

VILLAGE OF RED HOOK WORKSHOP MEETING
VIA RING CENTRAL
January 7, 2021

Present: Mayor Ed Blundell, Deputy Mayor Bent Kovalchik, Trustee Jennifer Norris, Trustee Charlie Laing, Trustee William Noonan and Village Clerk Lara Hart.

Mayor Blundell stated the Village Board Workshop Meeting is held in compliance with Open Meetings Law per Executive Order 202.1 and 202.72.

Mayor Blundell opened the January 7, 2021 Village Board Workshop Meeting via ring central at 7:00 pm with a quorum.

Mayor Blundell did a Roll Call for attendance.

Mayor Blundell – yes

Deputy Mayor Kovalchik – yes

Trustee Norris – yes

Trustee Noonan – yes

Trustee Laing – yes

Mayor Blundell reminded this is a formal meeting of the Village and was noticed with media, website and at the Village Hall. Mayor Blundell said meeting is formal it is viewed more as an idea session where ideas and concepts can be discussed and tonight will be centered on Police Reform and Redesign.

Mayor Blundell announced that the Next Village Board meeting will be held on January 11, 2021 and the next workshop will be held on January 21, 2021.

Mayor Blundell indicated that when Governor Cuomo issued Executive Order 203 the Village started working with Dutchess County and that multiple meetings were held and Police and County entities provided their expertise.

Mayor Blundell started the meeting referencing the **Dutchess County Police Reform and Modernization Collaborative Booklet** and advised that the Board, himself and Stakeholders have had the benefit to read the book since late December when it was released.

Mayor Blundell referenced pages 26-27: Section “themes and priorities” and “group discussions and submissions”....

Body worn cameras create clear policies to require their operation, and set guidelines for the release or footage; increase the number of positive non-enforcements contacts law enforcement officers have with residents of their community, providing community relations, and expanding their involvement in community events and activities (i.e. sports leagues, non-profit programs, etc.); increase transparency regarding use of force incidents and collect and publish data on such incidents as well as traffic stops, arrests and searches, including demographic data of the individual involved; require agencies to adopt internal/external procedural justice as their guiding

principle; adopt a community engaged police making process which elicit the help of a group of Community members to review and/or revise general or special orders that substantially impact the community; increase diversity of law enforcement workforce; ensuring that the efficacy of training is evaluated routinely, and that experimental and scenario based training are utilized whenever possible.

Mayor Blundell felt the Village should identify 5-6 concepts to further adopt; start to consider the plan which will be multiple steps and holding a public hearing. Mayor Blundell said with earlier forums we have already started action on some of these, and that Sgt. Hildenbrand can provide more details, and that we have made independent steps with the Town of Red Hook to purchase and use body worn cameras and Sgt. is working on the policy manual. Mayor Blundell said they have moved to certain numbers of officers set for December classes and offering train the trainer work done.

Mayor Blundell said he would like, by end of tonight, identify 5-6 things to work on.

Deputy Mayor Kovalchik asked about with “increase transparency regarding use of force incidents and collection data”... is the list we publish made available to the public. Mayor Blundell had the January monthly report and indicated that the numbers are standard month to month but the details do pose privacy considerations. Mayor Blundell read the numbers from report. Mayor Blundell reminded that we do contract time from our Police Department to the Town and School for SPR Program and in the book SRO comes into forum. Mayor Blundell felt that although no names are included, it lists incident specifics with address. Mayor Blundell said report does not go into depth of defining race or nationality of people being pulled over.

Sgt. Hildenbrand spoke at this time indicating that if a neutral person FOILS an incident and not a party to the incident it does not get approved. If a Foil goes out, private information is redacted, so not as to give certain personal information.

Sgt. Hildenbrand said the detailed report contains personal information and cannot be released. Sgt. Hildenbrand spoke on Domestic Violence incidents and that we need to protect the parties of domestic violence.

Mayor Blundell said the national desire and state desire is designed on how to mitigate, reduce and eradicate any underlying bias that is driving these police on citizen incidents. We never want this to happen in Red Hook and we currently have hiring processes and are certain things we do to protect against that and a main thrust in this project is to get better at this. Mayor Blundell said we have internal ways to look at things and want to get smarter, better and deal with things.

