7,000	7,000	7,000	7,000	7,000	7,000	250	250	250
3130 Office Supplies	243	240	250	72	250	250	250	250	250	6,500	6,500	6,500
3290 Operational Supplies	6,514	6,373	6,500	4,376	6,500	6,500	6,500	6,500	6,500	500	500	500
Total Supplies	\$16,244	\$23,469	\$40,750	\$43,208	\$40,750	\$40,750	\$40,750	\$40,750	\$40,750	500	500	500
4040 Travel / Extraditions	276	828	500	500	500	500	500	500	500	0	0	0
4650 Meals	216	0	0	0	0	0	0	0	0	0	0	0
Total Contractual Expense	\$492	\$828	\$500	\$500	\$500	\$500	\$500	\$500	\$500	0	0	0
7100 Allocation-Central Services	46,320	46,300	47,000	47,000	47,000	47,000	47,000	47,000	47,000	47,000	47,000	47,000
Total Allocated Costs	\$46,320	\$46,300	\$47,000	\$47,000	\$47,000	\$47,000	\$47,000	\$47,000	\$47,000	\$47,000	\$47,000	\$47,000
Total Expense	\$2,864,564	\$3,169,406	\$3,150,115	\$3,146,873	\$3,309,095	\$3,315,575	\$3,315,575	\$3,315,575	\$3,315,575	15,279	15,000	15,000
R1211 Allocation-Employee Health Ins Reimnt	15,279	14,527	15,000	15,000	15,000	15,000	15,000	15,000	15,000			

Rockland County
2020 Budget
Operating Program Budget

SHF - SHERIFF	2017	2018	2019	2019	2020	2020	2020
	Actual	Actual	Adopted Budget	Modified Budget	Department Request	Proposed Budget	Adopted Budget
A GENERAL FUND							
SHF3106A Sheriff - Transport (Roll-Up)							
R2806 Reimb From Other Depts	0	0	37,800	37,800	37,800	37,800	37,800
Total Revenue	\$15,279	\$14,527	\$52,800	\$52,800	\$52,800	\$52,800	\$52,800
Local Share	\$2,849,285	\$3,154,879	\$3,097,315	\$3,094,073	\$3,256,295	\$3,262,775	\$3,262,775

**Rockland County
2020 Budget
Operating Program Budget**

	SHF - SHERIFF		2019		2019		2020		2020	
	Actual	Actual	Budget	Modified Budget	Department Request	Proposed Budget	Adopted Budget			
A GENERAL FUND										
SHF3107A Sheriff - Bomb & Fire Invest Unit(Rollup)										
1100 Salaries, Employees	283,710	303,329	310,640	310,640	312,205	320,205	320,205			
1110 Overtime	60,237	84,041	75,000	75,000	75,000	75,000	75,000			
Total Salaries	\$343,947	\$387,370	\$385,640	\$385,640	\$387,205	\$395,205	\$395,205			
1910 Health	26,043	28,133	30,240	28,940	30,480	30,480	30,480			
1911 Dental	1,826	1,852	2,100	2,100	2,100	2,100	2,100			
1912 Vision	300	300	300	300	300	300	300			
1920 Retirement	69,670	71,790	52,000	52,000	54,000	54,000	54,000			
1930 Social Security	18,203	21,646	28,695	28,695	29,270	29,885	29,885			
1980 MTA Mobility Tax	1,143	1,297	1,315	1,315	1,315	1,345	1,345			
Total Benefits	\$117,185	\$125,018	\$114,650	\$113,350	\$117,465	\$118,110	\$118,110			
Total Personal Services	\$461,132	\$512,388	\$500,290	\$498,990	\$504,670	\$513,315	\$513,315			
2030 Motor Vehicles	0	0	0	282,181	0	0	0			
2050 Equipment	12,423	52,956	0	61,100	0	0	0			
Total Equipment	\$12,423	\$52,956	\$0	\$343,281	\$0	\$0	\$0			
3070 Uniforms	2,994	2,349	5,000	7,620	5,000	5,000	5,000			
3130 Office Supplies	478	499	1,000	510	1,000	1,000	1,000			
3190 Procurement Card	798	750	0	1,000	0	0	0			
3290 Operational Supplies	15,869	16,984	16,000	10,314	16,000	16,000	16,000			
Total Supplies	\$20,139	\$20,582	\$22,000	\$19,444	\$22,000	\$22,000	\$22,000			
4060 Equipment Repairs	1,529	625	0	0	0	0	0			
4090 Fees For Svcs, Non-Employee	3,563	5,720	7,500	5,009	7,500	7,500	7,500			
4140 Seminars / Training	615	6,152	3,000	2,754	3,000	3,000	3,000			
4440 Allocation - Cell Phones	0	0	2,700	2,700	2,700	2,700	2,700			
4614 Allocation-Hrs Dept (Discontinued)	5,760	0	0	0	0	0	0			
4650 Meals	0	0	0	0	0	0	0			
Total Contractual Expense	\$114,467	\$12,497	\$13,200	\$10,463	\$13,200	\$13,200	\$13,200			
5060 Program Costs	500	6,176	0	0	0	0	0			
Total Program Expense	\$500	\$6,176	\$0	\$0	\$0	\$0	\$0			

**Rockland County
2020 Budget
Operating Program Budget**

	2017 Actual	2018 Actual	2019 Adopted Budget	2019 Modified Budget	2020 Department Request	2020 Proposed Budget	2020 Adopted Budget
A GENERAL FUND							
SHF3107A Sheriff - Bomb & Fire Invest Unit(Rolup)							
7100 Allocation-Central Services	10,560	10,500	11,000	11,000	11,000	11,000	11,000
Total Allocated Costs	\$10,560	\$10,500	\$11,000	\$11,000	\$11,000	\$11,000	\$11,000
Total Expense	\$516,221	\$615,099	\$546,490	\$883,178	\$550,870	\$559,515	\$559,515
R1211 Allocation-Employee Health Ins Reimnt	90	0	90	90	90	90	90
R4380 Public Safety Grant(s)-Federal	18,421	70,967	0	343,281	0	0	0
Total Revenue	\$18,511	\$70,967	\$90	\$343,371	\$90	\$90	\$90
Local Share	\$497,710	\$544,132	\$546,400	\$539,807	\$550,780	\$559,425	\$559,425

**Rockland County
2020 Budget
Operating Program Budget**

	SHF - SHERIFF		2019		2019		2020		2020	
	2017 Actual	2018 Actual	Adopted Budget	Modified Budget	Department Request	Proposed Budget	Adopted Budget	2020 Budget		
A GENERAL FUND										
SHF3109A Sheriff - Family Court Invest Unit (Roll-Up)										
1100 Salaries, Employees	247,753	261,129	278,060	278,060	285,205	285,205	285,205	285,205		
1110 Overtime	33,397	37,942	37,500	37,500	37,500	37,500	37,500	37,500		
Total Salaries	\$281,150	\$299,071	\$315,560	\$315,560	\$322,705	\$322,705	\$322,705	\$322,705		
1910 Health	63,434	68,300	73,560	70,360	74,160	74,160	74,160	74,160		
1911 Dental	3,652	3,704	3,500	3,500	3,500	3,500	3,500	3,500		
1912 Vision	601	600	1,100	1,100	1,100	1,100	1,100	1,100		
1920 Retirement	56,920	58,540	49,000	49,000	51,000	51,000	51,000	51,000		
1930 Social Security	17,756	20,317	23,530	23,530	24,335	24,335	24,335	24,335		
1950 Workers Compensation	5,760	6,260	7,000	7,000	7,000	7,000	7,000	7,000		
1980 MTA Mobility Tax	940	1,001	1,070	1,070	1,100	1,100	1,100	1,100		
Total Benefits	\$149,063	\$158,722	\$158,760	\$155,560	\$162,195	\$162,195	\$162,195	\$162,195		
Total Personal Services	\$430,213	\$457,793	\$474,320	\$471,120	\$484,900	\$484,900	\$484,900	\$484,900		
3070 Uniforms	275	5,055	500	0	500	500	500	500		
3130 Office Supplies	58	289	300	0	300	300	300	300		
3290 Operational Supplies	2,975	5,161	3,000	2,403	3,000	3,000	3,000	3,000		
Total Supplies	\$3,308	\$10,505	\$3,800	\$2,403	\$3,800	\$3,800	\$3,800	\$3,800		
4040 Travel / Extraditions	0	0	4,500	0	4,500	4,500	4,500	4,500		
4140 Seminars / Training	0	736	1,500	1,447	1,500	1,500	1,500	1,500		
4614 Allocation-Ins Dept (Discontinued)	1,440	0	0	0	0	0	0	0		
4650 Meals	0	0	0	0	0	0	0	0		
Total Contractual Expense	\$1,440	\$736	\$6,000	\$1,447	\$6,000	\$6,000	\$6,000	\$6,000		
7100 Allocation-Central Services	6,360	6,300	7,000	7,000	7,000	7,000	7,000	7,000		
7450 Allocation - Gen Liability Insurance	4,250	3,830	5,000	5,000	5,000	5,000	5,000	5,000		
Total Allocated Costs	\$10,610	\$10,130	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000		
Total Expense	\$445,571	\$479,164	\$496,120	\$486,970	\$506,700	\$506,700	\$506,700	\$506,700		
R1211 Allocation-Employee Health Ins Reint	511	511	500	500	500	500	500	500		

Rockland County
2020 Budget
Operating Program Budget

	2017 Actual	2018 Actual	2019 Adopted Budget	2019 Modified Budget	2020 Department Request	2020 Proposed Budget	2020 Adopted Budget
A GENERAL FUND							
SHF3109A Sheriff - Family Court Invest Unit (Roll-Up)							
R2806 Reimb From Other Depts	277,127	281,898	295,000	295,000	142,985	142,985	142,985
Total Revenue	\$277,638	\$282,409	\$295,500	\$295,500	\$143,485	\$143,485	\$143,485
Local Share	\$167,933	\$196,755	\$200,620	\$191,470	\$363,215	\$363,215	\$363,215