Kahan Sablo was present and asked where demographic information was kept relative to admittance in having an encounter with law enforcement. Kahan spoke on a recent foil with the Kingston Police and that it was concerning in that the disproportionate arrests of man of color, under-arresting of white

woman, which unless you went looking for it you would not find it, so not sure how or if that data is being collected, and to him is where the devil is in the details and accessing that information so that real questions can be asked. Kahan informed that he works at the College and that there have been concerns on racial bias. Mayor Blundell asked if his racial bias concerns were about our Police Department or with members of the public. Kahan said he would like to focus on the data and let data do the speaking. Kahan said he asked Kingston for a demographic breakdown by level of offense, misdemeanor, felony, demographic and gender breakdown for a 5 year period and once slicing and comparing to percentage or representation to the population is where things got alarming, and yes he has heard concerns from students on campus, but if they are not coming forward or doing a report he is not bringing that forward and is a separate problem that needs to be tackled, but a clear place to start is what the data says because that is information collected internally.

Sgt. Hildenbrand asked Kahan if both could be in contact and Kahan act as a spokesman for students having issues and spoke on an incident that he heard about of a young lady making a complaint about racial slur in the Village in the crosswalk and that he reached out the Bard on 3 occasions to take the complaint and investigate and was advised that this person did not want to make a complaint.

Mayor Blundell said this month's arrests were 8 and the Board does not get a report on race or color but that an arrest record contains this information, and advised the Village of Red Hook is 95% white and the Town is 90% White and not a lot of minority and in the Reform booklet sections are more in tune with getting the right attitude and right police in minority neighborhoods and we don't have that same thing. Mayor Blundell said he heard in the future there will be more demographic data on vehicle and traffic ticket records.

Kahan said Kingston somehow has that information, and does not know what their practice is, but when he did a full request he got it and that is where the devil is in the details, is when you start slicing populations. His concern is the over-arresting/disproportionate arresting of African American males and under arresting of white females and you don't get that information unless you are collecting that information at the time of contact and encounter, so if we are not doing then he would say we are going into a process void of some information that helps us to make an honest assessments, and maybe things are just fine, but without that there is no definitive way of saying that, and that is only one of several questions that could be asked.

Sgt. Hildenbrand said every time an arrest is made the arrest demographics asks those questions. Kahan said good.

Melkorka Kjarval referenced page 63 in the booklet – and asked with the CJC subcommittee (Criminal Justice Council) and whether or not Red Hook is planning on enrolling in that program. Mayor Blundell said it says the County will establish a Dutchess County Criminal Justice Council Subcommittee, and that there already is an existing Criminal Justice Council.

Melkorka said is not about already existing Dutchess County CJC but a community stakeholder's recommendation to have a specific subcommittee dedicated to data analysis. Mayor Blundell said the Village of Red Hook welcomes any and all professional and respected guidance and will put on a list of items to consider and it does not exist today.

Mayor Blundell introduced William Noonan and that they both spent many hours going through the booklet. Trustee Noonan said he reviewed pages 124-126 and tried to determine what was doable now and what was long term, and associated costs, if any, and asked what is currently in place. Mayor Blundell said a lot is repeated in the booklet but he feel he would like to find 5-6 that are most effective and most influential and things the Village can afford and feels body cameras was a big one, and shared services with Dutchess County, and Sgt. Hildenbrand can speak on stories of deescalating, and unfortunately we get situations that need to be defused and both he and Sgt. can talk about police calls for EDP's (emotionally disturbed persons) – referencing page 7.

Trustee Noonan referenced page 7 and that we are already on the road to body worn cameras and that the policy is being prepared for that, and with non-enforcement contacts we are working on that already. Sgt. Hildebrand said yes and the PD has always done parking patrols, foot patrols. Mayor Blundell said the Police Department is a 3 core full time and depending on time of year, 6-8 part time and we have a good name and good reputation, and have good training and when interviewing we stress community policing and on a given shift a certain expectation of time is expected in the office or on duty. The Town of Red Hook has 11,000 folks – Village 2,000 and right now we share a lot of financial burden of the PD and we need to get them to contribute more, but if we could do more it would be in the central area in the Village. Mayor Blundell spoke on bike patrols and our PD bikes and nice to see.

Melkorka asked about training and that most officers are moving on a lot of the time. Sgt. Hildenbrand said not all of the time. Melkorka asked how that works in keeping the culture maintained if a new officer is here, trained and then moves on. Mayor Blundell said that is a problem, but in his personal opinion, we get the younger folks, and we mold and form and develop, and they come to us with less implicit bias. Sgt. Hildenbrand said it is a good question, but it comes down to management and a majority of the officers being 22-27 who eventually go on to a full time job excel because the difference in our PD is they are taught, and are on field training for 3-6 months and they are trained by seasoned officers and Red Hook PD is fortunate to have a couple of detectives who are senior officers with 25+ years and come with a lot of knowledge. Our officers have a good rapport with the Community because they are taught that way and whether they are here 1-2-4 years some of the newest officers are requested the most. Sgt. Hildenbrand said a huge part of what we do is Community involvement and Community trust and he demands that.

Melkorka asked why don't they stick around if we are putting in that training Sgt. Hildenbrand said we don't have the full time position to offer. Melkorka asked if he felt that would be an improvement in culture to have more full time officers. Sgt. Hildenbrand said in his 14 years in the PD he has never had a racial bias incident in the Police Department and he has had some recent complaints with Bard College and has offered his help but no one is making a complaint and he is hearing about it on social media and

if there was an issue he would want to be the first to know and address it and sees no difference is an officer is here 1 or 5 years.

Mayor Blundell said in the hiring process we have access to skilled detectives with 25+ years' experience, and we get really good employees who are trained very well but economics do drive a lot of it. Melkorka asked if it was because of the budget was not being carried as much. Mayor Blundell said in the end, which could be years from now, there should be a Town Police Department, with the Village contracting for services. The Town has a 1.2 billion dollar tax base and we have a 200 million dollar tax base and hard for us to fund a Police Department, but that we do need it and do not want to defer off to Sheriff of State Police, and this idea would be a 5 year plan with a shared justice center where you have a fire company, police and maybe even the courts. Melkorka asked about data and that the PD is collecting but not reporting to the Board. Kahan said Sgt. said yes that information is collected, but his second question is about data and asked has there been any other soliciting data from the Community about policing other than ...go have a cup of coffee.... any formal type of assessment of that, whether be college students or local residents... the devil is in what we don't know, for example, like hearing about things on social media related to racial concerns yet no concerns come forward. Therein lies the problem, and not just in Red Hook, but how do we get the genesis behind that. That fear is real and he was a victim of racial bias in Kingston and took him about a day & half before he said he has to go forward and do this and is 50 something years old with a PhD and has supervised police departments before and there was reluctance for him to come forward so it's getting down to the weeds of that information so that if there is an issue they have the information needed to address and feels there is low hanging fruit and that body cameras are low hanging fruit, and what is long range and how to look under the rocks of what is a very difficult job and start to give to what could potentially and are there issues here that we need to asking questions. Is there, should there be some other forms of collecting data.

Sgt. Hildenbrand informed if a complaint is not made they will not have the data, and is hoping to work together so you could be the neutral person and both can sit with that student to make an official complaint but if there are complaints that you are hearing about at Bard and he is not, they need to work together so I can investigate and take a real complaint rather than must hear from a third party.

Mayor Blundell said that is why we are here tonight and an underlying goal. Mayor Blundell said we are affected by implicit bias that many of us don't even know we have. Mayor Blundell spoke about a story/book by Timothy Egan about an Irish patriot Thomas Meagher and the 1850-1860's who was a political refugee to America in the time of 1850's and the stress the country was in then regarding slavery, abolitionists and police activity in the North returning slaves to the South. Indicating we are dealing with an issue that has a long, deep history and remains with us today...which we have to figure out.

William Noonan said in reviewing the booklet and trying to identify what is implicit bias and what is internal and external procedural justice he struggled to find definitions of that. Things that have been going on for so long might be ingrained in us, but how do we get to that core of what are my implicit biases. In terms of procedural justice it boils down to respect for the person you are dealing with

whether a traffic stop of something more serious and respect goes both ways and with procedural justice if the law enforcement treats the traffic stop person with respect it helps a lot to build trust in law enforcement. Mayor Blundell said you are correct.