**Rockland County
2020 Budget
Operating Program Budget**

SHF - SHERIFF	2017		2018		2019		2019		2020		2020	
	Actual	Budget	Actual	Budget	Adopted	Modified	Department	Proposed	Adopted	Adopted	Proposed	Adopted
A GENERAL FUND												
SHF3111A Sheriff - B.C.I. (Roll-Up)												
1100 Salaries, Employees	2,920,546	2,940,626	3,262,495	3,277,605	3,347,635	3,319,635	3,319,635	3,319,635	3,319,635	3,319,635	3,319,635	3,319,635
1110 Overtime	280,234	285,545	295,000	295,000	295,000	295,000	295,000	295,000	295,000	295,000	295,000	295,000
1130 Temporary	656	0	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000
1190 GML 207-C Payments	2,619	114,523	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Total Salaries	\$3,184,055	\$3,340,694	\$3,622,495	\$3,637,605	\$3,707,635	\$3,679,635	\$3,679,635	\$3,679,635	\$3,679,635	\$3,679,635	\$3,679,635	\$3,679,635
1910 Health	721,052	791,320	839,980	803,280	847,960	847,960	847,960	847,960	847,960	847,960	847,960	847,960
1911 Dental	41,570	41,390	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000
1912 Vision	6,767	6,799	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000
1920 Retirement	636,320	671,680	553,000	553,000	574,000	574,000	574,000	574,000	574,000	574,000	574,000	574,000
1930 Social Security	185,815	206,589	260,095	261,255	269,340	267,195	267,195	267,195	267,195	267,195	267,195	267,195
1950 Workers Compensation	143,520	155,020	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000
1980 MTA Mobility Tax	10,699	10,879	12,290	12,340	12,605	12,510	12,510	12,510	12,510	12,510	12,510	12,510
Total Personal Services	\$1,745,743	\$1,883,677	\$1,862,365	\$1,826,875	\$1,900,905	\$1,898,665	\$1,898,665	\$1,898,665	\$1,898,665	\$1,898,665	\$1,898,665	\$1,898,665
2500 Forfeiture Funds - Equipment	0	0	0	291	0	0	0	0	0	0	0	0
Total Equipment	\$0	\$0	\$0	\$291	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
3070 Uniforms	3,792	9,307	10,000	12,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000
3110 Allocation - Motor Fuel	7,545	4,369	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000
3111 Motor Fuel - External	3,053	1,370	1,400	1,400	1,400	1,400	1,400	1,400	1,400	1,400	1,400	1,400
3130 Office Supplies	4,993	4,971	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000
3190 Procurement Card	37,362	53,412	0	70,750	0	0	0	0	0	0	0	0
3280 Printed Materials	235	0	300	600	300	300	300	300	300	300	300	300
3290 Operational Supplies	18,096	30,581	25,000	23,713	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
3500 Forfeiture Funds - Supplies	0	0	0	20,021	0	0	0	0	0	0	0	0
Total Supplies	\$75,076	\$104,010	\$49,700	\$141,484	\$49,700	\$49,700	\$49,700	\$49,700	\$49,700	\$49,700	\$49,700	\$49,700
4021 Allocation - Copier Rental	3,018	3,603	3,100	3,100	4,060	4,060	4,060	4,060	4,060	4,060	4,060	4,060
4040 Travel / Extractions	2,912	2,675	40,000	5,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000
4060 Equipment Repairs	996	0	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000

**Rockland County
2020 Budget
Operating Program Budget**

SHF - SHERIFF	2017		2018		2019		2019		2020		2020		2020	
	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Request	Proposed Budget	Actual	Budget	Actual	Budget
A GENERAL FUND														
SHF3111A Sheriff - B.C.I. (Roll-Up)														
4090 Fees For Svcs, Non-Employee	25,566		25,812		42,500		21,277		42,500		42,500		42,500	
4098 Services from Other County Depts	0		200		0		232		0		0		0	
4111 Allocation - Postage	2,576		1,594		3,000		3,000		3,000		3,000		3,000	
4140 Seminars / Training	1,732		16,277		15,000		16,849		15,000		15,000		15,000	
4230 Dues	700		100		600		600		600		600		600	
4380 Maintenance Agreements	6,240		15,307		15,150		18,350		15,150		15,150		15,150	
4440 Allocation - Cell Phones	13,653		13,864		19,000		19,000		19,000		19,000		19,000	
4500 Forfeiture Funds - Services	5,586		0		0		15,652		0		0		0	
4608 Allocation - Telephone	15,931		15,204		16,000		16,000		16,000		16,000		16,000	
4614 Allocation-Ins Dept (Discontinued)	24,360		0		0		0		0		0		0	
4650 Meals	2,000		1,938		2,000		2,000		2,000		2,000		2,000	
Total Contractual Expense	\$105,270		\$96,574		\$157,350		\$122,060		\$158,310		\$158,310		\$158,310	
7100 Allocation-Central Services	73,440		73,400		74,000		74,000		74,000		74,000		74,000	
7250 Allocation - General Services	98,481		100,025		84,000		84,000		84,000		84,000		84,000	
7450 Allocation - Gen Liability Insurance	25,678		23,411		27,000		27,000		27,000		27,000		27,000	
Total Allocated Costs	\$197,599		\$196,836		\$185,000		\$185,000		\$185,000		\$185,000		\$185,000	
Total Expense	\$5,307,743		\$5,621,791		\$5,876,910		\$5,913,315		\$6,001,550		\$5,971,310		\$5,971,310	
R1211 Allocation-Employee Health Ins Reimt	5,453		7,428		5,400		5,400		5,400		5,400		5,400	
R1510 Public Safety Fees	5,850		6,300		5,000		5,000		5,500		5,500		5,500	
R2680 Insurance Recoveries	0		749		0		0		0		0		0	
R2705 Gifts & Donations	0		0		0		0		0		0		0	
R2770 Unclassified Revenue	0		0		0		0		0		0		0	
R4326 Crime Proceeds-Federal	3,120		0		0		0		0		0		0	

Rockland County
2020 Budget
Operating Program Budget

	2017 Actual	2018 Actual	2019 Adopted Budget	2019 Modified Budget	2020 Department Request	2020 Proposed Budget	2020 Adopted Budget
A GENERAL FUND							
SHEF - SHERIFF							
SHEF3111A Sheriff - B.C.I. (Roll-Up)							
R4389 Federal Aid - Public Safety	20,833	9,691	20,000	20,000	15,000	15,000	15,000
Total Revenue	\$35,256	\$24,168	\$30,400	\$30,400	\$25,900	\$25,900	\$25,900
Local Share	\$5,272,487	\$5,597,623	\$5,846,510	\$5,882,915	\$5,975,650	\$5,945,410	\$5,945,410

**Rockland County
2020 Budget
Operating Program Budget**

SHF - SHERIFF	2017		2018		2019		2019		2020		2020		2020	
	Actual	Budget	Actual	Budget	Actual	Budget	Modified Budget	Department Request	Proposed Budget	Adopted Budget	Actual	Budget	Actual	Budget
A GENERAL FUND														
SHF3112A Sheriff - Patrol (Roll-Up)														
1100 Salaries, Employees	3,957,050		4,030,619	4,461,840	4,470,866	3,954,800	3,952,800	3,952,800	3,952,800	3,952,800	3,952,800	3,952,800	3,952,800	3,952,800
1110 Overtime	531,725		628,430	615,000	640,747	615,000	610,000	610,000	610,000	610,000	610,000	610,000	610,000	610,000
1190 GML 207-C Payments	108,410		221,451	120,000	120,000	120,000	120,000	120,000	120,000	120,000	120,000	120,000	120,000	120,000
1800 Relier Positions	179,765		193,923	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000
Total Salaries	\$4,776,950		\$5,074,423	\$5,396,840	\$5,431,613	\$4,889,800	\$4,882,800	\$4,882,800	\$4,882,800	\$4,882,800	\$4,882,800	\$4,882,800	\$4,882,800	\$4,882,800
1910 Health	1,284,849		1,417,797	1,493,220	1,427,920	1,502,760	1,502,760	1,502,760	1,502,760	1,502,760	1,502,760	1,502,760	1,502,760	1,502,760
1911 Dental	63,257		62,648	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000
1912 Vision	10,470		10,213	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500
1920 Retirement	943,850		1,016,930	824,000	824,000	855,000	855,000	855,000	855,000	855,000	855,000	855,000	855,000	855,000
1930 Social Security	296,956		328,457	396,500	397,186	361,185	360,650	360,650	360,650	360,650	360,650	360,650	360,650	360,650
1950 Workers Compensation	111,960		120,960	120,000	120,000	120,000	120,000	120,000	120,000	120,000	120,000	120,000	120,000	120,000
1960 Tuition Reimbursement	600		0	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500
1980 MTA Mobility Tax	15,684		16,441	18,335	18,366	16,630	16,605	16,605	16,605	16,605	16,605	16,605	16,605	16,605
Total Benefits	\$2,727,626		\$2,973,446	\$2,925,055	\$2,860,472	\$2,928,575	\$2,928,015	\$2,928,015	\$2,928,015	\$2,928,015	\$2,928,015	\$2,928,015	\$2,928,015	\$2,928,015
Total Personal Services	\$7,504,576		\$8,047,869	\$8,321,895	\$8,292,085	\$7,818,375	\$7,810,815	\$7,810,815	\$7,810,815	\$7,810,815	\$7,810,815	\$7,810,815	\$7,810,815	\$7,810,815
2050 Equipment	16,525		0	0	0	0	0	0	0	0	0	0	0	0
2500 Forfeiture Funds - Equipment	10,000		7,750	0	12,251	0	0	0	0	0	0	0	0	0
Total Equipment	\$26,525		\$7,750	\$0	\$12,251	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
3070 Uniforms	24,267		35,362	40,000	50,599	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000
3110 Allocation - Motor Fuel	85,837		104,568	90,000	90,000	90,000	90,000	90,000	90,000	90,000	90,000	90,000	90,000	90,000
3111 Motor Fuel - External	3,497		1,256	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500
3120 Allocation - Auto Maint Supplies	42,271		52,043	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000
3130 Office Supplies	1,972		2,131	2,000	3,698	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
3190 Procurement Card	6,024		7,730	0	10,300	0	0	0	0	0	0	0	0	0
3290 Operational Supplies	24,147		17,922	20,000	16,472	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000
3500 Forfeiture Funds - Supplies	0		19,565	0	435	0	0	0	0	0	0	0	0	0
Total Supplies	\$188,015		\$240,577	\$198,500	\$218,004	\$198,500	\$198,500	\$198,500	\$198,500	\$198,500	\$198,500	\$198,500	\$198,500	\$198,500
4021 Allocation - Copier Rental	895		2,491	1,000	1,000	1,310	1,310	1,310	1,310	1,310	1,310	1,310	1,310	1,310

**Rockland County
2020 Budget
Operating Program Budget**

SHE - SHERIFF	2017		2018		2019		2019		2020		2020		2020	
	Actual	Budget	Actual	Budget	Actual	Budget	Modified Budget	Department Request	Proposed Budget	Department Request	Proposed Budget	Department Request	Proposed Budget	Department Request
A GENERAL FUND														
SHE3112A Sheriff - Patrol (Roll-Up)														
4040 Travel / Extractions	0	0	0	25,000	1,200	0	25,000	25,000	25,000	0	25,000	25,000	25,000	25,000
4060 Equipment Repairs	0	1,320	0	0	0	0	0	0	0	0	0	0	0	0
4090 Fees For Svcs, Non-Employee	14,980	18,989	17,000	17,000	28,417	17,000	17,000	17,000	17,000	17,000	17,000	17,000	17,000	17,000
4111 Allocation - Postage	83	71	200	200	200	200	200	200	200	200	200	200	200	200
4140 Seminars / Training	0	2,241	3,500	3,500	5,096	3,500	3,500	3,500	3,500	3,500	3,500	3,500	3,500	3,500
4210 Allocation - Repairs to Vehicles	63,552	21,347	50,200	50,200	50,200	50,200	50,200	50,200	50,200	50,200	50,200	50,200	50,200	50,200
4230 Dues	300	300	300	300	300	300	300	300	300	300	300	300	300	300
4440 Allocation - Cell Phones	4,253	4,418	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000
4500 Forfeiture Funds - Services	3,550	4,703	0	0	42,586	0	0	0	0	0	0	0	0	0
4608 Allocation - Telephone	10,900	10,403	11,000	11,000	11,000	11,000	11,000	11,000	11,000	11,000	11,000	11,000	11,000	11,000
4614 Allocation-Ins Dept (Discontinued)	12,720	0	0	0	0	0	0	0	0	0	0	0	0	0
4650 Meals	6,582	5,839	5,500	5,500	5,500	5,500	5,500	5,500	5,500	5,500	5,500	5,500	5,500	5,500
Total Contractual Expense	\$117,815	\$72,122	\$118,700	\$150,499	\$119,010	\$119,010	\$119,010	\$119,010	\$119,010	\$119,010	\$119,010	\$119,010	\$119,010	\$119,010
5060 Program Costs	0	98,400	130,000	130,000	151,025	130,000	130,000	130,000	130,000	130,000	130,000	130,000	130,000	130,000
Total Program Expense	\$0	\$98,400	\$130,000	\$151,025	\$130,000	\$130,000	\$130,000	\$130,000	\$130,000	\$130,000	\$130,000	\$130,000	\$130,000	\$130,000
7100 Allocation-Central Services	116,400	116,400	117,000	117,000	117,000	117,000	117,000	117,000	117,000	117,000	117,000	117,000	117,000	117,000
7250 Allocation - General Services	509,833	582,410	544,000	544,000	544,000	544,000	544,000	544,000	544,000	544,000	544,000	544,000	544,000	544,000
7450 Allocation - Gen Liability Insurance	65,255	59,574	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000
Total Allocated Costs	\$691,488	\$758,384	\$731,000	\$731,000	\$731,000	\$731,000	\$731,000	\$731,000	\$731,000	\$731,000	\$731,000	\$731,000	\$731,000	\$731,000
Total Expense	\$8,528,419	\$9,225,102	\$9,500,095	\$9,554,864	\$8,996,385	\$8,989,325	\$8,989,325	\$8,989,325	\$8,989,325	\$8,989,325	\$8,989,325	\$8,989,325	\$8,989,325	\$8,989,325
R1211 Allocation-Employee Health Ins Reimt	15,579	16,812	15,500	15,500	15,500	15,500	15,500	15,500	15,500	15,500	15,500	15,500	15,500	15,500
R1510 Public Safety/ Fees	36,501	39,225	35,000	35,000	35,000	35,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
R2665 Sale Of Equipment	17,680	0	0	0	0	0	0	0	0	0	0	0	0	0
R2680 Insurance Recoveries	0	925	0	0	0	0	0	0	0	0	0	0	0	0
R2701 Refund Prior Year Expense	1,416	(1,416)	0	0	0	0	0	0	0	0	0	0	0	0
R2705 Gifts & Donations	6,525	0	0	0	0	0	0	0	0	0	0	0	0	0
R2770 Unclassified Revenue	16,458	19,284	0	0	0	0	0	0	0	0	0	0	0	0

Rockland County
2020 Budget
Operating Program Budget

	2017	2018	2019	2019	2020	2020	2020
	Actual	Actual	Adopted Budget	Modified Budget	Department Request	Proposed Budget	Adopted Budget
A GENERAL FUND							
SHF3112A Sheriff - Patrol (Roll-Up)							
R2806 Reimb From Other Depts	0	712	55,000	55,000	55,000	55,000	55,000
R3380 Public Safety Grant(s)-State	30,980	14,286	0	23,146	5,250	5,250	5,250
R4326 Crime Proceeds-Federal	14,119	3,144	0	0	0	0	0
R4380 Public Safety Grant(s)-Federal	9,920	8,354	0	3,247	7,000	7,000	7,000
Total Revenue	\$149,178	\$101,326	\$105,500	\$131,893	\$107,750	\$107,750	\$107,750
Local Share	\$8,379,241	\$9,123,776	\$9,394,595	\$9,422,971	\$8,889,135	\$8,881,575	\$8,881,575

**Rockland County
2020 Budget
Operating Program Budget**

SHF - SHERIFF	A GENERAL FUND						
	2017 Actual	2018 Actual	2019 Adopted Budget	2019 Modified Budget	2020 Department Request	2020 Proposed Budget	2020 Adopted Budget
SHERIFF3113A Sheriff - River Patrol (Roll-Up)							
1100 Salaries, Employees	240,487	256,490	273,710	273,710	285,035	292,035	292,035
1110 Overtime	77,639	83,253	91,000	91,000	91,000	91,000	91,000
1800 Relief Positions	2,658	4,425	25,000	25,000	25,000	25,000	25,000
Total Salaries	\$320,784	\$344,168	\$389,710	\$389,710	\$401,035	\$408,035	\$408,035
1910 Health	24,177	40,427	43,320	41,420	43,680	43,680	43,680
1911 Dental	3,668	3,702	7,200	7,200	7,200	7,200	7,200
1912 Vision	604	600	1,100	1,100	1,100	1,100	1,100
1920 Retirement	67,500	70,500	73,000	73,000	76,000	76,000	76,000
1930 Social Security	18,853	21,333	29,810	29,810	30,415	30,950	30,950
1950 Workers Compensation	4,680	5,080	5,000	5,000	5,000	5,000	5,000
1980 MTA Mobility Tax	1,100	1,160	1,325	1,325	1,365	1,390	1,390
Total Benefits	\$120,582	\$142,852	\$160,755	\$158,855	\$164,760	\$165,320	\$165,320
Total Personal Services	\$441,366	\$486,020	\$550,465	\$548,565	\$565,795	\$573,355	\$573,355
3070 Uniforms	3,294	4,200	6,500	3,536	6,500	6,500	6,500
3111 Motor Fuel - External	18,262	17,213	30,000	21,800	30,000	30,000	30,000
3130 Office Supplies	829	718	1,000	270	1,000	1,000	1,000
3190 Procurement Card	211	118	0	3,200	0	0	0
3290 Operational Supplies	3,059	10,984	12,000	11,652	12,000	12,000	12,000
Total Supplies	\$25,655	\$33,233	\$49,500	\$40,458	\$49,500	\$49,500	\$49,500
4010 Rental Of Leased Premises	6,610	6,903	9,500	9,500	9,500	9,500	9,500
4060 Equipment Repairs	15,132	12,957	12,500	12,000	12,500	12,500	12,500
4090 Fees For Svcs, Non-Employee	4,388	3,265	4,500	3,528	4,500	4,500	4,500
4614 Allocation-Ins Dept (Discontinued)	960	0	0	0	0	0	0
4650 Meals	342	144	100	350	100	100	100
Total Contractual Expense	\$27,432	\$23,269	\$26,600	\$25,378	\$26,600	\$26,600	\$26,600
7100 Allocation-Central Services	14,160	14,100	15,000	15,000	15,000	15,000	15,000
7450 Allocation - Gen Liability Insurance	4,250	3,830	5,000	5,000	5,000	5,000	5,000

Rockland County
2020 Budget
Operating Program Budget

SHF - SHERIFF	2017	2018	2019	2019	2020	2020	2020
	Actual	Actual	Adopted Budget	Modified Budget	Department Request	Proposed Budget	Adopted Budget
A GENERAL FUND							
SHF3113A Sheriff - River Patrol (Roll-Up)							
Total Allocated Costs	\$18,410	\$17,930	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000
Total Expense							
R1211 Allocation-Employee Health Ins Reint	1,093	1,329	1,000	1,000	1,000	1,000	1,000
R1510 Public Safety Fees	53,132	99,463	55,000	55,000	75,000	75,000	75,000
R3389 State Aid - Public Safety	148,647	169,767	150,000	150,000	170,000	170,000	170,000
Total Revenue	\$202,872	\$270,559	\$206,000	\$206,000	\$246,000	\$246,000	\$246,000
Local Share	\$309,991	\$289,893	\$440,565	\$428,401	\$415,895	\$423,455	\$423,455

**Rockland County
2020 Budget
Operating Program Budget**

SHF - SHERIFF	2017		2018		2019		2019		2020		2020	
	Actual	Budget	Actual	Budget	Adopted	Modified	Department	Proposed	Request	Budget	Budget	Adopted
A GENERAL FUND												
SHF3114A Sheriff - Computer Crime Unit (Roll-Up)												
1100 Salaries, Employees	122,499	127,757	127,820	132,676	132,000	132,000	132,000	132,000	132,000	132,000	132,000	132,000
Total Salaries	\$122,499	\$127,757	\$127,820	\$132,676	\$132,000	\$132,000	\$132,000	\$132,000	\$132,000	\$132,000	\$132,000	\$132,000
1910 Health	51,677	56,140	60,480	57,880	60,960	60,960	60,960	60,960	60,960	60,960	60,960	60,960
1911 Dental	1,813	1,841	2,100	2,100	2,100	2,100	2,100	2,100	2,100	2,100	2,100	2,100
1912 Vision	300	300	300	300	300	300	300	300	300	300	300	300
1920 Retirement	24,450	23,890	23,000	23,000	24,000	24,000	24,000	24,000	24,000	24,000	24,000	24,000
1930 Social Security	9,087	9,464	9,780	10,152	10,100	10,100	10,100	10,100	10,100	10,100	10,100	10,100
1960 Tuition Reimbursement	300	297	300	300	300	300	300	300	300	300	300	300
1980 MTA Mobility Tax	404	421	440	457	450	450	450	450	450	450	450	450
Total Benefits	\$88,031	\$92,353	\$96,400	\$94,189	\$98,210	\$98,210	\$98,210	\$98,210	\$98,210	\$98,210	\$98,210	\$98,210
Total Personal Services	\$210,530	\$220,110	\$224,220	\$226,865	\$230,210	\$230,210	\$230,210	\$230,210	\$230,210	\$230,210	\$230,210	\$230,210
2500 Forfeiture Funds - Equipment	0	0	0	2,003	0	0	0	0	0	0	0	0
Total Equipment	\$0	\$0	\$0	\$2,003	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
3130 Office Supplies	0	1,867	2,000	585	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
3190 Procurement Card	7,811	9,608	0	11,538	0	0	0	0	0	0	0	0
3220 Computer Software	19,824	22,459	25,000	19,885	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
3290 Operational Supplies	4,068	254	1,000	645	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
3500 Forfeiture Funds - Supplies	0	0	0	1,042	0	0	0	0	0	0	0	0
Total Supplies	\$31,703	\$34,188	\$28,000	\$33,695	\$28,000	\$28,000	\$28,000	\$28,000	\$28,000	\$28,000	\$28,000	\$28,000
4020 Rental Of Equipment	3,750	5,000	5,000	9,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000
4021 Allocation - Copier Rental	545	252	600	600	790	790	790	790	790	790	790	790
4090 Fees For Svcs, Non-Employee	0	0	3,500	1,030	3,500	3,500	3,500	3,500	3,500	3,500	3,500	3,500
4140 Seminars / Training	0	7,990	0	0	0	0	0	0	0	0	0	0
4220 Licenses	30,085	37,782	55,000	59,315	55,000	55,000	55,000	55,000	55,000	55,000	55,000	55,000
4380 Maintenance Agreements	473	5,000	5,000	4,605	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000
4440 Allocation - Cell Phones	0	0	600	600	600	600	600	600	600	600	600	600
4500 Forfeiture Funds - Services	12,516	24,781	0	3,472	0	0	0	0	0	0	0	0
4614 Allocation-Ins Dept (Discontinued)	1,080	0	0	0	0	0	0	0	0	0	0	0

Rockland County
2020 Budget
Operating Program Budget

	2017	2018	2019	2019	2020	2020	2020
	Actual	Actual	Adopted Budget	Modified Budget	Department Request	Proposed Budget	Adopted Budget
A GENERAL FUND							
SHF3114A Sheriff - Computer Crime Unit (Roll-Up)							
Total Contractual Expense	\$48,449	\$80,805	\$69,700	\$78,622	\$69,890	\$69,890	\$69,890
5060 Program Costs	58,342	78,108	50,000	46,417	50,000	50,000	50,000
Total Program Expense	\$58,342	\$78,108	\$50,000	\$46,417	\$50,000	\$50,000	\$50,000
7100 Allocation-Central Services	5,520	5,500	6,000	6,000	6,000	6,000	6,000
7450 Allocation - Gen Liability Insurance	3,140	2,779	4,000	4,000	4,000	4,000	4,000
Total Allocated Costs	\$8,660	\$8,279	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
Total Expense	\$357,684	\$421,490	\$381,920	\$397,602	\$388,100	\$388,100	\$388,100
R1211 Allocation-Employee Health Ins Reimnt	3,687	4,011	3,500	3,500	3,500	3,500	3,500
R4389 Federal Aid - Public Safety	139,186	93,599	80,000	80,000	80,000	80,000	80,000
Total Revenue	\$142,873	\$97,610	\$83,500	\$83,500	\$83,500	\$83,500	\$83,500
Local Share	\$214,811	\$323,880	\$298,420	\$314,102	\$304,600	\$304,600	\$304,600