Sgt. Hildenbrand when all these things came out in NYS all his officers came to him asking for body cameras and we are getting them but he did not only get his officers trained in procedural justice and implicit bias but has two instructors now in procedural justice and implicit bias so he took it a step further and he wants new officers to have this immediately.

Melkorka went back to what Kahan was saying about the idea of being open to hearing different complaints and that maybe the model that they would be able to feel comfortable with is that we should be able to have multiple avenues for people to make a complaint, maybe some kind of Board or Committee a person could come to at a municipal level to feel more comfortable or safer.

Sgt. Hildenbrand said a person can make a complaint and he has a very clear complaint form that a person can fill out and return and he can review and can contact over the phone, so it's not like they have to sit in the PD with an officer. But the complaint form gives the PD some kind of ground on what was the complaint, the date, the officer, what was it for, and if he is not getting that it makes it very difficult to investigate, even more difficult if getting from a 2nd or 3rd party and not the complainant.

Kahan spoke on his incident in Kingston when he was jogging and an officer stopped him with a complaint that he was looking at cars. Kahan said he stopped to look at his emails and did not know what to do, and feeling afraid to move very quickly, because people that look like him that move got shot and killed in the street so was concerned not to move and this person was egging him on, and understands this person had a job to do, but the call came in for someone wearing a tank top and he was wearing a hoodie and he had to walk home shaking, but in his mind and the only thing he could focus on was how not to get shot. Kahan called and found out the person they were looking for was wearing a completely different outfit than what he was wearing, so if he is filling out this form they now they know his address and where he lives so he has to know trust that officer he had this issue with and he is a cop, and I am not, and his word means more, so how do I know I don't get something planted on me, how do I know they won't circle his house more, these are real concerns that people have, and when you don't have a badge or gun you are the underdog and there are real consequences to filling out a form to initiate a process – there are people on the other side of that that are not in a positions of power, that have been historically marginalized and have very real reasons to resist to fill out that form.

Sgt. Hildenbrand said yes but we are not the Kingston Police Department so he cannot have a conversation on their training and complaint forms. He can talk about the Red Hook Police Department and can talk on exactly how things are done and if you want to fill out a complaint form or have a student do that don't put your address, just put a phone number – they are not looking to come to your house and can call you. Kahan said that is the part where you are missing it... a person who comes from a marginalized community doesn't know a blue uniform from a gray uniform from a whatever uniform and in the same way that people have implicit bias against person of color and how they might act,

people also have the same impressions about cops and they don't speak all of this and they see a person of authority that do bad things to them of which they will not be believed.

Sgt. Hildenbrand said he asked before and will say again he will work with you if he has someone at Bard College, where you are a professor, he will work you and that person and you can be the middle person and if there is a complaint, you can work together to resolve this for our Community and hoping we can all work together to address concerns. Sgt. Hildenbrand said if you are hearing things at the campus lets work together and let him know about the things he is not hearing. Kahan said they will need to work together but the first part is to understand this is a National issue for which the Red Hook Police Department is not exempt. Sgt. Hildenbrand said we are. Kahan said the fact that you heard and not gotten a complaint is an indication as a Community we have to work together to pull back pieces of the onion to find out what exactly is going on, this is bigger than Red Hook Hook and Red Hook is not exempt from this. Sgt. Hildenbrand asked if what he was saying is because we don't have complaints to peel back the onion to get complaints. Kahan said pull back the onion to see if there is a real absence of complaints or really is.. even if there aren't formal complaints, Community policing is always a good thing and nothing bad about doing that, and suggesting there are probably things we can get to the bottom of, and the bigger issue is not complaints and is why haven't people felt comfortable to do that. Sgt. Hildenbrand said we are assuming there are complaints, and you are hypothetically saying there could be a complaint. Kahan said there are people not saying good things about the Red Hook Police Department. Sgt. Hildenbrand said then bring it to him and let him address them and we are the Police Department do why would you not.