**Rockland County
2020 Budget
Operating Program Budget**

SHF - SHERIFF	2017		2018		2019		2019		2020		2020		
	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Request	Proposed Budget	Actual	Budget	
A GENERAL FUND													
SHF3117A Sheriff - Intelligence Unit (Roll-Up)													
1100 Salaries, Employees	98,867		130,706		327,315		330,645		332,745		333,745		333,745
1110 Overtime	6,803		12,317		26,000		26,000		30,000		30,000		30,000
Total Salaries	\$105,670		\$143,023		\$353,315		\$356,645		\$362,745		\$363,745		\$363,745
1910 Health	10,344		12,020		86,640		50,840		87,360		87,360		87,360
1911 Dental	1,049		1,805		3,100		3,100		3,100		3,100		3,100
1912 Vision	216		303		500		500		500		500		500
1920 Retirement	28,780		28,940		30,000		30,000		32,000		32,000		32,000
1930 Social Security	8,013		10,873		23,790		24,040		24,785		24,845		24,845
1950 Workers Compensation	2,280		2,480		3,000		3,000		3,000		3,000		3,000
1980 MTA Mobility Tax	356		483		1,205		1,215		1,235		1,240		1,240
Total Benefits	\$51,038		\$56,904		\$148,235		\$112,695		\$151,960		\$152,045		\$152,045
Total Personal Services	\$156,708		\$199,927		\$501,550		\$469,340		\$514,705		\$515,790		\$515,790
2500 Forfeiture Funds - Equipment	0		0		0		1,369		0		0		0
Total Equipment	\$0		\$0		\$0		\$1,369		\$0		\$0		\$0
3070 Uniforms	0		0		0		0		2,500		2,500		2,500
3110 Allocation - Motor Fuel	4,334		5,115		7,000		7,000		7,000		7,000		7,000
3130 Office Supplies	1,819		1,823		2,000		2,000		2,500		2,500		2,500
3190 Procurement Card	3,517		5,962		0		6,000		0		0		0
3220 Computer Software	0		1,081		1,400		1,400		1,400		1,400		1,400
3290 Operational Supplies	1,745		4,154		3,000		3,000		3,500		3,500		3,500
Total Supplies	\$11,415		\$18,135		\$13,400		\$19,400		\$16,900		\$16,900		\$16,900
4090 Fees For Svcs, Non-Employee	1,068		1,920		2,500		2,500		2,500		2,500		2,500
4140 Seminars / Training	0		110		0		0		0		0		0
4380 Maintenance Agreements	27,961		(1,935)		28,000		28,910		28,000		28,000		28,000
4440 Allocation - Cell Phones	0		0		4,500		4,500		4,500		4,500		4,500
4500 Forfeiture Funds - Services	0		0		0		47,391		0		0		0
4600 Telephone - Off Campus	299		2,248		2,200		2,200		2,200		2,200		2,200
4614 Allocation-Ins Dept (Discontinued)	360		0		0		0		0		0		0

Rockland County
2020 Budget
Operating Program Budget

SHF - SHERIFF	2017 Actual	2018 Actual	2019 Adopted Budget	2019 Modified Budget	2020 Department Request	2020 Proposed Budget	2020 Adopted Budget
SHF3117A Sheriff - Intelligence Unit (Roll-Up)							
4650 Meals	0	0	0	0	0	0	0
Total Contractual Expense	\$29,688	\$2,343	\$37,200	\$85,501	\$37,200	\$37,200	\$37,200
7100 Allocation-Central Services	11,760	11,800	12,000	12,000	12,000	12,000	12,000
7450 Allocation - Gen Liability Insurance	4,250	3,830	5,000	5,000	5,000	5,000	5,000
Total Allocated Costs	\$16,010	\$15,630	\$17,000	\$17,000	\$17,000	\$17,000	\$17,000
Total Expense	\$213,821	\$236,035	\$569,150	\$592,610	\$585,805	\$586,890	\$586,890
R1211 Allocation-Employee Health Ins Reimnt	586	631	500	500	500	500	500
Total Revenue	\$586	\$631	\$500	\$500	\$500	\$500	\$500
Local Share	\$213,235	\$235,404	\$568,650	\$592,110	\$585,305	\$586,390	\$586,390

TYPICAL DUTY SHIFT FOR A SHERIFF'S DEPUTY

It is not easy to describe a typical day in the life of a Rockland County Sheriff's Deputy. Often, as with most jobs in law enforcement, a shift is unpredictable and atypical. However, there are procedures, routines, and responsibilities that are adhered to that provide guidance and direction for Sheriff's Deputies on patrol.

A Rockland County Sheriff Deputy typically arrives at patrol headquarters thirty to forty-five minutes prior to the start of a shift. Early arrival affords deputies time to prepare their uniforms and personal equipment as required by general orders. This routine task enables deputies to effectively and safely complete patrol responsibilities. Shifts are divided into three basic categories: day (8X4), night (4x12), and midnight (12X8). Deputies assigned to these shifts provide patrol coverage for Rockland County seven days a week throughout the entire year.

Deputies then assemble for a shift briefing where a patrol sergeant is tasked with assigning vehicles, patrol areas, and specific details that need to be accomplished. Sergeants will also provide intelligence, police information, and prior shift activity that enables a transfer of knowledge between Rockland County Sheriff's Personnel and surrounding police agencies. Deputies will then inspect and prepare their vehicles, complete department paperwork, review emails, and begin patrolling the County of Rockland.

The patrol responsibilities of a Rockland County Sheriff Deputy are vast and include coverage of all county property, parkland, and roadways, and calls for service to the county agencies. Rockland County Patrol Deputies enforce vehicle and traffic law, penal law, and local law. Deputies engage in all facets of law enforcement and the subsequent processing, paperwork,

and court appearances. Deputies assist and respond to all Rockland County Agencies including family court, corrections division, social services, and county transportation. Deputies also provide requested backup and manpower for all police agencies operating in Rockland County.

The patrol officers assigned to the Bureau of Criminal Investigations (BCI) provide specialized assistance like crime scene processing, arson investigations, explosive detection, criminal investigation and polygraph services to the road patrol and to the eight other police agencies in the county, the exception being the Town of Clarkstown.

At the conclusion of a shift a deputy is required to complete all paperwork and administrative duties associated with the day's activity. A daily activity report is completed and submitted to the squad supervisor for review. Vehicles and equipment are returned and prepared so as to provide a seamless transition for the oncoming shift. The day ends where it started and a brief interaction with the oncoming shift completes the cycle that occurs seven days a week, twenty four hours a day, three hundred and sixty-five days a year.



OFFICE OF THE SHERIFF COUNTY OF ROCKLAND

55 New Hempstead Road
New City, New York 10956

Telephone: (845) 638-5466

Fax: (845) 638-5035

LOUIS FALCO III
SHERIFF

MARY BARBERA
UNDERSHERIFF



ROBERT VANCURA
UNDERSHERIFF

JEANNE GILBERG, ESQ
COUNSEL TO THE SHERIFF

Community Based Services:

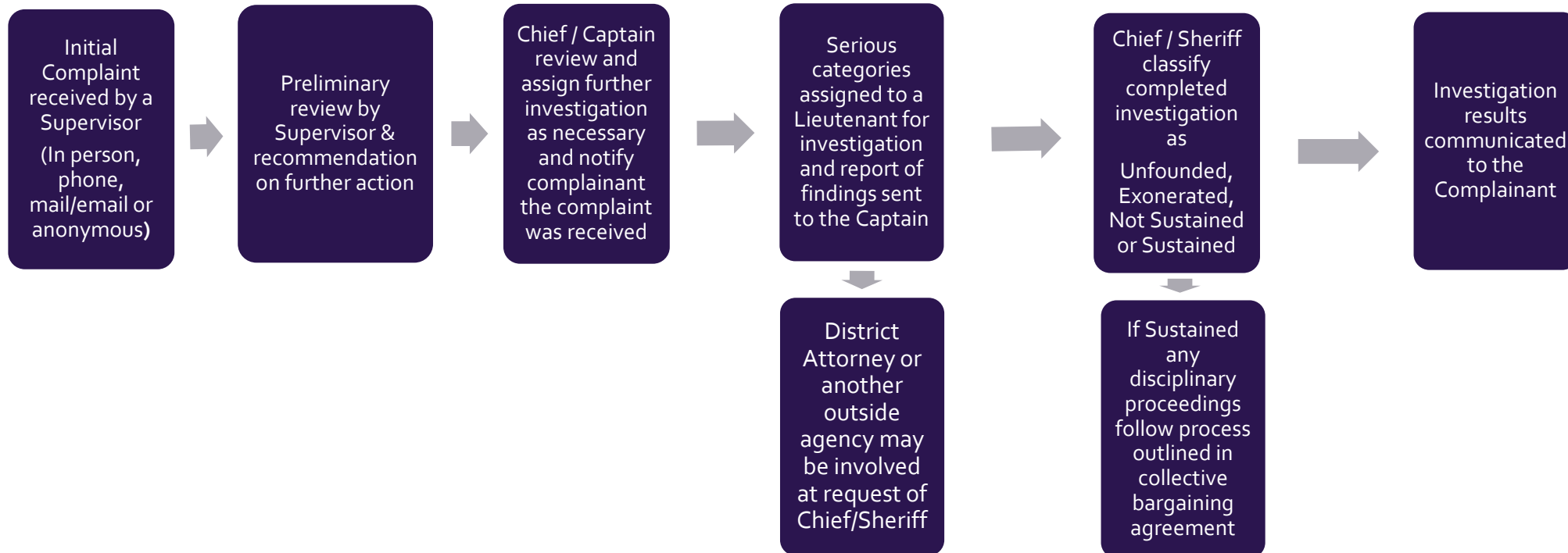
- **Boater's Safety Course**
- **Law Enforcement Career Presentations** - various middle & high schools throughout the county.
- **Forensics/Crime Scene Presentations** to various schools throughout the county.
- **"No-Shave November"** - Officers donate money and raise awareness by growing beards with the approval of the Sheriff for charity
- **Polar Plunge and Penguin Plunge** - Provide logistical support for Two non-profit organizations that raise funds to support children with serious medical conditions.
- **Car Seat installations events** – Parents are educated on properly installing car seats. Free seats are provided when needed (person cannot afford a proper car seat). We offer a monthly fitting station at our Sheriff's Headquarters.
- **K-9 Demonstrations** – Tracking, Explosive Detection and Accelerant Detection canines.
- **Driving Simulator** - A portable cockpit of a vehicle used to educate students about the dangers of texting and driving. It goes to every high school in the county.
- **Drug take back events** – Residents are provided a chance to properly dispose of unused prescription drugs. This is done anonymously. We go out to specific community locations several times a year.
- **Operation Medicine Cabinet** - Same as above except this is a stationary location in our lobby of our building. Access 24 hours a day seven days a week. 3,400 lbs. of medicine collected and destroyed so far this year.
- **Fire Police Course** - Fire police who assist with traffic control at fires and other emergencies, are trained with the Sheriff's office and sworn in by the Sheriff himself.