Cecelia Cortina asked to speak. Ms. Cortina advised she works with human trafficking and domestic violence survivors and this is a reality that these people are afraid to come forward and they help to advocate for them and that way they can seek justice and spoke on incidents on how traffickers use words and criminalize people and let them know that no one will hear them and it's a reality that they are afraid of the police, and as Kahan said, they do not see a difference between immigration and the police so on top of it that the natural environment is not helping them to see if something happens to them they can come forward or go to the police. She is not saying that all Police is bad, but things happen and in the past year have been really tough in this Community and we have to admit that this is happening and although there are no complaints, does not mean things are not happening to the people and asks for the Police Department to recognize these and be open, and maybe people don't want to come in with their situations or make a complaint because it is not confidential and that is scary, when you don't have papers you can imagine how discouraged you can be.

Mayor Blundell asked for clarification; in mentioning complaint and an undocumented citizen are you talking about them complaining to authority get protection, or you talking about something a police person did to them. Ms. Cortina said she just put in an example on how people are afraid of the Police and wants to make people aware that this is happening, people are afraid and this is a reality.

Mayor Blundell said in talking about demographics the Hispanic population is larger than the black African American in the Village, and same for the Town and thanked Ms. Cortina.

Mayor Blundell said he has discussions with the complaint process and maybe the stakeholders can come up with a concept.

Mallorca said she hopes they both don't think it is insulting that people have personal experiences that inform how they feel towards the police in general and if you are personalizing it we are going to really hit a wall. People have experiences and there are histories, and a lot of baggage culturally in this Country/Nation and we have to be aware of that and if people are not comfortable coming to us, how do we fix that. Mayor Blundell said that was implicit bias the other way and we are here to help and this is a tough dilemma.

Sgt. Hildenbrand said he never takes those things personal and have helped a lot of people over the years and whether it is helping suicidal person, domestic violence, they work close with Dutchess County Domestic Violence and they take pride in helping and if they are not comfortable with coming to the Police he hopes at some point he can create a relationship with someone they know to create that channel so that they we don't have someone who is afraid and respect that and would never tell someone they are wrong or not to do something or tell them how they should feel.

Kahan said which is his thought from a previous question in coming up with some way of soliciting data from the Community, so it's not what if and who does have an issue and doesn't bring it up, but how we collect data from the Community, so we have something to react to.

Mayor Blundell spoke on objective and the use of deadly force... referencing pages in the booklet...informing they suggested prior that they follow particular standards in a Policy book and his concerns as Mayor with a Police Agency is if our guys/staff are safe and things can happen quickly and "human life is sacred" as stated in the booklet. Mayor Blundell spoke on our PD doing role playing and playing out scenarios and that they are thinking at that level.

Sgt. Hildenbrand said training and education are important and anytime there is a National incident, emergency, big or small in any Community, they do in-service training and his officers are asked about the news and they talk about scenarios as a training tool and body cameras will also be a training tool.

Mayor Blundell spoke on "no choke hold" and that it is in our Policy. Mayor Blundell said most dangerous incidents have been Town calls, speaking on the November 15, 2020 incident involving 2 of our offices and a shooting and that we counsel each other, human emotion going on, and to this day brings strong emotions, and as a Board and Mayor, they do carry lethal force and that is one of the tasks we are facing here in making sure it is used properly, training and Policy. Mayor Blundell said Officers are equipped with Tasers. Mayor Blundell said with complaints we want to be clear that there is a complaint process in the PD but a lot of what are talking about with Kahan/Bard representative, is we hear through social media complaints, about an incident of racial bias between individuals and not Police to individual. If we can get facts, we have patrols, cameras and maybe we could identify the problem.

Melkorka asked if we can redirect from that you guys think you are doing everything well and the point of this is what can we do better, what can we improve and from Ed and Patrick, she is getting a lot that everything is fine and we don't need to do anything better, but is there anything that could be done better and ways and avenues to do stuff.

Mayor Blundell said you are misconstruing what he is saying, and from the September 26th forum he took concepts to the Board and it is taken very seriously and are not pushing back saying we are fine and can be better and we are tasked with it and it's our duty to do better, and we are working to find workable points that we are going to take on and do. Our goal is to be better. With body cameras and Kahan's statement, they are not low hanging fruit, but a hugely protective digital technology easy to use and protects everybody's rights immediately. Kahan said that is what makes it low hanging fruit, in a good sense. Mayor Blundell said that can imply not so good. Kahan said that's a win-win for everybody.