- **Gun Safety Course (GSC)** –Each person applying for a pistol permit must take a GSC before a pistol permit is issued. This program is given exclusively by the Sheriff’s Office. We will have provided the course to approximately 650 attendees this year.
- **Court Ordered Community Service Program** - This is an alternative to incarceration. There were 512 individuals in the program and 4,096 Hours work community service work was completed in 2019.
- **Internship Program** - Students from the three colleges in Rockland County as well as others, send students each semester to shadow officers in all the divisions and sub units. Students are exposed to all of the possible areas of law enforcement.
- **Marine patrols and Vessel safety Checks** – A continual and ongoing contact between area boaters and Marine Unit Officers to promote boater safety and encourage positive police/community relations.
- **TRIAD** – Sheriff’s, Police and Seniors working together to reduce criminal victimization of our older Americans. In 2019, the TRIAD group provided safety presentations to approximately 2,800 seniors.
- **Yellow Dot** – A program used by TRIAD to notify law enforcement that there is a list of medical available in case of an emergency or a car crash.
- **Project Life Saver/Silver Alert Programs** - programs designed to monitor and track individuals who suffer from illnesses such Alzheimer’s disease or dementia.
- **Animal Abuse Registry** - The sheriff’s Office maintains a listing of people convicted in the area for animal abuse. This registry if open for the public to review via our website.
- **Offender Watch** - A registry of known sex offender residing in Rockland. This registry if open for the public to review via our website.
- **Internet Exchange** – The Sheriff’s Office created designated parking spots at Sheriff’s Headquarters that are monitored and recorded, so that people can safety come and exchange items they have purchased or sold on the internet.
- **Safe Haven** – This office is designated as a safe haven drop off place. This means that a distressed parent who is unable or unwilling to care for their infant can give up custody of their baby, no questions asked.
- **New York State Sheriff’s Institute Summer Camp** – The Summer camp is for boys and girls between the ages of 9 and 12 who, because of economic reasons would not have an opportunity to attend a summer camp or enjoy a summer vacation. The camp is for economically challenged children. Approximately 12 youths are sponsored by the Sheriff’s Office to attend summer camp in upstate New York.



Complaint Process - RCSO



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	
4-R. Physical Evidence Eff. 9/1/19: Consolidated with new 4-A.	12	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	
Part 4 Total	455	
Part 5 - Community Interaction		
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	
Part 5 Total	21	
Part 6 - Mass Casualties and Major Events		
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	
Part 6 Total	18	
Part 7 - Investigations		
7-A. Domestic Violence - Must be a certified Domestic Violence Instructor	14	
7-B. Organized Crime Familiarization/Enterprise Corruption Eff. 9/1/19: Removed.	2	Removed
7-C. Preliminary Investigation and Information Development Eff. 9/1/19: Consolidated with new 4-A.	2	Consolidated w/ 4-A
7-D. Interviewing Techniques Eff. 9/1/19: Consolidated with new 4-A.	5	Consolidated w/ 4-A
7-E. Common Criminal Investigation Techniques (Larceny, Robbery, Auto Theft, Arson, Burglary, Electronic Media) Eff. 9/1/19: Consolidated with new 4-A.	40	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	
7-L. Contemporary Police Problems Eff. 9/1/19: Removed.	4	Removed
7-M. Human Trafficking	2	
Part 7 Total	43	
Part 8 – Reality Based Training		
8-A. Reality Based Training - Must be a certified Reality Based Training Instructor.	Varies	

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	
Total Hours Required for a Basic Course for Police Officers:	699 + RBT (hours vary)	
Notes: Admin Time: Testing Time: PT Testing Time:		
Curriculum Total Hours:		
Reviewed By:	Date:	

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)	

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 2	
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	

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 3	
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	

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 4	
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)	

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 5	
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)	

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 6	
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

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 7 (Range)	
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)	

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 8 (Range)	
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)	

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 9	
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)	

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 10	
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

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 11	
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)	

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 12	
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

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 13	
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

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 14	
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	

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 15	
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

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 16	
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

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 17	
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

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 18	
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)	

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 19	
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

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 20	
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

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			WEEK 21	
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

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

DATE	TIME	HRS	MPTC COURSE TITLES (REQUIRED)	ACADEMY COURSE TITLE (OPTIONAL)
			SUPPLEMENTAL CURRICULUA	
			Conducted Energy Device	
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	
			4U: Aerosol Subject Restraint	
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
			Patrol Rifle	
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	
			4Q: DWI Detection and SFST	
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	

Agenda for Presentation at Executive Order 203 Falco Committee

I. Introductions – Claudette Green, Gabrielle Hamilton, Terri Thal

II. RCENJC Mission Statement

The Rockland Coalition to End the New Jim Crow (RCENJC) works to end the use of the criminal justice system as a tool of racial oppression, and to eliminate the entrenched racism that has allowed a new system of oppression and segregation to form in the wake of each successful campaign for racial equality in our society.

III. Statement of Principle

Rockland Coalition to End New Jim Crow is reluctant to testify at this hearing because we have doubts about the composition of this committee and its genuine efforts to reform policing. That does not mean that there are not people on the committee who want to change the way policing, or more accurately, how public safety should be transformed in Rockland County. We respect their efforts. However, the top down, secretive nature of this entire process leaves us asking many questions. Why has this committee not announced anything publicly? There have been no announcements in the newspapers or social media that these hearings are taking place. People have been hand-picked, and those most adversely affected by biased policing have not been invited to participate, although they should be setting the agenda. Even at tonight's meeting, the public has not been invited to listen in. We feel it is antithetical to the spirit and recommendation of Executive Order 203.

We also take issue with a committee that will deal with issues of race being organized by someone who has posted terrible things about Blacks on Facebook. Additionally, we are concerned about Sheriff Falco's reactionary stances on social justice reforms such as cash bail and exculpatory evidence, as well as provoking disunity in our community through the dissemination of misinformation.

That aside, we would be remiss to not participate. We are here to speak for those who cannot speak for themselves and for those who have not been invited to speak. Genuine reform is both long- and short-range. It involves many phases, with carefully laid plans and opportunities to reflect and make revisions. The proposed reforms have been suggested by people throughout Rockland County; RCENJC has compiled them and offers them as recommendations.

IV. Real Reform – Terri Thal & Claudette Green

1. Uniformity

- All towns and municipalities in Rockland County should comply with the same policing practices. This will provide equal protection to all residents of and visitors to our county, no matter where they travel.
- Merge police departments in towns with more than one. For example, Ramapo should have one police department, not three. Combine the bureaucracies, and retrain the staff to help with some of the new programs in the community that we cite later.

2. Create a Civilian Oversight Committee with subpoena powers in each town.

- Members should include “real” people from the community, not just “Black or brown faces in high places.” More than advisory—liaison between citizens and police; provide a forum for public comments and complaints; educate the public about police guidelines on police training, hiring, complaints, and resolutions; and review regulations on police interactions with individuals and the public.

3. Revise the way police are promoted.

- Currently, the numbers of summonses and arrests a police officer generates counts heavily toward promotion. It is not surprising that some communities are subjected to over-policing. The need by police to generate “numbers” to move forward professionally leads to people being arrested for minor offenses, especially in Black and brown communities, and, too often, to death.
- Provide incentives for police who volunteer in the community and those who achieve a higher educational level as well as those who practice harm reduction without deadly encounters with the community.

4. Demilitarize the police. Police are not soldiers.

- There is no reason why police departments should have military-grade assault weapons, tanks, and other equipment used in warfare. Possessing these communicates fear and aggression toward the community, and creates further mistrust; and those weapons should not be used by police.
- “Warrior training” should not be tolerated. It imbues police with the readiness to kill, and has an adverse effect by making people feel less safe.
- Return military weapons to the Federal Government, or junk them: Tanks, guns, war grade teargas, armor, drones, etc.
- Reduce the staff needed to keep and maintain the military equipment.

5. Redirect police responsibilities.

- A study by *The New York Times* showed that nationwide, police spend approximately 4% of their time handling violent crime (homicide, robbery, rape, and aggravated assault). Non-violent crime takes up less than 33% of police time. The rest of their time is spent on routine, noncriminal calls for service (including traffic problems). Unfortunately, some of these routine calls, especially when Black people are involved, have resulted in deadly encounters.
- Police should not be tasked with situations such as medical emergencies, mental health crises, homelessness, and family disputes. These are best handled by professionals who are trained to respond appropriately and de-escalate.
- Schools need more counselors, not police, whose presence in schools can trigger and traumatize children, and who are not professionally trained to work with children.

6. Reallocate some of the funds traditionally used to increase law enforcement resources in poor communities to underwrite affordable housing as well as socially useful programs and scholarships that offer mental health, technological, and other training that leads to employment.

- Increase and use recreational programs and jobs for at-risk teens
Reduce each police department’s budget by 2% each year over the next 10 years.
With the savings, fund community services such as a Mental Health Task Force and re-entry programs that include housing, food security, medical care and job training for those returning from incarceration, and resources for the homeless

7. Training/Professional Responsibilities

- All police personnel must be mandated reporters and should be required by law to report any incidents of racial profiling, racist language, and racially biased incidents by fellow officers.
- Any police officer who falsifies evidence or is involved in wrongful arrests must be reported and suspended or removed from job.
- All police officers who are present when an officer is involved in excessive force must intervene to stop the force, or they will be found guilty and subject to the same penalties.
- De-escalation tactics must be part of police training.
- Police should be offered incentives for achieving a higher educational level.

8. Budget/cost savings

- Eliminate the horses of the Sheriff’s Department that are used for crowd control, and reduce the staff needed to maintain them.
- Suspend the paid administrative “leaves” for police under investigation. Require the police union to be liable for misconduct settlements.
- Eliminate 50% of all police cars. Reinstigate community policing in downtown areas of Rockland and restore the cop on the beat.

9. Safety & Violence Prevention

- **Body cameras should be mandatory.**
- Investigate and eliminate profiling of any oppressed group: indigenous, LGBTQ, People of Color, immigrants, women.
- The DA should investigate all charges of corruption or sexual abuse at the jail or in the local police departments, and prosecute as called for.
- The DA should investigate allegations of false arrests, profiling, police harassment, or excessive use of force. These should be prioritized and attended to before any other business.
- All new police officers must reside in the communities in which they work.
- Correct the disparities in hiring and advancement of oppressed groups, such as women and LGBTQ groups

V. **Mental Health Unit Proposal** – Gaby Hamilton

VI. **Questions** – All

Public Comments

Received at Policeplan@co.rockland.ny.us

Auto Response: Automatic reply: Disrespect and abuse of sheriff when they enter the village of Haverstraw

Silent assassin <fokwando@aol.com>

Mon 2/22/2021 10:07 PM

To: Policeplan <policeplan@co.rockland.ny.us>

ATTENTION: This email came from an external source. Do not open attachments or click on links from unknown senders or unexpected emails.

Hello, I am unavailable to read your message at this time.

Disrespect and abuse of sheriff when they enter the village of Haverstraw

ASSASSIN 1 O <fokwando@aol.com>

Mon 2/22/2021 10:07 PM

To: Policeplan <policeplan@co.rockland.ny.us>

ATTENTION: This email came from an external source. Do not open attachments or click on links from unknown senders or unexpected emails.

I would like to attend this meeting in person if I can or sit with your board to show you how disrespectful the Sheffield department are.

This department is not racially balanced. Your officers need race relations training. Proper interpersonal communication within the community plus they also need to serious refrain their disrespect toward Hispanic in our village. Their abusive when they stop Hispanic . They give out 7-8 tickets to one vehicle.

I am a retired New York City correction officer with 23 my command was Rikers island.

I am also a retired United States Army veteran with 32 years of service.

I have had my share of disrespectful and serious rude display from your officers.
I can provide proof.

Private

Recommendations regarding the proposal for the police reform

JOEL V TAVERAS <jtaveras@coiny.org>

Tue 2/23/2021 12:32 PM

To: Policeplan <policeplan@co.rockland.ny.us>

ATTENTION: This email came from an external source. Do not open attachments or click on links from unknown senders or unexpected emails.

Good afternoon,

To whom It May Concern:

We would recommend as part of the plan to:

1. Stablish annual formal Disability Awareness and Sensitivity training for the police force; and
2. Create opportunities for individuals with disabilities, who would like to serve in the police force at certain level, e.g. dispatcher, receptionist or another capacities that his/her disability allows to perform.

Respectfully

Joel V. Taveras

CDPAS Regional Director

CONCEPTS OF INDEPENDENCE. INC.

50 Samsondale Plaza, suite 207

West Haverstraw NY 10993

P: (845) 241 – 5222, ext. 103

F. (888) 553 – 9012

WWW.COINY.ORG



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Comments for Rockland County Police Plan

Bruce Levine <LevineBruce@msn.com>

Fri 3/5/2021 9:33 AM

To: Policeplan <policeplan@co.rockland.ny.us>

 1 attachments (16 KB)

Innocence Project Police Reforms Survey.docx;

ATTENTION: This email came from an external source. Do not open attachments or click on links from unknown senders or unexpected emails.

Dear Rockland County Policing Committee,

Attached is a copy of my comments sent to the Town of Ramapo. They also apply to Rockland County. They are not from the Innocence Project directly but are informed by Innocence Project ideas for reform. Please treat these as comments to your own plan.

Bruce M. Levine
9 Robin Hood Road
Montebello, NY 10901
845-825-1439

Innocence Project and Other Police Reforms

Recommendations from Bruce M. Levine

Ramapo must undertake an information gathering process in the Town of Ramapo including villages.

Ramapo should explicitly identify any barriers to implementation of reforms. Some barriers may be financial. Others might relate to physical spaces used by law enforcement.

The Issues

Videotaping all suspects under interrogation and preservation of same (including mandatory use of body cameras) and preserve the tapes for 10 years after conviction.

Require “double blind” or neutral procedure for lineups where neither the administrator nor the eyewitness knows who the suspect is, Witness Identification processes should be videotaped if in lineups and preserved otherwise

Every police officer should have and wear a Body Cam on their shift. Every interaction with public should be videotaped. Preservation of body cam and other video evidence or potential evidence should be required for any arrest or any investigation of a potential or actual crime scene. Preservation should be for ten years in case of conviction.

In Lockups/Jail, use of videotape should be studied and used in any area where questioning takes place.

Preservation of all DNA evidence should be required. Is there a backlog in testing of Town police collected DNA, including in rape kits? If so, this should be addressed.

Complaints against officers – does the Town Supervisor see each one? How are they investigated, is evidence preserved, what procedures/discipline are considered. New hires from other departments should have complaints/discipline required before decision and shared with town board.

Already have anti-racism/other types of discrimination training mandated in your proposal. Should be required for every officer every two years.

Diversity in policing and in supervisory roles. Survey was done but did not clearly analyze diversity in supervisory personnel.

Racial bias in policing contributes to the wrongful incarceration and conviction of innocent Black people and is also seen in arrest quotas, the use of surveillance technologies like facial recognition software to identify suspects, predictive policing tools, and gang databases. This

needs to be specifically addressed by reviewing current practices, instituting reforms and requiring regular reporting to Supervisor.

Research also shows that strong unconscious racial biases associating Black people with criminality persist — in an investigation these biases could result in officers locking in on a suspect who conforms to the stereotypes and assumptions they hold, instead of conducting a comprehensive investigation into all potential suspects. This often becomes the first step toward wrongful conviction. This needs to inform all police investigations and interactions with the public.

Ramapo should also develop policies to improve re-entry results for convicted individuals released on probation or who have completed sentences. Ramapo should ban the box in its own job applications except for law enforcement jobs.

Ramapo should also examine law enforcement issues within family court and youth court -type settings.

Need to repeal the Rockland County Police Act which effectively prevents most hires of minority staff in the top levels of law enforcement in our county. It's an old act not contained in uniform code.

Comment from Rockland People's Panel of Policing

Rockland People's Panel on Policing <peoplespanelonpolicing@gmail.com>

Fri 3/5/2021 4:21 PM

To: Policeplan <policeplan@co.rockland.ny.us>

📎 1 attachments (773 KB)

RPPP Report Summary_March 5, 2021.pdf;

ATTENTION: This email came from an external source. Do not open attachments or click on links from unknown senders or unexpected emails.

To Whom it May Concern,

The Rockland People's Panel on Policing was formed in November 2020 to hold public hearings and submit a report pursuant to State of New York Executive Order 203. As part of our scope of work, we are commenting on the final reports and public process of the various E0203 panels in Rockland County.

Today's submission is in response to the Proposed Agency Plan for Police Reform and Reinvention Regarding the Rockland County Sheriff's Patrol jointly presented by Rockland County Executive Edwin J. Day, and Rockland County Sheriff Louis Falco III.

This draft version of our report entitled: *End Racially Biased Policing: Improve Public Safety* will be supplanted by a final version on Wednesday, March 10. This draft is being provided to comply with the 5:00 pm, March 5, 2021 deadline for public comment on the County Executive and Sheriff's report.

As a document that represents the work of hundreds of people throughout all of Rockland County, in a process led by a BIPOC Steering Committee, we ask that our report be distributed to the members of the Rockland County Legislature prior to your vote on a Resolution of adoption on the Day/Falco report. Further, we implore the Rockland County Legislature to fulfill the spirit of EO203 and hold a widely publicized, public hearing on the Day/Falco report prior to your adoption of the Day/Falco report.

The Steering Committee of the Rockland People's Panel on Policing will make ourselves available at the convenience of the Rockland County Legislature to present our complete report.

Sincerely,

Rockland People's Panel on Policing Steering Committee

Bill Batson, Neley Garcia, Nikki Hines, Hon. Michael Lockett, Rev. Everett Newton,
Sherry McGill, Fr. Owen C. Thompson

Rockland People's Panel on Policing (RPPP)

- Website: rocklandppp.org
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ROCKLAND PEOPLE'S PANEL ON POLICING

END RACIALLY BIASED POLICING,
IMPROVE PUBLIC SAFETY

E0 203 REPORT SUMMARY



INTRODUCTION

The Rockland People’s Panel on Policing was formed as a response to the police murder of George Floyd and the issuance of Governor Cuomo’s Executive Order 203, promising to give voice to those most affected by negative interactions with police. The group aims to give a voice to those most affected by police misconduct. This diverse, BIPOC-led volunteer committee is committed to elevating the voices of the community that has borne the brunt of racial animus in the United States for the preceding 401 years.

Governor Andrew M. Cuomo’s Executive Order No. 203, the New York State Police Reform and Reinvention Collaborative, which recognizes 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.”¹

The Governor, through the state’s Division of the Budget and Division of Criminal Justice Services, has directed all of Rockland County’s thirteen arresting agencies, including Rockland County State Police, Sheriff’s Department, Park Police, and MTA, the town departments of Clarkstown, Orangetown, Haverstraw, Ramapo, and Stony Point, and the village departments of Piermont, South Nyack/Grand-View, Spring Valley, and Suffern² to engage with community groups and local stakeholders—especially those most harmed by police violence - in creating “locally-approved plans for strategies, policies, and procedures.”³

Given the enormity of this endeavor, we believe Governor Cuomo should extend the April 1, 2021 deadline for EO203 and enact a civilian review council that has subpoena power to fully investigate all of the racially charged misconduct in Rockland County and throughout the state. Unlike the overwhelming majority of the EO203 panels operating in our county, Rockland People’s Panel on Policing is an “open, participatory

group dedicated to representing the voices of all Rockland County residents—and particularly the voices of Black, Indigenous, and People of Color (BIPOC) who have been most directly impacted by police violence and the unjust legal system in our county and our country.”

Our report has been researched and put forth in the names of those that police have murdered in the State of New York, including Anthony Baez, Sean Bell, Amadou Diallo, Patrick Dorismond, Ramarley Graham, Eric Garner, Akai Gurley, Ousmane Zango, Kenneth Chamberlain Sr., Layleen Xtravaganza Cubilette-Polanco, and Rockland’s own Tina Davis and Herve Gilles.

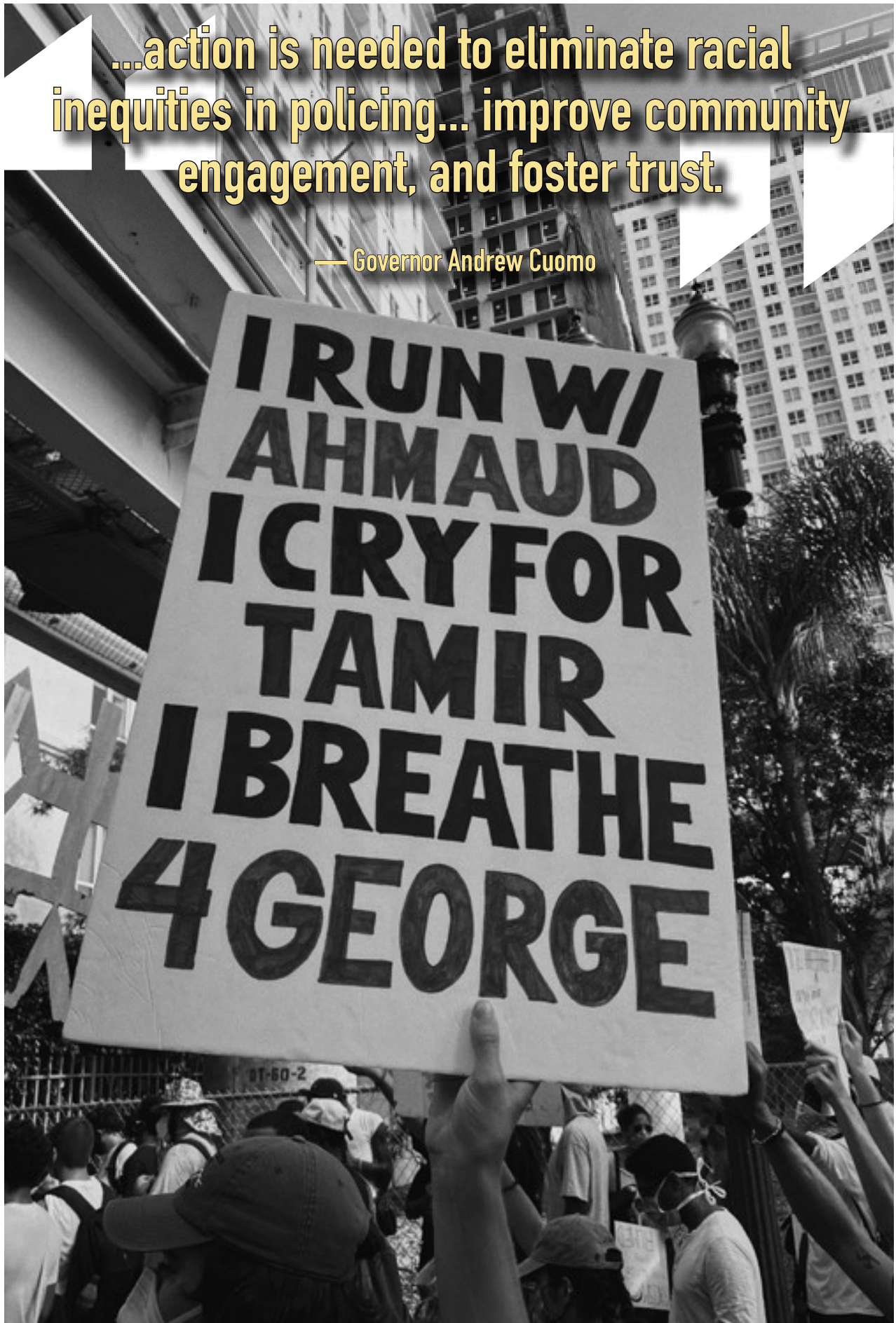
Through collaborative research, public hearings and individual stories from those impacted by police misconduct and brutality in Rockland County, the Rockland People’s Panel on Policing also calls for 10 immediate actions to end racially biased over-policing ■