Mayor Blundell spoke on a demonstration of body cameras and all they offer and state of the art equipment and the Town will be helping with that. Mayor Blundell said they would like to do something with the non-law enforcement contacts and we do that now with School and School events and the SRO is a piece of that. Mayor Blundell spoke on procedural justice and implicit bias, and as much as we are all saying what does that include, we want to promote and push forward. Mayor Blundell said with increasing diversity of the law enforcement workforce we discussed how we recruit different things and have had various female officers and all have done very well. Mayor Blundell spoke on the County approving on hiring folks that did not have the 60 credit hours of a police academy under their belts and feels this difficult for us because we do not have the depth of staff to take someone totally green and create a viable safe functioning police officer. Identify training deficiencies – falls to managements but will be tagged and we will work with. Mayor Blundell said he spoke with the Sgt. in regard to creating alternative or co-responder programs to address social and medical issues and advised that our officers carry AED'S and a lot of them are EMT's but they are not psychologists or psychiatrists and has spoken with Kahan on this and a lot of the problem is police are being asked to be counselors/therapists or intense dispute experts and we work with the County and the County is moving to more Mobile Crisis Units. Sgt. Hildenbrand advised that ends at 11pm every day.

Sgt. Hildenbrand said mental health never stops and is very important and he referenced a call this week and was advised that they called Mobile Crisis Unit first and were advised to call the Police. Sgt. Hildebrand said they do well and comfort in all situations because they have no other option and if someone has a mental health emergency and someone has to go, they do a good job with it. Sgt. Hildenbrand said another issue is on a County level is the funding of that and only having one person to cover all of Dutchess County from 5pm-11pm and zero from 11pm-8am. Police are running mental health calls 24-7 and are stuck with the task.

Kahan said this document is coming from the review of the County, and does not know the genesis of it, but seems completely unfair to put an officer in a mental health situation. This is a County document

prompted by an Executive Order, what is the vehicle to influence the County to say that as you are making budgeting decision this needs to be factored in that.

Sgt. Hildenbrand said this is something he read in the booklet of what they want to happen but it will never happen because they are the ones on mental health calls, and when a person needs assistance and there is no direct threat to hurt themselves they cannot make that person go, and when advised of staffing and hours that is the difficulty. When a call goes out they will go and make sure scene is safe and they are the first line of response.

Melkorka said the County recently announced a plan to privatize the Mobile Crisis Intervention Team and CIT, so we are about to lose (Dutchess County taxpayers) our ability to implement more; i.e. the staffing, the hours, the budget being putting into that, so suggests anybody concerned with this attend County meetings and that Patrick is right in that mental health does not wait.

Sgt. Hildenbrand spoke on a recent mental health incident and these are real things and we all have someone we know or family member with mental health and it's a huge part of what the Police do. Mental health is a big deal with COVID restrictions, not being employed, losing jobs, losing homes, apartments, and people live with mental health that goes undiagnosed and these things can trigger them but the resources are not there; the people that are a part of the Crisis Unit are good and he trusts them and are well educated but you cannot ask one person to cover all of Dutchess County, especially when mental health calls are high from 5pm-11pm.

William Noonan said with mental health what assistance do we have for our own officers in traumatic situations. Sgt. Hildenbrand said we have a Union that offers a lot of resources and they work very closed with the State Police and Sheriff's Office. Sgt. Hildenbrand said with the shooting incident the State Police helped and Village offered services. We have multiple resources in place and that were taken advantage of and it was not an option, and officers took advantage of these services.

Mayor Blundell said the Village offers all employees resources and buys into the Employee Assistance Program. Mayor Blundell said he feels all staff should get implicit bias training and that could come in the future.

Mayor Blundell spoke on COVID shots and Police Officers getting exposed. Sgt. Hildenbrand spoke on incidents where officers are exposed and it is part of what they do.

Mayor Blundell spoke on Mobile Crisis Unit and funding and that we have to somehow come up with the money and that is the task of this group.

Mayor Blundell thanked the Stakeholders for their comments and opened up Public Comment:

Brent Kovalchik.

- a. Very impressed and still trying to figure out a vehicle for the people who are insecure about speaking or logging a complaint and hoping the Stakeholders can help with suggestions to put people at ease to come forward to express their complaints so we can best help them. Mayor Blundell said it should not just be the PD but across culture and spoke on the Red Hook mural

issue and that only now the person coming out and talking about what they saw in that artwork. Mayor Blundell asked for any other comment and said there were 22 participants in attendance.