Our Demands: 10 Urgent Actions to End Harmful, Racially Biased Over Policing in Rockland County

- Ban the Stun Gun
- End Local Law Enforcement Collaboration with ICE
- Investigate Known Misconduct in the Sheriff’s Department
- End Marijuana Arrests & Prosecutions
- Review and reallocate police budgets and resources
- Withdraw the Police from Schools, Hospitals, and Mental Health Facilities
- Develop a countywide mental health support network
- Demilitarize the Police
- Investigate Personnel ties to White Supremacist
- Enact real civilian oversight of police misconduct

...action is needed to eliminate racial inequities in policing... improve community engagement, and foster trust.

— Governor Andrew Cuomo



PORTRAIT OF THE PROBLEM



NATIONAL CONTEXT

Racially motivated police violence and killings are an epidemic in this country. While violent crime has been steadily decreasing since the 1990s, homicides by law enforcement have increased sharply since 2000. According to a 2014 national study of publicly⁵ accessible federal data, young Black men are 21% more likely to be killed by police officers than their white counterparts.⁶

As of February 2021, police have killed 992 people in the past year, on pace to nearly double the average rate of police inflicted death since 2015.⁷ Over the course of the last three decades, American police forces have been militarized, largely through federal funding, which has offered state and local police forces military-grade weapons and equipment with little to no public input or oversight.⁸ Paramilitary policing, which was intended to protect communities from hostage situations and active shooters, has instead been shifted into standard police investigations, which disproportionately impact communities of color.⁹ Police budgets have grown exponentially in recent years, rising by 46% nationally since 1995, and in some areas even more.¹⁰ However, a recent analysis of policing in major cities across the country—including New York City—has shown that only 4% percent of police work involves violent crime, and only 33% of police work involves non-violent offenses.¹¹

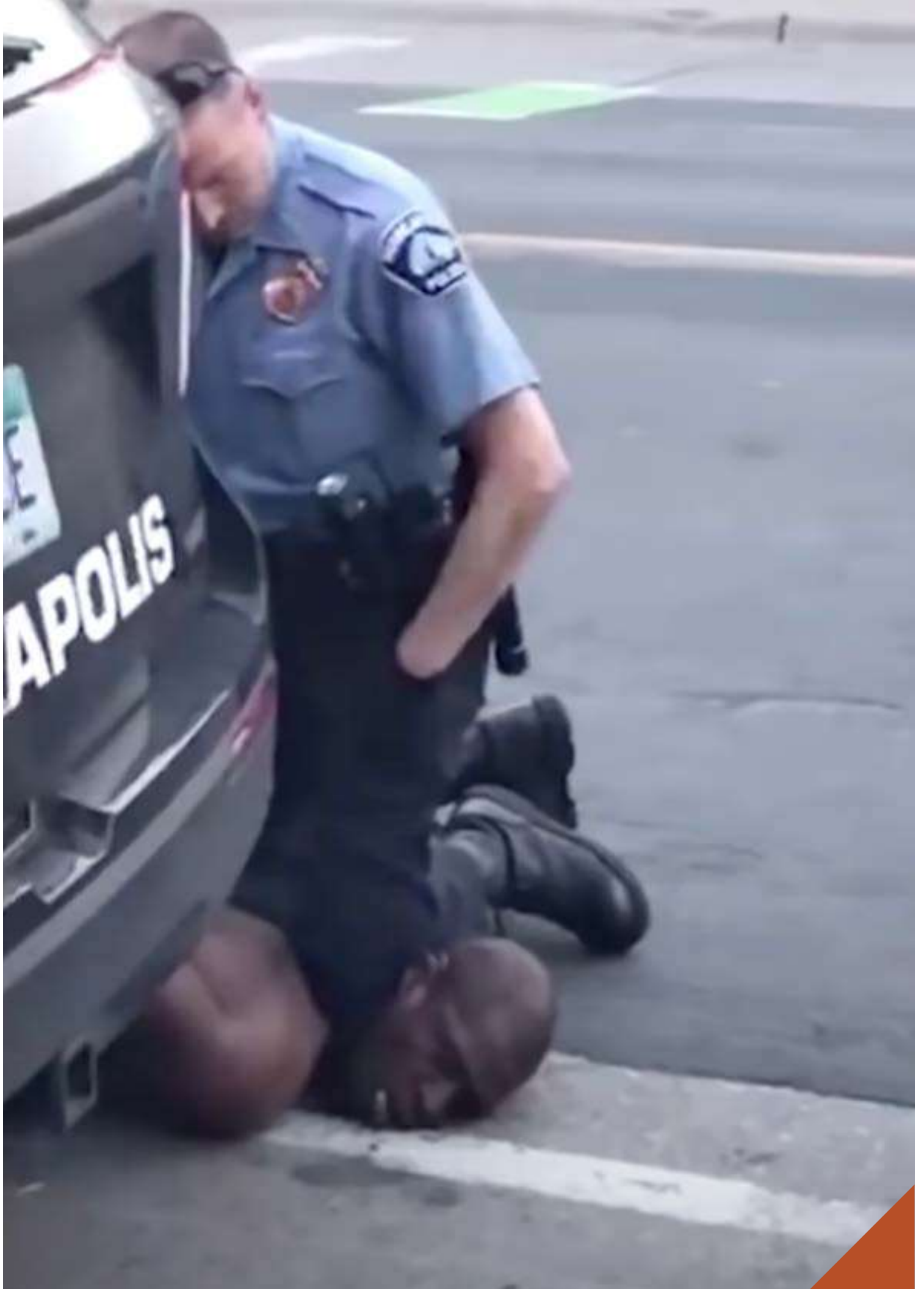
ROCKLAND COUNTY

Like the rest of the country, crime in Rockland has been decreasing steadily. Between the years 2015 and 2019, crime decreased by 24% and violent crime decreased by 27%.¹² In spite of this trend, police salaries have increased at the county and town level by 12% and 19% respectively from 2010 - 2018. For the 2018 - 2019 fiscal year, the average salary for the nine town and village police forces is \$149,481, compared to the average salary for other employees, which was \$54,405 in those same towns and villages. New York State's highest-paid town employee was Rockland County's own Brad. R. Weidel, Police Chief in the town of Ramapo, who made \$384,685 in 2020.¹³ As of 2019 the top two town police salaries in New York State are Clarkstown and Orangetown, ranking number one and two respectively, and the number three village police salary in New York State is South Nyack/Grand-View.¹⁴ Rockland County police are among the highest paid police in the nation — even outstripping the salaries of officers in California — the state with the highest paid police. The top-ranking metropolitan area of San Jose, Sunnyvale, and Santa Clara metropolitan area had an average salary of about \$121,090 in 2019— an astounding \$28,391 less than Rockland county's average town and village police salaries for the same year.¹⁵

So, what are we, the people of Rockland County, really paying

for? In Clarkstown, the town with the highest level of reported crime in Rockland County and also the highest town police salaries in the state only 5% of crimes reported in 2019 were indexed as violent.¹⁶ Countywide arrests in Rockland have declined at a significantly higher rate than other areas outside of New York City. Total arrests in the district have declined by 29% since 2010, and felony arrests have declined at the same rate. Statewide, the declining rates of arrest in New York outside of New York City declined by 19% and felony arrests only declined 13%.¹⁷ However, despite all of these declining rates of crime, policing in Clarkstown made up over 31% of the town's total budget for 2020. This story is similar across Rockland County.¹⁸

It is critical that local law enforcement does not replicate the harm done to South Asian, Arab, and Muslim communities. This has unfolded through the NYPD's infiltration of mosques, interrogating universities' Muslim Student Associations, and harassing women wearing hijabs and continued in various forms despite the policy changes that were an outcome of Raza vs. The City of New York. While the South Asian, Arab, and Muslim population(s) of Rockland are a minority in the county and have not reported being subjected to discriminatory treatment by the County Sheriff's Counter-Terrorism office, ■



BAN THE USE OF STUN GUNS



Stun guns, a weapon meant to do as the name suggests — stun — are actually killing Americans at an increasing rate. Once thought of as non-lethal, the 50,000 volts of electricity shot through these “immobilizers” are proving fatal across the country and right here in Rockland County. During testimony in our first hearing, we heard from three families whose lives have been shattered by the use of the stun gun. Police officers fired stun guns into Tina Davis, Kenny Diaz and Kenneth Chamberlain Sr.—Davis and Chamberlain Sr. died.

BACKGROUND

The word “Taser” is a colloquial term for a stun gun. The brand Taser is from the company Axon Enterprise, formerly Taser International. Tasers are used by police to “stun” or immobilize

a suspect with 50,000 volts of electricity. Although presented as a “non-lethal” way to apprehend a person, studies have found that “[Electronic Control Device] stimulation can cause cardiac electrical capture and provoke cardiac arrest resulting from ventricular tachycardia/ventricular fibrillation.” We also know from the January 4, 2020,²⁹ police-involved death of Tina Davis here in Rockland County, as well as other real-life tragedies across the nation, that this device kills.³⁰

Reuters reports that 94% of America’s police agencies use tasers, and of the 1,081 cases where people have died after being shocked with electricity by police, at least 32% of the people were Black.

According to its public policy platform, The National Alliance on

Mental Illness (NAMI) “calls upon the states and the federal government to fund and promote research that documents the incidence of use of these devices and investigates both the short term and long term physical and psychological impact on people who have experienced the application of such devices. This research also should determine the potential dangers associated with risk factors, including but not limited to age and pre-existing medical conditions.” The NAMI platform also states that “Each use of these devices should be investigated by the respective law enforcement agency or institution in the same way that use of a firearm would be investigated by a law enforcement agency.

Without prior knowledge of the medical condition of an individual, firing a stun gun is playing Russian roulette. ■

WITHDRAW POLICE FROM SCHOOLS



“No data indicates that police in schools improve either the students’ mental health, educational outcomes, or their safety—indeed, in many cases they are causing harm. When in schools, police do what they are trained to do—detain, handcuff, and arrest. This leads to greater student alienation and a poorer school climate,” according to the ACLU.⁴⁰ In the report *We Came to Learn, The Advancement Project*, reports that Black youth are five times more likely to be arrested in school than their White peers which is

a reality that results in instances such as South Carolina high school students, Niya and Shakara being arrested after Niya recorded a school police officer flipping Shakara over a desk and dragging her out of the classroom after she refused to give her phone to a teacher.⁴¹

In a recent incident in the Nyack Schools District, police were called on a five year old, who they interviewed without her mother being present.⁴²

School Resource Officers (SRO’s) have become enforcers of the school-to-prison pipeline, the phenomenon that overpoliced and over disciplined BIPOC children are more likely to get shuffled into the criminal justice system as adults than their white peers. SROs lead to more suspensions and expulsions of BIPOC students, which in turn makes them three times more likely than their white peers to enter the criminal justice system in their adult lives. ■

END MARIJUANA DRUG ARRESTS



With New York State on its way to legalizing adult-use marijuana, Rockland County police departments must end Marijuana drug arrests. With the inception of the Rockefeller Drug Laws in 1973, Black and Brown New Yorkers have been disproportionately arrested for low-level drug offenses.