Sarah Imboden. Thanked for opening this conversation to the public and that both her and Patrick spoke on issues and with her sitting on Town Board wanted to comment on some things tonight:

- a. Data point is critical and the need for a more equitable share of the Town taking on policing costs. It is hard to make those choices and to help give the Police feedback on that coverage when you don't have data to look at, that helps understand the full scope of what the interaction of public are having with police. The point is like a body camera, they tell a story in a neutral way that will help the Village, the Town, the Police and the public all understand better what is going on.
- b. Town moving forward as far as Town/Village control over police, and how to see the coverage ratio change and it is not just mental health and public safety, but dog control, and things that the PD ends up being that phone call and not fair to expect that they take all that on.

Lauren Cherry. Lives in the Village.

- a. There is a general theme of transparency with the Police force and important to her: Budget – she could find the Town but not the Village. Asking for highlighting a budget that is specific to the police force available to the public.
- b. Who is policing our Community? Tried to find that information and could not find on the Website and did not get a response to her email to the Village. Feels that to have positive police culture as the County reports the Police must have a relationship with the Community in which they serve; and living in the Village she has never seen a police office on foot. Mayor Blundell asked that she resend her email.

4. Amy Smith.

- a. 100% sensitive to the challenges of dealing with the Civil Service system and its limitations and in talking about one officer in particular, when Patrick has invested time and expertise in an officer and someone the Community is excited about, is it a question of money that prevents us from taking a part time officer who would want to stay here if we had full time, or are there other considerations. Sgt. Hildenbrand said it happens a lot in bigger agencies and that it is hard to keep officers, and there have been a lot of discussions on officer retention, and the further you go South the more money you make.

Amy Smith asked can we make them full time.

Mayor Blundell said no, a part timer does not have to come off a list and we can hire part times with an allocation of 3 full time slots and as many part timers as we can get, but the catch 22 is with civil service you have to play the top 3 game and in hiring public employees through civil service test list, so we are precluded or blocked from moving up our people automatically, and there is a process. Mayor Blundell said with budget part timers are paid but not in Union contract to receive benefits and in the tax cap world so to move anyone from part time to full time is an immediate jump which can run \$15,000-\$30,000. Mayor Blundell said it's a big picture question and the budget is about a 30% of our operating General fund budget and big chunk of money and we always felt that the guardian nature of

what they do they are a hybrid of EMS, ambulance, fire.... They do a lot more than law enforcement and are questions for the Board and the public and how much can we afford and how long can we, and options. Mayor Blundell spoke on Tivoli contracting out for services and that they pay way more than we do for services.

5. Melody Narvaez. Lives in the Village.

- a. No reports and we don't know about incidents because there are no reports.
- b. Police need to be trusted and it is really easily to believe that you have a good rapport with the Community when the only thing people you interact have a good rapport with you.

Encourages some thought about how we can reach out to all of the Community:

1. Interaction with black and brown people in our Community but also public interaction with other people like how would someone feel about trusting the police when the interactions they see from afar are outside our ones of commiseration with those who freely express prejudice in our Community and those who openly hate on places like Bard.
2. People who have moved here from any distance away are called "citidiots" and with that culture in the Town and with the Trump parades that went through, and spoke on the incident at the Rec Park where they were dancing around her and making fun of her while trying to talk to speak to the Officer, so what it is motivation to go to in the future to report an incident when it was easily dismissed and she was literally made fun of on the internet and through a GIF made of her. Spoke on good rapport with everyone and consider not only how you are treating the people that you need but how your public interactions are in the Community.

Mayor Blundell said our underlying premise and operating principal is the Police should not be politicized or the political wing of any party and they know that message and we don't condone any internal politics or expression in their day to day job. Mayor Blundell spoke on the Rec Park incident and that our people were sent there for public safety issue and our message to our PD is they are professional and they are trained for the mission of public safety.

Deputy Mayor Kovalchik motioned to close the Workshop meeting at 9:10pm and thanked all for their participation. Motion seconded by Mayor Blundell. All in favor.

Submitted by,

Lara Hart
Clerk