According to the Drug Policy Alliance, Black and Latino people

make up only 33% of New York State's population, yet they comprise nearly 90% of those currently incarcerated for drug felonies. This is one of the highest levels of racial disparities anywhere in the nation.

And despite changes to these laws, data shows that in New York State, from 2002 to 2017, non-Hispanic Blacks had the highest arrest rate, followed by Hispanics, and non-Hispanic Whites,

according to the Data Collaborative for Justice at John Jay College.

It's clear New York's marijuana policies have been a profound and costly failure. Given this proof, the RPPP is calling for an end to marijuana drug arrest and for individuals currently incarcerated for cannabis charges to have their records expunged, as the drug was decriminalized in New York State in 2019. ■

END LAW ENFORCEMENT COLLABORATION WITH ICE



All New Yorkers, regardless of immigration status, want to lead open lives. The New York for All Act offers protections that help make this possible, by prohibiting all local law enforcement and state agencies from conspiring with ICE or participating in its cruelty.

Immigrants who come in contact with law enforcement — specifically those who are Black or Brown — are often transferred to Immigration and Customs Enforcement (ICE) detention and some are put on a fast track to deportation. “To

facilitate this process, local law enforcement agencies frequently coordinate with federal immigration authorities, through a complex web of cooperation programs and databases to flag immigrants who come into contact with the criminal legal system and shuttle those people into the immigrant detention and deportation system,” according to the National Immigration Justice Center.

When ICE was reportedly making raids within Rockland County in July 2019, Sherriff Falco’s response was that, “his department will work

with ICE on criminal cases but not to apprehend people for being undocumented.”

Most recently, Spring Valley resident Paul Pierrilus was deported to Haiti, a country where he has never been, in spite of President Biden’s 100-day moratorium on such deportations and Congressman Mondaire Jones’ interference with ICE’s first attempt to do so.

We are demanding that law enforcement throughout Rockland County cut all ties to ICE. ■



INVESTIGATE THE ROCKLAND COUNTY SHERIFF'S DEPT.



On September 11, 2020, two Rockland County Sheriff's Office Corrections Officers were indicted on over one hundred counts of wrongdoing including "sexual mistreatment of female minority inmates"⁴³ in our County Jail.⁴⁴ The abuse of incarcerated women of color in New City are not isolated events, but the symptom of a culture of racism in Rockland law enforcement, which relies on the complicity of its leadership.

On July 25, 2019, Ferdy Jacinto-Martinez died in the hospital following an encounter with corrections officers in the Rockland County Correctional Facility. Though New York State Attorney General Letticia James did not press charges against the officers, the report did

reveal serious issues regarding the officers involved and the Sheriff's office itself.

Sheriff Louis Falco III, the highest ranking uniformed law enforcement officer in our county, has himself engaged in well-documented public race-baiting. Over a period of three days in June, 2020, Falco shared a series of news stories on his personal Facebook page that singularly depict Black people committing terrible crimes. When confronted about the content, he excused the posts by saying he meant to send them as private messages.


Some of Sheriff Falco's posts came from white supremacist and neo-Nazi sources, including one article taken from DailyArchive.

org, a website known for white nationalist views. Sheriff Falco's posts received hundreds of likes and comments on Facebook.

Some of his followers posted threats of violence toward Black people to the comment sections of Falco's posts, referring to Black people as "dogs" and "apes" and invoking statements such as "Kill the bastards," "Bring back public hangings" and "shoot the perp, save the courts." Falco did not discourage or delete these comments until public outcry drew media attention and he removed the posts from his Facebook page.

The RPPP is calling for an in-depth investigation into these incidents and others at the Rockland County Sheriff's department. ■

DEMILITARIZE THE POLICE



Under the guise of arming local police in the “war on drugs”, the US Congress passed a National Defense Authorization Action in 1997, which allowed for law enforcement agencies to acquire excess property from the Department of Defense. Dubbed in the media as the “1033 Program,” referring to the numbered section of the 1997 NDAA that granted authority to the Secretary of Defense to transfer defense material to federal state and local law enforcement agencies, the NDAA continues to be renewed each fiscal year.

After the national display of militarization against peaceful protestors in Ferguson, MO, President

Barack Obama halted 1033 by executive order. Not two years later, President Donald Trump lifted this order. Mimicking the national trend, our local police forces in Rockland have increased in militarization and surveillance. While the full breadth and depth of these enhancements is unknown at present, we do know that The Hudson Valley Park Police received twelve 5.56 millimeter assault rifles, and Ramapo police received a military grade infrared light aiming kit from the U.S. Department of Defense. Perhaps most alarmingly, Clarkstown Police received even more items from the DoD, including twenty-three 7.62 millimeter assault rifles, a night vision viewer and night vision goggles, and

an armored truck, valued at \$65,000. Clarkstown also operates two high-end drones, and has signed a contract with Amazon—along with six other Rockland County precincts—to use neighborhood surveillance data through its Ring™ home security cameras.

The Rockland People’s Panel on Policing calls for a full review of the military and surveillance equipment in all of the county police forces. We support the two bills introduced in June 2020 in the NYS Assembly and Senate that would prohibit a state or local law enforcement agency from receiving or purchasing the specific property from a military equipment surplus program operated by the federal government. ■

INVESTIGATE AND REMOVE PERSONNEL WITH TIES TO WHITE SUPREMACIST ORGANIZATIONS



The Rockland People’s Panel on Policing is urging that police officers who are sworn to protect and serve all the residents of our county remain impartial and unbiased regarding political parties and peaceful protest movements.

If the same seditious behavior that recently paralyzed our nation’s capital repeated itself here in Rockland County, the intervention of impartial enforcement officers would be required to protect life, property, and civil society. Last month, the

Rockland People’s Panel on Policing sent a letter to all police departments in our county asking if they have taken steps to determine if any of their personnel participated in the criminal acts of sedition in our nation’s capital on January 6, 2021.

On February 17, the chairman of the House Homeland Security Committee and the NAACP filed a lawsuit against former President Donald Trump, his attorney Rudy Giuliani, the Proud Boys and the Oath Keepers for violating the 1871 Ku Klux Klan

Act. The lawsuit accuses them of inciting the Jan. 6, 2021 Capitol riot to prevent the certification of the 2020 presidential election.

The Rockland People’s Panel on Policing calls upon all police departments in our county to terminate any personnel who are members of the Proud Boys, the Oath Keepers or any other white supremacist organizations or who participated in any way with the insurrection in our nation’s capitol on January 6, 2021. ■

REVIEW & REALLOCATE POLICE BUDGETS AND RESOURCES



Rockland County taxpayers pay the second-highest property taxes in the United States. This is in large part because we are funding costly, excessive law enforcement budgets.

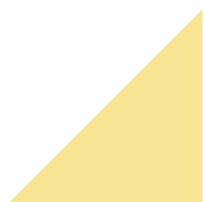
As we noted in *The Portrait of the Problem* above, Rockland police receive among the highest annual compensation in the country—averaging \$149,481 per officer. Other major unnecessary expenses—like the Sheriff’s Mounted Unit—contribute to the bloated police

budgets across Rockland, as do the expenses of lawsuit settlements, such as the \$300,000 paid by Clarkstown in the case brought by We the People (even when the settlement is paid by an insurance company, the rising insurance cost is borne by taxpayers).

Effective law enforcement departments should pay fair wages for well-trained officers focused on maintaining peace and serving the community. Excessive salaries and overtime often result from a lack of

effective checks and balances and a lack of accountability. Overtime is sometimes necessary for public safety, but it is often abused and overused.

Our core recommendation to review and reallocate police budgets is that every contract negotiation includes representatives of the community served by the agency and always centers the voices and experiences of people of color. served by the agency and always center the voices and experiences of people of color. ■



DEVELOP A COUNTYWIDE MENTAL HEALTH SUPPORT NETWORK



On January 4, 2020, after being handcuffed and shot with a stun gun by the police during a mental health episode, Tina Davis, a Spring Valley resident, died. Her death reflects the risk of death by law enforcement that individuals in a mental health crisis face, a risk compounded for people of color. The nonprofit Treatment Advocacy Center estimates that those with an untreated mental illness are 16-times more likely to be killed in a police encounter than are other people approached by law enforcement. Black and Brown men are two-and-a-half times more likely to die. A 2016 study reported in the American Journal of Preventive Medicine estimated that 20% - 50% of fatal encounters with police involved a person with mental illness.

The Mental Health Committee of the Rockland Coalition to End the New Jim Crow (RCENJC) was formed in the wake of Tina Davis' death. Over

the past six months, the Committee has studied how Rockland County can 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 at the hands of police.

The RCENJC Mental Health Committee includes people living with mental illness and mental health clinicians who work with agitated individuals who may act in a bizarre manner. We know that police always pose the threat of lethal force and can escalate a mental health crisis to a dangerous level. People with mental illness, especially those of color, can easily be triggered by police uniforms, lights, guns, and harsh commands, causing them to become more agitated. Many families struggle alone to calm a volatile or distraught loved one, too

afraid to call 911 because of the threat of lethal force. Those who do risk calling 911 suffer devastating guilt and trauma if their family member is arrested, injured, or killed.

The RPPP supports the finding and recommendations of the RCENJC, including the call for a countywide Crisis Assistance Helping Out On The Streets (CAHOOTS) model in Rockland County. CAHOOTS, created and used in Eugene, Oregon, is noted in the 203 Resources and Guide. A CAHOOTS team consists of a medic (a nurse, paramedic, or EMT) and a crisis worker. Staff are not law enforcement people, do not carry weapons, and use their training and experience to ensure a non-violent resolution. 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. ■

ENACT A REAL CIVILIAN OVERSIGHT OF POLICING IN ROCKLAND COUNTY



Law enforcement in the United States operates under a shroud of secrecy with far less accountability than other institutions, both public and private. As long as police officers are given qualified immunity – which the New York State Bar Association calls a “Jim Crow defense” – they essentially have a license to kill civilians, especially Black and Brown people. It is an all too common pattern across the United States for law enforcement officers to brutally hurt or kill Black and Brown people and face no consequences. The badge an

officer wears acts as a legal shield that permits them to commit crimes without consequences.

It is impossible to overstate the pain that a family goes through after a police killing, and the lack of accountability that officers and departments face is salt in the wound. We, the Rockland People’s Panel on Policing, declare that without holding police accountable to the communities they claim to serve, there is no justice in policing. That is why we are calling the County to contract with NACOLE on establishing a county-

wide, citizen-led civilian oversight board.

Establishing civilian oversight that listens to the needs of the people and has the power to determine when a function of law enforcement is not acting in the needs of the community is an urgent prerequisite to rectifying the trust between law enforcement and communities. After all, police are meant to answer the needs of the community to make us all safer. If we truly believe that Black Lives Matter, establishing civilian oversight is a necessary mechanism to put those words into action. ■

ROCKLAND PEOPLE'S PANEL ON POLICING

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